

Ethics Code of Conduct

Amvis Holdings, Inc.

Chapter 1 Basic Principles

(Purpose)

Article 1

This code aims to establish standards of conduct to be complied with by Amvis Holdings, Inc. and its subsidiaries (hereinafter referred to as the “Group”), as stipulated in item 3 of Article 2 of the Companies Act, as well as by officers, employees, and other members of the Group.

(Scope of Application)

Article 2

1. This code shall apply to the Group and to officers, employees, and other members of the Group. However, if its subsidiaries separately establish similar codes, such codes shall take precedence over this code.
2. Officers, employees, and others shall mean all people engaged in the business of the Group, including officers, employees, contract employees, part-timers, employees accepted on secondment, and temporary employees.

(Responsibilities of Officers, Employees, and Others)

Article 3

1. Officers, employees, and others shall recognize that it is their role to realize the spirit of this code and take the initiative to ensure that concerned persons are fully aware of it.
2. Officers, employees, and others shall faithfully comply with all laws and regulations and act in keeping with social norms in all management activities.
3. Officers, employees, and others shall not commit any acts that harm the credibility of the Group or that may bring the Group into disrepute.

(Confidentiality)

Article 4

Officers, employees, and others shall protect information obtained in the course of their duties, including user information and other information about the Group, as confidential, except where disclosure is permitted or legally required.

(Protection and Proper Use of Company Assets)

Article 5

The Group's assets shall be used only for appropriate purposes. And officers, employees, and others shall protect and effectively use the Group's assets.

(Record Keeping)

Article 6

In accordance with internal rules, officers, employees, and others shall correctly prepare documents related to operations and finance and retain them for a certain period. In addition, the preparation of false documents and the intentional concealment or destruction of related documents is strictly prohibited.

(Response to Violations of Code)

Article 7

1. In the event of a serious violation of this code, the Group, led by the Representative Director, will strive throughout the Group to resolve the problem, determine the cause, and prevent its recurrence.
2. The Group shall ensure prompt and accurate disclosure of information and accountability within and outside the Group for incidents that arise.
3. The Group will take strict measures against relevant officers, employees, and others who violate this code in accordance with the rules for the officers' disciplinary committee and the rules for disciplinary actions for officers or the rules for regular and associate employees.

(Internal Audits)

Article 8

The Internal Audit Office shall appropriately audit the status of compliance with this code in all operations of the Group in accordance with the rules for internal audit.

Chapter 2 Relationships with Our Users

(Provision of Services)

Article 9

The Group and its officers, employees, and others shall always act from the perspective of users and provide services, including palliative care, that will be appreciated by users.

(Response to Users)

Article 10

The Group and its officers, employees, and others shall treat all users of the Group, including patients with cancer or intractable diseases and in terminal stage with sincerity, cheerfulness, kindness, and politeness to improve their quality of life.

(Dealing with Troubles)

Article 11

The Group and its officers, employees, and others shall respond promptly and in good faith to any problems that may arise with users of the Group's services.

(Safety and Health Measures)

Article 12

To ensure the safety and health of users, the Group shall take necessary safety and health measures as much as possible for buildings, equipment, and others.

Chapter 3 Relationships with Society and Environment

(Fair Competition)

Article 13

1. The Group shall engage in fair and free competition with other companies in the industry in business activities.
2. The Group and its officers, employees, and others shall not use improper means in business activities.

(Relationship with Political and Administrative Bodies)

Article 14

1. The Group and its officers, employees, and others shall maintain a healthy and normal relationship with political and administrative bodies.
2. The Group and its officers, employees, and others shall not make illegal political contributions, provide illegal benefits, or engage in bribery.

(Relationship with Antisocial Forces)

Article 15

The Group and its officers, employees, and others shall not provide economic benefits to antisocial forces that threaten social order and sound corporate activities.

(Provision of Corporate information)

Article 16

The Group and its officers, employees, and others shall provide appropriate corporate information to our users, business partners, shareholders, investors and other stakeholders as needed.

(Initiatives on Environmental Issues)

Article 17

The Group shall recognize the importance of environmental issues and actively conduct the effective use of resources, recycling of resources, and energy conservation.

(Social Contribution)

Article 18

As a corporate citizen, the Group shall actively participate in and contribute to various activities of society.

Chapter 4 Relationships with Officers, Employees, and Others

(Respect for Basic Human Rights)

Article 19

The Group shall respect the basic human rights of its officers, employees, and others and shall never discriminate in the treatment of them on the basis of race, nationality, ideology and creed, religion, mental or physical disability, age, gender, marital status, or any other reason unrelated to the performance of their duties.

(Realization of Comfort and Affluence of Officers, Employees, and Others)

Article 20

By improving working conditions, the Group strives to provide economic, mental, and temporal comfort and affluence for its officers, employees, and others.

(Creating a Work Environment that Makes the Most of Individuality and Ability)

Article 21

1. The Group shall strive to create a workplace where all officers, employees, and others can make the most of their individualities, motivations, and abilities.
2. Officers, employees, and others shall respect and cooperate with each other to maintain a healthy and comfortable work environment.

(Safety and Health Measures)

Article 22

To ensure the safety and health of its officers, employees, and others, the Group shall take necessary safety and health measures as much as possible for buildings, equipment, and others.

Date of establishment: April 24, 2023