

Axcelead Group Supplier Code of Conduct

Effective September 1, 2024

The Axcelead Group established our purpose to build a healthy future for people worldwide through a groundbreaking healthcare platform, and we aim to contribute broadly to society by promoting impact management.

In order to realize a better and sustainable society based on our purpose, we hereby have formulated the Supplier Code of Conduct. With a view to further strengthening the global relations which form one of our assets, we request our suppliers and business partners to kindly accept, understand, and practice this Code of Conduct. We will together work to identify environmental and social risks specific to individual partners. Together, we can achieve social responsibility, along with promoting coexistence and co-prosperity across the entire supply chain, creating new collaborations, and being in compliance with desirable trade practices.

1. Respect human rights and not be complicit in human rights abuses.
2. Prevent child labor and unfairly forced labor.
3. Not engage in discriminatory employment practices.
4. Respect the rights of employees to associate freely in order to ensure open and fair negotiations between labor and management.
5. Provide employees with safe and healthy work environments.
6. Protect the global environment and give due consideration to biodiversity.
7. Ensure the quality and safety of products and services.
8. Ensure fair business transactions; abide by all applicable laws, rules and regulations; eliminate antitrust and conflicts of interest thoroughly; and prevent extortion, bribery, and all other forms of corrupt business practices.
9. Ensure appropriate data privacy.
10. Cooperate with members of local host communities and contribute to sustainable regional development.
11. Disclose information regarding the above in a manner both timely and appropriate.

Axcelead, Inc.
Executive Officer, CFO
Hiroki Maekawa

