

Arcalis Supplier Code of Conduct

Effective May 1, 2026

We, ARCALIS (hereinafter referred to as "the Company"), aim to contribute broadly to society by providing comprehensive services in the research, development, and manufacturing of RNA pharmaceuticals, with a mission to expand global access to healthcare, extend healthy life expectancy, and reduce the risk of infectious diseases.

Based on this mission, the Company has established this "Supplier Code of Conduct" to help realize a better and more sustainable society. In order to further strengthen our global network, which is one of our key assets, we seek the understanding, agreement, and implementation of this Code from our suppliers, business partners, and other stakeholders. This is premised on mutual prosperity across the entire supply chain, the development of new forms of collaboration, and the adherence to desirable business practices with partners. At the same time, we will continue to identify and address environmental and social risks specific to individual partners and fulfill our social responsibilities together.

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 timely and appropriate manner.

Arcalis, Inc.

General Manager, Administration Division

Koichi Sugisawa