



Jeisys Medical

Global Code of Business Ethics and Conduct

Living Our Values, Strengthening Our Future

At Jeisys, our success is built not only on the technologies we create, but on the values we choose to embody every day. Our Core Values Excellence and Care are at the heart of who we are. Excellence pushes us to raise the standard: to innovate boldly, execute decisively, and continue growing as individuals and as an organization. Care reminds us that people are at the centre of everything we do, from understanding our customers, to collaborating across teams, to treating colleagues and partners with mutual respect.

To bring these values to life in a consistent and meaningful way, we rely on our ethical principles: Integrity, Accountability and Compliance. These principles guide our decisions, protect our relationships, and strengthen the trust that customers, healthcare professionals, partners, and colleagues place in Jeisys across the world. They are not abstract concepts, they are commitments we make to one another and to everyone who depends on our work.

This Code of Conduct reflects that commitment. It is a resource to help you make sound decisions when facing difficult or uncertain situations. When something is unclear, I encourage you to ask questions, seek clarity, and speak up if something does not feel right. Your honesty, courage, and responsible actions shape Jeisys's reputation far more than any product we build.

Thank you for bringing our values to life and for upholding the ethical principles that support them. Together, we are building a company defined by both Excellence and genuine Care

Jeisys Medical CEO
Rami Lee



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Purpose and Scope of the Code

This Code defines Jeisys's global ethical standards and expectations for business conduct. It provides practical guidance for making responsible decisions and outlines the behaviors required to maintain a culture of trust and compliance.

This Code applies to:

- All employees, officers, and directors
- All Jeisys subsidiaries and affiliates
- Third parties acting on behalf of Jeisys (distributors, agents, consultants, contractors, intermediaries and service providers)

Compliance with this Code, applicable laws, and internal policies is mandatory. Violations may result in disciplinary action, termination of contracts, or legal consequences.

Our Core Values and Ethics Principles

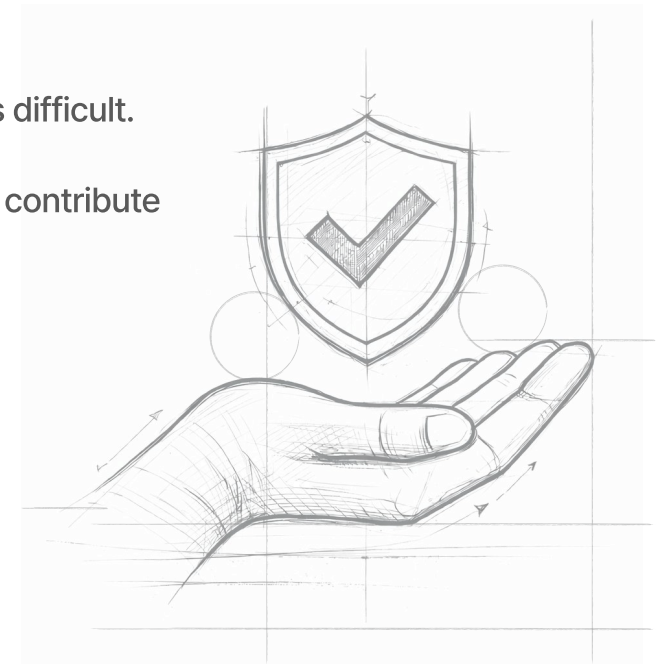
Our culture at Jeisys is grounded in two Core Values Excellence and Care supported by the ethical principles that guide our daily behaviour.

Core Values:

- **Excellence**
We deliver our best every day. We innovate with purpose, execute with discipline, and continually grow as individuals and as an organization.
- **Care**
We put people first. We listen to customers, collaborate across teams, and treat colleagues and partners with professionalism and respect.

Ethical Principles:

- **Integrity**
We communicate honestly, act transparently, and do what is right—even when it is difficult.
- **Accountability**
We take ownership of our decisions, follow through on commitments, and actively contribute to shared goals.
- **Compliance**
We follow all laws, regulations, and internal policies, ensuring that our actions consistently reflect Jeisys's standards.



Responsibilities Under the Code

Everyone at Jeisys is responsible for understanding this Code and applying its principles in daily work. This includes completing required training, exercising good judgment, and raising concerns promptly when something does not seem right.

Managers have an added duty to set the tone.

They must:

- lead by example,
- reinforce compliance expectations, and
- create an environment where employees feel comfortable seeking guidance or speaking up without fear of retaliation.

Our third-party partners, such as distributors, agents, and consultants, are expected to uphold the same standards. They must cooperate with due diligence, comply with contractual requirements, and act in line with Jeisys's values. Jeisys may end relationships with partners who fail to meet these expectations.

By fulfilling these responsibilities, we protect our reputation, support ethical decision-making, and contribute to a compliant and sustainable business.

Respectful, Safe and Inclusive Workplace

Jeisys is committed to a work environment free from discrimination, harassment, intimidation, or retaliation.

We prohibit:

- Harassment of any form
- Discrimination based on protected characteristics
- Abusive or disrespectful behavior
- Substance abuse in the workplace

Decisions about hiring, promotion, and development are based on merit, performance, and qualifications.

Employees must maintain professionalism at all times and avoid behavior that could damage workplace harmony or Jeisys's reputation.



Business Integrity and Legal Compliance

Jeisys operates in highly regulated industries. We must strictly comply with all applicable laws and uphold the highest standards of ethical conduct. Jeisys prohibits bribery, corruption, and unfair competition.

Employees must not:

- Offer, give, or accept bribes, kickbacks, or improper advantages
- Engage in collusion, bid-rigging, or other unfair competition
- Facilitate money laundering
- Manipulate or misrepresent business records
- Misuse company property or resources

Employees must:

- Maintain accurate and complete records
- Follow internal financial controls
- Declare conflicts of interest promptly
- Act in Jeisys's best interest

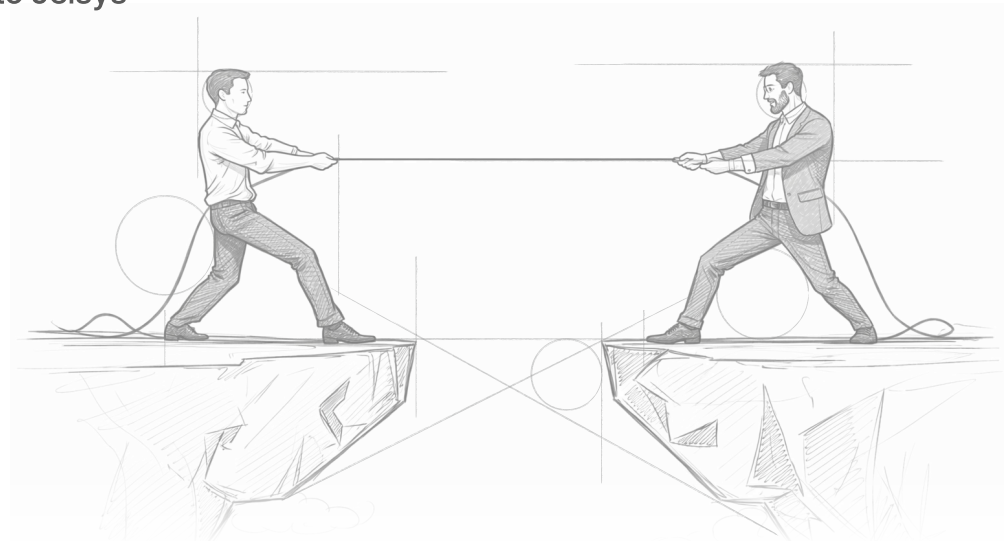
Conflict of Interest

A conflict of interest arises when personal interests interfere, or appear to interfere, with professional responsibilities.

Employees must disclose any potential conflict to the HR / Global Compliance teams promptly.

Examples:

- Personal relationships in reporting lines or decision-making
- Personal financial interests that could affect impartiality
- Outside employment, consulting, or board roles that overlap or compete with Jeisys' business or interfere with job responsibilities.
- Using company resources or information for personal benefit including diverting business opportunities, misusing confidential data, or leveraging your Jeisys role for private gain.
- Receiving gifts, favors, or hospitality that could improperly influence, or appear to influence, business judgment or decisions.
- Family members or close associates with business ties to Jeisys



Interactions with Stakeholders

Our relationships with healthcare professionals (HCPs), customers, regulators, and partners are built on integrity and transparency. All communications must be accurate and authorized. Third parties are responsible for complying with our ethical standards

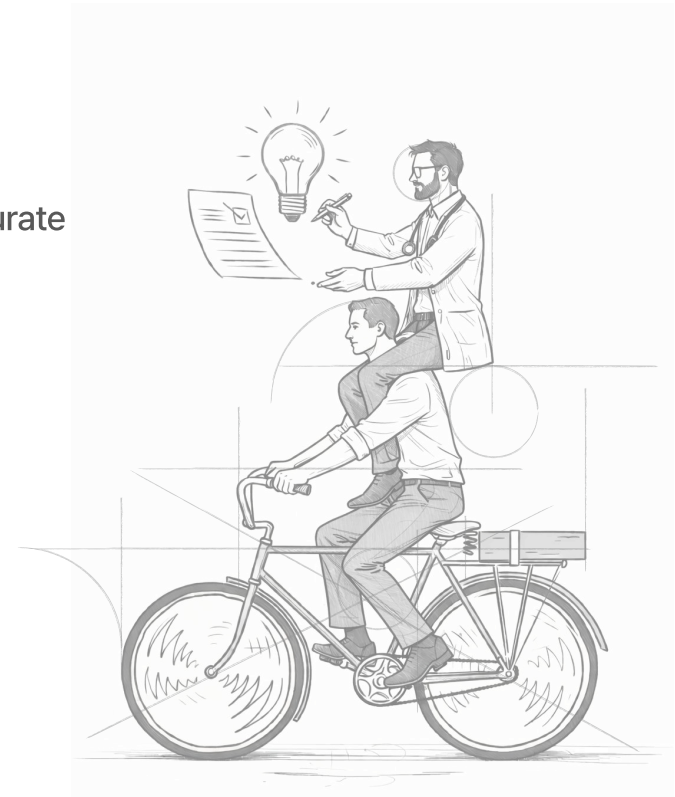
Jeisys collaborates with HCPs globally to advance device safety, training, and clinical outcomes. These relationships must always be ethical, transparent, and compliant with applicable laws.

We must:

- Engage HCPs only for legitimate scientific or clinical purposes
- Pay fair market value for documented services
- Avoid any arrangement intended to influence purchasing decisions
- Respect institutional and regulatory requirements
- Ensure that promotional practices are truthful, authorized, and scientifically accurate

We must never:

- Use clinical studies or product demonstrations as improper inducements
- Offer gifts or benefits that may improperly influence medical judgment



Integrity in Clinical Activities

Clinical research and product testing must always be conducted ethically, transparently, and with patient safety as the highest priority.

We are committed to:

- Collecting data using approved scientific methods
- Maintaining documentation accurately and securely
- Selecting investigators and sites based on expertise, not commercial influence
- Paying compensation transparently and in line with fair market value
- Complying with regulatory and ethics committee requirements

Third-Party Integrity

Jeisys works with third parties, such as suppliers, distributors, and agents, based on lawful, ethical, and fair business practices. All third parties must comply with applicable laws, follow our ethical standards, protect the environment, and conduct business responsibly.

Employees who select or manage third parties must ensure they understand Jeisys' Code of Conduct and apply it when choosing or overseeing these partners.

We also expect all partners and their subcontractors to respect fundamental human rights, treat workers fairly, and provide safe and healthy working conditions that reflect Jeisys' values.

Trade Compliance and Interactions with Public Officials

Our global footprint requires strict adherence to all applicable:

- Import and export regulations
- Sanctions and embargoes
- Restrictions involving government agencies or public officials

Interactions with public officials, including HCPs employed by public institutions, are particularly sensitive.

Please contact the Global Compliance Department for guidance before engaging in these activities.

Protecting Company Assets, Information and Technology

Employees must safeguard:

- Confidential business information
- Intellectual property
- Personal data
- IT systems and cybersecurity

We prohibit:

- Unauthorized disclosure
- Improper acquisition of competitor secrets
- Misuse of Jeisys devices, software, or technology

Data breaches or suspicious activity must be reported immediately.



Speaking Up and Reporting Misconduct

Jeisys encourages a culture of openness and trust. Employees are expected and empowered to speak up when something appears unethical, unsafe, or inconsistent with our Code.

Employees may report concerns to:

- Line managers
- Human Resources
- The Global Compliance Department
- Jeisys's dedicated online Speak-Up platform [LINK >](#)

Jeisys strictly prohibits retaliation against anyone who reports concerns or participates in investigations in good faith.

False, malicious, or knowingly inaccurate reports are prohibited.



Investigations and Corrective Actions

The Global Compliance Department oversees investigations into potential violations. Employees must cooperate fully and maintain confidentiality throughout the process.

Serious violations may result in:

- Disciplinary action
- Contract termination
- Reporting to regulatory authorities

Corrective measures will be implemented to prevent recurrence.

Oversight, Governance and Review

The Global Compliance Department administers this Code, oversees training, and reports material issues to the Chief Executive Officer and the Board of Directors.

The Board of Directors:

- Approves any waivers or amendments
- Reviews material compliance matters

This Code is updated to reflect evolving regulations and expectations.