

Code of Business Conduct

To strengthen awareness of various codes of conduct, the Company has specially compiled and listed the following Code of Business Conduct (hereinafter referred to as the) to allow the employees to raise their awareness in performing their duties, act inline with professional

1.1.3 Accepting benefits: if an employee accepts any benefits directly or indirectly related to the business, which hinders his objective judgment and processing of related business, induces him to violate or harm the interests of the Company, leads to violation

1.2.2 Declaration of conflict of interest

The employees shall avoid actual or foreseeable conflicts of interest between individuals and the Company or ones that may affect their judgment in performing their duties. The employees shall report all actual or foreseeable conflicts of interest in a timely manner.

1.2.2.1 If the employees realize that there is or may exist a conflict of interest with the Company, they must immediately report to their department heads in writing.

1.2.2.2 If the employees fail to comply with the above requirements, severe disciplinary punishment may be imposed, including

1.4.2 If you have concerns about a payment, request an alternative form be used and report the concern to your manager.

1.4.3 If the transaction seems suspicious, report it to related discipline inspection authorities even if you do not move forward with the transaction.

1.5.11 Do not create false or misleading advertisements about a product's performance, features, quality, sales conditions, customer reviews, or awards to deceive or mislead customers.

1.5.12 Do not assist other businesses in creating false or misleading advertisements by organizing fake transactions or using similar methods.

1.7 Confidential/sensitive data

- 1.7.1 Unless required by laws and regulations, employees shall not disclose any confidential and/or sensitive data of the Company to anyone outside normal business of the Company without the approval of their superior heads at any time.
- 1.7.2 Such information and data includes all data related to the operation of the Company, which are transmitted and/or saved in electronic form and/or in other forms like written, fax or oral, etc., including bidding information, contract price, investment strategy, business strategy and plans, financial forecast, employee and customer information, rules and regulations, patent applications, customer database, research and technical data, etc.
- 1.7.3 Data related to and provided by external personnel that the Company has or will do business with, such as customers, service providers, suppliers, partners or any other personnel, etc., are included.
- 1.7.4 All employees authorized to access or manage any data of the Company must take adequate protection measures for relevant data to prevent accidental public disclosure, abuse or misuse of any relevant data . Examples of improper use of data include leaking data in exchange for money or o01()143.78 696.7 Tm 0 Tc[)]TJE

The Company actively advocates equal opportunities and prohibits all kinds of discrimination, and provides equal opportunities for employee recruitment, training, promotion, transfer, salary, benefits, termination of contract, etc. These opportunities are not affected by such factors as age, gender, pregnancy, physical health or mental status, marital status, family status, race, skin color, nationality, religion, political affiliation, sexual orientation, etc. In addition, we will commend and reward employees based on their contributions, performance and technical ability. We provide salary and training opportunities to all employees by taking their position, personal ability and performance as the objective criteria. In addition, we will not tolerate any form of discrimination, harassment, defamation and acts against others (discrimination that causes harm to others) in the workplace.

2.3 Health and safety

We comply with

4 FOLLOW THE CODE OF CONDUCT

All employees shall have the responsibility to understand and abide by this code

4.2.1.3 We will do our best to protect the whistleblower and the information received. If the reporting employee provides real reasons and exact information, the employee shall not be discriminated or retaliated or harmed even if the reporting turned out to be incorrect or unfounded. Harassment, discrimination, retaliation and harm to the whistleblower will be regarded as serious misconduct, which may lead to dismissal if confirmed. Please refer to the Rules for the Work of Discipline Inspection and Supervision Organ Offices regarding the Procedures for Accusations and Charges for details.

4.4 Revision and update of the Code

At least every three years or as needed, the Company checks whether the content of the guidelines is applicable or needs to be updated, and revises, improves, and enhances the guidelines based on actual situations, while publishing them to employees on the internal or official website.