

Integrity Business Code

December, 2020

- Article 1 Establishment of purpose
In order to establish a culture of honest management and improve the normal development of corporate organizations, the company has formulated this code based on the business philosophy of integrity and transparency.
- Article 2 Applicable Personnel and Scope
The company's personnel referred to in this Code refer to the company's directors, managers, employees, appointees and persons with substantial control capabilities. If our company personnel provide, promise, request or accept any improper benefits through a third party, it is presumed that the company personnel did so.
The scope of application of this Code extends to the Company's subsidiaries and other institutions with substantial control capabilities.
- Article 3 Dishonest conduct is prohibited
The Company's directors, managers, employees, appointees or persons with substantial control capabilities (hereinafter referred to as "substantial controllers") shall not directly or indirectly provide, promise, request or accept any improper interests, or engage in other dishonest acts that violate integrity, illegality, or breach of fiduciary duties in order to obtain or maintain interests (hereinafter referred to as "dishonest acts").
The objects of the behavior in the preceding paragraph include public officials, political candidates, political parties or party officials, as well as any public or private enterprises or institutions and their directors (directors), supervisors (supervisors), managers, employees, and substantial controllers or other interested parties.
- Article 4 Interest Patterns
The term "interest" in this Code refers to anything of value, including money, gifts, commissions, positions, services, preferential treatment, kickbacks, etc. in any form or name.
- Article 5 Compliance with laws
The company shall abide by the Company Law, Securities and Exchange Law, Commercial Accounting Law, Political Contribution Law, Corruption Crime Regulations, Government Procurement Law, Public Officials' Conflict of Interest Avoidance Law, listing and over-the-counter regulations or other laws and regulations related to business conduct, as a way to implement integrity Basic premise of business.
- Article 6 Prevention Plan
The company actively prevents dishonest behavior in accordance with its business philosophy, and when necessary, formulates plans including operating procedures, behavioral guidelines, etc. to prevent dishonest behavior.
- Article 7 Organization and Responsibilities
In order to improve the management of integrity management in our company, the human resources department, a dedicated unit, should be responsible for formulating

and supervising the implementation of the prevention plan for the integrity management code.

Article 8 Information Disclosure

The company should disclose its implementation of the Code of Integrity on its website, annual report and public prospectus.

Article 9 Implementation and Amendment

The Company's Code of Integrity Management shall be implemented after approval by the Board of Directors, and the same shall apply when revised.