

Code of Ethics

Article 1. Purpose of Establishment

This code is established in order to guide the actions by the directors and managers of the company to comply with ethical standards and to allow interested parties of the company to better understand the company's code of conduct.

Article 2. Scope of Application

This code is applicable to directors and managers of the company.

Managers referred to in the previous section include general manager and equivalent level, deputy general manager and equivalent level, assistance manager and equivalent level, supervisor of finance department, supervisor of accounting department and other persons who are authorized to management business and sign on behalf of the company.

Article 3. Honest and Ethical Conduct

The directors and managers of the company shall perform their obligations with an honest attitude and in compliance with professional standards, including handling factual or obvious conflicts of interest between personal matters and their duties in a fair manner.

Article 4. Prevention of Conflict of Interest

Directors and managers of the company shall handle the company's business in an objective and efficient way and shall not take advantage of their duties to try to obtain undue benefit for themselves, their spouses or other family members within second degrees of kinship.

In order to prevent conflict of interest, any capital lending, endorsement and guarantee or significant transaction of asset between the company and the above persons or their affiliated enterprises shall be subject to prior approval by the board of directors and shall be carried out in accordance with relevant legislations and company rules. Product purchase (sale) shall be based on best interest of the company and conducted in accordance with relevant rules of the company's procurement and sales cycles.

No manager or any of the affiliates shall serve in the same department as any employee who is a spouse or family member within second degrees of kinship, nor shall they serve any duties that should be managed separately under the internal control mechanism. If there is any special need for the above employee who is a spouse or family member within second degrees of kinship to serve the function, report to and approval by the board of directors shall be required.

Article 5. Prohibition against Insider Trading

Directors and managers of the company shall comply with legislations against insider trading and other securities legislations about stock transactions and handling of trade secrets. No relevant

securities transactions shall be engaged while holding significant and unpublished information.

Article 6. Prohibition against Gift, Bribery or Undue Interest

In performing their duties, no director or manager of the company shall request, offer, deliver or receive any form of gift, entertainment, kickback, bribe or other undue benefit for personal, company or third party interest, except if the gift or entertainment is allowed by social customs or company rules.

Article 7. Avoid Opportunity to Seek Private Interest

When the company faces an opportunity to seek profit, directors and managers shall maintain or increase the fair and legal interest that may be obtained by the company.

No director or manager shall use the company's property, information or take advantage of their due to seek private interest. Other than in accordance with rules of company law or articles of association, there shall be no conduct in competition with the company.

Article 8. Confidentiality Responsibility

Unless otherwise authorized or published in accordance with law, the directors and managers of the company shall be obliged to keep confidential information of the company itself and its clients of product purchase (sale) and shall not use such information to seek private interest for themselves or third parties. Information to be kept confidential includes information that has not been published and that may be used by competitors or that may cause damage to the company or client after disclosure.

Article 9. Fair Transaction

The company is dedicated to market competition through outstanding operational management and services and shall not seek results through illegal or unethical measures. Directors and managers of the company shall treat the company's clients of product purchase (sale), competitors and employees fairly and shall not make any untruthful statement about any important matter or obtain undue profit in other unfair transaction manners through manipulation, hiding or misuse of information obtained through their duties.

Article 10. Any Asset

The company's assets shall be protected and shall only be used properly for legal commercial purposes of the company. Directors and managers have the responsibility to protect the company's assets and shall ensure that they are effectively and legally used in the company's business, avoiding any impact on the company's profit making capability due to theft, negligence or waste.

Article 11. Compliance with Legislations

Directors and managers of the company shall comply with rules under the Company Law, Securities Transaction Act and other legislations.

Article 12. In Violation of Code of Conduct

Directors and managers of the company shall promote ethical rules and encourage employees to report to managers, internal audit supervisors or other appropriate staff with sufficient information in case of doubt or discovery of any violation of legislation or this code. Once any reported case is confirmed, the company shall grant a reward in accordance with the “Employee Reward and Discipline Rules”.

The company shall adopt a concrete whistle-blowing system, allow anonymous reporting, and properly handle the above reported information in a confidential and responsible manner and shall make its best effort to protect the safety of the reporter from any form of threat. For any malicious and false report, the company shall give guidance and, if required, impose a sanction to correct the discipline. If any person believes that he or she is subject to any revenge, threat or harassment due to the above conduct, it shall be reported to the immediate supervisor or manager immediately and the company shall take immediate and proper measures.

Article 13. Sanctions

Any violation of this code by any director of the company shall be reported to the board of directors or shareholder meeting for review. Sanctions shall be imposed based on the gravity of the matter. If any manager of the company violates this code, other than significant cases which shall be reported to the board of directors, sanction shall be imposed in accordance with the “Employee Reward and Sanction Rules” of the company. However, in case of significant violation of relevant legislation, the company shall pursue civil and criminal legal liability to protect the interest of the company and the shareholders.

Following confirmation of the conduct in violation of this code under the previous section and sanction measures, information such as the date of violation, reason for violation, violated code and handling situation shall be disclosed on the Market Observation Post System in time and in accordance with the legislations.

Article 14. Complaint System

If any director or manager of the company violates this code, if evidence is available allowing for immediate complaint, relevant supporting information shall also be sent to appropriate staff, the board of directors or shareholder meeting (principle of avoidance to be respected in case of violation) for discussion and final resolution.

Violating Department	Department to Receive Complaint	Department to Determine Sanction
Manager (excluding General manager)	General Manager	General Manager, Board of Directors
General manager	Board of Directors	Board of Directors
Directors	Other Directors	Shareholder's Meeting

Article 15. Procedure of Waiver

If any waiver is necessary for any director or manager of the company from compliance with this code, a board resolution shall be required. Information such as the date of board meeting approving the waiver, objections or reservations of independent directors, applicable duration of the waiver, reason for applying the waiver and rules for application of the waiver shall be disclosed timely on the Market Observation Post System in order to allow shareholders to evaluate whether the board resolution was appropriate, to prevent the occurrence of any unauthorized or doubtful waiver compliance rules and to ensure that any waiver from compliance with the code is subject to proper control mechanism to protect the company's interest.

Article 16. Method of Disclosure

This code shall be disclosed on the company website, in the annual report, prospectus and Market Observation Post System. The same shall be applicable to any amendment.

Article 17. Implementation

This code shall be implemented after approval by more than half of all audit committee members and submitted to the board of directors for further approval, and then report to the shareholders' meeting. The same shall be applicable to any amendment.

Article 18. Date of Establishment and Amendment

This code was established on 25 March 2011.

This code was amended on 30 July 2015.

This code was amended on 06 November 2020.