

Complaint/Clue Report Management and Whistleblower Protection Policy

All of the directors, executives and employees shall not be ignorant or negligent when becoming aware of any misconduct that is concerned with the Company.

The Company shall arrange secure and easily accessible channels for employees or outsiders to report complaints about damages occurring to them or voice concerns/report suspicious incidents and to report clues to possible misconduct concerned with the Company, as well as to seek advice on compliance with the code of business conduct and the related policy. The reported information shall be treated confidential and the reporting persons, or 'Whistleblowers,' shall be protected and shall neither be punished nor be adversely affected from their reporting such complaints or clues.

The Company shall put in place measures, regulations, guidelines and procedures under such policy that are adequate for risks and shall communicate these to all concerned parties to ensure they understand and could act correctly and properly.

Definition

Misconduct refers to a violation of laws, rules and regulations stipulated by external regulatory bodies and/or a violation of the code of business conduct, policies, measures, regulations and procedures determined by the Company.