



Code of Ethical Conduct for
Directors and Managers

File No.	CA-029
Issue Date	2014/11/11
Version	1

Article 1 (Purpose and Scope)

This Code provides guiding principles for ethical conduct for the Company's directors, supervisors, and managers.

This Code applies to all directors and managers of the Company.

Directors who are also managers of the company should read the relevant standards applicable to the company's employees when reading this Code.

Article 2 (Conflicts of Interest and Prevention of Abuse)

2-1. Directors, supervisors or managers should avoid any inappropriate behavior, such as any kind of remuneration they receive from outside the Company, relationships with third parties, or giving or accepting gifts of any form that could harm their personal interests.

The interests of the Company as a whole conflict or could conflict with the interests of the Company.

2-2. Any conflict of interest affecting or reasonably expected to affect the Company shall be promptly disclosed to the Board of Directors.

2-3. Directors, supervisors or managers shall not:

1. Steal opportunities from the Company for personal gain by using Company property, information or taking advantage of their own position;
2. Obtain personal gain by using Company property or information or taking advantage of one's position;
3. Competing with the Company.

Article 3 (Asset custody and confidentiality)

3-1. Directors, supervisors, and managers shall protect and efficiently use the company's assets to promote the company's interests.

3-2. Unless authorized or required by law, any other company that is aware of the information entrusted to its custody by the Company from any source in the ordinary operations of the Company based on its position as director or manager. Confidential information, directors and managers shall keep such information confidential and shall not disclose it.

Article 4 (Legal compliance and fair dealing)

Directors, supervisors or managers shall comply with laws, rules and orders applicable to the Company, including laws related to insider trading, as well as relevant policies and procedures established by the Company for directors and managers to comply with. No director or manager shall obtain improper benefits from any person by manipulating, concealing, abusing information obtained through his or her duties, making false statements on important matters, or through other deliberate unfair trading influences.

Article 5 (Accuracy of records and other public information)

Directors, supervisors or managers ensure that all the company's account books, financial reports, records and related documents in various forms are recorded, presented and preserved in a complete, proper, correct, timely and understandable manner. The preparation and disclosure of documents related to corporate activities should comply with relevant laws and regulations applicable to the company and the specifications of the competent authorities.



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Article 6 (Encourage reporting of any illegal or unethical behavior)

Directors and managers should promote ethical behavior and take the following measures to protect the interests of the Company:

1. Encourage employees to discuss with directors, supervisors, managers, internal audit supervisors and other appropriate personnel when they have questions about the best behavior to do in a particular situation;
2. Encourage employees to report violations of laws, rules and orders, the company's internal standards or business ethics to other appropriate personnel;
3. Retaliation against good faith reporters will not be tolerated.

Article 7 (follow procedures)

Once any suspected violation of this Code is discovered, it should be reported immediately to the supervisor, manager, internal auditor or other appropriate personnel; and if the violator is a manager, the violation should be handled in accordance with the relevant procedures for the violation. There will be no retaliation for reporting suspected violations in good faith. Such suspected violations will be investigated by the board of directors or one or more persons designated by the board of directors.

Article 8 (exemption process)

If it is necessary for directors, supervisors or managers of the company to exempt from the provisions of this Code, it must be approved by a resolution of the board of directors, and the title and name of the person allowed to be exempted, the date the board of directors approved the exemption, and the circumstances to which the exemption applies will be immediately disclosed on the public information observatory. Information such as the period, the reason for exemption application and the criteria for exemption application can help shareholders evaluate whether the resolution made by the board of directors is appropriate, so as to inhibit the occurrence of arbitrary or suspicious exemptions from compliance with the standards and ensure that any exemption from compliance with the standards is appropriate. control mechanisms to protect the company.

Article 9 (Implementation of this Code)

In the event of any violation of this Code, the Board of Directors shall determine the appropriate action to be taken and shall establish relevant procedures for persons subject to discipline to seek redress.

Article 10 (Implementation and revision)

10-1 This Code shall be implemented after being approved by the Board of Directors and shall be sent to all supervisors and reported to the Shareholders' Meeting. The same applies to revisions.

10-2 After the implementation of this standard, it shall be disclosed in the annual report, public prospectus and public information observatory, and the same shall apply when it is revised.

Article 11

This Code was established on November 11, 2014