

Radium Life Tech. Co., Ltd.

Ethical Corporate Management Best Practice Principles

Article 1: Purpose and Scope of Application

This Code is established for the purpose of establishing a corporate culture of integrity and sound development of the Company and providing it with a reference framework for sound business operations.

This Code shall apply to the Company, its subsidiaries, consortium corporations that contribute directly or indirectly more than 50% of the funds in aggregate, and other institutions or legal entities with substantial control (hereinafter referred to as group enterprises and organizations).

Article 2: Prohibition of Dishonesty

No director, officer, employee, appointee or person having substantial control (hereinafter referred to as substantial control) of the Company shall offer, promise, demand or accept any improper advantage, directly or indirectly, or commit any other dishonest act in breach of good faith, wrongfulness or breach of fiduciary duty, in the course of engaging in business, in order to obtain or maintain an advantage (hereinafter referred to as dishonest act).

The aforementioned acts are directed at public officials, candidates for political office, political parties or party officials, as well as at any public/private enterprise or institution and its directors, managers, employees, persons in effective control or other interested parties.

Article 3: Patterns of Interest

For the purpose of this Code, benefit means anything of value, including money, gifts, commissions, positions, services, favors, rebates, etc., in any form or name. However, exceptions may be made where the receipt and giving of benefits is a normal social courtesy and is occasional and does not threaten to affect specific rights and obligations.

Article 4: Compliance with Laws and Regulations

As a basic prerequisite for conducting business with integrity, the Company shall comply with the Companies Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the Anti-Corruption Act, the Government Procurement Act, the Act on Recusal of Public Servants Due to Conflicts of Interest, Listing Regulations, or other business conduct related laws and regulations.

Article 5: Policy

The Company shall establish policies based on integrity, transparency and accountability, which shall be approved by the Board of Directors, and establish good corporate governance and risk control mechanisms to create a sustainable business environment.

Article 6: Precautionary Measures

The Company's policy on integrity management shall clearly and thoroughly set forth specific integrity management practices and prevention programs for dishonest conduct (hereinafter referred to as prevention programs), including operating procedures and education and training.

The Company shall establish the prevention program in accordance with the relevant laws and regulations of the places where the Company and its group companies and organizations operate.

The Company shall communicate with its employees, significant business counterparties or other stakeholders in the process of formulating the prevention program.

Article 7: Scope of the Prevention Program

When developing the prevention program, the Company should analyze the business activities within the business area that pose a higher risk of dishonest behavior and strengthen the relevant preventive measures.

At a minimum, the Company's Prevention Program should cover the following behaviors.

- I. Bribery and bribe-taking.
- II. Offering illegal political contributions.
- III. Improper charitable donations or sponsorships.
- IV. Offering or accepting unreasonable gifts, hospitality or other improper benefits.
- V. Infringement of trade secrets, trademarks, patents, copyrights and other intellectual property rights.
- VI. Engaging in unfair competitive practices.
- VII. The development, procurement, manufacture, provision or sale of products and services that directly or indirectly harm the rights, health and safety of consumers or other interested parties.

Article 8: Commitment and Enforcement

The Company and its group companies and organizations should state their policy of conducting business with integrity in their by-laws, external documents and corporate websites, and set out the requirements for compliance in employment contracts or deeds of appointment.

The Board of Directors and senior management shall undertake to actively implement the policy of conducting business with integrity and to ensure that it is implemented in internal management and business activities.

Article 9: Conducting Business Activities with Integrity

The Company shall conduct its business activities in a fair and transparent manner in accordance with the principles of good faith.

The Company shall consider the legitimacy of its agents, suppliers, customers or other business counterparties and whether they are involved in dishonest conduct before engaging in business transactions, and shall avoid dealing with those involved in dishonest conduct.

Contracts between the Company and its agents, suppliers, customers or other parties with whom it deals shall contain provisions for the observance of a policy of good faith and for the termination or discharge of the contract at any time in the event of dishonesty on the part of the counterparty.

Article 10: Prohibition of Bribery and Acceptance of Bribes

The Company and its directors, managers, servants, appointees and persons in effective control shall not offer, promise, demand or accept, directly or indirectly, any improper advantage of any kind from customers, agents, contractors, suppliers, public officials or other interested persons in the performance of their business.

Article 11: Prohibition of Illegal Political Contributions

The Company and its directors, officers, employees, appointees and persons in effective control shall make direct or indirect contributions to political parties or organizations or individuals involved in political activities in accordance with the Political Donations Act and the Company's internal procedures and shall not use such contributions for commercial gain or trading advantage.

Article 12: Prohibition of Improper Charitable Donations or Sponsorships

The Company and its directors, officers, employees, appointees and persons in effective control shall comply with the relevant laws and internal procedures regarding charitable donations or sponsorships, and shall not offer bribes in disguise.

Article 13: Prohibition of Unreasonable Gifts, Entertainment or Other Improper Advantages

The Company and its directors, officers, employees, appointees and persons in effective control shall not offer or accept, directly or indirectly, any unreasonable gift, hospitality or other improper advantage in order to establish a business relationship or influence the conduct of a business transaction.

Article 14: Prohibition of Infringement of Intellectual Property Rights

The Company and its directors, officers, employees, appointees and persons in effective control shall comply with intellectual property-related laws and regulations, the Company's internal operating procedures and contractual provisions.

The Company shall not use, divulge, dispose of, damage or otherwise infringe upon the intellectual property rights without the consent of the owner of the intellectual property rights.

Article 15: Prohibition of Unfair Competition

The Company shall conduct its business in accordance with the applicable competition laws and regulations and shall not fix prices, manipulate bids, restrict production and set quotas, or share or divide the market by allocating/specifying customers, suppliers, regions of operation or types of business.

Article 16: Prevention of harm to stakeholders from products or services

The Company and its directors, officers, employees, appointees and persons in effective control of the development, procurement, manufacture, provision or sale of products and services shall comply with relevant regulations and international standards to ensure the transparency and security of information on products and services.

The Company and its directors, officers, employees, appointees and persons in effective control shall establish and make public its policy for the protection of the rights of consumers or other stakeholders and shall implement such policy in its operations so as to prevent products or services from directly or indirectly harming the rights, health and safety of consumers or other stakeholders. In principle, if it is established that the goods or services are dangerous to the safety and health of consumers or other interested parties, the products or services should be immediately recalled or discontinued.

Article 17: Organization and Responsibility

The Company and its directors, officers, employees, appointees and persons in effective control shall exercise due care and diligence in supervising the Company to prevent dishonest conduct and to keep under review the effectiveness of its implementation and continuous improvement to ensure the implementation of the integrity management policy.

In order to manage the integrity management, the Company's Corporate Governance Group is responsible for the development and implementation of the integrity management policy and the prevention program.

The Corporate Governance Group is primarily responsible for the following matters and reports regularly to the Board of Directors:

- I. To assist in the integration of integrity and ethical values into the Company's business strategy, and to develop preventive measures to ensure integrity in accordance with the law and system.
- II. To develop programs to prevent dishonest conduct and to establish standard operating procedures in relation to the business within each program.
- III. To plan the internal organization, establishment and management of the company, and to put in place checks and balances for business activities within the scope of business with a higher risk of dishonest conduct.
- IV. To promote and co-ordinate the promotion and training of integrity policies.
- V. To plan the whistleblowing system to ensure effective implementation.
- VI. To assist the Board of Directors and management in reviewing and assessing the effectiveness of the safeguards established to implement integrity management, and to regularly assess and report on the compliance of relevant business processes.

Article 18: Compliance with laws and regulations for business execution

The Company and its directors, officers, employees, appointees and persons in effective control shall comply with the relevant legal requirements and the prevention program in the execution of their business.

Article 19: Conflicts of Interest

The Company shall establish a conflict-of-interest prevention policy to identify, monitor and manage the risk of conflicts of interest that may lead to dishonest conduct, and provide appropriate channels for directors, managers and other interested persons attending or participating in Board meetings to voluntarily state whether they have a potential conflict of interest with the Company.

Directors, managers and other interested persons attending or participating in a meeting of the Board of Directors of the Company who have an interest in a resolution of the Board of Directors or the legal entity they represent shall state the materiality of their interest at that meeting of the Board of Directors and shall not participate in the discussion or vote on such resolution if it is prejudicial to the interests of the Company, and shall recuse themselves from the discussion or vote and shall not exercise their voting rights on behalf of other Directors. The Directors shall also exercise self-discipline and shall not support each other in any improper manner.

Directors, officers, employees, appointees and persons in effective control of the Company shall not, by virtue of their office or influence in the Company, improperly benefit themselves, their spouses, parents, children or any other person.

Article 20: Accounting and Internal Control

The Company shall establish an effective accounting system and internal control system for business activities with a higher risk of dishonesty and shall not keep external accounts or secret accounts and shall keep the system under review to ensure that it is designed and implemented in an effective manner.

The Company's internal audit unit shall periodically review compliance with the preceding system and prepare an audit report for submission to the Board of Directors, and may appoint an accountant to perform the review and, if necessary, engage professional assistance.

Article 21: Operating Procedures

The Company shall establish operating procedures in accordance with the provisions of Article 6, which shall specify the matters to which its directors, officers, employees, appointees and persons in effective control shall pay attention in the execution of its business and which shall cover at least the following matters:

- I. The criteria for determining the offer or acceptance of an improper advantage.
- II. Procedures for the handling of legitimate political contributions.
- III. Procedures for the handling of legitimate charitable donations or sponsorships.
- IV. The requirement to avoid conflict of interest in relation to their duties and the procedures for reporting and handling such issues.
- V. Confidentiality obligations in respect of confidential and commercially sensitive information obtained in the course of business.
- VI. The rules and procedures for dealing with suppliers, customers and business contacts involved in dishonest conduct.
- VII. Procedures for handling breaches of the Code of Business Integrity.
- VIII. Disciplinary action taken against the offender.

Article 22: Education, Training and Evaluation

The Chairman, President or senior management of the Company shall regularly communicate the importance of integrity to directors, employees and appointees.

The Company shall conduct regular educational training and orientation for its directors, officers, employees, appointees and persons in effective control, and shall invite the participation of persons engaged in business practices with the Company so that they are fully aware of the Company's commitment to conduct business with integrity, its policies, the prevention program and the consequences of any breach of integrity.

The Company shall integrate its integrity management policy with employee performance appraisal and human resources policies, and establish a clear and effective reward and punishment system.

Article 23: Whistleblowing System

The Company shall establish a specific whistleblowing system, which shall be implemented in practice and shall cover at least the following matters:

- I. To establish and publicize an internal independent whistleblowing mailbox or hotline or to commission other external independent organizations to provide a whistleblowing mailbox or hotline for use by internal and external personnel of the Company.
- II. To assign the person or unit responsible for receiving the report. When a complaint involves a director or senior management, it shall be reported to the independent director, and the type of complaint and the standard operating procedures for its investigation shall be established.
- III. To produce, record and maintain documents relating to the receipt, investigation process and findings of whistleblowing cases.
- IV. To keep the identity of the whistleblower and the contents of the report confidential and to allow anonymous reporting.
- V. To protect whistleblowers from improper treatment as a result of whistleblowing.
- VI. Incentives for whistleblowers.
- VII. If, after investigation, the Company's staff or unit responsible for receiving reports on whistleblowing finds that there is a material breach of the law or that the Company is in danger of suffering material damage, a report shall be made immediately and the Independent Director shall be notified in writing.

Article 24: Disciplinary and Complaint System

If our employees violate this Code, they will be subject to the provisions of the Company's "Regulations on Reward and Punishment".

Any violation of the relevant laws and regulations will be reported to the judicial authorities for legal action.

Article 25: Disclosure of Information

The Company shall establish quantitative data on the promotion of honest management, continuously analyze and evaluate the effectiveness of the promotion of the integrity policy, and disclose its integrity management measures, the status of implementation, and the aforementioned quantitative data and promotion effectiveness on the Company's website, annual report and public explanatory statement, and disclose the contents of the Code of Conduct on Integrity on the Market Observation Post System.

Article 26: Review and Amendment of Integrity Management Policies and Measures

The Company shall keep abreast of the development of domestic and international regulations on integrity management and encourage directors, managers and employees to make suggestions to review and improve the Company's policies and measures to promote integrity management in order to enhance the effectiveness of the implementation of the Company's integrity management.

Article 27: Implementation

The Company's Code of Conduct on Integrity was approved by the Board of Directors and put forward to the shareholders' meeting. The same applies to amendments. When the Company submits the Code of Conduct with Integrity to the Board of Directors for discussion in accordance with the foregoing provisions, the Company shall give due consideration to the views of the independent directors and shall state their objections or reservations in the minutes of the Board of Directors' meeting.

If an independent director is unable to attend a Board meeting in person to express an objection or reservation, unless there is a valid reason, the independent director should give prior written advice, which should be included in the minutes of the Board meeting.

This Code was added on 8 December 2016.

The Code was first revised on 26 February 2020.