

Disciplinary Action

The Company considers the Code of Conduct outlined in this document as a form of discipline that directors, executives, and all employees must strictly adhere to. Violation or non-compliance is considered a disciplinary offense under the personnel management regulations. Directors, executives, and all employees are obliged to follow and promote compliance with the Code of Conduct. Any of the following actions are considered disciplinary offenses:

1. Non-compliance with the Code of Conduct
2. Encourage, promote, or support others not to comply with the Code of Conduct
3. Neglect or ignore any encounters with violations or non-compliance with the Code of Conduct
4. Fail to cooperate or obstruct the factual investigation
5. Unfair actions against any complainants who report any non-compliance with the Code of Conduct