A Plus Biotechnology Co., Ltd.
Ethical Corporate Management Procedure and Code of Conduct

Article 1 Purpose and Scope of Application

I. This Corporation engages in commercial activities following the principles of fairness, honesty, faithfulness, and transparency, and in order to fully implement a policy of ethical management and actively prevent unethical conduct, these Procedures for Ethical Management and Guidelines for Conduct (hereinafter, "Procedures and Guidelines") are adopted pursuant to the provisions of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies and the applicable laws and regulations of the places where this Corporation and its business groups and organizations operate, with a view to providing all personnel of this Corporation with clear directions for the performance of their duties.

II. The scope of application of these Procedures and Guidelines includes the subsidiaries of this Corporation, any incorporated foundation in which this Corporation's accumulated contributions, direct or indirect, exceed 50 percent of the total funds of the foundation, and other group enterprises and organizations, such as institutions or juristic persons, substantially controlled by this Corporation.

Article 2 Applicable Subjects

I. For the purposes of these Procedures and Guidelines, the term "personnel of this Corporation" refers to any director, supervisor, managerial officer, employee, mandatary or person having substantial control, of this Corporation or its group enterprises and organizations.

II. Any provision, promise, request, or acceptance of improper benefits by any personnel of this Corporation through a third party will be presumed to be an act by the personnel of this Corporation.

Article 3 Unethical conduct

I. For the purposes of these Procedures and Guidelines, "unethical conduct" means that any personnel of this Corporation, in the course of their duties, directly or indirectly provides, promises, requests, or accepts improper benefits or commits a breach of ethics, unlawful act, or breach of fiduciary duty for purposes of acquiring or maintaining benefits.

II. The counterparties of the unethical conduct under the preceding paragraph include public officials, political candidates, political parties or their staffs, and government-owned or private-owned enterprises or institutions and their directors, supervisors, managerial officers, employees, persons having substantial control, or other interested parties.

Article 4 Types of benefits

For the purposes of these Procedures and Guidelines, the term "benefits" means any money, gratuity, gift, commission, position, service, preferential treatment, rebate, facilitating payment, entertainment, dining, or any other item of value in whatever form or name.

Article 5 Responsible unit and duties

The Company shall establish a General Administration Office, allocate sufficient resources and appoint appropriate personnel, to be responsible for the amendment, implementation, interpretation, consultation services, reporting registration, record-keeping, and supervision of execution of these Procedures and Code of Conduct, and shall report regularly (at least once annually) to the Board of Directors. Its principal duties include the following:

I. Assisting in incorporating ethical and moral values into the Company's business strategies, and formulating anti-corruption measures in compliance with laws and regulations to ensure ethical management.
II. Regularly analyzing and assessing risks of dishonest conduct within the business scope, and establishing prevention programs accordingly, including formulating relevant standard operating procedures and codes of conduct for business operations.
III. Planning the internal organization, staffing, and responsibilities, and establishing mechanisms of mutual supervision and checks and balances for operating activities with higher risk of dishonest conduct.
IV. Promoting and coordinating training in ethical policy.
V. Planning the whistleblowing system and ensuring effective implementation.
VI. Assisting the Board of Directors and management in auditing and assessing whether the preventive measures established for ethical management are effectively functioning, and regularly evaluating compliance in relevant business processes and preparing reports.
VII. Producing and properly preserving documented information concerning the ethical corporate management policy, compliance declarations, implementation commitments, and implementation status.

Article 6 Prohibition on Offering or Accepting Improper Benefits

When Company personnel directly or indirectly provide, accept, promise, or request benefits as prescribed in Article 4, except under any of the following circumstances, they shall comply with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and these Procedures and Code of Conduct, and handle in accordance with relevant procedures before proceeding:

I. Conducted for business purposes, during domestic or foreign visits, hosting foreign guests, promoting business, and coordinating communication, in accordance with local etiquette, custom, or practice.
II. Participation in or invitation to normal social activities conducted for social etiquette, business purposes, or fostering relationships.
III. Inviting clients or being invited to specific business activities or plant visits required by business needs, where cost-sharing, number of participants, lodging arrangements, and duration have been clearly stipulated.
IV. Participation in publicly held folk festivals open to the general public.
V. Rewards, assistance, condolences, or relief provided by supervisors.
VI. Provision or receipt of money, property, or other benefits to or from persons other than relatives or frequent friends, or gifts to the majority of Company personnel, in conformity with general social norms or customary etiquette.
VII. Receipt of gifts due to engagement, marriage, childbirth, moving, assumption of office, promotion, retirement, resignation, departure, or injury or death of oneself, spouse, or lineal relatives, in conformity with general social norms or customary etiquette.
VIII. Other circumstances in compliance with Company rules.

Article 7 Procedures for Handling Improper Benefits Received

I. In the event that the personnel of the Company directly or indirectly provides or promises to give benefits specified in Article 4, other than the circumstances described in the preceding Articles, they shall proceed as follows:

(I) If the provider or promisor has no conflict of interest with the personnel's duties, the personnel shall report to his or her immediate supervisor within three days of receipt, and notify the designated unit if necessary.

(II) If the provider or promisor has a conflict of interest with the personnel's duties, the benefit shall be returned or refused, and reported to the immediate supervisor and notified to the designated unit; if it cannot be returned, it shall be delivered to the designated unit within three days of receipt for handling.

II. A conflict of interest referred to in the preceding paragraphs means a person under any of the following circumstances:

(I) Those who have business dealings, command and supervision, or reimbursement (award) for expenses.

(II) Those who are seeking, in progress, or have entered into a contracting, trading, or other contractual relationship.

(III) The decision, execution or non-execution of the Company's business that will be beneficial or detrimental to the situation.

The designated unit shall, depending on the nature and value of the benefit, propose appropriate handling measures such as return, reimbursement, allocation to the Company, donation to a charitable institution, or other appropriate actions, and submit to the General Manager for approval before execution.

Article 8 Prohibition on Facilitation Payments and Handling Procedures

I. The Company shall not provide or promise any facilitation payment.

II. If Company personnel provide or promise facilitation payments under threat or intimidation, the process shall be recorded, reported to their immediate supervisor, and notified to the designated unit.

III. The designated unit shall immediately address the matter, review related circumstances, and reduce the risk of recurrence. Immediately report to the judiciary if any illegal activity is found.

Article 9 Procedures for Handling Political Contributions

When the Company provides political contributions, the following rules shall be observed. After reporting to the Chairperson for approval and notifying the Company's designated unit, and after approval in accordance with the level of authority, the matter shall be submitted to the Board of Directors for resolution before execution:

I. It shall be confirmed that such contributions comply with the political contribution laws of the recipient's country, including limits on the amount and forms of contributions.

II. Decision making shall be made in writing.

III. Political contributions shall be recorded in accordance with laws and accounting procedures.

IV. When providing political contributions, the Company shall avoid engaging in commercial dealings, applying for permits, or handling other matters involving the

Company's interests with relevant government agencies.

Article 10 Procedures for Charitable Donations or Sponsorships

When the Company provides charitable donations or sponsorships, the following matters shall be complied with. After submission to the General Manager for approval and notification of the Company's designated unit, where the amount of a single case reaches NT$3,000,000 (inclusive) or more, it shall be submitted to the Board of Directors for approval before implementation:

I. Shall comply with the laws and regulations of the place of operation.

II. Decision making shall be made in writing.

III. The recipient of a charitable donation shall be a charitable organization, and such donation shall not be made in the guise of bribery.

IV. The benefits obtained from sponsorship shall be clear and reasonable, and the recipient shall not be a counterparty in business dealings with the Company nor a person having an interest with the Company's personnel.

V. After making a charitable donation or sponsorship, it shall be confirmed that the use of funds is consistent with the donation purpose.

Article 11 Recusal

I. The directors, managers and other stakeholders attending or attending the board of directors of the company have an interest in themselves or the legal person they represent. The Board of Directors shall explain the important content of their interests. If they are harmful to the interests of the Company, they shall not participate in the discussion and voting, and shall recuse themselves during the discussion and voting, and shall not exercise their voting rights on behalf of other directors. Directors should also be self-disciplined and have no choice but to support each other.

II. Where the spouse, a blood relative within the second degree of kinship of a director, or any company which has a controlling or subordinate relation with a director has interests in the matters under discussion in the meeting, such director shall be deemed to have a personal interest in the matter.

III. If the personnel of the Company discover that there is a conflict of interest with themselves or the juristic person they represent when performing the business of the Company, or may enable themselves, spouse, parents, children or their interested parties to receive improper benefits, they shall report the relevant situation to their immediate supervisor and the dedicated unit of the Company, and the supervisor shall provide appropriate guidance.

IV. The personnel of the Company shall not use the Company's resources for any other business activities, and shall not participate in any other business activities other than the Company's business activities, and shall not be affected thereby in their performance at work.

Article 12 Confidentiality Mechanism Organization and Responsibilities

I. The Company shall establish a designated unit responsible for the management, preservation, and confidentiality of the Company's trade secrets, trademarks, patents, copyrights, and other intellectual property, and shall regularly review the effectiveness of its implementation to ensure ongoing validity.

II. Company personnel shall comply with relevant rules and shall not disclose Company trade secrets, trademarks, patents, copyrights, or other intellectual property obtained through their duties, nor seek or collect such information unrelated to their duties.

Article 13 Prohibition on Unfair Competition

In conducting business, the Company shall comply with the Fair Trade Act and applicable competition laws, and shall not engage in price fixing, bid rigging, limiting production or quotas, or allocating customers, suppliers, territories, or types of business to share or divide markets.

Article 14 Prevention of Harm to Stakeholders from Products or Services

I. The Company shall collect and understand applicable laws and international standards for products and services provided, and summarize and announce points for attention, to ensure transparency and safety of product and service information throughout development, procurement, manufacture, provision, and sale.

II. The Company shall establish and disclose on its website a policy for protection of consumer and stakeholder rights, to prevent direct or indirect harm to their interests, health, or safety.

III. When media reports or sufficient evidence indicate that the Company’s products or services may pose a hazard to consumers or stakeholders, the Company shall in principle recall the batch of products or suspend services immediately, investigate the facts, and propose review and improvement measures.

IV. The designated unit shall report to the Board of Directors on the matter, handling methods, and subsequent review and improvements.

Article 15 Prohibition of Insider Trading and Confidentiality Agreements

I. Company personnel shall comply with the Securities and Exchange Act and shall not engage in insider trading by using undisclosed information obtained, nor disclose such information to others.

II. Institutions or personnel participating in mergers, spin-offs, acquisitions, share transfers, important memoranda, strategic alliances, other business cooperation projects, or important contracts with the Company shall sign confidentiality agreements, undertake not to disclose Company trade secrets or material information obtained, and shall not use such information without Company consent.

Article 16 Compliance with and Declaration of Ethical Corporate Management Policy

I. The Company shall require directors and senior management to sign declarations of compliance with the ethical corporate management policy, and require employees to comply as a condition of employment.

II. The Company shall disclose its ethical corporate management policy in internal regulations, annual reports, the Company website, or other publications, and declare it in external events such as product launches and investor briefings, so that suppliers, customers, and other business counterparts are fully aware of the Company’s philosophy and standards.

Article 17 Ethical Management Evaluation Before Establishing Business Relationships

I. Before establishing business relationships, the Company shall evaluate the legality, ethical management policies, and records of unethical conduct of agents, suppliers, customers, or other business counterparties, to ensure that their business practices are fair, transparent, and free from demands for, offers of, or acceptance of bribes.

II. When conducting the preceding evaluation, the Company may undertake appropriate due diligence procedures to examine its business counterparties with respect to the following matters in order to understand their ethical management status:

(I) The nationality of the enterprise, principal place of business, organizational structure, business policies, and place of payment.

(II) Whether the enterprise has established ethical management policies and the status of their implementation.

(III) Whether the location of the enterprise’s operations is in a country with a high risk of corruption.

(IV) Whether the enterprise operates in an industry with a high risk of bribery.

(V) The long-term operational status and reputation of the enterprise.

(VI) Opinions of the enterprise’s business partners regarding the enterprise.

(VII) Whether the enterprise has records of involvement in bribery, illegal political contributions, or other unethical conduct.

Article 18 Disclosure of Ethical Management Policies to Business Counterparties

During the course of business activities, Company personnel shall explain the Company’s ethical management policies and related rules to counterparties, and shall expressly refuse to directly or indirectly offer, promise, request, or accept any improper benefits in any form or under any name.

Article 19 Avoidance of Transactions with Unethical Counterparties

Company personnel shall avoid engaging in business transactions with agents, suppliers, customers, or other counterparties involved in unethical conduct. Upon discovering that a business partner or counterparty has engaged in unethical conduct, the Company shall immediately terminate business dealings with such party and list it as a prohibited counterparty, in order to implement the Company’s ethical management policies.

Article 20 Stipulation of Ethical Management in Contracts

When the Company enters into contracts with others, it shall fully understand the ethical management status of the other party and include compliance with the Company’s ethical management policies as contractual terms. The contract shall at minimum expressly provide the following:

I. If either party becomes aware of a breach of the contractual terms prohibiting the receipt of commissions, kickbacks or other improper benefits, it shall immediately inform the other party of the identity of such personnel, the manner, amount or other improper benefits offered, promised, demanded or received, provide relevant evidence and cooperate with the other party's investigation.

II. In the event of unethical conducts in business activities by either party, the other party may terminate or cancel the contract at any time unconditionally.

III. Clear and reasonable payment terms shall be stipulated, including the place and method of payment and compliance with applicable tax laws and regulations.

Article 21 Handling of Unethical Conduct by Company Personnel

I. The Company encourages internal and external persons to report unethical or improper conduct. Internal personnel who make false reports or malicious accusations shall be subject to disciplinary action, and dismissal in serious cases.

II. The Company shall establish and announce an independent internal whistleblowing mailbox and hotline on the Company website and intranet, or engage independent external institutions to provide such reporting channels, for use by internal and external persons.

The whistleblower shall provide at least the following information:

(I) The whistleblower's name and identification number (anonymous reporting is also permitted), and contact information such as address, telephone number, or email.

(II) The name of the reported person or other information sufficient to identify the reported person.

(III) Specific factual evidence available for investigation.

III. The Company shall keep the identity of the whistleblower and the content reported confidential in a written statement by the relevant personnel handling the report, and the Company undertakes to protect the whistleblower from improper disposal as a result of the report.

The Company's designated unit shall handle whistleblowing matters in accordance with the following procedures:

(I) Where the matter involves general employees, it shall be reported to the department supervisor; where it involves directors or senior executives, it shall be reported to independent directors.

(II) The designated unit and the supervisors or personnel to whom the report is submitted shall promptly ascertain the relevant facts, with assistance from compliance or other relevant departments when necessary.

(III) If the reported person is confirmed to have violated relevant laws or the Company's ethical management policies and regulations, the reported person shall immediately be required to cease the misconduct, be subject to appropriate disposition, and where necessary, the matter shall be reported to the competent authority, referred to judicial authorities for investigation, or legal proceedings shall be initiated for damages, in order to safeguard the Company's reputation and rights.

(IV) The acceptance of a report, the investigation process, and the results of the investigation shall be kept in writing and retained for 5 years, which can be retained in electronic means. Before the expiry of the retention period, in case of a lawsuit related to the content of the report, the relevant information shall be kept until the end of the lawsuit.

(V) For the alleged incidents proven to be substantiated, the responsible department of the Company shall review the relevant internal control system and operating procedures, and propose corrective measures to prevent the recurrence of the same behavior.

(VI) The Company's designated unit shall report the whistleblowing matters, handling methods, and subsequent review and improvement measures to the Board of Directors.

Article 22 Handling of Unethical Conduct by External Parties

Where Company personnel encounter unethical conduct directed against the Company, and such conduct involves illegality, the Company shall notify judicial and prosecutorial authorities of the relevant facts; where public agencies or public officials are involved, the Company shall additionally notify government integrity agencies.

Article 23 Internal Promotion, Establishment of Reward, Penalty, Complaint Systems, and Disciplinary Measures

I. The Company's designated unit shall periodically conduct internal promotion activities and arrange for the Chairperson, President, or senior management to convey the importance of integrity to directors, employees, and appointees.

II. The Company shall incorporate ethical management into employee performance evaluations and human resources policies, and establish clear and effective reward, penalty, and complaint systems.

III. For serious violations of ethical conduct by Company personnel, the Company shall dismiss or discharge such personnel in accordance with relevant laws or the Company's personnel regulations.

IV. The Company shall disclose on its intranet the title, name, date of violation, nature of violation, and handling of personnel who violate ethical conduct.

Article 24 Implementation

I. These Procedures and Guidelines shall be implemented upon approval by the Board of Directors and reported to the shareholders' meeting; the same shall apply in the case of amendments.

II. When these Procedures and Guidelines are submitted to the Board of Directors for discussion, the opinions of independent directors shall be fully considered, and any objections or reservations shall be recorded in the minutes of the Board of Directors meeting; if an independent director cannot attend the Board meeting in person to express objection or reservation, except for justifiable reasons, a written opinion shall be issued in advance and recorded in the minutes of the Board of Directors meeting.

III. These Procedures were established on April 10, 2023.
The 1st amendment was made on January 8, 2025.