

Compliance Policy

1. Purpose

The Company establishes and implements this Compliance Policy to promote fair and transparent business conduct through compliance with applicable laws, regulations, and other compliance obligations, thereby supporting the Company's sustainable growth and maintaining the trust of its customers.

2. Scope of Application

This Policy applies to all business activities of the Company and all activities of its Management and Personnel. All internal regulations of the Company shall be consistent with this Policy, and unless otherwise provided by applicable laws or the Articles of Incorporation, this Policy shall take precedence.

3. Roles, Responsibilities and Authorities

The Board of Directors shall determine the Compliance Policy and other material compliance-related matters. Top Management shall establish, maintain, and operate a compliance control system in accordance with the Compliance Policy, and shall supervise its operation. The Compliance Officer shall have overall responsibility for the compliance function, and each department responsible for legal risk control shall carry out risk prevention activities related to its respective functional area. Management and Personnel shall be familiar with and comply with relevant laws and this Policy. When performing duties that are closely related to legal risks, Management and Personnel shall consult in advance with the relevant department and report the results of such consultation to the Compliance Officer.

4. Training and Advisory Support

The Compliance Officer shall provide systematic compliance training to Management and Personnel and continuously provide advisory support related to the compliance function.

5. Monitoring, Corrective Action, and Reward

The Compliance Officer shall establish and operate a compliance monitoring system to evaluate compliance with this Policy by Management and Personnel. In the event of a violation, the Compliance Officer shall take appropriate corrective action, including cessation, remediation, correction, or disciplinary action, and shall implement measures to prevent recurrence. In addition, the Compliance Officer may recommend commendation or promotion for any individual determined to have contributed to the prevention or mitigation of losses to the Company through faithful compliance with this Policy.

6. Raising Concerns

The Compliance Officer shall operate a reporting mechanism for violations of law and breaches of this Policy and shall ensure the confidentiality of individuals raising concerns and that no retaliation or disadvantage is imposed on them as a result.