

# Bora Group

## Supplier Code of Conduct

Bora Group (hereinafter the “Company”) is dedicated to sustainable operation. With the objective to realize a healthier world, building an operating model under sustainable development is our core strategy and priority. Our sustainability strategy is focused on highly relevant Sustainable Development Goals of the United Nations, covering objectives such as health and welfare, gender equality, proper work and economic growth and environmental protection.

The Company wishes to build long-term partnerships with its suppliers and encourages suppliers to comply with the below code of conduct, with reference to the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, and the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management., as well as compliance with the laws and regulations of the countries and territories where they are located, jointly undertaking their responsibilities for environmental protection, occupational safety and health and protection of workers’ right. If a supplier commits a major violation of these Principles and fails to take corrective action after counseling, the Company has the right to terminate the partnership.

This code will serve as an important basis for supplier evaluation and grading and is divided into five areas: workers’ interests, health and safety, environmental management, business ethics, and a management system. It also includes the attached ESG (Environmental, Social, and Governance) Self-Assessment.

### Article 1. Workers’ Interests

Suppliers should respect and protect all workers’ basic human rights and ensure compliance with internationally recognized standards. This is applicable to temporary workers, migrant workers, student workers, contract workers, direct employees and other workers.

- I. Compliance with Labor Legislation: Suppliers shall comply with applicable local and international legislation, such as the Labor Standards Act, the Gender Equality in Employment Act, etc. to ensure that employees are entitled to basic interests.
- II. No Forced Labor or Child Labor: Any forms of forced labor and employment of child labor are strictly prohibited. Suppliers shall also ensure that the work environment is consistent with international human rights standards (such as the ILO convention).
- III. Fair Treatment and Wage Protection: Suppliers shall provide fair work opportunities, avoid any form of discrimination, ensure payment of reasonable remuneration and provide welfare protection consistent with legal requirements. Furthermore, supplier shall comply with applicable wage laws and the mutually agreed-upon employment contract, which shall include minimum wage, overtime pay.
- IV. Employer-Worker Communication and Freedom of Association: Suppliers shall allow employees to organize unions or participate in collective bargaining in

accordance with the law, and shall respect employees' freedom of association and lawful interests..

#### Article 2. Health and Safety

Suppliers shall provide employees with a safe and healthy work environment and shall continuously inject resources to identify and resolve health and safety issues in the workplace.

- I. Compliance with Occupational Safety Legislation: Suppliers shall strictly comply with the Occupational Safety and Health Act and relevant requirements to provide employees with safe and healthy work conditions.
- II. Risk management: Suppliers shall conduct occupational safety risk assessment regularly, adopt proper protective measures and provide necessary safety training and protective gear.
- III. Incident Management: Suppliers shall establish incident reporting and processing mechanisms, prepare an incident prevention program and review and improve occupational safety management systems regularly.

#### Article 3. Environmental Management

Suppliers shall grant importance to the impact of their business activities on the environment, adopt measures to reduce negative impact on the community, environment and natural resources and protect public health and safety.

- I. Compliance with Environmental Protection Legislation: Suppliers shall strictly comply with local and international environmental protection legislation and actively participate in sustainable development initiatives such as energy conservation, carbon reduction ,and wastewater processing.
- II. Reduce Environmental Impact: Suppliers shall establish and implement an environmental management program, reduce greenhouse gas emissions, energy consumption and waste generation, promote recycling and reuse and support a circular economy model. Suppliers shall understand their impacts on biodiversity, and reduce and mitigate their footprint wherever possible.
- III. Hazardous Substance Management: Ensure that hazardous substances used in products are consistent with applicable requirements (such as EU RoHS Directive, REACH requirements) and provide full report on material ingredients.
- IV. LOCAL COMMUNITIES: Suppliers shall respect the rights of the local communities around their sites including the right to a clean and healthy environment.

#### Article 4. Business Ethics

Suppliers shall abide by the principle of integrity and ensure that all business activities are consistent with the highest levels of ethics and avoid all forms of inappropriate conduct.

- I. Ethical Operation: Suppliers shall insist on ethics in all business interactions; prohibit bribery, corruption, distortion, and embezzlement.
- II. Fair Competition: Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust and fair competition laws. All forms of anti-competitive behavior are prohibited, including providing or accepting improper benefits, price fixing, market division, or disclosing competitive confidential information. Suppliers shall employ fair business practices, including accurate and truthful advertising.
- III. Protection of Intellectual Property: Suppliers shall respect and protect intellectual property rights and avoid infringement upon the legal interests of others.
- IV. Avoidance and Management of Conflicts of Interest: Suppliers shall take reasonable care to identify, avoid, and manage conflicts of interest. Suppliers are expected to notify all affected parties if an actual or potential conflict of interest arises.
- V. Product Protection and Quality: Suppliers shall ensure that management and security systems protect products, components, and ingredients from the risks of adulteration, falsification, or theft for the purpose of illegal resale.
- VI. Patient Safety and Access to Information: Suppliers shall ensure that adequate management systems are in place to minimize the risk of adversely impacting on the rights of patients, subjects, and donors, including their rights to health and to access information directly.
- VII. Animal Welfare: Animals shall be treated humanely with pain and stress minimized. Animal testing should be performed after consideration to replace animals, to reduce the numbers of animals used, or to refine procedures to minimize distress. Alternatives should be used wherever these are scientifically valid and acceptable to regulators.
- VIII. Conflict Minerals: "Conflict Minerals" refers to tin, tantalum, tungsten, and gold (3TG). Suppliers commit to only using "conflict-free" minerals, which means the extraction and trade of such minerals do not directly or indirectly finance armed groups in covered countries.

Article 5. Management System

Suppliers shall establish management systems that are consistent with this code to ensure the implementation and continuous improvement of relevant policies. The management system shall be designed to ensure: (a) consistency with the laws, regulations and client requirements applicable to the suppliers' operations and products; (b) compliance with this code, (c) identification and alleviation of operating risks related to this code, and (d) establish a system for the management of its suppliers.

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As a supplier of Bora Group (hereinafter referred to as the "Company"), the undersigned supplier (hereinafter referred to as the "Supplier") has thoroughly read and understood the full content of the Bora Group Supplier Code of Conduct Commitment Letter, and hereby commits to complying with

all provisions outlined in the five key areas: Workers' Interests, Health and Safety, Environmental Management, Business Ethics, and Management System.

The Supplier shall, in accordance with the Code, ensure that its operations comply with applicable local and international laws and regulations, and actively fulfill its corporate social responsibility. In the event of any violation, the Company reserves the right to request the Supplier to make improvements within a specified period. If the Supplier fails to make the necessary improvements after repeated reminders, the Company may terminate or refuse to continue its business relationship with the Supplier. The Supplier shall bear full responsibility and shall not claim any compensation for damages.

Sincerely,  
Bora Group

**Supplier Name:**

**Authorized Representative (Signature and Seal):**

**Date:**