

## **Anti-corruption Management**

### **Chapter 1. General Rule**

HLB Therapeutics complies with domestic and international laws and regulations on corruption prevention, and does not engage in any corruption, including receiving or demanding money or valuables from business stakeholders, giving bribes, or making illegal requests.

### **Chapter 2. Prohibition of corruption, including money and bribes**

HLB Therapeutics strictly prohibits various corruption such as receiving or demanding money or valuables from business stakeholders, giving bribes, or making illegal requests.

### **Chapter 3. Establishment of a corruption prevention system**

HLB Therapeutics will establish, operate, and continuously improve an effective management system to prevent and minimize various corruption.

### **Chapter 4. Corruption prevention and compliance management pledge**

All members of HLB Therapeutics comply with all internal regulations operating under the corruption prevention management policy, signs the corruption prevention and compliance agreement on a regular basis, and adhere to the regulations.

### **Chapter 5. Appointment of a director for corruption prevention**

For transparent and effective corruption prevention management, HLB Therapeutics appoints a corruption prevention compliance director and ensures independent status and gives the authority and responsibility necessary to prevent corruption.

### **Chapter 6. Protection of the rights of informants of corruption**

HLB Therapeutics keeps the personal information of the informant related to corruption strictly confidential. If the informant is an employee, his/her identity is thoroughly protected, and the employee is protected against retaliation or other unfavorable treatment.

### **Chapter 7. Disciplinary actions for corrupt acts**

HLB Therapeutics will take disciplinary or equivalent actions if a member violates laws related to corruption or related internal regulations, including this policy, or fails to take reasonable measures to prevent such violations despite being aware of them.

September 14<sup>th</sup> 2022

**HLB Therapeutics Co., Ltd.**