

ENNOSTAR Inc. Ethical Conduct

Approved by a resolution of the Board of
Directors' meeting on August 12, 2021

Article 1 (Purpose of and basis for adoption)

The Conduct is established with reference to Guidelines for the Adoption of Codes of Ethical Conduct TWSE/GTSM Listed Companies and relevant regulations for the purpose of encouraging directors, managers and employees to act in line with ethical standards, and to help interested parties better understand the ethical standards of such companies.

Article 2 (Scope)

The Conduct is applied to the directors, managers and other employees, hereinafter referred to as "the Company Personnel."

Article 3 (Principle of good faith)

The Company Personnel should comply with the laws and regulations and this Conduct while performing their duties, and shall hold the attitude of active, serious and responsible, abandon individualism, focus on teamwork, abide by the principle of good faith, and pursue the highest standard of ethical conduct.

Article 4 (Prevention of conflicts of interest)

The Company Personnel shall perform their duties in an objective and efficient manner, and shall not take advantage of their position in the Company to obtain improper benefits for either themselves or their spouse, relatives within the second degree of kinship.

In the event that any loans, provision of guarantee, major asset trading, purchase or sales of goods involving the affiliates which aforesaid person works, the relevant Company Personnel shall explain whether there is any potential conflicts of interest against the Company and conduct the affairs in accordance with the decision-making authority, in order to prevent conflicts of interest.

Article 5 (Minimizing incentives to pursue personal gain)

When the Company has opportunities for profits, the directors or managers have responsibility to maximize the reasonable and proper benefits that can be obtained by the Company.

The Company Personnel shall avoid the following matters:

1. Seeking an opportunity to pursue personal gain or obtaining personal gain by using company property, information or taking advantage of their positions.
2. Competing with the Company.

Article 6 (Confidentiality)

The Company Personnel shall be bound by the obligation to maintain the confidentiality of any information regarding the Company itself or its suppliers and customers, except when authorized or required by law to disclose such information. Confidential information includes any undisclosed information that, if exploited by a competitor or disclosed, could result in damage to the Company or the suppliers and customers.

The Company Personnel shall keep the following confidential: confidential information, technical information, personal information or any information is not known to the public, etc. (whether orally or in writing, whether or not marked with the words "confidential") which relating to the Company and/or customer of affiliates and /or any other third parties. Except for the necessity for performing the work, the Company Personnel shall not look or use it. Without prior written consent by the Company, the Company Personnel shall not copy or make a backup of the confidential information, and shall not disclose, deliver, transfer it to another person or public in any way or use.

Article 7 (Fair trade)

The Company Personnel shall treat all suppliers, customers, competitors, and employees fairly, and may not obtain improper benefits through manipulation, nondisclosure, or misuse of the information learned by virtue of their positions, or through misrepresentation of important matters, or through other unfair trading practices.

While in the conduct of their daily work and execution of business, the Company Personnel shall observe ethical standards and fair trade principles required by the Company. While accepting the gift or reception from the counterparties, the Company Personnel should pay attention to the following matters:

1. The Company Personnel shall not take advantage of the position to request or accept any bribes, rabates, gift or any improper benefits; however, the benefits received or given occasionally, in accordance with social customs and that do not adversely affect specific rights and obligations shall be excluded.
2. If the Company Personnel find the gift or treatment from counterparties against the social customs, the Company Personnel shall decline it immediately. Any gift in cash, securities or equivalent is definitely forbidden.
3. If the Company Personnel found the accepted gift or treatment from counterparties against the social customs, the Company personnel shall report to the direct manager and let the audit supervisor know, in order to facilitate subsequent processing.

Article 8 (Safeguarding and proper use of company assets)

The Company Personnel have the responsibility to safeguard company assets and to ensure that they can be effectively and lawfully used for official business purposes and to avoid any theft, negligence in care, or waste of the assets.

Article 9 (Regulatory compliance)

The Company Personnel should comply with laws, regulations and company policies of all standardized its activities, and shall comply with the Securities and Exchange Law and other laws and regulations. The Company Personnel who has access to material, non-public information about the Company shall not engage in securities transactions.

Article 10 (Encouraging reporting on illegal or unethical activities)

If employees suspect of or found any violation of laws, regulations or ethical conduct, the employees have obligation to reveal this through the ethical violation behavior report system or to report to any of the following unit, and provide sufficient information so that Company can appropriately deal with the follow-up matters:

1. Director.
2. Audit department director, human resources director, legal department director or Intellectual Property department director.
3. The report mechanisms set up within the Company.
4. Other appropriate staff.

The Company will treat the reported cases in confidential, and use best efforts to protect the reporter safe.

Article 11 (Disciplinary measures and relieve)

When a director or manager violates the Ethical Conduct, the Company should be handle the matter in accordance with the relevant provisions, and shall without delay disclose on the Market Observation Post System (MOPS) the date of the violation by the violator, reasons for the violation, the provisions of the code violated, and the disciplinary actions taken.

The Company also establishes a relevant complaint system to provide the violator with remedies.

Article 12 (Procedures for exemption)

Any exemption for directors or managers from compliance with the Ethical Conduct be adopted by a resolution of the board of directors, and that information on the date on which the board of directors adopted the resolution for exemption, objections or reservations of independent directors, and the period of, reasons for, and principles behind the application of the exemption be disclosed without delay on the MOPS.

Article 13 (The way of disclosure)

The Company shall disclose the code of ethical conduct it has adopted, and any amendments to it, on its company website, in its annual reports and prospectuses and on the MOPS.

Article 14 (Enforcement)

The Ethical Conduct shall enter into force after it has been approved by the board of directors. Any amendments shall enter into force after approved by the board of directors.