

Reference Table of Ethical Management Policies Application Scope

No	Policy Title	Doc Code	Scope of Application
1	Codes of Ethical Conduct	OE0013	All the board of directors of the Company and the managerial officers governed by the securities competent authority.
2	Ethical Corporate Management Best Practice Principles	OE0017	All the board of directors, managerial officers, employees, mandataries of the Company or persons having substantial control over the Company.
3	Procedures for Ethical Management and Guidelines for Conduct	OE0020	All the board of directors, managerial officers, employees, mandataries of the Company or persons having substantial control over the Company.
4	Marketing and Sales Code of Conduct	OBM001	All marketing and sales personnel.