

Ultrafabrics Group Code of Conduct

The directors and employees of Ultrafabrics Holdings Co. Ltd., together with all subsidiaries (hereinafter collectively referred to as “Ultrafabrics Group”) shall act in accordance with the following code of conduct, in order to respect human rights and fulfill their responsibilities as corporate citizens.

1. Compliance with Laws, Regulations, and Company Rules

We will comply with the laws and regulations applicable in all countries and regions where we conduct business activities, and follow internal rules and regulations.

2. Prohibition of Discrimination

We shall strive to eliminate discrimination based on nationality, race, ethnicity, religion, ideology, gender, age, disability, gender identity, sexual orientation, and other factors.

3. Compliance with Labor-related Laws and Regulations

We do not use forced labor and child labor, and comply with laws and regulations concerning employee working hours and wages. Prevent sexual harassment, power harassment and any kind of harassment in the workplace.

4. Health and Safety in the Workplace

We shall comply with laws and regulations concerning health and safety in the workplace, and strive to prevent occupational accidents and illnesses.

5. Prevention of Bribery and Corruption

We will strictly comply with anti-bribery laws and regulations in all countries and regions where we conduct business activities, and maintain appropriate relationships with related parties with whom we come into contact in the course of our business activities.

6. Financial Responsibility

We will accurately record and report financial status to meet legal requirements and protect shareholder value.

7. Disclosure of information

We will appropriately disclose information that affects the business.

8. Fair competition

In order to maintain fair and free competition, we shall not enter into agreements with competitors regarding prices, production volume, sales volume, etc., and shall not take advantage of our dominant position in order to disadvantage our business partners.

9. Conflicts of Interest

Our officers and employees shall not allow personal interests to take precedence over business decisions, and shall disclose any situation in which activities outside the company conflict or may conflict with their responsibilities as officers or employees of the Group.

10. Prevention of Intellectual Property infringement

We do not infringe on the intellectual property rights of third parties.

11. Protection of Intellectual Property

We protect intellectual property owned by the Company as assets.

12. Exports Controls and Economic Sanctions

We comply with domestic and international export control regulations, economic sanctions, and custom laws and regulations.

13. Prohibition of Insider Trading

We shall strictly observe internal rules for the prevention of insider trading and shall not buy or sell Ultrafabrics Holdings Co. Ltd.'s shares with knowledge of undisclosed material facts. If we learn of undisclosed material facts about business partners, we will not trade in the shares of that company.

14. Severance from Antisocial Forces

We shall sever all relationships with antisocial forces. Business partners are checked to ensure that they are not anti-social forces, according to internal rules.

15. Information Management

To prevent leakage or abuse of personal information and important business information, we shall comply with internal rules for information management and pay sufficient attention to information security.

16. Environmental Preservation

We shall comply with the environmental regulations of the countries and regions in which we conduct business activities. We will also strive to reduce greenhouse gas emissions, waste, and energy consumption.

17. Protection of Whistleblowers

We shall establish an internal reporting system and protect whistleblowers.