

Gan & Lee Pharmaceuticals Co Ltd.

**Implementing Rules for the
Management of Supplier Conduct**

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General

Article 1 Implementing Rules for the Management of Supplier Conduct (“Supplier Rules”) describes the requirements for suppliers' social responsibility and environmental management activities. Suppliers should take proactive action to compliance with these requirements in order to enhance the overall image of the company and create greater benefits. We encourage our suppliers to do better than the Supplier Rules.

Article 2 The Supplier Rules applies to all suppliers of Gan & Lee Pharmaceuticals.

Chapter I: Environment, Health, and Safety

Article 3 Suppliers shall comply with applicable national or local environmental, health and safety laws and regulations. Suppliers shall continuously strive to improve their environmental, health and safety performance.

Article 4 Suppliers shall provide a safe and healthy working environment; If employee accommodation is provided by a company, the safety and health of the living space should be ensured, including appropriate lighting, temperature, ventilation, and restroom facilities.

Article 5 Suppliers shall properly manage the handling of dangerous goods and equipment.

Article 6 Suppliers shall provide systems and training to help prevent accidents and injuries.

Article 7 Suppliers shall take appropriate measures to conserve resources, energy and avoid waste.

Article 8 Suppliers shall reasonably dispose of and store dangerous goods and wastes and dispose of them safely and lawfully.

Chapter II: Anti-commercial Bribery

Article 9 Suppliers shall strictly abide by the relevant laws and regulations of China's anti-bribery and anti-unfair competition laws, and shall not engage in acts that violate relevant laws and regulations.

Article 10 Suppliers shall not give any remuneration, gifts or other valuable items or benefits to managers or other relevant personnel, or take or facilitate other acts that violate relevant anti-bribery and anti-unfair competition laws and regulations.

Article 11 If a supplier violates anti-commercial bribery laws and regulations, our company will resolutely cancel cooperation, and those constituting the crime of commercial bribery will be handed over to the judicial authorities.

Article 12 Suppliers shall cooperate with our company in conducting anti-commercial bribery compliance investigations, and when signing contracts with our company, they shall sign compliance documents such as the "Anti-Commercial Bribery Commitment" .

Chapter III: Green Environmental Management

Article 13 Suppliers must comply with national and local laws and regulations related to environmental protection when they provide products or services.

Article 14 Suppliers shall make plan and take measures to ensure that pollutants (wastewater, waste gas, solid waste, noise, etc.) emitted by suppliers in the process of production, activities or services meet national or local emission standards.

Article 15 In the production process, suppliers shall give priority to non-polluting or less polluting production processes, production and processing equipment, advanced processing methods, etc., and shall not adopt production processes, production and processing equipment that have been prohibited by the state or locality, take necessary measures to reduce pollution during processing, and properly dispose of waste.

Article 16 Suppliers shall properly keep flammable, explosive or toxic and harmful dangerous goods, and shall take preventive measures to prevent accidents such as fire, explosion or leakage in the process and avoid environmental pollution.

Article 17 In the process of storage and transportation, the supplier shall ensure that the transportation vehicle is in good condition, and the exhaust gas, noise and vehicle flushing wastewater emitted by the vehicle shall meet the emission standards stipulated by the state. During transportation, the lives of residents near the factory shall not be disturbed.

Chapter IV: Adherence to Laws, Regulations, and Guidance

Article 18 Suppliers shall comply with national and local laws and regulations and applicable requirements, which may come from relevant international organizations.

Article 19 Suppliers should similarly influence their supply chains and fulfill social responsibilities.

Article 20 When permitted by law, Supplier shall keep records of compliance with applicable laws and regulations.

Chapter V: Human Rights

Article 21 Respect for personal dignity, privacy, and other rights.

Article 22 Do not hire employees or force them to work against their personal will.

Article 23 Any sexually harassing, coercive, threatening, abusive or exploitative behavior, including posture, verbal, and physical contact, is strictly prohibited.

Article 24 Suppliers shall ensure that workplaces are free from discrimination based on race, age, sex, class, political affiliation, religion, marital status, sexual orientation, disability, pregnancy, or other factors.

Article 25 Suppliers shall comply with all prohibited legal provisions regarding

harassment and abuse.

Article 26 Suppliers shall not engage in physical, sexual, psychological, verbal or other harmful acts. In addition, all employees should be treated with respect and dignity.

Chapter VI: Freedom of Association, Right to Complaint

Article 27 Suppliers shall respect the right of employees to form and join trade unions and to bargain collectively in a peaceful and lawful manner under applicable law.

Article 28 Suppliers shall comply with all applicable laws regarding freedom of association and collective bargaining.

Article 29 Suppliers shall not harass, intimidate, or retaliate against employees in the event of free association or collective bargaining.

Article 30 Suppliers shall take confidential measures for employee complaints.

Chapter VII: Working Hours

Article 31 Suppliers shall comply with all applicable laws related to regular working hours, overtime, and benefits.

Article 32 Supplier shall provide documentation for all employees regarding compensation, working hours (including overtime), wage standard, benefits, and any deductions.

Article 33 Suppliers shall provide statutory rest days, statutory holidays, and paid holidays.

Article 34 Under normal circumstances, employees should have at least one day off every seven days, and overtime hours cannot violate national or local laws.

Chapter VIII: Forced Labor Prohibited

Article 35 Suppliers shall employ employees on a voluntary basis, and our company does not tolerate slavery and prison labor. Suppliers shall not physically harm employees or perform any other form of forced labor.

Article 36 Suppliers shall not require employees to provide original passports, identity documents, travel documents, or other personal legal documents as collateral at the commencement of employment.

Article 37 Suppliers shall not use any forced labor, whether in captivity, bonded labor, or otherwise. Forced overtime is prohibited.

Article 38 Suppliers shall not detain employees or restrict their freedom of movement.

Chapter IX: Child Labor, Adolescent Workers, Female Workers

Article 39 Suppliers shall not employ laborers under the age of sixteen except as permitted by national or local law and in accordance with the International Labor Organization programme. Suppliers shall ensure that their working environment and working hours comply with national or local laws when hiring employees who have reached the age of sixteen and under the age of eighteen. Suppliers shall file each employee's date of birth or use lawful means to determine each employee's age.

Article 40 Suppliers shall comply with laws and regulations regarding the minimum working age. It is forbidden to employ employees of any age, including apprentices or technical students, in violation of local regulations regarding the minimum working age and the age of compulsory education.

Article 41 In the absence of independent documentation, suppliers must determine the age of employees through other legal and reliable means.

Article 42 Suppliers shall establish documentation of procedures for the protection of adolescent workers and pregnant women workers and ensure that can be effectively implemented.

Chapter X: Wages

Article 43 Suppliers shall pay wages fairly and provide benefits to all employees in accordance with applicable law and shall not be unfair.

Article 44 Suppliers shall ensure that all hours paid meet at least the minimum legal wage or the relatively high local industry wage minimum.

Article 45 Supplier's terms of employment, including employment, training, working conditions, compensation, benefits, promotion, discipline, contract termination or retirement, shall be based on the individual's qualifications, performance, skills, and experience.

Article 46 Suppliers shall pay overtime pay and bonuses as required by law.

Article 47 Suppliers shall pay all benefits required by law without unlawful deduction.

Chapter XI: Other Responsibilities

Article 48 Suppliers shall not outsource products or service without the writing consent of our company, and the outsourcer shall comply with this Supplier Rules.

Article 49 Suppliers shall respect and protect the company's intellectual property rights and trade secrets, and shall not disclose or sublicense without permission.

Article 50 Suppliers are obliged to communicate the content of this Supplier Rules to their employees.

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