

inno.N Compliance Policy

With core values of “Creativity, Rationality, Initiative-taking, Self-Governance” and the corporate vision of “Heal the World for a Better Life,” inno.N aims to grow into a global pharmaceutical company contributing to the improvement of health and beauty of mankind through advancement of new technologies, and ultimately to valuable life.

To this end, inno.N (the “Company”) establishes the corporate Compliance Policy and hereby presents the declaration as follows:

1. The Company and the executives and employees shall observe all applicable compliance-related obligations including relevant domestic and international laws, as well as the bylaws, rules and policy of the Company, and shall not engage in activities in breach of or may be suspected of breaching the aforementioned obligations.
2. The executives and employees shall not engage in illegal acts associated with stakeholders in their business operations.
3. The Company shall establish, continually manage and improve a compliance management system to ensure that the objectives of company-wide compliance are achieved.
4. The compliance officer shall have the independent authority on the operation of the compliance management system, as well as a duty of direct and regular reporting on compliance to the board of directors.
5. The executives and employees shall have the obligation to manage compliance-related issues and report related matters to the compliance officer.
6. The Company shall establish a system for reporting of non-compliance by executives and employees. The details of such reports and the personal information of the individual filing such reports shall be kept confidential. Individuals filing such reports on non-compliance of employees shall be protected against any unfair and/or disadvantageous treatment.
7. In case when an executive or employee violates the obligations of compliance or does not take reasonable measures to prevent such violations even after becoming aware of such, the Company

shall not bear liability on behalf of such an executive/employee, and may take punitive measures against the executive/employee in accordance with the policy of the Company.