



Company Code of Conduct

Document Title	Aoxing BioPharmaceutical
Last Updated	September 2026
Next Review	September 2027

Aoxing BioPharmaceutical

Company Code of Conduct

Introduction

This Code of Conduct sets out Aoxing BioPharmaceutical's expectations regarding the behavior of every employee, officer, and director toward colleagues, supervisors, patients, partners, and the organization as a whole. As a biopharmaceutical company, our work directly affects patient safety and public trust, so the standards in this Code go hand in hand with the scientific rigor we apply to our research and manufacturing.

We promote freedom of expression and open communication, and we expect everyone at the Company to follow this Code. Employees should avoid offending, engaging in serious disputes, or disrupting the workplace, and should instead foster a well-organized, respectful, and collaborative environment.

1. Policy Scope

This policy applies to all employees, officers, and directors of Aoxing BioPharmaceutical and its subsidiaries, regardless of employment agreement, location, or rank. Employees are bound by their employment agreement to follow this Code while performing their duties. The components of the Code are outlined below.

2. Compliance With The Law

All employees must protect the Company's legality. This includes compliance with all applicable environmental, safety, fair dealing, and anti-corruption laws, as well as the regulatory requirements that govern the research, development, manufacturing, and marketing of pharmaceutical products (including applicable Good Manufacturing Practice, Good Clinical Practice, and Good Laboratory Practice standards). Employees are expected to be ethical and responsible when dealing with the Company's finances, products, partnerships, and public image.

3. Respect In The Workplace

All employees should respect their colleagues. The Company will not tolerate discriminatory behavior, harassment, or victimization. Employees should conform with the Company's equal opportunity policy in all aspects of their work, from recruitment and performance evaluation to interpersonal relations.

4. Protection Of Company Property

All employees should treat Company property, whether material or intangible, with respect and care.

Employees:

- Shouldn't misuse Company equipment, laboratory instruments, or facilities, or use them frivolously.
- Should respect all forms of intellectual property, including patents, trademarks, copyrights, research data, formulations, and other proprietary information. Employees should use them only to complete their job duties.
- Should protect Company facilities, laboratories, manufacturing sites, and other material property from damage, contamination, or vandalism, whenever possible.

5. Professionalism

All employees must show integrity and professionalism in the workplace. This includes:

- Conducting all interactions with colleagues, patients, regulators, and business partners honestly and courteously.
- Maintaining scientific and clinical integrity in all research, testing, and reporting, and never falsifying, altering, or misrepresenting data.
- Exercising sound judgment in representing the Company publicly, including in communications with the media, investors, and regulatory bodies.
- Escalating concerns about product quality, safety, or compliance promptly through the appropriate channel rather than disregarding them.

6. Personal Appearance

All employees must follow the Company's dress code and personal appearance guidelines for their role and work location. Office-based staff are expected to maintain business-casual, professional attire. Employees working in laboratory, clinical, or manufacturing environments must wear the personal protective equipment (PPE) and cleanroom or biosafety attire required for their role at all times, in accordance with site-specific safety and quality procedures, regardless of general dress code guidance.

7. Corruption

We discourage employees from accepting gifts from clients, suppliers, healthcare providers, or partners beyond nominal value, and we prohibit bribery for the benefit of any external or internal party. Employees engaging with healthcare professionals, distributors, or government officials must additionally comply with the Company's anti-corruption and interactions-with-healthcare-professionals guidelines.

8. Job Duties And Authority

All employees should fulfill their job duties with integrity and respect toward colleagues, patients, stakeholders, and the community. Supervisors and managers must not abuse their authority. We expect them to delegate duties to team members based on competence and workload. Likewise, we expect team members to follow team leaders' instructions and complete their duties skillfully and in a timely manner. We encourage mentoring throughout the Company.

9. Absenteeism And Tardiness

Employees should follow their schedules. Exceptions can be made for occasions that prevent employees from following standard working hours or days, but generally we expect employees to be punctual when coming to and leaving from work, and especially where shift coverage in laboratory or manufacturing operations depends on it.

10. Conflict Of Interest

We expect employees to avoid any personal, financial, or other interests that might hinder their capability or willingness to perform their job duties, including undisclosed financial interests in suppliers, competitors, or clinical trial sites. Related-party matters are additionally governed by the Company's Related Party Transaction Policy.

11. Collaboration

Employees should be friendly and collaborative. They should try not to disrupt the workplace or present obstacles to their colleagues' work.

12. Communication

All employees must be open to communication with their colleagues, supervisors, and team members, and must handle confidential research, clinical, and business information in accordance with the Company's confidentiality and Insider Trading Policy.

13. Benefits

We expect employees not to abuse their employment benefits. This can refer to time off, insurance, facilities, subscriptions, or other benefits the Company offers.

14. Policies

All employees should read and follow Company policies, including the Supplier Code of Conduct, Insider Trading Policy, and Related Party Transaction Policy where relevant to their role. If they

have any questions, they should ask their manager or the Human Resources (HR) department.

Disciplinary Actions

The Company may take disciplinary action against employees who repeatedly or intentionally fail to follow this Code of Conduct. Disciplinary actions will vary depending on the violation.

Possible consequences include:

- Demotion.
- Reprimand.
- Suspension or termination for more serious offenses.
- Detraction of benefits for a definite or indefinite time.

The Company may take legal action in cases of corruption, theft, embezzlement, falsification of scientific or clinical data, or other unlawful behavior.