



2025

CODE OF CONDUCT FOR COMPANY EMPLOYEES

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1、 Preface

The purpose of this Code is to provide clear and unambiguous behavioral guidelines for all employees of CatheGenix, to ensure a positive, harmonious and efficient working atmosphere within the company, to maintain the company's good image, and to promote the sustainable and stable development of the company. Every employee should carefully read and strictly abide by the provisions of this Code when they join the company.

2、 Basic work ethic

1. Honesty and integrity: always maintain honesty, do not deceive, do not conceal, and provide true information in all aspects of work reporting, data submission, business communication, etc. Whether it is facing colleagues, superiors or external partners, walk the talk with deeds and stick to the bottom line of ethics.
2. Keep confidential: Strictly keep confidential sensitive information such as the company's trade secrets, customer information, and undisclosed strategic planning. It is strictly forbidden to disclose to internal unrelated personnel or external third parties in any form without authorization, and confidentiality obligations must also be fulfilled after resignation.

3、 Work discipline

1. Attendance system

Commute to and from work on time, and do not be late, leave early, or be absent from work. If there are special circumstances that require leave in advance, go through the procedures in accordance with the leave application process stipulated by the company, and the leave can only be taken after approval.

Stick to your post during working hours, do not leave your post without permission, and if you need to go out on business, you need to report to your immediate supervisor and register the reason for going out and the estimated return time.

2. Work attitude

Dedication and responsibility: take the work seriously and responsibly, do your best to complete your own tasks, and do not perfunctory and prevaricate. Take the initiative to pursue the improvement of work quality, and be responsible for the work results to the end.

Aggressive: Maintain enthusiasm for learning, constantly improve their professional skills and comprehensive quality, have the courage to challenge difficult tasks, and contribute innovative ideas and methods to the development of the company.

3. Integrity and self-discipline:

In the work, resolutely put an end to all forms of bribery and bribery, and shall not accept improper benefits provided by suppliers, customers or other business affiliates, including but not limited to cash, gifts, banquets, travel, etc. Strictly abide by the company's procurement, bidding and other process specifications to ensure fairness and justice, and do not use the position to seek personal interests for individuals or relatives and friends. In case of circumstances that may affect fair judgment, they should take the initiative to recuse themselves.

4. Teamwork

1. Respect for others: respect the personality, opinions, beliefs and work results of colleagues, avoid criticizing and blaming others in public, and communicate rationally and seek consensus when disagreements occur.

2. Communication and collaboration: Take the initiative to share information, knowledge and experience with team members, actively cooperate when collaborating across departments, ensure smooth workflow, and work together to achieve the company's goals. Timely feedback when encountering problems, do not delay or conceal, and avoid affecting the overall work progress.

5、 External Relations

1. Customer service: treat customers with enthusiasm, professionalism and patience, respond quickly to customer needs, make every effort to solve customer problems, maintain a good relationship between the company and customers, and do not conflict with customers.

2. Partners: Fair trade, mutual benefit and win-win with suppliers, distributors and other partners, abide by the spirit of business contracts, do not seek personal gain, and jointly promote business development.

6、 Reward and punishment system

1. Reward: For employees who strictly abide by the code of conduct, perform well in their work, create significant benefits for the company and win a good reputation, the company will give commendations, bonuses, promotions and other rewards to motivate all employees to forge ahead.

2. Punishment: Employees who violate the provisions of this manual, depending on the severity of the circumstances, will be subject to warnings, fines, demotion, dismissal and other punishments, and if they cause significant losses to the company, they will be investigated for legal responsibility in accordance with the law.

7、 Supplementary Provisions

1. The right to interpret this Code belongs to CatheGenix.

2. CatheGenix has the right to revise the manual according to the actual operation situation, changes in laws and regulations, etc., and the revised version will be released to employees in a timely manner, and employees need to re-learn and abide by it.

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It is hoped that all employees will uphold the company's values, take the company's employee code of conduct as a guide to behavior, lead by example, jointly maintain the company's good reputation, and create a better life together.

 CatheGenix