

CHC Healthcare Group

Operation of Concurrent Unit for Ethical Corporate Management

In March of 2014, the Board of Directors of the Company approved the “Procedures for Ethical Management and Guidelines for Conduct”, and Human Resource & General Affairs Department was designated as the responsible unit for works including amendment, implementation, interpretation, counselling services, documentation and filing for reporting information, as well as supervision of the implementation, submitting reports on the updated implementation status at least once per year to the Board and senior officers. Measures such as meetings or emails may be applied at all times when major abnormal events occur.

◎Implementation:

For purpose to fulfill ethical management, the Company announced to employees and made them clearly understand concept and guidelines of ethical management through operational management meetings and staff meetings; moreover, Human Resource & General Affairs Department also conducts announcement on guidelines related to ethical management in new employee orientation.

In order to protect corporate reputation, secure safety of properties to avoid and prevent any events causing damages to interests of stakeholders such as shareholders, employees, collaborative partners, in corporate website and internal websites, the Company has established and announced the internal independent whistleblowing mailbox, hotlines or commissioned whistleblowing mailbox and hotlines provided by external independent institutions for internal use of company staff or external use. All whistleblowing cases are managed in accordance with the Company’s whistleblowing system, Human Resource & General Affairs Department is the responsible receiving unit, and reports shall be submitted to independent directors for any whistleblowing cases involving directors or senior officers.

◎Report to the Board of Directors:

| Date | Content | Result |
|----------------|--|---|
| March 23, 2020 | Implementation report in promotion for ethical corporate management of the company | No any major events violating ethical management in 2019. |