



ANTI-RETALIATION POLICY

This Policy stipulates that:

- Employees who, in good faith and honesty, report a violation and/or suspected violation and/or request information regarding Biotrend's Code of Business Ethics shall not be subject to any form of retaliation (discrimination, suspension, loss of rights, demotion, prevention of promotion, threats or harassment, etc.).
- Even in the event that it cannot be proven that any illegal behavior or rule violation has occurred as a result of the employee(s) raising a reasonable or legitimate concern, no action may be taken against the person(s) raising the concern. This Anti-Retaliation Policy is the guarantee that employees shall not face any retaliation, pressure or sanctions for reporting suspicious incidents.
- In accordance with the principle of confidentiality in the Biotrend Code of Business Ethics, maintaining the highest level of confidentiality of both the content of the report and information about the person(s) making the violation report is a measure taken to protect the person(s) making the report against any potential retaliation. Even if the person making the report does not hide their identity, the identity of the person making the report shall be withheld unless duly requested by judicial and administrative authorities.
- If the person making a report believes that they have been retaliated against by someone within the Company for reporting an incident, they should immediately apprise to the Biotrend Ethics Hotline.
- If any case of retaliation arises, the Company shall immediately take the most appropriate measures to protect the rights of the employee through the Human Resources Director. The Company initiates a review and/or investigation into the possibility of retaliation through the Internal Audit Department. In the event that retaliation is found to have occurred, necessary corrective measures shall be taken to redress the grievance of the person(s) making the report. Necessary sanctions shall be imposed on those who retaliate. Upon an objective determination that the reports are made in bad faith, disciplinary proceedings shall be initiated against the employee(s) who made the report for abuse of rights and violation of the principles of honesty.