



CODE OF CONDUCT

For Employees of Kaida Yisheng

THE STRUCTURE OF OUR SUCCESS

DOING THE RIGHT THING IN RIGHT WAY

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KAIDA Leadership Behaviors

INTRODUCTION

Our values and standards have always formed the basis of our success. Kaida Yisheng’s Code of Conduct is an extension of our values and is the foundation for our company. Since its founding, Kaida Yisheng’s business practices have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws.

All employees are responsible for understanding and complying with Kaida Yisheng’s Code of Conduct, applicable laws and regulations and company policies. Employees should seek guidance when they are in doubt about the proper course of action in a given situation, as it is the ultimate responsibility of each employee to “do the right thing in a right way”, a responsibility that cannot be delegated..

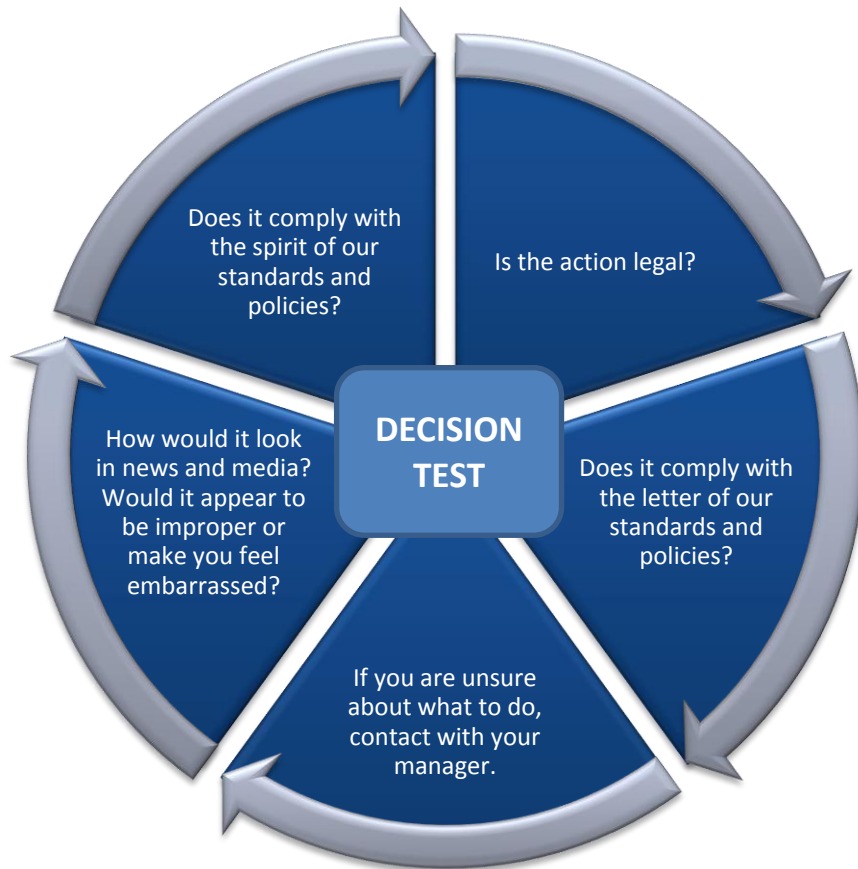
Employees should always be guided by the following basic principles:

- avoid any conduct that could damage or risk Nestlé or its reputation;
- act legally and honestly;
- put the Company’s interests ahead of personal or other interests.

For the purposes of this Code, references to “employees” include employees, associates, officers and directors of Kaida Yisheng’s and its subsidiaries.

OUR VALUES AND STANDARDS

Our Customers	Our Fellow Employees	Our Communities and Society	Our Suppliers
<p>Our business is to find a optimum level to satisfy the supply and demand sides. All of our actions must be measured by our success in achieving this goal. Above all, we value our ability to serve our customers who can benefit from the appropriate use of our products and services. We are dedicated to providing the highest level of quality and professional service. We strive to be the world leader in chemical distribution.</p>	<p>Our ability to succeed depends on the integrity, knowledge, imagination, skill, diversity, flexibility and teamwork of our employees. To this end, we strive to create an environment of mutual respect, encouragement and teamwork — a working environment that rewards commitment and performance and seeks to be responsive to the needs of employees. We seek to provide a workplace atmosphere that attracts highly talented people and helps them achieve their full potential. Each of us is responsible for creating a climate of trust and respect, and for promoting a productive work environment</p>	<p>Being a good company citizen means that we comply with all applicable laws, rules and regulations. Also, we serve our society, from the local communities in which we operate to the national and international levels, by supporting a number of programs, including those that improve health and promote environmental sustainability.</p>	<p>We believe in developing mutually beneficial relationships with our suppliers. We recognize that they are important partners in our success, and we treat them with honesty, fairness and respect. We also expect that they will conduct business activities for or on behalf of the Company in accordance with business standards and values that align with our own.</p>



OUR CUSTOMERS

Product and Service Quality

We are committed to meeting or exceeding customers and regulatory requirements regarding the research, development, manufacturing, packaging, testing, supplying and marketing of our products.

Quality means consistently satisfying requirements and expectations by delivering products and services of highest value in a timely manner. Our customers include end users, manufactures, trading companies, government agencies, wholesalers, and distributors.

Listen and Respect Needs

Quality improvement in all areas of our business from the product research to customer use of our products and services is imperative in providing innovative products and services that improve the quality of life.

This achievement of our quality goals and objectives depends on our strong ability to get feedback and instructions from our customers and suppliers needs in every business activity.

Honest Communication

Our work depends on not only the quality of our products and services but also on the quality of the information we provide to the customers and our partners. Information furnished to our customers about our products and services, including availability and delivery, must be useful, accurate and supported by realistic evidence where relevant and presented honestly, fairly and by proper means.

Gifts and Hospitality

We believe in competing on the merits of our products and services and wish to avoid even the appearance of improper conduct with our customers. The giving of gifts whether in cash or non-cash, including services, to customers raises serious questions about conflicts of interest or the appearance of conflicts of interest. Therefore, the giving of gifts is prohibited unless it complies with the specific exceptions described below. We recognize that in certain cultures there may be an occasion when gift-giving is customary and expected.

Decisions about these situations must be carefully weighed, and prior written approval must be obtained from your manager before proceeding.

Compliance with Laws, Regulations And Rules

Complying with the law is fundamental to doing everything safely, and with integrity. It is our policy to comply with all applicable laws, regulations, rules and regulatory orders applicable in the country, state and locations where we do business.

If a Kaida Yisheng's policy or this Code of Conduct conflict with an applicable law, we will always comply with the law.

International Business Activities

We acknowledge and respect the diverse cultures, customs and business practices in the marketplace. Our diverse business processes and customs must also comply with international laws, regulations, rules, standards and regulatory orders.

Complying with the Code and Kaida Yisheng Policies

Our commitment to growth and opportunity is always aligned with our commitment to integrity. Every employee has a responsibility to report incidents or violations of any company standards, procedures, policies or this Code of Conduct as part of that commitment.

This Code of Conduct does not change the employment relationship between you and the company, nor does it modify your legal or other rights. Failure to read or acknowledge this Code of Conduct, however, does not exempt anyone from the responsibility to comply with the Code of Conduct, applicable laws, regulations and applicable Kaida Yisheng policies.

For questions about specific policies or operating procedures, you may speak with your supervisor or manager, or contact the Human Resources department.

Providing Meals and Other Hospitality

We may provide occasional meals or hospitality, provided that it is:

- In the course of a bona fide business relationship;
- An accompaniment to an educational or business event/function;
- Legal;
- Consistent with applicable industry codes;
- Consistent with Company policies and procedures;
- Not likely to be perceived as an attempt to improperly influence business decisions; and

- Not embarrassing to the Company if it were to receive public scrutiny.

We recognize the importance of ensuring that these activities are undertaken in an appropriate and professional manner, with the ultimate goal of improving our customers care. However, our standards do not necessarily take into account all local legal requirements. Where more restrictive local laws exist, those take precedence.

We do not fund travel for spouses or companions of attendees.

Fair Competition

We believe that customers and society as a whole benefit from fair, free and open markets. Therefore, we compete on the merits of our products and services and do not make agreements with competitors to “fix” prices or to otherwise restrain trade. Our principles of fair competition require that:

- We do not share or exchange price or bid information with competitors. This includes pricing policies, discounts, promotions, royalties, warranties and terms and conditions of sale.

If a competitor volunteers such information, whether in a trade association meeting, we should terminate the conversation immediately and bring the situation to the attention of the Legal Department. While the exchange may be intended innocently, it could create the appearance of price-fixing or bid-rigging.

- We compete aggressively in every market for every customer. We make no agreements — nor general understandings — with competitors concerning customers, distributors or territories.

We compete fairly and honestly, relying on the merits of our products and services.

- We do not mischaracterize or distort the products or services of a competitor.

Our standards of fair competition are also a matter of law in virtually every country in which we operate, and there are additional legal requirements with which we must comply. Every manager must ensure that employees involved in marketing, sales and purchasing are aware of the letter and spirit of our standards and the applicable competition laws.

Gathering Competitive Information

We compete fairly and honestly. We do not gather market information through misrepresentation, theft or invasion of privacy or coercion. In general, you can obtain information about competitors from such acceptable sources as customers, consultants and even competitors themselves under appropriate circumstances. For example, you can gather information on competitors

- (i) from the news and other public resources, such as financial statements filed with the relevant regulatory bodies,
- (ii) by examining our competitors' products and publicly available marketing materials,
- (iii) from competitors' customers (unless they are prohibited from disclosing the competitor's information), or
- (iv) from competitors' displays at conferences and trade shows.

- You should not encourage Kaida Yisheng employees who previously worked for our customers or competitors to breach a contract or non-disclosure obligation with respect to a competitor's nonpublic information. Since it is difficult to know exactly what non-disclosure obligations may have been agreed to, we strongly discourage the practice of asking Kaida Yisheng employees who previously worked for a competitor to provide information about their former employer.

- You should not permit Kaida Yisheng employees, such as subordinates or marketing consultants,

to misrepresent themselves or their work in gathering competitive information. The Kaida Yisheng relationship should be disclosed if it is reasonable to assume that the source would not be likely to share such information, had he or she known of the Kaida Yisheng relationship.

- You should not receive pricing or other sensitive information directly from a competitor. Local laws may differ in their definition of what constitutes public and confidential information, so ensure your conduct also complies with local requirements. Additionally, rules regarding information-gathering relative to government bids are often more stringent. Please contact your manager or the Legal Department for more information.

Data Protection And Customer Privacy

We believe in the importance of respecting the privacy of all of those with whom we do business.

This is particularly true with customers. Our commitment to privacy is centered on several operating principles, including but not limited to:

- **Necessity** – We must identify the business purpose served by using or collecting personal information, and to the extent possible, use nonidentifiable information.
- **Notice and Choice** – We must give proper notice to individuals prior to collecting personal information about them. Additionally, generally we must offer individuals the right to object or to “opt out” of the use of their personal information.
- **Data Integrity** – Personal information must be kept accurate, complete and current as stipulated in agreements and notices.

• **Security and Transfer** – We must take reasonable steps to protect personal information from loss, misuse, unauthorized access, disclosure or alteration. Additionally, transfer of data across country borders requires additional safeguards and scrutiny. Protecting the privacy of personal information is also a matter of law in almost every country in which we operate. We must comply with all legal requirements, in addition to our own Company standards. For further information, contact the Privacy Office.

OUR EMPLOYEES

Our Work Environment

We seek to provide a work environment that will attract and retain highly talented people and help them achieve their full potential. Each of us is responsible for creating a climate of trust and respect, and for promoting a productive work environment. The Leadership Behaviors spell out specific behaviors that are expected of us. We encourage open communication by being receptive to the ideas and concerns of others, and we offer and receive feedback constructively.

Conflict Of Interest

We will always act in the best interests of Kaida Yisheng.

A Conflict of Interest occurs when personal interests of an employee or the interests of a third party compete with the interests of Kaida Yisheng. In such a situation, it can be difficult for the employee to act fully in the best interests of Kaida Yisheng. Employees shall avoid Conflicts of Interest whenever possible. If a Conflict of Interest situation has occurred or if an employee faces a situation that may involve or lead to a Conflict of Interest, the employee shall disclose it to his or her Line Manager and/or the HR or the Legal or Compliance Function to resolve the situation in a fair and transparent manner.

Employee Privacy

We respect the privacy and dignity of our fellow employees and safeguard the confidentiality of employee records. The Company collects and retains personal information needed to support functions such as benefits, compensation and payroll, as well as for other purposes as required by law and in accordance with the privacy notices we provide to employees. We will protect private employee personal information and use it only for legitimate business purposes, in accordance with all relevant laws. This commitment to protecting employee privacy extends beyond the period of employment, and includes information about former employees.

We strive to maintain a harassment-free environment, where all employees are respected.

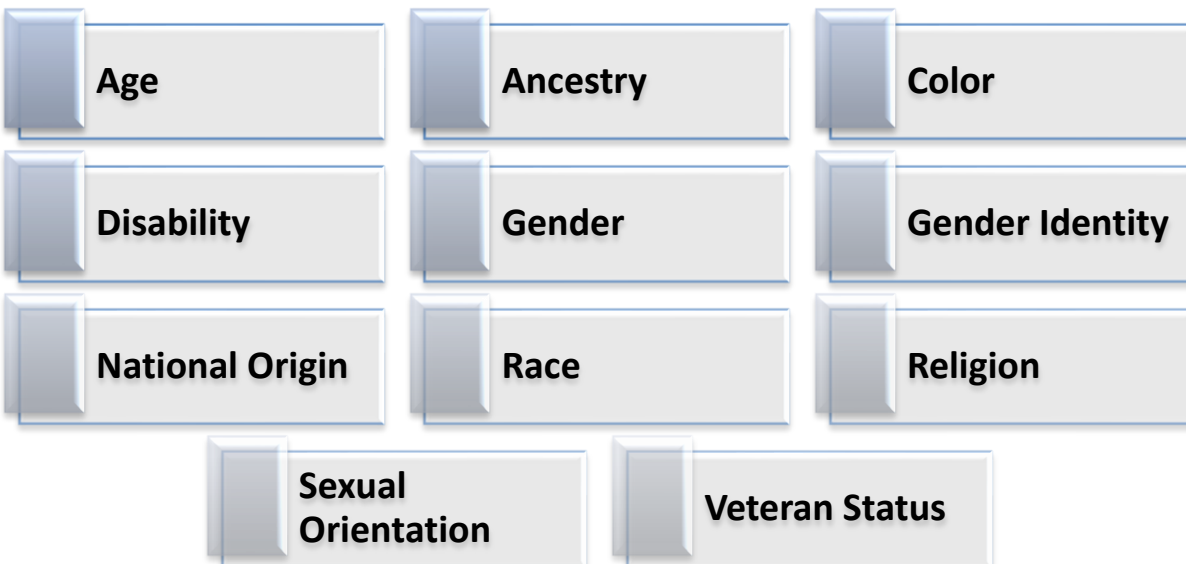
The privacy of employee communications, including e-mail and Intranet/Internet usage, is subject to the Company's appropriate business and operating needs, as well as local laws. We have the responsibility to monitor Company-owned technology used

for e-mail, Internet and other communications and to investigate inappropriate use in accordance with local laws. We follow the privacy principle of Necessity in carrying out these obligations.

Fair Treatment

To meet our long-term growth and efficiency requirements, we must build an organization that responds quickly to change and one in which all employees can achieve their full potential. Differences in backgrounds, experiences, perspectives and talents are a fundamental strength of our global Company. We treat each individual fairly, and recruit, select, train, promote and pay based on merit, experience and other work-related criteria. Fair treatment also means that we respect the rights of our colleagues to constructively voice dissent or to disagree. And likewise, it means that sometimes we have to be willing to accept situations when decision makers do not adopt our positions. We must remember that open communications, including the willingness to “agree to disagree,” are vital both to a positive work environment and to our ultimate business success.

Kaida Yisheng prohibits discrimination in the workplace based on the following personal characteristics:



Health and Safety

We conduct our operations with the highest regard for the safety and health of employees and the protection of the general public. Each of us is responsible for complying with safety rules and regulations and for taking the necessary precautions to protect our colleagues and ourselves. We must report all accidents and work-related injuries and take action to correct unsafe practices or conditions, with a goal of continuously improving our performance.

Workplace Harassment

We strive to maintain a work environment that respects the dignity, safety and security of all employees, is conducive to good job performance and is free from all types of workplace violence.

In many cases, workplace harassment is a form of discrimination that is generally defined as any verbal or physical conduct that occurs because of a certain individual's characteristic such as race, gender, age or religious belief. Workplace harassment is generally defined as any action that inappropriately or unreasonably creates an intimidating, hostile or offensive work environment.

Sexual Harassment

Sexual harassment is a form of workplace harassment that affects the dignity of men and women at work.

Sexual harassment includes, but is not limited to, demanding sexual considerations in exchange for job benefits, threatening or taking adverse employment actions if sexual favors are not granted, or unwelcome physical contact. If you feel you have been harassed, inform the offender that the action is unwelcome. If you are not comfortable with a direct approach or if it fails to correct the problem, discuss the matter with your supervisor or with Human Resources, or refer to the resources listed on the Additional Assistance Page.

Hiring Relatives and Friends

We seek to hire employees who can contribute to the Company's success. We will hire relatives and friends of current employees and we encourage their referral. However, we will not show favoritism to candidates who are family members or friends of our employees. We will hire each candidate based on his or her qualifications for the open position. Senior managers should be especially aware that their referral of family members or friends may be perceived as exercising undue influence on the hiring process and should take appropriate steps to avoid the appearance of "sponsoring" a friend or relative as a candidate, and to avoid interfering with the hiring process. To ensure objectivity and prevent conflicts of interest, family members may not have direct or indirect reporting relationships to other family members. In rare instances where unique circumstances may warrant an exception to this policy, prior approval must be obtained from your divisional vice president.

OUR SUPPLIERS

Selection of Suppliers

We select goods and services that best contribute to the long-term well-being of the Company. We choose our suppliers based on price, quality, delivery, service, diversity, reputation, environmental and business practices. We also expect our suppliers to support the core labor standards set out by the International Labor Organization prohibitions against child and forced labor.

Treatment of Suppliers

We treat our suppliers and subcontractors with fairness and integrity. We respect the terms and conditions of agreements with suppliers and we honor our commitments. We strive to pay on time and are careful to protect the confidential and proprietary information of our suppliers. To ensure that all suppliers are given an opportunity to compete for our business, we obtain competitive bids where it is feasible to do so.

Anti-Corruption: Gifts and Business Entertainment

Anti-corruption laws prohibit companies and individuals from gaining an unfair advantage by giving bribes to government officials or private parties.

We must never offer or accept bribes or kickbacks, or facilitate corrupt activities of any kind. This prohibition on bribes extends to third parties acting on behalf of Kaida Yisheng, such as agents, contractors and consultants performing work on behalf of Kaida Yisheng. The Kaida Yisheng Anti-corruption Policy documents general requirements to prevent corruption and bribery. Every employee is expected to comply with the requirements in this Policy.

Gifts and entertainment exchanged between Kaida Yisheng and third parties should be associated with legitimate business purposes. Gifts and entertainment should also be reasonable, and in compliance with anti-corruption and anti-bribery laws. The Kaida Yisheng Gifts and Entertainment Policy defines the types of gifts that are permitted, as well as procedures for allowing approvals for gifts.

When doing business with governments, consult with the Legal & Corporate Affairs department to understand any compliance risks. Always obtain approval from the Legal Compliance Office prior to accepting or providing anything of value to or from a government official.

We choose our suppliers based on price, quality, delivery, service and reputation, taking Kaida Yisheng's best interests into consideration.

Accepting Meals and Other Hospitality

Our standards for accepting meals and hospitality are the same as for providing them:

We may accept occasional meals or hospitality, provided that it is:

- In the course of a bona fide business relationship;
 - An accompaniment to an educational or business event/function;
- Legal;
- Consistent with applicable industry codes;
- Consistent with Company policies and procedures;
 - Not likely to be perceived as an attempt to improperly influence business decisions; and
- Not embarrassing to the Company if it were to Receive public scrutiny.

OUR COMMUNITIES AND SOCIETY

Human Rights

We believe in the fundamental dignity of every human being and in respecting individual rights. We are committed to respecting human rights as recognized by the principles of the The Republic People's of China Compact and as defined in the The Republic People's of China Declaration of Human Rights and its subsequent changes, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the OECD Guidelines for Multinational Enterprises and the core labor standards set out by the International Labor Organization, both within our workplace and more broadly within our sphere of influence. We have policies and management systems in place to ensure that we do so.

In all of our operations:

- We condemn the use of forced labor and exploitative child labor and expect our suppliers to respect this principle as well;
- We respect employees' lawful freedom of association;
- We compensate our employees to ensure that basic needs are met and provide our employees with the opportunity to improve their skills and capabilities;
- We do not discriminate at any level of the organization on the basis of race, gender, age, religious beliefs or any other legally protected characteristic; and
- We provide a safe and healthy work environment. These standards demand respect for all individuals and consideration of the interests of all of those affected by and involved in our business. We also create work environments where free discussion can take root that respects the opinions of all employees, as well as reward creativity and innovation. For more information about the Company's policy on human rights, please contact the Office of Ethics.

Public Communications

All communications with the news media are potentially important and reflect upon the Company's image and business. It is vital that communications from the Company are consistent and that all regulatory and legal obligations be fulfilled. All communications must be accurate, responsible and in keeping with the Company's medical and legal policies. Media or public requests for information should be referred to and coordinated with Global Communications.

Environmental Stewardship

Our responsibility to protect the environment is among our highest priorities. We comply with the letter and spirit of all environmental laws and regulations and respect the environment in every country where we operate. We provide consumers with information to help them handle our products in an environmentally responsible way.

Operating Practices

We work hard to establish best practice benchmarks in all of our operations. To achieve this, we are committed to meeting or exceeding industry standards.

Animal Welfare

We are committed to conducting all animal research in an ethical and responsible manner. Our standards on animal welfare include the following:

- We thoroughly evaluate all planned animal studies to minimize the use of research animals by seeking alternatives wherever feasible.
- We abide by generally accepted standards of animal care. This means we avoid or minimize the distress or discomfort to animals, minimize the number of animals to obtain valid results and only use them if their use is relevant for the study of human or animal health or for the advancement of scientific knowledge.
- While animals are in our care, we attend to their well-being and treat them humanely.

All employees who are involved in the design and conduct of studies involving animals must be properly qualified. They must follow all Company standards as well as all applicable laws and regulations.

Improper Payments

To promote good government and fair, impartial administration of laws, we may not promise, offer or make payment in money or anything of value to any government official or political party with the intent to obtain or maintain business, or any unfair competitive advantage, or to improperly influence government decisions.

Our standards do not necessarily take into account all local legal requirements. Where more restrictive local laws exist, those take precedence. Seek the advice of the Legal Department if there is any uncertainty about the propriety or legality of an action. For additional information, refer to the Gifts and Hospitality section.

Use and Selection of Agents

We will engage only reputable, qualified individuals or firms as consultants, agents, representatives or distributors under compensation arrangements that are reasonable in relation to the services performed. Integrity of performance is a Kaida Yisheng standard for employees and agents alike wherever we do business, and ignorance of that standard is never an acceptable excuse for improper behavior, nor is it acceptable for improper behavior to be rationalized as being in the Company's best interest. No act of impropriety advances the interests of the Company.

Compliance with Laws, Rules and Regulations

Being a good corporate citizen means that we are committed to complying with applicable laws, rules and regulations governing all aspects of business, including research, development, manufacturing, marketing, sales and distribution of chemical products. We cooperate with all applicable regulatory agencies and comply with all regulatory requirements wherever we do business. The Company frequently adopts industry codes or standards that relate to our business. It is important that you are familiar with such codes and comply with them where they apply.

Economic Sanctions and Other Import/Export Regulations

We may not export or sell products In addition; the products must meet the legal requirements of the producing country and the countries to which the products would be exported, as well as China legal requirements. Further, we may not import from or export to countries against which there is a U.S. embargo (e.g., Sudan or Cuba). We may not import from or export to certain individuals or organizations with which contact is prohibited by U.S. government agencies.

GLOSSARY

Bribery

Offering something of personal value to a decision maker, in order to receive favorable treatment, typically to secure or retain business, or to obtain an improper advantage. Bribery can take the form of monetary instruments, such as cash, or can be anything of value (e.g., travel, services, discounts, gifts, etc.).

Company Assets

Company assets are items of value to the Company. They include physical assets — such as materials, supplies, products, equipment and cash — intangible assets — such as information, brand value and employee time — and confidential information.

Confidential or Proprietary Information

Information of a technical, scientific or commercial nature that is neither generally known nor reasonably ascertainable. The following are examples of confidential information: actual and pending contractual information; approval and launch dates; customer, consumer, patient and supplier lists and information; filing dates; financial information; inventions; marketing strategy and plans; prices and costs; regulatory data; research and development information; trade secrets such as know-how, formulae and processes; and unannounced products and developments.

Conflicts of Interest

A conflict of interest is a situation where an employee's personal interests conflict, or appear to conflict, with the interests of the Company. The result is that the employee's ability to make independent and objective decisions on behalf of the Company is, or appears to be, compromised. Conflicts of interest typically stem from financial interests, family or other close relationships, or other outside interests or activities.

Ethical Conduct

Conduct that not only conforms with applicable laws but also maintains or strengthens the reputation of the Company, typically through meeting or exceeding the responsibilities to stakeholder groups.

Executive Committee (EC)

The Executive Committee is the senior management team of Kaida Yisheng, generally comprising key direct reports of the Chief Executive Officer. These leaders, representing diverse areas of the Company, meet regularly to review progress against Company goals and objectives.

Fraud

Fraud is a legal term with a different definition in each country. Typically it involves an action that is conducted with dishonesty, deception and the intention of obtaining an undeserved benefit.

Good Faith

Raising a concern in "good faith" means that you have made a genuine attempt to provide honest and accurate information even if you are later proven to be mistaken.

Government Official

An official, representative or employee of any government or any department or agency thereof, or any commercial entity in which a government body has an ownership interest or otherwise exerts control over such entity. It also includes officials of political parties and candidates for political office.

Harassment

Workplace harassment is any action that creates an intimidating, hostile or offensive work environment.

Insider Trading

The buying or selling of corporate stock or securities on the basis of information that has not been made public.

Product Quality Complaint

A Product Quality Complaint is any communication that describes a potential defect related to the identity, strength, quality or purity of a product after it is released or distributed for use by a customer. Product Quality Complaints may include changes in product appearance, including product packaging, strength, quality, delivery method, safety, purity or effectiveness.

CONFIDENTIALITY

The Company will not tolerate retaliation against any employee who raises a business practices issue. Any employee who raises a business practices issue will be protected from retaliation. This protection extends to anyone giving information in relation to an investigation. However, Kaida Yisheng reserves the right to discipline anyone who knowingly makes a false accusation, provides false information to the Company or has acted improperly. When you contact the Office of Ethics to raise an issue, you may remain anonymous, although you are encouraged to identify yourself. Should you choose to identify yourself; the Office of Ethics will make every reasonable effort to keep your identity confidential in a manner consistent with conducting a thorough and fair investigation as may be required under the law. To assist the Office of Ethics in maintaining confidentiality, however, it is imperative that you practice discretion and refrain from discussing your Office of Ethics consultation with colleagues or coworkers.

We value and protect our confidential information and we respect the confidential information of others

Confidential information consists of any information that is not or not yet public information. It includes trade secrets, business, marketing and service plans, consumer insights, engineering and manufacturing ideas, databases, records, salary information and any non-published financial or other data. Kaida Yisheng's continued success depends on the use of its confidential information and its nondisclosure to third parties. Unless required by law or authorized by their management, employees shall not disclose confidential information or allow such disclosure. This obligation continues beyond the termination of employment. Furthermore,

Fraud, protection of company assets, accounting section 8

Employees shall safeguard and make only proper and efficient use of Kaida Yisheng's property. All employees shall seek to protect Kaida Yisheng's property from loss, damage, misuse, theft, fraud, embezzlement and destruction. These obligations cover both tangible and intangible assets, including trademarks, know-how, confidential or proprietary information and information systems. To the extent permitted under applicable law, the Company reserves the right to monitor and inspect how its assets are used by employees, including inspection of all e-mail, data and files kept on Company network terminals.

We insist on honesty and we respect the Company's assets and property

Employees must never engage in fraudulent or any other dishonest conduct involving the property or assets or the financial reporting and accounting of Kaida Yisheng or any third party. This may not only entail disciplinary sanctions but also result in criminal charges. Kaida Yisheng financial records are the basis for managing the Company's business and fulfilling its obligations to various stakeholders. Therefore, any financial record must be accurate and in line with Kaida Yisheng's accounting standards.

APPENDIX

KAIDA YISHENG LEADERSHIP BEHAVIORS

FOCUS ON CUSTOMERS, INCLUDING PATIENTS

- Focus the entire organization on delivering value for customers, including patients, by understanding and meeting their needs.

MAKE RAPID, DISCIPLINED DECISIONS

- Make timely decisions at the right level with the right data, and support them once made.

ACT WITH COURAGE AND CANDOR

- Speak openly, honestly and with conviction; have the courage to take appropriate risks and make difficult decisions.

BUILD TALENT

- Build diverse talent with the capabilities necessary to succeed in our markets; inspire, reward and develop to ensure individuals reach their potential; make tough calls when necessary.

DEMONSTRATE ETHICS AND INTEGRITY

- Adhere to the highest standards of trustworthy and ethical behavior in all interactions and hold others to the same standards; comply with all laws, policies and regulations; identify and address ethical issues without hesitation.

DRIVE RESULTS

- Set clear performance standards; overcome obstacles; hold ourselves and others accountable for achieving results.

FOSTER COLLABORATION

- Actively listen and seek to understand differing perspectives; work together to achieve the common goals of the Kaida Yisheng.