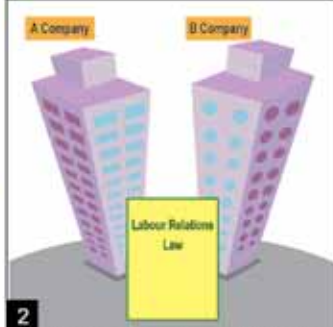


Internal Rules of Conduct of AA Group



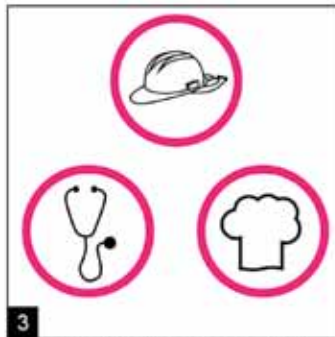
1

Rules of conduct is not formulated by any law-enforcement agencies



2

In general, rules of conduct is established by a company on its own. It varies from company to company.



3

Rules of conduct also varies from industry to industry.



4

Some professions (e.g. health care, insurance, tour guiding) are subjected to respective provisions designated by the law.

Rules of conduct refers to

Statutory norms:

The law provides provisions for various professionals (e.g. pharmacists, insurance agents, tour guides, etc.) to observe in execution of their duties. Hence these provisions are their rules of conduct. Meanwhile, the Labour Relations Law also provides general obligations for employees (e.g. loyalty, confidentiality), which also serve as rules of conduct.

Voluntary norms:

The rules of conduct agreed between interested parties (e.g. employers and employees, clients and agents).