

Anti-corruption Policy

Recognizing that ethical practice is the driving force behind our competitiveness, we are committed to creating a corporate culture based on honesty and trust. To this end, we established the Anti-corruption Policy as the standard for making decisions and actively promote its compliance.

First, we take the lead in creating an ethical and healthy corporate culture based on honesty and trust by practicing our ethics guidelines and complying with relevant laws and regulations.

First, we respect our customers and build their trust while providing services to increase their satisfaction and create value for them.

First, we compete fairly and ethically while building trust and cooperative relations to promote mutual benefits and growth throughout all business activities.

First, we respect our employees as individuals and help them reach their full potential and creativity by providing equal opportunities and fair evaluation.

First, we protect the interests of our shareholders and improve the quality of life for our customers and local communities through ethical business operation and sound corporate governance practices.

Scope of Application

- ① Domestic and overseas corporations and branch offices, ② Subsidiaries and sub-subsidiaries

Areas of Anti-corruption Practice

1. Anti-bribery

- 1) Any form of unethical gains, whether monetary or not, such as cash, entertainment and convenience is strictly prohibited.
- 2) Any form of gains, whether monetary or not, tangible or intangible, in relation to contracts (rebate, toll tax) is strictly prohibited.

2. Non-solicitation of Personnel

- 1) Any solicitation for the hiring or promotion of any interested party is strictly prohibited.

3. No Financial Transactions with Stakeholders

- 1) Any financial transactions with stakeholders (e.g., loan, guarantee) are strictly prohibited.

4. No Insider Trading

- 1) Any unethical or illegal trading using one's position or confidential information for personal gain is strictly prohibited.

5. No Sexual Harassment and Bullying in Workplace

- 1) Any language or behavior that is detrimental to healthy working relationships, including a physical, verbal, or visual act that causes sexual humiliation is strictly prohibited.

6. No Illegal Political Contributions

- 1) Any use of the company's organization, personnel, and assets for political participation is strictly prohibited.
- 2) Making or approving political donations to the government or public officials in the name of the company or on behalf of the company is strictly prohibited.
- 3) It is allowed if expressly permitted by the laws of the local country and with prior approval of the company. However, any political donations that are considered bribery are strictly prohibited.

7. No Donations or Sponsorships Violating DL E&C Policies or Laws

- 1) Any donations and sponsorships not allowed by our policies or laws and regulations are strictly prohibited.
- 2) Any charitable donations or sponsorship that are considered illegal benefits or bribery are strictly prohibited.

8. Any Other Acts that Are Against the DL E&C Code of Ethics or laws