

Ethical Management Policy_1p

DY INNOVATE is committed to practicing ethical management and achieving sustainable growth by establishing and complying with a company-wide ethical policy.

This policy reflects DY Group's core values (Principled Behavior, Highly Motivated People, Robust Business). All employees pledge to act ethically and transparently to fulfill their role as responsible corporate citizens.

[Core Value]

1. Principled Behavior

1.1 Fairness and Transparency

- We establish rules and procedures fairly and execute them with transparency.
- We choose the right path over the easy one and act with integrity and accountability.

1.2 Healthy and Productive Work Environment

- We maintain a safe and healthy workplace and strive for continuous improvement.
- The well-being and safety of employees are prioritized in workplace management.

2. Highly Motivated People

2.1 Responsible Conduct

- Every employee acts responsibly as a member of the DY community.
- We create results through mutual respect and collaboration, and pursue personal growth through our work.

2.2 Respect for Individuals and Open Communication

- We respect one another, trust in good intentions, and communicate with an open mind.
- We value diverse opinions and foster a better organizational culture through constructive feedback.

2.3 Continuous Growth and Learning

- Employees consistently strive to improve their character and capabilities.
- We promote self-development and encourage active participation in education and training programs.

Ethical Management Policy_2p

3. Robust Business

3.1 Customer-Oriented Thinking and Action

- All employees are expected to think and act from the customer's perspective, prioritizing customer success and safety.
- We pursue continuous improvement and innovation to meet evolving customer needs and expectations.

3.2 Collaboration with Communities

- In pursuing profit, we avoid conflicts of interest that may affect collaboration with communities and maintain transparent and fair partnerships.
- We respect the rights of local communities and indigenous peoples, promote mutual prosperity, and contribute to the creation of quality jobs.

3.3 Sustainable Innovation and Change

- We are never complacent and continuously seek better ways to work.
- Through innovation and adaptation, we strengthen competitiveness while aligning with global standards.

[Implementation Measures]

1. Compliance and Ethical Conduct

- We strictly comply with all applicable laws and regulations in every aspect of our business.
- We prohibit unethical practices such as corruption, bribery, unfair transactions, and conflicts of interest.
- Regular ethics training is conducted to reinforce employee awareness.
- We maintain an ethical and transparent global business environment by preventing counterfeit parts, complying with export control regulations, and enforcing anti-money laundering measures.

2. Fair Trade and Transparent Operations

- We uphold fairness and transparency in all dealings with suppliers, customers, and stakeholders.
- Internal policies are strengthened to prevent monopolistic and unfair trade practices.
- All transactions are properly documented and made available for review when necessary.

Ethical Management Policy_3p

3. Respect for Human Rights & Labor Environment Improvement

- We respect the fundamental human rights of all employees and partner workers, and strictly prohibit discrimination, forced labor, and child labor.
- A safe and healthy work environment is ensured, supported by regular occupational health and safety training.
- We comply with working hour regulations and provide fair living wages, conducting regular reviews to close potential gaps in wage levels.

4. Environmental Protection and Sustainability

- To achieve sustainable management, we strive to reduce greenhouse gas emissions, conserve energy, and manage waste responsibly.
- We comply with environmental laws and international standards.
- Eco-friendly product development and sustainable production processes are actively pursued to contribute to environmental protection.

5. Information Protection and Confidentiality

- We safeguard personal and corporate information of customers, partners, and employees in accordance with relevant data protection regulations.
- Intellectual property and confidential business information are protected, and any unauthorized use is strictly prohibited.
- Regular data protection training is conducted to raise awareness across the company.

6. Transparent Communication with Stakeholders

- We maintain transparent and accountable communication based on trust with all stakeholders.
- Information related to our sustainability efforts is disclosed in a timely and credible manner.
- We regularly share performance updates and incorporate stakeholder feedback into our improvement process.

This Code of Ethical Management applies to all employees and stakeholders of DY INNOVATE, including its business partners. DY INNOVATE is committed to reinforcing the trust of its customers and stakeholders by practicing ethical management that respects national laws and regional characteristics while aligning with global standards. Through these efforts, we will strive to become a leading global model enterprise.