

Prevention of Unfair Trade Guidelines_1p

We are committed to fostering a culture of fair and ethical business practices.

This guideline aims to prevent unfair trade practices and establishes standards of conduct to ensure fairness and transparency across all business transactions while minimizing associated risks.

[Core Principles]

1. Compliance with Fair Trade

- All transactions must be based on fair and reasonable conditions. Any form of collusion, monopoly, or unfair practices is strictly prohibited.
- Partnership terms must be clearly defined and transparently disclosed.

2. Anti-Corruption

- Bribery, kickbacks, provision of money or gifts, fraud, and money laundering are strictly forbidden.
- All employees and partners must take preventive measures to avoid involvement in such practices.

3. Transparent Contract Management

- All contracts must be executed under clear and transparent standards and be thoroughly documented and managed.
- Contracts must include clauses regarding compliance with ethical and sustainable business practices.

4. Internal Control and Monitoring

- Regular assessments are conducted to identify and address potential risks of unfair practices.
- Any occurrence of corruption or unfair conduct must be reported through designated channels and addressed immediately.

5. Responsible Mineral Sourcing

- The use of conflict minerals (tin, tantalum, tungsten, and gold) and cobalt that are mined or distributed through unethical or unfair means is strictly prohibited.

Prevention of Unfair Trade Guidelines_2p

[Implementation Plan]

1. Policy Establishment and Management

- Strengthen internal regulations and ensure that anti-unfair trade clauses are included in all contracts with business partners.

2. Training and Awareness

- Conduct regular training sessions for employees and partners on preventing unfair trade practices.
- Provide case-based learning materials to support ethical decision-making.

3. Performance Monitoring and Reporting

- Regularly assess performance related to fair trade compliance and reflect findings into ongoing improvements.
- Share key performance indicators with stakeholders through official reports.

This guideline applies to all employees, stakeholders, and business partners.

DY INNOVATE is committed to adhering to global standards of fair trade and will continue to grow as a trusted and ethical company through full company-wide compliance with this directive.