

# Integrity in business

- Our company has established the "Integrity Management Execution Team," which is responsible for planning, promoting, and supervising integrity management and related issues. The team is headed by the General Manager and is required to report on the execution status to the Board of Directors at least once a year. The most recent report was on December 26, 2022.
- The directors, managers, and employees of our company have a duty to act as a good manager, supervise the company to prevent dishonest behavior, review the effectiveness of the implementation at any time, and continuously improve to ensure the implementation of the integrity management policy.
- Our company has established the "Integrity Management Code" and the "Code of Ethics," both of which have been approved by the Board of Directors for their development and revisions.

## Integrity Statement:

1. Directors, executives, and employees are required to fill out an "Integrity Statement" to declare their willingness to follow the company's code of conduct and relevant laws and regulations regarding integrity in business, and to actively implement the policy of integrity in business.
2. The company requires its major suppliers to sign a "Supplier (Integrity) Commitment Letter" to implement the company's culture of integrity in business.

## Establishment of Whistleblowing Mechanism:

1. The company's reporting channel can be accessed through external mailboxes, internal emails, and written reports, and will be handled by a dedicated unit. All complaints will be kept strictly confidential, and independent channels will be used to verify them, in order to protect the whistleblowers.
2. The reporting email address is: [audit@dtech.com.tw](mailto:audit@dtech.com.tw)
3. The company did not receive any whistleblower information in the 2022, but if there is any, the company will ensure the confidentiality of the whistleblower's identity and information, and protect the whistleblower from any improper treatment by the company or its management.

## Internal Education and Training for Integrity Policy Promotion:

1. Through internal dissemination and education and training, as well as strengthening operational standards, the promotion and deepening of integrity in business will be conducted for all employees.
2. New employees' education and training include the promotion of integrity in business.
3. Employees will be educated and reminded at company meetings to comply with laws, regulations, and professional ethical norms when performing their

duties, and to uphold the principle of integrity. In addition, digital courses will be provided to reinforce employees' awareness and understanding of compliance and legality in business integrity.

#### Preventing Insider Trading: Law Education and Promotion:

1. Every month, education and promotion on relevant laws and regulations will be provided to current internal personnel via email, to remind everyone to pay attention to certain matters before and after receiving significant news to avoid violating laws and regulations.
2. Upon assuming their positions, new directors and independent directors will be provided with a manual on legal regulations and will be required to sign a statement acknowledging their understanding of relevant laws.
3. Regular education and promotion on preventing insider trading laws and regulations will be conducted, to enable all employees and colleagues to have a deeper understanding of relevant laws and regulations.