



In order to ensure the implementation of the ethical corporate management, the Company has established dedicated unit to formulate and supervise the implementation of the ethical corporate management policy. The unit is responsible for revising and implementing Delta Ethical Corporate Management Best Practice Principles and Delta Code of Conduct, planning and conducting ethical corporate management risk assessment, reviewing and improving related procedures, accepting complaint cases, and providing related promotion and trainings.

To implement ethical corporate management policy and precautionary measures against unethical conducts, the Company regularly holds ethical corporate management related trainings. New employees are required to receive orientation training that includes ethical corporate management related guidelines, and employees should take ethical corporate management related re-train online courses each year covering insider trading prevention and the Procedures for Handling Material Inside Information, etc. Besides, the Company also holds face-to-face ethical management courses irregularly. In 2021, 19,196 personnel received such trainings for an aggregate total of 12,278 hours and the completion rate of online re-training course was 97.5%.

Since the third quarter of 2021, the Company has also held a course on "Risk Assessment and Case Analysis of Ethical Corporate Management" for senior executives to enhance their understanding of insider trading regulations and criminal liability in Article 157-1 of the Securities and Exchange Act and prevent the unethical conduct. In addition, other ethical corporate management related promotions include: to include ethics and integrity in the evaluations of values and capabilities in employees' performance appraisal, to reiterate guidelines for avoiding conflicts of interest through internal announcement each year, and remind employees to report conflicts of interest actively, and to request each units to implement the risk assessment every year. As for suppliers, the Company has referred to the Responsible Business Alliance (RBA) Code of Conduct as our main framework, and uses labor, occupational health and safety, environment, ethics, and management systems to promote the sustainable development of suppliers. We use the "Delta Supplier Code of Conduct" as an important guide to provide trainings and sign the Undertaking for Integrity.