



In order to ensure ethical corporate management, the Company has established a dedicated internal unit to formulate and supervise the implementation of its ethical corporate management policy. This unit is responsible for implementing and reviewing the Delta Ethical Corporate Management Best Practice Principles and the Delta Code of Conduct; planning and conducting ethical corporate management risk assessment; reviewing and improving related procedures; accepting incident reports; and providing related promotions and trainings.

The Company implements the ethical corporate management policy and precautionary measures against unethical conducts through regular ethical corporate management related trainings. New employees are required to attend mandatory orientation training which includes ethical corporate management related guidelines. Existing employees are required to attend ethical corporate management related online refresher courses each year which covers topics such as insider trading prevention and the Procedures for Handling Material Inside Information, etc. In addition, the Company also holds in-person ethical management courses periodically. In 2023, 30,778 employees received such trainings with an aggregate total of 14,164 hours and the completion rate for the online refresher course was 97.1 %.

The Company has begun to strengthen its management of anti-corruption and anti-bribery by implementing ISO 37001 standard across all functional units of the Company's Taiwan headquarters in 2023. Since the launch of the system during the third quarter of 2023, the company has mandated that all employees must complete educational training on the overall operational mechanism of the ISO 37001 Anti-Bribery Management System. This is aimed to enhance the understanding of anti-corruption and anti-bribery practices and the prevention of dishonest behavior. Furthermore, the company conducts other ethical corporate management related promotions including: integrating ethics and integrity in the evaluations of values and capabilities in employees' performance appraisal; reiterating guidelines for avoiding conflicts of interest through internal announcement each year; reminding employees to report conflicts of interest actively, and requesting each functional unit to implement related risk assessment every year. As for suppliers, the Company references the Responsible Business Alliance (RBA) Code of Conduct as its main framework, and uses labor, occupational health and safety, environment, ethics, and management systems to promote the sustainable development. The Company uses the "Delta Supplier Code of Conduct" as an important guide to provide trainings and require that its suppliers sign and commit to its Undertaking for Integrity. Moreover, in accordance with the requirements of ISO 37001 standards, the Company provide its suppliers with the Delta Group's anti-corruption and anti-bribery policy and require that its suppliers adhere to it.