

DMW Group's Code of Conduct

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1. Understanding and Observing Social Rules

All employees of DMW and its affiliate companies (hereafter called the DMW Group) shall understand and comply with the rules of business. The rules of business herein refer to national and regional laws and regulations, ordinances, customs, etc. Compliance with these rules is of utmost priority meaning that the DMW Group shall never commit illegal or unlawful acts. Any violation of these rules of business shall be dealt with strictly. As well, the DMW Group shall never have relationships with any antisocial groups which threaten order and safety in society, with an eye toward social justice and responsibility.

2. Respecting Human Rights

The DMW Group respects human rights and does not discriminate on the basis of race, nationality, creed, gender, religion, social status, and disability. In addition, the DMW Group does not engage in any form of forced labor or child labor and prohibits discriminatory language, sexual harassment, workplace harassment and other acts that infringe on human rights in the workplace.

3. Stakeholder Interaction

The DMW Group strives to build and maintain fair and honest relationships with our stakeholders including our customers, shareholders, agents and subcontractors, suppliers,

employees and our local community by disclosing information through PR, IR and other activities.

1) Customers

Our customers are of the highest priority for the DMW Group. We always respond to the diversified needs of our customers and provide safe and useful products, services and systems that satisfy our customers in accordance to the rules of business.

2) Shareholders

The shareholders are the owners of the company. The DMW Group shall preserve the investment of our shareholders and ensure profits while conducting stable business management in compliance with the rules of business. In addition, we will treat all of our shareholders equally, disclose accurate information regarding our management policy, performance, dividend policies, etc. and ensure transparency in management.

3) Agencies and Subcontractors

Agencies and subcontractors are important entities that form the basis of our sales, service network and business operations in cooperation with the DMW Group. The DMW Group complies with mutually signed contracts and strives to develop trusting relationships while cooperating with agencies and subcontractors to abide by the rules of business.

4) Suppliers

Our suppliers are partners on an equal footing. The DMW Group shall use moderation and build steady, long-term trusting relationships with our suppliers. When selecting suppliers, we use the principle of open competition, selecting a suitable supplier based on their quality, prices, lead times and other objectives and managerial standards. The DMW Group does not engage in inappropriate business entertainment or acts that violate the rules of business.

5) Employees

Our employees are the driving force of our business and the greatest asset of the company. We respect individuality, treat each of our employees fairly and ensure safety in the workplace. In addition, we provide our employees with opportunities of self-realization and to fully demonstrate their talents and abilities.

6) Local Community

The DMW Group will fulfill its responsibilities as a good corporate citizen through solidarity, harmony and communication with the local community in recognition that a self-centered company cannot survive.

4. Open and Fair Business Activities

When conducting business activities, the DMW Group fully understands and complies with Antimonopoly Laws and other laws and regulations to ensure fair trading.

- (1) We encourage open and fair competition. We will not commit any wrongful acts such as slander, libel or unreasonable interference.
- (2) We will review business practices from the perspective of fairness and proactively correct any inappropriate practices.
- (3) We will conduct social relations and exchange courtesies in an appropriate and simple manner on the basis of socially acceptable ideas and common sense and abolish useless formalities. We will hold ceremonial occasions in a simple manner.
- (4) We will maintain sound business practices, avoid improper spending and ensure transparency in relationships with politics and administration. We will not provide or request anything monetarily or economically valuable in violation of business practice.

5. Handling of Information

We will not disclose, modify or discard information without just cause, and consider information and our information infrastructure as a valuable asset. The DMW Group defines the steps to ensure the confidentiality, storage and provision of important information and maintains an information management system.

To our stakeholders, the DMW Group shall consider the scope of the confidentiality of information and actively disclose information regarding business management. In addition, we will respect information from third parties. Furthermore, the DMW Group shall not obtain such information through wrongful means or make inappropriate requests disclosure.

- (1) We will follow designated procedures and give full consideration to security whenever handling confidential information or using our information system.
- (2) We will appropriately manage and store confidential information obtained in the course of business and will not use it for personal use or for the benefit of a third party.
- (3) We do not use any resources involved in the information system in any illegal way or in violation of the rules of business.

6. Environmental Initiatives

We will conduct research and development, production and the delivery of products in an environmentally conscious manner. We understand that while the products we provide

greatly contribute to our social life, the production process of such products has affects on the environment. Reducing the impact on the environment is a responsibility of the DMW Group as a good corporate citizen and we strive to play an active role in developing a sound social environment in harmony with nature.

- (1) We comply with the international standards, laws and regulations concerning environmental conservation.
- (2) Implementation of improvements to reduce the impact on the environment is to be carried out on a daily basis.
- (3) If any nonconformity is found, it will be promptly corrected, and preventive measures will be taken. In the event of an environmental accident, emergency measures will be taken and reported to relevant administrative agencies.

7. Role as a Corporate Citizen

We are aware that we are expected to contribute to society as a good corporate citizen. We strive to participate in administrative or local activities and create opportunities to work with the local community.