

Code of Conduct for External Suppliers to Fulfil Corporate Social Responsibility

This company pledges to follow the code of conduct outlined below in supplying goods and services to DRB in order to maintain a fair and transparent business relationship with DRB.

- Code of Conduct -

1. Actions to ensure stable quality and supply

- 1.1 Identify changes in demand through effective communication and information sharing.
- 1.2 Establish quality control procedure, monitor process, and comply with advance approval procedure in case of change in the "4M" (man, machine, material, and method).

2. Actions to ensure ethical management

- 2.1 Build business relationship based on honesty, sincerity, and trust and do not provide false information on stakeholders.
- 2.2 Do not present gifts in violation of anti-corruption laws prohibiting the illicit exchange of bribes, money, entertainment, etc.

3. Actions to ensure the observance of laws

- 3.1 Comply with environment-related laws to implement ecocentric management and encourage the use of eco-friendly products and recycled goods.
- 3.2 Observe related laws to protect employee safety and health, monitor risk factors in daily activities, and take measures to address such risk factors.
- 3.3 Follow laws related to working conditions and welfare, such as labor laws and the Labor Standards Act, to ensure that employees are able to work under safe and comfortable conditions.

4. Information protection and confidentiality

- 4.1 Do not disclose stakeholder information obtained in the course of conducting business for purposes other than business.
- 4.2 Establish and execute a policy to protect intellectual property rights and information security.

5. Human rights protection

- 5.1 Observe laws on the protection of human rights of employees and establish and execute operation guidelines.
- 5.2 Ensure absolute protection of the identities of whistleblowers and ensure that they do not experience any disadvantages.

6. Conflict minerals

- * Conflict minerals: tantalum, tin, tungsten, and gold, mined in 10 conflict countries in Africa, including the Democratic Republic of the Congo
- * Conflict countries: South Sudan, Central African Republic, Uganda, Republic of the Congo, Angola, Tanzania, Rwanda, Burundi, Democratic Republic of the Congo, and Zambia

- 6.1 Do not use minerals extracted in conflict regions.
- 6.2 Submit conflict minerals compliance certificate upon request.

This company shall follow the code of conduct outlined above, and in the event of any violation thereof, shall not raise any objections to serious disadvantages imposed in terms of transactions in accordance with DRB's internal procedures and policies.