



Code of Ethics and Business Conduct

Statement of Our Core Values

1. Company Vision

We strive to be a leader in systems integration services. Our certified IT team delivers efficient products and services. Our primary goal is to deliver exceptional service and achieve the highest levels of customer satisfaction.

2. Values

We are committed to offering technology and services that meet high standards. Our expert IT team continually develops and refines their skills to ensure all work is qualified and meets customer expectations.

3. Mission

Our mission is to provide consulting, installation, and configuration for enterprise computer systems, including operating systems, networks, servers, hardware, and software. We optimize solutions to enhance IT performance and deliver consistent and efficient maintenance services, always maintaining a commitment to cooperation among all stakeholders.

Core Ethical Principles

1. Build Trust and Credibility

We prioritize honesty, integrity, and adherence to commitments. Before taking any action, we ask ourselves: Will this build trust and credibility for Data Extreme Co., Ltd.? Will it support our long-term success? Can I meet this commitment?



2. Respect for the Individual

We ensure dignity and respect in the workplace. Equal employment opportunities are provided, and we maintain an environment free from harassment.

3. Create a Culture of Open and Honest Communication

We encourage employees to freely raise ethics concerns. Managers are responsible for fostering openness and investigating all reports. The whistleblower policy allows employees to first approach managers or HR, and if necessary, the General Manager directly.

4. Set Tone at the Top

Management must exemplify ethical behavior and address concerns promptly, treating them as constructive communication.

5. Uphold the Law

We comply with all applicable laws, rules, and regulations. When unsure about legal or policy matters, we seek expert advice.

6. Competition

We compete fairly, focusing on merit, quality, and pricing. We avoid improper cooperation, payments, or boycotts.

7. Proprietary Information

We respect intellectual property rights and do not use or distribute confidential information without authorization.



8. Selective Disclosure

We do not disclose material nonpublic information selectively.

9. Health and Safety

We maintain a safe workplace. A safety manual is available at the HR department for reference.

10. Avoid Conflicts of Interest

We avoid relationships or activities that could impair objectivity, including employment with competitors or suppliers, supervising family members, personal gain in company transactions, or accepting gifts and favors not equally available to all employees.

11. Gifts, Gratuities, and Business Courtesies

We avoid actions that may create perceptions of unfair treatment.

12. Accepting Business Courtesies

We accept only unsolicited courtesies that foster goodwill. Employees who influence contracts must avoid favoritism.

13. Meals, Refreshments, and Entertainment

We accept these only when they are not lavish, excessive, or frequent, and not intended to influence business decisions.

14. Gifts

We accept modest, unsolicited gifts such as flowers, fruit baskets, or promotional items. Gifts over \$100 require management approval.

15. Offering Business Courtesies

Courtesies must not be interpreted as seeking an unfair advantage, must comply with laws and industry practice, and must be properly recorded.

16. Set Metrics and Report Results Accurately

We ensure financial disclosures are accurate, timely, and understandable. Corporate records must be true, complete, and compliant. We do not mislead auditors or interfere with audits.

17. Promote Substance Over Form

We make courageous decisions that go beyond minimum legal requirements and follow guiding principles even when faced with challenges.

18. Accountability

Employees must know and adhere to the Code of Ethics and Business Conduct. Violations may result in disciplinary actions, including termination.

19. Be Loyal

We protect company and partner proprietary information, handle personal data responsibly and lawfully, use company resources responsibly, and direct media inquiries to the General Manager.

20. Do the Right Thing

Before acting, we assess compliance with principles and policies, accuracy of information, public accountability, and ethical justification.