

## Anti-Corruption

### 2025 Performance

Indicator	Target year	2025 result
Zero corruption and fraud complaints	Annual	0
100% of employees completed anti-corruption training and assessment	Annual	100%
100% of suppliers assessed for corruption risk	Annual	8%

Number of corruption and fraud complaints	0
Number of employees in violation of anti-corruption policy	0
Fine, penalties, or compensation related to corruption	None

In 2025, the Company received no corruption or fraud complaints and identified no policy violations by employees. The Company conducted a corruption risk assessment by gathering information and feedback from employees, management, suppliers, customers, and communities. The assessment revealed that the key risk lies in the need for clear guidelines for employees and suppliers. Consequently, the Company developed the employee handbook "CIVIL's Blueprint: Values, Beliefs, Code of Conduct, and Guidelines for Moving Forward Together" and provided training in both online and on-site formats for all employees, with comprehension assessed through testing. All employees (100%) passed the required threshold above 80%. Additionally, the Company extended corruption risk assessments to all 39 critical tier-1 suppliers and found no significant risk issues.

## Training and Communication

In 2025, training was provided to all employees on the Company's anti-corruption policies and measures through the "CIVIL's Blueprint: Values, Beliefs, Code of Conduct, and Guidelines for Moving Forward Together" training program.

Furthermore, all suppliers were informed of the anti-corruption policy through various channels, including the Company website, email, and other communications. A total of 39 suppliers acknowledged receipt of this information, representing 8% of all suppliers.



Anti-corruption and business code of conduct training (Left) and the employee handbook "CIVIL's Blueprint: Values, Beliefs, Code of Conduct, and Guidelines for Moving Forward Together" (Right)