

/ Business Ethics & Compliance /

Help & Resources

Each DENSO location has the following resources:

- **Business Ethics & Compliance Officer (BECO):** Main contact for confidential support on business ethics and compliance concerns
- **Helpline:** Phone number for associates to report concerns or questions. Calls can be made anonymously.

North America Compliance Officer:

- Any associate may also contact the North America Compliance Officer (NCO), Stephen Milam, to escalate ethics/compliance concerns or questions.
- Calls to the NCO Helpline may be made anonymously.
- The NCO Helpline: **(877) 338-6029**

For Anonymous Calls to BECO or NCO:

To respond appropriately and timely to issues reported through the helpline, please provide the following details:

- Who was involved?
- What is the issue / incident / question?
- When and Where did it occur?

Associates may also contact a local HR Team Member Solutions representative to report business ethics and compliance concerns.

/ Business Ethics & Compliance /

BECO & Helpline

Below are a list of local Business Ethics & Compliance Officers (BECO) and Helplines:

Company	Helpline	Business Ethics & Compliance Officer	Email Address
DIAM	800-219-5486	Georgelyn "Gee" Pye	georgelyn.pye@na.denso.com
DMMI	888-771-0911	Scott Welcher	scott.welcher@na.denso.com
DMTN	800-960-7792	Bob Booker Emilie Denson	bob.booker@na.denso.com Emilie.denson@na.denso.com
DMAT	866-415-1815	Bryan Smith	bryan.smith@na.denso.com
DMAR	800-726-9986	John Beal	john.beal@na.denso.com
DPAM	888-281-8242	Ramona Petersen	ramona.petersen@na.denso.com
DMCN	519-837-6550	Michelle Dermody	michelle.dermody@na.denso.com
DSCN	866-993-3676	Andrew Aoki	andrew.aoki@na.denso.com
DMNC – Statesville	704-878-8524	John Brown	john.brown.1@na.denso.com
DMNC – Texas	704-878-8524	John Brown	john.brown.1@na.denso.com
DMNC – Michigan	269-441-2020	Chad DeShane	chad.deshane@na.denso.com
DMNC – Greenville	704-878-8524	John Brown	john.brown.1@na.denso.com
KDMK	866-740-0444	Don Hosinski	dhosinski@kdmk.com
SPC / SPARC	855-797-8392	Bernice Wiles	bernice.wiles@systemproducts.com
ASMI / ASKY	269-282-7020	Scott LeForge	scott.leforge@na.denso.com
ASMXX		Arcelia Huerta	Arcelia_Huerta@denso-asmx.com
DNMX	800-999-1594	Edgar Villamar	edgar_villamar@denso-diam.com
HDMX		Edgar Oyervides	edgar_oyervides@hdmx.mx
AMX		Salvador Romo	sromo@asmo-na.com
DENSO TEN	833-290-0001	Paul Pompilius Kimberly Brothers	paul.pompilius@denso-ten.com Kimberly.brothers@denso.ten.com