



NICHICON (MALAYSIA) SDN BHD

ETHICS POLICY

Nichicon (M) Sdn Bhd is committed to upholding the Ethics Policy. We are also committed to observe and abide by our Policies, Applicable Laws & Regulations and Customer Requirements.

ETHICS POLICY OBJECTIVES:

1. Uphold the highest standard of Ethics Policy which includes Business Integrity, Improper Advantage, Disclosure of Information, Intellectual Property, Fair Business, Advertising & Competition, Protection of Identity and Non-Retaliation, Responsible Sourcing of Minerals and Privacy.
2. Ensure that the Management and Employees comply with Ethics Policy.
3. Create good and conducive working environment.
4. Provide a proper channel to enable confidentially report unethical behaviors and ensure no Worker will be punished or retaliated against for reporting.
5. Assigned Direct Responsible Individual(s) to oversee and enforce the implementation of the Ethics policy and procedures.
6. To identify, assess, and minimize risks related to ethics.
7. To provide comprehensive training to all responsible staff and shall effectively communicate this policy to all Workers, supervisors, and managers during the initial orientation period and via refresher training on a regular basis.
8. Ensure all documentation related ethics is well maintained.
9. Prohibit contributions or support to any political party or political activity in any form, whether direct or indirect, to maintain neutrality and integrity in business operations.



AKIHIRO CHIBA
Managing Director

Acknowledge by:
KATSUHIKO MORI
COO & President
Nichicon Corporation

6th Revision:
30th. May 2025

