

NICHICON MALAYSIA WHISTLEBLOWING POLICY

POLICY STATEMENT

Nichicon Malaysia is committed to maintaining the highest standards of ethics, integrity, and transparency in its operations and business conduct. As part of this commitment, Nichicon Malaysia has established secure and confidential channels for reporting any improper conduct or violations.

OBJECTIVES OF THIS POLICY

This policy aims to provide all employees, customers, suppliers, distributors, business contacts, agents, contractors, and members of the public with access to secure channels to report any improper conduct by any member or representative of Nichicon Malaysia. Disclosures will be handled with the utmost confidentiality, and there will be no retaliation or adverse consequences for those who report in good faith.

SCOPE

Improper conduct includes, but is not limited to:

- Any unlawful or illegal activities, whether criminal or breach in civil law;
- Breach of policies and/or procedures;
- Fraud, theft, embezzlement, or dishonesty;
- Corruption/bribery;
- Bullying and harassment;
- Actions that can cause physical danger/harm to another person and/or can give rise to a risk of damage to properties/assets;
- Forgery or alteration of any documents belonging to the Company, customers, or agents of the Company;
- Poor or unethical sales practices, including mis-selling;
- Profiteering as a result of insider knowledge;
- Gross mismanagement or dereliction of duties;
- Conflict of interest;
- Misuse of position or information; and

Any other similar or related irregularities. Any individual aware of or who has reasonable grounds to suspect any improper conduct by an employee or representative of Nichicon Malaysia is encouraged to disclose the available channels.

DISCLOSURE CHANNELS

Disclosures may be made through any of the following secured channels:

- **Hotline:** 0128600056
- **Email:** nm.whistleblower@nichicon.com
- **Google Form:**



Anonymous reporting is allowed through these channels. Whistleblowers are encouraged to provide the following information to assist with investigations:

- Name(s) of those involved
- Date and time of the event
- Nature of the event
- Witnesses to the event, if any
- Evidence related to the event, if available

ADDITIONAL DISCLOSURE CHANNELS

Whistleblowers may also report to relevant authorities via:

Malaysian Anti-Corruption Commission	https://portaladuan.sprm.gov.my
Bank Negara Malaysia	https://www.bnm.gov.my/whistleblowing-policy
Securities Commission	https://www.sc.com.my/investor-empowerment/lodge-a-complaint

CONFIDENTIALITY AND PROTECTION OF WHISTLEBLOWERS

The identity of whistleblowers who make disclosures in good faith will be kept confidential, shared only on a need-to-know basis, and will be protected from retaliation. Employees who report in good faith will be protected from any adverse actions, including dismissal, discrimination, or harassment.