

# Charter of Corporate Behavior

JAPAN CAPACITOR INDUSTRIAL CO., LTD.

Charter established: April 1, 2019

Revision: January 22, 2024

We recognize the impact of our business activities on society and the environment, take responsibility for contributing to a sustainable society in every aspect of our corporate activities, and always act sincerely with high ethical standards and social consciousness under the corporate philosophy “Contribute to society with innovative technology - Value Time -” and the environmental philosophy “Leave a clean Earth for the children (next generation)”.

(Sustainable Management)

1. We develop and provide valuable and safe products to society through the creation of new value with advanced technological capabilities, and aim to sustainably grow our company and contribute to the sustainable development of society.

(Fair Operating Practices)

2. We engage in fair and free competition, as well as ethical transactions and responsible procurement. We commit to refraining from involvement in any form of corruption, including bribery, and strive to contribute to the sound development of society and the economy. We also maintain a healthy and normal relationship with politics and administration.

(Appropriate Disclosure and Management of Information)

3. We appropriately disclose fair corporate information, engage in constructive communication with a wide range of stakeholders surrounding our company and strive to improve corporate value.

(Respect for human rights)

4. We respect the dignity and rights of all people and eliminate all forms of discrimination

(The Trust Relationship with Customers)

5. We adhere to the commitments made in contracts with our customers, engage in sincere communication in providing appropriate information and product development, and strive to earn customer satisfaction and trust.”

(Ensuring a comfortable working environment with safety as the top priority)

6. We prioritize the safety and health of our employees as our utmost concern. In addition, we create a workplace environment that is conducive to comfortable work and fosters a sense of fulfillment, allowing employees to unleash their full potential.

(Addressing Environmental Issues)

7. We seriously address environmental issues, take measures to prevent global warming, respect biodiversity, reduce environmental impact, and strive to contribute to the preservation of our irreplaceable global environment and aim at constructing a sustainable society.

(Local Community Involvement)

8. We act as a “good corporate citizen” and respond to the requests and expectations of local communities through engagement in the communities.

(Thorough Crisis Management)

9. We strive to maintain order and safety in our corporate activities and thoroughly implement systematic crisis management in preparation for natural disasters, cyber-attacks, actions by anti-social forces and organizations and terrorism.

(Role of Management)

10. Those involved in the management of our company recognize that it is their role to realize the spirit of this Charter in undertaking management and build effective governance, and thoroughly work to disseminate this Charter within our company and group entities, as well as encourage our business partners to act based on this Charter to ensure the comprehensive implementation of corporate ethics. In the event of violating this charter, and leading to a loss of reliance from society, our executives promptly engage in resolving the issue, investigating the root cause, and implementing measures to prevent recurrence. Our executives carry out strict action, including themselves, and fulfill their responsibilities.