

Code of Conduct



European Headquarters, YAMAICHI Electronics Deutschland GmbH and its' subsidiaries

- **Yamaichi Electronics Deutschland Manufacturing GmbH**
- **Yamaichi Electronics Tunisie S.A.R.L**
- **Yamaichi Electronics Tunisie Manufacturing S.A.R.L**
- **Yamaichi Electronics GB, Ltd.**
- **Yamaichi Electronics Italia s.r.l.**
- **Yamaichi Electronics Deutschland GmbH, Israeli Branch**

Valid as of 01.11.2023



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Dear Associates,

Yamaichi Electronics: We are one team, united by common fundamental values and goals, spread across different companies and nations.

Our Fundamental Values are:

- **Responsibility**
- **Appreciation**
- **Transparency**
- **Openness**
- **Trust**

At Yamaichi, ethical behaviour, legal and regulatory compliance have always been core elements of our corporate culture.

Collaboration, and in particular international collaboration, is becoming more and more challenging. Therefore, we have now reworked our existing guidelines in this field. Our fundamental values and our Code of Conduct form the foundation with which we will strive to reach our ambitious goals in the coming years. Our Code of Conduct creates transparency about how we commit to acting responsibly on a daily basis and provides us with orientation. All of the content in this document is of equal importance. By adhering to our code, we all contribute to the successful further development of Yamaichi Electronics. Each of us and all of us together! Together with their teams, our leaders are to ensure the implementation of our code across all levels and throughout our entire organization.

Should you have any questions or suggestions for our Code of Conduct, please approach your Manager, the Human Resources Department or our Board of Management.



Helge Puhlmann
European President



Hideaki Suzuki
Managing Director



Legally compliant.

We are obligated to comply with all relevant laws and regulations. The same is valid for internal guidelines and regulations. We do not participate in any business which looks to circumvent or infringe upon legal obligations. All Managers are to ensure that the Code of Conduct and internal guidelines are known and implemented within their area of responsibility.



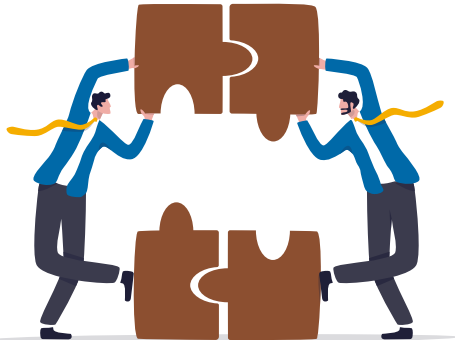
Appreciative.

Respect and appreciations are core elements of how we interact with one another. We see any differentiation based on one's skin colour, origin, religion, sexual orientation, age or gender as discrimination and do not accept this in any way or form. Mobbing, intentional damaging of others' reputations or sexual harassment is not tolerated.



Loyal – Information and Data Protection.

Our data and information are very valuable assets which must be protected. With respect to business secrets, we adhere to a policy of strict confidentiality. Such information is not to be forwarded either online or offline without the necessary authorization. Publications and articles are pre-aligned and agreed to with our managers. We take all necessary precautions when handling customer, employee or business partner data.



Dependable – Property and Asset Protection.

We actively protect our company's property and assets, both material and immaterial. We are responsible for their protection and to ensure that these assets are used for their intended purpose. As a matter of principle, working materials and equipment are only used for business purposes. We protect our assets against loss, theft, damage and misuse.



Honest – Conflict of Interest | Corruption.

We specifically separate personal from company interests. In the event that a conflict of interest might exist, we discuss this openly and in a timely manner with our managers or executive management. Business with companies require explicit approval beforehand in which we ourselves or our family members are shareholders or hold a significant function.



We are determinedly against bribery and corruption

and we expect the same from our business partners. Whether the bribe is directed towards ourselves or our business partners, we see both as punishable offences.

We are particularly sensitive when it comes to interaction with government officials.

With respect to donations or sponsoring activities, we always ensure both transparency and a fair balance.



Inspiring – Customer, Product.

Our customers and their satisfaction is an absolute motivation for us all. Our products and services are developed, produced and sold using strict quality management. We ensure the safety and provide our customers with all relevant information on our products and services.



Fair – Cartel Agreements.

We are continually aware of our market position and act responsibly to ensure that we do not infringe upon anti-trust laws. We do not involve ourselves in any cartel discussions with other competitors or market players.

Fair - employees in our supply chain.

We advocate fair and sustainable working conditions in our supply chain and prevent modern slavery wherever we can. We also demand the same attitude from those with whom we do business.

<https://www.yamaichi.de/downloads/reports>



Sustainability – Environmental Protection and Occupational Safety.

We see sustainability not as a trend but as a core element of our business activities. Throughout our value creation chain, we consider potential impacts on our environment, society, safety and governance alike. When active in our business roles, we always have environmental and resource aspects in mind.

Here we continually develop measures for our business processes to reduce impacts on the climate and our environment.

Occupational safety is a mandatory task for each and every one of us. In this context, Managers are particularly in focus as role models. We plan and operate our equipment under strict adherence of all safety regulations.

Child labour and forced labour are forbidden, without exception we reject and actively shun these types of labour. With respect to conflict resources, we based our activities on international standards and initiatives. We expect that our suppliers, whose products contain conflict resources, likewise ensure that they consider all necessary factors.

We voluntarily commit ourselves to the 10 principles of the United Nations Global Compact Initiative.

How – Dealing with Infringements.

Without exception, we adhere to all relevant laws, this Code of Conduct and our internal guidelines and rules. Depending on the exact nature of an infringement against these laws, code, guidelines and rules, associates involved may receive either internal penalties or sanctions, compensation damages or further legal measures.

In accordance with our Compliance Guideline, all misconducts or infringements must be reported to the Compliance Office. In doing so, the whistleblower (i.e. the individual reporting) can also provide their own identity or can do so anonymously

(see. Compliance Guideline, „Whistleblowing Process“
<https://www.yamaichi.de/de/kontakt/generelle-kontakte>)

