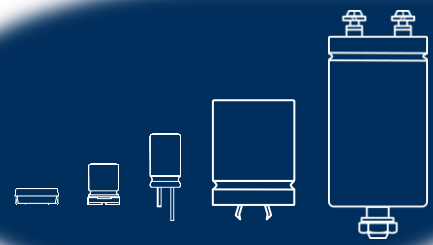


# CAPXON

Advanced Technologies



## Code of Conduct



## Our Identity



At CapXon, **independence, flexibility, customer focus, and an investment-friendly mindset** define our corporate culture. We prioritize adaptability and innovation to provide closely tailored, high-performance solutions.



Our **dedicated team** drives ongoing innovation and upholds the highest quality standards, ensuring excellence in capacitor technology.



By leveraging **leading technology, in-house patents, and best-in-class product quality**, we maintain a competitive edge, developing advanced solutions that meet market demands.



A **high level of vertical integration** allows us to effectively oversee every stage of production, ensuring efficiency, consistency, and reliability.



We are committed to **continuous improvement**, investing in automation and new technologies to enhance efficiency and stay at the forefront of industry trends.



Our **global presence** includes offices in China, Taiwan, Singapore, India, Europe, and the USA, supported by an extensive distribution network for localized customer support and fulfillment.



CapXon adheres to **the highest industry standards** through **certified quality controls**, ensuring compliance and reliability across automotive, industrial, and high-end consumer applications.



Office in Shanxi

## Our Strategy & Commitment



**Leading Technologies** - CapXon stands out as one of the few manufacturers that combines all three capacitor technologies under one roof - Aluminum Electrolytic, Conductive Polymer, and Hybrid Capacitors - offering outstanding performance and setting new benchmarks in the market.



**Excellence in production & advanced quality assurance** - state-of-the-art manufacturing with full process control. With advanced quality assurance, including automated inspections and 100% traceability, we ensure the highest level of reliability.



**Customer-driven innovation** - delivering customized capacitor solutions for automotive, industrial, and high-end consumer applications. Expert engineering and application support help customers in finding the perfect fit for their needs.



**Global Expansion & Local Market Adaption** - We are expanding our global presence to increase our customer support.



**Sustainability & Resource-Efficient Production** - Reducing waste, optimizing processes and developing environmentally friendly technologies.



**Growth through Automation & Innovation** - Investing in new technologies and production capacities to strengthen our market position.



Ensuring **long-term success through the next generation** of leadership, with Patrick and Ichu Lin driving the company forward.



Ichu Lin, General Manager



New Factory in Shanxi

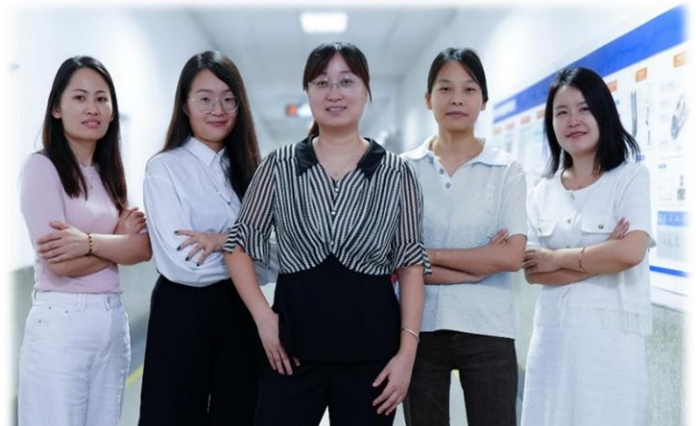
## Code of Conduct



At CapXon, we believe that our success is characterized not only by the quality of our products, but also by the way we interact with each other. Our Code of Conduct is an expression of our shared values and serves as a guideline for fostering respectful and responsible relationships among all team members.

### 1. Respect

At CapXon, we have a **zero-tolerance policy towards any form of discrimination**. Regardless of gender, age, nationality, religion, political views, or personal characteristics, every individual is treated with respect and fairness. We embrace diversity among our employees and business partners, promoting a culture of collaboration and mutual appreciation. Performance and opportunities are based solely on skills and abilities, ensuring equal treatment for all.



Marie Duan (Manager Document Center) and Team

We stand firmly **against exclusion**. Bullying, harassment, or hostility have no place in our company. CapXon is committed to maintaining a positive and inclusive work environment where everyone feels comfortable and valued. In case of conflicts, we take early action to encourage open dialogue and ensure respectful cooperation.

The **health and safety** of our employees is a **top priority**. We maintain a safe and hygienic working environment, strictly adhering to all safety regulations. Regular inspections and training help us to prevent risks and ensure the well-being of our workforce, creating a workplace where everyone feels secure and supported.



## 2. Integrity

At CapXon, **integrity is the foundation of everything we do**. With a long history and a strong brand built over decades, our reputation is based on honesty, fairness, and trust. Every decision we make is guided by transparency and alignment with our core values, ensuring that we operate with the highest ethical standards.

We are committed to **strict compliance with applicable laws, regulations, and internal guidelines**. This commitment extends to our business partners, from whom we expect the same level of adherence to legal and ethical standards.

While conflicts of interest cannot always be avoided, **transparency** is key. When such situations arise, we address them openly, working together to find solutions that align with both the company's and individuals' best interests.

In the electronics industry, **fair competition** is essential for driving innovation and creating high-quality products. CapXon is committed to cultivating a transparent and ethical marketplace, ensuring that all business decisions are based on expertise and knowledge, rather than on unfair competitive practices.

We also take **compliance with international economic sanctions** very seriously. By following all applicable trade restrictions and regulations, we minimize risks for both our company and our business partners, maintaining responsible and legally sound operations.

CapXon has a **zero-tolerance policy on corruption**. Any form of bribery, improper gifts, or payments intended to influence transactions is strictly prohibited. We uphold honest and transparent business practices in all internal and external dealings. If an employee becomes aware of unethical behavior, it is their duty to report it, ensuring that integrity remains at the heart of our operations.

## 3. Communication

At CapXon, **open communication is essential** for solving problems and driving continuous improvement. We encourage employees to speak up and share their concerns, whether with managers or the HR department. By addressing issues proactively, we find solutions and correct mistakes, fostering a culture of trust and collaboration.



Cuilin TAN (Manager Snap-In Production) and Team

Our **commitment to transparency** extends to our products. We ensure that our capacitors meet the highest industry standards and provide real value to our customers. Clearly communicating product benefits and performance, we empower our customers to make informed decisions.



A strong **feedback culture** is at the core of our company. Constructive criticism is valued, and we learn from mistakes to continuously improve. Employees are encouraged to express their opinions openly, without fear of consequences. This practice bolsters resilience, innovation, and teamwork, fostering a dynamic and supportive work environment.

We also take **external communication** seriously. Confidential information – whether related to technology, business strategies, or internal processes – remains protected. We do not disclose non-public information externally, ensuring the integrity and security of our company.

Our **cooperation with regulatory authorities** is based on openness and respect. We provide all required information transparently and in full compliance with legal requirements, demonstrating our commitment to ethical and responsible business practices.

## 4. Responsibility

As a company operating on a global scale, CapXon recognizes its **social responsibility** beyond daily business operations. We are committed to sustainable practices that contribute to a better future for generations to come. The Management Board ensures that corporate social responsibility is upheld by providing the necessary resources and promoting continuous improvement. All activities comply with Responsible Business Alliance (<https://www.responsiblebusiness.org/code-of-conduct/>) standards, ensuring ethical and responsible business conduct.

We take **sustainability and environmental awareness** seriously. Acknowledging the impact of the electronics industry on the environment, we are actively engaged in efforts to reduce CO<sub>2</sub> emissions and promote resource-efficient manufacturing. Every employee at CapXon is encouraged to support eco-friendly practices and adhere to environmental guidelines. Maximizing resource efficiency is a top priority to ensure sustainable operations.

CapXon is fully committed to **respecting human rights** in all aspects of its business. We strictly oppose child labor, forced labor, and exploitation, both within our company and across our supply chain. Our suppliers are expected to adhere to the same high ethical and legal standards, ensuring fair and safe working conditions.

We uphold **responsible data management**, prioritizing the protection of personal data for our employees, customers, and business partners. Confidential information is always safeguarded, and unauthorized access is strictly prevented, ensuring compliance with data security regulations.

## 5. Supplier Responsibility

At CapXon, we require our **suppliers and business partners** to adhere to the **same ethical, social, and environmental standards outlined in this Code of Conduct**. Compliance with labor rights, fair working conditions, sustainability practices, and responsible business conduct is essential for all parties in our supply chain. We work only with partners who share our commitment to integrity, transparency, and corporate responsibility, ensuring that our high standards extend beyond our own operations.

### CapXon Electronic Technology Co, Ltd.

Fengbin Industrial Park A102  
Tangwei community, Fenghuang street  
Guangming District, Shenzhen (4132 Songbai Road)  
China P.R.C.

Phone: +86-755-27177888  
Fax: +86-755-27177802  
e-mail: sales@capxon.com.cn

### CapXon Technology Limited Taiwan Branch

5F, 157, Sec. 2, Datong Rd.,  
Xizhi Dist. New Taipei City 22183  
Taiwan R. O. C.

Phone: +886-2-86926611  
Fax: +886-2-86926477  
e-mail: sales@capxon.com.tw