

 CORPORATE POLICY Proprietary Document			<b>Document Name</b> Code of Business Conduct and Ethics	<b>Changes from Last Revision</b> New
<b>Rev.</b>	<b>Date</b>	<b>Document Owner</b>	<b>Doc. No:</b> HR-10	<b>Page 1 of 14</b>
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## I. PURPOSE

The Code of Business Conduct and Ethics is based on the Kyocera’s fundamental management principle of “do the right thing” and sets out basic principles to guide all directors, employees, consultants and agents of the Company.

## II. SCOPE

The Code of Conduct, commonly referred to as the Code, covers a wide range of business practices and procedures, applies to all business activities and dealings globally, and is expected to be followed by all directors, employees, consultants, contractors, agents, suppliers and relevant stakeholders performing activities for the Company. Many aspects covered by this Code are also the subject of specific policies that have been issued by the Company, and each person subject to this Code must acquaint themselves with those policies as well as this Code.

A copy of this Code may be found on KYOCERA AVX’s website: [www.kyocera-avx.com](http://www.kyocera-avx.com).

## III. RELEVANT DOCUMENTS

Kyocera Management Philosophy

Kyocera Group CSR Guidelines

HR-04 Reporting Ethics or Compliance Concerns

HR-05 Handling Reported Ethics or Compliance Concerns

## IV. DEFINITIONS

n/a

## V. POLICY

**General Guidance**

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We shall observe laws, regulations and corporate rules, have unshakable moral values based on the Kyocera Philosophy and perform corporate activities globally, making decisions based on the criterion of “What is the right thing to do as a human being?”

If ever in doubt about a course of conduct, each employee should ask:

- Is it consistent with the Code?
- Is it ethical?
- Is it legal?
- Will it reflect well on me and the Company?
- Would I want to read about it in the newspaper?

If the answer is “No” to any of these questions, don’t do it. If the answer is not clear, seek guidance.

### **Compliance with the Pertinent Laws of the Region in Which KYOCERA AVX Does Business**

It is the policy of KYOCERA AVX to comply with all applicable laws and regulations. If it is not possible for KYOCERA AVX to participate successfully in any business arrangement in any part of the world while complying with such applicable laws and regulations, KYOCERA AVX will not participate in that business.

Employees, officers and directors should comply, both in letter and spirit, with all applicable laws, rules and regulations in the cities, states and countries in which the Company operates. This obligation is imposed on every KYOCERA AVX employee, officer, and agent, and on any person acting for or on behalf of KYOCERA AVX.

### **Employee Responsibility**

Employees are expected to be familiar, and to comply, with the laws of each relevant market in which they do business to the extent such laws impact their area of responsibility.

Employees are also expected to comply with the provisions of this Code and business unit managers are required to encourage such compliance by employees under their supervision. It is the responsibility of every employee to promptly bring violations and suspected violations of the Code to the attention of the Company, through unit management or Corporate management. The Company will not allow retaliation for any reports made in good faith.

The Company will protect any employee who raises a concern honestly, but it is a violation of the Code to knowingly make a false accusation, lie to investigators, or interfere or refuse to

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cooperate with a Code investigation. Honest reporting does not mean that an employee has to be right when he or she raises a concern; the employee just has to believe that the information is accurate.

KYOCERA AVX requires compliance with the law and with these policies. Adherence to all laws and regulations in the countries in which we operate, and to the policies in this Code, is a condition of employment for every KYOCERA AVX employee. Violations of such laws and regulations, or this Code, may expose the employee and KYOCERA AVX to civil and criminal liability and could harm the Company's reputation and competitive position. Violations will be dealt with promptly and may result in disciplinary measures up to and including the termination of employment. Although the Code provides a framework to guide business conduct, it does not cover every situation. Please contact the Company's General Counsel if you need assistance in understanding or interpreting the Code.

### **Health & Safety**

KYOCERA AVX is committed to the safety of its employees as a core obligation. No one at KYOCERA AVX will do something unsafe at the request or benefit of a customer, supervisor, or anyone else for any reason.

Further, we shall observe laws and regulations related to health and safety, fire control, and undertake health and safety measures more actively and continuously including through the implementation of risk assessment and emergency preparedness to provide work environments that are accident and disaster-free, where employees can work in safety and free from anxiety.

All employees are expected to develop a proactive, cooperative attitude toward issues of health and safety throughout the Company and encouraged to report their concerns to local EHSS or Plant Management.

Employees may not use, sell, possess, purchase or transfer alcohol or illegal drugs on KYOCERA AVX property.

We shall regard the KYOCERA AVX Safety Policy and Kyocera Group Environmental Safety Policy as guidelines for the health and safety activities to be achieved.

### **Security**

KYOCERA AVX (KAVX) will take prudent measures to ensure the safety of employees at work and to ensure that physical assets, facilities, resources, and other property are protected from

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damage, theft, or misuse. Individuals violating security policies or procedures will be subject to disciplinary action and/or criminal prosecution.

Additionally we seek to prevent potential violence, threats of violence, harassment, intimidation, and other disruptive behavior in the workplace or during work related activities; prevent workplace violence from occurring to the fullest extent possible; and set forth procedures to be followed when such violence has occurred.

Threats or acts of work-related violence and harassment will be taken seriously and promptly investigated. The company will support criminal prosecution of those who threaten or commit work-related violence or harassment against its employees and visitors to its work environment.

### **Environmental Management**

All employees are responsible for making sure that KYOCERA AVX's business is conducted in compliance with all applicable environmental laws.

In addition, KYOCERA AVX is committed to doing business in an environmentally responsible manner and will strive to improve its performance to benefit its employees, customers, communities, shareholders, and the environment. We shall perform improvement activities more actively and continuously by working in a comprehensive fashion on environmental measures such as environmental preservation, waste minimization, water conservation, energy conservation, reduction of regulated air emissions, climate change prevention, resource conservation, global environmental product development and biodiversity conservation. At the same time, we shall communicate those efforts to our parent company, Kyocera Group.

We shall regard the KYOCERA AVX Environmental Policy and Kyocera Group Environmental Safety Policy as guidelines for the environmental protection activities to be achieved.

### **Fair trade and ethics**

We shall compete fairly, transparently and freely, and carry out fair trade.

We shall arrange and manage a clear import and export management system in accordance with related laws and regulations in the USA and overseas.

When procuring materials, we shall conform to laws and regulations, do business faithfully, justly and fairly without abusing any dominant bargaining position, and work to build up partnerships based on mutual trust.

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We shall neither offer nor receive inappropriate profits in relationships with stakeholders.

We shall maintain sound and normal relationships with political organizations and the authorities and shall never offer bribes or illegal political contributions.

We shall steadfastly maintain an attitude of confrontation with antisocial forces and reject any unjust claim.

We shall carry out activities to prevent wrongdoing and arrange systems to detect and respond to it immediately.

### **Company Assets**

Everyone at KYOCERA AVX is obligated to enhance and protect KYOCERA AVX's assets and ensure their efficient use. That means each employee must vigilantly protect KYOCERA AVX's physical property, as well as intangible, intellectual and other proprietary property or information, including trade secrets. In addition, each employee must use KYOCERA AVX's assets for only legitimate Company business purposes.

All directors, officers and employees owe a duty to the Company to advance its interests when the opportunity arises. Directors, officers and employees are prohibited from taking for themselves personally (or for the benefit of friends or family members) opportunities that are discovered through the use of Company assets, property, information or position. Directors, officers and employees may not use Company assets, property, information or position for personal gain (including gain of friends or family members). In addition, no director, officer or employee may compete with the Company.

### **Improper Payments**

No bribes, kickbacks, or other payments may be made to or for the benefit of government employees or officials, customers, or others. No employee may solicit or accept personally or by or through family members, a business courtesy which might have the appearance or effect of influencing the employee's judgment in the performance of his or her duties. This policy extends not only to direct payments, but also to indirect payments made in any form through consultants or third parties.

### **Customer Relationships**

No benefit will be given to a customer with an explicit or implicit requirement or expectation to use or purchase KYOCERA AVX products. "Customer" is used throughout these policies to

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mean any person or entity that is in a position to purchase or influence a decision to purchase KYOCERA AVX products ("Products").

Certain discounts, volume rebates, free samples, and returns of products furnished in the ordinary course of business are permitted, provided such benefits comply with KYOCERA AVX's policies.

Donations to customers or organizations closely affiliated with customers shall entail a benefit to society and may be made, via coordination with, and approval from, the Corporate office, to promote good corporate citizenship, or serve a genuine educational function.

The giving of gifts to government officials is absolutely prohibited. An exception is made for gifts to non-governmental officials which are modest in amount, recognized as a custom of the trade, and which could in no way cause KYOCERA AVX to be embarrassed or obligated. All business courtesies such as meals, transportation, and entertainment provided to a customer must be modest in amount and be related to a legitimate business purpose.

### **Recordkeeping**

KYOCERA AVX units will maintain accurate records and accounts in order to comply with legal and ethical business practices and to avoid fraudulent activities. Controllers for KYOCERA AVX businesses, including subsidiaries worldwide, have the responsibility to express their independent views to, and raise any significant issues with, the Chief Financial Officer. If such issues are not satisfactorily resolved, employees must make a report either to the Chief Executive Officer or directly to the Compliance Officer using KYOCERA AVX's Report Misconduct form found at: <http://www.kyocera-avx.com/contact-us/reporting-misconduct/>..

Records and accounts must be complete and not misleading. All Company accounting records, and the reports produced from those records, must be kept and presented in accordance with all applicable laws and relevant accounting standards.

No undisclosed or unrecorded assets or liabilities of KYOCERA AVX may be maintained for any purpose. No false or artificial entries may be made in any accounts.

KYOCERA AVX will maintain a system of internal accounting controls to ensure that assets are safeguarded and transactions conform to management's authorizations, and accounting records are complete and kept in accordance with all applicable laws and relevant accounting standards. No information should be concealed from internal, or external, auditors.

All employees have an obligation to accurately record time worked and accurately document business expenses incurred and complete timely expense reports.

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## Antitrust/Competition

Antitrust laws in the U.S. and competition laws outside the U.S. exist to ensure free and open competition in the marketplace, a principle that KYOCERA AVX fully supports. Violation of these laws can result in civil liability and criminal penalties for KYOCERA AVX and its employees.

These laws are complex and, consequently, employees may not take any collaborative action with a competitor, or take any action that could have an improper anti-competitive effect.

Examples of prohibited conduct include:

- Agreements or understandings with competitors, either directly or through others, to fix prices, divide customers or territories, or restrict sales;
- Exchange of pricing or other proprietary information with competitors; and
- Illegal tying, illegal price discrimination or refusals to deal.

KYOCERA AVX managers and sales personnel are expected to maintain basic familiarity with the principles and purposes of the antitrust laws as they apply to KYOCERA AVX business, and to abstain from any activities that might violate or create any appearance of intention to violate such laws.

## Conflict Of Interest

KYOCERA AVX employees owe a duty of undivided business loyalty to the Company. This duty is breached when an employee engages in activities that cause a conflict of interest or when an employee takes advantage of corporate opportunities by using Company assets or information for personal gain.

Conflicts of interest may arise when employees are influenced by considerations of gain or benefit for themselves or their family members which conflict with their obligation to serve KYOCERA AVX's best interest. Anything that would be a conflict of interest for an employee may also be a conflict of interest if it involves a family member. Conflicts of interest can take many forms, not all of which can be addressed by this Code.

The following are examples of potential conflicts of interest:

- Consulting with or employment by a competitor, supplier, or customer of KYOCERA AVX;
- Authorizing the use of any services by family members, or where family members may derive a benefit from providing such services;
- Holding a substantial equity, debt, or other financial interest in any competitor, supplier, or customer;

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- Having a financial interest in any transaction involving the purchase or sale of any products, other than through Company-sponsored programs;
- Using employees, materials, equipment, or other assets of KYOCERA AVX for any unauthorized purpose; or
- Accepting any cash, gifts, entertainment, or benefits that are more than modest in value from any competitor, supplier, or customer.

Each employee is responsible for avoiding conflicts of interest as well as the appearance of such conflicts. Employees who are unsure whether they are involved in a conflict of interest or whether an action might create a conflict of interest should discuss the issue with their supervisor, Corporate Compliance Officer, or the General Counsel.

### **Intellectual Property and Confidential Information**

KYOCERA AVX shall create, protect and utilize intellectual property rights, respect the intellectual property rights of others, and prevent any violation of their rights.

KYOCERA AVX and its customers invest substantial resources in developing proprietary intellectual property and confidential information. Confidential information is information that is not generally known or readily available to others. KYOCERA AVX protects its intellectual property by seeking patent, trademark, or trade secret protection. It protects customer and KYOCERA AVX confidential information by taking precautions to prevent inappropriate disclosure or loss of such information.

Confidential information is critical to KYOCERA AVX's competitive advantage. This includes technical know-how and data, trade secrets, business plans, marketing and sales programs, and sales figures, as well as information relating to mergers and acquisitions, stock splits, divestitures, licensing activities, and changes in senior management.

Confidential information also includes personal information about KYOCERA AVX employees, such as salaries, benefits, and information contained in personnel files. Confidential information must not be shared with others outside KYOCERA AVX except pursuant to corporate approval.

KYOCERA AVX is committed to competing fairly in all markets. KYOCERA AVX will not take advantage of any information that has been obtained improperly nor will it permit any interference with any person's confidentiality obligations to former employers or third parties.

### **Privacy**

The Company respects the privacy of all its employees, business partners and customers.

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We shall properly manage and protect confidential information received from customers or third parties, and confidential information obtained by companies in the conduct of business and prevent any leakage or misuse.

We shall be aware that personal information is important information that constitutes privacy and shall strive to protect it thoroughly. We must handle personal data responsibly and in compliance with all applicable privacy laws.

Employees who handle the personal data of others must:

- Act in accordance with applicable law;
- Act in accordance with any relevant contractual obligations;
- Collect, use and process such information only for legitimate business purposes;
- Limit access to the information to those who have a legitimate business purpose for seeing the information; and
- Take care to prevent unauthorized disclosure.

### **Responsible Procurement of Raw Materials**

We shall not purchase any materials or products including conflict minerals or metals derived from them that create a source of funds for armed groups causing Human Rights Initiatives violations.

More specifically, KYOCERA AVX and its suppliers shall adopt appropriate measures which ensure to the best of its knowledge and belief that raw materials used in the manufacture of its products (tantalum, tin, tungsten, gold, etc.) do not directly or indirectly serve as means to finance or support armed groups that commit serious human rights violations. KYOCERA AVX and its suppliers shall exercise due diligence with respect to the origin and chain of custody of such materials.

### **Quality**

KYOCERA AVX is committed to producing quality products. KYOCERA AVX will comply with all laws and regulations regarding the safety and efficacy of its products and the standards governing our manufacturing operations.

Leadership is accountable for promoting a strong quality culture and for providing the tools, training, and resources needed to meet our quality commitments.

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Every employee is responsible for product quality by adhering to established quality management systems and related procedures and processes. You are expected to follow all quality-related policies and to actively participate in training and development that strengthens our culture of quality.

We foster a mindset of zero defects and embrace continuous improvement and risk-based thinking to proactively identify, assess, and address potential quality or safety issues.

Customer satisfaction is central to our success. Accordingly, we must ensure customer requirements are understood, respected, and fulfilled, and that we respond openly and constructively to any issues that arise.

You are expected to speak up promptly if you become aware of any potential product safety or quality concern. Report concerns without delay to your local Quality Manager, Plant Management, or through established reporting channels. Reports made in good faith are protected. You will not face retaliation for doing the right thing.

Noncompliance with quality responsibilities including failure to follow procedures or to report concerns may result in disciplinary action, up to and including termination of employment.

We shall regard the KYOCERA AVX Mission and Vision Statement and KYOCERA AVX Quality Policy as our guidelines to be achieved.

## **Productive Work Environment**

KYOCERA AVX is committed to a productive work environment. Key elements for developing such an environment include freedom from harassment in any form, a culture that recognizes and appreciates the advantages of a diverse work force, and a decision process that seeks to ensure that all employees are treated with dignity and respect.

### **1. Unlawful discrimination**

Discrimination on the basis of race, religion, gender, color, ethnic or national origin, age, disability, sexual preference, or marital status will not be allowed. This includes discrimination in hiring, training, advancement, compensation, discipline, and termination. Harassment, such as racial or sexual harassment, will not be tolerated and should be reported to the appropriate supervisor, to the local Human Resources Representative, to Corporate Human Resources, or to KYOCERA AVX's Compliance Officer using the Report Misconduct form found at: <http://www.kyocera-avx.com/contact-us/reporting-misconduct/>.

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## 2. Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management is always encouraged. We agree that workers shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. KYOCERA AVX adopts sound labor and employment practices and ensures employees are treated in accordance with applicable laws and regulations. We respect workers' rights to form and join trade unions of their own choosing or refrain from any of these activities.

### Working Hours

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

## 3. Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates.

Deductions from wages as a disciplinary measure shall not be permitted.

For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

## 4. Prohibition of Forced Labor

KYOCERA AVX is opposed to modern slavery in all of its forms. Accordingly, KYOCERA AVX will ensure that it will not engage in any prohibited practices and that it will ensure that all suppliers or providers of temporary or contract employees also comply with this obligation.

There shall be no unreasonable restrictions on workers' freedom of movement in company facilities or company provided facilities.

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All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts.

KYOCERA AVX will hold employee documentation only as necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents.

## 5. Young Workers

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

KYOCERA AVX will apply an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.

With respect to maintaining a Productive Working Environment, we shall regard the Kyocera Group Human Rights Policy and Responsible Business Alliance (RBA) Code of Conduct as our guidelines to be achieved.

## Suppliers

KYOCERA AVX Component Corporation considers a strong relationship with our suppliers to be key in ensuring our mutual success. KYOCERA AVX expects its supply partners to share in its commitment to ethics, integrity, and social responsibility.

Our suppliers shall align with our Supplier Code of Conduct & Sustainability Policy.

## Business Continuity Plan (BCP)

KYOCERA AVX entities shall formulate a BCP and aim for quick recovery and operation even if concerns over supply arise due to disaster or other crisis.

## Social contribution

Based on the awareness that a business enterprise is a member of society, we will, as a corporate citizen, support the development of local communities where we operate and carry

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out various social contribution activities, particularly in support of technical education programs, local relief and aid.

### **Corporate Political Activity**

KYOCERA AVX supports everyone's right to participate actively in the political process. No one should, however, solicit contributions for any political party, political committee or candidate for public office during work hours or on KYOCERA AVX property. No corporate funds, or other corporate assets, may be contributed directly or indirectly to any political party, political committee, or candidate for public office.

### **Government, Analyst, and Media Inquiries**

KYOCERA AVX senior management must be made aware of any inquiries from the government, the financial/analyst community, or the media so that it can properly and thoroughly respond. If a KYOCERA AVX employee is contacted by a representative of a governmental agency, the financial/analyst community, or the media seeking an interview, or making a nonroutine request for documents, that employee should immediately contact local management or the Company's Chief Financial Officer so that appropriate arrangements can be made.

### **Reporting of Concerns Relating to Compliance or KYOCERA AVX's Code of Business Conduct & Ethics**

Anyone with concerns relating to violation of law or KYOCERA AVX's Code of Business Conduct & Ethics may communicate those concerns directly and, if preferred anonymously, to KYOCERA AVX's Compliance Officer. Report Misconduct form can be found at: <http://www.kyocera-avx.com/contact-us/reporting-misconduct/>

In all cases, a person's identity and the reported information will be processed confidentially to the maximum extent allowed by law. An investigation may not proceed should the report lack sufficient detail required to make an investigation, so reports should include as much detail as possible. Additionally, a reply will not be possible for any report made anonymously.

### **Enforcement**

The Company will ensure prompt and consistent action against violations of this Code. If, after investigation of an alleged prohibited action by any employee, the relevant supervisor or KYOCERA AVX's Compliance Officer determines that a violation of this Code has occurred, the supervisor or the Compliance Officer will report such determination to Corporate Human Resources and the General Counsel.

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Upon receipt of a determination that there has been a violation of this Code, the local Human Resources, Corporate Compliance Officer or the General Counsel will take such preventative or disciplinary action as it deems appropriate, including, but not limited to, reassignment, demotion, dismissal and, in the event of criminal conduct or other serious violations of the law, notification of appropriate governmental authorities

## VI. RECORDS

KYOCERA AVX Code of Business Conduct & Ethics, Informational Booklet April 1, 2025 (pdf)