

The Ohashi Technica Group ESG Policy

Established on September 28, 2021



[Ohashi Technica Group Mission Statement]

Delivering better parts to those making better cars,
Determined to be indispensable to the automotive industry

[Mission Statement]

Generating additional value to further establish Ohashi Technica as a trusted
company to our global customers.

[Corporate Philosophy]

1. Continue to grow as a global company.
2. Strengthen our 'Factory & Fables' capabilities to further enhance our superior position in the global marketplace.
3. Through our corporate growth we will contribute to the betterment of society and the happiness of our employees.

1. Purpose of establishing the “Ohashi Technica Group ESG Policy”

While the economy has expanded until now as a result of strong corporate activity, this has caused various social problems that are becoming apparent on a global scale such as environmental pollution, global warming, and human rights issues.

Given the situation, the United Nations called for an emphasis on “Environment,” “Social,” and “Governance” in 2006. Currently, SDGs (Sustainable Development Goals), which are the international goals for solving global social issues and realizing a sustainable world, clarify the roles of international organizations and governments as well as those of private companies.

As a result, it has become indispensable that a company must create social value and respond to the emphasis on ESG for its market recognition and sustainable growth, in addition to pursuit for its economic value and fulfilment of legal obligations.

Our Group has renewed its stance to position ESG compliance as one of its important management issues. We have hereby established the “Ohashi Technica Group ESG Policy” as a concrete management guideline based on the “Charter of Corporate Behavior” already established, in an aim to promote initiatives more proactively than before.

In accordance with this “ESG Policy,” the Group will identify important issues that need to be resolved from an ESG perspective (materiality) and will implement initiatives to resolve those issues. We will contribute to the realization of a sustainable society and aim to be a corporate group that is trusted by all stakeholders.

2. The Ohashi Technica Group ESG Policy

The Ohashi Technica Group will aim for the sustainable growth of society and the Group, maximizing social value and our company's economic value, through the creation of new value by leveraging our own technology and know-how, as well as through the sound business activities with a focus on ESG as follows.

(1) Environment

While complying with domestic and foreign laws and regulations related to the environment, we will be proactive in solving environmental problems by addressing climate change, resource conservation/waste reduction, chemical substance management, ecosystem protection, and other issues.

(2) Social

We declare that we respect for the basic human rights of all stakeholders.
We will act with high ethical standards while respecting international codes of conduct.
Furthermore, we will give due consideration to our employees' working environment, safety, and hygiene, and strive for further improvement.

(3) Governance

We will comply with domestic and foreign laws and regulations, and conduct fair and sensible corporate activities.
We will establish an appropriate system to ensure transparency in management and crisis management.

3. Areas covered by the ESG Policy

All executives and employees of the Ohashi Technica Group will act in good faith and fairness in the areas covered by the ESG Policy below.

(1) Environment

(I) Environmental management

We will comply with the laws and regulations of each country and region to promote a wide range of environmental activities.

We will build a company-wide management system, which we will continuously operate and improve.

(II) Reduction of greenhouse gas emissions

We will comply with the laws and regulations of each country and region to contribute to the prevention of global warming.

We will manage greenhouse gas emissions in our business activities and promote efforts to reduce emissions.

We will work on the effective use of energy.

(III) Prevention of the environmental pollution of air, water, soil, etc.

We will comply with the laws and regulations of each country and region regarding the prevention of pollution of air, water, soil, etc.

We will prevent environmental pollution through continuous monitoring and the reduction of pollutants.

(IV) Resource conservation and waste reduction

We will comply with the laws and regulations of each country and region regarding the proper disposal and recycling of waste.

We will strive to reduce the final disposal volume of waste by making effective use of resources.

(V) Management of chemical substances

We conduct the safe management of chemical substances that may pose a danger to the human body and the environment.

We will comply with all applicable laws and regulations regarding bans or restrictions on the content and manufacturing of specific substances.

Furthermore, for chemical substances specified by the laws and regulations of each country and region, we will ascertain the volume of emissions and report to the government based on the laws and regulations.

(VI) Conservation of biodiversity and the ecosystem

We will strive to protect biodiversity and the ecosystem in our business activities and in our parts manufacturing, including the procurement of raw materials.

(2) Social

(I) Elimination of discrimination

In all employment situations*, we will not discriminate on the basis of race, ethnicity, nationality, religion, gender, disability, age, etc.

(*Recruitment, employment, promotions, wages, dismissals, assignments, punishments, etc.)

(II) Respect for human rights

We will not allow any form of harassment in the workplace on the basis of race, ethnicity, nationality, religion, gender, disability, age, etc.

(III) Prohibition of child labor

We will not allow the work of children who are under the working age according to the laws and regulations of each country and region, or knowingly conduct business with entities that do.

(IV) Prohibition of forced labor

We will not allow forced labor, ensuring that all labor is voluntary and that employees can leave their jobs freely.

(V) Response to conflict resources, etc.

We will engage in responsible procurement activities to avoid purchasing parts and materials that contain minerals such as cobalt and conflict resources (tin, tantalum, tungsten, gold) that may be involved in support for armed groups, human rights violations such as child labor, corruption, or environmental damage in conflict regions and high-risk areas.

(VI) Wages and benefits

We will comply with applicable national and regional laws and regulations regarding employment, including those related to minimum wages, overtime, wage deductions, piecework wages, and benefits.

(VII) Working hours

We will comply with the laws and regulations of each country and region regarding the determination of working hours for employees (including overtime), the granting of holidays and annual paid leave, etc.

(VIII) Dialogue and discussions with employees

We will have sincere discussions and dialogue with our employee representatives or employees.

We recognize the rights of employees to freely associate or not to associate based on the laws and regulations of each country and region.

(IX) Safe and healthy working environment

We will give top priority to ensuring the occupational safety and health of our employees and will strive to prevent accidents and disasters.

(3) Governance

(I) Compliance with laws and regulations

We will comply with the laws and regulations of each country and region.

Furthermore, we will establish and implement policies and systems to enforce compliance, as well as mechanisms for code of conduct, whistle-blowing systems, education, etc.

(II) Compliance with competition law

We will comply with the competition laws of each country and region, and will not engage in acts such as private monopoly, unfair trade restrictions (cartels, bid rigging, etc.), unfair trading practices, and abuse of superior bargaining positions.

(III) Prevention of corruption

Political contributions and donations will be made in accordance with the laws and regulations of each country and region, and efforts will be made to build transparent and fair relationships with the politicians and the government.

We will not provide or receive entertainment, gifts, or money in dealing with business partners for the purpose of obtaining or maintaining unfair profits or preferential treatment.

(IV) Management and protection of confidential information

Personal information and confidential information of business partners, cooperating companies, our company employees, and the third parties will be only be obtained when required to conduct business, will be collected by legitimate means, will be strictly managed, and will be used only as required. Steps will be taken to protect this type of information.

(V) Management of export transactions

We will conduct appropriate procedures and management of exports, such as technologies and goods, regulated by the laws and regulations of each country and region.

(VI) Protection of intellectual property

We will protect intellectual property rights owned by or attributed to our company, and will not illegally obtain, use, or infringe upon the rights to intellectual property of a third party.

(VII) Strengthening of corporate governance and creation of ESG management system

We will work to further improve the effectiveness of the Board of Directors.

We will promote initiatives related to in-house ESG and put in place an appropriate system to manage such activities.

(VIII) Enforcement of crisis management

We will enforce crisis management in a systematic manner to prepare for acts by antisocial forces that threaten the general public and corporate activities, terrorist acts, cyberattacks, and natural disasters.

(IX) Appropriate information disclosure

We will proactively and fairly disclose corporate information of the Group, including ESG initiatives, and strive to maintain and develop mutual understanding and relationships of trust with all stakeholders.