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Supplier and Contractor Sustainability Guidelines

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February 2025



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1. Introduction

The Ahresty Group aims to realize a prosperous society by pursuing and promoting the integration of Research, Service, and Technology. Toward the goal of realizing a prosperous society, Ahresty also aims to fulfill its corporate social responsibilities and achieve sustainable growth together with its suppliers and contractors. To this end, we have compiled the expectations that we have of our suppliers and contractors under these guidelines. These guidelines, based on the “CSR Guidebook” of the Japan Auto Parts Industries Association, incorporate Ahresty’s policies and rules, listing items that are considered common requirements among the social responsibilities expected of companies. We ask our suppliers and contractors to understand the content of these guidelines and to voluntarily implement them, starting with what is possible according to the nature, scale, and business environment of your respective businesses.

February 2025

Ahresty Corporation

Director, General Administrative Command

Chair of the Sustainability Meeting

2. Policies of the Ahresty Group

Corporate Philosophy

Let us take pride in our work,
respect theory and experimentation,
value originality and invention and
offer superior products and
service to our customers

Code of Conduct of the Ahresty Group

Please refer to the link below.

<https://www.ahresty.co.jp/en/uploads/2019/06/Handbook-KodokihanE.pdf>

Ahresty Group Human Rights Policy

Please refer to the link below.

https://www.ahresty.co.jp/en/sustainability/human_rights/

Ahresty Basic Procurement Policy

The Ahresty Group aims to enhance corporate value and realize a sustainable society by conducting responsible procurement activities and promoting the optimization of procurement.

[Providing fair and equitable opportunities]

We provide open, fair, and equitable opportunities for participation regardless of nationality, company size, or transaction history.

In selecting suppliers and contractors, we comprehensively consider not only quality, price, delivery time, supply stability, technical capabilities, and management reliability but also their efforts to fulfill social responsibilities, such as respect for human rights and consideration for the environment.

[Compliance with laws, regulations, and social norms]

We conduct procurement activities in compliance with laws and regulations, as well social norms, both in Japan and overseas. In addition, we properly and strictly manage mutual confidential information obtained through transactions.

We maintain healthy and transparent relationships with all of our business partners. We will not offer or accept any entertainment or gift-giving that violates social norms.

[Building trust and mutual development]

We aim to build mutual trust with our business partners and develop relationships that enable us to grow together as partners.

[Social responsibilities]

We promote initiatives in various areas, such as product safety, quality assurance, respect for human rights, compliance, and consideration for the environment. We also expect our business partners to understand and support these activities.

3. Supplier and Contractor Sustainability Guidelines

Compliance

(1) Compliance with Laws and Regulations

We comply with international rules and the laws and regulations of each country and region. To ensure compliance, we establish and implement policies, structures, action guidelines, reporting systems, training programs, and other mechanisms.

(2) Compliance with Competition Laws

We comply with the competition laws of each country and region (in Japan, the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (Antimonopoly Act) and the “act to ensure fairness in subcontract transactions and to protect the interests of subcontractors” (Subcontract Act)) and will not engage in any private monopolization, unfair trade restriction (cartels, bid rigging, etc.), unfair trade practice, abuse of dominant bargaining position, or the like.

(3) Anti-corruption

We make political contributions and donations in accordance with the laws and regulations of each country and region and strive to build transparent and fair relationships with political and administrative institutions. We will not offer/receive entertainment, gifts, or money to/from business partners for the purpose of obtaining or maintaining undue benefits or preferential treatment.

(4) Management and Protection of Confidential Information

We obtain the personal information of customers, third parties, and our own employees, as well as the confidential information of customers and third parties, through legitimate means, and strictly manage, use within an appropriate scope, and protect such information.

(5) Export Transaction Control

We implement appropriate export procedures and controls for the export of technologies, goods, etc. that are regulated by international rules and the laws and regulations of each country and region.

(6) Responsible Sourcing of Minerals and Raw Materials

We conduct procurement activities that take into account the impact on local communities of the use of raw materials that may cause social issues related to human rights, the environment, etc. (e.g., tin, tantalum, tungsten, gold, cobalt, etc.). Where concerns exist, we will consider measures to avoid their use.

(7) Protection of Intellectual Property

We protect intellectual property rights that are owned by or belong to our company and will not illegally obtain or use, or infringe on the intellectual property of any third party.

(8) Elimination of Counterfeit Parts

To minimize the risk of counterfeit parts or materials being mixed into products delivered from suppliers, we establish and manage effective detection processes.

(9) Establishment of Reporting and Consultation Channels

We establish accessible and effective channels for employees and other related parties to report or consult on concerns about legal violations, human rights abuses, health and safety, misconduct, etc. All reports and consultations will be promptly addressed. The personal information of individuals who report or consult will be kept confidential, and appropriate measures will be taken to ensure that those who report or consult do not suffer retaliation or any other disadvantage as a result of their reporting or consultation.

Safety and Quality

(1) Providing Products and Services that Meet Customer Needs

We identify customer needs and develop and provide socially useful products, such as energy-saving, resource-saving, or environmentally friendly products.

(2) Providing Appropriate Information About Products and Services

We provide customers with appropriate information about products and services.

(3) Ensuring the Safety and Quality of Products and Services

We produce and provide products and services that comply with the safety laws and regulations of each country and region.

We establish and operate a company-wide system to ensure quality.

(4) Management of Chemical Substances

We ensure the safe management of chemical substances that may pollute the environment. We ensure that the products we manufacture and sell do not contain chemical substances prohibited by the laws and regulations of each country and region. We do not use prohibited chemical substances in our manufacturing processes. For chemical substances designated by the laws and regulations of each country or region, we track emissions and report to government authorities in accordance with the laws and regulations.

Human Rights and Labor

(1) Respect for Human Rights and Elimination of Discrimination

We strive to maintain a healthy workplace environment and, in order to secure and maintain diversity in our workforce, we provide employees with equal opportunities, respect their human rights, and do not engage in any act that could lead to discrimination. We do not discriminate based on age, gender, place of origin, nationality, race, creed, disability, sexual orientation, etc. We will not tolerate any form of harassment in the workplace.

(2) Prohibition of Child Labor

We do not permit any labor of children who have not reached the minimum working age defined by the laws and regulations of each country or region.

(3) Prohibition of Forced Labor

We do not tolerate any unfair labor practice involving assault, intimidation, confinement, or other mental or physical restraint. We guarantee that employees are free to leave their jobs and we do not practice forced labor.

(4) Wages

We comply with the laws and regulations of each country and region regarding minimum wage, overtime, wage deductions, piecework wages, and other benefits.

(5) Working Hours

We comply with the laws and regulations of each country and region regarding the determination of working hours (including overtime) of employees, the granting of days off and annual paid leave, and other related matters.

(6) Dialogue and Consultation with Employees

We engage in sincere dialogue and consultation with employees or their representatives.

We recognize the right of employees to freely associate or not to associate in accordance with the laws and regulations of each country and region.

(7) Safe and Healthy Working Environment

We place the highest priority on the occupational safety and health of our employees and all stakeholders working on our premises and strive to prevent accidents and disasters.

Environment

(1) Environmental Management

We comply with the laws and regulations of each country and region and will strive to adapt to future changes in the laws and regulations. To promote a wide range of environmental activities, we have established a company-wide management system and will continuously operate and improve it.

(2) Reducing Greenhouse Gas Emissions

To contribute to achieving carbon neutrality and help curb global warming, we manage greenhouse gas emissions from our business activities, promote reduction efforts, and strive for the effective use of energy.

(3) Prevention of Air, Water, Soil, and Other Environmental Pollution

We comply with the laws and regulations of each country and region regarding the prevention of air, water, soil, and other pollution, while conducting continuous monitoring and reducing pollutants to prevent environmental pollution.

(4) Resource Conservation and Waste Reduction

We comply with the laws and regulations of each country and region regarding proper waste disposal and recycling. We strive to reduce the final disposal volume of waste through the efficient and cyclical utilization of resources, while also working to reduce water consumption.

(5) Conservation of Biodiversity

We understand the importance of biodiversity conservation and strive to give it the utmost consideration.

(6) For other details, please refer to the Green Purchasing Guidelines provided separately.

Disclosure of Information to Stakeholders

We disclose information regarding our financial performance, business results, business activities, etc. to stakeholders in a timely and appropriate manner, and strive to maintain and develop mutual understanding and trust with stakeholders through open and fair communication.

Contributing to Local Communities

We will continue our activities aimed at creating a better future society, including activities in the local communities where our business sites are located.

4. Contact for Inquiries Regarding These Guidelines

For any questions regarding these guidelines, please contact the department of the distributor of these guidelines below.

Ahresty Corporation

Management Planning Dept. Management Planning Sec. (Sustainability Meeting Secretariat)

E-mail: Ahresty_ESG@ahresty.com

5. Revision History

Revision No.	Revision details	Date
—	Newly created	February 2025