



Sustainability Policy Briefing

Yorozu Group

Annual Supplier Conference 2025



April 8, 2025

ESG Office

Today's agenda

1. Yorozu's Vision for Sustainability
2. ESG Management Basic Policy
3. Yorozu Sustainability Guidelines
4. Supplier Survey Results
5. Environmental Initiatives
6. Social Initiatives
7. Governance Initiatives
8. Requests to Our Valued Suppliers

Yorozu's Vision for Sustainability

- We, Yorozu Group, have been embracing the foundation philosophy and spirit to evolve into what we are today.
 - Now that the world shares thoughts on environmental challenges and human rights issues while the automotive industry faces dynamic transformation in the market environment, we are required to be sensitive to the changing earth and society to react to such changes, and at the same time, develop the business by placing emphasis on **sustainable goals** and trust building in society.
- (Yorozu Sustainability Guidelines)



ESG Management Basic Policy



E: *Monozukuri* with our weapon
—environmental performance

Environment

- Continuous efforts for decarbonization in production
- Establishment of a smart factory



S: Improvement of engagement

Society

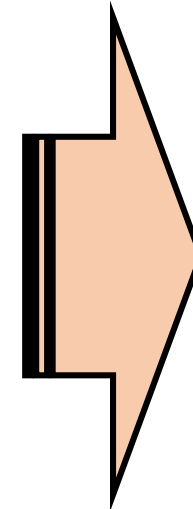
- Promotion of Health & Productivity Management
- Implementation of DE&I



G: Enhancement of governance

Governance

- Strengthening of governance and compliance
- Compliance with appropriate business practices

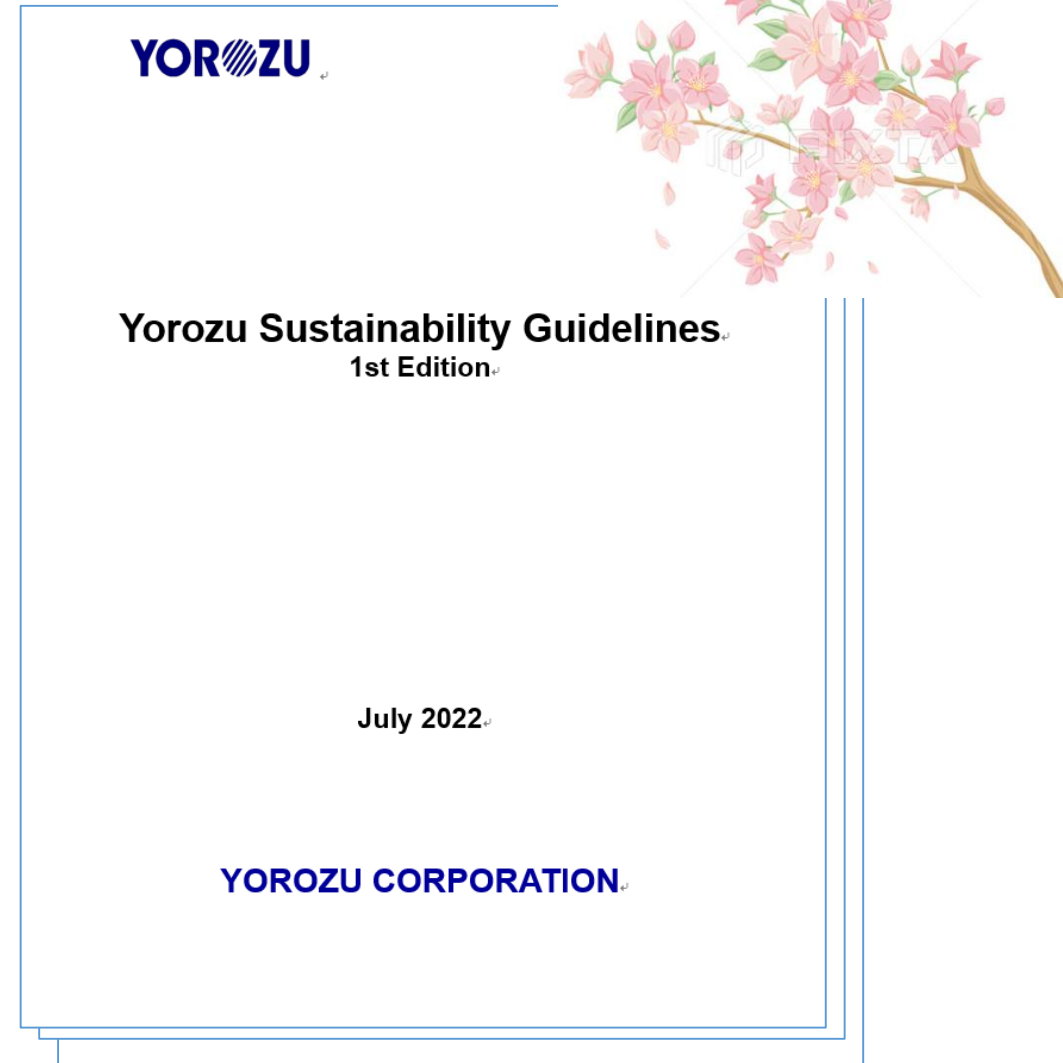


Yorozu Sustainability Guidelines
Cooperative activities with our
business partners

Yorozu Sustainability Guidelines

These guidelines are designed to enhance self-assessment of corporate activities among our business partners from an ESG perspective with the aim of driving improvement in operational practices and approaches.

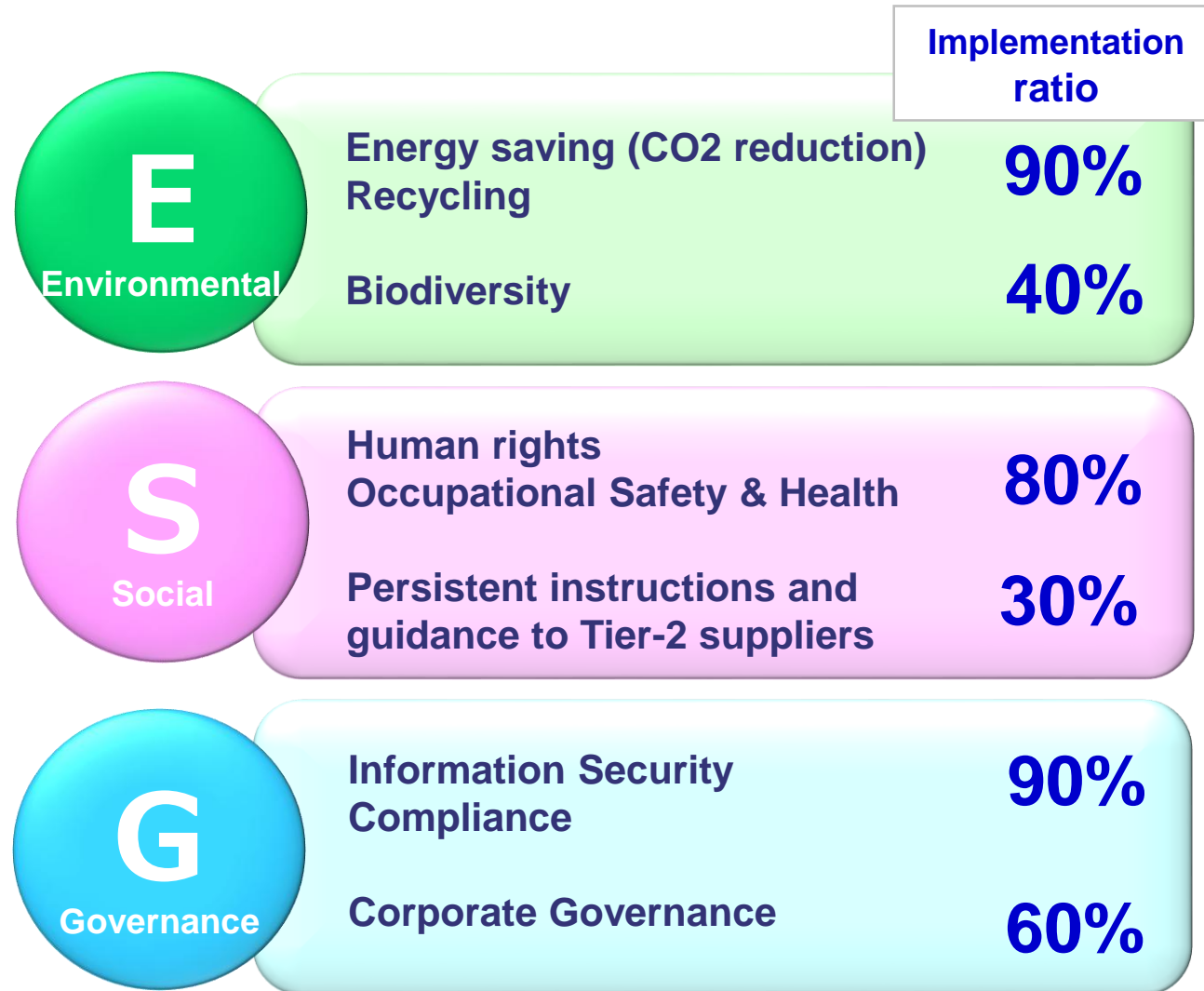
- 1. Compliance
- 2. Safety and Quality
- 3. Human Rights and Labor
- 4. Environment
- 5. Responsible Procurement of Resources and Raw Materials
- 6. Coexistence with Community, Information Disclosure
- 7. Information Dissemination along the Supply Chain
- 8. Compliance with Sustainability Guidelines



We appreciate your understanding and commitment to utilizing our sustainability guidelines.

Supplier Survey Results

1. Summary of Survey Results (86 Companies)



2. Feedback from Information Exchange with 11 Companies

I have to say, I have never experienced such an open dialogue before. This opportunity is incredibly valuable.

I am really keen on advancing human rights and Health & Productivity Management activities.



On-site meeting



Web meeting

Yorozu Green Purchasing Guidelines

【Key points】

- ◆ Activities to reduce CO2 emissions by our business partners
 - ☞ Aiming for carbon neutrality by 2050
- ◆ Yorozu Global Environmental Vision 2040
 - ☞ Striving for carbon neutrality by 2040

E: Environment

Announcement of Environmental Vision 2040

YOROZU

Environmental Philosophy

as we pursue growth in harmony with

YOROZU

Yorozu
Green Purchasing Guidelines

Rev. June 2022

YOROZU CORPORATION

in 2040

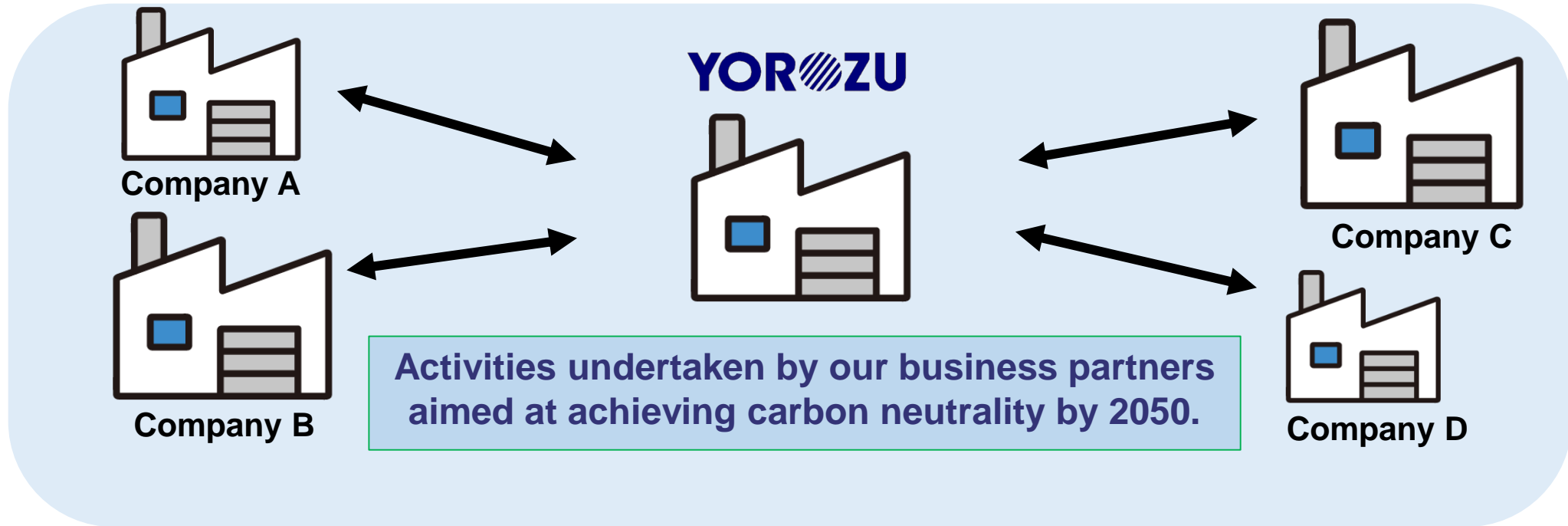
s to solve environmental issues with
s living for all people around the world.
Carbon neutral by 2040
Effective use of our limited resources
and innovation

cts, processes,
and conservation
ntaining and
stem



Environmental Initiatives

In fiscal 2024, we had the opportunity to exchange information with 11 companies, which proved to be mutually beneficial. Moving forward, we are committed to enhancing communication by sharing our activities and initiatives.



Information exchange focused on examples of CO2 emissions reduction activities and action plans supporting carbon neutrality

Social Initiatives

◆ Implementation of DE&I

A work environment where everyone can fully demonstrate their potential

Building a diversity strategy

Advancing a diversified way of work

Diversity, **E**quity, and **I**nclusion



◆ Promotion of Health and Productivity Management

A healthy and engaging workplace

Employee engagement reform

Support for health promotion

Vibrant workplace for all

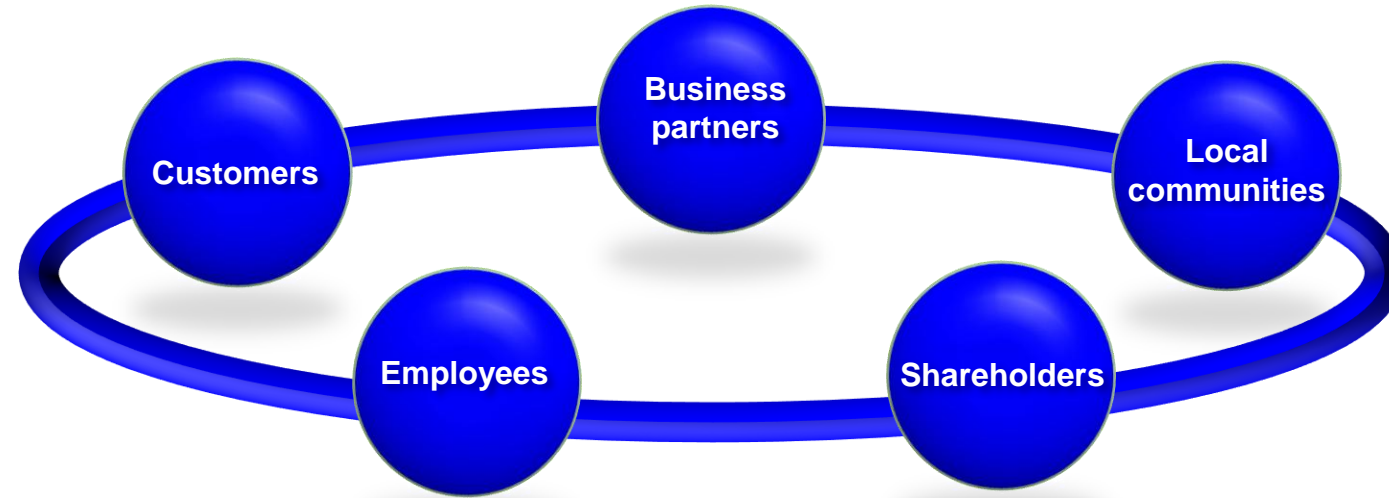
Improvement of Engagement

“I want to continue working at this company” and “I’m happy to work here.”

Your feedback is important to us. Please reach out to us for discussions and exchange.

Governance Initiatives

Human rights & legal compliance, confidential information control, and stringent corruption prevention



Honoring the trust placed in us by our stakeholders

Human rights
Legal compliance

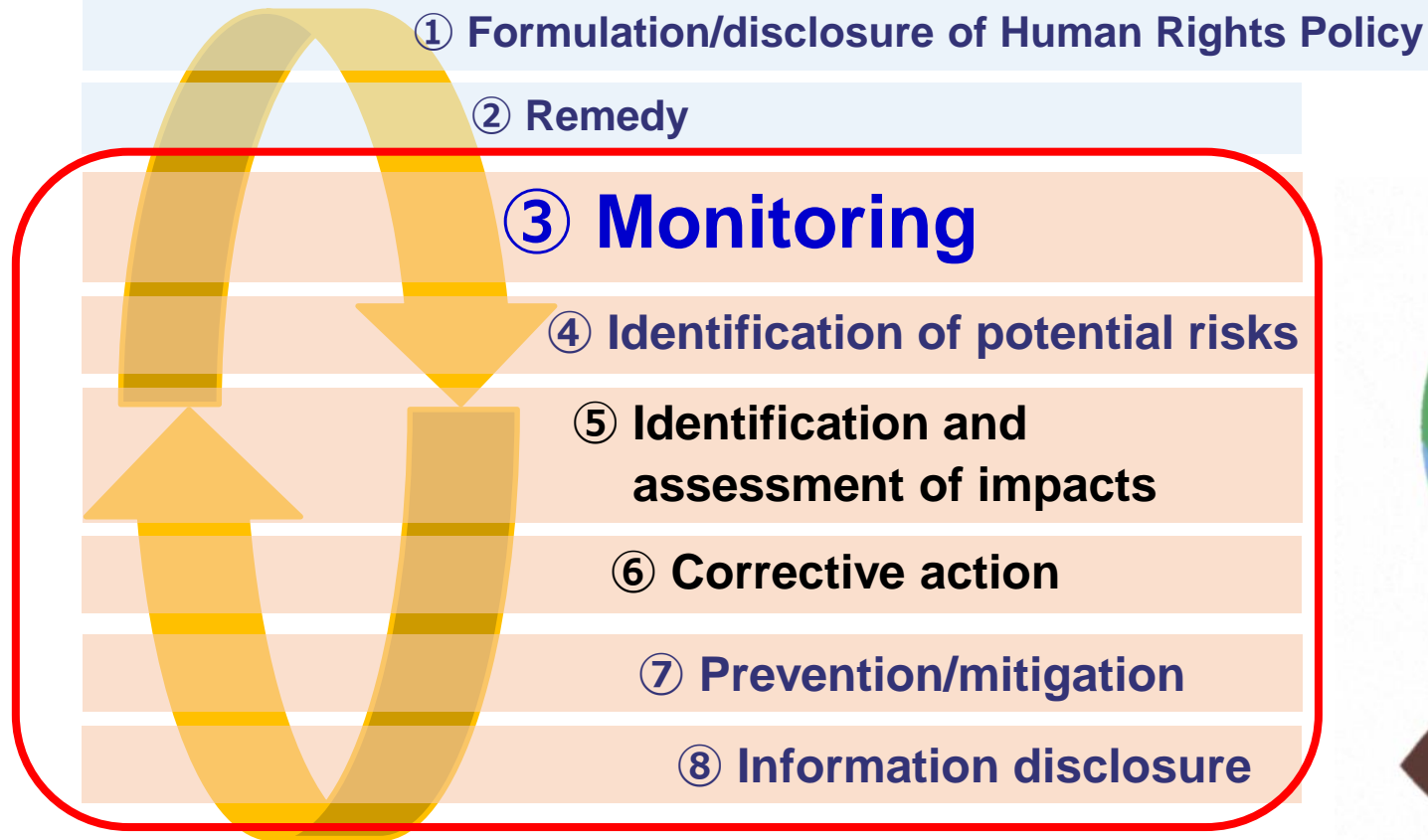
Confidential
information control

Corruption
prevention

In the event that an accident or scandal occurs, it will affect the entire supply chain. We kindly ask our business partners for your cooperation in promoting these activities and initiatives.

Governance Initiatives (Human Rights and Legal Compliance)

◆ Yorozu's human rights due diligence initiatives for its partners



*Compliant with OECD Due Diligence Guidance

*Human rights due diligence is a corporate initiative aimed at addressing and mitigating human rights issues by assessing potential risks within the group.

Connecting Yorozu's initiatives with the entire supply chain's actions



A visit to our business partner

Summary) From Yorozu to Suppliers (Partnership Building Declaration)



Requests to Our Valued Suppliers

- Yorozu Group is committed to addressing compliance with the Sustainability Guidelines throughout the entire supply chain which supports our *monozukuri*.
- We ask that our business partners understand the concept of these guidelines and make continuous efforts toward sustainable development.

- Compliance with Yorozu Sustainability Guidelines
- Submission of Confirmation of Compliance with Yorozu Sustainability Guidelines
- Prompt reporting in the event of a violation of the guidelines
- Promotion of the concept across your supply chain

Thank you



For inquiries, please call ☎045-543-6800

☆ Contact (Responsible field)

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YOROZU