

YOROZU

Sustainability Policy Briefing

Yorozu Group
Annual Supplier Conference 2026



April 9, 2026

ESG Office

Please note that the contents of this briefing material are intended for YoroZu suppliers and that reasonable judgment when handling the information is required. This document is an English translation of the original Japanese version. In case of any discrepancies between the two, the Japanese version shall prevail.

Agenda

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

Yorozu's Vision for Sustainability

- Yorozu Group has continued to embrace the philosophy and spirit of the foundation to evolve into what we are today.
- Now that the world shares thoughts on environmental challenges and human rights issues, and given the rapidly changing environment surrounding the automotive industry, we need to be responsive to the changes affecting the Earth and society. At the same time, we must develop our business by placing emphasis on **sustainable goals** and building trust in society.

<Excerpt from Yorozu Sustainability Guidelines>



Basic Policy for ESG Management



Monozukuri with our weapon
—environmental performance

Environmental

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



Improvement of engagement

Social

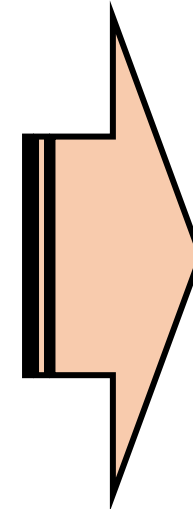
- Promotion of Health & Productivity Management
- Implementation of DE&I



Enhancement of governance

Governance

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



Yorozu Sustainability Guidelines
Engage in activities together
with our business partners

Yorozu Sustainability Guidelines

The guidelines are designed to promote self-assessment of our business partners' corporate activities from the perspective of ESG with the aim of driving further improvements in their operations and business practices.

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 Throughout the Supply Chain
8. Compliance with Sustainability Guidelines



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Yorozu Sustainability Guidelines
1st Edition

July 2022

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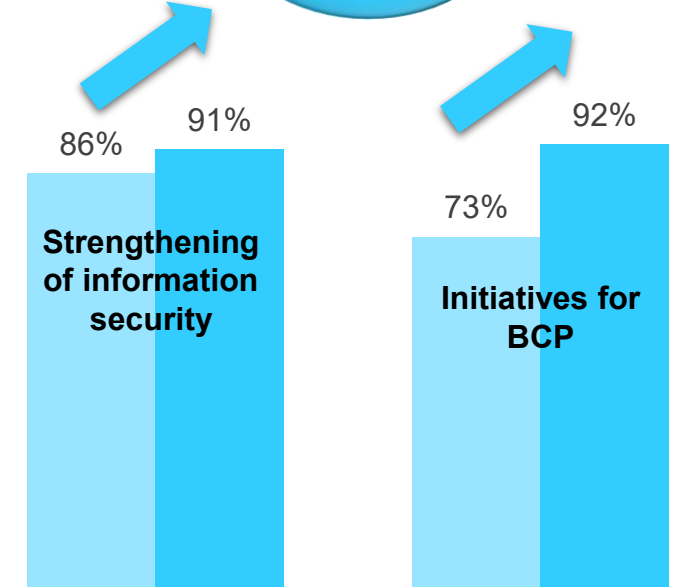
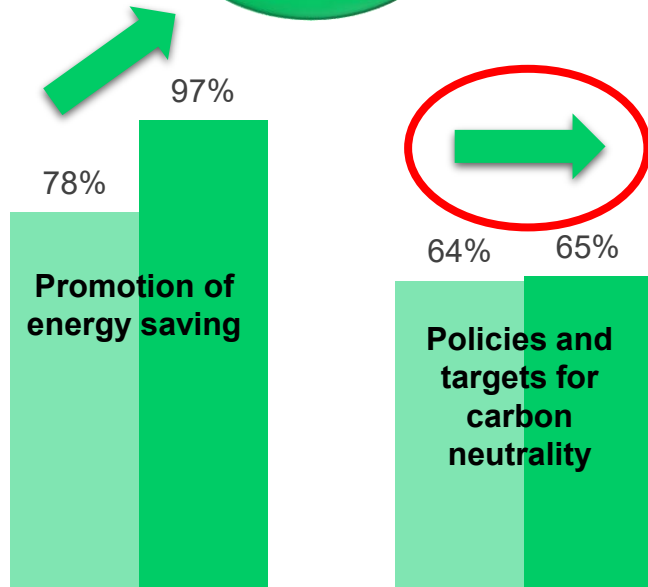
We appreciate your understanding and commitment to our Sustainability Guidelines.

Supplier Survey Results

Summary of Questionnaire Survey Results (Engagement of 83 companies)



Left: FY2024	Right: FY2025
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Yorozu Green Purchasing Guidelines

【Key points】

◆ Activities of our business partners to reduce CO2 emissions

☞ Aiming for carbon neutrality by 2050

◆ Yorozu Global Environmental Vision 2040

☞ Striving for carbon neutrality by 2040

E: Environment

Announcement of Environmental Vision 2040

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Environmental Philosophy

We will appreciate the bounty of nature as we pursue growth in harmony with the natural environment.

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Yorozu
Green Purchasing Guidelines

Rev. June 2022.

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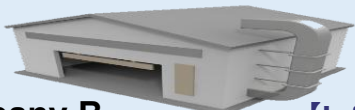
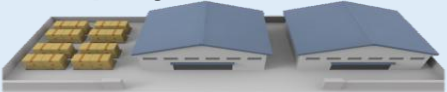
Environmental Vision 2040

Making actions to solve environmental issues with
and prosperous living for all people around the world.
become carbon neutral by 2040
most effective use of our limited resources
enable circulation

olving products, processes,
substances, and conservation
nts, and maintaining and
agement system

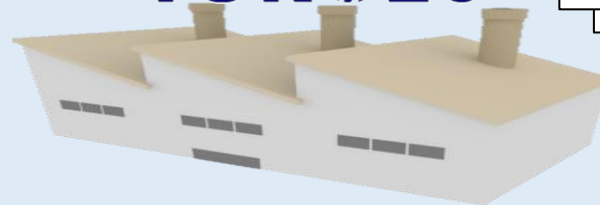


Company A



Company B

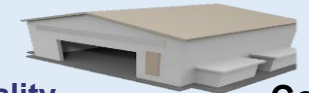
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Company C



Company D



【Information to be shared】 Examples of CO2 emissions reduction activities, action plans for 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, Equity, and Inclusion



◆ Promotion of Health & Productivity Management

A healthy and engaging workplace

Employee engagement reform

Support for health promotion

Vibrant workplace for all

Improvement of Engagement



2026
健康経営優良法人
KENKO Investment for Health
大規模法人部門
Large Enterprise Category

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

Social Initiatives—Promotion of Health & Productivity Management

① Seminars and monthly health lectures

Fiscal 2025

- “Heat stroke prevention” seminar during lunch break at sites
- “Stiff shoulder care” seminar during 3pm afternoon break
- “Female health” seminar for managers and female employees
- Health lectures at the monthly safety and health committee and morning meetings on the first day of each month
- Delivering videos of health lectures to suppliers who have requested

② Pocket Therapist app

Promotion of self care

Therapists provide one-on-one support tailored to individuals’ symptoms.



Through online consultation, you will receive personalized health programs.

③ Health app linked with beverage vending machine

in cooperation with Suntory Beverage & Food Ltd.



④ Introduction of the GLTD program

(Group Long Term Disability Insurance—Income protection when unable to work)

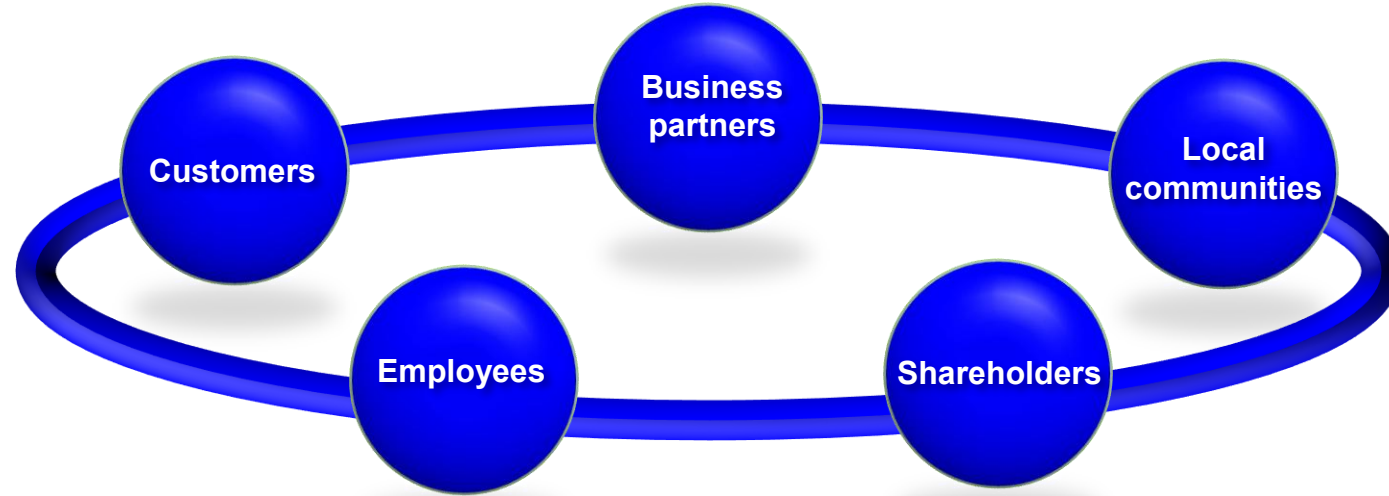


Income while healthy (100%)	Income during paid sick leave	Total income covered
Healthy → Sick leave	Health insurance	Plan ③: 70%
		Plan ②: 50%
		Plan ①: 30%
		10% by Company
		UP to age 60 →

We welcome your feedback and look forward to further discussions and communications.

Governance Initiatives

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



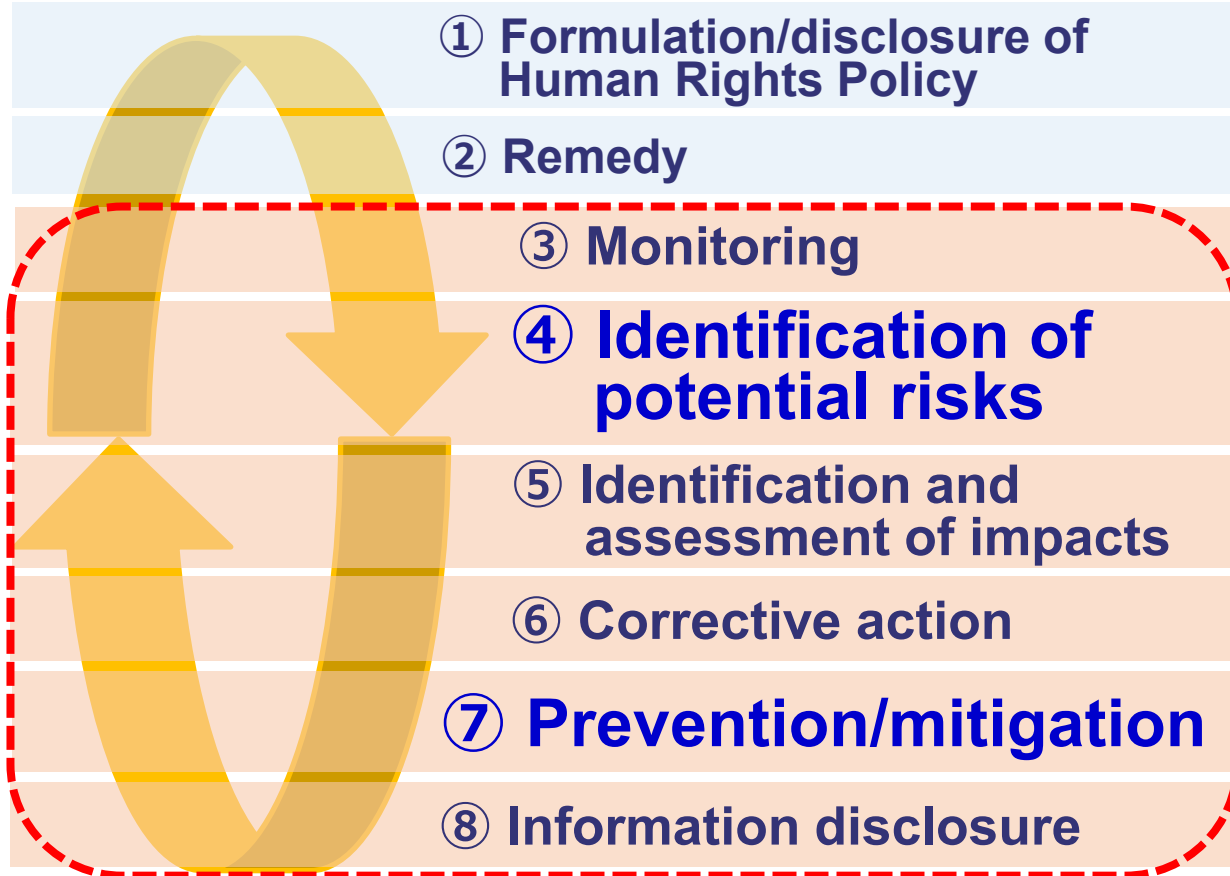
Honoring the trust placed in us by our stakeholders



In the event of an accident or scandal, the entire supply chain could be affected. We kindly ask our business partners for your cooperation in promoting these activities and initiatives.

Governance Initiatives—Human Rights and Legal Compliance

Corporate management in response to social expectations from the perspective of “human rights risks”



Key initiatives under the principle:

“Always doing the right thing in the right way”

- March 2025: Designated “all types of harassment” and “discrimination” as the top human rights risks to be addressed by the Group.
- May 2025: **Re-communicated the Human Rights Policy** across the Group, reflecting the strong commitment of top management.
- January-February 2026: Held information exchange meetings with suppliers.

Going forward, Yorozu aims to promote human rights due diligence as an initiative across the supply chain.

Summary) From Yorozu to Suppliers—Partnership Building Declaration



- Support the development of plans to achieve carbon neutrality by 2050
- Share specific measures based on the wealth of Yorozu's experience



- Hold employee seminars on human rights and Health & Productivity Management
- Support the planning of Health & Productivity Management activities



Provide consultation for Ensuring Proper Transactions



We ask for your participation in this joint activity with Yorozu.

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