

# DENSO Group Sustainability Policy

## –Realizing a Sustainable Society –

Since our founding, DENSO has been serious about contributing to a better world. In fact, our management philosophy reads, “Creating value together with a vision for the future.” To achieve that mission, we adopted the DENSO Group Sustainability Policy, which outlines expectations for all employees in our global group companies.

**DENSO and its Group Companies\* will actively contribute to the sustainable development of society through honest business activities in each country and region.**

\*DENSO Corporation and its consolidated management companies and companies in which DENSO Corporation is the primary shareholder.

### **Contributing to the sustainable development of society through our operations**

We will anticipate change and revolutionize our technologies, manufacturing methods, organization and management to provide products and solutions that benefit society.

### **Legal compliance and ethical conduct**

- We will respect the culture and history of each country and region and maintain the highest ethical standards. We will comply with both the letter and the spirit of applicable laws, regulations, and international rules to ensure sound and fair business operations.
- We will not violate any laws, including competition laws, anti-bribery laws, export control laws, intellectual property protection laws, and data protection laws covering personal information.

### **Trustworthy relationships with customers**

We will provide attractive, high-quality products and services with advanced technologies to meet customers' expectations. We will provide appropriate information pertaining to our products and services, and openly and honestly communicate to enhance credibility with our customers.

### **Open and fair business practices and responsible procurement activities**

- We will maintain open, fair, free and sound dealings, and responsible procurement activities and will implement this approach at all DENSO group companies and throughout our supply chains.
- We will also respect our business partners including suppliers, and aim for mutual development with trustworthy relationships.

### **Respect for human rights**

Based on international standards including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, we will respect the human rights of all persons involved in our business activities. We will ensure that our business activities do not violate human rights in any form. For example, we will not use labor that violates human rights, such as forced labor or child labor in any form. We will understand issues that could cause human rights infringements, such as issues of conflict minerals, and ensure that our business activities will not be complicit in human rights infringements.

### **Working environment and corporate culture to respect employees**

- We will comply with laws of each country and region pertaining to basic labor conditions such as working hours, days off, wages, and will maintain and improve a safe and healthy working environment.
- We will provide fair work conditions and employment opportunities, free from discrimination based on gender, age, nationality, disability status, sexual orientation or other factors in any employment situation. We will provide training and development opportunities for our employees and encourage success within a diverse workforce.
- We will build and share a sense of mutual trust and responsibility with employees through sincere communication and discussion.

### **Environmental management**

We will implement technological development, factory operation, employee conduct and environmental value creation management to help solve global environmental problems.

### **Social participation and social development**

We will make a positive impact on our communities in each country and region through our technologies and products, our volunteer activities and corporate philanthropy. We pride ourselves on being a concerned, caring corporate citizen.

### **Information disclosure and dialogue with stakeholders**

We will regularly disclose corporate information and through open, fair and constructive dialogue with stakeholders, we will enhance management transparency and maintain and improve relationships of mutual understanding and trust with stakeholders.

### **Risk management**

We will monitor risks, such as cybersecurity, natural disasters, terrorism, at all times and have comprehensive plans in place to minimize damage and ensure business continuity.

### **Role of Executive management**

Executive management will build healthy, effective, and transparent governance systems for business management to implement this policy.



January 8<sup>th</sup> 2024

President & COO,  
Representative Member of the Board

DENSO CORPORATION