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## **CATALER GROUP Sustainability Guidelines**

We (CATALER CORPORATION and its subsidiaries), as a global company, will take the initiative in contributing to the harmonious and sustainable development of society and the earth through all of our business activities in each country and region, based on our "Management Philosophy". For the sake of sustainable development, we will conduct our management with the focus on all stakeholders as described below, and strive to maintain and develop sound relationships with stakeholders through open and fair communication.

We hope that our business partners would support the purpose of this policy and act accordingly.

### **(Compliance)**

■ We will comply with domestic, overseas, and international laws/regulations/rules as well as the spirit of them, and endeavor to conduct our business activities in an honest, sound, and fair manner with high ethical standards, while respecting the culture, customs, and history of each country and region.

■ We will not engage in any violation of laws and regulations relating to competition laws, bribery control laws, export control laws, intellectual property protection laws, data protection laws including personal information, or any other related laws/regulations.

### **(Respect for Human Rights)**

Based on international norms, such as the Universal Declaration of Human Rights and the UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS, we will respect the human rights of all people involved in our business activities, and will not engage in any form of forced labor, child labor, or any other labor that infringes on human rights or any other similar conduct.

We will also strive to ensure that our business activities do not take part in any human rights violations, including conflict mineral issues that may cause human rights problems.

### **(Thorough Risk Management)**

We will always be aware of risks in preparation for terrorism, cyber-attacks, natural disasters, and other diversified risks that may threaten the lives of citizens and corporate activities, and

will thoroughly manage risks from the perspectives of both minimizing damage and ensuring business continuity.

### **(Relationship With Each Stakeholder)**

#### <Customers>

Based on our belief that "customers come first," we will develop and provide innovative, safe, and outstanding high-quality products and services that meet diverse expectations of our customers to enrich the lives of people around the world.

#### <Employees>

■ We respect our employees and support their individual growth based on the belief that "the success of our business activities is only achieved through excellent teamwork as well as creativity of each and every one of our employees."

■ We will provide equal employment opportunities and strive to ensure diversity and unity among our employees.

We will also strive to enhance the abilities of our employees and realize workstyles that enable diverse human resources to play active roles. We will provide working conditions and opportunities without discrimination based on gender, age, nationality, disability, sexual orientation, or any other factor in all aspects of employment.

■ We will comply with the laws and regulations of each country and region concerning basic working conditions, such as working hours, holidays, and wages, and will work to maintain and improve a comfortable working environment that takes health and safety into consideration.

■ We will build and share the values of "mutual trust and mutual responsibility" through sincere dialogues and consultations with our employees. We will work together to ensure mutual prosperity for both employees and the company.

■ We recognize the right of our employees to associate or not associate freely in accordance with the laws and regulations of the countries in which we promote our business activities.

#### <Business Partners>

■ We respect our business partners and strive to achieve co-existence and co-prosperity based on mutual trust from a long-term perspective.

■ When deciding on business partners, we open our doors to all candidates, regardless of the nationality or size, and make decisions based on their overall strengths.

■ We are committed to open, fair, free and appropriate trade, and to responsible procurement practices to ensure that this policy is implemented not only within the CATALER Group but

also throughout our supply chain without fail.

#### <Shareholders>

■ We aim to enhance our corporate values through long-term and stable growth for the benefit of our shareholders.

■ We will make timely and appropriate disclosure of business and financial conditions and results, as well as non-financial information, to our shareholders.

#### <Local and Global Communities>

##### · Environment

We will strive to protect the environment through all of our corporate activities, develop and disseminate technologies that balance the environment and the economy, and work with a wide range of stakeholders in society to achieve growth in harmony with the environment through activities, such as prevention of global warming and preservation of biodiversity.

##### · Society

■ We will respect the culture, customs, history, and laws/regulations of each country and practice management “with respect for humanity.”

■ We will constantly pursue superior technologies that are safe and clean and meet the needs of society in order to realize sustainable mobility demanded by society.

##### · Participation in society and contribution to its development

We aim to coexist in harmony with society and contribute to the growth of communities and development of affluent society through participation, either independently or in cooperation with partners, in all regions where we conduct business activities.

#### **(Role of Top Management)**

Top management will take the initiative in establishing effective governance to realize the spirit of this policy, and will ensure that all group companies are fully aware of the policy.

In the event that a violation of this policy occurs, top management will take the initiative in resolving the problem, investigating the cause, and preventing recurrence, and will fulfill its responsibilities.

Masashi Ishida  
President and CEO  
CATALER CORPORATION