

## Sanken Group Basic CSR Policy

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Based on its management philosophy, the Sanken Group's mission is to provide semiconductors to its core businesses with optimal solutions, including power electronics and peripheral areas, with the aim of contributing to the development of industries, economics, and cultures around the world.

To achieve this, we have established the "Basic CSR Policy" as a code to be observed by all executives and employees of the Sanken Group with the aim of continuing to be a company that is trusted by society by not only complying with laws and regulations, but also by improving and strengthening corporate governance, protecting the environment, and ensuring a work environment that is fair and respected by each and every person.

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1. Make social contributions through business activities
  - To realize a sustainable social environment, we will contribute to the development of the international community through the development, production and sale of products in power electronics and peripheral areas that use high reliability and state-of-the-art technologies.
  - We will constantly strive to innovate our technological and creative capabilities and contribute to the global society by providing high-quality, high-performance, and safe products.
2. Legal compliance and honest business activities
  - We will faithfully abide by laws, internal regulations, and international norms such as the United Nations Global Compact and the Guiding Principles on Business and Human Rights, respecting high ethical standards.
  - We will foster dialogue as a trusted entity among our customers, shareholders/investors, business partners, employees, local communities, and other stakeholders.
  - We work to improve management transparency, improve the effectiveness of audits, and strengthen our internal control system.
  - We endorse the purpose of anti-corruption as required by international norms such as the United Nations Global Compact, and we commit to conducting transparent business activities. We will not engage in any acts of bribery or actions that may be perceived as bribery towards government agencies, their officials, or politicians in any country, in order to maintain our ongoing commitment to transparency. Furthermore, we will not be involved in any corrupt practices, including embezzlement, extortion, or money laundering.

- We will completely sever all relationships and engagements with anti-social forces or organizations that may have a detrimental impact on the international order, security, or protection of human rights, as well as any unjust demands. Additionally, we will not purchase any products or raw materials associated with these entities.
  
- We will comply with company policies and internal regulations and refrain from offering gifts, meals, or any other form of economic benefits that surpass customary social practices. Furthermore, we will handle requests for entertainment, gifts, or other offerings from business partners with caution and will not accept personal benefits.
  
- We impose strict controls on the export of weapons, weapons, and related technologies that pose a threat to international peace and security, and do not allow them to be diverted to weapons and weapons.
  
- We trade in the import and export of products and technologies in accordance with relevant laws and regulations.

### 3. Respect for human rights and labor

- Please refer to “Sanken Group Human Rights Policy” for this section.

### 4. Environmental Conservation

- We will take the initiative in addressing environmental issues, which are common to all mankind, and which are essential requirements for the existence and activities of a company.
- We operate a management system to promote environmental activities.
- We will manage chemical substances used in the course of our business activities, comply with laws and regulations when disposing of such substances as wastewater and emissions, and minimize their impact on the environment with voluntary targets.
- We conduct appropriate monitoring and management of greenhouse gases and waste, establish voluntary targets, and strive to reduce them.
- We promote green procurement of parts, fixtures, and consumables.
- We regularly compile and regularly disclose the measures we have implemented to protect the environment.

### 5. Contributing to local communities

- As a good corporate citizen, we will respect the culture and customs of the local community in all our business activities, cooperate with the local community, and contribute to the sustainable development of the local community by building relationships of mutual trust through support for educational activities, volunteer activities, and local development projects.

## By-laws

- 1 . The department in charge of this basic policy shall be the ESG Promotion Office (ESG Promotion Division).
- 2 . The Director of the ESG Promotion Office shall make a proposal for the revision or abolishment of this basic policy, which shall be approved by the President.
- 3 . This basic policy will be implemented from April 1, 2024.
- 4 . history of institutional changes

This Established on May16, 2019

Revision November 1, 2022

April 1, 2024

Obsolete —