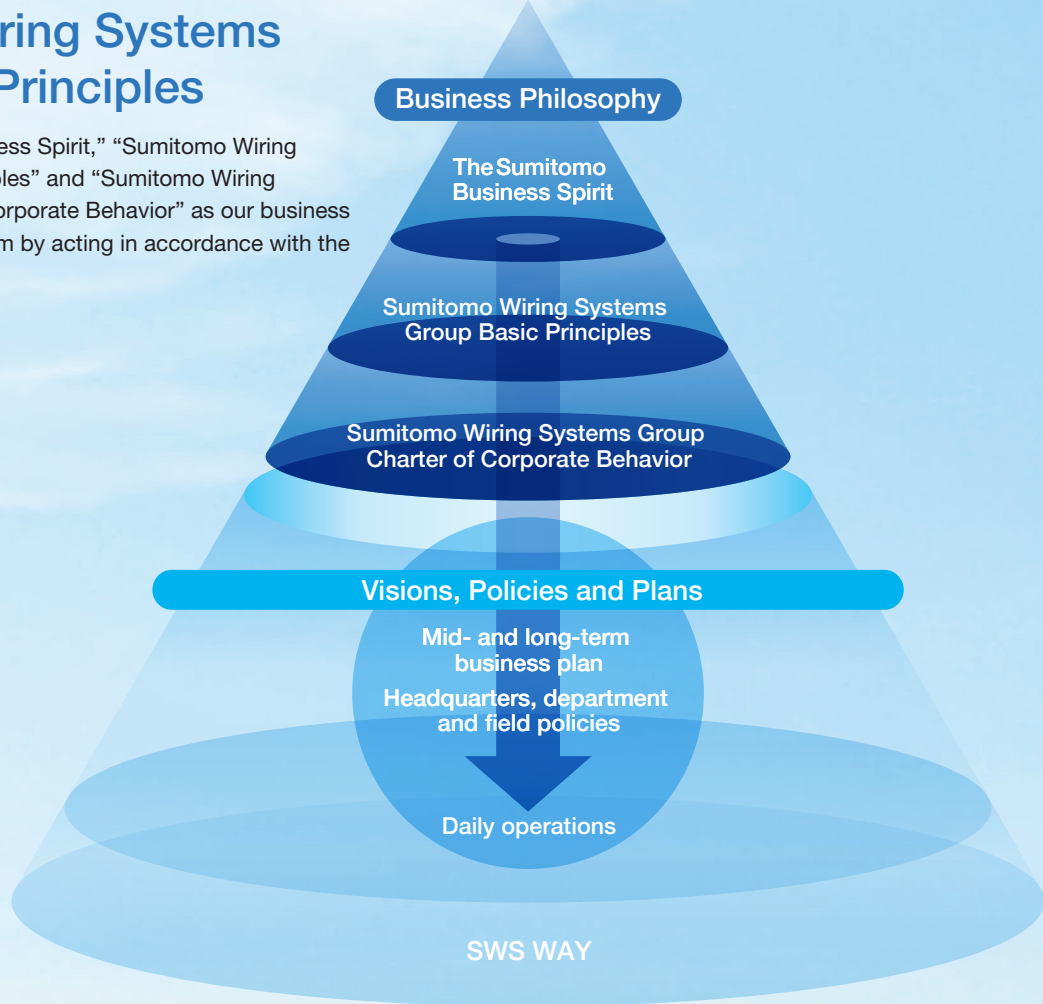


# Sumitomo Wiring Systems Group Basic Principles

We set the “Sumitomo Business Spirit,” “Sumitomo Wiring Systems Group Basic Principles” and “Sumitomo Wiring Systems Group Charter of Corporate Behavior” as our business philosophy and actualize them by acting in accordance with the SWS WAY.



## The Sumitomo Business Spirit

### Business Principles

**Article 1**  
Sumitomo shall achieve prosperity based on solid foundation by placing prime importance on integrity and sound management in the conduct of its business.

**Article 2**  
Sumitomo's business interest must always be in harmony with public interest; Sumitomo shall adapt to good times and bad times but will not pursue immoral business.

(Quoted from the Sumitomo Goshi Kaisha Administrative Regulations formulated in 1928)

**Banji-nissei** This word means “do your sincere best, not only in business, but also in every aspect of your life.” Sumitomo personnel are expected to work not only to make money, but also to cultivate their character and grow into better human beings.

**Shinyo-kakujitsu** This word emphasizes the importance of integrity, that is, being worthy of the trust of others.

**Fusu-furi** This word speaks of the importance of working proactively, pursuing profit by quickly and appropriately responding to changes in society and not being content with the status quo. At the same time, it emphasizes the importance of harmonizing business gains with the public interest and scorns reckless or careless actions in pursuit of easy gain. While furi means easy, temporary or short-term gain, the term also implies unfair profit obtained through dishonest means.

In addition, the Sumitomo Spirit includes the following principles.

“Attaching Importance to Technology” “Respect for Human Resources”  
“Long-Range Planning” “Mutual Prosperity, Respect for the Public Good”

## Sumitomo Wiring Systems Group Basic Principles

In the spirit of “Connect with the Best,” we at the SWS Group are committed to:

- Contributing to the global community through business success;
- Realizing customer satisfaction through high-standard service;
- Developing the prospective future through creation and innovation;
- Preserving corporate ethics based on integrity and trust; and
- Respecting individuality and nurturing a vigorous and prosperous corporate culture.

## Sumitomo Wiring Systems Group Charter of Corporate Behavior (Contents)

1. Provision of excellent products and services
2. Development of new, original business and products
3. Global business expansion, and growth and development of the Group
4. Consideration for global environment
5. Observance of laws and regulations
6. Fair and appropriate business activities
7. Action with awareness as members of society
8. Harmony with international society
9. Establishment of pleasant working environment and cultivation of personnel
10. Appropriate information disclosure and promotion of communication

## SWS WAY

A set of action guidelines of the Sumitomo Wiring Systems (SWS) Group established in 2005. Revised in 2020 into the three themes of professional, teamwork and challenging spirit.

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## Editorial Policy

The Sumitomo Wiring Systems Group publishes an annual CSR report to share information on Group activities with stakeholders. The SWS CSR Report 2020, our 13th edition, has a redesigned structure to provide an overview of our initiatives for each stakeholder group instead of organizing the presentation by our eight CSR priorities. We also concisely summarize our stance on CSR activities in terms of ESG (environment, social and governance) information. In addition, we added a diagram of the SWS Group's basic philosophy as revised in October 2020, a new section summarizing the highlights of our activities throughout the year and a special feature entitled “the world's most rewarding and vibrant company to work for” that we want to become through our efforts to promote health and productivity management. If you would like to provide feedback on this report, we would be grateful to hear from you.

## Period Covered by this CSR Report and Date of Publication

Date of publication: October 2020  
April 1, 2019 through March 31, 2020 (fiscal 2019)  
Some activities conducted in fiscal 2020 are also covered.

## Scope of this CSR Report

Sumitomo Wiring Systems Group  
In this CSR report, “Sumitomo Wiring Systems,” “the (our) company” and “SWS” refer to Sumitomo Wiring Systems, Ltd., and “the SWS Group” and “the Group” refer to Sumitomo Wiring Systems and its subsidiaries. However, items referenced within a specifically limited scope are indicated in the text or footnoted in tables and graphs.

## Guidelines Referenced

- ▶ GRI Sustainability Reporting Standards 2016/2018
- ▶ Environmental Reporting Guidelines 2018 issued by the Ministry of the Environment of Japan

The GRI Content Index is available at:  
<https://www.sws.co.jp/en/csr/report/>

All necessary measures to prevent the spread of COVID-19 have been taken in publishing this report.