



To Become a Group that Continues to Grow for the Next 100 Years

Representative Director,
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Ikawa

Celebrating Our Founding's 100th Anniversary

December 22, 2017 will mark the 100th anniversary of our founding as a company that manufactured electric wires. Since then we have grown into an international, premier-class partner for automobile manufacturers focused on automotive wire harnesses. As the automobile industry developed in Japan, we were able to expand our business onto the global stage, now covering 34 countries worldwide. Fiscal 2017 is the final year of the Vision 2017 medium-term management plan, and we will continue to implement initiatives to meet our goals of achieving a 30% global market share and becoming the leading global company in the wiring harness business.

Our success throughout the years could not have been possible without the support of all our stakeholders, especially our customers, for which we are deeply grateful. We ask for your continued support and cooperation as we move forward into the next 100 years.

To Become a Company that Is Indispensable for Global Automobile Manufacturers

Since the collapse of Lehman Brothers, the global automobile market, led by trends in emerging countries, has consistently expanded for seven consecutive years, reaching an annual production volume of 90 million vehicles. This has been more than a growth in quantity; vehicle functions have been evolving at an unprecedented scale and speed. Automobile manufacturers have been accelerating the development of electric and fuel cell vehicles as one means for addressing global concerns such as global warming, depleted resources and environmental pollution. At the same time, they have been developing self-driving technology toward eradicating fatal traffic accidents, alleviating traffic congestion and improving convenience. Networked cars, which improve safety and convenience through their connection to a range of applications and services as ICT terminals, are also becoming more common on the road. With more companies entering the automobile industry from other industries and mega-suppliers leading in the development of cutting-edge technologies, the automobile market is undergoing a significant transformation.

All of these factors represent an opportunity for further development, and we will continue to challenge ourselves by setting our sights on becoming the top company for capabilities related to product development, manufacturing and human resource development. Moreover, we will accelerate the transformation of the international market by strengthening our worldwide marketing power, which enables us to identify the needs of automobile manufacturers accurately both in Japan

and overseas by closely monitoring global trends and promptly sharing the information throughout our global organization. To emerge as an indispensable partner for automobile manufacturers across the world, we will deliver value to society through the evolution of automobiles and the resolution of social issues by strengthening our ability to create development proposals and ensuring rapid production.

World's Most Rewarding and Vibrant Company to Work for

We are engaged in an ongoing mission to deliver value for our stakeholders for the next 100 years by achieving sustainable growth while succeeding in the face of global competition. Amid today's rapidly changing business environment, people represent the essential factor for fulfilling our mission. With this belief in people as the Group's key asset and recognizing that the combined efforts of people with different values and capabilities produces the best results, we announced the SWS Group Diversity & Inclusion (D&I) Declaration in May 2017.

To take advantage of the vital concepts of diversity and inclusion, we must actively accept and recognize the value of differences in backgrounds, views and values as well as in nationality, sex, age, employment history and disability. We will strive to become the world's most rewarding and vibrant enterprise that naturally attracts a diverse workforce by helping every individual to grow and demonstrate their full potential.

Organizational success depends on the accumulated output of every individual over the years. We will cultivate a workplace culture that encourages employees to freely communicate and exchange opinions on issues or improvements, large or small, and promotes a healthy work-life balance for boosting employee motivation and productivity. Furthermore, we intend to provide an environment in which all employees can work with enthusiasm and energy, achieve self-development goals and produce better results as individuals and as part of the organization as a whole.

Advancing to a Higher Level

We are constantly working to improve customer satisfaction. We believe that the key elements for achieving our goal is SEQCDD, where S stands for safety, E for the environment, Q for quality, C for cost, D for delivery and D for R&D. Particularly as a manufacturing company, we put safety as our top priority in the workplace. Any major accident significantly impacts employers and their family members and could lead to significant inconvenience for customers if the plant is required to suspend operations. I will play my part in raising safety awareness among employees by patrolling worksites, pointing out issues or problems and encouraging employees to look after each other. While we have already implemented a high level of safety measures throughout the SWS Group globally, safety is a never-ending concern. To advance to a higher level, we will continue to deploy our safety systems to eradicate any dangerous situations and achieve zero accidents.

Principles Supporting the Business of the Sumitomo Wiring Systems Group

All Group business operations are based on the Sumitomo Business Spirit and the Sumitomo Wiring Systems Group Basic Principles. The Sumitomo Business Spirit states that Sumitomo's business is founded first and foremost on the value of trust, emphasizes the importance of a positive, progressive spirit to respond quickly and appropriately to changes in society and strongly admonishes against acting rashly and carelessly in pursuit of easy gains. The Sumitomo Wiring Systems Group Basic Principles also convey the meaning, "make all the connections surrounding us prevail over our competition in the best way."

We believe that CSR is about each and every employee embodying these business principles and spirit to deliver sustainable growth and fulfilling our role as a good corporate citizen. Through a broad range of CSR activities, we hope to see our global offices deeply rooted in and working together with the local communities they serve. The entire Group will work together with the common objective of becoming a corporate group that is trusted, preferred and valued by all our stakeholders.

