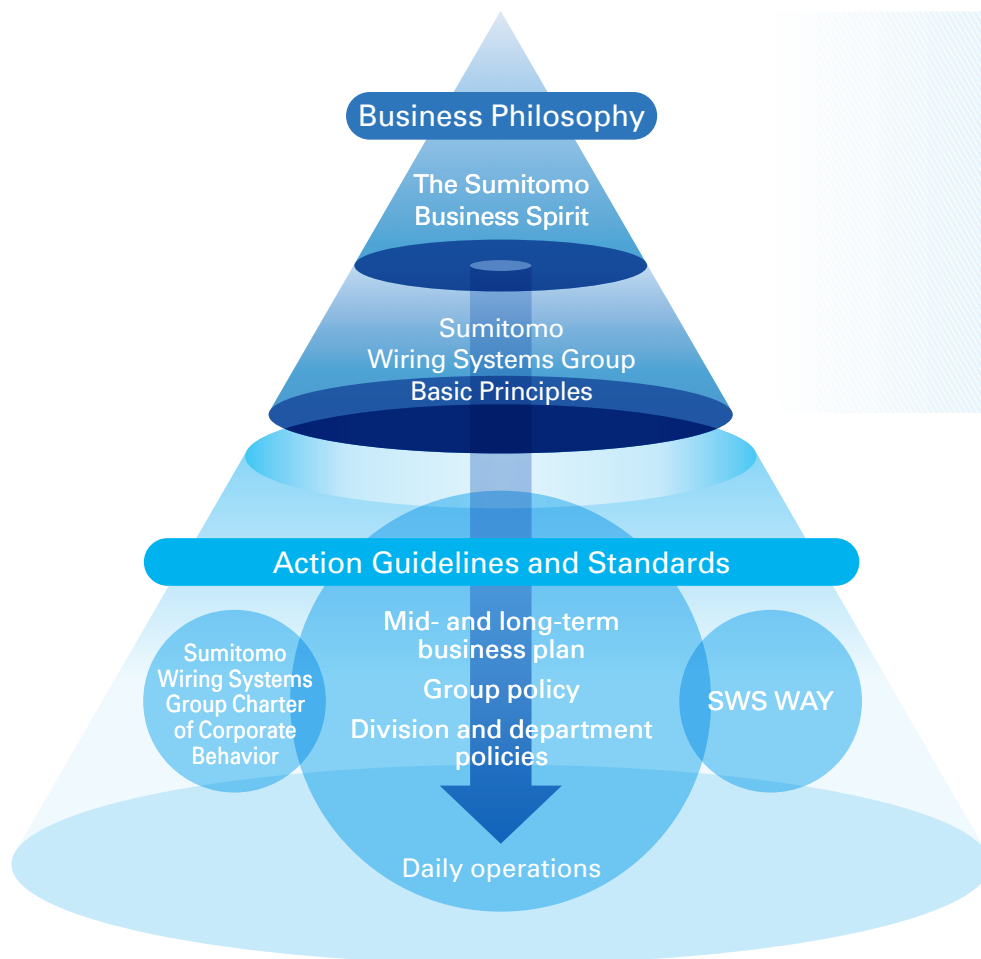


CSR Report 2019

Corporate Social Responsibility Report

Sumitomo Wiring Systems Group Basic Principles

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



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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"
"Long-Range Planning"

"Respect for Human Resources"
"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

The SWS WAY is a set of action guidelines of the Sumitomo Wiring Systems (SWS) Group that consists of 30 articles in seven chapters under the two themes of "Better Manufacturing Developing" and "Better Manufacturing by Developing Better People." It has been translated into 24 languages and distributed to all employees.

Editorial Policy

The Sumitomo Wiring Systems Group publishes an annual CSR report to share information on Group activities with stakeholders. In this report, our twelfth edition, we offer a concise summary of where we stand in our CSR activities in terms of eight CSR priorities. In addition to a new section on the overview of our businesses, we improved the contents of the activity report page and also the readability of the report by using figures and tables that allow readers to more clearly understand the Group's initiatives. 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 2019
April 1, 2018 through March 31, 2019 (fiscal 2018)
Some activities conducted in fiscal 2019 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
- 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/>



An Era of Great Change Questions Our Real Value

With emerging markets continuing to be the key to growth, the global automotive industry has been experiencing steady growth in sales, which is projected to exceed 100 million units in 2022. This trend will certainly create a tailwind for the Sumitomo Wiring Systems Group, which has established itself as a leading company in the wiring harness business, operating in 32 countries around the world. Nevertheless, impacted by the great waves of change known as CASE (Connected, Autonomous, Shared, Electric), the entire industry has been forced to undergo significant changes, and we are no exception. We are in an era in which our real value is being questioned.

The rise in demand for connected vehicles and autonomous driving vehicles and the spread of electric vehicles create new needs for wiring harnesses. We must, however, continue to grasp the trend of the times accurately so that we can always be prepared to respond quickly to meet rapidly changing demands.

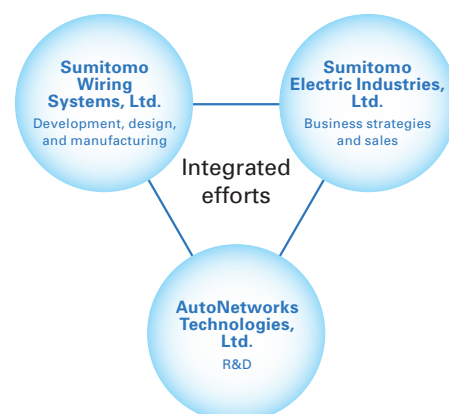
Promoting R&D through Integrated Efforts

We formulated 22VISION, which is a mid-term management plan, in fiscal 2017 to mark our 100th anniversary and build a foundation for the next 100 years. Under the plan and its three priority targets, strengthening our manufacturing capabilities, enhancing our strengths in development and proposals as well as accelerating commercialization of our products, and improving our human resources and organizational capabilities, sales in fiscal 2018, the first year of 22VISION, surpassed the previous year for a record high. Although we are pleased with this achievement ahead of our mid-term goal, we must continue to address the challenges we face. For example, we need to review our profit margins,

and the acknowledged need for further cost reduction. We must also respond to urgent changes facing the entire industry by establishing R&D and mass production systems for new products. Securing and fostering excellent human resources both in Japan and overseas are other challenges that must be surmounted.

In terms of R&D, the Sumitomo Electric Group has already begun developing products using the world's most advanced aluminum technology to meet the growing needs for lightweight materials while also conducting research on electric wires and devices that enable high-speed, large-capacity communication. I believe that these initiatives along with our unique business structure based on the integrated efforts of the Group, Sumitomo Electric Industries, and our affiliate AutoNetworks Technologies are unrivaled strengths that will allow us to rapidly achieve high-level operations. We will continue to pursue globally uniform high quality while making the utmost efforts to address serious issues.

► Sumitomo Harness Business Structure



Becoming an Indispensable Company for Automakers around the Globe

Fumiyoshi Kawai

Fumiyoshi Kawai
Representative Director
President and Chief Executive Officer
Sumitomo Wiring Systems, Ltd.



Unique CSR Practice that Supports Mutual Growth with Local Communities

Common guidelines for business operations will be essential for the Group, which operates globally with about 220,000 employees from different backgrounds to unite as a corporate entity and take another leap forward. One of these guidelines is aimed at achieving a CSR awareness and perspective. The three ideals that we intend to realize through our CSR practice focused on sharing value—globally uniform high quality; trust, familiarity, and accessibility; and living with local communities—are foundational standards for supporting the sustainable growth of the Group. In that sense as well, I believe that it is only right and proper for the Group to give back to the local community because we have grown into a major enterprise 102 years after our founding in Yokkaichi City, Mie Prefecture. We actively engage in local communities through support for the women's rugby team that Mie Prefecture recently has been strengthening, promotion of activities to support people with disabilities, and participation in fireworks and other events. These efforts are only natural for us to engage in as a corporate citizen.

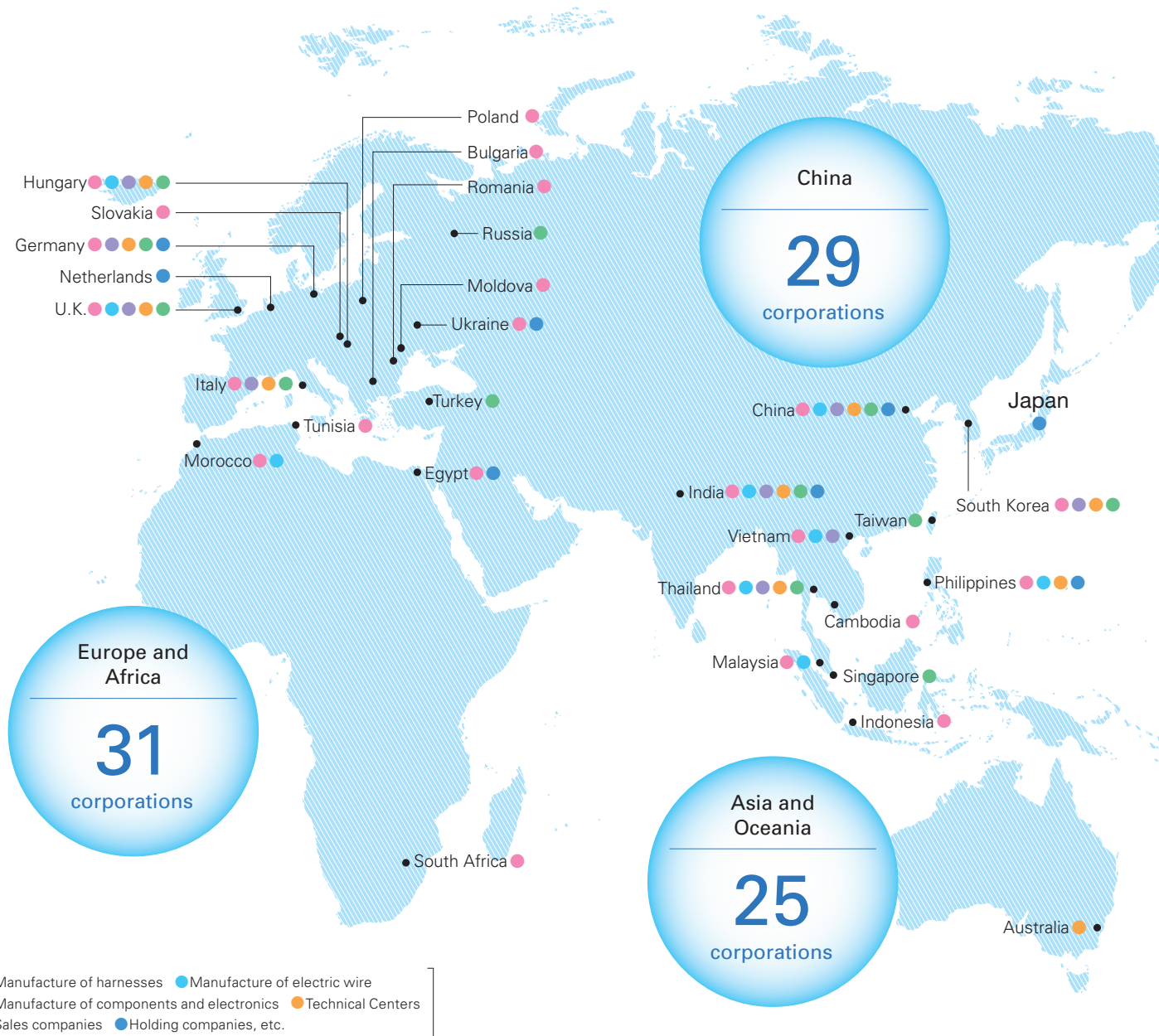
We will share our commitment to community-focused social contribution across all our group companies in Japan and that our overseas sites will achieve co-existence and co-prosperity with local communities through employment and employee training. As a company in the automobile industry that is working to reduce environmental impact and CO₂ emissions, we place high priority on CSR practices such as fulfilling all our responsibilities with full consideration to safety and achieving sustainable growth with local communities. We are firmly determined to achieve our goals by all available means with courage and perseverance.

To Be the World's Most Rewarding and Vibrant Company

To maintain a healthy growth curve while the entire world, reaching far beyond the automobile industry, is undergoing rapid transformations on a global scale, we must continue to adapt to change while also earning the trust and exceeding the expectations of customers. That is, we must stand fast as an indispensable presence for automobile companies around the world. To that end, it is necessary to move forward to become the world's most rewarding and vibrant company, a vision for which we have long advocated.

A good company should have a culture in which top-level management pays close attention to the voices of employees, plans together to improve workplace issues promptly, and creates an environment where every employee can fully demonstrate their capabilities. Imagining the future that you want to have on a daily basis and continuing to work towards it with all your passion leads to an expanded vision. As we look ahead to the next 100 years, we will prevail in global competition and continue to achieve sustainable growth to contribute to all our stakeholders, including customers, employees, and local communities. We will make every effort to fulfill this vital mission that has been passed down by our predecessors.

Global Network



Toward Achieving Globally Common Best Quality

Sumitomo Wiring Systems was established as an electric wire manufacturer in 1917 with the rise of Japanese industry. With the advance of motorization in Japan following World War II, we started producing wiring harnesses and parts for automobiles. Since then, SWS has focused on optimizing wiring harness production while also implementing quality assurance and reducing costs. We have now become a top global wiring harness supplier that operates in 32 countries with over 220,000 employees, providing products having what we refer to as “globally common best quality,” and we will continue to advance as a world-class partner for automotive manufacturers.

Corporate Profile

Company Name : Sumitomo Wiring Systems, Ltd.
Established : December 1917
President : Fumiyoichi Kawai
Capital : 20,042 million yen (as of March 31, 2019)
Head Office : 5-28 Hamada-cho, Yokkaichi, Mie Prefecture, Japan
Affiliates : 14 in Japan, 100 overseas
Employees : 13,447 in Japan, 208,009 overseas
 221,456 in total (as of March 31, 2019)

Global business development in
32 countries

(As of June, 2019)

Group companies
114

Over
220,000 employees

Japan

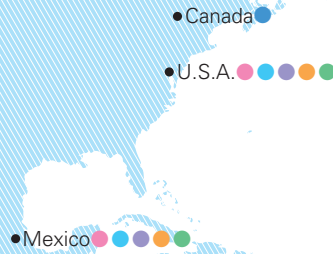
13

corporations

Americas

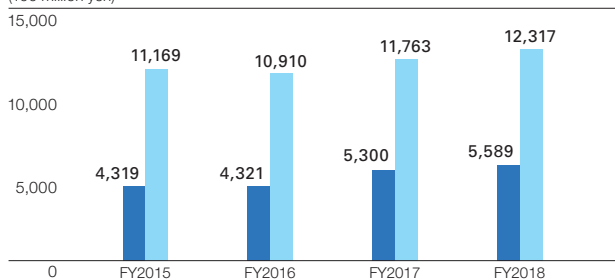
11

corporations

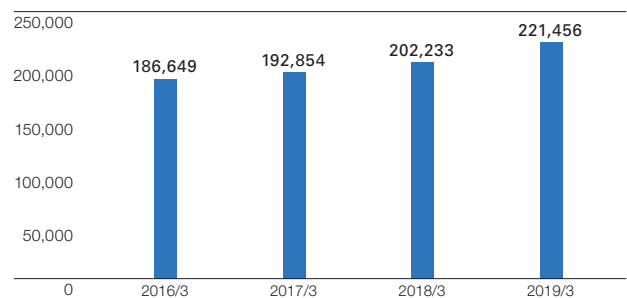


► Sales

■ Non-consolidated results of SWS ■ SWS Group results for harness business activities (100 million yen)



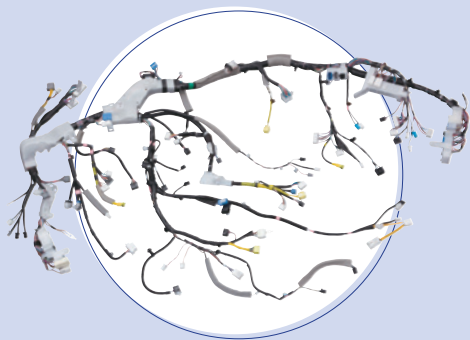
► Number of Employees Worldwide



Our Businesses and Products

The Sumitomo Wiring Systems Group is one of the world's leading companies in the production of wiring harnesses that connect various electrical devices and components to supply power and signals to every part of a vehicle. Through forward-looking research and development, we engage internationally in a diverse range of businesses and products related to our main product line, wiring harnesses for automobiles, as well as their application to other fields and technologies.

Wiring Harnesses for Automobiles



Wiring harnesses

The SWS Group's automotive wiring harnesses are used throughout the world. We have developed new technologies to keep pace with the evolution of the automobile, meeting the diverse needs of our customers. Wiring harnesses that connect various components to transmit electric signals are the lifelines of vehicles. Our wiring harnesses, produced with a high level of technology, have been supporting the evolution of automobiles. Aluminum harnesses that reflect our successful efforts to significantly reduce weight have contributed to improved vehicle fuel efficiency. More recently, we have developed optical harnesses that enable high-capacity, high-speed data transmission and are thereby supporting the next generation of vehicles in a way that is unseen yet indispensable.

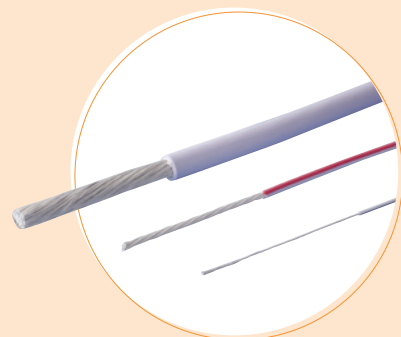


Aluminum harnesses



Wiring harnesses for sliding doors

Electric wires and cables for automobiles



Aluminum electric wires

We design the wires used in wiring harnesses to continuously evolve as we meet the needs for compactness, reduced weight, and high-speed and large-volume communications. Moreover, we proudly offer an industry-leading lineup of wire products that will consistently support connected cars with slimmer, lighter, and faster features.

Wiring harnesses consist of a bundle of wires, and each wire is responsible for carrying electric signals and energy used for starting the engine, lighting, meters and other vehicle devices.



High-voltage wires

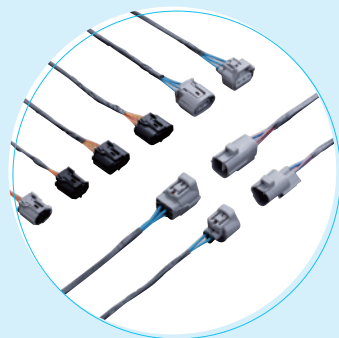


Slim electric wires



Shielded cables

Components for wiring harnesses



Sealed type connectors and waterproof connectors

Harness components used in connecting wires are available in a number of variations to deal with high temperatures, vibration, waterproofing, noise, and other severe conditions to which they are exposed.

Our harness components include waterproof connecting wires used in engine rooms and high-frequency connectors between antenna and on-board multimedia units. Additionally, they respond to the need for downsizing and highly reliable performance.



High-frequency connectors



Connectors for ECUs



Exterior equipment

In addition, as a total supplier capable of meeting the needs of the times, we offer a wide variety of products that contribute to the next-generation by establishing quality that customers can trust and by continuously improving the safety, comfort, and environmental performance of automobiles.

Electronic products



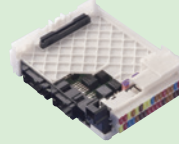
Central gateway ECUs

High-performance electronic components are increasingly indispensable alongside rapid progress in artificial intelligence for automobiles. We have developed a wide variety of electronic components to control vehicles electronically and strive to make them smaller and lighter by integrating parts that combine the functions of multiple components.

For example, we have developed a number of electronic components such as those that control smart entry systems for keyless operation and support the latest self-driving systems.



Body ECUs



JBs (junction blocks)



Infrared beacons

Products for HVs and EVs



Underfloor pipe harnesses

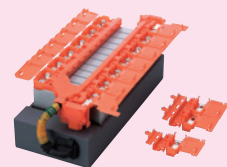
We contribute to ensuring the safety of HVs and EVs through the development of a variety of products, including under-floor pipe harnesses capable of handling a high voltage and large currents, which are indispensable for the increasing transition to electrically powered vehicles, as well as connecting components and peripheral devices. The use of aluminum piping enables these high-voltage harnesses to handle large currents and shield electromagnetic noise while reducing product size, weight, and cost.



High-voltage connectors



Standard charging connector and inlets



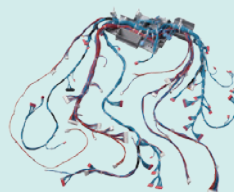
Voltage detection modules

Various wiring harnesses



Wiring harnesses for motorcycles

Wiring harnesses that transmit electronic signals and energy are used in many fields. We develop and manufacture harnesses for a wide range of needs, including motorcycles that require a high level of waterproofing, office equipment such as copiers and printers, and agricultural machinery with waterproofing and rodent resistance.



Wiring harnesses for office equipment



Wiring harnesses for agricultural machinery

CSR of Sumitomo Wiring Systems Group

We are committed to our eight priorities for CSR activities, including areas that can serve as centers and foundations for sustainable growth, as well as our roles as better corporate citizens, which will enable the SWS Group to realize its ideal image.

8 Priority Items in the Promotion of CSR Activities

- | | |
|---|---|
|  Strengthening and Promoting the Governance System |  Quality Control
Achievement of Globally uniform highest quality |
|  Strengthening and Promoting the Compliance System |  Global Environmental Conservation |
|  Developing, Strengthening and Promoting the Risk Management System |  Creation of a Vigorous and Lively Workplace |
|  Health and Safety
Commitment to the elimination of industrial accidents |  Contribution to the Local Communities |

Trust of stakeholders
(as a global corporate group)

The Ideal Image of What the SWS Group Wants to Become through CSR Activities

Globally Uniform Highest Quality

Global corporate group that offers Globally uniform highest quality

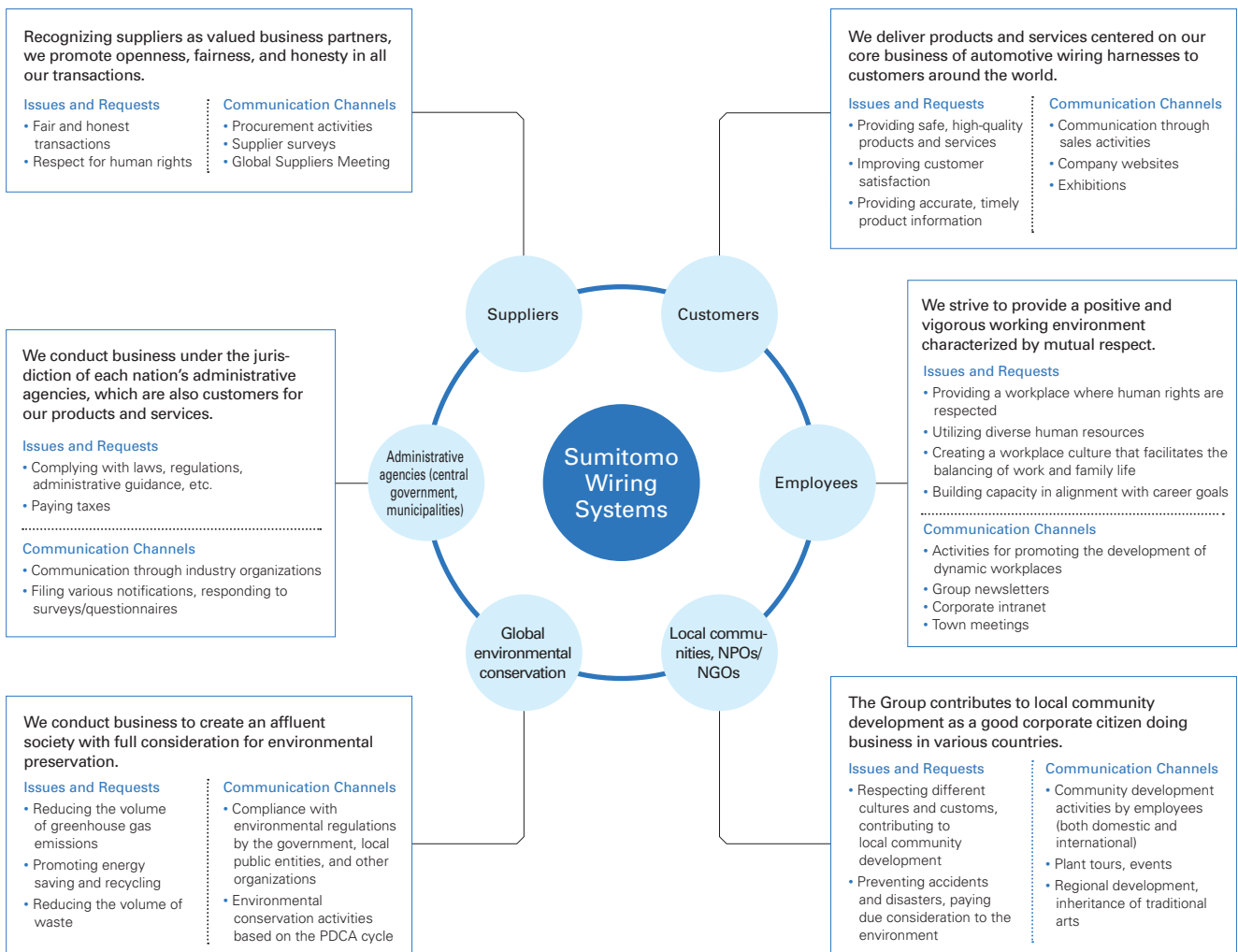
Trust, familiarity and accessibility

Global corporate group that is trusted by and familiar and accessible to the stakeholders

Living with local communities

Global corporate group that is rooted in and lives with local communities

Relationships with Stakeholders



CSR Promotion Structure

We are moving ahead with group-wide activities led by the CSR Committee, established in May 2010 and chaired by the director in charge of general affairs. Functions of the committee include reporting on and reviewing Group activities and providing support and guidance for future development. It also conducts public relations activities and public consultations and reflects related needs and information in action plans.

CSR Promotion System



Initiatives for the SDGs

The Sustainable Development Goals (SDGs) are a set of 17 goals and 169 targets to be achieved worldwide by 2030. Incorporated into the 2030 Agenda adopted at the United Nations Sustainable Development Summit in September 2015, the SDGs require that government and non-government sectors (companies and individuals) in all UN member states make collaborative efforts toward achieving them from 2016 to 2030. The SWS Group will contribute to achieving them as we endeavor to address social issues through our business activities.

SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD



[United Nations Information Centre/2030 Agenda \(Japanese Only\)](http://www.un.org/development/desa/dest/2030agenda/)
http://www.unic.or.jp/activities/economic_social_development/sustainable_development/2030agenda/

TOPIC

Contributing to Cambodia through Our Businesses Changing Approaches to Human Resource Development

Expected SDGs



Cambodia experienced a long period during which its educational system did not function adequately, partially due to circumstances such as its civil war and poverty. In addition, since agriculture is a key industry to the nation's economy, many people had little experience living in groups or working in organizations. It was therefore necessary to improve the basic academic skills and knowledge of employees toward the stable promotion of businesses as a company.

Sumi (Cambodia) Wiring Systems Co., Ltd. (SCWS), which manufactures wiring harnesses, has the in-house Sok Sabay School for educating new employees. Since it opened in 2013, the school programs have helped employees learn business manners and teamwork skills and improve their basic academic skills such as reading and writing as well as arithmetic. All local employees currently working at SCWS are graduates of Sok Sabay School, and those who qualified are now playing an active role as plant line leaders. The retention rate of new employees has also increased significantly compared to before the school opened, which has

contributed significantly to improving quality, productivity, expanding businesses, performance and in turn has led to a more stable income for employees. Additionally, SCWS is highly regarded in the local

community for its workplace environment and benefits.

Sok Sabay School, which has been serving in this key role, is undergoing transition. In Cambodia, the level of basic education has been rising. For example, the literacy rate has been increasing particularly among young people, which has required us to review the curriculum. Currently, the school offers a place to acquire professional attitudes and skills as members of society, playing a similar role as the new employee training in Japan. Providing this educational opportunity leads to achieving SDG 4, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all." We believe that this in return will improve employee benefits and create rewarding and stable employment, which will consequently drive business growth and contribute to the economic growth of Cambodia as a whole (SDG 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all").

The SWS Group believes that human resources capable of working as members of an organization and producing results are an indispensable element for the future growth of the country. We will continue to fulfill the responsibility and role with the belief that our efforts to develop human resources through our businesses will lead to the achievement of SDGs such as for industrial development, poverty reduction, and enhancement of the national power of Cambodia.





Strengthening and Promoting the Governance System

Strengthening and Promoting the Compliance System

We are reinforcing the foundation that sustains our Group while simultaneously seeking to enhance our compliance system in cooperation with suppliers.



GLOBAL MESSAGE



Fostering Compliance Awareness and Thoroughly Preventing Bribery

In Vietnam a new anti-corruption law was enforced in July 2019. Under this law, various obligations for compliance are also imposed on general private enterprises, further reinforcing our nation's anti-bribery efforts.

As the anti-bribery manager at SVAW, I check daily the contents of hospitality, entertainment, gifts, donations, and so forth in order to ensure thorough regulatory compliance within the company. I will continue to work at preventing bribery while fostering the compliance mindset of each and every employee through regular in-house training and other appropriate means.

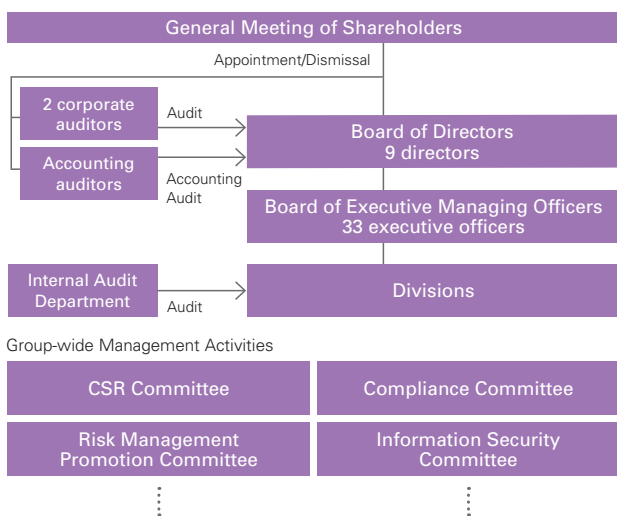
Guenbao Chin / Manager, General Affairs Department / Sumiden Vietnam Automotive Wire Co., Ltd. (SVAW) (Vietnam)

Corporate Governance System

Sumitomo Wiring Systems adopted the Executive Officer System to accelerate decision-making and enhance supervision and business execution.

The Board of Executive Managing Officers conducts preliminary reviews of key issues to inform the Board of Directors in its deliberations as the final decision-making authority. Two corporate auditors audit the business execution performance of the directors at SWS to ensure the soundness and adequacy of management. The auditors attend Board of Directors and other key meetings and also exchange information with the Internal Audit Department and accounting auditors to reinforce the effectiveness of our auditing.

► Corporate Governance System (as of June 30, 2019)



Compliance System

We established a compliance manual in 2005 as a set of guidelines for daily operations. Every SWS Group employee is expected to adhere to the guidelines in the spirit of acting under the highest ethical standards.

Compliance Committee meetings, chaired by the director

in charge of legal affairs, are held on a regular basis to reinforce this effort through the planning and implementation of measures that ensure business operations are being conducted legally and ethically and compliance risks are being identified, analyzed, and dealt with. We also developed a worldwide legal risk reporting system to obtain and understand potential or identified legal risks both quickly and comprehensively within each Group company and to act promptly when addressing them.

In February 2018, we modified the anti-bribery program so that now employees are required to obtain approval from the anti-bribery manager and anti-bribery secretariat prior to offering hospitality and a gift to government employees.

In fiscal 2018, we started special activities to prevent bribery as well. Every quarter, we monitor companies that frequently interact with government employees. In fiscal 2018, we monitored four companies in China, Vietnam, and the Philippines.

Compliance Training

For the SWS Group to earn the trust of stakeholders and realize sustainable growth, every employee must develop a compliance mindset and act as a good corporate citizen. In addition to annual executive training, we actively engage in compliance training and education tailored to the characteristics of each workplace by designating areas to be improved each year.

In addition, to ensure that employees are aware of their compliance obligations, we use our group newsletters to introduce topics related to compliance and discuss issues that can arise in the course of business such as anti-harassment, prevention of insider trading, and information leakage in social networking sites for new employees.

We also provide training for our overseas sites. Together with Sumitomo Electric Industries, we visit about ten overseas companies every year to provide training focused on the competition law and bribery prevention. Starting in fiscal 2019, we plan to conduct training on compliance and information leakage for managers at 21 business sites in Japan.

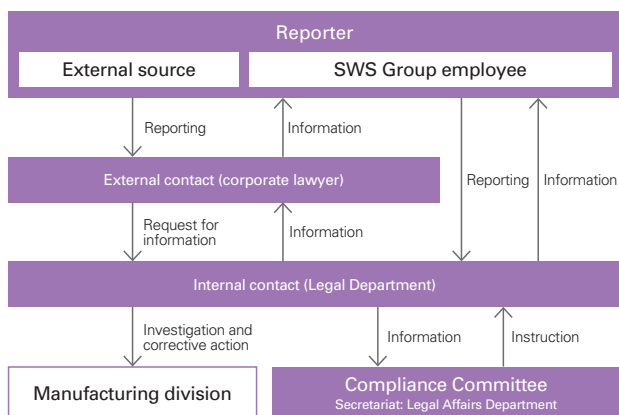
► Compliance Training (Fiscal 2018)

Type of Training	Sessions	Participants
Training for New Employees	1	162
Training for Mid-career Recruits	12	137
Position-based Training	16	652
Optional Training	14	548
Compliance Training on Competition Law and Anti-bribery Training	14	1,193
Total	57	2,692

Contacts for Compliance Reporting

Contacts for compliance reporting were established as an effective system for the early detection and correction of any incidents of legal or ethical non-compliance. To make filing reports easier, we set up an internal contact run by our Legal Department as well as an external contact operated by our corporate legal counsel. Reports of non-compliance are mainly investigated and handled by the Compliance Committee Secretariat. In fiscal 2018, 18 incidents (12 internal and 6 external) were reported, investigated, and otherwise appropriately addressed.

► Compliance Reporting



CSR Procurement

Sumitomo Wiring Systems is closely collaborating on the global stage with suppliers who are valued business partners by emphasizing openness, fairness, and equitability under our procurement policy. Along with our purchase agreement that includes clauses on CSR procurement and the exclusion of antisocial forces, we have distributed our CSR Guidelines for Suppliers, clearly stating our expectations and requests to our main suppliers, and continue to keep them informed.

In fiscal 2019, we will revise our purchase agreement in accordance with the relevant laws and regulations and start a survey of 132 companies in Japan on CSR procurement. The survey will be rolled out to overseas sites, and suppliers will receive guidance and audits based on the results.

► Procurement Policy

Our procurement activities reflect our commitment “Connect with the Best” and are conducted under the following policies.

- 1 Provide open and fair opportunities
- 2 Adhere to basic principles of mutual understanding, mutual reliance, and mutual enlightenment
- 3 Establish global partnerships
- 4 Ensure legal compliance
- 5 Promote green procurement

Efforts to Strengthen Compliance with the Subcontract Act

We have implemented initiatives to strengthen and promote appropriate transactions with our subcontractors in line with the revised Subcontract Act Operation Standards and revised promotion standards under the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises, which details rules concerning transactions between subcontracting companies and subcontractors governing price determination, cost bearing, and payment conditions.

We also raise employee awareness of legal compliance by assigning persons in charge of promoting compliance with the Subcontract Act in each workplace and providing company-wide training on the Subcontract Act six times a year.

As for a payment method, we have for all subcontractors established a mechanism requiring that cash payments be made within periods shorter than those stipulated by law. In fiscal 2019, we started to bear the costs of the disposal and storage of molds no longer used by subcontractors.

Communication with Suppliers

Sumitomo Wiring Systems convenes an annual Global Suppliers Meeting to promote mutual trust with suppliers.

A total of 164 participants from 116 companies in 7 countries attended our April 2019 meeting. We provided an overview of our business environment of our harness business, shared our procurement policy and key measures, and requested the active commitment and initiative of our suppliers to make sure everyone was on the same page. The meeting also included an award ceremony recognizing outstanding suppliers based on a comprehensive evaluation conducted from standpoints including quality, cost, and delivery (QCD). Seven companies were recognized as outstanding suppliers for fiscal 2018.

Voice



Striving to Become a Global Company Offering an Impressive Array of Products

Gojiro Sannomiya
President, Fineplas Co., Ltd.

We deliver molded and assembled products such as connectors and relay boxes used in wire harnesses to customers across the world, including Japan, China, and Thailand.

The year that Sumitomo Wiring Systems celebrated its 100th anniversary also coincided with our 50th anniversary and the beginning of our new journey into the next 50 years.

At the 2019 Global Suppliers Meeting, we received the “excellent delivery” award and were asked to bring greetings as the representative of award winners, which was a significant honor for us.

Sumitomo Wiring Systems has always given us a great deal of guidance on QCD activities, and we will continue to work with the company to strengthen our governance and compliance systems.

The demand for work style reform and legal compliance has also been recently increasing for small and medium-sized enterprises, and we are working to enhance our internal training and increase compliance awareness of each and every employee.

We appreciate your continued guidance and support.



Developing, Strengthening and Promoting the Risk Management System

Relevant SDGs



We are strengthening our internal Group system to build a robust organization founded on all-inclusive risk management.

GLOBAL MESSAGE



Enhancing Supply Chain Management

Our business cannot exist without various parts provided by suppliers. We are therefore strengthening our supply chain management to understand the impact of risks, including the recent examples of natural disasters. By creating a database of locations, such as parts production plants, of nearly 300 major suppliers, we can promptly check their safety and impact on parts supply when risk occurs. The number of new suppliers we do business with has been increasing every year, so we update the database annually and share it with the related business divisions. Through these efforts, we will minimize the impact of risks and contribute to creating an integrated system with business divisions for ensuring a stable supply of products to our customers.

Hirohiko Sakamoto / Procurement Planning Department / Sumitomo Wiring Systems (SWS) (Japan)

Risk Management Basic Policies

Within the framework of the Sumitomo Wiring Systems Group Basic Principles, the Risk Management Basic Policies clearly stipulate corporate policies that require us to give priority to human life; to strive to improve quality, secure safety and ensure a stable supply of products; and to maintain good relationships with stakeholders, including customers and local communities.

We have identified five major areas (Promotion System Management; Risk Communication; Preventive Risk Management; Crisis Management; Overseas Safety Measures) where we will make comprehensive efforts under our corporate risk management system.



Risk Management System

We established the Risk Management Promotion Committee under the Risk Management Committee, with the Risk Management Office as its secretariat. In addition, we assigned risk managers to each division and domestic manufacturing subsidiaries and risk management staff to each department to promote risk management efforts.

With the cooperation of these risk managers, we conducted a risk inventory at 40 overseas Group companies by fiscal 2018 and formulated risk countermeasures,

► Risk Management System



including a BCP*1 for high-priority risks.

We also compiled risk-related information and shared with domestic and overseas group companies the actions to be taken in the event of an accident. In addition to daily risk management activities, we are developing a system that allows all our employees to work together to address crisis situations.

We will continue to strengthen our risk management by regularly conducting group-wide risk inventories, reviewing the BCP, and implementing ongoing measures to address high-priority risks.

Analysis and Countermeasures for Global Risks

Sumitomo Wiring Systems operates businesses in 32 countries around the world, which exposes the company to natural disasters such as earthquakes and typhoons, political risks such as social instability, labor risks such as compliance violations and other types of risks that require our careful consideration of several scenarios and countermeasures on a global level. Recently, IT risks such as remittance frauds, cyber-attacks, and information leakage have become more common overseas. To address such a wide range of risks, we have formulated and implemented the Risk Management Guidelines, which can be applied throughout the company, including our overseas Group companies.

In accordance with these guidelines, we will continue to conduct risk inventories to identify the risks that overseas

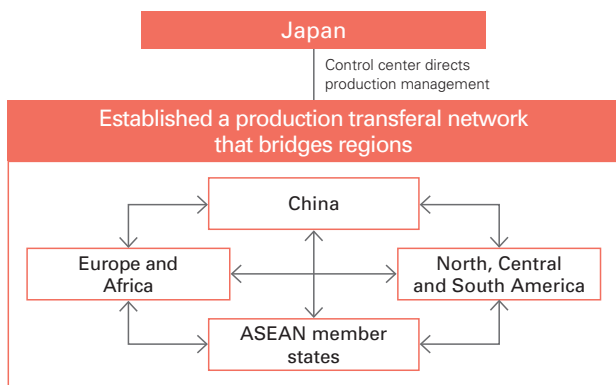
subsidiaries face, assess the risks of each country and region, and develop and implement risk countermeasures.

In addition to the prompt sharing of information on apparent risks and implementation of countermeasures, we strive to prevent risks by regularly deploying risk-related information to relevant personnel.

In our wiring harness business, which is our main business, we endeavor to ensure continuity of production and supply even in times of crisis. For example, if production is suspended at some of our overseas plants, the production control center in Japan directs the disrupted production to be carried out at other locations.

We will further strengthen our Group-wide management and build up a system that is more responsive to customer requirements.

► Production Control System



Initiatives in Fiscal 2018

To increase the resilience of the entire Group to risks, we strengthened our internal systems through efforts such as developing and reviewing our BCP, conducting training, formulating manuals, and improving our information security measures so that we can promptly collaborate between departments in the event of an emergency.

BCP

Our BCP is annually reviewed to sustain key operations, even in the event of a crisis such as a major earthquake or outbreak of a new influenza. We have also been conducting evacuation/disaster drills in anticipation of a major Nankai Trough earthquake and distributing a tsunami evacuation manual for employees.

In fiscal 2018, we conducted evacuation drills in anticipation of a major earthquake, at a location that is not our normal workplace and during a business trip. During the drills, we practiced how to operate the safety confirmation service linked with the security company and other necessary actions to improve our response in a situation that simulated actual disaster scenarios.

To strengthen independent preparedness for disasters at each business site, we created and implemented new BCPs for the Yokkaichi, Kanto, Suzuka, and Tsu plants.

In addition, we revised the swine flu control manual for the first time in ten years since 2009. We implement a thorough crisis management by formulating the necessary procedures for the business continuation and early recovery in case of a swine flu outbreak by preventing the spread (pandemic) to our employees.

Voice



Improving Emergency Preparedness through Emergency Drills with Different Scenarios

Matoshi Takasaki
Global PIKAPIKA Center,
Wiring Harness Production Division
Sumitomo Wiring Systems (SWS)

We are currently building and strengthening a risk management system. By addressing each issue identified in the Disaster Imagination Game, we are also working to create a BCP manual and maintain equipment that can actually be used in case of emergency. As an example of disaster preparedness, we distributed a disaster supplies kit (containing a helmet, flashlight, whistle, and raincoat) to all employees so they can evacuate safely at night or in the rain.

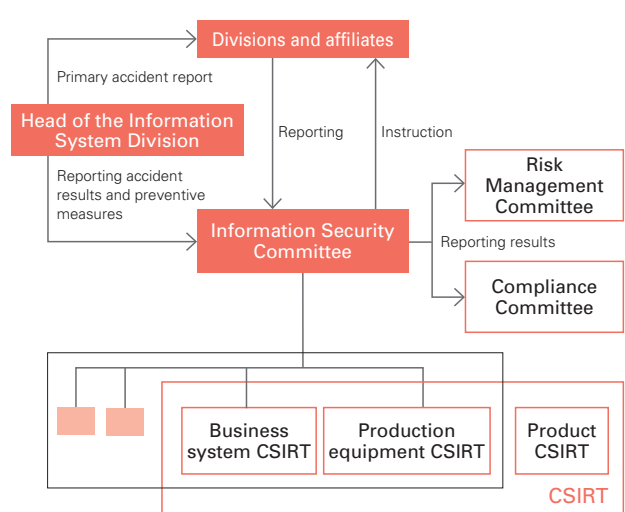
Life safety is always the highest priority in an emergency. We will continue our efforts to improve our preparedness in order to ensure our safety in any emergency situation.

Information Security Measures

We recognize the importance of proper protection and management of information assets in our operations and have the Standards for Information Security Countermeasure, which defines our organization and information management methods for ensuring security information based on our stance stated in the Information Security Policy. For responding to accidents, we have established a system that allows us to quickly investigate, analyze, and address the incident, mainly using the CSIRT*2, which is capable of swiftly assessing and dealing with information security-related occurrences.

In fiscal 2018, in view of recent and seemingly more frequent cyber-attacks, we investigated the status of computers used in all domestic and overseas companies and implemented basic measures. We also regularly conduct training related to targeted email attacks. Going forward, we will take full measures for facilities in plants that require ICT.

► Information Security System



Glossary

*1 Business continuity plan An action plan formulated in anticipation of an unforeseen event such as a disaster or accident and intended to minimize impact on important operations so that business can be quickly recovered and resumed if interrupted.

*2 Computer Security Incident Response Team



Health and Safety

Commitment to the elimination of industrial accidents

Relevant SDGs



We thoroughly comply with the "Safety is our top priority" philosophy and perform comprehensive health and safety activities to ensure that employees can work with a sense of security.

GLOBAL MESSAGE



Committed to Fulfilling Our Mission of Global Achievement of Zero Accidents

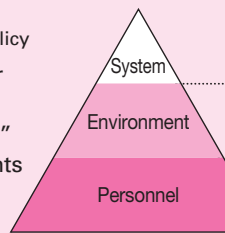
Recognized for our successful achievement of workplace safety with no accidents for more than eight years, we support the safety operations of SWS at all business sites in Mexico. We are confident that by continuing our efforts to strengthen workplace safety management toward eliminating all unsafe conditions and by training our employees to prevent unsafe behavior, we will be contributing to the achievement of zero accidents worldwide. We believe that zero accidents is possible if the entire Group works as a team to ensure thorough safety management. I am proud of my work and will continue to do my best to protect the safety of our employees.

Myra Ontivelos / Group Manager / Conductores Tecnologicos de Juarez, S.A. de C.V. (CONTEC) (Mexico)

Philosophy and Policy

With "Safety is our top priority" as the foundation of our business, the SWS Group strives to secure the health and safety of its workers with a spirit of respect and rigor that affords no opportunity for industrial accidents. We will strive to achieve zero accidents by following our Safety Activity Policy, shown below.

- ▶ Safety Activity Policy
- 22VISION: Foster a safety culture
- Achieve "zero" risks and accidents



Safety management system

Enhance each company's organizational strength and educational system

Safe environment

Implement the 3S+3D Safety Activity and establish a safe environment for buildings, equipment and work

Prevent unsafe actions (education and training)

Adhere to standards and raise safety awareness (Po-Ke-Te-Na-Shi and the 3 Rules)

Strengthening the Global Safety Management System

To strengthen the safety management system at the global level, we divided the world into eight regions to reinforce regional collaboration. In Mexico, CONTEC serves as a safety management company that conducts audits, training, and onsite guidance for five domestic companies. Moreover, we started providing information and onsite guidance to Paraguay in South America. Going forward, we will work to strengthen collaboration between ASEAN countries as well as regions in China.

Focusing on Raising Global Awareness

Most of the industrial accidents that have occurred in the SWS Group happened during non-core tasks such as transport, maintenance, and cleaning as well as due to human error such as tripping or falling while walking. We conduct a number of awareness-raising campaigns as a countermeasure to the recent increase in injuries caused by tripping or falling while walking or engaging in unsafe behavior. In fiscal 2018, we implemented the 3S+3D Safety Activity to ensure that all our employees worldwide are complying with the Group-wide safety rules. To ensure thorough implementation of the "3D" (designate position, designate materials, and designate quantity) for proper storage in addition to the 3S method (sorting, setting-in order, and shining), we translated the

campaign pocket cards into 23 languages and distributed them to each company. The campaign demonstrates a basic concept for safety training at new sites and new employee training. At selected manufacturing sites in Japan, we also conducted the prototype "Safety Monitoring" campaign, which encouraged onsite workers to warn and inform each other of any unsafe situation or behavior. As a result of this campaign, the workers have become more aware of dangers and are following safe work practices. In fiscal 2019, we will conduct the campaign at our overseas locations.

We have launched the new "Be-Safe Project" to address the occurrence of major accidents and near-miss incidents involving equipment. We intend to eliminate equipment-related major accidents such as those involving the collapse of parts of building structures or electrical shock by systematically conducting equipment and building safety training for equipment safety leaders and personnel and rebuilding the safety system for all equipment and buildings, both old and new.



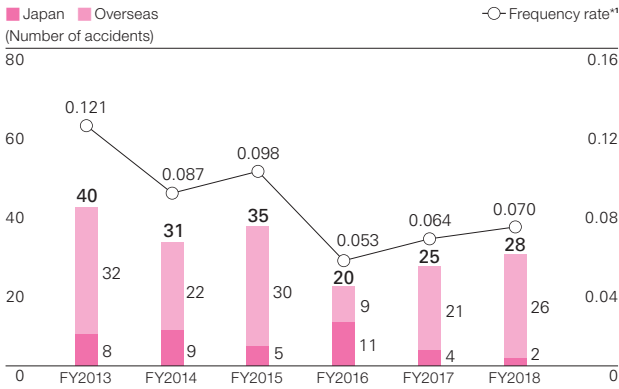
Pocket card in various languages

Global Industrial Accident Statistics

In fiscal 2018, the number of industrial accidents was 2 in Japan and 26 overseas, representing an increase from fiscal 2017.

To strengthen our health and safety management system further, we will continue our efforts to prevent the recurrence of industrial accidents through measures such as analyzing the underlying factors for each accident and revising programs for workplace equipment.

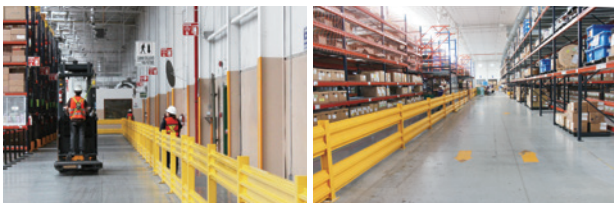
Global Industrial Accidents Trend



Strengthening Safety Measures for Forklift Operators

Most transport work undertaken at our workplaces requires a forklift, and forklift-related accidents can be fatal. With this in mind, we have been actively strengthening safety measures for forklift operators since fiscal 2014 in order to eliminate such accidents. Measures include the separation of work areas and the assigning of different work hours for regular workers and forklift operators so that they are not present at the same time.

In fiscal 2019, we have been working toward the complete separation of forklift operations from walking areas while also reviewing global standards and starting to review the situation at all sites.



Separating forklift operations from walking areas

Equipment Certification

Since the introduction of a safety certification program for our production equipment in 2012, a risk assessment and safety confirmation are required for all areas where equipment is used. In fiscal 2016, we started reviewing our 18,778 units of production equipment installed prior to mandate so as to confirm compliance with the current safety standards. We expect to finish reviewing all the equipment by the end of fiscal 2019.



Certification Sticker

Safety Assessment and Measures for Buildings

Since the number of buildings and facilities aged 20 years or above is increasing across the entire Group, a simultaneous survey on structural damage in buildings and common facilities was conducted at 105 sites in 75 companies. The urgency level was closely examined in four stages, and 416 cases were assessed as “urgently requiring repairs” and “requiring repair or modification plans.” We completed repairing 99.8% of these structures by the end of fiscal 2018.



Before (left) and after (right) repair

Health Initiatives

Under the health philosophy of the Group, which states “the health of each employee is a prerequisite for a lively company,” we strive to prevent health hazards and maintain the physical and mental health of our employees. To promote these activities, occupational health staff are stationed in the Human Resources Department at the SWS head office as well as in each region to establish the foundation for promoting health activities in cooperation with relevant personnel.

Specifically, we support the health of our employees by raising awareness through such initiatives as mental health promotion and prevention training; activities to improve the workplace environment in relation to employee stress levels; the Health Promotion Challenge, in which employees work in small groups to prevent life-style diseases; and health festivals.

As a measure against passive smoking, we have been promoting efforts to create a pleasant work environment for both smokers and non-smokers. In recognition of these efforts, we were certified as a Health and Productivity Management Organization (for the large enterprise category (White 500)) in fiscal 2018 by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi.

Employee Health Status (FY2018) and Results of Initiatives

Category	Items	FY2017	FY2018
Regular medical checkups	Overall rate of abnormal findings	61.1%	58.5%
	Rate of those who exercise regularly*	18.8%	30.9%
Stress checks	Response rate	89.6%	91.8%
	Rate of those experiencing high stress	11.7%	10.5%
Health maintenance and improvement	Rate of smokers	31.4%	29.7%

*Percentage of people who walk or perform equivalent physical activities for more than one hour per day on a daily basis.



Glossary

*1 Frequency rate: The number of fatalities due to occupational accidents per million hours worked, indicating the frequency of accidents.



Quality Control

Realization of Globally Uniform Best Quality

Relevant SDGs



Under the global production system across 32 countries, we will challenge for improvement of quality control activities across the company to realize globally uniform best quality.

GLOBAL MESSAGE



Establishing a Quality Control Foundation to Withstand Environmental Changes

With the urbanization of Wuhan in China, two new plants began operating within the last three years. Product quality declined, however, as a result of rapidly increasing the production workforce over a short period. To address this, we began quality improvement activities focused on two themes. The first was to establish a quality improvement team so as to prevent repeated defects. Expert members accurately made analysis and implemented countermeasures based on the principle of “three actuals” for defects caused by multiple factors and also strived to eliminate defects. The second theme was to strengthen 3 Point Control in order to prevent defects. Since 70% of defects were caused by poor on-site management, we worked to strengthen control accuracy and expand the system by effectively utilizing the SWS training program. As a result, there have been no customer complaints for three consecutive years and the in-process defect rate has been reduced by half from the worst level. We will continue to adapt to environmental changes as a means of contributing to the safety of the automobile society.

Tian Ye / General Manager, Harness Manufacturing Division / Wuhan Sumiden Wiring Systems Co., Ltd. (WSHW) (China)

Quality Policies

22VISION Make our quality No.1 in the world and obtain customers' best evaluation

- ① Strengthening manufacturing power by own process assurance activity
- ② Pursuing best quality in the world by establishing mechanism
- ③ Improving manufacturing sites' strength with ability of forestalling control and recognition

Measures for Achieving 22VISION

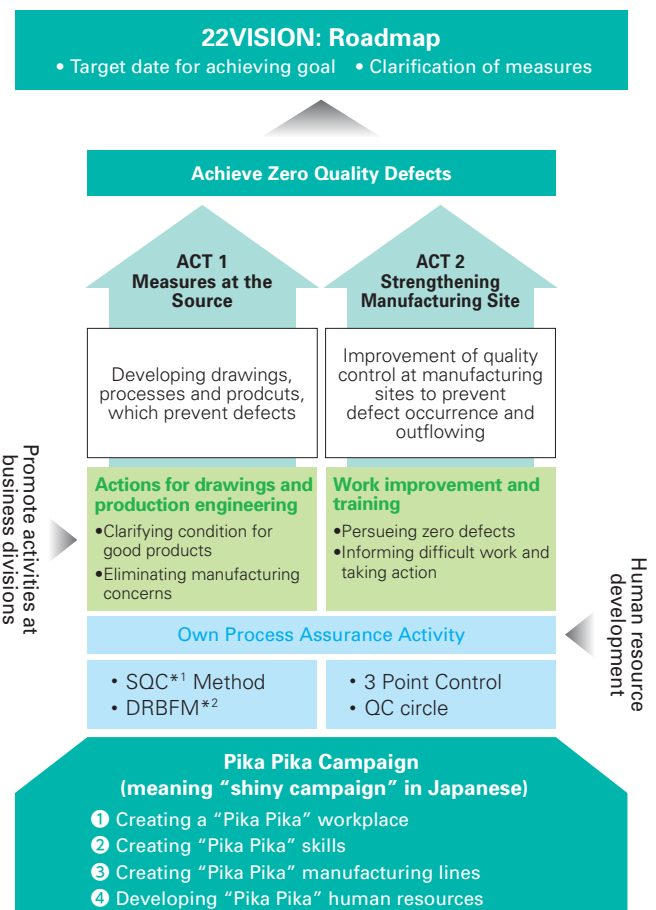
Deepening the Own Process Assurance Activity

The SWS Group places a high priority on actions for improving quality toward achieving zero quality defects and promotes the “Own Process Assurance Activity” as the foundation of this effort. ACT1 focuses on measures at the source while the design division creates designs without any elements that could cause a quality defect to prevent it. ACT2 strengthens the capabilities of the manufacturing site, and the production engineering division establishes equipment and processes, which do not allow defects to proceed to the next process by making processes that cannot make defects and accurate identification of them. Moreover, the manufacturing division develops and operates systems that prevent defects regardless of any change point.

To prevent defects, we thoroughly implement 3 Point Control: (1) change point control, (2) abnormality control, (3) work compliance control at manufacturing sites, and visualize them. We define design changes volume increase, and changes of people, equipment, materials, methods and so on as change points and those which may lead to defects, such as quality abnormalities of equipment or materials, and blackouts as abnormalities. As to work procedure and work compliance, we monitor each employee and seek to identify the cause of any non-compliance to improve our standards, jigs and tools, and design.

With 22VISION as well, we will continue to strive for zero quality defects by thoroughly pursuing ACT1, ACT2, and 3 Point Control.

► Priority Actions Related to Quality Improvement



Human Resource Development

Most of our wire harnesses, which are our core products, are manufactured overseas. To realize “globally uniform best quality” as a company quality department under these circumstances, we will conduct practical on-site training for quality improvement at overseas manufacturing sites.

Specifically, we provide quality improvement training to the leaders of the local manufacturing and quality assurance divisions to eliminate any recurring in-process defects. At first, we conduct quality improvement training focusing on analysing factors with actual products at the actual site. After completing the training program, we aim to achieve quality targets and quality improvement through developing improvement methods at each site by following up voluntary improvement activities in which leaders take on roles of trainers.

Currently there are 25 people being trained at our sites in Europe (Morocco, Romania and Egypt). This is leading us to establishment of the foundations for quality improvement and the spread of related activities at each location.

In fiscal 2014, we started providing training programs, mainly in Europe, where product quality had at first been stagnant, and we expanded the programs to Mexico in the Americas in fiscal 2018 based on this achievement. To achieve further global expansion, we will systemize this program so that it will be applied not only in Europe and the Americas but also in China and ASEAN countries.

Voice



Improving Quality by Developing and Continuing Improvement Activities

William Ocampo
General Supervisor
Quality Assurance Department
Sumitomo Electric Wiring Systems, Inc. (SEWS)
(Mexico)

Joining improvement activity in small groups in accordance with SWS methods dramatically expanded my knowledge. I believe that the participation of various departments also helped our company as a whole to raise quality awareness and acquire improvement skills to investigate causes and to solve problems.

While we expect the impact of this activity to keep spreading as it is implemented throughout the company, we also think that the key objective is to decrease the quality cost and improve customer satisfaction by reducing defects.



On-site quality improvement training

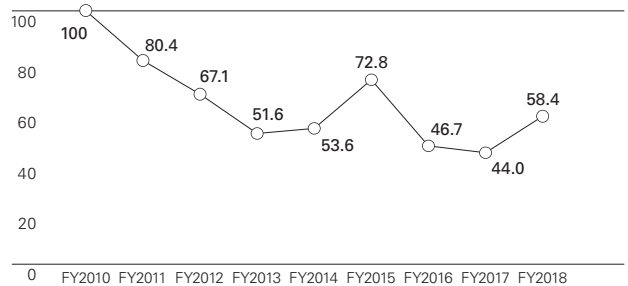


Quality improvement class

Special Quality Improvement Activity

The SWS Group strives to improve customer satisfaction. In fiscal 2018, the number of complaints we received has been increased, mainly because quality at sites outside Japan got worse, due to the higher number of new orders and product switching. While we promote improvements of sites with stagnant quality, which is a priority quality action of 22VISION, we will launch a quality project with overseas plants and promptly incorporate improvement measures in accordance with the on-site instructions. We also have quality meetings for each region and customer and clarify who is in charge to strengthen forestalling control. In addition, we will continue efforts to improve our quality control system to ensure there are no delays or deficiencies when preparing for the production of new products.

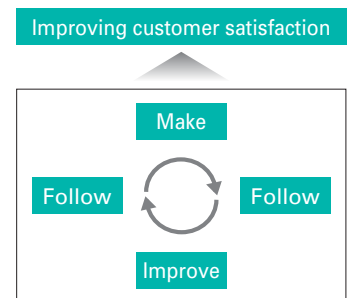
▶ Number of Complaints (Indexing the Base Year of Fiscal 2010 as 100)



Priority Quality Actions in Fiscal 2019

We will continue to implement a variety of actions in fiscal 2019 that emphasize quality assurance under our quality code of conduct; thoroughly controlling the quality in own processes to secure the safety for both drivers and pedestrians and guarantee the safety of motorized society.

We will realize zero quality defects and strive to improve customer satisfaction by thoroughly implementing our action guidelines of “Make / Follow / Improve / Follow the rules.” This involves thoroughly implementing ACT1 measures at the source to create drawings without factors of defects, ACT2 for preventing the occurrence of defects at the manufacturing site, and investigating root causes while following the drawings based on 3 Point Control.



Evaluation from Customers

Over the years we have consistently sought to provide high-quality products that earn customer trust. This has resulted in the high regard of our customers around the world, and we received 44 awards in 12 countries in fiscal 2018. We will remain committed to delivering products that consistently earn the trust of customers.

Glossary

*1 Statistical Quality Control

*2 Design Review Based on Failure Modes is used to prevent problems before they happen by learning from failures.

Pika Pika Campaign for Achieving Globally Uniform Best Quality

To achieve Globally Uniform Best Quality with the highest product appeal, we promote our Pika Pika Campaign, which is fairly self-explanatory for our employees. The campaign represents our basic manufacturing principle, developed based on the idea that creating a Pika Pika (shiny) mind, actions, skills, equipment, and worksites leads to Pika Pika products. The campaign is composed of four elements: PK evaluation, G-STARS*1, human resource development, and HAI-Q*2 activities for quality improvement, leveraged by the other three elements, to achieve zero defects.

Our annual PK evaluation involves having those in charge of quality at headquarters visit all our overseas plants and checking and evaluating each manufacturing process with local employees over a three-day period. It is intended to accelerate improvements at each plant by clarifying weak points.

Over 1,500 items are used for evaluation, which is revised every year. In fiscal 2015, the evaluation, initially based on an overall score system, was revised and improved so that it would assess the degree of achievement in safety (S), quality (Q), and productivity (P).

G-STARS is a standardized set of basic skills required by all employees as well as special skills needed for each work process. We annually hold the Skills Competition to increase employee motivation as a means of further developing their skills, and outstanding operators from around the world gather to compete in their respective areas of expertise.

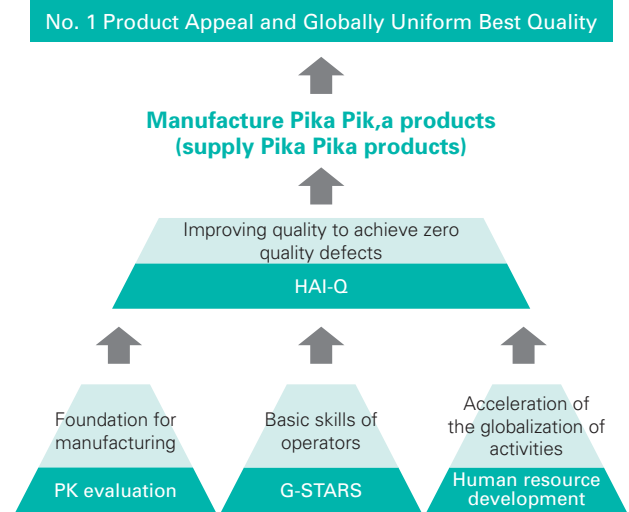
As part of our human resource development efforts, we are working to develop master trainers who train the leaders of each plant in line with the characteristics of each country. HAI-Q, an initiative to achieve zero defects within all our processes, involves stopping a production line each time a defect occurs in order to identify its cause.

Through these efforts, we promote the Pika Pika Campaign every day to ensure that employees are always working to their full potential.

Glossary

- *1 Global Skill Training and Recognition System
- *2 Harness Innovation Quality

Basic Concept of the Pika Pika Campaign



G-STARS Conducted at Our Overseas Plant



Skills Competition Contestants in Wire Harness Division



Assembly Division



Appearance Inspection Division



Cutting Pressure Self-inspection Division



Processing Maintenance Division



Wire Harness Division contestants at the Skills Competition



Global Environment Conservation

The SWS Group recognizes its significant impact on the environment and will continue working toward realizing a sustainable society in harmony with the environment by operating clean factories that contribute to a brighter future.

Relevant SDGs



GLOBAL MESSAGE



Water Recycling of Treated Wastewater through Sewerage Treatment Facilities to Conserve Natural Resources

We have constructed and operate three sewerage treatment facilities to ensure that the water we generate is properly collected, treated, and discharged in compliance with government-mandated regulations. Moreover, we reuse treated wastewater for gardening, toilet flushing, and fire hydrant systems on a daily basis as part of our corporate social responsibility. This also supports the SEI Group's theme of "Environmental 22VISION: Accomplish Action ECO-22V." We are committed to operating environmentally friendly production by creating programs that reduce the adverse effects of production activities.

Alvin M. Libnao / Supervisor/Pollution Control Officer / Human Resources & Admin. Department / International Wiring Systems (Phils.) Corp. (IWSP) (Philippines)

Environmental Management

Environmental Preservation Principles

Basic Principles

The SWS Group shall implement business activities to create an affluent society with full consideration for environmental preservation.

Environmental Preservation Action Guidelines

- ① Make efforts to develop and improve eco-technology (also known as "green engineering") in every field of product planning, development, design, manufacturing methods, production, logistics, usage and disposal aiming at product manufacturing, with consideration given to influence on ecosystems and protection of resources.
- ② Determine self-imposed restraints to reduce impact on the environment, in addition to observing environmental regulations by the government, local public bodies and other organizations.
- ③ Conduct an environmental audit to check the progress of environmental preservation plans and job performance levels in order to maintain and improve the level of environmental management.
- ④ Improve environmental awareness in the SWS Group, including overseas sites, and promote environmental preservation activities through communication with local communities.

Environmental Slogan

Clean Factory For The Future



Environmental Management System

In fiscal 2017, the Sumitomo Wiring Systems Group reviewed and reorganized its environmental management system (EMS), which had been centered on an environmental subcommittee, overseas companies, and four domestic areas, into a system led by business departments, with each assigning its own environmental management officer. In response to the revised ISO 14001:2015, we have encouraged certification at overseas bases that have yet to comply with certain global environmental standards. In fiscal 2018, we established international environmental standards and reviewed the status of compliance.

Environmental Management System Chart



*Hybrid Mobility

Environmental Audits

We conduct environmental audits to ensure that the environmental management systems of our domestic group companies are being appropriately operated and maintained in accordance with ISO 14001.

The fiscal 2018 audit found no instances of non-compliance throughout the company.

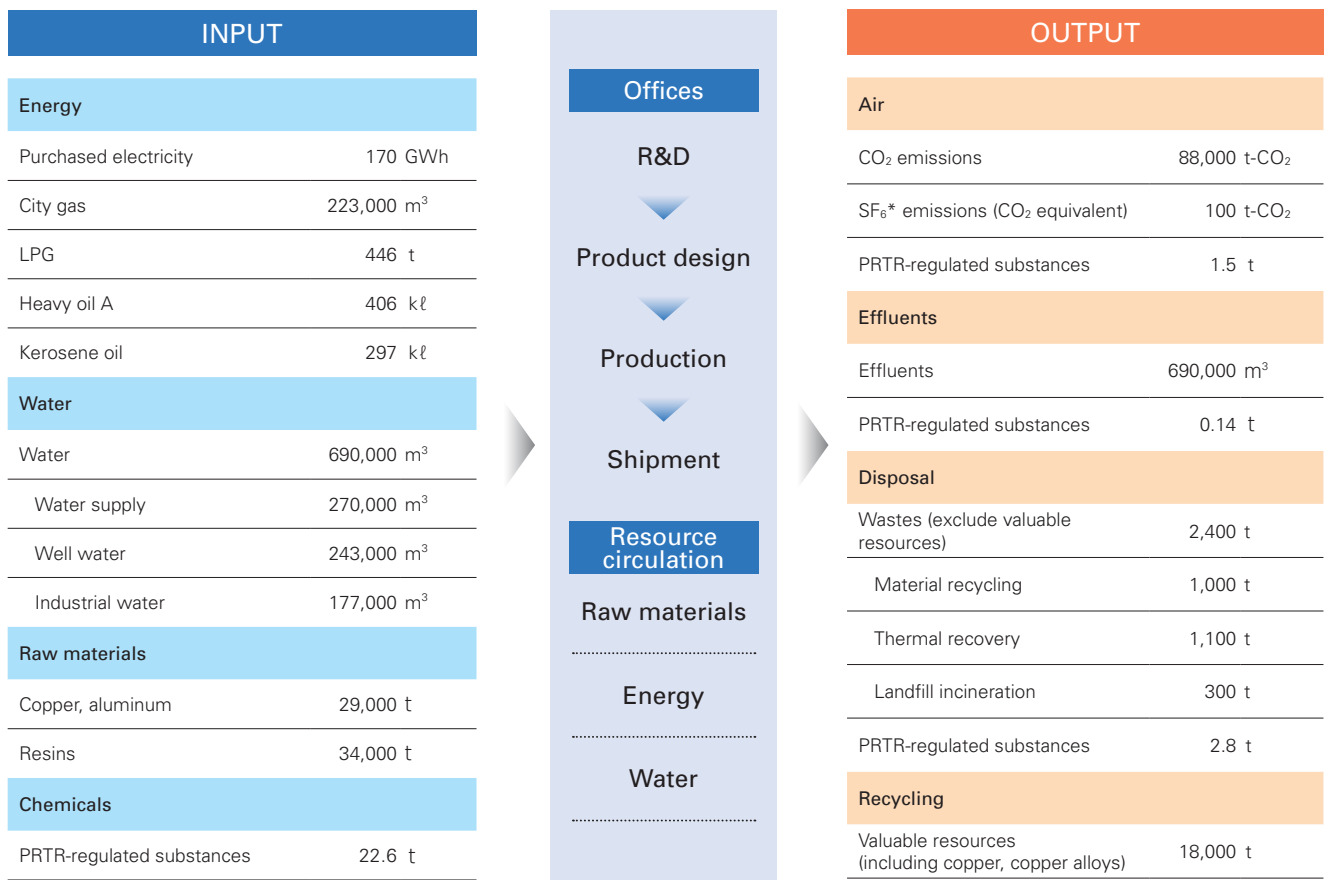
Legal Violations and Environmental Accidents

In fiscal 2018, no legal violations or environmental accidents (those for which administrative guidance, recommendations, or a fine are received) occurred across the Group. To ensure thorough legal compliance, we will continue to conduct on-site reviews in addition to compliance training at each site.

Environmental Education

Environmental management depends on developing the environmental awareness and knowledge of each and every employee. We provide a number of environmental education programs for each employee type and level, including new employees, transferees from other regions, and candidates for internal auditors.

Material Balance (in Japan) (FY2018)



*Sulfur hexafluoride

SWS Group Environmental Action Plan

The SWS Group has sought to cultivate stronger relationships with the global community toward reducing environmental impact at every stage of the product life cycle, from development to disposal. In fiscal 2018, we introduced the Action ECO-22V campaign of Sumitomo Electric Industries, Ltd. to implement environmentally sound activities through our business.

▶ Action ECO-22V Campaign (FY2018–FY2022 Targets)

Action ECO-22V FY2018–FY2022, Base Year: FY2017		Scope of Application	FY2018			FY2022 Targets
			Targets	Results	Evaluation	
Prevention of global warming (CO ₂ reduction)	Reduce CO ₂ emissions	Global	Reduce by 0%	Reduced by 1.4%	●	Reduce by 0%
	Reduce energy consumption per unit*	Global	Reduce by 1%	Reduced by 4.0%	●	Reduce by 5%
Promotion of resource saving and recycling	Reduce waste per unit*	Global	Reduce by 1%	Reduced by 2.4%	●	Reduce by 5%
	Reduce water use per unit*	Global	Reduce by 1%	Reduced by 5.3%	●	Reduce by 5%
Expansion of environmentally sound product range	Increase ratio of environmentally sound products in sales	Japan	90%	83%	△	95%
Zero legal violations and environmental accidents			0	0	●	0

●: Target met △: Target unmet (improved from previous year) ×: Target unmet (declined from previous year)

*Production unit

Prevention of Global Warming

SWS Group Global Greenhouse Gas Emissions

FY2018 target ▶ 0% reduction from FY2017

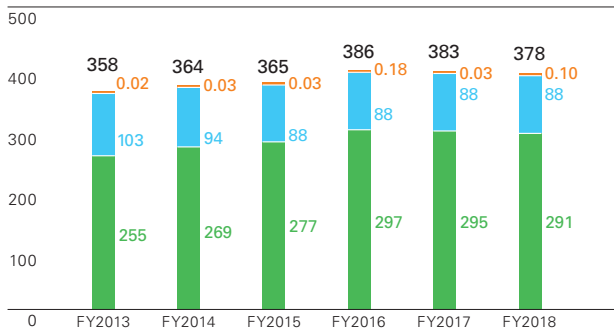
FY2018 result ▶ 1.4% reduction from FY2017

The SWS Group acknowledges the urgency of taking action to prevent global warming and is moving forward in a concerted effort to establish clean factories.

In fiscal 2018, we set a target to prevent GHG emissions across the entire Group from increasing compared to the fiscal 2017 level, and the target was achieved by reducing emissions by 1.4% (3.78 million tons).

▶ Greenhouse Gas Emissions (Global)

■ SF₆ (Japan) ■ Japan ■ Overseas
(Thousand t-CO₂)



*For improved accuracy, the values of the previous fiscal year have been revised.

*We switched to absolute value evaluation.

Reduction in Per Unit Energy through Energy Saving (Manufacturing Companies in Japan and Overseas)

FY2018 target ▶ 1% reduction per production unit from FY2017

FY2018 result ▶ 4% reduction per production unit from FY2017

The energy consumption per production unit at both our domestic and overseas manufacturing companies fell 4% from fiscal 2017 as a result of energy saving efforts such as the installation of solar panels and updating equipment, thereby meeting the target.

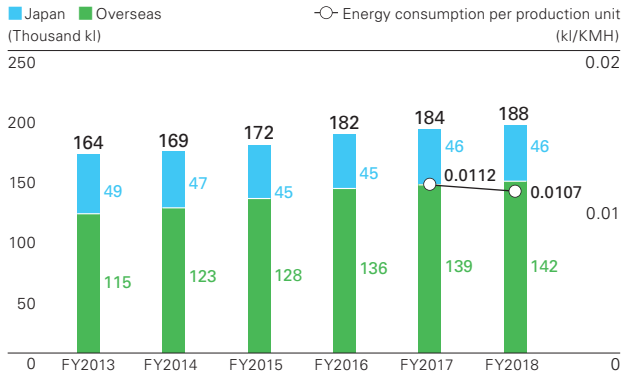
In fiscal 2018, we set up a system that requires each site to formulate an annual energy saving plan and report monthly progress to the headquarters. We improved and instilled energy-saving habits through what we refer to as “upgrading activity,” in which we collected the data reported, provided feedback, and visualized progress once every three months against data from the same period in the previous year.

Moreover, we proactively share information by compiling excellent examples of both energy saving and waste reduction into examples of improvement cases and posting them on the intranet along with a video on how to make improvements. The video highlights in multiple languages various effective efforts for saving more energy such as inspection methods for preventing energy loss due to plant air leaks.



Examples of SWS Group environmental activities

► Energy Consumption through Energy Saving (Manufacturing Companies in Japan and Overseas)



Voice



Achieving the Goals of Action ECO-22V by Using Clean Energy

Tang Qing
General Manager, Administration Department
SEWS-Components Changshu, Ltd. (SEWS-CCS)
(China)

To fulfill our social responsibility beyond ensuring legal compliance, we plan and implement environmental protection activities. For example, we installed solar power systems on the roof of the plant and cafeteria, and these have supplied electricity to the plant during the day since the end of April 2019. Moreover, they have allowed us to turn 17% of the electricity we consume annually into clean energy and reduce our electricity consumption due to the decreased use of air conditioners, as the panels themselves keep the temperature from rising in the plant. We installed a monitor at the entrance of the company to display the power generation status so it can be seen by visitors and remind employees of company efforts to protect the environment.

Value Chain Initiatives

Promotion of Green Procurement

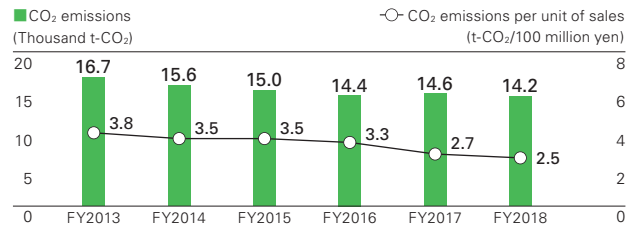
We distribute Green Procurement Guidelines to our suppliers to promote environmental conservation efforts through business activities. In fiscal 2018, all of our domestic suppliers and 85% of our overseas suppliers agreed to follow the guidelines.

In addition, we have established rules concerning the practices of green purchasing of stationery and office supplies as well as equipment used for business to ensure that green products such as Eco Mark and Energy Star Mark products are given preference in purchasing.

Reduction of CO₂ Emissions from Logistics (in Japan)

Emissions of CO₂ from logistics in Japan were reduced by 2.3% from fiscal 2017, indicating the impact of activities to reduce CO₂ emissions in transportation. Also, we shortened the transportation distance and introduced full trailers and numerous modal shift* initiatives, such as ferry transportation, in fiscal 2017 to reduce CO₂ emissions even further.

► CO₂ Emissions from Logistics (in Japan)



Glossary

*Switching freight transportation using trucks and other automobiles to railroads and ships with lower environmental impact

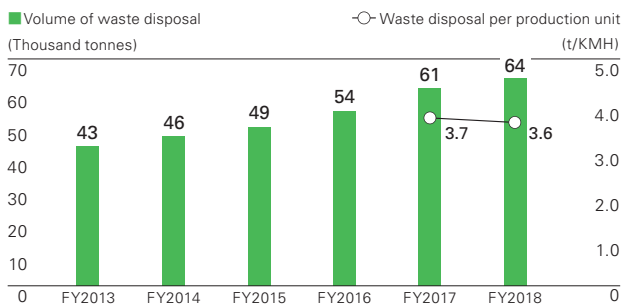
Resource Recycling and Control and Reduction of Substances of Concern

Waste Reduction (Global)

FY2018 target 1% reduction per production unit from FY2017
FY2018 result 2.4% reduction per production unit from FY2017

In fiscal 2018, the waste reduction rate per production unit decreased by 2.4% from fiscal 2017 as a result of efforts such as progress management by formulating waste reduction plans and information sharing through examples of waste reduction examples.

► Volume of Waste Disposed (Includes Valuable Resources)

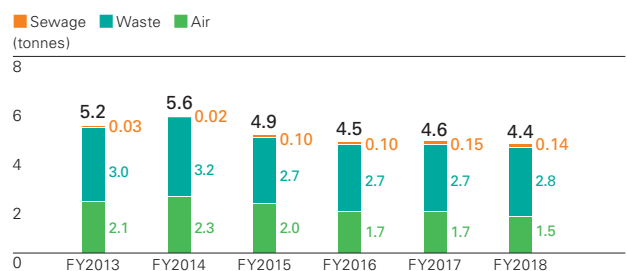


Control and Reduction of Substances of Concern

Toward strengthening the management of substances of concern, we adopted the system of the Sumitomo Electric Industries Group. For our Group companies in Japan, the amount of PRTR*-regulated substances released decreased by 4.3% from the previous year. Substances subject to mandatory reporting included antimony and its compounds, methylnaphthalene, and nickel compounds.

Moreover, in compliance with the Law Concerning Special Measures against PCB Waste, the SWS Group stores PCB-containing devices, provides the required notifications, and follows through with disposal.

► PRTR-regulated Substances by Year (in Japan)



Conservation of Water Resources

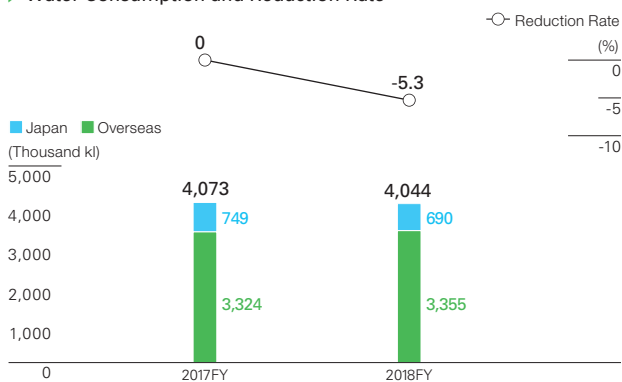
FY2018 target 1% reduction in water use from FY2017

FY2018 result 5.3% reduction in water use from FY2017

Recognizing the importance of water resources as natural capital, the SWS Group conducts a wide range of initiatives to reduce water use at each site, for example by inspecting water pipes once a month and using toilet drainage for flowers on the premises. Through these efforts our water consumption rate decreased by 5.3% in fiscal 2018.

We also conduct a water risk assessment at all SWS Group companies. Using the results, we are working to identify water risks that could affect the continuity of our business.

Water Consumption and Reduction Rate



Conservation of Biodiversity

Under the environmental conservation philosophy of the SWS Group, global efforts are being made for conserving biodiversity. SUMI PHILIPPINES WIRING SYSTEMS CORPORATION (SPWS) is working with the environmental group ENRO Bataan to promote the importance of marine conservation through a mangrove reforestation project.

The project, which got started in 2012, celebrated its seventh year in 2018 under the theme of "live for today and plant for tomorrow." About 50 SPWS employees participated in the project and planted roughly 1,500 trees. The local government of Bataan Province, where SPWS operates, also participated and thereby contributed to the ecosystem's conservation.



Glossary

*A mechanism for assessing, collecting, and publicly releasing data about various types of harmful chemicals released into the environment, including source and quantity, and details as to whether or not they have been transferred off-site for treatment with other waste

Environmentally Sound Products

The SWS Group launched the Eco Symbol Mark Certification System (environmentally sound product certification system) in compliance with ISO 14021 in May 2005 as a means for contributing to global environmental preservation through its products. The Eco Symbol Mark Certification Committee, chaired by the Corporate Environmental Management Officer, is responsible for certification, and 74 products have been certified to date, including 10 in fiscal 2018. Nevertheless, the ratio of certified products to sales in fiscal 2018 was 83%, falling short of our target of 90% or higher.

When developing new products or undertaking major design changes, we conduct environmental assessments and register the products as Eco Mind Products. While the registration rate is currently at 97%, our goal is to raise the coverage to 100%. To boost the sales ratio of environmentally sound products as well as the registration rate of Eco Mind Products, we will continue to focus our efforts on environmental protection through our products.

Products Certified as Environmentally Sound in Fiscal 2018



No. 65 Compact and lightweight BCM



No. 67 High-voltage semiconductor relay



No. 69 Motor terminal block



No. 70 Thin copper alloy wire



Creation of a Vigorous and Lively Workplace

We intend to become a robust global company by creating dynamic workplaces in which all employees can demonstrate mutual respect for human rights.



GLOBAL MESSAGE



To Foster a Corporate Culture that Embraces Diverse People and Enables Them to Grow and Demonstrate Their Abilities to the Fullest

We are fostering a corporate culture that actively accepts and supports employees with diverse backgrounds, ideas, and values and enables them to demonstrate their abilities to the fullest, and we are utilizing these collective efforts to drive the success of our organization.

We hope that by instilling this effort throughout the company as a Diversity & Inclusion (D&I) strategy, we will become the world's most rewarding and vibrant company to work for in which every employee can demonstrate their full potential and achieve personal growth.

Kazumasa Kamikuchi / Head of D&I Promotion Office, Human Resources Department, Management Headquarters / Sumitomo Wiring Systems (SWS) (Japan)

Workplace Environment Policy

The Sumitomo Wiring Systems' Group Charter of Corporate Behavior calls for respect for human rights and prohibits discrimination. A variety of training programs are provided to deepen employee awareness of and commitment to human rights. We conduct business and establish working environments with due respect for human rights and free of any discrimination based on race, nationality, ideology, sexual orientation, gender identity, age, social status, or disability.

Activities for Promoting the Development of Dynamic Workplaces

Since fiscal 2013 we have been striving company-wide to promote the development of dynamic workplaces to encourage a long-term awareness of human rights in our workplaces. The members of the Dynamic Workplace Promotion Committee, selected from each department, participate in human rights awareness training and share what they have learned in their respective workplaces. This raises human rights awareness among all employees and facilitates lively communication while also boosting efficiency. Since the formation of the committee, 1,500 employees have served as members.

Starting in fiscal 2018, we incorporated discussion of the LGBT community in our training to deepen understanding of this community and promote a pleasant work environment that respects the individuality of each employee. Moreover, we have established a system for the early detection of and response for dealing with harassment. Any promotion officer who recognizes a situation involving harassment will directly report the incident to the personnel division.

And we are striving to create sound working environments, such as by assessing the conditions of each workplace through dynamic workplace patrol activities, implemented by both labor and management, and by introducing good practices through group newsletters.

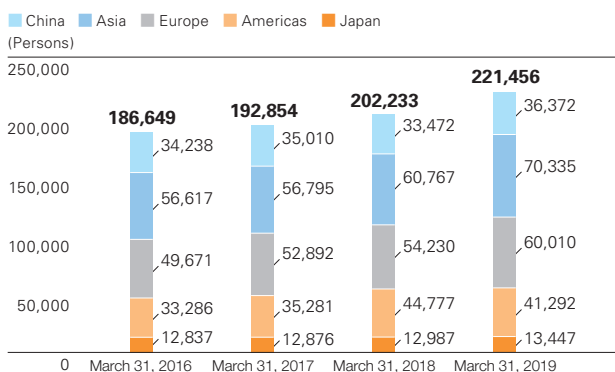
Employee Survey

The SWS Group regularly conducts an employee survey to revitalize the workplace environment and improve employee satisfaction. We will ensure that our workplaces are vibrant and satisfying by formulating and implementing measures based on the issues revealed by the survey.

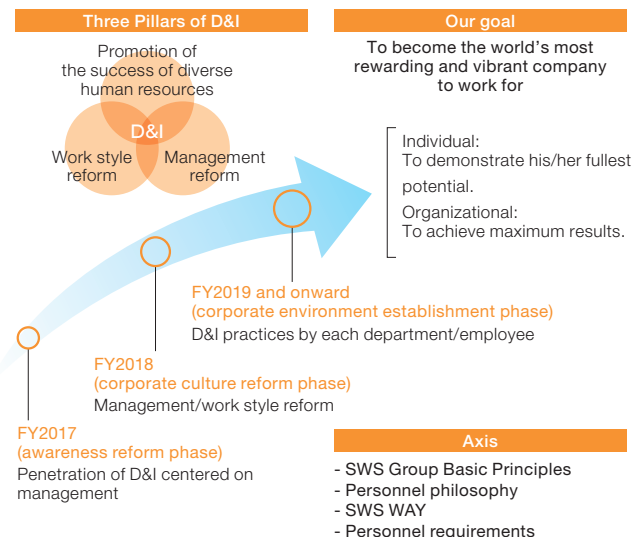
Declaration on Diversity & Inclusion (D&I)

In May 2017, the SWS Group announced its declaration on D&I, which

Global Personnel



Overview of the D&I Promotion Plan



consists of three pillars: management reform, work style reform, and promotion of the success of diverse human resources. Along with this declaration, we also formulated a three-year D&I promotion plan.

In fiscal 2018, the corporate culture reform phase, we worked to broadly disseminate the employee awareness reform that we implemented in the previous fiscal year throughout the company and established a foundation for fiscal 2019, the final phase for embedding this awareness into the corporate culture. We will work to become the world's most rewarding and vibrant company that naturally attracts people with different values and views, helps them to grow and enables them to demonstrate their fullest potential.

Management Reform

Introduction of 360-degree Feedback

In fiscal 2018, we introduced a 360-degree feedback system for about 200 employees in managerial and other upper-level positions. This feedback, provided every two years, helps to clarify the gap between evaluation results and self-awareness as well as between personal strengths and weaknesses based on the multifaceted feedback obtained from supervisors, colleagues, and subordinates. Expanding the application of the feedback to about 600 group leaders in fiscal 2019 will further improve the system, which allows employees to take the initiative in their career development.

Iku-boss Training

As part of our management reforms, we conducted "Iku-boss training" in fiscal 2018, with 567 people taking part. In fiscal 2018, we conducted our new "Aim for Iku-boss training," derived from the workstyle review training for managers in fiscal 2017, and also provided managerial candidates such as chiefs and team leaders so that attendees could learn basic knowledge about and develop a mindset for becoming an Iku-boss. In addition to these programs, we work to raise Iku-boss awareness by distributing the "SWS Iku-boss management guidebook," based on the "SWS Iku-boss mindset" under the slogan of "go home early." We will continue to implement initiatives to enable diverse human resources to play active roles as well as post-training follow-up activities to more deeply instill Iku-boss-style management.

Promoting the Success of Diverse Human Resources

We actively support employees who maintain a work-life balance and achieve results in the pursuit of productivity. Also, we train supervisors who equally value their work-life balance and achieve results at an organizational level while supporting their respective employees.

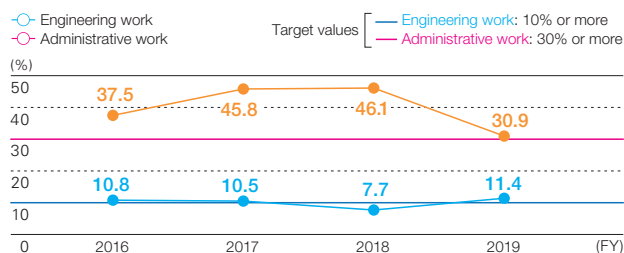
Active Participation of Women in the Workforce

Identifying the development of an environment in which employees with various backgrounds can demonstrate their abilities and actively contribute is a key management strategy. In this context, Sumitomo Wiring Systems is engaged in various initiatives to support the active participation of female employees. We used to conduct career development training for female employees who had not yet attained managerial positions. We have recently developed the new training program "SWS-WE!" for female career-track employees with three to four years of service. The program helps them to more quickly become aware of the career options available to them, acquire the necessary skills for promotion, and establish a network of female employees. The same training is also conducted for their supervisors so that they too understand the purpose of the training.

As of April 1, 2019, the number of female managers reached 27, or 1.8% of all managerial positions. Ten women were hired as career-

track employees for administrative work and six for engineering. While the goal for the ratio of female career-track employees was achieved for new hires in April 2018, we will steadily carry out our action plan to promote the advancement of women in the workplace.

Ratio of Hiring New Female Graduates for Career-track Positions



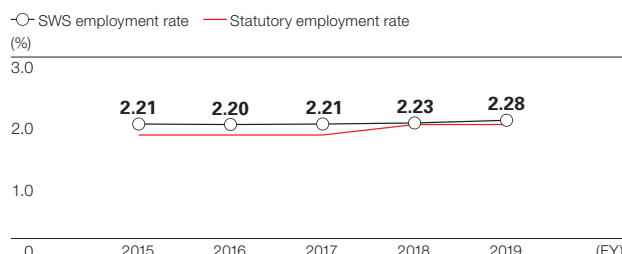
*Calculated as of April 1 of each year

Employment of Physically or Mentally Challenged Persons

We established our special subsidiary, SWS Smile, in May 2013 to promote the employment of physically or mentally challenged persons and enhance our support system to correspond with individual abilities. As of June 2019, SWS Smile has employed 48 physically or mentally challenged workers and 15 support staff. At first these employees were mainly engaged in recycling work such as sorting and dismantling wire harness parts, but they are now broadening their work options by continuously challenging themselves to engage in new tasks, such as maintaining the grass and vegetation around the company and shredding documents. We will continue to create more opportunities in which physically or mentally challenged employees can actively participate, throughout the SWS Group and beyond SWS Smile.

Although our employment rate of 2.28% meets the statutory employment rate, we will continue with our active promotion of the employment of physically or mentally challenged persons.

Employment of Physically or Mentally Challenged Persons



*Calculated as of June year

Global Relocation Program

In November 2016, we launched our new Global Relocation Program toward strengthening the development of human resources both in and outside of Japan and promoting the localization and diversity of our operations in Japan.

The program is an upgraded version of the conventional overseas dispatching system. As of fiscal 2018, 23 employees have used the program, and 37 signed up for the first time in April 2019. Some of the benefits we expect from it include the establishment of a corporate culture/system that encourages the active participation of diverse human resources, the reduction of domestic hiring and slowing the increase of expatriate employees. Similar benefits expected for local companies overseas include the development of management personnel, the improved technical skills of local employees, an increased retention rate and a greater sense of loyalty among proven, long-standing employees.

We will strive to be a company that supports active participation of diverse employees by further facilitating employee exchange arrangements with local companies.

Creating Diverse Employment Opportunities

We are creating diverse employment styles and opportunities to allow each employee to explore their capabilities to the fullest, such as re-hiring retired employees and those who have left the company due to unavoidable reasons and promoting part-time workers to full-time employment.

— Re-hiring Retired Employees

We have established a senior staff system for those who remain highly motivated to continue working even after their retirement to demonstrate and pass on the expertise and skills they have cultivated over the years. In fiscal 2018, we re-hired 112 of 121 retirees. We have also modified the wage system and will be conducting personnel reviews for these staff members to stay motivated and play active roles in their workplaces.

— Job Return System

This is a system for re-hiring those who have left the company due to unavoidable reasons, such as childbirth, parenting and nursing care. Those who wish to be re-hired within three years of leaving the company can return to work with the same job positions after having an interview. In fiscal 2018, three people used the system.

— Promotion to Full-time and Career-track Positions

We have established a system to promote part-time workers who have achieved a given level of success to full-time positions. In fiscal 2018, we offered full-time employment to 43 people, compared to 22 people in fiscal 2016 and 28 in fiscal 2017. We also accept requests from those who wish to move from general office jobs to career-track positions; seven employees have chosen to do so.

Work Style Reform

We will cultivate an environment in which all our employees can continuously pursue their careers, develop skills, expand opportunities for success and maintain and improve their workplace motivation. To do that, we will develop and implement work systems and personnel policies that respect diverse work styles and encourage each employee to fully exert their strengths.

Work-Life Balance

We support employees in balancing their work and family life through a variety of efforts, such as expanding our childcare and nursing care systems and introducing a system that makes it easier for both male and female employees to participate in child rearing. As a result, in May 2016 we acquired the Platinum Kurumin Mark, the next-generation accreditation mark certified by Japan's Ministry of Health, Labour and Welfare.

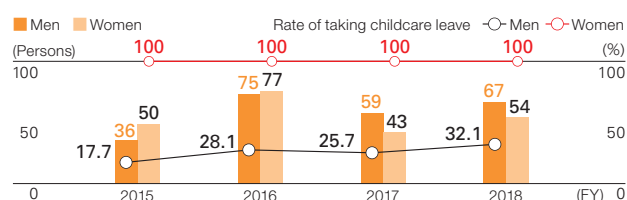
In April 2017, we opened the onsite day care center, SWS Connect Kids, at the Yokkaichi and Suzuka Plants for employees whose working hours have been restricted due to child rearing. As of March 31, 2018, 21 employees have regularly used the center and 162 employees have occasionally done so.

In addition, we are working on launching a telecommuting system and a work-interval system that



requires employees to take a certain rest interval between working hours. We also encourage employees to take their paid leaves. In fiscal 2018, the average number of paid leaves taken was 15.1 days, the average rate of paid leave taken was 75.7% and the annual total number of working hours per employee was 2,028.88 hours. We will continue to implement measures that support the success of each and every individual, fully respecting the diversity of the lifestyle choices of our employees.

Employees Who Took Leave for Childcare



Platinum Kurumin Mark

Employees Who Took Leave for Nursing Care

Fiscal Year	FY2015	FY2016	FY2017	FY2018
Number of employees	21	22	29	19

Note: Number of employees includes employees using accumulated days off.

Voice



Hoping for a Workplace Environment that Supports Childcare Leave

Kazutaka Harada
SEAUTO-E GmbH (SEAUTO-E) (Germany)

In recent years, our childcare leave system has been used by many employees both male and female due to the impact of several measures for promoting D&I and workstyle reform. The company has also been striving to expand, disseminate, and deepen understanding of the childcare leave system, which made it easier for to take a leave, and I didn't hesitate to do so. At first, I was very worried about taking the leave and concerned about how it may affect the business. My supervisors and colleagues, however, extended a great deal of support and willingly shouldered my responsibilities during my absence. I believe that the experience went so smoothly because of our healthy workplace relationships and systems that have been established on mutual support and open communications. More employees have recently been asking to use the nursing care leave to take care of family members. I hope that the company will continue to disseminate and deepen understanding of these leave systems so that employees who need to use them can readily. I will also support my colleagues to make their experiences as smooth as possible.

Respect for Human Rights

The SWS Group recognizes its founding principle of "respecting individuality and nurturing a vigorous and prosperous corporate culture." In line with the human rights policy established by the Sumitomo Electric Industries Group in February 2019, we are working to clarify and promote our human rights initiatives further.

Human Rights Policy of the Sumitomo Electric Industries Group
https://global-sei.com/csr/sociality/pdf/human_rights.pdf

Enhancement of Human Rights Training

To foster and increase human rights awareness, we conduct position-based training for all our employees, from new hires to managers. In fiscal 2018, the training encompassed harassment and other themes.

Policy for Cultivating Human Resources

Our personnel division is devoted to implementing educational activities rooted in the “Three aspects of personnel development (mind, skills and substance)” in order to develop human resources that reflect our philosophy and policy. At the same time, the SWS Group directs its combined efforts toward quickly cultivating global human resources that can adapt to the globalization of our business. In addition to developing globally competitive employees, we will continue to foster human resources by providing both company- and department-wide training to build employee capacity.

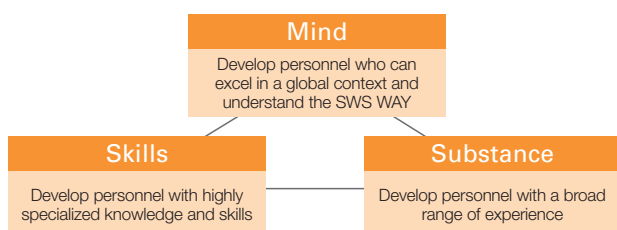
Personnel Philosophy

We will create a corporate culture that provides a positive working environment for every employee, is driven by our belief in their individual potential, and is in accord with their eagerness to take on challenges.

Personnel Policy

1. We respect individual initiative.
2. Our approach is based on performance.
3. We develop diverse human resources.

► Cultivating Human Resources Based on the Three Aspects of Personnel Development (Mind, Skills and Substance)



Capacity Building Programs

SWS Group capacity building programs are grounded in our belief in the potential of each employee, and through them we acknowledge the spirit of challenge that employees possess while encouraging capability building aligned with career goals.

We therefore set short-term goals every year for capacity building that are within the framework of the annual goal management and personnel evaluation systems.

In fiscal 2018, we created career design training, which is a new program for general office work positions. We also implemented a management training program for the development of leaders and promoted the strengthening of comprehensive onsite capabilities. Additionally, we created an easy-to-learn environment through e-learning for some programs.

While making further efforts to educate employees on our corporate philosophy and the SWS WAY, we will also continue to support the career development of our employees by providing position-based training toward ensuring that they understand expected roles and actions. This also helps them to set capacity building and career targets, which are incorporated in the action plans developed through discussions with their supervisors and then implemented.

► Past Training Programs

	Type	FY2016	FY2017	FY2018
Number of training sessions	Nomination-based	9	10	8
	Position and rank-based	30	33	28
	Recommended elective-based	25	26	29
	Optional	22	21	26
	Web-based	35	39	42
	Total	121	129	133
Number of attendees	Managerial positions	829	1,415	1,194
	Career-track positions	2,225	3,321	3,353
	General office work positions	1,576	1,824	1,892
	Total	4,630	6,560	6,439

Notes: Figures exclude new employee training, training at overseas plants, and onsite improvement practice training.

Development of Global Human Resources

We are developing global human resources by enhancing our global training programs in areas such as cross-cultural management and international operations, and conducting training for executive candidates and managers at our overseas Group companies. In fiscal 2018, we conducted the training at four sites in three countries. We will expand the training to other sites and also continue Group-wide efforts to develop human resources.

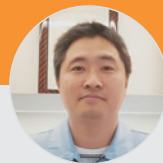
Global Leadership Development Program (GLP)

The GLP is held once a year to develop senior executives. Participants learn what they need to know in the area of leadership during the four-day training session, which is held in Japan.

Overseas Managers Training

In fiscal 2018, we offered training as a means of cultivating global management utilizing local human capital in four regions with the participation of 79 managers from 16 countries.

Voice



Reaffirming the Importance of Understanding Corporate Culture

Zhang Bo

Assistant Manager, Human Resources & General Affairs Department
Huizhou Zhurun Wiring Systems Co., Ltd. (HZR)(China)

The manager training deepened my understanding of the SWS Group’s history, business spirit, identity, SWS WAY, and more. At the same time, it made me, as a leader, reaffirm the importance of enhancing my capabilities as well as improving the understanding of my subordinates of corporate culture and problem analysis skills through daily operations and management.

I will continue to do my best to contribute to the SWS Group’s goals of becoming the world’s most rewarding and vibrant company to work for as an indispensable organization for global automobile manufacturers. For the training, I had the opportunity to take my first business trip to Japan. I was grateful for this, as I was able to experience Japanese culture and observe operations at the SWS headquarters. Looking ahead, I will apply in my daily work what I learned through the training.

New Employee Training at Overseas Plants

The SWS Group (in Japan) provides practical training for all new career-track employees at overseas plants where wire harnesses are mass produced. In fiscal 2018, the 22nd year of the training, 114 employees who had then joined the company were dispatched for training to four plants in Vietnam, the Philippines, and China.

Overseas Trainee System

Young employees selected to work overseas are trained for a certain period. A total of 445 employees (as of March 31, 2019) worked under this system and are now applying the experience they gained to their career development.



Contributing to Local Communities

Relevant SDGs



In acknowledgement of our responsibility as a member of society, we contribute through local and international activities around the world.

GLOBAL MESSAGE



Social Responsibility for the Community and All of Society

The SWS Group strives to contribute to local communities through our business activities. The first step in our operations is to consider what we can do for the community, and then we draft a plan at the beginning of each year. In fiscal 2018, these activities included providing lunches and instructions on how to grow vegetables at local schools, career guidance seminars, and internship opportunities. We also distributed relief goods to all our employees after a strong typhoon caused severe flooding in the region where we operate.

All these activities are conducted in collaboration with the relevant personnel of the industrial park where our company is located and have led to firm relationship of trust. Through our CSR activities, we will continue to support the local economy and raise the quality of life of our workers, their families, and the entire community.

Czarina L. Lapuz / Assistant Vice President / Human Resources and Administration / Sumi Philippines Wiring Systems Corporation (Philippines)

Basic Approach

The SWS Group is expanding its business in overseas as well as Japan. We recognize that global society consists of a world in which all living beings including people coexist and prosper in partnership with a nurturing environment, and we seek to contribute to this society by achieving success and prosperity through our worldwide business. Keenly aware that we are a member of society, we will help develop local communities as a corporate citizen and actively engage in social contribution activities.

Promoting Social Contribution Activities

The SWS Group is calling for all group employees to be active members of their community such as by identifying social concerns in the localities where they reside. Our businesses span 32 countries and regions with 220,000 employees around the globe. We are committed to becoming a company that is highly valued in each location by encouraging all our employees to contribute to addressing social issues in those communities while also improving their work-life balance.

We use SWS Group newsletters to share the details of our social contribution activities and exchange information with employees. The company intranet also provides information on the women's rugby team, "PEARLS," which the SWS Group supports.



Information on the group bulletin

Our Social Contribution Activities

The SWS Group, whose business activities are rooted in local communities, carries out a number of social contribution activities in Mie Prefecture, the home of our head office, and in other regions where we maintain offices and plants.

In fiscal 2018, our social contribution activities included the promotion of para sports, community clean-ups, and free use of a welfare vehicle.



Welfare vehicle that we provide free of charge



Mobile bakery shop near the support office for persons with disabilities at the SWS head office



Holding a school children's baseball tournament



Promotion and support of bocce, a para sport

Representative Initiatives

Japan

Making Medals Out of Urban Mines: Everyone's Medal Project

In cooperation with Ichinoseki City, Iwate Prefecture, for its participation in the Making Medals Out of Urban Mines: Everyone's Medal Project, SWS East Japan set up a recycle box to collect small household appliances such as personal mobile phones, laptop computers, and game machines no longer needed by employees in the Ichinoseki area (head office, Ichinoseki Plant, and Hanaizumi Logistics Center).

The project is operated by the Tokyo Organising Committee of the Olympic and Paralympic Games to produce Olympic and Paralympic medals from the metal contained in discarded small appliances.

Within about two months after starting the initiative in December 2018, we had successfully collected the targeted 100 kg and donated the medals to Ichinoseki City Hall in February 2019.

The city expressed its gratitude for our company-wide efforts and leadership in creating employment opportunities as well as for fostering the city's economic growth.



Donation ceremony for Ichinoseki City

Over-seas

Providing Lunches to an Orphanage School

Ha Cau Orphanage School in Ha Dong City, Hanoi, Vietnam, where SEAPS VIETNAM Co., Ltd. (SEAPS-V) is located, is an orphanage school attended by 50 children who are financially and emotionally disadvantaged.

Since fiscal 2018, SEAPS-V has been visiting the school to provide the children with free lunches. Thirteen employees participated in the first visit and also established relationships with the children by playing games with them and presenting gifts.

The children could not conceal their joy during the visit, and the orphanage manager expressed his appreciation to the SEAPS-V employees.

Incorporating ingenuity and originality, SEAPS-V will continue to plan and implement social contribution activities at least once or twice every year with the expectation that employees will actively get involved.



Building relationships while lunch and playing games

Over-seas

Donating Teaching Materials to Neighboring Elementary Schools

PT. Sumi Indo Wiring Systems (SIWS, Indonesia) is in the Kota Bukit Indah Industrial Park (KBI). Together with about 20 Japanese companies in the same industrial park, SIWS has been donating teaching materials and equipment to eight neighboring elementary schools twice every year.

The project has been in the works since 2000, and the schools are provided with items that, as closely as possible, match their needs, which are determined by the secretariat in the KBI through interviews at each school. On the day the donations are delivered, several people from each company join the children in clean-ups and other activities. School staff and students are very happy with the project and are always looking forward to it.



Donating teaching materials and equipment, such as textbooks and balls

Over-seas

Building a Music Room for an Elementary School

In cooperation with the Xi Shi Association, the Labor union Committee of SEWS-Components (Huizhou), Ltd. (China) (SEWS-CHZ) built a music room at San Dong Zhen Yang Zhi elementary school in May 2018.

Although the school was constructed as a teaching site for the surrounding rural areas, it still lacked some facilities due to geographical conditions and other challenges. The newly appointed principal therefore sought support from local companies to improve the academic performance and emotional development of the children.

In response, we donated a music room with the hope that music lessons would encourage children to become more interested in learning.

SEWS-CHZ will continue to work on creating environments that motivate children to learn.



Music room built at the San Dong Zhen Yang Zhi elementary school in cooperation with the Xi Shi Association

Sumitomo Wiring Systems, Ltd.

General Affairs Department (CSR Committee Secretariat)

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