

January 6, 2021

President Fumiyoshi Kawai

2021 New Year Message from the President

I would like to extend my best wishes for the New Year. I would also like to express my sympathy to those who have been affected by the Coronavirus infection, and my deepest condolences to those who have unfortunately lost their lives. Although there is no prospect for the end of the Coronavirus epidemic, I would like to ask for your continued support as we work together to overcome this difficult situation and make this year one of sustained growth.

If the Coronavirus epidemic spreads further and becomes prolonged, the situation may remain severe and difficult. Even in such a situation, we must ensure that our business activities of receiving orders, production, and development do not stagnate. In order to do so, we need to continue specific activities to strengthen our business structure, such as reducing waste, increasing efficiency, and reviewing our work style and work structure. If we can increase our competitiveness by strengthening our corporate structure, we will be able to win the trust of our customers, achieve our "22 Vision," and become the "mega-supplier with wire harnesses at its core" that we aim to be.

Therefore, I would like to ask all of you to make a concerted effort in the following three areas this year.

First, I would like to ask all of you to give top priority to "ensuring the safety of our employees" and to steadily implement business activities aimed at achieving our "22 Vision", including receiving orders, increasing production, making improvements, and conducting research and development. Even though the future of the Coronavirus is still uncertain, I would like to ask you to look at the Coronavirus crisis as an opportunity for change for future development. I would like to see manufacturing bases focus on human resource development to achieve self-reliance, and mother divisions strengthen standardization and remote support to support these activities. In addition, as the trend of CASE-1, such as eco-friendly vehicles and automatic driving, is accelerating, I would like to ask you to work together with Sumitomo Electric and AutoNetwork Technologies to steadily promote "response to CASE" with Sumitomo's technologies.

Secondly, I would like to ask you to strengthen your efforts to maintain and improve the dignity of the company. Specifically, the first is to "strengthen SEQCDD-2, which places the highest priority on safety. As the number of accidents tends to increase with the increase in production, we ask for absolute compliance with safety rules such as 3S + 3D + 3Rules-3. The second is compliance. In order to avoid lowering our dignity through words and actions that may be criticized by society, I would like to ask you to foster a corporate culture in which employees, both individually and as an organization, exercise fairness and honesty.

Thirdly, I would like you to implement and strengthen the SWS WAY, which is the code of conduct for the Sumitomo Harness Business. In October last year, we summarized our approach to work and our way of thinking in three major categories, "Professionalism," "Teamwork," and "Challenge," and formulated the "New SWS WAY" to further promote a common understanding and unity on a global scale. This year is a year of global expansion, and I hope that the entire company will be keenly aware of and put into practice the action principles of the "New SWS WAY" and work vigorously to achieve the specific goals of this year.

Lastly, I would like to make a universal request that is necessary for us to continue our business. The first one is health management. From the perspective of health management, the company will actively support the maintenance and promotion of the health of its employees, but I would like to ask all of you to further raise your health awareness. I would also like to ask you to ensure thorough risk management. In addition to natural disasters, I would like to ask you to prepare for all kinds of situations, including fires and infectious diseases, and to take thorough preparations and measures in advance, including the development of telecommuting and remote work environments, so that in the event of an emergency, the safety of all employees can be ensured and business can continue.

I believe that the above efforts will lead to the realization of my long-held aspirations of the most rewarding and energetic company in the world to work for and a situation where all automobile companies in the world praise Sumitomo Wiring Systems, which in turn will lead to recognition by society.

End

—For your reference:—

-1 CASE

: C(Connected), A(Autonomous), S(Shared), and E(Electric) Automotive innovation is progressing in these new areas.

-2 SEQCDD

: S(Safety), E(Environment), Q(Quality), C(Cost), D(Delivery), D(Development)

-3 3S + 3D + 3Rules

: 3S(sorting, setting-in order, and shining), 3D(designate position, designate materials, and designate quantity), 3Rules (the "3 Rules" to address the decline in safety awareness and lack of training)