

April 1, 2020

Summary of Greetings **from President to 2020 New Employees**

President Fumiyoshi Kawai

Congratulations, everyone.

On behalf of all SWS employees and staff, I am overjoyed to welcome each and every one of you wholeheartedly. Originally, I was to meet you in person and celebrate everyone's new start at our company. Unfortunately, due to the rapid spread of the Coronavirus infection, I will deliver my message for all new employees by video. Through this video, I would like to share my hopes and expectations for all new employees entering Sumitomo Wiring Systems.

Sumitomo Wiring Systems was founded in 1917, and has grown as a global company with a history of over 100 years, over 100 group companies, and over 220,000 employees by providing wiring harnesses as the company's core business, products for hybrid and electric vehicles, and other top-quality products. However, the automobile industry is currently facing a great change as represented by CASE and new technology development is required to keep up. As a member of our company, I hope you will act as a tower of strength and as a leader of SWS, in terms of business expansion and new technology development.

I would like to go over three key issues before you enter our company.

1. Be a Reliable Person.

Business requires teamwork. You will work with a countless number of people throughout your career to deliver results. To make this happen, you have to create solid relationships in which you trust your partners and they in turn, trust you. Only those who can be relied upon can provide quality products and high-valued work.

2. Be a Person Who Can Work Globally.

Already we produce, develop, and sell products in 32 countries, in addition to Japan. I would like all employees, including you, to become truly world-class people who will expand our businesses in the future. By "world-class people" I do not just simply mean those who can use foreign languages to do business overseas, but also those who respect and share other people's sense of value at home and abroad, and acquire the abilities so that you can consider matters from a global point of view. In other words, becoming a world-class individual means that one must acquire a broad range of common sense while understanding the culture and history of each country, in addition to mastering a foreign language as a communication tool. I hope all of you will soon be active as world-class human resources at the front lines in your field.

3. Set Individual Goals.

As the business environment around us changes quickly, it is becoming more critical for individual employees to keep up with the latest knowledge and technologies. I would like you to improve yourselves through setting high goals so that you acquire capabilities and skills that make a difference outside the company. We are committed to helping you grow your individual capabilities, however fundamental to this is the desire for self-improvement. I believe continuous efforts made by each one of you will add to our organizational power and will eventually lead our company into a prosperous future.

Please keep yourselves fit both mentally and physically. I sincerely hope all of you will develop into SWS leaders in the future. Thank you very much.

For your reference:

On April 1, SWS welcomes 189 new employees for career-track positions, consisting of 49 for administrative jobs and 140 for technical jobs, and 119 new employees for non-career track positions, consisting of 54 for administrative /technical jobs and 65 for engineering jobs.