

April 1, 2026
Sumitomo Wiring Systems, Ltd.

Summary of Greetings from President to 2026 New Employees

Sumitomo Wiring Systems, Ltd. (Head Office: Yokkaichi City, Mie Prefecture; President: Kenichi Urushibata; hereinafter "SWS") held a welcoming ceremony on April 1. The following is a summary of the President's greetings at the welcoming ceremony.

Congratulations to all of you on joining the company. Today, I am truly delighted and encouraged to welcome you as new members of Sumitomo Wiring Systems. On behalf of the company, I would like to extend my heartfelt welcome to you.

This fiscal year, we are launching our medium-term business plan, "30V · 28M," with the aim of realizing our group's Purpose: "To deepen our harness technologies and continue to be an indispensable partner in mobility society." Even as the automotive industry undergoes a period of major transformation and the business environment becomes increasingly uncertain, we aspire to be a company that anticipates change, prepares in advance, and makes proactive proposals. We are also working to promote smart factories through the use of DX and AI technologies, while building a manufacturing system that is more resilient to change. As we pursue these challenges, I am always committed to making this company a bright, clean, and energetic workplace where people find their work rewarding. To that end, I would like to share with you three points that I hope you will keep in mind.

1. Have "confidence and pride" as a global company.

Over the 109 years since its establishment, we have reached our current business scale and market share. We have grown to this point because we have won the trust of our customers through the activities we have accumulated with 105 companies and more than 240,000 people around the world. I hope that all of you will recognize that you are working for a company with such a long history, and that you will work with "confidence and pride".

2. Value communication with colleagues and supervisors.

Since COVID-19 has brought about significant changes in the way we work, including telecommuting, I would like to ask you to be more conscious of communicating with your colleagues and superiors. This also relates to "communication," which is one component of "teamwork" in the SWS WAY of our action principles.

3. Express gratitude and make it a habit to greet others.

It may seem obvious, but first of all, make it a habit to say "thank you" with gratitude and to greet others properly. This means remembering the basics of communication: "Remember to show respect to the other person."

I sincerely hope that all of you will grow to become future leaders of the SWS Group, which continues to expand its business and go global.

End

For your reference _____

Number of new employees as of April 1: 272