

# Promotion of Sustainability

We will strive to realize a sustainable society and improve corporate value through business activities for the better future for people, automobiles, and the environment to which G-TEKT aspires.

## Basic Sustainability Policy

### ■ Protection of the environment

We will endeavor to protect the global environment by reducing the burden on the environment such as air, water and soil including the reduction of greenhouse gas emissions associated with business activities.

### ■ Respect for human rights

We will eradicate forced labor and child labor, and respect human rights of all people and basic rights as workers. Furthermore, we will prohibit all discrimination, and respect diverse values and individuality.

### ■ Maintaining and improving an appropriate working environment

We will endeavor to improve the workplace environment to enable each employee to work safely and with a sense of security, and to feel fulfillment and a sense of personal growth.

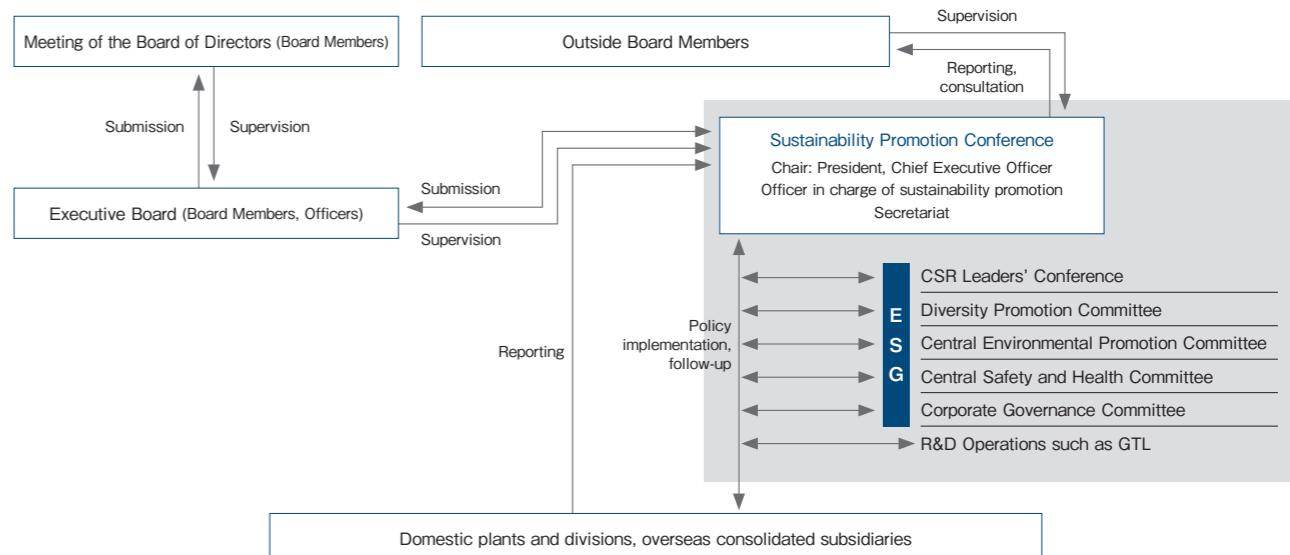
### ■ Technical innovation supporting a sustainable society

We will support a sustainable automobile society by facing the challenges of high-quality products and technological innovation meeting the needs of customers and consumers.

### ■ Compliance

We will comply with international rules, and the laws and regulations of each country and region such as those on anti-corruption and prevention of fraudulent transactions, and conduct fair and transparent corporate governance.

## Sustainability promotion system



G-TEKT recently held its first Sustainability Promotion Conference. G-TEKT's scores from ESG assessment agencies were reported, areas of weakness were identified, and discussions were held about the way to tackle these going forward.

## Major sustainability initiatives, and prizes awarded



At our Omiya head office, we have been conducting food bank activities every year since FY2020. In FY2022, we donated to the Saitama Children's Cafeteria Network, a general incorporated association that brings together 37 children's cafeterias in Saitama City. We will continue these activities going forward.



JIC (United States) has for many years offered career education and training to high schools and specialist schools in the region. In recognition of the contribution that these activities have made to the sustainable development of manufacturing industry in central Ohio, JIC received the Madison County Chamber of Commerce Industrial Award for 2023.



G-TEM (United Kingdom) received the environmental award from the Confederation of British Metalforming (CBM) in recognition of initiatives to deal with environmental pollution and reduce energy consumption, such as by introducing solar power panels and banning the use of natural gas.

## Material Issues

The Company is promoting energy conversion, and is engaged in innovation leveraging its lightweight, high rigidity technology with a view to the mobility society of the future realizing decarbonization.

We identified four materiality areas in 2016, and are currently revising these based on changes in the external

environment. In order to promote sustained business in future, we will clarify the Company's corporate responsibility and face the challenge of the conflicting themes of protecting the environment and promoting business.

### Main material issues identified

#### Strengthening of corporate governance



Strengthening of group governance and maintaining a sound governance system are recognized as particularly important issues for G-TEKT, which operates bases worldwide. To address these, we use checklists, etc. to periodically check the governance of bases in Japan and overseas, and also share issues between the Head Office and local sites, and consider improvement measures to maintain and improve the level of governance.

#### Human resource development



We are focusing on human resource development led by the company by providing a variety of human resource development programs for new to veteran employees. Based on the belief that the company cannot grow without the growth of people, we will face each individual employee to be a company that achieves sustained growth and evolution.

#### Development of environmentally friendly products and technologies



Automobiles made up of G-TEKT's products are one of the products requiring the greatest consideration for the environment. In particular, making auto bodies lightweight is a major issue because automobile fuel consumption is greatly affected by auto body weight. G-TEKT is creating products with little environmental impact by making the auto body lightweight without lowering performance based on its own design philosophy and weight saving technology.

#### Environmental management



Addressing the risk of climate change is a major corporate responsibility to be met by companies for the realization of a sustainable society. We are systematically taking active initiatives to reduce the CO<sub>2</sub> emitted through our business, and are also engaged in reducing the environmental impact in the value chain.