

DENSO TEN

DENSO TEN Group CSR REPORT 2020





"Sincerity is the way of Heaven."

The "Ten" in our company name "Denso-ten" means heavenly, in the sense of ultimate or supreme. The character that means "heaven" has been our trademark since the company was first known as Kawanishi Machine Works and then later as Kobe Industries. We have always followed the ideal that "Sincerity is the way of Heaven," as stated in the classic Confucian text "The Doctrine of the Mean."

Corporate Philosophy

We will work with the utmost sincerity to support our customers and contribute to society.

Focus, Highest Possible Quality

We always think first how to best serve our customers, to create products of the highest quality that exceed our customers' expectations.

Responsibility and Contributions to Society

Recognizing we are a part of society, we shall our social responsibilities and contribute to our society through our corporate activities.

Work Values

Each and everyone shall take pride in their work, and utilize their own abilities to realize a workplace where everyone shares in our achievements.

Behavior Declaration (CSR Policy)

We, DENSO TEN, shall contribute in building a better relationship between human and automobiles by providing our products and endeavor to become a corporation trusted by both regional and international society. In order to achieve this goal, we shall respect the ideal of "MAKOTO" ("sincerity" in Japanese) and put this "DENSO TEN Group Corporate Behavior Manifesto" into practice based on "DENSO TEN Corporate Philosophy".

☐ **Customers**

Customer is number one, optimal product quality, and products/services that exceed expectations
Improve safety and product quality
Protect personal information

☐ **Employees**

Respect for human rights
Prohibition of forced and child labor
Actualize job satisfaction
Fair labor conditions and safe work environment

☐ **Clients**

Co-existence and co-prosperity
Fair and transparent business opportunities, and just relationships

☐ **Shareholders**

Improve corporate value

☐ **Environment**

Reduce environmental impact

☐ **Society**

Proper information disclosure
Compliance with all international and local rules
Proper relationship with governmental authority
Handling of antisocial forces

☐ **Social contribution**

Contribute to creating prosperous society and local communities



Behavior Declaration (CSR Policy)

Editorial policy

DENSO TEN Group annually publishes “CSR Report” in order to clearly disclose the efforts toward the realization of sustainable society and information about CSR and to communicate with our various stakeholders. “CSR Report” (this PDF) of 2020 edition has been prepared in accordance with our important issues of CSR and mainly summarizes our important efforts and topics in FY 2019 in a compact manner.

Reference guideline

Ministry of the Environment “Environmental Reporting Guidelines 2012”

ISO26000:2010 - Guidance on social responsibility –

Global Reporting Initiative (GRI)

“The GRI Sustainability Reporting standards”

Reporting period

This CSR Report mainly covers activities of FY 2019 (the period from April 1, 2019 through March 31, 2020). However, some contents of other periods are also included.

Expected readers of this report

Expected readers of this report are stakeholders including customers, suppliers, employees, shareholders, local communities and governmental organization.

Reporting organizations

This report covers activities of the entire DENSO TEN Group and DENSO TEN Group’s affiliated companies. However, some data and cases included in this report cover only the specific range and sites.

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Forecasts, expectations and plans related to the future

This report discloses not only past and current facts of DENSO TEN Group but also forecasts, expectations and plans related to the future. These forecasts, expectations and plans are assumptions and judgments based on the information available at the time of statement, and thus contain uncertainties. Therefore, please note that there is a risk that future business activities and events occurring in the future may differ from the forecasts, expectations and plans stated in this report, and DENSO TEN Group is not responsible for such situations.

We will boldly meet the challenge of solving social issues as a mobility solutions partner that creates an interface between people, mobility, and society.

I would first like to extend my sincere sympathy to all those who have contracted the novel coronavirus and everyone who has been affected by the global pandemic. I would also like to express my heartfelt respect and profound appreciation toward the many people who are working so hard every day on the frontlines of medical care in rapidly changing circumstances.

In February 2020, DENSO TEN marked the 100th anniversary of the foundation of Kawanishi Machine Works^{*1}, the origin of our company. As expressed in our corporate motto, "Sincerity is the way of heaven," we have engaged in business activities with the aim of contributing to the solution of social problems, from our aspiration to be of service to the world and to humankind.

The automotive industry has entered what has been described as once-in-a-century massive transformation. Competition is intensifying in the advancement of technological innovations such as connectedness, autonomous driving, electrification, and sharing services and in new domains such as MaaS (Mobility as a Service)^{*2}. Another, more important challenge we are now facing is how to provide safe, secure means of transport to people living in society, to prevent the spread of COVID-19.

It is under these circumstances that we have established VISION2030, which expresses how we want to see our company in March, 2020. With our slogan of "Freedom in Mobility and Make People Smile," we will continue to pursue management that revolves around the two axes of "Improved car value" and "Improved lifestyle value." While further deepening and further advancing our existing core businesses of HMI, e-Mobility, and Connected, we will also strive to solve the mobility problems of various groups in society, such as the elderly, people with limited access to transport, and inbound tourists, and to enrich their lives, in our aim to become indispensable to future mobility society as a mobility solutions partner that creates an interface between people, mobility, and society.

In our pursuit of sustainability management that contributes to the solution of social problems while growing our business, we will contribute to the achievement of the United Nations' Sustainable Development Goals (SDGs). We will work on solutions to environmental problems, such as the progression of global warming, and social problems, including the increase in people who have limited access to transport due to the declining birth rate and aging population, and the rise in road traffic accidents. In so doing, we will seek to realize a mobility society in which people can live their lives in safety and comfort, and with peace of mind. Further, we will also engage in the promotion of work style reforms and health and productivity management for our employees in ways that also take the prevention of the novel coronavirus into consideration, such as flexible working arrangements and the encouragement of remote work.

We will continue to maintain high aspirations and boldly meet the challenge of solving social issues, so we may contribute to the achievement of the SDGs. In doing so, we will aim for further growth.



DENSO TEN LIMITED
President & Representative Director

加藤之啓

^{*1} DENSO TEN took over the vacuum tube and communications equipment businesses of Kawanishi Machine Works.

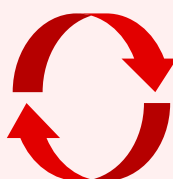
^{*2} MaaS : A service that uses ICT to connect all modes of transport seamlessly to provide one-stop transportation to one's destination

The DENSO TEN Group is pursuing sustainability management that aims to improve corporate value by contributing to the solution of social problems while growing our business. The spirit of sincerity that we have cherished since our foundation is precisely our sustainability management perspective. Through our business activities, we will continue in our aim to be a company that is trusted by society by contributing to the solution of social problems.

We will aim to improve corporate value by contributing to the solution of social problems while growing our business.

Solve social issues

- Enhance the quality of lifestyles
- Contribute to the creation of a sustainable society



Business growth

- Develop new markets and customers
- Create a new competitive axis

Business



Connected Business

We will contribute to the realization of a safe, secure, and comfortable mobility society through products with connectedness functions.

CI Business

We will contribute to reducing road traffic accidents, optimizing urban transport flow, and cutting CO₂ emissions through the avoidance of traffic congestion.

AE Business

We will contribute to the prevention of global warming through products designed to have lower fuel consumption.

Functions



■ Important issues of CSR of DENSO TEN Group

Fair
operating
practices

Human
rights

Labor
practices

Environment

Consumer
issues

Company Culture

Each individual will be conscious of social problems and be proactive.

VISION2030

Corporate Philosophy

We will work with the utmost sincerity to support our customers and contribute to society.

Principles

Challenge We will aim high and boldly take on challenges
Originality We will hone our ideas and winning techniques to create what only we can
Speedy We will go for it and act quickly
Respect We will respect individuals and utilize diversity

A mobility solutions partner that continues to create value in mobility for the realization of a jubilant mobility society in which everyone experiences comfort and freedom



The DENSO TEN Group has established VISION2030, which describes the image and directions we will strive toward as we approach 2030 and the guidelines for actions we want to value.

Along with further deepening and advancing “Improved car value” to increase the appeal of cars with people-friendly and environmentally friendly products, we will contribute to “improved lifestyle value” by solving mobility-related problems and enriching people’s lives.

Through the declaration of these two offerings of “Improved car value” and “Improved lifestyle value,” and by revolving our work around these two axes, we will create synergies and support all kinds of lifestyle situations, to continue to offer new mobility value.

With our slogan of “Freedom in Mobility and Make People Smile,” we will become a solutions partner that creates an interface between people, mobility, and society and contribute to our customers and society.

Our cherished spirit of “sincerity” and SDGs perspectives will be the foundations of these activities, which the entire DENSO TEN Group will unite to promote.

Contribution to society through business - Creating New Mobility Value

As a solutions partner that creates an interface between people, mobility, and society, as declared in VISION2030, DENSO TEN will continue to create value in mobility for the realization of a jubilant mobility society in which everyone can experience comfort and freedom. This page presents examples of DENSO TEN's initiatives to support the next-generation mobility society.

1

Technology for rapid switching to images of invisible or distant points



Based on vehicle information collected in the cloud center using a cloud-based drive recorder, this technology anticipates what images the driver will want to see next and realizes rapid switching between images. The images are displayed at the appropriate time to alert the driver without the driver needing to operate the device. If visibility of an intersection is blocked by a large vehicle stopped ahead, the technology distributes images from the onboard cameras of leading vehicles in real time, giving the driver a sense of reassurance and providing a new mobility experience at the same time.



2

Image recognition technology with "onboard AI" that anticipates the popularization of connected cars



Image-recognition AI incorporated into onboard devices such as drive recorders accurately tags objects and text in images, such as people, cars, and signs, enabling on-demand collection of data needed to realize the provision of new services and value from various data. Because this technology selects and obtains only the necessary data, the costs of communication from connected cars and cloud center storage costs can be kept down.



3

A Sightseeing route video service using the data recorded by a connected dashcam



Video shot on a connected dashcam is provided as a video digest of a recommended sightseeing route that suits the needs of users. The video is analyzed in real time to guide you to scenic spots and routes where you can enjoy cherry blossoms or autumn colors.



Business domains and products

ICT-enabled , seamless interoperable information transmission personally integrated with people's driving habits.

Comfort & Convenience



We have built a system that delivers information on traffic conditions, parking availability, and the weather at the driver's destination in real time. Our goal is to deliver information with optimal content delivered with optimal timing based on sensors that help ascertain how the driver is feeling, his or her state of health, and conditions on that day.

Car Navigation, Display Audio, CD Tuner



Sound system, Amplifier



Taxi Demand Prediction Service using AI

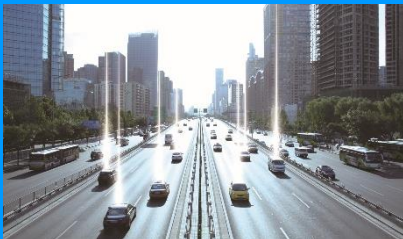


Cloud-Based Dispatch System for Taxis



One-of-a-kind sensing technologies and full-perimeter monitoring extend car safety and security throughout society.

Safety & Security



We make products that support safe driving from many angles by preventing accidents and minimizing damage if an accident does occur with the aim of establishing a support system for safe driving that links together cars, pedestrians, cities, and road information.

eCall system



Airbag ECU



Vehicle Security System (VSS)



Communication-type Drive Recorders (For commercial vehicles)



We are aiding the global environment by helping to improve fuel efficiency reduce CO₂ emissions, and optimize energy in vehicular travel.

Environment



We are actively developing systems for improving fuel efficiency and reducing exhaust emissions. As power sources become more advanced in various ways, our products that control power sources and make them more efficient are used to optimize energy use not only in cars and towns, but throughout society.

Hybrid ECU



Engine Control ECU



Electric Power Steering ECU



Battery Control Unit



CSR of DENSO TEN Group

By practicing Sincerity in its day-to-day activities, the DENSO TEN Group aims to contribute to the international and local communities and further improve its corporate value.

□ Important issues of CSR

We mapped the various social problems from the two perspectives of their degree of importance to stakeholders and their degree of importance to the company. Based on that process, we identified the key issues (materialities) that we should address as a priority, and have been pursuing activities that meet our stakeholders' expectations and demands in a way that is typical of DENSO TEN.



□ Promotion Structure

Until recently, the relevant divisions, led by the corporate divisions, have met regularly as the Corporate CSR Committee, a forum for discussing directions for the Group's integrated CSR activities. From April 2020, Corporate Planning Division adopted a system of oversight of CSR activities for the whole group. This system provides a way to strengthen our approaches to solving social problems through business, by incorporating sustainability perspectives into our management strategy.

□ Response to SDGs

The DENSO TEN Group aims to contribute through our business to the achievement of the Sustainable Development Goals (SDGs).

















In 2020, all divisions set Key Performance Indicators (KPIs) concerning the SDGs in their mid-term and annual plans and the policies for their respective divisions. The state of achievement of each division's KPIs is reported regularly to either the Management Meeting or the Executive Meeting, depending on the degree of each KPI's importance. These reports are then linked to improvements in future efforts.

As an activity to raise awareness among employees, a special SDGs website has been set up on the Group intranet, and information is distributed through e-learning and the in-house newsletter.





CSR of DENSO TEN Group

■ Main efforts in FY 2019 / Applicable SDGs

Important issues		Main efforts/achievements in FY 2019	Applicable SDGs	Page
Consumer issues	Protection of customers' data	<ul style="list-style-type: none"> Establish rules based on the "personal information protection policy" and thoroughly familiarize employees with the rules (ongoing) 		P.10
	Improvement of customer satisfaction	<ul style="list-style-type: none"> Global operation of quality assurance framework based on "ISO9001" and "IATF 16949"(ongoing) 		P.11
		<ul style="list-style-type: none"> Quality exhibition and lecture held with the aim of raising awareness of quality among all employees and improving work quality (ongoing) 		
Environment	Contribution to environment by our products	<ul style="list-style-type: none"> Targets met for all items in the Environmental Action Plan 	   	P.12
Human rights	Due diligence (Respect of human rights)	<ul style="list-style-type: none"> Conduct educational programs related to human rights in the new employee training or level-specific training at the time of promotion (ongoing) Lecture on the theme of "Things to Know about LGBT," attended by approximately 800 employees 	  	P.13
Labor practices	Personnel diversity (Diversity)	<ul style="list-style-type: none"> Conducted in-house awareness survey, analyzed issues, and considered future measures Communicated regular news about diversity on the Group intranet and actively promoted reforms of employee mindset and culture 	  	P.13
	Work-life balance	<ul style="list-style-type: none"> With the aim of improving productivity, introduced a remote work scheme and a scheme for changing flextime core hours, as working arrangement schemes to expand work style options. Conducted PR activities and presented online video to foster understanding about balancing work and nursing care, for people who never know when they may find themselves in that situation 	 	P.13 - 15
	Enhancement of employee wellness	<ul style="list-style-type: none"> DENSO TEN received certification in the Certified Health & Productivity Management Organization Recognition Program 2020 (Large Enterprise Category) - White 500, for the second consecutive year 		P.15
Fair operating practices	Fair and equitable transactions	<ul style="list-style-type: none"> Communicated CSR-related policies to major suppliers at the General Assembly of Suppliers (ongoing) 	 	P.17

Effort other than important issues

Organizational Governance	<ul style="list-style-type: none"> Established new Compliance Awareness Month to instill awareness of compliance in employees 		P.18
Community involvement and development	<ul style="list-style-type: none"> Rolled out broad support for para-sports 		P.20

Consumer issues

We always think first how to serve our customers.

We always think first how to serve our customers, to create products/services that exceed our customers' expectations by improving quality and safety. Furthermore, we strictly manage personal information of customers after collecting them by legitimate means and clarifying the purpose of use.



Efforts made by our customer service representative

In order to respond to customer inquiries about aftermarket products, our customer service liaison office keeps in mind the philosophy "Responding to individual customers by keeping in close contact with them".

- We aim for easily accessible and high quality service.
- We assign the appropriate operator based on the type of inquiries if customers select the inquiry number after calling.
- We strive to listen to the voices of our customers, analyze their opinions and work on making improvements, as well as providing feeding those views back into the company.

Repairs

In Japan certified Service Shops (hereinafter referred to as SS) at 87 bases nationwide repair products and Field Support Centers (hereinafter referred to as FSC) at 3 sites nationwide help SS on a technical level, such as a failure diagnosis. The overseas customer service system consists of 10 bases of overseas subsidiaries, 12 bases of FSC and 13 bases of SS.

- We strive to maintain and improve the service level by conducting a certification examination related to service skills for staff in SS and centralized repair bases every year.
- We aim for "quick, reasonable and careful repair". Realize low repair cost by repairing parts in a minimum part unit.
- At our repair centers in Japan, North America, and Europe, we are proceeding with the introduction of a "high function re-working system," which is able to accommodate BGA-ICs, and have provided each center with manuals that contain the repair procedures for newly added repairable circuit boards.



Introduction of Advanced Rework System at centralized repair bases

Protection of personal information for customers

Recognizing that appropriate handling of the personal information which can identify a certain person such as customer's name, address and e-mail address is a social responsibility as a company, DENSO TEN Group has been committed to the protection of personal information, such as establishing rules based on the "personal information protection policy" and thoroughly familiarizing employees with the rules. Since car navigation equipment includes personal information of customers, SS is also obligated to protect personal information by appointing a responsible person for information management.



[Privacy Policy](#)

Pursuit of quality and safety of products

In order to provide products trusted and satisfied by customers, we have developed a global quality assurance system based on the international standards for quality management system and implemented a cycle designed to improve product quality at domestic and overseas bases. In terms of international quality management systems, we have obtained and operate under ISO9001 certification as well as IATF 16949, the standard for the automotive industry.

In such efforts, based on “DENSO TEN Group Products Safety Charter”, we strive to ensure quality and safety of products at each step from the product planning step to the mass production step.

- We decide roles and cooperation responsibility of design, production and quality assurance to structure a system for ensuring quality by own process completion.

Product security

With the increase in onboard IoT products, product security measures are needed to prevent damage from information leaks, data falsification, and attacks aimed to cause malfunctions. To ensure that our products can be used with peace of mind, along with establishing in-house systems and rules, we are working to ensure the security of our products through staff training, product security measures in development, and responses after product shipment.

Raising quality consciousness and human resources development

With the aim of making all employees more conscious of quality and to raise the quality of their work, we hold quality exhibitions and seminars, and conduct QC Circle activities (small group activities) at individual workplaces

Efforts in FY2019

- With the aims of raising quality awareness among employees and improving work quality, a Quality Exhibition and Lecture were held in November 2019. As well as exhibits about customer criticisms and complaints, evaluation outcomes, and prevention of recurrences of serious quality problems, this event also included a panel display focused on the investigation of causes, with the aim of strengthening attitudes, skills, and practical capabilities for dealing with quality.



State of Quality Exhibition
(November. 2019)



State of Quality Lecture
(November. 2019)

Environment

The beautiful earth is handed down to the next generation.

We are deeply aware of the necessity of environmental preservation on a global scale, and promote reduction of environmental loads in every area of business activities.



Green Products

We evaluate the lower power consumption, more compact and lower weight of product itself. The product which passed a certain criteria shall be defined as "green product", and we established in-house criteria to define a product having eco-friendly level leading industry compared to in-house product or outside company product among green products as "super green product" and proceed with eco-design products.

8th Environmental Action Plan / FY2019 Targets and Achievements

Sector	Initiative Target	Target	Result	Evaluation
Eco Products	For all newly developed products, reduce weight by an average of 9% compared to FY2015 by FY2020 -7.3% compared to FY2015	-8% compared to FY2015	-13% compared to FY2015	○
	Extend environmental contribution technology*1 initiatives to all engineering departments and make at least two proposals per business division by the end of FY2020	1 proposal per business division (total 3 proposals)	1 proposal per business division (total 3 proposals)	○
	Increase sales revenue from environmental contribution products*1 by 50% compared to FY2015 in FY2020	Up 20% compared to FY2015	Up 47% compared to FY2015	○
	Actively promote transition to global Scale restrictions on Substances of Concern	Lead:Diagram notes finalized Phthalic acid:Outlook for switch finalized	Lead:Diagram notes finalized Phthalic acid:Outlook for switch finalized	○
Eco Factory	Reduce greenhouse gas emissions (by output) by 9% compared to FY2015 by the end of FY2020	-5% compared to FY2015	-7.6% compared to FY2015	○
	Expand use of renewable energies*2	Completed installation simulation	Completed installation simulation	○
	Reduce generated waste (by output) by 6% compared to FY2015 by the end of FY2020	Up 2% compared to FY2015	-17.6% compared to FY2015	○
	Increase recycling rate to at least 98% by the end of FY2020	97% recycling rate	98% recycling rate	○
	Reduce water usage (by output) by 16% compared to FY2015 by the end of FY2020	-13% compared to FY2015	-25% compared to FY2015	○
	Reduce chemical usage (by output value) by 15% compared to FY2015 by the end of FY2020	-14% compared to FY2015	-27.8% compared to FY2015	○
	Reduce greenhouse gas emissions in transport by revenue by at least 10% compared to FY2015 by the end of FY2020	-9.2% compared to FY2015	-9.4% compared to FY2015	○
Eco Management	Thorough compliance through environmental risk reduction activities. No cases of infringements of environmental law or of environmental Incidents	Number of infringements of environmental law or of environmental incidents	Number of infringements of environmental law or of environmental incidents	○

*1 Environmental contribution technologies and products : Technologies and products that are able to contribute to the reduction of energy consumption and greenhouse gas emissions

*2 Renewable energies : Forms of energy that always exist in the natural world, such as solar, wind, and water power. They are clean energies that emit virtually no carbon dioxide, which is the cause of global warming, during electricity generation or use of heat

➤ See page 21 and beyond for more details about the DENSO TEN Group's approaches to environmental protection.

Human rights / Labor practices

We respect “Job satisfaction” of each person

We aim to build workplace where human rights of each employee are respected and he/she can work with proud and sense of challenge while he/she demonstrates his/her abilities. We also make efforts to maintain and improve a safe and healthy labor environment under providing fair working conditions for all employees.



Respect of human rights

DENSO TEN regards “respect of human rights” as Business Activity Directive. Also we regard “respect of human rights” as corporate behavior declaration (CSR policy) and describe the words “shall not engage discrimination based on factor of race, color, religion, faith, sex, social status, birth, disability, sexual orientation etc., and human rights violation, forced labor, and child labor”.

- We held the seminar about the human rights for new employee and each classified staff, and we work on the enlightenment of awareness for employees through putting a poster in every December, Human Rights Month.

Efforts in FY2019

- Following on from a similar initiative in FY2018, a lecture was held on the theme of “Things to Know about LGBT*,” to give employees a fresh opportunity to acquire accurate knowledge about gender diversity and to think about considerations in the workplace. About 800 people attended the lecture.

*Collective term for diverse sexual minorities, comprised of the first letters of the words Lesbian, Gay, Bisexual, and Transgender (people who identify as a gender that differs from that assigned to them at birth).

Acceptance of diversity

We think that all employees will accept and utilize diversity, which will lead to “development of individuals” and “strengthening of the competitiveness and growth of our company”. Led by Diversity Promotion Section, we strive to “develop a corporate culture” which respects diversity, “promote work-life balance”, and “support employees’ independence and success”.

Efforts in FY2019

- We conducted an in-house awareness survey, analyzed issues, and considered future measures.
- We communicated regular news about diversity on the Group intranet and actively promoted reforms of employee mindset and culture.

Promotion of work-life balance

In order for employees to be able to realize variety of working styles according to their lifestyles and life stages, and to balance their work and family life, DENSO TEN develops various measures. Specifically, we provide / strengthen various systems such as childcare leave and nursing care leave and provide information and enhance awareness and enlightenment so as to promote the utilization of the systems. As a result of such efforts, in May 2015, DENSO TEN received special certification, “Platinum Kurumin certification” based on “Act on Advancement of Measures to Support Raising Next-Generation Children” from Hyogo Labor Bureau.



Platinum Kurumin

- In order to ensure that employees who are raising children work at a rewarding level, we offer an interview system for employees to take a childcare leave of absence in 3 times, before leave of absence, before and after the reinstatement, and provide training opportunities.
- We hold our “company tour for children” to invite employees’ children to see the office of their parents every year.

Efforts in FY2019

- We conducted PR activities and presented online video to foster understanding about balancing work and nursing care, for people who never know when they may find themselves in that situation.
- We produced a guidebook presenting the company's schemes and initiatives to help employees maintain a balance between work and medical treatment for illness.
- We made it possible for employees to adopt more flexible work styles to suit their individual circumstances, through measures such as the introduction of a work-from-home scheme and the application of the flextime system for workers on shortened working hours. In June 2020, we extended the work-from-home scheme, which had previously been available only to employees with parenting and nursing care commitments, to all employees who are eligible for flextime.

Promotion of women's advancement

We strive to create a workplace where women can work comfortably, such as to continue to employ women, expand the types of jobs available, develop and improve various systems for balancing work and childcare, and develop a corporate culture to utilize the measures.

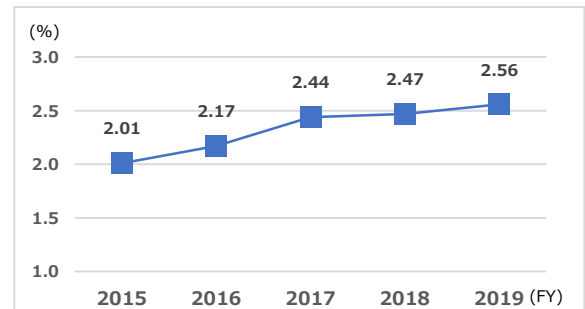
- We are conducting training for female employees with the aims of the change in mindset that is needed to demonstrate leadership and of building networks in the company. We are also providing training for the supervisors of those female employees.
- As an opportunity to think about future career of young woman, we hold a discussion meeting with senior employees, and hold forums which interacts with woman managers who are working well outside company.
- In July 2016, we obtained the "Eruboshi" company certification by the Minister of Health, Labor and Welfare
- based on the evaluation result of efforts for promotion of women's advancement.



Employment of people with disabilities

DENSO TEN is actively engaged in accepting people with disabilities. Our initiatives include recruiting such people through participation in joint recruitment interview events and developing comfortable workplaces and work areas. As of June 1, 2020, we had 67 employees with disabilities, accounting for 2.56% of our workforce, which exceeds the legally prescribed rate of 2.20%.

Trend in employment of people with disabilities



Human resources development

With a slogan of "developing people who will continue to improve themselves and to guide and nurture others," we operate a variety of education and training programs based on the belief that each person must develop their own abilities. Since FY2015, we have enhanced our position-specific training programs with a policy of strengthening human resources development. Further, in FY2020, as an approach to management that revolves around nurturing our people, we have placed efforts into more practical human resources development, such as having the President and other executive officers acting as instructors and conducting employee education themselves.

- The TEN Academy, whose classes employees take voluntarily, offers group training and online courses in areas such as Specialized Knowledge (Technology), Business Administration and Management, Business Skills, Life and General Education, and Global Issues.
- In the area of technical education, we have more than 100 e-learning programs available that employees can choose according to their area of specialization and interests.
- We have introduced a Junior Employee Workplace Training Program, an OJT program in which the entire workplace looks after the junior employees in their first to third years with the company.



A scene from the Programming Course for Families offered by TEN Academy

TOPICS

- **Promotion of work style reforms with the introduction of flexible working arrangements**

DENSO TEN aims for the enrichment of each individual employee's work and life, the company's sustainable growth and contribution to society through work style reform. In 2019, with the objective of improving productivity, we introduced a remote work scheme and a scheme for making changes to core hours for flextime, as working arrangements that will provide more options for the way our employees work. Further, in June 2020, we greatly expanded the eligibility for our flextime and work-from-home schemes. These schemes allow our employees to choose their own location and hours according to the nature of their work and efficiency considerations. This gives each individual a greater awareness of and sensitivity to the way they work, while allowing them to use the time created through productivity improvements to invest in themselves or take on new challenges, which will lead to the growth of both the individual and the organization.

- **Achieving both the safety and security of employees and the maintenance of corporate activity**

To prevent the spread of the novel coronavirus, as well as ensure the thorough day-to-day management of our employees' health, we have made active use of our work-from-home and flextime schemes, as well as staggered start times and other measures. In the work-from-home scheme, as well as expanding eligibility for the scheme, we have abandoned the upper limit of five times a month that employees could use the scheme and distributed more laptop computers in an effort to reduce office attendance rates. We are also striving to maintain operational efficiency through the proactive use of online tools, by encouraging participation in meetings and training sessions from home.

Mental and physical health support

Under recognition of "health management of employee is a base of management", we enhance health awareness of each employee and support voluntary health promotion including mental and physical health. In FY2019, alongside efforts to reduce the number of people with health risks, we pursued health promotion activities to raise the standard of health in our employees. Those activities included the communication of health information and the provision of opportunities through seminars and other means, and efforts to help employees to visualize the degree of their health.

Efforts in FY2019

- To reduce the number of employees who have had health issues flagged in their annual health check-ups, we extended assistance to people with problems with exercise and sleep habits to help them improve their lifestyle habits. (E.g., providing walking advice that can be easily followed on the way to or from work and in daily life, providing knowledge about sleep and ways of improving sleep quality at health improvement seminars for young people)
- To reduce the number of younger employees in their twenties and thirties taking mental health leave, we extended assistance to young employees to help them acquire mental health self-care skills and to supervisors to help them acquire line care skills.
- As a way to help each individual employee to engage autonomously in health and fitness, we provided feedback on their lifestyle habit scores and raised awareness of their individual strengths and weaknesses in terms of health habits.

TOPICS

- **Ongoing promotion of health and productivity management**

In FY2019, our aims in the Health Challenge Course, introduced the previous fiscal year, in which employees continue with their choice of multiple courses for improvement of lifestyle habits for three months, were to raise health awareness and invigorate workplaces through participation in healthy activities. In the walking course, employees of the various divisions formed teams to take part, which helped to liven up the activity. We also conducted feedback of lifestyle habit scores (scores introduced to visualize the degree of employees' health) and health exhibitions, to educate employees about the importance of autonomous daily health and fitness promotion. As a result of these activities, in February 2020, we were certified in the Certified Health & Productivity Management Organization Recognition Program 2020 (Large Enterprise Category) - White 500, a program operated by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi, for the second year running.

Health and Safety Management

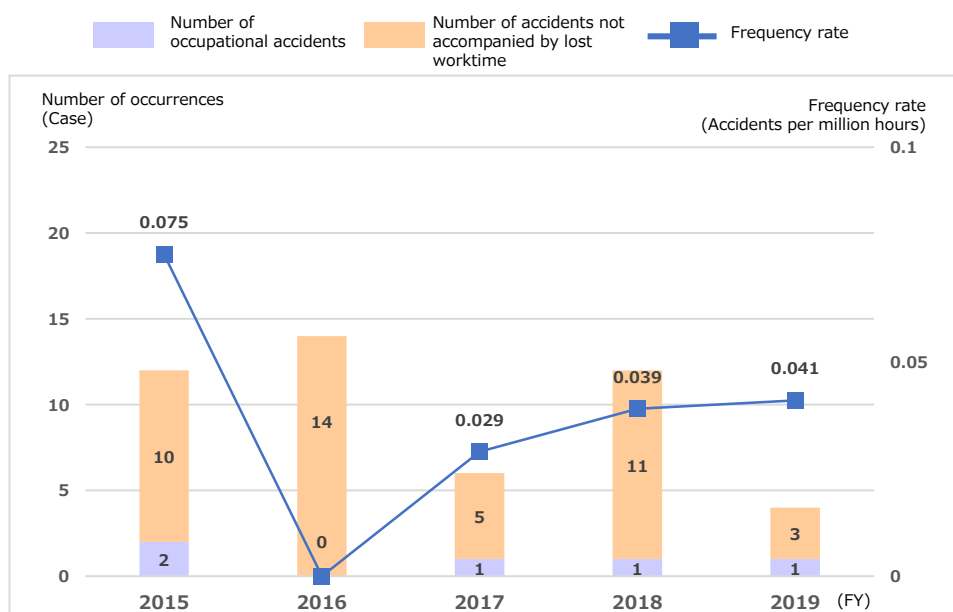
Based on the principle that the health and safety of our employees is the foundation of our company's management, we are working on the development and implementation of health and safety management systems with an emphasis on the prevention of occupational accidents. In 2012, we obtained certification for OHSAS18001, the international standard for health and safety management systems, and global combined certification for ISO14001, the environmental management systems standard.

- In response to the risk of occupational accidents, we identify the source of risks in each workplace and conduct risk assessment activities to counter those risks in systematic ways.

Efforts in FY2019

- To raise the standard of health and safety activities across the entire Group, we conducted inspections within the Group from broad perspectives, from management aspects to the risks of serious accidents. Through this, we visualized our strengths and weaknesses and worked on systematic improvement and strengthening of those areas.

Number of occupational accidents, frequency rate of lost-time injuries of one (1) or more days (consolidated basis)



Frequency rate : Number of workplace accidents accompanied by lost worktime ÷ Total work hours × 1,000,000

Fair operating practices

We maintain fair relationships with suppliers.

We provide open and equitable transaction opportunity toward suppliers, comply with all laws and contracts, and maintain fair relationships. And under a long-term perspective, we work on materializing the partnerships for co-existence and co-prosperity with suppliers based on mutual trust.



Procurement Basic Policy

To realize our declaration of “mutual harmony and benefit, fair and transparent trading opportunities, and fair relationships” with our suppliers in our Declaration of Corporate Conduct (CSR Policy), we have declared “open, equitable, and fair trading,” “mutual harmony and benefit with suppliers,” and “promotion of CSR” as our basic procurement policies.

Open, equitable, and fair trading

Based on our Guidelines for Corporate Conduct, which were established to realize our CSR Policy, each and every one of our executives and employees complies with competition-related legislation and provides open and equitable trading opportunities in our transactions with suppliers. In our trading relationships as well, they adhere to contracts and conduct activities with a constant awareness of maintaining equitable and fair relationships, without taking advantage of our dominant bargaining position.

Mutual harmony and benefit with suppliers

With the aim of mutual harmony and benefit based on mutual trust with our suppliers, to strengthen our collaboration with our suppliers, we share production information with them at briefings on production trends. In the cooperative association, Tenei-kai, whose members are our major suppliers and DENSO TEN, we interact with member companies through theme-specific study groups and other activities.

Promotion of CSR

To encourage our suppliers to also promote CSR, we ask them to conduct awareness-raising, surveys, and inspections in various parts of their business. We also hold Supplier Conventions for our major suppliers, where we communicate DENSO TEN’s business policies, as well as policies related to CSR, such as compliance and chemical management. The latest versions of our CSR Guidelines for Suppliers and Green Procurement Guidelines are publicly available on our official website, and we encourage our suppliers and their suppliers to pursue activities in line with both of these guidelines.

DENSO Group policies and approaches toward conflict minerals

We, DENSO Corporation and its Group companies, promote the procurement of materials with consideration of their impact on the environment and social problems such as human rights infringement and others. We recognize that the issue of conflict minerals, which originate in the Democratic Republic of the Congo or adjoining countries, is one of the significant social issues among supply chains. We conduct inquiries about the usage of conflict minerals, and we will take appropriate steps to avoid procurement of materials that can cause social injustices or finance armed groups. We also ask our suppliers to understand our policies and approaches and to promote responsible material procurement.

Organizational Governance

We declare social responsibilities while treasuring “MAKOTO(Sincerity)”

Under the leadership of top management, we will establish the system which declares social responsibilities, and develop organizational culture which is suitable for a company trusted by international society and local communities.



Aim to be a Company Trusted by Society and Local Communities

We established “DENSO TEN Group corporate behavior guidelines” defining appropriate behaviors of employees and we formulated “DENSO TEN Group corporate behavior declaration (CSR policy)” which declares our responsibilities for stakeholders and an ideal image of DENSO TEN Group regarding CSR.



Behavior Declaration (CSR Policy)

Corporate governance

The formal institutions established by DENSO TEN are the General Assembly of Shareholders, Board of Directors, Auditors, and Accounting Auditors. We have made changes to our executive structure with the objectives of slimming down the management level and speeding up decision making, as well as the flexible appointment of outstanding personnel to the right positions to speed up the execution of operations. The directors now concentrate on management supervision functions from the standpoint of the shareholders and the Group overall, with the aims of slimming down the Board of Directors, invigorating debate within the Board, and speeding up decision-making. In addition, a Vice President and Senior Executive Officers have been appointed as the executives charged with solving company-wide management challenges and with the execution of operations. In addition to these executives, executive positions have been established that will act as top management on site and leaders of major projects. These positions will have a role of executing management responsibilities and powers in their respective sectors.

Compliance

DENSO TEN Group strives to promote group-wide compliance activities, establishing in-house rules, training programs, and monitoring systems, while clarifying laws and regulations related to business activities.

Efforts in FY2019

- In light of the recent exposure of a variety of compliance problems in Japanese companies, we have established a new Compliance Awareness Month to instill awareness of compliance in employees. In particular, in recognition of the importance of independent action in the workplace that is rooted in a recognition of realistic risks and the actual state of the workplace, individual workplaces were asked to come up with their own compliance risk topics and to hold workplace meetings to discuss them. They also conducted awareness raising and education activities using hand-outs about compliance risks close to home at morning assemblies. E-learning programs on the Subcontractors Act were also provided.

Whistleblower Scheme

A Compliance Line was established to handle whistleblowing reports and requests for advice from employees in the Group in Japan. It has also been made available to our suppliers. The reports and advice requests that come into the Compliance Line have helped with the early detection and resolution of problems.

Risk management

To improve our corporate value, we are committed to prevention and the minimization of damage regarding a variety of risks, including risks of compliance violations.

- With the Risk Compliance Committee playing a central role, working with the divisions with jurisdiction over the different risks, we are pursuing risk control activities that include identifying and assessing potential risks, considering prevention measures, and confirming the state of their implementation.
- To raise awareness among employees, we teach them the importance of prevention activities and the proper actions and considerations in the event of a risk occurring, through new employee education, position-specific training, and other education and training programs.

Business Continuity Management

In addition to our business continuity plan, we have established disaster plans, predominantly in the Kobe headquarters district, in preparation for a Nankai Trough mega-quake. We have also set up systems to assist with recovery, including a Central Disaster Response Headquarters that will decide policies and measures when a disaster strikes, and we are striving to strengthen our business continuity management.

Information security and protection of personal information

In response to the increase in risks of information leaks and other risks, we are making efforts to strengthen our information security, including internal audits and education programs targeting all employees. In preparation for the unlikely event of a security accident, to keep damage to a minimum, we have developed reporting and response structures and are working on measures for the investigation of causes and for resolving the accident, restoring services, and preventing recurrences.

We are deeply conscious of our corporate social responsibility to handle personally identifiable information appropriately. As such, we take measures to protect that personal information in situations such as the management, acquisition, and use of personal information and its disclosure and provision to third parties.

Community involvement and development

Toward building richer society / local communities

We would like to contribute to building richer society / local communities through corporate activities under self-awareness of “we are a member of society”.



Efforts in FY2019

- In our efforts to create opportunities for employees to participate in social contribution activities, we continue to engage in volunteer activities such as regional events, and we have rolled out broad support for para-sports.
- In environmental contribution activities, we are working toward our goal of one activity per company in “social contribution activities that employees work together on society” and “activities that solve social and environmental issues, such as biodiversity, etc.”



Members of the company table tennis club assisted as instructors in a social table tennis event held by the Hyogo Prefecture Disabled Athletes Multi-Support Project.



Employee volunteers set up a makeshift superbowl scoop booth at a community event.



At DENSO TEN Philippines (TNPH), employees conducted an activity to protect sea turtles (left) and grew organic vegetables with people with disabilities (right).



We published a free English-language KOBE JAZZ GUIDE for international tourists.

Environmental Report

Environmental Protection Initiatives of the DENSO TEN Group

Aiming to reduce our environmental footprint in all areas of corporate activity

The DENSO TEN Group has declared a corporate philosophy of “recognizing we are a part of society, we shall fulfill our social responsibilities and contribute to our society through our corporate activities.” As such, we actively promote environmentally-oriented management.

In November 2017, we established a new DENSO TEN Group Eco Vision to promote activities as a united group in which all members are moving in the same direction. We are also pursuing activities based on our Environmental Action Plan, which sets out our concrete goals for the realization of the Eco Vision.



DENSO TEN Group Eco Vision

I. Commitment (~2050)

The DENSO TEN Group is aware that the environment and economy to coexist harmoniously is our crucial business task, and by aiming to solve environmental and energy problems and achieve coexistence with nature through all of our corporate behaviors, we will promote the better relationships of people with cars and the environment. We will boldly undertake challenges for the vital environment issues faced by society. Aiming for sustainable regions and society, we will create new environmental value, protect the Earth, and deliver a bright future to the next generation.

Commit 2050 : Achieve balance between the absorption and emission of greenhouse gases caused by humans (zero-emissions)

II. Environmental Policy (~2025)

Through the framework of our globally established environmental management system, we will reflect and promote the DENSO Group eco-vision in our environmental activities plan.

Target3	Basic Policy	Commit2025
Energy1/2	Contribute to permanent maintenance of global environment by the technologies that can solve the problems of global warming, energy and resources.	<ul style="list-style-type: none"> •Contribute to cutting CO₂ from cars in half. •Promote cutting factory energy in half.
Clean×2	Comply with law and promote continuous improvement in order to provide reassurance to all stakeholders and remain a cooperation that grows with the society.	<ul style="list-style-type: none"> •Promote cutting the effect of hazardous chemical substances, as well as emissions, waste, and the amount of water used, in half. •Develop technology to reduce the emissions gas of automobiles.
Green ×2	Realize a society with sharing nature's wisdom and benefit in order to take over rich natural environment to the next generation through cooperate activity aiming at symbiosis with nature.	<ul style="list-style-type: none"> •Develop products and promote projects that contribute to the environment. •Promote greening.

Category	Specific efforts
Eco products (Project / product area)	<ul style="list-style-type: none"> • Promote technical development and environmental contribution projects that help improve car fuel efficiency, as well as the design of environmentally-friendly products. • Thoroughly carry out management of chemical substances contained in products through our supply chain, as well as quickly grasp trends in global regulations and promote autonomous replacement of regulated substances.
Eco factories (Factory / logistics area)	<ul style="list-style-type: none"> • Promote global warming measures and improvement of energy efficiency for the achievement of a decarbonized society. • Thoroughly carry out the 3Rs (Reduce/Reuse/Recycle) to contribute to a recycling society, thus striving to reduce waste and improve recycling rates. • Promote activities to cut the amount of water used in consideration of the circumstances of the water environment in each country and region. • Promote measures that reduce the environmental risk and cut the amount used of hazardous substances. • Promote green logistics in both the upstream and downstream of production.
Eco friendly (People and living)	<ul style="list-style-type: none"> • Expand environmental education for the purpose that each associate of DENSO group focuses on "preservation of global environment" and takes action aimed at sustainable society in each position and situation on a voluntary bases as our mission. • Strive for eco-friendly driving and energy-saving at home, cutting the usage of energy. • Promote environmental contribution activities for the region and society including activities for the preservation of biodiversity.
Eco management (Systems / information transmission)	<ul style="list-style-type: none"> • Continually improve our environmental management system and strive to brush up on our management methods, as well as strive to improve the foundation of our environmental management and create environmental value. • Minimize environmental risk and actively transmit information to all our stakeholders.

Eco factories (Production)

To achieve environmentally friendly manufacturing works and offices, we are pursuing initiatives that are rooted in our main business at all our locations.

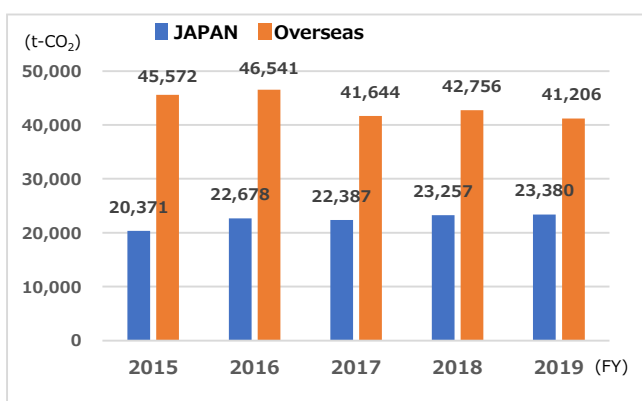
Global warming countermeasures

To reduce CO₂ emissions that cause global warming, we have introduced energy-saving equipment and conduct energy-saving activities, and we are also striving to improve the efficiency of our production and operations.

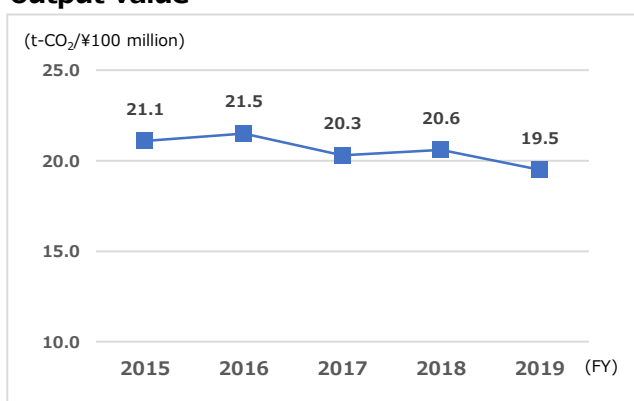
Outcomes of FY2019 Activities

- Global CO₂ emission intensity (19.5 t-CO₂/100 million JPY) was 7.6% lower than FY2015, achieving our target of a 5% decrease compared to FY2015 levels.

Trend in CO₂ emissions (energy only)



Trend in CO₂ emission intensity per output value



Waste countermeasures

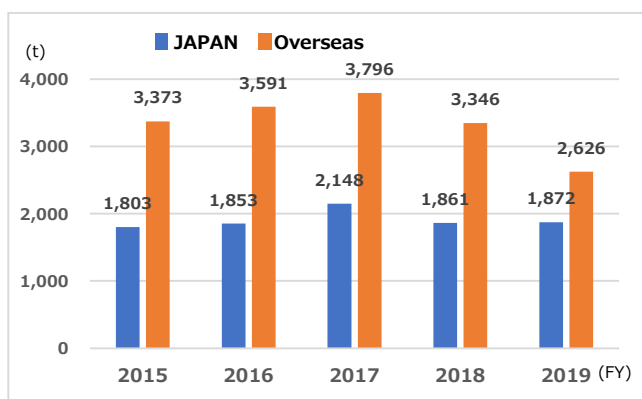
In anticipation of a resources recycling-oriented society, we are working on the reduction of waste toward a target of zero emissions*, based on the 3Rs (Reduce, Reuse, Recycle).

* The DENSO TEN Group's definition of "zero emissions" is to completely eliminate from our sites waste products that, through incineration or disposal in landfill, are not put to effective use, through the 3Rs, namely reducing waste generation and re-using and recycling generated waste.

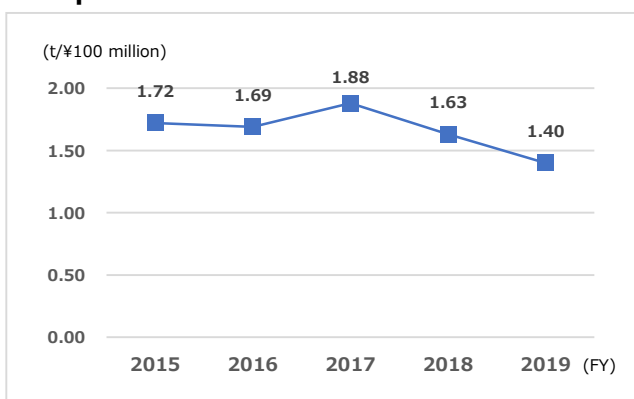
Outcomes of FY2019 Activities

- Global waste emission intensity (1.4t/100 million JPY) was 17.6% less than FY2015, achieving our target of curbing increases to 2% compared to FY2015 levels.

Trend in waste emissions



Trend in waste emission intensity per output value



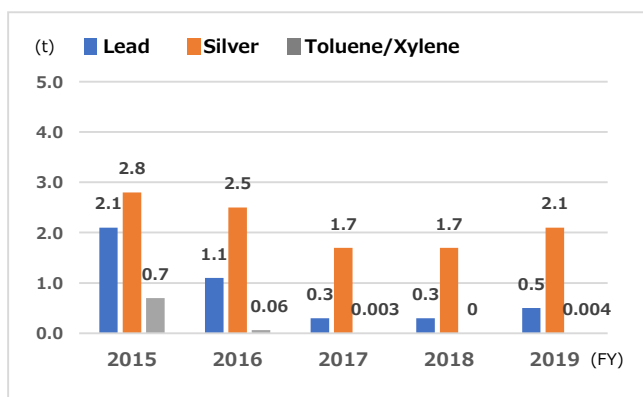
Hazardous substances countermeasures

We conduct chemical substance assessments of all chemical products used in our locations in Japan and overseas to identify those with a high environmental risk and take action to reduce their use.

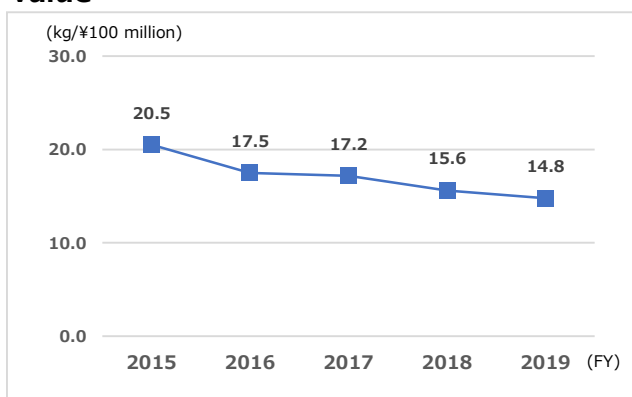
Outcomes of FY2019 Activities

- Global chemical (PRTR, VOC) use intensity (14.8kg/100 million JPY) was 27.8% less than FY2015, achieving our target of a 14% reduction compared to FY2015 levels.

Trend in use of chemicals subject to PRTR



Trend in chemical use intensity per output value



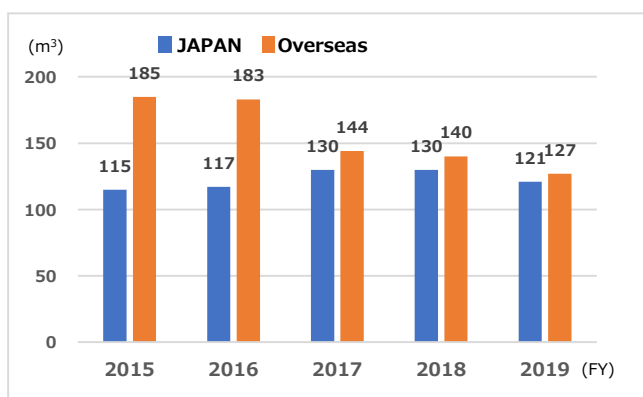
Water resources measures

Recognizing that water is a finite resource, we are striving to reduce our use of water for non-industrial use (water used to wash hands, flush toilets, in staff cafeterias, etc.).

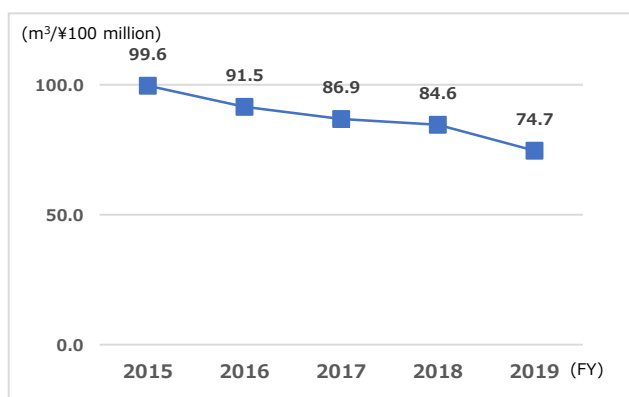
Outcomes of FY2019 Activities

- Our global use of water resources (74.7m³/100million JPY) was 25% less than FY2015, achieving our target of a 13% reduction compared to FY2015 levels.

Trend in use of water resources (Global)



Trend in water resource use intensity per output value (Global)



Eco factories (Procurement / Logistics)

With the recognition that the prevention of global warming requires action across the entire supply chain, not just in our own company, we are working to reduce CO₂ emissions.

Procurement

Based on the Eco Vision, we have established Green Procurement Guidelines that prescribe the management and reduction of environmentally hazardous substances and the development of environmental management systems, and we request our suppliers to be thorough in green procurement and controls based on these Guidelines.

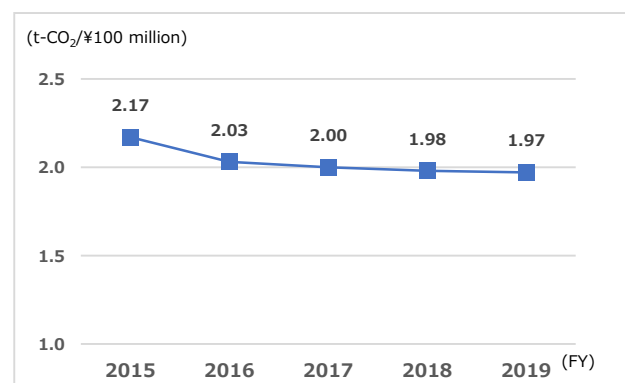


Green Procurement Guideline

Global warming countermeasures through logistics improvements

To contribute to the prevention of global warming, we are working on the improvement of transport routes and packaging methods and on the improvement of cargo loading, with the aim of reducing CO₂ emissions from transport. In FY2019, in domestic transport in Japan, we have continued to cut back on regular services in immediate response to volume fluctuations and to make changes to vehicle classes. This enabled us to reduce CO₂ emissions per sales value by 9.4% compared to FY2015 levels. Going forward, we will further promote the streamlining and efficiency improvement of logistics across the entire supply chain, in our efforts to contribute to the prevention of global warming.

Trend in CO₂ emission intensity per sales value from logistics improvements



Outcomes of FY2019 Activities

- Reduction of regular services through aggregation of external warehouses, relocation of imported components bases.

Through a review of our warehouse locations, we aggregated our external warehouses and reduced the number of regular services. Also, through the relocation of our imported components bases in the Kanto area, we shortened the distances traveled by freight services.

Green products

In an effort to reduce our carbon footprint at all stages of the product lifecycle, from parts procurement to end-of-life disposal, we are promoting the development of environmentally friendly “super-green products” and “green products.”

Development of super-green products

Products are evaluated for energy savings and size and weight reductions, and those products that meet certain standards are defined as “green products.” We have also established in-house standards for the designation of those green products that are at the top level compared to our own or our competitors’ products as “super-green products,” and we are promoting eco-design.

Reduction of environmentally hazardous substances

To ensure that products do not have a negative impact on the environment or human health across their entire lifecycle, the various regulations that individual countries and regions have established for environmentally hazardous substances, such as the ELV Directive^{*1} and the REACH regulations^{*2}, are being tightened. In light of these regulatory trends, we strive for the appropriate management of the chemicals contained in our products and for the reduction of environmentally hazardous substances.

^{*1} End-of Life Vehicles Directive :

Directive issued by the European Union to reduce the burden on the environment of end-of-life vehicles

^{*2} Registration, Evaluation, Authorisation and Restriction of Chemicals :

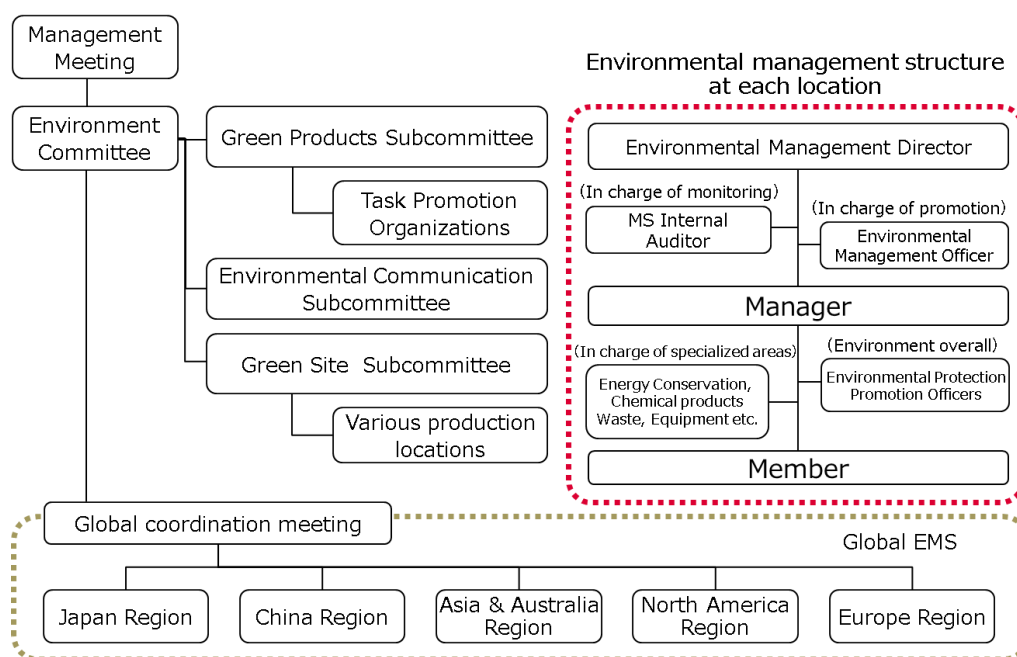
Rules enforced by the European Union to reduce the burden of chemicals on the environment and human health

Management system

With a strong recognition of the need for environmental protection on a global scale, we are striving to strengthen our organizations and frameworks and to continuously improve our environmental management systems. We are united as a Group in our promotion of environmentally-oriented management.

Promotion Structure

Sub-committees for different themes, established under the Environmental Committee, which deliberates on issues regarding environmentally-oriented management, pursue a range of activities. We have also obtained global integrated certification for ISO14001 and are promoting environmental activities at all Group locations.



State of ISO14001 certification

Certification of all production bases in Japan was completed in 1997, after which certification was completed for all overseas production bases in 2006. In 2009, we were one of the earliest Japanese companies to obtain global integrated certification. On February 19, 2017, we became the first company^{*1} in the car electronics industry to obtain global integrated certification^{*2}, the revised ISO14001 standard for environmental management system, for ISO14001:2015s, for 58 locations in 25 Group companies in Japan and overseas, including head office.

- * 1 According to research conducted by DENSO TEN, based on publicly available information about Japanese companies producing automotive onboard technologies and electronics devices.
First company in the car electronics industry to obtain global integrated certification for the revised ISO14001 standard.
- * 2 Global integrated certification: Style in which a company establishes systems for conducting governance across the entire company globally, centered on the head office function, and for implementing initiatives for legal compliance and the reduction of environmentally hazardous substances, etc., and those systems are certified by an independent agency

Environmental Education

To raise every individual employee's awareness of the environment and to continue with environmental activities with participation by all, we conduct education and awareness raising programs, including position-specific education, general education, and special education programs. After completion of the training program for environmental protection promotion officers and internal auditors, they are given a test to gauge the degree of their understanding, and efforts are made to maintain their skill levels. Common education programs are also conducted across the entire Group, including at our overseas bases. Further, to respond with certainty to ever expanding and increasingly complex product-related environmental laws and regulations, we have reviewed our Key Operator Education and are striving to strengthen our education on product-related environmental regulations for product designers and others.

Commendation Scheme

We have established an internal scheme to commend outstanding activities. The President's Award, Division General Manager's Award and CSR Award are presented to environmental protection activities that have achieved outstanding outcomes.

In FY2015, a new award, the DENSO TEN Group Environmental Contribution Award, was established. This award is presented to outstanding initiatives by bases or workplaces for environmentally friendly product development or environment-related corporate citizenship activities.
(The FY2020 awards were cancelled due to the impact of the novel coronavirus.)



Commemorative photograph after the awards ceremony. Senior Executive Officer and Director, Takashi Ogawa (Chair of the Environmental Committee) is pictured second from left.

Handling of Environmental Risks

To minimize the risks of environmental pollution and the destruction of ecosystems, we engage in initiatives such as setting voluntary control values that are stricter than those prescribed by law.

State of compliance with environmental legislation

At all production bases, we have set voluntary control values for water quality, air quality, noise, and vibration that are stricter than those prescribed by legislation, and regularly monitor these values. There were no problems in FY2019.

Environment-related emergencies, complaints, accidents, and litigation

In FY2019, there were no emergencies or complaints, accidents, litigation, or impositions of fines related to the environment.

Asbestos and PCB (Japan)

The use of asbestos in some slates has been confirmed in a building owned by DENSO TEN. These slates are not usually at risk of flying away, but we will pursue the switch to non-asbestos-containing products when the building is dismantled or at a similar opportunity. PCB has been confirmed in end-of-life transformers, etc. at company headquarters. These items have been stored and are under strict control in accordance with legislation.

Soil and groundwater contamination countermeasures (Japan)

Based on the Rules for Management of Soil, etc., we investigate soil and groundwater in a systematic manner and, if any pollution is detected, we make the prescribed reports and take the required action. Regarding land that was purchased with the knowledge of past soil contamination, this land has been registered by Kobe City as a Zone for Notification of Change of Form, as posing no harm to health. We continue to monitor the groundwater at that site. Regarding land for which there was confirmation of new soil contamination in excess of the standard values in July 2014 and March 2018, because no groundwater contamination was detected, we have completed measures to ensure that there would be no damage to health by filling in the site and paving it with asphalt. We will continue to monitor these contaminated sites regularly, while consulting with the government, and disclose the outcomes of that monitoring.

Environmental aspects of our business operations

The products and business activities of the DENSO TEN Group place a burden on the environment in various forms. As a Group, we will unite to promote environmentally-oriented management and strive to reduce our environmental footprint at all stages of our operations.

INPUT

Energy	Power	90,266 Mwh
	Crude oil	1,092 KL
	City gas	395,000 m ³
	LP gas	26 t
	Natural gas	342,000 m ³
	Kerosene	3 KL
	Light oil	58 KL
	In-house power generation(gas)	0 Mwh
	In-house power generation(generator)	371 Mwh
	Paper purchased	44 t
Forest Resources		
Water Resources	Tap water	140,880 m ³
	Industrial water	86,924m ³
	Groundwater	19,613 m ³
Parts/Raw materials/Packaging materials/Others	Packing with cardboard and paper containers	107 t
	Plastic container packing	6.4 t

OUTPUT

CO ₂	CO ₂ output	64,586 t-CO ₂
Waste	Total	4,498 t
	Amount recycled	4,528 t
	Valuables	2,991 t
	Recycling rate	98 %
Chemical Substances	Substances subject to PRTR (Japan only)	
	Amount released	0.07 t
	Amount transferred	0.004 t
	Amount recycled	0.03 t
	IPA released	46.5 t
Water	Wastewater discharge	160,436 m ³

■ Corporate Profile

Company name	DENSO TEN Limited
Head office address	2-28,Gosho-dori 1-chome,Hyogo-ku,Kobe 652-8510,Japan
Phone	+81-78-671-5081
President and Representative Director	Yukihiro Kato
Established	October 25, 1972
Capital	¥ 5,300 million
Shareholders	DENSO CORPORATION, TOYOTA MOTOR CORPORATION, FUJITSU LIMITED
Business Description	Connected : Telematics Service for Safe Driving Management [Communication-type Drive Recorder], eCall system, Taxi Demand Prediction Service using AI etc. Car Infotainment: Display Audio, Car Navigation, CD Tuner etc. Automotive Electronics : EFI ECU, Airbag ECU, Hybrid ECU, EPS ECU etc.

■ List of business offices

Japan	DENSO TEN Limited	DENSO TEN STAFF Limited
	DENSO TEN TECHNOSEPTA Limited	DENSO TEN TECHNOLOGY Limited

Overseas offices

Asia, Oceania

A u s t r a l i a	DENSO TEN AUSTRALIA PTY. LTD.
P h i l i p p i n e s	DENSO TEN PHILIPPINES CORPORATION DENSO TEN SOLUTIONS PHILIPPINES, CORPORATION
T h a i l a n d	DENSO TEN (THAILAND) Limited
S i n g a p o r e	DENSO TEN SINGAPORE Private Limited
I n d i a	DENSO TEN MINDA INDIA Private Limited MINDA D-TEN INDIA Private Limited
I n d o n e s i a	PT. DENSO TEN MANUFACTURING INDONESIA PT. DENSO TEN AVE INDONESIA
K o r e a	DENSO TEN KOREA Limited
C h i n a	DENSO TEN (CHINA) Limited DENSO TEN ELECTRONICS (WUXI) Limited DENSO TEN PRECISION ELECTRONICS (TIANJIN) Limited DENSO TEN TRADING (TIANJIN) Limited DENSO TEN RESEARCH AND DEVELOPMENT (TIANJIN) Limited

Europe

S p a i n	FUJITSU TEN ESPAÑA, S. A.
G e r m a n y	DENSO TEN EUROPE GmbH

Americas

U n i t e d S t a t e s	DENSO TEN AMERICA Limited DENSO TEN TECHNOSEPTA USA, Limited
M e x i c o	DENSO TEN MEXICO, S.A. DE C.V.



Global Network

DENSO TEN Limited

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