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DENSO TEN Group Sustainability Report 2023

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Corporate Philosophy and Declaration of Corporate Behavior (Sustainability Policy)

Contains our corporate philosophy and sustainability policy.

Top Message

We will contribute to solving social issues by "Improved car value", "Improved lifestyle value" and achieving "Carbon neutral".

A message from President Yonemoto will be shared with you.

DENSO TEN Group CSR priority issues/Promotion system/SDGs/Major activities in FY 2022 and related SDGs

Sustainability Management of the DENSO TEN Group Overview of sustainability management is available. VISION2030 This section introduces the long-term vision of the DENSO TEN Group.

Special Feature – Initiatives to Achieve VISION2030

Presenting our efforts to "Improved car value" and "Improved lifestyle value" in FY2022, along with the developers' voice.

Car	High-Performance, High-Speed Edge AI detects dangerous scenes in real-time from drive recorder images	P.7
Car	Seat vibrates to let you know of approaching vehicles and turning directions, contributing to safety and reliability.	P.9
life	Making mobility more safe, reliable, and comfortable. Participating in a demonstration experiment using Green Slow Mobility.	90XID-TEUP 90XID-TEUP 100 100 100 100 100 100 100 10



Main products of each business group are introduced.

CSR of the DENSO TEN Group









P.4

P.3



Initiatives for CSR Priority Issues

Consumer Issues

Seeking quality and product safety / Quality awareness and human resource development / After-sales service support / Product security

[TOPICS] Establish cyber security and privacy measures for products and services

Environment

Target and results of the 9th Environmental Action Plan/Promotion of Carbon Neutrality

[TOPICS] DENSO TEN Wuxi acquires green plant certification in Jiangsu Province, China



P.10

Human Rights and Labor Practices

Respect for human rights / Acceptance of diversity / Promotion of work-life balance / Promotion of women's activity / Human resource development / Employment of persons with disabilities Mental and physical health support/Health and safety management

[TOPICS] Holding Children's Visiting Day [TOPICS] Renovated office for better workplace [TOPICS] Continued promotion of health management – Certified as White 500 for 5 consecutive years [TOPICS] Conducted "Hazardous materials cleanup."

Fair Operating Practices

Procurement policy / Sustainability promotion in supply chain/Conflict minerals response policy

Initiatives other than CSR Priority Issues

Organizational Governance

Aiming to be a company trusted by society and the community / Corporate governance / Compliance / Whistleblower system / Risk management / Business continuity management / Information Security and Personal information protection

[TOPICS] Responding to increasingly sophisticated cyber attacks on businesses

Community Involvement and Development

Community contribution activities /Traffic safety activities / Other activities (Social welfare, youth development, and environmental contribution)

[TOPICS] Conservation activities of seaweed beds and tidal flats in Hyogo Canal

Environmental Initiatives (Details)

DENSO TEN Group Eco Vision / Eco factory (Production and logistics) / Management system / Environmental risk management / Business activities and environmental aspects

Company Profile/Location List

This is the company profile of DENSO TEN Group.

Reporting Period

This report focuses on activities in FY 2022 (April 1, 2022 to March 31, 2023). However, it also includes some content for other periods.

Reportable Organization

We report on the activities of the DENSO TEN Group and Group companies. However, some of the data and examples are limited to specific ranges and locations.

It is published every year for the purpose of clearly disclosing information on CSR and initiatives to realize a sustainable society and for

Eitorial Policy

on CSR and initiatives to realize a sustainable society, and for communication with various stakeholders. The 2023 edition of the report is a compact report focusing on important initiatives and topics in FY 2022.. The Ministry of the Environment's "Environmental Reporting Guidelines" and "ISO 26000:2010" were used as references in editing this report.

2



"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

"Sincerity is the way of Heaven."

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 (Sustainability 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 realize this goal, we cherish "MAKOTO" ("sincerity" in Japanese) and strive to resolve social issues through the implementation of this "DENSO TEN Group Corporate Behavior Manifesto" based on the "DENSO TEN Corporate Philosophy" and contribute to the sustainable development of society.

Customers

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

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 Thorough risk management

□ Social contribution

Contribute to creating prosperous society and local communities

Role of Executive management Realization of the spirit of these guidelines Building effective governance

3

Top Message

We will contribute to solving social issues by "Improved car value", "Improved lifestyle value" and achieving "Carbon neutral".

Since its founding, our company has engaged in business activities to contribute to solving social issues with the vision of "For the world, for the people" as reflected in its corporate philosophy, "MAKOTO (Sincerity) is the Way of Heaven," from which the company name "DENSO TEN" derives.

In the last fiscal year, the global demand for semiconductors, soaring prices, and the suspension of production by overseas parts manufacturers due to the rapid spread of the new coronavirus infection caused prices of parts to soar and supply shortages to persist, which had a major impact on the automotive industry and society in general.

On the other hand, the automotive industry is now faced with the important issue of how to provide consumers with "safe, reliable, and environmentally friendly mobility" in the mobility field, as the development of technologies to reduce traffic accident fatalities and the shift to electrification to realize a decarbonized society accelerate.

Against this backdrop, we are working to provide products and services that contribute to "Improved car value" and "Improved lifestyle value" and to achieve "Carbon neutral" as set forth in our "VISION2030" formulated in March 2020.

Last fiscal year, in the area of "Improved lifestyle value," we participated in a demonstration experiment in Kitakyushu City that aimed to realize efficient operation of short-range, low-speed EVs. In "Improved car value," we have developed a technology that enables high-performance, high-speed edge AI to detect dangerous scenes that could cause traffic accidents in real time from the images of drive recorders. In the area of "Carbon neutral," we have achieved carbon neutrality by switching to renewable energy sources at our three overseas sites, thereby reducing CO_2 emissions from our plants to virtually zero..

We will contribute to the achievement of the SDGs by promoting the sustainability management of "Contribute to the solution of social issues with business growth."

In the last fiscal year, we were recognized by Hyogo Prefecture and Kobe City as a "Hyogo Kobe Women's Activity Promotion Company" (Mimosa Company) and also recognized for the fifth consecutive year as a "Health Management Excellent Corporation 2023 - White 500 - " in recognition of our enhanced health measures, both physically and mentally, for our employees.

In addition, we respect the individuality and diversification of our employees and promote remote work and productivity improvement using DX for a free and enriched life and sustainable growth of the company, thereby increasing employee satisfaction through the penetration and establishment of work style reforms.

We will continue to boldly take on the challenge of solving social issues and contribute to the achievement of the SDGs, aiming to be a company that is further trusted by our customers and society.

米本 宜司

President and Representative Director DENSO TEN Limited



DENSO TEN Group promotes sustainability management, which aims to improve corporate value by contributing to the resolution of social issues while realizing corporate growth. Sustainability management is the very practice of our corporate philosophy of "We value MAKOTO (Sincerity) and work to contribute to our customers and society." We will continue to contribute to solving social issues through our business activities and aim to become a company that is trusted by society.

Aiming to improve corporate value by contributing to solving social issues while realizing corporate growth

Solving Social Issues

Realization of company growth



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Contributing SDGs

Contributing through Products and Services

5 GENDER

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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 CO_2 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.

Contribution through daily corporate activities

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Important issues of CSR of DENSO TEN Group

Fair operating practices

Human rights

Labor practices

Environment

Consumer issues

Principles	Challenge —— Originality	We will aim high and boldly take on challenges We will hone our ideas and winning techniques to create what only we can
	Right	We will doing the "Right Work" and "Careful Work"
	Speedy ——	We will go for it and quickly
	Respect ——	We will respect individuals and utilize diversity

VISION2030

VISION2030

Principles

Corporate Philosophy "Sincerity is the way of Heaven." We will work with the utmost sincerity to support our customers and contribute to society.

 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

 Right
 We will doing the "Right Work" and "Careful Work"

 Speedy
 We will take the initiative and act quickly

 Respect
 We will respect individuals and utilize diversity

DENSOTEN

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.

As a "Mobility Solution Partner that creates the interface between people, mobility, and society," as stated in VISION 2030, we are promoting initiatives to "Improved car value" and "Improved lifestyle value." In this special feature, we introduce our efforts to realize a mobility society where everyone can feel comfort and freedom and where smiles abound.

Efforts to "Improved car value"



- Enhancing the appeal of vehicles with products that are friendly to people and the environment



As technological innovation continues in the automotive industry in the area of CASE*1 and moves toward the realization of a decarbonized society intensify, we are working to develop products that are friendly to people and the environment and that further enhance the appeal of automobiles.

*1 Abbreviation for Connected, Autonomous, Sharing & Service, Electric

TOPICS(1)

Developed technology that uses high-performance, high-speed edge AI to detect dangerous scenes that cause traffic accidents in real time from drive recorder in-vehicle camera images.

We have developed a technology to detect dangerous scenes that cause traffic accidents, such as "ignoring traffic signals" and "deviating from the lane," in real time while the vehicle is in motion, based on the images captured by in-vehicle cameras in drive recorders.

For example, the on-board equipment can alert the driver in real time when the driver ignores a red light, delays starting at a green light, or wanders or deviates from the lane based on the distance between the vehicle's position and the lane.



[Overview of New Technology]

Detects dangerous scenes using high-performance, high-speed edge AI and proprietary image processing technology

1) Signal detection technology

High-performance, high-speed edge AI can detect small traffic signals far away from the driving vehicle. In addition, if you arrive at an intersection as shown in Figure 1 by going straight, our company uses its own algorithm to calculate the distance and direction from the vehicle to the traffic signal, and determines that sognal B in front of you (the target signal) and signal A and C on the left and right are excluded from the target traffic signal. If a red signal is passed through that target signal, it is judged as ignoring the signal.



Figure 1 Image of Signal Detection by Edge AI

*Even if the driving behavior is detected, it may not be detected in some situations.

② Lane detection technology

As shown in Figure 2, histogram analysis is used to detect lanes based on the shading of the image to separate lanes from other areas (road surfaces and sidewalks), allowing even scraped lanes to be detected with high accuracy. It also detects dashed lines, double lines, etc., and determines lane positions (lines that must not stray) as shown in Figure 3, and accurately detects the distance from the vehicle to the lane to determine wobble and lane deviation with higher accuracy.

*Even if the driving behavior is detected, it may not be detected in some situations.



Figure 2 Histogram Analysis of Actual Recorded Images (Lane Detection)



Figure 3 Detects lane position based on lane type

3 Auto calibration

In the past, the camera angle was set manually using a marker during camera installation, but with the addition of the autocalibration function, the camera installation angle is automatically estimated and corrected while driving.

Even when the angle of the camera changes, it is automatically re-estimated so that the distance to the object to be detected can be correctly measured. This dramatically improves the detection accuracy of dangerous scenes such as signal detection and lane detection.

*Compensation may not be possible depending on driving conditions (weather and road conditions).

Conventional



Launched "Offseg," a new product incorporating this technology

In June 2023, we launched "Offseg," a new safe driving management telematics service for corporate customers that incorporates this technology.

In the conventional "safe driving management telematics service" using drive recorders for corporate customers, camera images are automatically transmitted to the cloud when the on-board equipment detects an impact, but with the addition of this new technology, it is now possible to detect even dangerous scenes where no impact occurs. Among other things, the system warns drivers in real time when they ignore traffic signals, look aside, or fall asleep while driving, thereby raising driver safety awareness and contributing to the deterrence of traffic accidents.





*Offseg is a registered trademark of DENSO TEN Limited.

Developer Voice

This product was developed to prevent traffic accidents, which are a social issue, by detecting "12 scenes" that account for about 70% of drivers' personal accidents. In order to adapt high-performance, high-speed edge AI and proprietary image processing technology to vehicle-specific environments (rain, snow, ambient light, etc.), we were able to ensure detection accuracy and performance under various road conditions by utilizing "a vast amount of data acquired comprehensively" and "our accumulated image processing know-how."

We will continue to develop technologies utilizing AI, image recognition, and other technologies to contribute to the realization of a safe, reliable, and comfortable mobility society.



Naoshi Kakita Advanced System Development Division Connected Business Group

TOPICS²

Developed technology to automatically generate vibration signals from audio signals in real time ~ Contributing to safety and reliability by utilizing the sense of touch as in-vehicle UI

We have developed a technology that automatically detects the scene and timing of vibration effects based on 3D object data including video and audio signals, and automatically generates vibration signals linked to the audio signals in real time from the audio signals in that scene. As a user interface (UI) inside the vehicle, we anticipate the use of tactile sensation from the vibration of the chairs and seats.

For example, based on 3D object data obtained from cameras and microphones mounted on the vehicle, the system can provide a sense of approach by vibrating when a vehicle approaches your vehicle, or, in conjunction with navigation systems, it can provide directional guidance such as turning right or left by vibrating. This contributes to safety and reliability by using not only conventional visual and auditory senses, but also tactile senses to intuitively assess the situation.



Developer Voice

We undertook this development in order to contribute to improving the value of vehicles through the realization of safety and reliability.

As a user interface, we aim to provide more intuitive information by utilizing vibration, which is a sense of touch, in addition to vision and hearing.

We believe that this development will contribute to the realization of a society in which a wide range of people, such as those who have difficulty hearing voices or seeing displays, can safely ride in cars.

In the future, we will continue to develop technologies to solve issues and expand the range of application of vibration, such as vibration that makes it easier to understand the content of notifications, comfortable vibration, and vibration that enhances the realism of sound by taking advantage of our strengths.



Rei Hiromi Innovation Development Center



Initiatives to "Improved lifestyle value"

- Solving mobility challenges by leveraging Connected Services/MaaS



To realize "Improved lifestyle value" as stated in our "VISION 2030," we are developing and providing services and solutions that solve the problems of "actual providers of transportation" that are close to the users and providers."

TOPICS -

Participation in MaaS verification experiment to improve circulation using comfortable and safe green slow-mobility

Participated in "Near Future City Higashida Area Circulation Mobility Demonstration Project" held in the Higashida area of Yahatahigashi Ward, Kitakyushu City from October to November 2022. We provided m-EDGE, an in-vehicle edge computer for AI, image processing, multimedia control, and cloud integration, and VCU*1 for integrated control of the vehicle's power supply, driving force, and body, to be installed in Green Slow Mobility (short-range, low-speed EV) that travels around the Higashida area.

During the demonstration period, data of passengers and the operation status of vehicles on Green Slow Mobility were visualized as data using our company's "m-CPS" *2 (mobility-Cyber Physical System), and event information was distributed according to each individual. Furthermore, by efficiently operating Green Slow Mobility, we are contributing to efforts to make Higashida area more environmentally friendly and to allow people to travel around the area more comfortably and safely.



*CPS: Cyber Physical System: Information collected by sensor systems in the real world is analyzed in cyberspace using computer technology

Developer Voice

m-CPS is a mechanism to make towns and people's lives more convenient and affluent by measuring, predicting, analyzing, and controlling various valuable data related to mobility, focusing on people and vehicles. By aggregating data from the entire city and facilities for overall optimization, anyone can benefit from the service without being aware of it.

For example, you can get on the bus at just the right time, or just the right interesting content or advertisements can be played on the bus. This is also an effort to realize the new society (Society5.0) advocated by our country. Through the development of m-CPS, we will contribute to the realization of a society in which each person is comfortable and respects each other.



Natsuki Yokoyama Mobility Solution Development Division AE Business Group

Business Domain and Main Products

In order to realize a safe, reliable, and comfortable mobility society, we are working in the three business domains of "Connected," "Car Infotainment," and "Automotive Electronics" to provide connected functional products, user-friendly information provision systems, and core products utilizing control system technologies, among others.



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.

CSR Priority Issues

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

Since 2017, our company's corporate divisions have played a central role in promoting concerted CSR activities as a group. In April 2020, Corporate Strategy Group Corporate Planning Division began to supervise CSR activities company-wide in order to strengthen initiatives aimed at resolving social issues through business, by incorporating the perspective of sustainability into its management strategy.

Response to SDGs

With the aim of contributing to the achievement of the SDGs through its business activities, the DENSO TEN Group has established KPI related to the SDGs in each division's medium-term and annual plans, and is implementing various measures.

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.

SUSTAINABLE GOALS



■ Key activities and related SDGs in FY 2022

CSR Priority Issues		Major Initiatives and Results in FY 22	Relevant SDGs	Related pages
	Customer Data Protection	 Strict management and protection of personal information based on the "Personal Information Protection Policy" (continued) 		
Consumer	Improve customer satisfaction	 Global operation of quality assurance system based on ISO 9001 and IATF 16949 (continued) 	12 Suprements	P.15
Issues		 Conducted "training to strengthen the ability to identify the true cause" with the aim of thoroughly investigating the essence of problems and reemphasizing work procedures in order to eliminate quality problems (continued) 	3	
Environment	Environmental contribution by products	 Achieved carbon neutrality at three overseas sites, reducing CO₂ emissions from factories to virtually zero 	7 annuar annuar 13 annuar	P.17
Linvironment		 DENSO TEN WUXI (TNWX) obtained certification as a green factory in Jiangsu Province, China 		1.17
Human Rights	Due diligence (Respect for Human Rights)	• E-learning on human rights for all employees in addition to education by level (continued)		P.19
	Diversity of human resources	 Conducted activities to promote a broad and deep understanding of diversity, including strengthening the dissemination of information on diversity and expanding the content of the information dissemination website 	5 men	P.19
		• Seminars and round-table discussions were held on a wide range of topics to attract employees, and various participatory events were held under the name of "Diversity Expo."		
Labor Practice	Mada Kerkalaran	 "Children's Visiting Day," in which employees' children visit their parents' workplaces, is held at four sites in Japan (continued) 	8 monitoriana ana	5.20
		 Renovated offices to create an attractive work environment that maximizes productivity and added value in an age when people choose where to work based on the nature and characteristics of their work. 		P.20 - 21
	Employee health promotion	 DENSO TEN has been recognized as a "Good Health Management Corporation 2022 (Large Corporate Sector ~ White 500 ~" for 5 consecutive years. 	3 and the store	P.22
Fair Business Practice	Fair and equitable transactions	 Communicate sustainability-related policies to major business partners at " Business Partner Appreciation Meetings" (continued) 	8 ROOM CRAWN AND THE A	P.24

Initiatives other than CSR Priority Issues

Oorganizational Governance	 Taking advantage of opportunities such as "Compliance Month" to conduct e-learning and comprehensive inspections of workplace compliance risks 	16 AND LEDIT	P.25
Community Participation	 Social contribution activities at each of the Group's business sites, centered on contributions and donations, as well as volleyball lessons, tree planting, and other activities to address local needs. (Continued) 	1 mer 1 mer 1 mer 15 mer 15 mer 17 mer 18 mer 19 mer 1	P.27 - 29

Consumer Issues

Our first priority is to help our customers.

We will create products and services that are ahead of expectations by focusing on what is helpful to our customers and striving to improve quality and safety. In addition, personal information of customers is collected with the consent of the customer, and is strictly managed and protected with limited purposes of use.

Pursuing Quality and Product Safety

In order to deliver products that our customers can trust and be satisfied with, we have developed a global quality assurance system based on international quality management standards, and are implementing a cycle for quality improvement at each of our domestic and overseas sites. For the international quality management system, in addition to ISO9001, we have obtained and are operating the IATF16949 certification, which is a standard for the automotive industry. Based on "DENSO TEN Group Product Safety Charter," quality and product safety are ensured at every stage from product planning to mass production.





IATF16949 Certification

Raising Quality Awareness and Human Resource Development

Since 2020, in line with recent changes in the way we work, we have been holding online quality exhibitions to raise the quality awareness of all employees and to train personnel with high quality sensitivity.

In addition, we conduct "training to strengthen the ability to pursue the true cause" with the aim of improving the quality of work.

Our company's concept of "pursuit of the true cause" is to look back at the work process (business process) that created the problem, find the work that should have been done but could not be done, pursue the true causes of the work that could not be done, and create a condition in which the work can be done reliably, thereby strengthening the skills and practical ability of the work.

After-service Response

Response to Repair of Defective Products

With the motto of "quick, inexpensive, high-quality repairs" at repair bases in Japan and overseas, we provide environmentally friendly repair services by replacing the minimum number of parts. In addition, to ensure that our products can be used with confidence for a long time after repair, our repair bases are equipped with an "automatic inspection system" that can guarantee the same functionality and performance without omission as at the production plant, thereby realizing high-quality repairs.

Management and Protection of Customer Data



Parts replacement work

We strictly manage and protect personal information obtained during repairs, such as customer names, addresses, and e-mail addresses, that can be used to identify specific individuals, in accordance with our "Personal Information Protection Policy.

Furthermore, we have mandated the protection of personal information stored in car navigation systems by appointing a person responsible for the management of such information at each repair location.

Privacy Policy

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Product Security

With the increase in the number of in-vehicle IoT products, product security measures are needed to prevent damage from information leaks, tampering, and attacks aimed at malfunctioning products. To ensure that our products can be used with confidence, we ensure that our products are equipped with technologies (encryption, etc.) to protect them from cyber-attacks, and we work to ensure product security by establishing internal systems and rules and educating our employees.

TOPICS

• Establish cybersecurity and privacy measures for products and services

As the importance of connected services to provide new added value through "connectivity" expands, in FY2022 we worked on the development process standards and regulations for cyber security and privacy protection of IT services, as well as human resource development. In FY 2023, following the preceding cyber security for in-vehicle products, we will work to establish a company-wide action system for securing IT services and protecting the privacy of in-vehicle products and IT services.

We will pass on our beautiful planet to the next generation

We are deeply aware of the need to protect the environment on a global scale and promote the reduction of environmental impact in all areas of our corporate activities.



The 9th Environmental Action Plan Targets and Results

We are promoting to achieve the targets of "The 9th Environmental Action Plan," which covers the period from FY2021 to FY2025.

		FY 22		
Field	Working Target	Target	Actual Results	
Minimum CO 2	Reduce CO_2 emissions (per value added in production by 30% from the FY2012 level by the end of FY2025	Compared to FY 2012 ▲35%	Compared to FY 2012 ▲34%	
manufacturing	Reduce CO_2 emissions (per net sales) in logistics by 13% from the FY2012 level by the end of FY2025	Compared to FY 2012 ▲11%	Compared to FY 2012 ▲32%	
Ecomaterials & low emission	0 noncompliance with laws and regulations due to stricter regulations on environmentally hazardous substances in products	0 nonconformity	0 nonconformity	
	Reduce emissions (per value added) by 20% from FY 2012 levels by the end of FY 2025	Compared to FY 2012 ▲29%	Compared to FY 2012 ▲25%	
Minimum environmental impact production	Reduce the amount of chemical substances used (per value added) by 52% from the fiscal 2012 level by the end of fiscal 2025	Compared to FY 2012 ▲54%	Compared to FY 2012 ▲55%	
	Reduce water resource consumption (per value added) by 52% from FY 2012 levels by the end of FY 2025	Compared to FY 2012 ▲51%	Compared to FY 2012 ▲47%	
Natural symbiosis action	Maintain the implementation of environmental activities based on the annual plan	100% retention rate	100% retention rate	
Management of	Maintain DENSO TEN Group EMS operation that integrates product EMS and manufacturing EMS to strengthen environmental management	100% retention rate	100% retention rate	
environmental value creation	Thorough compliance through environmental risk reduction activities	Violation of laws and regulations Abnormalities 0	Violation of laws and regulations Abnormalities 0	

Promotion of Carbon Neutrality

We aim to achieve carbon neutrality in FY 2035 by thoroughly conserving energy and procuring renewable energy power and gas credits to achieve zero factory CO $_2$ emissions, developing products for electric vehicles, reducing the weight and power consumption of in-vehicle electronic equipment, and reducing the movement of people and vehicles through connected technologies.

Initiatives for FY 2022

- We aim to achieve carbon neutrality at our plants globally by 2025. In FY2022, we achieved carbon neutrality, reducing CO₂ emissions from our plants to virtually zero, by switching to renewable energy sources for electricity consumption at our three overseas sites.
 - •DENSO TEN ESPAÑA (TNES)
 - •DENSO TEN TAIRAND (TNTH)
 - •DENSO TEN Wuxi (TNWX)

From April 2022 From May 2022 From September 2022

- Aiming at an energy-saving manufacturing process, we worked on the following:
 Began developing technology to eliminate soldering equipment (flow dip) that consumes large amounts of electricity
 - •New energy-saving equipment design manuals were created, and the development and introduction of equipment for assembly and inspection processes was initiated. Education and awareness-raising for facility designers

TOPICS

• DENSO TEN Wuxi (TNWX) acquires green plant certification in Jiangsu Province, China

In addition to obtaining ISO 50001 (energy management system) and ISO 14064(greenhouse gas management system) certifications, as well as the installation of solar panels on 63% of the building's rooftop, the company was certified as a green plant by Jiangsu Province, China.



> For details on the DENSO TEN Group's environmental conservation activities, see <u>Starting on page 30.</u>

We value "job satisfaction" for each person

We aim to create a workplace where the human rights of each employee are respected and where each employee can work with pride and satisfaction while demonstrating their abilities. We also strive to maintain and improve a safe and healthy working environment while providing fair working conditions for all employees.



Respect for human rights

As a global company, we have stated "Respect for Human Rights" in our corporate action guidelines and declaration of corporate behavior (CSR Policy), and clearly stipulate that we will not engage in discrimination or human rights violations based on race, color, religion, creed, gender, social status, family origin, disability, sexual orientation, etc., nor will we use forced labor or child labor.

- We provide training on human rights for each new employee and level of employment, and work to raise employee awareness by displaying posters during Human Rights Week every December.
- Established guidelines for the Human Rights Consultation Desk, clearly stating the role of the desk, prohibition of disadvantageous treatment of consultants, protection of privacy, etc., and made these guidelines known to all employees.

Initiatives for FY 2022

- In order to improve the responsiveness of human rights consultation desks established at each site, we trained personnel and exchanged information.
- In addition to training by job level, human rights education is provided once a year to all employees, and e-learning covering case studies on power harassment, sexual harassment, and harassment of working mothers has been implemented.
- "Communication Training to Lower the Risk of Harassment and Promote the Success of Diverse Subordinates" was conducted. This course teaches communication This course is designed to teach communication skills for the purpose of preventing harassment and promoting diversity. (To be implemented for all executives by FY 23)

Acceptance of diversity

Based on the belief that accepting and utilizing the diversity of each employee leads to "personal growth" as well as strengthening the competitiveness and growth of the company, the Diversity Promotion Department is playing a central role in "fostering a corporate culture" that respects diversity, "promoting work-life balance" and "supporting individual independence and success.

Initiatives for FY 2022

- We worked on activities to promote a broad and deep understanding of diversity, such as strengthening the dissemination of information on diversity and expanding the content of our information dissemination website.
- Seminars and round-table discussions were held on a wide range of topics (Persons with disabilities, male participation in childcare, cancer treatment, etc.) to attract more employees. We also held a variety of participatory events called Diversity Expo.

Promotion of Work-life Balance

We have developed a variety of measures to enable employees to balance work and family life by realizing work styles that suit their individual lifestyles and life stages. We have established and enhanced various systems, including childcare and nursing care leave systems, and have disseminated information and raised awareness to promote the use of these systems.

As a result of these ongoing efforts, in May 2015 we received special certification (Platinum Kurumin certification) from the Hyogo Labor Bureau based on the "Law for Measures to Support the Development of the Next Generation". Since then, the certification has been renewed annually and maintained.



Initiatives for FY 2022

- We have a full working system, and we use a telecommuting system and a flextime system, in which employees choose the place and time to work according to their family circumstances and productivity.
- To enable employees on childcare leave to work with a sense of fulfillment, we offer a system of three interviews with employees on childcare leave before taking leave, before returning to work, and after returning to work, as well as training opportunities.
- For the first time in the three years since the company became Corona Disaster Relief, " Child Visit Day," in which children of employees visit their parents' workplaces, was held at the Kobe Head Office, Oyama Plant, and Toyota Office in a face-to-face format, with the children actually visiting their parents' workplaces.
- During Nursing Care Month, we sent out information on nursing care multiple times and introduced laws and systems for balancing work and nursing care. In addition, webinars (videos) and consultation desks on nursing care have been made public to provide an environment where information can be obtained when necessary.

Promotion of Women's Participation

We are striving to create a workplace where women can work comfortably, and are working to continue hiring women, expand job opportunities, develop and expand systems to support work and childcare balance, and foster a culture that encourages the use of these systems.

Initiatives for FY 2022

- A "Positive Action Seminar" was held for women who are active in the technical workplace as a step toward demonstrating their abilities in the workplace and considering their own career development.
- As a company that actively engages in the advancement of women and various ways of working, it has been newly certified as a "Hogo and Kobe Women's Advancement Promotion Company" (Mimosa Company) established jointly by Hyogo Prefecture and Kobe City.
- In July 2016, the Ministry of Health, Labour and Welfare approved the company as an "L-boshi" in recognition of its efforts to promote the active participation of women. Since then, the certification has been renewed annually and maintained.

Human Resources Development

Under the slogan of "Developing people who continue to improve themselves and continue to lead and train others," we are implementing various educational programs based on the concept of "developing one's own abilities". Since FY2015, the company has adopted a policy of strengthening human resource development and has enhanced its training programs by rank. Furthermore, from FY2020, as part of our "management centered on development," we will focus on more practical human resource development, with the president and directors directly providing employee education as instructors in in-house training programs.

Initiatives for FY 2022

 Ten Academy, our self-development system, offers courses in areas such as "Expertise (Technology)" and "Global."

We also hold seminars for in-house lecturers. In FY 22, we held 6 seminars in which executives themselves talked about their areas of expertise.

- Technical Education offers more than 100 e-learning programs to choose from, depending on your area of expertise and interests.
- We have introduced a "Workplace Youth Development System" to follow young employees up to their third year of employment through on-the-job training.



DENSO TEN Academy "Programming Course for Parents and Children " * In FY22, held online to counter new coronavirus infections



L-boshi Mark (Stage 3)

20

Employment of Persons with Disabilities

Through employment support organizations and other means, we are actively working to recruit people with disabilities and to develop workplaces and job opportunities that are easy for them to work in. The number of people with disabilities employed increased by 3 from last year, and as of the end of FY2022, we have met the legally mandated employment ratio (2.3%).

·Trends in Employment Rates for Persons with Disabilities



TOPICS

Holding Children's Visiting Day

The annual "Children's Visiting Day" has been held since 2006 as an opportunity to think about "work" and to deepen communication with family members by seeing their parents work, which is something they cannot see at home.

A total of 83 children from 3 sites in Japan participated in the first face-to-face event in 3 years. On the same night, the J. League Vissel Kobe match was held as "DENSO TEN DAY" at Noevia Stadium Kobe, and the children who were selected by lottery enjoyed taking a commemorative photo with the players before the match and watching the match.

Renovated office for a better workplace

After the Corona Disaster, we have moved from an era of "assuming you have to come to work" to one of "choosing where to work according to the nature and characteristics of your work."

In FY 2022, we have launched a workplace participation project to renovate the office of the Design & Development Department at the head office to create an attractive workplace environment that maximizes productivity and added value. Many positive comments were received, such as "More space and easier to work with."

We will continue to develop an attractive work environment that is easy to work in.



Children listening intently to the company introduction



Office after renovation

Mental and Physical Health Support

Based on the recognition that "ensuring employees' health is the foundation of management," we support our employees in raising their health awareness and encouraging them to voluntarily improve their health, both physically and mentally. Since the second half of FY2014, we have shifted the focus of our support measures from "medical checkups and treatment" to "activities to prevent physical and mental illnesses." Since then, we have worked to promote health promotion activities such as disseminating health information, providing opportunities through seminars, and visualizing health levels in order to reduce health risk holders and raise the level of health among employees..

Initiatives for FY 2022

- In order to reduce the likelihood of health risks, we implemented a web-based program to acquire basic knowledge about diabetes and behaviors for prevention, as well as support for lifestyle improvement, focusing on exercise and sleep. (Relationship between diabetes and lifestyle habits, stretching to improve physical fatigue caused by daily life and desk work, and instruction on knowledge of sleep and how to improve sleep quality at Health Up seminars for young people)
- In order to improve knowledge about health issues specific to women and to increase understanding of and interest in health issues surrounding women, we promoted the creation of a workplace where women can work with vitality by distributing information to all employees, setting up a dedicated consultation service, and conducting in-house gynecological cancer screenings and subsidizing costs, in conjunction with Pink Ribbon Day every October and Women's Health Week in March.
- Activities to raise awareness and prevent the spread of the new coronavirus were conducted as a countermeasure.

(monitoring of employees who are sick at each workplace (carried out every day), confirmation and guidance of the health status by industrial physicians after the completion of medical treatment for infected employees)

TOPICS

Continued promotion of health management White 500 certification for 5 consecutive years

In FY 2022, the "Health Challenge Course," which aims to promote autonomous health promotion (participants select a desired course from approximately 20 courses, such as diet, exercise, sleep, and stress reduction that lead to lifestyle improvement, and continue the course for three months), was expanded to include an exercise course that can be done indoors while watching web guidance and a course to review meals, in an effort to increase the number of participants and improve satisfaction and satisfaction levels by responding to the situation of the Corona disaster.



Practical training for young people

We have also provided feedback on lifestyle scores (a visualization of the level of health) to recognize health issues based on the current status of each individual's health habit practice and health data, and to raise awareness of the importance of daily autonomous health promotion.

As a result of these activities, in March 2023, we were recognized as a "Good Health Management Corporation 2023 (Large Corporate Division) ~ White 500 ~" for 5 consecutive years under the Good Health Management Corporation Certification System selected by the Ministry of Economy, Trade and Industry and the Japan Health Council.



Ssafety and Health Management

Based on the basic philosophy that "ensuring the safety and health of employees is the foundation of management," we are working to establish and operate a health and safety management system with an emphasis on preventing industrial accidents. We have acquired global combined certification with ISO45001, the international standard for safety and health management systems, and ISO14001, the environmental management system.

• We carry out risk assessment activities to identify the sources of industrial accidents at each workplace and to implement countermeasures in a systematic manner.

Initiatives for FY 2022

- In order to strengthen the safety control system and safety management in the workplace, ① Safety managers were assigned to Group, ②Workplace safety activity surveys were conducted on employees to visualize the status of response and dissemination of safety measures in the workplace.
- In the factory, we have ①improved the level and efficiency of interactive conversations between supervisors and workers, and ②introduced tablets to improve safety awareness by creating an environment where conversational information, near-misses, and past troubles can be effectively utilized.



•Number of industrial accidents and frequency ratio of 1 day or more of absence from work (consolidated)

Frequency rate: Number of work-related lost time accidents \div total working hours \times 1,000,000

• For fire prevention activities, we received a fire risk survey from the perspective of a third party from an outside expert organization at our domestic plant in order to prevent fires. The Survey worked to enhance fire prevention activities based on evaluations and advice from a professional standpoint for a wide range of areas, including "building structure," "management," "fire protection equipment," "utility equipment," and "fire extinguishers.

TOPICS

Decluttering Hazardous Materials *

In order to "never let fires break out" from DENSO TEN Group, we have been working on "decluttering hazardous materials" to minimize the amount of hazardous materials held from the following three perspectives: "reducing fire risks" and "preventing the spread of fire and minimizing damage."

① Disposal of unnecessary hazardous materials ② Replace with a lower risk ③ Purchase by minimum volume and lot

*Isopropyl alcohol (IPA) used in the manufacturing process and waste cooking oil from the employee cafeteria , etc.

Fair operating practices

Open and fair business practices and responsible procurement practices

In addition to striving for open, fair, free and fair transactions, we will endeavor to conduct responsible procurement activities to ensure that this policy is implemented not only within the DENSO Group but also in the supply chain. We also respect our suppliers and other business partners as partners, build relationships of trust, and aim for mutual development.



Procurement policy "Basic approach"

Our procurement policies include the "Open door policy", "Mutual development based on mutual trust", "Promote environmentally friendly 'green procurement'", "Promotion of local procurement to become 'Good corporate citizen'", and "Thorough Compliance with Laws and Regulations and Confidentiality", and we have put the "Denso group supplier sustainability guidelines" into publish and deploy.

Open door policy

We conduct procurement activities by seeking a wide range of suppliers in a fair and impartial manner, both in Japan and overseas, for the procurement of parts, materials and production equipment for our products.

In selecting suppliers, we take into account the quality, technology, cost and delivery times, as well as their attitude and system for continuous improvement.

Mutual development based on mutual trust

We hope to achieve mutual development through business transactions. In order to do it, we believe it is important to build stronger relationships of trust through close communication with suppliers.

Promoting sustainability in the supply chain

We ask all our business partners to agree to the tenets of the "DENSO Group Sustainability Policy" and to promote sustainability by concluding a "Basic Transaction Agreement" that includes "compliance, protection of human rights, environmental preservation, workplace safety and other social responsibilities", and by assigning contact persons and clarifying policies at suppliers regarding sustainability.

In order to promote our sustainability policy, we also ask for public awareness, surveys and inspections at various venues. Major business partners are informed of DENSO TEN's business policies as well as its sustainability-related policies, such as strengthening risk tolerance and sustainable business expansion, at the "Business partner appreciation society".

DENSO Group policies and approaches toward conflict minals

We, DENSO Corporation and its Group companies, promote the promotion 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 joining countries, is one of the significant social issues among supply chains. We conduct investments about the usage of conflict minals, and we will take appropriate steps to avoid procurement of materials that can cause social investments or finance armed groups. We also ask our suppliers to understand our policies and approaches and to promote responsible material promotion.

We value MAKOTO (Sincerity) and fulfill our social responsibility

Under the leadership of top management, we will establish systems to fulfill our social responsibilities and foster an organizational culture befitting a company that is trusted by the international and local communities.



Aiming to Become a Company Trusted by Society and the Community

We have established the "Group Corporate Action Guidelines," which indicate the ideal behavior of our employees, and have formulated and are operating the "Group Corporate Action Declaration (Sustainability Policy)," which declares our responsibility to our stakeholders and what we should be as a corporate group.

Behavior Declaration (Sustainability Policy)

Corporate Governance

The company has a general meeting of shareholders, a board of directors, corporate auditors, and accounting auditors as its corporate bodies. We have also adopted an executive system that streamlines the management team to speed up decision-making and flexibly and optimally allocates talented human resources to increase the speed of business execution.

The Board of Directors is to concentrate on the management supervisory function from the standpoint of shareholders and the group as a whole, to streamline the Board of Directors, to promote active discussion and speed up decision-making at the Board of Directors meetings, and to appoint management officers who are responsible for solving company-wide management issues and executing operations.

In addition to these officers, the Board of Directors also appoints executive officers to serve as the top management and leaders of important projects and to exercise executive responsibility and authority in their areas of responsibility.

Compliance

In addition to clarifying laws and regulations related to business activities, we have established internal rules, educational programs, and monitoring systems to promote compliance throughout the Group.

Initiatives for FY 2022

• Based on the current situation in which various compliance issues are occurring in the Japanese manufacturing industry, we have established Compliance Month to ensure thorough awareness of compliance. Taking compliance as a matter of oneself and reflecting on one's own actions, we conducted e-learning to learn from other companies' examples and increase sensitivity to the risks inherent in operations, as well as comprehensive inspections of compliance risks in the workplace. In addition, we continued to conduct group working on the subject of compliance risk, education on subcontracting laws, and education on anti-monopoly laws.

Internal Reporting System

We have set up a compliance line for employees of domestic Group companies to receive whistleblowing and consultation, and it is open to suppliers. The reports and consultations we receive help us identify and resolve problems at an early stage.

Risk Management

To enhance corporate value, we are working to prevent and minimize damage from various risks, including compliance violations.

- The Risk Compliance Committee takes the lead in promoting risk control activities, including the identification and assessment of potential risks, consideration of preventive measures, and confirmation of the status of implementation, together with the responsible departments for each risk.
- As part of employee awareness-raising activities, we educate employees on the importance of prevention activities and on how to act and what to do when risks occur, through training at the time of hiring and by job level.

Business Continuity Management

Along with the Business Continuity Plan, a disaster prevention plan is in place, mainly for the Kobe head office area, in preparation for a massive Nankai Trough earthquake. In addition, we are working to strengthen our business continuity management by establishing a recovery support system, including a central disaster task force to determine policies and measures in the event of a disaster.

Information Security and Personal Information Protection

In response to the growing risk of information leaks and other incidents, we are working to strengthen information security through internal audits and training for all employees. In order to minimize damage in the event of a security accident, we have established a reporting and response system to investigate the same of the accident and to receive receiver, and provent recurrence.

investigate the cause of the accident and to resolve, recover, and prevent recurrence.

We are also deeply aware of our social responsibility as a company to properly handle information that can identify specific individuals (personal information), and we protect personal information in situations such as management, acquisition, use, disclosure to third parties, and provision of personal information.

TOPICS

• Responding to increasingly sophisticated cyber attacks on companies

In FY2022, we reinforced file access rights as a measure against information leaks, as well as e-mail security measures to respond to targeted attack e-mails. In addition, security education and awareness-raising for all employees, including directors, are continuously conducted to improve their literacy.

In FY 2023, we will prepare for the integration of communication systems and other systems with DENSO Group and strengthen security measures as DENSO Group.

At the same time, we will take measures to strengthen the security of our manufacturing sites as well as our office areas.

Community Involvement and Development

Toward a more prosperous society and community

Based on the awareness that "We are members of society" we will contribute to the creation of a more prosperous society and community through our corporate activities.



DENSO TEN Group carries out various activities in different countries to contribute to the solving local problems.

Community Contribution Activities



Donation of "Traffic Safety Drill" provided by Toyota Mobility Fund to elementary schools (Head Office, Nakatsugawa Plant, Oyama Plant)



SDGs SUGOROKU (Japanese backgammon) donated to a nearby junior high school (Head Office)





Purchased apples harvested in impoverished areas and distributed to employees to aid impoverished areas (Wuxi Electric Co., Ltd./China)

Traffic Safety Activities



Donation of the "Traffic Safety" banner (30 pieces) to the Naegi Branch of the Nakatsugawa Area Traffic Safety Association (Nakatsugawa Plant)



Sponsored Spring Traffic Safety Ceremony (Head Office)



Other Activities (Social Welfare, Youth Development, and Environmental Contribution)



Donated "Flying Disc Sets" to the Welfare Division of the Oyama City Health and Welfare Department (Oyama Plant)



Exchange games with neighborhood children with intellectual disabilities on "Children's Day" (Wuxi Electric Co., Ltd./China)



Volleyball classes held in Iwate and Fukushima Prefectures to support reconstruction efforts (Head Office)



Mangroves planted to mark World Wetlands Day (DENSO TEN Limited Solutions Philippines)



Donation of handbells and percussion instruments to welfare facilities that actively provide music therapy, etc. (Head Office)



Scholarships awarded to 64 students studying electronic communication technology at the Institute of IoT Technology (Wuxi Electronics Co., Ltd./China)



Participated in a corona temperature control volunteer at a quarantine station at the entrance of a highway (Wuxi Electronics Co., Ltd./China)



Participated in reforestation campaign (DENSO TEN Espana)

TOPICS

• Conservation activities of seaweed beds and tidal flats in Hyogo Canal

In the past, we have conducted social contribution activities centering on donations and contributions to local communities in need, but in the future, we will shift to social contribution activities that match DENSO Group's cause (security and environment) and sound, in order to make them "activities that only DENSO TEN can do."

As an example of our environmental contribution, in FY2022, we supported activities to preserve the seaweed beds and tidal flats (e.g., eelgrass planting) in the Hyogo Canal adjacent to our Kobe Head Office, by purchasing J Blue Credits*. From FY 2023, we will further strengthen our activities by having our employees participate in volunteer eelgrass planting.



Seaweed beds and tidal flats in Hyogo Canal

*J Blue Credit:

 CO_2 absorption achieved through activities to increase CO_2 absorption by marine and coastal ecosystems such as seagrass beds, which are certified by the J Blue Credit Assessment and Certification Committee. Purchase of credits is expected to help activity implementers secure funds for their activities and revitalize them.

Environmental Initiatives (Details)

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 fill 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. In April 2021, we are also purchasing activities based on our Environmental Action Plan, which sets out our concrete goals for the realisation 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 critical 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 understand 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.

Target 3	Basic Policy	Commit 2025
Energy 1/2	Contribute to permanent maintenance of global environment by the technologies that can solve the problems of global warming, energy and resources.	•Contribute to cutting CO $_2$ from cars in half. •Promote cutting factory energy in half.
Clean x 2	Comply with law and promote continuous improvement in order to promote reassurance to all stakeholders and remain a cooperation that grounds with the society.	 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 x 2	Realize a society with sharing nature's wife and benefit in order to take over rich natural environment to the next generation through cooperate activity aiming at symbiosis with nature.	 Develop products and promote projects that contribute to the environment. Promote greeting.
Category	Specific effects	
Eco Products Project/ product area	 Promote technical development and environmental contribution projects that help promote car fuel efficiency, as well as the design of environmentally friendly products. Thorough 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	 Promote global warming measures and improvement of energy efficiency for the achievement of a declared society. Thorough carry out the 3Rs (Reduce/Reuse/Recycle) to contribute to a recycling society, thus rising 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	 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/informati on transmission	 Continuously improve our environmental management system and drive to brush up on our management methods, as well as drive to improve the foundation of our environmental management and create environmental value. Minimize environmental risk and actively transmit information to all our stakeholders. 	

Eco Factory (Production)

In order to realize environment-friendly factories and offices, we are promoting initiatives rooted in our core business at all sites.

Countermeasures against Global Warming

With the aim of achieving carbon neutrality, we are continuously working to reduce CO₂ emissions by introducing energy-saving equipment, saving electricity and other energy-saving activities, and improving the efficiency of production and operations.

Results of activities in FY 2022

Global CO₂ emissions per unit of production were 34% below the target of 35% below FY 2012 level



Trends in CO₂ emissions per unit value added

Emission Control Measures

With an eye toward a resource-recycling society, we are working to reduce waste and achieve zero emissions* based on the 3Rs (Reduce (generation), Reuse, Recycle).

*DENSO TEN Group's definition of "zero emissions": Reduce to zero waste that is not effectively used, such as incinerated or disposed of in landfills, through the 3Rs of reducing, reusing, and recycling emissions from our sites.

Results of activities in FY 2022

Global emissions per unit of production were 25% below the target of 29% below FY 2012 level



· Trends in emissions intensity per unit of value added

Hazardous Substance Countermeasures

We conduct chemical substance assessments on all chemical products used at our domestic and overseas sites, identify chemical products with high environmental risks, and work to reduce their use.

Results of activities in FY 2022

 Global basic unit for chemical substances (PRTR, VOC) was 55% below the target of 54% below the FY2012 level



Water Resources Measures

·Trends in water resource usage

Recognizing that water is a limited resource, we are working to reduce the amount of domestic water used in our Plant office (water used in hand washing, toilets, and company cafeterias, etc.).

Results of activities in FY 2022

• Global unit requirement for water resources was 47% below the target of 51% below FY2012 level



·Trends in water resource intensity per value added



Eco Factory (Logistics)

We are working to reduce CO_2 emissions based on the recognition that in order to prevent global warming, we need to work not only in our own company but also throughout our entire supply chai.

Global Warming Countermeasures through Improved Logistics

In order to contribute to the prevention of global warming, we are working to improve transportation routes, cargo forms, and cargo loads with the aim of reducing CO_2 emissions in transportation.

Results of activities in FY 2022

The number of regular services between Nakatsugawa and Toyota was reduced by half (from 12 to 6) by improving loading efficiency, resulting in a 31.7% reduction in CO_2 emissions per unit of sales compared to FY 2012.

\cdot Trends in transportation CO_2 emissions per unit of sales for logistics improvements



*Figures are calculated based on transportation CO_2 emissions generated in Japan and non-consolidated sales.

Management System

With a strong awareness of the need to protect the environment on a global scale, we are working together as a group to promote environmental management by strengthening our organization and systems and continually improving our environmental management system.

Promotion System

We have established a management system at the Kobe Head Office to maintain and improve the Group's environmental conservation activities, and are promoting them. We have also obtained ISO

14001 global integrated certification and are promoting environmental activities at all Group sites. The Environmental Committee has been established as an advisory body for the Group's environmental management, and deliberates and decides on environmental management issues. In consideration of environmental changes in society, a carbon neutral subcommittee has been established as a subordinate organization of the Environmental Committee to promote carbon neutrality throughout the company.



ISO 14001 Certification Status

In 1997, we completed certification at all domestic production sites, followed by certification at all overseas production sites in 2006, and in 2009, we were one of the first in Japan to receive global integrated certification.

On February 19, 2017, we acquired the first global integrated certification in the car electronics industry under ISO14001:2015, a revised standard of the ISO14001 environmental management system, for our headquarters and 58 offices of 25 companies in Japan and overseas.

Environmental Education

In order to raise the environmental awareness of each employee and continue environmental activities with the participation of all, we provide education and awareness programs such as "education by job level," "general education," "special education," and "carbon neutrality."

After the completion of training for environmental conservation promoters and internal auditors, we conduct comprehension tests to maintain their level of competence, and we also conduct Group-wide training at overseas sites.

Furthermore, in order to ensure compliance with environmental laws and regulations for products that are becoming more expansive and complex, we conduct "significant operator training" for specific operators.

Handling of Environmental Risks

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

State of compliance with environmental neglect

At all production bases, we have set voluntary control values for water quality, air quality, noise, and vibration that are strict than those prescrived by legislation, and regularly monitor these values. There were no problems in FY 2021.

Environment-related emergencies, complications, accidents, and mitigation

In FY 2020, there were no emergencies or complications, accidents, mitigation, or exposures of finishes related to the environment.

Soil and groundwater contamination countermeasures (Japan)

Based on the Rules for Management of Soil, etc., we investigate soil and groundwater in a systematic banner and, if any pollution is detected, we make the prescrived 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 discard the outcomes of that monitoring.

Status of PCBs (Japan)

Although low-concentration PCBs have been found in used transformers and other equipment at the headquarters, they are strictly stored and managed in accordance with legal regulations.

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 drive to reduce our environmental footprint at all stages of our operations.

	Power	87,921 Mwh
Energy	Crude oil	0 KL
	City gas	395,000 m ³
	LP gas	990 t
	Natural gas	16,000 m ³
	Kerosene	3 KL
	Light oil	11 KL
	Gasoline	19 KL
	In-house power generation (generator)	-2,623 Mwh
Forest Resources	Paper purchased	27 t
	Tap water	138,432 m ³
Water	industrial water	91,925 m ³
Resources	Groundwater	19,409 m ³
Parts/Raw materials/Packaging	Packing with board a paper containers	nd 440 t
materials/Others	Plastic container pac	king 10t

OUTPUT

CO ₂	CO ₂ output	57,811 t-CO ₂
	Total	4,667 t
_ · · ·	Amount recycled	4,513 t
Emissions	Valuables	2,615 t
	Recycling rate	97 %
	Substances subject to PRTR (Japan) only	
	Amount released	0.8 t
Chemical Substances	Amount transferred	0.2 t
Substances	IPA released	39 t
Water	Wastewater discharge	155,140 m ³

■ Corporate Profile

Corporate Pro		Main business
Name	DENSO TEN Limited	Connected Business
Location	Head Office	Safe driving management telematics
	1-2-28	service (communicative drive recorder),
	Gosho-dori 1-chome, Hyogo-ku, Kobe	emergency call system, etc.
	652-8510	■CI Business
	TEL 078-671-5081	Display audio, car navigation system, CD
Representative	Takashi Yonemoto,	tuner, etc.
	President and Representative Director	■ AE Business
Established	October 25, 1972	Engine control ECUs, ECUs for electric
Capital	5.3 billion yen	vehicles, ECUs for hybrid vehicles, etc.
Shareholder	DENSO CORPORATION	
	Toyota Motor Corporation	
	Fujitsu Limited	

■ List of offices

Domestic bases	
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DENSO TEN Limited

DENSO TEN TECHNOSEPTA Limited

DENSO TEN STAFF Limited

Overseas bases

Asia/Oceania	Europe
Philippines DENSO TEN PHILIPPINES CORPORATION	S p a i n DENSO TEN ESPAÑA, S.A.
Thailand DENSO TEN (THAILAND) Limited	Americas
I n d i a DENSO TEN UNO MINDA INDIA PRIVATE LIMITED UNO MINDA D-TEN INDIA PRIVATE LIMITED	United States DENSO TEN AMERICA Limited
C h i n a DENSO TEN (CHINA) Limited.	DENSO TEN TECHNOSEPTA USA, Limited
DENSO TEN ELECTRONICS (WUXI) Limited	M e x i c o DENSO TEN MEXICO, S.A. DE C.V.
DENSO TEN PRECISION ELECTRONICS (TIANJIN) Limited DENSO TEN TRADING (TIANJIN) Limited	
DENSO TEN RESEARCH AND DEVELOPMENT (TIANJIN) Limited	Global Network

DENSO TEN Limited

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Please send your comments and opinions on sustainability to the contact form below. Contact Form

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