

## Shibaura Electronics Group Charter of Business Principles

The Shibaura Electronics Group develops and manufactures sensors, mainly thermistor temperature sensors that meet customer needs, responds quickly and accurately, secures reasonable profits, is trusted by society, and contributes to cultural development. Furthermore, The Shibaura Electronics Group takes a global perspective to actively engage in protection of the global environment and social contribution activities.

The Shibaura Electronics Group, based on the following 10 principles, both in Japan and abroad, respects human rights, follows relevant laws, regulations, international rules, and their spirit, and engages in business sincerely and fairly in light of corporate ethics.

### 1. Corporate activities

We will comply with domestic and foreign laws, rules and regulations, maintain fair, impartial and transparent relationships with all stakeholders, and conduct business activities in good faith.

In our international business activities, we shall not only follow international rules and local laws, but shall respect local culture and customs and contribute to their development.

### 2. Customer satisfaction

We will gain customer satisfaction and trust by developing and providing products that customers need and helping address sustainable economic growth and the resolution of social issues. When developing and selling, we will consider safety and the environment, and take due care to protect customers' information.

### 3. Fair import and export transactions

We will engage in fair, transparent, and free competition along with fair dealing and responsible procurement.

We will comply with relevant laws, regulations and rules regarding import and export transactions of products and technologies.

### 4. Information disclosure/Information management

We will actively and fairly disclose corporate information, communicate widely with society, strive for constructive dialogue with stakeholders such as employees, customers, local communities, and shareholders, and try to increase corporate value.

We will ensure appropriate management and handling of confidential information

held by the Company (personal information, insider information, etc.) and confidential information obtained from business partners.

5. Respect for human rights

We will not tolerate any forced labor, child labor, etc., in any of our business activities.

We will not purchase products produced through such labor, either.

6. Creating a comfortable work environment

We will respect employees' diversity, human rights, and individuality, promote individual growth, and foster human resources with autonomy.

We will reject all forms of discrimination and harassing behaviors, and strive to prevent harassment.

We will think of safety first in the workplace and ensure a work environment which is easy for employees to work in with health and peace of mind.

7. Initiatives on environmental issues

With awareness that initiatives on environmental issues are a necessary requirement for the existence and activity of a business, we will develop and provide environmentally-conscious products and services and contribute to conservation of the global environment.

In light of the impact on the environment generated by business activities, we will strive to reduce environmental burden and environmental risk.

8. Social contribution activities

We will actively engage in social contribution activities as good corporate citizens.

9. Elimination of antisocial forces

We will have no relationship with groups or forces that engage in antisocial activities that threaten social order and business activities.

10. Risk management

We will prepare for terrorism, cyberattacks, and natural disasters and thoroughly perform organization-wide crisis management.

We will anticipate every risk and put in place a risk management system including assessment and countermeasures.

End

Established December 1, 2017

Revised December 20, 2021

Revised December 23, 2025