

November 19, 2021

To Whom It May Concern

Company Representative	Elematec Corporation President (Stock Code 2715 TSE First Section)	Akira Yokode
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Notice Regarding Partial Revision of Management Policies and
Formulation of Basic Policy on Sustainability

The Company established the Sustainability Promotion Preparatory Office to further promote sustainability efforts, conduct reviews, and implement initiatives across the Company. At the Board of Directors' meeting held today, the Company passed a resolution to formulate the Basic Policy on Sustainability as of December 1st after having partially revised the Management Policies.

By transforming the Preparatory Office into a Committee, we will make a serious commitment to implementing initiatives across the Company in full scale.

(Add underlined part)

Management principles	
① Mission	• To provide new values by expanding our good relationships.
② Management policies	<ul style="list-style-type: none"> • To provide a multitude of quality products and services globally. • To constantly strive for self-improvement and to seek sustained growth for betterment of social credibility. • Strive to maximize corporate value while emphasizing corporate governance with due consideration to the environment and safety. • <u>Contribute to creating a sustainable society under the Basic Policy on Sustainability</u>
③ Principles	<ul style="list-style-type: none"> • Respect customer's needs and be trusted as a "manufacturing partner" • Actively exchange views and take on challenges with enthusiasm, speed and teamwork. • Each employee shall strive for self improvement and place emphasis on equal opportunities and fair evaluation. • Pursue happiness and well-being of employees and growth as a group.

Basic Policy on Sustainability
Elematec Group aims to enhance corporate value by contributing to creating a sustainable society through business activities under its mission to provide new value by expanding our good relationships as a global manufacturing partner. As with addressing risks, we consider efforts to expand business and tackle social issues with environmental considerations important business opportunities.