

## **"Building of Partnership declaration"**

We declare that we will focus on the following items in order to build new partnerships by promoting cooperation togetherness and prosperity with business partners in our supply chain and businesses that create value.

### **1. Co-existence and co-prosperity of the entire supply chain and new collaboration beyond scale and affiliation**

We work to improve added value throughout the entire supply chain by working with our direct business partners to reach out to them (from "Tier N" to "Tier N+1").

Collaterally, we aim to build a coexistence and co-prosperity with our business partners through collaboration that exceeds existing business relationships and company size etc, with added value.

The perspective of business continuity and work style reforms during the time of a disaster,

We will also promote support such as introducing telework for business partners, formulating BCP (Business Continuity Plan), and giving advice on promoting health management. In addition, we will promote information sharing and digitization of operations using IT, and improve efficiency throughout the supply chain.

### **2. Compliance of "promotion criteria"**

Compliance in anticipating business practices between parent business operators and subcontractors, As in the "Promotion Standards", we will actively work on correcting the trade practices and business practices which obstructs the building of partnership of business partners.

#### **① Method of Price Fixing**

We will not make illogic requests for cost reduction. In determining the transaction value,

If there is a request for discussion from the subcontractor, we will respond to the request.

We will fully negotiate to include the reasonable interests of subcontractors, such as considering the impact of increased labor costs. When making a contract, determination of transaction consideration, the parent company will clearly state and deliver the contract terms in writing.

#### **② Cost burden mold control management**

We proceed mold transactions based on contract terms, do not request subcontractors to store molds free of charge and promote disposal of unnecessary molds,

#### **③ Promissory notes & Payment terms**

The subcontract price will be paid in cash.

#### **④ Intellectual property /know-how**

We do not require the any of unilateral non-disclosure agreements, the disclosure of know-how using a business position, or the free transfer of intellectual property rights.

#### **⑤ Work Style Reforms**

To ensure that our business partners can also respond to work style reforms, we will not place short-term orders or make sudden specification changes to subcontractors that do not entail an appropriate cost burden. In the event of a disaster, we will not impose a unilateral burden on our subcontractors

in terms of transactions, and we will give due consideration to the continuation of business relationships as much as possible till business resumes to normal situations.

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