

Quality and Environmental Policy

Core Philosophy

We respect our employees, always keeping in mind our corporate social responsibility, and actively work to improve quality and protect the environment (including biodiversity) in our business activities. We will also go forward building strong relationships of trust with our customers and partners, and maintain and improve these relationships on an ongoing basis.

Guidelines for Action

Respect for people Spirit of freedom Virtue of humility Compliance with laws and regulations

<Quality Policy>

“Building a strong corporate character that can respond to changes in the environment”

- (1) We take the requirements of stakeholders seriously and strive to adhere to them.
- (2) We will be sensitive to customer needs and changes in the environment, providing appealing and competitive products via a supply chain that is stable due to collaboration between our locations in Japan and internationally.
- (3) We believe that the root of sustainable profits is the ability to respond to changes in the environment, and we will continuously improve our quality management system.
- (4) We consider personnel to be our greatest asset, and we will continuously invest in education, while all employees strive to constantly improve their skills and develop themselves.
- (5) All employees must fully understand the importance of “management by all” and the “basic actions,” to constantly improve the quality of our operations.

<Environmental Policy>

“Protecting the Earth with our own hands”

- (1) We will comply with laws, regulations, and customer requirements related to the environment and chemical substance management.
- (2) We will always strive to conserve energy and resources, provide environmentally conscious products, and prevent pollution caused by products that contain substances that are prohibited or of concern.
- (3) We will strive to reduce waste and promote recycling through appropriate inventory management and elimination of wasteful operations.
- (4) We will continuously improve our environmental management system to achieve the above.

April 1, 2023

Hoei Denki Co., Ltd.

Chairman of the Board of Directors

Hirotooshi Kawashita