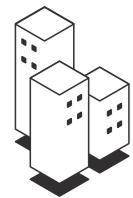


### Achieving our purpose

The corporate philosophy of the Sansha Electric Manufacturing Group embodies its mission and values and forms the foundation of its corporate activities. One element supporting this corporate philosophy is our purpose. Our purpose clearly details the value that we provide to customers and society. Our mission is to move society forward to a bright future using power electronics and creativity.

Since its founding, the Group has been committed to

transforming and controlling electricity and has been contributing to social progress using its technologies and services. We will continue to do this, with all of our employees working together to achieve our purpose. The purpose is at the core of our business activities. It is the direction we take as we aim to achieve sustainable growth, greater competitiveness, and a greater ability to influence society. We will move toward the achievement of our purpose under a consistent philosophy and strategy.



## Moving society forward with power electronics and creativity

Since our founding, we have been engaged in transforming and controlling electricity. This will remain unchanged.

Continuing to be an entity with one-of-a-kind technologies and services that moves society forward to a bright future – this is our purpose and our mission.

#### Our thoughts reflected in words

##### Power electronics

This is our role in society and our business domain, which will remain unchanged. We are always engaged in power electronics.

##### Creativity

While we are an engineering company, it is not just our engineers but all of our employees that act in accordance with our purpose. All employees act creatively with a commitment to one-of-a-kind technologies and services.

##### Moving society forward

As a manufacturer of power supplies and power semiconductors, we will be a driving force moving society in a better direction. This is our purpose and our mission.



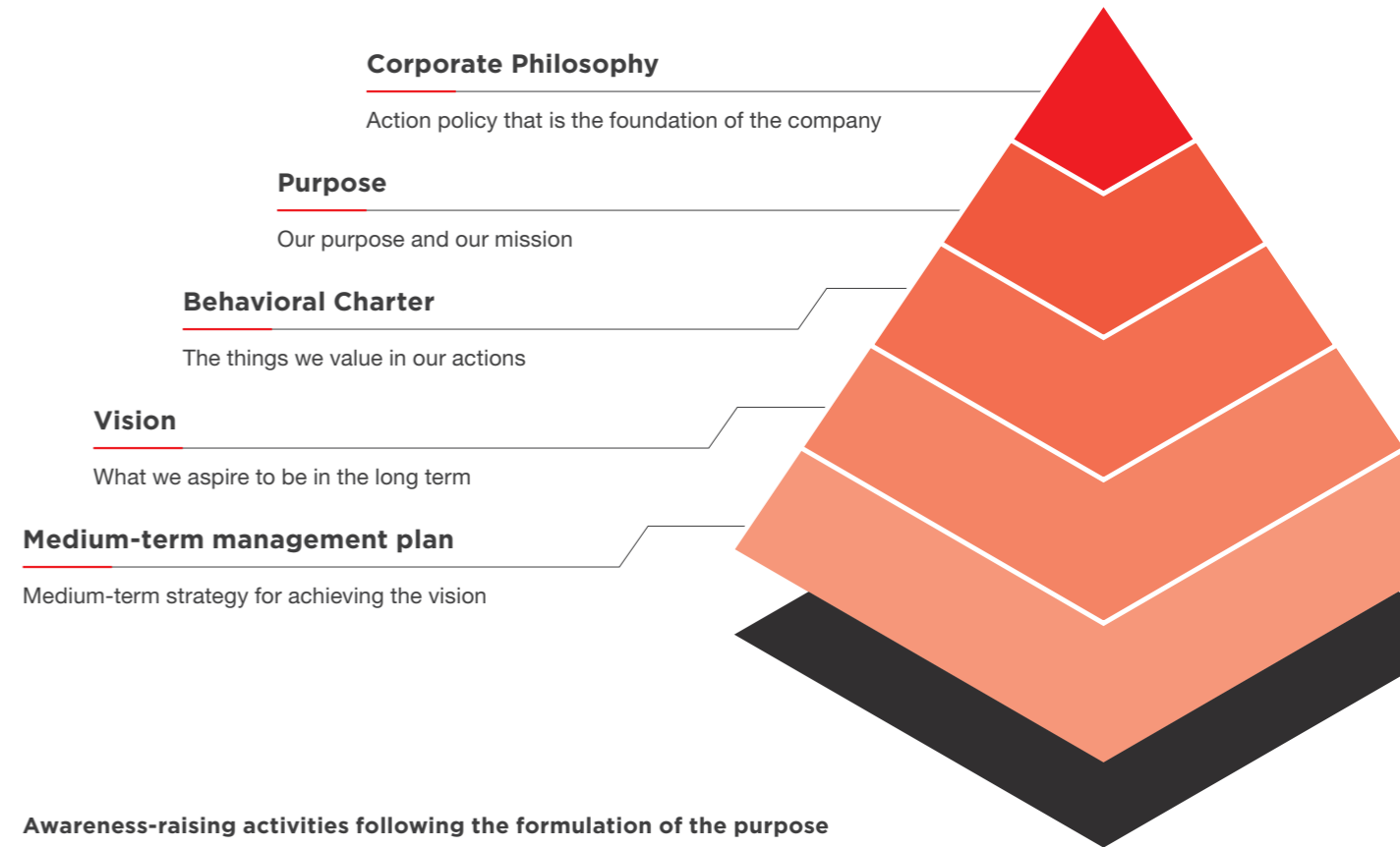
### Management centered on our purpose

Since its founding, the Sansha Electric Manufacturing Group has been guided in its business by its corporate philosophy and mission, attaching importance to the formation of its corporate culture. With more employees than before and with the establishment of overseas Group companies, we decided that redefining the meaning of our existence and setting it as a goal was essential for our achieving growth in the future. This is why we set a new purpose in April 2023.

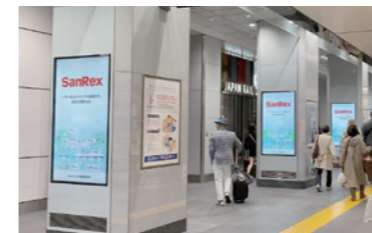
In formulating the medium-term management plan, we launched a project and developed specific measures, aiming to achieve this purpose. This has enabled the entire organization to unite in working to achieve it. We are confident that the Group's purpose will be a source of its sustainable growth and competitiveness and it is an important factor in our increasing our ability to influence society. Since identifying the purpose, we have been working to increase people's empathy and motivation to participate in businesses.

### Relationship between our philosophy system and strategies

The corporate philosophy is the foundation of the company and it expresses its mission and values. The purpose states the meaning of our existence and our mission and clearly states the value that we provide to customers and society. The behavioral charter consists of specific action guidelines that reflect the corporate philosophy and the purpose. The vision describes what we aspire to be in the future and shows the direction in which we aim to go. The medium-term management plan is a roadmap detailing the specific strategies and targets that we have set based on the above and how we will implement them. These elements are interlocking. The corporate philosophy and the purpose are achieved through the behavioral charter and the vision and the medium-term management plan reflects them. Thus, the direction of the company results in specific business activities while maintaining its consistency.



### Awareness-raising activities following the formulation of the purpose



Through advertising, we have carried out activities to enable a wide range of stakeholders to learn about our purpose. We strive to achieve our purpose by increasing the number of people who support it.



To increase employees' understanding of the purpose, we provided online training to enable them to learn about the background behind the formulation of the purpose and about its significance. This year, 97.7% of our employees received the training program.



We have created a video and released it on YouTube to increase awareness of our purpose both internally and externally. We created the video in English and Chinese, in addition to Japanese, to enable the employees of overseas Group companies to understand the purpose, and to have it take root in their workplaces.

<https://www.youtube.com/watch?v=5RW5dBgyyM>

