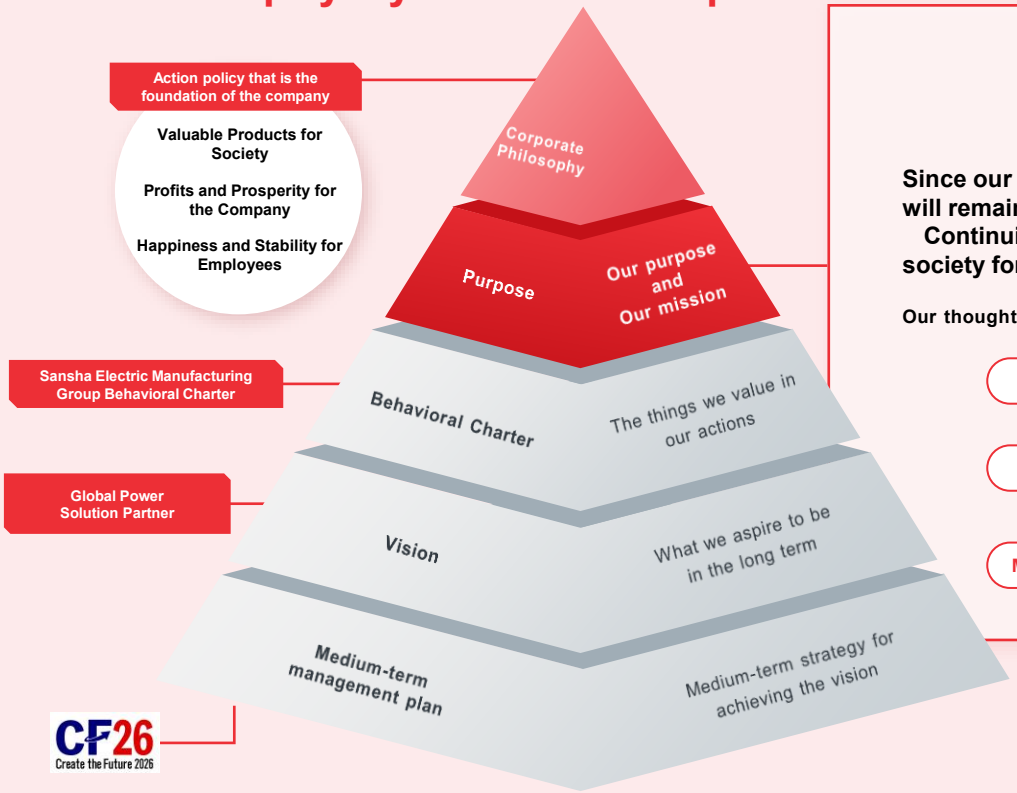
Philosophy System and Purpose



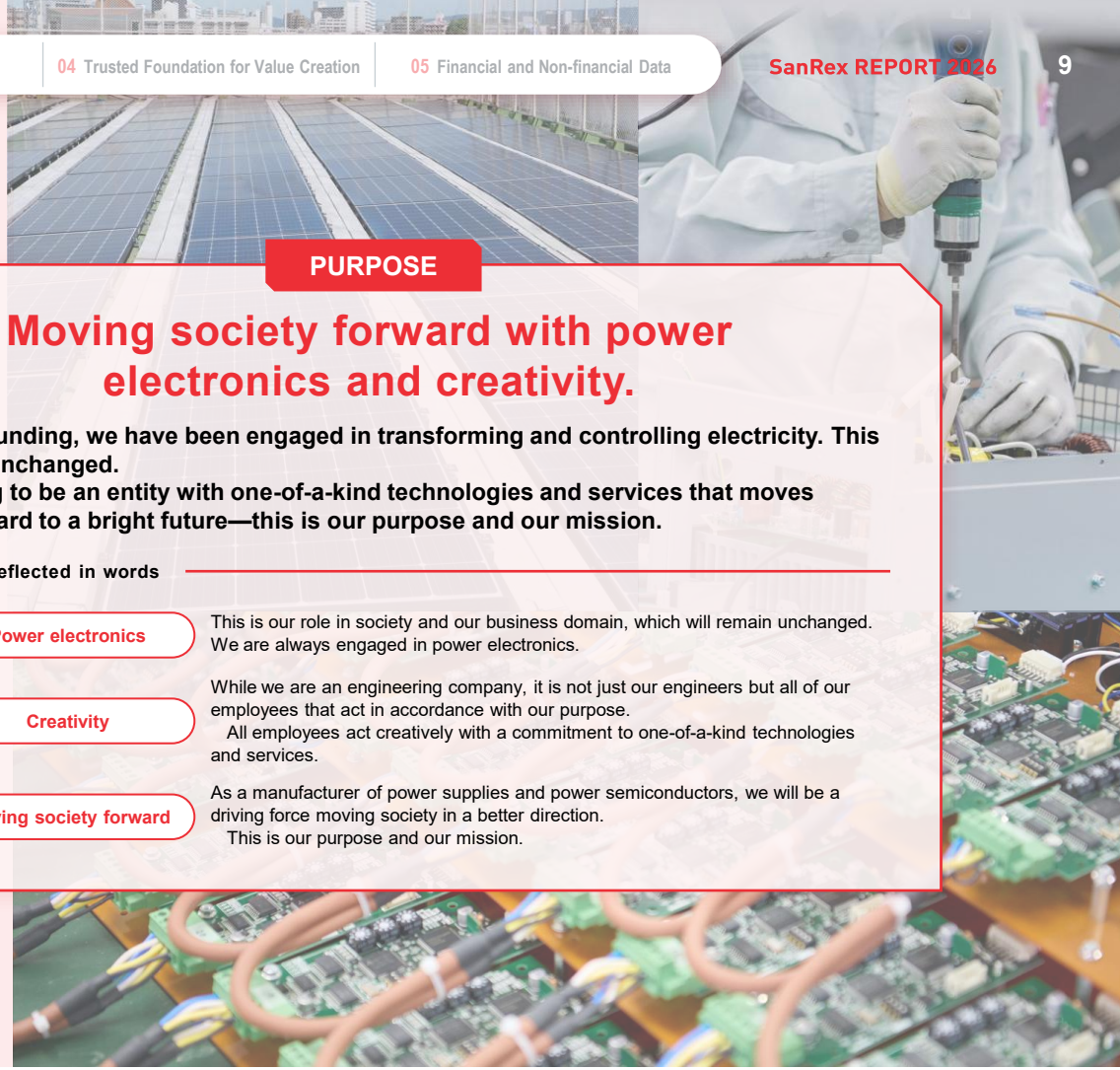
PURPOSE

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.



The Sansha Electric Manufacturing Group has established a philosophy system with its Corporate Philosophy at the top and its Purpose, which gives concrete expression to that philosophy. Starting with the Corporate Philosophy, the system encompasses the Purpose, Behavioral Charter, Vision, and Medium-term Management Plan, and serves as the foundation for all of the Group's business activities.

We position our Purpose as the starting point for value creation that both helps solve social issues and achieves sustainable corporate growth. It also serves as a guide for each employee in making decisions and taking action in their day-to-day work. Under the CF26 Medium-term Management Plan, we have also positioned the realization of our Purpose as an overarching policy and are advancing our business strategies, sustainability strategies, and initiatives addressing our material issues.

Embedding and Practicing Our Purpose

The Group continues to promote initiatives to deepen employees' understanding of our Corporate Philosophy and Purpose and encourage them to put these principles into practice in their day-to-day work. These initiatives include internal communications through workplace postings, the company newsletter, and e-learning programs. We also provide opportunities for employees to consider how their own work is connected to our Purpose, encouraging them to take initiative and exercise their creativity. Going forward, we will continue working to embed our Purpose in our corporate culture as we pursue sustainable growth and create value for society.

Background to the Formulation of Our Purpose

Our Purpose was formulated in 2023 by the MIRAI Project, which consisted mainly of young and mid-level employees. Building on the Corporate Philosophy and corporate culture that we have valued since our founding, the Purpose articulates our reason for being, connecting who Sansha Electric has been with who we aspire to be in the future. As part of our efforts to embed the Purpose throughout the Group, we have produced a video about our Purpose. We invite you to watch it.

Purpose movie
https://youtu.be/5RW5dBgyydM?si=mc2NeP0ZEJ5wj4tz