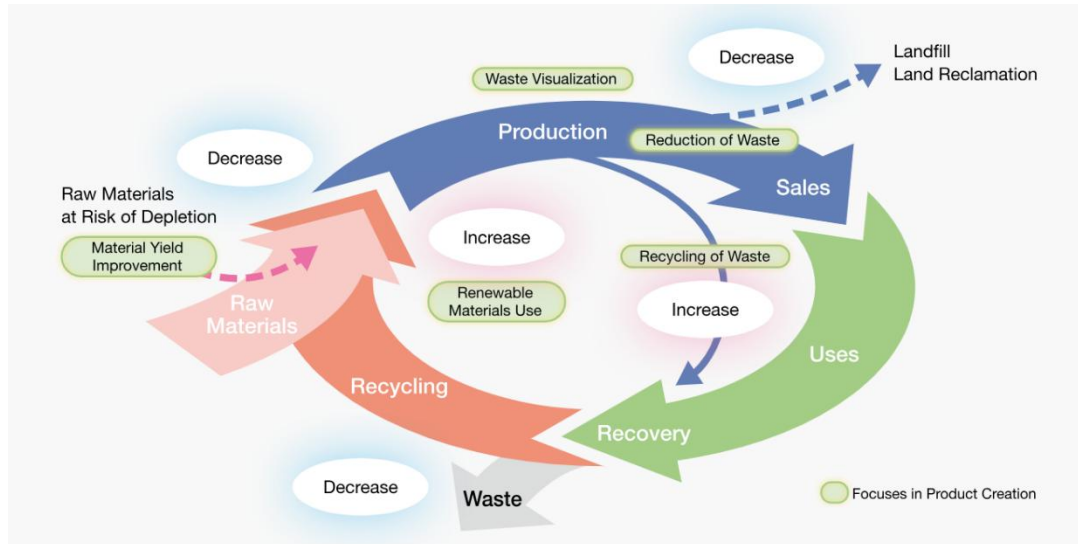


Purpose of the Circular Economy Policy

Along with both population and economic growth, increasing waste, resource depletion, and environmental impact have become important issues. There is an urgent need to shift from a traditional linear economy to a circular economy. A circular economy is a framework that promotes the sustainable use of resources and minimization of waste, thereby balancing economic growth with environmental protection.

This policy promotes the use of recycled materials and the reduction of waste through our business activities while complying with environment-related laws and regulations. Furthermore, we will explore the best ways to minimize waste emissions from the design stage, with an aim to incorporate reduction, repair, reuse, and recycling to ensure the effective use of resources.



Delegation of Roles and Responsibilities

The Board of Directors of the Alps Alpine Group deliberates and resolves important matters, such as basic policies and measures to deal with circular economy related issues.

The adaptation of these policies and strategies to Alps Alpine’s European environment covers circular economy related topics and sets targets to achieve our strategic goals. The President and representative director of the Alps Alpine Group has the highest responsibility and authority for sustainability issues, including climate change issues, and a Director appointed by the President and Representative Director is responsible for overseeing all sustainability measures as the chair of the Sustainability Committee.

Alps Alpine Global Headquarters has the highest responsibility and authority for sustainability issues, including circular economy topics.

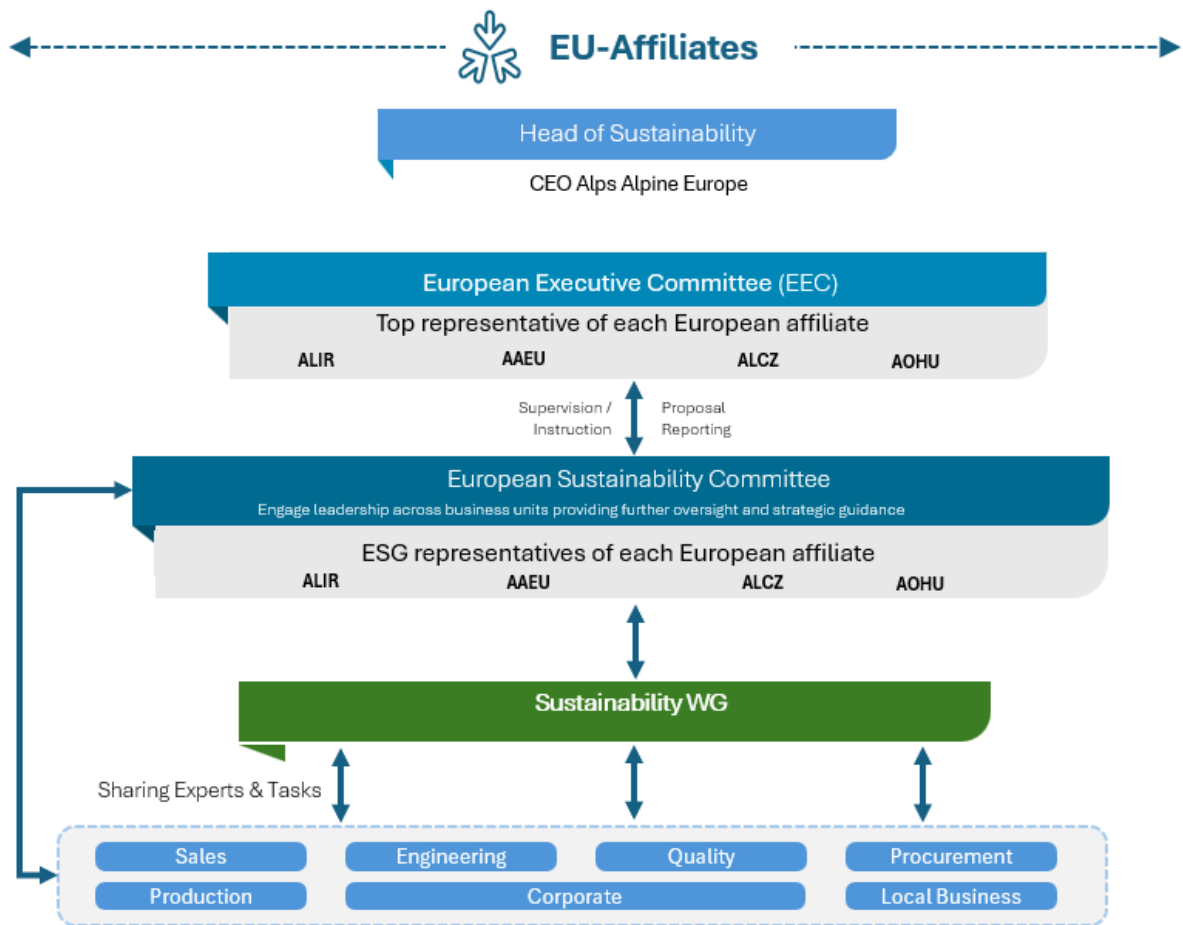
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Con Buckley	Ryoma Komuro	EEC

European sustainability organisation consists of 3 levels:

To ensure highest level of leadership and commitment for ESG activities in Europe, CEO of Alps Alpine Europe GmbH takes overall responsibility for sustainability.

European Executive Committee (EEC) – European affiliates (Top representatives) under the supervision of CEO take highest responsibility for consistency of the implementation at each site.

European Sustainability Committee engages leadership across all the affiliates; provides further oversight and strategic guidance.



Glossary:

- AAEU – Alps Alpine Europe GmbH
- ALCZ - ALPS Electric Czech s.r.o.
- ALIR - Alps Electric (Ireland) Ltd
- AOHU – Alpine Electronics Manufacturing of Europe, Ltd

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Scope of the Policy

This policy covers all Alps Alpine affiliates in Europe and their respective supply chains. It applies to all materials used and associated waste produced.

The geographic scope extends beyond Europe as we operate in a global value chain. The European affiliates operate in the Czech Republic, Germany, Hungary, Ireland, Italy, United Kingdom and Sweden.

Stakeholder Involvement

Continuous communication with key stakeholders is upheld, with stakeholder requirements assessments conducted annually to ensure alignment with their evolving needs and expectations. EUSC identified the key stakeholders as parent companies (Alps Alpine Co. Ltd. & FAITAL S.P.A.), workers and workers council, customers, and 3rd Party providers. Other affected stakeholders include government organisations, legal authorities, European Union, NGOs, and local society.

Based on EU level analysis, the interests of key stakeholders are considered when setting objectives and measures. Alps Alpine sites in Europe will ensure our stakeholders receive open and transparent information about our sustainability performance by publishing relevant details in the sustainability section of the companies' annual reports and sharing Key Performance Indicators on the companies' websites.

Key Objectives and Targets

The regional strategic goals align with global goals and contribute to their achievement. EU ESG strategic goals:

- Design and develop products and/or packaging in an environmentally friendly manner by competing a product assessment using the 37 evaluation criteria that are believed to have an impact on the environment throughout the product's lifecycle.
- Develop the use of plant-derived resins and biomass-based materials.
- Achieve a 10% recycled resin usage by 2030.
- Achieve a 10% reduction in Waste by 2030.

Continuous Monitoring and Validation

Sustainability Committee located in Japan convenes quarterly to ensure more fundamental and rapid resolution of sustainability issues, monitoring progress across divisions and departments while discussing and guiding responses to various issues. The committee's activities are reported to the Board of Directors, which oversees them.

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Every site has a data reporting obligation regarding-circular economy related topics.

The European Sustainability Committee as a virtual organisation develops its strategic proposal and then consults with the HQ. Once it is confirmed that there are no contradictions with the central guidelines, European Executive Committee decides on its approval.

Reference to Third-party Standards or Initiatives

Furthermore, Alps Alpine sites in Europe are preparing to comply with ESRS, and meet the environment related requirements of ISO 14001 standard.

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Version History

Version	Content of Modification	Issue Date
1	Initial version	15/04/2026

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EEC