

Purpose of the Policy

Based on the corporate philosophy, we will implement initiatives for “Proactive use of renewable energy, Energy conservation efforts, Reduction of GHG emissions (Scope 3), Realization of a decarbonized society” and “Adaptation to the climate change” through continuous improvement of our environmental management system while complying with environment-related laws and regulations. Our intention is to reduce greenhouse gas emissions from business activities.

As we state in the [Corporate Philosophy](#) and the Management Approach, we will coexist with the environment as friends of the Earth. Recognizing the environment as an important management theme, we will strive to create and propagate products and technologies helping to lower the environmental impact of business activities and protect the environment; and we will undertake environmental training and education and consider environmental protection in day-to-day activities.

We will make efforts to reduce greenhouse gas emissions in all our business activities. We will also strive to create and propagate products and services helping to lower the burden on the global environment.

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 climate change issues, by setting the “Climate change adaptation and mitigation” and “Promoting resource circulation” as items of business materiality.

The adaptation of these policies and strategies to Alps Alpine’s European environment covers climate change 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 Promotion Committee.

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

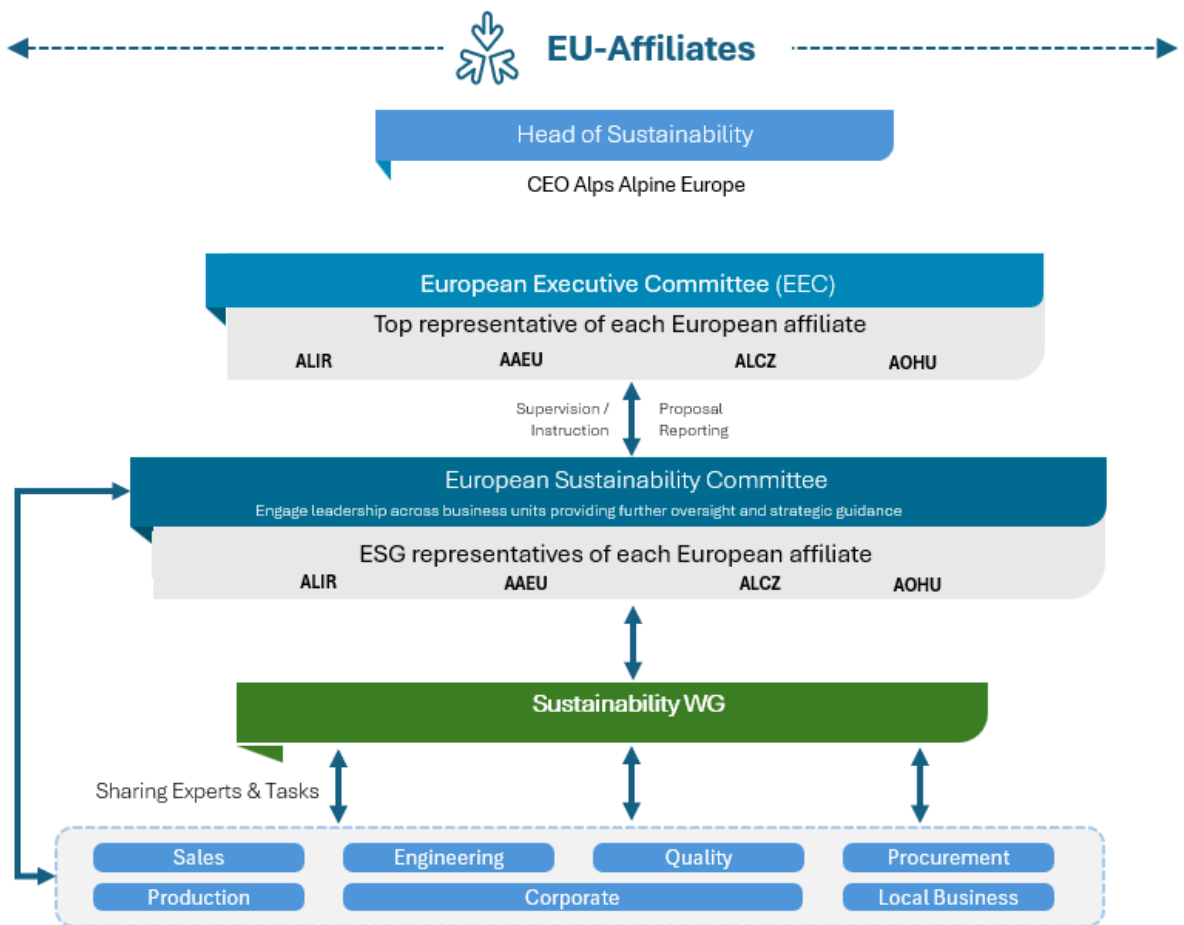
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Tibor Lakner, Melinda Bus	Ryoma Komuro	EEC

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 the entire Alps Alpine Group across Europe and the whole supply chain.

This policy is applied to the adaptation to the climate change, renewable energy usage, energy consumption reduction and GHG emission reduction in our own operations as well as in the supply chain.

The geographic scope extends to Europe and beyond, as we work with a global value chain. The European organisation operates in the Czech Republic, Germany, Hungary, Ireland, Italy, France, 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, who are the mother companies (Alps Alpine Co. Ltd. & FAITAL S.P.A.), workers and workers council, customers, and external providers.

Other affected stakeholders are the 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 European affiliates' annual reports and sharing Key Performance Indicators on the companies' websites.

According to the double materiality assessment Climate change adaptation, Climate change mitigation and Energy have become material topics. As part of the analysis, Alps Alpine sites in Europe also identified related Impacts, Risks and Opportunities.

Key Objectives and Targets

We have defined the regional strategic goals to align with global goals and contribute to their achievement. EU ESG strategic goals on 2021 basis:

- The company's overriding goal is to reach carbon neutrality by 2050 at the latest. The Alps Alpine Group's goal is to achieve a **90%** reduction in CO₂ emissions by 2030 for scopes 1 and 2. The European sites' goal is to contribute to the Alps Alpine Group's target. The specific targets for each site are determined by the HQ.

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We are promoting activities aimed at eliminating greenhouse gas (GHG) emissions throughout our value chain. To achieve this goal, we will reduce our own GHG emissions by promoting initiatives to conserve energy and introduce renewable energy.

- Alps Alpine Group declared that it would convert **100%** of the electricity used in its operations to renewable energy by fiscal 2030.
- Our target is to achieve a **17%** improvement in energy intensity by 2030, with a yearly **2%** reduction in energy consumption at each production site.
- All of our suppliers need to work to improve energy efficiency and continuously reduce energy consumption and greenhouse gas emissions. To that result, we ask the active use of renewable energy. Our intention is to follow HQ's ambition: Reduce GHG Emissions by **25%** by Fiscal 2030 (base year: fiscal 2021). The measurement methodology in Alps Alpine's European organisation will be developed during the next fiscal year.
- The company prioritizes effective adaptation to the impacts of climate change. To achieve this, we assess environmental risks and opportunities related to regulatory changes, weather factors, changes in stakeholder behavior and requirements. Based on the results, we make our decisions and determine measures.

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.

Every site has a data reporting obligation regarding climate change 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

In response to our RE100 efforts and customer requests, we set goals to increase the share of renewable energy used.

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Furthermore, Alps Alpine sites in Europe are preparing to comply with ESRS, meet the energy-related requirements of ISO 14001 and ISO 50001 standards.

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Version History

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

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Checked:

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Approved:

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