

## Purpose of the Own Workforce Policy

As a responsible employer, for Alps Alpine the duty is – by the help of human rights protection, spreading the safety-conscious comfortable corporate culture of working, and appropriate health and safety management system – to be an equal employer that respects its individuals and provide safety, physical and mental wellbeing to its employees.

As stated in the Corporate Philosophy and the Management Approach, next to the striving for value and loving the planet, the company will contribute to the society, respect the individuals and act with integrity in its business activities and employee management. Every member of the company has to have a useful knowledge about the content of the code of conduct. All the key aspects of corporate behaviour are clearly defined and described in this code and every member of the company must act according to these values.

Up-to-date and repeating trainings are provided annually or after each revision.

## Delegation of Roles and Responsibilities

The Board of Directors of Alps Alpine Co Ltd. deliberates and resolves important matters, such as instructions to deal with social issues, identifies causes and prevent recurrence of matters regarding the subjects of equal opportunity for employees, work-related accidents, and training participations as part of business materiality. Policies are worked out and activities are advanced by the representative director and the Central Health and Safety Conference. [Health and Safety Management](#)

The President and Representative Director has the highest responsibility and authority for sustainability issues, including health and safety, working conditions, equality, diversity and inclusion, and human rights-related topics.

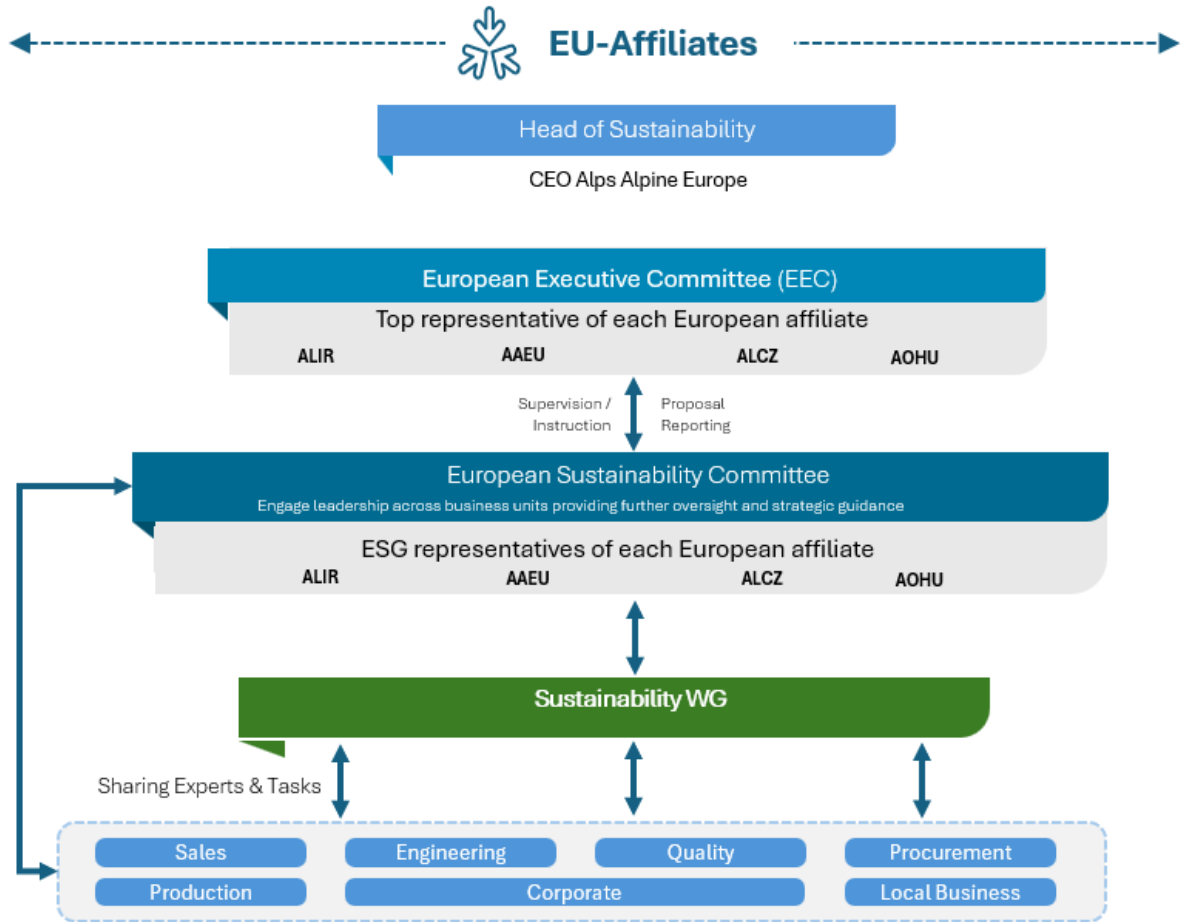
European sustainability organisation consists of 3 levels:

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.

Created:	Checked:	Approved:
Dániel Péter	Ryoma Komuro	EEC



**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 working conditions, equal treatment and opportunities for all and other work-related rights.

The geographic scope extends to Europe and beyond, as we work with a global value chain. The European organisation operates in Czech Republic, Germany, Hungary, Ireland, Italy, Sweden, France and the United Kingdom.

## Stakeholder Involvement

Continuous communication with key stakeholders is upheld, with stakeholder requirements assessments conducted annually to ensure alignment with their evolving needs and expectations. Alps Alpine sites in Europe identified the key stakeholders, who are the mother companies (ALAP & FTL), workers and workers council, customers and external providers.

Other affected stakeholders are the government organisations, legal authorities, European Union, NGOs and local societies.

Based on EU level analysis, the interests of key stakeholders are considered when setting objectives and measures.

Stakeholders receive open and transparent information about our sustainability performance by publishing relevant details in the sustainability section of the European affiliates' annual report and sharing Key Performance Indicators on the companies' website.

According to the double materiality assessment Own Workforce has become a material topic. As part of the analysis, Alps Alpine sites in Europe also identified related the impacts, risks and opportunities.

## Key Objectives and Targets

Alps Alpine sites in Europe have defined the regional strategic goals to align with global goals and contribute to their achievement. EU ESG strategic goals:

- Work-related accidents - The organization's goal is to have **0 number** of work-related accidents by 2025.
- Participation rate in EHS training – The target is to achieve a **100%** participation rate of employees in the yearly EHS training at each affiliate.
- **Equal** opportunities - The organization's goal is to ensure equal treatment and opportunities for all individuals by respecting all the values defined in the [Group code of conduct](#).
- **Equal** opportunities – The organization is committed to ensure equal treatment for employees.

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- Human rights due diligence – Every EU affiliate should reach **Rank 'A'** in the human rights due diligence survey
- Report incidents – The target is to close Whistleblowing system (Ethic hotline) **reports within 3 months.**
- Third-party certification – **ISO45001 or any equal certification** for all production affiliates as requested by the customers.

## Continuous Monitoring and Validation

By following the corporate philosophy, the HQ does the monitoring of the Key Objectives and Targets items via internal Due Diligence survey and make different ranking for each affiliate. The monitoring is annual, and its results are shared with the affiliates with improvement suggestions. Every site has a data reporting obligation regarding workforce and human rights-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 ILO standards and customer requests, we set goals to decrease the number of work-related accidents and ensure equal treatment to our individuals.

Furthermore, Alps Alpine sites in Europe are preparing to comply with ESRS, meet the workplace health and safety requirements of ISO 45001 standard, or further other standards like UN Guiding Principles on Business and Human rights.

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## Version History

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

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Ryoma Komuro

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