

YAMAICHI ELECTRONICS EUROPE

Sustainability Report 2022



**Dear employees,
Dear customers,
Dear partners!**

Sustainability and compliance are not just catchwords for us, they are our mission. We must face the challenges of the changing markets, technologies, companies, and the climate change here and now.

For us, sustainability is a polyphony of ecological, economic, and social aspects.

With our first sustainability report we would like to provide you with an overview of the sustainability at YAMAICHI ELECTRONICS. This is not a new topic for us. What is new, however, is that we are integrating our performed activities as well as our projects and planning in an “Overall Sustainability System”. This is way we wanted to be mindful together.

As basis we have revised our Code of Conduct and our Compliance Regulations, communicated them, and set up a cloud-based whistleblower function.

We will continue to develop our systems. In the subsequent steps we will develop a recurring sustainability cycle and the relevant objectives. The important thing for us is to support the ambitious objectives of our customers in the supply chain.

Together we push ahead with innovative and sustainable approaches!



Helge Puhlmann
European President



Verena Remppis
Human Resources and Administration Director

Content

Letter from the management	2
YAMAICHI ELECTRONICS EUROPE	4
Our Profil	4
To our first sustainable report 2022	5
Our sustainability system - firmly enshrined	5
Our target system - our integrated approach	5
Our sustainability objectives - three columns	6
Our key activities	7
Our measures in detailn	8
Ecology	8
Production, environmental management system	8
Active climate partnership	9
Reduction of commuting CO ² emissions	10
Reduction of CO ² emissions Logistics	10
Reduction in power consumption	11
Waste	11
Vehicle fleet	11
Air travel	11
Planned improvements	11
Company, employees	12
Prevention - Exercise, healthy diet, vaccinations	12
Prevention - ergonomic and secure workplaces	13
Employee satisfaction	13
Promotion of training - our future	14
Diversity	15
Equality of opportunity - for a more just world	15
Work-life balance	16
Participation of all employees	16
Compliance - high values and lawful conduct	17
Social engagement - we are an active part of the society	18
Open and modern communication	18
Planned improvements	19
Economy	19
Growth	19
Outlook	20
Customer, Product, Quality	20
# Gendern	21
Dates and documents	21

YAMAICHI ELECTRONICS EUROPE

Our profile

The European headquarters of YAMAICHI ELECTRONICS Deutschland GmbH (YED) with main headquarters in Munich together with its subsidiary in UK, Italy, Israel, and Tunisia supports the west European connector market. In-house developed products as well as purchased parts of the parent company YAMAICHI ELECTRONICS Co. Ltd. (founded 1956), Tokyo, Japan, are sold both through direct sales as well as via third-party trading partners. Connectors from the electromechanical component division are primarily used in the automation technology and mechanical engineering as well as in semi-conductor and communications industry, medical technology and in automotive sector.

In 2006, YED founded the 100% owned subsidiary YAMAICHI ELECTRONICS Deutschland Manufacturing GmbH (YDM) in Frankfurt/Oder, in order to be able to meet the increasing customer requirements for specific products and to ensure greater flexibility. Made in Germany!

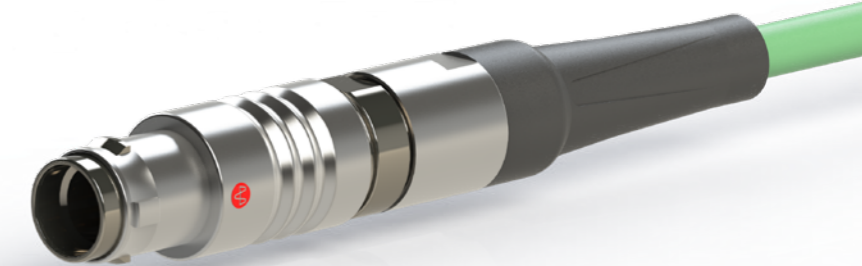
YAMAICHI ELECTRONICS EUROPE employs a total of 295 employees.

All employees are obligated to observe all applicable statutory regulations, our Code of Conduct as well as our internal rules and regulations.



To our first sustainable report 2022

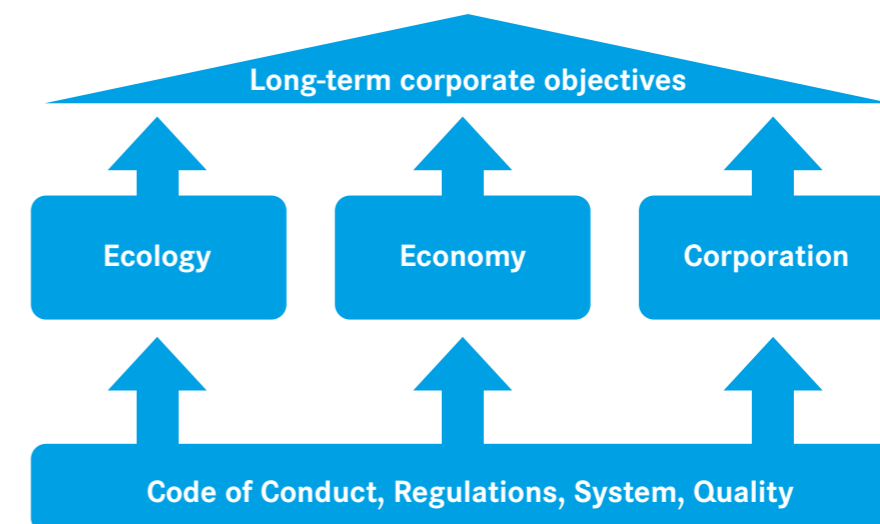
For the first time we are consolidating in this report our content and project on the topic of sustainability. Looking ahead, this should allow us to focus even more intensely on the topic of sustainability. Our goal is to provide a balanced illustration of our impact. What we report is transparent, documented, current and relevant. This report is initially created in the company structure, but in its future development will be successively based on the Global Reporting Initiative (GRI).



Our sustainability system - firmly enshrined

Our target system - our integrated approach

Our target and value system are based on our Code of Conduct. Compliance has always been very important to us. Ecology coupled with social, and our business objectives form the pillars of our actions. They are not in contradiction but are rather mutually dependent. Only when we perform very well in all disciplines, can we reach our ambitious corporate objectives.



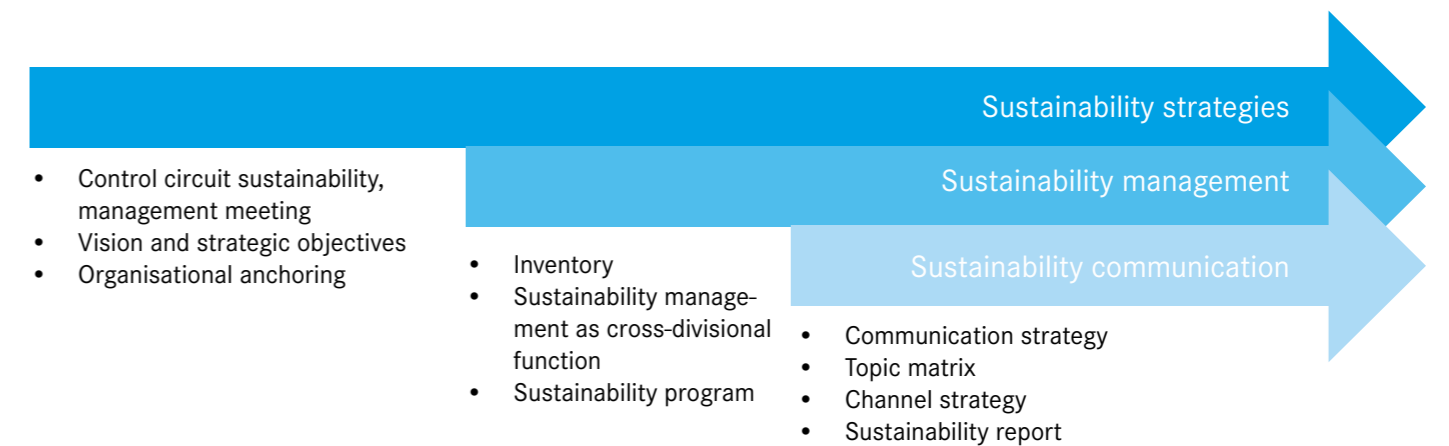
Our sustainability objectives - three columns

We can sustainably achieve our corporate objectives only in connection with ecology, economy and society based on our demanding Code of Conduct!



Sustainability approaches work only when they are an integral part of daily actions and crucial decisions, such as investments. That is why we have decided to introduce the topic of sustainability in accordance with the PDCA Logic. We must plan, execute, critically review activities, and initiate corrective measures.

We must create even more transparency in order to be able to evaluate the positive as well as the negative aspects of our actions. This will create an improved basis for setting and pursuing ambitious objectives. One area of focus will be, among others, the transparency in the area of energy. This will allow us to also support the ambitious objectives of our customers in the supply chain.



The sustainability system is functionally anchored in the Quality Management function and gradually developed. Here the sustainability can be seamlessly integrated in our Quality Management and our management process.

Our key activities

In 2022 / 2023 we focus on the organisational anchoring of the topics, an inventory / measuring methods and the start of communication based on our initial sustainability report.

Our measures in detail

Ecology

We continuously optimize and reduce our resource consumption, in order to create as little CO² footprint as possible. YAMAICHI ELECTRONICS implements various measures to minimise waste, save energy and reduce possible damage to the environment from our products and services. From the small to the big – we work at all levels.

Production, environmental management system

We produce in Germany / Frankfurt (Oder). This enables us to save on long transport routes and promote regional and local value creation.

Of course, our production complies with current environmental standards, as evidenced by our certificate for Environmental Management System in accordance with DIN EN ISO 14001.

The sustainable use of resources and the setting of environmental objectives are also an integral part of this approach, such as the identification and removal of sources of error and risks, which endanger environmental protection.

Environmental objectives are annually developed by the management and approved by the executive board. The involvement of all employees in the essential environmental issues and the associated promotion of environmental awareness is important to us. Environmental aspects and their impact are annually reviewed across all relevant processes and operating states.

In line with our slogan „Green Earth for Tomorrow”, we are committed to the following guidelines:

1. Implementation of environmental measures - YAMAICHI ELECTRONICS implements measures in order to minimize waste, to save energy and to reduce the environmental impact of our products and services as much as possible.
2. Continued improvement and avoidance of environmental damages - At YAMAICHI ELECTRONICS we carry out internal audits for the purpose of continued improvement and ensuring adequate implementation of waste reduction, resource conservation and recycling.
3. Compliance with applicable environmental regulations - YAMAICHI ELECTRONICS observes relevant laws and/or regulations for environmental protection applicable in the respective states and/or municipalities and by mutual agreement fulfils the requirements of interest groups and/or other third parties in connection with the environmental issues.

Active climate partnership

We are climate partners at PLANT-MY-TREE[®], a climate and environmental organisation which carries out reforestation projects on its own land in Germany. In particular, we support an area in Ratzdorf, near our production in Frankfurt (Oder), with the planting of 500 trees.



Reduction of commuting CO² emissions

At our site in Munich, we offer Job Tickets in cooperation with the Munich public transport company. In 2021, 61 employees opted for a Job Ticket. This results in a significant reduction of fuel consumption and CO² emissions (approx. -74 tons of CO²). Since 2017, we have been offering bicycle leasing, financially subsidized by YED and YDM, in cooperation with Jobrad. 72 bicycles have been leased to date. For our bike commuters we offer showers and changing facilities.

Reduction of CO² emissions Logistics

Thanks to process improvements together with our subcontractors, with more than 200 tons annually, we have been able to shift a significant part of our transported goods from Asian from planes to rails. In a conversion using reference data from the Federal Environment Agency, this corresponds to a dramatic savings of over 2,000 tons of CO² equivalent p.a.

Noise emissions

To protect our neighbours and in spirit of cooperation we carry out noise measurements annually.

Reduction in power consumption

With our relocation to our new production site in Frankfurt (Oder) in 2020, which was planned on the basis of the Energy Saving Ordinance EnEV 2016, all light sources were converted into LED across the board. The building has a planned thermal requirement of 250 KW, as well as a cooling requirement of 300 KW. Pipes and fittings have been insulated in accordance with the Energy Saving Ordinance and DIN 4140. Machine waste heat is used for heating as much as possible. Panel radiators are controlled via individual thermostats. The warehouse is controlled zone-by-zone via room thermostats. We recorded the following consumption during the first measuring interval ((04/22 to 02/23) based on the billing dates. Since due to the relocation of the production no historical data is available, no references can be provided.

Average monthly consumption:

Power	112.400 KW/h
Water	59 m ³
Gas	3.112 m ³

Our power and gas consumption corresponds to a CO² equivalent of 616 tons annually (0.4 kg per KW/h, 2 kg per m³).

Waste

Due to a high recycling ratio and the increased material prices the recycling fees have increased by 67% between 2018 to 2021. The total waste amounts to 33.3 tons (2021). The waste has increased by only 6% since 2018, despite sharply increased production volumes. The largest volume is ‚waste for recycling‘ (200301) with 13.8 tons and other emulsions (130802) with 9.6 tons.

Vehicle fleet

With an average fleet consumption of 113g/KM our vehicle fleet is below the average comparable fleets.

Air travel

In 2020 and 2021, our air travel volume was reduced by almost 80% due to the corona pandemic (approx. 84 tons of CO²) compared to 2019. We strive to secure part of the effect through modified travel and meeting behaviour for the long term.

Planned improvements

Power supply

Until 2024, all essential power contracts for Munich and Frankfurt (Oder) will be reviewed for the option of green power supply.

Conservation of biodiversity - insects

Until 2023, the conversion of the unpaved areas of up to around 9,000m² (mainly ornamental lawn) in Frankfurt (Oder) will be reviewed for the option of creating flowering meadows for bees and insects as a habitat.

Company, employees

- We are an internationally attractive and fair employer.**
- We employ based on long-term employment contracts.**
- We are a fair and transparent business partner along the supply chain.**
- We are a responsible part of the society.**

Prevention - Exercise, healthy diet, vaccinations

In 2021, we held a Pacer Challenge for the first time. 25% of the employees took part and completed 29 million steps, about 390,000 per participant/ 13,000 steps per person daily (peak value 628,000), within a period of four weeks with the highest motivation.

We have offered high-quality water and fruits free of charge for all workplaces. For our coffee offering, we dispensed with material intensive capsule packaging and offered only “fair” milk.



We supported a balanced lunchtime catering with meal subsidies.

We offer both flue and corona vaccines as a precautionary measure at German sites free of charge.



Prevention - ergonomic and secure workplaces

With the relocation to the new office buildings in Munich, Tunisia, and Frankfurt (Oder) within the last few years the offices have been designed to be even more friendly, modern, and ergonomic. The employees can enjoy rest and meeting facilities as well as a relaxed atmosphere in the quality break rooms.



With the relocation to the new production in Frankfurt (Oder) the workplaces were realigned and ergonomically designed with the involvement of the employees.

Of course, all workplaces at our sites are regularly inspected by specialists and members of the executive board and examined in terms of occupational and health protection, and necessary measures are defined and implemented.

Employee satisfaction

A key yardstick of our efforts as a fair and attractive employer is the regular measurement of employee satisfaction. We have achieved a high level of satisfaction in the last few years. In the last survey in 2021 the level of employee satisfaction was at 86%!

Promotion of training - our future



We are currently training 34 trainees in twelve various professions. Our trainees represent almost 15% of the employees of the German site. In 2020 we restarted a trainee program “Sales” with three participants, a high-quality ‘on-the-job training’ for future sales specialists. In 2021, we also started a program for Product Management. In addition, we offer a dual course of study. We offer young people the opportunity for student and study internships, student jobs or the opportunity for writing diploma theses. All employees are trained further as needed. In addition to internal training programs, we also spend between EUR 40,000 and 90,000 for this purpose.

Diversity

YAMAICHI ELECTRONICS EUROPE employs 25 nationalities. Our share of women in the total number of employees is 35%, the share of women in the management positions is 28%.

Equality of opportunity - for a more just world

At our modern site in Tunisia, North Africa, we employ 59 employees under high-quality, long-term employment contracts as engineers, buyers, and specialists.



Work-life balance

We offer working hours system with high personal responsibility and trust-based working hours. This allows parents to be more flexible for their time with children. This also provides the employees with more freedom when it comes to increasingly important care of the parents. In addition, we offer a sabbatical program for special time-outs and projects.

We offer various working time models. The working at other sites and the home office have been a matter of course with us for years.

The media brand Freundin (Electronics category) as well as the rating platform Kununu have recognized us for the family and work compatibility, life balance and equality of opportunities.

Employees with small children receive a voluntary kindergarten allowance.

On general school and kindergarten closing days (Bavarian bridging days) we offer our employee children entertaining and educational “Children’s Days” under professional supervision.

Participation of all employees

We have a fair and inclusive remuneration system at all our sites. Depending on annual net profit the employees participate in success of the company. In the years before the corona pandemic bonus payments peaked up to 125%.

Compliance - high values and lawful conduct

Early 2022, we revised our Code of Conduct and communicated it to all employees. We have also rewritten and communicated our compliance policy and introduced an online whistle-blower system, which can also be used anonymously.

Code of Conduct



European headquarters, YAMAICHI Electronics Deutschland GmbH with its subsidiaries

- Yamaichi Electronics Deutschland Manufacturing GmbH
- Yamaichi Electronics on Traceparts
- Yamaichi Electronics GB, Ltd.
- Yamaichi Electronics Italia s.r.l.
- Yamaichi Electronics Deutschland GmbH, Israeli Branch

Valid as of January 1, 2022



Issued: Mercen Boncompis, Human Resources & Administration Director, 01.11.2021
 Check: 01/2023
 Replaced: Compliance Policy YED, dated 01/09/2008
 Location: Y-Next

We have committed all suppliers in our supply chain to our demanding “Supplier Code of Conduct”. We review our suppliers continuously for breaches of e.g. sanction lists.

For the 2021 financial year the management published a Statement of Principle on Human Rights. In addition, we issued a statement in accordance with UK Modern Slavery Act 2015, section 54. Data protection plays a major role for us! We take this issue very seriously and since 2018 have commissioned consistently independent data protection officers to tackle all the aspects of GDPR.

Social engagement - we are an active part of the society

For several years we have been supporting various associations and sports, in professional as well as in popular sport, in handball (FHC Ff/O), football (1. FC Ff/O, youth teams) and motor sports. We donate regularly to social institutions, such as children's homes in the Munich area.

Open and modern communication

We communicate in a transparent, diverse, and modern manner. We don't hold anything back. We regularly present our company at the important international electronics trade fairs. The public can visit us on our website or follow our modern presence in the social media, e.g. LinkedIn. We keep our employees up to date in regular employee events whether online or live. When circumstances allow, we celebrated together. Regardless of whether Christmas, in summer or on particular occasions.

The Managing Director Helge Puhmann was voted "Manager of the Year" in the category "Electromechanics" by the readers of the technical journal Market & Technology.



Planned improvements

Employee satisfaction

In the upcoming surveys of employee satisfaction, we will ask specific questions regarding sustainability and compliance and review their effectiveness.

Supply chain

Until 2023, we will conduct a systematic risk analysis of our supply chain, with the focus on human rights and, if needed, examine any identifiable high risks.

Prevention

In 2022 and 2023 we will also implement broad-based measures in order to increase movement and resilience (further challenges or the like).

Economy

With adequate sales and turnover growth, we can ensure sustainable profitability and job security.

Growth

For the medium term we strive for our ambitious milestone of EUR 100 million in turnover!

In the 2020/2021 financial year we were able to record a slight increase in turnover of %2 to about EUR 67 million. Despite the strained pandemic situation in our supply chain we were able to get through the crises quite well. We did not have to make staff adjustments nor make use of short-time work benefit.

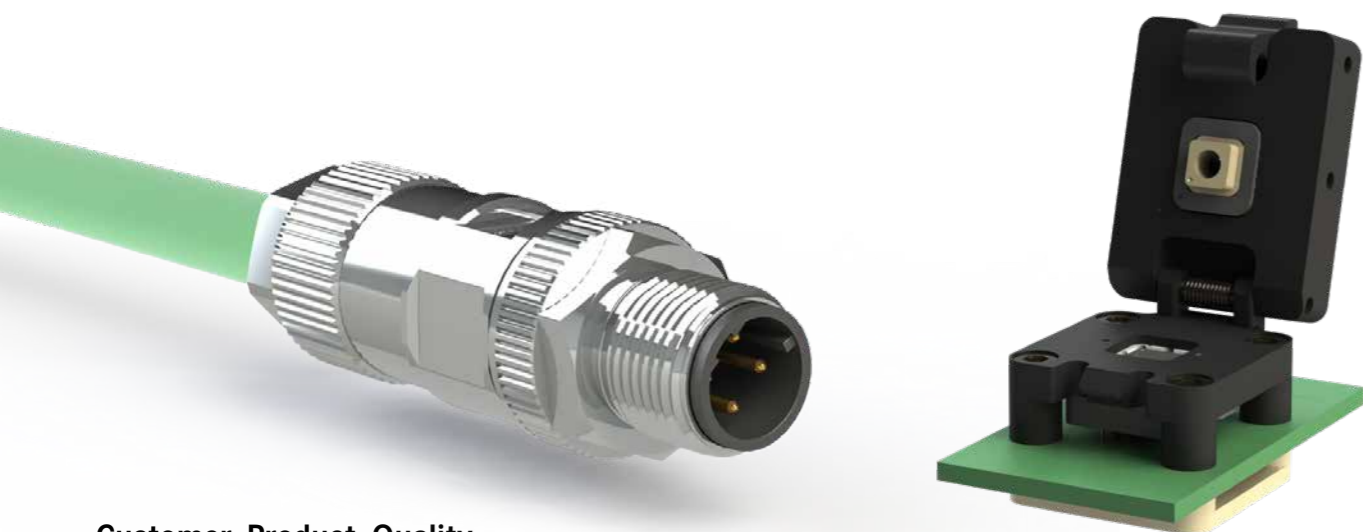
Thanks to the modern machine park, we made expansion investments only at a reduced level of EUR 0.5 million.

We invest more than 7% of our turnover in research and development in order to ensure tomorrow's success.

With an equity investment of over 50% we have a particularly solid financing. We have no liabilities to banks!

Outlook

For the 2021/2022 financial year we already expect a significant increase in turnover of about 20%.



Customer, Product, Quality

We run a professional quality management. We guarantee the safety of our products and services and provide our customers with the relevant information.

YAMAICHI ELECTRONICS has implemented an internal Quality Management System to assure highest quality. This system is effectively in place at all management levels in order to ensure that the quality standards are complied with in the company across the board. Our management transfers the quality standards to the employees of YAMAICHI ELECTRONICS.

The fulfilment of customer requirements is top priority, that is why quality objectives such as product, service and process quality are constantly targeted and monitored.

All standards and guidelines are kept up-to-date in a manual (e.g. Management Manual) and made available to all employees of YAMAICHI ELECTRONICS.

YAMAICHI ELECTRONICS received consistent ISO9001 certification:

Location Munich since 1996

Location Frankfurt(Oder) since 2008.

We also meet the requirements of DIN EN ISO 14001 (Frankfurt (Oder) certified; Munich processes implemented) and follow ISO/TS 16949.

Of course, we comply with EU Directive RoHS (hazardous substances in electrical and electronic products) as well as the EU Ordinance REACH (Registration, evaluation, approval and restriction of chemicals).

Genders

It goes without saying that women as well as female form of expression enjoy equal rights at YAMAICHI ELECTRONICS. We also make every effort to take this into account in the language of our publications. However, if this is not advisable due to serious stylistic reasons, we will keep the traditional designations for the sake of the German language and dispense with gender*** entirely.

Dates and documents

YE Management Manual dated 17/06/2021

Baubuch Ff/O dated 17/09/2018 Vollack GmbH & Co. KG

Alphabet Fleet Management Fleet Details

ARVAL Fleet Management Fleet Details

CO²_Air_Home Flight data and Co² assessments

CO² conversion kW/h in CO², <https://www.klimaneutral-handeln.de/php/kompens-berechnen.php>

CO² calculation Flight, Federal Environmental Agency

Calculation Public Transport vs. Passenger Car, <https://www.quarks.de/umwelt/klimawandel/co2-rechner-fuer-auto-flugzeug-und-co/>.

Approved:

Helge Puhmann, European President, 19/04/2022

Prepared:

Human Resources & Administration 04 2022

Check:

05/2023

Publication:

<https://www.yamaichi.de/de/> and Internal Employee Communication

SUSTAINABILITY REPORT 2022

May 2022

YAMAICHI ELECTRONICS

Deutschland GmbH
Concor Park
Bahnhofstraße 20
85609 Aschheim-Dornach
Germany

Phone +49 (0)89 45 109-0
Fax +49 (0)89 45 109-110
E-Mail sales@yamaichi.de
Web www.yamaichi.de

YAMAICHI ELECTRONICS

Italia s.r.l.
Centro Direzionale Colleoni
Via Colleoni, 1
Palazzo Taurus Ing. 1
20864 Agrate Brianza (MB)
Italy

Phone +39 039 6881-185
Fax +39 039 6892-150
E-Mail sales@yamaichi.it
Web www.yamaichi.it

YAMAICHI ELECTRONICS

GB Ltd.
6 The Clockhouse
Stratton Park
Micheldever
Hampshire SO21 3DP
Great Britain

Phone +44 (0)7808 493377
Fax +44 (0)1962 774902
E-Mail sales@yamaichi.co.uk
Web www.yamaichi.co.uk

YAMAICHI ELECTRONICS

Israel

P.O. # 66
Palmachim 7689000
Israel

Phone +972 54 20444 23
Fax +972 88 664 344
E-Mail sales@yamaichi.co.il
Web www.yamaichi.co.il