THK’s Stance on the Relationship Between Social Challenges and CSR

Aiming to create an affluent society and increase our long-term corporate value through our business activities

In order to realize the goals of creating an affluent society and increasing our corporate value, we are diligently working to solve challenges faced by society. To that end, we will strengthen our corporate activities and product development centered on linear motion systems, ensure the execution of our company strategies, and actively promote CSR activities.

THK’s Strategies and Efforts Toward Solving Social Challenges

Goals of our corporate philosophy and CSR policy
- Increase our long-term corporate value
- Create an affluent society through our business activities

Corporate strategy to realize our goals
- Change in business style
- Development of new business areas
- Full-scale globalization

Challenges facing society
- Increasing CO₂ emissions
- Earthquakes
- Lack of corporate governance awareness
- Labor shortages

STHK’s Strategies and Efforts Toward Solving Social Challenges

2022 Fiscal Year Management Targets

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<tr>
<th>Target</th>
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<tr>
<td>Consolidated net sales</td>
<td>¥500 billion</td>
<td>ROE</td>
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<tr>
<td>Operating income</td>
<td>¥100 billion</td>
<td>EPS (earnings per share)</td>
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Material Aspects of CSR

Actions to support our strategies

- Core technology products
  - Product
  - High precision, high rigidity, long service life, low noise

- Next-generation products
  - Product
  - Renewable energy, robots, seismic isolation systems

- Strengthening our business foundation
  - Activity
  - Governance, compliance, BCP

- Connecting with local communities
  - Activity
  - Community involvement, volunteering, developing the next generation

- Strengthening supply chain relations
  - Activity
  - THK Association, technology proposals

- Actively sharing information with shareholders
  - Activity
  - IR events, IR tools

- Revolutionizing how we work
  - Activity
  - Human rights, diversity, health and safety, supporting development

- Efforts for environmental conservation
  - Activity
  - Conserving energy, managing hazardous materials, reducing waste

- Engaging with other social challenges
  - Activity
  - Full-scale globalization, development of new business areas, change in business style