

## Harmonic Drive Systems Group Environmental Policy

The Harmonic Drive Systems Group (hereinafter referred to as “the Group”) is deeply aware of our corporate social responsibility regarding the global environment. As a group of professionals with both technical expertise and practical skills in total motion control, we strive to provide society with high-quality technologies and services that help reduce the impact on the global environment. Guided by our management principles, we are committed to conducting business activities in harmony with the global environment as a responsible member of society.

### Environmental issues to be addressed

1. Reduction of greenhouse gas (GHG) emissions

To mitigate the severe impacts of climate change on ecosystems and human society, and to address management risks and opportunities related to climate change, the Group is committed to reducing greenhouse gas (GHG) emissions. We pursue this through the development of decarbonization technologies and services, improvements in energy efficiency, and the expanded use of renewable energy.

2. Transition to a resource recycling-based circular economy

To promote environmental conservation through the effective use of finite natural resources, the Group is committed to transitioning to a circular economy based on resource recycling across the entire value chain, from design and development to procurement, manufacturing, and product use. Our initiatives include promoting environmentally conscious design, reducing waste and expanding recycling in manufacturing processes, and promoting the recycling of packaging materials used in product transportation.

3. Coexistence in harmony with nature

To protect the health and well-being of people, including future generations, and to preserve ecosystems, the Group promotes coexistence in harmony with nature through initiatives such as preventing water and air pollution, ensuring the efficient use of water resources, properly managing chemical substances, conserving biodiversity, and procuring materials with due consideration for sustainability.

### Code of conduct

1. Applicability

This Policy applies to all individuals working at all operating sites of the Group. The Group will ensure that this Policy is thoroughly communicated and will promote greater environmental awareness and the resolution of environmental issues through appropriate education and training initiatives. In addition, based on our management principles of mutual prosperity, the Group will continuously engage with its business partners, including suppliers, to encourage their understanding and support of this Policy, and to seek their cooperation in reducing the impact on the global environment.

2. Governance and promotion framework

Within the Group, the Sustainability Committee, chaired by the President and Representative Director and composed of Executive Directors as members, discusses and determines important matters related to environmental issues. Key matters determined by the Sustainability Committee are reported to the Board of Directors, which monitors and oversees their implementation to ensure effective governance.

3. Compliance with applicable laws

In addition to complying with environmental laws and regulations in the countries and regions where it operates, the Group sets voluntary management targets aligned with internationally agreed goals and standards, and continuously works to reduce its impact on the global environment.

4. Collaboration with stakeholders

To address environmental issues, the Group collaborates with a wide range of stakeholders to create and deliver products and services that help reduce environmental impacts across the entire value chain. In addition, the Group engages in environmental conservation activities within local communities and strives to achieve mutual prosperity with those communities.

5. Dialogue and information disclosure

The Group places importance on dialogue with both internal and external stakeholders. It also endeavors to ensure transparent information disclosure in accordance with international disclosure standards.

6. Continuous review of this Policy

To effectively address environmental issues that evolve in response to societal trends and changes in the global environment, the Group will regularly review and revise the content of this Policy.

This Policy was approved by the Sustainability Committee, which is chaired by the President and Representative Director of Harmonic Drive Systems Inc.

December 09, 2025

A handwritten signature in black ink that reads 'Akira Maruyama'.

President and Representative Director  
Harmonic Drive Systems Inc.