

# TOYODENSO WEASTEC



**ENVIRONMENTAL  
SOCIAL  
GOVERNANCE**

**2023**

Harmony ● Sincerity ● Creativity  
Building the trust of society, our customers, and our stakeholders

# THE FOUNDATION OF OUR CSR JOURNEY

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### ABOUT THIS REPORT

**Organization:** Weastec, Inc. is a subsidiary of Toyodenso Co. Ltd. a global supplier of electrical switches, electronics and sensors.

**Publication Information:** Primarily this 2023 report covers activities during fiscal year 2023 (April 1, 2022, through March 31, 2023) but includes background information leading up to report timing and future plans.

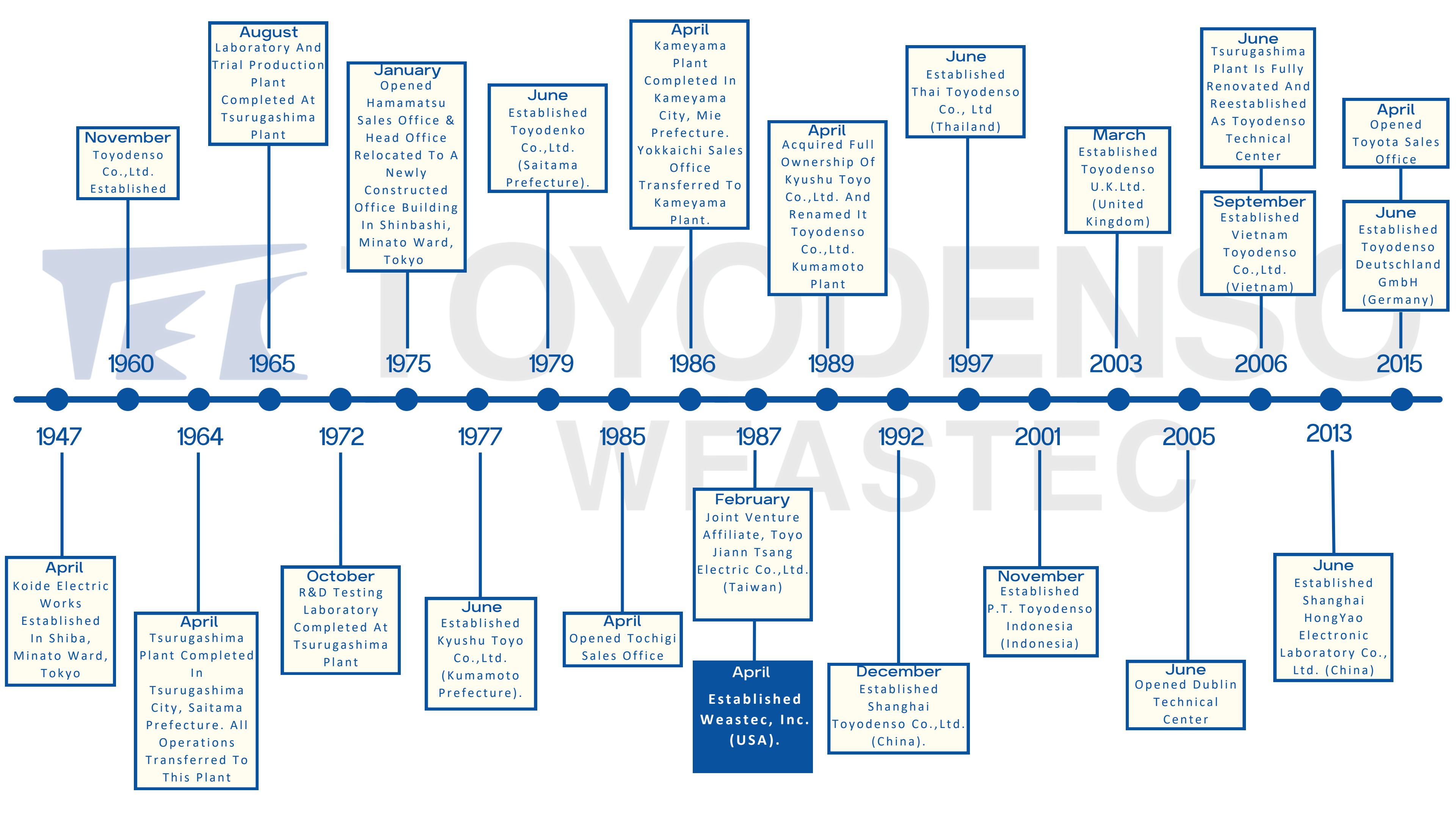
Publication of this report: October 2023  
Planned publication of next report: July 2024

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Weastec, Inc. 1600 N. High St. Hillsboro, OH 45133







Toyodenso Co. Ltd. is a global leader in the development and manufacturing of electromechanical switches, electronics and sensors for the Automotive, Powersports and Power Equipment industries. Combining advanced technology and lean manufacturing principles, Toyodenso produces more than 4,000 types of electrical products, which serve to further the connection between man and machine.

Founded in 1947, in Tokyo, Japan, Toyodenso currently supplies product to OEMs around the world. Their production footprint has expanded from Japan to the United States, China, Thailand, Indonesia, Taiwan and Vietnam in order to support customers throughout North America, Europe and Asia. Currently, Toyodenso employs in excess of 10,000 associates globally and has more than a million square feet of production facilities.

The nexus of global operations is the Technical Center located in Tsurugashima, Japan. This is the center for R&D, product validation testing and prototype production. Additionally, most business functions related to manufacturing are controlled from the Technical Center. From procurement to production planning, centralizing these responsibilities allows Toyodenso to maximize efficiencies across its global production footprint.

Outside of the Technical Center in Japan, Toyodenso also has a growing network of global R&D sites. With R&D centers in the U.S, China, Thailand and Germany, they are poised to support their customers around the world with responsive local staff.



Weastec, Inc. was founded in 1988 as a subsidiary of Toyodenso Co. Ltd., a global leader of electrical switches, electronics and sensors. Weastec supplies these products to the North American Automotive, Powersports and Power Equipment markets.



The Hillsboro headquarters, a 120,000 square foot production facility in scenic southwestern Ohio, is conveniently located to deliver product directly to major OEMs such as Honda, Toyota and Volkswagen. Weastec prides itself on superior quality and world-class supply chain management, both of which are managed from the Hillsboro facility. Executive Management, Human Resources, Information Systems, Purchasing, Accounting, Business Management, Production, Quality Engineering, New Model and Materials are all located in our Hillsboro Operations. With growing importance of sustainability in the global market, Weastec began the Corporate Governance department in 2022 to facilitate our movement as a more sustainable company.

Since 1991 Weastec has operated a production/warehousing facility in Greenfield, Ohio. In 2022 manufacturing restarted at this facility with two new production lines and an additional line to start in 2024. Along with Production, Greenfield has Quality Engineering and Materials support.

In 2005, the Weastec Technical Center was established in the Columbus, Ohio suburb of Dublin. This thriving engineering center has grown exponentially since its inception and is truly the lifeblood of the organization. The technical center is responsible for design, development and testing of new products and is the customer liaison throughout the new product creation cycle. The sales and cost groups are also located within the technical center. The growing staff of talented engineers and professionals allows Weastec to respond quickly to customer demands and positions the company for future growth.

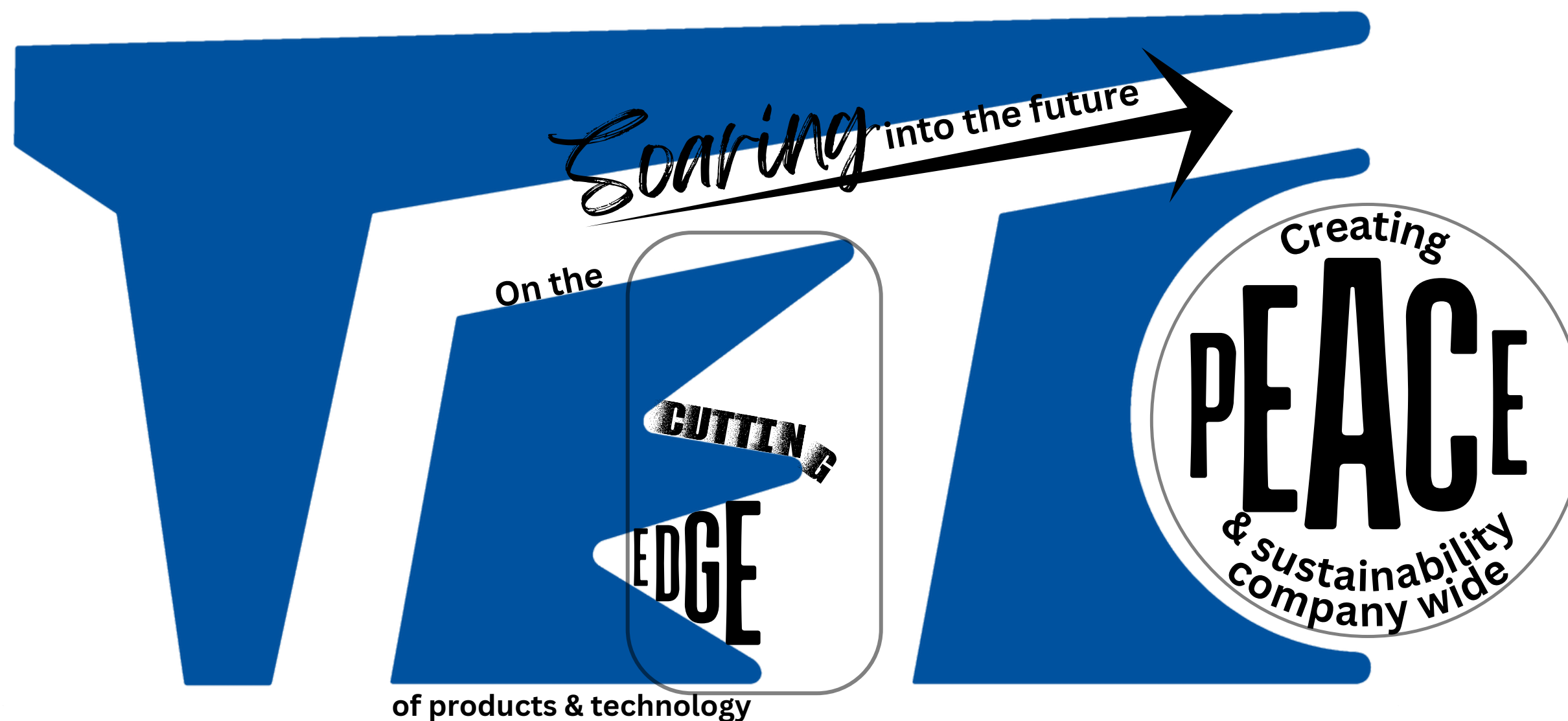
With R&D being the key to long-term success, the Innovation Group was established at the Technical Center in 2017. This engineering block is solely focused on challenging the status quo, investigating new technology and developing forward thinking product concepts. Their mission is to think beyond today and anticipate what technology is desirable in the car of the future.





# Our logo embodies our Corporate Philosophy:

To provide our global customers with state of the art products through the development of innovative technologies and to contribute to the evolution of our industry in an environmentally friendly manner.







## A Message from our President Ohito Takahashi:

We are facing rapid changes to the social climate within our industry. In addition to the major industry changes such as CASE (Connected, Autonomous, Shared and Electric), it is necessary to address our social and environmental risks as well as carbon neutrality. Through our corporate activities, we have begun publishing an annual ESG (Environment, Social, and Governance) report with the aim of valuing harmony among all employees and boldly taking on challenges, while at the same time continuing to be a company that contributes to future society. We aim to be a company that through our sustainability commitment will create a better future for our employees, community, business partners, and stakeholders.





# THE GLOBAL GOALS

**SDG**

**PAGE #**

**1 NO POVERTY**  
**18, 20, 21, 27, 28, 29, 30, 31, 32, 34, 41, 45, 46**

**2 ZERO HUNGER**  
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**3 GOOD HEALTH AND WELL-BEING**  
**18, 20, 21, 22, 23, 24, 25, 27, 28, 29, 30, 31, 32, 34, 39, 41, 43, 44, 45, 46**

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**18, 20, 28, 29, 30, 31, 32, 34, 41, 43, 45, 46**

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**SDG**

**PAGE #**

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**9, 13, 15, 16, 17, 32, 34, 37, 40, 41**

**7 AFFORDABLE AND CLEAN ENERGY**  
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**8 DECENT WORK AND ECONOMIC GROWTH**  
**18, 20, 21, 25, 27, 30, 32, 34, 35, 36, 38, 39, 40, 41, 42, 43, 44, 47**

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
**9, 11, 12, 14, 16, 17, 32, 34, 35, 36, 37, 38, 40, 41, 42, 43, 44, 47**

**10 REDUCED INEQUALITIES**  
**18, 24, 32, 34, 36, 39, 41, 45**

**SDG**

**PAGE #**

**11 SUSTAINABLE CITIES AND COMMUNITIES**  
**9, 11, 12, 13, 14, 16, 17, 18, 22, 23, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 39, 40, 41, 42, 43, 45, 46, 47**

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
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**13 CLIMATE ACTION**  
**9, 11, 12, 13, 14, 15, 16, 17, 32, 34, 35, 37, 40, 41, 45, 46**


**14 LIFE BELOW WATER**  
**9, 13, 15, 16, 17, 32, 34, 40, 41**

**15 LIFE ON LAND**  
**9, 13, 15, 16, 17, 32, 34, 40, 41**

**SDG**

**PAGE #**

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**  
**18, 31, 32, 34, 41, 47**

**17 PARTNERSHIPS FOR THE GOALS**  
**9, 17, 18, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 37, 39, 41, 45, 47**

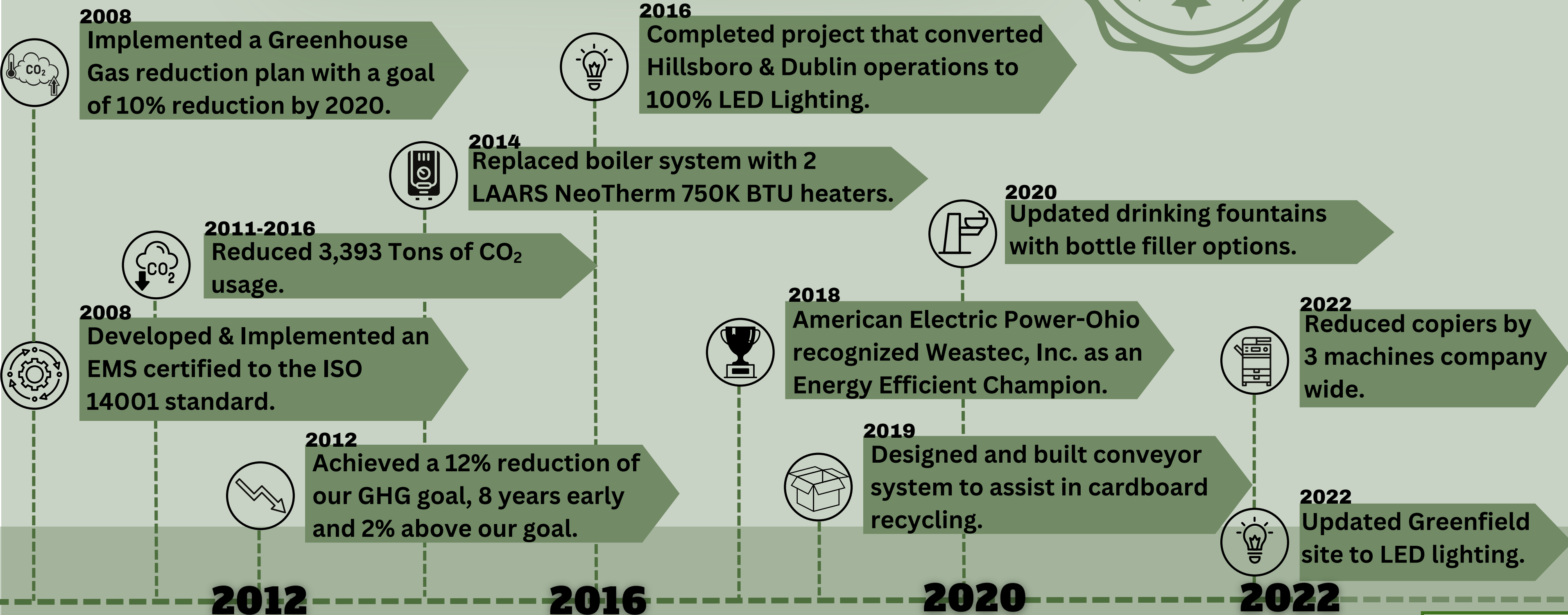
Striving to be an environmentally friendly company with an advanced environmental mindset.

Promote Harmony within the environment, society and our workforce.



# ENVIRONMENT

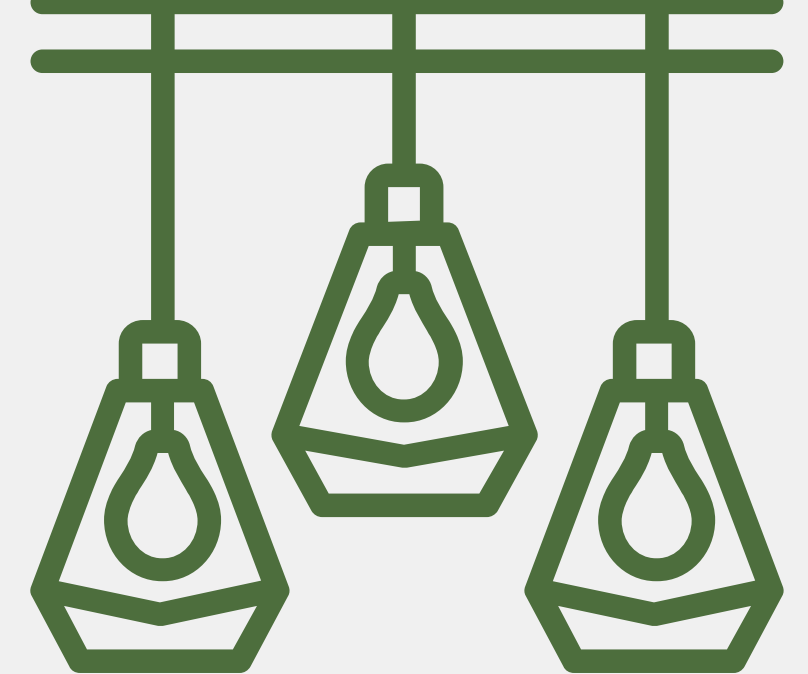
# ENVIRONMENT







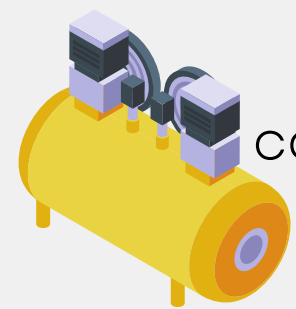
Before converting our Greenfield facility from storage to a manufacturing plant, all lighting was converted from fluorescent to LED.



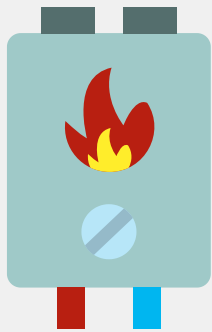
In 2022, Weastec was able to remove 3 of the 5 commercial grade printer/copier/scanners as well as go completely paperless for New-Hire Onboarding to help move closer towards our goal of becoming a paperless workspace.



# ENERGY CONSERVATION

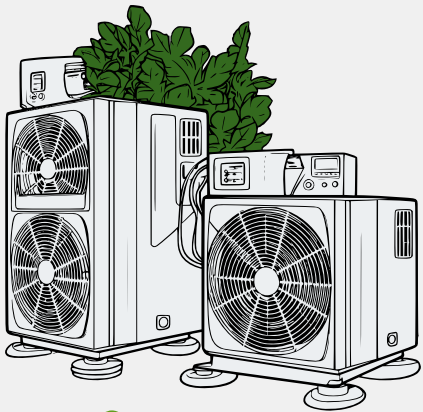


Replaced air compressors with high efficiency units.

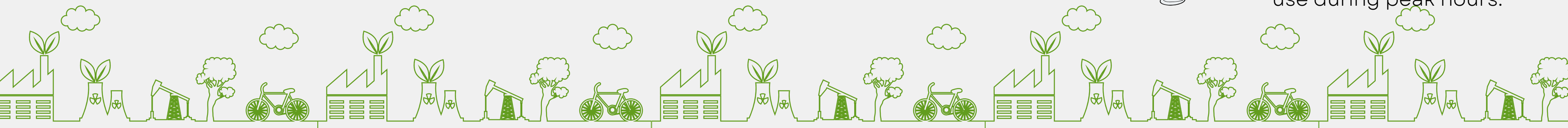


Replaced boilers with 95% efficient units.

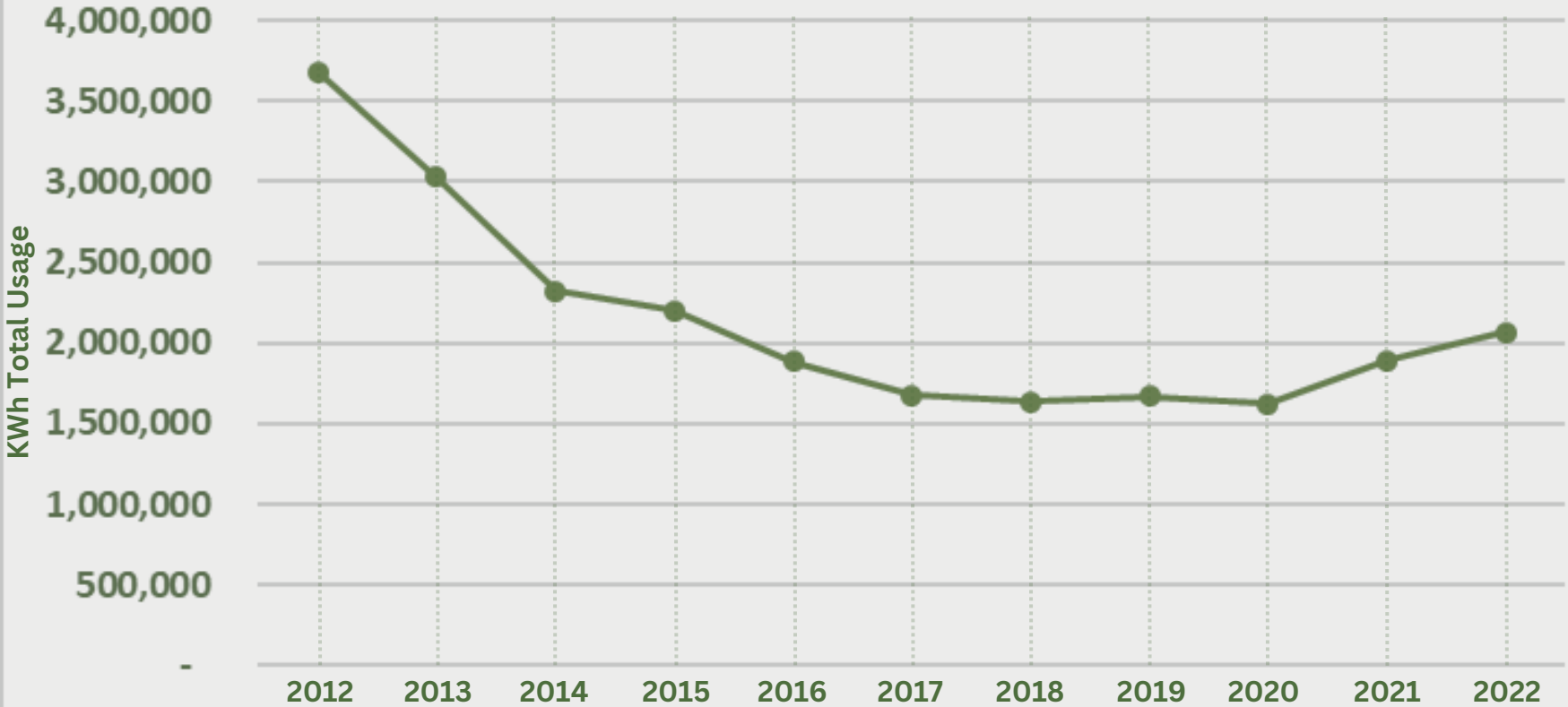
HVAC systems have an added electronic system control to reduce energy usage.



Forklift charging stations have added timers to reduce use during peak hours.



Weastec Electrical Usage



Since 2012, Weastec has had a 44% reduction in our electrical usage or 1,615,954 kWh. The amount of kWh usage we reduced is enough to power a 24-cu. ft frost-free Energy Efficient fridge for roughly 29,925 months or 2,493 years!





# RECYCLING PROGRAMS



As part of our commitment to the environment, Weastec has a comprehensive recycling program. 100% of production related waste (cardboard, plastic, foam sheets, etc.) is either recycled or repurposed for other application. Outside of the production area, receptacles are located throughout the facility to collect plastic bottles, aluminum cans and paper waste for recycling.



**Batteries are collected and recycled.**

**A conveyor is used to take cardboard from the line to the cardboard baler where bales are then made and loaded onto a recycling truck.**



**Pallets/Skids are recycled/reclaimed, and PET Film Wrap is recycled**

**Upgrades in the cafeteria:**  
**Recycle Bins for cans & bottles.**  
**Napkin dispensers improving hygiene and reducing napkin usage by at least 25%.**



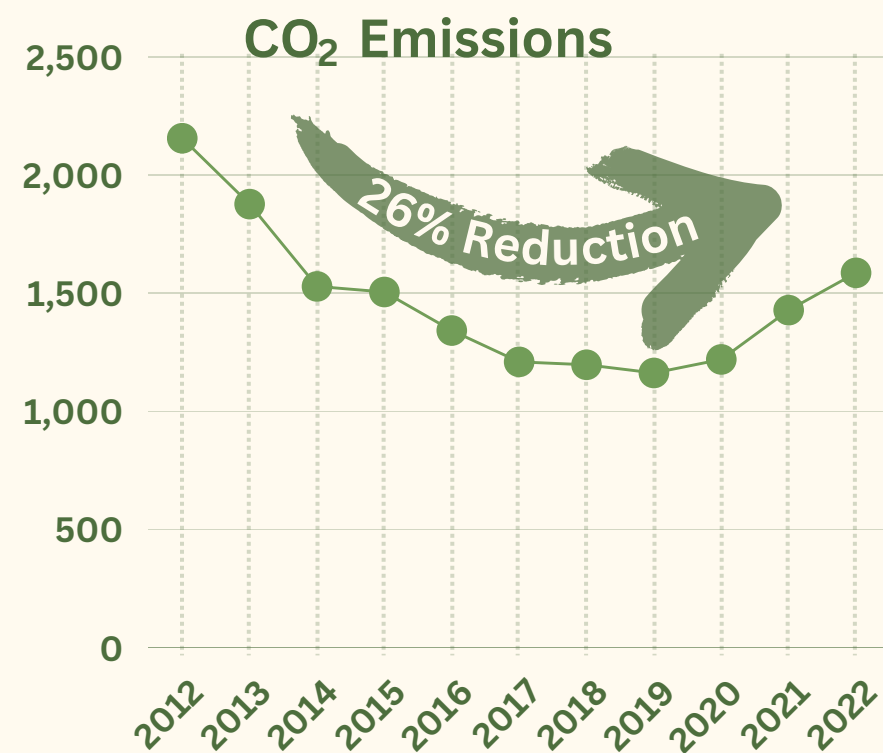


CO<sub>2</sub>  
reduction

500 m<sup>3</sup>  
Hot Air Balloon

= 1 TON CO<sub>2</sub>

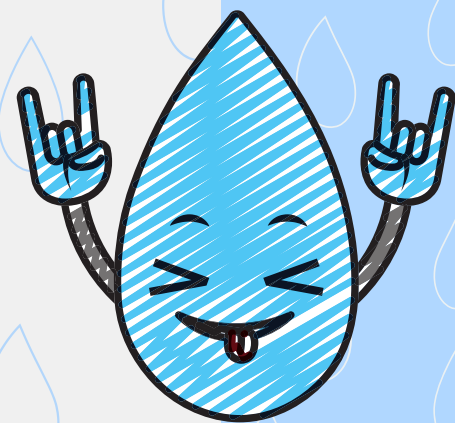
In 2022, Weastec produced 1,586 tons of CO<sub>2</sub>, or the equivalent of 1,586 hot air balloons. Compared to 2012, this is a reduction of 569 hot air balloons or 569 tons of CO<sub>2</sub>.



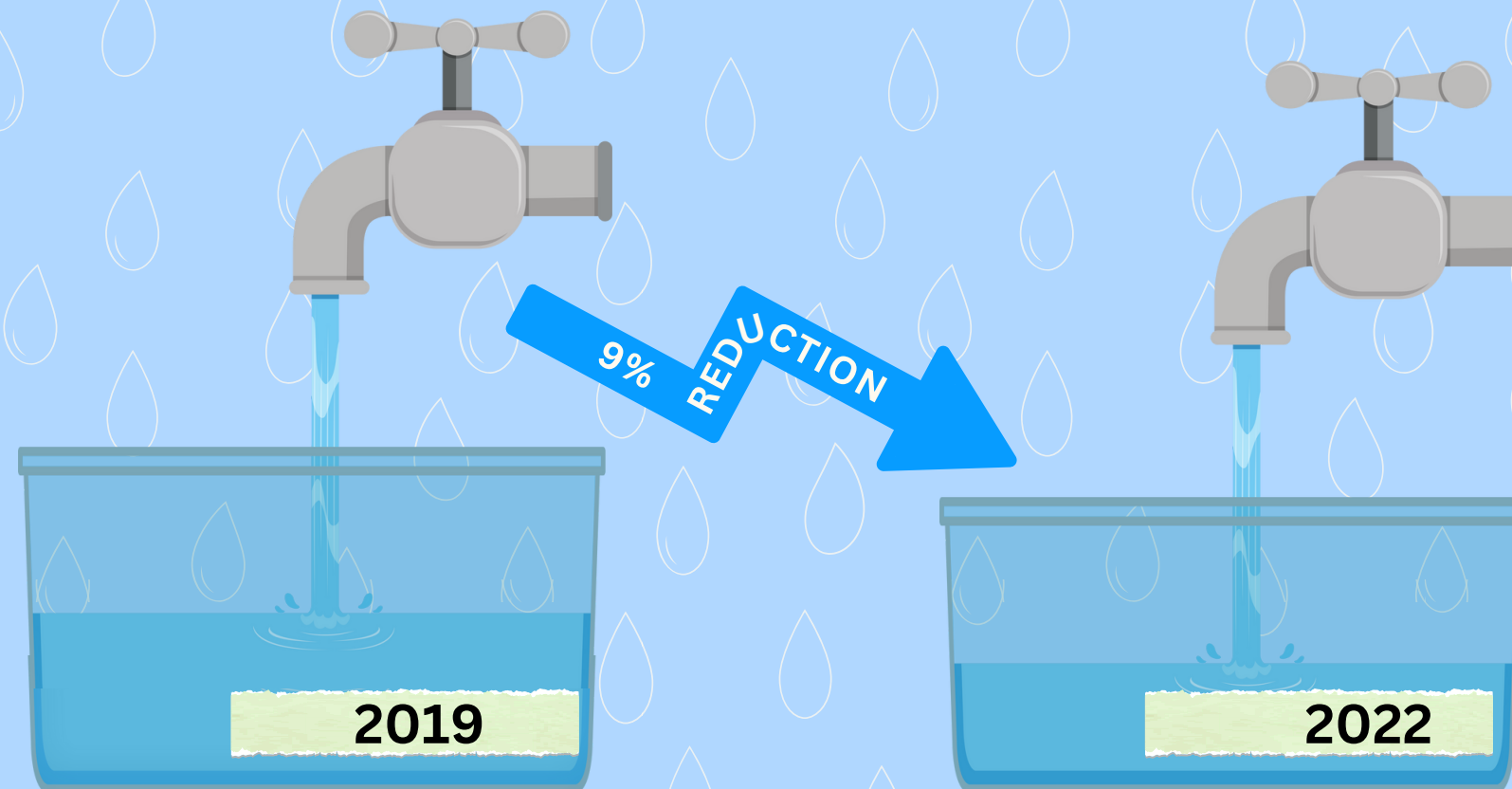
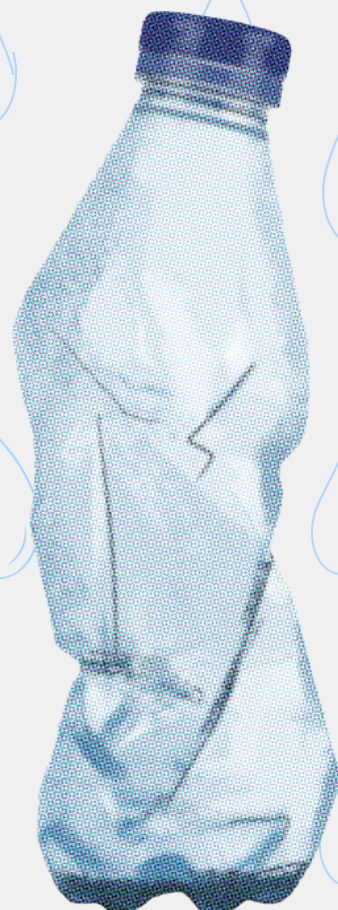
Boiler & HVAC software replacements, interior & exterior lighting replacements to all LED lighting, water & air compressor improvements, and forklift battery improvements have led to major reductions of not only CO<sub>2</sub> emissions, but major landfill reductions as well.







By adding bottle fill stations to the existing drinking fountains, we have saved over 30.5K plastic bottles from going to landfills since 2020!!



A 9% reduction in water usage between 2019 and 2022 created roughly enough water to take 481 showers.



**GOAL: 2% REDUCTION ANNUALLY (CCF)**

# ISO 14001 (Environmental)

ISO 14001 is a management tool enabling an organization of any size or type to control the impact of its activities, products or services on the environment. This management system makes possible a structured approach to setting environmental objectives and targets, achieving these and demonstrating that they have been met.

## Weastec's Environmental, Health and Safety Policy

Weastec associates at all levels within the organization are responsible to provide a safe, healthy and environmentally friendly work environment through legal compliance, continual improvement, safe practices and other requirements to prevent injury, occupational diseases and pollution.

As part of our commitment to the environment, we have developed and implemented an Environmental Management System certified to the ISO14001-2015 standard. This system considers stakeholders impacted by the environment that Weastec creates and controls all aspects of our operation to ensure that we responsibly meet the needs of our colleagues.





# Honda Energy Reduction Award

Weastec was recognized for our outstanding energy reduction activities over the past decade at the Honda Supplier Sustainability Symposium. These activities allowed Weastec to meet a 10 year goal of reducing our greenhouse gases by over 10%.



The goal of environmental stewardship is to reduce the impact of business or organizational activities on the environment beyond measures required by any permit or rule, producing a better environment, conserving natural resources and resulting in long-term economic benefits.

## Ohio EPA Environmental Stewardship Award

# SOCIAL



Growing focus  
on ethics and  
human rights.

Weastec is a corporate citizen with responsibilities to society. Probably the most important responsibility we have is to provide good jobs and quality products. But we also have a desire to be part of the community. We express this by supporting community activities, and by encouraging associates to participate in and lead community activities themselves.





# SOCIAL



**2008**  
Began an Ethics hotline  
for anonymous reporting.



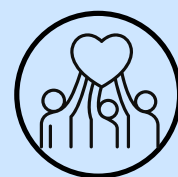
**2015**  
Revamped the Community  
Service Committee.



**2012**  
Conflict minerals are  
responsibly sourced.



**2014**  
SHARP awarded by OSHA.



**2017**  
Participated in TEAM HONDA  
CARES annual week of service.



**2014**  
Received Gold Level wellness  
certificate from the American  
Heart Association.



**2021**  
Launched TEC-Flix: an online  
training site for associates.



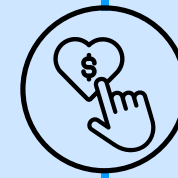
**2022**  
Received Honda's  
Challenging Spirit  
Award.



**2021**  
Added incident reporting to  
the portal for associate access.



**2022**  
Added personnel to  
Safety Department.



**2022**  
Initiated 'Corporate  
Giving' Policy.



**2022**  
Reopened  
Greenfield Facility.



**2008**  
Created a Community  
Service Committee of  
volunteer associates.

**2012**

**2016**

**2020**

**2022**

13 Paid  
Holidays

Opportunities  
for Community  
Service

Bereavement  
Leave

Company  
Sponsored  
Life  
Insurance

Affordable  
Insurance

Wellness  
Incentive  
Program

Flexible  
Work  
Schedule

Attendance  
Bonus  
Program

Ability  
to Work  
From Home

Summer  
Family Fun  
Outings

Highland  
County  
YMCA  
Discount

Wellness  
Leave  
Time

# WORK-LIFE BALANCE



**Weastec is committed to offering its associates a work-life balance. There are many benefits offered that implement this value.**



Weastec matches 100% of the first 5% our employees contribute to their 401Ks.

Fund	Asset Class	Ticker ID	ESG Pillars			ESG Rating	
			Env	Soc	Gov	Q1 2023	
Fidelity Advisor Freedom 2005 I	CON	FFIVX	5.6	5.6	5.6	6.3	A
Fidelity Advisor Freedom Income I	CON	FIAFX	5.6	5.6	5.6	6.3	A
Fidelity Advisor Freedom 2015 I	MC	FFVIX	5.6	5.4	5.7	6.7	A
Fidelity Advisor Freedom 2010 I	MC	FCIFX	5.6	5.5	5.7	6.5	A
Fidelity Advisor Freedom 2025 I	MOD	FITWX	5.6	5.3	5.7	7.1	A
Fidelity Advisor Freedom 2020 I	MOD	FDIFX	5.6	5.4	5.7	6.9	A
Fidelity Advisor Freedom 2030 I	MA	FEFIX	5.6	5.2	5.8	7.2	AA
Fidelity Advisor Freedom 2060 I	AGG	FDKQX	5.5	5.1	5.8	7.6	AA
Fidelity Advisor Freedom 2040 I	AGG	FIFFX	5.5	5.1	5.8	7.6	AA
Fidelity Advisor Freedom 2045 I	AGG	FFFIX	5.5	5.1	5.8	7.6	AA
Fidelity Advisor Freedom 2050 I	AGG	FFFPX	5.5	5.1	5.8	7.6	AA
Fidelity Advisor Freedom 2055 I	AGG	FHFIX	5.5	5.1	5.8	7.6	AA
Fidelity Advisor Freedom 2035 I	AGG	FITHX	5.6	5.1	5.8	7.4	AA
Fidelity Advisor Freedom 2065 I	AGG	FDFSX	5.6	5.1	5.8	7.6	AA

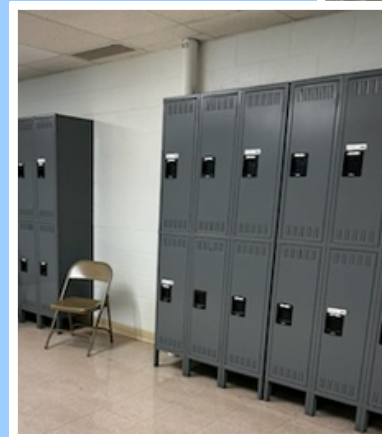
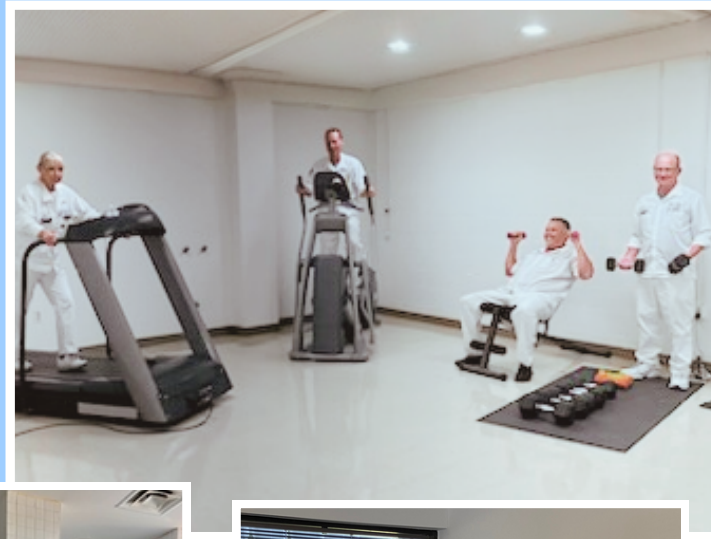
Fund	Asset Class	Ticker ID	ESG Pillars			ESG Rating	
			Env	Soc	Gov	Q1 2023	
JPMorgan Equity Income R6	LCV	OIEJX	6.0	4.9	5.9	9.1	AAA
PGIM Jennison Focused Growth Z	LCG	SPFZX	6.7	5.2	5.5	8.8	AAA
Allspring Special Mid Cap Value Inst	MCV	WFMIX	5.1	4.8	6.2	7.8	AA
Janus Henderson Enterprise T	MCG	JAENX	5.4	4.6	6.2	8.3	AA
Fidelity Advisor Small Cap Value I	SCV	FCVIX	4.5	4.4	6.3	6.6	A
JPMorgan US Small Company R6	SCB	JUSMX	4.1	4.4	6.1	6.2	A
Fidelity Advisor Small Cap Growth I	SCG	FCIGX	4.2	4.8	6.0	7.0	A
Victory RS International Y	ILCB	RSIGX	6.3	5.2	6.1	8.7	AAA
BlackRock Emerging Mkts K	EME	MKDCX	5.5	5.3	4.8	6.1	A
Invesco Developing Markets Y	EME	ODVYX	5.5	5.1	4.9	7.3	AA
Western Asset Core Bond I	CFI	WATFX	-	-	-	-	-
Hartford High Yield R5	HY	HAHTX	5.0	4.4	5.8	6.8	A
Fidelity Government MMkt	MM	SPAXX	4.1	3.7	5.0	3.0	BB
Fidelity 500 Index	LCB	FXAIX	6.1	5.1	5.6	8.2	AA
Fidelity Mid Cap Index	MCB	FSMDX	5.3	4.8	6.1	8.3	AA
Fidelity Small Cap Index	SCB	FSSNX	4.0	4.3	6.0	5.9	A
Fidelity International Index	ILCB	FSPSX	6.2	5.3	6.3	8.8	AAA

To better assist our associates in planning for their future, Weastec publicizes an ESG rating for each fund available in the 401k plan.



# Health

## ONSITE GYM & ACTIVITIES



WELLNESS  
INCENTIVES

Weastec Wellness Incentives include normal biometrics + options to improve your health.

# 73%

of our associates receive reduced insurance rates through wellness incentives!!

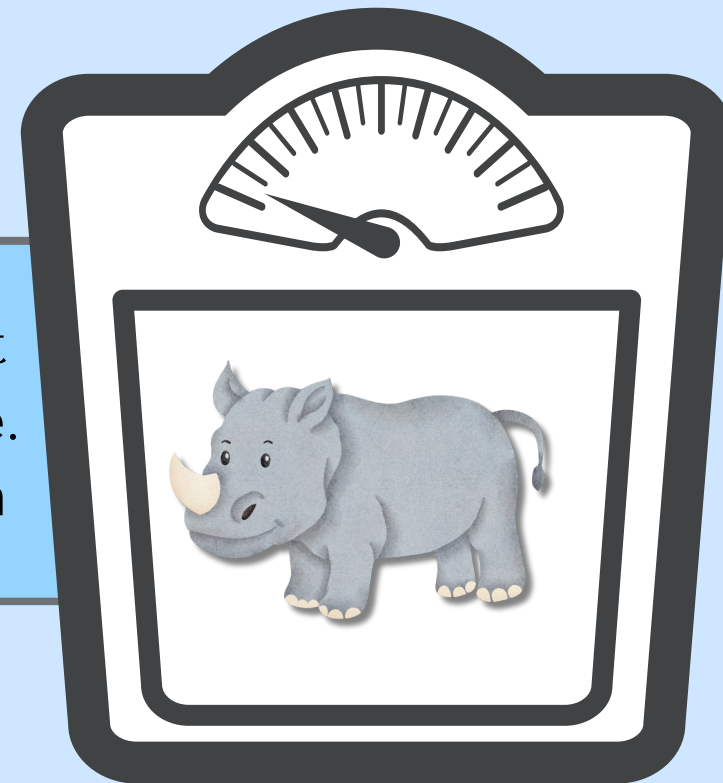


Alaska

## 2022 WALKING CHALLENGE

Our associates walked from Hillsboro, Ohio to Juneau, Alaska during the 6-week walking challenge!

Weastec associates participated in the Biggest Loser weight loss challenge. The equivalent weight of a baby rhinoceros was lost!!



Allone Health EAP

Weastec provides a free and confidential service to associates and their families. This provides short-term counseling and services including Mental Health Sessions, Life Coaching, Financial Consultation, and more. 24/7/365 access through an APP with chat options and thousands of articles, webinars, podcasts and tools covering total well-being.



Ohio

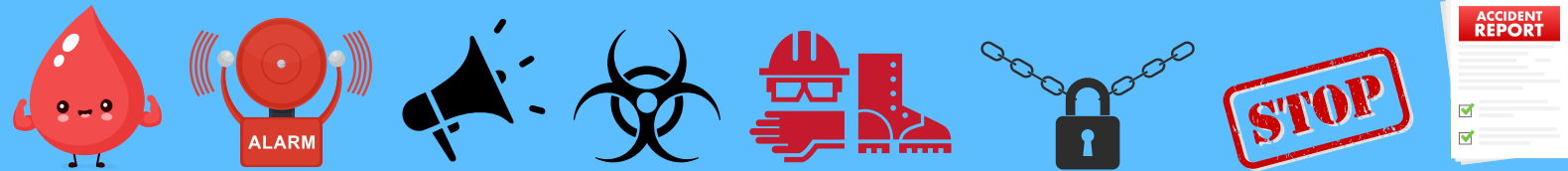


# ANNUAL ASSOCIATE TRAININGS

HAZCOM ★ Spill Clean Up ★ Anti-Retaliation

Fire Safety ★ PPE ★ Accident Reporting

Bloodborne Pathogens ★ Lock-out Tag-out



# SAFETY

A multitude of safety-related signs can be found across our facilities!



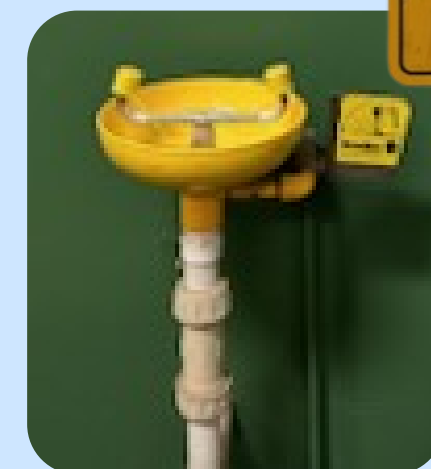
56 fire extinguishers



25 First aid kits



11 eye wash stations



4 Automated Emergency Defibrillators



The diagram illustrates the five key elements of an effective anti-retaliation program, arranged in a circle around a central hub. The central hub contains the text: "Five Key Elements to an Effective Anti-Retaliation Program". The five elements are represented by colored, curved arrows pointing clockwise:

- Management Commitment** (Blue arrow, top-left)
- Compliance Concern Response System** (Green arrow, top-right)
- Anti-Retaliation Response System** (Dark Green arrow, bottom-right)
- Anti-Retaliation Training** (Orange arrow, bottom-left)
- Program Oversight** (Brown arrow, left)

The associate portal allows for incident reporting anonymously or otherwise.

**DISCRIMINATION**  
**HARASSMENT**  
**RETALIATION**  
**SAFETY**  
**SEXUAL HARASSMENT**



# Safety and Health Achievement Recognition Program (SHARP)

The SHARP program recognizes small business employers who have used OSHA's On-Site Consultation Program services and operate exemplary safety and health programs. Weastec is one of only 25 companies in Ohio that are SHARP certified. Weastec has proudly been certified since 2014.

## The SHARP Program helps:

- **PROVIDE PROTECTION:** Protects workers from all safety and health hazards that may exist in the workplace.
- **CREATE A CULTURE:** Creates a better working environment free of safety and health hazards.
- **BUILD A REPUTATION:** Attract skillful workers looking to join a business that is at the forefront of its industry in providing a safe and healthy workplace for its workers.
- **SAVE MONEY:** Improve your worker retention and reduce costly turnover.





# Honda's Challenging Spirit Award



Weastec was among three other suppliers for 2022 that were awarded Honda's Challenging Spirit Award during Honda's April Supplier Conference in 2023. This award recognizes suppliers for their support and performance exceeding Honda's expectations in response to extraordinary requirements.



**BREAKING  
NEWS**



In 2022, two semi-automated assembly lines were moved to the Greenfield, OH Operation and general renovations were invested in. This was in response to new engine business that Weastec received from an existing customer. Roughly twenty associates are working at the facility and Weastec expects some additional growth in the next year.

# Weastec Greenfield Operation Reopened







In December the Christmas decorations are given to an associate through a random drawing.  
 We give annually to young participants at the county fairs with various projects.  
 Hat day proceeds were donated to foster children through 'Shop with a Cop!'.  
 Jeans day proceeds in July went to the Highland County 'Humane Society'.  
 Weastec participates in our local schools Career Days every chance we get.  
 We annually sponsor an associate for the Leadership Highland Program.





2022 Weastec sponsored baseball team

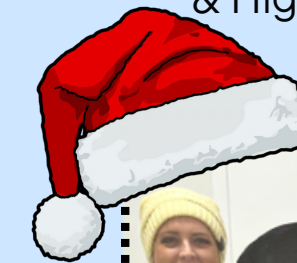


*Baseball*

Weastec Inc. was invited on May 16, 2022 to Hillsboro City Schools 7th Grade Career Day. Hillsboro invited several individuals from local companies to come and present their life path from High School through College / Trade School, to their current career.



A Christmas Jeans & Hat Day 2022 was a huge success for Weastec associates. Each associate can pay in order to wear jeans & a hat while working instead of the normal uniform. All proceeds went to 'Shop with a Cop' & Highland County Community Action. HATS OFF to them!!!

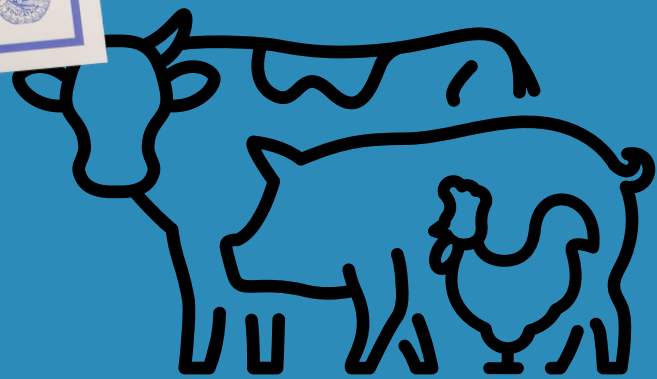


The county fair is held in September each year and Weastec participates as buyers for the Junior Fair participants. This is a tradition as old as Weastec itself.

WE SUPPORTED  
HIGHLAND COUNTY  
JUNIOR FAIR  
LIVESTOCK SALE  
2022

75<sup>th</sup> Anniversary

ADMIT  
ONE



Weastec has a Holiday lunch each year for our associates, this time we celebrated with personal pizzas. The Holiday decorations are given out each year through a drawing among our associates.



For Jeans Day in July 2022, associates had the option to wear jeans to work by paying \$5. The proceeds from this event were donated to the Highland County Humane Society.

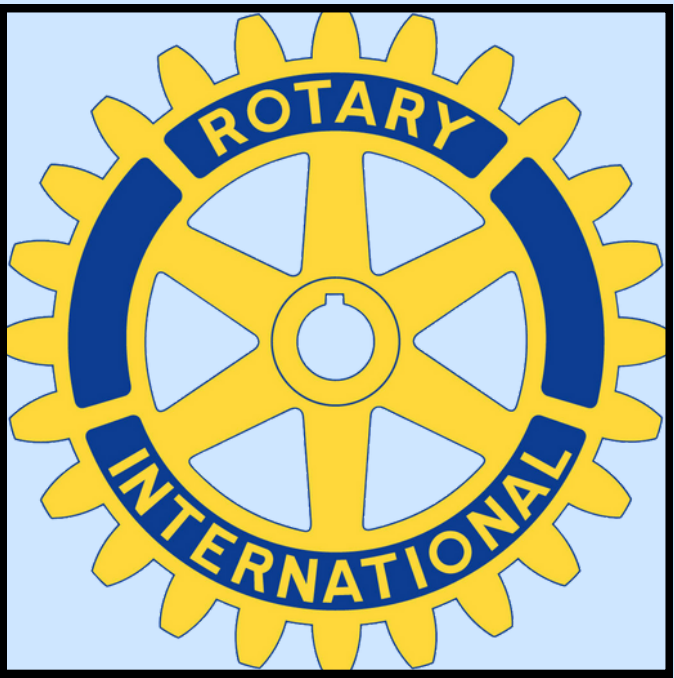




LEADERSHIP HIGHLAND PROGRAM



Jim Tomko, Weastec New Model, graduated from the Leadership Highland program. Leadership Highland is nine full-day course sessions designed to provide participants with a greater knowledge of Highland County and leadership skills for all professions. Special presentations, guided tours, panel discussions, observation opportunities, and class projects provide a diverse experience for all participants. The program is operated by the OSU Extension Highland County.



# COMMUNITY

Weastec believes in helping the communities that have allowed us to grow and prosper within their boundaries. Weastec as a corporation, financially supports various local organizations that contribute to the welfare of our communities. In addition to serving on numerous boards and making individual financial contributions, we encourage our associates to volunteer for various civic and charitable organizations. Allowing our associates to serve is important. Community involvement is a way to build team skills and apply them to worthy endeavors.



HIGHLAND COUNTY SENIOR  
CITIZENS CENTER





The Fayette County Food Pantry is a 100% volunteer organization that serves families & individuals in Fayette County who are struggling financially by providing food assistance.

FAYETTE  
COUNTY  
FOOD  
PANTRY



The Columbus Japanese Language School gathers every Saturday and offers a supportive environment to nurture self-control and cooperative attitude in each student to help become successful members of Japanese Society.



Mend on the Move employs survivors of abuse in Metro Detroit to create jewelry which provides them with an income while in recovery. Their jewelry is crafted from salvaged auto parts and car seat leather.

The Highland County Homeless Shelter is a 28-bed emergency shelter that does not receive any state funding. They help customers gain employment during a 30-to 90-day program.

HIGHLAND  
COUNTY  
HOMELESS  
SHELTER  
— — — — —  
"THERE IS HOPE"

The Highland County Society for Children & Adults provides for medical needs when other help is unavailable to residents of Highland County regardless of age or handicap.



Kamp Dovetail is a volunteer ran summer camp for children with disabilities in Highland and surrounding counties of Ohio.



The Highland County Humane Society provides a safe haven for dogs and cats while they transition from their past lives to their future forever homes.

# GOVERNANCE

## Cybersecurity, Sustainability, & Compliance

In 2022, Weastec implemented a Corporate Sustainability department with two specific sections.

- Corporate Governance
  - Compliance
  - Sustainability
  - Public Reporting
  - Environmental
- Business Management
  - Audit
  - Document Control
  - Process Implementation
  - Continuous Improvement

## Governance Mission:

Working ethically and transparently to create intangible value while ensuring the future of our associates, society and the planet.



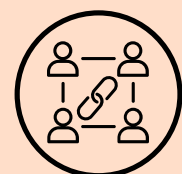




# GOVERNANCE



**2012**



**2012**  
Developed Governmental  
Relations Team.



**2013**  
Began complying with CMRT  
requirements.



**2018**  
Began responsibility tracking,  
eliminating, and reporting of  
RoHS II substances.



**2018**  
First Pen Test performed.



**2020**  
Modernized our Emergency  
Contingency Plan to minimize impact  
when responding to a disaster or risk.



**2020**  
Contracted with Arctic  
Wolf.



**2021**  
Labeled Level 2 for TISAX.



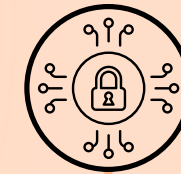
**2021**  
Enacted Multi-Factor  
Authentication.



**2022**  
Developed Corporate  
Sustainability department  
to oversee Governance.



**2022**  
Created a Compliance  
Database.



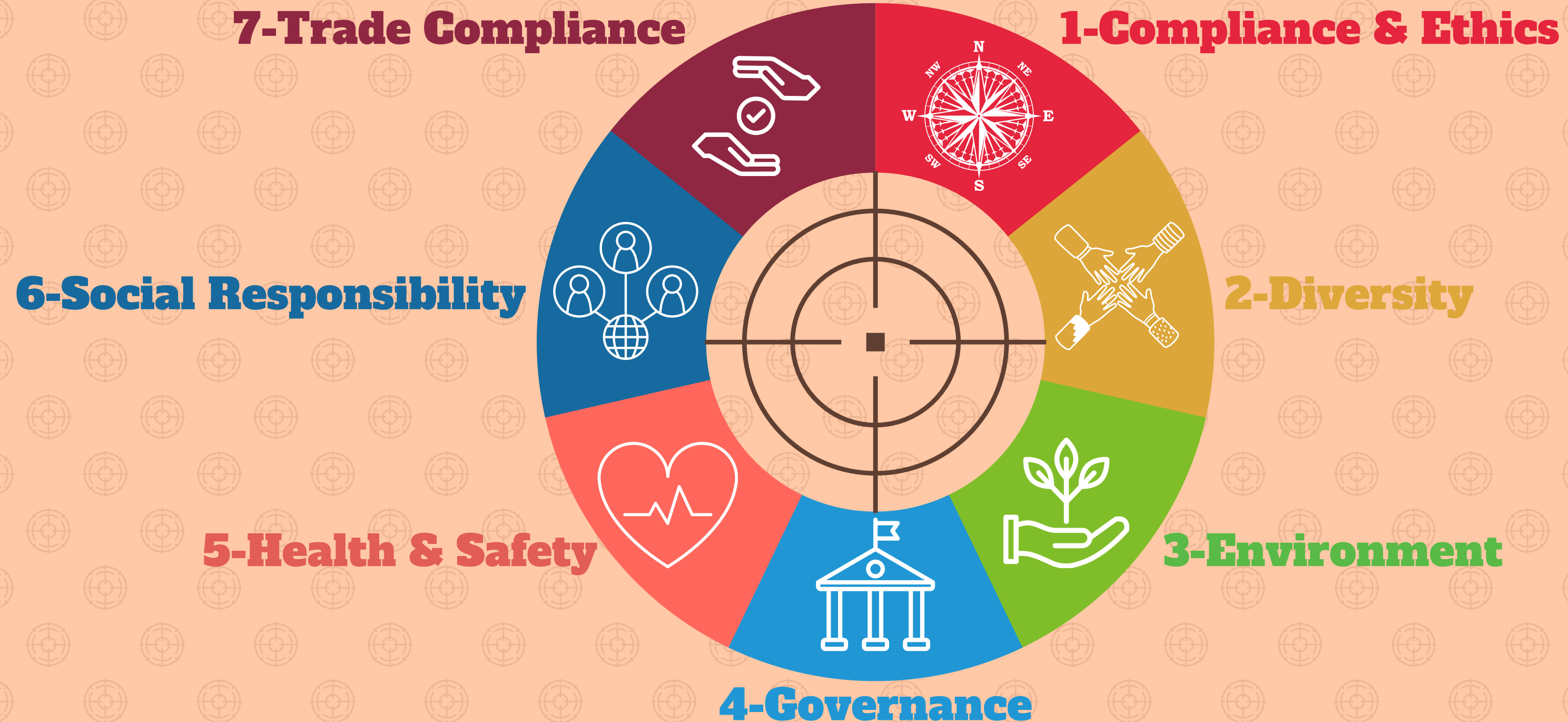
**2022**  
Strengthened our cyber  
security posture with  
additional training to  
associates & IS.

**2016**

**2020**

**2022**

# Corporate Sustainability Department Focus





# 1-Compliance & Ethics

## FOCUS:

- Compliance Database
- Audits
- Ethics Review
- Compliance Audit
- Sustainability Matrix

## COMPLIANCE DATABASE

In 2022, Weastec began a governing database with workflows to increase visibility of expiration dates and better preparation for the departmental 'person in charge' to ensure no deadlines are overlooked.



# Compliance and Ethics Business Practices Policy

## Statement of Policy

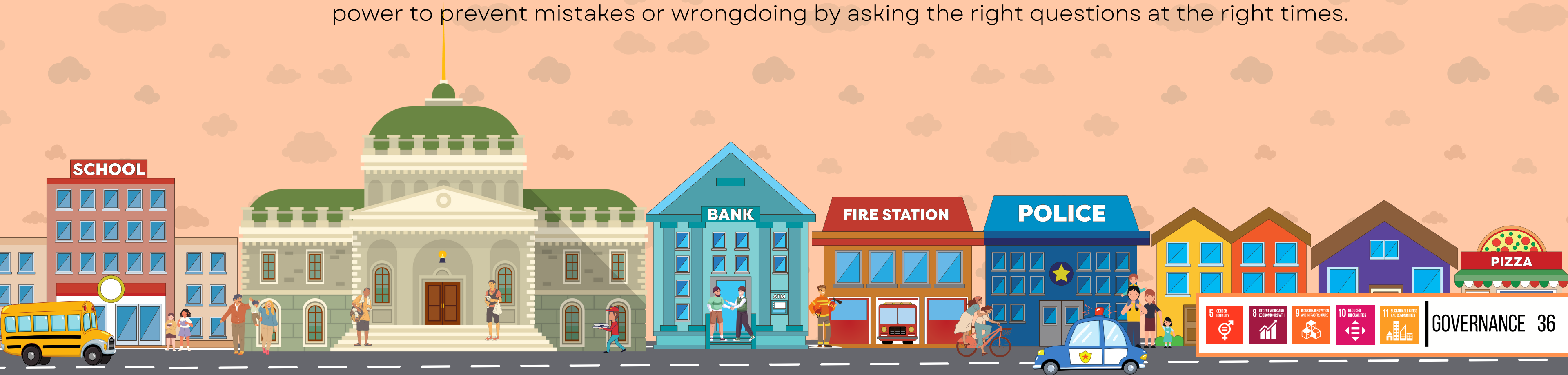
Weastec is committed to implementing, administering, and enforcing an effective program to prevent and detect violations of law and business ethics.

## Respect for the Individual

We all deserve to work in an environment where we are treated with dignity and respect. Weastec is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success.

## Open and Honest Communication

At Weastec everyone should feel comfortable to speak his or her mind, particularly with respect to ethics concerns. Managers have a responsibility to create an open and supportive environment where associates feel comfortable raising such questions. We all benefit tremendously when associates exercise their power to prevent mistakes or wrongdoing by asking the right questions at the right times.





# MANUFACTURE M2030

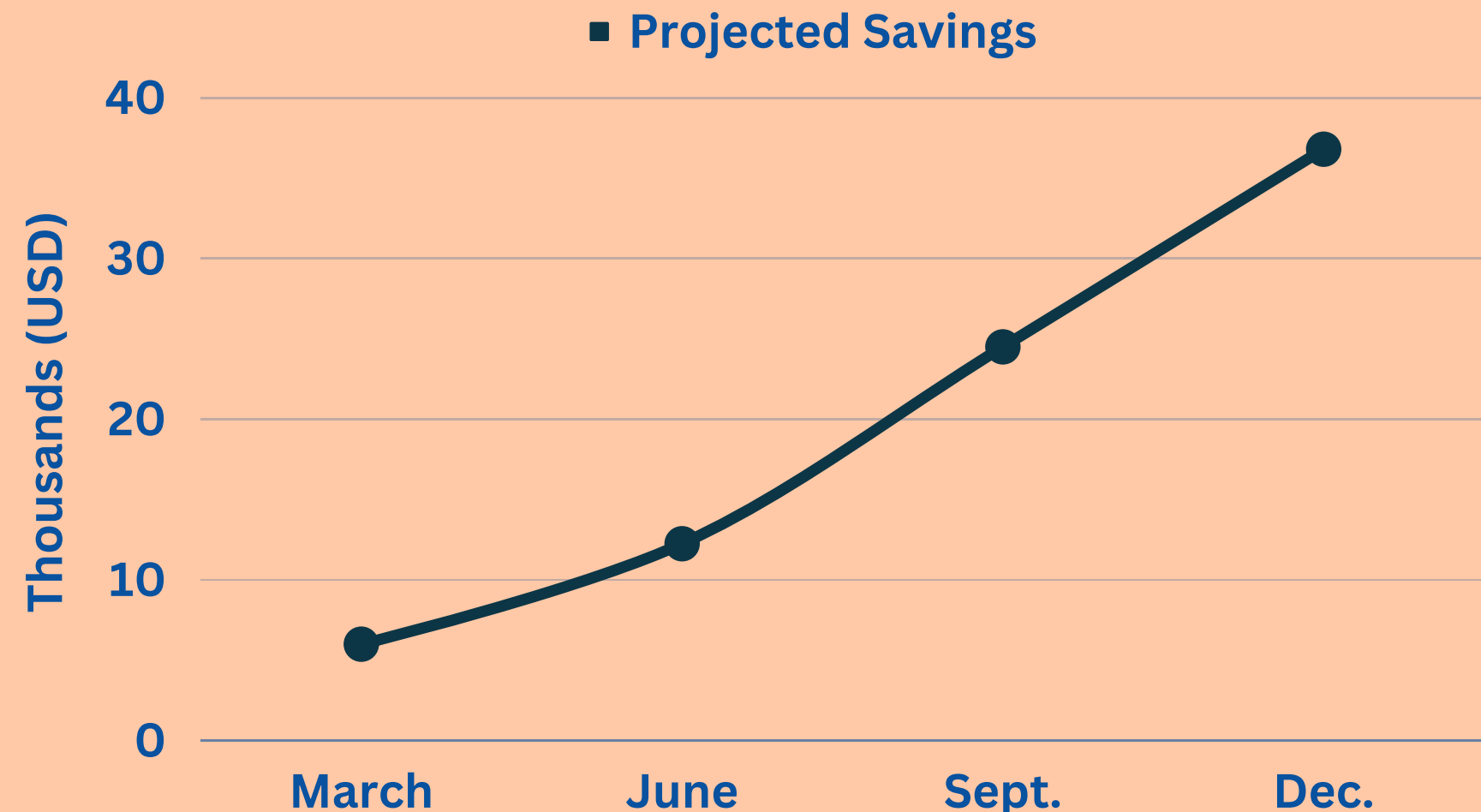
M2030 provides support for sustainability framework requirements, such as:

- Measuring and managing key environmental data, including all sources of energy (particularly purchased and self-generated renewables).
- Applying insights from M2030's streamlined reporting process to improve your environmental performance.
- Leveraging M2030's integrated approach to track your progress towards HDMA's targets.
- Importing your own initiatives or select from M2030's database of over 550 proven best practices in driving near and long-term reduction projects.

**Weastec of Hillsboro has been reporting to M2030 since 2017.**

## 2022 Action plan Focus areas

- Switch off or setback ovens / furnaces to minimum temperature when not in use
- Periodically review Water Strategy
- Segregate metals for recycling or reuse
- Monitor and control waste / scrap separation
- Identify and address corrections to sustain improvements
- Measure & monitor energy use of our system - manually or via an M&T system
- Install shutdown timers for idling compressors (if not implementing automatic sequencing)
- Incorporate a Zero Waste to Landfill objective into continuous waste reduction activities
- Clean air-cooled condensers at least every 6 months



# IATF 16949 (Quality)



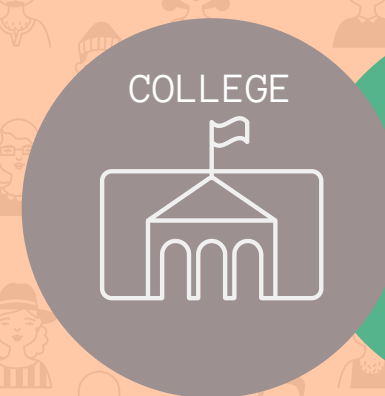
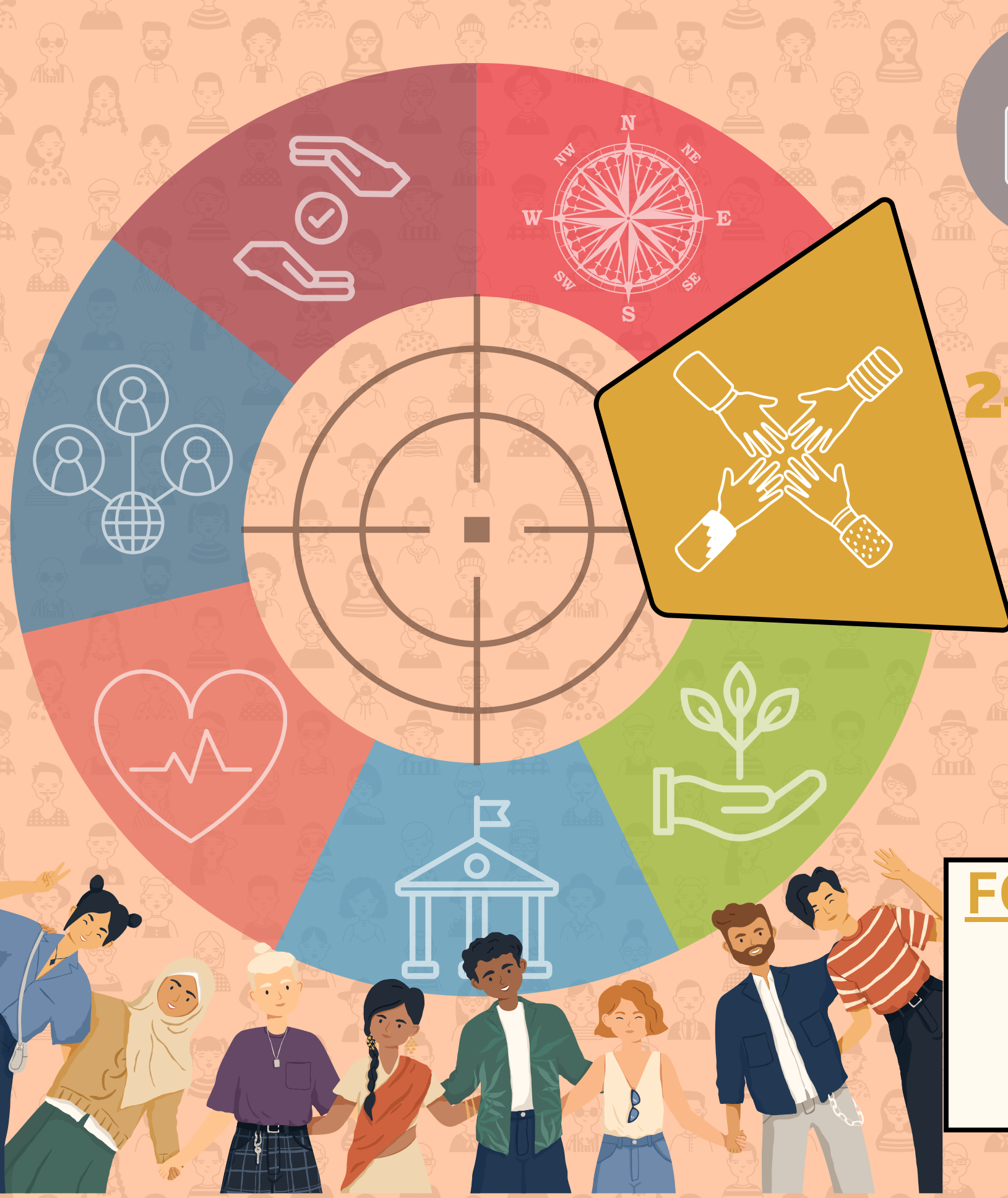
The International Automotive Task Force 16949 is an ISO Technical Specification that integrates 3 American automotive quality management system standards, with the aim of eliminating the need for multiple certifications to satisfy various customer requirements. It defines the quality system requirements for the design, development, manufacturing, installation and servicing of automotive products. We must continually strive to assure compliance with IATF-16949 requirements. At Weastec, this is done through Internal Quality Audits, as well as Periodic Audits conducted by Bureau Veritas.

In 1999 Weastec was certified ISO/TS 16949. In 2009 we were certified ISO/TS 16949:2009 which later became IATF 16949:2015 and is currently IATF 16949:2016

## QUALITY POLICY:

We are dedicated to satisfying our customers' needs by supplying high quality, environmentally friendly, and cost-effective products through a business management system that emphasizes continual improvement, compliance, and review of activity.





2



Weastec has increased our recruiting capabilities by utilizing our company website, Indeed.com, ZipRecruiter, and Handshake for new interested applicants.

## 2-Diversity

Weastec is an equal opportunity/affirmative action employer and is committed to providing a workplace that is free of discrimination of all types and from abusive, offensive or harassing behavior.

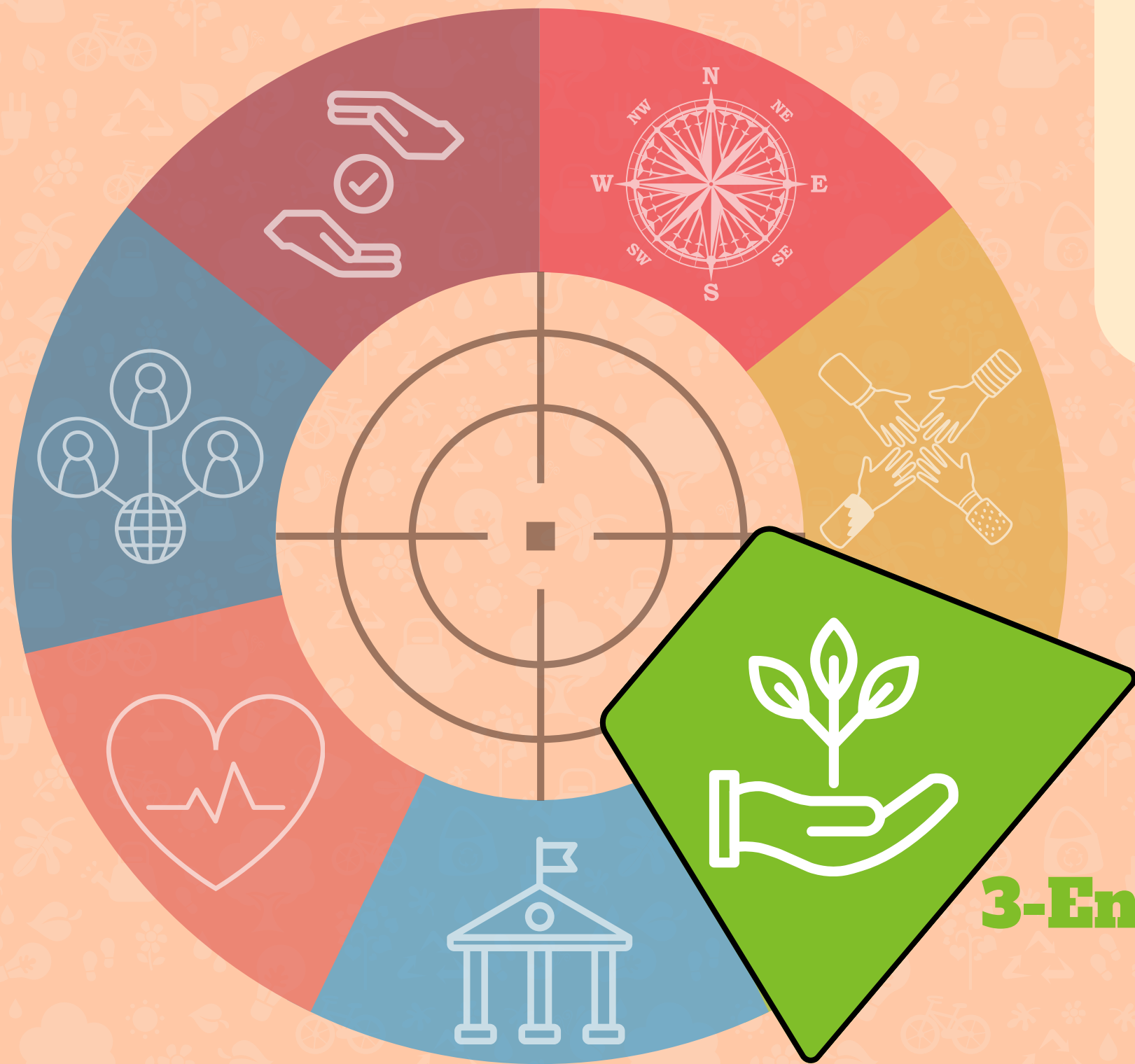
### FOCUS:

- Associate Diversity Program
- Supplier Diversity Program

**Handshake**

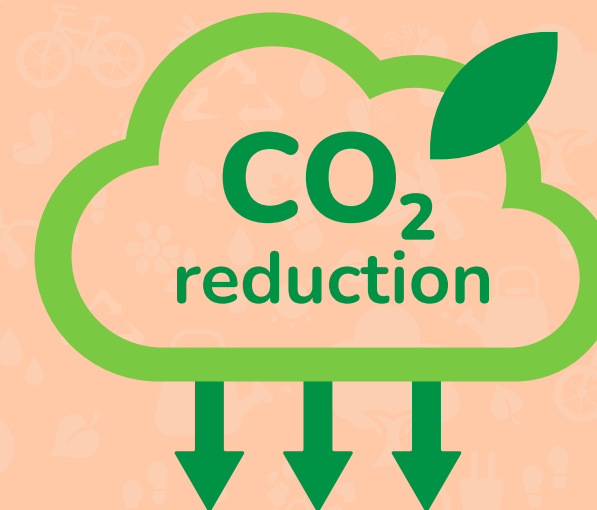
**ZipRecruiter**





## FOCUS:

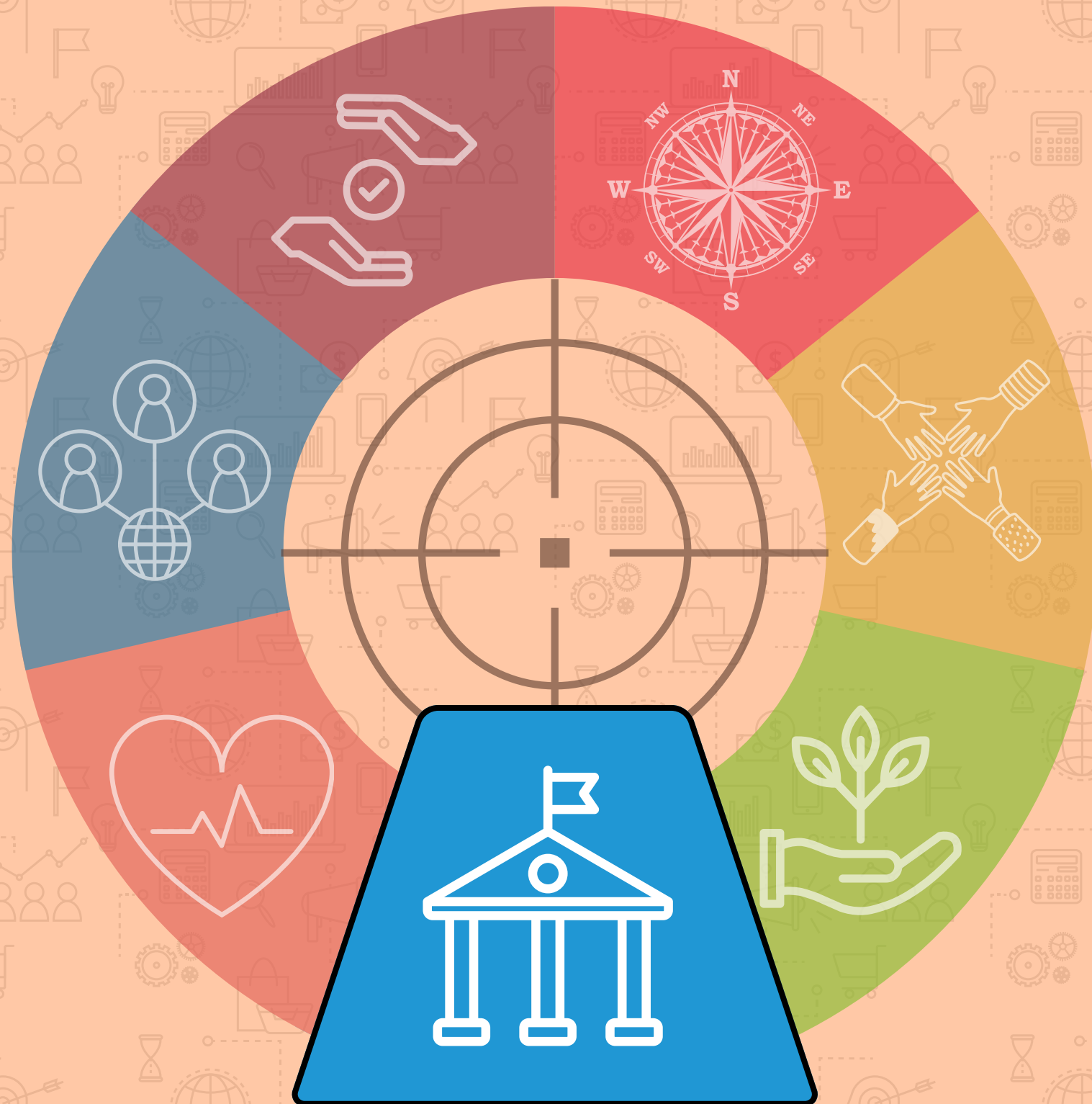
- Paperless System
- Biodiversity Team
- Recycling Program
- CO<sub>2</sub> Reduction Team
- EPA



## 3-Environment







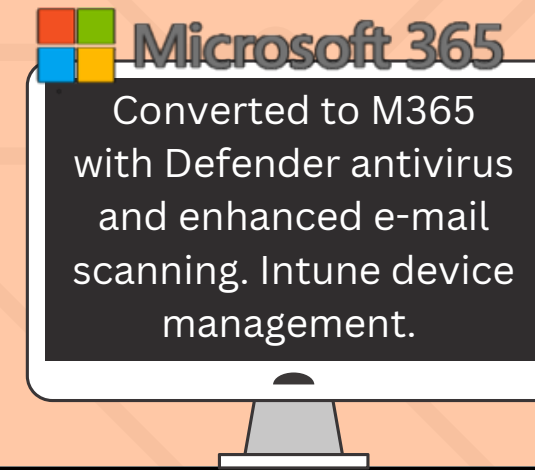
## 4-Governance

### FOCUS:

- ESG Reporting
- Risk Management Framework
- Cybersecurity Support/training



# Cybersecurity



Associate Cybersecurity Trainings  
\*94% Obtained perfect scores\*



## First Cyber Wargames

**Our cybersecurity wargames scenario involved a situation where Weastec was completely shutout of our server due to a cyber-attack.**

This simulated breach highlighted containment efforts and communication flow.

The following are action items generated from this simulation:

1. Crisis Team group created in our OneCall system.
2. Roles and Responsibilities will be updated.
3. Alternative storage of Crisis Management Documentation is necessary.
4. Wargames will be added as an annual event in the Compliance Database.

2022 Updated IT policies:

- Passwords use
- Security Incident Response Team
- Network communications security policy
- Vendor Notification (in case of a security breach)
- New Wireless Access Policy
- Overriding MFA for VPN access

**Weastec performs external, independent pen tests (also known as ethical hacking) annually with a firm that has a strong reputation within the security industry.**



## FOCUS:

- Global safety reporting system
- Safety Department
- Safety Committee
- Safety Commitments



## 5-Health & Safety



With the addition of the Safety Department, we have increased the number of trainings for associates, increased ergonomics awareness and have plans to update the fire evacuation & first responder's procedures, and increase 'Safety Commitments' from Management.

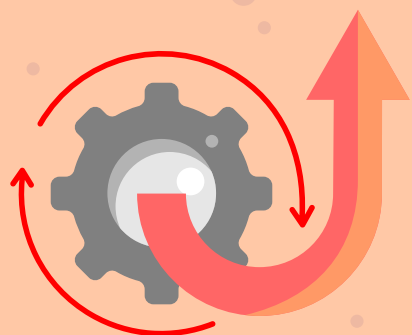


# Safety Report

In April 2022, we implemented a paperless system utilizing Therefore software that includes personal injury/illness reports, property damage, and product damage reports.



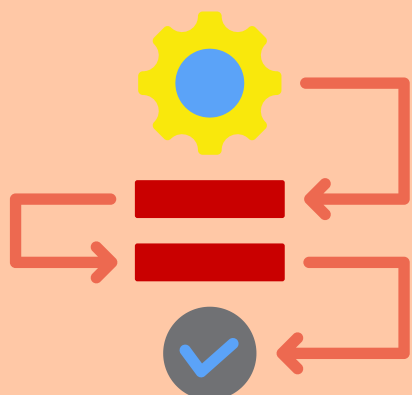
6 Modifications to tools and PPE were implemented.



With specified user security, the workflow allows for incident text messages to be sent systematically to management teams including Executives, Quality, HR, Safety, Production, Operations and Corporate Governance depending on the type of report submitted.

Witnesses complete statements, if applicable, and then investigations are executed by the Safety Department and submitted.

4 new procedures implemented.



The saved documents are linked or appended to the initial report and can be accessed by the Safety Committee and Management for implementation of the approved countermeasure and various reports. The Safety Committee verifies countermeasure data monthly and shares with executive management.





## FOCUS:

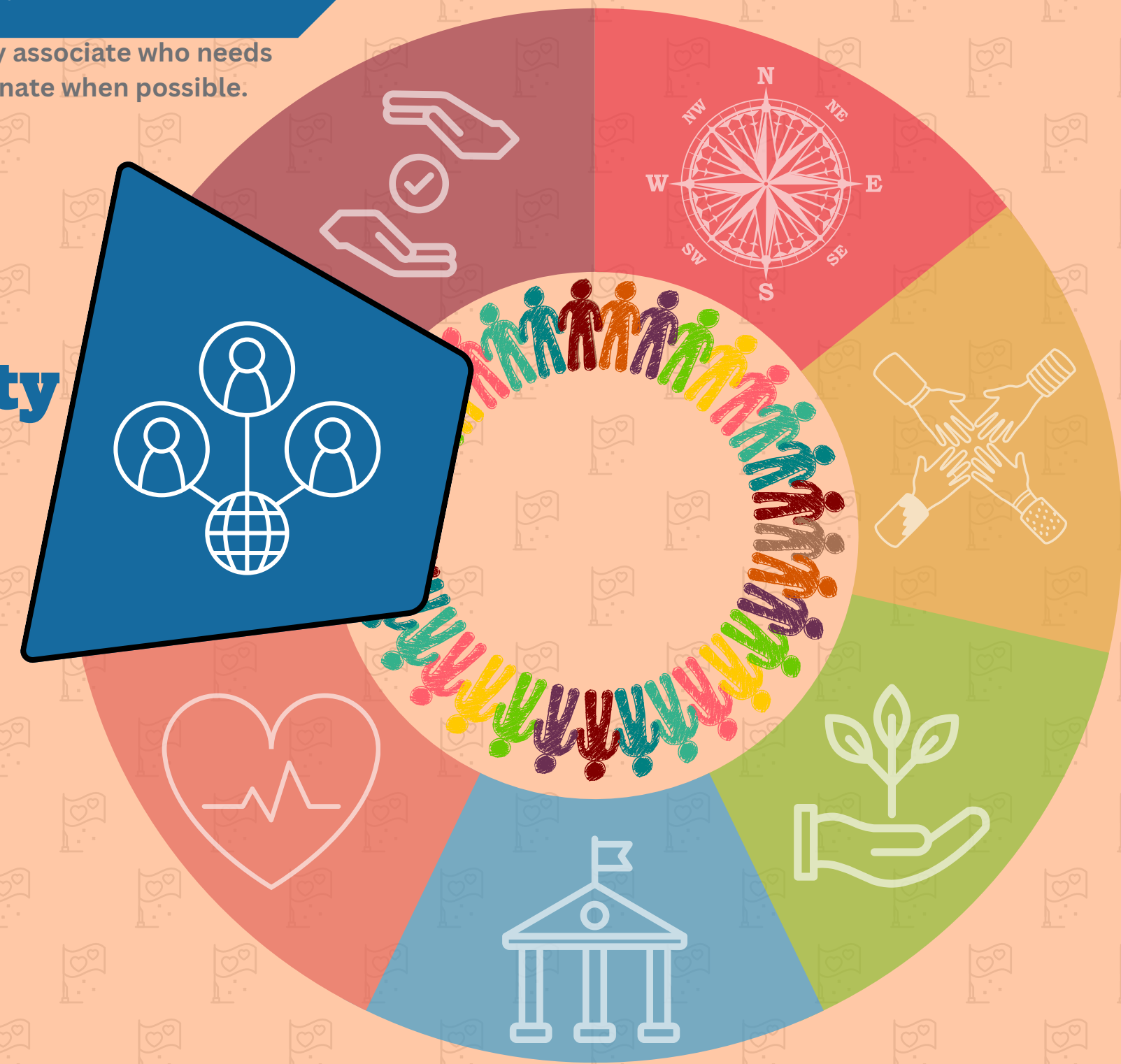
- Charitable Giving
- Human Right Audits
- Corporate Volunteerism Program

## 6-Social Responsibility



2022 Added an associate Food Pantry in Hillsboro.

The food pantry is available to any associate who needs it and allows associates to also donate when possible.

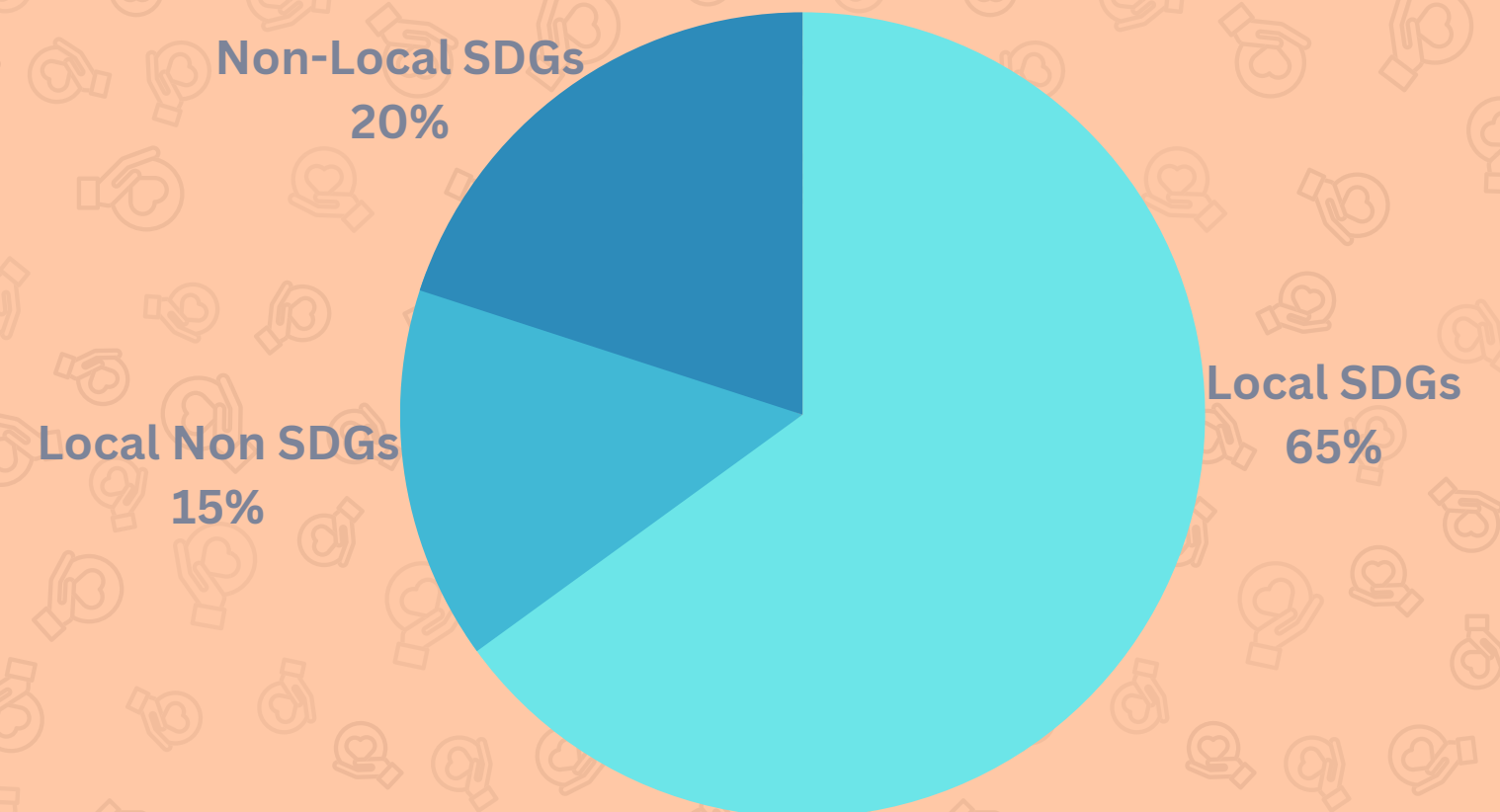


# Charitable Giving

Highland County, OH Statistics

	Highland County	Ohio	USA
Population	43,000	11,700,000	327,000,000
Poverty Rate	19.0%	13.6%	12.8%
Household Income	\$ 47,973	\$ 58,116	\$ 64,994
Employed Percentage	42.8%	45.8%	45.3%
Health Insurance	90.2%	93.8%	91.3%
Food Insecurity	16.8%	13.9%	10.2%
Physician Ratio	3312 to 1	1303 to 1	

Location/Type of Charitable Giving



During the 2022 year, Weastec restructured the charitable giving policy to better fit the goals that had been set with a focus on the UN SDGs. Based on the needs of Highland County and Weastec's target to emphasize the United Nations Sustainability Goals, Weastec prioritizes the following six UN SDGs in our charitable giving:





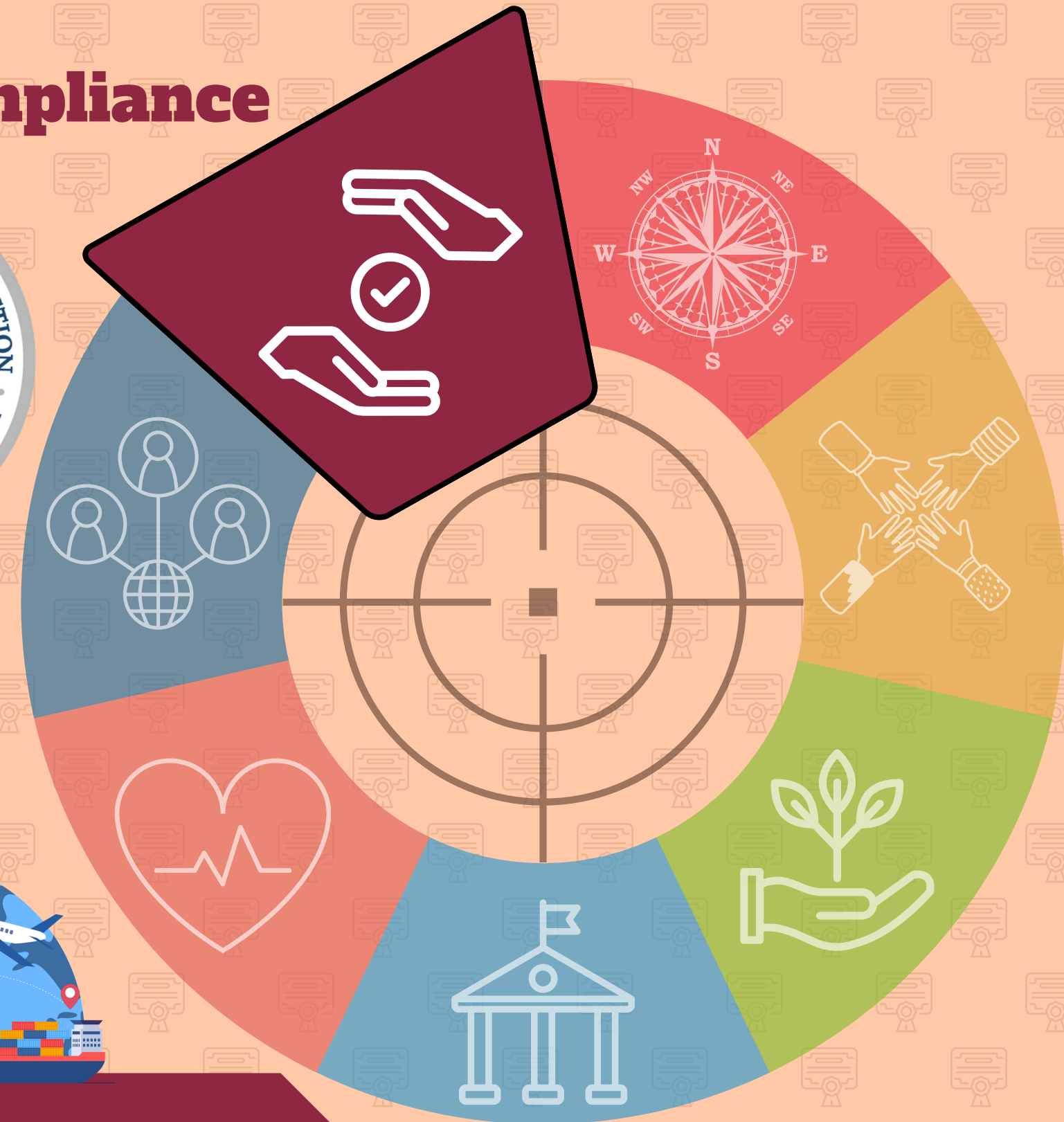
## FOCUS:

- Maintain Validation
- Annual self-audit

## 7-Trade Compliance



- The C-TPAT program is a voluntary supply chain security program based on trust and is open to members of the trade community who can demonstrate excellence in supply chain security practices and who have had no significant security related events.
- When a business joins C-TPAT, an agreement is made to work with Customs Border Patrol to protect the supply chain, identify security gaps, and implement specific security measures and best practices.
- This program was formed in the aftermath of 9/11 to protect and strengthen foreign trade and US border security.



**Weastec has been Certified since 2003.**





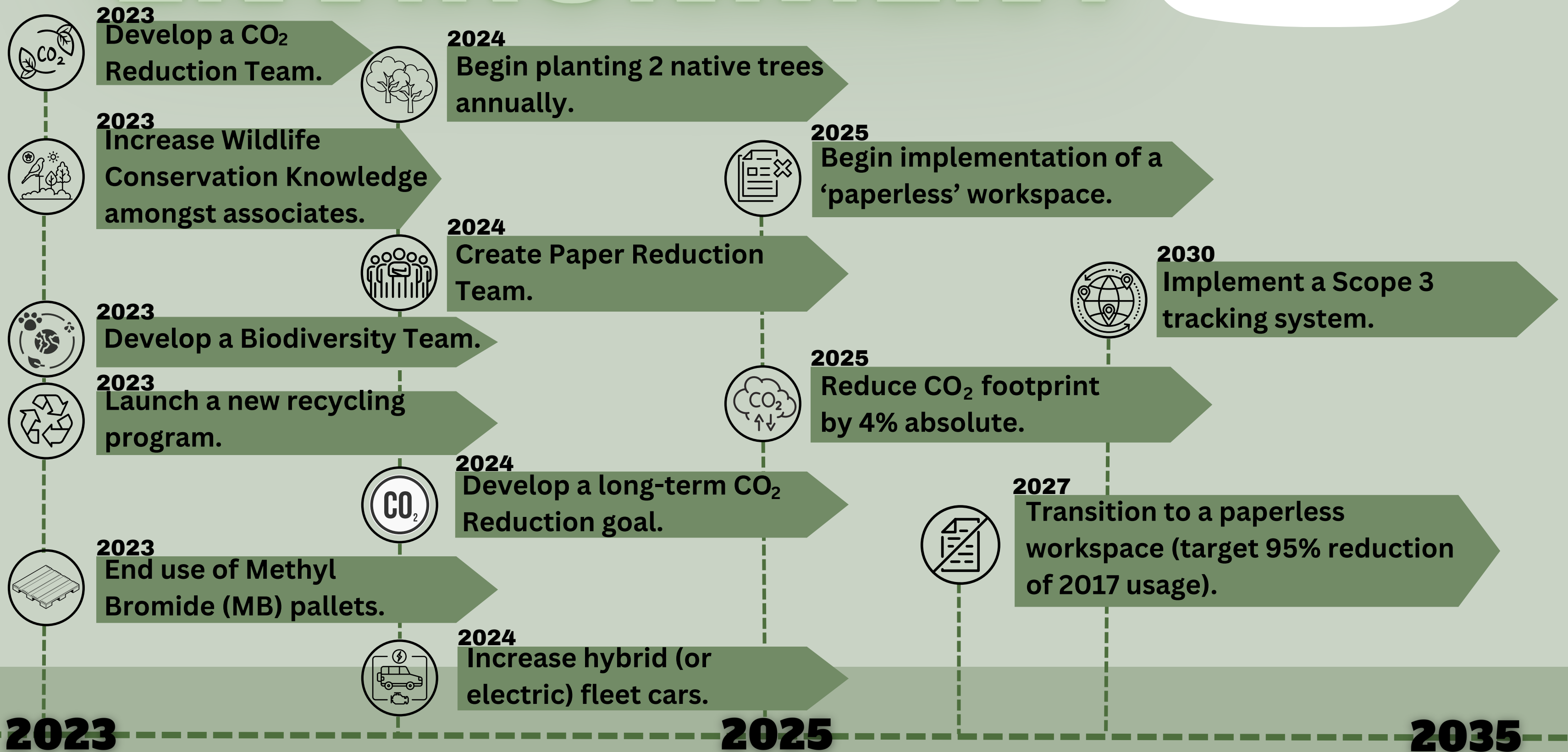


*Future goals*



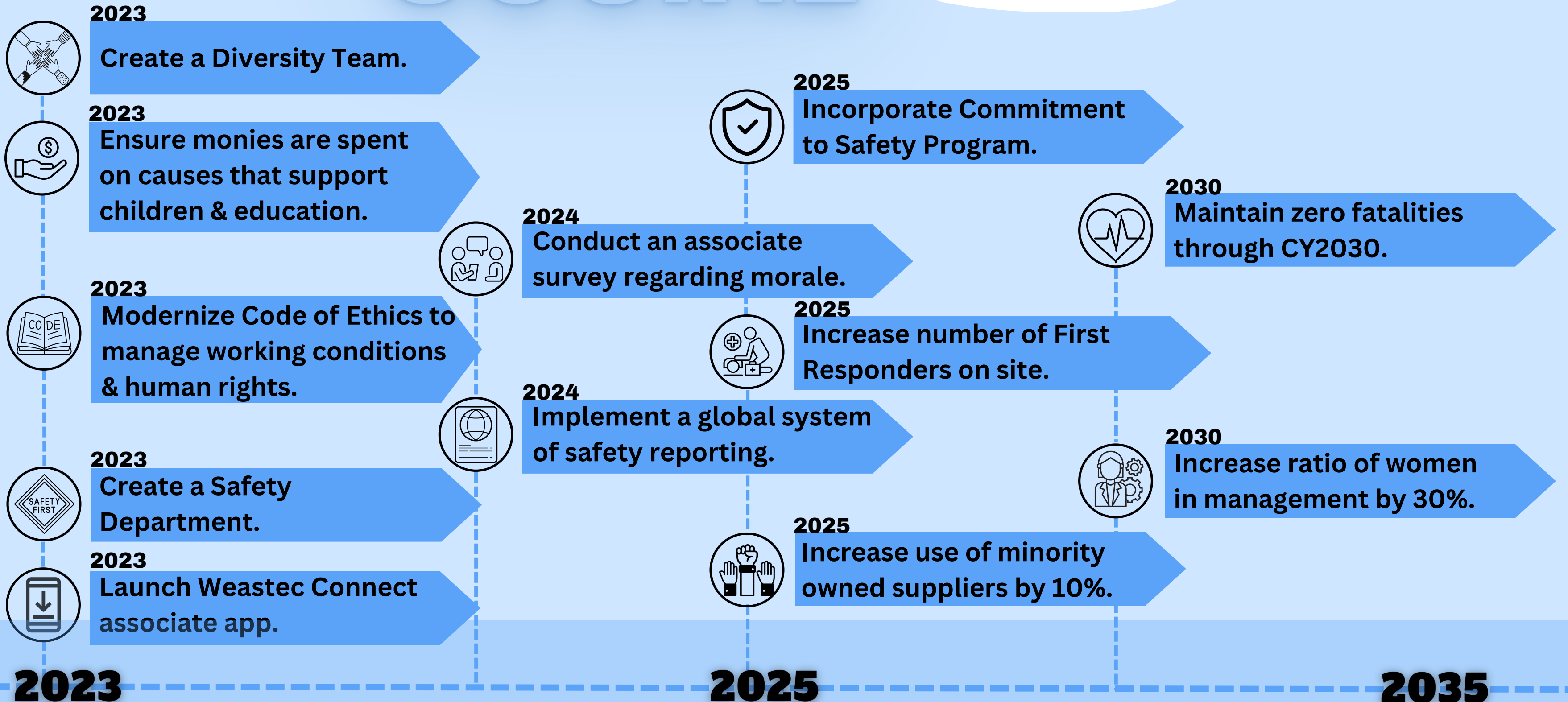
# ENVIRONMENT

## GOALS



# SOCIAL

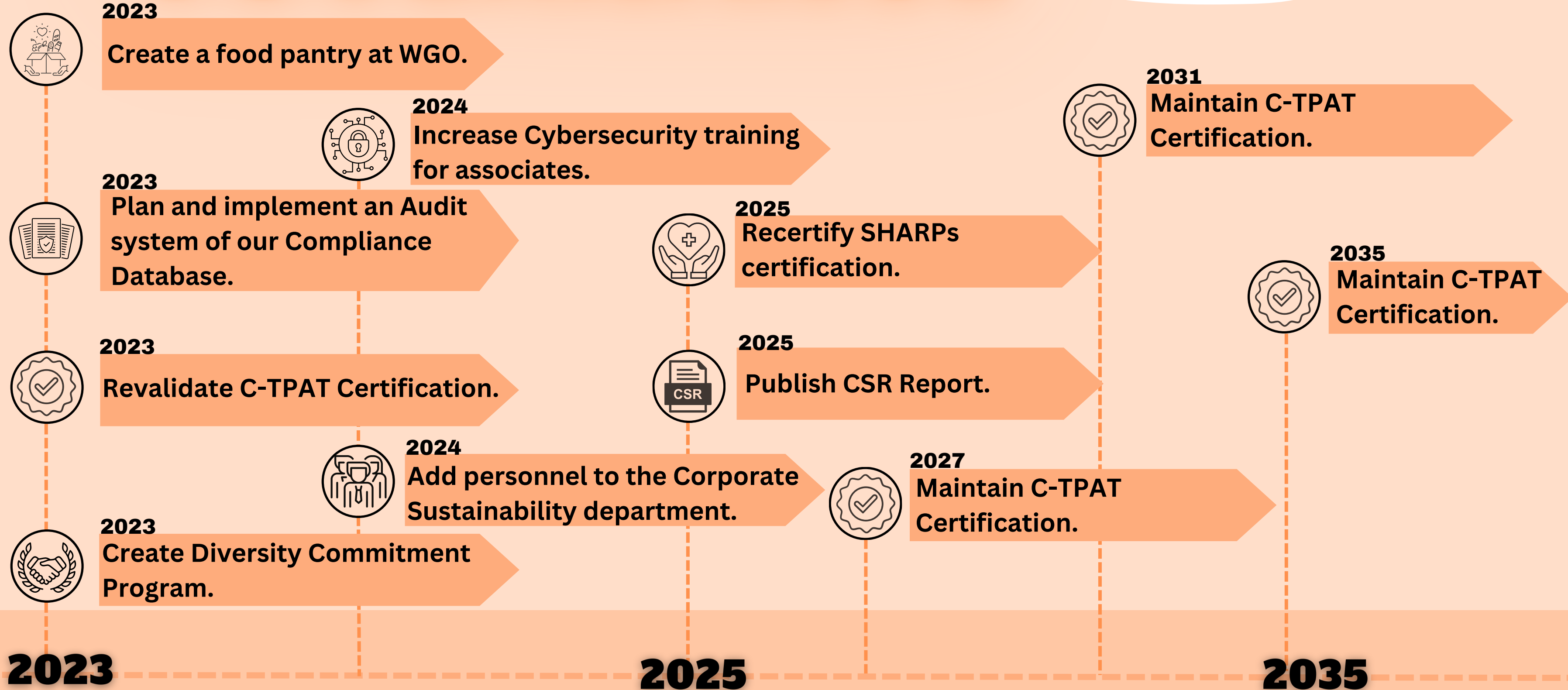
## GOALS





# GOVERNANCE

## GOALS





 **TOYODENSO**  
WEASTEC

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*"Soaring with strong  
ambitions towards a future of  
endless possibilities."*



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