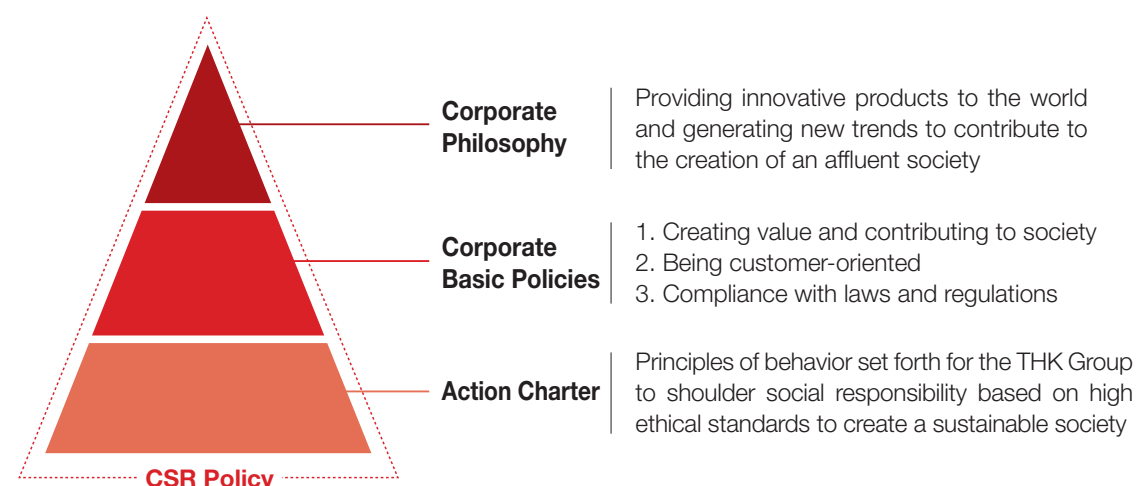


CSR Policy

We endeavor to improve our long-term corporate value with our CSR policy, which is founded on our Corporate Philosophy that represents our entrepreneurial spirit, our Action Charter that serves as a guide for our actions, and the Corporate Basic Policies that we must follow as we perform our duties.



Since 2007, we have published the CSR Report and disclosed our ESG data. This year, we have changed the title to the Sustainability Report in order to provide even more complete information and to inform stakeholders of our activities geared towards achieving a sustainable society that is conscious of the SDGs.



THK RHYTHM Kyushu plant with completed addition (in front)

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- **Reporting Period** This report covers activities performed during and around the period of January 1, 2019, to December 31, 2019. The time period included in specific data is noted in each section. Furthermore, we plan to publish this report every year in September, and the CSR Report 2019 was published in September 2019.
- **Scope** This report covers THK CO., LTD., and its consolidated and unconsolidated subsidiaries. The scope of data in the environmental section is noted in that section.
- **References** This report was prepared in accordance with the GRI Standards and the Ministry of the Environment's "Environmental Reporting Guidelines" (2018).

How THK Connects with Stakeholders



THK Has Signed the UN Global Compact

THK signed the UN Global Compact in February 2020. The UN Global Compact is an initiative based on universal principles regarding human rights, labor, the environment, and anti-corruption, and it calls for corporations and organizations to take sound, responsible actions to achieve sustainable growth for society. In support of this initiative, we will contribute to sustainable growth for society through our global business activities.

