



Basic Policy Against Anti-Social Forces

Marelli Holdings, Co., Ltd. and its subsidiaries (collectively, "Marelli") have established the following basic policy regarding anti-social forces which include, but are not limited to, any groups or individuals that threaten the order and security of civil society, that disrupt sound economic and social development or corporate activities, or pursue economic benefit via use of violence, force or fraudulent means such as criminal syndicates, organized crime groups (*Boryokudan*), fraudsters, or blackmailers ("Anti-Social Forces"). Through the observance of this policy by all executives and employees, Marelli will strive to ensure the appropriateness and safety of its business operations.

1. Response as an organization

Marelli is committed to not involving any Anti-Social Forces in our business activities, and to taking prompt and appropriate measures to terminate all business activities with individuals or organizations that are discovered to be, or affiliated with, Anti-Social Forces.

The Marelli Code of Conduct applies to Marelli's entire organization, from the top management downward, and includes express provisions regarding the exclusion of Anti-Social Forces.

Marelli will ensure the safety of employees that respond to Anti-Social Forces.

2. Cooperation with external specialist organizations

Marelli shall cooperate with external specialist organizations such as the police, the Centers for the Elimination of *Boryokudan*, and lawyers in order to eliminate or respond to Anti-Social Forces activity.

3. Blocking of all relationships, including business transactions

Marelli shall block all relationships with Anti-Social Forces, including business relationships.

4. Civil and criminal legal responses in times of emergency

Marelli shall reject any demands from Anti-Social Forces, and take legal actions available under applicable laws, as the need arises.

5. Prohibition of secret deals and provision of funds

Marelli shall absolutely not engage in secret deals with Anti-Social Forces. Marelli shall absolutely not provide funds to Anti-Social Forces.