Slavery and Human Trafficking Statement

1. About our Statement

Under the Modern Slavery Act 2015 of the United Kingdom (the "Slavery Act"), this statement sets out the steps that Yazaki Corporation ("Yazaki") and its group companies (collectively, "Yazaki Group") have taken to ensure that modern slavery and human trafficking is not taking place in any of its own business and supply chain. The period covered by this statement shall be Fiscal Year 2026. For the purposes of this statement, Fiscal Year 2026 shall mean the period for Yazaki: 21st June 2025 – 20th June 2026, and for Yazaki Europe Middle East Africa NV ("Y-EMEA") and its subsidiary undertakings, Yazaki Europe Limited ("YEL") inclusive ("Yazaki EMEA"): 1st April, 2025 - 31st March, 2026.

Yazaki Group is totally opposed to modern slavery and human trafficking in its own business and its supply chains as a whole.

The term of modern slavery and human trafficking in this statement is based on the definitions set out in the Slavery Act.

Yazaki, Y-EMEA and YEL will jointly prepare and publish this statement for Yazaki Group, including its European, the Middle East and African companies. In disclosing the statement, the Board of Directors of Yazaki, the Management Board of Y-EMEA, and Directors of YEL have recognized the content of this statement as efforts to respect human rights in the supply chain of their products and confirmed the human rights issues identified by each company. Since Y-EMEA is the direct parent company of YEL, YEL's actions, as well as the actions of all other subsidiary undertakings of Y-EMEA are included under Yazaki EMEA's actions.

2. Our Organizations' Structure and Business (the data as of June 20th, 2026)

Yazaki Group's core business is built around the manufacturing and sale of automobile parts. In addition, Yazaki Group manufactures and sells power cables, air conditioning equipment, gas equipment, etc.

Yazaki, with its registered head office in Tokyo, has operational world headquarters facilities in Susono City, Shizuoka prefecture, Japan. Yazaki Group has 138 companies, operating in 45 countries and regions. Yazaki Group's total global employment amounts to approximately two hundred and nine thousand people. Yazaki Group develops its market on large regions of Europe, Asia, North, Central and South America and Africa. Yazaki Group's business in the UK is operated by Yazaki EMEA, having its headquarters in Lummen, Belgium, and YEL, having its office in Basildon, the United Kingdom.

3. Our Supply Chain

Yazaki Group purchases parts/materials for its products from various suppliers in and outside of Japan.

Yazaki Group requests all first-tier suppliers in its supply chain to take appropriate steps based on the relevant policies stated below. Additionally, to influence further throughout the wider supply chain, Yazaki Group encourages not only its first-tier suppliers, but also second-tier suppliers and onward related to the transactions between Yazaki Group and first-tier suppliers, to apply such policies through their suppliers. Yazaki Group considers that it mitigates modern slavery and human trafficking risk in its whole supply chain.

Yazaki EMEA maintains records of the location of its suppliers, including their city and country of origin. This information supports the identification of suppliers operating in jurisdictions that may present elevated risks of forced labor, human trafficking, debt bondage, or child labor. By maintaining visibility of supplier locations, Yazaki EMEA can apply a risk-based approach to supply chain due diligence, prioritizing assessments, monitoring activities, and audits where risks are identified as higher. This enables Yazaki EMEA to allocate resources effectively and implement appropriate mitigation measures in accordance with its commitment to preventing modern slavery within its operations and supply chains.

4. Yazaki's Relevant Corporate Policies

Overall View

Based on the applicable legal requirements and related developments, Yazaki prepares, implements and communicates relevant policies for Yazaki Group to its executives, employees and suppliers to ensure that modern slavery and human trafficking is not taking place in any part of its business or supply chain. These policies are drafted by the appropriate divisions in charge and acknowledged and adopted by the competent management bodies. Once adopted, they are distributed to relevant divisions and acknowledged to related employees in Yazaki Group.

For instance, Yazaki Group's relevant global policies include:

- Yazaki Group Human Rights Policy (English Edition and Japanese Edition)
- Sustainability Policy (English Edition and Japanese Edition)
- YAZAKI Global Responsible Mineral Policy (English Edition and Japanese Edition)
- Code of Conduct (English Edition and Japanese Edition)
- Supplier Sustainability Guidelines (English Edition and Japanese Edition)

Yazaki Group Human Rights Policy

The policy sets out Yazaki Group's fundamental policy on respect for human rights and declares fulfillment of its responsibility to respect human rights through support and respect for international human rights norms, such as the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights with the First and the Second Optional Protocols to the International Covenant on Civil and Political Rights) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as implementation of the UN Guiding Principles on Business and Human Rights ("UN Guiding Principles").

Yazaki Group Human Rights Policy applies to Yazaki Group's all companies and their executives

and employees, and it requests Yazaki Group's suppliers and other stakeholders to endorse it and endeavor to respect human rights.

Yazaki EMEA recognizes respect for human rights as a fundamental corporate value. In alignment with the Yazaki Group Human Rights Policy, Yazaki EMEA has incorporated these principles into its Employment Policy. The Policy reflects Yazaki EMEA 's values and serves as a guiding framework for the protection and promotion of internationally recognized human rights throughout the employment relationship.

Sustainability Policy (formerly CSR Policy)

Yazaki Group conducts its business activities along with Fundamental Management Policy in order to realize the Yazaki Group Corporate Policy "A Corporation in Step with the World" "A Corporation Needed by Society". Based on the Fundamental Management Policy, Yazaki Group has operated the "CSR Policy", which clarified Yazaki Group´s responsibilities to stakeholders from the perspective of corporate social responsibility. However, in response to the growing expectations for sustainability in recent years, Yazaki established a new "Sustainability Policy" in August 2024, expanding the scope to further emphasize the creation of social value through Yazaki Group's business activities. Moving forward, Yazaki Group will continue to listen to the voices of its stakeholders and proactively implement this policy through its daily operations, with the aim of contributing to the sustainable development of society.

YAZAKI Global Responsible Mineral Policy

Yazaki established Yazaki Global Responsible Mineral Policy to avoid the use of minerals linked to all human rights violations including child labor and other social issues in high-risk areas (CAHRAs-Conflict Affected and High-Risk Areas), including the Democratic Republic of Congo and neighboring countries.

Based on this policy, we strive to fulfill our responsibilities as a company by responding to the growing demand for sustainable procurement, such as the Dodd-Frank Act in the United States, the EU Conflict Minerals Regulation, and the OECD Due Diligence Guidance for Responsible Business Conduct. Specifically, in cooperation with suppliers and several industry associations, we investigate smelters and refiners in the supply chain of the minerals (i.e., tin, tantalum, tungsten, gold, cobalt, mica, copper, graphite, lithium and nickel) used in our products and promote initiatives to use smelters and refiners that are conformant with the audit program of the Responsible Minerals Initiative (RMI), that is an international organization that promotes responsible mineral procurement. Also, as a member of the RMI, we cooperate in promoting activities of responsible mineral procurement.

As part of the YAZAKI Global Responsible Mineral Policy, Yazaki EMEA periodically provides relevant reports to Yazaki in support of the Group-level Responsible Minerals Initiative, thereby contributing to realization of responsible sourcing and reinforcement of supply chain due diligence.

Code of Conduct

Yazaki Group prepared a handbook regarding the Code of Conduct for its executives and

employees to ensure consistent actions based on the laws, regulations and customs of each country and region and its Sustainability Policy. In line with the aforementioned Sustainability Policy, the handbook covers relevant sections such as “Compliance with Laws and Regulations”, “Responsible Sourcing”, “Respect for Human Rights”, “Safe and Healthy Work Environment” and “Talent Development”. Among others, the “Respect for Human Rights” section sets out that executives and employees should pay careful attention to ensure forced labor and child labor are not taking place in Yazaki Group’s business. In response to the Sustainability Policy established in August 2024, the Code of Conduct was also revised in March 2025, based on the contents of Sustainability Policy and reflecting changes in societal expectations. The handbook incorporating the revised Code of Conduct has been distributed to all employees of Yazaki Group in Japan. In addition, an English version was prepared for foreign national employees working in Japan and distributed in January 2026. This English version of the Code of Conduct has also been shared with overseas regional headquarters to promote its adoption and understanding throughout the Group. Furthermore, training videos are currently being developed to deepen employees’ understanding of the Code of Conduct and encourage its practical implementation.

The Yazaki EMEA Code of Conduct (Y-EMEA Code of Conduct) is applicable to Yazaki Group companies in the EMEA region and their executives and employees and sets out the expected ethical behavior and conduct when doing business. The Yazaki EMEA Code of Conduct requires not only that companies in the region comply with national laws and regulations, but also that all executives and employees are aware of and comply with applicable laws and regulations as their personal responsibilities.

The Yazaki EMEA Code of Conduct thereby encourages all executives and employees to ensure ethical and honest relations with business partners and aims to strengthen the relationship of trust with all stakeholders, such as local communities and authorities. The Yazaki EMEA Code of Conduct, in conjunction with the Sustainability and the Human Rights Policy, will help Yazaki EMEA to ensure a workplace where everyone can share a sense of ownership for Yazaki success by creating an atmosphere defined by a performance-based culture and strong teamwork.

The Yazaki EMEA Code of Conduct includes a dedicated section on the respect for human rights as part of the section on Yazaki EMEA’s responsibility as a member of society. This item stipulates Yazaki EMEA´s endeavor for the prevention of forced labor and child labor.

In doing so, the Yazaki EMEA Code of Conduct supports executives and employees of Yazaki EMEA in protecting human rights, by acting in a socially responsible manner as well as ethically and in compliance with all applicable laws and internal rules, including those directed at ensuring Compliance with the UK Modern Slavery Act.

The Yazaki EMEA Code of Conduct is published on the internal and external website to ensure that it is accessible to all stakeholders (https://www.yazaki-europe.com/fileadmin/user_upload/Y-EMEA_Group_Code_of_Conduct.pdf).

In FY2026, Yazaki EMEA initiated a revision of its Code of Conduct as a transition from a primarily rule based Code of Conduct to a more value driven approach combining rules with ethical principles and decision making. With this Yazaki EMEA emphasizes its ongoing commitment to maintaining high standards of ethical conduct and respect for human rights. By

reinforcing the principles and expectations that guide business operations and stakeholder relationships, the revised Code of Conduct is expected to further support the prevention of modern slavery, forced labor, and other forms of labor exploitation throughout Yazaki EMEA operations and supply chains.

Supplier Sustainability Guidelines (formerly Supplier CSR Guidelines)

The Supplier Sustainability Guidelines cover relevant matters such as compliance with laws and regulations, respect for human rights, prohibition of forced labor or child labor, and ensuring safe and healthy work environment. The Supplier Sustainability Guidelines also require the relevant suppliers to comply with the Guidelines and to promptly report any violation or suspected violation of the Guidelines or the agreements.

Furthermore, based on the Sustainability Policy, this guideline was revised in June 2025 as the "Supplier Sustainability Guidelines" from the "Supplier CSR Guidelines" with the aim of working together with our suppliers to realize a sustainable society.

In line with the aforementioned Supplier Sustainability Guidelines, the Yazaki EMEA Business Partner Code of Conduct dedicates one chapter to the holistic sphere of human rights and encompasses related topics. The Yazaki EMEA Business Partner Code of Conduct delineates the expectations and minimum requirements for the business partners, essential for maintaining collaboration with Yazaki EMEA. This includes social responsibility and respect for human rights associated with workforce and communities. Suppliers are requested to sign and confirm their understanding, sharing, respect and adherence to the code's provisions.

Yazaki EMEA expects the business partners to not only adhere to these requirements but also to effectively communicate them to their employees, management bodies, as well as their direct suppliers. Moreover, Yazaki EMEA expects the business partners to appropriately cascade these expectations and minimum requirements throughout the entire supply chain. The chapter on human rights encompasses all related topics, including modern slavery and human trafficking. The Business Partner Code of Conduct is being cascaded to Yazaki EMEA suppliers and has been integrated into Yazaki EMEA's purchasing processes and standards for passing-on requirements from Yazaki EMEA's customers to Yazaki EMEA's suppliers as part of Yazaki EMEA's supply chain management activities. In order to facilitate awareness and competence on the Yazaki EMEA Business Partner Code of Conduct, an eLearning has been designed and rolled out. In addition, dedicated feedback sessions with Yazaki EMEA Purchasing personnel have been provided in order to deepen understanding, effective application and passing-on of requirements and expectations of society in Yazaki EMEA's supply chain. To ensure full transparency, also for potential new suppliers, on expectations being a trusted business partner, the Yazaki EMEA Business Partner Code of Conduct, and its translations, are also publicly available in the supplier portal and is accessible via: https://www.yazaki-europe.com/supplier .

5. Risk Assessment and Due Diligence

Yazaki Group is operating a human rights due diligence system for all aspects of human rights, including prevention of child labor and forced labor. Specifically, it conducts an annual

assessment of human rights-related risks and inspection of the status of mechanisms in place, which may include consultations with potentially affected groups or NGOs, as well as human rights impact assessments, to reduce these risks and the appropriateness of business operations. The assessment also includes items aimed at preventing the occurrence of child labor and forced labor, such as verifying the age of employees to ensure compliance with the minimum working age in each country or region, confirming that young workers are not engaged in work that may jeopardize their health and safety including night shifts, and ensuring that no work is being performed against the workers' will. The results of these assessments and inspections are reported to the Internal Control Committee established in each region, which deliberates on the appropriateness and sufficiency of risk responses and corrective measures and monitors the status of responses.

In FY2026, following the previous financial year, human rights risk assessments were conducted in all countries and regions where Yazaki group companies are located. Based on the results of the risk assessment, the identified risks and their countermeasures were reported in the Regional Internal Control Committee. Monitoring is also being executed in the committee. Also, the implementation status of risk assessment and the existence of any identified risks are confirmed across all regions by Yazaki. We will continue our efforts to reduce risks on a global basis.

In addition, in order to ensure that child labor does not occur at its own locations, Yazaki Group conducts surveys on compliance with international norms and national laws and regulations regarding the minimum age for employment in the countries and regions where its companies are located, and monitors the status of its response.

Furthermore, as part of its human rights due diligence including the supply chain, Yazaki Group has deployed and is requesting compliance with the aforementioned Supplier Sustainability Guidelines. It is also utilizing a sustainable procurement questionnaire distributed to suppliers to assess the human rights risks based on the implementation status of their human rights initiatives. In accordance with the responses to the questionnaire, Yazaki Group provides advice to suppliers on risk mitigation measures and conduct follow-up monitoring. In FY2026, Yazaki group conducted human rights due diligence for a total of 584 suppliers, including overseas regions. This figure includes 123 suppliers managed in Greater China and ASEAN. For these suppliers, Yazaki Group selected certain suppliers for on-site audits in light of the results of their self-assessments regarding human rights risks through the questionnaire. Through these audits, Yazaki Group aims to grasp accurate conditions of its suppliers and to promote a better understanding of Supplier Sustainability Guidelines.

Yazaki EMEA proceeded with performance on risk management activities to address risks, including human rights. These activities include measures at all locations to reduce potential risks through improvements in day-to-day management. Yazaki EMEA conducts risk activities in relation to manage major legal risks, including modern slavery and human trafficking on a continuous basis with the management team. This includes continuous ad-hoc management reports in case of any potential concerns and bi-annual risk assessments and reports to the Yazaki EMEA Internal Control Committee (Y-EMEA ICC).

The above risk management activities are supplemented and completed by continuous legal monitoring, e.g. applicable EU legislation such as the EU Corporate Sustainability Due Diligence Directive (EU CSDDD) and related requirements with expected impact on Yazaki EMEA's risk management in its entire supply chain. As part of its double materiality assessment conducted during the reporting year to support compliance with the EU Corporate Sustainability Reporting Directive (EU CSRD), Yazaki EMEA assessed human rights as a topic of moderate financial and impact materiality. Yazaki EMEA will continue to implement necessary internal controls as appropriate to manage such risks.

Yazaki EMEA actively monitors and manages supply chain risks through a combination of tools and methodologies designed to ensure resilience and sustainability, including human rights.

As part of Yazaki EMEA's supplier monitoring and development activities, high-impact suppliers are evaluated monthly using a Supplier Quality Scorecard, which includes social criteria.

In FY2026, Yazaki EMEA conducted activities to ensure managing, assessing and continuously monitoring supply chain requirements and risks by a more systematic approach.

In FY2025, Yazaki EMEA initiated a project to identify and implement an appropriate automated platform to support supplier sustainability due diligence activities, including the assessment of human rights-related risks within the supply chain. The initiative forms part of Yazaki EMEA's broader commitment to strengthening supply chain transparency and enhancing its sustainability and responsible sourcing practices. Following the selection of a suitable platform, Yazaki EMEA plans to integrate the solution into its existing processes during FY2027 to further support risk identification, assessment, and monitoring activities.

In alignment with the provisions of the Yazaki EMEA Business Partner Code of Conduct, in FY2026 Yazaki EMEA conducted a two-waves survey using its in-house developed Supplier Sustainability Self-Assessment Questionnaire, targeting selected first-tier suppliers operating in countries and industries assessed as having potentially higher ESG-related risks. The questionnaire was designed to enhance supply chain transparency and support Yazaki EMEA's risk-based approach to supply chain due diligence and risk prioritization. The assessment also included questions relating to Critical Raw Materials (CRM), including the use and country of origin of such materials. The initiative has contributed to improving supplier engagement and increasing visibility over potential sustainability and human rights risks within the supply chain.

Yazaki EMEA continues to further engage with suppliers to strengthen transparency and enhance the quality of supply chain data available for risk assessment and due diligence purposes.

At the supply chain level, Yazaki EMEA used external industry risk assessments, including analyses provided by S&P Global, to evaluate potential human rights-related risks and impacts. The assessment indicated that the materiality of such risks and impacts varies by industry sector, ranging from low to high, and informs Yazaki EMEA's risk-based approach to supply chain due diligence.

Yazaki Group recognizes the vital role that whistleblowers play in identifying unethical and illegal practices, including human rights violations. Yazaki Group has an internal policy applied globally to describe requirements of whistleblowing system. Along with this policy internal

whistleblowing system has been established in each region, through which all Yazaki members are able to report any irregularities or illegal activities in the company, including child labor, forced labor and human trafficking issues. Yazaki Group has also set up whistleblowing contact points at external law firms, which are guaranteed to be independent, but in regions where such external contact points have not been set up, Yazaki Group recommends that it should be set up. Yazaki Group also set out a system of protection for whistleblowers in the internal policy to ensure that they remain anonymous and confidential and are not subject to retaliation or other detriment for reporting. In Japan in FY2026, Yazaki has been working on revising the operational rules for its internal whistleblowing system in response to the amendment of the Whistleblower Protection Act. In addition, in October 2025, Yazaki established a new "Global Matter Board". Such Board is responsible for ensuring a unified response to cases that are difficult to handle at each countries and regions. Through these efforts, Yazaki Group aims to strengthen governance and promote the sound operation of the whistleblowing system on a global basis.

In line with evolving legal requirements, including but not limited to whistleblower protection, Yazaki EMEA has further improved and implemented a robust Whistleblowing Management System that empowers employees and business partners to speak up, without fear of retaliation and in a protected and confidential manner.

To facilitate easy access to a confidential and protected channel for reporting violations against laws and Yazaki internal rules ("Violations"), Yazaki EMEA operates a web-based external Whistleblowing Hotline (the "YAZAKI EMEA SPEAK-UP LINE") that is accessible to internal and external individuals through links on the Yazaki EMEA internet and intranet. Information which is submitted to the YAZAKI EMEA SPEAK-UP LINE is fully protected against unauthorized access. Individuals can submit reports to the YAZAKI EMEA SPEAK-UP LINE by disclosing their identity or on an anonymous basis. The scope of reportable Violations includes violations of human rights and acts of modern slavery and human trafficking. Through the "Whistleblowing System", Yazaki EMEA enables to identify, investigate and correct human rights violations in its supply chain. Under the applicable Y-EMEA Group Whistleblowing Policy, all individuals who report (potential) Violations in good faith are protected against retaliation. Retaliation against good faith whistleblowers constitutes a Violation in its own right, which can result in consequences, including employment related sanctions, under the applicable Yazaki EMEA Guidelines on consequences of Violations.

In FY2026, as described above, as a result of human rights due diligence, including within Yazaki Group's supply chain (covering a total of 584 suppliers across Yazaki Group, including 123 suppliers in Greater China and ASEAN), no incidents of modern slavery or human trafficking were identified. In addition, no reports related to such cases were received through the whistleblowing system. However, Yazaki Group recognizes that the absence of identified incidents does not automatically indicate the absence of risk. Yazaki Group will therefore continue to strengthen its efforts to proactively identify, mitigate, and remediate modern slavery and human trafficking risks throughout its operations and supply chains.

6. Effectiveness and Performance Review

With regard to the aforementioned human rights due diligence, Yazaki Group conducted risk assessments and confirmations of the sufficiency and appropriateness of operations and management in all countries and regions where its group companies are located in FY2026. Although there were no significant risks as a result, we confirm with the relevant corporation the details of concerned matters and methods of prevention, followed by monitoring the implementation status.

In addition, survey of the minimum age for employment was conducted in 43 countries and regions where Yazaki Group's companies are located, including Europe, to confirm the minimum age for employment and penalties under the laws and regulations of each country, and the existence of rules based on the laws and regulations of each country, and to confirm that no violations related to child labor had occurred.

As result of the human rights due diligence on suppliers, it became clear that there are no significant risks through the supplier's self-assessment and on-site interview. Moreover, we promote understanding of human rights risks and issues and encourage further improvements at suppliers. We are also communicating with suppliers to discuss the importance to reach out to tier 2 and beyond suppliers.

Yazaki EMEA is continuously developing and enhancing its human rights due diligence framework with the aforementioned risk management activities to address human rights risk in order to make them more comprehensive and effective. In this process, Yazaki EMEA is ensuring that the integrated human rights due diligence process and scope meet the requirements of relevant laws and regulations as well as evolving stakeholder expectations.

In FY 2026, the human rights due diligence survey has been conducted within Yazaki, and has been implemented at 34 locations in 20 countries under Yazaki EMEA. On the basis of this assessment, no specific violations in particular in relation to modern slavery and human trafficking were identified to the time of reporting. Any potential issues will be reported to the Y-EMEA ICC and the Global Internal Control Committee, as the basis for continuous improvement to risk mitigation and prevention of modern slavery and human trafficking, as well as corresponding remediation procedures will be enacted.

7. Training and Awareness

Yazaki Group uses the aforementioned Code of Conduct or similar documents for various internal training programs to endeavor to ensure that management and employees are aware of and understand the content of the Code.

For example, we report on the latest trends such as human rights-related laws, regulations, and risk cases, as well as the implementation status of Yazaki Group's initiatives to the Global Internal Control Committee which our executives attend. Introduction of human rights frameworks and explanation about human rights risks such as forced and child labor in the supply chain, with the aim of deepening understanding of respect and consideration for human rights, has been conducted at sustainability training sessions for managers, new recruits, mid-

career hires and so on. Yazaki Group also provides its suppliers with opportunities to explain Yazaki Group's annual procurement policy, including sustainability-related expectations and requirements. In addition, Yazaki Group regularly shares updates on the progress of related initiatives to promote a common understanding and deeper alignment between both parties.

Among earlier implemented learnings in Yazaki EMEA, e-learning courses in several topics, including human rights, due diligence and modern slavery are accessible to targeted Yazaki EMEA employees in the Academy of EcoVadis platform (globally recognized sustainability assessment and rating platform that evaluates companies' Environmental, Social, and Governance (ESG) performance). This courses are intended to additionally enhance employee awareness and supporting the Company's efforts to identify and mitigate modern slavery risks across its operations and supply chains.

Yazaki EMEA will continue to further promote and raise awareness of the Code of Conduct, including the human rights topic, among all executives and employees and to carry out related educational initiatives.

This Statement was reviewed and approved by Yazaki Corporation's Board of Directors on August 27th, 2026, and Yazaki Europe Middle East Africa NV's Management Board on September 17th, 2026 and Yazaki Europe Limited's Directors on September 24th, 2026.

August 27th, 2026



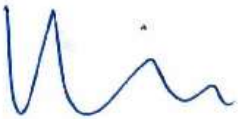
Riku Yazaki
President, Representative Director
Yazaki Corporation

September 28th, 2026



Nobuyuki Yamamoto
Management Board Member
Yazaki Europe Middle East Africa NV

September 28th, 2026



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