

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 2024, which is for Yazaki: 21st June 2024 – 20th June 2025, and for Yazaki Europe Middle East Africa NV and its subsidiary undertakings, Yazaki Europe Limited (“YEL”) inclusive (“Yazaki EMEA”): 1st April, 2024 - 31st March, 2025.

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

Yazaki’s understanding of modern slavery and human trafficking is based on the definitions set out in the Slavery Act.

Yazaki, Yazaki 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 Yazaki 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 Yazaki EMEA is the direct parent company of YEL, YEL’s actions are included under Yazaki EMEA’s actions.

2. Our Organizations’ Structure and Business (the data as of June 20th, 2025)

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 148 companies, operating in 46 countries and regions. Yazaki Group’s total global employment amounts to approximately two hundred eighteen 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 head office 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 the first-tier suppliers. Yazaki Group considers that it mitigates modern slavery or human trafficking risk in its whole supply chain.

4. Yazaki's Relevant Corporate Policies

Overall View

Based on the applicable legal requirements and related developments, Yazaki prepares and distributes 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.

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, we established a new “Sustainability Policy” in August 2024, expanding the scope to further emphasize the creation of social value through our business activities. Moving forward, we will continue to listen to the voices of our stakeholders and proactively implement this policy through our 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 derived from 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 adjoining 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 which produce the minerals (i.e., tin, tantalum, tungsten, gold, cobalt and mica) used in our products and promote initiatives to use smelters that comply with the audit program of the Responsible Mineral Initiative (RMI), that is an international organization that promotes responsible mineral procurement. Also, as a member of the RMI, we cooperate to promoting activities of responsible mineral procurement.

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 our 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 Yazaki 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 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 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 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 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 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 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/Yazaki_Europe_Code_of_Conduct_20210922.pdf).

Supplier Sustainability Guidelines (formerly Supplier CSR Guidelines)

The Supplier CSR Guidelines has covered 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 CSR Guidelines has also required 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" with the aim of working together with our suppliers to realize a sustainable society.

In line with the aforementioned Supplier Sustainability Guidelines, the reworked Y-EMEA Business Partner Code of Conduct dedicates one chapter to the holistic sphere of human rights and encompasses related topics. The 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 suppliers 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 our suppliers and has been integrated in our purchasing processes and standards for passing-on requirements from our customers to our suppliers as part of our supply chain management activities. In order to facilitate awareness and competence on the reworked Y-EMEA Business Partner Code of Conduct, an eLearning has been designed and rolled out. In addition, dedicated feedback sessions with Y-EMEA Purchasing personnel have been provided in order to deepen understanding, effective application and passing-on of requirements and expectations of

society in our supply chain. To ensure full transparency, also for potential new suppliers, on expectations being a trusted business partner, the 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, such as 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 FY 2024, following the previous financial year, human rights risk assessments were conducted in all countries and regions where our 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, in the Global Internal Control Committee, which regional representative entities gather, implementation status of risk assessment and existence of risks were shared. 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. In FY2024, the survey was conducted for 45 countries and regions where our group companies are located, and no problems were found in any of them.

We will continue to check the status of compliance.

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, we provide advice to suppliers on risk mitigation measures and conduct follow-up monitoring. In FY2024, our group conducted human rights due diligence for a total of 657 suppliers, including overseas regions.

This figure includes 321 suppliers managed in Japan. For these Japanese suppliers, we 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, we aim to grasp accurate conditions of our 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 (YEMEA 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 and related requirements with expected impact on Yazaki EMEA's risk management in its entire supply chain. Yazaki EMEA will 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 FY2024, Yazaki EMEA conducted activities to ensure managing, assessing and continuously monitoring supply chain requirements and risks by a more systematic approach. Yazaki EMEA has initiated a project to source and implement adequate technology to facilitate sustainability due diligence assessments, including human right risks in the supply chain to strengthen the overall sustainability efforts. In alignment with Yazaki Group, Yazaki EMEA performed a CSR self-assessment with selected Suppliers. These initiatives support meeting regulatory requirements and a data driven reporting and decision-making in the area of supply chain risk management.

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 FY2024, Yazaki has been working to make the

internal whistleblowing system known and revise the operational method based on the survey for employees. In addition, with the aim of early detection and prevention of serious legal violations, Yazaki Group decided to implement a “global whistleblowing system” which enables overseas employees to directly report to Yazaki as the world headquarter. Preparation such as surveys of legal regulations in the regions that are to be implemented prior to the other regions and development of the global whistleblowing system’s internal policies are in progress.

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 Y-EMEA Guidelines on consequences of Violations.

In FY2024, all Yazaki Group did not receive any reports on violations, in relation to modern slavery and human trafficking.

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 FY2024. 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 45 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 in the process of integrating 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.

In FY 2024, the human rights due diligence survey has been conducted within Yazaki, and has been implemented at 33 locations in 19 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 YEMEA 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 Sustainability Policy and annual procurement policy, and regularly explains the requirements based on these policies, in order to share and deepen the understanding of both parties.

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 28th, 2025, and Yazaki Europe Middle East Africa NV's Management Board on September 16th, 2025 and Yazaki Europe Limited's Directors on September 15th, 2025.

August 28th, 2025

A handwritten signature in black ink, reading "Riku Yazaki", written over a horizontal line.

Riku Yazaki
President, Representative Director
Yazaki Corporation

September 18th, 2025

A handwritten signature in black ink, reading "N. Yamamoto", written over a horizontal line.

Nobuyuki Yamamoto
Management Board Member
Yazaki Europe Middle East Africa NV,

September 18th, 2025

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Hans Lemmens
Director
Yazaki Europe Limited,

