

Yaskawa Group Human Rights Policy

Basic approach

In order to realize the Yaskawa Principles of contributing broadly to social development and human welfare through the execution of its business, the Yaskawa Group believes that it is essential to fully recognize that a company is a member of society, to conduct business in a fair and faithful manner, and to solidify a trusting relationship with society.

Based on the principles set forth in the Yaskawa Group Code of Conduct, we respect human rights, comply with applicable laws and regulations, international rules, and the spirit thereof, and act independently toward the creation of a sustainable society based on a good social conscience.

Compliance with international norms, laws, and regulations related to respect for human rights

The Yaskawa Group supports and respects international codes of conduct related to human rights, such as the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles. Furthermore, as a signatory to the United Nations Global Compact, we support and respect its 10 principles.

The Yaskawa Group contributes to social development and human welfare through the execution of its business. As a prerequisite for this, we respect the cultures and customs of the international community and each region, strictly comply with laws and regulations, and ensure that internal rules are in accordance with applicable laws and regulations. Furthermore, when we are unable to make a decision based on laws, regulations, and internal rules, we choose to act with integrity. When there is a conflict between international norms and the domestic laws of each country, we seek to find a way to respect internationally recognized human rights to the greatest extent possible.

Positioning and scope of application of this policy

This policy complements the Yaskawa Principles and the Yaskawa Group Code of Conduct and outlines the Yaskawa Group's stance and initiatives regarding respect for human rights.

This policy applies to all officers and employees of the Yaskawa Group (including directors, full-time employees, and contract employees). We also require business partners and other parties directly connected with the Yaskawa Group's business, products, or services to uphold this policy and adopt similar policies.

Important human rights issues and specific guidelines for action

Prohibition of forced labor and child labor

The Yaskawa Group does not tolerate any form of forced labor, such as bonded labor (including debt bondage), indentured labor, involuntary labor, or exploitative prison labor.

Furthermore, we do not tolerate the worst forms of child labor, such as child labor by children under the minimum working age and hazardous labor, which are prohibited by international norms and the laws and regulations of the countries and regions where we operate.

Working hour management and appropriate wage payment

The Yaskawa Group manages working hours in accordance with international norms and the laws and regulations of the countries and regions where it operates, and takes measures to prevent long working hours. We also comply with laws and regulations regarding the prevention of low-wage labor (less than the minimum wage or living wage), overtime pay, employee benefits, and other labor-related matters.

Occupational safety and health / Health promotion

The Yaskawa Group complies with international norms, laws, and regulations related to occupational safety and health and health promotion and ensures a safe and healthy working environment.

Prohibition of discrimination and harassment

The Yaskawa Group does not tolerate discrimination based on race, skin color, ideology, creed, religion, nationality, ethnicity, origin, gender, age, disability, gender identity, sexual orientation, marital status, family structure, social status, employment status, or any other factor. Furthermore, we do not tolerate any conduct that offends the recipient or that harms their character, such as sexual harassment, power harassment, or moral harassment.

Freedom of association and respect for the right to collective bargaining

The Yaskawa Group respects the right of employees to freely associate and the right to collective bargaining. The Company and the Workers Union respect each other's positions to establish orderly labor-management relations and fair working conditions, and both faithfully comply with and implement these with the aim of maintaining peace between the two sides.

Promotion of diversity in our workforce

The Yaskawa Group continues to build a corporate structure that is resilient to environmental

changes by hiring and developing human resources with diverse values and ideas. We also incorporate diverse views and perspectives to create a corporate culture in which innovation inevitably occurs.

Human rights due diligence

The Yaskawa Group has established a human rights policy and a framework for human rights due diligence and remedial measures in accordance with the United Nations Guiding Principles on Business and Human Rights. Through the mechanism for human rights due diligence, we will identify any negative impacts on human rights that may be exacerbated by the Group's business activities or be directly linked to them, and strive to prevent and mitigate such impacts. We will also continuously implement a series of initiatives to verify the effectiveness of these efforts, thereby responding to ever-changing social demands and challenges regarding human rights.

Dialogue / Discussion

The Yaskawa Group will continue to implement this policy through dialogue and discussion with various internal and external stakeholders who are affected by the Group's business.

Education / Training

The Yaskawa Group provides appropriate education and training to its officers and employees to ensure that this policy is incorporated into the Group's business activities and is implemented effectively. We will also continue to work to ensure that our business partners and other related parties understand this policy.

Correction / Remedy

If it becomes clear that the Yaskawa Group's business activities have caused or contributed to negative impacts on human rights, we will promptly take corrective and remedial measures. Furthermore, if the Group's business, products, or services directly affect human rights through business partners or other related parties, we will consider encouraging those parties to take corrective and remedial measures.

Monitoring / Information disclosure

The Yaskawa Group continuously monitors its compliance with this policy, its efforts to respect human rights, and their results and continues to disclose and report appropriately on its website, in reports, or through other communication.

This policy has been approved by the Executive Committee of YASKAWA Electric Corporation and has been revised after being reported to the Board of Directors.

Established in March 2021

Revised in September 2025