

YGP Business Partner Code of Conduct ("Code")

Introduction

YGP is committed to conducting its business activities in full compliance with applicable laws, respecting human rights, protecting the environment, enabling fair competition and fighting corruption. Our corporate values speak for respect, trust and mutual support. We can achieve our ambition by maintaining a network of business partners who share the same values and adhere to the same standards.

This Code sets out the expectations and minimum requirements that our business partners ("Business Partners") are to observe so as to eligitly supply and maintain successful cooperation with YGP. We expect Business Partners to ensure that these expectations and requirements are communicated to their employees, directors and officers, and to their direct suppliers, and that those suppliers appropriately pass on these expectations and minimum requirements along the supply chain.

1. Responsible business practices

1.1. Fair competition and antitrust

YGP respects fair competition and expects its Business Partners to comply with antitrust laws which protect and promote fair, free, undistorted and effective competition. Business Partners must not participate in any anticompetitive arrangements or agreements with competitors, business partners or other third parties (e.g., exchange of competitively sensitive information, price fixing, allocation of markets or customers), and must not abuse any market power. They must properly address all antitrust risks arising from their economic activities and corporate set-up.

1.2. Anti-corruption and anti-bribery

YGP has a zero-tolerance rule regarding corruption, bribery and extortion. Business Partners must adopt anti-bribery policies, educate employees and take action against any acts of corruption and bribery. In particular, Business Partners must reject and prevent all forms of corruption, including facilitation payments (payments to speed up the performance of routine tasks by public officials). Business Partners must ensure that their affiliates, directors, officers, employees, agents and sub-contractors do not directly or indirectly grant, offer, promise, approve, give, accept, request or solicit bribes, kickbacks, facilitation payments, improper donations or other improper payments or benefits (including socially inadequate entertainment and hospitality) to or from customers, government officials or other third parties in order to

improperly influence any act or decision, obtain or retain business or secure any improper advantage. Business Partners must refrain from offering or granting unreasonable and inappropriate benefits (including goods, services, invitations to non-work related cultural or sports events, recreational trips, private sales opportunities) to employees, directors or officers of YGP to facilitate the Business Partner's business with YGP. This does not apply to reasonable and socially adequate hospitality and product-related events in the usual course of business. Irrespective of the type of gifts and hospitality, Business Partners must exclude any undue personal advantage and avoid any semblance of bribery, corruption or any other undue influence.

1.3. Avoiding conflicts of interest

Business Partners make decisions solely based on objective criteria and disclose to YGP any situation that might appear as a conflict of interest. Business Partners must inform YGP if, to the best of their knowledge, an employee, director, officer or an agent of YGP may have an interest of any kind in the Business Partner's business or any kind of economic ties with the Business Partner.

1.4. Anti-money laundering and prohibition of terrorism financing

Business Partners ensure compliance with all applicable laws and regulations against money laundering and terrorism financing. They must know their business partners and report immediately to the competent authorities if there are facts which indicate that a case of money laundering has occurred.

1.5. Export controls and economic sanctions

Business Partners maintain and enforce policies, procedures and safeguards to ensure compliance with applicable customs regulations and export/import restrictive measures, including economic sanctions. Business Partners undertake: (i) to comply with all applicable sanctions and export control laws and regulations; (ii) not to use any funds or economic resources related to the business relationship with YGP and affiliates, or make them available, directly or indirectly, to any sanctioned person; and (iii) not to otherwise engage, directly or indirectly, in any activity that would constitute a breach of, or cause YGP to be in violation of, any restrictive measures. Business Partners ensure that their subsidiaries and affiliates in which they hold a decisive interest, or in which any of their supervisory or management board members have a financial interest, act accordingly. Business Partners confirm that any items or goods being sold, exported, delivered or transferred within the business relationship with YGP are either not restricted under applicable sanctions or export control restrictive measures, or where restrictions apply, the Business Partner has obtained prior authorizations from any competent authority. If the circumstances outlined above change or the Business Partner has reason to believe they may change, the Business Partner must notify YGP in writing with immediate effect.

1.6. Data protection and data security

Business Partners respect individuals' privacy and ensure the proper, confidential and responsible use and protection of personal data, in compliance with all applicable laws. They ensure that all personal data and other confidential information are appropriately collected, processed, secured, stored, and cannot be accessed without proper authorization.

1.7. Intellectual property

Business Partners respect the legitimate intellectual property rights (including copyrights, software, designs, know-how, patents and trademarks) of their business partners and other third parties. Business Partners are expected to develop, implement and maintain effective methods and processes to minimize the risk of introducing counterfeit parts or materials into the supply chain. Business Partners must immediately notify YGP of counterfeit products labelled or marketed as YGP products.

1.8. Product compliance and safety

Business Partners ensure the conformity and safety of their products with applicable laws and regulations.

1.9. Financial responsibility and accounting

Business Partners keep accurate records of their business expenditures and never conceal the true nature of an expense. They should perform their business dealings in a transparent manner and accurately reflect them in their financial reports and filings, and confirm that adequate financial reporting system controls are in place.

2. Social responsibility and respect of human rights

For YGP, social responsibility—and especially respect for internationally recognized human rights as included in the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD (Organisation for Economic Co-operation and Development) Guidelines for Multinational Enterprises, the ILO Core Labor Standards, the principles of the UN Global Compact as well as applicable supply chain legislation—forms the basis for all our business relationships.

2.1. Human rights

Business Partners respect these internationally recognized human rights, and actively protect those rights of individuals or groups, irrespective of nationality, place of residence, sex, national or ethnic origin, color, religion, or any other status.

2.2. Prohibition of child labor and rights of young workers

Business Partners do not tolerate child labor within their own operations or within their direct suppliers. They ensure that they do not employ directly or indirectly persons under the applicable legal minimum working age and that regulations for the protection of employees under the age of 18 are respected.

2.3. Prohibition of modern slavery, forced labor and unethical recruiting

Business Partners do not tolerate the use of any kind of slavery, servitude, forced or compulsory labor or human trafficking. They must not mislead or defraud potential employees about the nature of work, ask employees to pay recruitment or inappropriate transportation fees, or confiscate, destroy, conceal or deny access to employee passports or other identity documents, or restrict freedom of movement or require employees to involuntarily use company-provided accommodation for no operational reason.

2.4. Working hours

Business Partners ensure compliance with all applicable regulations on working hours including overtime, maximum hours, and rest periods.

2.5. Non-discrimination

YGP expects Business Partners to respect the basic rights of employees and treat them fairly, promote diversity, equity and inclusion, and provide equal opportunities to all employees, including the payment of equal remuneration for work of equal value. Business Partners must ensure a working environment free from retaliation, discrimination, intimidation, harassment or any other improper conduct, for example based on ethnic descent, origin, nationality, religion, ideology, gender, sexual orientation, gender identity, age, disability, medical condition, race, color, social background or any other characteristics.

2.6. Health and safety

Business Partners provide sufficient processes, resources and standards to set up a management system assuring compliance with all applicable occupational health, safety and fire safety legislation. They ensure that regular risk assessments, reporting and training of their employees are performed to prevent accidents and occupational diseases, according to ISO 45001 or a similar auditable standard.

2.7. Wages and benefits

Business Partners Comply with legal limits on hours; pay at least minimum wages where prescribed, lawful benefits, overtime premiums; no unlawful deductions, fees, or deposits.

2.8. Conflict and extended minerals

Business Partners must ensure compliance with all applicable supply chain due-diligence obligations for the sourcing of raw materials, in particular conflict minerals (e.g., tin, tantalum, tungsten and gold) and extended minerals (e.g., cobalt, mica, copper, graphite, lithium, and nickel) as provided in relevant legislations.

2.9. No forced eviction; respect of land, forest and water rights

Business Partners comply with the prohibition of unlawful eviction and deprivation of land, forests and waters that serve as a person's livelihood during the whole production cycle.

3. Your responsibility for the protection of the environment

YGP is committed to preserving the environment and its resources for current and future generations. Yazaki Group's goals and continuous progress may be shared and communicated in our annual sustainability reporting.

3.1. General expectations regarding environment

Business Partners set up a management system assuring compliance with existing legislation and Yazaki Group's requirements regarding the protection of the environment. They adopt effective environmental policies, establish adequate objectives and targets to eliminate and/or minimize negative environmental impacts, define and monitor action plans, educate employees, and make continuous efforts to reduce their environmental footprint. Business Partners support Yazaki Group's vision on sustainability throughout the supply chain by implementing sustainable and efficient resource management and contributing to circular economy, including: use of sustainable, recycled and renewable natural resources; reduction of waste and increase of reuse and recycling; protection of air quality and minimization of air emissions; increasing energy efficiency and use of renewable energy where available; reducing single-use plastic; responsible chemical management; and avoiding harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption that impairs access to safe water, sanitation, food, or human health.

3.2. Environment product compliance

Business Partners comply with all applicable laws and regulations concerning hazardous materials, chemicals and substances that apply to the relevant market and/or business location. Business Partners provide products that are fully compliant with all applicable environmental product compliance legislation.

3.3. Carbon neutrality and GHG (Greenhouse Gas) emissions reporting

Yazaki Group strives towards achieving carbon neutrality and requires Business Partners to ensure that their business model and strategy are aligned with the objectives of the transition to a sustainable economy in line with the Paris Agreement and the objective of achieving climate neutrality. Business Partners should be able to disclose information regarding environmental impacts, including but not limited to decarbonization performance, and provide information on request in relation to overall energy consumption and carbon emissions (scope 1, 2 and 3, in accordance with the GHG Protocol).

3.4. Protection of biodiversity

Business Partners preserve the global environment and its resources. They protect natural ecosystems, especially key biodiversity areas impacted by their operations, and avoid illegal deforestation and adverse land use leading to reduction of soil quality, in accordance with applicable biodiversity regulations.

4. Your responsibility for the compliance with this Code

4.1. Continuous improvement

This Code provides for the expectations and minimum requirements which Business Partners must meet. YGP expects Business Partners to exceed those minimum standards and strive to meet industry best practices, recognizing that this is a dynamic process requiring continual improvement and adaptation.

4.2. Passing on the requirements of this Code along the supply chain

Business Partners make their employees and business partners familiar with the requirements of this Code and pass on these principles and related obligations to their business partners as well.

4.3. Monitoring

Business Partners establish and maintain processes that identify and eliminate risks arising from non-compliance with this Code.

4.4. Disclosure of information and audit right

Business Partners record information regarding their business activities, working methods, health, safety, environmental practices and other matters named in this Code. At any point of the relationship, YGP may ask Business Partners for confirmation and verification of compliance with this Code, insofar as the disclosure does not violate legal requirements. If Business Partners identify any potential violation of these obligations, they must immediately inform YGP and

initiate adequate mitigation measures within a reasonable time. If such measures cannot end the violation in the foreseeable future, Business Partners agree to draw up and implement, jointly with YGP, a concept for ending or minimizing the violation without undue delay. YGP reserves the right to audit Business Partners' compliance with this Code in line with applicable law, in an appropriate manner and during business hours as mutually agreed with the respective Business Partner.

4.5. Consequences in case of non-compliance

In case of non-compliance with any expectation or requirement set out in this Code, YGP reserves the right to take appropriate legal action, including claims for damages. The same applies if a Business Partner fails or refuses to implement measures for improving their sustainability performance. Without prejudice to further rights and subject to applicable law, YGP reserves the right to terminate the business relationship in case of any material breach of this Code.

4.6. Whistleblowing mechanism; protection against retaliation

Business Partners enable and encourage their employees and business partners to speak up in the event of non-compliance with this Code. Business Partners, their employees and third parties may report concerns to YGP via designated ethics reporting channels (email: contactus.ygp.com.sg). All reports will be treated confidentially. Business Partners must prohibit and not tolerate retaliation against any person who reported in good faith a concern or non-compliance.