

Q1. Is Yazaki aware the Government of United States claims that the factory workers of Yazaki are denied the right to freedom of association and collective bargaining?

A1. The management team of Yazaki North America (YNA) which supervises Northern and Central America is aware of such complaint originally filed by Casa Obrera del Bajío via the Rapid Response Labor Mechanism (RRM) under the USMCA (United States-Mexico-Canada Agreement).

Q2. What action, if any, do you plan to take regarding the allegations made against your factory? If so, what are they?

A2. YNA is committed to transparency and accountability of its factory operations to protect the workers' labor rights including the right to freedom of association and collective bargaining, and YNA is fully cooperating with the governmental agencies of Mexico and the United States. We firmly believe in developing positive relationships with our employees, labor unions and local communities and will endeavor to take any necessary corrective actions if deficiencies are found.