

1. Getting Help and Advice

- ① If any issue on compliance and integrity¹ arises, promptly raise your concern to your line manager.
- ② If you are uncomfortable about discussing a compliance and integrity concern with your line manager, please contact our local/regional Compliance Officer/Leader, or available function or speak up channels.

2. Speak Up Channels

- ① If you become aware of a circumstance or someone's behavior that violates or appears to violate compliance and integrity, but you are uncomfortable about discussing it with your line manager, any speak up channels established in each company (i.e. Compliance Officer/Leader, Legal and Compliance, Helpline, etc.) are available.
- ② All employees of Yaskawa Group always have the option to contact the Compliance Helpline at YASKAWA Electric Corporation (Japan headquarters) by e-mail either with your attribution or under anonymity.

YASKAWA Electric Corporation (Japan) Compliance Helpline: hotline@yaskawa.co.jp
(Japanese/English)

- ③ If the company finds any suspicion of any circumstance or behavior contrary to compliance and integrity, the company will conduct a fact-finding investigation. In such cases, all employees should offer the utmost cooperation with the investigation.
- ④ Yaskawa Group ensures the privacy of whistleblowers and keep the fact and details of reports confidential and not to disclose them to any person involved in respective investigations. Retaliation against any employees raising a concern in good faith is strictly prohibited.

* Refer to "3. What Is "Compliance and Integrity" " (p.4).