



PROTOCOL FOR ENGAGEMENT WITH MINORITY UNIONS

Grupo Yazaki Mexico

CHAPTER I

GENERAL PROVISIONS

Article 1. Purpose.

The Protocol for Engagement with Minority Unions (the “Protocol”) aims to establish clear, uniform, and transparent guidelines governing the Company’s interaction with labor organizations that do not hold ownership of the Collective Bargaining Agreement (CBA), guaranteeing:

- a) Full and effective respect for freedom of association;
- b) Equal treatment of employees, regardless of their union affiliation; and
- c) Strict compliance with the Federal Labor Law (FLL), international conventions ratified by Mexico, and applicable judicial and administrative criteria.

The Protocol seeks to prevent discriminatory practices, avoid undue interference in the internal affairs of labor organizations, provide the Company with a clear operational framework for managing union plurality scenarios, and reaffirm the Company’s neutrality in union matters.

Article 2. Scope of Application.

This Protocol applies to:

- a) All executives, managers, human resources personnel, supervisors, coordinators, and any individual considered an employer representative pursuant to Article 11 of the FLL; and
- b) All unionized or union-eligible employees rendering services to Grupo Yazaki, S.A. de C.V.

The provisions of this Protocol are mandatory and form part of the Company’s internal labor compliance and labor relations policies.

Article 3. Legal Framework.

This Protocol is based on the following legal provisions:

- a) Article 1, third paragraph; Article 9; and Article 123, Section A, Subsections XVI, XVII, XVIII, and XXII of the Political Constitution of the Mexican United States;
- b) The following International treaties and recommendations of the International Labour Organization ratified by Mexico:
 - ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize;
 - ILO Convention No. 98 on the Right to Organize and Collective Bargaining;
 - ILO Convention No. 135 on Workers’ Representatives;
 - ILO Convention No. 154 on the Promotion of Collective Bargaining;
 - ILO Recommendation No. 143 on Workers’ Representatives;



- c) The Treaty between the United Mexican States, the United States of America, and Canada (USMCA), particularly Chapter 23, Annex 23-A, and Annexes 31-A and 31-B of the USMCA Amending Protocol;
- d) Article 110, Section VI; 132, 133, 357, 358, 371; 399-B through 403, and 424 and 425 of the FLL; and
- e) Jurisdictional criteria establishing that freedom of association is violated when minority unions are deprived of essential means to defend their affiliates, and that any unequal treatment may give rise to remedial and deterrent measures (*Annex – Jurisprudential Theses 160295 and 2030948*).

Article 4. Preventive and Compliance Purpose.

In order to reaffirm the Company's neutrality in union matters, this Protocol has a preventive and institutional purpose, aimed at:

- a) Guaranteeing employees the full enjoyment and exercise of the rights to freedom of association and effective collective bargaining;
- b) Eliminating any conduct that could constitute an act of discrimination based on union preference and/or union activity;
- c) Protecting union autonomy by avoiding any practice that could be interpreted as an act of employer interference;
- d) Unifying criteria among all Company representatives regarding conduct in the face of union activism and the exercise of employees' rights to freedom of association and collective bargaining;
- e) Strengthening an organizational culture based on respect for freedom of association and the labor rule of law; and
- f) Preventing the imposition of remedial measures or sanctions by labor authorities.

This Protocol does not replace applicable legislation.

CHAPTER II

GUIDING PRINCIPLES

Article 5. Freedom of Association and Effective Collective Bargaining.

The Company recognizes that freedom of association and effective collective bargaining are fundamental rights of employees. Accordingly:

- a) Every employee has the right to freely join the union of their choice; to cease belonging to any labor organization; or to refrain from joining any union;
- b) The existence of multiple labor organizations within the Company is legitimate and must be respected;
- c) The Company shall not promote, obstruct, or directly or indirectly influence employees' union preference and/or union activity; and



d) Union plurality forms part of the labor relations model recognized by Mexican legislation, understood as the clearest expression of freedom of association, as it recognizes the right of all employees to organize in different unions according to their interests, ideologies, or representation strategies.

Article 6. Equal Treatment.

Employees affiliated with minority unions enjoy the same labor rights as those affiliated with the CBA-holding union, including:

- a) Working conditions;
- b) Access to benefits and entitlements derived from the CBA;
- c) Development opportunities;
- d) Participation in internal personnel administration processes and access to promotion opportunities;
- e) Authorization to conduct union activities within the Company; and

No individual may be excluded, limited, or placed at a disadvantage on the basis of their union preference and/or union activity.

Article 7. Non-Discrimination and Non-Retaliation.

Any form of discrimination, whether direct or indirect, based on the following is prohibited:

- a) Union preference;
- b) Membership and/or affiliation with a union;
- c) Participation in union activities; or
- d) The intention to join, resign from, or even not belong to any labor organization.

Likewise, no employee may be dismissed, sanctioned, relocated, reassigned, or otherwise affected in their working conditions for union-related reasons.

Article 8. Non-Interference by the Employer.

The Company shall refrain from intervening in:

- a) The internal affairs of unions;
- b) Their affiliation processes;
- c) The election of union leadership;
- d) The definition of strategies;
- e) The organization of their internal activities; and
- f) Any other action related to the internal life of the union.

No Company representative may issue opinions regarding the convenience of belonging to a particular union, discredit a labor organization, or suggest affiliations or disaffiliations.



Article 9. Proportional Participation.

Where mixed commissions mandated by law exist, the Company shall:

- a) Observe proportionality criteria in union representation;
- b) Allow, where applicable, the participation of minority unions according to their representativeness; and
- c) Avoid practices that unduly concentrate functions in the majority union to the detriment of others.

CHAPTER III

RIGHTS OF MINORITY UNIONS

Article 10. Representation of Members.

Minority unions have the right to:

- a) Represent their members in individual labor matters;
- b) Conduct actions before the Company in defense of the individual professional interests of their members; and
- c) Accompany them with procedures related to working conditions, benefits, leaves, or individual disputes.

The Company shall address such actions under the same institutional standards applicable to the union holding the CBA, provided that they relate to labor rights of people affiliated with the union submitting the request.

For the effective exercise of this right, the minority union must:

- a) Formally identify before the Company the employees who make up its membership roster, through written communication sent to the electronic address of Yazaki's Labor Relations Coordination: relaciones_laborales@mx.yazaki.com;
- b) Keep such information reasonably updated; and
- c) Provide the Company with a current copy of its bylaws.

Article 11. Protection Against Acts of Discrimination.

Minority unions and their representatives are entitled to effective protection against any act that may prejudice them due to their existence or union activity.

The Company shall refrain from any conduct that may be interpreted as harassment, pressure, retaliation, or adverse treatment.



Article 12. Right to Receive Union Dues

Minority unions have the right to receive the ordinary union dues of their members and to establish their internal collection mechanisms, in accordance with the law and their bylaws.

Pursuant to Article 110, Section VI of the FLL, deductions from employees' wages shall only proceed in connection with the payment of ordinary union dues provided for in the bylaws of the corresponding union and when the affiliated employee has expressed their will to that effect.

For these purposes, the minority union must:

- a) Previously identify before the Company the members with respect to whom deductions are requested;
- b) Provide a current copy of its bylaws establishing the applicable ordinary dues;
- c) Clearly indicate the amount, frequency, and concept of the deduction; and
- d) Provide documentation clearly evidencing the employee's express consent to pay union due to the requested organization.

The Company shall:

- a) Not interfering in the internal financial affairs of union organizations;
- b) Not modify the amount of dues nor question their destination;
- c) Apply deductions only when legal requirements and those set forth in this Protocol are met; and
- d) Use the information provided exclusively for administrative and compliance purposes.

These rules aim to guarantee effective respect for the right of minority unions to receive dues, while providing legal certainty to the Company and to employees regarding the propriety of wage deductions.

Article 13. Respect for Affiliation or Non-Affiliation in Hiring Processes.

When recruitment processes for new hires are opened, both the minority union and the union holding the CBA may present their information and may freely affiliate employees, who shall decide freely, without coercion and without company interference, whether to join any union or remain unaffiliated.

Article 14. Participation in Joint Bodies

Minority unions may participate in legally mandated joint commissions or bodies, in accordance with proportionality criteria and applicable judicial precedents.



CHAPTER IV

COMPANY CONDUCT GUIDELINES

Article 15. General Standards of Conduct

All interactions between the Company and unions shall observe:

- a) Institutional, respectful, and professional treatment;
- b) Absolute neutrality regarding the internal life of unions;
- c) Strict observance of the principle of equal treatment;
- d) Objective documentation of relevant decisions; and
- e) Action based on legal, operational, and safety criteria.

Article 16. Prohibited Conduct

It is prohibited for any Company representative or trusted employee to:

- a) Issue opinions or value judgments regarding unions;
- b) Suggest affiliation or disaffiliation;
- c) Request information from employees regarding union membership;
- d) Condition labor decisions on union affiliation;
- e) Unjustifiably obstruct lawful union activities;
- f) Establish exclusionary practices favoring the majority union; or
- g) Tolerate harassment or retaliation.

Article 17. Institutional Management of Requests.

All union requests must:

- a) Be received through institutional channels;
- b) Be registered for follow-up;
- c) Be evaluated based on legal and operational criteria;
- d) Be addressed within reasonable timeframes; and
- e) Be answered with justification when denial or adjustment applies.

Article 18. Institutional Labor Relations Channel.

The Company's Labor Relations Department shall be responsible for:

- a) Addressing formal union requests;
- b) Centralizing communication with unions;
- c) Channeling requests institutionally;
- d) Ensuring uniform application of the Protocol;
- e) Preventing improvised actions;
- f) Coordinating sensitive situations;



- g) Coordinating access to union representatives;
- h) Requiring written formalization for traceability and informing both majority and minority unions of shared information under equal conditions.

No manager shall act autonomously in relevant union matters without prior notice in this area.

Article 19. Official Communication Channel.

- a) The union holding the CBA; and
- b) Minority unions,

Must be conducted through the electronic address of Yazaki's Labor Relations Coordination:
relaciones_laborales@mx.yazaki.com

This channel shall:

- a) Centralize institutional communication;
- b) Ensure traceability;
- c) Prevent misunderstandings;
- d) Avoid perceptions of unequal treatment; and
- e) Enable orderly and verifiable management.

Verbal or informal communications shall have no effect unless documented through this channel.

Electronic communications shall be stored in Grupo Yazaki México systems for up to two years.

The Company must respond within three business days; otherwise, the request shall be deemed accepted.

CHAPTER V

ACCESS TO FACILITIES AND UNION ACTIVITIES

Article 20. General Principles.

The Company recognizes that unions, including minority unions, must have minimum facilities to effectively perform representative functions within the workplace, in accordance with the Constitution, international treaties, ILO conventions, and the FLL.

Activities must be:

- a) Orderly;
- b) Safe;
- c) Respectful; and



d) Compatible with productive operations, ensuring at all times that the continuity of processes, the safety of employees, and the workplace climate are not affected.

Article 21. Access Requests.

Any union wishing to carry out activities within the Company's facilities must submit a written request through the electronic address of Yazaki's Labor Relations Coordination: [relaciones laborales@mx.yazaki.com](mailto:relaciones_laborales@mx.yazaki.com), indicating at least the following:

- a) Proposed date and time;
- b) Purpose of the visit;
- c) Name and position of the individuals who will enter;
- d) Estimated duration of the activity; and
- e) Space required, if applicable.

The request must be submitted at least forty-eight (48) hours in advance, except in duly justified exceptional cases.

Article 22. Authorization and Coordination.

The Company shall confirm in writing:

- a) Authorization under the requested terms; or
- b) A proposal of reasonable adjustments to date, time, or location, when necessary for operational or safety reasons.

Any denial must:

- a) Be duly justified;
- b) Be based on objective grounds; and
- c) Be accompanied, where applicable, by a reasonable alternative.

Access shall be subject to compliance with internal safety, hygiene, and access-control regulations.

Article 23. Permitted Locations and Schedules

Union activities shall preferably be conducted in areas designated by the Company and at times that do not interfere with operations, such as rest periods, before or after the workday, or at times previously coordinated.

The following shall not be permitted:

- a) Interruption of production lines;
- b) Obstruction of critical services; or
- c) Entry into restricted areas without express authorization.



Article 24. Identification and Registration

Individuals entering on behalf of a union must:

- a) Present official identification;
- b) Evidence of their status as union representatives;
- c) Register in the Company's access-control systems; and
- d) The Company may establish reasonable registration mechanisms for security and traceability purposes, which shall be previously communicated to the union in response to its request.

Article 25. Prohibitions.

During the conduct of union activities, the following shall be prohibited:

- a) Obstructing the work of employees during working hours;
- b) Conducting partisan political propaganda;
- c) Introducing dangerous objects or prohibited substances;
- d) Using offensive or intimidating language;
- e) Failing to comply with safety and hygiene regulations; and
- f) Engaging in any conduct prohibited under the FLL, the Internal Work Rules, and the CBA.

Article 26. Union Obligations.

The union undertakes to:

- a) Respect internal regulations;
- b) Maintain order and cleanliness;
- c) Conduct itself respectfully;
- d) Refrain from inciting conflict; and
- e) Reasonably adjust its requests in the event of objective impediments.

Article 27. Company Obligations.

The Company shall:

- a) Refrain from unjustifiably obstructing approved access;
- b) Facilitate the agreed space;
- c) Guarantee that no reprisals occur;
- d) Maintain an institutional coordination channel; and
- e) Act with neutrality toward all labor organizations.



CHAPTER VI

INCIDENT MANAGEMENT AND RISK PREVENTION MECHANISMS

Article 28. Institutional Channeling

Any grievance related to the application of this Protocol must be channeled to Yazaki's Labor Relations area, having at its disposal the institutional complaint channel through the email: relaciones_laborales@mx.yazaki.com, for its registration, analysis, and attention; or, if employees prefer, they may file their complaint directly before the Ministry of Labor and Social Welfare of the Government of Mexico through the following email: inspeccionfederal@stps.gob.mx; as well as through the Labor Complaints and Workplace Accidents System (SIQAL) platform: <https://siqal.stps.gob.mx/>

Article 29. Request for Conciliatory Intervention of the Federal Center for Conciliation and Labor Registration

The parties acknowledge that they may appear before conciliatory officers of the Federal Conciliation Centers under the Federal Center for Conciliation and Labor Registration, who shall function as impartial third parties with advisory functions.

The recommendations issued:

- a) Shall be advisory, not binding;
- b) Shall not substitute legal rights or actions;
- c) Shall not imply any waiver; and
- d) Shall be considered technical guidelines to prevent escalation of conflict.

Article 30. Preventive Value of Recommendations.

The Company and the unions acknowledge that CFCRL criteria constitute relevant technical references for:

- a) Correct internal practices;
- b) Adjust procedures;
- c) Avoid patterns of unequal treatment; and
- d) Prevent remedial measures.

Article 31. Jurisdictional Control.

If no agreement is reached, either party may submit the matter to the jurisdiction of the competent Labor Courts, with all legal rights reserved.

This Protocol does not limit access to justice nor replace legal procedures.



CHAPTER VII

FINAL PROVISIONS

Article 32. Institutional Nature.

This Protocol constitutes an internal corporate policy of Grupo Yazaki México, mandatory for all personnel within its scope.

Article 33. Training and Dissemination.

The Company shall:

- a) Disseminate the Protocol between leaders of both the CBA-holding union and minority unions, as well as Company representatives and trust personnel;
- b) Disseminate the Protocol among all unionized or union-eligible employees of the Company;
- c) Incorporate it into training programs; and
- d) Ensure that those who interact with unions are familiar with its provisions.

Article 34. Entry into Force.

This Protocol shall enter into force upon its execution and shall apply to all union-related events and relationships arising thereafter.

From its entry into force:

- a) All interaction with labor organizations shall be governed by its provisions;
- b) Internal practices shall progressively align; and
- c) Unforeseen situations shall be resolved in accordance with the guiding principles established herein.

Article 35. Authorization.

This Protocol is authorized on the 16th day of January 2026 by Grupo Yazaki, S.A. de C.V., through its legal representative, Carlos Hiram Arellanes Trevizo, in his capacity as General Attorney-in-Fact for Litigation and Collections and Labor Administrative Acts. EXECUTED IN THE CITY OF LEÓN, STATE OF GUANAJUATO. SO RECORDED. -----

Carlos Hiram Arellanes Trevizo
Legal Representative
Grupo Yazaki, S.A. de C.V.