

Guidelines on Freedom of Association, Freedom of Unionization, and Other Union Activities

I. General Provisions

These guidelines establish the criteria and principles that govern the actions of Grupo Yazaki, S.A. de C.V. (hereinafter *Yazaki*), Yazaki's representatives, unions, union representatives, and workers, in order to ensure full respect for the rights to freedom of association, freedom of unionization, and other union activities at Yazaki. This is in accordance with the relevant legal provisions, the Collective Bargaining Agreement (CBA), individual employment contracts, the internal work regulations, and other applicable norms.

II. Definitions

1. **Union(s):** As defined in Article 356 of the Federal Labor Law (hereinafter *the Law*), a union is the association of workers or employers constituted for the study, improvement, and defense of their respective interests, and legally recognized.
2. **Workers:** As defined in Article 8 of the Law, a worker is a natural person who provides another person, whether physical or legal, with subordinated personal work.
3. **Yazaki Representatives:** As defined in Article 11 of the Law, directors, administrators, managers, and other persons who perform management or administrative functions in the company or establishment shall be considered representatives of the employer and therefore bind the employer in its relations with the workers.
4. **Department:** The **Labor relations** within Yazaki responsible for interpreting and applying these Guidelines based on the applicable legal provisions.
5. **Union Representatives:** Individuals who can prove their representation in accordance with the applicable legal provisions.
6. **Freedom of Unionization and Freedom of Association:** The right of workers to form or join the union of their choice, to belong to, cease to belong to, or not belong to it. As stated in Article 357, first paragraph of the Law, workers and employers, without distinction and without prior authorization, have the right to form the organizations they deem appropriate and to join them, with the sole condition of complying with their bylaws.

7. **Various Union Activities:** Legally authorized activities carried out by union representatives, such as representation, information, collective bargaining, among others.
8. **Interference:** As defined in Article 357 of the Law, workers' and employers' organizations shall enjoy adequate protection against any act of interference by one against the other, whether directly or through their representatives, in their establishment, functioning, or administration. Acts of interference include actions or measures intended to promote the creation of worker organizations dominated by an employer or employers' organization, or to support worker organizations with the purpose of placing them under employer control. Benefits and conditions agreed in collective bargaining shall not be considered acts of interference.

III. On Freedom of Association and Freedom of Unionization

1. Yazaki, its representatives, unions, union representatives, and workers shall respect the right to freedom of association and freedom of unionization.
2. Yazaki and its representatives shall maintain a neutral position regarding unions that represent or seek to represent workers.
3. Yazaki and its representatives are prohibited from:
 - a. Requesting or considering information aimed at identifying previous union affiliation or opinions about unions or unionism of any individual at any stage of the recruitment, hiring, or promotion process.
 - b. Disseminating information that identifies a worker's union affiliation or opinions about unions or unionism, unless authorized by law.
 - c. Interfering in union activities, discriminating against, or coercing workers due to their union activity or support. This includes interfering in any way with workers' rights to discuss their working conditions and perform union activity outside working hours, even if on company premises, as long as this occurs outside working hours such as during breaks or lunch periods.
 - d. Conditioning a worker's employment on not joining a union or on resigning from one.
 - e. Dismissing or otherwise harming a worker due to their employment history, union affiliation, or participation in union activities, past or present, that are lawful and carried out outside working hours or, with Yazaki's consent, during working hours. This is without prejudice to the application of Article 47 of the Law.
 - f. Carrying out acts of interference, including those aimed at favoring one union over another when more than one union represents or seeks to represent workers.

g. Forcing workers through coercion or any other means to join or withdraw from a union or group to which they belong, or to vote for a particular candidate, as well as committing any act or omission that undermines their right to decide who should represent them in collective bargaining or to determine the approval of an initial CBA or its revision.

h. Intervening in any way in the internal governance of a union, preventing its formation or the development of union activity through implicit or explicit retaliation against workers or through limitations or prohibitions on union activity.

i. Taking any action intended to exercise control over the union to which its personnel belong.

j. Harming union representatives, provided that such representatives act in accordance with the Law, the CBA, individual employment contracts, the internal work regulations, and other applicable legal provisions.

k. Harassing, discriminating, threatening, harming, or intimidating any worker due to their union activities or preferences, or for any other reason.

l. Conducting surveillance of workers in order to identify or influence their union tendencies, in violation of rights to freedom of association and unionization, under Article 133, Sections IV and V of the Law, whether during their time at the plant, during working hours, or outside the workplace, including social media activities.

m. Committing acts of violence, discrimination, harassment, or intimidation against workers, union representatives, their property, or third parties.

n. Obstructing the participation of workers in the procedures for electing their union leadership by imposing conditions without legal basis or any undue obstacle to their right to vote and be voted for.

Each Yazaki worker has the right to express their will to have a union fee deducted from their salary in favor of the union representing them. To do so, they must submit to Yazaki a signed written request expressing their will to have such fee deducted. If workers do not submit individual requests, the union may notify Yazaki in a timely manner of all workers who have affiliated with said union, providing evidence of such affiliation and specifying the terms and conditions under which the union fee should be applied.

In accordance with Article 110, Section VI of the Law, each worker has the right to submit a written request expressing their will to stop the deduction of the union fee from their salary. To do so, they must submit a signed written request to the Department, and Yazaki must comply with such request, notify the union, and cease the corresponding deduction.

IV. Employer–Union Relations

1. The company, its representatives, unions, union representatives, and workers must comply with these guidelines regarding union activities. Yazaki is obligated to provide union representatives with appropriate facilities at Yazaki to enable them to carry out their representational activities. To do so, union representatives must comply with these guidelines, with the access protocols and policies in effect at Yazaki, and with all safety measures established by Yazaki, and they must have affiliated workers providing services within the workplace at the time of entry.
2. Yazaki is obligated to allow inspections and oversight by labor authorities at its establishment to verify compliance with labor standards and to provide any required information. Employers may require inspectors or designated personnel to present their credentials and provide details of their instructions.
3. Yazaki is obligated to post and disseminate in high-traffic areas of the workplace the complete text of the notice and any other documents requested by the Federal Center for Conciliation and Labor Registration (CFCRL) for the consultation procedures referenced in Articles 390 Bis and 390, and to post in high-traffic areas any notice requested by the union for worker consultations regarding the content of the initial CBA or its revisions, pursuant to Articles 390 Ter and 400 Bis of the Law.
4. According to Article 378 of the Law, unions are prohibited from:
 - I. Intervening in religious matters;
 - II. Engaging in commercial activities for profit;
 - III. Participating in schemes involving tax evasion or failure to comply with employer obligations toward workers;
 - IV. Committing acts of violence, discrimination, harassment, or sexual harassment against their members, the employer, its representatives or property, or third parties;
 - V. Participating in simulated acts by assuming the role of employer to enable the real employer to evade responsibilities;
 - VI. Certifying or using documents indicating the conduct of worker votes or consultations when such events did not occur;
 - VII. Obstructing worker participation in the election of their union leadership by imposing unlawful conditions or undue obstacles to the right to vote and be elected; and
 - VIII. Committing acts of extortion or obtaining gifts from the employer, unrelated to the CBA.

Violations of Sections IV, VI, and VII constitute violations of fundamental rights relating to freedom of association and collective bargaining.

V. Zero-Tolerance Policy and Sanctions

1. Yazaki representatives and workers who violate these guidelines or the Law may be sanctioned in accordance with the Law, the CBA, individual employment contracts, internal work regulations, and other applicable provisions.
2. Yazaki maintains a zero-tolerance policy for violations of any obligations established in the applicable legal norms and these guidelines. Any Yazaki representative, including trusted employees, who violates rights to freedom of association or unionization shall be subject to sanctions. Such violations shall be considered serious offenses and may result in termination of employment without liability for Yazaki, in accordance with the grounds established in Article 47 of the Law.
3. Union activity lawfully carried out by workers under the Law shall not be subject to sanction under these guidelines. The company and its representatives, along with the union and its representatives, must comply with these guidelines.

VI. Alternative Dispute-Resolution Mechanisms

1. Before imposing any sanction on any party arising from the application of these guidelines, Yazaki must conduct an investigation and give the parties involved the opportunity to state what they consider appropriate for their defense.
2. In applying any sanction, Yazaki must consider the seriousness of the offense and whether the individual is a repeat offender, if applicable, without prejudice to the application of Article 47 of the Law.

VII. Reporting Mechanisms

Any violation of these guidelines may be reported through **800 099 0767** or via Yazaki's email address compliance@us.yazaki.com. The identity of the complainant will remain confidential, and the report may be submitted anonymously.

VIII. Publication

Yazaki will distribute a printed copy of the Guidelines to all current workers at the time of publication and to each new worker as part of the hiring process. A copy will also be kept on Yazaki's website in an area easily accessible to all workers.

IX. Training

Yazaki will provide ongoing training to its representatives, unions, union representatives, and workers regarding these guidelines and may seek assistance from third-party institutions to achieve this goal.

Yazaki – Labor Relations Department