

December 2025

NEUTRALITY STATEMENT

Dear employees of Grupo Yazaki, S.A. de C.V. (hereinafter "Yazaki"):

We are reaching out to you on this occasion because we believe it is of great importance to remind you and reaffirm our unwavering commitment to the fundamental principles of labor rights. It is important that we all keep in mind what we stand for as a company, as well as the values and principles that guide our conduct, in order to prevent any form of manipulation and/or misinformation. Below, we share the principles we refer to:

1. Freedom of Association and Collective Bargaining:

At Yazaki, we respect and uphold the right of all employees to freedom of association and collective bargaining, including the right to decide whether to join or not join a union, without fear of retaliation of any kind.

2. Union Neutrality:

At Yazaki, we reaffirm our commitment to remaining neutral regarding any decisions our employees may make about forming, joining, administering, and/or voting for the union of their choice.

3. Non-interference and Zero-Tolerance Policy:

At Yazaki, we maintain a zero-tolerance policy toward any form of retaliation related to the exercise of freedom of association or collective bargaining rights, as well as any intimidation by or against our employees.

Yazaki reiterates its commitment not to retaliate, discriminate, harass, threaten, or resort to violence against any employee on the basis of union affiliation preference or for any other reason.

We condemn any act or threat of obstruction, intimidation, corruption, promises intended to influence a vote, inappropriate surveillance, or any internal or external activity that may negatively impact your labor rights to freedom of association and collective bargaining.

The zero-tolerance policy applies to any action or omission that violates this neutrality statement.

4. Good-Faith Bargaining:

At Yazaki, we reaffirm our dedication to actively and transparently participating in collective bargaining processes, always maintaining integrity and good faith in all interactions with our employees and their representatives.

5. **Non-Discrimination:**

At Yazaki, we reaffirm our commitment to ensuring that no employee is subjected to discrimination in relation to the general working conditions established in individual employment contracts or, when applicable, in the Collective Bargaining Agreement, as well as in the granting of benefits. Likewise, no applicant will face discrimination for any reason, including employment history, union affiliation, or participation in past or current union activities.

Our goal is to promote a work environment where every Yazaki employee can be certain that their rights are respected and valued.

Everyone at Yazaki—and particularly all of us signing this declaration—depends on the cooperation of every member of this organization so that, together, we may keep this commitment alive within the company.

We also take this opportunity to remind you that we have an anonymous reporting line where any irregular conduct occurring within our facilities may be reported, including any act that infringes upon your collective and labor rights, at the following email address: **compliance@us.yazaki.com**. You may also file a report with the Ministry of Labor and Social Welfare of the Government of Mexico at: **inspeccionfederal@stps.gob.mx**. All reports are treated confidentially.

Sincerely,

Grupo Yazaki – Labor Relations