

Yaskawa Canada Inc.

Report on Compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act For the fiscal period of March 1, 2023 – February 29, 2024

Introduction

This report provides a description of the activities of Yaskawa Canada Inc (“YCA”) to limit the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by YCA or of goods imported into Canada by YCA. This report is prepared in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the fiscal period from March 1, 2023 to February 29, 2024.

Structure, activities and supply chains

YCA is a wholly-owned subsidiary of Yaskawa America, Inc., which is a subsidiary of Yaskawa Electric Corporation in Japan (collectively referred to as “Yaskawa”). Shares of Yaskawa Electric Corporation are publicly traded on the Tokyo Stock Exchange and the Fukuoka Stock Exchange. Yaskawa is the leading global manufacturer of variable frequency drives, servo systems, machine controllers, and industrial robots. Yaskawa Canada Inc was incorporated under the laws of Ontario in April 1996 and currently operates under two divisions. The Drives and Motion division sells and services variable frequency drives, servo systems and machine controllers and mainly operates out of offices located in Calgary, Alberta and Montreal, Quebec. The Robotics division sells and services industrial robots and systems and mainly operates out of Mississauga, Ontario.

The majority of our annual procurement of tangible goods is sourced from our ultimate parent company, Yaskawa Electric Corporation, and other members of the Yaskawa Group. YCA also purchases products from other suppliers located in Canada to be incorporated in our solutions.

Policies and due diligence processes in relation to forced labour and child labour

As part of the Yaskawa Group, YCA adheres to the Yaskawa Group Code of Conduct.

In order to fulfill the Yaskawa Group Principle of Management, which states the Group mission is to leverage the pursuit of the business to contribute to the advancement of society and the well-being of humankind, as a member of the global community, Yaskawa Group assumes that it is essential to conduct business in a fair and faithful manner and to solidify a trusting relationship with the global community. In accordance with the principles set on its own, Yaskawa Group commit to respecting human rights, comply with applicable laws and regulations, and the spirit thereof, and proactively act toward the creation of a sustainable society based on good social conscience.

Yaskawa Group contributes to the advancement of society and the well-being of humankind through its operations. Given the above premises, Yaskawa Group respects global communities and culture and custom in each country or region, complies with laws and regulations and ensures company policies are

in accordance with applicable legislation. In the absence of legislation or policy Yaskawa Group chooses a course of action based on integrity. Yaskawa Group complies with applicable labour laws and regulations set by countries, regions and local governments. Yaskawa Group respects individual human rights and diversity of values and carries out activities in line with our worldwide "Yaskawa HR Values".

The Yaskawa Group prohibits all forced labour and child labour, including those of suppliers, in its Code of Conduct.

Parts of business and supply chains that carry a risk of forced labour or child labour being used and steps taken to assess and manage that risk

In our operations, we do not utilize forced or compulsory labour and forbid the employment of children in our workforce. All of our employees are above the legal minimum employment age in the province of their employment and are recruited and provided with working conditions and the payment of wages and benefits that comply with applicable laws and regulations. The majority of our employees are highly-skilled and trained labour.

The majority of our annual procurement of tangible goods is sourced from our ultimate parent company, Yaskawa Electric Corporation. The Yaskawa Group Code of Conduct prohibits all forced labour and child labour, including those of suppliers. YCA also purchases products from other suppliers to be incorporated in our solutions. We consider there to be a limited risk of forced and child labour occurring in our business. Geographically, most of our non-Yaskawa suppliers are in Canada which has a low prevalence of forced and child labour.

Measures taken to remediate any forced labour or child labour

In fiscal 2023 YCA did not identify any instances of forced labour or child labour in its activities or supply chain.

Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

In fiscal 2023 YCA did not identify any instances of forced labour or child labour in its activities or supply chain.

Training provided to employees on forced labour and child labour

Training will be developed internally to include an understanding of the objectives of the Act, how to identify potential human rights risk when dealing with suppliers, our strategy to identify and mitigate risks, and employee roles and responsibilities in the company's procurement process.

How YCA assesses effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

The company's management team is accountable for establishing, maintaining, and assessing its supplier risk management. As part of our ISO Management Review we assess the adequacy of our risk controls, including those presented by our supply chains.

Yaskawa is committed to an environment where open, honest communications are the expectation, not the exception. Employees should feel comfortable in approaching their supervisor or management in instances where they believe violations of policies or standards have occurred. In situations where an anonymous report in confidence is preferred a third party hotline is available to submit reports relating to violations stated in the Yaskawa Group Code of Conduct, as well as asking for guidance related to policies and procedure and providing positive suggestions and stories.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Yaskawa Canada Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year March 1, 2023 to February 29, 2024.

Steve Barhorst
President and Director
May 10, 2024



I have the authority to bind Yaskawa Canada Inc.