

S: Social - Human Rights

YUSHIN Group Human Rights Policy

In July 2022, YUSHIN has established a "YUSHIN Group Human Rights Policy" (hereinafter referred to as the Policy) based on the "UN Guiding Principles on Business and Human Rights" as a guide for the entire YUSHIN Group to promote respect for human rights and fulfill the obligations.

(1) Basic Thinking

The YUSHIN's ongoing mission is to contribute to global society by producing innovative technologies, based on our business philosophy of "Respect for People."

YUSHIN respects international standards on human rights including the "International Bill of Human Rights" and the UN International Labor Organization's "Declaration of Fundamental Principles and Rights at Work." YUSHIN expects all our Group board members and employees, as well as all 3rd party business partners involved in our products and services, to understand, support, and implement the Policy.

(2) Compliance with Applicable Laws and Regulations

YUSHIN complies with the laws and regulations of the countries and regions where YUSHIN conducts business activities. When the local laws of the regions in which we operate conflict with internationally agreed human rights standards, YUSHIN will pursue ways to adhere to the international standards to the fullest possible extent.

(3) Performing Due Diligence for Human Rights Matters

YUSHIN works to identify, prevent, or mitigate adverse impacts on human rights through the establishment and application of company rules founded on "The UN Guiding Principles on Business and Human Rights."

(4) Dialog and Deliberation

YUSHIN consults with relevant stakeholders on any potential or actual impacts on human rights.

(5) Information Disclosure

YUSHIN discloses the progress and results of our respect for human dignity initiatives publicly, via our website or other means.

(6) Education and Training

YUSHIN provides adequate training and education to all Group board members and employees so that the Policy takes root across the entire organization, is fully understood, and is effectively implemented in corporate objectives.

(7) Relief

YUSHIN affirms we will never knowingly violate the human rights of others. Should we learn of any instances of our business activities causing or fomenting negative impacts to others, YUSHIN will take appropriate corrective measures consistent with the Policy.

If business partners of YUSHIN are linked directly with adverse effects on human rights, YUSHIN will cooperate with stakeholders to take improvement steps in accordance with our commitment to respecting human rights.

When prioritization is required, YUSHIN will prioritize and address the most serious impacts on human rights in consideration of the scale, scope, and degree of difficulty for correction and redress.

This Policy has been reviewed and approved by YUSHIN's Board of Directors.

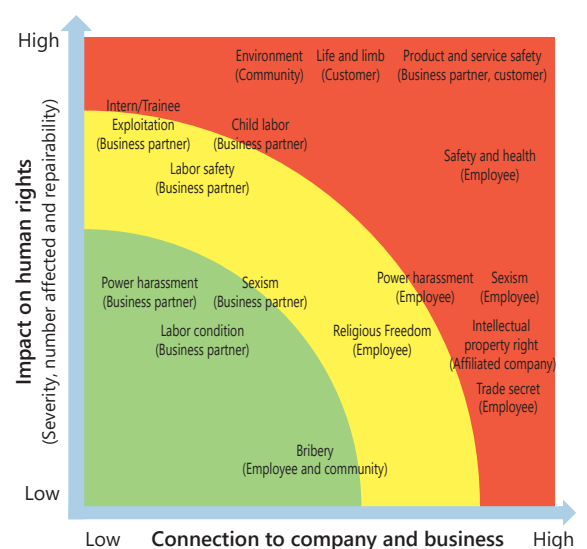
Date of enactment July 7, 2022
YUSHIN PRECISION EQUIPMENT CO., LTD.
Representative Director and President
Takayo Kotani

Classification of Risks

This table shows how the Company classifies specific risks for human rights.

Stakeholders	Human Rights Abuse Risks
Business partners	Labor conditions, interns' human rights, children's human rights, sexual discrimination, freedom of association
Customers, Business Partners	Safety of life and limb
Group employees	Safety and health, labor hours and wages, sexual discrimination, power harassment
Affiliated companies	Intellectual property rights, personal information, trade secrets, confidential information
Group employees and society	Anti-bribing, environment

The following chart is an analysis of the risks listed above. Through this analysis, YUSHIN Group has identified the challenges on which it should focus, as follows.



The Challenges YUSHIN Group Should Focus On

Basic Thought on Our Business

YUSHIN Group develops, manufactures, and sells Cartesian robots and other industrial equipment and systems for factory automation globally.

At the core of YUSHIN's business activities is the desire to reduce the number of people working in hazardous conditions and thereby improve worker safety.

Challenges in Procurement and Manufacturing

YUSHIN does not tolerate human rights abuses such as excessive or unfair labor conditions, child labor, violating the rights of foreign laborers including technical interns or

trainees, or discrimination on the grounds of race, religion, gender, nationality, disability, age, and sexual orientation. This standard extends to our suppliers and subcontractors who provide components or help manufacture YUSHIN products.

Challenges in YUSHIN's Work Environment

YUSHIN strives to promote worker health and safety, and develop a comfortable, optimized workplace.

YUSHIN makes best efforts to prohibit all forms of discrimination and prevent harassment.

YUSHIN reviews all important issues as needed through dialog and cooperation with the stakeholders.

Initiative for the Respect of Human Rights

Executive and Manager Training (February 9, 2023)

To deepen the understanding of human rights, the Company invited outside lecturers to participate in the training.

Participants:

Executives / procurement and manufacturing managers in Purchasing and Manufacturing Divisions / managers in General Affairs Division, Human Resources Division and Internal Audit Office

Programs:

- (1) Presentations on "Why We Need to Know about Human Rights" and "What Business Should Do about Human Rights"
- (2) Case study in workshop"



Purchasing Staff Training (June 6 and 14, 2023)

The Company provided human rights training to the purchasing staff who purchase materials and parts for the products and often deal with suppliers

Programs:

- (1) Presentations on "Why We Need to Work on Human Rights"
- (2) Case study in workshop

The Company will continue to provide training and education on human rights to the employees by expanding the scope of target departments and employees, and promote efforts so that they understand that "Every executive and employee are promoters of DD and human rights holders themselves."

Support for the Ministry of Justice's "My Declaration of Human Rights" Initiatives

In August 2023, the Company endorsed the "My Declaration of Human Rights" promoted by the Ministry of Justice.

"My Declaration of Human Rights" is an effort to realize a society in which everyone respects human rights by declaring that companies, organizations, and individuals will take actions that respect human rights.

The Company will continue to promote human rights initiatives based on the "YUSHIN Group Human Rights Policy".



YUSHIN has established the YUSHIN Group Human Rights Policy in July 2022 as the Company has Respect for People as its business philosophy.

YUSHIN respects international standards on human rights including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and will conduct its business activities through dialogue and cooperation with its stakeholders.

YUSHIN will continue to contribute to building a sustainable society and environment through its business development.

YUSHIN PRECISION EQUIPMENT CO., LTD.
Representative Director and President
Takayo Kotani

S: Social - Quality and Safety

品質は社運を決める

Quality determines our future.

This came from the founder, Susumu Kotani. YUSHIN cherishes this as the basic philosophy.

Quality Policy

Guided by the principle that "Quality determines our future,"
YUSHIN earns customer satisfaction
by ensuring safety and promoting continuous improvement of manufacturing
through higher productivity and lower environmental impact

Robot Compliant with the Most Stringent International Safety Regulations

Safety Circuit

The robot's safety circuits are redundant, so that if one of the circuits fails, it will not lose its function. This is a basic idea to prevent accidents caused by robots.



FRA series

Speed Monitoring

Safety monitoring monitors whether the motor speed exceeds a defined limit. This ensures that robot motion does not exceed the safety speed during teaching, providing safety and peace of mind.

Compliant with International Safety Standards

Our robots qualify as Safety Category 3 devices under EN/ISO 12100, EN 60204 and EN/ISO 10218, and comply with safety requirements under CE, GB and KCs.

Safety Assessors

YUSHIN has been training qualified Safety Assessors, who certify knowledge and competence in machine safety based on international safety standards.

As of March 31, 2023, the number of certified employees is 53. They are not limited to designers, but are spread across all departments involved with products, from sales to manufacturing, and apply their knowledge as Safety Assessors in a variety of situations, from product planning and development to making safety suggestions to customers.

YUSHIN provides customers with products with a high level of safety through the development of these human resources, and delivers safety and security to workers at industrial sites.

YUSHIN School

Under the Industrial Safety and Health Act in Japan, business operators are required to provide special training for employees who work with industrial robots.

YUSHIN provides this special training, YUSHIN School, both internally and externally to improve the safety knowledge and operating techniques of all people who work with YUSHIN robots. A certificate of completion is issued to those who complete the school, which serves as proof of participation.



S: Social - Employees

Human Capital Enhancement

YUSHIN is committed to sustainable growth and medium- to long-term enhancement of corporate value through the creation of an organization that makes the most of the values and perspectives of its diverse human resources.

YUSHIN aims to create an environment in which each and every employee can maximize his or her characteristics and abilities and continue to work with vigor and vitality by recruiting and training diverse human resources based on the dissemination of the corporate philosophy.

■ YUSHIN's Human Capital Enhancement



Promote Corporate Identity (CI) Activities

YUSHIN promotes corporate identity (CI) activities in order to define its corporate philosophy and direction that YUSHIN will continue to focus on in the future, and to achieve further growth and development. YUSHIN clarifies its important ideas and action guidelines based on the concept of "Above all, reach people's hearts."

The entire group is involved in CI penetration activities, including communication by top management and executives, dialog in the workplace, branding activities mainly by young employees, and sharing of best practices.

Establish a Personnel System and a Human Resources Development Policy That Instill YUSHIN Ideals

In the personnel system developed in conjunction with CI activities, YUSHIN has clarified the expected image of human resources, including core human resources.

The expectations of each position are defined in terms of responsibility for results, human resource development and

growth, and culture development, to ensure that the right people are appointed and assigned to the right positions, and that the personnel evaluation is well-balanced.

Under this personnel system, YUSHIN encourages employees to make efforts and take on new challenges, and provides appropriate evaluation and treatment of results. YUSHIN also promotes the enhancement of educational systems to support employees according to their stage of growth, and the creation of an environment that makes work more rewarding and comfortable.

■ YUSHIN's Human Resource Development Policy

a	Develop human resources who can embody and practice the corporate identity (CI) based behavioral guidelines
b	Encourage continued learning and growth as career progresses
c	Define role expectations and promote achievement of results through job performance
d	Encouraging effort and challenge, and providing various opportunities and venues for advancement
e	Supporting the realization of individual "career design"

Ensure Diversity in Human Resources (Diversity Management)

From the perspective of ensuring diversity in human resources and diversity management, YUSHIN places emphasis on respecting diverse attributes and values and making the most of its human resources, without being bound by conventional standards within society or the Company.

Specific efforts include "creating a working environment in which men and women can play equally active roles," "employment without regard to gender or nationality," "recruitment of career (mid-career) personnel in priority positions," "creation of systems and environments that draw out the efforts and challenges of diverse members," and "support for balancing work and family life."



YUSHIN Childcare System Book

In terms of promoting women's empowerment, in addition to appointing women to management positions, YUSHIN has established an action plan based on "The Act on Promotion of Women's Participation and Advancement in the Workplace", and is working to "maintain and strengthen the recruitment of women in the hiring of new graduates" and "enhance the use of childcare leave by male employees".

As specific initiatives, YUSHIN distributes the YUSHIN Childcare System Book to employees who are working parents, and holds lectures to promote childcare leave for men. YUSHIN also holds information exchange events for employees on childcare leave in an effort to alleviate concerns about childbirth and returning to work.

From the perspective of ensuring diversity on a global level, YUSHIN has many overseas offices and promote localization, and YUSHIN is actively working to utilize mid-career hires and foreign nationals.

As a cornerstone of these efforts, YUSHIN has formulated the "YUSHIN Group Human Rights Policy" as a guideline for promoting respect for human rights and fulfilling responsibilities throughout the group, and is working to disseminate this policy to all stakeholders.



Training with employees of Indian subsidiary

Develop an Education System That Meets Every Career Step

YUSHIN focuses on training its employees to develop and retain the necessary skills according to their career stage.

Basic Business Skill Development

The "Business Skill Upgrade Training Program" has been set up to help the employees acquire basic business skills.



Career and Professional Development

YUSHIN provides training to enhance the knowledge and skills required for the employees to perform their jobs, and supports them to aim to improve their abilities and skills on their own. YUSHIN also provides systematic training to improve professional skills, practical training opportunities, and an e-learning environment.

Leadership Development

[Management Training]

YUSHIN provides training on various topics such as goal management and evaluation, employee development, diversity, and harassment to enhance managers' leadership skills.

[Leadership Training]

YUSHIN provides leadership development training to strengthen the problem-solving and decision-making skills necessary for management to produce human resources that can drive growth and take on new challenges.

Create an Environment That Makes Work More Rewarding and Comfortable

Create a System to Strengthen Organizational Power

YUSHIN is conducting an employee survey and an organizational diagnosis survey. The purpose is for YUSHIN to identify issues and consider actions to further improve organizational capabilities while being aware of the PDCA cycle.

Help Design Career Path

Through its Elder Counselor System, YUSHIN is committed to providing targeted support to younger employees and conducting career surveys of its employees. YUSHIN's goal is to increase the level of "human capital" that can contribute to the sustainable growth of the Company by utilizing the strengths and abilities that each individual possesses.

Encourage Work Improvement and Work Reform

YUSHIN supports employee-led activities to make suggestions and take on challenges, and has established a system to encourage such activities.

- Improvement Suggestion System to promote business improvement
- Innovation Project Activity Proposal System to foster human resources with creativity and initiative

e.g. Office Casual Wear Project ▶P39
Project for the establishment of standards for the approval of side/secondary jobs

Improve Job Satisfaction and Work-Life Balance

YUSHIN proactively listens to its employees' "aspirations" and works to improve work-life balance and enhance employee benefits by reforming the way they work. YUSHIN also emphasizes the creation of office and plant environments that encourage teamwork and communication.



Occupational Safety and Health

YUSHIN aims to create a work environment where employees can work in good health and vigor, and promotes the development of an occupational health care system, the implementation of necessary safety and health education and training, and efforts to strengthen occupational safety in each department.

Goals and Achievements in Enhancing Human Capital

For the time being, YUSHIN will work on the following items to build a foundation for strengthening human capital.

Building an Organization for Sustainable Growth

Indicator/Item	1. Implementation of programs to instill and implement the corporate philosophy
Goals	100% participation rate of those eligible for the program in FY2024
Results/Activities	<ul style="list-style-type: none"> • Senior management and each workplace instilled and implemented the corporate philosophy • Conducted an employee survey on CI dissemination • Branding activities were carried out mainly by younger employees

Indicator/Item	2. Conduct employee-participatory surveys to strengthen organizational capabilities (identify issues and consider measures)
Goals	Survey participation rate of 90% in FY2024
Results/Activities	<ul style="list-style-type: none"> • Conducted employee surveys to improve work styles (three times).

Securing and Developing Diverse Human Resources and Strengthening Diversity Management

Indicator/Item	3. Strengthen strategies and measures to secure and develop a diverse workforce
Goals	<ul style="list-style-type: none"> • Reinforce human resource recruitment policies • Reinforce ongoing policies on human resource development • Develop and disseminate a human rights policy
Results/Activities	<ul style="list-style-type: none"> • Implemented measures related to the recruitment and training of human resources • Formulated human rights policies and conducted training

Indicator/Item	4. Women's Empowerment 1. Percentage of female Directors and Managers 2. Percentage of female graduates hired (*)
Goals	<ol style="list-style-type: none"> 1. Percentage of female Directors and Managers 1) 15% of Directors, 2) 5% of Managers by March 2028 2. Percentage of female graduates hired 30% by March 2025
Results/Activities	<ol style="list-style-type: none"> 1. Percentage of female Directors and Managers 1) 18.2% of directors (March 2023), 2) 4.7% of managers (March 2023) 2. Percentage of female graduates hired 50% (April 2022)

Indicator/Item	5. Percentage of Male Employees Taking Childcare Leave*
Goals	20% by March 2025
Results/Activities	40% (April 2022 - March 2023)

*Disclosed targets in the General Business Owner's Action Plan based on The Act on Promotion of Women's Participation and Advancement in the Workplace (Japanese law).

Introduction of Office Casual Wear

The Office Casual Wear Project was initiated as part of the "Innovation Project Proposal Activity," which invites employees to submit proposals that will bring innovation to the Company, and office casual wear was introduced in May 2023. The goal of the project is to improve the work environment to promote independence and creativity, create a lively work environment, secure diverse human resources, and further enhance the YUSHIN brand by wearing clothes that fit the work environment."



Office casual is not mandatory. You can dress casually, or you can continue to wear your uniform or work clothes. The important thing is that you can choose the clothes that allow you to work in your own way. This is what we tried to achieve.

H / Project leader / General affairs department

The idea for the Office Casual project came to me while I was researching office environments at various companies around the time our HQ building was being constructed. At that time, I had the opportunity to visit the office of a large stationery manufacturer. This company had adopted a casual office dress code, and everyone worked in their own clothes. I felt that it was very free and bright. The memory of that time stayed with me, so when I heard about the Innovation Project Proposal Activity, I thought about implementing casual dress at our company.



M / Project member / Accounting department



I work in the manufacturing department, so of course I wear work clothes in the field. Recently, due to climate change, we have experienced more and more extremely hot days, but the current work clothes have not been redesigned for more than 10 years and lack breathability and stretchability in some areas. Under such circumstances, I have been working on activities to improve work uniforms and ordered some pants and conducted trials, but changing only the pants would make them unbalanced with the jacket, so it was necessary to reconsider the situation. I heard that the office casual project was starting at a time when I thought it would be quite difficult, and I was invited to participate in the project.

K / Project member / Manufacturing department

Through dressing, I was able to learn anew that there are different departments, different jobs, and different people in different positions. My understanding of each job has deepened, and my awareness of respecting positions and individuality has also increased. And of course, I think I have a better understanding of the Company.



O / Project member / General affairs department



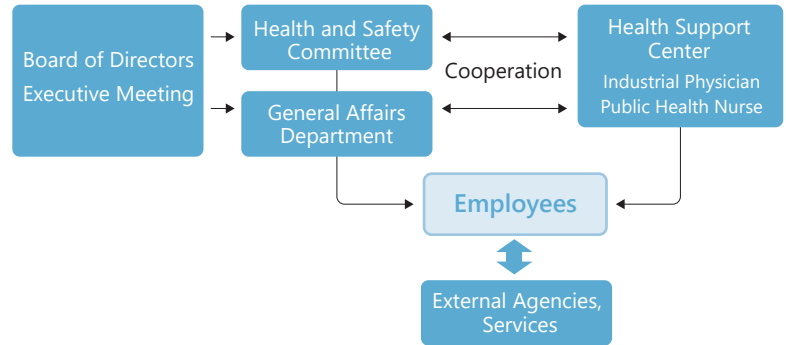
S: Social - Health and Safety

Health Promoting Actions

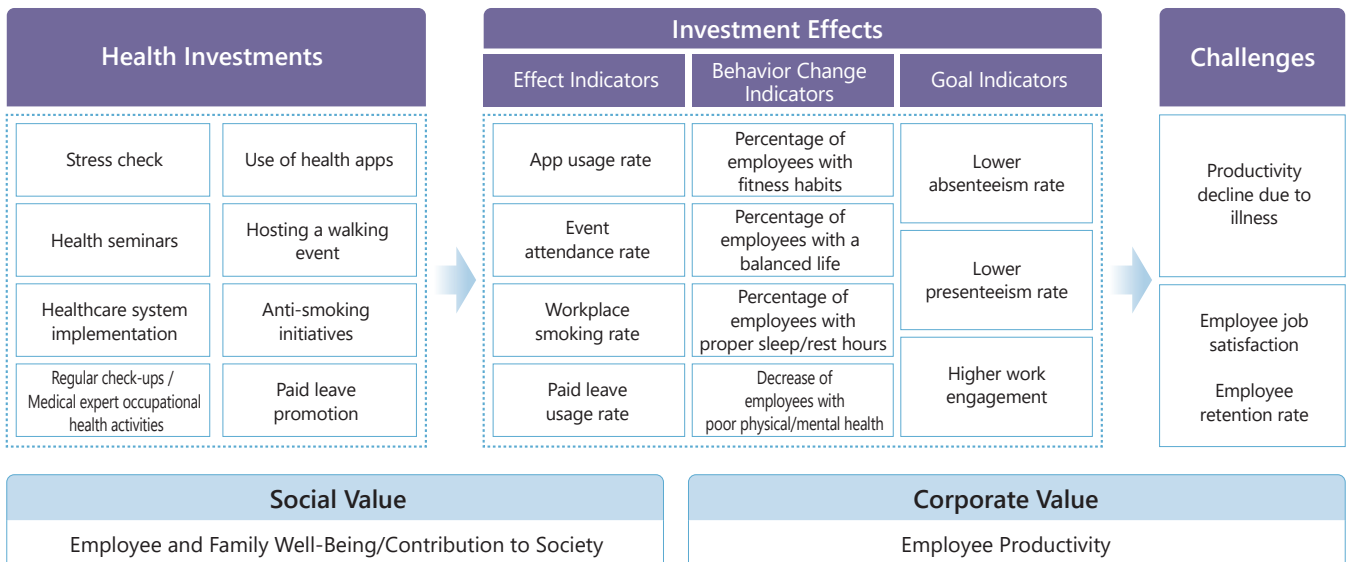
Goal and System

The departments at YUSHIN work together and are involved in various activities and building environments to ensure that the employees work in good physical and mental condition. In addition, regular meetings are held for the top management and the industrial physician (Director of Health Support Center). Health Support Center works together with Health and Safety Committee, and General Affairs Department, working on various activities and building the support system.

Organization chart



Support Map



The 2023 Certified Health & Productivity Management Outstanding Organizations

We have been certified as the 2023 Certified Health & Productivity Management Outstanding Organizations by the Ministry of Economy, Trade and Industry.

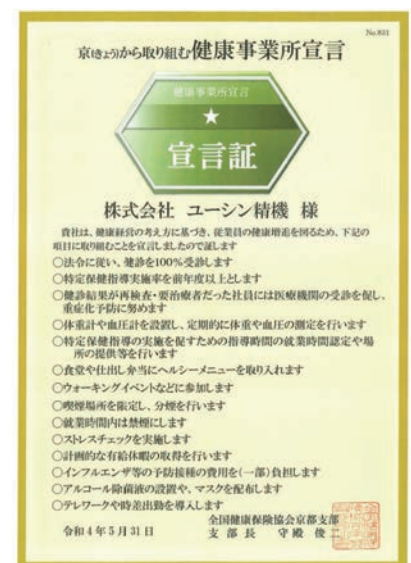


What is certified health & productivity management outstanding organizations?

The certification is awarded to companies that consider the health management of their employees from a managerial perspective and implement it strategically.

Health Manifesto

YUSHIN has received Health Manifesto from Kyoto branch of Japan Health Insurance Association. The manifesto is provided to business facilities that make concrete efforts for safety and health of the employees.



Initiative to Promote the Health and Productivity Management

Health Support by ICT

To improve the quality of life of the employees, YUSHIN provides them with health checkups. Based on the results, YUSHIN gives health guidance to the ones who have a risk of lifestyle-related diseases. YUSHIN recommends them to have the re-examination if necessary to raise the consultation rate.

The employees who is posted abroad or returned from overseas assignment are required to undergo periodic medical checkups once a year to manage their health so that they can work in a healthy manner.

YUSHIN is also working to enhance health support in collaboration with the industrial physician using ICT system.

Health Seminars

Seminars are conducted on the following four themes in order to improve health literacy:

- 1) Women's Specific Diseases, 2) Cancer Prevention,
- 3) Smoking Cessation, 4) Mental Health.

"Promotion of Smoking Cessation" seminar was held by the industrial physician. The participants were briefed on the risks of cancer due to smoking, health risks such as cerebral and cardiovascular infarction, and the effects of smoking cessation aids. The seminars were practical and ended successfully.



Mental Health

YUSHIN has set up Health Support Center to encourage employees to consult with public health nurse or industrial physician at any time if they are worried about something. In addition, YUSHIN has set up a consultation desk operated by external resources as a welfare program, which enables employees to resolve their problems without disclosing their personal information.

Walking Event

Every year, YUSHIN holds a walking event called "Walk, Talk and Work together!" with the aim of promoting employee health and improving communication among employees. In FY2023, there were 84 participants in 21 teams from Japan and overseas who compete for the average number of steps per day using a smartphone walking app.

BLS (Basic Life Support) Training

For emergency procedures, YUSHIN conducts annual training programs once a year to develop human resources who can operate AED and perform cardiopulmonary resuscitation.

Health Apps

YUSHIN introduced health app for the employees that enables them to manage their health. The app can show them calorie of what they eat by photo shot and the number of steps they took.

Safety and Health: YUSHIN promotes safety and health in workplace based on the Safety and Health Policy.

<<Safety and Health Policy>>

- Promote occupational safety through the activities of the Health and Safety Committee (Materiality).
- Develop a workplace where employees can work actively and stay healthy
- Conduct necessary safety and health education and training, and foster people who put safety before everything else
- Comply with safety and health-related laws and plant rules.

S: Social - Social Engagement

Support to Develop Next Generation

YUSHIN's contribution to Japan Super Science Fair (JSSF)

Ritsumeikan Senior High School, which has been designated as "Super Science High School (SSH)" (a state-backed high school providing advanced science and mathematics education) by the Ministry of Education, Culture, Sports, Science and Technology, has been holding Japan Super Science Fair (JSSF) as part of SSH projects since FY2004.

JSSF is an international student conference where participating students from all over the world exchange scientific ideas on the international stage with the purpose of obtaining "a sense of mission to contribute with the power of science for the world," "networks for future success," and "big dreams for the future." Students learn together through various activities that stimulate scientific and global thinking, such as science workshops and science lectures, focusing on research presentations.



YUSHIN has accepted high school students from Ritsumeikan Senior High School and other countries around the world nine times since 2012. Through plant tours and technical presentations, YUSHIN hopes that participants will improve their global perspective and their willingness to learn about science.

Participation in Manufacturing Workshops for High School Students



We sent three of our engineers to an egg drop workshop* held at a nearby high school. They discussed ideas with the high school students and provided technical advice to the students. The event was an opportunity for high school students to work with manufacturers they are not normally familiar with and to get a closer look at manufacturing.

*Workshop to make a protector to protect an egg from the falling impact using specified materials.

U.S. Subsidiary Participation in Manufacturing Day

YUSHIN AMERICA, INC. participates in "Manufacturing Day" in the United States. This event is held annually on the first Friday of October in various locations across the U.S. to promote the value of manufacturing in the U.S. economy.

Local companies, universities, and high schools visit the YUSHIN AMERICA factory, where they receive an explanation of how take-out robots are used in the manufacturing process and design techniques, and tour the production area. This event is not only a good opportunity for the people to learn about our company, but also a



chance for us to communicate with the local community, and many people said they found the event very interesting.