

S: Social – Human Rights

YUSHIN Group Human Rights Policy

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 all YUSHIN Group to promote to respect human rights and fulfill the obligations.

(1) Basic Thinking

The YUSHIN Group’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.

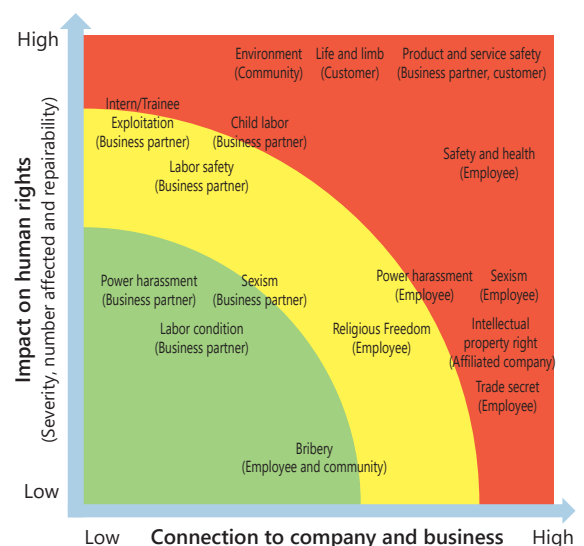
Date of enactment July 7, 2022
 YUSHIN PRECISION EQUIPMENT CO., LTD.
 Representative Director and President
 Takayo Kotani

Classification of Risks

This table shows how YUSHIN 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 chart on the right is an analysis of the risks listed above. Through this analysis, YUSHIN has identified the challenges on which we should focus, as follows.



The Challenges YUSHIN should Focus on

Basic Thought on Our Business

YUSHIN 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

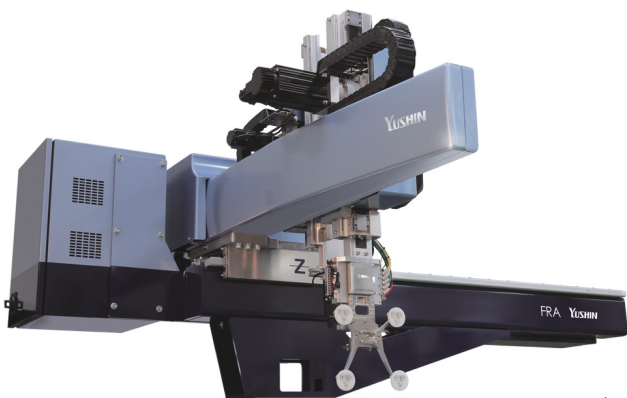
YUSHIN strives to promote worker health and safety, and develop a comfortable, optimized workplace.

YUSHIN applies our 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.

S: Social – Quality and Safety

Robot Compliant with the Most Stringent International Safety Regulations



FRA series

Safety Circuit

There is no compromise at YUSHIN when it comes to safety. As the bottom-line, redundant safety circuits maintain functional capacity in the unlikely event that a primary circuit goes down.

Speed Monitoring

Robot movements are monitored during teaching so that

safe speeds are not exceeded and jobs can be performed safely.

Compliant with International Safety Standards

Our FRA 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 Keeps Productions Running

Protection circuits are placed in the signal and power supply lines. This prevents the system from being destroyed widely from rapid voltage changes, which is especially effective in foreign countries. In addition, noise filters, electrical conductivity on opening section of the control box (for C2 types only), and shielded harnesses provide measures against malfunctions that is caused by unpredictable external noises. These environmental countermeasures, developed with the operating results around the world, has achieved robustness that keeps productions running.

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) for 19 consecutive years by the Ministry of Education, Culture, Sports, Science and Technology, has been holding Japan Super Science Fair (JSSF) as part of SSH projects since 2003.

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 eight 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.



YUSHIN's Support to Rescue Robot Contest

The Rescue Robot Contest, a contest for robots featuring lifesaving activities in large-scale urban disasters, has been held since 2001 to educate society about disaster prevention and mitigation, and to develop human

resources through improving robotics technologies. YUSHIN has been sponsoring contest every year since 2016 (cancelled in 2020 due to COVID-19 pandemic.)

S: Social – Health and Safety

Health Promoting Actions

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.

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 Seminar

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

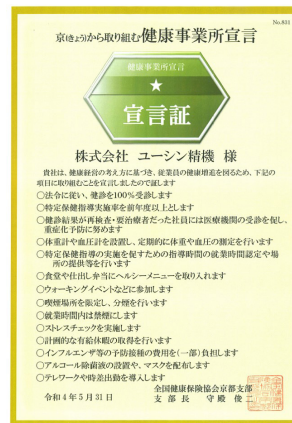
- 1) Women's Specific Diseases, 2) Cancer Prevention, 3) Smoking Cessation, 4) Mental Health.

"Promotion of Smoking Cessation" seminar was also 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

YUSHIN held a walking event called "Walk, Talk and Work together!" with the aim of promoting employees' health and improving communications among the employees. There were 101 participants of 23 teams from Japan and abroad, who competed for the average number of steps per day using a smartphone app for walking.

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 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>>

1. Develop a workplace where employees can work actively and stay healthy.
2. Clarify where responsibility lies to perform safety and health management activities properly.
3. Conduct necessary safety and health education and training, and foster people who put safety before everything else.
4. Comply with safety and health-related laws and plant rules.