

PRIVACY POLICY FOR PERSONAL DATA

YAZAKI MERCOSUR, considering the importance and respect for the protection of personal data of everyone with whom they associate with, establish this Privacy Policy, in which they inform how, when, where and why they will process personal data.

1. PURPOSE

This Privacy Policy ("Privacy Policy") applies to the processing of personal data, subject to the regulations and data protection of applicable laws in Mercosur countries ("Legislation"), such as Law 13,709/2018 of Brazil ("LGPD"), Law 25,326/2000 of Argentina, Law 18,331/2008 of Uruguay and Law 6,534/2020 of Paraguay.

This policy aims to demonstrate how Yazaki processes and protects personal and/or sensitive data and how they can exercise their rights in relation to data processing.

2. DEFINITIONS

The terms and expressions used in capital letters in this Privacy Policy have the meanings stipulated below. Words in the singular mean and include the plural and vice versa. These terms and expressions will always be interpreted in accordance with the aforementioned data protection legislation ("**Data protection legislation**").

"**Data Subjects**": refers to individuals whose personal data is processed by Yazaki.

"**Controller**": individual or entity, governed by public or private law, responsible for decisions regarding the processing of personal data.

"**Personal data**": any information that allows the direct or indirect identification of a person.

"**Sensitive data**": personal data that directly or indirectly reveals racial or ethnic origin, philosophical or religious opinions, trade union membership or data relating to the health or sexual orientation of the data subjects.

"**Data Protection Officer (DPO)**": officer appointed by the controller to act in the communication channel between controller, data subjects and the Data Processing Control Board.

"**Data processing**": any operation carried out with personal data, such as those relating to the collection, production, reception, classification, use, access, reproduction, transmission, distribution, processing, archiving, storage, elimination, evaluation or control of information, modification, communication, transfer, diffusion or extraction.

"**Technical and organizational security measures**" refers to measures aimed at protecting personal data against accidental loss or unlawful or accidental destruction, alteration, unauthorized access or disclosure, particularly if the processing involves transmission of personal data over a network, and against all other unlawful forms of processing.

3. COLLECTION OF PERSONAL DATA

When does Yazaki collect your personal data? Yazaki may collect and store, in accordance with the Data Protection Law, certain personal data of data subjects who interact with Yazaki. Data subjects may include, without limitation:

- Employees (direct/third parties), directors and job applicants;
- external consultants;
- third-party vendors;
- third parties;
- Yazaki customers.

Types of personal data. Personal data collected and selected by Yazaki may include, without limitation, the following types of data:

- identification information (that is: name, surname, date of birth, gender, etc.);
- contact details (phone number, email address, postal address);
- other relevant personal data (nationality, citizenship, marital status, other family-related details);
- government identification numbers (social security number, tax identification number, driving license, etc.);
- data relating to professional profile (attendance, training and professional qualifications, subsidies, salaries, etc.);
- types of services received or products purchased;
- financial and banking information (for payment of compensation and reimbursements via bank transactions);
- images and sound; and
- other personal data reasonably related to the conduct of Yazaki's business.

Situations may arise where the personal data provided by a data subject is considered sensitive data under local data protection law.

Most of the personal data we process is information that is knowingly provided to us. However, in some cases, we may process personal data received from third parties with your knowledge or obtained from public repositories.

The personal data of children and adolescents shall be processed with special security, always in their best interest, following the applicable legislation. In child data processing operations, except in the event that the child and/or adolescent data processing results from a legal or regulatory obligation, Yazaki will request the express consent of their parent or guardian, indicating the purpose that shall serve such processing operation.

Purpose of processing personal data. Personal data shall be processed mainly for the following purposes:

- external employees and consultants management;
- human resource management;
- payroll management;
- accounting;
- vendors management;
- customers management;
- third parties management;
- compliance with applicable laws

Yazaki ensures that it only processes personal data necessary for the purposes indicated above.

Update of personal data. Yazaki shall endeavor to maintain the personal data in its possession or control proper. Data subjects are responsible for informing Yazaki of any changes to their personal data.

4. DISCLOSURE OF PERSONAL DATA

Personal data shall not be shared with third parties, except as explained below.

Disclosure of personal data. We may disclose personal data to the following categories of recipients:

- vendors;
- professional consultants;
- public authorities and administrations;
- customers;
- Yazaki Group companies.

Yazaki may disclose personal data in the following circumstances:

- in the event of an investigation and/or legal request where, in our opinion, such disclosure is necessary to prevent a crime or fraud or to comply with any statute, law, rule or regulation of any governmental authority or any order of any court of competent jurisdiction;
- if we outsource some or all of our business operations to third-party vendors, as we do from time to time. In these cases, it may be necessary to disclose personal data to these vendors. Vendors may sometimes process certain personal data on behalf of and under instructions from Yazaki. We restrict access, use, disclosure and protection of data by these vendors.
- in case of commercial transfers, in a situation of sale or acquisition of companies, subsidiaries or commercial units. In such transactions, personal data may form part of the transferred business assets, but remain subject to protections stipulated in any pre-existing privacy statement;
- where we believe such disclosure is appropriate or necessary for conducting company business, complying with the law, enforcing our policies and other agreements, or protecting the rights, property, or safety of Yazaki, its employees or third parties.

In these circumstances, Yazaki will ensure that personal data is protected from unauthorized access and disclosure.

Transfer of personal data within the Yazaki Group. Data subjects are informed that some data may be transferred with countries or international organizations, provided that these countries offer a level of protection equivalent to the country of origin of the data.

In this regard, Yazaki has put into place appropriate safeguards and entered into the necessary agreements to ensure the complete security of the personal data transferred. These agreements may be provided to you upon request.

5. RIGHTS OF DATA SUBJECTS REGARDING THE PROCESSING OF THEIR PERSONAL DATA

Rights attributed to data subjects. In accordance with the applicable legislation, data subjects have the following rights regarding the processing of their personal data:

- the right to request access to personal data held by Yazaki;
- the right to update or correct any personal data in case of inaccuracy;
- the right to object to the processing of your personal data, for reasons relating to your specific situation;
- the right to request Yazaki to delete personal data, insofar as (i) such personal data are no longer necessary for the initial purposes for which they were collected, (ii)

authorization has been withdrawn and there is no other means to legitimize the processing of personal data, (iii) data subject is against the processing of personal data, (vi) personal data is subject to an unlawful processing;

- the right to request the restriction for processing personal data, if such personal data are considered inaccurate or unlawful, are no longer necessary for processing or if a court decision is pending regarding a claim presented by the data subject;
- the right to data portability;
- right to withdraw consent granted under this Privacy Policy;
- the right to file a complaint with a competent data protection authority, in case of conflicts between the data subject and Yazaki, regarding the processing of personal data, which are not resolved amicably.

Yazaki shall respond to individual privacy concerns and inquiries and shall investigate and resolve all claims. Yazaki undertakes to handle each request from a data subject free of charge and within a reasonable time.

How to exercise these rights. Data subjects can exercise the rights indicated above or question compliance with this Privacy Policy by contacting Yazaki through the following email: dpo@br.yazaki.com or through "Portal do Titular": https://portaldotitular.br.yazaki.com/titular_yazaki.

The Data Protection Officer (DPO) shall ensure that a thorough investigation of all complaints is carried out and shall communicate the results to data subjects within 10 (ten) calendar days (Argentina), 5 (five) business days (Uruguay) and 10 (ten) business days (Paraguay and Brazil). If the complaint is found to be substantiated, the Data Protection Officer (DPO) shall immediately inform the data subject that their complaint has been accepted and shall take all measures to adequately settle the issue raised. If the complaint is rejected by the Data Protection Officer, data subjects must also be informed.

6. DATA STORAGE

Yazaki undertakes not to use personal data for purposes other than those for which the data were collected and that this information shall not be stored for a period longer than necessary to carry out such purposes.

Retention periods shall, in any case, comply with applicable laws and be proportionate to the purposes of the processing.

7. SECURITY, TECHNICAL AND ORGANIZATIONAL MEASURES

It is a top priority for Yazaki to ensure that personal data is properly protected from data breaches, prioritizing confidentiality and completeness.

In this sense, Yazaki implements technical and organizational security measures such as password protection, access permission, encryption, physical and virtual locks, integrated systems for data processing, etc., to ensure an appropriate level of security for the risks posed by the processing and the nature of personal data to be protected.

Sensitive data is processed with specific security measures and access with stricter restrictions.

Yazaki agents can only access personal data for the sole purpose of executing their professional job duties, which are subject to the obligation of confidentiality.

8. PROCEDURES AND GUIDELINES

All procedures, guidelines or policies related to the protection of personal data can be found on Yazaki's corporate intranet, which are permanently accessible to all employees, and are also made available to all new employees and also available on "Portal do Titular": https://portaldotitular.br.yazaki.com/titular_yazaki.

9. REVISION

Yazaki reserves the right to change, supplement and/or revise this Privacy Policy at any time and without prior notice.

In that case, modifications shall be communicated through our intranet, by email and any other possible means under the Data Protection Law.

10. CONTACT

For any questions or inquiries related to this Privacy Policy, Yazaki can be contacted through its Data Protection Committee via email (dpo@br.yazaki.com) or through "Portal do Titular" (https://portaldotitular.br.yazaki.com/titular_yazaki).