

Health and Productivity Management*

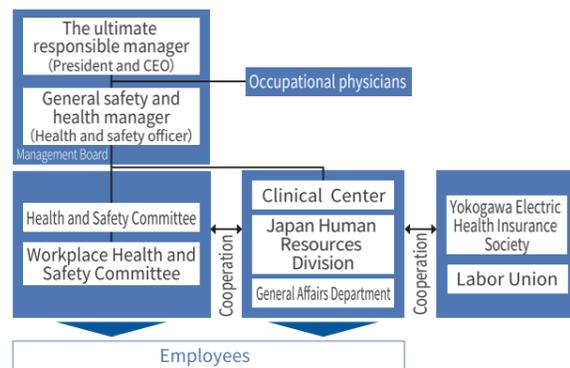
In order for Yokogawa to provide sustainable value and lead the way in solving global issues, it is essential to promote health and productivity management, in which health is considered from a management perspective and strategically practiced. Yokogawa will help its employees autonomously maintain their health while improving their physical and mental health, satisfaction, and happiness, in order to increase engagement and productivity across the Group. In September 2016, the Company established a Health Declaration as a basic policy for health and productivity management with the aim of further accelerating various initiatives related to employee health from the perspective of health and productivity management.

Health Declaration

Yokogawa aims to be a company that supports its employees in their efforts to improve their physical and mental health, encourages the development of lively and stimulating workplaces, and contributes to society.

Health and Productivity Management Promotion System

With the President and Chief Executive Officer assuming the ultimate responsibility and under the leadership of the management team spearheaded by Health and Safety Officers who serve as general safety and health managers, the Health and Safety Committee takes charge of promoting health and productivity management while relevant departments, namely the Clinical Center, the Japan Human Resources Division, and the General Affairs Department in the Human Resources and General Affairs HQ, coordinate with occupational physicians, the Yokogawa Electric Health Insurance Society and Labor Union. The Company has worked on various initiatives under its policy relating to maintaining and improving the health of employees, including working styles that allow flexibility in work locations and times, creating employee-friendly office environments, management of working hours, and health improvement programs.



Through these efforts, the Company has been continuously certified as the Certified Health & Productivity Management Outstanding Organizations of the Ministry of Economy, Trade and Industry (METI) since fiscal year 2017, and has also been certified as the Certified Health & Productivity Management Outstanding Organizations (White500) from fiscal year 2017 to fiscal year 2019 and in fiscal year 2021.

* "Health and productivity management" is a registered trademark of Workshop for the Management of Health on Company and Employee.

Occupational Health and Safety

Yokogawa shall, in recognition that good Occupational Health and Safety (OHS) management is essential for the Group, autonomously strive to promote the health and safety of its personnel, while creating and maintaining a suitable working environment. The Yokogawa Group has established and operates its Occupational Health and Safety Management System (OHSMS) to eliminate occupational accidents and facilitate the continual improvement of its occupational health and safety activities.

We combine activities to remove and reduce potential risks through risk assessment with traditional occupational health and safety activities, such as occupational health and safety patrols and near-misses, to increase the effectiveness of our mechanisms and activities. We aim to acquire ISO45001, the international standard for occupational health and safety management, at all of our 12 principal locations by fiscal year 2023.

Major Occupational Health and Safety Activities

- Promotion of ISO 45001 certification (Fiscal year 2021: 9 out of 12 principal locations acquired)
- Risk assessment (risk source extraction and risk reduction activities)
- Emergency response training (fire extinguisher training, evacuation training)
- Traffic safety education (safe driving and safe use of bicycles)
- Maturity Level Assessment (maturity survey on quality, occupational health and safety and environment)
- Yokogawa QHSE Month (Global awareness activities on quality, occupational health and safety, and environmental awareness)
- Global QHSE Conference (Global meetings to discuss and determine policies and measures by stakeholders in quality, occupational health and safety, and the environment)



Fire extinguisher training in Yokogawa Middle East & Africa

Quality Management

The Yokogawa group meets its customers' expectations by providing products and solutions of uniformly high quality. The driving force behind this is our founding principle of quality-first, which we have followed faithfully for over 100 years.

There are three basic elements of the Yokogawa group's quality management: Quality Assurance (QA), Quality Improvement (QI), and Quality mind (Qm). We believe that we have the ability to meet our customers' expectations and establish enduring relationships of trust only when all of these elements are engaged. The Quality First mindset is critically important in maintaining the high quality of Yokogawa's products and services. All employees of the Group understand the importance of the Quality First mindset and quality is built into every business process in accordance with the rules and approaches shared throughout the Group.

Quality Management : QM

Quality assurance to win customer satisfaction and lasting trust



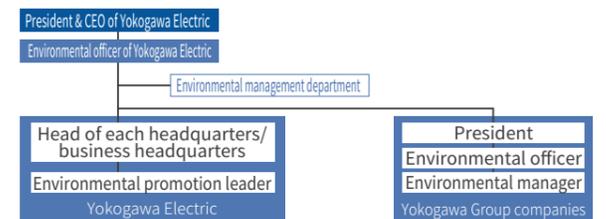
Environmental Management

Yokogawa takes its responsibility to protect the global environment seriously and, recognizing the responsibilities we bear for future generations, we practice environmental management from a medium- to long-term perspective. We promote the efficient use of resources and the significant reduction of greenhouse gas emissions together with our customers and actively work to develop environmentally friendly products and further reduce the environmental impact of the Yokogawa Group's operations.



Environmental Promotion Structure

Group companies have established environmental targets based on the Yokogawa Group Environmental Policy and are conducting environmental activities closely linked with their business activities. To promote global environmental management, under the supervision of Yokogawa Electric's headquarters, Group companies consider measures and review activities in cooperation with the environmental managers of the regional headquarters. The Group's major offices and manufacturing sites around the world are ISO14001 certified.



Information Security

Yokogawa works together with customers to provide solutions. To protect important information entrusted to us by our stakeholders, we implement information security measures from three perspectives: people, equipment, and information technology (IT).

Information Security Promotion System

Yokogawa conducts information security activities based on the concept of the ISO 27001 standard. Information security managers notify each business unit, headquarters, and affiliated company of policies and measures. A secretariat conducts on-site inspections to monitor operations to ensure they are performed in line with rules and takes necessary improvement measures.

To ensure information security, Yokogawa has developed an information security structure at each of its business units, headquarters, and affiliated companies. In addition, it implements a PDCA cycle, which is the key to smooth information security promotion activities.

In conjunction with the above, Yokogawa also has an information security committee to improve its responses to cyberattacks and ensure that customers are able to continue their business activities safely and securely. This committee comprises cybersecurity experts on products and other fields that Yokogawa operates within and works to share information within the Group and understand the latest trends.



For more information on these initiatives, please also visit the Yokogawa website and the Sustainability Report.

<https://www.yokogawa.com/about/sustainability/> →