

## 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, increasing engagement and productivity across the Group. In September 2016, the Company established the 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

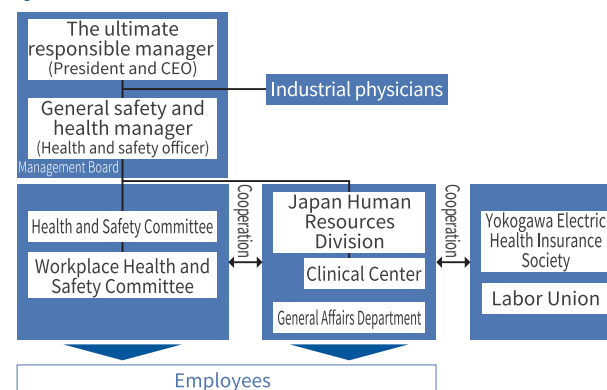
Yokogawa aims to be a company that supports its employees in their efforts to improve their physical and mental health, encourages the development of lively and stimulating workplaces, and contributes to society.

### 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 Japan Human Resources Division, including the Clinical Center, and the General Affairs Department in the Human Resources and General Affairs HQ, coordinate with Industrial 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 was recognized as “the Certified Health & Productivity Management Outstanding Organizations (White500)” for the first time in two years in fiscal year 2023.

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



## Occupational Health & 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 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 existing occupational health and safety activities, such as occupational health and safety patrols and near-misses, to increase the effectiveness of the system and activities. We aim to acquire ISO45001, the international standard for occupational health and safety management, at all of our 12 principal sites by FY2023.

### Major Occupational Health and Safety Activities

- Promotion of ISO 45001 certification (FY2022: 10 out of 12 principal sites acquired)
- Risk assessment (hazard identification and risk reduction activities)
- Emergency response training (fire extinguisher training and 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 raising activities on quality, occupational health and safety, and environment)
- Global QHSE Conference (global meetings to discuss and determine policies and measures by stakeholders in quality, occupational health and safety, and the environment)

## 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 more than 100 years.

The basic way of thinking of Yokogawa Group's quality management is composed of three basic elements: 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 three 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.



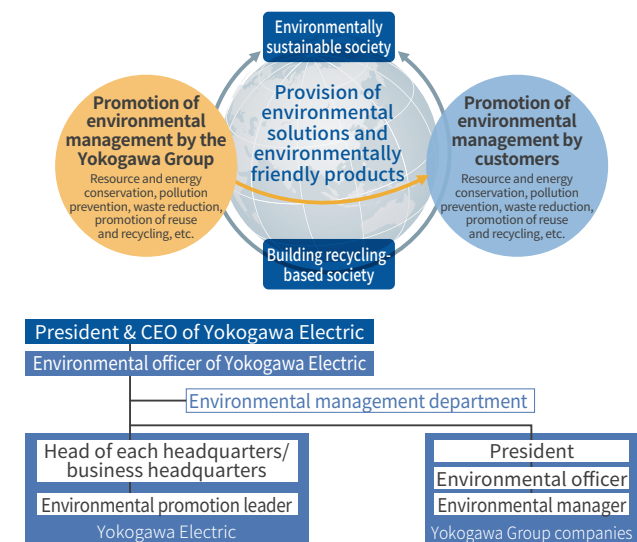
## Environmental Management

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

The 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, environmental management officers at each Group company in Japan and overseas consider measures and review activities under the supervision of the Yokogawa Group's Environmental officer.

The Group's major business and engineering sites around the world are ISO14001 certified, with 83% of production sites having obtained certification.



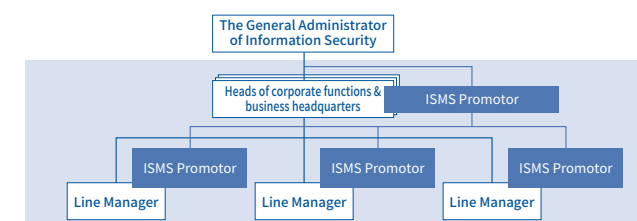
## Information Security

To protect important information entrusted to us by our stakeholders, Yokogawa has established an information security promotion system and implements information security measures.

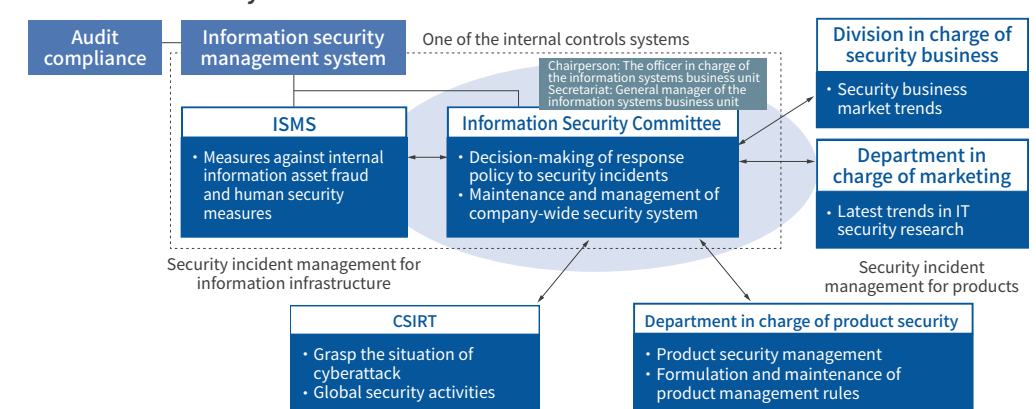
### Information Security Promotion System

Yokogawa conducts information security activities based on the concept of the ISO 27001 standard. The officer responsible for regulating information security management notifies each business unit, headquarters, and affiliated company of policies and measures through information security managers. 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 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 is chaired by the officer responsible for the department in charge of information systems and comprises cybersecurity experts on products and other fields that Yokogawa operates within. The committee works to share information within the Group and understand the latest trends.



### Information Security Committee



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

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