Yamaha Music Europe

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Reporting Period: April 1, 2025, to March 31, 2026

Company Name	Address
Yamaha Music Europe GmbH	Siemensstr. 22-34, 25462 Rellingen

INTRODUCTION

This statement has been issued by Yamaha Music Europe pursuant to reporting requirements in accordance with Part 6, Section 54 of the Modern Slavery Act 2015 (the United Kingdom).

OUR STRUCTURE AND SUPPLY CHAINS

Yamaha Music Europe (YME), headquartered in Rellingen, Germany, imports and sells musical instruments and audio equipment to individuals and corporate customers in the European market including the UK. YME, which is a wholly owned subsidiary of Yamaha Corporation, mainly handles Yamaha brand products (and partially deal with products of other brands). The sales ratio of musical instruments and audio equipment in the Yamaha Group, to which YME belongs, is 66% and 31%, respectively. The Yamaha Group employs 17,886 employees (and on average, an additional 5,730 temporary employees), of which 109 are in the UK. The Yamaha Group has 61 subsidiaries (of which 57 are consolidated subsidiaries) and operates globally in more than 30 countries and regions.

Corporate information for YME and Yamaha Corporation and business details for the Yamaha Group can be found at:
https://de.yamaha.com
https://de.yamaha.com/de/about_yamaha/corporate/index.html
https://www.yamaha.com/en/about/profile/
https://www.yamaha.com/en/about/business/

This statement describes the supply chain of Yamaha brand products (including OEM products for other companies, hereafter referred to as “Yamaha brand products”). Most of the Yamaha brand products are manufactured in manufacturing subsidiaries of the Yamaha Group companies in Japan, China, Indonesia, Malaysia, and India. Locations of these companies can be found at
https://www.yamaha.com/en/about/locations/
https://www.yamaha.com/en/about/locations/group-companies-worldwide/
https://www.yamaha.com/en/about/locations/group-companies-japan/

These Yamaha Group manufacturing subsidiaries source their raw materials and

components from suppliers worldwide. These manufacturing subsidiaries have approximately 2,000 Tier-1 suppliers (this figure includes manufacturing business partners of our Tier-1 trading companies), mainly located in China, Southeast Asian countries, and Japan. We have established long-term cooperative relationships with these Tier-1 suppliers and expect their compliance with the Yamaha Supplier CSR Code of Conduct.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

In accordance with the Guiding Principles on Business and Human Rights, the Yamaha Group, which consists of Yamaha Group Companies including YME, bases its entire business, including transactions within its supply chain, on ethical conduct and integrity. The Group continuously works in accordance with the policies listed below in order to realize its commitment to eliminate modern slavery and human trafficking.

The Yamaha Group also respects the principles set out in the United Nations Global Compact, which stipulate norms of human rights and labour practices. The Yamaha Group has been a signatory of the United Nations Global Compact since June 2011.
https://unglobalcompact.org/what-is-gc/participants/14056-Yamaha-Corporation

The Yamaha Compliance Code of Conduct sets out the Group's commitment towards human rights, the prohibition of forced and child labour, and the protection of labour rights.
The full text of Yamaha Compliance Code of Conduct can be found at
https://www.yamaha.com/en/sustainability/related-information/policy-type/compliance-code-of-conduct/

In January 2018, the Yamaha Group formulated the Yamaha Group Human Rights Policy, which states that the Yamaha Group endeavors to prohibit human rights violations including poor labour practices such as the use of forced labour and child labour, any forms of discrimination in employment practices, and inhumane treatment throughout Yamaha's entire business, through human rights due diligence in line with internationally recognized human rights norms. When formulating the Yamaha Group Human Rights Policy, to effectively eliminate the risk of modern slavery in our business activities, we received advice from experts,

collected comments from all the Yamaha Group companies, discussed the issues at the Managing Council, and received an endorsement from the Director, President and Representative Executive Officer of the Yamaha Corporation.

The Yamaha Group Human Rights Policy applies to all officers and employees of all Yamaha Group companies, including YME, and it is expected that all of the Yamaha Group's business partners uphold the policy.
The full text of the Yamaha Group Human Rights Policy can be found at
https://www.yamaha.com/en/sustainability/related-information/policy-type/human-rights-policy/

To eliminate modern slavery in the Group's supply chain, including business partners of the Group's manufacturing subsidiaries, the Yamaha Group clearly expresses its commitment to responsible procurement, including protection of human rights, by implementing the Yamaha Group Purchasing Philosophy, which includes selection criteria for suppliers. In addition, the Yamaha Supplier CSR Code of Conduct, which suppliers of the Yamaha Group are requested to comply with, establishes detailed requirements aimed at preventing modern slavery in their operations. The Code of Conduct was revised in November 2025 to include specific details such as a prohibition on requiring workers to pay recruitment fees, and to strengthen the requirements by expanding the scope of responsible mineral sourcing.
More details on this can be found at
https://www.yamaha.com/en/sustainability/related-information/policy-type/guideline-procurement/
https://www.yamaha.com/en/sustainability/related-information/policy-type/supplier-code-of-conduct/

DUE DILIGENCE AND RISK ASSESSMENT PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

① Risk Identification Efforts

It is important to us that the Yamaha Group's suppliers share our principles and values, and that they too respect human rights and work towards eliminating modern slavery and human trafficking throughout the supply chain.
The Yamaha Group recognises the importance of formal systems and procedures for managing and overseeing complex supply chains.

In order to implement human rights due diligence, Yamaha Corporation, which oversees the Yamaha Group, continues to maintain awareness of issues associated with human rights risks and the demands from society through participating in the operation of the subcommittee of the United Nations Global Compact Network Japan (GCNJ) on human rights, and through communication with NGOs and experts. ESG investor feedback and engagement also help us understand the demands of society. The Yamaha Group is monitoring human rights risks in countries and regions identified in NGO and specialized agency reports, such as the Trafficking in Persons Report issued by the United States Department of State.
Since fiscal year ending 2020, we have been participating in the CRT Japan Stakeholder Engagement Program and engaging in discussions with organisations, including NPOs and NGOs, to identify important human rights issues by industry.
https://crt-japan.jp/files2025/2025%20Human%20Rights%20Due%20Diligence%20Workshop_en.pdf
By engaging in such discussions, conducting research, and participating in programs, the Yamaha Group is working to identify important human rights issues. Since February 2022, we have been working with experts to systemize the Yamaha Group human rights due diligence process. We created a long list of human rights issues, based on international standards and guidelines, and distilled it down to seventeen key human rights issues based on the characteristics of the Yamaha Group's primary businesses—musical instruments, audio equipment, and music schools—as well as regional and national risks. We surveyed Group companies in Japan and overseas to evaluate likelihood of human rights violations, severity of effect in the event of violation, and vulnerability of management systems and preventative/corrective measures, and then analyzed the results to determine which human rights issues require a prioritized response.

② Description of Identified Risks

Based on the results of the aforementioned systemized evaluation and analysis conducted in cooperation with experts, the three issues of "consistent procurement practices (supplier management)", "harassment and abuse", and "occupational health and safety" were identified as groupwide issues requiring a prioritized response. The Group's manufacturing subsidiaries that manufacture the Yamaha brand products imported and sold by YME are located in Japan, China, Indonesia,

Malaysia, and India, which are classified as Tier 2 and Tier 3 risk regions by the Trafficking in Persons Report issued by the United States Department of State. Because the suppliers from whom these manufacturing subsidiaries source their raw materials and components are also in Tier 2 and Tier 3 countries according to the same report, the Yamaha Group is aware of human rights risks for workers in the supply chain. Timber is a major raw material used in Yamaha brand products, and we are also aware of human rights risks in local communities resulting from illegal logging, etc. We are working to reduce and avoid these risks.

③ Actions to Address Identified Risks (incl. Correction/Redressal)

Dedicated Yamaha Corporation staff assist with occupational health and safety and environmental protection efforts at the manufacturing subsidiaries that manufacture Yamaha brand products in Japan, China, Indonesia, Malaysia, and India, which helps ensure the safety of workers and the local community. These manufacturing subsidiaries have also obtained ISO45001 and ISO14001 management system certifications and are continually working to improve health and safety and environmental protection standards.

In addition, based on opinions of external experts, we added items ensuring respect for human rights to company rules and guidelines applicable to Group companies, including manufacturing subsidiaries, and we began conducting annual human rights monitoring of Group companies based on these rules. In addition to providing individual companies with feedback based on the results of this monitoring and their score, the results are also visualized and shared with all Group companies so that exemplary Group companies can serve as a benchmark to guide the efforts of other companies. We conduct interviews and give advice to Group companies that demonstrate a need for improved efforts.

The Yamaha Group requires compliance with the Yamaha Supplier CSR Code of Conduct as part of the basic transaction agreement with raw material and component suppliers of the Group's manufacturing subsidiaries that manufacture Yamaha brand products. We also assess risks by requesting the suppliers to fill out self-assessment questionnaires (SAQs) developed in accordance with the Supplier CSR Code of Conduct. When any human rights risks of workers or doubtful situations arise as a result of the assessment, the Yamaha Group works with the suppliers based on mutually agreed improvement plans. In the fiscal year ending March 2026, the Yamaha Group requested SAQs from all existing suppliers and as of March 31, 2026 we have received reports from 2,053 of them. Among the suppliers which

completed SAQs, 36% were located in Japan, 33% were located in China, 11% were located in Indonesia, and 4.7% were located in Malaysia. Other locations included Singapore and India. We significantly revised the SAQ to reflect the revisions to the Code of Conduct and add questions that verify the status of initiatives in detail, in order to improve its risk identification function. We are proceeding with the review of each supplier's SAQ responses, providing feedback on the evaluation results and recommendations, and verifying the corrective plans and implementation status for suppliers with items that require immediate attention. SAQ assessments were also conducted for 59 new suppliers in the fiscal year ending March 2026, and as of now no particular issues have been found. Furthermore, from the fiscal year ending March 2024, we have introduced on-site audits, and in consideration of regional risks and the degree of dependence upon our Group (sales ratio), we have had external expert agencies conduct on-site audits of a total of 60 companies, including 18 companies in Japan, 22 companies in China, nine companies in Indonesia, ten companies in Malaysia, and one company in India. As a result, issues such as incomplete employment contracts, attendance records, and pay slips, non-compliance with statutory wages and working hours, and inadequate complaint handling systems were identified, and we are currently requesting corrections and conducting monitoring.

Further, for timber used in Yamaha brand products, due diligence processes have been established to reduce the risk of illegal and/or uncontrolled logging, which may violate the rights of workers and local residents. Procured timber requires documentation specifying its origin and showing that it was legally and sustainably logged. In the event that timber is determined high-risk based on origin, species of tree, etc., additional rigorous investigation, including on-site visits, is conducted to determine legality of logging. We are also expanding efforts to use certified timber and other timber that is procured with an emphasis on sustainability, including the human rights aspect.

OPERATION OF AN INTERNAL REPORTING SYSTEM

The Yamaha Group believes that openness, transparency, accountability, and grievance mechanisms are essential features of an ethical supply chain. The Yamaha Group has been operating an internal reporting system since the fiscal year ending March 2004 to provide consultations and receive reports related to compliance. Internal policies and regulations on this internal reporting system have been formulated with provisions for non-disclosure of information regarding the

whistleblowers and prohibition of unfair treatment as a result of reporting issues. Internal reporting is mainly open to Group employees, and both anonymous and non-anonymous reports are accepted. For Group companies in Japan, in addition to establishing and operating in-house consultation counters, counters outside of companies at law offices, and outside counters operated by outsourced contractors, we are working to increase employee awareness by putting up posters and distributing cards that explain how to use the counters. Group companies outside of Japan have reporting counters operated by those companies, and lawyer consultation counters and externally operated counters were established at each company in the fiscal year ending March 2023. There is also an online counter operated by Yamaha Corporation and available in 16 different languages. The Yamaha Legal Division reviews Group company reporting counter operation status quarterly (four times per year).

Furthermore, in order to respond to reports and consultations related to human rights violations in the supply chain, Yamaha joined the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER) in October 2022 and accepts grievances via the engagement support platform operated by the organization.

As of March 31, 2026, four cases of human rights infringements were reported to these counters in relation to suppliers in Malaysia, which we have addressed.

More details on these reports can be found at
https://www.yamaha.com/en/sustainability/social/value-chain/

In response to these reports and considering the high risk to labor human rights in Malaysia, we conducted an additional document-based investigation of 58 suppliers in Malaysia, and requested corrective measures from 42 companies that were found to be holding passports of migrant workers or had other risks in their work environment.

TRAINING AND CAPACITY BUILDING

The Yamaha Group is engaging in training and capacity building to increase awareness of human rights issues among all Group employees, including executives, and fulfill its corporate responsibility to respect human rights. Provision of information using the corporate intranet, lectures, and research and study groups focused on human rights in the context of operations are all ongoing. We are also engaging in human rights education using the Yamaha Human Rights Guidebook, a human rights education booklet looking at the complete value chain from a

perspective of human rights issues related to Yamaha businesses and operations. In addition, as part of our "Procurement CSR Training," 500 Yamaha Group employees in charge of procurement at domestic and international group companies took e-learning courses, and 220 front-line employees attended practical seminars. Suppliers are also being encouraged to consider environmental and social issues by requesting them to comply with the Yamaha Supplier CSR Code of Conduct and through SAQs. In the fiscal year ending March 2025, a seminar on labor human rights titled "Business and Human Rights" was held for suppliers in Japan, with an external expert invited to speak. In the future, we plan to expand e-learning and other specialized content on responsible procurement to overseas suppliers as well.

ASSESSMENT OF EFFECTIVENESS

Assessment to enhance the effectiveness of due diligence is conducted in the following ways:

- Results of human rights risk assessments and risk reduction efforts by the Yamaha Group are reported to the board of directors of Yamaha Corporation, which reviews the results. (Twice annually)
- In regard to the manufacturing subsidiaries that manufacture Yamaha brand products and other Yamaha Group operations, assessment is conducted via monitoring and auditing by dedicated Yamaha Corporation staff.
- In regard to the suppliers from whom Yamaha manufacturing subsidiaries source their raw materials and components, processes, standards, and tools incorporating advice from outside experts are being updated to enhance effectiveness.
- Yamaha Corporation receives objective evaluations and advice on our initiatives through discussions between external human rights experts and our executive members, primarily those from the Working Group for Human Rights, DE&I.

https://www.yamaha.com/en/sustainability/social/human-rights-and-labor-practices/

FURTHER STEPS

Under the guidance of the “Working Group for Human Rights, DE&I” established under the Sustainability Committee, which is an advisory body to the President and Representative Executive Officer of Yamaha Corporation, we are working to continually improve our systems for determination of human rights issues and risk assessment in the Yamaha Group based on expert advice. In addition, under the

“Working Group for Procurement” established under the Sustainability Committee, we are working to make improvements based on risk assessment and audit results through on-site audits of our suppliers, and requiring compliance with the Yamaha Supplier CSR Code of Conduct from not only suppliers of Yamaha brand products that are manufactured by Yamaha Group manufacturing subsidiaries, but also suppliers of products of other brands within Yamaha Group, products purchased by sales companies for sales purposes, as well as other goods and services used and consumed by Yamaha Group.

We recognise that the socioeconomic impacts of political unrest around the world and global environment issues such as climate change may have posed heightened human rights risks, especially to those who are socially vulnerable.

Going forward, we will work to prevent, correct, and redress adverse human rights impacts by assessing the effects of these global issues on human rights and respect for workers’ rights, improving health and safety measures, stabilizing business relations with suppliers to help ensure job stability for workers in the supply chain, and improving internal reporting system operations.

Radical improvement of human rights issues will require the rectification of severe inequality and discrimination within our society. The Yamaha Group will promote engagement with external organisations and experts who are attempting to solve these problems, along with human rights training and capacity building amongst its employees and suppliers.



Managing Director Yamaha Music Europe GmbH

25 September 2026