

PRIVACY POLICY

Scope

This is a global policy of Yamaha Agriculture Inc. and its subsidiaries (namely, Yamaha Agriculture Australia Pty Ltd and Robotics Plus Limited, Robotics Plus USA, Inc.), together Yamaha Agriculture (YAG).

Privacy Statement / Purpose

At YAG, your privacy and confidentiality are important to us. This privacy statement provides a global summary of the way YAG gathers, handles and safeguards your personal data. It relates to the activities of YAG as these companies are the data controllers of your personal data and will administer personal data in the ways set out in this statement.

This statement covers the personal data we collect about the people we work with including our customers, suppliers and service providers.

We may also give you additional information about your privacy rights at the time we collect personal data from you. It's key that you review and comprehend everything we inform you about your information and the way we need to utilise it.

Individuals in the EEA, the UK, or Switzerland, see refer to our EEA+ Supplemental Data Protection Law Disclosures at page 9.

If you live in California, please refer to our CA Consumer Privacy Act Policy at page 11.

Additional disclosures for those of you who are in New Zealand or Australia are included at the end of this document.

What do we do with your information?

No matter who you are to us, we collect only the personal data we need.

We collect and process personal data about you to meet our contractual obligations to you. We also process some information to meet our legitimate interests, including making sure we're providing the best products and services we can, building strong customer relationships and managing any health, safety and wellbeing issues. We may also ask for your consent to process personal data for marketing or other research or development purposes.

Customers

We collect personal data from you directly when you interact with us on our website, work with us on projects, and when you buy products from us. We may collect personal data about you when you engage with us on social media platforms or contact our staff to discuss your experiences or ask us questions.

Where we collect personal data from you in order to communicate with you, we will inform you how we will utilise your personal data, particularly if we're seeking your consent to communicate with you. Unless we advise otherwise at these times, you do not have to give us personal data but you should note that we may not be able to provide the services or experiences you have sought from us if you don't provide the information we are needing.

The information we collect might include:

- your full name;
- your contact details, including your phone number, physical address and email address;
- information about how you utilise our websites, including:
 - technical information, such as your IP address, browser type and version, time zone setting, operating system and platform;
 - visit information, such as the path you took to our websites, the pages you visited and products you viewed and other ways you utilized our websites;
 - cookies and other tracking technologies (see more below on cookies);
- public social media posts you have made about YAG, including photographs;
- any emails or other correspondence relating to any products or services you have sought from us or complaints or concerns you have raised with us.

Refer to YMC's global policy for more information about categories of information we may collect (<https://global.yamaha-motor.com/en/privacy/>).

Cookies

Cookies are small data files that our website sends to your browser, which may then store on your system for later retrieval by our website. Cookies track your movements through different websites. Cookies are widely utilised on websites to help with navigation and to help personalise your online experience.

Young People / Minors

We limit the information we collect about young people / minors and when legally required to do so, we rely on their parents or guardians to ensure that those in their care do not send any personal data to us without their knowledge.

How we utilise your information

In order to deliver any products or services you have requested from us, and to meet our wider business purposes and interests, we need to utilise your personal data in certain ways. We will generally utilise your information in the ways set out below:

- deliver any services to you or provide any information you have requested from us;
- communicate with you about products, services or offers that we think you may like, based on the personal data you have provided to us;
- comprehend the ways you utilise our products and services, including our websites, or the path you have taken to find us;
- conduct market research into the utilise of our products and services;
- comprehend public sentiment about our products and brand and, where appropriate, respond to comments made about these;
- administer our websites and the utilise of services offered on them, including ensuring that our websites are safe and secure;
- generally improve the products and services we offer, including our websites, and ensure that any negative experiences you have shared with us are addressed;

- generally ensure that we market our products and services effectively and in a way that is relevant;
- disclosure to a government agency or competent court, as required or permitted by applicable local law;
- protection and safety of property and rights; and
- establishing, exercising or defending against legal claims.

How we share your information

We may share your personal data with:

- other entities within the Yamaha Motor Co group of companies, including the YAG Group;
- our trusted information service providers, including cloud storage providers which may be located in the local jurisdiction or overseas;
- our trusted providers of other services, including analytical, research or marketing services, where these services require the utilise or processing of personal data;
- the public, via our websites or social media channels, where you have consented to this or as legally permitted by applicable law; or
- government agencies, or law enforcement agencies, where required or permitted by law.

Suppliers, Customers and Service Providers

The information we collect about you.

We may collect, create and receive personal data about you when you offer your services to, and enter into a contract with YAG. This information will vary depending on your role and relationship with YAG but may include:

- your full name;
- your contact details, including your phone number, address, email address and photo;
- details about your education, experience, work background and any other information provided to us in your service offering;
- information about your immigration status, and entitlement to work;
- health information, where required for your role and as permitted by local law, any disabilities or other conditions that might affect your contractual obligations or our workplace health and safety obligations;
- your driver's license number, where this is relevant to your contractual obligations;

- service provider information, including your national tax reporting information and any bank account numbers you provide to us;
- emergency contact information and details about your next of kin (where necessary);
- your passport details or ID, where necessary to facilitate travel or for banking purposes, or other purposes associated with verification of company information;
- criminal conviction information, where required by the role you are performing, permissible to collect under applicable law and this is relevant to your contract;
- information related to anti-money laundering, including a credit check, where this is relevant to your contract;
- information related to any other due diligence checks we carry out to assess our risk of doing business with you, where this is relevant to our business relationship and where you have agreed to us carrying out such checks;
- any information provided by your nominated referees;
- any information provided by the agency or the organisation that recruited you to provide services to YAG;
- interview notes;
- price for services or remuneration details;
- information about complaints or grievances you may have;
- information generated by your contractual activities, such as passwords or location information;
- identity information when interacting with our websites and uses, such as user name and password;
- biometric information required for access to YAG physical offices and sites, which may include CCTV footage, facial recognition or fingerprint identification information; and
- any emails or other correspondence relating to YAG, its products, or any services you have sought from us or complaints or concerns you have raised with us.

Refer to YMC's global policy for more information about categories of information we may collect (<https://global.yamaha-motor.com/en/privacy/>).

How we utilise your information

We may utilise your personal data to:

- determine your eligibility to provide the services under a Services Agreement, Terms of Trade or other contract, and ensure that you have the necessary skills and qualifications;
- administer and give effect to our contractual relationship with you, including managing shipping/distribution and billing;

- enable computer network access to and security monitoring of YAG's systems, where applicable, and digital support services to be provided to you;
- administer the security and identity of the websites, online portals, web and mobile uses you utilise;
- facilitate inter-group communications, including your business contact information being available on YAG's internal systems;
- facilitate travel and transfers;
- administer your service target/standards and ensure that you are providing the services to YAG in accordance with the terms and conditions set out in your Services Agreement;
- to help us identify and evaluate any compliance issues or risks associated with doing business with you;
- investigate and administer any complaints from or about you;
- ensure your health, safety and wellbeing, including establishing any particular medical requirements for you, ensuring that emergency contacts are maintained and ensuring you remain safe on all YAG sites;
- ensure your compliance with our Supplier Code of Conduct and any other applicable policies; and
- enable your and our compliance with health and safety, tax, immigration and other legislative requirements.

How we share your information

We may share your personal data with:

- other entities within the Yamaha Motor Co group of companies, including the YAG Group;
- our trusted information service providers, including cloud storage providers which may be located in a local jurisdiction or overseas;
- relevant government agencies; and
- relevant YAG employees and related entities, to facilitate travel, transfers, shipping/distribution, due diligence checks or audit, as well as managing your engagement and the obligations under any other contract.

How We Keep Your Information Safe

Where we store your information and how we keep control of it

As a global company, we collect, store and process personal data in a number of countries and facilitate cross-border transfers within the YAG Group and to our trusted data service providers.

Most of the personal data we hold is stored on Microsoft and other cloud platforms.

We retain personal data only for as long as we have a lawful purpose to do so. When we no longer need to utilise it, we securely destroy it.

How we protect your information

We take steps to protect the personal data we collect against loss, unauthorised access and disclosure or any other misuse.

We have technical and organisational security measures in place within YAG's digital environment to protect the information we collect from you. We also utilise contractual protections to protect cross-border transfers within the YAG Group and with our trusted third-party service providers, including intra-group data transfer agreements and standard contractual clauses, as required.

YAG has put a number of policies in place to protect the personal data it holds including the following:

- We have internal privacy policies to train staff on privacy principles and protocols for data protection and security.
- Staff and vendors must agree to Codes of Conduct that include confidentiality and security requirements and ensure that personal data collected or administered on YAG's behalf is accessed and utilised only for legitimate business purposes.
- Our Cybersecurity Policy administers the way staff can access and utilise YAG systems, devices and information.
- We have processes in place to guide our employees to promptly respond to and appropriately administer security and confidentiality incidents and breaches.
- We have a personal data standards and procedures in place that requires staff to take certain precautions before sharing personal data with other organisations, or with new service providers.

How You Can Take Charge of Your Information

We acknowledge that you have rights over the personal data YAG holds about you. To exercise any of the rights set out below, or to make a complaint or ask a question about your information, contact us in any of the below ways:

By email: privacy@yamaha-agriculture.com

Write to YAG Compliance Officer, c/o Yamaha Agriculture Australia Pty Ltd, Suite 209. 50 Holt Street, Surry Hills, Sydney 2010, Australia

Note that you can only access or administer your own personal data, unless you have the consent of another person to access or administer information on their behalf, so we may need to verify your identity and authority before responding to your request.

Once we've verified who you are, we'll try and respond to your request or query as soon possible, and no later the period required by applicable local laws and regulations, if any, after we receive it.

Responses received by you from us should not be shared with others.

Accessing your information

You have the right to request access to or a copy of your personal data. We'll be as open as we can with you but sometimes, we might need to withhold personal data, for example where the information is legally privileged, commercially sensitive or includes personal data about other utilisers or producers. If we do need to withhold information from you, we'll inform you why. Where we can provide you with a copy of the information, we will do so in a structured, commonly utilised and machine-reviewable format and you may have the right to transmit that personal data to another entity without hindrance from us.

Correcting or deleting your information

If you think any of the personal data we hold about you is wrong, you can ask us to correct it. Where we've retained your personal data for purposes that are not directly related to the performance of a contract or to our legitimate business interests – you have the right to ask us to delete it.

If we are unable to correct or delete your information (for example, where we do not agree that it is wrong, or we need the information for a lawful purpose), we'll inform you why. You can ask us to attach your correction request to the information as a statement of correction.

Asking us to stop using your information

We may process the personal data we collect from you in order to meet the requirements of a contract you have with us or to meet our other legitimate business interests. In limited circumstances, you have the right to request that we restrict processing of your personal data.

You may also have given consent for us to utilise your personal data in other ways (for example, to conduct market research or communicate with you about products). While we appreciate your willingness to let us utilise your information in these ways, we understand that you might change your mind from time to time.

If your personal data is processed for direct marketing purposes, you have the right to object at any time to such marketing, including profiling. Further, if you believe we're using your personal data in ways that are not directly related to the performance of a contract you have with us, or to our legitimate business interests, and you have not specifically permitted us to do this, you can also object to this data processing.

If you have declared your consent for any personal data processing activities, you can withdraw this consent at any time. Such a withdrawal will not affect the lawfulness of the processing prior to the consent withdrawal.

Failure to Provide Personal Data

Where we are required by law to collect your personal data, or we need to collect your personal data under the terms of a contract we have with you, and you fail to provide that personal data when we request it, we may not be able to perform the contract we have or are trying to enter into with you. This may apply where you do not provide the personal data we need in order to provide the services you have requested from us. In this case, we may have to cancel the provision of the relevant services to you, in which case we will notify you.

Telling us about your concerns

Sometimes, you might simply want to know how or why we're using your information. You might need more detail about something we've told you in this confidentiality statement. Or, you might want to make a complaint about a decision we've made about your request.

We want you to inform us about your concerns or complaints, whatever they might be. You can email, call or write to us using the details set out above.

You also have the right to lodge a complaint with the regulator or your local data protection authority:

New Zealand
Office of the Privacy Commissioner
Website: www.privacy.org.nz
Address: PO Box 10-094, The Terrace, Wellington 6143

Australia
Office of the Australian Information Commissioner (OAIC)
Website: www.oaic.gov.au
Address: GPO Box 5218, Sydney NSW 2001

If you wish to complain about actions we have taken in another country in which we operate, then you will need to contact your local data protection, or supervisory, authority. You can ask us for help to determine which authority is the right one to contact.

We will review this policy annually to ensure it remains up to date. Updates will be reflected on the website and we will not provide individual notifications for each change.

Regional Disclosures

EEA+ Supplemental Data Protection Law Disclosures

YAG, provides to those living in the EEA (EEA), Switzerland and the UK (EEA+) the following disclosures to supplement the confidentiality statement.

Data Controller: The data controllers are YAG as defined above.

Legal Bases for Processing under European Union and UK law

Legal bases for the processing of your personal data are:

(i) performance of a contract, where we have entered into a contract with you and need to process your personal data to fulfil our contractual obligations to you, such as to facilitate contracts with our producers, vendors, or service providers including managing shipping/distribution and billing and invoicing, administer your service target/standards and ensure that you are providing the services to YAG in accordance with the terms and conditions set out in your contractual agreement, ensure your compliance with our Code of Conduct and other YAG terms and standards, as applicable (Art. 6 (1) lit. b GDPR/UK GDPR).

(ii) our legitimate interests (Art. 6 (1) lit. f GDPR) for personal data passively collected through our site which are the following: to monitor and maintain the performance of the site and to analyse trends, usage and activities in connection with our site, comprehend the ways you utilize our products and services, including our websites, or the path you have taken to find us, conduct market or health research into the utilize of our products and services, comprehend public sentiment about our products and brand and, where appropriate, respond to comments made about these, administer our websites and the utilize of services offered on them, including ensuring that our websites are safe and secure, generally improve the products and services we offer and ensure that any negative experiences you have shared with us are addressed, generally ensure that we market our products and services effectively and in a way that is relevant administer the product distribution and supply process, ensure the quality of your orchard and product, conduct research and development activities in respect of producers, products or orchards, develop marketing material about our producers, administer pest or disease outbreaks, determine your eligibility to provide the services under a Services Agreement, Terms of Trade or other contract, and ensure that you have the necessary skills and qualifications, facilitate inter-group communications, facilitate travel and transfers, to help us identify and evaluate any compliance issues or risks associated with doing business with you, investigate and administer any complaints from or about you, ensure your health and safety, including establishing any particular medical requirements for you and ensuring that emergency contacts are maintained, ensure the health and safety of you and of our staff when they visit your property, respond to any lawful requests from government agencies or law enforcement agencies, work with industry bodies.

(iii) our legitimate interests (Art. 6 (1) lit. f GDPR/UK GDPR) for the transfer of your personal data within the group of companies which are the following: for internal administrative and support purposes (access is limited to colleagues with a need to know), customer and grower support services, quality administrator, HR and personnel administrator, transport and logistics support, digital support and troubleshooting, security monitoring and system access control services.

(iv) compliance with a legal obligation to which YAG is subject (Art. 6 (1) lit. c GDPR/UK GDPR), for example if we are required by law to disclose for the transmission of personal data to law enforcement agencies, or governmental authorities, or to enable compliance with health and safety, tax, employment, immigration and other legislative requirements.

(v) our legitimate interests for the purposes of exercising our legal rights or defending legal claims, legal counsel and external consultants or legitimate interests, such as exercise or defence of legal claims.

(vi) our legitimate interests (Art. 6 (1) lit. b GDPR/UK GDPR) for the transfer of your personal data in connection with a transfer of all or part of our organization or assets which are the following: the orderly transition of all or part of our business.

(vii) our legitimate interests to protect and defend the rights or property of us or third parties, including enforcing agreements, policies and terms of utilise, and in an emergency including to protect the safety of our employees or any person which are the following: to protect the property, rights, and safety of any person and to prevent fraud. Information on the balancing test is available upon request.

Recipients in Third Countries

The personal data that we collect or receive about you may be transferred to and processed by recipients which that are located inside or outside the EEA+ and which are not recognised from an EEA+ law perspective as providing for an adequate level of data protection. When interacting with our site or contacting us, you transfer personal data overseas to New Zealand, Australia, USA and other EU jurisdictions. To the extent your personal data are transferred to countries that do not provide for an adequate level of data protection from an EU or UK law perspective, we will base the respective transfer on appropriate safeguards, such as standard data protection clauses. You can ask for a copy of such appropriate safeguards by contacting us as set out in the contact section. The access of information processed by YAG is limited to recipients with a need to know.

Details of key third party transfers

Period of Data Storage

Your personal data will be retained for as long as necessary to provide you with the services requested and in accordance with YAG's Data Retention Standard, which in most cases does not exceed 10 years. When YAG no longer needs to utilise your personal data to comply with contractual or statutory obligations, we will remove it from our systems and records and/or take steps to properly anonymise it so that you can no longer be identified from it, unless we need to keep your information, including personal data, to comply with statutory retention periods e.g. for tax purposes, audit, and legal compliance for a legally prescribed time period thereafter, or if we need it to preserve evidence within statutes of limitation.

CA Consumer Privacy Act Privacy Policy

This notice and policy supplements information contained in confidentiality disclosures from Yamaha Agriculture Inc and its corporate business affiliates subject to the CA Consumer Privacy Act of 2018, as amended from time to time (“**CCPA**”) as businesses (“**YAG**”) and pertains solely to residents of the State of CA (“**utilisers**” or “**you**”). Any terms defined in the CCPA have the same meaning when utilised in this notice and policy. This notice and policy does not reflect our collection, utilisation or disclosure of CA resident personal data, or data subject rights, where an exception under the CCPA pertains.

1. Your confidentiality rights

Right to know about personal data collected and disclosed, to request deletion of personal data, and opt out of personal data selling

You have the right to request that we disclose what personal data we collect, utilise, disclose, or sell about you specifically (“**right to know**”) and to request the deletion of personal data. To submit a request to exercise the right to know or a request to delete personal data, please submit an email request to privacy@yamaha-agriculture.com.

YAG may ask that you provide certain information to verify your identity. This information will depend on your prior interactions with us and the sensitivity of the personal data at issue. YAG will respond to your request in accordance with the CCPA. If we deny your request, we will explain why.

When a business sells your personal data, you have a right to opt out of such sale. YAG does disclose your personal data gathered through cookies to third party providers as outlined in our cookie policy.

For CA Residents, to opt out of the sale of personal data email us at privacy@yamaha-agriculture.com.

YAG does not have actual knowledge that it sells the personal data of minors under 16 years of age.

2. Personal information handling practices

Categories of personal data we collect about CA inhabitants and have collected in the preceding 12 months can be found in the main section of this statement, and in Yamaha’s global policy (<https://global.yamaha-motor.com/en/privacy/>).

YAG gathers such information from the sources described in the main section of this confidentiality statement.

YAG gathers, utilizes, retains, and discloses your personal data for the purposes described in the main section of this confidentiality statement.

YAG does not respond to “do not track signals”.

3. Sharing of personal data

In the preceding 12 months, YAG disclosed the above referenced categories of personal data to the categories of third parties as described in the main section of this confidentiality statement for a business purpose, in some cases as directed by you.

4. Right to non-discrimination for the exercise of CCPA rights

You may not be discriminated against because you exercise any of your rights under the CCPA in violation of CA Civil Code § 1798.125.

5. Authorised agent

You can designate an authorized agent to make a request under the CCPA on your behalf if:

The authorized agent is a natural person or a business entity registered with the Secretary of State of CA and the agent provides proof that you gave the agent signed permission to submit the request; and

You directly confirm with YAG that you provided the authorized agent with permission to submit the request.

If you utilize an authorized agent to submit a request to exercise your right to know or your right to request deletion, please provide any information YAG requests to verify your identity. The information that YAG asks you to provide to verify your identity will depend on your prior interactions with us and the sensitivity of the personal data at issue.

If you provide an authorized agent with power of attorney pursuant to Probate Code sections 4121 to 4130, it may not be necessary to perform these steps and we will respond to any request from such authorized agent in accordance with the CCPA.

6. Contact for more information

If you have any questions or comments about this notice and policy, the ways in which we collect and utilise your personal data, your choices and rights regarding such utilise, please do not hesitate to contact us at privacy@yamaha-agriculture.com.

NZ and AU Supplemental Disclosures

This section supplements the Yamaha Agriculture Group (**YAG**) Privacy Policy for individuals located in New Zealand and Australia, in accordance with the Privacy Act 2020 (NZ) and the Privacy Act 1988 (AU).

Data Collection and Use

YAG collects and processes personal information in accordance with the Information Privacy Principles (IPPs) in New Zealand and the Australian Privacy Principles (APPs) in Australia. This includes:

- Collecting only the personal information necessary for business operations
- Informing individuals of the purpose for collection
- Ensuring information is accurate, up to date, and stored securely
- Providing individuals with access to and correction of their personal information

Cross-Border Data Transfers

As a global organisation, YAG may transfer personal information to jurisdictions outside New Zealand and Australia, including to the United States, the European Union, and other countries where YAG or its service providers operate.

In New Zealand, cross-border transfers are governed by IPP12. YAG takes reasonable steps to ensure that overseas recipients are subject to privacy protections that are comparable to those under the Privacy Act 2020.

In Australia, cross-border disclosures are governed by APP 8. YAG ensures that overseas recipients do not breach the APPs or otherwise obtains consent from individuals before transferring personal information.

Your Rights

You have the right to:

- Request access to your personal information
- Request correction of inaccurate or incomplete information
- Withdraw consent for processing (where applicable)
- Make a complaint about how your personal information is handled

To exercise these rights, please contact us at:

Email: privacy@yamaha-agriculture.com

Mail: YAG Global Data Protection Officer, c/o Yamaha Agriculture Australia Pty Ltd, Suite 209, 50 Holt Street, Surry Hills, Sydney 2010, Australia.

Complaints and Regulatory Contacts

If you are not satisfied with our response, you may contact your local privacy regulator:

New Zealand

Office of the Privacy Commissioner

Website: www.privacy.org.nz

Address: PO Box 10-094, The Terrace, Wellington 6143

Australia

Office of the Australian Information Commissioner (OAIC)

Website: www.oaic.gov.au

Address: GPO Box 5218, Sydney NSW 2001