

# **KINUGAWA RUBBER INDUSTRIAL GROUP**

## **HUMAN RIGHTS POLICY**

### **1. Introduction**

The KINUGAWA RUBBER INDUSTRIAL Group (the "Group") contributes to the development of society through the manufacture of automotive components. Our business activities are supported by employees, business partners, and local communities. The Group recognizes respect for human rights as one of its key management priorities. This Policy sets out the Group's commitment to respecting human rights and the actions it will take to uphold that commitment. This Policy was approved by the Board of Directors and is implemented under the responsibility of the President and Representative Director.

### **2. Basic Approach to Human Rights**

The Group supports the International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Based on these international standards, we strive to avoid causing or contributing to adverse impacts on human rights through our business activities. While complying with the laws and regulations of the countries and regions in which we operate, where local laws differ from internationally recognized human rights standards, we will seek ways to respect internationally recognized human rights principles to the greatest extent possible.

### **3. Scope of Application**

This Policy applies to all officers and employees of the Group, regardless of employment status. We also expect our suppliers, contractors, and other business partners to understand and support the principles of this Policy.

### **4. Human Rights Issues of Particular Importance to the Group**

#### **1) Prohibition of Forced Labor, Child Labor, and Human Trafficking**

The Group prohibits all forms of forced labor, child labor, and human trafficking.

#### **2) Non-Discrimination and Respect for Diversity**

The Group does not tolerate discrimination based on race, nationality, gender, age, disability, religion, sexual orientation, gender identity, or any other status, and respects diversity in all its forms.

#### **3) Prevention of Harassment**

The Group does not tolerate harassment, including power harassment and sexual harassment.

#### 4) Safe and Healthy Working Environment

Safety is a top priority. We strive to prevent occupational accidents and provide a safe and healthy workplace.

#### 5) Appropriate Working Hours and Wages

The Group complies with applicable laws regarding working hours and wages. In addition to observing minimum wage requirements, we will continuously and progressively promote initiatives toward achieving a living wage.

#### 6) Respect for Freedom of Association

The Group respects employees' legal rights to freedom of association and collective bargaining.

#### 7) Respect for the Human Rights of Foreign Workers

The Group takes appropriate measures to ensure that foreign workers and technical intern trainees are treated fairly and respectfully.

#### 8) Protection of Personal Information and Privacy

The Group appropriately manages and protects personal information and privacy.

#### 9) Consideration for Local Communities

The Group seeks to minimize noise and environmental impacts and contribute positively to local communities.

### 5. Efforts to Identify and Prevent Human Rights Impacts

The Group continuously assesses potential and actual adverse human rights impacts. We identify risks, evaluate potential issues, implement preventive measures, verify their effectiveness, and make improvements where necessary.

### 6. Remediation and Remedy

Where the Group causes or contributes to adverse human rights impacts, or where such impacts become apparent, we will promptly investigate the facts and take appropriate corrective action. We will provide remediation and remedy to affected individuals where appropriate. Where issues are identified within our business relationships, we will seek improvements and provide support as necessary.

## 7. Reporting and Consultation Channels

The Group maintains channels through which human rights concerns may be reported or discussed. Reports may be made anonymously. Personal information and report details are protected and handled confidentially. Retaliation against those who raise concerns in good faith is strictly prohibited. Reported matters will be investigated and addressed appropriately.

## 8. Education and Awareness

The Group provides regular education and training on human rights to officers and employees. Managers are expected to play a key role in fostering a respectful working environment. We will also engage with suppliers as appropriate.

## 9. Dialogue and Disclosure

The Group values dialogue with employees, business partners, local communities, and other stakeholders. Feedback received will be used to enhance our initiatives. We will disclose information regarding our human rights efforts appropriately through our website and other reports.

## 10. Governance

The Board of Directors oversees the implementation of this Policy. A responsible executive and/or department will be designated to drive human rights initiatives and report progress regularly to the Board.

## 11. Review

This Policy will be reviewed periodically in light of changes in society and the business environment. Through continuous improvement, the Group will strive to enhance the effectiveness of its human rights initiatives.

July 1, 2026

KINUGAWA RUBBER INDUSTRIAL HOLDINGS CO., LTD.

Representative Director,

President and Chief Executive Officer (CEO)

*Mineo Masuda*