

## Kubota Group Human Rights Policy

The Kubota Group hereby declares as its Human Rights Policy that it supports international standards with regard to human rights and respects these as our birthright of all people. The Kubota Group respects the human rights of all people affected by its business activities in accordance with the procedures outlined in "The Guiding Principles on Business and Human Rights."

### 1. Basic understanding

The Kubota Group supports and respects "The International Bill of Human Rights (including the Universal Declaration of Human Rights)" and "The ILO Declaration on Fundamental Principles and Rights at Work\*," as well as conventions on workers' human rights, including wages and working hours, and international codes of conduct related to human rights. We also support and respect the 10 principles of the United Nations Global Compact. This policy is a commitment to respect human rights based on the Kubota Group's Charter for Action, the Code of Conduct, and internal policies and regulations.

\* This includes respect for the core labor standards of "prohibition of child labor," "prohibition of forced labor," "elimination of discrimination," "recognition of freedom of association and collective bargaining rights," and "safe and healthy working environment."

### 2. Scope

This policy applies to all executives and employees working for the Kubota Group. We also expect that all parties involved in the Kubota Group's business, products and services will understand and support this policy.

### 3. Responsibility of respect for human rights

The Kubota Group recognizes that its business activities may directly or indirectly have a negative impact on human rights, and fulfills its responsibility to respect human rights by not violating the human rights of those affected by its business activities, and by taking appropriate measures to correct any negative impact on human rights caused or worsened by its business activities. If it is suspected that a negative impact on human rights by business associates, etc. is related to the Kubota Group's business, products, or services, appropriate measures will be taken together with the relevant parties to prevent recurrence.

### 4. Human rights due diligence

The Kubota Group hopes to quickly understand, identify, and appropriately address the possibility that its business activities and business relationships may cause or worsen to negative impacts on human rights and have negative impacts on human rights. The Kubota Group continuously conducts human rights due diligence in accordance with the United Nations "Guiding Principles on Business and Human Rights."

5. Engagement

Through dialogues with holders of human rights inside and outside the Group, including risk assessments that examine the possibility of negative impacts on human rights in business activities and value chains, we will deepen our understanding of outstanding human rights issues and utilize these in our efforts to respect human rights. We guarantee the right to work and respect dialogue with rights holders and organizations. We will also engage in dialogue with third parties who have knowledge into human rights as appropriate.

6. Training and education

We will provide training to all Kubota Group executives and employees continuously so that they can deepen their interest in and understanding of human rights and take appropriate action in their duties. At the same time, we will make efforts to gain the understanding of this policy among our business associates.

7. Remedy

If it becomes clear that the Kubota Group's business activities have caused a negative impact on human rights, or if it becomes clear or suspected that the Group is involved through business relationships, the Group will take remedial measures, including the restoration of rights, to prevent or reduce the impact.

8. Person to be responsible

The Head of Human Resources and General Affairs Division is responsible for the implementation of this policy and supervises its implementation. The Kubota Group Risk Management Committee (Chairperson: President) receives reports on its activities, monitors these, and provides appropriate instructions.

9. Disclosure

The human rights activities of the Kubota Group will be disclosed as appropriate on the Kubota Group website or equivalent, with the necessary consideration for privacy or secret, etc. given to relevant parties.

10. Applicable laws

The Kubota Group complies with the laws and regulations of each country or region in which it operates. Where there is a conflict between internationally recognized human rights and local legislation or enforcement, we will seek ways to ensure maximum respect for internationally recognized human rights principles.

The Kubota Group Human Rights Policy was approved and resolved by the Board of Directors of Kubota Corporation on 19<sup>th</sup> December 2023.

It is hereby declared and disclosed to all stakeholders together with the signature of the President and Representative Director of Kubota Corporation, which represents the Group.

19<sup>th</sup> December 2023

Yuichi Kitao,  
President and Representative Director,  
Kubota Corporation