

■ Human Rights Due Diligence – Survey to migrant workers

In July 2024, a third-party anonymous questionnaire survey was conducted on the living environment and working conditions of Kubota employees migrated to Japan with the status of "Technical Intern Training" or "Specified Skilled Worker" (hereinafter referred to as "migrant workers") at Kubota's 6 offices in Japan. The summary of the survey is as follows.

- Nationalities of migrant workers: Indonesia, Vietnam
- Number of surveyed, Response rate: 257 persons in total (98%)
- Languages of the survey: Mother languages of migrant workers (Indonesian or Vietnamese)
- Content of the survey: Anonymous questionnaire for living environment and work as per Dhaka principles
- Survey conducted by: Caux Round Table Japan (NPO) (CRT Japan)

■ Third-party Interview

In September 2024, a questionnaire researcher (CRT Japan) interviewed 4 migrant workers from a single workplace. The results of the interview are as follows.

Summary of interview reported by CRT Japan

- Following each point was confirmed from 4 attendants
 - ✓ "Keeping the passport under one's control"
 - ✓ "No payment was made for employment at Kubota"
 - ✓ "Salaries have been paid as contracted and without delay, and between 45% and 60% of take-home pay has been saved"
 - ✓ "Satisfied with Kubota's welfare"
- Following expectations were given by those attendants for improvement in one's working facility.
 - ✓ "better to increase awareness on mechanisms, such as 'Kubota Hotline,' by which migrant workers can file complaints"
 - ✓ "better to have further improvement for communications between migrant workers and the company, by explanation for company's rules and regulations to them"
 - ✓ "better to increase understanding and insight into their own culture, religion and language, to make them work and live safely"

■ Response to items requiring action

Base on the results of a questionnaire survey on migrant workers reported by CRT Japan, Kubota decided to check the situation at each of its 6 facilities and to improve its response to migrant workers.

The following measures were taken in November 2024 at 1 location where interviews were conducted.

- Salary statement: For workers with Vietnamese nationality, Vietnamese translation was added to make it easier to understand.
- Prayer's room: By hearing from Muslims there, the opinion was not shown necessity of it at this moment. Then, information was given as it would be prepared on future demand.