

## Kubota Group Statement on the U.K. Modern Slavery Act 2015 for Year ending December 2023

Kubota Corporation and its affiliated companies (hereinafter called the “Kubota Group”) makes the following statement in accordance with the provisions of Section 54 of the U.K. Modern Slavery Act 2015. It sets out the steps we have taken as a business during year ending 31 December 2023 to prevent slavery and human trafficking in our own operation and supply chains.

### **1. Organization’s structure, Kubota Group business and supply chains**

- Kubota provides solutions to 120 countries and regions, leveraging a diverse range of products, technologies, and services, in the fields of food, water, and the environment, all of which are indispensable parts of our lives. We employ approximately 52,608 people (consolidated) as of December 2023. More information is available on our website at <https://www.kubota.com/corporate/overview/index.html>.
- Parts and some of the completed Kubota products are procured from procurement partners in Japan and overseas. As of December 2023, we had approximately 3,900 procurement partners.
- Our human rights governance is led from the top. The Group Risk Management Committee, chaired by the President, oversees our human rights initiatives. The Group Risk Management Committee receives reports on activities from the head of Human Resources and General Affairs Division, who is responsible for the implementation, monitors and provides appropriate instructions to relevant parties.

### **2. Policies**

#### **(1) Policy applied to the Kubota Group**

- Kubota Group has established the “Kubota Group Human Rights Policy” in 2023, in accordance with the principles and procedures of internationally recognized human rights as set out in the International Bill of Human Rights (including the Universal Declaration of Human Rights), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. Based on the policy, we have been advancing human rights initiatives. We support and respect the Ten Principles of the UN Global Compact. More information is available on our website at <https://www.kubota.com/sustainability/society/rights/index.html>.
- “Kubota Group Charter for Action” indicates the basic position of the company regarding the corporate social responsibility of the Kubota Group. As part of that Charter for Action, the policy on respect for human rights is defined as follows.

“Respecting Human Rights: The Kubota Group respects the human rights and dignity of all people, and does not violate human rights.”

More information is available on our website at <https://www.kubota.com/sustainability/employee/conduct/index.html>.

- “Kubota Group Code of Conduct” ensures that each person working in the Kubota Group puts the “Kubota Group Charter for Action” into practice. This Code of Conduct defines the following regarding respect for human rights.

Respecting human rights:

- We support the Universal Declaration of Human Rights, and respect the human rights of all people.
- We do not discriminate or violate human rights on the basis of nationality, race, age, gender, sexual orientation, and gender identity (\*), disability, or for any other reason whatsoever.

(\* ) Gender identity refers to the concept of “how one identifies in terms of one’s gender.”

- We do not permit forced labour or child labour, and also request our business partners for compliance in this regard.

More information is available on our website at <https://www.kubota.com/sustainability/employee/conduct/index.html>.

#### **(2) Policy applied to supply chains**

- Kubota expects our procurement partners to respect human rights in “Kubota Group CSR Procurement Guidelines” as follows;

Respecting human rights:

We requested to

- Support the Universal Declaration of Human Rights and respect the human rights of all people.
- Not discriminate or violate human rights on the basis of nationality, race, age, gender, or for any other reason whatsoever.
- Not permit forced labour or child labour, and also request our business partners for compliance in this regard.
- Promote prohibition of use of the conflict minerals used by the anti-social militant forces as their financial sources; and if any uses of these minerals are detected, promptly take proper actions toward discontinuation of the uses.

More information is available on our website at <https://www.kubota.com/sustainability/society/procure/index.html>.

### **3. Due diligence (Including risk assessment and risk management)**

#### **(1) Kubota Group**

- The Kubota Group Charter for Action and Code of Conduct include statements on respect for human rights. These are distributed and explained to employees when they join the company and the employees submit a written pledge that they will observe them. In fiscal 2022, 9,070 nos. of written pledges were submitted. As for in fiscal 2023, under survey.
- A survey of each company in the Kubota Group regarding the situation of human rights is implemented each year to check the situation. In fiscal 2023, 69 companies were surveyed.
- In addition, each company of the Kubota Group has established an internal whistleblowing system and contact points to deal with acts that are dishonest, illegal or harassment, including reports about human rights violations.
- The Kubota Group assessed the potential human rights risks in its business activities and across supply chains, having 32 managers from various departments and Kubota group companies participated, receiving a guidance from a third-party expert on business and human rights. The process of our human rights risk assessment and human rights risks identified through the assessment are available on our website at <https://www.kubota.com/sustainability/society/rights/index.html>.

#### **(2) Supply chains**

- Procurement Policy and the “Kubota Group CSR Procurement Guidelines” are published on the company’s website and business partners are expected to comply with them.
- Kubota started to monitor the situation by requesting business partners to answer “CSR Procurement Self-Assessment” in fiscal 2018. In fiscal 2023, the survey was conducted against approx. 220 of major business partners in Japan. After the survey, we gave them feedback about the result and pointed out what to improve on each company. Regarding the items receiving poor evaluation, we request them to take voluntary actions. Depending on the results of the Self-Assessment, we also give support to the partners which need improvement by interview and visit.
- “Supplier Hotline” is available for suppliers and it shall be effective to make a transparent and a fair transaction, and also to make early detection and recovery from improper issues.

### **4. Training (Including report on activities during period concerned)**

#### **(1) Kubota Group initiatives**

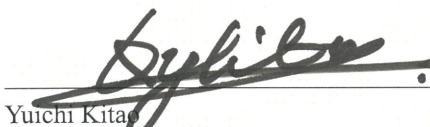
- We conducted human rights training at Kubota Group companies in Japan, explained recent trends in human rights issues to raise the awareness of employees. In fiscal 2023, 30,276 employees participated in the training.

#### **(2) Initiatives for the supply chain**

- We explained Human Rights Due Diligence at a briefing for procurement partners in Japan and requested cooperation in its implementation.

This Statement has been approved by the Board of Directors of Kubota Corporation on 10 May 2024.

## **KUBOTA Corporation**

  
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Yuichi Kitao  
President and Representative Director