

■ Implementation of Human Rights Assessment

In March 2023, the Kubota group assessed the potential for negative human rights impact on stakeholders in its business activities and value-chains (risk assessment). A risk assessment meeting was held and brought together 32 managers from various departments, including administration, control, procurement, manufacturing, logistics, constructions, and general corporate duties of Kubota Corporation and some Kubota group companies.

The assessment was supported by Caux Round Table Japan, a non-profit organization, in order to enhance its appropriateness, by ensuring the participants were involved in discussions based on their understanding of business and human rights, and third-party perspectives were also taken into account to promote discussion.

◆ Targeted Human Rights Issues on the Assessment

Human rights issues covered at the risk assessment and the result are shown as below.

- Decent wages
- Decent working time
- Discrimination in the working place
- Occupational health and safety
- Access to remedy risk
- Freedom of association and collective bargaining
- Forced labor
- Child labor
- Migrant workers
- Land, property and housing rights
- Security forces and human rights
- Indigenous peoples' rights
- Right to privacy

■ Results

Results of the Human Rights Risk Assessment in 2023 is shown as below.

Process to identify human rights issues

- Investigate human rights issues related to the Kubota Group's business and supply chains.
- The ESG Promotion Department and other general managers shall confirm the relevance of the investigated human rights issues to the businesses and supply chains for which they are responsible, based on understanding of both "Business and Human Rights" and actual operations.
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Human rights issues identified through the risk assessment

Through the risk assessment, the following human rights issues within the group operation and across our supply chain were identified.

- Decent wages
- Decent working time
- Discrimination in the working place
- Migrant workers
- Access to remedy risk