

Modern Slavery Act Transparency Statement for Fiscal Year 2025

"This statement outlines the steps taken to prevent slavery and human trafficking within the business and supply chains of KYB Corporation (hereinafter referred to as the 'Company') and its subsidiaries (collectively referred to as the 'KYB Group') during the fiscal year 2025, in accordance with Article 54, Part 6 of the Modern Slavery Act 2015 enforced in the U.K."

1. Summary of KYB Group's Business, Structure and Supply Chains

1) Summary of KYB Group's Business

The KYB Group's core business revolves around the manufacture and sale of automobile parts (such as shock absorbers for automobiles, motorcycles and others) and hydraulic equipment (for industrial use, automobiles, aircraft and more) and special-purpose vehicles.

2) Structure of the Company

"The KYB Group operates business in Japan and in 23 other countries, with 14 companies incorporated in Japan and 34 companies incorporated overseas. The Company operates a sales office in the U.K. (KYBUK), which sells KYB Group products."

3) Supply Chains

The KYB Group sources raw materials and parts from a variety of suppliers in Japan and overseas.

2. Relevant Corporate Policies of KYB Group

The KYB Group established its Human Rights Policy in March 2025 to ensure respect for human rights throughout the operations of all Group companies and across its entire supply chain, thereby contributing to the realization of a sustainable society, strengthening ESG management, and maintaining and enhancing social trust. In addition, specific requirements, including the prohibition of child labor, forced labor, and the use of conflict minerals, are stipulated in the KYB Group Code of Conduct and Basic Procurement Policy.

Based on these policies, the KYB Group seeks to promote respect for human rights as a fundamental element of its business activities and to achieve continuous improvement in its efforts, thereby striving to be a corporate group trusted by society.

For more detailed information on these policies see:

(Basic Policy on Human Rights) https://www.kyb.co.jp/english/company/csr/soc_human_rights.html

(Corporate Guiding Principles) <https://www.kyb.co.jp/en/company/philosophy.html>

(Supply Basic Policy) https://www.kyb.co.jp/english/company/csr/sup_scm.html

3. Efforts of KYB Group in FY 2025

The Company established the CSR Division (current ESG Division) in FY 2017 and has been promoting initiatives to fulfill our social responsibilities in a systematic and professional manner.

Based on our Human Rights Policy, The KYB Group are aware of its social responsibility in respect of the supply chain and clearly stipulates in its Corporate Guiding Principles in addition to prohibiting human rights violations and forced and child labor that the Group opposes forced and child labor in the supply chain, thereby strictly enforcing their prohibition.

1) Implementation of Human Rights Due Diligence

The KYB Group conducted human rights due diligence in 2025 in accordance with “the United Nations Guiding Principles on Business and Human Rights” and the guidelines issued by the Government of Japan.

As a result, we recognized that there are areas within our Group's operations and supply chains that require particular attention from a human rights perspective. We will continue to monitor these areas and take appropriate measures, including reinforcing awareness of our human rights initiatives and improving relevant systems and processes, in order to further promote respect for human rights throughout our business activities and supply chains.

2) Remedy

The KYB Group accepts reports and consultations regarding human rights issues through its whistleblowing hotline. This hotline is available to all officers and employees of the Group, as well as employees of business partners, including contractors and subcontractors.

In addition, the Group provides a dedicated harassment consultation hotline through which employees may seek advice and report concerns related to harassment.

3) Implementation of Awareness Raising Activities

To promote awareness and understanding among employees, the KYB Group published an article in its internal newsletter outlining the overall framework for respecting human rights in its business activities, including (i) policy commitment, (ii) human rights due diligence, and (iii) access to remedy.

And KYB Group conducts a 'Compliance Enhancement Month' every October, during which KYB Group provide training to all employees on our Corporate Guiding Principles. These principles emphasize respect for human rights and fulfilling our social responsibility within the supply chain using materials with illustrations etc. to enhance understanding.

The KYB Group also explains its initiatives to respect human rights to its business partners through procurement policy briefing sessions.

4) Efforts to Our Supply Chains

To ensure that the KYB Group does not contribute to human rights abuses or armed conflict, we annually request our suppliers to cooperate with conflict minerals surveys conducted in accordance with the principles of the Dodd-Frank Act.

Furthermore, in light of the addition of cobalt and mica to the minerals covered under Annex II of the OECD Due Diligence Guidance, the KYB Group is carrying out due diligence and surveys relating to these minerals.

4. Our Future Steps

Based on the KYB Group's Basic Policy on Human Rights, we will continue educating and raising awareness about the prohibition of human rights violations and slave labor within our group and among our suppliers and so on. Additionally, The KYB Group will promote appropriate actions to address the issues identified through its human rights due diligence process through dialogue with relevant internal departments and suppliers. We will continue to conduct ongoing monitoring and reviews and further strengthen our efforts to respect human rights throughout our business activities and supply chains.

This Statement has been approved by the Board of Directors as of July 9th 2026.

8/24/26



Masahiro Kawase
Representative Director, and President, CEO