

Modern Slavery Act Transparency Statement for Fiscal Year 2024

"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 2024, in accordance with Article 54, Part 6 of the Modern Slavery Act 2015 enforced in the U.K."

1. Summary of Our Business, Structure and Supply Chains

1) Summary of Our Business

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

2) Structure of the Company

"The KYB Group conducts business in Japan and in 23 other countries, with 10 companies incorporated in Japan and 31 companies incorporated overseas. The Company has a sales office in the U.K. (KYBUK), which sells KYB Group products."

3) Supply Chains

The KYB Group procure raw materials and parts from various suppliers from Japan and overseas.

2. Relevant Corporate Policies of KYB Group

The KYB Group opposes slavery and human trafficking in its own business and across its entire supply chain. The KYB Group fulfills its social responsibility by promoting *CSR activities, such as establishing comprehensive corporate ethics that include legal compliance, and by setting up Corporate Guiding Principles and a Supply Basic Policy with specific measures aimed at prohibiting child and forced labor and the use of conflict minerals.

In March 2025, the KYB Group also established a Human Rights Policy to promote business practices that respect human rights throughout the Group and its supply chain, with the aim of strengthening ESG management and maintaining public trust."

For more 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/english/company/guidelines.html>

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

3. Efforts of KYB Group in FY 2024

The Company established the CSR Division (current CSR & Safety Control Division) in FY 2017 and has been working to promote CSR in an extensive and specialist manner. Aware of its social responsibility in respect of the supply chain, the KYB Group 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 Awareness Raising Activities

The KYB Group conducts a 'Compliance Enhancement Month' every October, during which we 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.

Additionally, we have conducted paper inspections with our 709 domestic first-tier suppliers regarding their efforts on environmental issues, human rights, responsible mineral sourcing, and other aspects of corporate social responsibility within the supply chain.

In 2021 paper inspections, we suggested that suppliers who lacked clear policies addressing modern slavery in their internal rules should include such measures. As a result, approximately half of the suppliers reviewed and updated their policies.

Furthermore, we are pleased to see that approximately half of the suppliers have started to educate and inspect their secondary suppliers, indicating an improvement in corporate social responsibility awareness within the supply chain. We will continue promoting these educational activities.

2) Efforts to Our Supply Chains

Regarding the prohibition of using conflict minerals, every year we ask our suppliers to cooperate with the Responsible Minerals Initiative (RMI) survey by completing a questionnaire on the purchase status of 3TG (tantalum, tungsten, tin, and gold) from smelters in the Democratic Republic of the Congo (DRC) and nine surrounding countries.

3) Whistleblower hotline

In order to prevent, swiftly detect, and correct any wrongdoing, all employees, directors, and officers in Japan and overseas can use our established internal and external whistle-blowing systems.

Furthermore, the internal whistle-blowing system is open to employees, contractors, and subcontractors of our trading partners for reporting organizational or personal violations of laws and regulations.

4. Our Future Steps

Based on the Kayaba 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. Additionally, we will establish and continuously implement a human rights due diligence system. We believe that respecting the fundamental human rights of all individuals is a crucial element for our business, and we will strive to prevent slave labor and human trafficking.

This Statement has been approved by the Board of Directors as of July 8th 2025.

July 8th. 2025



Masahiro Kawase
Representative Director, and President, CEO