

Toyodenso Group Human Rights Policy

In 2022, 75 years since its founding in 1947, the Toyodenso Group

We have restructured our corporate philosophy of "We value 'Wa' and contribute to the future society by providing products full of dreams with reliable and reliable technology."

"Wa," an important spirit that has been passed down from generation to generation since our founding, is also about "respecting people."

In order to fulfill our responsibility to respect the human rights of stakeholders affected by our business activities, we have established The Toyodenso Group Human Rights Policy (hereinafter referred to as "this Policy") and will promote initiatives to respect human rights based on this policy.

1. Commitment to the "respect for Human rights"

The Toyodenso Group respects the principles on fundamental rights listed in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. In addition, we endorse the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, and work to put them into practice in our business activities. The Toyodenso Group complies with the laws and regulations of each country and region in which it conducts business activities. If the laws and regulations of the relevant country or region conflict with internationally recognized human rights, we will seek ways to honor the internationally recognized human rights to the greatest extent possible.

2. Priority Human Rights Issues

The Toyodenso Group is committed to respecting and promoting human rights throughout its business activities. We shall address the following priority human rights issues:

- Providing a safe and clean working environment for employees.
- Ensuring and properly managing wages, working hours, rest periods, employment stability, and other working conditions in accordance with applicable laws and regulations and international standards.
- Respecting social dialogue and the principles of freedom of association and collective bargaining.
- Providing opportunities for human resource development, education, and training.

- Prohibiting and preventing child labor, forced labor, and human trafficking.
- Prohibiting and preventing discrimination and harassment.

3. Scope of application

The Policy applies to all executives and associates of the Toyodenso Group (Toyodenso Co., Ltd., and its subsidiaries). We also hope that all business partners will understand and support this policy.

4. Governance

The Toyodenso Group has established respect for human rights as one of the most important management issues, and while clarifying the officers responsible for the formulation and implementation of this policy, it will establish an appropriate internal system and reflect it in the necessary business policies and procedures.

5. Human rights due diligence

The Toyodenso Group will identify negative impacts on human rights and establish and continuously implement a human rights due diligence* system to prevent or mitigate such negative impacts.

(*Processes implemented to identify, prevent, and mitigate negative impacts on human rights)

6. Remedy

If it becomes clear that a negative impact on human rights has been caused or facilitated, The Toyodenso Group will work to correct the incident and develop an effective grievance mechanism to enable appropriate remedies.

7. Dialogue and Consultation with Stakeholders

The Toyodenso Group will utilize external expertise and engage in dialogue and consultation with relevant stakeholders in order to enhance and improve its efforts to respect human rights.

8. Education

The Toyodenso Group will conduct appropriate education and awareness-raising activities to promote understanding and practice of this policy.

9. Information Disclosure

The Toyodenso Group will appropriately disclose information on its efforts to respect human rights through its website and other means.

* This policy has been approved by the Company's Management Committee and Board of Directors.

Established: July 1, 2026

Toyodenso Co., Ltd.



Kiyoshi Koide

Director, President and Representative Executive Officer, Chief Executive Officer