

■ Human Rights Due Diligence – Survey to migrant workers

In June 2025, an anonymous questionnaire survey was conducted on the living environment and working conditions of Kubota employees migrated to Japan with the status of "Technical Intern Training" or "Specified Skilled Worker" (hereinafter referred to as "migrant workers") at Kubota's 6 workplaces in Japan. The summary of the survey is as follows.

- Nationalities of migrant workers: Indonesia and Vietnam
- Number of surveyed, Response rate: Approx.210 persons in total (104%, -- it may include persons sent multiple responses.)
- Languages of the survey: Mother languages of migrant workers (Indonesian or Vietnamese)
- Content of the survey: Anonymous questionnaire for living environment and work as per Dhaka principles
- Survey conducted by: Kubota Staff of ESG Promotion Dept., Corporate Compliance Dept. and Human Rights Advancement Dept.

■ Implementation of Interview

In September 2025, Kubota staff belonging to ESG Promotion Dept., Corporate Compliance Dept. and Human Rights Advancement Dept., interviewed 8 migrant workers from a single workplace. The results of the interview are as follows.

Summary of the interview

- Following each point was confirmed from 8 attendants;
 - ✓ "Keeping the passport under their control,"
 - ✓ "No payment was made for employment at Kubota,"
 - ✓ "Salaries have been paid as contracted and without delay,"
 - ✓ "Their employment contract is written in their mother language and they understood enough," and
 - ✓ "No aspects of their living environment that feel restrictive."
- Following expectations were given by those attendants for improvement in their working facility.
 - ✓ "better to increase awareness on mechanisms, such as 'Kubota Hotline,' by which migrant workers can file complaints,"
 - ✓ "better to continue selecting of an appropriate support organization, because a few of those may keep workers' passports in control of those."

■ Response to items expected Kubota to improve

To improve awareness of the mechanisms available for migrant workers to file complaints, Kubota will promptly implement enhanced awareness measures, including appropriate guidance during employee onboarding.