Kubota Group Human Rights Policy

Kubota Group hereby declares, as its Human Rights Policy, that we support the international standards with regard to human rights and respects it as our birthright of all people. Kubota Group respects the human rights of all people affected by its business activities in accordance with the procedures outlined in the United Nations (UN) Guiding Principles on Business and Human Rights.

1. Basic Concept

   Kubota Group is committed to respecting internationally recognized human rights in line with the International Bill of Human Rights (including the Universal Declaration of Human Rights) and the ILO Declaration on Fundamental Principles and Rights at Work*, as well as conventions on workers' human rights, including wages and working hours, and international codes of conduct related to human rights. We also support and respect the Ten Principles of the United Nations Global Compact, and Children's Rights and Business Principles (CRBP). This policy is a commitment to prohibit all forms of discrimination, forced labor, child labor, and/or human trafficking, to respect human rights based on Kubota Group's Charter for Action, Code of Conduct, and internal policies and regulations.

   * This includes respect for the core labor standards; prohibition of child labor, prohibition of forced labor, elimination of discrimination, recognition of freedom of association and collective bargaining rights, and safe and healthy working environment.

2. Scope

   This policy applies to all executives and employees working for Kubota Group. We also expect that all of our business partners involved in Kubota Group's business, products and services understand and uphold this policy.

3. Responsibility to Respect Human Rights

   Kubota Group recognizes that its business activities may directly or indirectly have a negative impact on human rights and fulfills its responsibility to respect human rights by not violating the human rights of those affected by its business activities, and by taking appropriate measures to correct any negative impact on human rights caused or contributed by its business activities. If it is suspected that a negative impact on human rights by our business partners is related to Kubota Group's business, products, or services, appropriate measures will be taken together with the relevant parties to prevent recurrence.

4. Human Rights Due Diligence

   Kubota Group will be the first to understand, identify and appropriately address the possibility that its business activities and business relationships may cause or contribute to negative impacts on human rights. Kubota Group will continuously conduct human rights due diligence in accordance with the United Nations (UN) Guiding Principles on Business and Human Rights.

5. Engagement

   Through dialogues with rights holders inside and outside the Group, including risk assessments to examine the possibility of negative impacts on human rights in business activities and value chains, we will deepen our understanding of salient human rights issues and utilize these in our efforts to respect human rights. We guarantee the right to work and respect dialogue with individual rights holders and organizations. We will also appropriately engage in dialogue with third parties who have knowledge of human rights.

6. Training and Education

   We will provide training to all Kubota Group executives and employees continuously so that they can deepen their interest in and understanding of human rights and take appropriate action in their duties. At the same time, we will make efforts to gain understandings of this policy among our business partners.

7. Remedy

   If it is found that Kubota Group's business activities have caused a negative impact on human rights or if involvement through business relationship or other means becomes apparent or is suspected, the Group will take remedial measures, including the restoration of rights, to prevent or mitigate such impact.

8. Governance

   The Head of Human Resources Headquarters is responsible to oversee the implementation of this policy. The Kubota Group Risk Management Committee (Chairperson: President) will receive reports, monitor, and provide appropriate instructions to its activities.

9. Disclosure

   The human rights activities of Kubota Group will be disclosed as appropriate on its website etc., with taking necessary consideration of privacy or confidentiality to the relevant parties.

10. Applicable Laws

    Kubota Group complies with the laws and regulations of each country or region in which it operates. Where there is a conflict between internationally recognized human rights and local legislation or enforcement, we will seek ways to ensure maximum respect for internationally recognized human rights principles.

The Kubota Group Human Rights Policy was approved and resolved by the Board of Directors of Kubota Corporation on 19th December 2023.

It is hereby declared and disclosed to all stakeholders.

Yuichi Kitao
President and Representative Director
Kubota Corporation

Enactment on 19th December 2023

Partial Revision on 26th November 2025, due to additionally indicated codes of conduct and modification of organization.