

1. Introduction

In accordance with the UK Modern Slavery Act and similar legislation in other countries, THK CO., LTD. (hereinafter referred to as “THK Japan”) is releasing this statement to report on its response and the current state of affairs throughout the THK Group.

2. THK Group Overview

The THK Group was the first company in the world to develop the Linear Motion (LM) Guide, which is based on an original concept and innovative technology. Our mainstay LM Guide products have been adopted in many industries as components essential to achieving various types of labor-saving, high-precision, automated, and lightweight mechanisms. In addition, we also develop, produce, and supply to the world a range of other vital machine components, including ball splines and ball screws, as well as automotive and transportation components, such as linkage and suspension components; seismic isolation systems that protect human lives and property from earthquakes; and robots that solve challenges facing society.

The main production facilities of the THK Group are located in Japan, the United States, Canada, Mexico, Germany, France, Ireland, the Czech Republic, China, South Korea, Thailand, Vietnam, and India.

Additionally, our main primary suppliers are located in Japan, the United States, Mexico, Germany, France, the Czech Republic, Italy, Austria, Spain, Slovenia, Poland, China, South Korea, Vietnam, India, and Indonesia.

See the following pages to learn more about THK.

THK Company Information (<https://www.thk.com/jp/en/company/outline/>)

THK Group Overview (<https://www.thk.com/jp/en/company/associate/>)

THK Products (<https://www.thk.com/jp/en/products/>)

THK Supply Chain Management

(<https://www.thk.com/jp/en/sustainability/social/supplychain/>)

3. THK Group Policies

Based on our corporate philosophy of providing innovative products to the world and generating new trends to contribute to the creation of an affluent society, the THK Group engages in human rights efforts in accordance with the following policies.

THK Group Action Charter

(<https://www.thk.com/jp/en/sustainability/csr/>)

THK Group Human Rights Policy

(<https://www.thk.com/jp/en/sustainability/social/humanrights/>)

THK Group Anti-Bribery Policy

(<https://www.thk.com/jp/en/sustainability/governance/antibribery/>)

THK Group Supplier CSR Procurement Guidelines

(<https://www.thk.com/jp/en/sustainability/social/supplychain/#system>)

4. Due Diligence Process and Risk Assessments

Each THK Group company conducts human rights efforts led by their human rights personnel, with the Compliance Committee, which is headed by the President, at the center of these efforts. Based on this framework, THK Japan deliberates and shares information in accordance with the Group's due diligence process for human rights.

As part of executing this process, the THK Group once again performed the following risk assessments in 2024.

(1) Risks within the THK Group

The following risks were identified as a result of the Group's internal due diligence process.

- Harassment
- Employee labor issues (overtime work, unpaid wages, etc.)
- Bribery

The THK Group has conducted internal training in order to prevent or mitigate these risks. In addition, we provide a reporting structure for employees at each Group company so that we can identify the emergence of risks early and take corrective action.

Furthermore, THK Japan and Group companies in Japan conduct a compliance survey annually to understand the work environment.

(2) Risks within the supply chain

As a result of the Group's internal due diligence process, no human rights violations have been identified within the THK Group supply chain at the present time.

However, it is clear that the THK Group overall needs to continue its efforts toward ethical procurement.

The THK Group requests the cooperation of its primary suppliers in its human rights initiatives, and it has also made efforts to raise their awareness around human rights issues through means such as distributing the THK Group Supplier CSR Procurement Guidelines and THK Group Human Rights Handbook.

The THK Group will continue to provide information to and have discussions with its suppliers to gain their understanding and cooperation.

1. Training

The THK Group conducts training on human rights, harassment, and bribery. The following training was conducted in 2024.

Item	Details	Location
New-hire training	Conducted human rights training for new graduates and mid-career hires.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE, THK RHYTHM AUTOMOTIVE CANADA, THK Manufacturing of America, DALIAN THK, THK (Liaoning), THK BRASIL
Seminars	Conducted training on human rights, harassment, and bribery. THK Japan and Group companies in Japan also conducted harassment training and seminars about human rights for relevant personnel.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE, THK KIRYU, THK RHYTHM AUTOMOTIVE CANADA, THK RHYTHM AUTOMOTIVE GmbH, THK RHYTHM AUTOMOTIVE CZECH, THK Manufacturing of America, THK Manufacturing of Europe, THK (Wuxi), THK (Changzhou), THK LM SYSTEM, THK MANUFACTURING OF VIETNAM, THK India, THK BRASIL
Explanation of policies and rules	Provided explanations of items related to human rights within THK Group	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE, THK KIRYU, THK RHYTHM AUTOMOTIVE MICHIGAN,

	and Group company policies and rules.	THK RHYTHM AUTOMOTIVE CANADA, THK RHYTHM AUTOMOTIVE GmbH, THK RHYTHM AUTOMOTIVE CZECH, THK America, THK Manufacturing of America, THK Manufacturing of Europe, DALIAN THK, THK (Wuxi), THK (Liaoning), THK (Changzhou), THK TAIWAN, THK LM SYSTEM, THK MANUFACTURING OF VIETNAM, THK India, THK BRASIL
Online training	Conducted online training regarding human rights and harassment.	THK Japan, THK America
Awareness-raising activities using relevant information and internal documents	Developed and disseminated information and internal documents about human rights, harassment, and bribery.	THK Japan, NIPPON SLIDE, THK RHYTHM AUTOMOTIVE MICHIGAN, THK RHYTHM AUTOMOTIVE CZECH, THK China, DALIAN THK, THK (Liaoning), THK TAIWAN, THK LM SYSTEM

This statement was authorized by the Compliance Committee, which is headed by the President of THK CO., LTD., on February 10, 2025.

This signature represents my authorization of the above statement as the representative of the THK Group.

March 14, 2025
Chairman and CEO
THK CO., LTD.

