

## **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, Canada, Mexico, Germany, France, the Czech Republic, Italy, Austria, Spain, Slovenia, Poland, Türkiye, China, South Korea, Vietnam, and India.

See the following pages to learn more about the THK Group.

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. Within this framework, THK Group companies engage in dialogue and information sharing with each other in accordance with the Group's due diligence process for human rights.

In 2025, the THK Group once again performed a number of risk assessments as part of this process.

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

- Harassment
- Long working hours
- Uncompensated labor outside of working hours
- Corruption (including bribery)
- Inappropriate material procurement

##### (1) Response to risks within the THK Group

The THK Group conducts internal training in order to prevent or mitigate human rights violations. In addition, we perform regular internal monitoring, provide a reporting structure for employees, and engage in a number of

other activities at each Group company so that we can identify risks early and take corrective action.

(2) Response to risks within the supply chain

The THK Group continues to see ethical procurement as a challenge that requires the ongoing efforts of all our member companies.

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.

As a result of the Group's internal due diligence process in 2025, no human rights violations have been identified within the THK Group supply chain at the present time.

**5. Training**

The THK Group conducts human rights training on a regular basis. In addition, we distribute a booklet titled "Fundamentals for the THK Group Employees," which contains our Corporate Philosophy; Corporate Basic Policies (creating value and contributing to society, being customer-oriented, and compliance with laws and regulations); and The THK Group Action Charter, to all employees at the time of their joining the company.

In 2025, we conducted the following human rights training.

Item	Description	Locations
New hire orientation	Conducted human rights training for new graduates and mid-career hires.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, THK RHYTHM AUTOMOTIVE MICHIGAN, THK America, THK Manufacturing of America, THK BRASIL

Seminars/Training	Conducted seminars/training on human rights, harassment, and corruption.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE, THK KIRYU, THK RHYTHM AUTOMOTIVE CANADA, THK RHYTHM AUTOMOTIVE GmbH, THK Manufacturing of Europe, THK CHINA, THK (Wuxi), THK (Liaoning), THK MANUFACTURING OF VIETNAM, THK India, THK BRASIL
Training programs that utilize educational materials and e-learning	Developed and disseminated information and internal documents about human rights, harassment, and corruption.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE, THK KIRYU, DALIAN THK, THK (Liaoning), THK (Changzhou), THK LM SYSTEM, THK MANUFACTURING OF VIETNAM

This statement was authorized by the Compliance Committee, which is headed by the President of THK CO., LTD., on February 9, 2026.

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

March 20, 2026  
 THK CO., LTD.  
 President and CEO

