

Introduction

In accordance with the provisions of the UK Modern Slavery Act, THK CO., LTD. is issuing the following statement summarizing its efforts to prevent human rights violations, including slave labor and human trafficking, within the THK Group and throughout its supply chain in 2023.

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.

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/>)

THK Group Policies

THK Group Stance

(1) THK Corporate Philosophy

As a manifestation of our entrepreneurial spirit, the THK Group's corporate philosophy is *providing innovative products to the world and generating new trends to contribute to the creation of an affluent society*.

(2) THK Corporate Basic Policies

The basic policies that the THK Group must follow as it performs its duties are creating value and contributing to society, being customer-oriented, and compliance with laws and regulations.

(3) THK Group Action Charter

The THK Group has established ten principles of behavior in order to perform its social responsibilities with high ethical standards, creating a sustainable society and respecting human rights around the world as well as the letter and spirit of relevant laws and international rules.

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

These three items are contained in the "Fundamentals for the THK Group Employees" pamphlet that is distributed to all THK Group employees.

Fundamentals for the THK Group Employees

(https://www.thk.com/jp/en/sustainability/csr/#employee_knowledge)

THK Group Human Rights Policy

The THK Group Human Rights Policy was established as the guiding principle for the entire THK Group's human rights efforts, and we engage in such efforts based on this policy.

THK Group Human Rights Policy

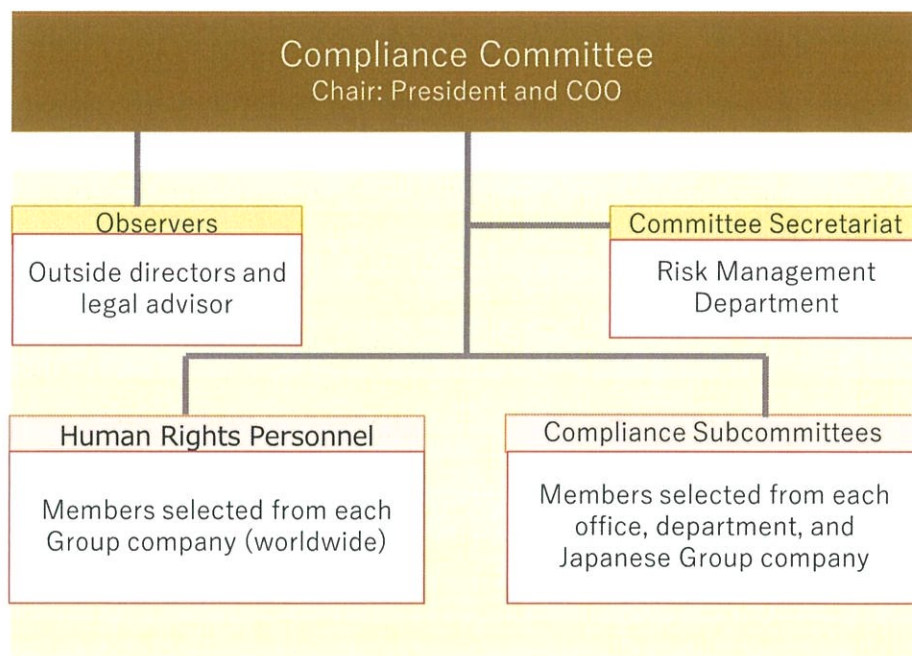
(<https://www.thk.com/jp/en/sustainability/social/humanrights/>)

THK Group Structures

The THK Group has established the following structures related to human rights.

(1) THK's Compliance Structure

In Japan, we have established a Compliance Committee chaired by the President, and compliance subcommittees consisting of representatives from all offices, departments, and Group companies report to this committee. In addition, each Group company around the world has designated a person in charge of human rights and coordinates with the Compliance Committee and compliance subcommittees to ensure smooth communication.



(2) THK Group Helpline

The THK Group provides a helpline for employees to consult about or report matters concerning wrongful acts, legal violations, and unethical behavior, including issues related to human rights. A separate, dedicated point of contact is also available for incidents of harassment.

THK Group Helpline

(<https://www.thk.com/jp/en/sustainability/governance/compliance/#performance>)

Helpline for Harassment

(<https://www.thk.com/jp/en/sustainability/social/humanrights/#performance02>)

Human Rights Efforts

The THK Group works to respect human rights based on the THK Group Human Rights Policy and the Fundamentals for the THK Group Employees. Each Group company leads independent efforts to respect human rights, and we are aiming to achieve greater coordination across the entire THK Group.

(1) Human rights training

Using a variety of methods, including a web conference system, in-person training conducted by internal or external instructors, e-learning and other online materials, the company intranet, and internal information boards, the THK Group regularly disseminates valuable information and conducts training about human rights topics.

Item	Details	Location
New-hire training	Human rights training was conducted for new employees.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE, THK RHYTHM AUTOMOTIVE MICHIGAN CORPORATION, THK RHYTHM AUTOMOTIVE CANADA LIMITED
Human rights, compliance, and harassment training	Training about the THK Group's human rights efforts has been conducted for employees on topics such as general human rights, compliance, and harassment.	THK Japan; THK NIIGATA; THK RHYTHM; NIPPON SLIDE; THK RHYTHM AUTOMOTIVE MICHIGAN CORPORATION; THK RHYTHM AUTOMOTIVE GmbH; THK RHYTHM AUTOMOTIVE CZECH a.s.; THK America, Inc.; THK Manufacturing of America, Inc.; THK (CHINA) CO., LTD.; THK MANUFACTURING OF CHINA (LIAONING) CO., LTD.; THK MANUFACTURING OF EUROPE S.A.S.; THK BRASIL INDÚSTRIA E COMÉRCIO LTDA; THK LM SYSTEM Pte. Ltd.
Harassment training for executives	Harassment training was conducted for directors and executive officers.	THK Japan
Compliance Subcommittee seminar	A seminar for Compliance Subcommittee members was held on effective communication methods for preventing harassment.	THK Japan, THK INTECHS, TALK SYSTEM, THK NIIGATA, THK RHYTHM, NIPPON SLIDE

(2) Training employees with “Compliance Tips”

“Compliance Tips” is an internal publication issued quarterly for employees in Japan in order to improve employee awareness and knowledge of compliance. This year, this publication was used to provide internal training on harassment.

“Compliance Tips” is published to the company intranet and posted on each floor’s information board. Compliance subcommittee members also distribute PDF copies to employees.

Training and Activities to Raise Awareness

(<https://www.thk.com/jp/en/sustainability/governance/compliance/#activity>)

(3) Anti-corruption

The THK Group works to prevent bribery as one part of our anti-corruption efforts.

Each Group company handles such matters in accordance with the THK Group Anti-Bribery Policy. In addition to sharing information with human rights personnel, we will endeavor to promote greater awareness and understanding of our basic policy among all THK Group employees in 2024.

We will engage in coordinated efforts to prevent corruption throughout the entire THK Group.

(4) Raising awareness among THK Group suppliers

By distributing the THK Group Supplier CSR Procurement Guidelines, the THK Group has requested cooperation from each supplier with regard to our human rights efforts.

However, in doing so, it has become evident that there are some gaps in awareness.

In cooperation with each Group company, we will thoroughly increase knowledge of our guidelines among our critical suppliers.

Furthermore, for primary suppliers of THK Japan, we will continue to investigate matters related to the Xinjiang Uyghur Autonomous Region in addition to requiring cooperation with our human rights efforts.

THK Group Challenges

Among its various human rights initiatives, the THK Group recognizes the following matters as especially critical challenges.

(1) Eliminating Discrimination

The THK Group respects the basic human rights, individuality, and diversity of individuals. Furthermore, we do not discriminate, harass, or otherwise treat individuals inhumanely based on race, gender, language, religion, nationality, sexual orientation, gender identity, or disability.

(2) Improving the Labor Environment

The THK Group respects labor agreements and does not engage in any forced or child labor. By maintaining a dialogue with workers and striving to create a vibrant corporate culture in which all people respect each other for their diverse individual characteristics, we create a working environment where employees can work safely and with peace of mind, in a manner that is healthy both mentally and physically.

In order to engage with this issue, we regularly conduct internal surveys to identify issues and consider improvements.

(3) Ethical Material Procurement

The THK Group aims for ethical procurement in its purchasing of components and materials used in its manufacturing processes. We strive to ensure that our procured goods do not contribute to human rights violations, and if we become aware of any such involvement, we will respond appropriately.

Education Efforts in the Supply Chain

The THK Group strives to ensure our suppliers are made aware of our human rights activities, and we request that our suppliers make similar human rights efforts.

Furthermore, in order to achieve supply chain transparency, we have distributed the THK Group Supplier CSR Procurement Guidelines to suppliers and conduct surveys or interviews as appropriate to confirm compliance with those guidelines.

THK Group Supplier CSR Procurement Guidelines

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

Sustainability Initiatives

Through these efforts, the THK Group strives to respect human rights as required from a sustainability perspective.

Please visit the links below for details.

Sustainability Promotion Structure

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

Integrated Report

(<https://www.thk.com/jp/en/ir/library/integratedreport/>)

March 18, 2024

THK CO., LTD.

Chairman and CEO



