

Basic Policy of Marelli Kyushu on Social Responsibility Standards

- We comply with all requirements of the SA8000 standard and respect the conventions established by international organizations.
- We comply with domestic laws and regulations, other applicable laws and regulations, and all other requirements to which the company has agreed.
- We contribute to achieving Marelli's objectives and targets by embodying and implementing related policies established by Marelli, including the Code of Conduct, Human Rights Policy, and Sustainability Policy.

Compliance with Laws, Regulations, and Rules

We make clear our commitment to complying with environmental, occupational health, and safety laws and regulations at the national, regional, and local levels, as well as international codes of conduct, and to avoiding violations of relevant laws and regulations.

Respect for Human Rights

We respect fair and equitable human rights and the creation of an equal society, both inside and outside the organization.

In addition to our own employees, we monitor suppliers, subcontractors, and sub-suppliers to ensure that they are not involved in human rights violations such as forced labor, controlled labor, or child labor.

Freedom of Association and Rights

We respect and treat all people fairly, without discrimination, based on the rights to freedom of association and collective bargaining and on human dignity. We respect diversity and inclusion regardless of place of origin, race, gender, age, religion, physical condition, status, family background, or any other status unrelated to work.

Child Labor

We have clearly stipulated in our Work Rules that we do not employ child workers under the age of 15, and we take measures during recruitment to prevent the risk of employing young workers or children.

Respect for Fair Labor Practices

We respect diversity, inclusion, and human rights, and promote a positive workplace environment for all employees through recruitment, education and development, working-hour management, fair compensation, and the provision of benefits.

Occupational Health and Safety

We place the highest priority on ensuring the safety of our employees, strive to raise safety awareness and manage workplace hygiene, and have established and operate a system to proactively prevent potential accidents.

Environmental Protection

We respect environmental protection for the realization of a sustainable society, including the effective use of natural resources and mitigation of the impacts of climate change, and we comply with environmental standards related to laws and regulations throughout the entire supply chain, including all employees and suppliers.

August 1, 2026

Marelli Kyushu Co., Ltd.

President and Representative Director Tsukasa Fujii

Objectives for FY2026 Regarding the Social Accountability Standard

Marelli Kyushu Corporation will comply with its business operation policy for fulfilling social responsibility and will work toward the following objectives and targets based on the Social Accountability Standard (SA8000:2014).

1. **Compliance with the Labor Standards Act regarding working hours and overtime work**

- ① 8 hours per day, 45 hours per month, and 360 hours per year (compliance with the overtime limits under the 36 Agreement)
- ② 8 hours per day, 80 hours per month, and 540 hours per year (compliance with the overtime limits under the special provisions)

* Overtime exceeding 45 hours shall be limited to up to six times per year.

- ③ Conduct monitoring of proper working hour management (regular monitoring rate: 100%).

2. **Workplace environment improvement**

- ① Hold labor-management committee meetings (SPT Team) as planned (planned implementation rate: 100%).
- ② Collect, discuss, and address requests and opinions regarding workplace environment improvement (agreement rate: 100%).
- ③ Implement actions based on the GPTW survey (implementation rate: 100%).

3. **Initiatives for risks and opportunities (elimination of hazards and reduction of occupational health and safety risks)**

- ① Implement the planned risk assessments as scheduled (planned implementation rate: 100%).
- ② Manage residual risks identified from risk assessment results (elimination rate: 100%).

4. **Verification of the effectiveness of the management system**

- ① Comply with legal requirements (compliance rate: 100%).
- ② Undergo internal audits and external assessments (improvement of findings: 100%).
- ③ Distribute and collect written agreements on SA8000 compliance from suppliers (collection rate: 100%).
- ④ Promote continuous improvement through management reviews (implementation rate: 100%).

5. Promotion of energy conservation and environmental protection activities

- ① Planned purchase of green power certificates.
- ② Reduction of fuel consumption through improvements in transportation modes and methods.
- ③ Initiatives for biodiversity (CO2 reduction, effective use of resources, and reduction of substances of concern).

August 1, 2026

Marelli Kyushu Corporation

Tsukasa Fujii, President and Representative Director