

Central Automotive Products Ltd. Human Rights Policy

1. Commitment to Respect Human Rights

Central Automotive Products Ltd. is a company that contributes to society by taking pride in the products and services we provide and by always acting with a spirit of Integrity and Gratitude. Guided by our corporate philosophy of “Striving to create an environmentally friendly, safe and comfortable mobility society through our worldwide network,” we work toward realizing this vision.

In achieving our goal of becoming “the best partner in the mobility society of the future,” we recognize respect for human rights as an important management issue that must be addressed. We pledge to make every effort to fulfill our responsibility to respect human rights in all of our business activities, and the Central Automotive Products Ltd. Human Rights Policy (hereinafter referred to as “this Policy”) has been approved by our Board of Directors.

2. International Human Rights Standards

Central Automotive Products Ltd. respects internationally recognized human rights standards, including:

The Universal Declaration of Human Rights

The ILO Declaration on Fundamental Principles and Rights at Work

The UN Guiding Principles on Business and Human Rights

This Policy serves as a fundamental policy underlying our corporate activities and is positioned above our Compliance Code of Conduct, which provides guidance for all employees in carrying out their duties.

3. Scope of Application

This Policy applies to all officers and employees of Central Automotive Products Ltd.

In addition, we encourage our customers and business partners to respect human rights.

When human rights issues arise in relation to our business relationships, we will work toward appropriate responses and solutions.

4. Human Rights Due Diligence

Central Automotive Products Ltd. strives to implement appropriate human rights due diligence through continuous communication with stakeholders such as employees and business partners in coordination with relevant experts.

5. Human Rights of Officers and Employees

Central Automotive Products Ltd. respects the dignity and fundamental human rights of all officers and employees.

Providing a safe and comfortable working environment to all officers and employees is our highest priority.

We comply with applicable laws and regulations regarding wages and working hours and respect fundamental labor rights, including but not limited to the freedom of association and the right to collective bargaining.

We do not tolerate discrimination based on race, nationality, opinion, religion, disability, social status, gender, sexual orientation, age or health condition.

We also strictly prohibit harassment, including but not limited to sexual harassment and the abuse of authority, as well as forced labor and child labor, and ensure that all officers and employees comply with these principles.

6. Respect for the Human Rights of Customers

Central Automotive Products Ltd. expects its customers to respect human rights and not engage in activities that infringe upon them.

If any of our products or services are found to be directly linked to human rights violations, we will take appropriate measures to address the issue and promote respect for human rights.

7. Respect for Human Rights by Business Partners

Central Automotive Products Ltd. expects its business partners to respect human rights and refrain from engaging in activities that infringe upon them.

If negative human rights impacts are identified in the activities of our business partners, we will take appropriate action and work toward improving the situation.

8. Remedial Measures

Central Automotive Products Ltd. has established internal reporting and consultation channels for employees, business partners, residents, and other stakeholders.

If it becomes clear that our company has caused or contributed to negative human rights impacts, we will take appropriate corrective measures and work towards providing effective remedies.

9. Governance and Management System

Central Automotive Products Ltd. strives to identify and manage human rights risks throughout our business activities.

Our initiatives related to human rights are regularly reviewed and discussed by the Risk Management Committee, ensuring appropriate governance and oversight.

10. Education and Training

Central Automotive Products Ltd. will ensure that this Policy is fully integrated into all business activities together with the Compliance Code of Conduct.

We will regularly communicate this Policy to all officers and employees and provide the necessary education and training to promote awareness and understanding of human rights.

Board Resolution: February 27, 2026

Shinichiro Sakata

President, Central Automotive Products Ltd.