

## DENSO Group Human Rights Policy

The DENSO Group (DENSO Corporation, subsidiaries, and group companies, collectively, "DENSO") is driven by a corporate mission of "contributing to a better world by creating value together with a vision for the future". We established the DENSO Group Sustainability Policy to achieve this mission and to promote actions that will earn the trust and bond of various stakeholders around the world as a global company. We have further developed this sustainability policy and established a new detailed action guideline, the DENSO Group Human Rights Policy (the "Policy"), which is in accordance with the United Nations Guiding Principles on Business and Human Rights. We will actively contribute toward the sustainable development of society through sincere business activities in each country and region. In line with this Policy, we will strive to fulfill our responsibility to respect human rights, which are the fundamental birthrights of humanity, across the entire operations of our "Monozukuri" (value-added manufacturing).

We expect all of our business partners to support the Policy. We also expect our suppliers to understand the Policy and comply with it.

### 1. Compliance with human rights laws, regulations, and standards

- We support and respect the international norms on human rights, such as the United Nations International Bill of Human Rights which sets out the basic human rights of every individual, the Declaration on Fundamental Principles and Rights at Work from the International Labor Organization (ILO) which sets out People's fundamental rights at work, and the principles of "free, prior, and informed consent" regarding the rights of indigenous peoples. We also support the United Nations Guiding Principles on Business and Human Rights and work to put them into implementation.
- We will comply with the laws and regulations of each of the countries and regions in which our business activities are conducted.
- Where there is a conflict between the laws and regulations of a country or local region and internationally recognized human rights standards, we will pursue ways to respect international human rights principles to the maximum extent possible.
- The Policy applies to all employees and executive officers of DENSO

### 2. Respect for human rights throughout our business activities

- We are committed to promoting respect for human rights through the initiatives stipulated in the Sustainability Policy and guidelines for each area.
- We do not tolerate any violation of human rights of anyone involved in our business activities. We

are committed to taking appropriate remedies in case our business activities may cause or contribute to an adverse impact on human rights, thereby fulfilling our responsibility for the respect of human rights.

- We respect our employees and those who work with us, and provide a safe, secure, and comfortable work environment that facilitates free and open communication. We will not tolerate harassment of any kind.
- We will carefully consider any potential impact of our business activities on local communities and remain a good corporate citizen.
- In the case where an adverse impact on human rights caused by our business partners, suppliers, or other related parties is directly linked to our operations, products, or services , we ask these business relationships to respect and not to infringe upon human rights.

### 3. Human rights due diligence

- We will establish a system of human rights due diligence to identify, prevent and mitigate any adverse impacts on human rights related to our business activities.

### 4. Remediation

- If it emerges or is suspected that our business activities have caused adverse impacts on someone's human rights, or if our involvement in the same through, for example, one of our business relationships emerges or is suspected, we will work to remedy through appropriate procedures in line with international standards.

### 5. Education and training

- We will provide appropriate education and training to all employees and executive officers and reflect the Policy in all necessary procedures to ensure that the Policy becomes an incorporated part of all of our business activities and is implemented effectively.

### 6. Dialogue and consultation

- In response to potential or actual adverse human rights impacts, we will engage in earnest dialogue and consultation with our stakeholders and will apply expert human rights knowledge from independent third parties.

7. Information disclosure

- We will disclose the progress and results of efforts to promote respect for human rights on our website, in our integrated report and through other media.

\* The Policy has received the approval of our board of directors and the signature of our President and CEO.



1st, April 2024

DENSO CORPORATION  
President and CEO