

Modern Slavery Act Statement 2025

Kubota Holdings Europe B.V.

- Kubota (U.K.) Ltd
- Kverneland Group UK Ltd

PREFACE: Alex Sikkens, Vice President HR

In my roles as General Manager of the Global HR Strategy Department of Kubota Corporation and Vice President HR and executive board member for Kubota in Europe, I am particularly focused on ensuring that Kubota Holdings Europe and its subsidiaries value all our people. We embrace diversity and our policies ensure that our employees treat each other and any of our business supply chain partners with absolute respect.

Our number one value and priority in all our Kubota operations is Health and Safety. Nothing is more important than ensuring the safety and wellbeing of all our employees and anyone that we engage with in the course of our business activities.

We are open and honest with our people, our customers and our community, ensuring we operate with absolute integrity. We also have mechanisms in place to make sure our customers and employees can give us regular and honest feedback so that we can continuously improve.

Kubota inherits the founder's beliefs and three spirits to grow together with our employees and continue to be a society-friendly and reliable company, while extending our business globally. Our three spirits are:

1. For the prosperity of society, we need to put all our efforts into creation.
2. Our products should not only be technically excellent, but also useful for the good of society.
3. We should create products with our heart and soul, and realize the commodity values of such products in correct definitions

At the heart of our mission, we view food, water and the environment as a single unit indispensable for all human beings. Supporting the prosperous life of humans, we aim to contribute to solving problems in these areas through our technologies, products and services while being engaged towards a sustainable society. This is brought to life through our Brand Statement: **For Earth, For Life Kubota.**

We fully recognise the importance of publishing this annual statement to highlight our ongoing commitment to ensuring that our businesses in the UK are operating in

accordance with the requirements of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

ORGANISATION STRUCTURE:

Kubota Corporation was founded in Japan by Gonshiro Kubota in 1890. The Global Headquarters are based in Osaka. Kubota Group is active in 120 countries and employs approximately 52,600 employees globally per end of 2025.

Kubota Holdings Europe BV is the holding company for all Kubota Group entities in Europe. The Corporate Management office is the regional headquarter located in the Netherlands. Kubota Holdings Europe was established in 2017 as a new undertaking aimed at creating a Pan-European Kubota Corporate Culture and position the brand in these international markets. Within Europe there are now 50 companies employing around 4.500 employees. Kubota (U.K.) Ltd (“Kubota UK”) and Kverneland Group UK Ltd are two of these 50 companies and employ 118 and 40 employees respectively as per December 2025.

Kubota UK is the largest subsidiary of Kubota Holdings Europe in UK, and it first commenced operations in 1979. Our registered address is: Dormer Road, Thame, Oxfordshire, England, OX9 3UN. Kubota UK is responsible for the sales, distribution and after sales support of its farm and industrial machines, throughout the UK and Ireland. The finished products fall into three main categories: Agricultural & Ground Care equipment, Construction equipment and Engines. The fourth revenue generating division is Parts, which supports all product and equipment groups.

Kverneland Group UK Ltd was incorporated on 16th March 1978 and is owned by the UK holding company Kverneland Holding (UK) Ltd, which was incorporated on 16th March 1978. Other companies owned by Kverneland Holding (UK) Ltd are Kverneland Devizes Ltd incorporated on 12th March 1991 and Vicon Agricultural Holdings Ltd, which is a dormant company, incorporated on 14th March 1983. The two latter companies do not have any operational activities. Kverneland Holding (UK) Ltd is owned by Danish Kverneland Group Holding (DK) A/S, which is owned by Norwegian Kverneland AS, all of them being part of Kverneland Group, which has operations in most European countries.

Kverneland Group was acquired by Kubota Corporation in 2012. The registered address of Kverneland Group UK Ltd is Walkers Lane, Lea Green, St. Helens, Merseyside, England, WA94AF. Kverneland Group UK Ltd is responsible for the sales, distribution and after sales support of its agricultural implements, throughout the UK

The two operational UK companies of Kubota Holdings Europe have until now been part of different management areas, thus, the work regarding Human Rights, available policies and onboarding routines have differed between the two companies. To align this area and other Human Resource topics a common Head of HR was appointed in August

2023, and this is an area where we will continue to work on alignment over the next few years.

Kverneland Group UK Ltd is not obliged to publish a statement on its own behalf. However, as part of Kubota Holdings Europe and this being a Kubota Holdings Europe report, we have included information of Kverneland Group UK Ltd as well.

KUBOTA GROUP COMMITMENT TO HUMAN RIGHTS:

Our Human Rights governance is led from Kubota Corporation in Japan. The Group Risk Management Committee, chaired by the President, oversees our human rights initiatives. The Group Risk Management Committee receives reports on activities from the GM of Human Resource Headquarters, who is responsible for the implementation, monitors and provides appropriate instructions to relevant parties.

Kubota Group has established the “Kubota Group Human Rights Policy” in 2023, in accordance with the principles and procedures of internationally recognised human rights as set out in the International Bill of Human Rights (including the Universal Declaration of Human Rights), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. Furthermore, we support and respect the Ten Principles of the UN Global Impact. For more information see our website:

<https://www.kubota.com/sustainability/society/rights/index.html>

“Kubota Group Charter for Action” indicates the basic position of the company regarding corporate social responsibility of the Kubota Group. As part of the Charter for Action, the policy on respect for human rights is defined as follows: “Respecting Human Rights: The Kubota Group respects the human rights and dignity of all people and does not violate human rights”. More information is available on our website:

<https://www.kubota.com/sustainability/employee/conduct/index.html>

“Kubota Group Code of Conduct” ensures that each person working for the Kubota Group puts the “Kubota Group Charter for Action” into practice. This Code of Conduct defines the following regarding respect for human rights:

- We support the Universal Declaration of Human Rights, and respect the human rights of all people
- We do not discriminate or violate human rights on the basis of: nationality, race, age, gender, sexual orientation and gender identity, disability or any other reason whatsoever.
- We do not permit forced labour or child labour and also ensure our business partners comply in this regard.

For Earth, For Life Kubota, our brand statement is not just words but integral to all that we do. It follows that Kubota prides itself on how ESG is embraced across the whole Group.

KUBOTA HOLDINGS EUROPE COMMITMENT TO HUMAN RIGHTS:

Kubota Holdings Europe therefore ensures that within our sphere of influence, we endeavour to always operate ethically and in full compliance with all UK laws applicable to human rights, labour, the environment and anti-corruption. In the UK we work in accordance with the Kubota Group standards and policies related to Human Rights.

We ensure through our new starter induction that all new employees are immediately aware of the importance of embracing our values. In advance of commencing employment every new starter will sign a Confirmation Statement, affirming their understanding of the contents of the 'Kubota Global Identity' (Spirits/Brand Statement/Mission) and will act in accordance with the Charter for Action and Code of Conduct of the Kubota Group.

In support of human rights our local Kubota UK policies and procedures ensure dignity, fairness and safety at work. The UK Human Rights Act 1998, Equality Act 2010 and the Health & Safety at Work Act 1974, are all covered in the following policies which are accessible to all employees:

(1) Dignity at Work; (2) Equality & Diversity; (3) Health & Safety Policy; (4) Whistleblowing; (5) Grievance Policy & Procedure; (6) Data Protection & Privacy Notice; and (7) Workplace Sexual Harassment Policy.

Kubota Holdings Europe prides itself on being a responsible employer and business. An excellent example to demonstrate this is our Kubota UK Volunteering Policy that gives employees up to two paid days off work to undertake volunteering. During 2025 we saw the employees support 19 different local organisations and charities completing 113.5 volunteer days.

As commented in page 4 there is still some alignment to do between the two companies, and so Kverneland Group UK have so far implemented the following policies; (3) Health & Safety Policy; (4) Whistleblowing; (5) Grievance Policy & Procedure; (6) Data Protection & Privacy Notice. The remaining policies from the list above will be implemented during 2026.

KUBOTA GROUP – SUPPLY CHAIN in UK:

All Kubota companies are obliged to implement the Kubota Group Supplier Code of conduct in their relationship with their suppliers. This policy highlights among other

things the Universal Declaration of Human Rights as a foundational document for our supplier relations.

Kubota UK purchases and resells 90% of its machines and parts from Kubota Corporation owned factories and sister companies based in Japan, North America, India and Europe. Due to the relatively protracted production and shipping lead times involved (typically 5 to 6 months), Kubota UK carries inventory at its UK HQ in Thame and spare parts are held at a 3rd party logistics partner, Unipart Logistics Limited in Cowley, Oxford.

Our distribution is managed through a Dealer network. We maintain a close working relationship with our dealer network, including regular communications and audits to ensure that the Kubota values and standards are maintained at all times.

Kverneland Group UK purchases and resells 89% of its materials from Kubota Corporation owned factories and sister companies in Europe. Due to the high seasonality of the products and to optimize production and at the same time deliver within the short seasons, Kverneland Group UK carries inventory of machines and spare parts at its facility in St. Helens.

OUR UK DUE DILIGENCE & MONITORING PROCESSES:

Kubota Corporation and Kubota Holdings Europe Internal audit teams will regularly audit and verify topics and issues related to Modern Slavery, Human Rights, compliance with local laws and regulations. This audit is done both by physical visits and self-check assessments providing documented proof of compliance.

Kubota Holdings Europe has during 2025 been rolling out the supply chain due diligence and risk monitoring application Prewave. First phase was the factories, and we will continue to include the sales companies during 2026. Prewave will give confidence at the time of the check that the supplier is compliant to the relevant laws and regulations, and it will also give the possibility to monitor the supply chain for any risks and incidents related to Modern Slavery/Human Rights.

COMMUNICATION & TRAINING:

Communication:

All staff are fully aware of our Modern Slavery Statement and the fact that we update and publish it annually on our corporate website.

The Employee Handbook at Kubota UK, also makes reference to the annual Modern Slavery Statement with a link to where they can read the full statement.

Training:

Kubota Holdings Europe takes mandatory training incredibly seriously and in 2025 Kubota UK achieved a 100% completion rate for all the modules issued to all staff. Our mandatory training modules cover all areas of good governance and compliance;

- 1) *Human Rights related*; Code of conduct, including Modern Slavery, Anti-harassment & discrimination, EU Whistleblower Protection,
- 2) *Other Courses*: Kubota Corporation Information Security, GDPR, Mental Health Data Privacy,

Leadership Essentials Training – all our senior managers across Europe attend this training, which is delivered by Kubota Holdings Europe. The purpose of this training is to ensure that all senior managers in our business follow a consistent Kubota endorsed approach to managing our people, ensuring Kubota values are embraced by all.

PROGRESS OVER THE LAST YEAR:

- Internal training highlighting the internal whistleblowing procedures. Kubota Corporation /Kubota Holdings Europe has implemented a 3-layer procedure; local, European and Global levels.
- Kubota UK won the CEO's choice award for 2025 for its ESG-related activities and implementation of its Volunteering policy.
- Kubota UK successfully renewed all three ISO accreditations for: Quality, Environment and H&S. Following this accreditation, we have introduced a legislation tracker to keep the oversight of relevant legislation changes that we should be aware of.

FOCUS FOR THE NEXT YEAR:

- Roll-out of Prewave to improve due diligence activities in sales companies.
- Capitalize on the Prewave system for more rigor around matters related to modern slavery
- Improve pre-appointment routines for supplier and dealer due diligence on modern slavery and human rights
- Internal alignment between Kubota UK and Kverneland Group UK on policies and procedures related to Modern Slavery and Human rights.
- Continuing the focus on internal training through the LRN Compliance Awareness Platform.
- Continuing the focus on ESG related activities in the UK

SIGN OFF: David Hart, Managing Director Kubota UK

As the Managing Director of Kubota UK, I have overall responsibility in the UK for ensuring that we operate an ethical business, comply with all UK Employment Laws and at all times ensure the safety and wellbeing of our employees.

Working closely with my senior management team, we will ensure that all internal and external stakeholders very clearly understand the nature of modern slavery and risks around human trafficking. We will look for opportunities to continue improving our awareness in this area and ensuring all our employees remain vigilant in this area.

We will ensure that all our staff involved in procurement clearly understand the nature of slavery and human trafficking risks, and the critical need to assess and understand what steps prospective suppliers and supply chain partners are taking to prevent slavery and human trafficking in their own businesses.

We will ensure annually, when we publish Kubota UK's Modern Slavery Act Statement, that this is brought to the attention of all our employees. We have a dedicated team to review our progress against our commitments on a quarterly basis. This will support reinforcing our commitment as a business to preventing slavery and human trafficking and act as a reminder for all employees of the important role they play in making this happen.

Kubota UK will continue to publish our annual Modern Slavery Statement within 6 months of the financial year end which is in December.

David Hart, Managing Director Kubota UK Ltd

26th June 2026

SIGN OFF: Shinichi Yamada, President Kubota Holdings Europe B.V

Board approval

This statement has been approved by the Board of Directors of Kubota Holdings Europe B.V. on 26th June, 2026

Shinichi Yamada, President of Kubota Holdings Europe B.V.

June 2026