

Suzuki Group's Basic Policy on Respect for Human Rights

Suzuki Motor Corporation (hereinafter referred to as "Suzuki") has been placing the motto "Develop products of superior value by focusing on the customer," at the forefront of its Mission Statement, and strives to make truly valuable products to satisfy customers (established in 1962).

In line with the spirit of the Mission Statement, Suzuki has formulated the Suzuki Group Code of Conduct (hereinafter referred to as, "the Code of Conduct") as a set of rules for enabling all officers and employees of the Suzuki Group (Suzuki and its consolidated subsidiaries) to dedicate themselves to their duties healthily, efficiently and energetically. The Code of Conduct clearly establishes respect for human rights as an important guiding principle and states that the Suzuki Group will remain aware of international norms concerning human rights and respect fundamental human rights in accordance with the laws and regulations of each country or region.

The Suzuki Group believes that respect for human rights is fundamental to all our global corporate activities. To ensure its thorough implementation, the Suzuki Group has established the "Basic Policy on Respect for Human Rights" (hereinafter referred to as "this Policy") as follows, positioning it as the highest-level policy concerning human rights within the Suzuki Group.

1. Basic Principle and Structure

(1) Basic Principle

The Suzuki Group respects the human rights stipulated in international human rights norms such as the Universal Declaration of Human Rights (UDHR), the International Covenants on Human Rights (International Covenant on Economic, Social and Cultural Rights (ICESCR), International Covenant on Civil and Political Rights (ICCPR)), and the Declaration on Fundamental Principles and Rights at Work (ILO Core Labor Standards), including recognition of freedom of association and the right to collective bargaining, prohibition of forced labor, prohibition of child labor, elimination of discrimination, and a safe and healthy working environment. The Suzuki Group is committed to respecting human rights in practice, referring to the Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the OECD Due Diligence Guidance for Responsible Business Conduct, and Japan's Guidelines on Respecting Human Rights in Responsible Supply Chains.

Furthermore, the Suzuki Group complies with human rights-related laws and regulations in each country and region where it conducts business. If there are differences between international human rights norms and the laws and regulations of each country or region, the Suzuki Group strives to respect the higher standard and, in cases of conflict, seeks ways to honor the principles of internationally recognized human rights to the greatest extent possible.

(2) Scope of Application

This Policy applies to all officers and employees (including dispatched employees, fixed-term employees, hereinafter the same) of the Suzuki Group. Each company within the Suzuki Group ensures that this Policy is thoroughly communicated and adhered to by its officers and employees.

In addition, the Suzuki Group communicates this Policy to all business partners across the value chain related to the Suzuki Group's business in the value chain, including suppliers and dealers (hereinafter referred to as "Business Partners"), and expects their understanding and efforts in respecting human rights. The Suzuki Group actively engages with them and works together to advance these efforts.

(3) Suzuki's Management Structure

The Corporate Governance Committee and the Management and Business Execution Meeting, attended by Executive Directors and concerned department heads (Executive Officers and Executive General Managers), discuss issues, policies, and measures related to human rights. Particularly important issues are discussed by the Board of Directors, which assumes supervisory responsibility for efforts to respect human rights. We aim for effective activities integrated with management.

2. Addressing Human Rights Risks

(1) Human Rights Due Diligence

We identify and assess potential or actual human rights risks in the value chain related to the Suzuki Group's business and establish a framework to prevent or mitigate these risks. As we recognize that human rights risks such as forced labor and child labor are relatively high in emerging countries where the Suzuki Group actively conducts business, we work to identify and assess these impacts in the value chain. Additionally, in conflict areas or regions and environments with a high risk of human rights abuses, we work to address human rights risks with utmost care, based on the fundamental principle of respecting human rights.

(2) Remedy

If it is found that the Suzuki Group's corporate activities have caused or contributed to adverse impacts on human rights, we will remediate these issues through appropriate means. Furthermore, if the Suzuki Group's business, products or services are directly linked to adverse impacts on human rights, we will collaborate with Business Partners to and seek to remediate address these impacts.

As part of these efforts, the Suzuki Group establish consultation channels accessible to all officers and employees of the Suzuki Group, suppliers, contractors, and other external stakeholders affected by adverse impacts on human rights, regardless of location.

(3) Education

We appropriately conduct human rights education and awareness-raising activities to ensure that all officers and employees working at the Suzuki Group understand and implement this Policy.

(4) Stakeholder Engagement

We continuously engage with relevant internal and external stakeholders regarding human rights impacts through dialogue and consultation. In addition, we consult with third-party organizations with expertise in human rights to ensure the effectiveness of our efforts.

(5) Disclosure of Information

We regularly disclose information regarding our human rights efforts, strive to ensure transparency, and fulfill our accountability.

3. Key Human Rights Issues in Suzuki Group's Business

Taking into account international human rights norms, and the characteristics of our corporate activities and the value chain, the Suzuki Group positions the following as human rights issues to focus on in its business activities and advances efforts to respect human rights. In addition to these human rights issues, if potential or actual adverse impacts on human rights are identified in the value chain related to the Suzuki Group's business, we will take necessary actions in accordance with "2. Addressing Human Rights Risks."

(1) Human Rights of Workers

We respect the human rights of not only the employees of the Suzuki Group but also all those who work for Business Partners and other related parties (hereinafter referred to as "Workers").

● Discrimination and Harassment

We do not tolerate discrimination based on attributes or conditions unrelated to work, such as gender, age, nationality, race, ethnicity, color, language, religion, beliefs, political opinions, social origin, sexual orientation, gender identity, health status, or disability.

We do not tolerate any form of harassment, whether mental or physical, including power harassment, sexual harassment, and harassment related to pregnancy, childbirth, childcare leave or other matters.

We strive to create a respectful workplace where all Workers feel safe.

● Forced Labor and Child Labor

We do not tolerate any form of modern slavery, including forced labor or human trafficking through violence, threats, debt.

Recognizing that migrant and foreign workers are more susceptible to exploitation and forced labor, we address this issue not only within the Suzuki Group but also in cooperation with Business Partners and other stakeholders. We work with third-party organizations to understand the actual situation and ensure that migrant and foreign workers are employed under appropriate working conditions within the Suzuki Group and Business Partners.

We do not employ individuals below the legal minimum working age in any country or region in our corporate activities and business relationships. We prohibit assigning hazardous or harmful tasks to young workers under the age of 18.

In addition, recognizing concerns about human rights abuses in the extraction of raw materials such as minerals including forced labor and child labor, we work to identify human rights risks and take appropriate measures if risks are identified.

- Working Environment

We prioritize ensuring the safety and health of Workers in their duties. We strive to prevent occupational accidents, based on laws and regulations on occupational health and safety in each country and region.

- Working Hours

We comply with the laws and regulations of each country and region regarding the determination of Workers' working hours (including overtime), granting of holidays and annual paid leave, and other related matters. We consider Workers' work-life balance and work to reduce excessive working hours.

- Wages

We comply with the laws and regulations of each country and region regarding minimum wages, overtime pay, wage deductions, piece-rate pay, equal pay for equal work, and other benefits. We pay living wage that enables Workers and their families to live with dignity.

- Dialogue and Consultation

We respect Workers' freedom of association and the right to collective bargaining based on international guidelines and the laws and regulations of each country and region, and engage in sincere dialogue and consultation with Workers' representatives or organizations. We do not engage in any threats or retaliatory measures against Workers' representatives or organizations that exercise these rights.

- Privacy

To respect individual privacy, we handle Workers' personal information carefully and appropriately in accordance with the laws and regulations of each country and region and the policies of Suzuki and each company within the Suzuki Group.

(2) Human Rights of Customers

We respect the human rights of customers in all countries and regions where the Suzuki Group conducts business.

- Products, Services, and Customers

We provide high-quality and safe products designed, developed, produced, and serviced with the highest priority on customer safety and security. We are committed to designing and developing products with special consideration for children, the elderly, and customers with disabilities.

In addition, to respect customers' individual privacy, we handle customers' personal information carefully and appropriately in accordance with the laws and regulations of each country and region and the policies of Suzuki and each company within the Suzuki Group.

(3) Local Communities

In all countries and regions where the Suzuki Group conducts business, we place great importance on coexistence with local communities and respect the human rights of local residents.

- Impact on Local Communities

We recognize that the Suzuki Group's corporate activities may impact the health, lives, livelihoods, access to water, sanitation, and the rights of indigenous peoples in local communities. We implement necessary measures while respecting the culture and customs of each country and region, based on dialogue and consultation with local residents, and in accordance with the laws and regulations of each country and region and relevant international norms.

We work with suppliers to engage in responsible sourcing of raw materials and minerals.

We work to identify human rights risks in cooperation with suppliers and industry associations, and if risks are identified, we strive to take appropriate measures.

This Policy was approved by the Board of Directors in June 2025. This Policy will be reviewed as necessary in response to changing circumstances.

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Toshihiro Suzuki

President and Representative Director