JVCKENWOOD

**September 30, 2025**

# Slavery and Human Trafficking Statement And Activity Report for 2025

## Introduction

In November 2016, we, JVCKENWOOD Corporation published our initial Slavery and Human Trafficking Statement incorporating basic policies and practices.
We continue to be committed to improving our practices to combat slavery and human trafficking, and to respecting the human rights of workers.

## Organisation's structure

We are a global manufacturer, distributor and solution provider in the electronics sector, primarily focusing on visual, audio and communication technologies and products.
We are the Japan based parent company of the JVCKENWOOD Group (Group), which includes our U.K. subsidiary JVCKENWOOD U.K. Ltd. (JKUK). The Group has over 15,100 employees worldwide and operates in all corners of the globe.
The Group achieved global revenue of 370,308 million Japanese yen in the fiscal year ending March 2025.

## Our business

The JVCKENWOOD Group aims to provide products, services, and solutions that realize its corporate philosophy "Creating excitement and peace of mind for the people of the world" in the three business sectors: Mobility & Telematics Service Sector, Safety & Security Sector and Entertainment Solutions Sector.

Our products are manufactured by sixteen Group production companies etc. located in Japan, Southeast Asia, China etc. in nine countries, and are distributed around the world through fourteen overseas Group Sales & Marketing companies. (As of July 1, 2025)

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.
Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our supply chains and business.

In Jan 2021, we have established the "JVCKENWOOD Group Human Rights Policy" to clearly express our commitment to respect human rights.

See link to our home page:
https://www.jvckenwood.com/en/sustainability/social/human_rights.html

Further, concerning our commitment to respecting the human rights of workers, pursuant to our Group's Compliance Code of Conduct, "we strive to understand and comply with labour-related laws, standards, regulations, etc."

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## Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we are committed to maintaining due diligence processes for slavery and human trafficking.

We are committed to improving our systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## Adherence to our ethical standards

We have zero tolerance to slavery and human trafficking.
To ensure this, all those in our supply chain and contractors are expected to comply with our ethical standards.
We are committed to having in place a supply chain compliance programme.
We have a dedicated compliance section, which maintains a hotline accessible to the Group. The compliance section works with representatives of Legal, Human Resources, Procurement, Group Management and other departments as necessary.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are committed to providing training to our staff. We conduct periodic seminars on the Compliance Code of Conduct for Group employees.

## Activity Report for Fiscal Year Ending March 31, 2025

- We monitored our supply chains by conducting evaluations of our suppliers to ensure that they continue to meet our commercial and ethical requirements, including compliance with human rights provisions prohibiting slavery and human trafficking. This annual supplier evaluation process has been implemented since 2009.

- We continued to send Self-Assessment Questionnaire (SAQ) to all suppliers, provided feedback to existing business partners that we have identified as being at high risk in answers to items that may be linked to material violations of laws and regulations related to human rights, health and safety, and the environment, and we submit written requests to them for improvement of the applicable risks.

- In September 2024, we revised the "JVCKENWOOD Group Human Rights Policy" taking into account the evolving social context surrounding business and human rights, as well as the progress of our human rights due diligence.

- As part of our human rights due diligence, we have conducted an annual human rights risk surveillance for our Group companies worldwide. Additionally, we provided human rights training to Group employees by an external expert on the theme of "Human Rights in Business."

- In the JVCKENWOOD Group, we have established a contact point where reports can be submitted anonymously, as a measure in cases where there is possibility of a violation

of laws and regulations, the "JVCKENWOOD Group Compliance Code of Conduct," or other internal rules. In addition, we have established a complaint and reporting contact point for external stakeholders provided by the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER).

## Further steps

- Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains and business, we intend to take further appropriate steps to combat slavery and human trafficking.
- During the fiscal year ending March 31, 2026 we are planning the following actions.

  - To continue sending Self-Assessment Questionnaire (SAQ) to all suppliers, analyze the responses, and to issue "Request for improvement based on responses to the CSR Self-Assessment Sheet" to companies with issues and to request suppliers to report on the progress of improvements.

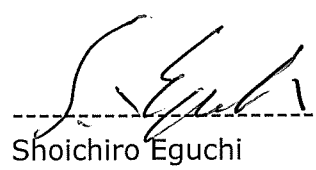
  - Based on "JVCKENWOOD Group Human Rights Policy", we plan to promote respect for fundamental human rights and compliance with labor standards not only among our Group employees, but also across all stakeholders, including business partners and suppliers that may have an impact through our business.

  - To continue human rights risk surveillance for our Group companies worldwide, and to conduct human rights training and surveys for Group employees by external expert.

This statement is made pursuant to section 54(1) of the U.K. Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending March 2025.

It also constitutes JKUK's statement for the same purpose, however subject to the qualification that instead of having a dedicated compliance section, JKUK instead has a person assigned to manage compliance, who liaises with other concerned persons as appropriate.

JVCKENWOOD Corporation



Shoichiro Eguchi
Representative Director of the Board
President, Chief Executive Officer (CEO)