

Statement on UK Modern Slavery Act 2015

KOA Corporation (hereinafter referred to as "we", "Company") discloses the following measures for preventing slave labor and human trafficking in the Company and its supply chain in 2019 based on Article 54, Paragraph 1 of the UK Modern Slavery Act 2015.

1) KOA Group (Our Business, Organizational Structure)

Since our founding in 1940, we have been developing, manufacturing and selling various electronic components centering on fixed resistors as an electronic components manufacturer.

The KOA Group consists of the company and 18 subsidiaries, and operates with approximately 3,900 employees worldwide.

For more information about us, please visit our website.

<https://www.koaglobal.com/>

2) Policy on Slavery Labor and Human Trafficking

■ The vision of the founding " Farming and Manufacturing in One " and "Bring Sunshine to Ina Valley".

We are founded by a young man from farming community who was dedicated to bringing stable livelihood to the people struggling to make ends meet in collapsing farming community and improving rural infrastructure. Since then, to fulfill our founder's dream of "Bring Sunshine to Ina Valley", we have been executing strategies to strive for the vision of "Farming and Manufacturing in One". Creating an environment where farmers can live as farmers was the wish of the people in this community at the time the company was founded.

■ KOA's Mission Establishing the bond of trust with "5 Stakeholders" that support us

While inheriting the will of our forefather, we also listened to the voice of current era, and it became KOA's corporate mission to establish a strong relationship of mutual trust with each of our "5 Stakeholders" – "Shareholders", "Customers and Suppliers", "Community", "Employees and Their Families", and the "Mother Earth" – from whom we are receiving a lot of support. KOA is grateful for the opportunity to be associated with our stakeholders, and through engaging with them, we will be learning many things to help us promote corporate activities for the enhancement of value for all "5 Stakeholders".

■ Compliance Basic Policy

In order to establish the bond of trust with five stakeholders as a corporate mission, the KOA Group recognizes that establishment of compliance is essential and promotes continuous improvement to fulfill expectations and requirements from five stakeholders.

Compliance Basic Policy

<https://www.koaglobal.com/corporate/csr/basic/humanrights>

■ KOA's Human Right and Labor Policy

The KOA Group regards employees as one of our mission and considers employees not as just human resource but as human treasure, which means, we think our employees as a major fortune among the whole management resources.

We think the respect for basic human rights is the universal and top-priority issue and expressly prohibits inhumane treatment and the use of forced and child labor.

Human Rights and Labor Policy

<https://www.koaglobal.com/corporate/csr/basic/humanrights>

■ Code of Conduct

In order to realize the KOA Group's mission, the basic policy for each of us is clearly stated.

Code of Conduct

<https://www.koaglobal.com/corporate/csr/basic/humanrights>

■ Procurement Policy

In the supply chain, we have established a "Procurement Policy" and "KOA Procurement Transaction Guidelines" to comply with social norms and laws, respect human rights, eliminate unfair discrimination regarding employment and occupation, and eliminate forced labor and child labor.

KOA Procurement Policy

<https://www.koaglobal.com/corporate/csr/basic/procurement>

■ Responsible Minerals Trade

We agree with the spirit of the RBA and state that we do not use conflict minerals such as gold, tantalum, tungsten and tin that mined in the Democratic Republic of the Congo or an adjoining countries and associated with inhuman act in "Procurement Policy" and "Conflict Minerals Guidelines".

3) Efforts on Slavery labor and human trafficking

■ Risk Assessment and Management

In order to comply with the Compliance Basic Policy and Human Rights and Labor Policy, we have established an ethical labor management system and carry out risk assessments including human rights labor every year.

In fiscal 2019, we conducted a self-assessment based on the RBA Code of Conduct and internal audits by the auditing division at major production sites in KOA Group.

■ Efforts for Supply Chains and Staffing Companies

For the supply chain, we have created the "KOA RBA Promotion Guidebook" with the aim of deepening mutual understanding with our suppliers and fulfilling our social responsibilities, including the prohibition of slave labor and human trafficking, and we ask them to agree to the RBA Code of Conduct and submit a check sheet.

For conflict minerals, we request surveys of the usage of conflict minerals and refineries. Furthermore, we also investigate cobalt, which has been pointed out as a mineral related to human

rights issues such as child labor.

Based on the same idea, we also ask staffing companies to submit a consent form that complies with the RBA Code of Conduct.

■ Establishing a contact office

In order to understand the facts and concerns of dishonest, illegal, and unethical actions, we have established a contact office for anonymous consultations and reports for all KOA Group employees (including temporary staffs) and suppliers.

4) Training on Slave Labor and Human Trafficking

We distribute the "KOA Mind", a portable booklet containing the KOA Group Code of Conduct, human rights and labor policy, procurement policy, and other information, every year to all sites in Japan and overseas to promote awareness and understanding. We also provide education on ethics, human rights and labor in in-house training such as training for new employees and for newly appointed managers.

5) Future Efforts

We will continue to maintain respect for basic human rights as a universal and most important issue in our business, and will continue to strive to assess and manage risks related to global human rights and labor issues, including slave labor and human trafficking. Even in the supply chain, we will address human rights labor issues so that slave labor and human trafficking do not occur.

This statement was approved by the Company's Board of Directors dated June 22, 2020.

June, 2020

Tadao Hanagata.

KOA Corporation

President

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