

Global Human Rights Policy and Supply Chain Transparency Policy and Statement

As reflected in our Vision and [Guiding Principles](#), Kimball Electronics, Inc. (the “Company” or “Kimball”) is committed to the highest standards of conduct in its business dealings. We are a human-centered company that fully supports human rights. For us, human rights are more than just being compliant, they are about doing the right thing. Our Guiding Principles outline the critical role Kimball plays as a corporate citizen for our customers, our people, our partners, our environment, and our communities. Our human rights beliefs are deeply rooted in our Guiding Principles.

Kimball has been built upon the tradition of pride in craftsmanship, mutual trust, personal integrity, respect for dignity of the individual, a spirit of cooperation, and a sense of family and good humor. We seek to enhance this culture as we grow. We believe in the inherent value of all individuals and their inalienable rights and acknowledge the risks of specific impacts to particularly vulnerable segments of society, including minorities, women, and indigenous peoples. As expressed in this Policy, we respect internationally recognized human rights principles. We derived this Policy from principles such as those defined in the United Nations’ Universal Declaration of Human Rights and the two International Covenants making up the International Bill of Human Rights; the United Nations’ Guiding Principles on Business and Human Rights; the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work and ILO Conventions 98 and 111; the OECD Guidelines for Multinational Enterprises; the Ten Principles of the United Nations Global Compact, and the guidance provided by ISO 26000. We believe that no company should prosper while violating, or being complicit in the violation of, the basic human rights of others whether through unlawful slavery, servitude, forced or compulsory labor, or otherwise exploitative means.

To this end, Kimball champions transparency and accountability for itself through its Guiding Principles and Purpose Statement. This transparency and accountability include our commitment to report regularly and create awareness of our material environmental, social and, governance issues. To raise awareness of our commitment to human rights and to foster compliance with this Policy, we have incorporated this Policy as an integral part of our [Code of Conduct](#) and train all of our employees worldwide on human rights issues.

Governance and Oversight

Responsibility for the implementation and operation of this Policy lies with our most senior personnel, our Executive Leadership Team, with essential support from our Human Resources, Global Procurement, Product Compliance, Internal Audit, Legal, and Sustainability teams. We also maintain cross functional forums that provide input on this Policy and related programs.

Our Board of Directors oversees policies and operational controls related to our environmental, health & safety, social, and governance risks and opportunities. Its Nominating and ESG Committee serves as our Sustainability Committee and, together with our Board, reviews and provides input on our [annual sustainability report](#) and [Sustainability Policy](#). We provide the Committee with comprehensive updates on impacts around our key sustainability issues, which include human rights and climate risks. These key issues are identified through our annual Double Materiality Assessment, ongoing Enterprise Risk Management processes, and internal and supply chain audits. These updates cover our improvement, compliance, and mitigation efforts and occur at the Committee's regular quarterly meetings and whenever appropriate.

Human Rights Standards

The standards in this Policy apply to all our operations, regardless of their geographic location. In addition, we screen each new supplier and require all of our suppliers, vendors, contractors, and partners to ensure they meet each of the global Human Rights Standards described below through our Code of Conduct, [Supplier Code of Conduct](#), and [Global Supplier Quality Manual](#). Our standard terms and conditions of purchase and our other contracts with suppliers include this requirement. We reserve the right to terminate a contract, withhold payment, and assess fees and/or costs for any non-compliant supplier, vendor, contractor, or partner.

Forced Labor, Child Labor, and Human Trafficking

We support and comply with child and compulsory labor laws worldwide. We commit to avoiding complicity in human rights violations including forced labor, human trafficking, and unlawful child labor. In accordance with conventions of the ILO, we do not make use of forced, bonded, or child labor to manufacture or assemble products. In this context, a "child" is defined as a person younger than any of the following: the age of 16, the age for completing compulsory education in their country, or the minimum age for employment in their country.

Unless required by local law, our employees are not required to make financial deposits, pay recruitment fees, or deposit original government-issued identification, passports, or work permits as a condition of employment. Subject

to local law requirements, employees are free to terminate their employment with us with or without reasonable notice.

Fair Remuneration and Economic Inclusion

Remuneration must be consistent with the provisions of all applicable wage laws, including those relating to the minimum wage, overtime, and legally mandated benefits. We prohibit wage deductions as disciplinary measures. We promote and apply principles of economic inclusion for our employees, customers, and the suppliers we select, including the principle of equal pay for work of equal value, in all countries where we operate.

Fair Labor Practices

We require that all employment, whether with Kimball or with our suppliers, complies with applicable laws, regulations, and prevailing labor relations and employment practices, including those concerning hours, compensation, overtime payments, opportunity, and working conditions. Work weeks cannot exceed the maximum set by local law and workers shall be allowed at least one day off every seven days. We work to ensure that all employees at Kimball and throughout our supply chain receive a living wage under humane conditions, meaning workers earn enough to provide food, housing, acceptable living conditions, and basic needs for themselves and their dependents, regardless of the country where they work. Kimball is committed to employment security and to avoiding or minimizing compulsory redundancies. Where these are unavoidable, our employees benefit from special protections against redundancy under collective agreements and our promotion of responsible redundancy procedures that mitigate the consequences for affected employees, particularly when no other legal or collective frameworks provide such protections and procedures. For example, in the United States, all full-time employees with one or more years of full-time service with us who are made redundant are eligible for our employee severance plan and receive one week of pay and one week of medical insurance allowance (COBRA) for each year of service with us, with a minimum of 2 weeks.

Within the framework of law, regulations, and prevailing labor relations and employment practices, we respect each employee's right to make an informed decision, free of coercion, about membership in associations and/or labor unions. Where employees are represented by a legally recognized labor union or other employee organization, we establish a constructive dialogue and engage in negotiations or consultation as required with their freely chosen representatives. We provide written documentation to our employees about their wages and terms and conditions of employment, and we do so wherever possible in their native languages.

Safe and Healthy Work Environment

We strive to provide all employees, contractors, and visitors with a safe, healthy, and secure workplace. Employees are expected to work safely, follow safety policies, report unsafe conditions, and wear appropriate personal protective equipment (PPE). Kimball is committed to complying with all applicable occupational health & safety legal requirements, maintaining workplaces free from hazards, and ensuring that every employee and contractor has the right to refuse unsafe work. Our approach to health & safety aligns with recognized standards such as ISO 45001 and is supported by the commitments outlined in our Sustainability Policy. We focus on hazard elimination, risk reduction and continuous improvement to protect the well-being of our workforce.

Diversity, Equity, Inclusion, & Belonging

We value and work to promote an inclusive and equitable work environment where each member of our diverse workforce is empowered to fully belong. We are committed to accountability and continuous improvement of the principles outlined in our [Diversity, Equity, Inclusion, and Belonging \(DEI&B\) statement](#). Our strategy is to achieve excellence in customer service, employee relations, and business objectives through creativity, responsiveness, and innovation as a result of increased well-being, sense of belonging, and meaningful work for our employees. We integrate DEI&B into our culture, values, and strategies. We publish and provide a report on the diversity of our employees to the Board of Directors annually.

Equal Employment Opportunities, Non-Discrimination, and Anti-Harassment

Kimball is committed to maintaining a workplace free from discrimination, including harassment and abuse. We do not tolerate any sort of discrimination, harassment, or abuse by anyone toward any other person, whether or not they are an employee. Abuse includes any harsh or inhumane treatment of employees, including corporal punishment, mental or physical coercion, verbal abuse, or the threat of any such treatment. For all employment practices from recruitment to separation, we do not discriminate based on age, race, skin color, social background, religion, ethnicity or national origin, gender, gender identity or expression, disability, genetic information, sexual orientation, political affiliation, union membership, marital status, status as a protected veteran, caste, property, birth, or any legally protected classification in accordance with local country laws. Employees with disabilities are provided reasonable accommodations.

Any person or entity that engages in prohibited discrimination, harassment, or abuse will be subject to discipline, up to and including immediate termination of the relationship with Kimball. This policy applies to conduct on Kimball's premises

and in the course of its business, as well as off-premises conduct that affects any employee in the workplace or that creates a hostile working environment.

Employee Development

We believe that strong leadership and informed employees are essential to upholding human rights and ethical supply chain practices. Our development approach emphasizes integrity, respect for human dignity, and accountability in every role. We prepare employees, particularly those in procurement, compliance and audit, to identify and address risks such as forced labor, child labor, and unsafe working conditions. We integrate human rights awareness into leadership development and decision-making training so that managers understand their responsibilities for fair treatment, safe workplaces, and ethical sourcing. We also encourage continuous learning on diversity, equity, inclusion and responsible business conduct to strengthen our culture and reduce risks across our global value chain.

Employee Training

We provide regular global training on human rights, anti-corruption, diversity and inclusion, and reporting obligations. Training covers identifying risks such as forced labor, child labor, and human trafficking, and explains how to use our reporting channels. Employees with supply chain responsibility receive additional training on responsible sourcing and supplier due diligence. Training hours and completion metrics are reported in the annual update section of this Policy and in our public sustainability reporting.

Workplace Flexibility and Employee Support

Flexibility, collaboration, and strong relationships are key elements of our Guiding Principles and core strengths of our service to all our stakeholders. We appreciate the uniqueness of each employees' individual roles and personal circumstances, just as we do with our customers' unique needs, while also recognizing the authority our people leaders have to manage their teams. Consistent with our operational needs, we apply workplace and worktime flexibility and employee support strategies, such as employee assistance programs, dependent care leave, hybrid or remote work, compressed workweeks, and reduced or part-time work assignments, to promote and support our team members' physical, mental, and financial well-being and to manage workplace stress. Additionally, we limit our use of non-regular employment to specific organizational needs and routinely evaluate this use to ensure proper classification and equal compensation.

Privacy

We are committed to protecting the privacy of those who entrust us with their personal information, including our customers, suppliers, website visitors, employees, and all those who do business with us. Whenever possible, we explain how personal information can be corrected, updated, or deleted. We

keep personal information secure and follow the applicable laws governing that information.

Adopting Proportionate Security Arrangements

Kimball aims to ensure that the provision of security to our operations and our engagement with public and any private security forces is consistent with the laws of the relevant country and relevant international standards and guidelines, such as the Voluntary Principles on Security and Human Rights. We adapt our security arrangements to balance the need for safety while respecting human rights.

Developing Sound Practices for Land and Water Use

We recognize the right to water as a fundamental human right and are committed to responsible land and water use. Our practices are informed by international principles and aligned with our Sustainability Policy. We work to minimize water stress and environmental impacts while supporting human rights and sustainable operations across our global footprint, continuously improving our water efficiency as we do with other natural resources and energy.

Animal Rights and Biodiversity

Animals are not components in our supply chain, and neither our manufacturing nor our design processes involve experimentation on animals. Kimball believes that biodiversity and healthy ecosystems are key for enjoying a broad range of human rights, including those for food and health. In turn, exercising human rights, such as public participation and access to information, can foster stronger action for conservation and the sustainable use of biodiversity and ecosystems. We are committed to working with our supply chain to ensure production does not cause a loss of natural ecosystems or biodiversity, deforestation, or human rights infringements, among other environmental or social issues.

How We Facilitate Reporting Among Our Stakeholders

If employees at Kimball, supply chain workers, or other stakeholders have any questions or wish to report potential violations, they may contact:

- a) any Kimball supervisor or manager with whom they feel comfortable discussing the problem,
- b) Kimball's Human Resources team or Chief Compliance Officer, or
- c) Kimball's anonymous, confidential, [third-party hotline](#).

Reporting persons can access the hotline worldwide, 24 hours a day, 7 days a week via e-mail, the Internet, or telephone in a language of their choice. We publicize this stakeholder hotline in this Policy, our public Code of Conduct, and our communications, both to employees and to the public, including workers and other stakeholders in our supply chain.

Remediation Process

Reports are promptly reviewed and investigated through a fair, impartial, and transparent process by the appropriate internal function under the oversight of

the Chief Compliance Officer. Our CEO, Chief Compliance Officer, and Chief Human Resources Officer provide executive oversight for our human rights and anti-bribery/anti-corruption programs, including the handling of reports and remediation actions. Where a violation is confirmed, we take corrective actions and implement time-bound plans to address root causes.

No Retaliation

Kimball will promptly investigate all reports and will not retaliate nor tolerate retaliation against any person or entity who, in good faith, makes a report or cooperates in an investigation. Any person or entity that retaliates or threatens retaliation against anyone who makes a report or cooperates in an investigation will be subject to discipline, up to and including immediate termination of the relationship with Kimball.

Annual Statement for FY2025

Kimball on behalf of itself and its subsidiaries, and in furtherance of its dedication to this Policy and its Guiding Principles, presents this review of our activities for our fiscal year 2025. This annual review explains some of the practical actions that we have taken in the past year to implement this Policy and to help ensure that slavery and human trafficking are not taking place within Kimball's supply chain. Some countries and U.S. states have implemented legislation that requires certain businesses to provide public statements in this regard. This legislation includes the California Transparency in Supply Chains Act of 2010 and Part 6, Section 54 of the United Kingdom Modern Slavery Act of 2015.

We firmly believe that identifying and understanding employee, health, safety, and environmental issues, including any potential human rights concerns, are critical to our supply chain, our business development efforts, and any acquisition activities. We actively monitor and audit internal compliance with our Code of Conduct and our responses to any reported concerns. We conduct thorough due diligence investigations prior to engaging with suppliers or vendors, acquiring businesses, and selecting partners, and will apply appropriately higher levels of scrutiny where there are traditionally higher risks of compliance violations and/or human rights abuses. We escalate and remediate any issues after our relationship with a third party begins and as we integrate operations that we acquire into the Kimball family.

As described below, Kimball took the following steps in fiscal year 2025 to responsibly manage our supply chain relationships and to identify and mitigate specific risks under our Policy that our activities and business relationships may pose:

Employee and Supplier Compliance

We expect that all employees and suppliers understand and comply with this Policy and our Code of Conduct, and require both employees and suppliers to confirm this in writing. We actively monitor and verify compliance internally and across our supply chain through annual in-person and remote audits,

assessments, and training. This year, Kimball's audits and assessments covered approximately 99% of our inventory and 98% of our accounts payable, and we conducted numerous financial and operational audits of our own company and its subsidiaries. All such audits were conducted using audit protocols and procedures developed by our internal auditor teams that are consistent with the standards of ISAE 3000. Specifically, Kimball has conducted audits in the following countries: China, Mexico, Poland, Romania, Thailand, and the United States. Upon request, a list of specific locations can be made available, redacted as needed for confidentiality obligations. Kimball Electronics Compliance can be reached via email at: [KEI Legal Notices](#)

As part of this audit process, we evaluated different approaches to assess and report on our actual and potential risks, including in the areas covered by this Policy, across our value chain. We review and revise this Policy and Statement each year as part of our continuous improvement of our company and as a further demonstration of our commitment to human rights and to Creating Quality for Life. This process involves obtaining extensive input from key stakeholders across our enterprise and externally, including from workers' councils or trade unions that represent our employees.

Our Supplier Code of Conduct and our Global Supplier Quality Manual both incorporate this Policy, and the Supplier Code of Conduct functions as our certification program for suppliers, ensuring that we obtain written acknowledgment of their obligation to comply with all applicable laws, our Codes of Conduct, and this Policy. Suppliers also commit to allowing us to conduct supply chain audits for safety and compliance, to engaging in only legitimate and ethical business and labor practices, and to ensuring that their employees, supply chain, and stakeholders understand how to report any actual or suspected misconduct using our ethics hotline. We reserve the right to terminate a contract, withhold payment, and assess fees and/or costs for any non-compliant supplier.

We believe that providing effective training to employees annually on our Global Code of Conduct, including this Policy, and other core human rights matters is critical to our success. Improvements to the platforms we use to provide our training enabled us to conduct both virtual and classroom training sessions globally.

In fiscal year 2025, 100% of our procurement personnel completed nearly four hours of training aligned with this Policy, which covered ethics and compliance, prevention of human trafficking and discrimination, bias awareness, fair talent practices, diversity and inclusion, and responsible digital conduct. 95% of all employees completed annual refresher training that incorporated our Code of Conduct, this Policy, and how to report matters of concern to Kimball.

Incident Investigation and Reporting

In fiscal year 2025, we did not identify any breaches relating to this Policy, the Code of Conduct, the Supplier Code of Conduct, or in any of the other following Priority Areas that we track:

- Forced labor
- Child labor
- Human trafficking
- Bribery
- Facilitation payments
- Corruption (including associated legal proceedings)
- Anti-competitive acts (including false or deceptive marketing or labeling practices) or standards
- Other priority non-conformance incidents (including labor rights, health and safety, and compliance with our GSQM and Code of Conduct by our suppliers)

Any conduct that could reasonably be believed to be a violation has been reported to management for further investigation. Since our last report, we received twelve reports to our hotline or via other channels during fiscal year 2025, six of which were duplicates. All reported concerns were issues pertaining to employee relations.

For each of the twelve reported matters, we opened dialogues with the reporting parties, began investigations within 24 hours of receipt, and completed necessary investigations and actions in less than 7 days. None of the matters required forwarding to local authorities, or, if appropriate, a human rights organization for further investigation.

We also can report that we had no legal or regulatory fines, monetary losses (from legal proceedings or otherwise), enforcement actions, or settlements associated with any of the Priority Areas, and no fines or penalties related to any environmental or ecological issues.

In accordance with our Code of Conduct and our employee expense policy, gifts or donations that we gave over \$500 were approved in writing by our CEO, CFO, or our corporate donations committee (on which the CFO serves). All gifts and donations are governed by our [Global Policy on Philanthropic Contributions and Non-Commercial Sponsorships](#).

We are committed to responsible, sustainable environmental, social, and governance philosophies and practices, which have been a part of our fabric since our founding in 1961. To showcase how our employees around the world share a strong sense of responsibility to protect the environment, sustain a safety

focus at our facilities, and give back in meaningful ways to the communities where we live and work, we issued our latest annual [Guiding Principles Report](#) in March 2025. The Report highlights the long-term environmental, social, and governance principles and practices designed to support the Company's commitment to sustaining lasting relationships and achieving global success with its stakeholders wherever Kimball Electronics' touch is felt throughout the world. The Report reflects several long-standing Guiding Principles of the Company: our customer is our business; our people are the company; the environment is our home; we strive to help our communities be great places to live; profitability and financial resources give us the freedom to shape our future and achieve our vision.

We strive to routinely review and refine our approach to addressing human rights and supply chain transparency. We also track and publicly report on these and other matters through our annual Guiding Principles Report.

This Statement has been approved by Kimball's Board of Directors.

Sincerely,

Ric Phillips
Chief Executive Officer and Director

Last Updated: September 2025