

HUMAN RIGHTS STATEMENT

At HARMAN International Industries, Inc. (“HARMAN”), integrity and respect for people are at the core of our business. We are committed to conducting our operations responsibly, in full respect of human rights, and in compliance with the laws and standards of the countries in which we operate.

HARMAN’s approach is guided by the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and global due diligence laws including the German Supply Chain Due Diligence Act (LkSG) and the EU Corporate Sustainability Reporting Directive (CSRD).

Our Commitments

- Respecting the rights to freedom of association, collective bargaining, equal opportunity, and non-discrimination.
- Prohibiting all forms of child labor, forced or bonded labor, human trafficking, and exploitative prison labor.
- Ensuring safe and healthy working conditions and fair compensation in line with local and international standards.
- Respecting the rights of local communities and indigenous peoples, including access to land, forests, and water resources.
- Advancing gender equality, empowering women, and supporting minorities and other vulnerable groups within our workplaces and supply chains.

Due Diligence & Risk Management

We conduct regular human rights and environmental risk analyses across our operations and supply chains. These analyses identify potential and actual risks, inform mitigation measures, and are updated both on a scheduled basis and in response to specific events.

Where risks are identified, we:

- Take preventive and corrective measures.
- Work with suppliers and partners on remediation plans.
- Escalate serious or unremediated violations to business leadership, which may result in termination of business relationships.
- Where adverse impacts occur, we are committed to providing for, or cooperating in, legitimate remediation processes for affected individuals and communities.

Supply Chain Responsibility

We expect all suppliers and business partners to uphold the same principles. We implement supplier due diligence through:

- Risk-based onboarding and screening.
- Supplier Code of Conduct commitments.
- Audits, monitoring, and training programs.
- Corrective action processes where issues are identified.

We recognize the interconnection between environmental protection and human rights and integrate both into supplier due diligence and risk assessments.

Grievance Mechanisms

We provide accessible and confidential channels, including the HARMAN Whistleblower Hotline, for employees, suppliers, and external stakeholders to report concerns. All reports are investigated and inform us of our ongoing due diligence process.

Any potential, suspected, or actual violations of this Human Rights Statement can be reported via the HARMAN Whistleblower Hotline. All reports will be treated as confidential to the extent possible and as permissible by law.

- Online: <https://harman.onetrustethics.com/>
- By Phone: +1 (866) 296-4132 (U.S.); collect calls accepted internationally
- By email to HAR@openboard.info
- Available 24/7
- Reports can be made anonymously (where permitted by law)

Governance & Accountability

Oversight of this Statement rests with HARMAN's Legal & Compliance function, reporting to senior executive management and the Board. Progress and performance are reviewed regularly and will be reported publicly in line with CSRD and LkSG requirements. This Human Rights Statement applies globally to all HARMAN employees, subsidiaries, operations, and business partners, regardless of location.

Questions regarding this Statement should be directed to HARMAN's Legal & Compliance Department at: oneharmanesg@harman.com.