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 UN Declaration on the Rights of Indigenous Peoples, the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the Responsible Business Alliance (RBA) Code of Conduct, and the Social Accountability International SA8000 ® Standard (2026). We comply with global supply chain due diligence laws including such as the EU Corporate Sustainability Due Diligence Directive and the German Supply Chain Due Diligence Act (LkSG), and with disclosure laws such as the EU Corporate Sustainability Reporting Directive (CSRD).

Our Commitments

- Respecting the rights to freedom of association, the right to collective bargaining, equal opportunity, and the prevention of discrimination and harassment
- Prohibiting all forms of child labor, forced, bonded (including debt bondage), or indentured labor, involuntary or exploitative prison labor, slavery, and human trafficking
- Ensuring fair and equitable compensation for performing the same or similar work, or work of equal value, in line with local and international standards
- Providing all employees with compensation that meets or exceeds the ILO living wage standard for each country of operation, in alignment with ILO principles for estimating a living wage
- Ensuring safe and healthy working conditions, including access to water for consumption and sanitation
- Respecting the rights of local communities and indigenous peoples, including access to land, forests, and water resources, and avoiding unlawful eviction or deprivation of those resources
- Advancing gender equality, empowering women, and supporting minorities and other vulnerable groups within our workplaces and supply chains
- Recognizing the interconnection between environmental protection and human rights, and integrating it into our business and supply chain due diligence
- Ensuring access to remedies for affected individuals and communities where harm occurs

- Handling the personal data of our workforce responsibly — collecting and using it only for legitimate, limited, and non-discriminatory purposes, keeping it secure, and being transparent with employees about its use

- Using artificial intelligence (AI) safely and responsibly, with attention to fairness, transparency, and accountability – and to equipping our employees through training to identify and help prevent adverse human rights impacts arising from the company's use of AI in our operations and products

What Is Discrimination and Harassment?

Discrimination involves treating an individual or group unfairly or less favorably than others, either directly or indirectly, on the basis of any perceived or actual characteristic protected by applicable law or Company policy – including but not limited to, sex (including pregnancy, lactation, childbirth, or related medical conditions), race, religion, color, gender identity, gender expression, national origin or ancestry, citizenship, nationality, immigration or migrant status, physical or mental disability, genetic information (including testing and characteristics), marital status, registered domestic partner status, age, sexual orientation, uniformed servicemember and veteran status – rather than on individual merit or job-related criteria. It includes any distinction, exclusion, restriction, or preference that has the purpose or effect of denying equal employment opportunity or impairing equitable treatment in employment. This includes conduct based on the perception that an individual or group has, or is associated with a relative, friend or associate who has, any such characteristic.

Harassment is a form of discrimination. Under this Statement, harassment includes any verbal, written, visual, electronic, or physical conduct that denigrates, humiliates, demeans, intimidates, shows hostility or aversion toward, or otherwise creates an offensive work environment for an individual or group because of any perceived or actual characteristic protected by applicable law or Company policy – such as those identified above. This includes perceived or actual characteristics of relatives, friends, colleagues, or associates.

Harassment is prohibited where the conduct:

a. has the purpose or effect of creating an intimidating, hostile, degrading, humiliating, or offensive work environment;

b. has the purpose or effect of unreasonably interfering with an individual's work performance; or

c. otherwise adversely affects an individual's employment opportunities, terms, or conditions of employment.

Harassment can take many forms and may occur in person or through electronic communications. Harassment includes sexual harassment, unwelcome sexual advances, requests for sexual favors, or other verbal, visual, electronic, or physical conduct of a sexual nature.

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.

HARMAN Employees

We directly engage with employees through our annual employee engagement survey, and through regular manager meetings and leadership town halls. We may engage with employees through communications with workers representatives and/or through the HARMAN Speak Up Hotline.

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 Speak Up 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 Speak Up Hotline. All reports will be treated as confidential to the extent possible and as permissible by law.

HARMAN Speak Up Hotline
• Online: speakup.harman.com • By Phone: +1 (800) 563-4037 (U.S.); If dialing internationally, please visit the speakup.harman.com click call now and select your country location • By email to compliance@harman.com • Available 24/7 • Reports can be made anonymously (where permitted by law)

Action for Substantiated Risks and/or Violations

Where risks and/or violations are identified and substantiated, we:

- Take preventive and corrective measures.
- Work with employees, suppliers and/or partners on remediation plans.
- Escalate serious or un-remediated violations to business leadership and, where employment or a business relationship must be ended as a result, disengage responsibly — supporting remediation, where possible, and giving due consideration to the impacts on affected workers before doing so.
- Where adverse impacts occur, we are committed to providing for, or cooperating in, legitimate remediation processes for affected individuals and communities.

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, and/or other applicable 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: **Compliance@harman.com**.