

## **Diversity, Equity & Inclusion (DE&I) Top Commitment**

In order to live up to the ideals of “Our Philosophy,” DUNLOP is actively working to promote greater mutual respect for the diversity of every individual.

DUNLOP considers “uniting our diverse strengths and continuing to grow together” to be a key management challenge. With this in mind, we hereby declare the following.

Declaration on the Promotion of DE&I

DUNLOP respects and values diverse attributes and perspectives, and is committed to creating workplaces where every individual can fully demonstrate their abilities.

- Gender, Sexual Orientation, Gender Identity, Age, Disability, etc.
- Employment Status, Recruitment Method, etc.
- Birthplace, Nationality, Race, Ethnicity, Culture, Religion, etc.

March 26, 2026

Yasuaki Kuniyasu

President and Representative Director

Sumitomo Rubber Industries, Ltd.