

## NIPPN Group Human Rights Policy

### <Introduction>

The NIPPN Group, based on its management philosophy, will fulfill its responsibility throughout all of its corporate activities to ensure the rights of life and freedom that all people are born with, and respect human rights based on human dignity, which are essential for people to live happily in society.

This is positioned as the highest-level policy regarding human rights within the NIPPN Group.

### <Main text>

#### 1. Basic approach

We will support and respect international human rights norms such as the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenant on Human Rights) and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In addition, we will work to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.

We will comply with the laws and regulations of each country and region in which we conduct business. In the event that international human rights norms differ from the laws and regulations of an individual country or region, we will adhere to the higher standard; in the event of a conflict, we will seek to find a way to respect internationally recognized human rights to the greatest extent possible.

#### 2. Scope of application

This policy applies to all officers and employees of the NIPPN Group. We will encourage all business partners in the supply chain to support this policy, respect human rights, and work together with us to promote respect for human rights.

#### 3. Human rights due diligence

To fulfill our responsibility to respect human rights, we will establish a human rights due diligence system and continue to work to identify, prevent, and mitigate any adverse impacts on human rights related to our business activities.

#### 4. Remedy

In the event that we cause or contribute to any adverse impacts on human rights, we will take measures to correct or remedy the situation. Further, in cases where our business activities, products, or services are directly related to adverse impacts on human rights through business relationships, we will encourage our business partners to prevent and mitigate such impacts.

#### 5. Education

We will provide all our directors and employees with appropriate ongoing education and training to ensure that business activities are conducted in accordance with this policy.

#### 6. Dialogue

We will engage in dialogue and discussion with stakeholders in promoting efforts to respect human rights.

#### 7. Information disclosure

We will disclose our efforts to respect human rights based on this policy in a timely and appropriate manner on our website, etc.

#### 8. Structure

We will develop a structure for implementing this policy. The Board of Directors will also oversee the implementation and compliance with this policy.

#### 9. Human rights issues

Our policy on human rights issues to be addressed is outlined in the NIPPON Group Human Rights Policy Appendix. The human rights issues outlined in the Appendix will be reviewed from time to time based on changes in our business activities and society, including laws and regulations.

Established on May 23, 2025

NIPPON CORPORATION

President, C.E.O.

Toshiya Maezuru

## NIPPN Group Human Rights Policy Appendix

This Appendix outlines the NIPPN Group's policy on human rights issues.

The human rights issues outlined in the Appendix will be reviewed from time to time based on changes in our business activities and society, including laws and regulations.

(1) Forced labor and child labor

We will not tolerate any form of human trafficking, forced labor, slavery, or child labor in any country or region in which we conduct business.

(2) Discrimination

We will respect basic human rights and prohibit any discrimination on the basis of race, skin color, religion, political opinion, sex, gender identity, sexual orientation, age, national origin, social origin, disability, etc.

We will also not tolerate any form of harassment.

(3) Freedom of association and the right to bargain collectively

We will comply with the labor laws, regulations, and practices in all countries or regions in which we conduct business, respect basic labor rights of workers, including the rights to organize and bargain collectively, and build healthy labor-management relationships with each employee.

(4) Occupational safety and health

Based on the labor laws and regulations in each country or region in which we conduct business, we will prevent occupational accidents and strive to create, maintain, and improve a safe and healthy working environment.

(5) Fair wages and appropriate working hours

Based on the labor laws and regulations in each country or region in which we conduct business, we will pay fair wages that are equal to or higher than the minimum wage and manage working hours appropriately.

(6) Respect for diversity and creation of a comfortable working environment

We will strive to create a workplace that promotes diversity, equity, and inclusion (DE&I), where diverse values and individuality are respected, and where each employee can maximize their capabilities, and experience self-growth and self-actualization.

(7) Accountable marketing communications

We will prohibit false representations, such as boasting or exaggeration, discriminatory language,

and marketing communications that have a negative impact on children.

(8) Consumer safety

We will strive to ensure quality control, product safety, and easy-to-understand labeling to ensure the safety, security, and health of consumers.

(9) Protection of personal information

Based on the labor laws and regulations in each country or region in which we conduct business, we will comply with the laws and regulations regarding the protection of information and strive to properly handle personal information.

(10) Coexistence with various stakeholders

We will respect the human rights of all stakeholders throughout our supply chain. We will also strive to coexist harmoniously with the local communities in which we conduct business, and take necessary measures to prevent or mitigate any negative impacts on the health, land rights, and access to water of local residents in conducting our business.

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