

NOF Group Human Rights Policy

Basic Approach to Human Rights

As a corporate group that creates new value in wide-ranging fields from the biosphere to outer space, the NOF Group has clearly codified respect for human rights in its Basic CSR Policy and Corporate Code of Ethics and promotes its initiatives for respecting human rights under its corporate philosophy of contributing to mankind and society. In the course of developing its business on a global basis, the NOF Group shall support and respect international standards on human rights, including the International Bill of Human Rights, the Ten Principles of the United Nations (UN) Global Compact, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and fulfill its responsibility for respecting human rights across all of its corporate activities.

1. Principles and Purpose

With the profound awareness that human rights are essential to the pursuit of happiness and affluent life for all people, and guided by international standards on human rights and our corporate philosophy and guiding framework, the NOF Group will fulfill its responsibility for respecting human rights through its initiatives for respecting human rights, going beyond compliance with the laws and regulations of countries and regions where it operates. In the event that there are inconsistencies between internationally recognized human rights and national and regional laws and ordinances, the NOF Group will do its best to pursue methods to respect internationally recognized principles on human rights.

2. Scope of Policy

This policy shall apply to all officers and employees of the NOF Group. The NOF Group will also continue to encourage its business partners and suppliers with the expectation that they will support this policy and participate in similar initiatives, and work together to promote initiatives for respecting human rights.

3. Responsibility for Respecting Human Rights

The NOF Group will fulfill its responsibility for respecting human rights by ensuring that it does not violate the human rights of people who are affected by the Group's own business activities and also by taking appropriate actions to remedy issues in the event

of adverse impacts on human rights being inflicted by the Group's own business activities. In the event where adverse impacts on human rights are being inflicted by business partners or suppliers, or in the process of supplying products, the NOF Group will require that they take appropriate actions. Specifically, this includes the following:

- Abolishing discrimination and prohibiting harassment
- Respecting privacy
- Appropriate working hours
- Fair and impartial compensation
- Freedom of association and right to collective bargaining
- Prohibition of human trafficking, forced labor, and child labor
- Occupational safety and health
- Impact on local communities and residents

4. Human Rights Due Diligence

The NOF Group will build mechanisms for human rights due diligence, investigate and identify issues in a preventive manner and remedy them through appropriate means, and strive continuously to prevent or mitigate adverse impacts on human rights. Specifically, this includes the following:

- Continuous monitoring to ensure no adverse impacts occur
- Identifying adverse impacts in the supply chain
- Initiatives to prevent and mitigate adverse impacts and risks
- Demonstrating the effectiveness of internal and external whistle-blowing systems
- Facilitating dialogue with stakeholders

5. Remedy

In the event where it is revealed that the NOF Group has caused or furthered adverse impacts on human rights, it will remedy the situation through appropriate procedures. The NOF Group has established whistle-blowing contact points (compliance hotline) to quickly detect conduct that violates or is suspected of violating human rights or corporate ethics. This system ensures the protection of the whistle-blower, which includes prohibiting searching for, unfavorably treating, and retaliating against the whistle-blower. It can also be used by external parties such as business partners and suppliers.

6. Dialogue and Consultation

The NOF Group will conduct dialogue and consultation with relevant stakeholders in the event where adverse impacts on human rights are being inflicted or if there is a risk

of such impacts.

7. Education

The NOF Group will continue to provide appropriate education to ensure that correct understanding of this policy is instilled both within and outside the Group and that the policy is put into practice effectively.

8. Promotion System

The Chairman of Compliance Committee will be appointed as the person responsible for this policy to promote initiatives on respecting human rights in line with the policy.

Measures necessary for promoting initiatives and other matters are discussed by the Compliance Committee and reported to the Board of Directors, the details of which are disseminated internally.

9. Information Disclosure

The NOF Group will disclose the status of its initiatives on respecting human rights on its website and by other means.

Note: This policy was formulated with the advice of external experts who have knowledge and practical experience in human rights and was approved by the Board of Directors.

Established on November 1, 2021

Revised on July 30, 2025

A handwritten signature in black ink, appearing to read 'Koji Sawamura', with a stylized, flowing script.

Koji Sawamura
President & Chief Executive Officer
NOF Corporation