

### Policy (our fundamental view)

Based on our Corporate Philosophy of “Contributing to humanity and society as a corporate group that creates new value through the power of chemistry, from the biosphere to outer space,” we have clearly stated “respect for human rights” in our Basic CSR Policy and Code of Ethical Conduct and are promoting initiatives to respect human rights. In fiscal 2021, the NOF Group established the NOF Group Human Rights Policy, which applies to all executives and employees of the Group. As we expand our business globally, the aim of the Human Rights Policy is to support and respect international norms set forth by the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO), the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, the

Government of Japan’s National Action Plan on Business and Human Rights (2020-2025), and the like. The aim is also to fulfill our responsibility to respect human rights, including the prohibition of child labor, forced labor, and trafficking in persons, and the exercise of freedom of association and the right to collective bargaining, in all of our corporate activities. For this, we respect not only the international norms listed above, but also the culture, customs, history, and labor-related laws and regulations of the countries and regions in which we do business.

We also consider and implement initiatives to address human rights risks that could arise in our business activities. Examples of specific activities include: conducting an engagement survey of our own employees to check the status of human rights compliance within the company, implementing corrective measures for identified issues, and

conducting a CSR questionnaire for all our suppliers to study the status of respect for internationally recognized human rights throughout the supply chain.

Furthermore, during the current fiscal year, as part of an education program for all employees regarding the spread of the values of the “Revised Corporate Philosophy and Guiding Framework” revised in April 2023, we provided education on “The NOF Group’s Values and Human Rights & Compliance.” We are also developing responses within the company to the revised Act for Eliminating Discrimination against Persons with Disabilities, which entered into force in April 2024. We will continue to work to reduce human rights risks by further deepening our human rights due diligence efforts through enhanced employee education, dialogue with stakeholders, and other means.

