

Supplier Code of Conduct Summary

Nitto Group promote sustainable procurement across its supply chain with the goal of becoming a top ESG company by 2030. This Code outlines the standards expected of suppliers, and we ask for their understanding, compliance and active promotion of these standards throughout their own supply chains.

Nitto Group prioritize business with suppliers who follow this Code. To confirm compliance, we request participation in CSR assessments and site visits. If issues are identified, we will support corrective actions. However, lack of cooperation may result in suspension or review of business relationships.

1. Labor and Human Rights

We expect our suppliers:

- To respect human rights by prohibiting forced labor, child labor and discrimination and by ensuring fair wages and voluntary employment.
- To manage working hours responsibly, ensuring compliance with laws, adequate rest and no excessive or involuntary overtime.
- To uphold freedom of association and equal opportunity regardless of personal attributes.

2. Health and Safety

We expect our suppliers:

- To provide a safe and healthy workplace by managing risks, offering protective equipment and ensuring proper training.
- To prepare for emergencies with response procedures, drills and injury prevention systems.
- To comply with health and safety laws and support employee well-being, including hygiene in facilities and health checks.

3. Environment

We expect our suppliers:

- To comply with environmental laws and reduce environmental impact through energy saving, waste reduction and pollution prevention.

- To manage chemical substances properly and promote resource conservation and biodiversity.

4. Fair Trade and Ethics

We expect our suppliers:

- To conduct fair and ethical business, avoiding corruption, bribery and unfair practices.
- To respect intellectual property and comply with export control laws.
- To responsibly source minerals and prevent human rights violations.
- To establish whistleblower systems that ensure confidentiality and protection.

5. Quality and Safety

We expect our suppliers:

- To ensure product safety and quality by complying with standards and providing accurate information.
- To establish quality control systems and respond promptly to defects or safety issues.

6. Information Security

We expect our suppliers:

- To protect confidential and personal information from unauthorized access or misuse.
- To manage cyber and physical data securely and comply with data protection laws.

- To respond promptly to security incidents and report any breaches that may affect our business.

7. Business Continuity Planning

We expect our suppliers:

- To develop and maintain business continuity plans to prepare for natural disasters, pandemics and other emergencies.

8. Social Contribution

We expect our suppliers:

- To contribute to local communities and society through responsible business practices and social initiatives.

9. CSR in the Supply Chain

We expect our suppliers:

- To promote CSR practices throughout the supply chain by encouraging suppliers to follow similar standards.

10. Management Systems

We expect our suppliers:

- To establish internal systems to ensure compliance with this Code, including training, monitoring and continuous improvement.

Partner Hotline

Suppliers can report concerns related to ethics, compliance, or this Code through Nitto Group's Partner Hotline. Reports are handled confidentially by the compliance department and whistleblowers are protected from retaliation.

Commitment to Compliance

By signing below, the supplier acknowledges and agrees to comply with the Nitto Group Supplier Code of Conduct. This includes a commitment to uphold the principles outlined in this document and to promote responsible practices throughout their supply chain. Your organization's commitment to the Nitto Group Supplier Code of Conduct includes an obligation to periodically review and adopt new best practices, as ESG targets continue to evolve and are added to our code of conduct. Furthermore, your commitment refers to and remains valid in accordance with the latest version of the Nitto Group Supplier Code of Conduct and supersedes any previously signed versions. This commitment applies to all future updates of the Code, unless otherwise agreed in writing.

This document was issued on July 1, 2025.

Authorized Representative:

Full Name: _____

Department/Division: _____

Signature: _____

Company Name: _____

Date: _____