

NITTO KOHKI Group

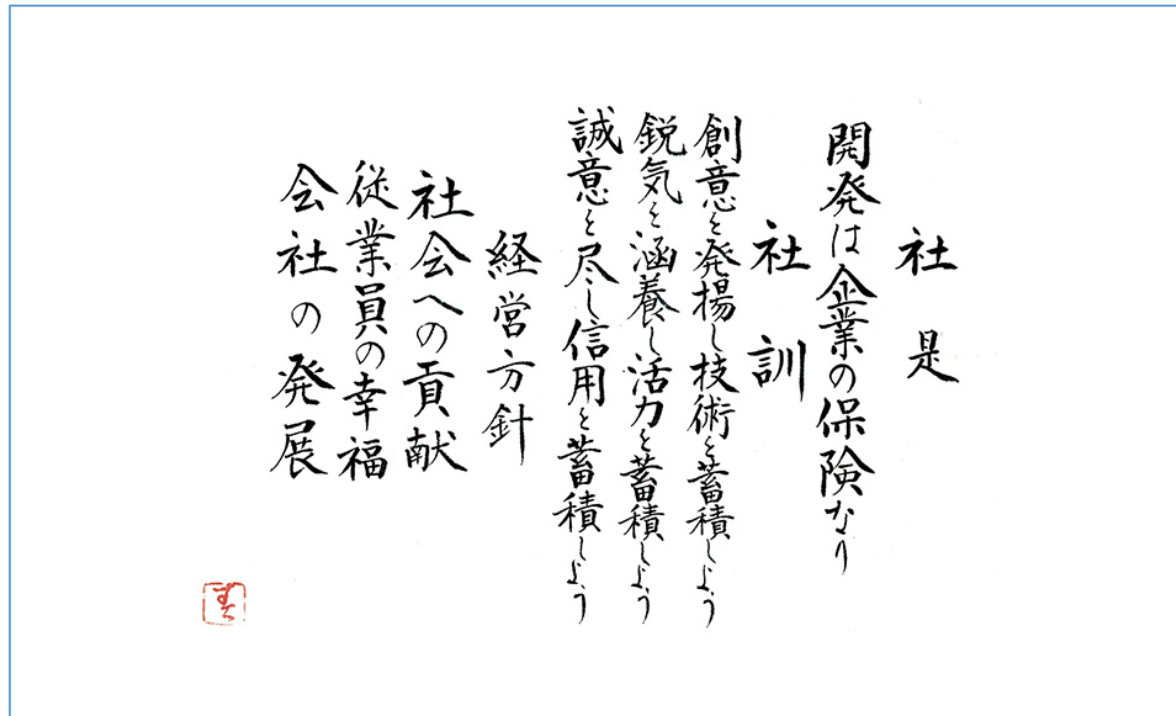
Establishment of Basic Sustainability Policy & Materiality

**November 24, 2023
NITTO KOHKI CO., LTD**

The NITTO KOHKI Group has established the Basic Sustainability Policy and Materiality (Material Issues) to achieve sustainability for society and the Company.

The NITTO KOHKI Group's Basic Sustainability Policy:

- Supplements the Management Policy, which has been adopted since the founding, from the viewpoint of sustainability
- States the NITTO KOHKI Group's approach to sustainability



<https://www.nitto-kohki.co.jp/e/company/philosophy/>



Basic Sustainability Policy

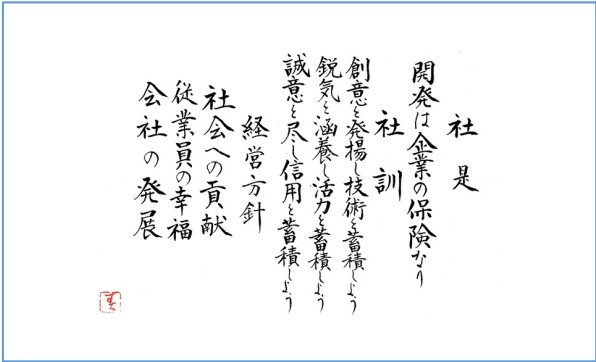
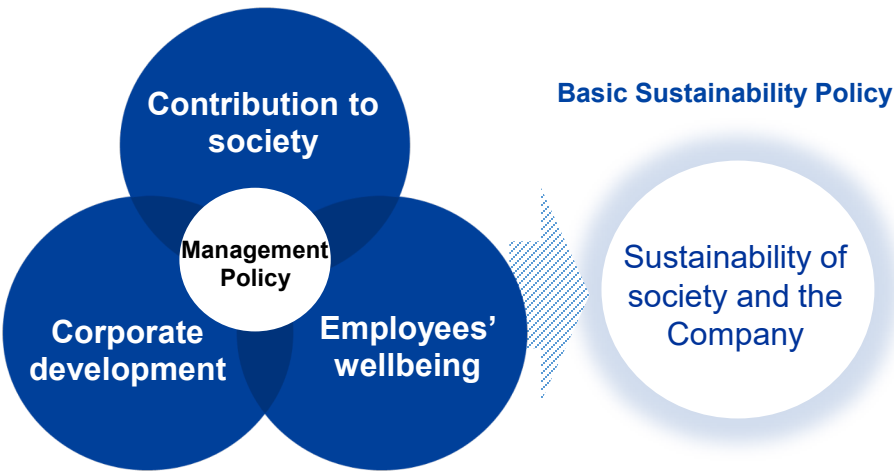
We aim to achieve the sustainability of society and the Company by implementing our Management Policy of “contribution to society,” “employees’ wellbeing,” and “corporate development.”

Our Management Policy involves “contribution to society,” “employees’ wellbeing,” and “corporate development.”

First, we aim to contribute to society at large by developing, manufacturing, and selling creative products that meet the needs of the times based on the theme of “energy-saving and labor-saving.”

Secondly, through our management activities, we aim for the wellbeing of our employees and their families.

Finally, we aim to develop the Company by contributing to society and realizing the wellbeing of our employees. We believe that putting this into practice is synonymous with our goal of achieving both the sustainability of society and the sustainable growth of the Company.



To achieve sustainability for the NITTO KOHKI Group and society, we have established **Materiality (Material Issues)** related to our **Management Policy**. We will continue striving to achieve these goals.

Management Policy	Material Issues
Contribution to society	<div>1. Contribute to the global environment through business activities</div> <div>2. Contribute to energy-saving, labor-saving, and automation in industries</div>
Employees' wellbeing	<div>3. Realize an environment where human resources who care about people through technology can gather and play an active role</div>
Corporate development	<div>4. Build governance that enhances sustainability</div> <div>5. Promote mutual understanding with stakeholders</div> <div>6. Build a sustainable supply chain</div>

Establishment of Sustainability Committee

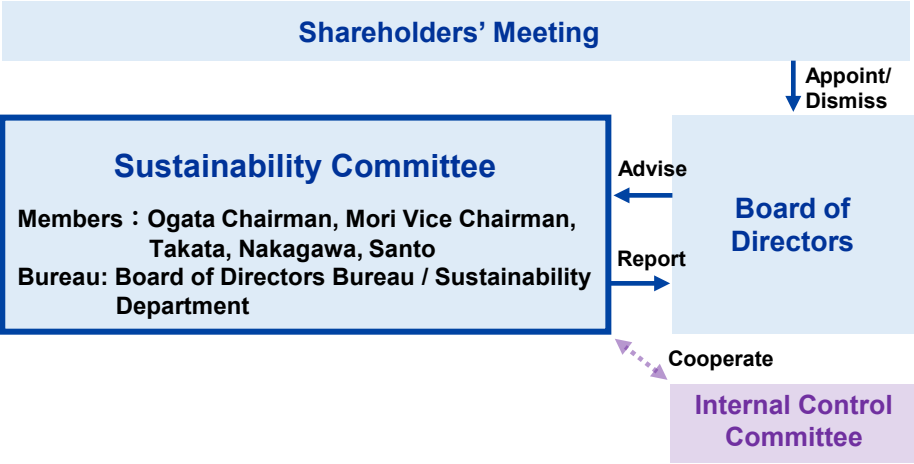


The committee is an organization that deliberates on sustainability-related basic policies and materiality (material issues) and confirms various aspects of sustainability. It is composed of the following members taking diverse perspectives into consideration.

NITTO KOHKI Sustainability Committee

- Established on May 10, 2023 as an advisory body to the Board of Directors
- Deliberates on various matters and reports back to the Board of Directors

Organizational Position (as of May 10, 2023)



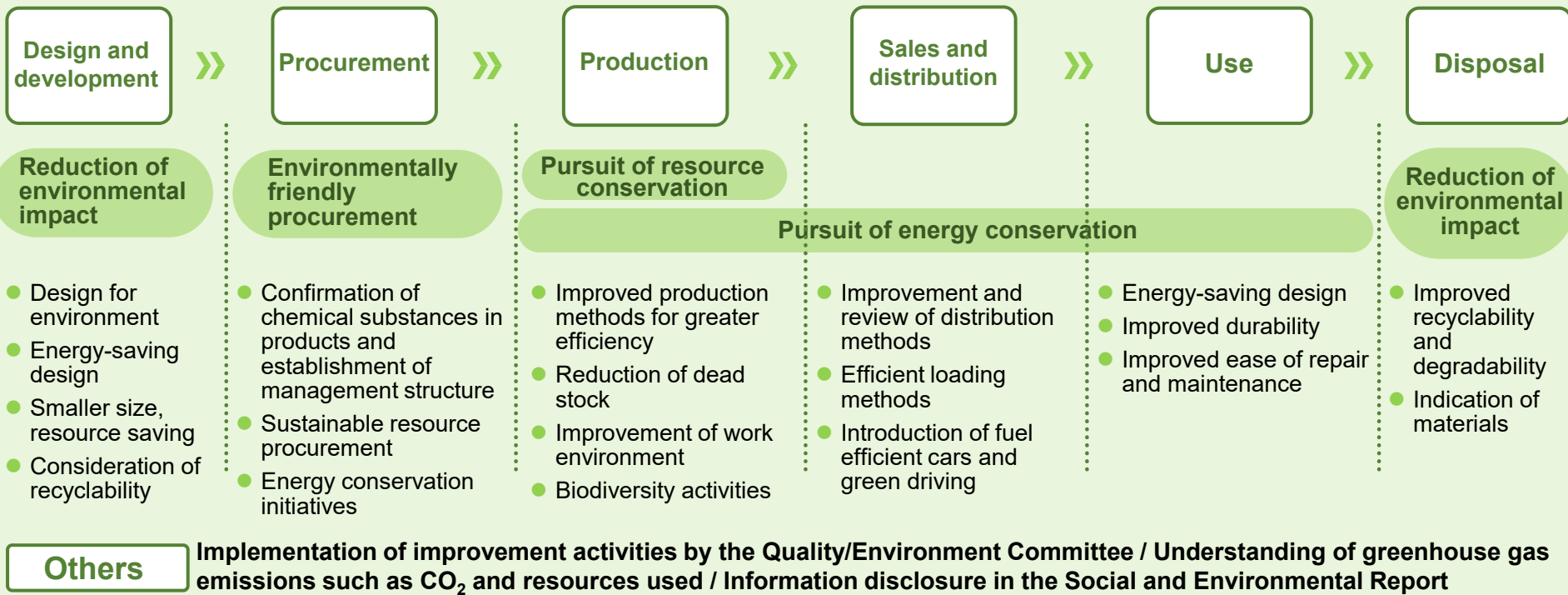
Members of the Committee

Chairman, Representative Director, President CEO Akinobu Ogata	Vice Chairman, Director, Senior Executive Officer, Chief Administrative Officer Kenji Mori
Director Yoko Takata	Outside Director Yasuo Nakagawa
Outside Director Masaji Santo	

- Invites internal personnel and external experts as provisional attendees as needed

We promote sustainable activities that are considerate of the environment and people through reducing environmental impact and engaging in environmentally friendly activities.

Obtained ISO 14001 certification in 2001 and promoted the reduction of environmental impact



For various information related to sustainability, including environmental activities, social contribution activities, and relationships with stakeholders, please visit our website and the Social and Environmental Report.

<https://www.nitto-kohki.co.jp/e/company/environment/>



We will promote sustainability-related activities to enhance our corporate value.

- **Start of activities based on the Basic Sustainability Policy and Materiality (FY2024)**
- **Publication of Integrated Report (scheduled for publication in August 2024)**

***Integrated Report: A report that not only compiles financial information (sales, profits, etc.) but also non-financial information (our Philosophy, vision, business model, technology, brands, human resources, governance, sustainability, etc.)**