

## NX GROUP Supplier Code of Conduct

NX GROUP aims to achieve better lives for people all over the world and the development of sustainable societies and is working to resolve social issues throughout the supply chain based on our corporate philosophy. We believe building fair and trusting relationships and cooperating with our suppliers is vital to achieve a sustainable society. In this context, we have issued the "NX GROUP Supplier Code of Conduct" as a statement of the values and standards to which we expect our suppliers to adhere in order to further advance these efforts throughout our supply chain.

We expect our suppliers to embrace our values and standards and to comply with this Code of Conduct. We highly appreciate our suppliers for their cooperation.

### 1. Safety and Quality

Promoting occupational safety and health

- Based on the "NX GROUP Safety Philosophy", "Safety takes precedence over everything else," suppliers shall comply with the applicable laws and regulations of each country and region in which they operate regarding labor and health. They shall ensure a safe work environment and prevent accidents and disasters for all employees in accordance with recognized standards.
- Suppliers shall implement appropriate health management for all employees and actively work to ensure and improve their physical and mental health.

Pursuing safety and quality of products and services

- Suppliers shall comply with the applicable laws and regulations of each country and region in which they operate and ensure quality and safety before providing products and services.

Business continuity planning

- Suppliers shall prepare for unforeseen circumstances such as a natural disaster in order to minimize the impact on their operations. In addition, they shall establish systems for business continuity and early recovery.

### 2. Laws, Regulations and Ethical Standards

Compliance with laws and regulations

- Suppliers shall comply with the applicable laws and regulations of each country and region in which they operate. In conducting their business, they shall not engage in any practices that unfairly restrict competition and shall comply with laws and regulations regarding sanctions and customs in each country and region especially in transactions involving import and export control.
- Suppliers shall comply with the applicable anti-corruption laws and regulations in each country and region in which they operate, and prohibit corruption, including bribery, illegal donations, and

conflicts of interest, whether directly or indirectly.

- Suppliers shall obtain and update permits and licenses required by the laws and regulations of each country, region or industry.

#### Elimination of antisocial forces

- Suppliers shall cut off all relationships with anti-social forces and organizations that threaten the order and safety of civil society.

### 3. Information Security

- Suppliers shall comply with the applicable laws and regulations of each country and region in which they operate, establish an information management system to appropriately use and manage confidential information including personal information and business secrets, prevent unauthorized disclosure or use thereof, and protect against external threats on information systems and networks.

### 4. Human Rights and Labor Practices

#### Respect for human rights

- Suppliers shall comply with the applicable human rights laws and regulations of each country and region in which they operate and respect all recognized international human rights including, but not limited to the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. If there is a conflict between this section and internationally recognized standards and principles, or the laws and regulations of each country and region, they shall pursue ways to respect the standards that are more stringent.
- Suppliers shall prohibit all forms of modern slavery in their supply chain, including forced labor, human trafficking, and employment of children under the statutory minimum age for employment, and respect all children's rights, not merely with regard to child labor. In addition, they shall prohibit all discrimination on the basis of race, nationality, religion, disability sex, gender identity, sexual orientation, age or any other protected characteristics. They shall take appropriate measures to ensure their business environment is free from bullying and all forms of harassment including harassment in the workplace and sexual harassment, and respect individuals' human rights. Furthermore, when utilizing new technologies such as AI (Artificial Intelligence), they shall be mindful of the potential for adverse impacts on human rights.

#### Ensuring fair working conditions\*

- Suppliers shall comply with the applicable laws and regulations of each country and region in which they operate regarding the payment of wages to employees and their working hours.

\*This includes respect for freedom of association and right to collective bargaining in accordance with the laws and regulations of each country and region in which they operate.

## 5. Global Environmental Protection and Climate Change

- Suppliers shall comply with the environmental protection laws, regulations and rules of each country and region in which they operate. They shall also establish and operate environmental protection policies and management systems appropriately.
- Suppliers shall appropriately manage chemical substances, harmful substances, wastes, and other substances and preserve the global environment by preventing soil, air, and water pollution and noise, as well as the appropriate use of water resources.
- Suppliers shall use resources and energy in sustainable and efficient ways, including reducing the emission of harmful greenhouse gases.
- Suppliers shall consider and recognize how their business affects the ecosystem and take measures for the protection of biodiversity and sustainable use of ecosystem.

## 6. Local People and Local Communities

- Suppliers shall respect the rights of local communities in performing business activities. In addition, they shall strive to minimize the negative impact that their business activities may have on the local communities and local people and work towards contributing to the development of the community.

In implementing of this Code of Conduct, NX GROUP expect our suppliers to take the following measures:

1. Thoroughly Embedding

- Promote the understanding and propagation of this Code of Conduct in your company and work on continuous improvement.
- Communicate with your suppliers to ensure that your suppliers will comply with this Code of Conduct.

2. Confirmation of Compliance Status

- Cooperate with any investigation by NX GROUP for the purpose of confirming your and your suppliers' compliance with this Code of Conduct.

3. Prevention and Improvement

- Take measures for the prevention and early detection of any breaches of this Code of Conduct, appropriately address any breaches and implement all necessary improvements.  
\*If a breach of this Code of Conduct occurs, NX GROUP shall have the right to consider terminating any contract with suppliers.

4. Establishment of Grievance Mechanism

- Establish a system for reporting violations or potential violations in your company.
- Ensure that whistleblowers can report anonymously or confidently based on the laws of each country and region in which you operate and ensure that retaliation is prohibited.

5. Ensuring Transparency

- Ensure transparency for stakeholders and appropriate information disclosure based on the laws and regulations of each country and region in which you operate.

We reserve the right to revise this Code of Conduct at any time.

Date of publication