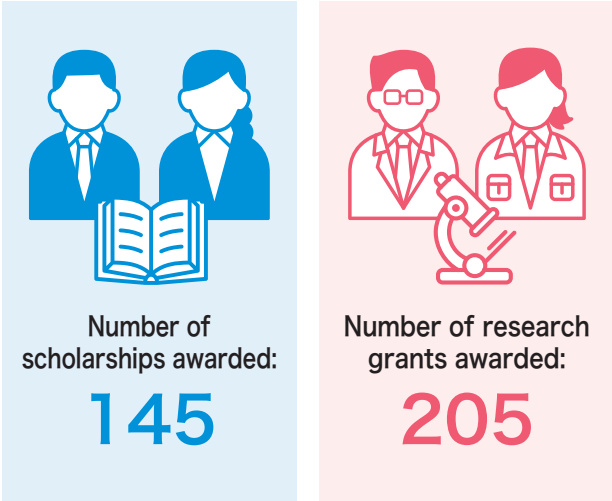


Initiatives for community-based human resource development and research support

Nikko has its head office in Akashi, Hyogo Prefecture, where it opened its head office factory at the time of founding. With the deep connection we have with this location, the Nikko Business Foundation, our affiliated organization, has been offering scholarships with no repayment obligation since 1989 to students (including international students) enrolled at universities or technical junior colleges in the Kinki region.

It also offers research grants to researchers engaging in academic research related to technology development at universities or technical junior colleges in the Kinki region. The financial aid does not require the recipients to find employment in the Nikko Group or to provide their research findings to the Group. It is granted out of sheer aspirations the Nikko Group has to contribute to sustained development of the local community and economy through talent development and technological innovation.

Number of scholarships and grants offered so far (cumulative from FY1989 to FY2024)



New scholarships and research grants awarded in FY2024

Number of scholarships awarded: Two (name of the educational institutions where the recipient is enrolled)

- ◆ Kobe City College of Technology
- ◆ Osaka Electro-Communication University

Number of research grants awarded: Four (name of the educational/research institutions where the researcher is enrolled)

- (1) Kobe City College of Technology**
Research theme: Improvement in the SGS Model in the LES of Combustion
- (2) Kagawa University**
Research theme: Improvement in the Environment and Carbon Neutrality Using Recycled Materials Made from Marine Product Waste
- (3) Kyoto University**
Research theme: Clarification of Colloid Migration Behavior for the Purpose of Safety Assessment of Radioactive Waste Disposal
- (4) University of Hyogo**
Research theme: Development of a High-precision System to Assess Degraded Reinforced Concrete without Destruction

Response to human rights

The Nikko Group engages in responsible corporate activities for all stakeholders in accordance with the Nikko Corporate Identity, as it defines respecting human rights as one of its key management principles. All our officers and employees shall respect diversity, personality, and individuality. They shall pledge themselves to not discriminate or engage in harassment that offends individual dignity on the basis of race, religion, nationality, age, gender, gender identity, sexual orientation, disability, or any other attributes.

This policy is a clear manifestation of the Nikko Group's basic approach and standards of behavior related to respect for human rights.

1. Scope of application

This policy applies to all officers and employees of the Nikko Group.

We will also continue to call on our business partners in supply chains to understand and support the spirit of the policy.

2. Legal compliance and respect for international standards

The Nikko Group respects the United Nations International Bill of Human Rights, ILO Core Labour Standards, and other international human rights norms. While we comply with the laws of the countries and regions where we operate, we prioritize the respect for the international human rights principles wherever possible if these laws conflict with the principles.

3. Responsibility to respect human rights

We are aware that it is difficult to completely eliminate negative impacts that our business activities may have on human rights. Therefore, we will promptly take apt corrective actions should any negative impact be made, as well as ensuring that our activities violate no one's human rights in the first place. If any human rights violation is found in our supply chains, we will urge the concerned party to take corrective actions, calling on them to respect human rights. We will also continue our efforts to identify, prevent, mitigate, and rectify any negative impact by conducting human rights due diligence.

4. Information disclosure

The Company properly and regularly discloses information about the status of its efforts to respect human rights in accordance with this policy on its website and through other media.