

# Sustainability Promotion Activities

## Sustainability Promotion Structures

When our Group considers sustainability, there are five key elements we prioritize: the environment; society and personnel; governance; digital, which connects everything together; and strategy, which encompasses the whole. We refer to these by their initials as ESGD's (Figure 5).

Our Group's Sustainability Promotion Committee establishes major policies and identifies challenges related to the five aforementioned elements (overall sustainability).

Based on these policies and challenges, five specialized committees under the umbrella of the Sustainability Promotion Committee — the Environment Subcommittee, the Society and Personnel Subcommittee, the (Corporate) Governance Subcommittee, the Digital Subcommittee, and the Strategy Subcommittee — establish various policies, formulate concrete strategies, identify challenges, and carry out activities (Figure 6).

Figure 5 ESGD's

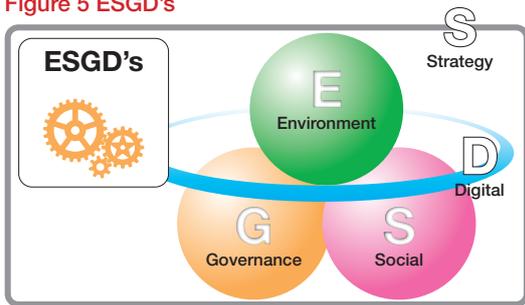


Figure 6 Sustainability Promotion Committee



## Establishing Sustainability Policies

Our Sustainability Policy was established in April 2025 for the purpose of achieving sustainable growth for our Group and a sustainable society. This policy also serves as an overarching framework that encompasses a variety of policies and declarations, and it forms the operational guidelines for the Sustainability Promotion Committee, which commenced its activities in 2024. The results of the activities of the Sustainability Promotion Committee are extremely important in order for us to become a “bright company where it is pleasant to work.”

**Sustainable Policy** The NICHIAS Group is committed to achieving continuous growth and fostering a sustainable society through the practice of its corporate philosophy.

## Sustainability-Related Activities

Table 3 shows the main activities and challenges that were being considered by each subcommittee in FY2024.

The Environmental Subcommittee obtained environmental certifications, including those for measures related to climate change. The Society and Personnel Subcommittee established a personnel strategy that included the development of a desired candidate profile.

Furthermore, the (Corporate) Governance Subcommittee developed regulations for Japanese and overseas Group companies and expanded our BCP. The Digital Subcommittee formulated the NICHIAS Group Information Security Basic Policy and established the Digital Investment Committee. The Strategy Subcommittee restructured our philosophy framework, including the establishment of our sustainability policy, and conducted a thorough review and clarification of materiality topics.

In FY2025, we will further refine these activities and proactively pursue measures to increase employee engagement, including the formulation of personnel-related policies in particular.

Through these activities, we will build a foundation for the sustainable prosperity of our Group and society.

Table 3. Subcommittee activities in FY2024

Environment Subcommittee	<ul style="list-style-type: none"> <li>Achievement of environmental certification; disclosure of information and preparation for natural capital</li> <li>Definition of environmentally friendly products and establishment of a system for their evaluation</li> </ul>
Society and Personnel Subcommittee	<ul style="list-style-type: none"> <li>Establishment of a desired candidate profile as part of their personnel strategy, and establishment of training and hiring policies</li> <li>Consideration of diverse work styles</li> </ul>
(Corporate) Governance Subcommittee	<ul style="list-style-type: none"> <li>Development of regulations for Japanese and overseas Group companies</li> <li>Expansion of Business Continuity Planning (BCP) measures</li> </ul>
Digital Subcommittee	<ul style="list-style-type: none"> <li>Establishment of digital policies</li> <li>Establishment of a Digital Investment Committee</li> </ul>
Strategy Subcommittee	<ul style="list-style-type: none"> <li>Restructuring of our philosophical framework and establishment of a sustainability policy</li> <li>Scrutiny and identification of materiality</li> </ul>