

Nittobo Behavior Program

The Nitto Group hereby establishes the Nitto Behavior Program and pledges to act in accordance therewith based on a deep awareness of the missions and roles corporations are expected to fulfill in society and a commitment to fair and transparent corporate behavior. The Nitto Group pledges to strive to achieve continuing innovations in its management and to help realize a truly prosperous and sustainable society.

1. We pledge to develop and provide excellent and socially useful products, technologies, and services that deliver satisfaction to our customers.
2. We pledge to compete in a fair and transparent manner and to act responsibly and in compliance with social norms, as well as with laws, ordinances, and our Articles of Incorporation.
3. As a trusted company, we pledge to engage in fair disclosure of our corporate information and to communicate in good faith with the general public. We will also pay all due attention to the protection and management of trade secrets, personal information, and other information.
4. Based on a deep awareness of pressing environmental issues, we commit ourselves voluntarily and proactively to addressing climate change, achieving effective use of resources, reducing harmful substances, preserving biodiversity, and other efforts to balance environmental and economic interests, as preconditions for our growth and survival.
5. To our employees, we pledge to make every effort to establish and maintain safe, healthy, and pleasant working environments that afford flexibility and opportunity. We will strive to create positive workplaces free from discrimination and characterized by respect for diversity, individuality, and personality. We will strive to promote respect for the human rights of all, from employees to our counterparties to community residents.
6. We pledge to respect local cultures and customs; to strive to coexist in harmony with society through our corporate activities, both domestic and overseas; and to act proactively as a good corporate citizen to contribute to the development of local communities.
7. We pledge to strive to achieve coexistence and mutual prosperity alongside our counterparties through fair and transparent transactions based on mutual respect.
8. We pledge to establish risk management structures and organizational responses to ensure preparedness for terrorism, cyberattacks, natural disasters, and the actions of antisocial forces that threaten the order and harmony of civil life and corporate activities.
9. Senior management shall take the lead and set a good example and establish effective internal systems for the firm promulgation of this Program across the Nitto Group. It shall also encourage actions based on this Program throughout the supply chains. In the event of any violation of this Program, senior management shall assume responsibility for resolving the issue, investigating the causes, preventing recurrences, and implementing due disciplinary measures on all responsible parties, including senior management itself.

[Revised on April 1, 2023]