

Note: The original document is issued in Japanese language. If any discrepancies in translation, the Japanese version shall be prevailed.

## **Sustainability Policy**

Nagaoka International Corporation (hereinafter referred to as "NIC") aims to be an enterprise that earns the broad trust and expectations of society, as a member of society and as a company operating in the global market.

NIC recognizes the impact that its business activities on the environment and society, is committed to addressing social issues through responsible corporate activities aligned with its corporate vision. By upholding the principles of the United Nations Global Compact and proactively promoting initiatives toward the SDGs, NIC seeks to contribute to a sustainable and responsible society.

### **(1) Human Rights**

NIC is committed to supporting and respecting internationally recognized human rights and strives to ensure that none of NIC's business activities are involved in any violations of human rights.

### **(2) Labor**

NIC is committed to upholding internationally recognized labor standards. NIC supports the effective recognition of freedom of association, and the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor, and the elimination of discrimination in employment and occupation.

### **(3) Environment**

NIC supports a precautionary approach to environmental challenges, takes a leading role in fulfilling its environmental responsibilities, and promotes the development and dissemination of environmentally friendly technologies.

### **(4) Anti-Corruption**

NIC is committed to preventing all forms of corruption, including extortion and bribery.

Date of Enactment: December 10, 2025

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President and CEO

Yasuhisa Umezu