

NICHIA Group Human Rights Policy

Respect for human rights is one of the most fundamental responsibilities for companies in pursuing sustainable business operations. Nichia Group has established the "Nichia Group Human Rights Policy" to uphold the human rights of all stakeholders and to actively promote initiatives to ensure that we do not become involved in any human rights violations.

This policy stands as the highest level policy governing all documents and norms related to human rights in its business activities. This policy applies to all activities carried out by Nichia Group worldwide.

1. Respect for Human Rights

We comply with internationally recognized standards as well as the laws and regulations of the countries and regions where we conduct business activities. We also respect the human rights expressed in international standards such as the International Bill of Human Rights, the Declaration on the Fundamental Principles and Rights at Work of the International Labour Organization (ILO), the human rights and labor principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

In the event that there is a discrepancy between the laws and regulations of the country where we conduct business and international human rights standards, we will adhere to the higher standard and ensure the fullest possible respect for internationally recognized human rights.

2. Human Rights Due Diligence

Nichia Group promotes human rights due diligence in accordance with international standards and guidelines, including the United Nations Guiding Principles on Business and Human Rights, in order to identify, prevent, and mitigate any negative impacts on human rights related to our business activities. We regularly and continuously provide appropriate education and monitor its progress for our director and employees to ensure that human rights due diligence is well understood and effectively implemented. If it is confirmed that our business activities have caused or contributed to a adverse impact on human rights, we will promptly implement effective corrective action measures.

3. Key Human Rights Issues in Business Activities

In accordance with this Policy, the Nichia Group identifies key human rights topics as “priority issues” and undertakes appropriate and ongoing initiatives to address them.

These priority issues are reviewed and updated as necessary in response to changes in the social environment and the evolution of our business activities, ensuring that our approach remains relevant and effective at all times.

4. Stakeholder Engagement

In order to understand employees’ needs regarding wages, benefits, and other aspects of the work environment, we have established mechanisms to collect employee feedback and will consider taking measures based on that feedback.

Furthermore, throughout our supply chain, we request and support our business partners in realizing a society where this policy is respected. If any non-compliance with this policy is discovered, we will urge corrective action to be implemented within an appropriate period.

5. Remedy

In the event of a violation or suspected violation of this policy, we will establish grievance mechanism that all stakeholders can use, even anonymously. Upon receiving a report, we will promptly conduct a fair investigation, and if a violation is confirmed, we will implement corrective action measures and actions to prevent recurrence. We will notify the whistleblower and other relevant parties of the investigation results and corrective actions taken. We will strive to ensure confidentiality throughout the process. We will protect whistleblowers and victims and strictly prohibit any retaliation or disadvantageous treatment.

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Hiroyoshi Ogawa
President and CEO
Nichia Corporation