

NIX, INC. Group Corporate Code of Conduct

Established: July 25, 2007

Revised: February 9, 2026

NIX Group has established its Corporate Philosophy to express its corporate stance, mission, and vision to society. In addition to strict compliance with applicable laws and regulations, we are committed to upholding social norms and ethical standards. Under a fair and transparent governance framework, we strive to fulfill our corporate social responsibility (CSR) through this Corporate Code of Conduct.

Corporate Philosophy

Under the motto “Nothing to Something,” NIX Group continuously embraces change and innovation, delivering new products, technologies, and services to our customers. Through our work, we aim to foster personal growth and character development. The fair value we receive from our customers is shared with our employees, forming the foundation for a fulfilling life.

We pursue our business not only for our own benefit but also for the benefit of all stakeholders and society at large. We engage with everyone with sincerity and compassion.

Code of Conduct

Scope of Application

This Code applies to all executives and employees of NIX Group, including full-time, contract, and temporary staff. We also expect our business partners, suppliers, contractors, and other stakeholders directly involved in our operations, products, or services to understand, support, and respect the principles outlined herein.

1. Customer Satisfaction

We are committed to ensuring product safety and delivering products and services that meet customer needs, thereby enhancing customer satisfaction and trust.

2. Compliance and Business Ethics

We conduct fair, transparent, and free competition and appropriate transactions, while maintaining sound and proper relationships with political and governmental entities. We uphold high ethical standards in all our business activities.

(1) Anti-Corruption and Bribery

We prohibit all forms of corruption, including bribery, excessive entertainment or gifts, and money laundering.

(2) Fair Competition

We eliminate anti-competitive practices and maintain free and fair market competition. We also strictly enforce measures to prevent insider trading.

(3) Conflict of Interest

We maintain a clear separation between personal and professional interests and avoid any conduct that may result in conflicts of interest or misconduct.

(4) Rejection of Antisocial Forces

We take a firm stance against any demands from antisocial forces or groups that threaten public order and safety.

(5) Responsible Information Management

We protect intellectual property rights and ensure proper management of confidential and personal information, maintaining robust information security.

(6) Whistleblower Protection

We maintain an effective whistleblowing system to report legal or ethical violations and ensure the protection of whistleblowers.

3. Transparency and Disclosure

We engage in open communication with stakeholders, including shareholders and society at large, and disclose corporate information proactively and fairly.

4. Environmental Responsibility

We recognize environmental stewardship as a core element of our business activities and contribute to a sustainable society across the entire value chain.

(1) Climate Action and Resource Efficiency

We strive to reduce energy consumption and greenhouse gas emissions, while promoting water conservation, biodiversity protection, and air pollution prevention.

(2) Circular Economy

As professionals in plastics, we promote the use of environmentally friendly materials, efficient use of raw materials, waste reduction, and proper chemical management.

(3) Product Lifecycle Management

We work to minimize environmental impact throughout the product lifecycle, from use to end-of-life, and promote sustainable consumption and eco-friendly services.

(4) Product Safety and Customer Health

We place the highest priority on product safety and engage in the development and supply of products that take our customers' health and safety into full consideration.

5. Community Engagement

As a responsible corporate citizen, the NIX Group is committed to making a positive contribution to society.

6. Labor Practices and Human Rights

We respect the human rights of all individuals and ensure a safe and inclusive working environment.

(1) Human Rights Due Diligence

We strictly prohibit child labor, forced labor, and human trafficking. We also respect the human rights of external stakeholders, including local communities, and are committed to conducting human rights due diligence.

(2) Diversity, Equity, and Inclusion (DE&I)

We eliminate all forms of discrimination and harassment based on gender, age, nationality, disability, or other attributes, and foster an inclusive culture that respects diverse identities.

(3) Occupational Health and Safety

We maintain fair labor conditions, including appropriate wages and working hours in compliance with legal standards, and establish a safe and healthy work environment free from occupational accidents and supportive of both physical and mental well-being.

(4) Social Dialogue and Capacity Building

We promote mutual understanding through sincere dialogue between labor and management and provide opportunities for career development and skills enhancement.

7. Sustainable Procurement

We aim to fulfill our social responsibility not only within our company but across the entire supply chain.

(1) Supplier Engagement

In selecting suppliers, we consider not only quality and cost but also their environmental and social practices, including efforts to reduce environmental impact and respect human rights.

(2) Responsible Sourcing

We seek our suppliers' understanding and cooperation with the principles of this Code and work together to contribute to a sustainable society.

8. Global Responsibility

In our overseas operations, we act as responsible members of the international community, respecting local cultures and customs, and contributing to local development with sincerity and mutual trust.

9. Governance and Implementation

Top Management shall recognize that the spirit of this Charter is their own responsibility and shall lead by example to ensure its implementation within the company and throughout the entire NIX Group. Furthermore, they shall continuously monitor feedback from both internal and external stakeholders and develop effective internal systems.

In the event of a violation of this Charter, Top Management shall personally demonstrate their commitment to resolving the issue to both internal and external parties and strive to identify the cause and prevent recurrence. Additionally, they shall fulfill their responsibility for prompt and accurate information disclosure and accountability to society, and after clarifying authority and responsibility, shall impose strict disciplinary action, including upon themselves.

President & CEO
NIX, INC.

A handwritten signature in black ink, reading "Kazuhide Aoki". The signature is written in a cursive, flowing style.