

# NSG Group

## Biodiversity Policy

This policy is to ensure a clear statement of NSG Group's commitment on matters related to natural capital and biodiversity, serving as a supplement to and reinforcement of the existing NSG Group Environmental Policy. NSG Group recognizes that its business activities may directly and indirectly impact the natural environment and biodiversity, and hereby declares the commitment to actively conserving and restoring the natural environment and biodiversity in pursuit of a nature-positive future.

- **Target setting, Progress disclosure, and Analysis and Evaluation Based on Risk and Opportunity Assessment**

We set goals related to the conservation of biodiversity and regularly disclose our progress toward achieving them. We also conduct assessments of the opportunities and risks related to biodiversity within our business activities and evaluate the results appropriately. Based on these evaluations, we track our progress and report transparently to our stakeholders.

- **Compliance with international frameworks and national regulations**

We comply with international standards and the laws and regulations of each country, fulfilling our global responsibilities. Our efforts to conserve biodiversity are carried out in accordance with international frameworks and tailored to the specific characteristics of each region.

- **Responsibility across the Supply Chain**

We extend our responsibility for biodiversity conservation across our supply chain and promote sustainable procurement practices together with our business partners. We strive to procure raw materials and products that take biodiversity into consideration, reduce environmental impacts, and require the same of our suppliers so that we can advance these efforts collaboratively. We also strive to enhance transparency throughout the supply chain and work with all stakeholders to continuously minimize impacts on biodiversity. We are committed to No Deforestation and avoid the clearing of natural forests in our business activities in collaboration with our supply chain.

- **Engagement and Collaboration with Stakeholders, and Respect for and Partnership with Indigenous Peoples and Local Communities**

We actively engage in dialogue with stakeholders and strengthen collaboration to address biodiversity-related challenges together. In operating our own sites, we take into consideration the surrounding ecosystems, water resources, and other environmental factors. We respect indigenous people and local communities' traditional knowledge and practices.

- **Employee awareness and Company-wide initiatives**

We work to empower our employees to take an active role in biodiversity conservation by deepening their knowledge through awareness-raising initiatives and educational programs, as well as through ongoing activities such as volunteer programs and earth-day events. By enhancing employee awareness and integrating a biodiversity perspective into daily operations, we contribute as a company to the realization of a sustainable society.

The NSG Chief Executive Officer is responsible for approving this policy.

The Group Sustainability Director is responsible for reviewing this policy on a regular basis and developing procedures.

The Heads of the Strategic Business Units and Group Functions are responsible for ensuring the policy is implemented. The NSG Group Sustainability Committee is their global forum to review the performance and to discuss related activities.

Line managers are responsible for ensuring the procedural requirements of this policy are complied with.



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