

Press Release

Establishment of NEC Capital Solutions Group's Human Rights Policy

Tokyo, December 27, 2022—Our company (hereinafter “the Company”) resolved to establish the NEC Capital Solutions Group’s Human Rights Policy (hereinafter the “Policy”) at its Board of Directors meeting held today. The Policy is based on the United Nations’ “Guiding Principles on Business and Human Rights.”(*1)

The Company seeks to achieve management based on the concept of CSV (Creating Shared Value), which balances enhancement of social value and creation of economic value, based on the Group Vision “To be a global solution service company that aims to enhance social value with customers.” Up until now, the Company has indicated respect for basic human rights as part of its basic stance in the NEC Capital Solutions Group’s Code of Conduct, and has carried out business activities to realize CSV management.

The Company has established this Policy to further promote CSV management by further reinforcing its initiatives regarding respect for human rights, which has become of increasing importance globally. Based on this Policy, the Group overall will implement initiatives to further respect for human rights, fulfill social responsibilities, and promote CSV management.

■Future initiatives

The Company will familiarize the Group with the Policy through training programs and other measures, and will establish a human rights due diligence operation system to grasp, prevent, and reduce the occurrence of human rights violations in the course of business activities.

(*1) “Guiding Principles on Business and Human Rights” are global standards approved by the United Nations Human Rights Council in 2011. These principles are intended to materialize the UN’s specific framework for “Business and Human Rights.”

Appendix

NEC Capital Solutions Group's Human Rights Policy

Established on December 27, 2022

Under our corporate philosophy of “Helping Societies Advance through ‘Capital Solutions,’” we have established the NEC Capital Solutions Group’s Human Rights Policy (hereinafter the “Policy”) to recognize that respect for human rights is an important issue for management and to make it clear that we carry out initiatives based on respect for human rights. We have also clearly included respect for human rights in the Code of Conduct that every individual should observe, from directors to employees.

1. Thoughts on respect for human rights

We will respect the fundamental human rights of all people in every aspect of our corporate activities and will not permit discrimination on the basis of race, beliefs, age, social status, family origin, nationality, ethnicity, religion, gender, sexual orientation, gender identity, disability, or for any reason. Furthermore, we will not permit acts that impair the dignity of individuals, such as bullying, harassment, child labor, and forced labor.

We will respect the privacy of individuals’ information learned in the workplace and through our business operations. Also, we will take the greatest care and precaution so that our business activities do not cause human rights issues, including invasions of privacy.

2. Upholding of international standards

As a corporate group that operates globally, we will uphold internationally recognized related standards based on the United Nations’ “Guiding Principles on Business and Human Rights” and comply with relevant laws and regulations on human rights. In the event that domestic legislation in the country in question and internationally recognized standards on human rights differ, we pursue the method that respects internationally recognized standards on human rights.

3. Scope of application

This Policy applies to all directors and employees of the NEC Capital Solutions Group. We will also work with customers, business partners, and suppliers to ensure their understanding of this Policy and to encourage their efforts to respect human rights.

4. Human rights due diligence

We will establish a system for due diligence on human rights, assess and specify human rights risks through business activities and the supply chain, and continue efforts to prevent and

reduce human rights risks, in accordance with the “Guiding Principles on Business and Human Rights.”

5. Relief measures

When we determine that human rights have been violated or that there is a possibility of such violation, we will work on rectifying the issue with the appropriate response based on a prompt and accurate investigation of the causes. We will establish a hotline that can be used for anonymous whistleblowing and ensure that the whistleblower and the confidential information provided by him or her are treated appropriately. We will also prohibit the disadvantageous treatment of whistleblowers and be thorough in protecting them.

6. Education and training

We will continue to provide directors and employees with the education and training that are needed to implement the Policy.

7. Dialogue with stakeholders and information disclosure

We will endeavor to enhance and improve our initiatives based on this Policy to encourage respect for human rights through dialogue with related stakeholders. We will also disclose information on such initiatives based on the Policy in a timely and appropriate manner.

8. Governance

The Company decided to adopt this Policy at the Board of Directors meeting, and the Policy will be updated and revised as necessary. Initiatives based on this Policy will be discussed at Sustainability Committee meetings and then reported to the Board of Directors.

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