

NLM Group Management Policy

Corporate Philosophy

Contribute to improving people's quality of life and environmental protection by continuing to create business, focused on aluminum.

Basic Policies

- The Group will create healthy, safe workplaces, and achieve zero-accident operations.
- The Group will continuously provide diverse value to customers by deepening the level of collaboration and coordination within and outside the Group.
- The Group will work actively to achieve carbon neutrality, to help create a sustainable society.
- The Group will engage in fair and honest business operations, with respect for human rights and an emphasis on ethics.
- The Group will respect diverse values, and develop human resources from a long-term global perspective.

The Group upholds its social mission and envisioned future as its Corporate Philosophy, and conducts its business activities in accordance with this philosophy. To achieve this, we have established Basic Policies that define our strategic direction and decision-making criteria, which together serve as the management policy for the entire Group.

Furthermore, taking into account social demands as well as risks and opportunities, we have identified "Materiality (Key issues)" that should be prioritized in order to strike a balance between sustainability and the enhancement of corporate value.

To address these issues, we have formulated a Business Plan using financial and non-financial indicators as well as timeframes, and are achieving specific results while managing and improving our progress.

In this way, the Group will realize sustainable growth and deliver social value by organically linking its ideals, policies, issues, and plans.

Corporate Philosophy

Basic Policies

Business Conduct Guidelines

Business Conduct Guidelines (P.02)

Materiality (Key issues)

Business Plan

Mid-term Management Plan (P.18)

The Group regards Materiality (Key issues) as a key factor second only to corporate philosophy and basic policies. The corporate philosophy and basic policies indicate the Group's overall direction, while the material issues identify specific challenges and initiatives for achieving it.

To address these issues, we have formulated a business plan with specific action plans to ensure steady progress at the operational level.

Based on this structure, we have established a framework in which the Group's overall strategy interlocks with on-site implementation, leading to sustainable growth and the creation of corporate value.

Materiality (Key issues) (P.15)

NLM Group Business Conduct Guidelines

Taking into account the corporate philosophy and basic policies, the Group has established the NLM Group Business Conduct Guidelines, which set out the values and codes of conduct to be embraced by every employee as they work toward the future.

In line with the revision of the Group's Management Policy in May 2022, these Business Conduct Guidelines were established in April 2023, drawing on "stories reflecting the essence of the NLM Group" posted by the Group's employees, as well as the experiences of members of the Business Conduct Guidelines formulation project.

We will use these Business Conduct Guidelines as a reference in our daily operations when we are unsure of what action to take or need to choose among different values. By doing so, we will continue to deliver value to society.



NLM Group Business Conduct Guidelines



CONTENTS

Basic Information

01	NLM Group Management Policy/NLM Group Business Conduct Guidelines
03	Table of Contents/Editorial Policy
04	At a glance

Value Creation

07	Message from CEO
12	Value Creation History
13	The Value Creation Process
14	The Source of Value Creation
15	Sustainability Strategy
18	Mid-term Management Plan
24	Segment Overview
30	Financial Strategy
32	Toward Management to Elevate Corporate Value

Foundations of Value Creation

33	Message of Commitment	54	Quality
34	Governance	56	Human Capital Strategy
40	Message from an Outside Director	57	Occupational Safety and Health
41	List of Officers	59	Developing a Fulfilling Workplace
44	Risk Management	61	Diversity & Inclusion
45	Information Security	62	Securing and Cultivating Human Capital
46	Compliance	63	Protecting and Respecting Human Rights
48	The Environment	64	Supply Chain Management
52	Response to Climate Change	66	Contribution to Local Communities and Society

Data

68	Financial and Non-Financial Highlights
69	Operating Results and Financial Analysis
71	Key Financial Data for the Past 11 Years
72	Data
75	Independent Assurance Report
76	Company Information, Share Information, and Global Network

Editorial Policy

Introduction

As in 2024, the NLM Group will publish an integrated report in 2025. The report is designed to communicate the Group's vision for value creation in both financial and non-financial terms to all stakeholders, including shareholders and investors.

In the Integrated Report 2024 that we published last year, we reported the new mid-term management plan, which started in FY2023 and which we formulated in light of the changes in the Group's situation and its business environment. We also reported initiatives to address the Group's Materiality (Key issues). In this latest report, we detail the progress of the 2023 mid-term management plan, our carbon neutrality initiatives and other matters as carefully and conscientiously as possible. We would be happy if this report is useful to readers, our stakeholders in their understanding of the Group's business activities.

Reference guidelines

This report has been prepared with reference to the International Integrated Reporting Framework advocated by the IFRS Foundation, the Sustainability Accounting Standards Board (SASB), Sustainable Development Goals (SDGs), ISO 26000, and the Guidance for Collaborative Value Creation from the Ministry of Economy, Trade and Industry. In addition,

information disclosures on the foundations supporting value creation have been prepared with reference to the Environmental Reporting Guidelines (2018 edition) of the Ministry of the Environment and Global Reporting Initiative (GRI) standards.

Period covered

Data for the report was collected between April 2024 and March 2025.

(Note) Data collected before or after this period is also used in some sections of this report.

Scope of the report

This report describes the activities of and facts about Nippon Light Metal Holdings Co., Ltd. and its 74 consolidated subsidiaries (a total of 75 companies) unless otherwise specified.

Period of issuance

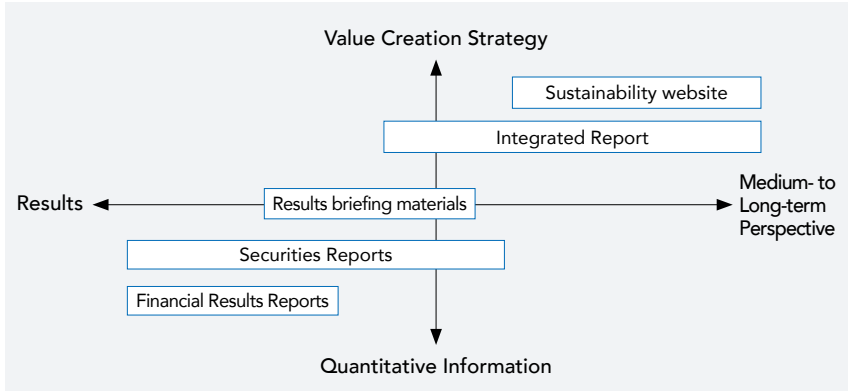
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Independent assurance

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Reporting Media

Further details and past initiatives are available on our website.



➡ Sustainability website <https://www.nikkeihinholdings.com/sustainability/index.html>