



April 27, 2023

Nippon Light Metal Holdings Company, Ltd.

Notice of Revision of the NLM Group Human Rights Policy

Nippon Light Metal Holdings Company, Ltd. (President and CEO: Ichiro Okamoto; Head Office: Minato-ku, Tokyo; “the Company”), hereby announces that it has revised the NLM Group Human Rights Policy (“the Policy”) established in 2016.

In response to heightened awareness of human rights in recent years, the Company has defined one of the Basic Policies of the NLM Group Management Policy, which was revised last year, as “The Group will engage in fair and honest business operations, with respect for human rights and an emphasis on ethics.” In addition, the Company has identified “Protecting and respecting human rights” as one of its material issues.

In line with the Policy, the Company will promote a more proactive approach to protecting and respecting human rights and protect and respect the human rights of all stakeholders in the operations of the NLM Group in order to contribute to the realization of a sustainable society.

Structure of the NLM Group Human Rights Policy

- Compliance with laws and regulations of each country and respect for international norms
- Scope of application
- Prohibition of discrimination
- Creation of satisfying workplaces
- Human rights due diligence
- Complaint processing mechanism
- Redress
- Education
- Sharing of the Policy

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