

Others

Community

Governance

Initiatives

- Towards the improvement of the quality of life of Filipino seafarers and their families
- Towards contributing to the development of the local economy and society

Governance

The NYK Group has launched initiatives to contribute to regional coexistence and local revitalization under the medium-term management plan “Sail Green, Drive Transformations 2026 - A Passion for Planetary Wellbeing.” This plan aims to create future value and growth through two pillars: “Deepening core existing businesses” and “Developing new growth businesses.” These initiatives include addressing the living challenges of Filipino seafarers’ families, inheriting traditional culture through the use of passenger ship business, and engaging in the offshore wind power value chain.

In addition, we will thoroughly carry out responsible actions as a corporate citizen based on the “NYK Code of Conduct” and the “NYK Group Supplier Code of Conduct”, and we will respect human rights and diverse cultures (including the cultures, customs, and languages of each country and region), and we will strive for harmony between the international community and local communities.

Initiatives

Towards the improvement of the quality of life of Filipino seafarers and their families

The Philippines is the world’s leading supplier of seafarers, with around 220,000 Filipinos working as seafarers on ocean-going cargo ships. If we look at the Japanese merchant fleet alone, it is no exaggeration to say that the maritime industry in Japan and around the world is supported by Filipino seafarers, as approximately 40,000, that is to say 70% of all seafarers currently on board, are Filipinos.

On the other hand, Filipino seafarers face the challenge of having difficulty accessing financial services such as insurance

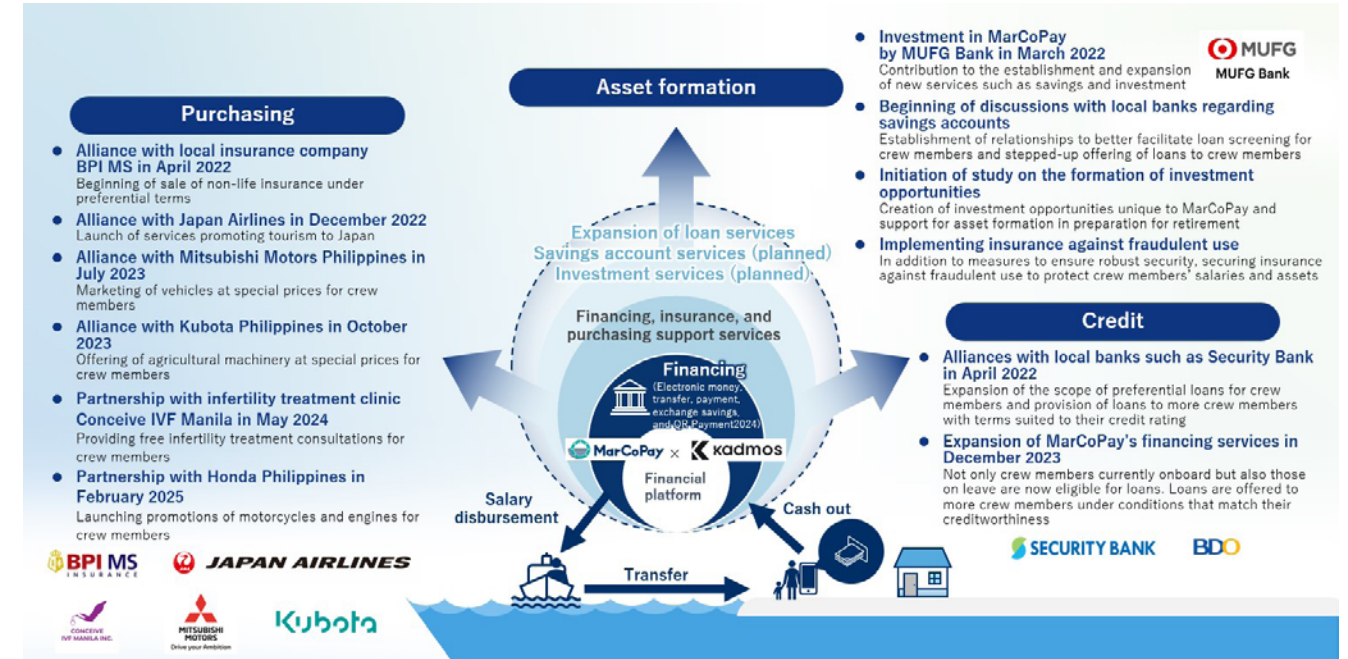
and bank loans, despite being in the high-income bracket, which is significantly higher than the average in their home country, due to circumstances such as (1) being considered as temporary employees for each period of service on board and (2) being classified as overseas workers and being required to prepare complicated documents.

In order to resolve this issue, which concerns the livelihood rights of seafarers’ families, the NYK Group is creating and providing various services by connecting MarCoPay Inc. (Maritime Community Pay), a life support platform for seafarers that uses electronic

currency, with a variety of partners.

In June 2025, the NYK Group reached an agreement to acquire all shares of Kadmos Holding GmbH, a company that operates a global payroll platform for seafarers aimed at improving the quality of life for Filipino seafarers and their families. With Kadmos joining the Group’s electronic currency business, the NYK Group will be able to offer services not only to Filipino seafarers but also to seafarers of other nationalities. The Group will continue to promote the well-being of seafarers, who play a vital role in supporting the shipping industry, on a global scale.

■ MarCoPay, which expands the scope of services



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● Offshore wind power

The NYK Group has started working in the offshore wind power business as a new business area.

Offshore wind power is seen as a major source of renewable energy in Europe, and in Japan too, it is being regularly promoted as a “trump card for renewable energy” by both; public sector and private sector.

Offshore wind power is a long-term project that lasts for 25 years or more, from the survey and construction stages through to the operation stage, and when you look at everything from the construction stage to the maintenance and management after the operation starts, the related industries are also diverse. With the entry into offshore wind power, the NYK Group will take on the challenge of solving important issues that Japan is facing, such as “Ensuring Energy Stability” and “Revitalizing Regions and Restoring International Competitiveness.”

> Collaboration with Akita Prefecture

Under the Comprehensive Collaborative Agreement with Akita Prefecture, our Akita branch has been in operation since April 2022. The branch is working towards regional revitalization through the promotion of renewable energy projects, including offshore wind power, and the development of related human resources, as well as through the use of ports, the development of ship-related human resources, tourism promotion, and environmental conservation.

In areas with a high population outflow, including Akita Prefecture, creating local employment opportunities is an issue, so the Company is also focusing on developing human resources within Akita Prefecture.

In April 2024, we opened the offshore wind power training

center, “Wind and Sea School Akita,” where we will provide basic safety training for offshore wind turbine workers (GWO Basic Safety Training), basic safety training for seafarers (STCW Basic Training), and Crew Transport Vessel (CTV) maneuvering training. In addition to contributing to the stability of Japan’s electricity supply through offshore wind power, we aim to become a base for regional revitalization and to attract new people to the prefecture, not only from within the prefecture but also from outside the prefecture. In addition, by leveraging the unique feature of having the training center located within a school in Akita Prefecture, a leading region

for offshore wind power, we aim to contribute to the development of the next generation of human resources.

In addition, in December 2024, NYK jointly established “Japan Offshore Support Co., Ltd.,” a vessel management company for CTVs, together with Akita Eisen KK. Our goal is to provide high-quality services through the long-term development of seafarers. In addition to contributing to the stability of Japan’s power supply through offshore wind power, we aim to become a hub for regional revitalization by attracting new people not only from within the prefecture but also from outside the prefecture.

■ Regional revitalization in Akita through offshore wind power generation projects



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> Collaboration with Hokkaido

In January 2024, the Company concluded a "Memorandum of Understanding on Cooperation and Collaboration" with Hokkaido, and on April 1, we opened a Hokkaido branch. The NYK Group has already begun ^{*1} operating a Crew Transport Vessel (CTV) for the Ishikari Bay New Port Offshore Wind Farm since July 2023, and we aim to participate in the investigation, transportation, construction, and maintenance management stages of any offshore wind power projects that are expected to be developed in Hokkaido in the future. In addition, through the development of ammonia fuel ships and CCS^{*2} projects, we will contribute to the realization of a decarbonized society in Hokkaido, and we will also respond to the demand for logistics associated with the construction of semiconductor factories and data centers within Hokkaido, as well as the growing demand for domestic shipping, which aims to shift transport from trucks to ships, with the aim of contributing to the regional revitalization through the promotion and revitalization of logistics.

^{*1} The Company owns CTV, and our group company, Hokuyo Kaiun Co., Ltd., which is based in Hokkaido, operates and manages the ships.

^{*2} CCS (Carbon dioxide Capture and Storage): Carbon dioxide (CO₂) capture and storage

• Contribution to "Zero Carbon Yokohama" of Yokohama City

We support the "Zero Carbon Yokohama"^{*1} initiative, which is working towards the realization of a decarbonized society in Yokohama city. We have gradually switched the power supply for "NYK Hikawamaru,"^{*2} (moored and open to the public at Yamashita park, as well as the Yokohama port Daikoku C-3 terminal, Yokohama branch, and NYK Maritime Museum (temporarily closed from April 2023) to electricity derived from renewable energy sources. Additionally, since 2022, we have effectively transitioned all power consumption for our headquarters and the NYK Building to electricity sourced from renewable energies.

^{*1} Zero Carbon Yokohama: A plan enacted by the city of Yokohama in Kanagawa prefecture to strengthen countermeasures against global warming and realize decarbonization by 2050 (net-zero GHG emissions) as soon as possible in the last half of this century, and to promote efforts to realize a sustainable large-city model.

^{*2} NYK Hikawamaru: This passenger-cargo ship was completed in 1930 and was active on routes such as the Seattle route. During World War II, the ship was utilized as a hospital ship, and after the war, it served as a repatriation and returning ship. Currently, NYK HIKAWAMARU is moored at Yamashita Park in Yokohama city. It was designated as an Important Cultural Property in August 2016, becoming the first preserved ship to receive this designation as a valuable resource for conveying shipbuilding technology from its time of completion.

• Passing on traditional culture through cruise ships

The "MS Asuka II," a cruise ship that represents Japan and is operated by our group company NYK Cruises Co., Ltd., has led the development of the Japanese cruise culture. On the "MS Asuka II," in

addition to exhibitions of works created by people such as Holders of Important Intangible Cultural Property (so-called "Living National Treasures") from 2022, there are also port of call sightseeing tours of workshops and talk events. In addition, handicrafts are sold on board, and part of the proceeds are donated to help preserve traditional Japanese culture.

In July 2025, "MS Asuka III" have entered service, and the fleet have expanded to two ships. The NYK group will bring together people and regions through cruise culture, and these two ships will sail into the future and promote regional revitalization and Japanese culture more than ever before.

■ Asuka Cruise that Connects Japanese Culture to the World

