

Others

The Challenge to Solve Social Issues

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Strategies and Risk Management

NYK Group's Basic Stance on Human Rights

Governed by business management centered on sustainability and under the theme of "giving back to the oceans, earth, and people," the NYK Group is committed to addressing social and environmental issues. Aiming to enhance its corporate value together with all stakeholders through these activities, the Group established a new framework called the "NYK Group Sustainability Initiatives (NYKSI)," which remain in place today.

● Activity Policy

1. Realizing a sustainable future society

By utilizing its various resources, the NYK Group carries out activities that contribute to the realization of a better future for society. The activities' main objectives include preserving the environment, supporting developing countries, realizing an inclusive society, and fostering future generations, among others. As a group that carries out corporate activities globally in the field of the natural environment, the NYK Group proactively encourages and supports the efforts of the Group employees to solve social and environmental issues, leading to the creation of innovation and the seeds of commercialization.

2. Raising NYK Group employee awareness of solving social issues

Participating in activities addressing the NYK Group Sustainability Initiatives, the Group incorporates different values and perspectives to nurture a corporate DNA that includes the NYK Group Values of integrity, innovation, and intensity, or the 3I's, and aim to raise awareness of solving social issues.

3. Increasing engagement through connection with society

Through connection with various stakeholders during activities addressing the NYK Group Sustainability Initiatives, the Group aims to become a group that can dream and work with pride by gaining awareness of how the Group can continue to be of service to society.

● "NYK Group Sustainability Initiatives" Logo

The turquoise color of the NYK Group Sustainability Initiatives logo, a mixture of blue and green, is consistent with the Group's theme of "giving back to the oceans, earth, and people." The NYK Group nurture the seeds of new business to solve social issues, and this is expressed by buds growing from the earth.



Systems and Programs

A variety of systems and programs have been introduced to encourage NYK Group staff members to take on the challenge of solving social issues through activities based on the NYK Group Sustainability Initiatives.

● NYK Introduces Volunteer Point System

Points are granted for each form of contribution made by employees, and NYK then tallies the points granted during the year, converts them to a monetary amount, and makes donations in that amount to charities. NYK implemented the point system in June 2014 as a mechanism to support the volunteer activities of its

employees.

In 2023, 694 people from 36 companies participated and registered 955,270 points (89.7% increase compared to the previous year). In response to this significant support, in April 2024, the Company donated a total of 1,910,540 yen to two organizations engaged in support activities in the fields of environmental preservation and support for developing countries.

● Matching Gift Program

The matching gift program is a program under which NYK provides an additional contribution proportional to the contributions made by employees to an NPO or similar organization.

● NYK Group Sustainability Initiatives Web Portal

The NYK Group Sustainability Initiatives program has been established on the Company's intranet. Through these initiatives, the Group introduces collaborative activities with external partners that are being carried out within the Group, as well as initiatives aimed at resolving social issues that have been proposed and implemented by the Group employees. The Group also conducts projects that could lead to the creation of new business opportunities, aiming to promote and invigorate activities that contribute to solving social issues.