

In accordance with Section 54 of the UK Modern Slavery Act, NIPRO Corporation (hereinafter, "NIPRO") hereby announces the following regarding its efforts to prevent slavery and human trafficking within the NIPRO Group and its affiliates (hereinafter, "NIPRO Group") and its supply chain.

1. About the NIPRO Group

- Founded in Japan in 1954, NIPRO is the parent company of the NIPRO Group. Our primary businesses are medical devices, pharmaceuticals, and pharmapackaging. We operate in 375 locations in 61 countries worldwide, with approximately 38,000 employees (as of the end of March 2025).
- For an overview of our company and business, please visit our website: URL: <https://www.nipro.co.jp/>

2. Basic Policy on Respect for Human Rights

- The NIPRO Group's Management Philosophy: "Looking to the future, we will support the health of people around the world, create and innovate products, technologies, and businesses that meet medical needs, contribute to society, and strive for self-realization."
- Basic Approach to Respect for Human Rights, etc.

The NIPRO Group's management is based on establishing roots in various countries and regions, supporting the health of people living in those countries and regions, providing products and services that meet medical needs, and creating technologies and businesses.

We respect the human rights of many people involved in our business activities, including employees of NIPRO Group, suppliers, and employees of these organizations, and we conduct business with integrity recognizing that one of our corporate social responsibilities is to give maximum consideration to the working environment, health and safety, etc.

●Specific Measures

To promote sound and transparent management and ensure appropriate business execution, we have established and are implementing the “NIPRO Code of Practice” as a formal policy designed to foster employee awareness of the company’s social responsibilities as outlined above and to realize corporate ethics and compliance by providing clear guidance on expected behaviors.

●Group Human Rights Policy

To clearly demonstrate our commitment to respecting human rights, we established the “NIPRO Group Human Rights Policy” in January 2025. This policy states that we will fulfill its responsibility to comply with applicable laws and regulations and respect internationally recognized human rights in all countries and regions where we conduct business activities.

【NIPRO Group Human Rights Policy】
https://www.nipro.co.jp/en/assets/document/sustainability/human_rights.pdf

●Compliance with our supply chain policy:

The NIPRO Group conducts business activities with a variety of partners, including contractors and suppliers. In our procurement activities, we strive to adhere to the procurement ethics set out in the NIPRO Code of Practice, which includes respect for NIPRO Group Human Rights Policy.

3. Due Diligence

- When entering into new business relationship, the NIPRO Group closely monitors the formulation and implementation of compliance policies, including those regarding respect for human rights, of the counterparty. We do not enter into transactions with any party whose views do not align with our policies or who demonstrates a lack of respect for human rights.
- Furthermore, if any facts indicating slave labor, human trafficking or other similar practices are confirmed at a business partner with whom we have an ongoing relationship, we will request a detailed report on the situation. Unless the partner submit a written commitment to implement remedial measures and prevent recurrence,



and implemented those measures in good faith, we will take decisive action, including suspension of business transactions.

4. Risk Assessment and Management

- The NIPRO Group has established and operates a committee to periodically or as needed request notification from domestic and overseas business locations in the event of any violations of laws, regulations, or corporate ethics, including slave labor and human trafficking.
- The Committee has set up a hotline to receive reports and inquiries from both inside and outside the company and has established a system for collecting information on potential violations. In addition, the Committee is working to establish a comprehensive framework for ongoing monitoring and risk mitigation by establishing internal regulations to ensure that investigations are carried out, causes are identified, and measures are taken to prevent recurrence in case the Committee assesses as serious risk.
- We strive to identify and understand particularly important human rights issues within NIPRO Group through employee interviews.

5. Education and Training

- The NIPRO Group provides in-house training for various levels of employees, including new employee training and training for management and supervisory positions. Last fiscal year, we focused on face-to-face and online training, allowing for a wider range of participants. We will continue to provide educational opportunities aimed at raising compliance awareness, including human rights education.
- The NIPRO Code of Practice has been compiled into a digital book and uploaded to groupware for all NIPRO Group employees to ensure thorough awareness and to create an environment where it can be reviewed and confirmed at any time.

6. Future Initiatives

In order to build and maintain close and appropriate relationships with its many stakeholders, including its own and its supply chain, the NIPRO Group will continue to promote the sophistication of its assessments related to modern slavery and human trafficking.

In addition, we will appropriately review our risk assessment methods and monitoring techniques, strive to develop and implement appropriate indicators, and revise the NIPRO Code of Practice as necessary in line with various legal amendments.

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NIPRO CORPORATION

Director

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