



NITTO EMEA'S SUSTAINABILITY REPORT 2026

Progress Takes Root

How our actions take root and rise.



Table of Contents

FOREWORD	3
GROWTH YOU CAN MEASURE...	4
NITTO GROUP STRATEGY	6
MANAGEMENT STRATEGY	6
VALUE CREATION PROCESS	7
INNOVATION MODEL	8
NITTO IN THE EMEA REGION	10
BASIS FOR PREPARATION (ESRS 2 BP-1 / BP-2)	10
STRATEGY, BUSINESS MODEL AND VALUE CHAIN (ESRS2 – SBM1)	11
INTERESTS AND VIEWS OF STAKEHOLDERS (ESRS2 SBM-2)	27
MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (ESRS2 SBM-3)	28
DISCLOSURE OF THE MATERIALITY ASSESSMENT PROCESS (ESRS2 IRO 1-3)	34
ENVIRONMENT	36
E1 CLIMATE CHANGE	36
E2 POLLUTION	44
E3 WATER AND MARINE RESOURCES	48
E5 RESOURCE USE AND THE CIRCULAR ECONOMY	49
SOCIAL	54
S1 OWN WORKERS	54
S2 WORKERS IN THE VALUE CHAIN	69
S4 CONSUMERS AND END USERS	74
GOVERNANCE	82
G1 BUSINESS CONDUCT	82
SUSTAINABLE BUSINESS OFFERING	87
CONTRIBUTIONS	91
CERTIFICATES	94
CLOSING WORDS	95
ESRS INDEX	96

EDITING POLICY

We are pleased to present Nitto's 2026 Sustainability Report for the EMEA region. This is our third regional report, prepared on a voluntary basis to demonstrate our continued commitment to aligning with the Corporate Sustainability Reporting Directive (CSRD).

The report addresses key sustainability topics in line with the European Sustainability Reporting Standards (ESRS), as outlined in the ESRS Index.

This publication reflects Nitto EMEA's strong commitment to addressing societal challenges while creating long-term economic value through our Environmental, Social, and Governance (ESG) initiatives. We aim to provide our stakeholders with transparent and meaningful insights into our progress in these areas.

Within this report, we present an overview of our activities, achievements, and developments across the EMEA region. It highlights our ongoing transformation and outlines our strategic priorities to co-create sustainable value together with our partners and communities.

We trust that this report offers a clear view of our dedication to sustainability and ESG performance. For further information, we invite you to visit [our corporate website](#).

SCOPE

This report covers Nitto's business activities in the EMEA region. The environmental disclosures focus on our manufacturing plants, while social KPIs include data from both manufacturing sites and sales offices.

TIME PERIOD

Fiscal year 2025 (April 1, 2025 – March 31, 2026). Some performance figures and activities from periods other than those mentioned above are included for reference.

REFERENCE STANDARDS AND GUIDELINES

This report contains consolidated data related to the Nitto Group and Nitto entities in the EMEA region, as described in the report.

The reported data has primarily been obtained by extraction and/or direct calculation from our internal systems and tools, such as financial management reporting and human resource information systems. Environmental data were obtained from our internal environmental tracking systems.

This report contains images that have been generated, in whole or in part, using artificial intelligence (AI). These images are marked with the  symbol and are shown for illustration only.



A MESSAGE FROM OUR CEO

Foreword

At Nitto, we believe sustainability starts with responsibility. Not because regulations require it, but because it is the right thing to do. As a company, we are part of society, and we share the responsibility to help create a future in which people, communities, and businesses can thrive together.

This responsibility is something we embrace with pride.

Over the past years, we have built a strong foundation. Fiscal year 2025 demonstrates that meaningful progress is possible when ambition is combined with action. We achieved an almost 75% reduction in Scope 1 and Scope 2 CO₂ emissions compared to our 2018 baseline, while all our EMEA sites operated on 100% renewable electricity for the first full reporting year. We further reduced workplace accidents, strengthened employee engagement with an engagement score of 84%, improved the sustainability performance of our supply chain, and continued to develop products that help customers address environmental and societal challenges.

What encourages me most is that sustainability is no longer seen as a separate initiative. It has become part of the way we think, collaborate, innovate, and make decisions throughout our organization. This mindset gives us a strong platform for the future.

At the same time, we recognize that our greatest opportunities still lie ahead. Reducing Scope 3 emissions across our value chain will be one of our most important priorities in the coming years. Achieving this will require close cooperation with suppliers, customers, and partners, as well as continued innovation in the materials, technologies, and solutions we bring to the market.

Equally important is our commitment to people. We want Nitto to be a place where everyone feels respected, included, and empowered to contribute. Different perspectives, backgrounds, and experiences make us stronger and help us build a company that is ready for tomorrow.

I would like to sincerely thank all employees across the EMEA region. Their dedication, expertise, and willingness to challenge themselves every day are the driving force behind our progress.

By listening to our stakeholders, acting responsibly, and remaining committed to continuous improvement, we will continue to strengthen Nitto's position as an Essential ESG Niche Top company while helping to safeguard the future of our people and our planet.

Now is the time to accelerate our Activities
Y. Sugino



PRESIDENT & CEO OF NITTO EMEA

MR. YOICHIRO SUGINO



NITTO EMEA IN FISCAL YEAR 2025

Growth you can measure...

— PEOPLE

2253
EMPLOYEES

18.9%
FEMALE LEADERSHIP RATIO

10
LOST TIME ACCIDENTS

— PLANET

29.3 KTON
CO₂ - SCOPE 1 & 2

369 KTON
CO₂ - SCOPE 3

182 KTON
WATER

335 TON
VOC

16 KTON
WASTE

— PERFORMANCE

599 M€
TURNOVER

27.6 M€
OPERATING PROFIT

7
PRODUCTION SITES

14001•9001•45001
ISO CERTIFICATES

EcoVadis Rated
ALL SITES



NITTO EMEA'S SUSTAINABILITY REPORT 2026

Nitto Group

TO BECOME AN ESSENTIAL NICHE TOP ESG COMPANY **Nitto Group Strategy**

MANAGEMENT STRATEGY

In accordance with its Mission, “Contribute to customers’ value creation with innovative ideas,” the Nitto Group has clearly stated in its Basic Policy on Sustainability that it will aim at “simultaneously solving social issues and creating economic value” through business activities.

In alignment with this basic policy, we have deliberately chosen An Essential ESG Niche Top Company as our Target State 2030. Our goal is to become a company of choice for society and the market by establishing a dominant competitive advantage in niche fields as we continue to create products and services that contribute to solving social challenges. To that end, we identify risks and opportunities as we promote ESG management, and have identified high-priority issues for the Nitto Group and society in the form of “material issues for sustainability,” to address them through our unique innovation model. In the focus domains of “Digital Interface,” “Green Tech,” and “Human Life,” we will create PlanetFlags™/HumanFlags™ (Flags) as a foundational starting point, and by combining Sanshin Activities and the Niche Top Strategy, we will steadily verify hypotheses to bring innovative ideas to market and drive them toward contributing to profitability.

Add additional paragraph: Global Niche Top™ (GNT) and Area Niche Top™ (ANT) are core elements of Nitto’s growth strategy. GNT focuses on achieving global leadership in highly specialized niche markets through differentiated technologies, while ANT promotes regional growth by addressing specific local market needs and creating opportunities for future global expansion. Within Nitto, ANT initiatives are products, services, or projects that achieve a leading position in a specific niche market within a particular country or region. In contrast, Global Niche Top™ (GNT) initiatives are products or services that achieve global market leadership in a specific niche market by leveraging Nitto’s unique technologies, expertise, and differentiated capabilities.

Our new growth strategy is a “Double Recognition” approach, that is, seeking to have products and services recognized as both Flags and Niche Top simultaneously, which we believe will allow us to identify business opportunities within social challenges and achieve high profitability in niche fields. Under our new medium-term management plan, Nitto RISE 2028, we have identified “realizing new growth through Double Recognition” as a focus initiative. By accelerating the creation and expansion of double recognized products and services in growing industries, we aim to transform our business portfolio and simultaneously solving social issues and creating economic value.

The Nitto Group intends to realize a sustainable global environment and enriched human society by creating “essential” value for the Niche Top world. See also [Integrated Report 2025](#)



VALUE CREATION PROCESS

The Nitto Group has set its Target State 2030 as becoming an “Essential ESG Niche Top Company” and is progressing initiatives to realize this goal. With R&D, Production, Sales, and Administration working as one, we never cease to create innovative and broad values through customer-oriented approaches and unique business models.



INNOVATION MODEL

The Nitto-Style Innovation Model allows us to repeatedly verify hypotheses until we are convinced of our path to victory and bring ideas to market, enabling us to sustain growth while simultaneously solving social issues and creating economic value. At each stage of the process, our unique approach leverages diverse management capital to generate one innovation after another. By reallocating stable cash flows from double recognized products and services to invest in candidates for the next Flags and Niche Top themes, we create a virtuous cycle of “double recognized products and services spawning businesses of a new era,” underpinning sustainable value creation and corporate value enhancement.

TAKESHI SHIKO (MANAGING DIRECTOR NISSHO HUNGARY PRECISION)

“Nissho Hungary focuses on advancing products, such as Double Recognition products, and other materials that contribute to automotive safety through light-control functions or high-voltage durability. By promoting these products, we aim to use our technology more efficient and strengthen our overall commitment to sustainability.”





NITTO EMEA'S SUSTAINABILITY REPORT 2026

Nitto In The EMEA Region

Local presence, regional impact



GENERAL STRATEGY, GOVERNANCE AND MATERIALITY

Nitto In The EMEA Region

BASIS FOR PREPARATION (ESRS 2 BP-1 / BP-2)

The sustainability report for Nitto in the EMEA region, the third of its kind, reports on the fiscal year 2025. The scope of this report remains unchanged: it covers the seven manufacturing sites in the region and is the outcome of the virtual consolidation of Nitto EMEA and its subsidiaries, Nitto Advanced Film Gronau and Nitto Advanced Nonwoven Ascania.

MANUFACTURING AND CONVERTING COMPANIES

- Nitto Belgium NV (Nitto Belgium or BELGIUM)
- Nitto Bento Bantçılık San. ve Tic. A.Ş. (Nitto Bento Bantçılık or TURKEY B)
- Tasfiye Halinde Nitto Otomotiv San. ve Tic. Ltd. Şti. (in liquidation) (Nitto Otomotiv or TURKEY O)
- Nissho Hungary Precision Kft. (Nissho Hungary Precision or HUNGARY)
- Nitto Denko Czech s.r.o. (Nitto Denko Czech or CZECH)
- Nitto Advanced Film Gronau GmbH (Nitto Advanced Film Gronau or GERMANY G)
- Nitto Advanced Nonwoven Ascania GmbH (Nitto Advanced Nonwoven Ascania or GERMANY A)

The data for the following Nitto entities in the EMEA region were not considered in this report, as they are not manufacturing entities.

REGIONAL HEADQUARTERS

- Nitto EMEA NV (Nitto EMEA or EMEA)

SALES OFFICES AND TRADING COMPANIES

- Nitto Deutschland GmbH (Nitto Deutschland)
- Nitto France sarl (Nitto France)
- Nitto Italia srl (Nitto Italia)
- Nitto Polska Sp. z o. o (Nitto Polska)
- Nitto Rus L.L.C. (Nitto Rus)
- Nitto Scandinavia AB (Nitto Scandinavia)
- Nitto Denko UK Ltd (Nitto Denko UK)

BRANCHES

- Nitto Denko Netherlands
- Nitto Ibérica, Succursal en España
- Nitto Belgium NV, Representative Office (Hungary)
- Nitto Belgium NV (incorporation in Belgium) external profit company (South Africa)

The objective of this report is to maintain a transparent and consistent sustainability disclosure across the EMEA region. Following the adoption of the European Commission's Omnibus I Directive in 2026, the scope of the Corporate Sustainability Reporting Directive (CSRD) has been significantly revised.

Based on these updated criteria, Nitto in the EMEA region is no longer within the mandatory scope of CSRD. Nevertheless, the organization will continue to report on a voluntary basis, using the European Sustainability Reporting Standards (ESRS) as a guiding framework where relevant.

At Group level, as a non-EU headquartered company, the Nitto Group falls within the CSRD scope under the provisions for third-country parent undertakings. This applies where a non-EU group generates more than €450 million net turnover in the EU and more than €200 million net turnover for one EU branch. Based on these criteria, the Nitto Group will be required to report for the first time in fiscal year 2029, covering fiscal year 2028. The voluntary sustainability reporting in the EMEA region will be aligned with the Group's reporting approach and will contribute to the consolidated CSRD report. This report will also be subject to third-party verification, and the EMEA disclosures will support this assurance process.

This report provides a comprehensive overview of the value chain within the EMEA region, including the identified impacts, risks, and opportunities. No material sustainability topics have been omitted due to confidentiality considerations related to intellectual property, expertise, or innovation outcomes.

The Double Materiality Analysis (DMA) conducted in 2024 remains the foundation for this report and has not yet been updated. Nitto EMEA is committed to periodically reviewing and refining this assessment in response to new insights, sector developments, and evolving regulatory and voluntary reporting practices. Throughout this process, appropriate thresholds and professional judgment are applied.

The time horizons used in this Sustainability Statement remain aligned, where applicable, with ESRS definitions. The disclosed quantitative data are considered to have a high level of accuracy and low uncertainty, supported by the continued monitoring of key performance indicators (KPIs) across our manufacturing sites.

STRATEGY, BUSINESS MODEL AND VALUE CHAIN (ESRS2 – SBM1)

OUR BUSINESS

Nitto has a workforce of 2253 employees across the EMEA region and operates through two primary business areas: the Functional Base Products Sector (BASE) and the Advanced Film Solutions Division (AFS). The BASE segment, covering entities such as Nitto Otomotiv, Nitto Denko Czech, Nitto Belgium, and Nissho Hungary Precision - serves the mobility, living, and semiconductor industries. Meanwhile, the AFS segment - comprising Nitto Bento Bantçılık, Nitto Advanced Film Gronau, and Nitto Advanced Nonwoven Ascania uses on the personal care & technical films markets. These markets represent the company's key growth priorities, and Nitto aims to closely support its leading customers within them.

In addition to its two main business units, Nitto EMEA has a third business unit, the Membrane Business. This business is exclusively engaged in the trading and distribution of membrane materials and related products, and does not involve any manufacturing activities within the EMEA region.

TRENDS AND MARKET DEVELOPMENTS

Across EMEA, contributing to sustainability and societal impact begins with understanding market trends and responding to emerging needs.

NEXT-GEN MOBILITY: MARKET TRENDS

In Europe, EV (Electric Vehicle) production continued to grow at a double-digit rate, but at a more moderate pace than previous years, reflecting a transition phase after earlier rapid expansion. High EV costs, charging infrastructure gaps and stronger competition (especially from China) are some of the factors slowing the pace. The Manufacturing Purchasing Managers' Index (PMI) showed improvement in 2025 compared to 2024 but remained below 50, indicating contraction, with expansion expected in 2026.

By the end of Q1 2026, the Middle East conflict and disruption of shipping through the Strait of Hormuz had become a clear headwind for Europe's automotive sector, mainly through higher energy costs, supply-chain delays, and rising raw material prices. While European manufacturing PMIs remained above 50 and automotive production had not yet broadly contracted, the apparent resilience was partly distorted by longer supplier lead times; surveys showed a sharp rise in input costs and logistics disruptions linked to the conflict, creating growing pressure on vehicle manufacturers and suppliers across Europe.

In next-generation mobility, Battery Electric Vehicles (BEVs) and Fuel Cell Vehicles (FCVs) gained momentum as potential solutions to address the ecological issues posed by conventional Internal Combustion Engines (ICEs) that continued to decline. Plug-in Hybrid Electric Vehicles (PHEVs) played a transitional role in this shift. As a result, our focus is increasingly aligned with BEVs and FCVs.

Overall, mobility continued to evolve around 2 key trends: 1. Greenification, 2. Safe and comfortable transportation.

1. GREENIFICATION

Greenification (sustainability / electrification / decarbonization) remains a central driver of mobility transformation driven by regulation, EV adoption, and CO₂ targets.

2. SAFE AND COMFORTABLE TRANSPORTATION

Safe & Comfortable Transportation is linked to ADAS, autonomous driving, AI, and improved user experience. Technology-driven safety and convenience are core industry priorities.

Automotive HMI (Human Machine Interface) is a growing trend, driven by changing user interactions in an increasingly connected IoT (Internet of Things) world.

The EU's long-term road safety objective is known as "Vision Zero." It aims to eliminate (or get as close as possible to zero) road deaths and serious injuries by 2050. Driven by this goal, technologies for autonomous driving and connectivity are advancing.

Safety innovations and ADAS are enabling a new generation of connected vehicles through V2X (Vehicle-to-everything) technologies.



LIVING: MARKET TRENDS

Within the living market, including solutions for residential and public buildings and domestic appliances, two major trends are driving demand: energy efficiency and health, comfort and safety in buildings.

1. ENERGY EFFICIENCY

The EU aims for a fully decarbonized building stock by 2050. Buildings account for ~40% of final energy consumption and ~36% of energy-related GHG emissions in the EU.

While all new buildings have been required to be nearly zero-energy (NZEB) since 2020–2021, the revised Energy Performance of Buildings Directive (EPBD 2024) introduces a stricter standard: all new buildings must be zero-emission by 2030 (2028 for new public buildings).

This is accelerating the shift from energy-efficient buildings toward fully decarbonized, fossil-free “zero-emission” building models.

LEED and BREEAM certifications set globally recognized standards that drive higher energy efficiency in buildings through performance-based design, material selection, and operational optimization. They also reward high-performance assets (higher rents & resale values, lower operating costs, future-proofing for regulation compliance & ESG goals of corporates).

The existing building stock is the primary driver for decarbonizing Europe’s built environment. The EU’s Renovation Wave targets ~35 million building renovations by 2030 and a doubling of renovation rates, supported by the revised EPBD and national renovation plans - driving energy efficiency, emissions reduction, and construction sector growth.

The revised Renewable Energy Directive (RED III) significantly raises EU ambition, setting a binding target of ≥42.5% renewables by 2030 and an indicative goal of approximately 45% (vs. 32% previously). This reinforces a structural shift toward large-scale deployment of solar, wind, and other clean energy sources across the European energy mix.

2. SAFE, HEALTHY, AND COMFORTABLE LIVING

The EU Ambient Air Quality Directive sets strict limits on outdoor air pollutants (e.g. particulate matter such as PM2.5, PM10) and strengthens monitoring and reporting requirements. This supports a broader “clean air” transition, indirectly driving trends in buildings such as air quality monitoring, filtration, ventilation systems, and low-emission (low fogging/low VOC) materials.

There is growing regulatory scrutiny of PFAS (“forever chemicals”) in the EU (REACH, Chemicals Strategy). This increasing regulatory pressure on chemicals is accelerating the shift toward PFAS-free filtration solutions.

Since the Grenfell Tower fire (2017), fire safety regulation has tightened significantly, while parallel environmental regulations (e.g. REACH) are accelerating a shift from halogenated flame retardants toward safer, halogen-free alternatives.

SEMICONDUCTOR: MARKET TRENDS

The European semiconductor market continues to benefit from the EU Chips Act, which has stimulated substantial public and private investment across the semiconductor value chain and attracted major manufacturing and R&D projects to the region. While the EU's ambition remains to increase its global semiconductor market share from 10% to 20% by 2030, achieving this target will require continued investment and competitiveness improvements amid intense global competition. Semiconductor demand is expected to remain strong, driven by AI, electrification, industrial automation and digitalization.

From a technology perspective, key trends relevant to Nitto include wafer thinning, advanced packaging and the adoption of next-generation substrate materials.

From a macro-economic perspective, the increasing imbalance between demand and supply of semiconductor materials in the market is a clear game changer.

1. WAFER THINNING

Semiconductor wafers are becoming increasingly thin to support advanced packaging and high-performance device architectures. While wafer diameters have largely stabilized at 300 mm (11.8–12.0 inches), thinning introduces significant handling challenges, making wafer support systems (WSS) essential. Conventional tape-based solutions remain widely used but face limitations as wafers become ultra-thin, particularly in terms of mechanical stability and thermal performance. As a result, alternative WSS approaches – such as glass carrier and adhesive-based systems – are gaining traction, especially in advanced packaging applications. Consequently, competition is intensifying across different WSS technologies depending on process requirements and end-use applications.

2. NEXT-GENERATION SUBSTRATE MATERIALS

The growing demand for energy-efficient, high-performance power electronics is accelerating the adoption of wide-bandgap (meaning advanced / high-performance) semiconductor materials such as Silicon Carbide (SiC) and Gallium Nitride (GaN). Compared with traditional silicon devices, SiC and GaN offer significantly lower power losses, higher switching frequencies, and improved thermal performance. SiC is increasingly used in high-voltage applications such as electric vehicles, renewable energy systems, and industrial power conversion, while GaN is gaining traction in fast chargers, data-center power supplies, and AI infrastructure. Rather than replacing silicon entirely, these technologies are complementing it in applications where higher efficiency and power density are critical. Their performance advantages also justify their additional cost.

PERSONAL CARE: MARKET TRENDS

Our Personal Care business focuses on four key segments: Baby Care, Femcare, Adult Incontinence, and Home & Personal Care. Growth and innovation in these markets are driven by both broad consumer and societal trends as well as application-specific developments.

1. GENERIC TRENDS

Demographic Shifts

Demographic trends continue to shape the Personal Care market worldwide. Africa and parts of the Middle East remain important growth regions for Baby Care due to their young and growing populations. India continues to be a key market, supported by strong demand for baby care products and a large female population driving demand for feminine hygiene solutions.

At the same time, aging populations in Europe, China, and other developed economies continue to support demand for adult incontinence products and related caregiving solutions. Demographic change remains one of the most important long-term growth drivers across Personal Care categories.

Sustainability and Transparency

Sustainability is becoming an increasingly important purchase consideration across Personal Care categories. Consumers, brand owners, and regulators are placing greater emphasis on verifiable sustainability credentials, responsible sourcing, and transparent communication.

At the same time, regulatory requirements and societal expectations are increasing the focus on resource efficiency, waste reduction, recyclability, and the development of more circular product solutions. Sustainable innovations are increasingly expected to deliver environmental and user benefits while maintaining product performance, safety, comfort, and convenience.

The Personal Care market continues to balance growing sustainability expectations with the need to maintain affordability, product performance, safety, and user comfort.

Affordability and Value

Alongside sustainability ambitions, consumers and caregivers continue to seek affordable products that deliver measurable value through comfort, protection, convenience, and reliable performance. As a result, successful innovations increasingly combine sustainability benefits with functional advantages and cost-effective product design.



2. APPLICATION-SPECIFIC TRENDS

Comfortable Care

One of the most significant trends across Personal Care applications is the growing focus on user comfort and well-being.

Consumers are placing greater emphasis on comfort, skin wellness, safety, discretion, and transparency. Demand continues to grow for products that offer softness, breathability, body-adaptive fit, skin-friendly materials, elasticity, mobility, and effective odor management. These expectations continue to drive innovation in both product design and material selection.

Smart Care and Remote Health Monitoring

The growing prevalence of chronic diseases, aging populations, and advances in digital health technologies are supporting the development of smart care and remote monitoring solutions.

Companies across the healthcare and personal care ecosystem are exploring and developing connected care and smart diaper technologies for both adult and baby care applications. These technologies have the potential to support caregivers through enhanced monitoring capabilities, better-informed decision-making, and more efficient care routines.

As these technologies continue to evolve, they are creating opportunities for advanced materials, functional components, sensors, and future integrated care solutions that may contribute to improved user experiences and enhanced caregiving support.

MEMBRANE: MARKET TRENDS

The European reverse osmosis (RO) market is projected to grow at a CAGR of 5.0% to 7.0% through 2030, supported by increasing water scarcity, stricter environmental requirements, and rising demand for high-purity process water.

Industrial and process water remain the largest application areas. Growth in semiconductor, electronics, pharmaceutical, and healthcare manufacturing is increasing demand for ultra-pure water (UPW) and advanced RO and nanofiltration technologies. At the same time, water scarcity and circularity objectives are accelerating investment in water reuse, wastewater reduction, and resource-efficient treatment solutions.

Growing concerns over emerging contaminants, including PFAS, microplastics, and pharmaceutical residues, are further supporting demand for advanced filtration technologies, particularly in municipal water and wastewater treatment.

Regional dynamics vary across Europe. Southern Europe is primarily driven by water scarcity and water reuse needs, while Western and Central Europe benefit from industrial growth, semiconductor investments, and stricter discharge requirements. In Eastern Europe, modernization of municipal infrastructure is supporting demand for cost-effective and energy-efficient treatment solutions.

Overall, regulatory developments and growth in high-tech industries, including microelectronics, batteries, and biopharmaceuticals, are expected to sustain market growth. High capital and energy costs and stricter waste-stream management requirements remain key constraints, reinforcing the need for energy-efficient treatment, water recycling, and circular water management solutions.

STRATEGIC OBJECTIVES PER MARKET

Based on these market trends, Nitto has defined its strategic priorities for the EMEA region.

NEXT-GEN MOBILITY

- Develop sustainable solutions across our existing product portfolio
- Provide healthier solutions for automotive interiors
- Provide integrated thermal management and electrical insulation solutions for EV applications
- Enable a safer and more comfortable driving experience through sensing, information interface and smart components

LIVING

- Provide innovative material solutions that improve energy efficiency in buildings and living environments
- Enable healthier and more comfortable living environments through clean air and functional surface solutions
- Provide solutions that enhance safety and reliability in domestic appliances

SEMICONDUCTOR

- Enhance existing products and manufacturing processes to meet evolving wafer requirements
- Develop next-generation solutions for emerging substrate materials such as SiC and GaN

PERSONAL CARE

- **Baby Care:** Deliver more sustainable and comfortable solutions for baby diapers.
- **Femcare:** Expand our presence through differentiated solutions in the feminine hygiene market.
- **Adult Incontinence:** Deliver sustainable and functional solutions that support dignity, comfort, and quality of life for active and bedridden seniors.
- **Home & Personal Care:** Develop high-functionality solutions that combine sustainability and performance for Home & Personal Care applications.



STRATEGY

While our Mission - “to contribute to customers’ value creation with innovative ideas” - is the reason for our existence and remains unchanged. Our Vision evolves to reflect the future we aspire to create. Today, that Vision is expressed as “Creating Wonders.” Together, our Mission and Vision are realized globally through The Nitto Way and guided by our core values of Safety, Sustainability, Diversity, Human Rights, and Integrity.

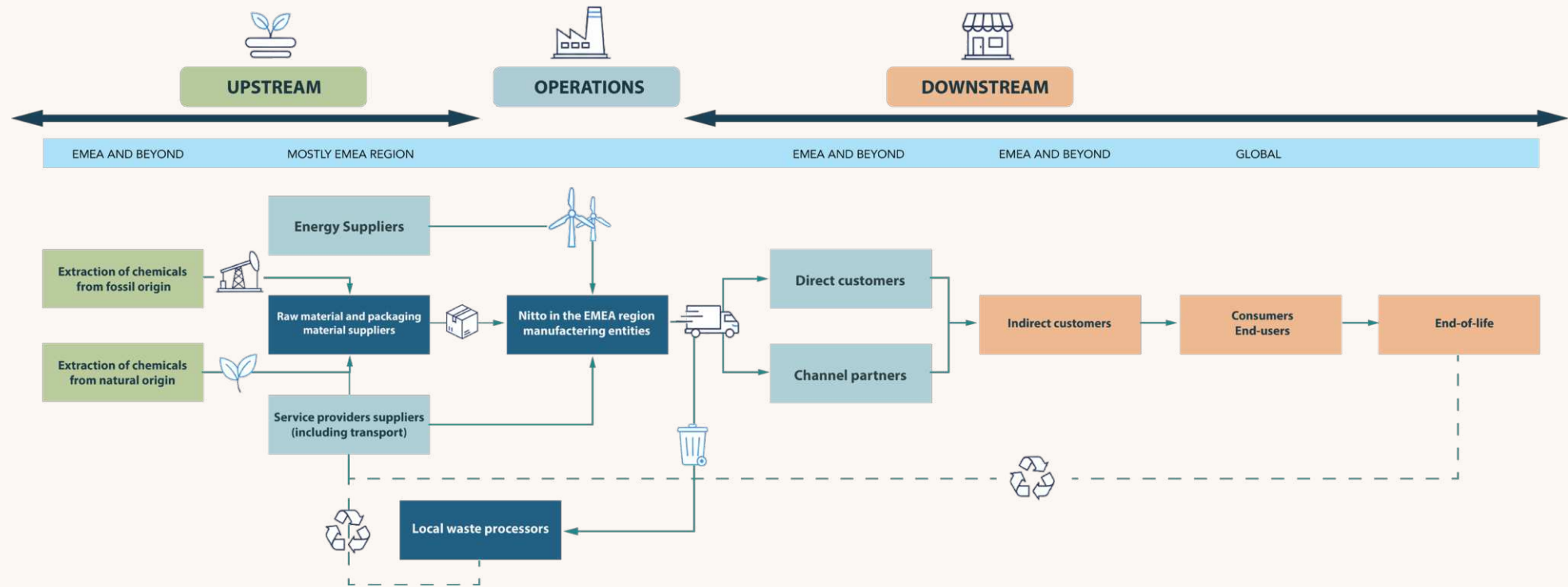
Our Mission serves as the foundation for our strategy development. At Nitto EMEA, strategies are defined at the business unit level across our three business units: Functional Base Products (BASE), Advanced Film Solutions (AFS), and Membrane. Each business unit has its own strategic roadmap, built on a thorough assessment of global and regional market trends.

The business unit level is the level where we determine our strategic direction, set the KPIs needed to measure success, and define the initiatives that drive those results. By doing so, we ensure a direct connection between strategy and execution. These initiatives are then translated into the Strategy Execution Roadmap (SER), which outlines the detailed projects to be delivered within the coming year.



OUR VALUE CHAIN

Nitto's value chain in the EMEA region starts with the sourcing of raw materials, alongside packaging, energy, and service inputs. These materials are processed within our manufacturing and conversion entities into semi-finished and finished products. The products are then delivered to B2B customers and channel partners, who supply downstream markets and end users. At end of life, products enter the waste stream, with opportunities to reintroduce recycled materials into the value chain through our suppliers.



STRATEGIC OBJECTIVES AND FUTURE-FINANCIAL TARGETS

In line with our aim to become an "Essential ESG Top Niche company", we have introduced specific future-oriented KPIs, which we call "future-financial KPIs" that guide decision-making and track progress throughout our global organization. By doing so, ESG becomes an integral part of daily business management. These KPIs are classified into three key categories:

To support our environmental objectives, we track a set of future-financial KPIs focused on CO₂ emissions, sustainable material sourcing, and plastic waste recycling. These indicators help guide our journey toward carbon neutrality by 2045, promote the use of more sustainable raw materials throughout our supply chain, and support our transition to a circular economy.

To strengthen our human capital, we monitor several future-financial KPIs. These include the Female Leaders Ratio to promote greater gender diversity in leadership, the Employee Engagement Score to assess employee motivation and well-being, and the Challenge Ratio to encourage a culture of initiative, growth, and continuous improvement in line with Nitto's philosophy.

To accelerate future growth, we track a set of new business-related future-financial KPIs. The New Products Ratio measures our success in continuously bringing innovative products to market. The Niche Top Revenue Ratio supports our strategy of becoming a market leader in selected niche segments, both regionally and globally, by leveraging our distinctive technologies and expertise. We also monitor the PlanetFlags™/HumanFlags™ Revenue Ratio, which captures the share of revenue derived from products and initiatives that address environmental and social challenges.



The table presents the fiscal year 2025 targets and realizations (actuals), along with the fiscal year 2026 targets for the EMEA region broken down by the BASE and AFS Business Units.

		BASE					AFS				
		TARGET FY25	ACTUAL FY25	ACHIEVEMENT FISCAL YEAR 2025		TARGET FY26	TARGET FY25	ACTUAL FY25	ACHIEVEMENT FISCAL YEAR 2025		TARGET FY26
PRODUCT RELATED	New products ratio	9.6%	13.6%		142%	NA	18.1%	21.1%		117%	NA
	Niche Top revenue ratio	14.9%	18.8%		126%	22%	0%	0%		NA	0%
	PlanetFlags™/HumanFlags™	0.1%	0.2%		200%	0%	19%	25.9%		136%	21%
	category revenue ratio										
ENVIRONMENT RELATED	CO ₂ emissions (Scope 1+2) (kt/year)	20	19.02		105%	17.6	12.2	10.3		119%	11.7
	Waste plastics recycling ratio	37.6%	44.2%		118%	48%	90.8%	90.1%		99%	87.5%
	Sustainable materials procurement ratio	23%	26.3%		114%	28.5%	28%	27.8%		99%	29.5%
HR RELATED	Female leaders ratio	19%	18.9%		99%	22%	19%	18.9%		99%	22%
	Engagement scores	80%	84%		105%	84%	80%	84%		105%	84%
	Challenge ratio	50%	54.6%		109%	54%	50%	59.9%		120%	60%

● ≥ 100% ● < 100% and ≥ 50% ● < 50% ● not applicable

Bars run from 0% to 200% achievement · the vertical line marks the 100% target

ENVIRONMENTAL STRATEGY IN THE EMEA REGION

ENVIRONMENTAL KPIS AND TARGETS OF NITTO IN THE EMEA REGION

	2023 REALIZATION	2024 REALIZATION	2025 REALIZATION	2026 TARGET
Carbon reduction	49%	60%	75%	75%
Waste reduction	41%	37%	38%	N/A
VOC reduction	64%	71%	73%	N/A

While environmental impacts are unavoidable in manufacturing, companies have a responsibility to minimize their footprint. We address this challenge by consistently applying originality, technological innovation, and resource-efficient practices throughout our operations. In this way we plan to limit use of energy, raw materials, and the generation of waste.

The Nitto Group's environmental policy aims to reduce environmental impacts across the entire value chain while creating value for society through its technologies and expertise. To monitor progress, the Group has defined several future-financial environmental KPIs. In parallel, Nitto in the EMEA region has pursued its own environmental strategy since fiscal year 2018 through the Environmental Action Plan, focusing on continuous improvement in CO₂ emissions, waste, VOC emissions, and EcoVadis performance. Additional Group-level future-financial environmental KPIs that fall outside the scope of the regional strategy are further addressed in this report.

CARBON REDUCTION – CLIMATE CHANGE

We have set a target to decrease Scope 1 and Scope 2 CO₂ emissions by 72% by 2025, using 2018 as the baseline year. The result was a reduction of almost 75%. This objective represents a key milestone on our journey toward carbon neutrality in the EMEA region by 2045 and reflects our commitment to globally accepted greenhouse gas accounting principles.

CARBON REDUCTION – ENERGY MANAGEMENT

To reduce the carbon footprint of our operations, we have invested in both renewable energy procurement and local energy generation. Since January 2025, green electricity has been supplied to all EMEA locations, complemented by on-site solar energy systems at selected sites.

WASTE REDUCTION

As part of our commitment to sustainable operations, we have set a goal to reduce total waste volumes by 40% by 2025 relative to 2018 levels. This objective encompasses both recyclable and non-recyclable waste and encourages more efficient use of resources throughout our operations.

VOC REDUCTION (AIR POLLUTION)

We have established a goal to lower VOC emissions by 40% by 2025, using 2018 as the baseline year.

SUSTAINABILITY CERTIFICATION

Sustainability certification is a key component of our EMEA Environmental Strategy, alongside our commitments to climate action, waste minimization, and VOC reduction. To further strengthen our sustainability performance, we aim to achieve continuous year-on-year improvement in our EcoVadis scores across all manufacturing sites. EcoVadis was selected as a globally recognized benchmark for assessing sustainability performance across the value chain. The table below provides a breakdown of site performance across the assessed sustainability themes.

ECOVADIS STATUS PER SITE AT THE END OF FISCAL YEAR 2025

	STATUS	TOTAL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
Germany G	Platinum	88	88	91	79	81
Belgium	Platinum	84	84	89	78	74
Czech	Gold	82	82	83	78	85
Germany A	Gold	81	84	79	76	81
Hungary	Gold	77	83	73	76	77
Turkey B	Gold	83	84	82	83	79

As a core element of this strategy, CSR encourages ethical business behavior and community engagement. The EMEA region is dedicated to lowering its environmental impact, supporting the communities in which it operates, and fostering ongoing improvement and accountability throughout all sites.

SUSTAINABILITY AT THE CORE

Nitto EMEA has reviewed its current portfolio of significant products across the various markets it serves. These initiatives demonstrate Nitto's commitment to advancing sustainability, enhancing safety, and driving innovation within the automotive industry.

NEXT-GEN MOBILITY

DEVELOP SUSTAINABLE SOLUTIONS ACROSS OUR EXISTING PRODUCT PORTFOLIO

Bio-Circular EPDM Foam

By replacing conventional feedstocks with bio-circular alternatives, this foam supports automotive OEMs in reducing product-related CO₂ emissions by 55%.



PROVIDE HEALTHIER SOLUTIONS FOR AUTOMOTIVE INTERIORS

Emulsion Double-Coated Tape

Developed for automotive interior applications, this solvent-free tape helps lower VOC emissions and reduces harmful emissions by 50%.

Sustainable sealing

A sustainable sealing solution integrating bio-circular EPDM foam and solvent-free Emulsion Double-Coated Tape. More details on our sustainable materials can be found on [the website](#).

TEMISH™ Membrane

An advanced filtration solution for automotive and electric train cabins, providing HEPA-level air purification to support healthier indoor environments.



ENHANCING CIRCULARITY

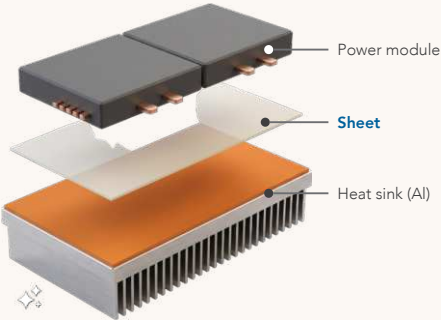
Debond-on-Command Tape

Designed to facilitate battery recycling, this electrically triggered tape allows battery modules to be safely and easily disassembled, addressing the requirements of the EU Right to Repair framework.

PROVIDE INTEGRATED THERMAL MANAGEMENT AND ELECTRICAL INSULATION SOLUTIONS FOR EV APPLICATIONS

Thermal Conductive Sheet

Designed for inverter applications, this material enables effective heat dissipation, contributing to the reliability and performance of EV systems.



Electrical Insulation Tape

Engineered to provide effective electrical insulation, helping prevent short circuits within battery cell assemblies.



EPTSEALER™ for Battery Packs

Engineered to fill gaps within battery pack assemblies while providing effective electrical insulation and protection.



TEMISH™ Membrane

Engineered to manage temperature fluctuations and pressure changes in ECUs (Electronic Control Units) and e-Powertrain (e-PWT) components, helping protect sensitive electronic systems.



LIVING MARKET

PROVIDE INNOVATIVE MATERIAL SOLUTIONS THAT IMPROVE ENERGY EFFICIENCY IN BUILDINGS AND LIVING ENVIRONMENTS

Solar Panel Assembly Solutions

A collaborative initiative between Nitto Belgium and Nitto Americas, delivers foam tape technology for solar panel assembly and supports the growth of renewable energy. The project was recognized as an Area Niche Top™ (ANT) initiative in 2024 and retained its ANT status in 2025.



ENABLE HEALTHIER AND MORE COMFORTABLE LIVING ENVIRONMENTS THROUGH CLEAN AIR AND FUNCTIONAL SURFACE SOLUTIONS

Air Filtration Solutions

Advanced TEMISH™ membrane technology enables effective air filtration across diverse applications (respirators, industrial masks, vacuum cleaners, asbestos-removal equipment), combining superior filtration performance with reduced energy usage through low-pressure-drop design.

Functional Surface Protection

A privacy film solution for interior glass walls that protects confidential data by blocking the viewing of on-screen information.

Collectively, these initiatives reflect Nitto's dedication to developing innovative, sustainable, and safe solutions that improve everyday living environments.

SEMICONDUCTOR

ENHANCE EXISTING PRODUCTS AND MANUFACTURING PROCESSES TO MEET EVOLVING WAFER REQUIREMENTS (THINNER WAFERS)

Die Attach Film (DAF)

An innovative wafer-support film designed to strengthen ultra-thin wafers (20 μm) before/during dicing and ensure reliable performance under elevated temperatures (with heat resistance).



DEVELOP NEXT-GENERATION SOLUTIONS FOR EMERGING SUBSTRATE MATERIALS SUCH AS SIC & GAN

NITOFLO™ Tape

Designed to provide cushioning and surface protection throughout sintering and molding processes, helping maintain product quality and manufacturing efficiency.

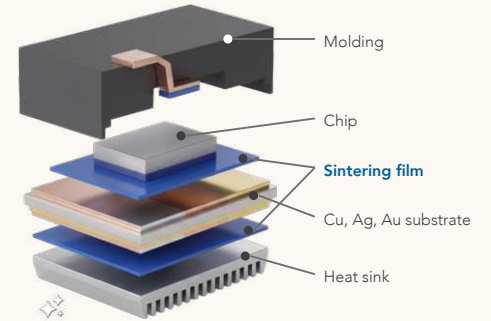
Laser and Plasma Dicing Tape

Engineered for laser dicing applications, this tape offers high resistance to laser irradiation while supporting precise and efficient cutting.

Full Sintering Sheet Material

An advanced bonding material for power devices, designed to attach chips to substrates while providing excellent heat resistance and thermal and electrical conductivity.

These projects reflect Nitto's commitment to driving innovation while promoting sustainability throughout semiconductor manufacturing processes.



PERSONAL CARE

AFS is committed to advancing sustainability while maintaining high standards of comfort, performance, and fit. Our solutions leverage ISCC+ certified bio-based materials, increase the use of post-consumer recycled (PCR) content, and help reduce dependence on virgin fossil-based raw materials. Through smart downgauging initiatives, we further reduce material consumption and support lower product carbon footprints. In addition, we continue to develop innovative material solutions, including biodegradable and industrially compostable films and nonwovens where technically and commercially appropriate.

BABY CARE

DEVELOP MORE SUSTAINABLE AND COMFORTABLE COMPONENTS FOR BABY DIAPERS

AFS develops solutions that enhance sustainability without compromising comfort, fit, or performance. Through continuous innovation, we have introduced next-generation elastic fastening solutions, integrated soft waistband films, and comfortable pocket-style waistband materials that support improved fit, comfort, and user experience while contributing to our sustainability objectives. Several of these innovations have achieved global Sanshin and HumanFlags™ certifications.



AFS leverages synergies across its global manufacturing network to deliver integrated fastening solutions that enhance product performance, reliability, and caregiver convenience. Our portfolio includes nonwoven frontal tape solutions for improved fastening, as well as closure tape designs tailored to different elastic ear constructions, supporting easy handling, a secure fit, and consistent quality.

In addition to solutions for open-tape baby diapers, we offer Z-tape technologies for pant-style diapers that support safe, hygienic, and convenient changing procedures while helping to minimize the risk of contamination.

FEMCARE

EXPAND OUR PRESENCE IN THE FEMININE HYGIENE MARKET

We offer some of the thinnest high-performance pouch films in the market, enabling efficient material use without compromising quality or functionality. Through optimized and tightly controlled silicone application, our films deliver enhanced release performance while helping customers reduce adhesive consumption and associated material use.

These solutions support lower material consumption and can contribute to reduced product carbon footprints while also improving operational efficiency through compatibility with a wide range of converting lines.



In addition, we offer biodegradable nonwoven solutions that can function as standalone pantyliners or serve as high-performance layers within sanitary pads. These materials provide effective liquid distribution and fluid management while enhancing comfort and user experience. Our ultra-soft topsheet nonwovens are designed to help keep skin drier for longer, improving comfort and helping reduce the risk of skin irritation.

Across the AFS network, we provide integrated system solutions that combine high-performance pouch films with precisely engineered re-seal tape technologies. This collaborative approach brings together the expertise of multiple Nitto production sites to deliver optimized solutions rather than individual components. By considering the complete system, we aim to reduce material waste, improve functionality, and support resource efficiency throughout the value chain.

ADULT INCONTINENCE

DELIVER FUNCTIONAL SOLUTIONS TAILORED TO THE DIVERSE NEEDS OF THE SENIOR POPULATION

Our HumanFlags™ and PlanetFlags™ certifications reflect our commitment to developing solutions that support the dignity, comfort, mobility, and well-being of both active and bedridden seniors. By combining functionality with sustainability considerations, our innovations are designed to enhance quality of life for end users while supporting caregivers in their daily routines and helping to reduce unnecessary waste.

Maintaining product performance and comfort throughout the intended period of use can help avoid premature product changes and contribute to more resource-efficient care. We continue to invest in next-generation solutions, including enhanced leg cuff designs for improved comfort and leakage protection, optimized elastic belt systems that improve both wearer comfort and caregiver handling, and innovative 360-degree stretch materials that enable discreet, underwear-like protection for active seniors.

Whether addressing light, moderate, or heavy incontinence needs, we remain committed to providing reliable and user-focused solutions that support individuals through different stages of life.

One of our latest innovations is an on-demand odor control system that activates when exposed to liquids. Unlike conventional approaches that rely on high concentrations of active ingredients to provide continuous odor management, this technology is designed to release its functionality only when triggered, helping to deliver effective odor control while optimizing resource use.

This targeted approach supports efficient material utilization, contributes to product effectiveness, and helps caregivers focus on providing quality care. It also enables users to wear products with greater confidence and discretion throughout the day. By supporting comfort, dignity, and peace of mind, such innovations contribute to an improved quality of life.

HOME AND PERSONAL CARE

DEVELOP HIGH-FUNCTIONALITY PRODUCTS THAT COMBINE PERFORMANCE WITH SUSTAINABILITY

Innovation is one of Nitto's core strengths and an important element of our Niche Top strategy. Guided by ESG principles, we continue to invest in technologies that address sustainability and performance challenges while creating value for customers and society. This commitment has led to the development of next-generation material solutions designed to reduce environmental impact while enhancing liquid management performance.

Leveraging our expertise in multifunctional nonwoven composite technologies, we have developed innovative solutions for hygiene and personal care applications, including selected plastic-free solutions based on renewable resources. These materials are designed to combine effective liquid management with reduced environmental impact.

Our nonwoven solutions serve a wide range of applications, including baby wipes, washing gloves, and floor-cleaning products, helping address growing demand for more sustainable alternatives. Depending on the application, these materials can be designed to be biodegradable and home-compostable, supporting the transition toward a more circular and lower-impact economy.

Our sustainability claims are supported by Life Cycle Assessment (LCA) studies that help quantify environmental performance improvements. In addition, selected nonwoven technologies are engineered to disintegrate effectively in aqueous environments, helping reduce persistent waste and supporting cleaner ecosystems.



MEMBRANES

As part of our strategic shift away from traditional seawater desalination, we are focusing innovation and market development on high-growth segments where advanced membrane technologies can improve water efficiency, circularity, and industrial resilience.

Industrial Water Reuse and Wastewater Recycling: Growing water scarcity, stricter discharge requirements, and rising water costs are increasing demand for water reuse. Our membrane solutions help reduce freshwater consumption through enhanced fouling resistance and robust performance.

Food and Dairy Processing: Building on our strong position in North America, we are expanding in Europe through innovation and closer collaboration with partners and end users. Our solutions support process efficiency, resource recovery, and wastewater reduction.

Pharmaceutical and Healthcare Applications: The shift toward membrane-based high-purity water systems creates new growth opportunities. Our heat-sanitizable and ultrafiltration membranes support reliable Purified Water and High-Purity Water applications.

Semiconductor Manufacturing: Growing investment in advanced chip production is increasing demand for ultra-pure water solutions. Building on our strong position in Japan, we are expanding our high-purity reverse osmosis and ultrafiltration solutions, with a focus on energy efficiency and sustainability in this sector.

INTERESTS AND VIEWS OF STAKEHOLDERS (ESRS2 SBM-2)

We engage closely with our key stakeholders, including employees, suppliers, customers, channel partners, and shareholders, to drive long-term value creation and sustainable business growth. Although our business model is primarily B2B, our innovations and solutions ultimately benefit end users through our customers and partners, extending our environmental and social impact across the broader value chain.

The Nitto Group holds its annual shareholder meeting each June, providing an important platform for engagement with shareholders and transparency on the company's performance and strategic direction. During the meeting, Nitto presents its Business Report, consolidated and non-consolidated financial results, and progress against its mid-term management plans, in mid- and long-term milestones toward its 2025 and 2030 objectives. Shareholders also vote on key governance matters, including the approval of dividend distributions from the surplus and the appointment of directors and corporate auditors.

The perspectives and interests of our stakeholders are integrated into the Nitto Group's global mid-term plan (MTP25), developed by Nitto Japan. Building on this foundation, our EMEA Business Units translated the global strategy into a regional mid-term plan that reflects local priorities, market dynamics, and the specific contribution of the EMEA region to the Group's long-term objectives.

The planning process begins with a comprehensive assessment of market trends and customer needs to ensure our strategies remain aligned with evolving expectations. In parallel, individual departments developed targeted action plans to address the interests of key stakeholder groups.



MATERIAL IMPACTS, RISKS AND OPPORTUNITIES (ESRS2 SBM-3)

In 2019, the Nitto Group identified key sustainability priorities to address societal challenges while creating economic value. As ESG gained importance globally, the Group placed sustainability at the center of its management approach and updated its material topics to support long-term growth and remain relevant to society.

In the light of internal and external environmental changes and rising expectations from our stakeholders, the Nitto Group reviewed and redefined material issues for sustainability in 2026.

In the EMEA region, Nitto conducted a materiality assessment aligned with ESRS requirements. The identified impacts, risks, and opportunities are closely linked to the regional strategy, with a focus on CO₂ emissions, gender equality, circular economy, sustainable product innovation, and employee engagement. These priorities form the basis for future-financial KPIs and support delivering positive value to stakeholders.

MATERIAL IROS (IMPACTS, RISKS, AND OPPORTUNITIES) PER TOPIC

ENVIRONMENT

STANDARD	MATERIAL TOPIC	DESCRIPTION	IRO	TIME HORIZON
ESRS E1	Climate change	Climate change adaptation: Extreme weather conditions, with financial risk caused by more extreme weather conditions destroying crops, raw materials for processing activities, and infrastructure	Risk	Long-term
ESRS E1	Climate change	Climate regulation on the sector – impact of stricter regulation on emissions (e.g., direct and indirect carbon taxes)	Risk	Short-term
ESRS E1	Climate change	Non-compliance with mandatory CO ₂ reduction in our operations or in the value chain can lead to customer loss (e.g., impact of own direct and indirect emissions (Scope 1 and 2 emissions), including indirect emissions in the value chain caused by sourcing raw material, transportation, and purchasing packaging materials (Scope 3 emissions))	Risk	Medium-term
ESRS E1	Energy management	Increasing energy prices (natural gas, other fuels, and electricity) caused by regulatory and market changes. A sharp rise in renewable energy prices, carbon taxes, or emissions trading prices could lead to an unavoidable increase in production costs, potentially adversely affecting the Group's performance	Risk	Medium-term
ESRS E1	Climate change	Impact of our direct and indirect emissions (Scope 1 and 2 emissions), including the indirect emissions in the value chain due to sourcing of raw material, transport, and purchase of packaging materials (Scope 3 emissions)	Actual negative impact	Short-term
ESRS E1	Energy management	Energy management: reducing energy consumption through more efficient processes, more energy-efficient buildings and lighting, and/or use of renewable energy	Actual positive impact	Short-term

Short-term = less than 1 year; Medium-term = 1–5 years; Long-term = over 5 years.

STANDARD	MATERIAL TOPIC	DESCRIPTION	IRO	TIME HORIZON
ESRS E2	Substances of concern	Regulatory Compliance Risk: Releasing substances of concern into the environment could pollute the local environment, possibly resulting in fines, penalties, loss of public trust and damage to the company's brand image, adversely affecting the Group's performance	Risk	Medium-term
ESRS E2	Air pollution	Impact of our operations and the value chain on the release of pollutants and other emissions into the atmosphere	Actual negative impact	Short-term
ESRS E2	Substances of concern	Impact of releasing substances of concern, including chemicals, materials, or by-products that pose risks to human health or the environment because of their toxicity, persistence, bioaccumulation, or potential for long-term harm	Actual negative impact	Short-term
ESRS E2	Microplastics	Impact of releasing microscopic plastic particles, which are generated throughout all stages of the company's operations, from raw material extraction to product disposal or recycling in the value chain	Actual negative impact	Short-term
ESRS E3	Water management	Water availability: financial risk caused by shortages of sufficient and quality natural water resources	Risk	Long-term
ESRS E5	Circular economy	Application of single-use plastic: financial risk because of reasons such as bans on single-use plastic, loss of consumers due to their critical view on plastic packaging, and low availability of alternative materials with a small ecological footprint	Risk	Short-term
ESRS E5	Circular economy	High demand and high cost of materials: financial risk due to low availability and high prices of material	Risk	Short-term
ESRS E5	Circular economy	Focus on reusing/recycling resources to positively affect the environmental footprint throughout the value chain High demand for circular products will create a new market and increase customer focus on these types of products	Opportunity	Medium-term
ESRS E5	Circular economy	This impact includes the use of reusable, recycled, and sustainable resources and the efficient use of resources	Actual positive impact	Short-term
ESRS E5	Waste management	Waste generation of raw materials or plastics during our operations and in the value chain	Actual negative impact	Short-term
ESRS E5	Waste management	Improved waste collection and recycling can set up new recycling chains, thereby contributing to zero waste	Actual positive impact	Short-term

Short-term = less than 1 year; Medium-term = 1–5 years; Long-term = over 5 years.

SOCIAL

STANDARD	MATERIAL TOPIC	DESCRIPTION	IRO	TIME HORIZON
ESRS S1	Employee health and safety	Non-compliance with safety regulations can lead to employee accidents, resignations, reputational damage, regulatory penalties, and the inability to meet customer requirements because of capacity restrictions	Risk	Short-term
ESRS S1	Working conditions and well-being	War for talent: poses a risk because attracting and retaining the right profiles is becoming increasingly difficult	Risk	Short-term
ESRS S1	Diversity, equity, and inclusion	Shifting demographics: includes population growth, aging, new generation, urbanization, social mobility, and migration	Risk	Long-term
ESRS S1	Employee health and safety	Safety and ergonomics of employees: impact on accidents, work-related injuries, or illnesses	Actual negative impact	Short-term
ESRS S1	Working conditions and well-being	Mental health: impact on burnout or burnout prevention by paying attention to work-life balance through flexible hours and remote work	Actual positive impact	Short-term
ESRS S1	Diversity, equity, and inclusion	Female empowerment: safeguarding the representation of women in selection procedures, ensuring women have the same career opportunities as men, and being committed to equal pay for equal work	Actual positive impact	Short-term
ESRS S1	Diversity, equity, and inclusion	Diversity and inclusion: hiring people regardless of factors such as gender, race, and age and providing a workplace where everyone feels a sense of belonging	Actual positive impact	Short-term
ESRS S1	Diversity, equity, and inclusion	Fair remuneration: ensuring a decent and fair wage relative to performance	Actual positive impact	Short-term
ESRS S1	Diversity, equity, and inclusion	Associate security: income protection in case of events such as illness or parenthood	Actual positive impact	Short-term
ESRS S2	Human rights	Impact on human rights by ensuring minimum social safeguards are met for all employees and workers in the value chain	Actual positive impact	Short-term

Short-term = less than 1 year; Medium-term = 1–5 years; Long-term = over 5 years.

STANDARD	MATERIAL TOPIC	DESCRIPTION	IRO	TIME HORIZON
ESRS S2	Human rights	Not complying with human rights and national legislation across the value chain can cause investor withdrawal, reputational damage, regulatory sanctions, and legal consequences, thereby leading to financial effects	Risk	Short-term
ESRS S2	Responsible supply chain	Social dialogue with workers in the value chain: engaging with workers in the value chain to ensure that they have good working conditions	Actual positive impact	Short-term
ESRS S4	Product quality and safety	Safety errors and quality of products: Nitto may be held liable for compensation for defects, which may affect sales and reputation	Risk	Short-term
ESRS S4	Product quality and safety	Product safety: offering products without any harmful substances, foreign objects, or microbial contamination; Quality products: offering quality and authentic products for an optimal consumer experience	Actual positive impact	Short-term
ESRS S4	Privacy and data accessibility	Impact on consumer and end-user protection by safeguarding their data and privacy, including providing transparency in information sharing	Actual positive impact	Short-term

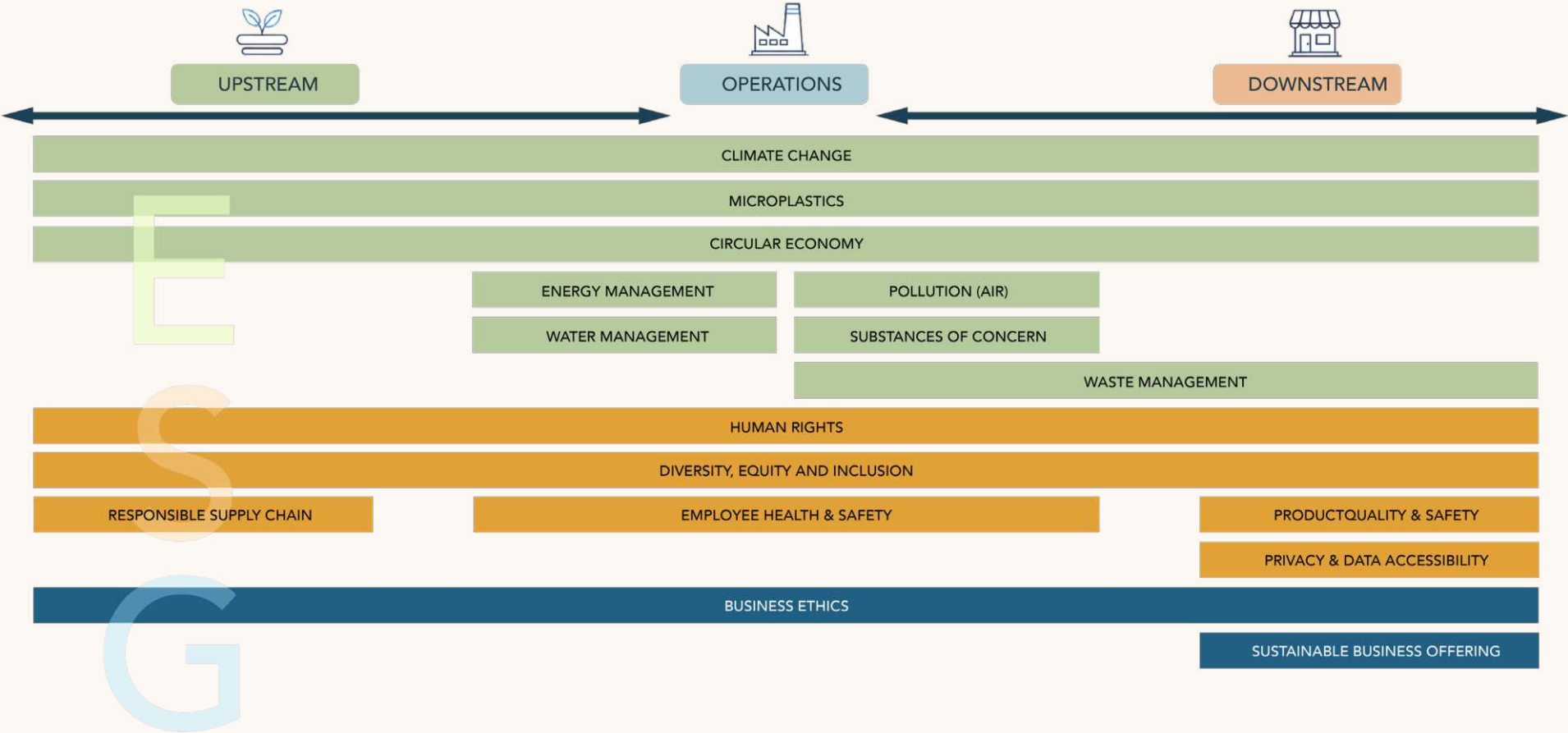
Short-term = less than 1 year; Medium-term = 1–5 years; Long-term = over 5 years.

GOVERNANCE

STANDARD	MATERIAL TOPIC	DESCRIPTION	IRO	TIME HORIZON
ESRS G1	Business ethics	Building a corporate culture of integrity and trust for all stakeholders	Opportunity	Short-term
ESRS G1	Business ethics	Financial impact related to cybercrime, data security, and losses, which in turn can affect business continuity and possibly lead to fines	Risk	Short-term
ESRS G1	Business ethics	Opportunity of partnerships in the supply chain: creating reputational opportunities by working together with various partners to create a positive impact in terms of climate change and human rights	Opportunity	Short-term
ESRS G1	Sustainable business offerings	Creating products that lower customers' environmental footprint, which can provide leverage on product prices and a competitive advantage in the market	Opportunity	Short-term
ESRS G1	Sustainable business offerings	Environmental management systems (EMS): Adopting environmental management systems and implementing best management practices (BMPs) for pollution control and environmental stewardship can demonstrate a commitment to responsible environmental management and compliance with regulatory requirements	Opportunity	Short-term
ESRS G1	Business ethics	Integrity and business ethics: not allowing bribery or corruption and promoting ethical behavior among associates, including grievance mechanisms and whistleblowing procedures, to enable people to report unethical behavior at any stage of the supply chain	Actual positive impact	Short-term
ESRS G1	Sustainable business offerings	Through its business solutions, Nitto enables its customers to reduce or minimize their environmental footprint	Actual positive impact	Short-term

Short-term = less than 1 year; Medium-term = 1–5 years; Long-term = over 5 years.

ESG IMPACTS ALONG THE VALUE CHAIN





DISCLOSURE OF THE MATERIALITY ASSESSMENT PROCESS (ESRS2 IRO 1-3)

The double materiality assessment (DMA) was performed in the EMEA region in 2024 to evaluate the ESG impacts arising from our business relationships. Since then, the DMA has not been re-evaluated.

In 2026, Nitto Japan reviewed and updated its material issues for sustainability to reflect changes in the internal and external environment, emerging societal challenges, and evolving stakeholder expectations. The review process included an assessment of impacts, risks, and opportunities, as well as dialogue with internal and external stakeholders. The updated materiality was approved through Nitto's governance structure and is closely linked to the development of [the Group's next mid-term plan](#).

Accordingly, fiscal year 2026 marks the start of a new mid-term planning cycle, building on the achievements of MTP25 and aligning future business growth with Nitto's ambition to become an "Essential ESG Niche Top Company" by 2030. The new plan incorporates the Group's updated sustainability priorities, including climate action, circularity, biodiversity, human rights, employee empowerment, worker safety, sustainable supply chains, compliance, and information security. In the next sustainability report, the EMEA region will align with the Group's double materiality assessment.

The outcome of the 2024 DMA has been integrated into the core of our management and sustainable business strategies. These plans, and the progress made against them, are regularly reported to management. Affected stakeholders are informed of our actions, facilitating open and two-way communication.

For the DMA, we engaged directly with affected stakeholders, including employees, customers, suppliers, and the global Nitto Group. In addition, Nitto maintains broader stakeholder engagement through industry associations (e.g., Responsible Business Alliance, Science Based Targets initiative, Afera, and European Bioplastics), as well as universities, local communities, unions, works councils, and non-governmental organizations such as UNICEF and WWF.

The detailed results of the DMA for Nitto in the EMEA region are disclosed in [the 2024 Sustainability Report](#).

ENVIRONMENT

1. CLIMATE CHANGE
2. ENERGY MANAGEMENT
3. POLLUTION OF AIR
6. SUBSTANCES OF CONCERN
7. MICROPLASTICS
8. WATER MANAGEMENT
10. CIRCULAR ECONOMY
11. WASTE MANAGEMENT

SOCIAL

12. EMPLOYEE HEALTH & SAFETY
13. WORKING CONDITIONS & WELL-BEING
14. DIVERSITY, EQUITY, AND INCLUSION
15. HUMAN RIGHTS
16. RESPONSIBLE SUPPLY CHAIN
18. PRODUCT QUALITY AND SAFETY
19. PRIVACY & DATA ACCESSIBILITY

GOVERNANCE

20. BUSINESS ETHICS
21. SUSTAINABLE BUSINESS OFFERINGS



NITTO EMEA'S SUSTAINABILITY REPORT 2026

Environment

Caring for our planet



INNOVATION THAT RESPECTS NATURE

Environment

E1 CLIMATE CHANGE

MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES FOR CLIMATE CHANGE (ESRS E1 SBM-3)

Nitto's operations in the EMEA region, particularly those involving chemical processes, contribute to climate change through both direct and indirect greenhouse gas (GHG) emissions. These include Scope 1 emissions from on-site activities, Scope 2 emissions from purchased energy, and Scope 3 emissions across the value chain, such as raw material sourcing, transportation, and packaging. Together, these emissions represent a significant environmental footprint and underline the ongoing need to reduce carbon impacts across all stages of operations and the supply base.

In this context, Nitto EMEA has taken a significant step forward by fully transitioning to green electricity across the region, reducing its Scope 2 footprint and supporting the shift toward a lower-carbon energy system. At the same time, the current geopolitical landscape, marked by energy market volatility and increasing pressure on global supply chains, highlights the importance for both the European Union and companies like Nitto in EMEA to strengthen their independence in energy and critical resources. Enhancing energy security and reducing reliance on external sources are becoming strategic priorities alongside climate action.

Nitto also recognizes several climate-related risks that could impact its operations and performance. Extreme weather events may disrupt raw material availability and damage infrastructure, leading to financial losses. Increasingly stringent climate regulations, such as carbon pricing mechanisms and CO₂ reduction obligations across Scope 1, 2, and 3 emissions, may result in higher compliance costs. Failure to meet these expectations could also affect customer relationships and reputation. In addition, rising energy prices, driven by both regulatory developments and market dynamics, may increase production costs and impact overall competitiveness.

At the same time, these challenges create opportunities. Strong energy management enables Nitto to reduce both costs and environmental impact by improving process efficiency, investing in energy-saving technologies, and further expanding the use of renewable energy sources.

Nitto's Integrated Report includes climate scenario analyses to assess the resilience of its strategy and business model against climate-related risks and opportunities over the short, medium, and long term.

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION (ESRS E1-1)

To accelerate decarbonization, Nitto has joined RE100 and committed to sourcing 100% renewable electricity, with a target of 2035. In parallel, the Group has applied for Science Based Targets (SBT) certification, supporting its ambition to achieve net-zero environmental impact across both its own operations and value chain, in line with the Paris Agreement.

Within the EMEA region, key actions to reduce Scope 1 and 2 emissions focus on improving energy efficiency and transitioning to green electricity, contributing to future-financial targets. For Scope 3 emissions, where Category 1 (purchased materials) is the most significant contributor, Nitto tracks the Sustainable Materials Procurement Ratio, as further described in ESRS E1-6.

In addition, reducing emissions from Category 5 (waste) is supported through increasing the plastic waste recycling ratio. By prioritizing recycling over thermal incineration, Nitto lowers Scope 3 emissions while contributing to the transition toward a circular economy.

In fiscal year 2025, Nitto's reported ESG-related CAPEX investments in the EMEA region increased significantly compared to previous years. This increase is primarily attributable to an enhanced allocation methodology, which allows for a more accurate classification of CAPEX investments across the relevant ESG categories. As a result, a broader range of qualifying investments has been identified and included in the reporting scope, leading to a higher overall total. Further details on the allocation approach and the reported investments are provided in section E1-3. The increased total should therefore not be interpreted solely as a rise in investment activity, but also as an improvement in the accuracy and completeness of ESG investment tracking. This reflects Nitto's continued commitment to environmental, social, and governance objectives and provides a more transparent view of the resources dedicated to supporting its sustainability strategy.

Climate change and the road to becoming carbon neutral by 2050 at the Group level and by 2045 for the EMEA region are essential to Nitto's strategy. As explained above, future-financial targets are set at the Group level and communicated to various regions and units, as well as various Business Units.

POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION (ESRS E1-2)

The Nitto Group is committed to fostering an environmentally responsible workplace that supports both employees and the communities in which we operate. We recognize that long-term business success relies on the sustainable management of natural resources and the reduction of our environmental footprint.

Each Nitto Group company defines its own environmental policy, aligned with overall Group principles while adapted to local contexts and regulatory requirements. Although there is no single EMEA-wide policy, all regional entities maintain policies tailored to their specific activities.

Our environmental commitment is built on the following key pillars:

- Regulatory Compliance
- Responsible Chemical Management
- Operational Excellence and Continuous Improvement
- Sustainable Innovation
- Strategic Environmental Objectives

This approach reflects our belief that environmental responsibility is both a moral obligation and a strategic priority. We remain committed to transparency, accountability, and collaboration with stakeholders to support a sustainable future.

ACTIONS AND RESOURCES IN RELATION TO CLIMATE CHANGE POLICIES (ESRS E1-3)

JAN MUSIL (MANAGING DIRECTOR NITTO DENKO CZECH)

"After successfully implementing many of the initial sustainability initiatives, our focus is now shifting toward long-term integration of sustainability into our daily operations and decision-making processes. We are working on improving resource efficiency, reducing our environmental footprint, and strengthening employee engagement while maintaining a safe and responsible workplace. Sustainability is becoming an increasingly important part of how we drive continuous improvement and create value for our customers, employees, and local communities."

Throughout fiscal year 2025, Nitto in the EMEA region achieved a significant reduction in Scope 1 and Scope 2 emissions, with total emissions decreasing from 46738 tons CO₂ in fiscal year 2024 to approximately 29282 tons CO₂ in fiscal year 2025, a reduction of ~17500 tons CO₂ in a single year.

This outstanding performance brings the total emission reduction of almost 75% compared to the fiscal year 2018 baseline, clearly demonstrating that Nitto EMEA is progressing ahead of its long-term decarbonization trajectory.

The most decisive driver behind this achievement has been the first full-year operation on 100% renewable electricity across all EMEA sites. While the transition was completed previously, fiscal year 2025 marks the first year in which all sites were powered by green electricity for the entire reporting period, significantly lowering the Scope 2 footprint and delivering immediate, large-scale impact.

In parallel, targeted energy efficiency and process optimization measures further accelerated emission reductions:

- Heat recuperation at Nitto Belgium delivered approximately 600 tons CO₂ savings annually.
- Solvent recovery optimization at Nitto Bento Bantçılık contributed around 530 tons CO₂ reduction per year.
- The transition to 100% renewable energy at Nitto Denko Czech, supported by a sustainable district heat grid, delivered an additional annual reduction of approximately 200 tons of CO₂ emissions.

Looking ahead, further reductions are expected from new initiatives launched at the end of fiscal year 2025. In January 2026, Nitto Belgium initiated the transition to bio-based ethyl acetate (corn-based) as an alternative solvent. This measure is expected to contribute to Scope 1 emission reductions and lower EU Emission Trade System (ETS) exposure, while also improving supply resilience through reduced dependence on fossil-based raw materials. As this initiative only started at the very end of the reporting period, its full impact will materialize in fiscal year 2026.

In combination, these actions enabled Nitto EMEA to deliver one of its strongest annual decarbonization results to date, reinforcing its leadership position and providing a solid foundation for continued progress toward carbon neutrality by 2045.

In fiscal year 2025, Nitto's ESG-related capital investments in the EMEA region increased significantly compared to the previous year. This increase was partly driven by an improved methodology for attributing capital expenditures to Environmental, Social, and Governance (ESG) categories, resulting in a more comprehensive reflection of investments supporting our sustainability objectives.

Environmental investments focused primarily on energy efficiency and climate change mitigation initiatives, including several heat recuperation projects across manufacturing sites. In addition, a major noise reduction project was initiated by Nitto Belgium, contributing both to environmental performance and improved working conditions for employees.

Substantial investments were also made in safety-related improvements and preventive measures, reaffirming our long-standing principle that "we place safety before everything else." These projects further strengthened workplace safety standards and risk prevention across the region.

Furthermore, significant efforts were dedicated to employee well-being through ergonomic improvements aimed at enhancing working conditions, reducing physical strain, and supporting the health and well-being of our workforce.

Together, these investments demonstrate Nitto's continued commitment to creating long-term value through environmental stewardship, employee well-being, and strong governance practices. Building on the nearly €18 million invested in ESG-related capital expenditures across EMEA manufacturing sites between fiscal years 2017 and 2024, fiscal year 2025 represents another important step in advancing our sustainability ambitions and reinforcing our commitment to responsible business practices.

FISCAL YEAR 2025 CAPITAL EXPENDITURE PER CATEGORY AND BUSINESS UNIT (KEUR)

	BASE CAPEX (KEUR)	AFS CAPEX (KEUR)
Environment	516	364
Safety	501	819
Welfare	116	17

ADAM LINDHOLM (HEAD OF SALES & BUSINESS DEVELOPMENT SEKAB)

"The transition to a more sustainable chemical industry depends on companies across the value chain taking action together. Our collaboration with Nitto demonstrates a shared commitment to bringing fossil-free alternatives into everyday industrial applications. Partnerships like this help turn sustainability ambitions into practical business decisions and contribute to the wider adoption of more sustainable chemistry."



TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION (ESRS E1-4)

All EMEA sites met their CO₂ reduction targets for fiscal year 2025, reflecting the strong engagement and commitment of our employees and the successful implementation of the measures described above. This achievement highlights the collective effort across the organization and the effectiveness of our structured decarbonization approach.

FISCAL YEAR 2025 TARGETS AND RESULTS BY SITE

EMEA SITE	CLIMATE CHANGE (CO ₂)	POLLUTION OF AIR (VOC)	WASTE MANAGEMENT	WATER MANAGEMENT
Germany G	✓ 5105 t target 6500 t Target met	✓ 5 t target 10 t Target met	! 6548 t target 6000 t Target not achieved	No specific target set
Belgium	✓ 16432 t target 16830 t Target met 100% bio-ethyl acetate, saving of 1200 t CO₂/year	✓ 64 t target 75 t Target met	! 3694 t target 3550 t Target not achieved	No specific target set
Czech	✓ 0 t target 185 t Target met 100% power from renewable sources	No specific target set	✓ 658 t target 760 t Target met	Only sanitary water (not used for production processes)
Germany A	✓ 5050 t target 5405 t Target met	No specific target set	! 2317 t target 2000 t Target not achieved	No specific target set
Hungary	✓ 64 t target 67 t Target met	No specific target set	✓ 205 t target 250 t Target met	Monitoring only the used water amount (no industrial water being used)
Turkey B	✓ 2622 t target 3206 t Target met	✓ 266 t target 290 t Target met	✓ 2378 t target 2400 t Target met	Recycled water 65 m ³ /year
Turkey O	✓ 9 t target 69 t Target met	No specific target set	✓ 155 t target 375 t Target met	Only sanitary water (not used for production processes)

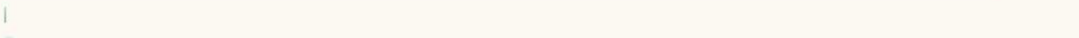
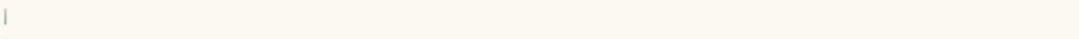
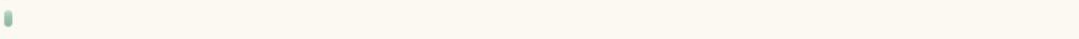
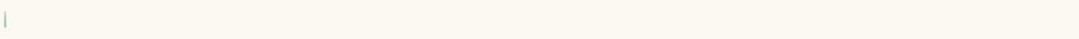
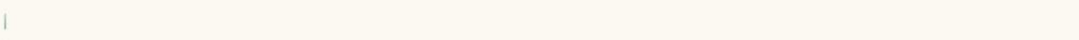
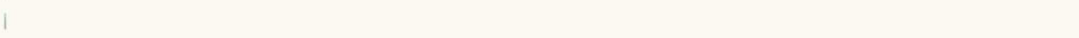
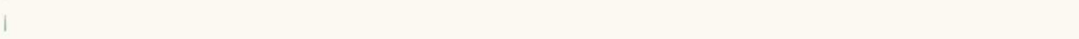
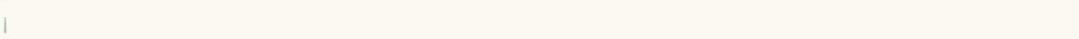
✓ Target met – result at or below the fiscal year 2025 target ! Target not achieved – result above the target

Percentage = result as a share of the target · marks 100% of the target

ENERGY CONSUMPTION AND MIX (ESRS E1-5)

During this fiscal year, purchased non-green electricity consumption decreased compared to the previous reporting period. Combined with ongoing energy efficiency initiatives and the use of updated CO₂ emission factors from the International Energy Agency (IEA), this contributed to a substantial reduction in our reported CO₂ emissions. These results demonstrate the effectiveness of our efforts to optimize energy use while increasing the share of renewable energy sources in our operations. Solvents burned in the incinerators are excluded from the table.

CO₂ EMISSIONS AND ENERGY CONSUMPTION PER SOURCE - FISCAL YEAR 2024 VS FISCAL YEAR 2025

ENERGY SOURCE	CO ₂ (t)		CONSUMPTION FISCAL 2024	CONSUMPTION FISCAL 2025
Natural gas		20158 22187	9994000 m ³	10299900 m ³
Purchased electricity (excl. green electricity)		6402 20078	38570 MWh	15456 MWh
Purchased hot water		0 195	3671 GJ	3776 GJ
Diesel oil		48 67	25.98 kL	18.3 kL
Gasoline		161 58	25.1 kL	70.42 kL
LPG		20 23	7.72 t	6.75 t
Green electricity (purchased)		0 0	66621 MWh	92907 MWh
Green electricity certification		0 0	5358 MWh	15457 MWh
Green electricity (in-house)		0 0	3316 MWh	3230 MWh
Gas power generation		0 0	2476 MWh	614 MWh

● CO₂ fiscal 2025 ● CO₂ fiscal 2024

42608 t CO₂ fiscal 2024 → 26790 t CO₂ fiscal 2025 **-37%** versus fiscal 2024

GROSS SCOPE 1, 2, AND 3 AND TOTAL GHG EMISSIONS (ESRS E1-6)

For Scope 1 and 2 emissions, we achieved a significant reduction of 75% in fiscal year 2025 compared to the 2018 baseline, reaching a total of 29282 tons of CO₂. This performance exceeds our intermediate reduction trajectory and demonstrates strong progress toward our long-term decarbonization targets.

The reduction is primarily driven by a number of key initiatives. These include the transition to 100% renewable (green) electricity at our German and other major European sites, resulting in near-zero Scope 2 emissions in these locations, as well as continued energy efficiency improvements across operations. Additional contributions stem from process optimization, electrification of certain activities, and structural footprint changes within the region.

With most of the “low-hanging fruit” in Scope 1 and Scope 2 emissions reduction now realized, further decarbonization will require more innovative and structural solutions. Future progress will depend on stronger alignment across sites, particularly in process optimization and the systematic sharing of best practices to unlock additional efficiency gains. In parallel, the transition toward alternative energy carriers and materials, such as the use of bio-based solvents and bio-methane, is being actively explored. These initiatives are considered strategically important to enable the next phase of emission reductions and to support our long-term ambition of becoming carbon neutral in the EMEA region by 2045.

The following graphs and tables illustrate the progress of our transition plan in relation to our targets.

EMEA CO₂ (SCOPE 1 + 2) EMISSIONS VS TARGET (TON CO₂)

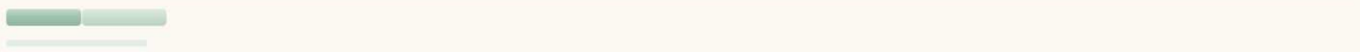
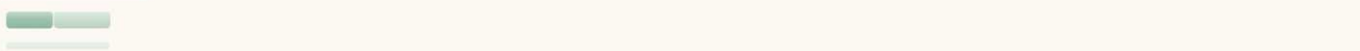
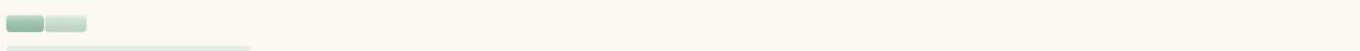
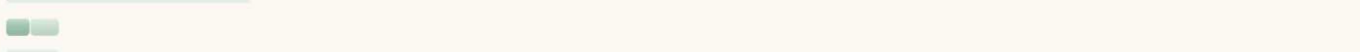
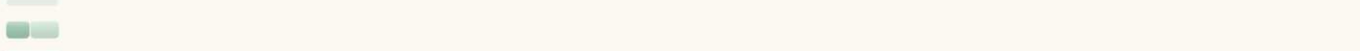
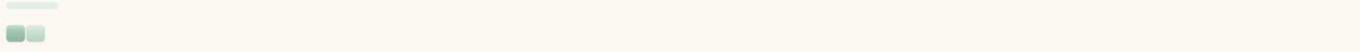
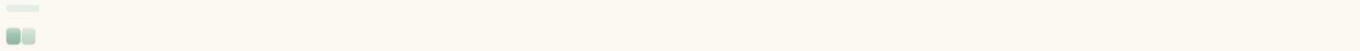
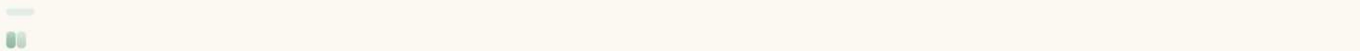
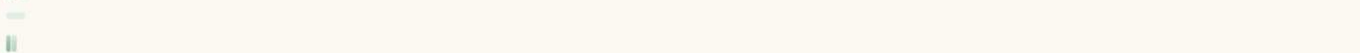
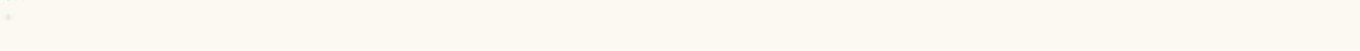
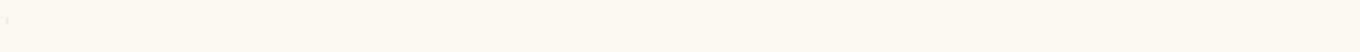
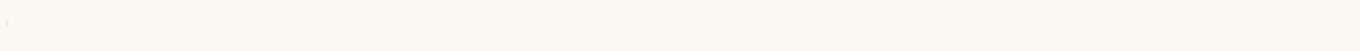


EMEA CO₂ (SCOPE 1 + 2) EMISSIONS PER SITE (TON CO₂)



In this report, Nitto discloses its regional Scope 3 emissions in the EMEA region for the second consecutive year, marking the second time this calculation has been performed at regional level. The calculation is based on the Sustainability Data Book 2026, which presents the consolidated Scope 3 emissions for fiscal year 2025.

FISCAL YEAR 2025 SCOPE 3 EMISSIONS PER CATEGORY (KTON CO₂)

SCOPE 3 CATEGORY	kt CO ₂ – EMEA		kt CO ₂ GLOBAL FISCAL 2025
1 Raw materials		254 291	1036
1 Prototyping materials, outsourcing, etc.		34 30	347
2 Capital goods		22 22	227
12 End-of-Life Treatment of Sold Products		17 52	174
4 Transportation (upstream)		12 11	108
5 Waste Generated in Operations		12 11	120
10 Processing of Sold Products		8 7	84
3 Fuel- and Energy-Related Activities		5 6	56
9 Transportation (downstream)		4 4	41
7 Employee Commuting		1 1	12
6 Business Travel		0 0	4
11 Use of Sold Products		0 0	< 1
15 Investments		0 0	< 1

● BASE fiscal 2025 ● AFS fiscal 2025 ■ EMEA fiscal 2024

369 EMEA fiscal 2025
BASE 116 · AFS 253

435 EMEA fiscal 2024

2209 Global fiscal 2025

As shown in the table, Category 1 (Purchased Goods and Services) and Category 12 (End-of-Life Treatment of Sold Products) remain the most significant contributors to Nitto EMEA's Scope 3 emissions in fiscal year 2025.

For Category 1, emissions are calculated using an activity-based method, whereby purchased volumes of raw materials are multiplied by the corresponding emission factors from the ecoinvent v3.10 database. Ecoinvent is one of the most widely used databases for Life Cycle Assessment (LCA), carbon footprint calculations, and sustainability research, providing scientifically robust secondary data. All other Scope 3 categories are calculated based on Nitto Group emissions and allocated to the EMEA region using a revenue-based allocation method.

Compared to fiscal year 2024, Category 1 emissions decreased significantly. This reduction can be attributed to two key factors. First, Nitto EMEA continued its transition toward more sustainable raw materials with a lower carbon footprint, supporting both emission reductions and the achievement of the Group's Sustainable Materials Procurement Ratio target. Second, the region further improved the accuracy of its calculations by replacing generic secondary emission factors with supplier-specific primary Product Carbon Footprint (PCF) data where available. Sustainability and carbon footprint reduction remain recurring topics in supplier engagement activities, and suppliers are encouraged to provide cradle-to-gate PCF data, including the applied methodology (e.g., ISO 14067), to further strengthen the quality of our emissions database.

A notable reduction was also observed in Category 12 (End-of-Life Treatment of Sold Products). This decrease was primarily the result of a review and update of the emission coefficient applied for end-of-life treatment calculations, leading to a more accurate reflection of the associated emissions.

Nitto EMEA did not establish a separate regional Scope 3 reduction target in fiscal year 2025. Instead, the region contributes to the Nitto Group's Science Based Targets initiative (SBTi) commitment through the implementation of measures aimed at reducing Scope 3 emissions. The Group-level target is to achieve a minimum 25% reduction in Scope 3 emissions from Categories 1, 3, 4, 5 and 12 by 2030 compared to the 2022 baseline year. Through the increased use of supplier-specific primary data and the transition to lower-carbon raw materials, Nitto EMEA continues to support the achievement of this global target.

The two tables below present a breakdown of CO₂ emissions by Business Unit and scope. Fiscal year 2025 turnover figures for the BASE and AFS Business Units, as reported in their respective annual reports, were used to determine emission intensity. The total turnover in the EMEA region was used to calculate the overall emission intensity.

FISCAL YEAR 2025 CO₂ EMISSIONS PER SCOPE AND BUSINESS UNIT (TON CO₂)

EMISSIONS (TON CO ₂)	AFS	BASE	EMEA
Scope 1	10261	19020	29282
Scope 2 – location-based	28087	9356	37443
Scope 2 - market based	0	0	0
Scope 3	115794	252981	368775
EMISSION INTENSITY TON CO ₂	AFS	BASE	EMEA
Scope 1	33.3	72.5	48.9
Scope 2 – location-based	91.2	35.7	62.5
Scope 2 - market based	0	0	0
Scope 3	376	73	615

E2 POLLUTION

For Nitto, pollution is primarily associated with volatile organic compound (VOC) emissions from solvents mainly used in adhesives. In addition, the release of substances of concern (SoCs) into the environment represents a regulatory compliance risk. Such incidents may cause local environmental impacts, leading to fines, penalties, and potential reputational damage. To mitigate these risks, Nitto applies strict environmental control measures.

POLICIES RELATED TO AIR POLLUTION (ESRS E2-1)

For pollution-related policies, please refer to ESRS E1-2.

ACTIONS AND RESOURCES RELATED TO AIR POLLUTION (ESRS E2-2)

In the EMEA region, Nitto's main actions to reduce VOC emissions include further encapsulation of open coaters in combination with tailored extraction systems, as well as the optimization of solvent recovery systems. A key factor in improving these processes is effective cross-functional communication between departments such as Planning and Utilities. A clear understanding of product allocation across production lines supports optimized solvent flows and enhances overall efficiency.

In parallel, Nitto continues to advance the transition toward non-solvent adhesive systems. R&D efforts focus on the development of solvent-free alternatives, including emulsions, hot melt adhesives, UV-curable adhesives, and other innovative technologies. These developments support the delivery of environmentally responsible solutions without compromising Nitto's quality standards.

Investments related to pollution prevention primarily focus on further reducing solvent emissions and employee exposure to solvents through enhanced exhaust and containment measures.

TARGETS RELATED TO AIR POLLUTION (ESRS E2-3)

In fiscal year 2025, air pollution in the EMEA region remains primarily linked to volatile organic compound (VOC) emissions, as reported under ESRS E1-4. These emissions are mainly associated with solvent use at production sites and are regulated by local emission limits (ppm). Compliance is ensured through either exothermic or endothermic post-combustion processes, depending on solvent concentration levels, with the latter requiring additional natural gas input.

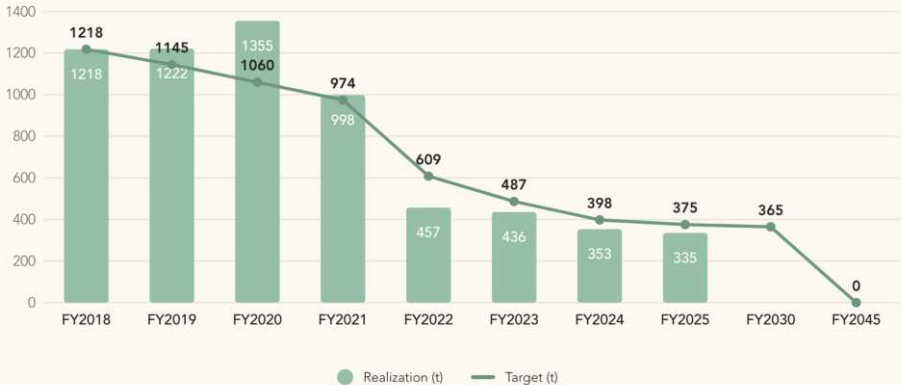
VOC emissions are actively monitored at Nitto Bento Bantçılık, Nitto Belgium, and Nitto Advanced Film Gronau, while other EMEA sites do not use solvents in their production processes. VOC target setting is limited to sites that use solvents, as VOC emissions are not relevant for sites without solvent use.



AIR POLLUTION (ESRS E2-4)

Air pollution levels have declined, particularly VOC emissions. This decrease met the target set in 2018, reflecting our continued progress in environmental performance.

EMEA VOC EMISSIONS VERSUS TARGET (TON)



FISCAL YEAR 2025 VOC PER SITE (TON)



VOC EMISSIONS PER BUSINESS UNIT FROM FISCAL YEAR 2018 TO 2025

	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
BASE	1218	1222	1332	929	457	433	348	330
AFS	0	0	23	69	0	4	5	5

SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN (ESRS E2-5)

In fiscal year 2025, Nitto EMEA continues to ensure compliance with applicable regulations and customer requirements related to chemical substances. While the use of substances of concern (SoCs) and substances of very high concern (SVHCs) is minimized, certain substances remain essential to product composition. Nitto ensures that these products pose no risk to human health or the environment through strict safety measures, including risk assessments, employee training, and appropriate protective equipment. Safety Data Sheets (SDS) and Article Information Sheets (AIS) are systematically provided to customers.

A robust Material and Supplier Qualification process ensures up-to-date compositional information, supported by a dedicated system tracking SoCs and SVHCs. In this report, SoCs refer to substances with potential carcinogenic, mutagenic, or reproductive toxicity effects. In the EMEA region, most products are articles not subject to CLP classification, and produced mixtures are not classified as CMR. Therefore, we sold no carcinogenic, mutagenic, or reprotoxic SoCs. A clear overview of the volume of SVHCs purchased as raw materials is also provided. For this analysis, the actual percentage of SVHC in the raw material was considered when calculating the purchased volume rather than the entire purchased raw material volume.

As this is the third year of regional reporting, Nitto EMEA can now compare results with the previous year. Going forward, this will enable trend analysis and support more targeted actions where needed. At the same time, Nitto EMEA recognizes that the EU REACH Regulation presents potential risks related to the use of certain substances. The organization is actively working to mitigate these risks where possible, including by identifying and developing safer alternatives, while carefully maintaining product performance, quality, and overall ESG standards.

PURCHASED SOCS CLASSIFIED ACCORDING TO REGULATION (EC) NO 1272/2008 (CLASSIFICATION, LABELLING AND PACKAGING REGULATION) + COMPARISON FISCAL YEAR 2024

MAIN HAZARD CLASS	TOTAL VOLUME PURCHASED IN FISCAL YEAR 2024 (KG)	TOTAL VOLUME PURCHASED IN FISCAL YEAR 2025 (KG)
Carcinogenic (H350)	1600	3200
Mutagenic (H340)	0	0
Reprotoxic (H360)	1040	500

Compared to fiscal year 2024, we see an increase in carcinogenic substances (H350), but a substitution has already been carried out, which will be reflected in the next fiscal year.

For reprotoxic substances (H360), we see a decrease in volume, mainly due to decreasing sales volumes for the related product range.

PURCHASED SVHCS CLASSIFIED ACCORDING TO REACH REGULATION (EC) NO 1907/2006 + COMPARISON FISCAL YEAR 2024

MAIN HAZARD CLASS	TOTAL VOLUME PURCHASED IN FISCAL YEAR 2024 (KG)	TOTAL VOLUME PURCHASED IN FISCAL YEAR 2025 (KG)
Very Persistent Very Bioaccumulative (vPvB) (Article 57e)	720	3288
Respiratory sensitizing properties (Article 57(f) - human health)	70031	78000
Endocrine-disrupting properties (Article 57(f) - environment)	1842	616
Toxic for reproduction (Article 57c)	1062	500
Persistent Bioaccumulative Toxic (PBT) (Article 57d); vPvB (Article 57e)	0.4	0.5
Specific target organ toxicity after repeated exposure (Article 57(f) - human health)	0	40965
TOTAL	73655	123370

Changes compared to the previous year were mainly caused by one of the raw materials being added to the SVHC list. Updated information from suppliers can have an impact on the purchased SVHC volumes.

Some SVHCs purchased are fully consumed during production and therefore not present in the final products. Others remain in low concentrations (< 0.1%). For reporting purposes, products sold are only considered if manufactured in the EMEA region and containing SVHCs above 0.1%, excluding traded materials from non-EMEA sister companies. The reported volumes are based on the actual SVHC content in the materials sold.

SOLD SVHCS CLASSIFIED ACCORDING TO REACH REGULATION (EC) NO 1907/2006 + COMPARISON

MAIN HAZARD CLASS	TOTAL VOLUME SOLD IN FISCAL YEAR 2024 (KG)	TOTAL VOLUME PURCHASED IN FISCAL YEAR 2025 (KG)
vPvB (Article 57e)	247	367
Toxic for reproduction (Article 57c)	27	17
Endocrine-disrupting properties (Article 57(f) - environment)	154	1053
TOTAL	428	1437

The main increase in sold SVHC is due to the sales increase in one product range. Here substitutions investigations are ongoing, together with the related suppliers.

Nitto EMEA uses an automated mailing system that sends an SDS or AIS to customers upon their first purchase of products containing SVHCs above 0.1%, enabling appropriate occupational safety and health measures. In parallel, Nitto EMEA actively collaborates with raw material suppliers and customers to develop and qualify SoC- and SVHC-free alternatives.



E3 WATER AND MARINE RESOURCES

In fiscal year 2025, potential shortages of natural water resources that meet required quality standards continue to pose a risk to Nitto's operations. Limited access to sufficient and compliant water may impact production processes and overall operational efficiency. Therefore, Nitto closely monitors its water usage.

POLICIES RELATED TO WATER (ESRS E3-1)

For policies related to water and marine resources, please refer to ESRS E1-2.

ACTIONS AND RESOURCES RELATED TO WATER (ESRS E3-2)

In fiscal year 2025, no significant investments were made related to water, as the primary focus remained on reducing greenhouse gas (GHG) emissions. Water is used in various operational processes and is managed in accordance with site-specific needs and applicable environmental requirements. Opportunities to improve efficiency and reduce resource consumption are considered where appropriate. This approach supports the responsible use of natural resources while maintaining product quality and operational performance.

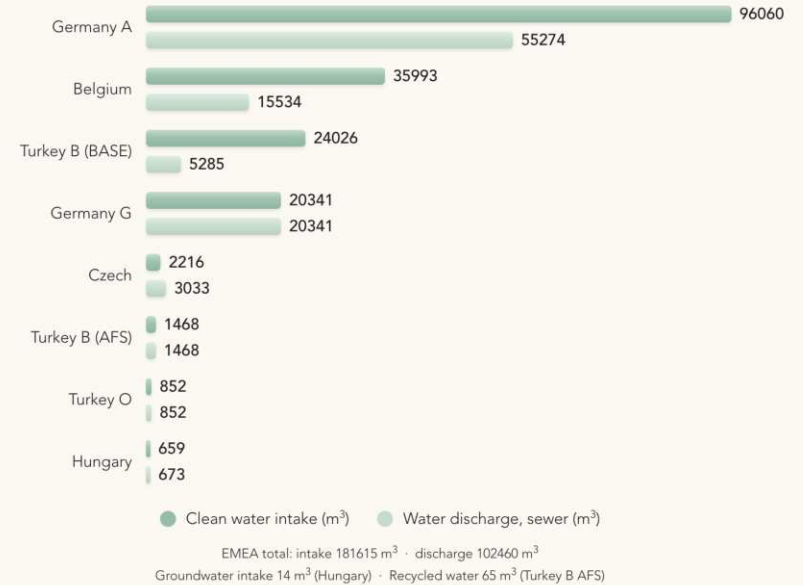
TARGETS RELATED TO WATER (ESRS E3-3)

Water management targets were generally not set (see also ESRS E1-4). The amount of water used is continuously monitored at all sites.

WATER CONSUMPTION (ESRS E3-4)

We provide an overview of water consumption across our operations in fiscal year 2025, including tap water and groundwater use, water recycling, and water discharge. The data are further broken down by site to offer detailed insights into our water management practices.

FISCAL YEAR 2025 WATER CONSUMPTION BY SITE (M³)



E5 RESOURCE USE AND THE CIRCULAR ECONOMY

In fiscal year 2025, the transition to a circular economy continues to present both risks and opportunities for Nitto. Increasing regulatory pressure on single-use plastics, evolving customer expectations, and limited availability of low-impact alternatives may lead to higher costs and supply chain constraints, particularly for recycled and circular materials. At the same time, these trends offer strategic opportunities. By advancing circular design, resource efficiency, and recycling, Nitto can reduce its environmental footprint and respond to growing market demand for sustainable solutions. This enables innovation, differentiation, and stronger customer engagement.

Nitto supports the circular economy by promoting the use of recycled and renewable materials, improving resource efficiency, and minimizing waste across operations. Ongoing efforts to enhance waste collection and recycling contribute to the development of new recycling streams and support progress toward a zero-waste ambition across the value chain.

POLICIES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY (ESRS E5-1)

For policies related to this topic, please refer to ESRS E1-2.

ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY (ESRS E5-2)

STEFAN MAUSSEN (MANAGING DIRECTOR NITTO BELGIUM)

"At Nitto Belgium, sustainability is increasingly embedded in the way we operate, innovate, and make decisions. We continue to increase the use of bio-based materials, such as the newly introduced bio-ethyl acetate, and further advance energy-efficiency initiatives throughout our operations. Our R&D and Engineering teams are driving process optimizations and heat recovery projects that contribute to reducing our environmental footprint while supporting business performance. At the same time, we are strengthening our safety-first culture and employee engagement through active participation in Safety Day initiatives and Kaizen events focused on safety, health, quality, and environmental excellence."

In fiscal year 2025, Nitto continued to advance initiatives on waste reduction and resource efficiency, despite not reporting specific capital investments in this area.

The existing ISCC+ certificates of Nitto Belgium, Nitto Advanced Film Gronau and Nitto Bento Bantçılık enable the verified use of bio-based and bio-circular materials through a mass balance approach. This allows us to offer products with a defined share of circular content while maintaining required quality standards and reducing product carbon footprints.

In January 2026, Nitto Belgium launched a bio-ethyl acetate project. In addition to its positive CO₂ impact, this initiative marks a step away from fossil-based resources, reducing dependency on fossil inputs. This strengthens Nitto's resilience in times of geopolitical uncertainty and contributes to a more sustainable and secure resource base.

Overall, these efforts demonstrate that meaningful progress on circularity and resource use continues through targeted projects, certifications, and material transitions.

TARGETS RELATED TO RESOURCE USE AND CIRCULAR ECONOMY (ESRS E5-3)

This section highlights the future-financial target for the “waste plastic recycling ratio,” a key metric to track progress toward circular economy objectives.

Variations in waste reduction performance reflect differences in production processes and material complexity. For example, Nitto Belgium produces single-coated tapes, double-coated tapes, and EPDM foams, each requiring distinct processing methods. Despite these challenges, Nitto remains committed to continuously improving waste management practices in close collaboration with its waste partners.

FISCAL YEAR 2025 WASTE VOLUME AND PLASTIC RECYCLING RATIO PER SITE

	WASTE (TON)		PLASTIC WASTE (TON)		PLASTIC RECYCLING RATIO	
	Target	Result	Total	Recycled	Target	Result
Germany G	6000	6548	5984	5447	91%	91%
Belgium	3650	3694	2214	732	40%	33%
Czech	760	658	565	23	3%	4%
Germany A	2000	2317	287	287	95%	100%
Hungary	250	205	108	58	4%	54%
Turkey B	2400	2378	1836	1652	90%	90%
Turkey O	375	155	1	1	100%	100%
EMEA	15435	15956	10995	8201		75%

FISCAL YEAR 2025 PLASTIC RECYCLING RATES



RESOURCE INFLOWS (ESRS E5-4)

One of our future-financial targets is the Sustainable Materials Procurement Ratio, which measures the share of recycled and bio-based raw materials in relation to the total weight of procured raw materials. This KPI is tracked monthly to monitor progress.

For fiscal year 2025, the targets, aligned with the future-financial KPIs, were set at 23% for the BASE Business Unit and 28% for the AFS Business Unit. On an EMEA-wide level, these targets have been exceeded, highlighting strong regional performance in advancing sustainable sourcing practices.

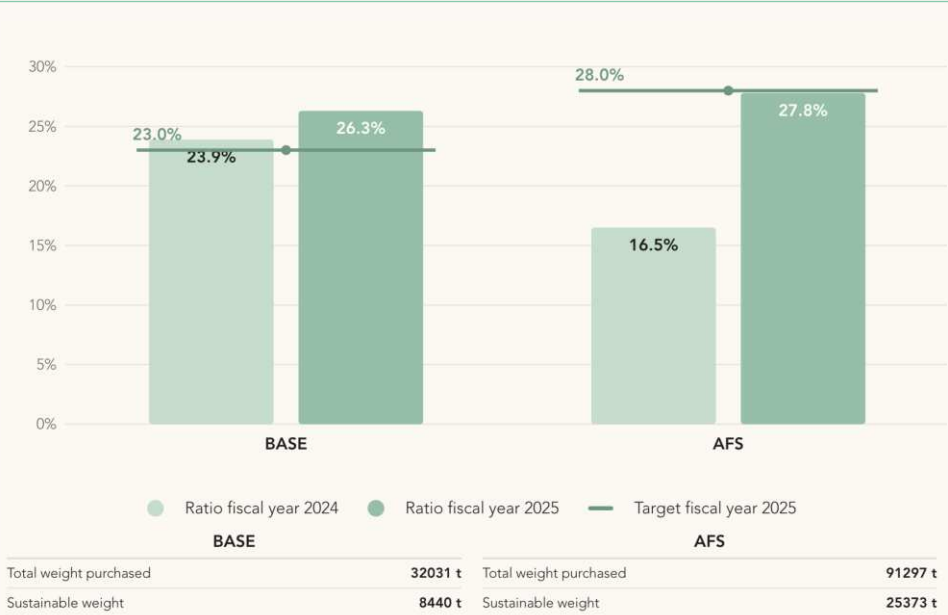
The improvement in the Sustainable Materials Procurement Ratio was driven by several factors. At Nitto Belgium (BASE), the ratio increased from 23.9% in fiscal year 2024 to 26.3% in fiscal year 2025, exceeding the fiscal year 2025 target of 23.0%. A key contributor was the transition to bio-based ethyl acetate (ETAC), although the full impact of this change will only be reflected in fiscal year 2026.

Within AFS, the Sustainable Materials Procurement Ratio increased significantly from 16.5% in fiscal year 2024 to 27.8% in fiscal year 2025, bringing performance close to the fiscal year 2025 target of 28.0%. This strong improvement was mainly driven by an increased share of CAC (Carded Airlaid Carded), a key absorbent component used in personal care products, at Nitto Advanced Nonwoven Ascania, resulting in a substantially higher volume of sustainable materials procured during the fiscal year.

MICHAEL RITTERSKAMP (HEAD OF SALES EUROPE & KEY ACCOUNT MANAGEMENT DACH LENZING)

"Our partnership with Nitto has evolved significantly over the past years, making Nitto one of Lenzing's key strategic customers in advancing more sustainable nonwoven solutions. Together, we have supported the transition away from conventional plastic-based materials and driven the adoption of renewable cellulosic fibers. Building on the successful use of biodegradable viscose fibers, our collaboration continues to pioneer the integration of lyocell fibers, enabling products with an even lower environmental footprint while maintaining high performance standards. Together, we are demonstrating how innovation and responsible sourcing can reduce environmental impact while delivering superior product performance. Our partnership reflects a shared ambition to accelerate the transition to a more sustainable and circular society."

SUSTAINABLE MATERIALS PROCUREMENT RATIO FY2024 VS FY2025



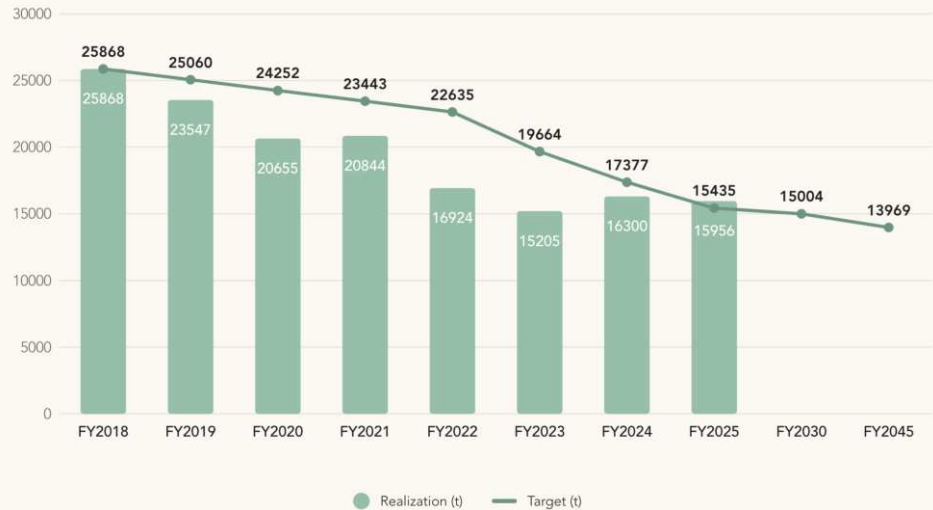
RESOURCE OUTFLOWS (ESRS E5-5)

Nitto did not reach its regional waste reduction target in fiscal year 2025. Waste performance continued to be influenced by operational factors such as product mix, yield variations, and changing production volumes. Certain manufacturing processes inherently generate higher material losses, while fluctuations in market demand can impact overall resource efficiency. Despite these challenges, Nitto continued to implement waste reduction initiatives and strengthen waste management practices across its operations. Although the target was not fully met, the progress achieved demonstrates the company's ongoing commitment to resource efficiency and continuous improvement.

FISCAL YEAR 2025 WASTE VOLUME PER SITE (TON)



FISCAL YEAR 2025 WASTE REALIZATION VS TARGET (TON)

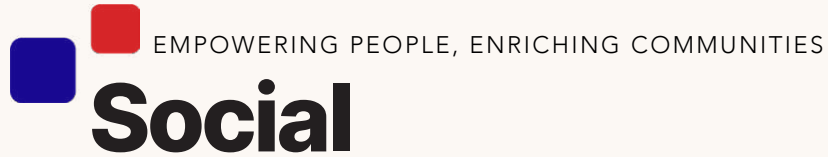




NITTO EMEA'S SUSTAINABILITY REPORT 2026

Social

Empowering people, enriching communities



S1 OWN WORKERS

The descriptions below are directly aligned with the definitions applied globally across Nitto:

- Blue collar (employee) – hourly paid
- White collar (employee) – monthly paid
- Manager (employee) – white-collar employee as of specific grades. Mostly salaried but for specific positions a self-employed worker can be hired as a short- or long-term alternative
- Director (employee or self-employed) – Managing Directors of manufacturing/converting sites as of specific grades, or Sales and Corporate Services Directors as of specific grades in the regional corporate headquarters
- Sub-contractor (self-employed) – Managers or Directors that are self-employed (mainly in Belgium) and have a long-term contract with Nitto to fill a budgeted internal position
- Agency/Temp worker (self-employed, contract worker, interim worker, agency worker) – all types of Contingent Workers that perform work that is not considered as permanent or for which no internal position is planned/budgeted

Nitto's HR (Human Resources) strategy is based on clear governance and articulated around three key pillars: DE&I (Diversity, Equity and Inclusion), Engagement and Talent Management.

The following sections provide a detailed explanation of Nitto's Human Rights approach, which is a critical dimension of Nitto's HR and business activities. This includes labor rights and the internal policies and mechanisms that describe Nitto's engagement, as well as how we ensure that these rights are respected inside and outside the company.

Nitto's HR actions contribute to a more sustainable, diverse, and inclusive environment are also detailed, including Nitto's company car policy, bonus program, and Performance and Goal Management system. Finally, detailed information on our workforce distribution is provided.

IMPACTS, RISKS, AND OPPORTUNITIES FOR OUR WORKFORCE (SBM-3)

Non-compliance with safety regulations poses significant risks, including workplace accidents, employee resignations, reputational damage, regulatory penalties, and potential disruptions in operations, which may limit our ability to meet customer demands. In addition, the increasing difficulty in attracting and retaining skilled professionals, often referred to as the "war for talent," threatens business continuity and growth, as the right expertise becomes harder to secure. Additionally, shifting demographics, such as population growth, aging populations, generational changes, urbanization, social mobility, and migration, are reshaping societal and workforce dynamics, thereby requiring organizations to adapt their strategies to remain resilient and relevant. In response, Nitto EMEA's current and future HR strategies focus on proactively addressing these risks to ensure resilience and long-term success.

Nitto acknowledges that diversity drives stronger and more resilient organizations.

Empowering women through fair representation and equal career opportunities and pay fosters equity. Inclusive hiring and a culture of belonging enhance collaboration and innovation. Fair wages and income protection during life events, such as illness or parenthood, ensure stability and trust. Together, these practices create a workplace in which everyone can thrive. Additionally, Nitto's commitment to mental health through supportive policies, awareness initiatives, and a safe work environment helps associates feel valued and cared for, thereby enhancing their overall well-being and productivity.

POLICIES RELATED TO OUR WORKFORCE (ESRS S1-1)

Nitto has a comprehensive and internationally aligned policy on Human Rights and Labor Rights that applies to its entire workforce.

HUMAN RIGHTS POLICY

Nitto is committed to respecting Human Rights across all regions of operation, adhering to international principles, and applying the policy to all employees.

LABOR RIGHTS AND WORKFORCE PROTECTIONS

Nitto emphasizes the following key labor rights:

- Prohibition of Exploitative Labor Practices: no child labor, forced labor, or labor resulting from human trafficking; active efforts to eliminate these practices from our supply chain
- Fair Working Conditions: compliance with labor laws and labor-management agreements; fair wages and working hours aligned with international standards and equal pay for equal work, without gender-based discrimination
- Safe and Healthy Work Environments: measures to prevent workplace accidents and maintain hygiene; protection for pregnant and nursing employees and mental and physical health support for employees
- Diversity and Inclusion: promotion of diversity in gender, nationality, age, and employment type; creation of inclusive workplaces that value individual differences.

The Compliance department oversees policy execution, and the Human Rights, Labor and Ethics (HRLE) committees manage human rights risks at the EMEA and local levels. Finally, training programs ensure that employees understand and implement the policies.

The company conducts an annual Engagement Survey (SEEDS: Sustainable Employee Engagement and Development Score), with which we measure how employees are sustainably committed to their work and organization. The targets are set by Management to help leaders understand the overall employee experience, identify areas for improvement, and make action plans to boost employee morale, productivity, motivation, and retention. Nitto in the EMEA region reviews site action plans quarterly to assess progress and share best practices within the region.

The survey typically covers the following areas:

- Job satisfaction: how happy employees are with their roles
- Leadership and management: how employees perceive their leaders
- Work environment and DE&I: whether the workplace feels diverse, inclusive, equitable, safe, and supportive
- Career development: opportunities for growth and learning
- Recognition and rewards: whether employees feel valued

The company also placed strong emphasis on our Talent Management strategy to further develop our people and cultivate future leaders in an inclusive work environment. This ensures we have the right skills, capabilities, and a robust leadership pipeline to meet both current and future business needs. Having the right talent in the right roles is fundamental to driving organizational success.

We further developed a structured talent review process at different levels within the organization. Talent review meetings were held at site (local), functional (Operations, Sales, R&D, Corporate Services) and consolidated at EMEA regional level with a strong involvement of our Executive Committee members. This talent review process aims primarily to identify our high potentials and strong performers as well as to review our succession plans and individual development plans (IDPs).

We also completed our fifth class of our Regional Business Academy (RBA), a leadership development program that started in 2021 in cooperation with the Vlerick Business School. The RBA program prepares our future leaders for our company's challenges with a balanced and diverse participation of men and women and multiple functional disciplines. This fiscal year 2025, the RBA program focused on the master class theme "sustainable growth with a customer-centric approach". All 13 RBA participants graduated successfully after the presentation of their respective projects effectively using the academic knowledge acquired during the program.



Finally, we continue to expand NGL (Nitto Global Learning Lab), a digital learning management system that was implemented in fiscal year 2024). Various training courses were initiated through this learning platform, including 10 EMEA-led training initiatives and several others led by Global HQ.

CAR POLICY

To accelerate the transition to sustainable mobility, Nitto launched a new vehicle policy in 2021 aimed at transforming its company car fleet. Until then, only internal combustion engine (ICE) vehicles were permitted. Beginning in 2021, electrified vehicles, including plug-in hybrid electric vehicles (PHEVs) and battery electric vehicles (BEVs), were introduced and actively promoted in Belgium and Sweden, with other countries gradually following.

As part of our continuous efforts to reduce greenhouse gas emissions, Nitto Belgium adopted a 100% EV policy in 2024, allowing only fully electric vehicles for new company car orders. This approach is now being expanded across the EMEA region, and as of January 2026, Nitto Advanced Film Gronau and Nitto Düsseldorf have also transitioned to a fully electric vehicle policy.

These measures have delivered significant results. By the end of fiscal year 2025, nearly 85% of the Belgian fleet consisted of fully electric vehicles, representing a substantial increase from approximately 75% in the previous fiscal year. Across the EMEA region, BEVs accounted for approximately 56% of the total fleet. The Netherlands, the UK and Sweden have already achieved full fleet electrification, and other countries have made substantial progress and remain on track to complete their transition to fully electric vehicles in the coming years.



BONUS POLICY (ESRS 2 GOV-3)

We have a bonus policy in place applicable to all managerial levels aiming to incentivize participants to perform at their best and support the achievement of business goals aligned with the company strategy. The bonus plan is tied to individual and company-wide goals.

The company goals include – next to operating profit – a CO₂ emissions reduction goal, demonstrating the dedication of our leadership to positioning the company as an essential top ESG company.

HUMAN RIGHTS RISK MANAGEMENT AND REMEDIATION

Nitto conducts ongoing due diligence to identify, prevent, and mitigate any negative impact on human rights, including assessing risks across operations and supply chains and making corrections if issues are found (see ESRS G1-1). Nitto also has grievance mechanisms in place (see ESRS G1-1) to receive and address complaints and concerns related to human rights. If a business activity is found to have a clear negative impact on human rights, Nitto commits to engaging in dialogue with the affected parties and implementing corrective actions to remedy the situation. Nitto also provides employee training to ensure that the company's human rights policy is understood and implemented effectively.

ALIGNING POLICIES WITH INTERNATIONALLY RECOGNIZED INSTRUMENTS

Nitto has aligned its policies with internationally recognized human rights instruments through its Basic Policy on Human Rights, explicitly endorses international norms, and respects the UN Guiding Principles on Business and Human Rights. Our policies explicitly endorse international norms, respects the UN Guiding Principles on Business and Human rights, and address the issue of human trafficking and eliminates forced or slave labor.

Nitto has clear and comprehensive policies to eliminate discrimination and harassment, while actively promoting equal opportunities, diversity, and inclusion across the EMEA region. Nitto's Basic Policy on Human Rights explicitly prohibits discrimination based on race, ethnicity, color, religious beliefs, gender, sexual orientation, nationality, mental or physical disability, age, health condition, or marital history. The company also works to eliminate harassment and unfair treatment in the workplace.

PROCESSES FOR ENGAGING WITH WORKERS (ESRS S1-2)

BAHADIR BUGRUL (MANAGING DIRECTOR NITTO BENTO BANTÇILIK)

"Following the successful completion of the main quick wins, our focus has shifted to making sustainability a core element of operational excellence. Our priority is to strengthen management systems, keep employee engagement, and use performance data to drive long-term improvements in energy efficiency, environmental performance, and workplace safety. By focusing on continuous improvement and measurable results, we aim to create lasting value for both our business and our stakeholders."

No Global Framework Agreement (GFA) has been signed between Nitto and international or national workers' representatives in the EMEA region. However, Nitto has internal mechanisms and policies that reflect commitment to human rights, such as the whistleblowing system and the Basic Policy on Human Rights.

SUSTAINABLE EMPLOYEE ENGAGEMENT AND DEVELOPMENT SCORE

Nitto in the EMEA region engages with its employees through a global employee survey called the Sustainable Employee Engagement and Development Score (SEEDS).

Nitto conducts this global employee engagement survey every year. As explained earlier, the purpose of this survey is to measure the motivation and engagement levels of our employees to create a strong workplace and increase job satisfaction.

In the most recent global employee survey SEEDS survey of September 2025, the Nitto EMEA sites had an overall score of 84, showing an improvement of 5 points and exceeding the target for 2025 that was set at 82.

A score of 70–79 is considered "healthy" and a score of 80 or above is considered "excellent."

An EMEA regional- as well as a local target setting process has been agreed, with due consideration for national standards and pointing at further improvement of the sustainable engagement scores. Action plans, both regional, at site level and departmental are in place. The EMEA Engagement Promotion Team – consisting of an Engagement Promotion Leader on each site – will follow up while supporting and advising where necessary. Progress is reported to our Executive and Human Rights, Labor, and Ethics (HRLE) committees.

REMEDiate NEGATIVE IMPACTS AND TAKE ACTION TO MITIGATE RISKS (ESRS S1-3 AND S1-4)

Nitto takes a structured, proactive approach to mitigating human rights risks and avoiding any negative impact on its workforce while also tracking its effectiveness in practice. This mitigation approach centers around the human rights due diligence system (including company self-assessments and compliance surveys), whereas the effectiveness tracking system is based on a multilayered governance structure with dedicated HRLE Committees, training and awareness actions, and transparent reporting.

Nitto's Supply Chain Management policy emphasizes fair and transparent procurement, respect for labor conditions, and human rights throughout the supply chain. This includes a Partner Hotline for reporting compliance violations. Nitto is committed to ensuring that its products and services do not contribute to human rights violations through customer use. If a business activity is found to contribute to harm via customers or related parties, Nitto initiates corrective dialogue and remediation.

Nitto enforces strict controls over insider information and personal data through its Corporate Governance Guidelines. Confidential and personal information obtained through procurement and other business activities is managed securely and protected from misuse. Nitto takes a structured approach to remediation when its operations have a negative impact on the human rights of its own employees. This includes mechanisms for raising concerns, addressing grievances, and tracking effectiveness in line with the UN Guiding Principles on Business and Human Rights (see ESRS G1-1).

TARGETS RELATED TO MANAGING NEGATIVE MATERIAL IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES (ESRS S1-5)

Within the EMEA region, Nitto has a specific process for goal setting for all employees as of specific grades.

The employee will first draft their personal goals which will then be discussed, reviewed and if needed adjusted by the manager followed by a final validation by the employee. After this first goal setting process, the employee will use the full year to achieve their goals which will be assessed by the Manager after a self-assessment performed by the employee at year-end. The employee will receive feedback on their performance during a one-on-one session following a calibration process and final approval by the calibration committee. The results of the process are registered in the HR system.

In addition to the goal-setting process, employees also have an EMEA Performance Process. The performance process is conducted at the end of the year and is a self-assessment by the employee based on Nitto's 8 competences, which are behavior based. The Manager will in his/her turn assess the employee based upon the same set of competencies. A second opinion will also be provided by the N+2 of the employee. At the end of the review period, a calibration committee will validate the proposed ratings. After the calibration is complete, managers will conduct a one-on-one feedback session with each employee. Final ratings are registered in the HR system.



CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES (ESRS S1-6)

DIVERSITY IN ACTION

Nitto positions DE&I as a strategic priority. A dedicated DE&I EMEA promotion team monitors DE&I action plans and progress in the EMEA region. Each site has a DE&I Promoter. Nitto promotes an inclusive work environment in which individual differences and diverse work styles are respected. An important DE&I training program was deployed for white-collar employees in fiscal year 2024 and will be extended to blue-collar employees in fiscal year 2026.

Our 'female leadership' ratio aims for a substantial representation of female managers in our regional managerial levels. By the end of fiscal year 2025 we had achieved 18.9%, a fraction short of the 19% target.

One action closely related to DE&I is the sponsorship of KRC Genk Ladies, a football team in the city of Genk, Belgium. This collaboration allows us to contribute to social activities and involve our employees in the atmosphere and team spirit. The decision to sponsor KRC Genk Ladies stems from our DE&I and engagement policies.

Our aim is to create a workplace in which everyone feels physically and psychologically safe, challenges can be faced with confidence.

Additionally, our connections with the communities of Genk and the province of Limburg are crucial. Through this collaboration, we can strengthen our bonds with the local community and contribute to talent development in the region. This collaboration is not only related to KRC Genk Ladies but also to the KRC Genk Foundation, which is specifically committed to community action and initiatives.

The official sponsorship signals to our employees and the community that we believe in a future in which diversity, inclusion, and engagement are central.

CHARACTERISTICS OF THE EMPLOYEES – NUMBER OF EMPLOYEES BY GENDER

Below table details the different Employee Types per gender. The characteristics of each Employee Type are detailed in S1.SBM-3. The workforce at the end of fiscal year 2025 consisted of 80.5% male employees, 18.9% female employees, and 0.6% employees with another or undisclosed gender designation.

NUMBER OF EMPLOYEES BY EMPLOYEE TYPE AND GENDER AT THE END OF FISCAL YEAR 2025

EMPLOYEE TYPE	FEMALE	MALE	OTHER	UNKNOWN	GRAND TOTAL
Agency/Temp	34	175	1	13	223
Regular	382	1569			1951
Sub-contractor	2	14			16
Temporary	8	55			63
GRAND TOTAL	426	1813	1	13	2253

NUMBER OF EMPLOYEES IN COUNTRIES WITH 50 OR MORE EMPLOYEES REPRESENTING AT LEAST 10% OF TOTAL NUMBER OF EMPLOYEES

Below table details the different Employee Types per country at the end of fiscal year 2025. The characteristics of each Employee Type are detailed in S1.SBM-3.

NUMBER OF EMPLOYEES BY GENDER AND COUNTRY AT THE END OF FISCAL YEAR 2025

GENDER	GERMANY	BELGIUM	TURKEY	HUNGARY	CZECH REPUBLIC	GRAND TOTAL
Male	827	554	TURKEY	40	60	1778
Female	130	112	26	81	58	407
Other		1				1
Unknown		12				12
GRAND TOTAL	957	679	323	121	118	2198

This demonstrates the geographical distribution of Nitto EMEA's workforce. Germany has the largest workforce, explained by the two manufacturing sites located there, followed by Belgium and Türkiye. Smaller but still significant employee populations were recorded in Hungary and the Czech Republic. Together, these countries represent the majority of Nitto EMEA's workforce across the region.



AVERAGE NUMBER OF EMPLOYEES (HEADCOUNT OR FULL-TIME EQUIVALENT) BY CONTRACT TYPE AND GENDER

FISCAL YEAR 2025 AVERAGE BY CONTRACT TYPE AND GENDER



FISCAL YEAR 2025 NUMBER OF EMPLOYEES PER MONTH



NUMBER OF EMPLOYEES WHO HAVE LEFT THE COMPANY

Employee departures, including retirements, are presented by site and employee category. The reported figures were negatively affected by the ongoing liquidation process of Nitto Otomotiv, which resulted in a higher number of departures during the reporting period.

NUMBER OF EMPLOYEES WHO LEFT THE COMPANY BY SITE AND EMPLOYEE TYPE

COMPANY	EMPLOYEE	NON-EMPLOYEE	GRAND TOTAL
Nitto Otomotiv San. ve Tic. Ltd. Şti.	102	1	103
Nitto Bento Bantçılık Sanayi ve Ticaret Anonim Şirketi	84	6	90
Nitto Belgium NV	40	17	57
Nitto Advanced Film Gronau	22	7	29
Nitto EMEA NV	1	24	25
Nissho Hungary Precision Kft.	21	1	22
Nitto Denko Czech s.r.o.	14	1	15
Nitto Advanced Nonwoven Ascania	15		15
Nitto Deutschland GmbH	2		2
Nitto France s.a.r.l.	2		2
Nitto Polska Sp. z o.o.	2		2
GRAND TOTAL	305	57	362

PERCENTAGE OF EMPLOYEE TURNOVER

On a headcount of 2253 employees a total turnover of 362 employees was recorded, resulting in a turnover percentage of 16.07%. The turnover percentage excluding the figures of Nitto Otomotiv, is 11.50%.



DESCRIPTION OF METHODOLOGIES AND ASSUMPTIONS USED TO COMPILE DATA (EMPLOYEES)

The methodology and assumptions used to compile data are to be described as follows:

The used methodology is that all quantitative data is extracted from 'One Nitto HRIS', the global HRIS platform of Nitto, based on SuccessFactors technology from SAP. To compare the recorded data of 'One Nitto HRIS' on a common definition and basis, no quantitative data coming from company-specific or country-specific software, database or other records system is used.

The relevant quantitative data is extracted from 'One Nitto HRIS' by the EMEA HR department to maintain data integrity. In extracting the relevant quantitative data for the different local companies, a single report per datapoint or combination of datapoints is used. This is to ensure consistency in extraction, transformation, and load of the relevant data. Additional assurance on consistency of timing, definition and used methodology is also maintained through this centralized approach.

All enrichment of the relevant quantitative master data is performed by the EMEA HR department to maintain data integrity and ensure the above-mentioned consistency and used methodology.

The assumption is taken that the accuracy of the recorded data in 'One Nitto HRIS' is maintained by the local company HR departments to the best of their abilities.

EMPLOYEES NUMBERS ARE REPORTED IN HEAD COUNT OR FULL-TIME EQUIVALENT

The methodologies and assumptions used to compile the data as described in this section are reported in headcount.

EMPLOYEES NUMBERS ARE REPORTED AT END OF REPORTING PERIOD/AVERAGE/OTHER METHODOLOGY

The employee numbers are reported at the end of the reporting period, which is the end of Nitto's fiscal year (March 31st of the reported year + 1) and are extracted from 'One Nitto HRIS' on April 1st of the reported year +1 to include all relevant changes on March 31st of the reported year +1. This is the case for all data points where annualized numbers are required.

The employee numbers are reported as an average of the reporting period being Nitto's fiscal year starting on April 1st of the reported year and ending on March 31st of the reported year. The data is extracted from 'One Nitto HRIS' every 1st day of the month of the reported year to include all relevant changes in the reported months. The calculation basis for calculating the average is the aggregated result of all months of the reported year, divided by 12.

DISCLOSURE OF CONTEXTUAL INFORMATION NECESSARY TO UNDERSTAND DATA (EMPLOYEES)

Regarding gender data points: while gender is considered mandatory information, Nitto allows all employees to disclose their gender in a way they feel comfortable and safe.

Nitto offers the following options for recording gender:

- Female
- Male
- Unknown
- Undeclared
- Other

DISCLOSURE OF CROSS-REFERENCE OF INFORMATION REPORTED UNDER PARAGRAPH 50(A) TO MOST REPRESENTATIVE NUMBER IN FINANCIAL STATEMENTS

Due to a difference in calculation of FTE between HR and Finance, the information reported by HR for the datapoints under paragraph 50(a) is done in headcount where a uniform definition is used.

CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE COMPANY WORKFORCE (ESRS S1-7)

Number of non-employees in own workforce - people provided by site primarily engaged in employment activities

As described in S1-6 and S1-7 a total of 16 sub-contractors and 223 agency/temp or so-called contingent workers are part of the own workforce.

NUMBER OF NON-EMPLOYEES IN OWN WORKFORCE BY CONTRACT TYPE AND GENDER

CONTRACT TYPE	MALE	FEMALE	OTHER	UNKNOWN	GRAND TOTAL
Regular	1569	382			1951
Temporary	55	8			63
Sub-contractor	14	2			16
Agency/Temp	175	34	1	13	223
GRAND TOTAL	1813	426	1	13	2253

DESCRIPTION OF METHODOLOGIES AND ASSUMPTIONS USED TO COMPILE DATA (NON-EMPLOYEES)

As described in S1-6, the methodologies used to compile data of non-employees are directly related to the use of 'One Nitto HRIS'.

The assumptions made are likewise related to the use of 'One Nitto HRIS' being that the local HR departments and all related employees responsible for recording of employee data are informed of these definitions and documentation on these definitions is made available to the local HR departments who are expected to record the relevant (non)-employee data to the best of their abilities.

We consider the following types of non-employees:

- Sub-contractor (self-employed) – Managers or Directors that are self-employed (mainly in Belgium) and have a long-term contract with Nitto to fill a budgeted internal position
- Agency/Temp worker (self-employed, contract worker, interim worker, agency worker) – all types of Contingent Workers that perform work that is not considered as permanent or for which no internal position is planned/ budgeted

NON-EMPLOYEES NUMBERS ARE REPORTED IN HEAD COUNT/FULL TIME EQUIVALENT

As described in S1-6 and S1-7 a total of 16 sub-contractors and 223 agency/temp or so-called contingent workers are part of the own workforce. These numbers are reported as headcount and not as FTE for the reasons described in S1-6.

NON-EMPLOYEES NUMBERS ARE REPORTED AT END OF REPORTING PERIOD/AVERAGE/OTHER METHODOLOGY

The numbers for non-employees are detailed at the end of the reporting period in S1-6 and as average in S1-6. The description of the methodology for reporting at the end of the reporting period or as an average is described in S1-6.

DISCLOSURE OF CONTEXTUAL INFORMATION NECESSARY TO UNDERSTAND DATA (NON-EMPLOYEE WORKERS)

The contextual information necessary to understand data relevant for non-employee workers is identical to that for employees and is disclosed in S1-6.

DESCRIPTION OF BASIS OF PREPARATION OF NON-EMPLOYEES ESTIMATED NUMBER

At this moment no estimates have been made in the reported datapoints; all the data and contextual information are extracted from, and directly related to, our system of record 'One Nitto HRIS'.

Whether as quantitative data or as data definitions embedded in the configuration of 'One Nitto HRIS', all data disclosed in this report is recorded in a single system of record and extracted from this system of record with two reports that are executed on the same date, over the same reporting period and with the same employee populations in scope.

COLLECTIVE BARGAINING COVERAGE (ESRS S1-8)

Nitto has not established a European Works Council. However, local Works Councils operate wherever required.

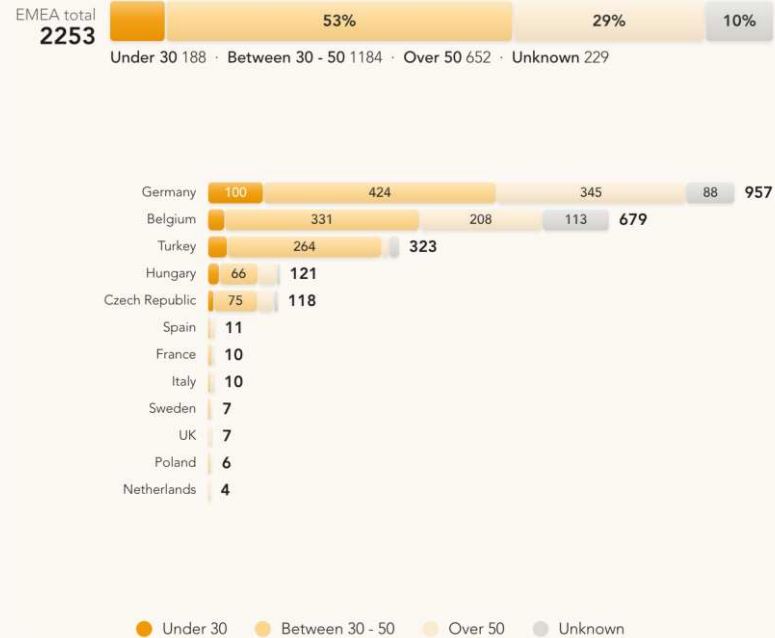
DIVERSITY INDICATORS (ESRS S1-9)**GENDER DISTRIBUTION IN NUMBER OF EMPLOYEES (HEAD COUNT) AT TOP MANAGEMENT LEVEL**

As of the end of fiscal year 2025, women represented 13.9% of Nitto's top management population, with 5 women and 31 men making up the total of 36 employees at this level.



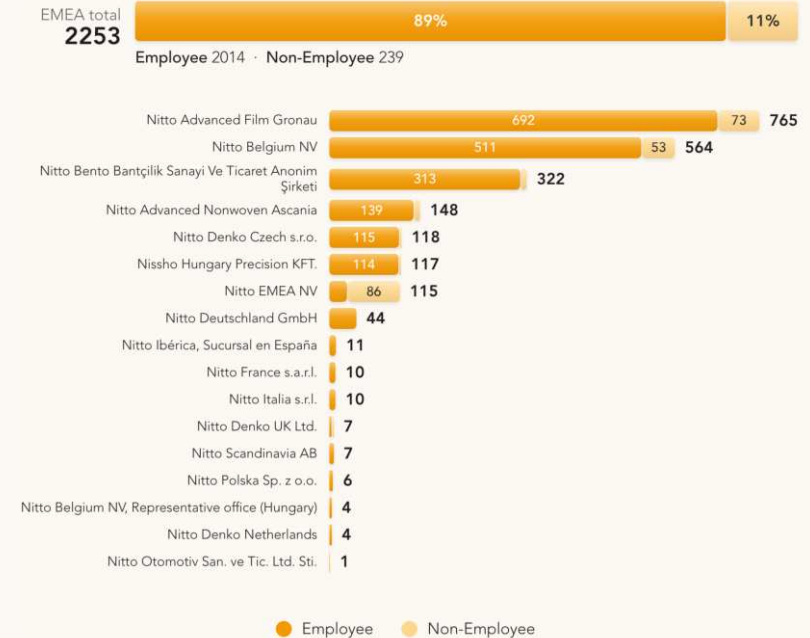
DISTRIBUTION OF EMPLOYEES (HEAD COUNT) BY AGE CATEGORY

The graph below details the age group distribution per country.



DISTRIBUTION OF EMPLOYEES (HEAD COUNT) BY COMPANY

The graph below details the distribution per company in the EMEA region.



DISCLOSURE OF OWN DEFINITION OF TOP MANAGEMENT USED

As disclosed earlier the definition of top management can be defined as those employees belonging to the employee type 'Director' who can be either employee or self-employed.

TRAINING AND SKILLS DEVELOPMENT INDICATORS (ESRS S1-13)

Nitto has two separate processes in place to review performance and career development:

- Performance
- Annual Goals

The Performance process evaluates employee behavior against the eight Nitto competencies, while the Annual Goals process focuses on the achievement of agreed business objectives. These processes are mandatory for managers and sales account managers and may be extended to other employee groups at the discretion of local companies. Together, they promote continuous development, accountability, and alignment with Nitto's business goals.

The table below gives an overview of the number of employees included in both processes and split by gender.

Remark: employees included in both processes will be counted twice in the table at the right.

EMPLOYEES INCLUDED IN PERFORMANCE REVIEW AND ANNUAL GOAL SETTING BY ENTITY AND GENDER

COMPANY	PERFORMANCE REVIEW		ANNUAL GOALS		GRAND TOTAL
	FEMALE	MALE	FEMALE	MALE	
Nitto Belgium NV	65	158	17	65	305
Nitto Advanced Film Gronau	16	42	12	48	118
Nitto Denko Czech s.r.o.	18	20	18	23	79
Nitto EMEA NV	10	19	8	18	55
Nitto Deutschland GmbH	7	22	2	22	53
Nitto Bento Bantçılık Sanayi ve Ticaret Anonim Şirketi	5	16	4	17	42
Nitto Advanced Nonwoven Ascania	1	8	2	8	19
Nissho Hungary Precision Kft.	1	8	1	8	18
Nitto Italia s.r.l.	5	5	2	4	16
Nitto France s.a.r.l.	5	4	2	5	16
Nitto Scandinavia AB	2	5	2	2	11
Nitto Otomotiv San. ve Tic. Ltd. Şti.	1	4	1	4	10
Nitto Polska Sp. z o.o.	2	3	1	3	9
Nitto Ibérica, Sucursal en España		4		4	8
Nitto Belgium NV, Representative office (Hungary)	2	2		2	6
Nitto Denko Netherlands	1	2		2	5
Nitto Denko UK Ltd.	1	1	1	1	4
Nitto Rus LLC				1	1
GRAND TOTAL	142	323	73	237	775

PERCENTAGE OF EMPLOYEES THAT PARTICIPATED IN REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

The table below details the employees that are included in one or both performance processes and displays them as a percentage of this grand total does not represent the full population as not all employees are included in the processes.

PARTICIPATION IN PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY ENTITY AND GENDER (PERCENTAGE)

COMPANY	FEMALE	MALE	GRAND TOTAL
Nitto Belgium NV	10.58%	28.77%	39.35%
Nitto Advanced Film Gronau	3.61%	11.61%	15.23%
Nitto Denko Czech s.r.o.	4.65%	5.55%	10.19%
Nitto EMEA NV	2.32%	4.77%	7.10%
Nitto Deutschland GmbH	1.16%	5.68%	6.84%
Nitto Bento Bantçılık Sanayi ve Ticaret Anonim Şirketi	1.16%	4.26%	5.42%
Nitto Advanced Nonwoven Ascania	0.39%	2.06%	2.45%
Nissho Hungary Precision Kft.	0.26%	2.06%	2.32%
Nitto Italia s.r.l.	0.90%	1.16%	2.06%
Nitto France s.a.r.l.	0.90%	1.16%	2.06%
Nitto Scandinavia AB	0.52%	0.90%	1.42%
Nitto Otomotiv San. ve Tic. Ltd. Şti.	0.26%	1.03%	1.29%
Nitto Polska Sp. z o.o.	0.39%	0.77%	1.16%
Nitto Ibérica, Sucursal en España	0.00%	1.03%	1.03%
Nitto Belgium NV, Representative office (Hungary)	0.26%	0.52%	0.77%
Nitto Denko Netherlands	0.13%	0.52%	0.65%
Nitto Denko UK Ltd.	0.26%	0.26%	0.52%
Nitto Rus LLC	0.00%	0.13%	0.13%
GRAND TOTAL	27.74%	72.26%	100.00%

HEALTH AND SAFETY INDICATORS (ESRS S1-14)

In fiscal year 2025, the number of lost time accidents decreased significantly from 20 to 10, representing a 50% reduction compared to the previous fiscal year. This positive development reflects the effectiveness of the safety measures implemented across the EMEA region and demonstrates Nitto's continued commitment to providing a safe and healthy workplace.

Over recent years, Nitto has invested substantially in safety-related CAPEX projects, including measures to improve machine safety, workplace ergonomics, exposure control, and overall working conditions. These investments, combined with ongoing training and awareness initiatives, have contributed to strengthening the organization's safety culture and reducing workplace risks.

While technical causes of accidents have continued to decline, further efforts remain focused on preventing behavior-based incidents through increased safety awareness, employee engagement, and proactive risk management. Work-related illnesses are recorded in accordance with applicable local legal requirements.

FISCAL YEAR 2025 LOST TIME ACCIDENTS



INCIDENTS AND COMPLAINTS (ESRS S1-17)

In this section, we refer to ESRS G1-1. No severe human rights incidents have been reported.

S2 WORKERS IN THE VALUE CHAIN

IMPACTS, RISKS, AND OPPORTUNITIES FOR WORKERS IN THE VALUE CHAIN (ESRS S2 SBM-3)

Nitto in the EMEA region actively promotes human rights by safeguarding all employees and workers throughout its value chain with fundamental social protections, including equitable compensation, safe working environments, and freedom from discrimination.

Failure to comply with human rights standards and national regulations within the supply chain can result in investor withdrawal, reputational damage, legal consequences, and financial setbacks. Upholding ethical standards across the value chain is integral to maintaining business integrity and ensuring sustainable performance.

Subsequent sections provide an overview of Nitto's approach to these challenges.

With the introduction of Global Procurement and the appointment of a local procurement leader in April 2023, Nitto has further streamlined supply chain management. Lessons learned from supply risks associated with the COVID-19 pandemic led to supplier base optimization, enhanced partnerships with key suppliers and reduced dependence on individual vendors through the dual-source program. These initiatives have collectively strengthened Nitto's risk mitigation capabilities and security for our customers.



EMEA PROCUREMENT POLICY (ESRS S2-1)

Nitto's operations in the EMEA region are supported by an extensive network of rigorously selected, certified, and audited suppliers, ensuring the consistent availability and quality of products. The supplier base comprises raw material producers, packaging material providers, technical goods manufacturers, service providers, and subcontractors.

Purchases are classified as either direct or indirect. Direct purchases relate to the Bill of Materials (BOM) and typically include chemicals, films, fibers, liners, and packaging materials. Most suppliers in this category are global organizations with production facilities across Europe, although some import materials from overseas locations such as the Americas, Japan, Turkey, India, Thailand, and China. Given the significant risks associated with child labor and forced labor in some of these countries, Nitto requires new suppliers to submit an EcoVadis scorecard or complete the Nitto EMEA CSR survey and sign the Nitto Supplier Code of Conduct.

Indirect purchases involve technical goods manufacturers and maintenance/service providers (including maintenance, IT, HR, and consultancy services). Suppliers in this category are primarily based within the EU and typically operate from their own premises or work directly within Nitto as contractors.

Nitto's Procurement Policy applies to all purchasing activities within the EMEA region and supplements existing company policies such as the Business Conduct Guidelines, Nitto Group Human Rights Policy, and regulations governing procurement operations and supplier qualification. This Policy will be updated in the course of fiscal year 2026 in line with the new Group Regulations for Basic Procurement Business and Procurement Business Administration.

While the Procurement Policy is applicable to all suppliers, engagement requirements vary depending on the strategic significance of the supplier. Based on external certificates or standards, such as International Organization for Standardization (ISO) or Responsible Business Alliance (RBA), we are gradually expanding the scope of certain documents and requirements to more suppliers.

A structured process for the selection of raw materials and suppliers, known as Materials and Supplier Qualification (MSQ), is mandatory before any purchase. This process evaluates potential risks and opportunities and ensures compliance with the EMEA Procurement Policy, legal standards, and customer-specific requirements.

The MSQ procedure also covers subcontracted items, Purchased Finished Goods (PFG), packaging materials (with certifications and directives), technical goods, and services where relevant. This procedure is designed for initial supplier approval and standard production materials, while modifications of standard materials are managed through change management protocols.

Corporate Social Responsibility (CSR) is an integral part of the MSQ process.

The Procurement Department assesses the CSR data during formal annual evaluations, being either EcoVadis, or the Nitto EMEA CSR survey in combination with the Supplier Code of Conduct. Where necessary, joint action plans may be developed to enhance CSR outcomes.

Suppliers that do not provide required CSR information or fail to meet minimum thresholds are subject to internal risk assessment and may undergo audits. During fiscal year 2025, a process was set up for dealing with declining or non-compliant suppliers. Persistent decline or non-compliance may result in supplier phase-out or termination.

EcoVadis assessments cover four domains, including "Labor and Human Rights" and "Ethics," addressing issues such as human trafficking, forced labor, compulsory labor, and child labor. Nitto's CSR survey consists of 30 questions across five themes (General, Environment, Labor & Human Rights, Ethics, Sustainable Procurement), with specific focus on labor practices and ethical standards. The Supplier Code of Conduct sets out 10 principles vital for establishing a sustainable supply chain; this document was updated during fiscal year 2025.

Both the CSR survey and Supplier Code of Conduct are aligned with internationally recognized frameworks for value chain workers, such as the UN Guiding Principles on Business and Human Rights.

ENGAGING WITH OUR SUPPLIERS (ESRS S2-2)

NICK CARTER (HEAD OF INNOVATION BINDER)

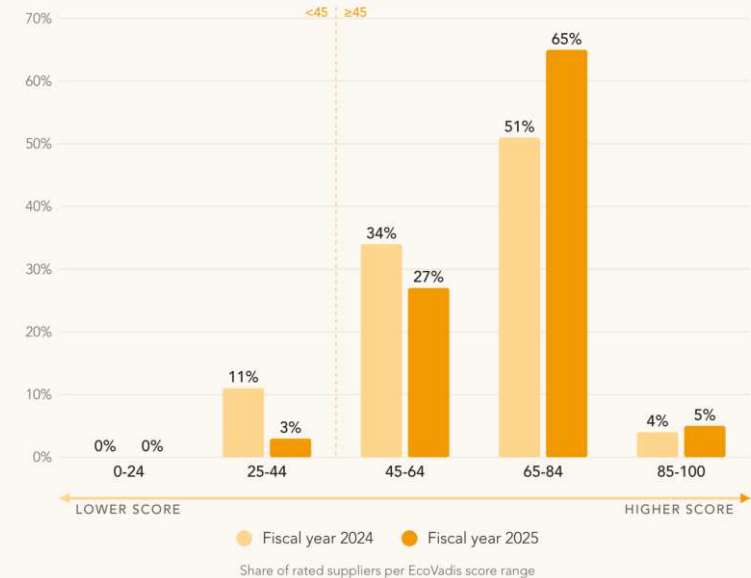
"Our strategic collaboration with Nitto Bento Bantçılık contributes to a more sustainable society by combining enhanced product performance with continuous innovation and value creation. By addressing evolving market demands, this partnership enables Binder to focus its development efforts on next-generation product designs that meet performance objectives while reducing environmental impact throughout the manufacturing process. At the same time, the collaboration creates significant opportunities for Nitto Bento Bantçılık to expand the adoption of our simplified mechanical fastening systems. This represents an important step toward replacing multi-material chemical bonding solutions and substantially improving end-of-life recyclability. Guided by a shared commitment to innovation and sustainability, our joint initiatives are focused on unlocking this potential and delivering responsible, consumer-centric solutions for the hygiene market."

Nitto engages with its suppliers directly on several occasions but does not have a structured approach to engaging with value chain workers directly.

The first way to engage with suppliers is through the New Supplier Selection. This process is led by the purchasing manager who initiates the MSQ. The selection criteria are defined based on the product group (e.g., raw materials, subcontracting, or packaging) and the type of supplier (Major or Critical), which influences how deeply Nitto engages with its suppliers. Major and Critical suppliers are required to provide Nitto with information on their CSR performance by submitting their EcoVadis scorecard or completing Nitto EMEA's CSR Survey as well as sign the Nitto Supplier Code of Conduct, or submit their own Code of Conduct if it complies with the minimum standards set forth in the former. The minimum score required for the Nitto EMEA CSR survey is 50%. Since 2024, Nitto has requested that all suppliers representing 80% of the total purchase spending (including the top five by entity), have an EcoVadis scorecard. For EcoVadis, the required minimum score is 45, with at least 45 for the "Labor and Human Rights" domain.

Below 45, Nitto will engage with the supplier once per year. If the score is 45 or higher, we will engage with the supplier every two years to improve its score. To support this improvement process, we created a new video message in fiscal year 2025 to convince suppliers of the importance of CSR for them and for Nitto. Accepting the challenge to further increase their scores will be valued by their customers. With an average score of 72.5 at the end of fiscal year 2025 compared to 67 at the beginning of fiscal year 2025 for the same set of rated suppliers, we can say with pride that the supply chain of Nitto EMEA has improved significantly over the last year, becoming much better than the EcoVadis benchmark. This improvement can be found in every scoring category (see graph) where a decrease for <45 is better, and an increase for >45 is better, especially when it concerns the 2 highest categories. This demonstrates the efforts done by our suppliers.

FISCAL YEAR 2025 ECOVADIS SCORE DISTRIBUTION OF RATED SUPPLIERS



JO VANSWEEVELT (EMEA PROCUREMENT DIRECTOR NITTO EMEA)

"We aim to be a leading ESG company, so we should act as one and stand side by side with the Business. Integrating ESG into all our activities drives security in our supply chain and reduces risks further for our customers."

The second way for Nitto to engage with suppliers is through supplier evaluations. Each purchasing department selects strategic suppliers and organizes an annual performance review with all relevant Nitto employees. During this review, several key performance indicators (e.g., delivery performance, product quality, complaint handling, and CSR performance), as set out in the MSQ, are evaluated, and each supplier receives a rating accordingly. The outcome of the review is incorporated by the purchasing department in a formal evaluation, and the content is shared with the supplier. Nitto and the supplier will jointly develop an action plan to remedy any deficiencies. In the event of serious or continued non-performance, Nitto may initiate immediate termination of the supplier.

Nitto's third supplier engagement approach is its annual global supplier event, held during the Nitto EMEA Business Summit. The regional CEO, Executive Committee, global SCM Director, and management share the company's goals, procurement strategy, and expectations with suppliers' leaders or managers. The event concludes with awards for exceptional quality, reliability, cost, sustainability/ESG, and overall performance.

In none of the above-mentioned engagement activities does Nitto reach out to value chain workers, nor are there plans to do so. However, we are convinced that suppliers' representatives translated their workers' voices into Nitto's surveys and requirements.

ECOVADIS: A SUSTAINABLE SUPPLY CHAIN**WHISTLEBLOWING SYSTEM FOR VALUE CHAIN WORKERS (ESRS S2-3)**

Since 2024, Nitto in the EMEA region has expanded its whistleblowing system to include suppliers. The EMEA whistleblowing system enables value chain workers to safely and securely raise ethical concerns with Nitto. This initiative has been thoroughly communicated to all suppliers, and a link to the system is provided on every purchase order issued within the EMEA region.

The system's structure and key features (such as independent case review, strict confidentiality, and anonymous reporting options) are fully aligned with legal requirements. Comprehensive information regarding the EMEA whistleblowing system, its functionalities, and case management procedures is available in this report under section G1-1.

In 2025, Nitto introduced a new global Supplier Code of Conduct, accompanied by access to the whistleblowing system. This Code of Conduct explicitly states that suppliers may report concerns related to ethics, compliance, or the Code itself via the Nitto Group's Partner Hotline. All reports are treated confidentially by the EMEA Ethics committee.

ACTIONS RELATED TO MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES (ESRS S2-4)

Nitto is committed to creating positive societal and ESG value through responsible partnerships across its value chain, while recognizing that human rights, compliance, supply chain disruptions, and supplier dependency risks could affect its reputation, operations, and financial performance, although the Double Materiality Analysis confirms that the overall impact remains positive.

With regard to actions taken, earlier sections detail our implementation of the EcoVadis scorecard for suppliers, a CSR Survey, Supplier Code of Conduct, and a whistleblowing system, all aimed at ensuring a positive influence on workers throughout the value chain.

Nitto requires Major and Critical suppliers to disclose information regarding their CSR performance by submitting their EcoVadis scorecard or completing Nitto EMEA's CSR Survey, and either signing the Nitto Supplier Code of Conduct or providing their own code of conduct.

Measures will be taken in the following four cases:

- EcoVadis total score < 45
- EcoVadis total score ≥ 45 , but <45 in the Human Rights domain
- CSR survey with a result below 50%
- Not signing Nitto's Supplier Code of Conduct, unless the supplier provides its own Code of Conduct that complies with the minimum standards set forth in Nitto's Supplier Code of Conduct.

In these four cases, Nitto will engage with the supplier to understand the situation and ask for improvement actions. The results of these actions will be measured again the following year.



S4 CONSUMERS AND END USERS

IMPACTS, RISKS, AND OPPORTUNITIES FOR CUSTOMERS (ESRS S4 SBM-3)

Safety and product-quality risks can give rise to liability claims and erode market trust, potentially affecting sales and corporate reputation. To mitigate these risks, Nitto maintains strict quality and safety standards across its operations. The company emphasizes consumer protection by minimizing exposure to harmful substances, foreign materials, and microbial contamination, ensuring a high level of product safety. By providing dependable, high-quality products, Nitto contributes positively to the consumer experience. In parallel, the company upholds consumer and end-user trust through robust data privacy protections, transparent disclosure practices, and responsible data handling.

TORSTEN SCHULZE (MANAGING DIRECTOR NITTO ADVANCED FILM GRONAU)

"We are continuing to drive energy efficiency projects, embedding sustainability into our core processes and strengthening collaboration with suppliers and customers to reduce our overall environmental footprint. At the same time, we are making greater use of our stronger ESG positioning to create additional value in customer discussions and further strengthen our competitive advantage in the market."

ACCESSIBLE POLICIES FOR CUSTOMERS (ESRS S4-1)

Nitto strives to share information relevant to stakeholders. In addition to our annual reports, the stakeholders of Nitto in the EMEA region can find publicly accessible information on other policies, such as the following:

[Basic Policy on Procurement](#)

[Basic Policy on Human Rights](#)

[Basic Policy on Disclosure](#)

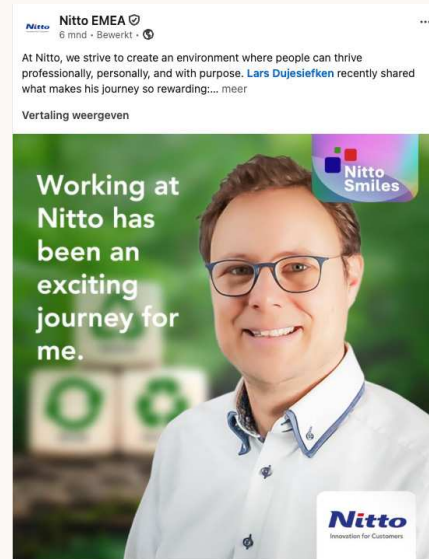
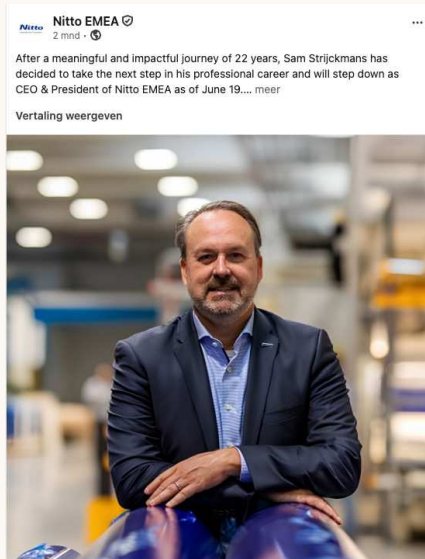
[Privacy Policy](#)

[Basic Policy on Information Security](#)

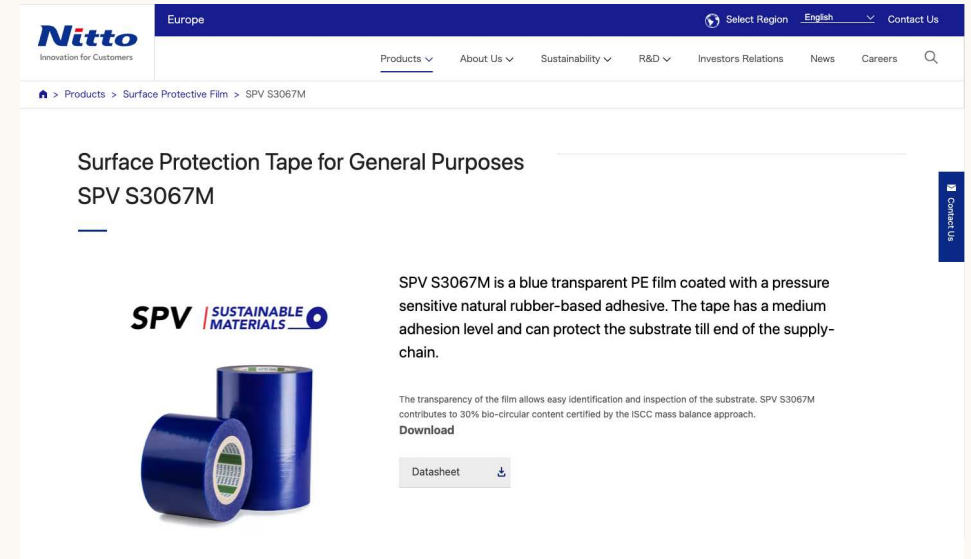
For customers and end users, Nitto EMEA provides product-specific information through product data sheets and Safety Data Sheets (SDS), which are generally accessible via the website. Where documentation is not available, stakeholders may submit an inquiry that will be reviewed and addressed by a dedicated Customer Service Representative.

CUSTOMER ENGAGEMENT (ESRS S4-2)

Nitto's customer base in the EMEA region consists of business-to-business partners. The company places strong emphasis on active customer engagement and communication through various channels. At a strategic level, Nitto EMEA uses LinkedIn™ to communicate company initiatives, highlights, and relevant topics. Social media is embraced as a key communication tool, reflecting its role as a preferred source of information for businesses and professionals.



In 2025, in response to customer feedback, we started updating out-of-date sections of our website to ensure that information was correct and accessible. We updated over 100 product pages and are now updating landing pages which offer visitors a more thorough overview of market topics. For those looking for company updates, we regularly update the news section of our website, www.nitto.com.



Nitto in the EMEA region engages existing customers and stakeholders through interactive initiatives such as webinars, on-site training programs, and the Nitto EMEA Business Summit in Turin, Italy. These efforts are supported by informational videos distributed directly and via social media. Participation levels and guest satisfaction are tracked to help ensure a consistently high-quality experience.

Nitto EMEA strengthened its market engagement through participation in key industry-leading trade shows. During fiscal year 2025, the company attended such events, using these platforms to engage with stakeholders and showcase technology solutions to industry challenges. Examples of such tradeshows are:

- Adhesives and Bonding Expo, Europe's largest showcase of industrial bonding solutions and services.
- The Battery Show, Europe's largest trade fair for advanced battery and H/EV technology.
- MEDICA/COMPAMED, an international trade fair for high-tech medical components and materials.

For specific stakeholder groups, Nitto EMEA engages through more direct communication channels, including email correspondence from Customer Service or direct phone communication. These interactions typically relate to specific matters, such as product- or site-related changes, as well as positive or negative material impacts.

In 2025, we introduced a dedicated product newsletter for our channel partners, providing them with early access to product-related content, tools, application ideas, and other relevant resources. The newsletter is designed to support our partners by equipping them with timely and practical information that can be effectively used across product distribution channels.

As a B2B organization, Nitto EMEA does not conduct targeted engagement activities for individual consumers. However, the company supports local communities through corporate social responsibility (CSR) initiatives, as outlined in the "Contributions" section of this report.

Nitto recognizes that effective communication is an ongoing process that requires continuous attention and adaptability. Providing accurate and relevant information to the appropriate audience, while fully complying with data privacy and GDPR requirements, remains a key priority. The principles of openness, relevance, and privacy guide Nitto's communication approach and are regularly reviewed by Marketing and Operations Management throughout the business process. Future Digital Transformation (DX) initiatives will further strengthen communication with customers by improving the flow of information both to and from customers, enabling more efficient, timely, and responsive interactions.



THE NITTO EMEA BUSINESS SUMMIT

One example of our stakeholder engagement efforts is the Nitto EMEA Business Summit, held annually in Turin, Italy. The event provides a valuable platform to communicate our strategic priorities, key initiatives, and long-term targets to a broad range of stakeholders, including employees, start-up companies, channel partners, customers and suppliers. Beyond sharing progress and ambitions, the summit serves as a catalyst for innovation and collaboration across our value chain.

Recognizing that sustainability challenges cannot be solved by any organization alone, we use the event to encourage co-creation and the development of solutions that contribute to environmental sustainability and improved quality of life. During the summit, through open dialogue and the exchange of ideas, we lay the foundations for future partnerships and innovation initiatives. Afterwards, building on the momentum generated during the summit, we engage in follow-up alignment meetings, proof-of-concept projects, and dedicated kick-off sessions to transform promising ideas into tangible actions and long-term value creation. By fostering collaboration and shared responsibility, the summit helps strengthen relationships, align expectations, and accelerate progress toward our sustainability objectives.

During the event, we also share highlights and updates both internally for our employee network and also externally on our social media network.

Sustainability considerations were integrated throughout the event, including the use of reusable exhibition materials, furniture made from recycled materials, and awards produced from recycled PE-PP granulates from Nitto Advanced Film Gronau.

MARKO FLECK (MANAGING DIRECTOR NITTO ADVANCED NONWOVEN ASCANIA)

"Nitto Advanced Nonwoven Ascania is focusing on the next phase of its sustainability strategy by scaling the volume of sustainable products produced on the Carded Airlaid Carded (CAC) line, with significant growth planned over the coming years. In parallel, we are working to further develop our (Spunbond Airlaid Carded) SAC product portfolio toward more sustainable solutions and are actively evaluating suitable polymer alternatives to support this transition. We also continue to optimize load utilization across all transportation routes to reduce CO₂ emissions, recognizing that logistics remains a significant contributor to our overall carbon footprint and offers substantial opportunities for improvement. Furthermore, green energy sourcing remains a key focus area and has already been implemented to a large extent."



Exploring
the Next Wave
of Technology



Nitto
Solutions for Customers

Sustainable Raw Material Portfolio

Raw Material Portfolio

Shaping
a Greener
Tomorrow



Nitto

TAKING ACTION ON CUSTOMER FEEDBACK (ESRS S4-3)

We highly value customer feedback and collect it through several channels. The most important source of feedback remains direct, personal contact with our customers, particularly through regular visits and interactions by our Key Account Managers. These exchanges provide first-hand insight into customer needs, expectations, experiences, and market developments, helping us adapt proactively and strengthen long-term partnerships. This ongoing dialogue is complemented by our annual customer satisfaction survey, which is sent to all active customers in the EMEA region and evaluates four key areas: Communication, Quality, Innovation, and General Performance. By maintaining consistent questions year over year, we can monitor progress, identify improvement opportunities, and better align our products and services with evolving customer expectations.

Nitto in the EMEA region achieved an average customer satisfaction score of 84 in fiscal year 2025. This sustained level of performance over the past four years highlights our ongoing dedication to meeting customer expectations and continuously enhancing the customer experience.

Survey results are reviewed annually to assess positive outcomes and identify areas for improvement. Site leadership and department heads evaluate feedback, communicate key insights to their teams, and develop appropriate action plans. Acknowledging successes as well as opportunities for growth is critical, and understanding how employee efforts influence customer satisfaction is highly motivating. For this reason, high-level results are shared with all EMEA employees.

Where appropriate, follow-up actions include direct customer engagement to discuss the feedback in more detail. This approach helps us gain deeper insights and address specific improvement areas to further enhance the customer experience.

Customers may also raise concerns by contacting their Key Account Manager or Customer Service Representative directly to share feedback or grievances. Product-related issues are submitted through a formal review process and addressed accordingly, while non-product-related matters are managed individually by the relevant departments. In addition, Nitto provides an open communication channel through the “Contact Us” form on its website. This form is available to everyone and allows comments to be submitted anonymously. Through this channel, the Customer Service team manages thousands of inquiries covering a wide range of topics. A defined process ensures that inquiries are routed to the appropriate teams, while departmental KPIs and targets are used to monitor efficiency and outcomes.

At present, Nitto does not maintain a dedicated anonymous grievance mechanism for customers.

This continuous cycle of feedback, evaluation, and improvement plays a vital role in Nitto’s long-term strategy in the EMEA region. By listening to customer input and establishing clear, measurable goals based on that feedback, the company ensures that its actions remain aligned with evolving customer needs and expectations. Nitto believes that lasting stakeholder relationships are built on trust, open communication, and a shared commitment to excellence.

CUSTOMER SATISFACTION TREND



ACTIONS RELATED TO IMPACTS, RISKS, AND OPPORTUNITIES FOR OUR CUSTOMERS (ESRS S4-4)

When customers experience a significant adverse impact, Nitto EMEA assesses the issue and management determines the most appropriate response. Communication strategies are defined on a case-by-case basis and may include direct communication with impacted stakeholders or public updates through the News section of the company's website.

Since 2022, the Nitto Group has used its PlanetFlags™/HumanFlags™ recognition framework to showcase products and services that deliver elevated value to human health and the environment. Recognition is based on factors such as the significance of the industry challenge addressed, performance relative to competitors, external validation, and the contribution to solving social or environmental issues.

These recognition standards operationalize Nitto's sustainability priorities and are integrated into product development and project selection processes. By prioritizing R&D investment in products with strong sustainability impact, Nitto aims to address societal challenges while creating long-term economic value. Information on the evaluation process and currently recognized products is available on the company's website.





NITTO EMEA'S SUSTAINABILITY REPORT 2026

Governance

Acting with integrity, building trust.



STRONG PRINCIPLES, SUSTAINABLE PROGRESS

Governance

G1 BUSINESS CONDUCT

GENERAL DISCLOSURE – GOVERNANCE (ESRS 2 GOV-1–GOV-2; GOV-4–GOV-5)

1. GOVERNANCE

Within Nitto EMEA, sustainability is embedded in existing regional and local governance structures. The EMEA Executive Committee (EC), composed of the EMEA CEO-President, Heads of Functions and the Heads of the two main business units, BASE and AFS, provides regional direction and oversight. The business units translate sustainability priorities into their activities, while Nitto EMEA Entity Boards of Directors and management teams oversee implementation at entity level. The EMEA Sustainability Manager and local sustainability experts support coordination and implementation across the region, in close collaboration with Nitto Denko Corporation's global sustainability teams.

2. STRATEGY

Nitto EMEA follows the Nitto Group's overall sustainability strategy and translates global priorities into regional, business unit and local initiatives. Where relevant, EMEA-specific objectives complement the global direction. The sustainability strategy, material topics and key initiatives are described in the preceding sections of this report.

3. RISK MANAGEMENT

Sustainability-related risks and opportunities are managed through Nitto's existing business and risk management structures. Relevant matters are addressed at local, business unit or EMEA level and, where appropriate, coordinated with global functions. The Corporate Strategy Meeting serves as the main Group-level forum for discussing and monitoring significant sustainability-related risks and opportunities and the related actions.



CORPORATE CULTURE AND BUSINESS CONDUCT POLICIES (ESRS G1-1)

Nitto fosters a corporate culture of acting ethically and complying with laws and regulations, with a fundamental focus on the environment and humankind throughout the value chain.

Global values and standards form the foundation of our corporate culture and guide responsible actions in all activities.

BUSINESS CONDUCT GUIDELINES

Our Business Conduct Guidelines (BCG) are the cornerstone of the Nitto Group's Compliance Policy. They set the ethical standards and expected behaviors for all employees and those representing Nitto. We also require our suppliers, contractors, and partners to uphold these high standards.

The Nitto Group's BCG address a comprehensive range of essential topics to guide ethical behavior and responsible decision-making throughout the organization. The following sections outline the principal areas covered by the BCG:

- **Basic Policy, Including Respect for Fundamental Human Rights:** This section provides an overview of the core principles that guide all actions and decisions at Nitto. It ensures that employees worldwide are aligned with Nitto's mission and essential values, with a strong emphasis on respecting fundamental human rights.
- **Safety and Quality:** Nitto's BCG sets clear expectations for upholding the highest standards of safety and quality in every aspect of work. The guidelines prioritize the well-being of employees, customers, and the broader communities served by the organization.
- **Employment and Labor:** This section outlines policies governing fair employment practices. It highlights the importance of fostering a respectful, inclusive, and supportive workplace for all employees, ensuring equal opportunities and fair treatment.
- **Environment and Society:** Nitto's BCG reflect a commitment to environmental stewardship and positive societal contribution. This section details the company's responsibility to operate sustainably and to actively contribute to the well-being of society.
- **Corporate Assets and Information:** The BCG establish rules for the proper use and protection of Nitto's physical and intellectual assets. They also provide guidance on the responsible handling of sensitive and confidential information.
- **Relationship with External Parties:** This section sets forth standards for conducting business with external partners, suppliers, and contractors. It ensures all interactions are characterized by transparency, fairness, and dedicated ethical conduct.

Nitto's BCG have been rolled out worldwide and are available in 18 languages. The guidelines can be quickly accessed through both our internal website and [our website](#).

Our BCG and compliance management systems help ensure a positive, inclusive, and ethical business environment for employees and our value chains, supporting responsible conduct in line with applicable laws.

Essential ethical standards and behaviors are further detailed in internal policies. These include the Nitto Group Human Rights Policy, the Group Policy on Human Resource Management, and the Basic Policy on the Environment. Supplier expectations are outlined in the Supplier Code of Conduct and EMEA Procurement Policy.

COMPLIANCE PROGRAM, CORPORATE VALUES, AND BUSINESS CODE OF CONDUCT

We focus on ensuring BCG and Nitto's core values are well communicated and known to everyone. While our business conduct measures follow a centralized action plan, additional publicity and promotional activities are developed and rolled out specifically by EMEA and local sites in the EMEA region. These take the form of workshops, briefings, poster campaigns, etc.

The promotion of our core values is further fostered through mandatory training on various topics related to ethics and business conduct. Training materials and formats are being updated and consider specific identified risks, as well as individual target groups and business areas. These factors determine the specific content and scope of the training. Ensuring that targeted individuals fully understand and master the subject matter is very important. To achieve this, mandatory tests should be passed successfully and/or confirmations thereof should be issued.

With the launch of the Nitto Global Learning Lab (NGL) in April 2024, targeted training courses can also be conducted for all employees in the region. This enables tailored training to address specific risks and meet the needs of different groups and business areas. Thus, training courses and requirements can be adapted to adequately cover the identified risks and determine the needs of individual target groups and business areas. Participation and records are easily tracked and monitored through the platform.

For example, employees involved in procurement activities are considered the primary target group for corruption and bribery training; therefore, during the reference period, mandatory training was organized on Nitto EMEA's Procurement Policy. Participants' knowledge of the subject matter was also assessed.

During the reference period, several governance-related training courses were rolled out through NGL. Training via the NGL platform relates for example to Nitto's Business Conduct Guidelines (BCG), DE&I, Anti-fraud in Procurement Operations and on our EMEA Whistleblowing System.

Online mandatory training sessions on various topics have been complemented by live training sessions as mentioned above. During the reference period, trainings were provided to both white collar and hourly workers at different sites in the EMEA region to refresh the Nitto BCG, the core values embedded therein, and our EMEA Whistleblowing System, resulting in 94% of the total number of hourly workers during the reference period being trained.

Furthermore, since fiscal year 2024, Human Rights, Labor, and Ethics Committees have been established and are in operation at each site in the EMEA region. The purpose of these Human Rights, Labor, and Ethics Committee meetings is twofold:

- To formulate and address site-specific topics related to Human Rights, Labor, and Ethics.
- To develop and execute site-specific action plans.

On-site Human Rights, Labor, and Ethics activities are taking place under guidance and with support from the Human Rights, Labor, and Ethics Committees at the EMEA and global levels, respectively.

In addition, throughout the value chain, our corporate culture is consistently promoted and safeguarded through the application of various policies and procedures, which are described in detail in the EMEA Procurement Policy Section of this report (S2-1 above).

EVALUATION OF OUR COMPLIANCE CULTURE

Our compliance culture is evaluated annually through a Compliance Survey, which is organized globally and provides all employees with the opportunity to assess the compliance culture within our organization.

The findings from the Compliance Survey serve as the foundation for carrying out targeted, topic-specific actions at each site within the EMEA region.

COMPLIANCE STANDARDS MONITORING

Internal audits are conducted to verify adherence to established policies, procedures, processes, and regulatory requirements. These reviews provide independent assessments of the adequacy and effectiveness of current practices in mitigating risks such as fraud and non-compliance. Comprehensive reviews encompass both operational and support procedures. Upon completion of these assessments, internal controls, systems, and procedures are updated and refined as necessary to strengthen risk management.

Independent internal audits are complemented by robust management systems that prevent violations of policies, procedures, applicable laws, and regulations.

Conflict of Interest (COI) awareness and refresher training sessions are held each year across the EMEA region, including during the reference period. Each employee is required to submit a COI Statement annually. Feedback from employees was reviewed, and any necessary actions were taken based on that input.

SEVERAL OPTIONS AVAILABLE

Issues related to unlawful conduct or actions that contravene our BCG, core values, or any binding policies and procedures may be raised through multiple channels. Employees are advised to seek guidance or report concerns to their supervisors, local HR business partners, or members of the Nitto EMEA Legal and Compliance Team.

Furthermore, the EMEA whistleblowing platform is available to Nitto employees and, as of fiscal year 2024, has also been extended to suppliers. As an element of a comprehensive information campaign, suppliers were notified that they are now able to raise ethical concerns through the EMEA whistleblowing portal.

EMEA WHISTLEBLOWING SYSTEM

The EMEA whistleblowing system is a secure third-party platform for reporting misconduct, legal violations, policy breaches, environmental or quality issues, bribery, corruption, and other serious concerns. It is promoted to employees through regional campaigns and public displays in local languages at all EMEA sites.

The key characteristics of the EMEA whistleblowing system, case investigations, and case process are confidentiality, impartiality, accuracy, and respect for human rights and other legal provisions. If the reporting party wishes, cases can be reported anonymously and treated as such throughout the investigation. The whistleblowing system in the EMEA region and case handling and reporting procedures are set up in such a way that the fundamentally required safeguards are always respected.

A key aspect of the EMEA whistleblowing system is its strict prohibition of retaliation against individuals who report concerns or participate in investigations in good faith. The fundamental principles and procedures governing the handling of reported allegations and claims are outlined in the dedicated EMEA Policy on Whistleblowing.

Comprehensive information regarding the system and its procedural guidelines is accessible on our website. Additionally, training sessions are provided to ensure everyone is informed of and understands the policy and related procedures.

All employees can quickly access the EMEA whistleblowing system on their personal computers or smartphones through a link or QR code™*. For suppliers, each purchase order in the EMEA region provides a link and QR code™* to the whistleblowing system, making it simple for them to report any ethical concerns.

All reports and complaints are taken seriously and followed up closely. The cases are handled by the EMEA Ethics Committee, with full respect for confidentiality, impartiality, and anonymity (if preferred by the reporting party). Communication with case reporters is performed as soon as possible, and cases are investigated within a short time frame.

Internal reporting on types of cases is submitted monthly to Nitto Denko Corporation's Corporate Strategy Meeting, Board of Directors, full-time corporate auditors, and HQ Board members (CFO and CHRO). At the end of each fiscal year, Nitto EMEA's Board of Directors receives a summary of cases and actions taken. In all internal reporting all fundamentals described above (e.g., confidentiality) are fully respected.

MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS (ESRS G1-2)

For an extensive overview of how Nitto in the EMEA region handles and manages its relationships with its suppliers, please refer to the EMEA Procurement Policy Section (S2-1).

PROCEDURES TO ADDRESS CORRUPTION AND BRIBERY/PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY (ESRS G1-3)

Allegations and incidents of corruption and bribery can be raised in one of the ways set forth and explained in detail in G1-1.

Information on the procedures that Nitto in the EMEA region has in place to prevent, detect, and address allegations or incidents of corruption and bribery, in accordance with G1-3 datapoints, can be found above in G1-1.

CONFIRMED INCIDENTS OF CORRUPTION OR BRIBERY (ESRS G1-4)

No convictions for violations of anti-corruption or anti-bribery laws occurred during the reporting period. Furthermore, no breaches in our anti-corruption or anti-bribery procedures or standards were reported or detected through the monitoring activities of the Internal Audit team in the EMEA region.

As explained in the "Supplier Engagement" section, the procurement processes in place, including our dedicated Supplier Code of Conduct and CSR survey, are aimed at screening our business partners for signs of corruption and unethical behavior in general. These processes and procedures range from supplier selection and onboarding to supplier reviews. Further information on this topic can be found in the EMEA Procurement Policy Section (S2-1).

No business partners were terminated or renewed in the EMEA region for reasons related to bribery or corruption during the reference period.

SUSTAINABLE BUSINESS OFFERING

EMPOWERING SUSTAINABLE CHOICES THROUGH TRANSPARENCY

At Nitto EMEA, sustainability is increasingly embedded in the way we innovate and develop products. In line with the Nitto Group strategy, we are strengthening our focus on creating products that generate both economic value and positive societal impact through our Double Recognition approach. This strategy encourages the development of solutions that address environmental and social challenges while contributing to business growth.

To accelerate this transition, sustainability considerations are now incorporated from the very beginning of our Stage Gate development process. Environmental performance, resource efficiency, circularity potential, and carbon footprint reduction opportunities are evaluated from the earliest concept phase onwards, ensuring that sustainable design principles guide product and process development throughout the entire innovation cycle.

Since January 2025, we have taken a proactive step toward greater transparency by including the carbon footprint of manufactured products directly on customer invoices. This initiative was designed to stimulate meaningful discussions about environmental impact and increase awareness of more sustainable alternatives within our portfolio, while allowing customers to progress on their sustainability journey at a pace that suits their own ambitions and priorities. In January 2026, we completed a comprehensive update of our product carbon footprint calculations. Thanks to continuous improvements in our manufacturing processes, energy efficiency initiatives, and the increased availability of primary supplier data, we observed an overall reduction in the average carbon footprint of our products. These updated figures provide a more accurate representation of our environmental performance and demonstrate the impact of our ongoing sustainability efforts.

The updated carbon footprint data creates a valuable opportunity to re-engage with customers and discuss how further sustainability improvements can be achieved together. By making environmental information transparent and accessible, we aim to support informed decision-making, encourage collaboration on more sustainable product offerings, and foster the adoption of lower-impact solutions throughout the value chain.

PLANETFLAGS™ / HUMANFLAGS™ PRODUCTS

In this section, we showcase the positive contributions that our products and services make to the planet and human life. Products with a particularly high level of contribution are recognized through the assignment of PlanetFlags™ and HumanFlags™, reflecting our commitment to addressing key sustainability challenges through innovation.

Each year, a new evaluation and nomination process is conducted across the Nitto Group to identify products that create significant environmental and/or societal value. Only products that successfully meet the defined qualification criteria and pass a rigorous assessment process are awarded a PlanetFlags™ or HumanFlags™ designation.



ENERGY-SAVING NF MEMBRANES FOR MUNICIPAL DRINKING WATER

High-efficiency filtration technology reduces energy use in water purification

IMPACT ON SOCIETY

-24%

Life cycle CO₂ emissions

- Providing safe and clean water to drink

Providing solutions for decarbonization and material circulation.



ANTI-REFLECTION FILM FOR AUTOMOTIVE DISPLAYS

Not using fluorinated solvents and achieving high performance

IMPACT ON ENVIRONMENT

-58%

Life cycle CO₂ emissions

- Amount of solvent containing fluorine used: -98%

Providing nature-positive products.

Providing solutions for decarbonization and material circulation.

For more information and an overview of all PlanetFlags™ and HumanFlags™ products, please refer to [our website](#).



DIAPER WAIST CUFF ELASTIC COMPONENTS FOR LEAK-PROOF POCKET

Combines safety by non-adhesive design and high fit | leakage performance

IMPACT ON SOCIETY

- Prevents diaper leakage issue and contributes to babies and families
- Contributing to baby-friendly, non-adhesive (chemical-free) designed diaper components

Providing products that ensure comfort and security of life.

Providing products that support sound and healthy life.



DIAPER ELASTIC COMPONENTS

Combines safety by non-adhesive design and high fit performance

IMPACT ON SOCIETY

- Contributing to baby-friendly, non-adhesive (chemical-free) designed diaper components
- Reduces adhesive odor of diapers by non-adhesive design

Providing products that ensure comfort and security of life.

Providing products that support sound and healthy life.



YU-KI BAN EASYCUT

Skin-friendly tape, hand-tearable for convenience

IMPACT ON SOCIETY

- Providing relief for everyday use, such as fixing gauze and tubes
- Improving the workability of medical professionals by easy cut

Providing products that ensure comfort and security of life.

For more information and an overview of all PlanetFlags™ and HumanFlags™ products, please refer to [our website](#).



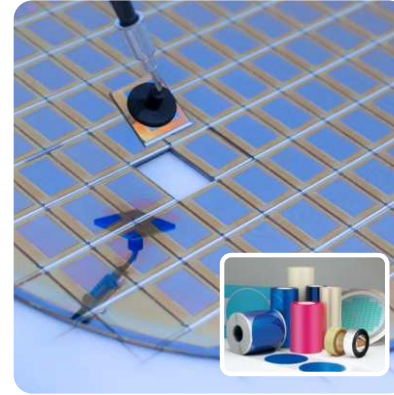
INSULATION PAPER FOR EV MOTORS

High electrical insulation properties, used since the early days of HEV motors

IMPACT ON SOCIETY

- Contributing to the evolution and spread of EVs
- High electrical insulation for improving motor performance

Providing products that ensure comfort and security of life.



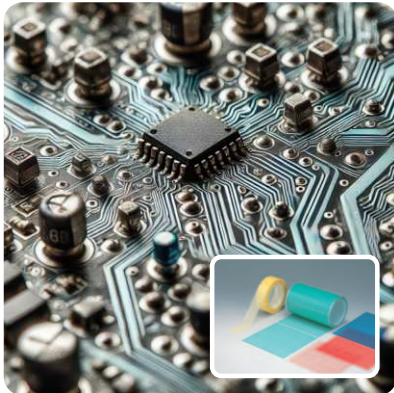
WAFER PROTECTING AND FIXING TAPE (ELEP HOLDER™)

Unique adhesive technology enables semiconductor bonding with minimal adhesive residue

IMPACT ON SOCIETY

- Contributing to the industry as a standard method for semiconductor back-end processing
- Supports a wide range of semiconductor processes with significant variation

Providing products that promote digital society



THERMAL RELEASE SHEETS (REVALPHA™)

High adhesion and easy removal to improve manufacturing efficiency

IMPACT ON SOCIETY

- A high-performance sheet that can be peeled off with heat on demand
- Contributing to the streamlining of the manufacturing process for electric components

Providing products that promote digital society

For more information and an overview of all PlanetFlags™ and HumanFlags™ products, please refer to [our website](#).

Contributions

INTERNATIONAL WOMEN'S DAY

International Women's Day is a moment to celebrate, reflect and connect. On 8 March 2026, we did this under the theme "Give to Gain", a powerful reminder that when we give support, encouragement and knowledge, we all grow stronger together.

At Nitto EMEA, women contribute every day across roles, sites and teams, bringing expertise, perspective, creativity and resilience to our organization. This year, we want to celebrate International Women's Day not only by recognizing these contributions, but also by creating space for shared voices and collective encouragement!

GIVE TO GAIN – WHAT DOES IT MEAN?

"Give to Gain" is about the idea that small gestures can have a big impact:

- A few words of encouragement can boost confidence
- A piece of advice can help someone navigate a challenge
- A shared experience can remind someone they are not alone

By giving motivation, insight or support, we don't just uplift others, we strengthen our community and reinforce a culture of inclusion, respect and growth.





NITTO DENKO CZECH – DIVERSITY CHARTER

On 28 January 2026, Nitto Denko Czech officially joined the Diversity Charter. The company's director, Jan Musil, signed it in the premises of the Representation of the European Commission in the Czech Republic. With this step, Nitto Denko Czech has joined the ranks of responsible employers who support a fair, open and non-discriminatory working environment.

WHAT IS THE DIVERSITY CHARTER AND WHY IS IT IMPORTANT TO US?

The Diversity Charter is a European initiative supported by the European Commission that enables employers to publicly declare their commitment to promoting diversity, equality and inclusion in the workplace. In the Czech Republic, it is coordinated by the organization Business for Society, which brings together more than a hundred signatories across sectors.

BY SIGNING THE DIVERSITY CHARTER, THE EMPLOYER UNDERTAKES TO:

- Create a work environment that is open to everyone, regardless of gender, age, ethnic origin, religion, health status or sexual orientation.
- Build a company culture based on respect, appreciation of each employee's uniqueness, and support for their talent.
- To adjust internal processes – recruitment, training, career development, evaluation and remuneration – so that they are fair and reflect the principles of inclusion.
- To actively communicate and promote the principles of diversity both within the company and externally.

EMEA GATE COMPETITION AT NITTO ADVANCED NONWOVEN ASCANIA

Group Activity Toward Excellence (GATE) is a global system that promotes bottom-up improvements that include team members from various departments. Regional competitions take place once every year to select the best project in each of three categories: GATE/Excellence, Safety, and ESG.

From 23 to 25 June 2026, colleagues from across the EMEA region gathered in Quedlinburg, Germany, for the annual EMEA GATE competition. The event brought together 45 participants from six sites to share improvements, best practices, and innovative solutions.

The competition commenced with a site visit to Nitto Advanced Nonwoven Ascania, where participants gained insight into advanced nonwoven production technologies, including Carded, SAC (Spunlace-Airlaid-Carded), and the innovative CAC (Carded-Airlaid-Carded) process. The CAC technology enables the production of 100% bio-based and biodegradable wipes, supporting Nitto's commitment to sustainable product innovation.

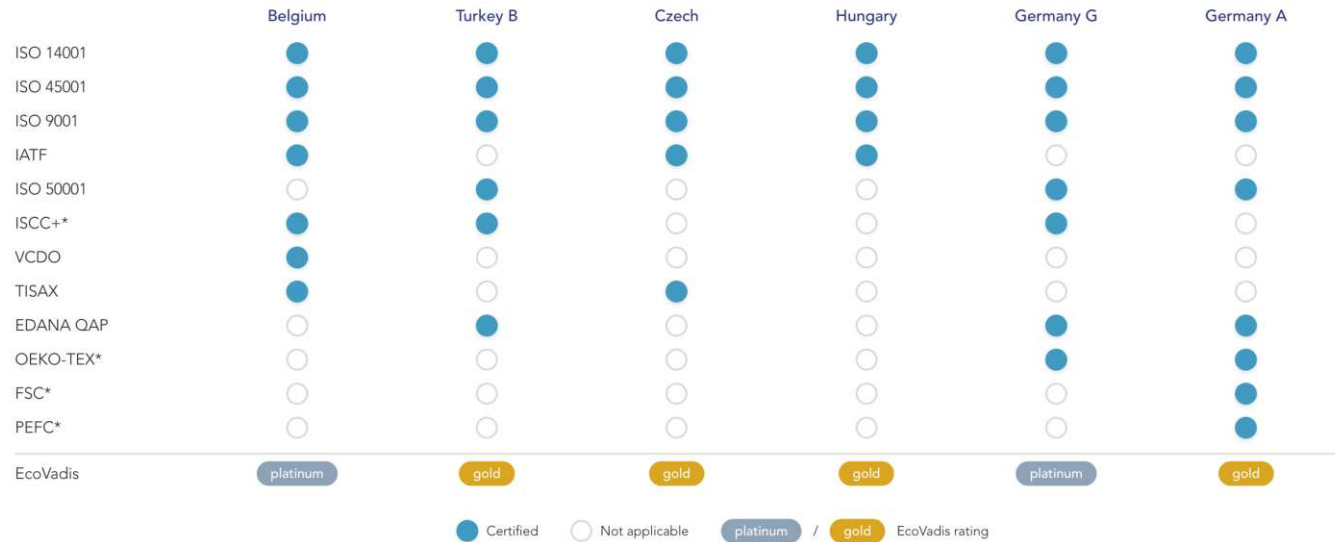
During the project presentation day, 15 teams showcased initiatives focused on operational excellence, workplace safety, and environmental performance. For the first time, project winners were selected through a digital voting system, increasing efficiency and engagement. Winning projects included an integrated quality and cost improvement strategy for optical foil converting processes (Nissho Hungary Precision), the development of safety awareness videos (Nitto Advanced Nonwoven Ascania), and a nitrogen reduction initiative (Nitto Bento Bantçılık).

Beyond recognizing achievements, the EMEA GATE competition provided a valuable platform for knowledge sharing, cross-site collaboration, and the exchange of ideas that contribute to Nitto's continuous improvement and sustainability ambitions.



Certificates

Nitto's production sites in the EMEA region hold various certificates in the fields of Safety, Quality, Energy and Environment, in addition to other customer-specific requirements. Most of these certificates must be renewed annually or upon special request. Certificates marked with an asterisk (*) are product-specific certifications and do not apply to the entire site.



GEERT SCHEPENS (DIRECTOR MULTINATIONAL CORPORATES BNP PARIBAS FORTIS)

BNP Paribas Fortis highly values the cooperation with Nitto. By continuously challenging each other, we have both been able to further develop our knowledge and we consider this to be a perfect partnership. Nitto was one of the first corporates to understand the necessity and added value of a thorough sustainability strategy and consistently implemented it. The EcoVadis platinum label is a more than justified recognition.

Overview Certificates fiscal 2025 for EMEA production sites (FSC Forest Stewardship Council; PEFC Programme for the Endorsement of Forest Certification)



LOOKING AHEAD

Closing Words

This report highlights the progress we have made, but it also reminds us that sustainability is a continuous journey.

The challenges facing our world are evolving rapidly. Climate change, resource scarcity, changing societal expectations, and growing demands for transparency require businesses to act with responsibility and urgency. At Nitto, we view these challenges not only as obligations, but also as opportunities to create positive impact through innovation, collaboration, and leadership.

We are proud of the progress achieved across the EMEA region, from reducing our environmental footprint and improving safety performance to strengthening employee engagement, diversity and inclusion, responsible procurement, and sustainable product innovation. These accomplishments demonstrate what can be achieved when ESG principles are fully integrated into business management.

Yet we know there is more to do.

In the years ahead, we will accelerate our efforts to reduce emissions throughout our value chain. We will continue to work closely with suppliers, customers, and partners to increase the use of sustainable materials, support circular business models, and develop solutions that help address environmental and social challenges. At the same time, we will continue investing in our people, because sustainable growth can only be achieved through an engaged, diverse, inclusive, and empowered workforce.

Trust is built through actions rather than promises. Therefore, we remain committed to transparent reporting, measurable progress, and long-term thinking. We will continue listening carefully to the expectations of our stakeholders and transforming those expectations into meaningful actions that benefit both society and our business.

I would like to thank all employees, customers, suppliers, shareholders, and partners for their continued trust and support. Together, we are building on a strong foundation and creating a future that is more sustainable, resilient, and inclusive.

Let's Move Forward. Together
y. sugino



EUROPEAN SUSTAINABILITY REPORTING STANDARDS

ESRS Index

ESRS INDEX	DISCLOSURE REQUIREMENT	PAGE
ESRS 2 General Disclosures	BP-1 / BP-2 General basis for preparation of the sustainability statements	10
	GOV-1 The role of the administrative, management and supervisory bodies	82
	GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	82
	GOV-3 Integration of sustainability related performance in incentive schemes	57
	GOV-4 Statement on due diligence	82
	GOV-5 Risk management and internal controls over sustainability reporting	82
	SBM-1 Strategy, business model and value chain	11
	SBM-2 Interests and views of stakeholders	27 and throughout the text
	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	28
	IRO-1 Description of the process to identify and assess material impacts, risks and opportunities	34
	IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	34
	MDR-P Policies adopted to manage material sustainability matters	Throughout the text
	MDR-A Actions and resources in relation to material sustainability matters	Throughout the text
	MDR-M Metrics in relation to material sustainability matters	Throughout the text
	MDR-T Tracking effectiveness of policies and actions through targets	Throughout the text
ESRS E1 Climate Change	GOV-3 Integration of sustainability related performance in incentive schemes	57
	E1-1 Transition plan for climate change mitigation	36
	E1-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model(s)	36
	E1-2 Policies related to climate change mitigation and adaptation	37
	E1-3 Actions and resources in relation to climate change policies	37
	E1-4 Targets related to climate change mitigation and adaptation	39

ESRS INDEX	DISCLOSURE REQUIREMENT	PAGE
ESRS E1 Climate Change	E1-5 Energy consumption and mix	40
	E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	41
	E1-7 GHG removals and GHG mitigation projects financed through carbon credits	Not material
	E1-8 Internal carbon pricing	Not material
	E1-9 Anticipated financial effects from material physical and transition risks and potential climate related opportunities	Phase-in
ESRS E2 Pollution	E2-1 Policies related to pollution of air	44
	E2-2 Actions and resources related to pollution of air	44
	E2-3 Targets related to pollution of air	44
	E2-4 Pollution of air	45
	E2-5 Substances of concern and substances of very high concern	46
	E2-6 Anticipated financial effects from material pollution related impacts, risks and opportunities	Phase-in
ESRS E3 Water & Marine Resources	E3-1 Policies related to water	48
	E3-2 Actions and resources related to water	48
	E3-3 Targets related to water	48
	E3-4 Water Consumption	48
	E3-5 Anticipated financial effects from material water risks and opportunities	Phase-in
E5 Resource Use and Circular Economy	E5-1 Policies related to resource use and circular economy	49
	E5-2 Actions and resources related to resource use and circular economy	49
	E5-3 Targets related to resource use and circular economy	50
	E5-4 Resource Inflows	51
	E5-5 Resource Outflows (Products and materials and Waste)	52
	E5-6 Anticipated financial effects from material resource use and circular economy related impacts, risks and opportunities	Phase-in
S1 Own workers	S1-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	54
	S1-1 Policies related to own workforce	55

ESRS INDEX	DISCLOSURE REQUIREMENT	PAGE
S1 Own workers	S1-2 Processes for engaging with own workers and workers' representatives about impacts	57
	S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	58
	S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	58
	S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	58
	S1-6 Characteristics of the undertaking's employees	59
	S1-7 Characteristics of non-employee workers in the undertaking's own workforce	64
	S1-8 Collective bargaining coverage and social dialogue	65
	S1-9 Diversity indicators	65
	S1-10 Adequate wages	Will be disclosed in coming years
	S1-11 Social protection	Will be disclosed in coming years
	S1-12 Persons with disabilities	Will be disclosed in coming years
	S1-13 Training and skills development indicators	67
	S1-14 Health and safety indicators	68
	S1-15 Work-life balance indicators	Will be disclosed in coming years
	S1-16 Compensation indicators (pay gap and remuneration ratio)	Will be disclosed in coming years
	S1-17 Incidents and severe cases of human rights impacts	68
S2 Workers in value chain	S2-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	69
	S2-1 Policies related to value chain workers	70
	S2-2 Processes for engaging with value chain workers about impacts	71
	S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	72
	S2-4 Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	73
	S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Will be disclosed in coming years
S4 Consumers and end users	S4-SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	74
	S4-1 Policies related to consumers and end users	74

ESRS INDEX	DISCLOSURE REQUIREMENT	PAGE
S4 Consumers and end users	S4-2 Processes for engaging with consumers and end users about impacts	75
	S4-3 Processes to remediate negative impacts and channels for consumers and end users to raise concerns	79
	S4-4 Taking action on material impacts on consumers and end users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions	80
	S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Will be disclosed in coming years
G1 Business conduct	G1-1 Corporate culture and business conduct policies	84
	G1-2 Management of relationships with suppliers	86
	G1-3 Procedures to address corruption and bribery	86
	G1-4 Confirmed incidents of corruption or bribery	86
	G1-5 Political influence and lobbying activities	Not material
	G1-6 Payment practices	Will be disclosed in coming years



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