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1 General

1.1 Purpose

- A. NX GROUP aims to achieve better lives for people all over the world and the development of sustainable societies based on the corporate philosophy.
- B. As a member of the NX GROUP, cargo-partner is fully committed to this goal and adopts this Human Rights Policy.
- C. We recognize that the collaboration with our diverse stakeholders is crucial to responsible business operations and that respect for human rights is an important corporate responsibility.
- D. Thus, we have established NX GROUP Human Rights Policy and contribute to the protection and promotion of these rights and freedoms through our actions.
- E. The Board of Directors of NIPPON EXPRESS HOLDINGS, INC. provides supervisory oversight of this policy to enhance our human rights activities.

1.2 Scope

- A. This policy applies to all officers and employees of NX GROUP, including all its members such as cargo-partner. We expect our stakeholders, including customers and business partners, to

support and understand this Policy, and strive to respect human rights throughout our supply chain in collaboration with our stakeholders.

1.3 Associated Documents

- a) Group Directive "[Code of Conduct](#)" (Doc no 2093)
- b) Group Directive "[Supplier Code of Conduct](#)" (Doc no 2123)
- c) Group Directive "[Anti-Discrimination and Anti-Harassment Policy](#)" (Doc no 2128)
- a) Group Directive "[Child Labor and Juvenile Employee](#)" (Doc no 2160)
- d) Group Directive "[Support Groups for Minorities](#)" (Doc no 2126)

2 Statement

2.1 General

- A. Compliance with applicable laws and regulations with guidance from International Standards NX GROUP supports and respects international standards, such as the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work. Furthermore, we promote responsible business activities based on the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights.
- B. NX GROUP also complies with the applicable laws and regulations of countries and regions in which we operate. If international standardized human rights impose higher standards than the domestic laws and regulations, we strive to seek ways to honor the principles of internationally recognized human rights to the extent possible.

2.2 Human rights issues related to business activities

- A. NX GROUP strives to address human rights issues including, but not limited to, the following:

2.2.1 Prohibition of discrimination and harassment

- A. In all business places, we prohibit all discrimination on the basis of race, nationality, religion, disability, gender identity, sexual orientation, and age, or any other characteristics protected by applicable laws and regulations. In addition, we work hard to ensure our business environment is free from bullying and all forms of harassment including harassment in the workplace and sexual harassment, and respect individuals' human rights.

2.2.2 Prohibition of slavery, child labor, forced labor and human trafficking

- A. We prohibit all forms of modern slavery in our supply chain, including child labor, forced labor, and human trafficking. Also, we respect children's rights as well as anti-child labor in line with "Children's Rights and Business Principles."

2.2.3 Respect for women's rights

- A. We respect women's rights and actively contribute to achieving gender equality and women's empowerment.

2.2.4 Promotion of fair, safe, and healthy working conditions*

- A. We comply with the applicable laws and regulations of countries and regions in which we operate regarding the payment of wages to employees and working hours and ensure a safe and healthy working environment.

- B. This includes respect for freedom of association and right to collective bargaining with the laws and regulations of each country and region in which we operate.

2.2.5 Recognize and respect the local communities

- A. We recognize and respect the human rights of the people in the communities where we do business.

2.2.6 Respect for privacy and protection of data

- A. We respect the personal privacy of our employees, customers, and business partners, and appropriately protect and manage personal information, including the collection, use, storage, and transfer of personal information in accordance with the applicable laws and regulations.

2.2.7 Respect for freedom of expression

- A. We endeavor to respect the freedom of expression and speech without restriction or censorship. We will take appropriate action against expression that violates human rights or public welfare.

2.3 Human rights due diligence

- A. NX GROUP conducts human rights due diligence and discloses the process. As a core business process, we regularly assess potential adverse human rights impacts, identify salient human rights risks related to our operations as well as potential human rights risks that may be posed by the use of new technologies such as AI (Artificial Intelligence). Also, we work to prevent and mitigate human rights risks and appropriately disclose the engagement to our stakeholders.

2.4 Correction, Remedy

- A. NX GROUP takes corrective or remedial action when we recognize that there is a risk or violation of human rights by our business activities. Under appropriate reporting systems and procedures, we have contact points that are accessible to internal and external stakeholders. In its operation, we will ensure confidentiality and anonymity if allowed by local laws and regulations, and will not tolerate any retaliatory action against someone who comes forward in good faith to report concerns.

2.5 Disclosure of information

- A. NX GROUP regularly oversees compliance with this policy at the Board of Directors meetings, and ensures that appropriate remedial actions are taken where necessary. We regularly disclose the progress and results of our efforts to respect human rights by utilizing all available means, such as the group's website and Integrated Reports. We also strive to engage in dialogues with our stakeholders to appropriately understand and respond to the adverse impact of human rights.

2.6 Embedding respect for human rights

- A. NX GROUP provides education and training to ensure that all officers and employees working in the group have a sufficient understanding of this policy. We also work to gain understanding of the Policy from our business partners and other parties.

3 Change Log

Date	Name	Description
06 AUG 2026	Erika Turcek-Pfundtnerova	Initial document (content taken over from NX GROUP Human Rights policy, revised version dated 17 Jul 2026), DCR-2717