

# Message from the President and COO/Philosophy

**Hiroto Tanaka,**

President and COO  
NRS CORPORATION



We are dedicated to managing NRS sustainably in accordance with the activity goals and code of conduct established by the company based on the NRS corporate philosophy: "Like a shining diamond, to share happiness with everyone."

This philosophy embodies the commitment to fostering personal growth alongside the development of NRS as a company while acknowledging the importance of addressing environmental issues and maintaining sound corporate governance.

Establishing and maintaining a corporate system that fosters a positive cycle where all NRS employees find joy in their work and receive favorable feedback from customers are important. Delivering safe, reliable, high-quality logistics services is the key to earning the trust of all stakeholders.

## Philosophy **Like a shining diamond, to share happiness with everyone**

Logistics is essential to connect suppliers and consumers and plays fundamental roles in industry. Chemical products are used extensively for a healthy human life—automobiles, home electric appliances, IT, healthcare, foods, and energy. On the other hand, the material of chemical goods bears the risks of being flammable, explosive, or toxic. We take on safety and compliance as the most important for chemical logistics. As a chemical logistics company that provides comprehensive services, our mission is to provide high-quality, high-efficiency logistics services based on safety and legal compliance. NRS employees are always ready to learn and to act in accordance with the customer needs and are committed to building a company of high quality and scale that can accurately and promptly meet the demands of its customers. By doing so, we aim to contribute to our customers, business partners, and society and to be widely trusted by the public.

By working with pride in a company where people can feel happiness both materially and mentally, we believe that will lead to our founding principles set out in the company philosophy of "Like a shining diamond, to share happiness with everyone."



# Vision of the NRS GROUP

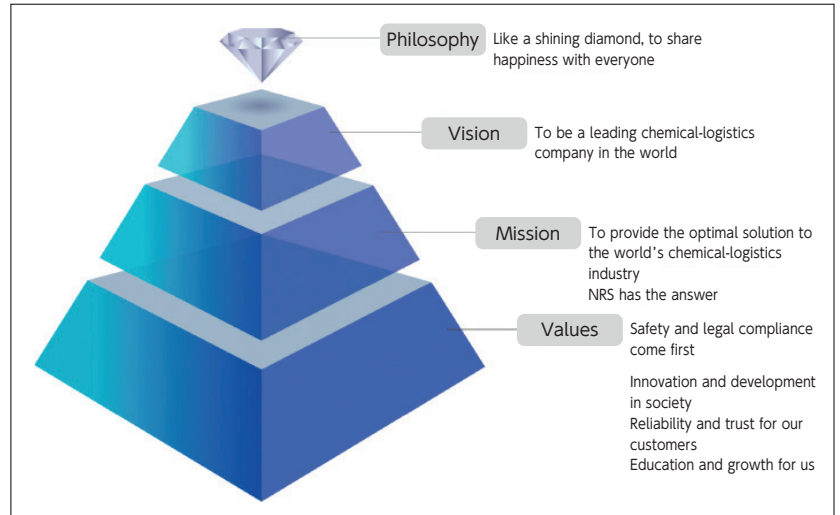
## Clarification of NRS GROUP Philosophy System

We align our corporate activities with our philosophy. To further clarify the connection among our vision, mission, and values, we have organized them into a systematic chart.

The Vision represents our management objectives and future vision and is grounded in our corporate philosophy. The Mission outlines what we should do, what we aim to accomplish, and the value we strive to provide to society. The Values articulate the action policies and guidelines for realizing these objectives.

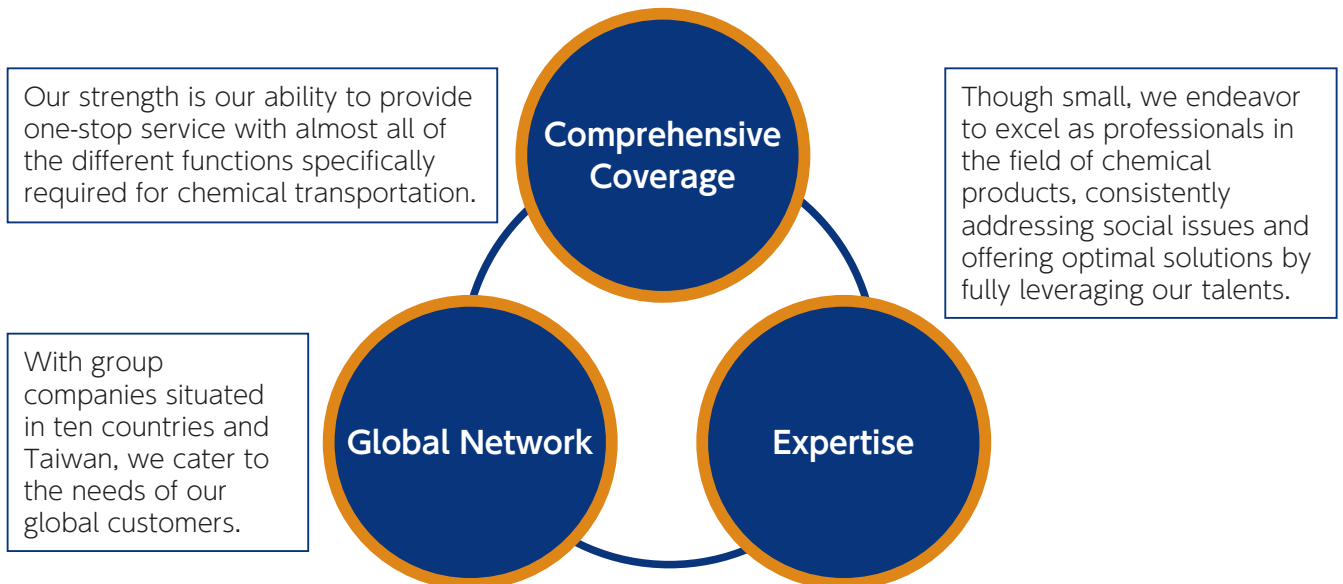
By clarifying these aspects, we will achieve sustainability through more efficient organizational management and the cultivation of our brand image.

### The NRS GROUP Philosophy System



## Strengths of the NRS GROUP

The spread of the COVID-19 pandemic and the situation in Ukraine have prompted us to reassess the importance of our supply chain. Grounded in safety and legal compliance, the NRS GROUP is committed to enhancing our core strengths: comprehensive coverage, a global network, and expertise as professionals in chemical products. We will persist in delivering services of elevated value.



# History

1940-	<p><b>1946 Nippon Riku-un Sangyo Co., Ltd., founded for the purpose of selling transportation of petrochemicals using restored tank cars that had been damaged in the war</b></p> <ul style="list-style-type: none"> <li>Nichiriku Transportation Co., Ltd., and Nichiriku Warehouse Co., Ltd., established</li> <li>We constructed a large warehouse for hazardous materials in the petrochemical complex of the Keiyo Industrial Zone. This contributed to the development of the chemical industry through our tanker truck transportation business and the operation of the tank terminal in the Kansai area</li> </ul>
1980-	<p><b>Paved the way for safe, high-efficiency ISO tank container operations in Japan</b></p> <ul style="list-style-type: none"> <li>Takaishi Chemical Co., Ltd., established. Custom clearance business begins.</li> <li>Tank container business begins, established the International Tank Container Division.</li> <li>We focused on ISO tank containers for international transportation, which were not allowed for use within Japan at that time. We developed vehicles with a maximum load capacity of 24 tons jointly with an automotive manufacturer. We strongly promoted the then government for the relaxation of fire safety regulations and obtained a domestic transit permit for a 24-ton ISO tank container for import/export cargo only. Additional promotions resulted in the relaxation of the above permit to increase the maximum load capacity to 30.48 tons in 1999 and elimination of the limitation on the use of the cargo for import/export purposes in 2004, contributing to the making of efficient and resource-saving logistics.</li> <li>As the import and export to and from Japan increased, many trailer rollover accidents occurred throughout Japan. We approached a car manufacturer for joint development. We jointly developed a specialized chassis for international tank containers with a rollover-prevention system, which was provided in all of our offices in the following year.</li> <li>Established, later rebranded as NRS LOGISTICS AMERICA INC., in NY.</li> <li>Interflow (Tank Container System) Ltd. (UK) acquired and Non-Vessel Operating Common Carrier (NVOCC) business begins [Current NRS OCEAN LOGISTICS LTD.]</li> <li>Rental and sales of IBC (Intermediate Bulk Container) begins</li> <li>Established, later rebranded as NRS LOGISTICS SINGAPORE PTE.LTD., in Singapore.</li> </ul>
2000-	<p><b>Established a full-scale hazardous materials warehouse at the request of the Ministry of Transport of the People's Republic of China</b></p> <ul style="list-style-type: none"> <li>Shanghai joint venture, Shanghai Nichiriku Wailianfa Logistics Co., Ltd., established</li> <li>Transportation of inorganic cyanide compounds, hydrogen fluoride, or preparations containing them used to be restricted to 10 kl or less. However, after years of sincere communication with the relevant authorities through the Japanese Dangerous Goods Container Association, for which we serve as the secretariat, the capacity regulation in the IMO Standard was eliminated for the transportation of such chemicals in ISO tank containers. We then became the first company to transport hydrogen fluoride in Japan.</li> </ul>



Transportation business



Warehouse business



Tank terminal business



Container business



Freight forwarding business



Online roll call system



2000-	<ul style="list-style-type: none"> <li>■ Dangerous and Bonded warehouse opened in Shanghai, China Back then, hazardous materials warehouses in China were small buildings with only a fire extinguisher. Since we accompanied a visit by the Chinese Ministry of Transport to Japan to inspect the logistics of hazardous materials, we received a request to operate a hazardous materials warehouse in Shanghai. We thus constructed a bonded hazardous materials warehouse in the Port of Shanghai.</li> <li>■ Air cargo business begins</li> </ul> <p><b>2008 Japanese company name changed to K.K. Nichiriku (NRS Corporation in English)</b></p> <ul style="list-style-type: none"> <li>■ We obtained manufacturing license (packaging, display, and storage) for pharmaceuticals, quasi-drugs, and cosmetics. Approval of IATA Cargo Sales Agent acquired.</li> <li>■ Invented the online roll call system Roll calls, which are the foundation of the health management and safety assurance of driving crews, are often conducted late at night and early in the morning. They have thus been a huge financial and labor burden for transport operators. Therefore, we devised an online roll call system using information technology (IT), obtained approval from the Ministry of Land, Infrastructure, Transport and Tourism, and used it to enhance safety and improve operational efficiency.</li> <li>■ Became the first company in Japan to be accredited as AEO* Custom Brokers by Tokyo Customs</li> <li>■ ISO 14001 certification acquired</li> </ul>
2010-	<p><b>Expanded our expertise in safe high-quality logistics developed in Japan to other countries.</b></p> <ul style="list-style-type: none"> <li>■ Established, later rebranded as NRS LOGISTICS KOREA CO.,LTD., in Seoul.</li> <li>■ Established, later rebranded as NRS LOGISTICS (THAILAND)CO.,LTD.,in Bangkok.</li> <li>■ Established, later rebranded as NRS LOGISTICS TAIWAN BRANCH., in Taipei.</li> <li>■ NRS Logistics Vietnam Co., Ltd., established</li> <li>■ Obtained approval from Tokyo Customs as AEO* Warehouse Operators.</li> <li>■ Established NRS Raiza Logistics Vietnam, JSC. in Vietnam. Opened the first Japanese-quality hazardous materials warehouse in Vietnam.</li> </ul>
2020-	<p><b>2022 Japanese company name changed to NRS K.K.</b></p> <p><b>2023 NRS Kumamoto branch opened in Kumamoto</b></p> <p><b>Establishment of New Logistics Site in Arizona, USA</b></p> <p><b>2024 NRS LOGISTICS TAIWAN CO., LTD. opened</b></p>



The first Japanese-quality hazardous materials warehouse in Vietnam

\*AEO: Authorized Economic Operator. AEO system is a system in which customs approves and certifies operators that have established cargo security management and compliance systems and provides relaxed and simplified form of customs procedures.



# Our Aims for Sustainability

## Our Approach to Creating a Sustainable Society (Sustainability)

As a leading company in the field of comprehensive logistics of chemicals and hazardous materials, the NRS GROUP is thoroughly committed to business activities that reduce the burden on the community and the environment. We have been and will continue to contribute to the creation of a sustainable society through our SDGs/ESG-conscious corporate activities. The following is the SDGs/ESG activities that the NRS GROUP is aiming to implement:

### NRS GROUP Initiative for the SDGs/ESG Management

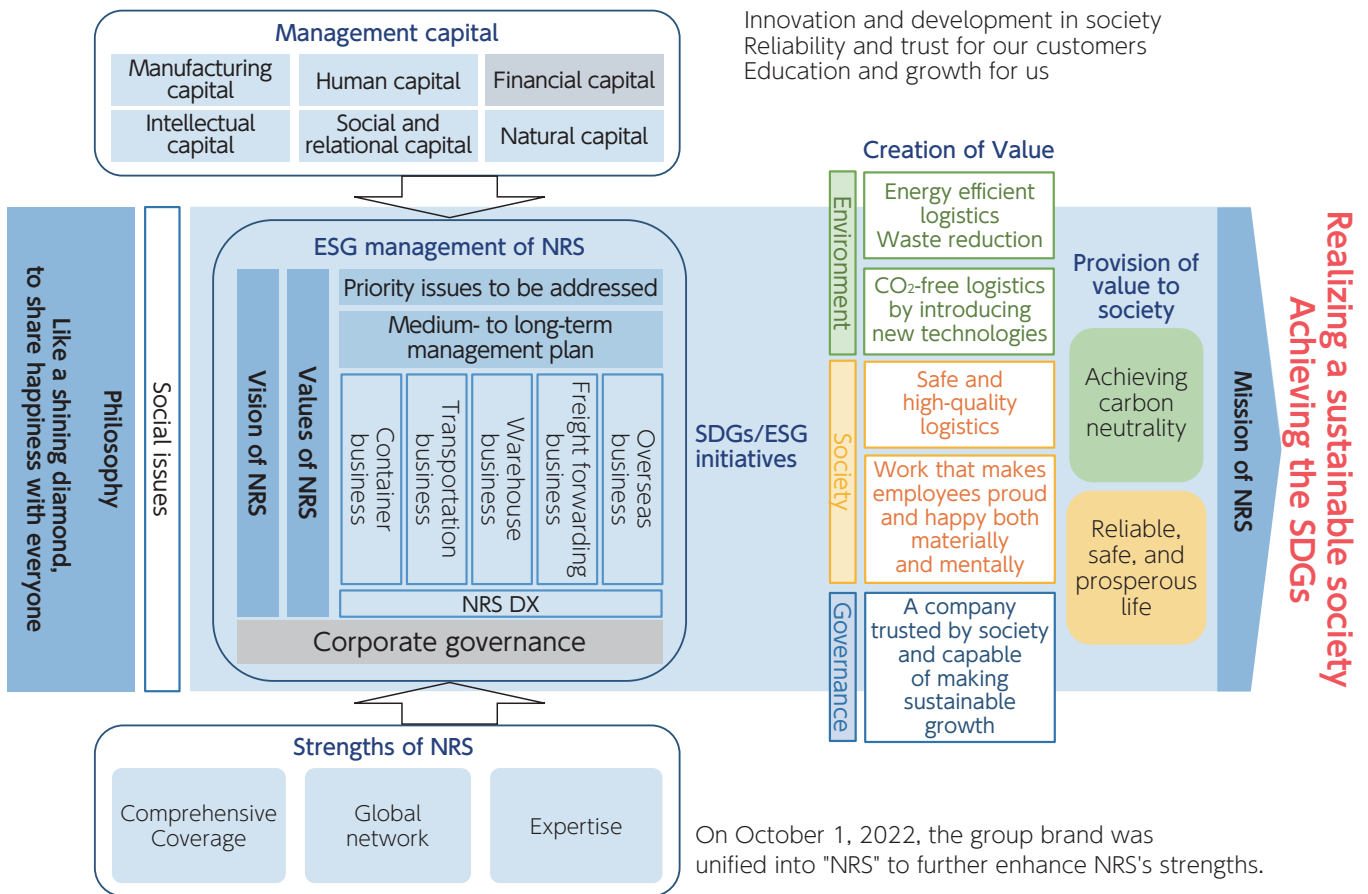


# Sustainability Roadmap of the NRS GROUP

We take pride in the fact that the logistics industry plays a key role in the supply chain of chemicals, which is indispensable for the development and advancement of human society. Each and every one of our employees is committed to enhancing the NRS Values to provide safe, high-quality logistics services, aimed to solve social issues and contribute to the development of a sustainable society.

- Vision of the NRS GROUP** To be a leading chemical-logistics company in the world
- Mission of the NRS GROUP** To provide the optimal solution to the world's chemical-logistics industry NRS has the answer
- Values of the NRS GROUP** Safety and legal compliance come first

Innovation and development in society  
Reliability and trust for our customers  
Education and growth for us



## SUSTAINABLE DEVELOPMENT GOALS

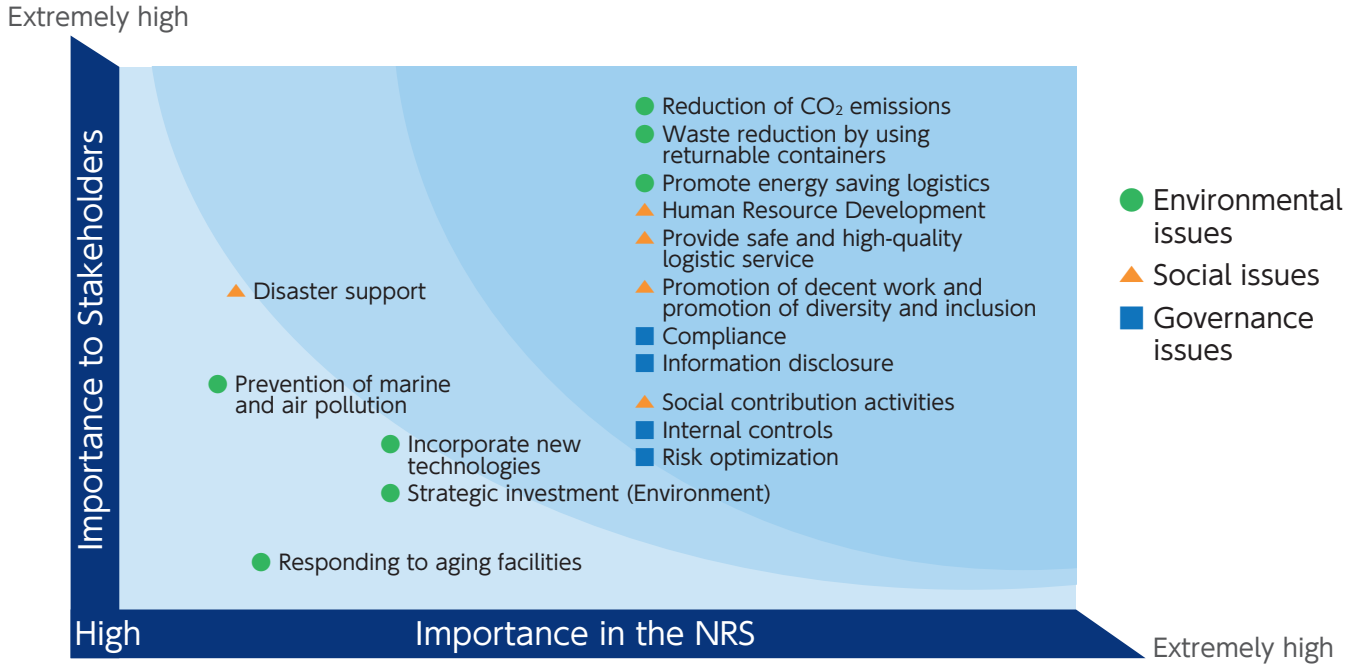


\* The SDGs are the Sustainable Development Goals adopted by the United Nations in September 2015 as common global goals to solve society's issues by 2030 consisting of 17 goals and 169 targets.



# Our Aims for Sustainability

## The NRS GROUP's Materiality Issues for Achieving the SDGs (2030)



### Reduction of CO<sub>2</sub> Emissions

One of the variable factors is GHGs (mainly CO<sub>2</sub>), the main sources of which are the use of fossil fuels and electricity. As for fuels, our mission is to switch to fossil-free fuels and promote substitution with hydrogen, EVs, biomass, and other fuels. As for electricity, we will systematically promote the use of solar power generation and the switching of electricity suppliers to those who provide renewable energies. We will also strive to make it a daily routine to engage in energy saving and resource conservation efforts.

### Ensuring Compliance

In addition to compliance with applicable laws and regulations, we ensure that all rules, from company regulations to operational manuals, are strictly adhered to. Through the Compliance Committee, we check the status of compliance with laws and regulations and implement appropriate management, supervision, and correction whenever necessary.

### Respect for Diversity and Making of Comfortable Workplace

In order to secure and nurture excellent human resources and continue to grow as a company in the midst of an aging society with a declining birthrate, we will actively respect diversity, such as by recruiting foreign nationals and extending the retirement age. In addition, to enable employees, who are the driving force of the organization, to fully demonstrate their abilities, we are working to create a decent workplace by expanding systems that focus on creating a good work-life balance and promoting the planning and implementation of a wide variety of education and training programs.

### Provision of Safe and High-quality Logistics

Chemical products contribute greatly to the development of society. However, it is essential to consider their risk of adverse effects on the environment, including air, water, and soil, and the risk of large-scale accidents. The handling of chemical products thus requires specialized knowledge, skills, and experience. The NRS GROUP is actively engaged in human resource development, maintenance and preventive maintenance of logistics cargo handling facilities, and further promotion of digital transformation (DX) in order to provide safe and high-quality logistics as a professional chemical logistics provider.



# Our Aims for Sustainability

## Sustainability Promotion System

The NRS GROUP is committed to achieving sustainable growth and addressing environmental and social issues through our business activities. To realize this commitment, the President lead the Sustainability Committee in formulating key policies. Subsequently, the Sustainability Promotion Committee, a subunit of the Sustainability Committee, actively advances ESG initiatives through its activities.

Sustainability Promotion Structure

Organization Chart of the Sustainability Committee



## Internal Activities to Promote Sustainability

October 2023	Submitted Business Owner Action Plan (Phase 2) based on the Act on Advancement of Measures to Support Raising Next-Generation Children.
	Hosted an in-house lecture to promote children's education.
	Established the Basic Procurement and Anti-Bribery Policy.
	Held the first meeting of the Sustainability Committee in FY 2024.
November 2023	Contributed to recovery efforts following the wildfire on the island of Maui, Hawaii, United States.
December 2023	Received the FY 2023 Modal Shift Initiative Excellent Business Award.
	Issued the Sustainability Report 2023.
January 2024	Contributed to the recovery effort following the 2024 Noto Peninsula Earthquake ▶ NRS's support for affected areas
February 2024	Updated the sustainability webpage on our company website.
March 2024	Achieved Three Star recognition in the Employee-friendly Workplace Certification.
	Received Kurumin Certification as a company committed to supporting childcare.
May 2024	Hosted the NRS GROUP Safety Convention.
August 2024	Established Human Rights Policy ▶ <a href="#">View Activity Topics</a> .
	Updated the company website (posted an article about our initiative to enhance human resource development and created a new page to promote respect for human rights).
September 2024	Organized a children's visit day at the Yokohama Logistics Center.
	Launched the human rights workshop titled "Human Rights Lesson for Adults."





# Our Aims for Sustainability

## NRS GROUP Human Rights Policy

Under the corporate philosophy of "Like a shining diamond, to share happiness with everyone", NRS GROUP has raised "To be a leading chemical-logistics company in the world" as its vision (management goal). Respect for human rights is essential for achieving these goals.

Furthermore, in contributing to the realization of a sustainable society, we understand the importance of respecting the human rights of all individuals affected by our corporate activities.

To fulfill our responsibility to respect human rights, we hereby establish the "NRS GROUP Human Rights Policy" (hereinafter referred to as "this Policy") based on the Guiding Principles on Business and Human Rights, adopted by the United Nations Human Rights Council in June 2011.

### 1. Basic Principles on Human Rights

We support and respect the International Bill of Human Rights, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and The OECD Guidelines for Multinational Enterprises. We also promote corporate activities in accordance with the United Nations Guiding Principles on Business and Human Rights.

### 2. Scope of Application

This Policy applies to all directors and employees of NRS GROUP. We also expect all business partners of NRS GROUP to understand and support this Policy.

### 3. Implementation of Human Rights Respect

We recognize that addressing the following human rights issues related to our corporate activities is an important element of fulfilling our responsibility to respect human rights.

#### Respect for Diversity

We strive to create opportunities where individuals with diverse values such as cultural, ethnic, generational, and customary differences can fully demonstrate their individuality, qualities, and abilities.

#### Prohibition of Discrimination and Harassment

We prohibit discrimination based on factors such as age, race, creed, skin color, gender, sexual orientation, gender identity, gender expression, religion, nationality, language, physical characteristics, wealth, or place of origin. We also enforce the eradication of harassment in any form, whether physical or mental, that is perceived as offensive, respecting the dignity of individuals.

#### Provision of Fair, Safe, and Healthy Working Conditions

We comply with labor-related laws and regulations applicable in each country and region concerning the payment of wages to employees and working hours, ensuring a safe and health-conscious working environment.

#### Respect and Protection of Privacy

We respect and protect personal privacy. We handle personal information in compliance with relevant laws and regulations, preventing information loss or leakage.

#### Respect for Freedom of Association and Collective Bargaining Rights

We respect employees' freedom of association and the right to collective bargaining.

#### Respect for Freedom of Expression and Speech

We respect the right of all individuals to express themselves without being subjected to regulation or censorship.

#### Prohibition of Forced Labor, Child Labor, and Human Trafficking

We prohibit all forms of forced labor, child labor, and human trafficking.

#### Harmony with Local Communities

We consider the human rights of local residents and promote our corporate activities accordingly.

### 4. Human Rights Due Diligence

We conduct human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights. Specifically, we assess human rights risks and aim to prevent and mitigate identified human rights violations.

### 5. Remediation

If our business activities are found to have caused or contributed to negative impacts on human rights, we work to rectify and provide remedies through appropriate means.

### 6. Education and Training

We provide education and training for all directors and employees of NRS GROUP to ensure they fully understand this Policy and its integration into our company-wide operations.

### 7. Dialogue and Consultation

We recognize the importance of understanding the perspectives of those affected by negative impacts on human rights. Therefore, we continue to engage in dialogue and consultation with stakeholders to advance our efforts in respecting human rights.

### 8. Responsibility

We appoint responsible directors who oversee the implementation of this Policy and monitor its execution.

### 9. Reporting and Contact Point

We establish systems where NRS GROUP employees and external stakeholders can report concerns regarding human rights issues. We strive to enhance the effectiveness of reporting while ensuring confidentiality and the protection of personal information. We do not subject reporters to disadvantageous treatment for reporting.

### 10. Information Disclosure

We disclose information regarding our efforts to respect human rights based on this Policy in a timely and appropriate manner through our website and other means.

### 11. Compliance with Applicable Laws and Regulations

We comply with all laws and regulations applicable in countries and regions where we conduct business activities. However, if the requirements of national or regional laws differ from internationally recognized human rights standards, we seek ways to uphold international human rights principles.

This Policy has been approved by the Board of Directors of NRS CORPORATION.

August 1, 2024  
NRS CORPORATION

