



GRI Standards Content Index | 2: General Disclosures

Statement regarding use	The NOF Group has reported the information cited in this GRI content index for the period [April 1, 2022 to March 31, 2023] with reference to the GRI Standards..
Utilized GRI 1 disclosure items	GRI 1 : Foundation 2021

	Disclosures	Sustainability Report 2023 or other disclosure sections outside of this document
GRI 2 General Disclosures 2021	1 The organization and its reporting practices	
	2-1 Organizational details	NOF website [Corporate Information] Corporate Overview https://www.nof.co.jp/english/company/outline Securities Report https://www.nof.co.jp/english/ir/library/financial-statements
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report [Editorial Policy] ...P.003 NOF website [Corporate Information] Business Locations https://www.nof.co.jp/english/company/plant Group Companies https://www.nof.co.jp/english/company/group-companies Securities Report https://www.nof.co.jp/english/ir/library/financial-statements
	2-3 Reporting period, frequency and contact point	Sustainability Report [Editorial Policy] ...P.003 ...Back cover
	2-4 Restatements of information	There were no major revisions.
	2-5 External assurance	-
	2 Activities and workers	
	2-6 Activities, value chain and other business relationships	Sustainability Report [NOF's Philosophy] ...P.005~007 [NOF's story] ...P.008~011 [NOF's Strengths] ...P.014 [Business Model] ...P.015 [Technologies and Materials of the NOF Group] ...P.016 [Everyday Products Created from NOF's Products] ...P.017~018 [Value Creation Process] ...P.019~020 Integrated Report [New Mid-term Management Plan] Prioritized business fields ...P.020~021 [NOF's Business Strategies] ...P.070~083 Securities Report https://www.nof.co.jp/english/ir/library/financial-statements



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GRI 2 General Disclosures 2021	2-7 Employees	<p>Sustainability Report [Value Creation Process] ...P.019~020</p> <p>[Response to Human Capital] Strategy for Human Capital / Metrics and Targets [Theme (2): Diversity] ...P.131</p> <p>[Employment] New Employee Hiring / Turnover / Section Plans / Raising of the Retirement Age ...P.136</p> <p>[Diversity] ...P.154~157</p> <p>Securities Report https://www.nof.co.jp/english/ir/library/financial-statements</p>
	2-8 Workers who are not employees	<p>Sustainability Report [Value Creation Process] ...P.019~020</p>
	3 Governance	
	2-9 Governance structure and composition	<p>Sustainability Report [Corporate Governance] ...P.031~040</p> <p>Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf</p> <p>Securities Report https://www.nof.co.jp/english/ir/library/financial-statements</p>
	2-10 Nomination and selection of the highest governance body	<p>Sustainability Report [Corporate Governance] Organizational Setup for Corporate Governance ...P.031~032</p> <p>Governance in the Sustainability Report ...P.033</p> <p>Officers ...P.034~035</p> <p>Outside Directors ...P.036</p> <p>Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf</p> <p>Securities Report https://www.nof.co.jp/english/ir/library/financial-statements</p>
	2-11 Chair of the highest governance body	<p>Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf</p> <p>Securities Report https://www.nof.co.jp/english/ir/library/financial-statements</p>
	2-12 Role of the highest governance body in overseeing the management of impacts	<p>Sustainability Report [Corporate Governance] Organizational Setup for Corporate Governance ...P.031~032</p> <p>Governance in the Sustainability Report ...P.033</p> <p>[Corrective Process Against Negative Impacts] ...P.064~071</p> <p>[Responses to Climate Change (TCFD)]</p> <p>Disclosure in Line with TCFD Recommendations: Governance ...P.089</p> <p>Disclosure in Line with TCFD Recommendations: Risk Management ...P.095</p> <p>[Response to Human Capital] Governance for Human Capital ...P.128</p> <p>Strategy for Human Capital / Risks and Opportunities ...P.133</p> <p>Risk Management for Human Capital ...P.134</p> <p>Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf</p> <p>Securities Report https://www.nof.co.jp/english/ir/library/financial-statements</p>



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GRI 2 General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Sustainability Report [Corporate Governance] Organizational Setup for Corporate Governance ...P.031~032 Governance in the Sustainability Report ...P.033 [RC Management] Management System ...P.043 [Quality Assurance] ...P.044~046 [Management] Development status of EMS ...P.104 Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf Securities Report https://www.nof.co.jp/english/ir/library/financial-statements	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report [Corporate Governance] Governance in the Sustainability Report ...P.033 Securities Report https://www.nof.co.jp/english/ir/library/financial-statements	
	2-15 Conflicts of interest	Sustainability Report [Corporate Governance] Conflicts of interest ...P.037 Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf	
	2-16 Communication of critical concerns	Sustainability Report [Corrective Process Against Negative Impacts] Risk management ...P.064~067 Securities Report https://www.nof.co.jp/english/ir/library/financial-statements	
	2-17 Collective knowledge of the highest governance body	Sustainability Report [Training and Costs] Talent Development System ...P.151 [Corporate Governance] Organizational Setup for Corporate Governance ...P.031~032 Securities Report https://www.nof.co.jp/english/ir/library/financial-statements	
	2-18 Evaluation of the performance of the highest governance body	Sustainability Report [Corporate Governance] Board of Directors ...P.038	
	2-19 Remuneration policies	Sustainability Report [Corporate Governance] Officer Compensation System ...P.039~040 Securities Report https://www.nof.co.jp/english/ir/library/financial-statements	
	2-20 Process to determine remuneration	Sustainability Report [Corporate Governance] Officer Compensation System ...P.039~040 Securities Report https://www.nof.co.jp/english/ir/library/financial-statements	
	2-21 Annual total compensation ratio	—	
	4 Strategy, policies and practices		
	2-22 Statement on sustainable development strategy	Sustainability Report [Message from the President] ...P.048~054 [New Mid-term Management Plan] ...P.055~060 [Reorganization] ...P.061~062	



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GRI 2 General Disclosures 2021	2-23 Policy commitments	Sustainability Report [NOF's Philosophy] ...P.005~007 [Policy Statement] Contribution to the SDGs ...P.063 [Human Rights] ...P.158	
	2-24 Embedding policy commitments	Sustainability Report [Human Rights] ...P.158	
	2-25 Processes to remediate negative impacts	Sustainability Report [Corrective Process Against Negative Impacts] Risk management ...P.064~067 Compliance ...P.068~071	
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report [Mechanism for Requesting Advice and Mechanism for Raising Concerns] ...P.072 Corporate Governance Report https://www.nof.co.jp/files/ir/english/home/corporate_governance.pdf	
	2-27 Compliance with laws and regulations	Sustainability Report [Corrective Process Against Negative Impacts] Compliance ...P.068~071 [Environmental compliance] Compliance status to Acts related to the environment ...P.122	
	2-28 Membership associations	Sustainability Report [Membership in associations] ...P.073	
	5 Stakeholder engagement		
	2-29 Approach to stakeholder engagement	Sustainability Report [Stakeholder Engagement] ...P.074~075 [Response to Human Capital] Strategy for Human Capital / Metrics and Targets [Theme (3): Employee Engagement] ...P.132	
	2-30 Collective bargaining agreements	Sustainability Report [Labor/Management Relations] ...P.140	



GRI Standards Content Index | 3: Material Topics

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GRI 3 Material Topics 2021	3-1 Process to determine material topics	Sustainability Report [Materiality] Identification Process ...P.077~079
	3-2 List of material topics	Sustainability Report [Materiality] Materiality matrix/ FY2022 review ...P.078 KPIs ...P.080~082
	3-3 Management of material topics	Sustainability Report [Materiality] ...P.077~082 [Impact on Society through Supply Chain] ...P.083



GRI Standards Content Index | 200: Economic topics

	Disclosures	Sustainability Report 2023 or other disclosure sections outside of this document
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainability Report [Financial Affairs] ...P.085-087
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report [NOF's clean tech] ...P.021-026 [Responses to Climate Change (TCFD)] Disclosure in Line with TCFD Recommendations: Strategy ...P.090-094
	201-3 Defined benefit plan obligations and other retirement plans	Sustainability Report [Pensions and Retirement Plans] ...P.100
	201-4 Financial assistance received from government	—
GRI 202 Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	—
	202-2 Proportion of senior management hired from the local community	—
GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report [Local communities] Socially beneficial activities ...P.161-163
	203-2 Significant indirect economic impacts	—
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report [Procurement Practices] ...P.101
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	—
	205-2 Communication and training on anti-corruption policies and procedures	Sustainability Report [Corrective Process Against Negative Impacts] Policy Bribery-Anti Basic ...P.069-070
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report [Corrective Process Against Negative Impacts] Policy Bribery-Anti Basic ...P.069-070
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report [Corrective Process Against Negative Impacts] Prevention of unfair competition ...P.069
GRI 207 Tax 2019	207-1 Approach to tax	Sustainability Report [Taxes] ...P.102
	207-2 Tax governance, control, and risk management	Sustainability Report [Taxes] ...P.102
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainability Report [Taxes] ...P.102
	207-4 Country-by-country reporting	—



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GRI 301 Materials 2016	301-1 Materials used by weight or volume	Sustainability Report [Raw materials] Main environmental performance ...P.107 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	301-2 Recycled input materials used	Sustainability Report [Raw materials] Main environmental performance ...P.107 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	301-3 Reclaimed products and their packaging materials	Sustainability Report [Waste] Resource circulation ...P.121 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Responses to Climate Change (TCFD)] Energy consumption and CO ₂ emissions ...P.098 [Raw materials] Main environmental performance ...P.107 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	302-2 Energy consumption outside of the organization	—
	302-3 Energy intensity	Sustainability Report [Responses to Climate Change (TCFD)] Energy consumption and CO ₂ emissions ...P.098 [Raw materials] ...P.107-108 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	302-4 Reduction of energy consumption	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Responses to Climate Change (TCFD)] Energy consumption and CO ₂ emissions ...P.098 [Raw materials] ...P.107-108 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	302-5 Reductions in energy requirements of products and services	—



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GRI 303 Water and Effluent 2018	303-1 Interactions with water as a shared resource	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Raw materials] Main environmental performance ...P.107 [Water and wastewater] ...P.109 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	303-2 Management of water discharge-related impacts	Sustainability Report [Water and wastewater] ...P.109
	303-3 Water withdrawal	Sustainability Report [Water and wastewater] ...P.109
	303-4 Water discharge	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Raw materials] Main environmental performance ...P.107 [Water and wastewater] ...P.109 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
	303-5 Water consumption	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Raw materials] Main environmental performance ...P.107 [Water and wastewater] ...P.109 [Environmental performance data] Changes ...P.167-168 Fiscal 2022 performance by organizational unit ...P.169-170
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report [Biodiversity conservation] Biodiversity conservation activities visualized with a map ...P.111
	304-2 Significant impacts of activities, products, and services on biodiversity	Sustainability Report [NOF's clean tech] ...P.021-024, 026-028 [Biodiversity conservation] Products that make positive contributions ...P.114-115
	304-3 Habitats protected or restored	Sustainability Report [Biodiversity conservation] Conservation activities ...P.111-113
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report [Biodiversity conservation] Conservation activities ...P.111-113



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GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report [Responses to Climate Change (TCFD)] Status of Greenhouse Gas Reduction Efforts/Emissions ...P.097~099
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report [Responses to Climate Change (TCFD)] Status of Greenhouse Gas Reduction Efforts/Emissions ...P.097~099
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report [Responses to Climate Change (TCFD)] Greenhouse gas emissions ...P.097
	305-4 GHG emission intensity	Sustainability Report [Responses to Climate Change (TCFD)] Status of Greenhouse Gas Reduction Efforts/Emissions ...P.097~099
	305-5 Reduction of GHG emissions	Sustainability Report [Responses to Climate Change (TCFD)] Disclosure in Line with TCFD Recommendations: Metrics and Targets ...P.096 Status of Greenhouse Gas Reduction Efforts/Emissions ...P.097~099
	305-6 Emissions of ozone-depleting substances (ODS)	Sustainability Report [Responses to Climate Change (TCFD)] CO ₂ emissions other than from energy consumption ...P.098
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Sustainability Report [Emissions into the atmosphere] Air pollution control ...P.116 PRTR ...P.117 [PRTR Data] ...P.171
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Responses to Climate Change (TCFD)] Scope 3 CO ₂ emissions ...P.097 [Raw materials] ...P.107~108 [Emissions into the atmosphere] PRTR ...P.117 [Response to chemical substance management] Substances under JCIA-recommended voluntary control ...P.120 [Waste] Resource circulation ...P.121 [Environmental performance data] Changes ...P.167~168 Fiscal 2022 performance by organizational unit ...P.169~170
	306-2 Management of significant waste-related impacts	Sustainability Report [Management] Chemical safety ...P.105~106 [Response to chemical substance management] ...P.118~120 [Waste] ...P.121 [Environmental compliance] ...P.122



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GRI 306 Waste 2020	306-3 Waste generated	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Responses to Climate Change (TCFD)] Scope 3 CO ₂ emissions ...P.097 [Raw materials] ...P.107~108 [Emissions into the atmosphere] PRTR ...P.117 [Response to chemical substance management] Substances under JCIA-recommended voluntary control ...P.120 [Waste] Resource circulation ...P.121 [Environmental performance data] Changes ...P.167~168 Fiscal 2022 performance by organizational unit ...P.169~170
	306-4 Waste diverted from disposal	Sustainability Report [Raw materials] ...P.107~108 [Waste] Resource circulation ...P.121 [Environmental performance data] Changes ...P.167~168 Fiscal 2022 performance by organizational unit ...P.169~170
	306-5 Waste directed to disposal	Sustainability Report [Financial Affairs] Environmental Accounting ...P.087 [Raw materials] ...P.107~108 [Waste] Resource circulation ...P.121 [Environmental performance data] Changes ...P.167~168 Fiscal 2022 performance by organizational unit ...P.169~170
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	—
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report [Management] Chemical safety ...P.105~106 [Supplier environmental assessment] Promotion of CSR-based procurement ...P.123~125



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GRI 401 Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report [Employment] New Employee Hiring / Turnover / Succession Plans / Raising of the Retirement Age ...P.136 [Diversity] Diversity in employment ...P.154-155
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
	401-3 Parental leave	Sustainability Report [Response to Human Capital] Strategy for Human Capital / Metrics and Targets ...P.129 Strategy for Human Capital / Metrics and Targets [Theme (2): Diversity] ...P.131 [Employment] Systems that support diverse working styles ...P.137 Support for childcare and nursing care ...P.139
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	—
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report [Corporate Governance] Development of internal control system ...P.32 [RC management] ...P.041-043 [Occupational Safety and Health] Occupational Safety and Health Policy ...P.141 Promotion of Health ...P.148-149
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report [Corporate Governance] Development of internal control system ...P.32 [Corrective Process Against Negative Impacts] Risk management ...P.064-067 [Management] Chemical safety ...P.105-106 [Occupational Safety and Health] FY2022 safety activity results and FY2023 RC activity targets ...P.142 Prevention and reduction ...P.150
	403-3 Occupational health services	Sustainability Report [Corporate Governance] Development of internal control system ...P.32 [RC management] ...P.041-043 [Occupational Safety and Health] Occupational Safety and Health Policy ...P.141 Promotion of Health ...P.148-149
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report [RC management] RC promoting organization ...P.42 Status of internal auditing ...P.043 [Corrective Process Against Negative Impacts] Promotion of the Business Continuity Plan (BCP) ...P.067 [Occupational Safety and Health] ...P.141-149
	403-5 Worker training on occupational health and safety	Sustainability Report [Occupational Safety and Health] Safety Education ...P.143-147 Promotion of Health ...P.149



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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report [Occupational Safety and Health] Safety Education ...P.143~147 Prevention and reduction ...P.150
	403-8 Workers covered by an occupational health and safety management system	–
	403-9 Work-related injuries	Sustainability Report [Occupational Safety and Health] Prevention and reduction ...P.150
	403-10 Work-related ill health	Sustainability Report [Occupational Safety and Health] Prevention and reduction ...P.150
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	–
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report [Response to Human Capital] Strategy for Human Capital / Metrics and Targets [Theme (1): Human Resources Development] ...P.130 [Training and Costs] ...P.151~153
	404-3 Percentage of employees receiving regular performance and career development reviews	–
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report [Response to Human Capital] Strategy for Human Capital / Metrics and Targets [Theme (2): Diversity] ...P.131 [Diversity] ...P.154~157
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report [Response to Human Capital] Strategy for Human Capital / Metrics and Targets [Theme (2): Diversity] ...P.131 [Diversity] Remuneration ...P.157
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Not Applicable
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Applicable
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not Applicable
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Applicable



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GRI 410 Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Sustainability Report [Human Rights] ...P.158
GRI 411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not Applicable
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report [Local Communities] Dialogue Activities ...P.159 Communities and Cooperation ...P.160 Socially Beneficial Activities ...P.161~163
	413-2 Operations with significant actual and potential negative impacts on local communities	Not Applicable
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	–
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report [Supplier environmental assessment] Promotion of CSR-based procurement ...P.123~125 [Human Rights] ...P.158
GRI 415 Public Policy 2016	415-1 Political contributions	–
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Report [Quality Assurance] ...P.044~046 [Customer Health and Safety] ...P.164
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not Applicable
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Sustainability Report [NOF's clean tech] ...P.021~029 [Customer Health and Safety] ...P.164
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable
	417-3 Incidents of non-compliance concerning marketing communications	Not Applicable
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report [Customer Privacy] ...P.165