



Employment

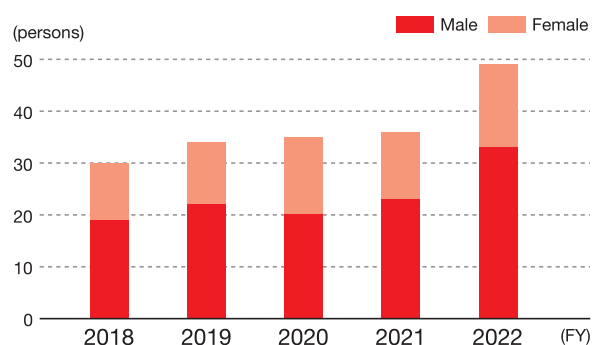
New Employee Hiring / Turnover / Succession Plans / Raising of the Retirement Age

GRI 2-7/401-1

New employee hiring

NOF focuses on hiring and training diverse human resources to realize its Corporate Philosophy. NOF actively recruits new graduates and mid-career workers by devising recruitment methods and enhancing the company profile and recruitment information on its website.

Total number of male and female new graduate career-track employees (NOF)



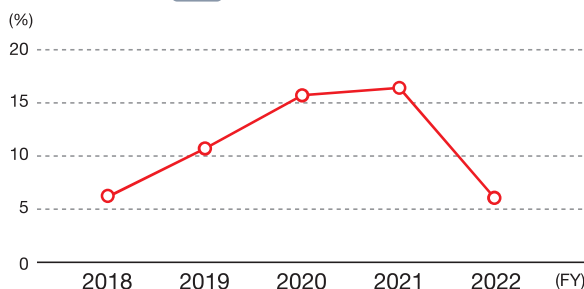
* Data for employees who entered the company on April 1.

Turnover

We are striving to prevent employee turnover by further promoting the creation of a comfortable work environment through measures such as improving job satisfaction through self-reporting and dialogue during evaluations, implementing various systems to promote work-life balance and stress checks, and expanding support systems for balancing work with childcare, nursing care, medical treatment, etc.



Turnover rate of new employees within 3 years of employment (NOF)



* Based on the data as of March 31, 2023.

Succession plans

The development of personnel who can carry out management and the realization of highly transparent appointments are important matters required by the Corporate Governance Code. NOF is focusing on training the next generation of management candidates to ensure sustainable value creation through growth.

Raising of the retirement age

NOF has established a continuous employment system for re-employment of retirees and has been utilizing it as an important measure to secure employment opportunities for older workers. Through the operation of this system, we have created opportunities for self-fulfillment after retirement and enabled retirees to demonstrate their skills and experience. We have decided to raise the retirement age to 65 years old from fiscal 2023 in order to further utilize human resources.