



Recognizing the importance of safety education, the NOF Group strives to enhance its occupational safety and health management system and reinforce its safety activities including safety education, in an effort to secure the safety and health of its employees.

### FY2022 safety activity results and FY2023 RC activity targets

We have been striving for "completely zero accidents" since fiscal 2015. In fiscal 2022, there were 6 labor accidents, and we did not achieve the target.

Therefore, we set "Thorough enforcement of basic safety actions" as an initiative of the RC activity targets for fiscal 2022, and each company in the Group worked on measures in line with this target. In addition, with the aim of strengthening

countermeasures against potential disaster risks in the workplace, we promoted on-site management based on Sangen Shugi (the "three actuals" principle) in which managers actually observe the work sites, recognize problem areas, and make efforts to make the work safer. As a result, compared to fiscal 2021, the number of lost workday-involving accidents decreased to one (down four from the previous fiscal year) and the number of all labor accidents decreased to six (down six from the previous fiscal year), indicating that the measures were effective.

However, an analysis of the six labor accidents that did occur showed that in many cases they were caused by unsafe actions, and we considered it necessary to continue "Thorough enforcement of basic safety actions" going forward. Furthermore, in fiscal 2023, we decided to instill in

all employees an awareness of the importance of "Thorough enforcement of basic safety actions" by focusing on accidents involving falls and working to prevent their occurrence.

### Elimination of traffic accidents

In order to reduce the number of accidents during commutes and work-related traffic accidents, which occurred frequently during fiscal 2022, we enhanced our traffic safety measures. Each works, plant, and affiliate implements its own traffic safety activities according to its own circumstances. The activities implemented included distribution of pamphlets during a traffic safety week, a safety lecture by the police, and raising a road safety slogan banner.



Traffic safety education by the Oita East Police Station (Oita Plant)



Traffic banner (Aichi Works)

**The NOF Group's targets in RC activities and labor safety initiatives in fiscal 2023**

<p><b>1 Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions</b> (focus on falls, tumbles, and crash accidents)</p>	<ul style="list-style-type: none"> <li>● Provide occupational safety education and training</li> <li>● Strengthen hazard prediction skills</li> </ul>				
<p><b>2 Reduction of accident risks</b></p>	<table border="0"> <tr> <td data-bbox="470 1225 627 1284">[Labor safety]</td> <td data-bbox="638 1225 1326 1284">● Strengthening of responses based on Sangen Shugi (the "three actuals" principle)</td> </tr> <tr> <td data-bbox="470 1289 627 1348">[Traffic safety]</td> <td data-bbox="638 1289 1326 1348">● In-depth investigation of the causes of injury and self-caused damage* ● Strengthening of education to promote awareness</td> </tr> </table>	[Labor safety]	● Strengthening of responses based on Sangen Shugi (the "three actuals" principle)	[Traffic safety]	● In-depth investigation of the causes of injury and self-caused damage* ● Strengthening of education to promote awareness
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\* Injury and self-inflicted injury: Commute accidents and work-related traffic accidents with injury and self-inflicted injury