



Promotion of health-conscious management

NOF strives to create a pleasant working environment and engage in mental health care based on the belief that "securing the safety and health of employees and creating a pleasant working environment are the foundation for sustainable growth of a corporation."

With a view to developing a workplace where employees can enjoy fulfilling lifestyles and maintain motivation for work, NOF designates priority areas of ❶ Creation of a pleasant working environment, ❷ Mental health care, and ❸ Maintenance and promotion of health. Going forward, NOF will proceed with initiatives to maintain and promote employees' health. Additionally, in proceeding with these initiatives, we will strive to enhance the contents mainly by reporting at the meeting of officers.



Periodic health examinations

We conduct periodic health examinations for employees within the company. In addition to the legally required items, we also provide optional tests, such as for tumor markers. After periodic health examinations are conducted, we cooperate with the NOF Health Insurance Association to efficiently and effectively conduct specified health checks and specified health guidance.

Priority areas



1 Creation of a pleasant working environment

- Promote operational efficiency and curb long working hours
- Further expand programs to assist the balance of work and family life
- Prevent passive smoking

Examples of initiatives

- Encouraging employees to take at least 8 days of yearly paid holidays

Utilization rate of yearly paid holidays

FY2020 (Results)	FY2021 (Results)	FY2022 (Results)
69%	70%	73.4%

FY2023 (Targets) **73% or more**



2 Mental healthcare

- Encourage employees to take stress tests
- Raise awareness of self-care through mental health training
- Enhance mental health consultation framework

Examples of initiatives

- Aiming to raise self-care awareness and encouraging employees to take stress tests

Stress test recipient rate (excluding people absent from work, etc.)

FY2020 (Results)	FY2021 (Results)	FY2022 (Results)
100%	100%	99%

FY2023 (Targets) **Maintain 99% or more**



3 Maintenance and promotion of health

- Ensure implementation of health examinations and appropriate health guidance
- Encourage follow-up examinations and understanding of results
- Promote exercise in daily life

Examples of initiatives

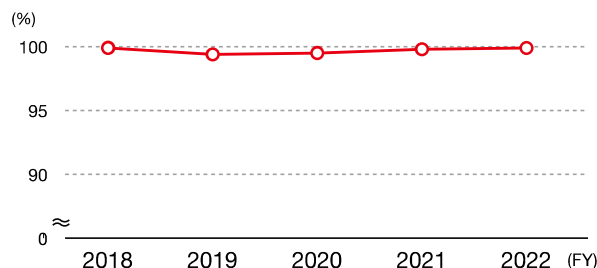
- For the maintenance and promotion of health, encouraging employees to participate in the "Health Promotion Walking" program run by the NOF Health Insurance Association

Participation rate

FY2020 (Results)	FY2021 (Results)	FY2022 (Results)
48%	49%	50%

FY2023 (Targets) **50% or more**

Percentage of employees taking periodic health examinations (NOF)





Occupational safety and health | Promotion of health

GRI 403-1,3,4,5,6

Mental health initiatives

NOF is taking comprehensive initiatives for the prevention and alleviation of mental health troubles and supporting those suffering from such troubles until they have sufficiently recovered to return to work.

More specifically, these initiatives are taken in teamwork with industrial physicians specializing in mental health to ensure early detection and proper solutions for mental health problems by providing stress checks, setting up out-of-house counseling facilities, and institutionalizing a “return-to-work support program” to support persons absent from work for a long time or on sick leave on account of mental health disorders in ensuring their smooth return to work after recuperation.

In fiscal 2022, mental health care (line care) education was conducted for 33 participants as part of training for career-track employees promoted to manager. Measures are also implemented to maintain and improve the mental health of employees through supervisors.

Smoking cessation program

With the aim of helping habitual smokers improve their own health and preventing passive smoking damage to nonsmokers, we support smoking cessation for habitual smokers by recruiting participants for our online smoking cessation outpatient program.

Smoking cessation program participants

FY2021	31 participants	26 successful participants
FY2022	11 participants	9 successful participants

* The number of successful participants indicates the number of people at the end of the program.