## Training and costs | Talent development system

GRI 2-17/404-2

Organization

Contents

Finances

NOF promotes a talent development system including support for "correspondence courses," in which each employee is allowed to choose his/her own training menu, "training at the organizational level," which is made to suit employees with different issues in different hierarchy, as well as "training regarding specific issues," which is suited to enhance the employees' expertise and is made in accordance with specific issues that arise in execution of duties.

This system effectively promotes talent development suited to each individual and his/her work, while at the same time making work more rewarding, invigorating the organization, establishing a sustainable business foundation, and enabling stable employment.

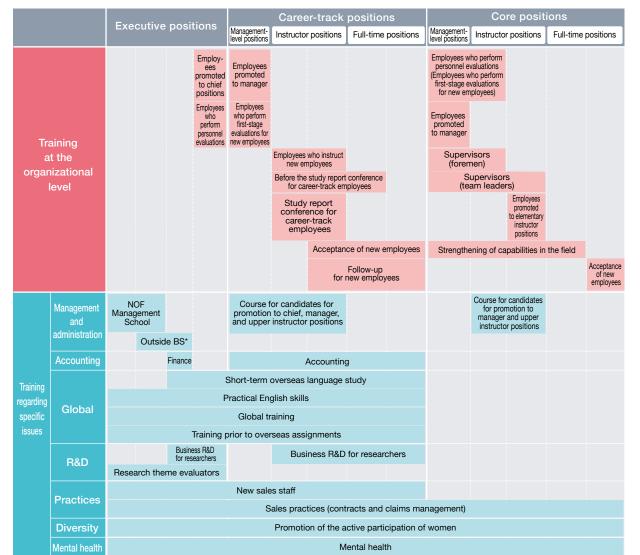
## Promoting training at the organizational level and regarding specific issues

In an effort to provide a more effective training program, NOF has set up an education system that combines training at the organizational level and training regarding specific issues. The relatively junior employees mainly undergo training at the organizational level, while management-level employees undergo training regarding specific issues. Each organizational unit and division also plans and carries out, as necessary, training suited to their respective business operations.

In fiscal 2022, a total of 729 employees took part in the training programs.

Training program participants

FY2022 729 people



Content of training at the organizational level and regarding specific issues

\*Participation in outside business schools