



Working Toward a Future Where Each Person's Actions Build Trust

Director and Executive Operating Officer; CCO **Manabu Saito**

Striving to Remain a Company Needed by Society

I would like to express my heartfelt gratitude for your continued support. I would also like to sincerely thank for reading our Integrated Report.

The society we live in faces challenges of unprecedented complexity, including pandemics, geopolitical risks, climate change, and rapid digitalization. Against this backdrop, the role corporations are expected to play is becoming increasingly important. Companies are now called upon to contribute to the realization of a sustainable future through activities that emphasize transparency, fairness, and social responsibility.

At the NOF Group, using the NOF Group Corporate Code of Ethics and the Compliance Manual as our foundation, we strive to ensure that each and every employee acts ethically in all aspects of their daily work. These efforts build trust

with all of you and reinforce our significance as a company needed by society in every era.

NOF's compliance initiatives

Compliance is not limited to obeying laws and regulations; it is the foundation for being a trusted company that acts in good faith. In recent years, initiatives in areas such as anti-bribery efforts, human rights due diligence, and harassment prevention have become the key to enhancing corporate credibility.

NOF has established a Basic Anti-Bribery Policy and works to enforce it thoroughly across the entire Group, both in Japan and overseas.

With regard to respect for human rights, we have established an internal whistle-blowing and consultation contact point in multiple languages, including not only Japanese but also English, Chinese, and more, in each country where we operate, creating an environment where employees can feel safe to speak up at any time.

In fiscal 2024, we received 19 reports through these contact points, nine of which concerned harassment. We responded to each report promptly and carefully, taking necessary corrective measures to improve the workplace and prevent recurrence

of issues. We believe that harassment prevention is not only a risk management measure, but also an important opportunity to create a workplace where every employee can work with peace of mind. In our awareness-raising activities through internal newsletters and other means, we have strived to help employees recognize that compliance is a familiar matter that personally concerns them. Through approachable explanatory articles using mascot characters as well as the introduction of concrete examples, we work to foster a culture in which all employees practice compliance with the aim of an “open workplace environment.”

Future prospects and our responsibility to society

By putting into practice our values of Challenge, Fairness, and Harmony, we aim to walk alongside all our stakeholders, strengthening our environmental conservation activities, contributions to local communities, and initiatives for respect for human rights as we continue working toward the realization of a sustainable society.

In addition, as the progress of digitalization brings increasing risks of information leaks and cyber security issues, we have strengthened our

information security policy initiatives, enforced strict security export controls of our products and technical information, and built a robust system that can comply with international regulations. Going forward, we will continue to value our relationship of trust with all of you as we strive for further sustainable growth.

Finally, the trust each of you places in us is the NOF Group's greatest asset. We sincerely ask for your continued warm support.

