

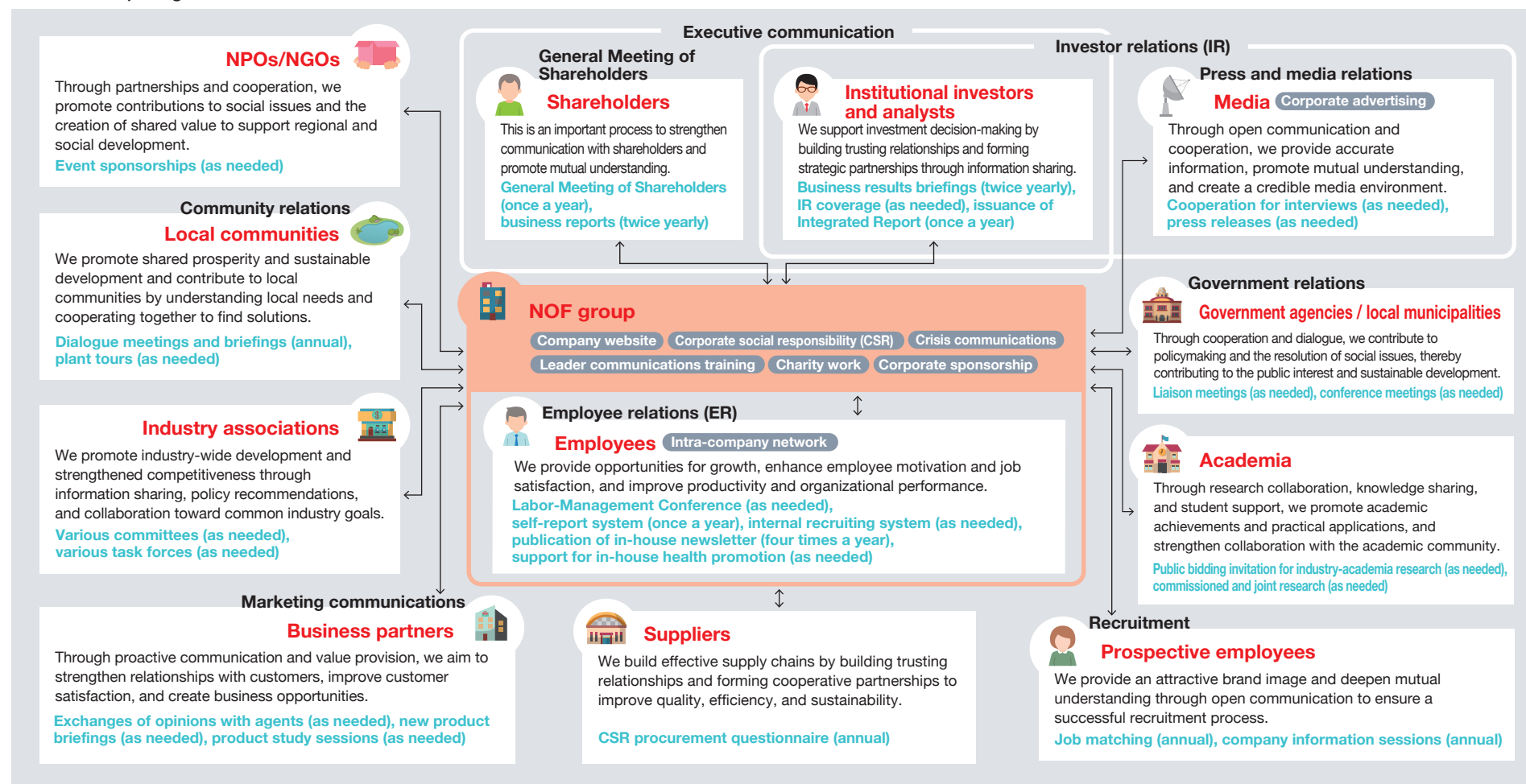


Stakeholder Engagement | Approach to Stakeholders

GRI 2-29

Stakeholder engagement is essential to ensure the long-term growth and the sustainability of a company. Through two-way communication with stakeholders, we improve the quality of our products and services, and thus ensure the value and credibility of the Company. We also aim to create innovation and new business opportunities through cooperation with stakeholders.

Relationship diagram between NOF and stakeholders





Information Disclosure

In today's age of ceaseless globalization and advancement in information technology, disclosure of corporate information has become indispensable in order for an entity to fulfill its responsibility to society. Disclosure of corporate information is also becoming increasingly important for the NOF Group as we strive to win the trust of society as an "open corporation" both inside and outside the Group. The NOF Group engages in timely disclosure of its corporate information including management information and business activities to its shareholders and the capital markets in accordance with relevant laws and regulations, such as the Companies Act and Financial Instruments and Exchange Act.

Notice of General Meeting of Shareholders

NOF sends its Notice of Annual General Meeting of Shareholders around 21 days in advance of the meeting. In addition, we strive to provide information promptly by disclosing both Japanese and English versions as digital information around 28 days in advance of the date of the meeting.

Issuance of the Integrated Report and Sustainability Report

The Environmental Reports (Report on Responsible Care Activities), which were published since fiscal 1995, have been revised as the CSR Report since

fiscal 2015. The Report reports on CSR activities of the NOF Group. Between fiscal 2020 and 2023, we issued the ESG Data Book to complement our Integrated Report and other information. In fiscal 2023, the ESG Data Book was revised as the Sustainability Report, and we are working to enhance the information in the Report.

Business results briefings

The NOF Group conducts IR activities geared toward shareholders and investors based on a focus on the reliability and fairness of its investment information. We make efforts to provide timely, appropriate, and fair disclosures by holding business results briefings for institutional investors twice yearly and posting briefing materials on our website for general investors. Additionally, in fiscal 2024, the NOF Group held 277 meetings for institutional investors and analysts.

Information dissemination

The NOF Group proactively disseminates information on new products and technologies. In fiscal 2024, in addition to 48 news releases, we actively responded to mass media and other coverage, which resulted in 78 mentions of NOF Group businesses in the press. We also present NOF Group products at various exhibitions and trade shows.

Fair disclosure

Fair disclosure rules legally mandating fair disclosure of information by listed companies were introduced following the enforcement of the Amended Financial Instruments and Exchange Act on April 1, 2018. NOF discloses information in a timely and appropriate manner in accordance with various laws and regulations, including the Financial Instruments and Exchange Act and the Rules on Timely Disclosure set by the Tokyo Stock Exchange. In addition, among information that does not fall under the scope of the Rules on Timely Disclosure, we conduct fair and impartial disclosure of information that we consider to have a significant impact on the investment decisions of shareholders and investors, and we have made the "Disclosure Policy" available on our website.

Web accessibility

NOF aims to provide a website that is easy for anyone to use, with consideration aimed at being user-friendly for a variety of customers, including elderly people and people with disabilities. We will continue our efforts to ensure and improve accessibility in order to provide a website compliant with JIS X 8341-3:2016 level AA that our customers can use with peace of mind.

[Click here for details on accessibility](https://www.nof.co.jp/english/company/accessibility)

<https://www.nof.co.jp/english/company/accessibility>

Naruhodo NOF!

We launched “Naruhodo NOF!” on the Company website to introduce the businesses of the NOF Group. We take care to use easily understood, user-friendly terms in an effort to further the understanding of the general public in respect of the Group’s businesses.

