



Promote occupational safety and health

The NOF Group works to promote occupational safety and health by sharing activity targets as activities related to “occupational safety” among RC activities classified into “five components of safety,” and is developing Group-wide activities, including those of affiliated companies at each works, based on the RC management system.

Occupational Safety and Health Policy

With the aim of eliminating occupational accidents, the NOF Group has clearly expressed its determination to make its workplaces secure and safe for all workers involved in Group activities, including outside contractors, and to realize this ideal, set forth its Occupational Safety and Health Policy in April 2006. Under this policy, each of our works,

plants, and Group companies are engaged in initiatives including the establishment of an occupational health and safety management system.

Occupational safety activities (RC activities)

The status of occupational safety activities at NOF’s works, plants, and Group companies is confirmed through regular RC audits. Along with audits, we are working to revitalize RC activities throughout the Group, with members of labor unions and Group companies also participating in RC audits as auditors. The results are reported to the RC Committee, as well as being shared with labor unions to develop joint labor–management activities.

Moreover, recognizing the importance of safety education, the NOF Group strives to further enhance its occupational safety and health management system and reinforce its safety activities, including promoting safety education, in an effort to ensure the safety and health of its employees.

Occupational Safety and Health Policy

Basic philosophy

We, as a group of chemical companies, shall endeavor to secure the safety and health of our employees and local communities in the belief that “no business can be viable without safety.” All the officers and employees shall be committed to the buildup of “workplaces where we can work safely and securely” in close teamwork consistent with Responsible Care activities, and positively promote activities for occupational safety and health.

Fundamental principles

- (1) We shall organize an appropriate self-management system regarding occupational safety and health, and continue necessary management and improvement.
- (2) Our target shall be the eradication of labor accidents by improving the working environment, making the equipment intrinsically safe, and carrying out risk-reducing activities in anticipation of future changes in the working environment.
- (3) We shall faithfully observe relevant laws and regulations and our own rules and standards.
- (4) We shall endeavor for the creation of a pleasant working environment and support efforts for keeping and promoting health.
- (5) We shall make the Occupational Safety and Health Policy thoroughly known to all the employees, and review it every year or as necessary.

The principles will be made widely available to the general public.

(Amended April 2015)



FY2024 safety activity results and FY2025 RC activity targets

Since fiscal 2015, we have promoted initiatives toward achieving our target of “absolutely zero accidents.”*1 In fiscal 2024, we were able to prevent fatal accidents, but had 18 occupational accidents, failing to achieve our target. In particular, there were seven accidents caused by entrapment or entanglement, thus continued enhancement of our prevention efforts are required.

In fiscal 2024, we worked to eliminate unsafe behaviors and conditions as a key RC activity goal, but with eight accidents involving employees who had worked for the Company for one year or less, there is a clear need to further bolster safety education. In response to this issue, we will focus

on the following initiatives in fiscal 2025.

- Strengthening of implementation of basic safety actions
Rather than simply enforcing the basic safety actions, we will evolve toward “actual implementation” to enable individuals to act on their own initiative.
- Prevention of accidents caused by entrapment or entanglement
We will review operation procedures, analyze disaster risks, and improve working environments.
- Early introduction of experience-based education targeting employees including new employees
We will incorporate experience-based education for enhancing sensitivity to danger into our training to encourage safety actions at workplaces.
Through these activities, we aim to achieve

“absolutely zero accidents” and further instill a culture of safety across the Company.

Elimination of traffic accidents

In fiscal 2024, we introduced traffic safety activities unique to each works and affiliated company with the aim of reducing the number of accidents during commutes and work-related traffic accidents. Specifically, we continued to distribute pamphlets during the traffic safety week, arrange safety lectures by police stations, put up banners with road safety slogans, and prepare and disseminate maps showing near-miss traffic accidents. As a result of these efforts, there were nine accidents causing injury to others or resulting in self-injury in fiscal 2024 (three less cases compared to the previous fiscal year), and a total of 22 accidents during commutes and work-related traffic accidents (seven less accidents compared to the previous fiscal year), indicating that the situation has improved. However, we failed to achieve the target, and further efforts are required.

In fiscal 2025, we will aim for zero traffic accidents through traffic safety activities involving all employees.

FY2025 RC Activity Targets and Labor Safety Initiatives at NOF Group

RC activity targets	Occupational accidents: absolutely zero accidents Traffic accidents: zero accidents causing injury to others or resulting in self-injury	
Key issues	Through the participation of all employees and risk anticipation, we aim for the followings: <ul style="list-style-type: none">● Elimination of unsafe behavior and conditions (focusing on preventing accidents caused by entrapment or entanglement)● Elimination of traffic accidents	
① Enhancement of sensitivity toward danger and enforcement of basic safety actions	[Labor safety]	<ul style="list-style-type: none">● Provision of occupational safety education and training● Strengthening of hazard prediction skills
		<ul style="list-style-type: none">● Strengthening of responses based on Sangen Shugi (the “three actuals” principle)● Ensuring compliance with amendments to the Ordinance on Industrial Safety and Health*2
② Reduction of disaster risks	[Traffic safety]	<ul style="list-style-type: none">● Analysis of the causes of injury and self-caused damage● Strengthening of education to promote awareness



Driving simulator training (Oita Plant)



Bicycle simulator training (Amagasaki Plant)

*1 The NOF Group's proprietary targets to reduce to zero lost-time injuries and non-lost-time injuries.

*2 Ordinance on Industrial Safety and Health



Risks and opportunities in occupational safety and health

Category	Risk items	Overview	Response (initiatives)
Risks	Occupational accidents	<ul style="list-style-type: none">A serious accident occurred during a manufacturing process in which employees were affected by inhalation of toxic substances and injury from chemical substances, leading to filing of claims for compensation by employees who suffered permanent disability or their family members of those employees who have died.	<p>(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions</p> <ul style="list-style-type: none">Provision of occupational safety education and training (FY2024: 26,226 hours in total)Establishment and raising awareness of basic safety action guidelinesDevelopment of the key issue "prevention of falls and chemical injury accidents" <p>(2) Reduction of accident risks</p> <ul style="list-style-type: none">Strengthening of responses based on Sangen Shugi (the "three actuals" principle) (FY2024: 20 RC audits)Implementation of general inspections on Safety Inspection Day (August 1) (FY2024: 34 divisions of NOF, 31 sites of affiliate companies)
	Mishandling of chemical substances	<ul style="list-style-type: none">An employee mishandled hazardous chemical substances, which caused the substances to mix and generate toxic fumes. Several employees who inhaled them suffered poisoning symptoms.	<p>(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety activities</p> <ul style="list-style-type: none">Provision of product safety education and training (FY2024: 2,249 hours in total)Implementation of chemical substance RA (FY2024: 1,498 for NOF, 782 for affiliate companies) <p>(2) Reduction of accident risks</p> <ul style="list-style-type: none">Strengthening of responses based on Sangen Shugi (the "three actuals" principle) (FY2024: 20 RC audits)
	Traffic accidents (on-the-job accidents resulting in personal injury or death)	<ul style="list-style-type: none">A truck driven by a NOF Group employee caused a personal injury accident while transporting, resulting in the death of several other people and damaging our company's social reputation. The accident has also caused a substantial amount of compensation for damages.	<p>(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety activities</p> <ul style="list-style-type: none">Provision of traffic safety education (FY2024: 26,226 hours in total) <p>(2) Reduction of accident risks</p> <ul style="list-style-type: none">In-depth investigation of the causes of accidents causing injury to others or resulting in self-injury (FY2024: driving simulators, on-site training, audiovisual teaching materials, etc.)
	Traffic accidents	<ul style="list-style-type: none">An employee caused a traffic accident while on their commute, resulting in the injury/death of the employee and third persons passing by.	
	Transportation-related incidents	<ul style="list-style-type: none">An accident that occurred when a truck was transporting, scattering hazardous cargo spilled on the road. The surrounding roads were temporarily closed and damage compensation was claimed due to delayed delivery.	<p>(1) Safety instructions given to transportation companies</p> <ul style="list-style-type: none">Provision of transportation safety education and training (FY2024: 3,115 hours in total)
	Damage accident at storage	<ul style="list-style-type: none">Damage to containers in a warehouse destroyed or damaged stored products and materials and equipment in the warehouse, and injured some employees.	
	Fires/explosions	<ul style="list-style-type: none">An accident involving a major fire and explosion occurred at a works. In addition to extensive damage to equipment and machinery, several employees were killed or injured, and homes in the surrounding area were damaged by the blast. Large amounts of damage compensation and penalties were incurred, and operations were halted for a long period of time.	<p>(1) Strengthening of disaster prevention and security measures</p> <ul style="list-style-type: none">Provision of equipment safety education and training (FY2024: 390 hours in total)Alerts under extreme weather or during long holidays (FY2024: 5 under extreme weather, 3 during long holidays)Investment in safety and disaster prevention equipment (FY2024: disaster prevention, safe work, measures against wind and water disasters, etc.) <p>(2) Execution of safety assessments during new construction or modifications</p> <ul style="list-style-type: none">Safety assessments (FY2024: 74 for NOF, 47 for affiliate companies)
	Damage or breakdown of equipment and machinery due to inappropriate maintenance and inspection	<ul style="list-style-type: none">Damage to critical equipment at a plant, including high-pressure gas equipment, clean rooms, and vacuum emulsifiers, caused a prolonged shutdown of operations and a decline in sales.	
Opportunities	Growing needs for products that contribute to occupational safety and health	<p>[Prevention of heat stroke] Thermal indicatorsv</p> <p>[Prevention of chemical injuries] Products free of hazardous substances (nonylphenol substitute products)</p>	<ul style="list-style-type: none">Development and provision of occupational safety and health products



Hands-on and experience-based education

The NOF Group has adopted hands-on and experience-based safety education as a training step for preventing occupational accidents. Such experience of danger in a simulated environment is expected to help improve their sensitivity to danger and raise awareness of safety.

We had mainly offered external educational programs, but currently focus on more field-oriented education through experience-based education.

Individual “safe practice declaration” activities (domestic Group companies)

Based on the results of analysis into the causes of occupational accidents that occurred in fiscal 2011, we determined that raising safety awareness would be crucial in eliminating occupational accidents caused by human factors, such as a lack of awareness of danger and carelessness. Since fiscal 2012, we have been implementing “individual ‘safe practice declaration’ activities,” that is, individuals setting of action targets for occupational safety and taking action to achieve them. This system is implemented in a way considered suitable for each plant, such as disclosing safe practice declarations of all personnel, including those at cooperating companies, on a bulletin board, etc.



Experience-based hazard education (Amagasaki Plant)



Hands-on practical safety training (Oita Plant)



Red Cross first-aid training course (Oita Works)



NOF Group RC education and training

The NOF Group focus on RC education as a way of deepening understanding of RC among its employees. In fiscal 2024, a total of 46,420 people participated in a total of 35,791 hours of RC-related education and training.



Education on the handling of organic peroxides
(PT.NOF MAS CHEMICAL INDUSTRIES)



Presentation of activities with all employees participating (Oita Works)

RC education and training (FY2024) NOF Group

Field	Total number of participants (persons)	Total number of hours (hours)
All aspects of RC	4,622	2,858
Labor safety	32,825	26,226
Environmental safety	3,276	953
Product safety	4,595	2,249
Plant safety	576	390
Transportation safety	526	3,115
Total	46,420	35,791

BCP training and education

NOF continuously holds basic training on disaster response measures for earthquakes, fires, infectious diseases, and other disasters with the aim of improving the effectiveness of its business continuity plan (BCP). Specifically, we inform employees of action standards based on manuals for earthquake disaster prevention and infectious disease control, along with conducting emergency contact drills using a safety confirmation system, leakage prevention drills, and initial response firefighting training.

In fiscal 2024, we conducted a company-wide joint BCP drill anticipating complex risks, including cyberattacks on overseas bases and safety assurance of employees overseas. Through this training, we strengthened the information sharing system between emergency headquarters and each location, and verified the effectiveness of the BCP.

We will continue improving our company-wide response capabilities through BCP education and training.



Company-wide joint BCP training



Disaster prevention drills

The NOF Group manufactures hazardous materials, including organic peroxides, and explosives. Considering that minimizing damage both inside and outside the company in the event of an

accident is of the utmost importance, we actively conduct disaster prevention drills. In particular, we regularly conduct joint disaster prevention drills together with local organizations as part of efforts to strengthen disaster countermeasures.

We also actively participate in local firefighting skills competitions, etc. to improve firefighting skills and demonstrate our high level of safety awareness.



Comprehensive disaster prevention drill (Kawasaki Works)



High-pressure gas disaster prevention drill (Amagasaki Plant)



Initial response firefighting training (Oita Works)



Integrated disaster prevention drill for industrial complexes (Oita Works)



Joint disaster prevention drill (NiGK Corporation)



Fire prevention association firefighting skills competition (YUKA SANGYO CO., LTD.)



Disaster prevention drill (Changshu NOF Chemical Co., Ltd.)



Firefighting training (PT.NOF MAS CHEMICAL INDUSTRIES)



Awards for safety activities

The NOF Group has received various awards in recognition of its daily safety activities and consistently accident-free operations at facilities that handle hazardous materials, etc.

Amagasaki Plant, Kawasaki Works, and YUKA SANGYO CO., LTD. received awards in recognition of their initiatives related to hazardous materials.

JAPEX Corp. received an award for its achievements related to explosives safety management.

NiGK Corporation received an award for their excellent performance at a firefighting skills competition.

Nippon Koki Co., Ltd. received an award in recognition of its safe driving efforts, while NOF METAL COATINGS ASIA PACIFIC CO., LTD. and NICHYU LOGISTICS CO., LTD. received awards in recognition of their health and safety-related initiatives.

Encouraged by these awards, we will continue making all-out effort into safety activities and accident prevention, and further promote safety management.



Received an award from the Chairperson of the Federation of Associations for Safety of Hazardous Materials in the Kanto-Koshinetsu area for services to improving facilities and safety management (YUKA SANGYO CO., LTD.)

Record of awards for safety activities

Works / plants	Awarding date	Name
Amagasaki Plant	2024/6/12	Received the award for excellent boiler engineers from the Hyogo branch of the Japan Boiler Association
	2024/6/13	Received the award for excellent high-pressure gas safety managers from the Hyogo High-Pressure Gas Safety Organization
	2024/11/15	Received the Chairperson's Award for excellent boiler welders from the Japan Boiler Association
Kawasaki Works	2025/1/9	Received the award for long-term continual service as an excellent hazardous materials safety supervisor from the Rinko Factory Firefighting Council
Nippon Koki Co., Ltd.	2025/2/21	Received an award from the Hokkaido Safe Driving Managers Association (achieving zero accidents resulting in death or injury)
NiGK Corporation	2024/5/23	Received the excellent long-time service employee award from the Saitama Prefectural Explosive Safety Association
	2024/10/16	Kawagoe District Fire Dept. in-house firefighting drill competition (winning in outdoor fire hydrant event)
YUKA SANGYO CO., LTD.	2024/5/9	Received an award from the Chairperson of the Federation of Associations for Safety of Hazardous Materials in Kanto-Koshinetsu area
NOF METAL COATINGS ASIA PACIFIC CO., LTD.	2025/3/10	Recognized as a 2025 Outstanding Organization of KENKO Investment for Health (SME category)
JAPEX Corp.	2024/5/30	Received a Certificate of Appreciation from the Tokyo Explosives Safety Association (for long-term service of the Association Director and Registered Instructors)
NICHYU LOGISTICS CO., LTD.	2024/7/3	Received the award for safety and health excellence at business sites from the Oita Labour Bureau



Received the award for safety and health from the Oita Labour Bureau (NICHYU LOGISTICS CO., LTD.)



Safety and disaster prevention facility investment

As part of our safety and disaster-prevention initiatives, the NOF Group has been systematically implementing facility improvement projects, including accident-prevention measures against explosions, fires, and leaks, as well as measures to enhance occupational safety and improve working environments. Further, to prepare for anticipated large-scale earthquakes, we are also systematically implementing projects to reinforce buildings against such quakes.

Major safety and disaster prevention facility investment (FY2024)

Works / Plants	Purpose	Details
Amagasaki Plant	Safety work	Measures to reduce risks arising from high-place work, installation of heavy lifting equipment, installation of showers for emergency use
Chidori Plant	Disaster prevention	Increased disaster prevention wireless equipment, installation of power generators for emergency use
Oita Plant	Measures against typhoon and torrential rains	Waterproofing measures for building roofs
Taketoyo Plant	Safety	Introduction of room access management system, increased security cameras
Kinuura Plant	Working environment improvement	Increased disaster prevention wireless equipment, installation of power generators for emergency use

*1 Accidents resulting in loss of functions: Accidents causing permanent disability (disability level 5 or higher) to people who have recovered

*2 Lost-time injury: accidents resulting in employees being unable to work at least one day

*3 All accidents, including those without lost workdays

*4 Frequency rate = Total cases of labor lost / total actual hours worked × 1000

Occurrence of occupational accidents in FY2024

Record of occupational accidents (FY2024)

Metrics	Targets	FY2022	FY2023	FY2024
Accidents resulting in deaths or loss of functions (persons)*1	Main body of NOF (Japan)	0	0	0
	Affiliate companies	0	0	0
	(Breakdown) Japan	0	0	0
	Asia	0	0	0
	Americas	0	0	0
	Europe	0	0	0
	Cooperating companies	0	0	0
	Frequency rate of accidents resulting in deaths or loss of functions*4	0.00	0.00	0.00
Lost-time injuries (persons)*2	Main body of NOF (Japan)	1	1	1
	Affiliate companies	0	1	2
	(Breakdown) Japan	0	1	2
	Asia	0	0	0
	Americas	0	0	0
	Europe	0	0	0
	Cooperating companies	0	1	2
	Lost-time injury frequency rate*4	0.17	0.50	0.80
All accidents (persons)*3	Main body of NOF (Japan)	1	3	9
	Affiliate companies	3	3	8
	(Breakdown) Japan	3	3	7
	Asia	0	0	1
	Americas	0	0	0
	Europe	0	0	0
	Cooperating companies	2	2	2
	Frequency rate of all accidents*4	1.01	1.35	3.06



Implementation of alerts

As part of our occupational safety activities, the Responsible Care & Plant Investment Department, which oversees RC activities, sends out periodic and ad-hoc alerts on occupational safety, notifications on instructions or surveys regarding safety activities, etc., and disseminates them across all Group companies. We periodically implement safety and security measures for long holidays, ensure through implementation of heat stroke prevention measures during the summer, etc. On an ad-hoc basis, we issue additional alerts and instructions on measures when a disaster occurs or a typhoon approaches or whenever necessary. The Responsible Care & Plant Investment Department collects information on the status of these alerts, and provides feedback at RC audits and other forums to strengthen safety measures and raise employee awareness.

Investigation of causes of disasters, implementation of measures to prevent recurrence, and horizontal deployment of information

In the event of an occupational accident, it is important to quickly investigate the causes and plan and implement emergency and permanent measures. Such information is disseminated to each Group company for horizontal deployment in an effort to prevent similar disasters. In fiscal 2024,

we promoted company-wide safety activities with a focus placed on prevention of accidents caused by entrapment or entanglement. Unfortunately, however, seven such accidents occurred. Therefore, we will continue to enhance our efforts in this area in fiscal 2025.

In particular, in respect of accidents caused by entrapment or entanglement, we will carry out a detailed analysis of the circumstances of such accidents and formulate specific preventive measures for high-risk work and situations. Given that a substantial number of accidents involving employees who only worked for the Company for one year or less has occurred, we will introduce safety education and hands-on training at an early stage and promote safe actions among all employees. Through this, we aim to achieve “absolutely zero accidents.”

Moreover, in fiscal 2025, we aim to instill a culture of safety involving all employees, by utilizing the NOF Group Safety Standards Guidelines designed to promote basic safety actions. In particular, we are set to incorporate experience-based training into our training programs targeting inexperienced employees at an early stage to enhance their sensitivity toward danger and thoroughly enforce basic safety activities.

Through these initiatives, we aim to thoroughly mitigate the risk of disasters and prevent a recurrence while further deepening a safety culture

throughout the entire Group.



Health Management Declaration

Based on NOF's belief that "securing the safety and health of employees and creating a pleasant working environment are the foundation for sustainable growth of a corporation," we are pursuing the creation of safe and comfortable workplace environments to enable employees to live spiritually rich lives. With the aim of creating workplaces in which employees can work with vitality, we are promoting initiatives for the maintenance and promotion of employees' health.

October 1, 2024

Koji Sawamura, Representative Director, President and CEO

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

Initiatives

- Encourage all employees to take annual paid leave during their birth month
- Monitor the use of annual paid leave and remind employees and their supervisors to take them
- Have employees and their supervisors review the leave status during their meetings

Utilization rate of annual paid leave

NOF

FY2023 (actual)	FY2024 (Target)	FY2024 (actual)
76.0%	74% or more	79.1%

FY2025 (target) **75% or more**

One percentage point up from FY2024 target



② Mental healthcare

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

Initiatives

- Share stress test results during (safety and) health management committee meetings at each site

Percentage of employees who took stress tests (excluding people absent from work, etc.)

NOF

FY2023 (actual)	FY2024 (Target)	FY2024 (actual)
99.9%	99% or more	100%

FY2025 (target) **99% or more**

Set the target at 99% or more, aiming to have almost all employees take



③ Maintenance and promotion of health

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

Initiatives

- Encourage people with health risks to participate

Participation rate in "Health Promotion Walking" program

NOF

FY2023 (actual)	FY2024 (Target)	FY2024 (actual)
51.0%	50% or more	55.4%

FY2025 (target) **50% or more**

Set the target at 50% or more, aiming to have roughly half of all employees to participate

Health management initiatives

Based on NOF's belief that "securing the safety and health of employees and creating a pleasant working environment are the foundation for sustainable growth of a corporation," and toward realizing the outcome of "diverse human resources who embody the values of Challenge, Fairness, and Harmony serve as the driving force for innovation creation," we are working to address key management issues such as improving profitability, securing and developing human resources, and creating innovation, by positioning health management as the foundation of strategic initiatives. NOF has communicated the Health-Conscious Management Declaration by the President to its employees, focusing on three priority areas: ① Creation of a pleasant working environment, ② Promotion of mental healthcare, and ③ Maintenance and promotion of health. The Declaration is deliberated upon every year at the Strategic Meeting attended by Directors concurrently serving as Operating Officers, as well as Operating Officers with a title. We are striving to enhance the content of priority areas, etc. depending on each issue. In addition, we will raise awareness among employees and enhance corporate value by following the PDCA cycle, while working together with health insurance associations and industrial physicians.





Priority area ① Creation of a pleasant working environment

Smoking cessation program

With the aim of helping employees who are habitual smokers improve their own health and preventing passive smoking damage to nonsmokers, we help habitual smoker employees quit smoking by inviting them to participate in our online smoking cessation outpatient program. Furthermore, we established a No Smoking Day in January 2025, and are working to encourage smokers to consider quitting.

Participants in smoking cessation program NOF

FY2022	Participants 11	Successful participants 9
FY2023	Participants 10	Successful participants 4
FY2024	Participants 5	Successful participants 3

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

Priority area ② Mental healthcare

Prevention and alleviation of mental health issues

NOF is promoting comprehensive measures including the prevention and alleviation of mental health issues and return-to-work support. We conduct stress tests annually since 2009, with the results being deliberated upon by the safety and health committees at each works, and examine and implement necessary measures. In addition, we are implementing initiatives such as setting up an outside counseling desk to facilitate early detection and appropriate responses,

as well as supporting the smooth return to work of employees on long-term leave due to mental health issues under a return-to-work support program. In promoting the return-to-work support program, we work together with industrial physicians specializing in mental health issues and incorporate their expertise into our initiatives.

In fiscal 2024, we offered mental health care (line care) training to 29 people who took part in training for those promoted to career-track managers. We are also promoting measures to maintain and improve the mental health of employees through managers. In fiscal 2024, the uptake rate of stress tests for NOF came to 100%, while the combined rate of NOF and its five domestic consolidated companies stood at 97.9%.

Priority area ③ Maintenance and promotion of health

Health promotion

NOF is promoting the following initiatives in its efforts to maintain and promote health.

Building physical strength at sports clubs

Anticipating that we would need to address the lack of physical activity due to working from work and promote the health of senior employees due to extended retirement age, we began in 2024 providing support programs in which beginners casually participate. Over 200 employees have used sports clubs, although there may be some locations where such clubs are difficult to use.

Encouraging participation in “Health Promotion Walking” sponsored by the NOF Health Insurance Association

The NOF Health Insurance Association is promoting an initiative to encourage individuals with health risks, such as metabolic syndrome identified through health examination results, to start walking as a way to help them establish regular exercise habits. The participation rate in fiscal 2024 of such NOF employees reached 62.9%, while the combined rate of such employees of NOF and its four domestic consolidated companies (Nippon Koki Co., Ltd., NiGK Corporation, Showa Kinzoku Kogyo Co., Ltd., and NICHYU LOGISTICS CO., LTD.) came to 63.2%.

As a result of these efforts, the overall participation rate of NOF employees stood at 55.4% in fiscal 2024, while that for NOF and its four domestic consolidated companies (Nippon Koki Co., Ltd., NiGK Corporation, Showa Kinzoku Kogyo Co., Ltd., and NICHYU LOGISTICS CO., LTD.) came to 57.4%.

Among other initiatives, the NOF Health Insurance Association provides employees with a variety of health-related information in the newsletter “Sukoyaka,” has also collaborated with a sports club to provide employees with inexpensive access to the club.





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

Periodic health examinations

We conduct periodic health examinations for employees. In addition to the legally required items, we also provide optional tests, such as tumor markers. After periodic health examinations, in cooperation with the NOF Health Insurance Association, we provide specific health examinations and specific health guidance in an efficient and effective manner.

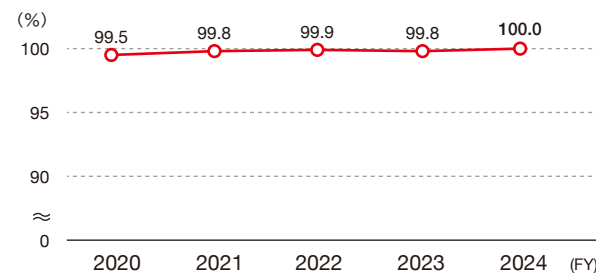
In fiscal 2024, the uptake rate of periodic health examinations at NOF was 100.0%, while the combined rate of NOF and its five domestic consolidated companies was 99.7%.

The rate of specific health guidance provided by NOF in fiscal 2024 was 36.9%, while the combined rate of NOF and its four domestic consolidated companies (Nippon Koki Co., Ltd., NiGK Corporation, NICHYU LOGISTICS CO., LTD., and Showa Kinzoku Kogyo Co., Ltd.) was 48.0%.

Health measurement sessions

NOF holds simple health measurement sessions, as we believe that each employee's awareness and willingness are of the utmost importance for maintaining and improving their health. We use simple methods to measure employees' vascular age and dietary habits, and provide feedback on information that quantifies vascular age and excessive or insufficient vegetable intake, to encourage employees to improve their health.

Uptake rate of periodic health examinations NOF



* Includes cases where periodic health examinations could not be taken due to absence