



List of Policies

GRI 2-23

This section summarizes the NOF Group's sustainability-related policies, guidelines, and other documents.

Corporate Philosophy / Values

The NOF Group Corporate Code of Ethics

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

Basic Policy on Preventing Misuse of Public Research Funds (in Japanese)

<https://www.nof.co.jp/research/guideline#fraud-pre>

NOF Group's Anti-Bribery Policy

<https://www.nof.co.jp/english/company/ethical#br-policy>

Governance

Basic CSR Policy

<https://www.nof.co.jp/english/csr/nof-group-sustainability/policy/#csr>

The NOF Group's Tax Policy

<https://www.nof.co.jp/english/csr/governance/compliance/#tax>

NOF Group Information Security Policy

<https://www.nof.co.jp/english/csr/governance/risk-management/#information-security>

Privacy Policy

<https://www.nof.co.jp/english/privacy-policy>

Disclosure Policy

<https://www.nof.co.jp/english/ir/disclosure-policy>

RC (Responsible Care) [Environment and Chemical Safety]

Management Policy Regarding Responsible Care

<https://www.nof.co.jp/english/csr/responsible-care/rc-management/#policy>

CSR Procurement Policy

<https://www.nof.co.jp/english/csr/responsible-care/procurement/#policy>

CSR Procurement Guidelines

https://www.nof.co.jp/english/csr/upload/pdf/procurement_guidelines_en_July-1-2022.pdf

Society

NOF Group Human Rights Policy

<https://www.nof.co.jp/english/company/ethical#hr-policy>

Occupational Safety and Health Policy

<https://www.nof.co.jp/english/csr/society/occupational-safety/#policy>

Quality Policy

<https://www.nof.co.jp/english/csr/society/quality-management/#policy>