

Organization restructuring for quick and accurate decision making

We reorganized from seven to five businesses to achieve more synergy and provide higher value in response to customer needs and requests.

In addition, in order to respond to diverse social demands, we reviewed the organization of corporate divisions to strengthen their functions and clarify their roles and responsibilities.





New organization system

Optimizing business divisions and strengthening the functions of corporate divisions

There is a greater need than ever before to disclose non-financial information to stakeholders, especially institutional investors, on matters such as the functioning of the board of directors, response to climate change, and investment in human capital. In addition, business management must respond to a wide range of social demands, including the promotion of DX, strengthening of cybersecurity measures, respect for human rights, and compliance. Against this backdrop, we have reorganized our business divisions and promoted the creation of an organization in which corporate divisions can further demonstrate their expertise.

POINT

- **Establishment of the Corporate Communications Department**
Consolidates IR, CSR, and PR activities, and strengthens two-way communication with stakeholders.
- **Establishment of the Legal Department to enhance compliance**
Consolidates specialized operations based on laws and regulations, strengthens the management system and enhances its functions, and ensures compliance with laws and regulations.
- **Establishment of the Corporate Technical Division to strengthen our quality management system**
Consolidates company-wide management of chemicals related to promotion of RC activities as well as pharmaceutical management work, and strengthens the quality management system.
- **Launch of the Functional Materials Division and Life Science Division**
In order to provide optimal services to customers, the existing oleo & speciality chemicals business and functional chemicals & polymers business have been newly organized as the Functional Materials Division, and the DDS business and Life Science businesses have been newly organized as the Life Science Division.
- **Launch of the Functional Foods Division**
The food business has been newly organized as the Functional Foods Division to promote the development of high value-added products with more specialized functionality.



『Corporate Communications Department』

Enhancement of internal and external communication through appropriate dialogue with stakeholders

The NOF Group aims to actively engage in two-way communication with stakeholders. As the first step toward achieving this, we have established the Corporate Communications Department. Amidst the need for appropriate information disclosure and highly transparent management, we will focus on improving communication channels. We will take feedback from all stakeholders seriously and reflect it in our future corporate activities in order to aim for sustainable growth.

To date, we have kept in mind a high sense of ethics and consciousness about quality as we have built trusting relationships with our customers, investors, business partners, local communities, and other stakeholders. We will continue to value these relationships as we work to further improve our corporate communications.

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