



Labor/Management Relations

GRI 2-30

NOF has concluded a union-shop agreement with the NOF Labor Union, and 100% of non-management employees are members of this labor union.

Major discussions between labor and management NOF

Conference	Frequency
Central Labor-Management Council	Meetings of the Council are held twice a year and attended by collective bargaining committee members, chaired by the President, and Central Executive Committee members of the NOF Labor Union. The attendees share their awareness of business performance and discuss management issues.
Central Labor-Management Safety Council	Meetings of the Council are held four times a year to share awareness regarding the status of labor safety and to exchange opinions on ensuring and improving labor safety. (Two of the meetings per year are attended by the collective bargaining committee members and the Central Executive Committee of the NOF Labor Union, while two of the meetings per year are attended by the company's labor safety personnel, the General Manager of the Human Resources & General Affairs Department, the labor relations personnel, and the Central Executive Committee members of the NOF Labor Union).
Conference Between H. R. Division and the Central Executive Committee	Conference meetings are held 10 times a year with the General Manager of the Human Resources & General Affairs Department, labor relations personnel, and the Central Executive Committee members of the NOF Union in attendance. The attendees share awareness regarding Company performance and discuss various company-wide labor-management issues, including the improvement of employees' work-life balance.
Business Division Labor-Management Council	Meetings of the Council are held twice a year and attended by business division general managers and other business division executives, as well as members of the NOF Labor Union's business division-related branch committee. The attendees share recognition of business performance and discuss management measures.
Labor-Management Councils at each Business Office	In principle, meetings of the Councils are held every month, and attended by the Regional Manager, human resources personnel, and others, as well as NOF Labor Union branch committee members. The attendees share recognition concerning issues and performance related to labor, health maintenance, safety, etc. at each location, and discuss labor-management issues at each location, including improving the work-life balance of employees.