



Labor safety

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 determi-

nation to make its workplaces secure and safe for all the workers involved in Group activities, and to realize this ideal, set forth its Occupational Safety and Health Policy in April 2006. Under this policy, each of our offices, plants, and Group companies are developing activities, including the establishment of an occupational safety and health management system.

Occupational safety activities (RC activities)

The status of occupational safety activities at NOF’s offices, 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

Fundamental idea

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)



FY2023 safety activity results and FY2024 RC activity targets

We have been striving for “completely zero accidents”^{*1} since fiscal 2015. While there were zero fatal accidents in fiscal 2023, there were eight occupational accidents; thus, we did not achieve our target.

In FY2023, we continued with “thorough enforcement of basic safety actions” as an implementation item in RC activity targets alongside focusing on “fall accidents,” which have been occurring continuously across the Group, in working to prevent their occurrence. In addition, with the aim of strengthening measures against potential accident risks in the workplace, we continued to promote on-site management based

on Sangen Shugi (the “three actuals” principle) in which managers actually observe the work sites, recognize problem areas, and make efforts to make the work safer. However, compared to fiscal 2022, the number of lost workday-involving accidents increased to three (up two from the previous fiscal year) and the number of all accidents increased to eight (up two from the previous fiscal year).

Since all eight occupational accidents occurred during “peripheral tasks (including daily activities)” of “main work,” and “chemical burns” were increasing, we decided to focus on “chemical burns” alongside “fall accidents” and work on their prevention alongside continuing with “thorough enforcement of basic safety actions.”

Elimination of traffic accidents

In order to reduce the number of accidents during commutes and work-related traffic accidents, which occurred frequently during fiscal 2023, we enhanced our traffic safety measures. Each works, plant, and affiliate implements its own traffic safety activities according to its own circumstances. The activities implemented included distribution of pamphlets during a traffic safety week, a safety lecture by the police, raising a road safety slogan banner, and creation and dissemination of a map showing near-miss traffic accident cases.



Operation simulator training (Oita Plant)



Bicycle simulator training (Amagasaki Plant)

The NOF Group’s targets in RC activities and labor safety initiatives in fiscal 2024

1 Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions (focusing on prevention of accidents involving falls and chemical burns)

- Provision of occupational safety education and training
- Strengthening of hazard prediction skills

2 Reduction of accident risks

- [Labor safety] ● Strengthening of responses based on Sangen Shugi
- Ensuring compliance with amendments to the Ordinance on Industrial Safety and Health^{*2}
- [Traffic safety] ● In-depth investigation of the causes of injury and self-caused damage
- Strengthening of education to promote awareness

^{*1} The NOF Group’s own target to achieve zero lost workday-involving accidents and zero accidents not involving lost workdays.

^{*2} Ordinance on Industrial Safety and Health



Risks and opportunities for occupational safety and health

Category	Risk items	Overview	Responses (implementation items)
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 for death or after-effects of injuries by the affected employees or their family members 	(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions <ul style="list-style-type: none"> Provision of occupational safety education and training (17,092 total hours in FY2023) Development of the key issue "Prevention of falls, tumbles, and crash accidents" (2) Reduction of accident risks <ul style="list-style-type: none"> Strengthening of responses based on Sangen Shugi (the "three actuals" principle) (FY2023: 21 RC audits) Implementation of general inspections on Safety Inspection Day (August 1) (FY2023: 32 business divisions of NOF, 32 locations 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, which were inhaled by several employees and caused poisoning symptoms 	(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions <ul style="list-style-type: none"> Provision of product safety education and training (2,941 total hours in FY2023) Implementation of chemical substance RA (FY2023: 824 for NOF, 443 for affiliate companies) (2) Reduction of accident risks <ul style="list-style-type: none"> Strengthening of responses based on Sangen Shugi (the "three actuals" principle) (FY2023: 21 RC audits)
	Traffic accidents (Accidents resulting in injury/death while on the job)	<ul style="list-style-type: none"> A truck driven by a NOF Group employee caused an accident while in transit, resulting in the death of numerous other people, which led to a significant loss of reputation in society and a high amount of compensation for damages to be paid 	(1) Enhancement of sensitivity toward danger and thorough enforcement of basic safety actions <ul style="list-style-type: none"> Provision of occupational safety education and training (17,092 total hours in FY2023) (2) Reduction of accident risks <ul style="list-style-type: none"> In-depth investigation of the causes of accidents involving injury and self-inflicted injury (FY2023: 13 Naze-naze Bunseki (five whys analysis))
	Traffic accidents	<ul style="list-style-type: none"> An employee caused a traffic accident while commuting to work, resulting in the death/injuries of the employee and third parties in transit 	
	Distribution-related accidents	<ul style="list-style-type: none"> An accident during truck-based transportation left a load of hazardous materials scattered on the road, which caused the surrounding roads to be temporarily closed to traffic as well as a claim for damages due to delayed delivery 	
	Damage accidents during storage	<ul style="list-style-type: none"> Products in storage as well as materials and equipment in a warehouse were destroyed or damaged due to damage to containers in the warehouse, etc., and employees were injured 	(1) Safety instructions to distribution companies <ul style="list-style-type: none"> Provision of distribution safety education and training (430 total hours in FY2023)
	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, resulting in a prolonged shutdown of operations 	(1) Strengthening of disaster prevention and security measures <ul style="list-style-type: none"> Provision of equipment safety education and training (862 total hours in FY2023) Alerts during abnormal weather and long holiday periods (FY2023: 4 weather-related cases, 3 cases during long holiday periods) Investment in safety and disaster prevention equipment (FY2023: disaster prevention, safe operations, wind and flood measures, etc.) (2) Conducting safety assessments at the time of new construction or modifications <ul style="list-style-type: none"> Safety assessments (99 in FY2023)
	Damage or breakdown of equipment and machinery due to poor 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 long-term shutdown of operations, resulting in decreased sales 	
Opportunities	Equipment and machine stoppage due to operational errors	<ul style="list-style-type: none"> An operator's incorrect operation caused manufacturing equipment to stop, and the products in progress had to be discarded 	
	Growing needs for products that contribute to occupational safety and health solutions	[Prevention of heat stroke] Thermal indicators [Prevention of chemical injuries] Products free of hazardous substances (nonylphenol substitute products)	<ul style="list-style-type: none"> Development and provision of occupational safety and health products



Safety education by try-and-sense method

The NOF Group has introduced safety education by a try-and-sense method, which aims at labor accident prevention by having the trainees gain a simulated experience of danger with a view to making the employees more sensitive to potential danger and more conscious of safety.

We offered educational programs mainly for external entities so far, and we are currently working on more field-oriented education for our employees through the introduction of education by experience.

Each individual's "safe practice declaration" activities (Domestic Group)

The need for enhanced safety awareness to eliminate labor accidents was recognized in fiscal 2011, as a result of the frequent occurrence of such accidents attributable to human factors including the lack of a sense of danger and carelessness. Since fiscal 2012, we have been implementing "each individual's 'safe practice declaration' activities," namely the setting of action targets for labor safety by each individual person and taking action to achieve the targets. This system is implemented in a way considered suitable for each plant, such as safe practice declarations of individuals, including the personnel of cooperating companies at the site, being made open to everybody by posting on a bulletin board.



Hazard education by experience (Amagasaki Plant)



Hands-on practical safety training (Oita Plant)



RC Education of the NOF Group

To enable all the employees of the NOF Group to deepen their understanding of RC, emphatic efforts are put into RC education. In fiscal 2023, a total of 42,890 people participated in and received RC-related education and training for a total of some 27,059 hours.



Group education (Nichiyu Kogyo Co., Ltd.)



Group education (Oita Plant)

FY2023 RC education NOF Group

Field	Total number of participants	Total time (in hours)
RC in general	5,538	3,814
Labor safety	25,882	17,092
Environmental safety	3,253	1,920
Product safety	5,604	2,941
Plant safety	2,255	862
Transportation safety	358	430
Total	42,890	27,059



BCP training and education

We conducted our first-ever company-wide joint drill with the cooperation of all production sites in Japan, based on the assumption of extensive damage from a nationwide earthquake. The drill focused on establishing a smooth information-sharing and cooperation system between the Emergency Headquarters at the Head Office and each production site to confirm and improve the effectiveness of the BCP that has been formulated.

We are also actively expanding our BCP through ongoing efforts regarding the development of the BCP and education in preparation for emergencies such as infectious disease outbreaks and cyberattacks.



Company-wide joint drill (Head Office)



Company-wide joint drill (online: Aichi Works)



Company-wide joint drill (Emergency Headquarters)



Disaster prevention drills

The NOF Group manufactures hazardous materials and explosives, including organic peroxides. We consider minimizing internal and external damage in the event of an accident to be of the utmost importance, and actively conduct accident prevention drills. In particular, we regularly conduct joint accident prevention drills with local organizations to strengthen accident countermeasures in cooperation with local communities.

We also actively participate in local firefighting technique competitions to improve firefighting skills and appeal to communities by demonstrating our high level of safety awareness.



Initial response firefighting training (Oita Plant)



Disaster prevention drill (NIGK Corporation)



Industrial complex firefighting competition (Oita Plant)



Disaster prevention drill (Amagasaki Plant)



Disaster prevention drill (Nichiyu Kogyo Co., Ltd.)



Industrial complex drainage issues response training (Oita Plant)



Self-Defense Firefighting Maneuvers Competition (Amagasaki Plant)



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.

The Amagasaki Plant received an award from Hyogo Prefecture for its handling of hazardous materials.

Nippon Koki Co., Ltd. and JAPEX Corp. received awards for their achievements in explosives safety.

NiGK Corporation and YUKA SANGYO CO., LTD. received awards for their excellent performance in firefighting maneuvers competitions.

HOKKAIDO NOF CORPORATION received an award for its safe driving efforts, while NOF METAL COATINGS ASIA PACIFIC CO., LTD. and Nippo Kogyo Co., Ltd. received awards recognizing their health-related initiatives.

Encouraged by these awards, we are determined to continue pursuing safety activities and accident prevention and will strive to further promote safety management.

Record of awards for safety activities

Works/Plants	Date awarded	Name
Amagasaki Plant	6/5/2023	Received the Fire and Disaster Management Agency Commissioner's Excellent Handler of Hazardous Materials Award from the Japan Association for Safety of Hazardous Materials
	6/15/2023	Received the award for excellent boiler engineers from the Hyogo Branch of the Japan Boiler Association
	6/13/2023	Received the award for excellent high-pressure gas safety manager from the Hyogo High-Pressure Gas Safety Organization
Nippon Koki Co., Ltd.	12/13/2023	Award from Chief of Tohoku Branch of Kanto Tohoku Industrial Safety and Inspection Department (for achievements in explosives manufacturing safety)
NiGK Corporation	5/11/2023	Saitama Prefectural Explosive Safety Association, Excellent Long Service Employee Award
	10/19/2023	Self-Defense Firefighting Maneuvers Competition (outdoor hydrant division winner)
HOKKAIDO NOF CORPORATION	2/27/2023	Hokkaido Safe Driving Managers Association, commendation for business sites receiving the Ankan Green Award
YUKA SANGYO CO., LTD.	10/1/2023	16th Yamato City Fire Prevention Association Firefighting Skills Competition (Fire Extinguisher Division, Third Place)
Showa Kinzoku Kogyo Co., Ltd.	5/11/2023	Chikusei Regional Fire Prevention Management Council's Award for Excellent Business Sites
NOF METAL COATINGS ASIA PACIFIC CO., LTD.	3/11/2024	2024 Certified Health & Productivity Management Outstanding Organizations Recognition Program (SME category)
JAPEX Corp., Ltd.	5/30/2023	Tokyo Explosives Safety Association's Award for Excellent Safe Explosives Handlers
Nippo Kogyo Co., Ltd.	11/10/2023	Health Insurance Committee Chairman's Award for Achievements as a Health Insurance Committee Member



Award from Chief of Tohoku Branch of Kanto Tohoku Industrial Safety and Inspection Department (Nippon Koki Co., Ltd.)



Chikusei Regional Fire Prevention Management Council's Award for Excellent Business Sites (Showa Kinzoku Kogyo Co., Ltd.)



Safety and disaster prevention facility investment

In connection with measures for safety and accident prevention, the NOF Group is carrying out a program of physical projects for prevention of accidents including explosions, fires and leaks, labor safety, and working environment amelioration. Further, to provide against anticipated heavy earthquakes, projects are under way to strengthen buildings.

Major safety and disaster prevention facility investment in FY2023

Works/Plants	Purpose	Details
Amagasaki Plant	Safety work for typhoons and heavy rain	Warehouse exterior wall renovations Installation of new fall prevention equipment
Chidori Plant	Disaster prevention	Fire pump replacement
Oita Plant	Safety work	Work platform renovation
Taketoyo Plant	Disaster prevention	Sprinkler equipment replacement
Kinuura Plant	Safety work Working environment amelioration	Floor and stairway renovations Spot cooler replacement
Daishi Plant	Typhoon and heavy rain disaster prevention measures	Waterproofing improvement for roofs Increased emergency lighting

*1 Accidents involving loss of functions: Accidents that leave the injured person(s) with a disability (disability level 5 or higher) following recovery

*2 Lost workday-involving accidents: Accidents involving loss of more than 1 workday

*3 Includes accidents without lost workdays

*4 Frequency rate = Total labor lost/total actual hours worked x 1000

Occurrence of occupational accidents in fiscal 2023

Record of occupational accidents in fiscal 2023

Indicators	Targets	FY2021	FY2022	FY2013
Accidents involving death and loss of functions (people)*1	NOF main group (Japan)	0	0	0
	Affiliates	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 involving death and loss of functions*4	0.00	0.00	0.00
Lost workday-involving accidents (people)*2	NOF main group (Japan)	3	1	1
	Affiliates	1	0	1
	(Breakdown) Japan	1	0	1
	Asia	0	0	0
	Americas	0	0	0
	Europe	0	0	0
	Cooperating companies	1	0	1
	Frequency rate of lost workday-involving accidents*4	0.85	0.17	0.50
Total damage (people)*3	NOF main group (Japan)	8	1	3
	Affiliates	2	3	3
	(Breakdaown) Japan	2	3	3
	Asia	0	0	0
	Americas	0	0	0
	Europe	0	0	0
	Cooperating companies	2	2	2
	Frequency rate of all accidents*4	2.03	1.01	1.35



Implementation of alerts

As part of occupational safety activities, the Responsible Care & Plant Investment Department, which oversees RC activities, sends out periodic and non-periodic alerts on occupational safety, notifications of instructions regarding safety activities, surveys, and other documents, and disseminates them to all Group companies. We periodically implement safety and security measures for long holiday periods, ensure thorough heat stroke prevention during the summer, and other such measures. On a non-periodic basis, we issue additional alerts and instructions for measures when necessary, such as when a disaster occurs or a typhoon approaches. The Responsible Care & Plant Investment Department collects information on the status of these alerts and other items, and provides feedback at RC audits and other opportunities to strengthen safety measures and raise awareness.

Investigation of disaster causes, implementation of measures to prevent recurrence, and horizontal roll-out of information

At locations where occupational accidents occur, we thoroughly investigate the causes, and plan and implement emergency and permanent measures. This information is promptly disseminated to each Group company for information sharing and horizontal deployment in an effort to prevent similar accidents/disasters.

In addition, we categorize occupational accidents that have occurred in the past. For those categories with a high number of occurrences, we particularly focus on incorporating and developing safety activities into our activity targets, with the aim of preventing recurrences and achieving “completely zero accidents.” In fiscal 2023, we focused our activities on “falls and tumbles,” but unfortunately, the three accidents with lost work-days that occurred were all falls and tumbles. Based on our reflection on this fact, we will continue to strengthen our efforts to prevent fall and tumble accidents in fiscal 2024.

Among fall and tumble accidents, falls in particular are the most common occupational accident in Japan, and the risk is known to be higher among older workers. Therefore, NOF has also begun initiatives to ensure the safety and health of older workers.



Red Cross first aid training (Oita Plant)






Life-saving first-aid training (Kawasaki Works)



Health-conscious management

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," our President has issued the Health-Conscious Management Declaration internally, highlighting three priority areas: **①Creating a comfortable workplace, ②Promoting mental health care, and ③Maintaining and improving health.** The aim of health-conscious management under the Health-Conscious Management Declaration is not only to improve employee performance, but also to have a positive impact on the retention and recruitment of excellent human resources over the medium to long term, thereby increasing the value of NOF. The Declaration is deliberated 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 and the like in response to issues.



Priority areas																				
 ① Creation of a pleasant working environment <ul style="list-style-type: none"> Promote operational efficiency and curb long working hours Further expand programs to assist the balance of work and family life Prevent passive smoking 	 ② Mental healthcare <ul style="list-style-type: none"> Encourage employees to take stress tests Raise awareness of self-care through mental health training Enhance mental health consultation framework 	 ③ Maintenance and promotion of health <ul style="list-style-type: none"> Ensure implementation of health examinations and appropriate health guidance Encourage follow-up examinations and understanding of results Promote exercise in daily life 																		
Examples of initiatives <ul style="list-style-type: none"> Encourage all employees to take yearly paid holidays in their birth month Monitor the use of yearly paid holidays and encourage supervisors and employees to take such leave Confirm use status during meetings between supervisors and employees 	Examples of initiatives <ul style="list-style-type: none"> Share stress check results at each location's (safety) health management committee meeting 	Examples of initiatives <ul style="list-style-type: none"> Encourage participation by people with health risks 																		
Utilization rate of yearly paid holidays <small>NOF</small> <table> <tr> <th>FY2022 (Results)</th><th>FY2023 (Targets)</th><th>FY2023 (Results)</th></tr> <tr> <td>73.4%</td><td>73% or more</td><td>76.0%</td></tr> </table>	FY2022 (Results)	FY2023 (Targets)	FY2023 (Results)	73.4%	73% or more	76.0%	Percentage of employees who took stress tests (Excluding people absent from work, etc.) <small>NOF</small> <table> <tr> <th>FY2022 (Results)</th><th>FY2023 (Targets)</th><th>FY2023 (Results)</th></tr> <tr> <td>99.9%</td><td>Maintain rate of 99% or more</td><td>99.9%</td></tr> </table>	FY2022 (Results)	FY2023 (Targets)	FY2023 (Results)	99.9%	Maintain rate of 99% or more	99.9%	Participation rate in the "Health Promotion Walking" program <small>NOF</small> <table> <tr> <th>FY2022 (Results)</th><th>FY2023 (Targets)</th><th>FY2023 (Results)</th></tr> <tr> <td>50.1%</td><td>50% or more</td><td>51.0%</td></tr> </table>	FY2022 (Results)	FY2023 (Targets)	FY2023 (Results)	50.1%	50% or more	51.0%
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FY2024 (target) 74% or more KPI target of 75% or more in FY2025, up 1 percentage point from FY2023 target	FY2024 (target) Maintain rate of 99% or more Target set at 99% or more, meaning roughly all employees	FY2024 (target) 50% or more Target set at 50% or more, meaning roughly half of employees																		

Health-Conscious 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.

Koji Sawamura,
President and Chief Executive Officer,
October 1, 2023



Priority area ① Creation of a pleasant working environment

Smoking cessation program

With the aim of helping habitual smokers improve their own health and preventing passive smoking damage to nonsmokers, NOF supports smoking cessation for habitual smokers by recruiting participants for our online smoking cessation outpatient program.

Smoking cessation program participants NOF

FY2021	Participants	31	Successful participants	26
FY2022	Participants	11	Successful participants	9
FY2023	Participants	10	Successful participants	4

* 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 taking comprehensive initiatives for the prevention and alleviation of mental health issues and supporting those suffering from such issues until they have sufficiently recovered to return to work.

Stress checks have been conducted annually since 2009. The results of the stress checks are discussed by the safety and health committee at each works/plant, and efforts are made to study and implement measures. In addition, we are implementing initiatives such as setting up an external counseling service to facilitate early detection and appropriate responses, as well as

supporting the smooth return to work of employees who have been 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 collaborate with industrial physicians specializing in mental health and refer to their expertise in our efforts.

In addition, in fiscal 2023, mental health care (line care) education was conducted for 31 participants as part of training for career-track employees promoted to manager. Measures are also implemented to maintain and improve the mental health of employees through supervisors.

The rate of receiving stress checks at NOF was 99.0% in fiscal 2023, and the rate for NOF and its five domestic consolidated companies was 99.2%.

Priority area ③ Maintenance and promotion of health

Health promotion

To help employees maintain and improve their health, NOF works to encourage participation in the “Health Promotion Walking” program organized by the NOF Health Insurance Association. The NOF Health Insurance Association is promoting an initiative to encourage individuals with health risks, such as those at risk of metabolic syndrome identified through health examination results, to participate in walking as a way to help establish regular exercise habits. The participation rate of NOF employees with health risks reached 68.6%, while the participation rate for NOF and its

four domestic consolidated subsidiaries (Nippon Koki Co., Ltd.; NiGK Corporation; Showa Kinzoku Kogyo Co., Ltd.; and NICHYU LOGISTICS CO., LTD.) was 64.5%.

As a result of these efforts, the overall fiscal 2023 participation rate of NOF employees was 51.0%, while the participation rate for NOF and its four domestic consolidated subsidiaries (Nippon Koki Co., Ltd.; NiGK Corporation; Showa Kinzoku Kogyo Co., Ltd.; and NICHYU LOGISTICS CO., LTD.) was 53.0%.

In addition, the NOF Health Insurance Association distributes the newsletter “Sukoyaka” four times a year to provide employees with a variety of health-related information. It also collaborates with a sports club to provide employees with inexpensive access to the club.

From fiscal 2024, in addition to this initiative, NOF has begun to recommend the use of gyms for physical fitness. With an eye on the future challenges of addressing lack of exercise due to working from home and improving the health of elderly employees due to the extension of the retirement age, we have begun providing support so that beginners can easily participate.





Occupational Safety and Health | Promotion of Health

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

Periodic health examinations

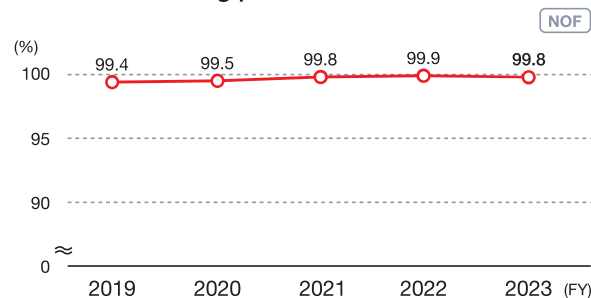
We conduct periodic health examinations for employees. In addition to the legally required items, we also provide optional tests, such as for tumor markers. After periodic health examinations are conducted, we cooperate with the NOF Health Insurance Association to efficiently and effectively conduct specified health checks and specified health guidance.

The rate of receiving periodic health examinations at NOF was 99.8% in fiscal 2023, and the rate at NOF and its five domestic consolidated companies was also 99.8%.

Health measurement sessions

NOF holds simple health measurement sessions, as we believe that each employee's awareness and willingness are of utmost importance for maintaining and improving health. We measure employees' vascular age and dietary habits in a simple way, and provide feedback information that quantifies vascular age and vegetable consumption to encourage them to work toward improving their health.

Rate of receiving periodic health examinations



* Including cases where periodic health examinations are not available due to absence from work.