



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

- Promote operational efficiency and curb long working hours
- Further expand programs to assist the balance of work and family life
- Prevent passive smoking

Examples of initiatives

- Encourage all employees to take annual paid leave in their birth month
- Monitor the use of annual paid leave and encourage supervisors and employees to take such leave
- Confirm use status during meetings between supervisors and employees

Utilization rate of annual paid leave		
FY2022 (Results)	FY2023 (Targets)	FY2023 (Results)
73.4%	73% or more	76.0%

FY2024 (target) 74% or more

KPI target of 75% or more in FY2025, up 1 percentage point from FY2023 target

② Mental healthcare

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

Examples of initiatives

- Share stress check results at each business office (safety) health management committee meeting

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

FY2022 (Results)	FY2023 (Targets)	FY2023 (Results)
99.9%	Maintain rate of 99% or more	99.9%

FY2024 (target) Maintain rate of 99% or more

Target set at 99% or more, meaning roughly all employees

③ Maintenance and promotion of health

- 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

- Encourage participation by people with health risks

Participation rate in the "Health Promotion Walking" program

FY2022 (Results)	FY2023 (Targets)	FY2023 (Results)
50.1%	50% or more	51.0%

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

NOF CORPORATION
Sustainability Report
2024

Contents

Organization

Governance

Strategy

Important
Issues

Finances

RC

Society

Appendix

188



Occupational Safety and Health | Promotion of Health

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

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

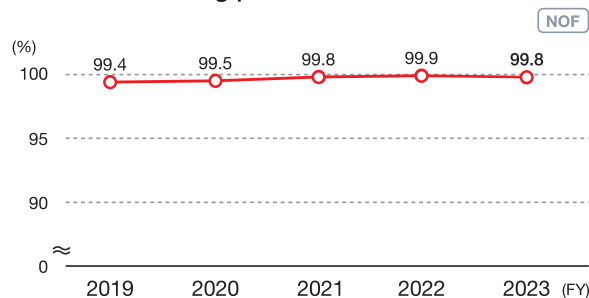
We conduct periodic health examinations for employees. In addition to the legally required items, we also provide optional tests, such as for tumor markers. After periodic health examinations are conducted, we cooperate with the NOF Health Insurance Association to efficiently and effectively conduct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