



## 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. With the labor union, we promote the creation of a foundation for each employee to feel job satisfaction through a series of opportunities for candid discussions between labor and management on themes such as shared recognition of management issues and the business environment, and improvement of employees' work-life balance.

### Major discussions between labor and management NOF

Conference	Frequency
Central Labor-Management Council	2 times per year
Central Labor-Management Safety Council	4 times per year
Conference Between the Human Resources & General Affairs Department and the Central Executive Conference	11 times per year