



Training and costs | Performance support system

GRI 404-2

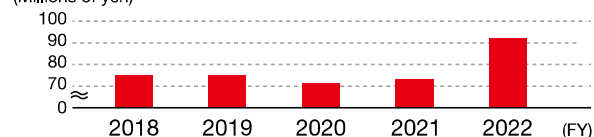
Training costs

Based on the basic philosophy that “a company is its people,” we will actively invest in human capital and encourage the growth of human resources who embody the NOF Group’s values of “Challenges,” “Fairness,” and “Harmony,” and can also create new value.

As human investment for securing human resources, human resources development, etc., NOF will implement workplace environment improvement, expansion of talent development programs, and initiatives for DX human resources development. We aim to promote the autonomous growth of employees

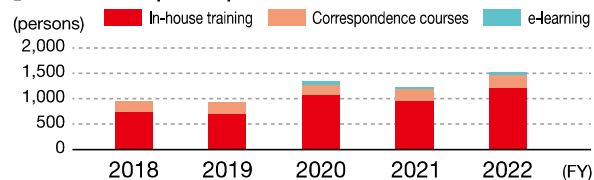
Training costs

(Millions of yen)



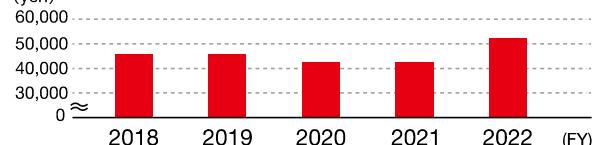
Number of participants

(persons)



Training cost per employee (number of employees is the parameter)

(yen)



and the development of global leaders, as well as to revitalize our diverse human resources.

Training expenses for fiscal 2022 totaled ¥91.309 million.

Support for self-education/development

NOF provides a wide range of self-education/development programs such as various correspondence courses and e-learning courses (e.g., business skills and languages) to support the spirit of challenge of motivated employees and to encourage further skill development and the self-realization of each individual. In fiscal 2022, a total of 250 employees took advantage of the various correspondence courses and e-learning courses.



Pamphlet
“Correspondence Course Guide”

Number of correspondence course and e-learning course participants

FY2022 **250**people

Promotion for acquiring official qualifications

The NOF Group supports employees’ efforts to acquire official qualifications in many aspects. In fiscal 2022, a total of 366 people newly acquired 43 types of such qualifications at the Domestic Group.

Qualification categories

FY2022 **43** types

People who acquired qualifications

FY2022 **366** people

Number of qualifications obtained in FY2022 Domestic Group

Qualifications	Total number of people who acquired the qualification
Energy control	4
Pollution control	5
Sanitation control	4
Specified chemicals control	45
Organic solvents control	41
Hazardous materials control	69
High pressured gas control	13
Explosive handling control	14
Poisonous and toxic substances handling	2
Pressure vessels handling	7
Breathing safety control	10
Forklift	21
Crane	10
Hooking using cranes, etc.	14
Boilers-related work	8
Fire prevention	3
Drying equipment work chief	1
X-ray work	2
Stacking/unstacking work	11
Full harness special training	23
Proper measurement control	3
22 other types of qualifications	56
Total	366



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Internal recruiting system

NOF has introduced an internal recruiting system that aims to foster autonomous (independent) human resource development by establishing a mechanism for publicly soliciting applications for project work to be implemented across the company and assigning motivated human resources to appropriate posts in order to improve employee ambition and revitalize the organization.

Rewards for employee achievements

NOF has established a system that rewards the accomplishments of employees who have contributed to the perpetual development of the Company's businesses on July 1 of each year.



Ceremony for rewards for employee achievements

Employee invention reward

In April each year, NOF examines employee inventions and awards invention rewards to inventors.



Ceremony for the employee invention reward