

Contribute to the People's Well-being

~Pursuing a society that values well-being~

Respect for human rights

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The Noritake Group understands that the human rights of all people must be respected and is committed to ensuring the dignity of everyone affected by its business activities is protected. In fiscal 2023, the Noritake Group publicly released its Human Rights Policy. We will continue to strengthen our efforts by conducting human rights due diligence and training our employees on human rights, thereby contributing to the realization of a sustainable society.

Noritake Group Human Rights Policy (excerpt)

The Noritake group's management philosophy has been based on the founder's spirit - "contributing to society through our business operations", and we have been conducting business activities with the aim of becoming a company that promotes the well-being of people and communities. We recognize that human rights of all people must be respected, and will continue to strive to uphold the dignity of anyone affected by our business operations, based on the "International Bill of Human Rights," the "Core Labour Standards" of the International Labour Organization (ILO), and the United Nations "Guiding Principles on Business and Human Rights".

[Action Guidelines]

- Prohibition of discrimination
- Prohibition of harassment
- Education
- Prohibition of forced labor
- Prohibition of child labor
- Fair wages
- Work hours
- Safety and health
- Freedom of association and collective bargaining
- Human Rights Due Diligence
- Relief
- Dialogue and consultation with stakeholders

Noritake Group Human Rights Policy

https://www.noritake.co.jp/pdf/ja/company/about/human_rights_policy_ja.pdf

returning home in the event of a large-scale disaster. In this way the facility provides peace of mind to local residents.



Carp streamers



Christmas lights



Social studies field trip

Support for international students

To support students from overseas, we participate in the "International Student Acceptance Program for Employees Dormitories" organized by the Foundation of Corporate Friendship Network for Foreign Students. Since 1994, the company has provided accommodation for 26 international students attending universities and graduate schools in Aichi Prefecture. This provides low cost accommodation for international students, and for the employees who live in the employee dormitories, it serves as an opportunity to communicate with foreigners.

Regional contribution at Noritake Sri Lanka

Noritake established Noritake Sri Lanka, a tableware manufacturer, in 1972. Since then, the company has continued to interact with the community in various ways, including making donations to hospitals and schools, and carrying out environmental activities.

Noritake is conducting a tree-planting program in collaboration with the University of Peradeniya, the Forest Department, and local communities. The program includes studying a reforestation plan until 2030, preparation of land for planting, and vegetation mapping. In fiscal 2024, we plan to plant approximately 1,000 trees.

~Improving employee engagement~

Basic approach

Noritake considers employees to be a valuable asset. Centered around the philosophy of "People thrive through inspiration, and perish through complacency," we value and encourage a proactive attitude toward taking on creative challenges. Noritake is committed to creating a workplace where employees can work with joy, which forms the foundation of our approach to improving the work environment and supporting employee career development. In addition to promoting a healthy work-life balance, Noritake seeks to improve employee engagement through human resource measures that foster autonomous growth of employees while staying attuned to employee needs. By doing so, the Noritake Group aims to achieve sustainable growth through improved productivity.

Enhance employees' physical and mental health

Improving work-life balance

Noritake is committed to improving the work-life balance of our employees. In addition to encouraging the use of paid leave, we expanded our special paid leave system in April 2023, which can be used in unexpected situations, such as contracting an infectious disease, to create a more supportive environment for employees to take paid leave with peace of mind. For life events such as childcare and caregiving, Noritake has not only established leave and absence systems but also implemented a system for taking annual leave in hourly unit and a flexible work system for childcare and caregiving (either part-time or full-time), which are utilized by our employees. Telecommuting continues to be offered as part of Noritake's work-life balance initiatives, helping reduce the burden of commuting and enabling more efficient use of time.

Additionally, Noritake has introduced a medical treatment support work system to support employees who require ongoing or repeated treatment, which was expanded in April 2023 to include fertility treatment. We will continue to support employees through flexible work schedules tailored to their treatment needs.

Ratio and average number of days of annual paid leave taken at Noritake

Fiscal Year	2019	2020	2021	2022	2023
Average number of days of leave taken	12.9	11.2	12.1	13.3	13.7
Ratio of leave taken	67.8%	59.4%	63.0%	68.3%	70.6%

Promote health management

Understanding the vitality of employees to be the source of corporate vitality, the Noritake Group adopted a Health Management Declaration on April 1, 2020. We actively work to improve the health of our employees and their families under our promotional structure, in which the company President serves as Group General Manager of the Corporate Administration Group and the officer in charge of the Human Resource Department serves as Promotion Manager in partnership with health insurance associations, labor unions and occupational physicians led by the Human Resource Department. Following the recognition in 2023, we were certified as a 2024 "Health and Productivity Management Outstanding Organization (large enterprise category)", a joint certificate by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi. "Health and Productivity Management Outstanding Organization" is a program that highlights outstanding large enterprises and SMEs with excellent health management, based on initiatives aimed at addressing health issues in communities, and efforts in line with health and productivity management promoted by Nippon Kenko Kaigi.

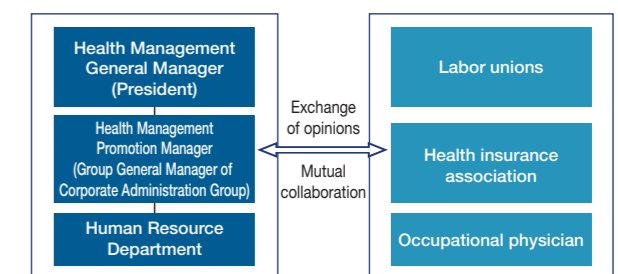


Health Management Declaration

The Noritake Group understands the vitality of employees to be the source of corporate vitality, and we actively promote improvements in health for employees and their families.

- ▶ We work to improve health awareness.
 - Strengthen health education
 - Foster a mindset that treasures health
- ▶ We work to enhance physical and mental health.
 - Promote early detection & early treatment
 - Help improve meals, exercise, sleep and other lifestyle habits
 - Promote refreshment of body and mind
- ▶ We maintain the work environment.
 - Maintain an environment in which everyone can work enthusiastically

System diagram



Health improvement initiatives

The proportion of employees who have received the regular general health checkups at Noritake was 100% (FY2023) and the rate of employees required follow-up checks was 61.6% (FY2023). Occupations physicians check the results and provide health guidance and recommendations for medical examinations. The rate for detailed examinations was 79.5% (FY2022), leading to early detection and treatment. Screenings for breast cancer, which has a high number of cases and a low screening uptake rate, saw a significant improvement in fiscal 2023 after the subsidy was increased in fiscal 2021 and the screenings were added as a standard item in health checkups. The screening rate rose to 41.7% in fiscal 2023, up from 13.5% in fiscal 2020. Additionally, live health seminars were held for employees and their families, and a leaflet on health was distributed to raise health awareness. The live seminars had a total of 1,301 participants and viewers. New initiatives in fiscal 2023 included providing a smartphone app aimed at improving lifestyle habits and offering a simplified test for sleep apnea syndrome (SAS) to those interested in taking it. These efforts have been well received by the workforce.

Statistics on employee health habits

Fiscal Year	2019	2020	2021	2022	2023
Percentage of employees who exercise regularly	20.7	20.8	22.1	22.7	23.9
Percentage of smokers	28.0	27.2	27.2	26.9	26.2
Percentage of habitual drinkers	14.6	12.2	11.9	11.8	12.7
Rate of people of normal weight	66.7	67.0	67.6	66.9	66.4
Ratio of employees being treated for high-blood pressure	13.1	12.5	12.6	13.5	13.4
Ratio of employees with health concerns	58.7	62.7	61.2	62.3	61.6

We conducted a health awareness survey along with a stress check.* Regarding the absenteeism indicator*¹ question, which asked about the number of days absent due to illness or injury over the past year, 45.6% of respondents answered "0 days." Regarding the presenteeism indicator*², which asked about job performance, 24.4% of respondents said they were able to "perform at 100%." Additionally, in the work engagement indicator*³ questions, 33% of respondents gave positive answers regarding vitality, and 56.3% gave positive answers regarding enthusiasm. We will continue to promote health management, aiming to enhance employee satisfaction and improve both individual and organizational performance.

*1 Absent due to health problems

*2 Decline in productivity at work due to health problems

*3 Refers to a positive and fulfilling psychological state characterized by vitality and enthusiasm toward work

Reduction in health risks

The Noritake Group works with the health insurance association to reduce health risks. In particular, we consider the prevention of lifestyle-related diseases that can interfere with work if they become more severe, and we are working to improve the rate of receiving specific health guidance. In fiscal 2020, the health checkup participation rate dropped to 43.2% due to the COVID-19 pandemic, but it improved for two consecutive years, reaching 62.2% in fiscal 2022.

Insurance benefit costs
(Per individual Noritake Group health insurance association member)

Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
121,000 yen	114,000 yen	133,000 yen	148,000 yen	156,000 yen

Specific health guidance implementation rate
(all Noritake Group health insurance association members)

Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
39.1%	47.9%	43.2%	59.2%	62.2%

* Based on report to Ministry of Health, Labour and Welfare (in October of following year)

We will continue to work to further improve the health of our employees and their families over the long term.

Mental healthcare

We work to improve mental health by conducting mental health education tailored to each employee seniority ranking level, from newly hired employees to managers.

Workplace improvement and analysis are conducted in light of the results of organizational analysis, as we work to reduce our overall risk.

Stress check receiving rate and overall risk score (Noritake)

Fiscal Year	2019	2020	2021	2022	2023
Stress check receiving rate (%)	81.7	86.2	84.3	88.4	95.1
Overall stress risk score found*	103	100	99	100	98

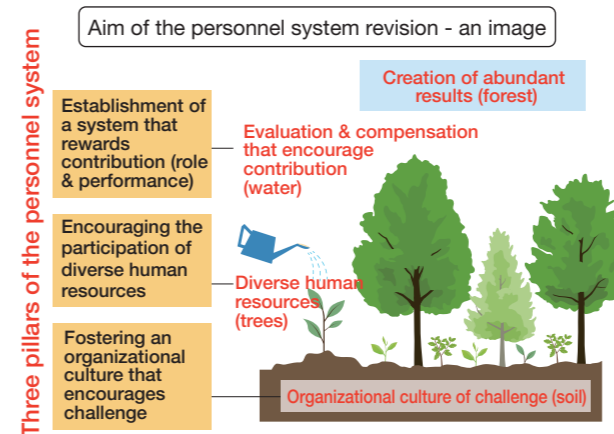
* Relative risk level when the average is set at 100 (the higher the number, the greater the risk)

Create a workplace where employees can work in a lively manner

Personnel System

In April 2024, Noritake renewed its personnel system. As one of the initiatives to reform the organizational culture aimed at realizing the Long-term Vision, the new system was designed to foster a spirit of challenge and enhance employee engagement.

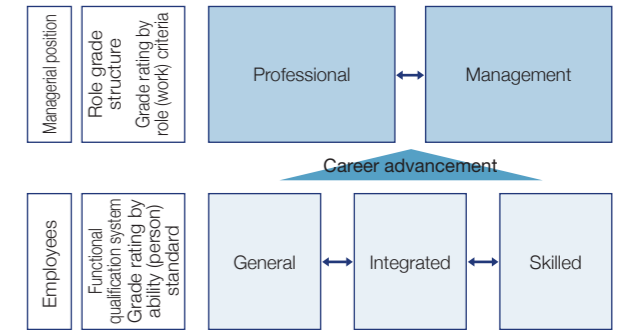
The new system is built on three pillars: Fostering an organizational culture that encourages challenge, encouraging the participation of diverse human resources, and establishment of a system that rewards contribution.



From the perspective of the Long-term Vision, we have drawn an image of our expected human resources with the keywords: diversity, growth, challenge, leadership, and new value creation. They are closely linked to personnel evaluation criteria.

For managerial positions, the system is based on a role-grade structure that strengthens the link between work (role) and reward (compensation). The role-grade structure comprises two categories: Management including for organizational managers, and Professional for those contributing with advanced expertise. This aims to accommodate diverse career perspectives and enhance organizational resilience clearly by defining career paths that go beyond promotion to management roles.

Additionally, the minimum age for promotion to managerial positions has been lowered from 35 to 30, enabling early promotion of outstanding employees and motivating young staff to take on work and pursue personal growth.



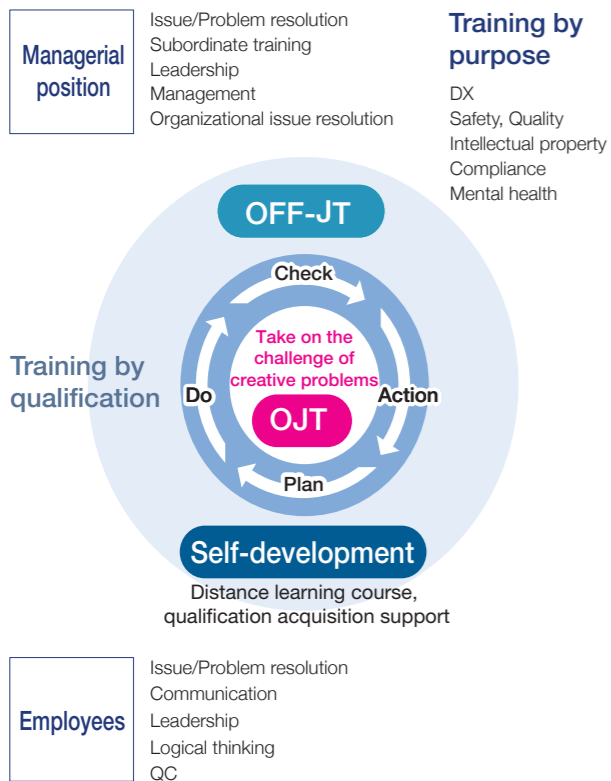
With the introduction of the new system, we have extended the retirement age. We plan to incrementally raise the retirement age to 65, in order to encourage a broader range of age groups to play an active role.

Human resource development

The Noritake Group is promoting human resource development centered on on-the-job training (OJT) at each workplace. To support OJT, we conduct "training by qualification" programs tailored to each employee grade. These programs focus on teaching the roles, work approaches, and problem-solving skills required for each level. We also provide "training by purpose" and training for newly-appointed managers and selective training for the next generation of leaders as OFF-JT to help employees acquire specialized knowledge and skills, tailored to different job categories (sales, engineering, manufacturing) and foundational education (DX, safety, quality, intellectual property, compliance, export management, contract review). Correspondence courses are also provided for self-development, and there is a system that subsidizes full tuition fees for courses particularly recommended by the company. Many employees use this system to improve their language skills and acquire official qualifications.

Number of employees receiving official qualifications and taking correspondence courses (persons)

Fiscal Year	2019	2020	2021	2022	2023
Recipients of official qualifications	115	78	138	198	228
Correspondence course participants	605	671	755	737	628



— Job rotation system and career path support —

Since fiscal 2022, Noritake has implemented a job rotation system aimed at developing individual skills and revitalizing the organization. Through multiple job experiences, we expect employees to develop skills and foster a spirit of challenge. In addition, we conduct career interviews to enable employees to share their strengths and future aspirations with their managers, supporting their growth. In fiscal 2024, we plan to introduce a career consultation service and conduct career design training by age group to further encourage self-directed career development.

In fiscal 2024, we plan to expand the target to include manufacturing sites, starting with an event at the Miyoshi Plant in May, followed by visits to other plants sequentially.



Workplace tour (Miyoshi Plant)

— Engagement survey —

Noritake has been conducting engagement surveys since fiscal 2023. The results are analyzed at a workplace level and used to consider various initiatives for organizational improvement. Improvement of employee engagement is positioned as a key component of Noritake's human capital strategy, and we will continue to monitor engagement scores as part of continuous improvement efforts. A summary of the survey results, along with a message from the officers in charge, is shared with employees to emphasize its importance.

Foster a corporate culture that respects diversity

To adapt to changes in social needs driven by technological advancements and diversification of values, the Noritake Group believes that it is necessary to proactively incorporate diversity within its own organization. We strive to create a comfortable work environment where employees with diverse backgrounds can fully express their individuality, and actively promote diversity, equity, and inclusion (DE&I)

— Promote active participation by women —

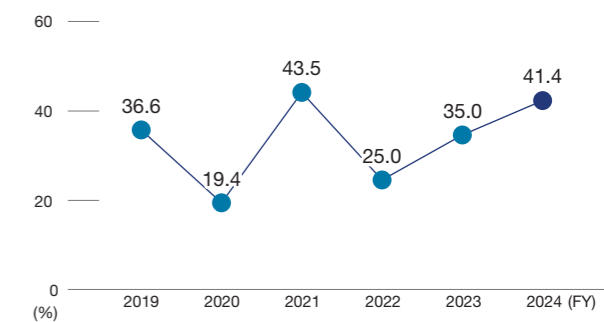
At Noritake, the active participation of women is considered a priority in ensuring workforce diversity. In accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, Noritake has established the following General Employers Action Plan and is actively promoting it:

General Employers Action Plan
Plan duration: April 1, 2022 to March 31, 2025

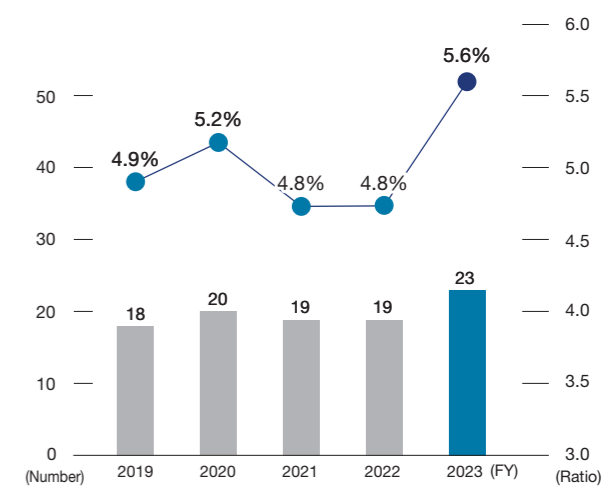
Under the action plan formulated so that women can demonstrate their abilities and play an active role, the number of female executives will be increased by 25% from the FY2021 level by the end of FY2024, and the ratio of male employees taking childcare leave will be increased to 50% or more. Initiatives are being implemented to encourage development of the environment to achieve this targets.

In FY2023, we held briefing sessions and internships limited to female new hires, to increase the ratio of female university graduates recruited. As a measure to increase the number of female executives, we have implemented a new training program designed for new female leaders, resulting in three managerial personnel from the participants. Additionally, we hold an event called the Work and Childcare Balance Support Network, where employees preparing for parenthood can exchange information with colleagues balancing work and childcare, regardless of gender. This event was highly rated by participants.

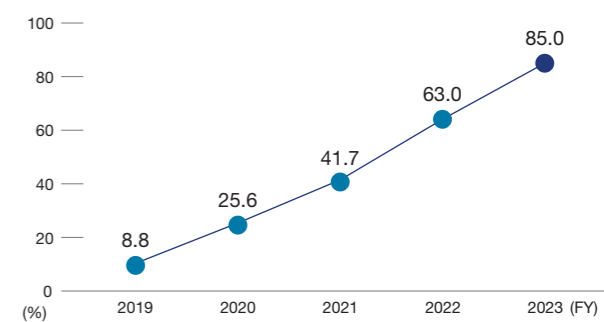
Trend in the ratio of females as new graduate recruits (university or higher education)



Ratio and number of female managers (manager or higher)



Ratio of male employees taking childcare leave



Training by qualification (online)



New employee training

— Communication with employees —

In order to provide Noritake Group employees with awareness regarding company policies as well as education, Noritake publishes the Japanese edition of the Noritake Group internal newsletter "SAKIGAKE" 12 times each year, and distributes its global edition four times each year. Additionally, in fiscal 2023, a booklet version, the Noritake Corporate Report, was distributed to employees for wider awareness.

Also, from fiscal 2022, townhall meetings designed for direct communication with the top management have been held with the aim of establishing and promoting organizational culture reform. In fiscal 2023, around 140 employees, mainly from the section manager and team leader levels as well as young employees in their 30s, participated. The meetings form a venue for active exchange of opinions on the business environment, future prospects, and workplace environment.



Town hall meeting

Safety Initiatives

Safety and Health Management System

The Noritake Group believes that the foundation of our business activities is a comfortable work environment that is safe, hygienic, and allows employees to work in a healthy manner both physically and mentally. We also believe that it is our responsibility to undertake continual improvements.

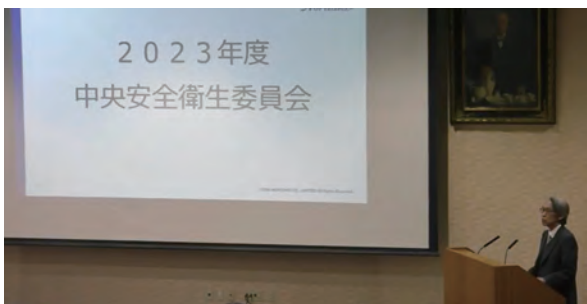
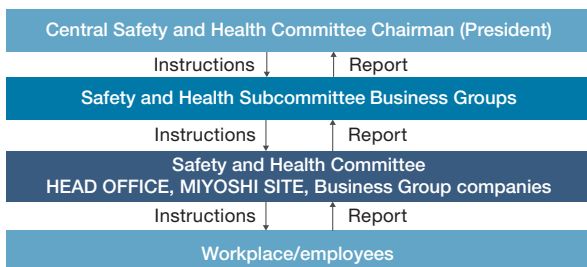
Noritake Groups Basic Policy of Safety and Health

The Noritake Group actively works to create safe and comfortable working environments where employees gain satisfaction from their work with the recognition that protecting the safety and health of all our employees is the most important foundation of our corporate activities.

1. We prioritize safety and health over everything else.
2. We observe laws and company rules regarding safety and health and work to improve the standard of safety and health management.
3. We strive to maintain and improve good communication and ensure the participation of all employees.

The Central Safety and Health Committee chaired by the President set the annual safety and health management targets based on the Group's Basic Policy of Safety and Health, in order to prevent occupational accidents and maintain the health of our employees. The Safety and Health Committee is held monthly at each business site and workplace to share examples of occupational accidents and countermeasures to prevent similar accidents. Additionally, we conduct management training for newly appointed section managers and above, aimed at raising awareness of their duty of care regarding safety. In this way, we are working to strengthen our Safety and Health Management System.

Health and Safety Management System diagram



Central Safety and Health Committee

Initiatives for preventive measures for occupational accidents

In FY2023, top management took the initiative in promoting health and safety activities, and conducted central health and safety patrols, to increase standards for safety and health management at the workplace. The Group Health and Safety Promotion Conference was also held with the aim of raising safety and hygiene awareness throughout the Group.

We implemented daily management with safety observations and residual risk management based on risk assessments at the workplace to prevent occupational accidents, and also concentrated on measures to mitigate risks involving "pinching and entanglement," "falls" and "over-exertion" that occur with a particularly high frequency.

In fiscal 2024, we will continue to work to prevent occupational accidents with the participation of all employees, aiming to achieve zero occupational accidents.



Central safety and health patrol at the industrial products Miyoshi Plant



Noritake Group Health and Safety Promotion Conference



Safety and health training for new managers