

Detailing NOK Group's Commitment to Value Creation

Release of the NOK Integrated Report 2024

NOK Corporation (Headquarters: Shibadaimon, Minato-ku, Tokyo; Representative Director, President, and Group CEO: Masao Tsuru; hereinafter "NOK") released the NOK Integrated Report 2024 (English version) on Thursday, November 14. This report provides a comprehensive overview of NOK Group's efforts to create mid- to long-term value, incorporating financial and non-financial information. The report is available on the [Sustainability page](#) of NOK's corporate website.

With its mission of "Essential Core Manufacturing — The manufacture of pivotal products that shape society," NOK is dedicated to providing the essential elements of safety and comfort that are fundamental to daily life. This report presents a clear overview of NOK's value creation process, business strategy, and ESG initiatives, including a message from the NOK Group CEO

outlining the specific initiatives he is actively leading to drive sustainable growth on a global scale.

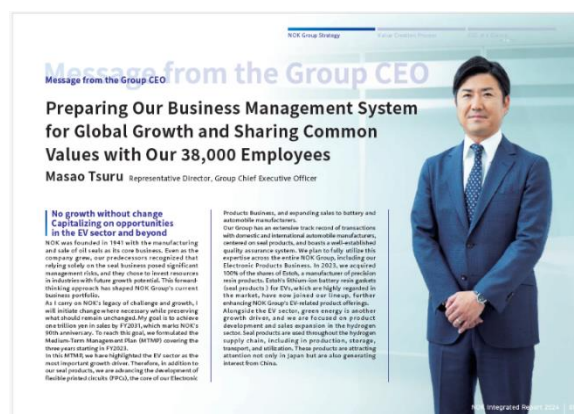
In addition, the [ESG Data Book 2024](#), published on Friday, August 30, 2024, provides an in-depth look at NOK's sustainability and ESG efforts. Moving forward, NOK will continue prioritizing open communication and transparency with stakeholders, including shareholders, investors, customers, business partners, employees, and local communities, striving for proactive information disclosure and quality improvements.



Cover of the NOK Integrated Report 2024

■ Overview of the NOK Integrated Report 2024

- **URL:** <https://www.nok.co.jp/en/csr/report.html>
- **Main Contents:**
 - **NOK Group Strategy**
 - Group CEO Masao Tsuru provides an update on the company's Medium-Term Management Plan and the transformative steps being taken to drive sustainable growth on a global scale.
 - The report details the four key materialities NOK has identified and the process behind their selection to advance sustainable management.



Message from the Group CEO:
NOK Integrated Report 2024

- Group CHRO Shigeki Egami, who was appointed in June 2024, introduces reforms to the HR system and new human resource development initiatives aimed at accelerating global human capital management.
- Group CTO Yuki Sato explains initiatives under the Medium-Term Management Plan, including one of the four transformation initiatives: Create New Growth Drivers and related measures for profit generation.
- Group CFO Akira Watanabe discusses efforts to optimize management resources and improve capital efficiency.

➤ **Value Creation Process**

- An overview of the social and economic value NOK Group creates through its business activities.
- Introduction of the management plan based on the company's long-term vision.

➤ **ESG at a Glance**

- Summary of NOK Group's essential ESG initiatives within corporate management.
- Data-driven insights on ESG ratings and key initiatives.

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■ **About NOK Group**

The NOK Group is dedicated to "Essential Core Manufacturing — The manufacture of pivotal products that shape society." Through this approach the Group demonstrates its commitment to providing greater safety and comfort, the cornerstones of a prosperous society. The NOK Group consists of 93 companies located in 15 countries and regions with approximately 38,000 employees. Product development is built upon a robust base of foundational research, resulting in large-scale, stable and high-quality production. Moving forward, the Group will continue to provide technologies and products for all industrial areas including automobiles and other mobility sectors, electronic products — centered on PCS and smartphones- office automation equipment, medical and healthcare devices, industrial robots, and satellites.