

Materiality targets and results for FY2024

Results for FY2024

Materiality	Target FY	Target	Results
Respond to climate change	FY2030	● Reduce CO ₂ emissions in business activities (Scope 1, 2) → 50% reduction (compared to FY2018)	● Approximately 35.9% reduction compared to FY2018
	FY2035	● Reduce CO ₂ emissions in business activities (Scope 1, 2) → Achieve carbon neutrality	
	FY2050	● Reduce CO ₂ emissions in business activities (Scope 3) → Achieve carbon neutrality	● Established working groups and began specific studies
Realize a sustainable society using natural energy	FY2025	● External disclosure of technologies and activities related to renewable energy and hydrogen → 1 or more cases per year	● 1 external disclosure (launched a dedicated website for "Natural Energy Products")
Reduce energy loss	FY2024	● External disclosure of technologies and activities related to electrification and EVs → 1 or more cases per year	● 4 external disclosures (development of special heat treatment technology "HA-C" and others)
Provide safety and comfort	FY2024	● External disclosure of technologies and activities related to robot-related modules and service solutions → 1 or more cases per year	● 1 external disclosure (launched a dedicated website for "Service Solutions")
Resource recycling and pollution prevention	FY2024	● Water consumption intensity → 3.8m ³ /million yen (Global)	● 3.45m ³ /million yen (Global)
	FY2024	● Recycling rate → 96.0% or higher (Global)	● 96.8% (Global)
Improve the reliability of products and services (Quality assurance and stable supply)	Continuous	● Maintaining high levels of customer satisfaction → 90% or higher ratio of "Excellent" and "Good"	● 92%
	Continuous	● Maintain 100% acquisition rate of quality management system certification (ISO 9001/ IATF 16949)	● Maintained 100% certification
	Continuous	● Strengthening information security measures across the Group	● Started deployment of information security monitoring system (NTN-CSIRT) to overseas locations
Procurement activities with an emphasis on environment and society	FY2024	● Implementation after reviewing the content of the supplier CSR questionnaires for suppliers	● Renewed the survey content, changed the name to Sustainable Procurement Questionnaires, and started surveying business partners
Promote safety and health	Continuous	● Maintain certification as a "White 500" Certified Health & Productivity Management Outstanding Organization (Large Enterprise Division)	● Maintained certification
	Continuous	● Achievement rate of annual plan for risk surveys targeting manufacturing sites → 100%	● 100%
Respect for human rights	FY2024	● Analysis and improvement based on survey results to overseas affiliated companies	● Received complaints from employees at several companies. Necessary measures have been implemented in accordance with internal regulations
Human resource development	FY2024	● Training hours per employee (NTN) → Increase compared to previous year (FY2023 actual: 11.9 hours)	● 21.0 hours
Promote diversity	FY2026	● Ratio of female managers (NTN) → 5%	● 4.2%
	FY2026	● Male childcare leave uptake rate (NTN) → 100%	● 73.0%
Thorough compliance	Continuous	● Number of annual meetings of the Compliance Committee → 2 times	● 2 times
	Continuous	● Awareness of helpline in compliance awareness survey → 90% or higher	● 95%
Strengthen governance	Continuous	● Enhancement of corporate governance	● Enhancement of corporate governance

Note: Items marked "Continuous" in the target year are goals that we aim to achieve continuously every year.

Materiality targets for FY2025 and beyond

Materiality	Target FY	Target
Respond to climate change	FY2030	● Reduce CO ₂ emissions in business activities (Scope 1, 2) → 50% reduction (compared to FY2018)
	FY2035	● Reduce CO ₂ emissions in business activities (Scope 1, 2) → Achieve carbon neutrality
	FY2050	● Reduce CO ₂ emissions in business activities (Scope 3) → Achieve carbon neutrality
Realize a sustainable society using natural energy	FY2025	● External disclosure of technologies and activities related to renewable energy and hydrogen → 1 or more cases per year
Reduce energy loss	FY2025	● External disclosure of technologies and activities related to electrification, EVs, and power saving → 1 or more cases per year
Provide safety and comfort	FY2025	● External disclosure of technologies and activities related to robot-related modules and service solutions → 1 or more cases per year
Resource recycling and pollution prevention	FY2025	● Water consumption intensity → 3.95m ³ /million yen (Global)
	FY2025	● Recycling rate → 97.0% or higher (Global)
Improve the reliability of products and services (Quality assurance and stable supply)	Continuous	● Maintaining high levels of customer satisfaction → 90% or higher ratio of "Excellent" and "Good"
	Continuous	● Maintain 100% acquisition rate of quality management system certification (ISO 9001/IATF 16949)
	Continuous	● Strengthening information security measures across the Group
Procurement activities with an emphasis on environment and society	FY2025	● Provide guidance to business partners based on responses to the Sustainable Procurement Questionnaires
Promote safety and health	Continuous	● Maintain certification as a "White 500" Certified Health & Productivity Management Outstanding Organization (Large Enterprise Division)
	Continuous	● Achievement rate of annual plan for risk surveys targeting manufacturing sites → 100%
Human resource development	FY2025	● Monitoring the respect of human rights in the NTN Group and addressing issues
Human resource development	FY2025	● Training hours per employee (NTN) → Increase compared to previous year (FY2024 actual: 21.0 hours)
Promote diversity	FY2026	● Ratio of female managers (NTN) → 5%
	FY2026	● Male childcare leave uptake rate (NTN) → 100%
Thorough compliance	Continuous	● Number of annual meetings of the Compliance Committee → 2 times
	Continuous	● Awareness of helpline in compliance awareness survey → 90% or higher
Strengthen governance	Continuous	● Enhancement of corporate governance

Note: Items marked "Continuous" in the target year are goals that we aim to achieve continuously every year.