

Stakeholders	Stance to Stakeholders	Main Activities
Employees 	NTN Group respects diversity, individuality and a safe and healthy workplace environment where employees can work successfully.	<ul style="list-style-type: none"> ■ “NTN PROUD AWARD” as ESG Corporate Award “NTN PROUD AWARD” is a system that encourages employees’ ESG activities and commends outstanding initiatives linked to 13 items of materiality responding to SDGs identified by the Group. The system aims to promote understanding and awareness of SDGs among employees and fosters their motivation and engagement. ■ Employee engagement survey Based on the survey result, we conduct activities to improve workplace issues, activate workplace communication and work to develop an environment in which each employee has a good reliable relationship with each other. ■ Global QC Circle Convention We strive to improve safety, quality, and productivity on a global basis, and with the convention as a forum for international exchange, we exchange information on a variety of activities.
Customers 	NTN Group seeks to maximize customer satisfaction and trust by providing products and services of superior quality, safety and reliability.	<ul style="list-style-type: none"> ■ Nationwide Distributors’ Meeting We invite distributors from across Japan to briefing sessions on account settlement overview and aftermarket business measures to strengthen our bond with distributors. ■ Technical service units We run completely-tailored, multi-functional technical service units worldwide, equipped with teaching materials and exhibits to introduce our products, and hold bearing technical seminars for our customers.
Business partners 	NTN Group, in a fair and free environment, builds good partnership with its business partners and works together for mutual growth and development.	<ul style="list-style-type: none"> ■ Briefing for suppliers We share information on our globalization initiatives and the business environment surrounding our company with our business partners and have external lecturers deliver lectures targeting the business partners. ■ Promotion of CSR procurement Through CSR questionnaires based on the CSR Procurement Guidelines, we promote activities with our business partners to help them understand the importance of CSR procurement.
Local communities 	NTN Group respects cultures and customs in the local communities and builds long-term trust relationships by meeting their expectations through its business activities.	<ul style="list-style-type: none"> ■ Activities that contribute to the local community (family tours, summer festivals, etc.) We hold family tours and summer festivals at each business site as an opportunity to interact with employees’ families and neighboring residents. ■ NTN Rotating School As an environmental education program for children who will lead the next generation, mobile-type schools have been opened in various places to deepen friendships with the local community. ■ Conservation of biodiversity In cooperation with local residents and NPOs, we are working to protect the environment of Satoyama (village forest) areas around our business sites and to protect endangered species.
Shareholders 	NTN Group focuses on return for shareholders by sustainable profitable growth and builds long-term trust relationships with shareholders through active communications.	<ul style="list-style-type: none"> ■ Shareholders’ Meeting The Shareholders’ Meeting is a forum for communication to build long-term relationships of trust with shareholders. ■ ESG briefing In addition to holding results briefings for investors, we also hold ESG briefings to promote understanding of our ESG initiatives. The opinions we receive at the briefings are used to strengthen our activities and information disclosure.
Environment 	NTN Group harmonizes its business activities with nature and contributes to preserve the global environment by providing its technologies, products and services.	<ul style="list-style-type: none"> ■ Reducing environmental impact in business activities We are working to minimize harmful environmental impacts by monitoring and reducing emissions of CO₂ and regulated chemicals in our business activities. ■ Sustainable use of resources We are striving for sustainable resource utilization by reducing the use of resources such as raw materials and water, and by thoroughly implementing the 3Rs (reduce, reuse, and recycle) of waste. ■ Developing environment-contributing product We are contributing to the realization of a carbon-free society by developing products that help reduce energy loss in finished products and natural energy-related products.

New NTN being created through NTN PROUD AWARD

To commemorate our 100th anniversary, we established “NTN PROUD AWARD” for all global employees in the Group to encourage practicing our corporate philosophy, but no convention has been held since 2019 due to COVID-19. This time, “NTN PROUD AWARD” has been newly started as an in-house award system to encourage and promote ESG activities for our sustainable growth in medium to long term and solution of social issues. Through this system, we aim to realize a “NAMERAKA Society” by improving the employees’ understanding and awareness of ESG and enhancing their motivation and engagement, which will lead to improvement of our social value and solution of social issues.



Basic approach to NTN PROUD AWARD

Basically, we aim to develop it into an award system that will lead to improved employee engagement, which in turn will lead to the further improvement of our organizational strength and corporate value, through ESG activities practiced by employees working in the Group in their daily jobs and awarding their activities. The Group’s materiality is closely linked to our corporate philosophy. We will aim to realize our vision with our employees doing daily jobs in connection with 13 items of materiality identified by the company.

Overview of the system

Teams of several members from any group companies can apply for the award. Activities that have connected daily jobs to the materiality, identified their own values, and produced certain outcomes are to be awarded, with the period from January to the end of December each year. Application is made directly by each team on the “NTN PROUD AWARD” page on our intranet. After the application period, the excellent awards, special awards, and materiality awards are selected first in each global region. Then, the top two teams selected for the excellent awards and special awards in each region make their presentations at a global convention. Out of them, the projects recognized as the most excellent activities are granted with the president awards in the three divisions of “E: Environment,” “S: Society,” and “G: Governance.”

Holding of a global convention

On June 14, 2023, the first global convention for the new system was held on the Web. This time, 69 teams made applications from Japan and abroad, and 12 teams awarded through local screening participated in the global convention. At the beginning of the convention, President Ukai greeted by saying ‘Please gain a new insight at this global convention. I hope that aggregation of your growing powers will enable us to address our big challenge of revitalizing NTN and realize a “NAMERAKA Society.”’ The convention was started with the president’s praise for the award winners from each region and expectation for this convention.



Each team presented their project activities and as a result of consideration, the president awards were granted to Xiangyang NTN-Yulon Drivetrain Co., Ltd. in the environment division and NTN BEARING CORP.OF CANADA LTD. in the society division. In addition, to express appreciation for a joint European team supporting Ukrainian refugees, a president special award was set up and presented to the team.

Teams winning the president awards	Environment division	“Environment improvement and promotion team” (Xiangyang NTN-Yulon Drivetrain Co., Ltd.)
	Society division	“Team CANADA” (NTN BEARING CORP. OF CANADA LTD.)
Team winning the president special award		“NTN Europe team” (NTN Europe S.A., NTN Wälzlager (Europa) G.m.b.H., NTN-SNR RULMENTI S.R.L.)



Environment improvement and promotion team



Team CANADA



NTN Europe team