

# Materiality

## Materiality targets and results for FY2024

Materiality	Target FY	Target	Results
Respond to climate change	FY2030	● Reduce CO <sub>2</sub> emissions in business activities (Scope 1, 2) → 50% reduction (compared to FY2018)	● Approximately 35.9% reduction compared to FY2018
	FY2035	● Reduce CO <sub>2</sub> emissions in business activities (Scope 1, 2) → Achieve carbon neutrality	
	FY2050	● Reduce CO <sub>2</sub> 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	● 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 <sup>3</sup> /million yen (Global)	● 3.45m <sup>3</sup> /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.

[Related information on the website](#)  
 Materiality targets for FY2025 and beyond 