Stakeholder Engagement

Stakeholders	Stance to Stakeholders	Main Activities
 **Employees**	NTN Group respects diversity, individuality and a safe and healthy workplace environment where employees can work successfully.	**"NTN PROUD AWARD" as ESG Corporate Award** "NTN PROUD AWARD" is a system that encourages employees' sustainability activities and commends outstanding initiatives linked to 13 items of materiality responding to sustainability activities identified by the Group on a global basis. The system aims to promote understanding and awareness of sustainability activities among employees and fosters their motivation and engagement. **Employee engagement survey** Based on the survey results, we conduct "Better Workplace Activities"—improvement activities to address workplace issues—to invigorate workplace communication and build workplaces with strong, trusting relationships among employees. **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.	**Nationwide Distributors' Meeting** We invite distributors from across Japan to briefing sessions on financial results 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.	**Briefing for suppliers** We share information on our globalization initiatives and the business environment surrounding our company with our business partners and have seminars in collaboration with external specialized institutions. **Promotion of sustainable procurement** Through sustainable questionnaires based on the NTN Group Sustainable Procurement Guidelines, we promote activities with our business partners to help them understand the importance of sustainable procurement.

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 **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.	**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.	**Shareholders' Meeting** The Shareholders' Meeting is a forum for communication to build long-term relationships of trust with shareholders. **Active dialogue with capital markets** In addition to results briefings and ESG dialogues, we provide opportunities for dialogue between capital market participants and our Outside Directors. Through constructive dialogue, we aim to enhance our transparency, strengthen governance, and achieve sustained enhancement of corporate value.
 **Environment**	NTN Group harmonizes its business activities with nature and contributes to preserve the global environment by providing its technologies, products and services.	**Reducing environmental impact in business activities** We are working to minimize harmful environmental impacts by monitoring and reducing emissions of CO_2 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 products** 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.