

## Overview of the Committees

### Sustainability Committee

Under an ever changing environment surrounding our Group's businesses, we are promoting sustainability activities to solve environmental and social issues and enable our Group's sustainable growth, as well as to realize a "NAMERAKA Society."

As an advisory body on sustainability activities, we have established the Sustainability Committee, chaired by the Executive Officer (Chief Management Officer of sustainability activities), who is in charge of the ESG Promotion Department. The committee mainly consists of the General Managers of ESG-related departments and deliberates on risks, opportunities, and initiatives related to sustainability. The status of our initiatives is checked regularly as materiality measures associated with risks and opportunities. Risks, opportunities, and initiatives discussed at the Sustainability Committee are reported to the Board of Directors as necessary.

### Risk Management Committee

To respond to various risks surrounding the business of the Group, we have established the Risk Management Committee, chaired by the Executive Officer (Chief Management Officer of risk management), who is in charge of the ESG Promotion Department, as an advisory body on risk management to prevent risks from occurring and to minimize damage in the event of a crisis. The committee mainly consists of the General Managers of the Promotion Departments of the risk management. The committee regularly checks activities including identification, analysis, evaluation, and treatment with regard to risks that have a major impact on the management of the NTN Group. The result of discussion at the Risk Management Committee is reported to the Board of Directors and instructions are fed back to the relevant departments.

### Compliance Committee

The Compliance Committee, chaired by the Executive Officer in charge of Legal Department (Overall Control Administrator of Compliance Promotion Activities), handles global compliance risks, excluding violation risks of the antimonopoly law and the Subcontracting Act. The committee members are comprised primarily of the heads of related risk management divisions. The committee members formulate and implement risk mitigation measures in cooperation with the Compliance Promotion Activity Supervisors appointed at each business site in Japan and the Administration & Internal Control Department established at each Office of General Manager in five overseas regions, and report to the committee on action plans and the status of implementation. The committee deliberates on the contents of such reports and then reports the findings to the Board of Directors.

### Fair Trade Monitoring Committee

The Fair Trade Monitoring Committee is chaired by the President and Executive Officer and consists of Executive Officers in charge of sales and procurement divisions, an Outside Director, external lawyer and so on. In principle, this meeting is held twice a year to discuss the implementation plans and the performance reports for compliance with the Antimonopoly Act and the Subcontracting Act, and to provide supervision and guidance on effective control for fair trade practices along with education and awareness-raising activities. In addition, we have established the Fair Trade Promoting Group in Legal Department as an overall supervisory department for compliance with antimonopoly law. Under the direction of the Fair Trade Monitoring Committee, the Group conducts various activities (such as education, instruction and audit) for relevant divisions in Japan. Additionally, overseas subsidiaries are monitored for the implementation status of compliance with antimonopoly law in cooperation with the Administration & Internal Control Department in each region.