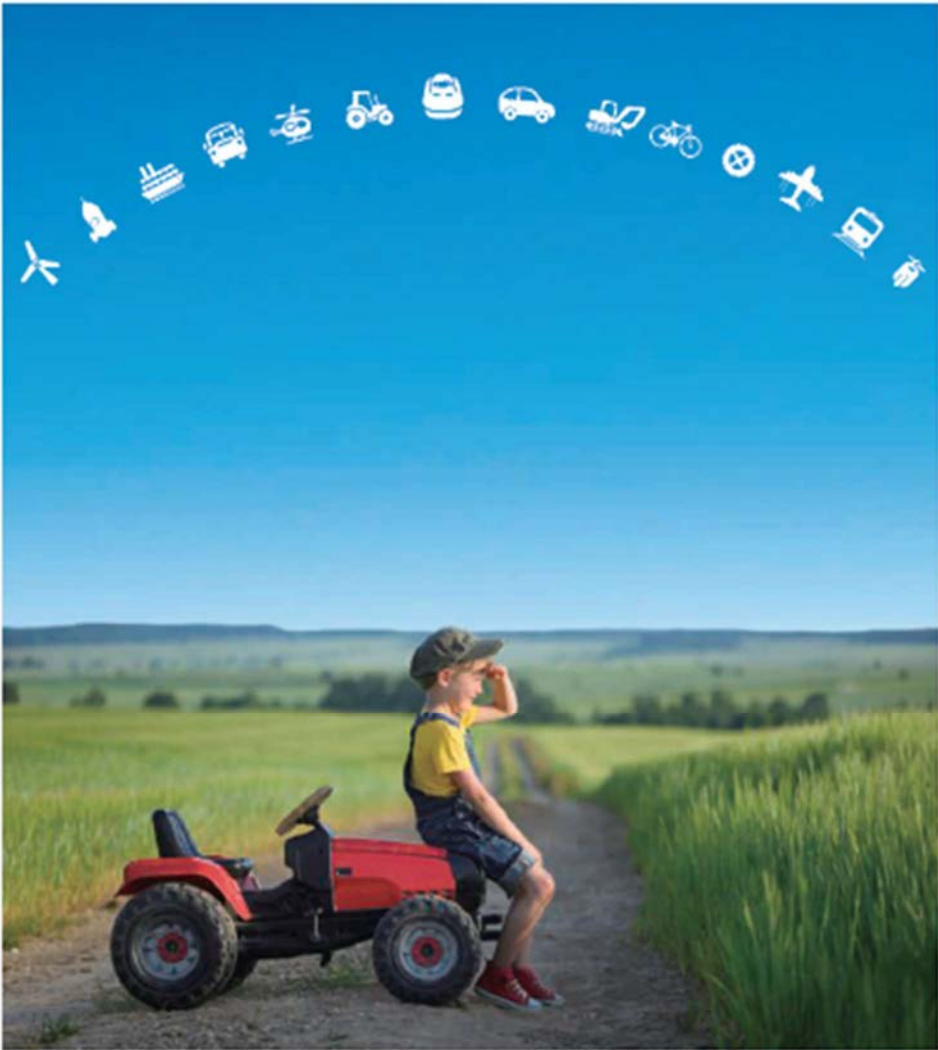


**DRIVE NTN 100 Phase2**

**FY2023 NTN Health and Productivity  
Management Report**



## 1. About NTN's Kenko Keiei® (health and productivity management)

Led by our "Management Policy", through its business activities, the NTN Group strives to create a society where people can easily lead a secure and fulfilling life in harmony with nature. These Management Policy clearly state that respect for diversity, "safe and healthy workplace environment where employees can work successfully" is one of the Group's stances towards stakeholders.

Maintaining and improving the health of employees helps ensure reasonable medical expenses, improves productivity, and contributes to sustained corporate growth. NTN has defined its health and productivity management approach through its "Safety and Health Basic Policy", and has issued a "Health Declaration", both internally and externally, that conveys its strategic approach to health and productivity management.

### [NTN Safety and Health Basic Policy]

Securing the safety and health of everyone working in the NTN corporate group is the most important value giving priority to everything as the foundation of management.

Based on this basic stance, we aim to create a work environment where everyone of us can work safely and healthily and perform an active role.

#### 1. Compliance with laws and regulations

In addition to safety and health related laws and regulations, we comply with our internal voluntary standards based on organization rules, lessons from prior incidents, and we strive to form a safe and comfortable workplace.

#### 2. Promotion of continuous improvement through the operation of occupational safety and health management system

We will operate the safety and health management system reliably and efficiently and strive to continuously improve the level of safety and health performance.

#### 3. Elimination and reduction of hazardous / harmful risks

We continuously conduct risk assessments of facilities and working environments to identify and reduce explicit and potential safety hazards.

#### 4. Promotion of employee education and training

We strive to develop highly safety awareness with our employees through ongoing education and training.

#### 5. Maintain and promote mental and physical health

Maintain and promote mental and physical health by good communication and ensuring a comfortable working environment.

#### 6. Create safety culture

We promote a culture in which all employees are engaged to achieve a goal of "zero occupational accidents" and "zero occupational diseases" within NTN.

NTN Corporation

Executive officer in charge of Safety and Health



### NTN Health Declaration

We recognize the health of our employees and their family members as the foundation of the sustained growth of the NTN Group. We hereby declare that we will actively promote measures aimed at improving health and preventing disease and will strive to create lively workplace environments in which each and every employee works passionately, living up to their full potential.

April 28, 2021

NTN Corporation  
Representative Executive Officer and President  
Eiichi Ukai



(Photo) Representative Executive Officer  
President  
Eiichi Ukai

### [Specific activities]

#### Workplace health promotion



- Promotion of work-life balance and prevention of long working hours
- Further vitalization of communication in the workplace
- Preparation and improvement of systems for treating illnesses while promoting work

#### Mental health promotion



- Workplace environment improvements based on the group analysis results of stress checks
- Prevention of mental health issues through self-care and employee care by line managers
- Enhancement of mental health consultation system

#### Physical health promotion

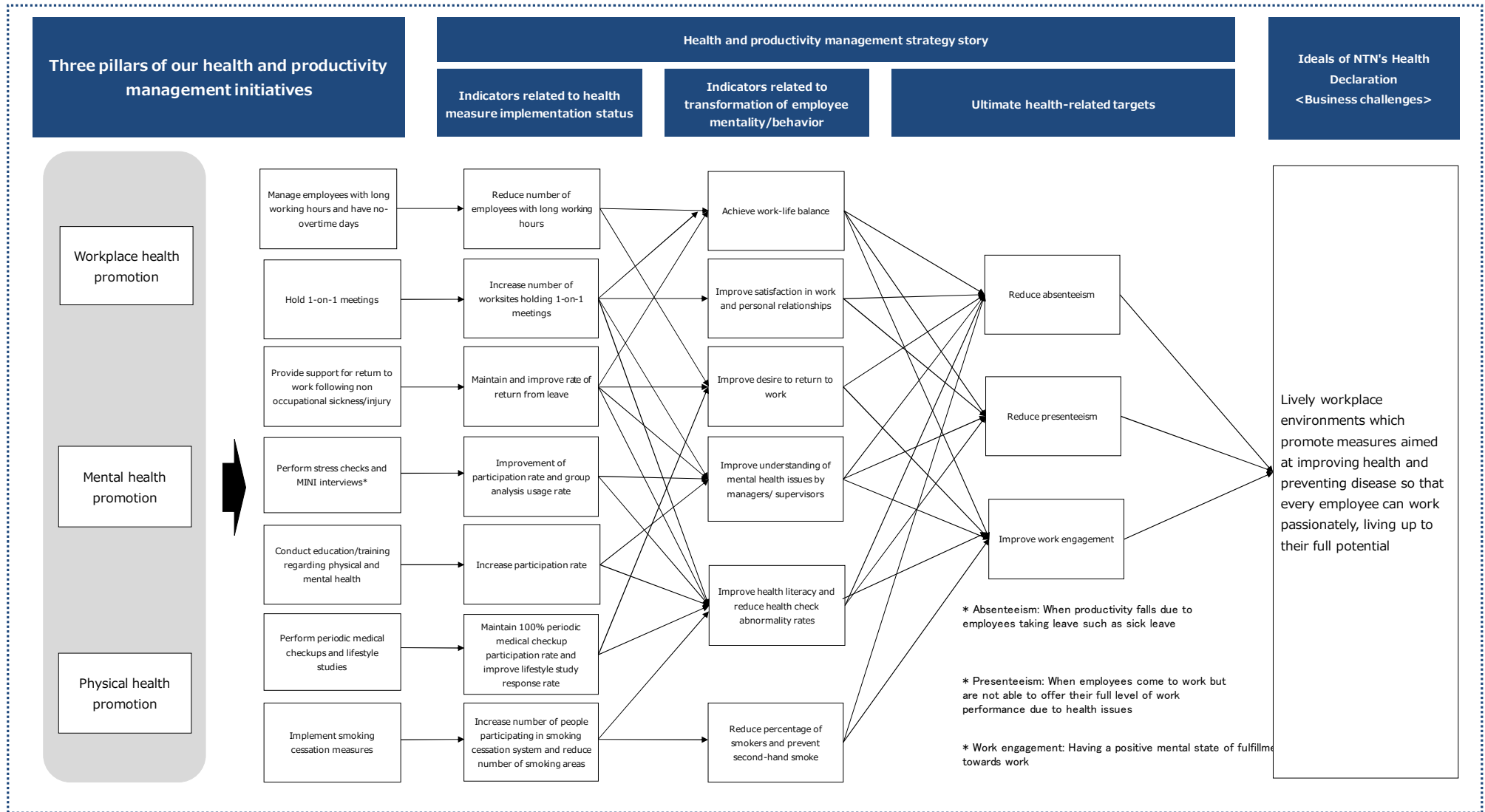


- Appropriate health guidance and lifestyle improvements based on the results of medical checkups
- Steady implementation of data health plans in cooperation with the NTN health insurance association
- Improvement of medical checkup participation rates for employees' spouses

### [Targets for fiscal years leading up to 2023]

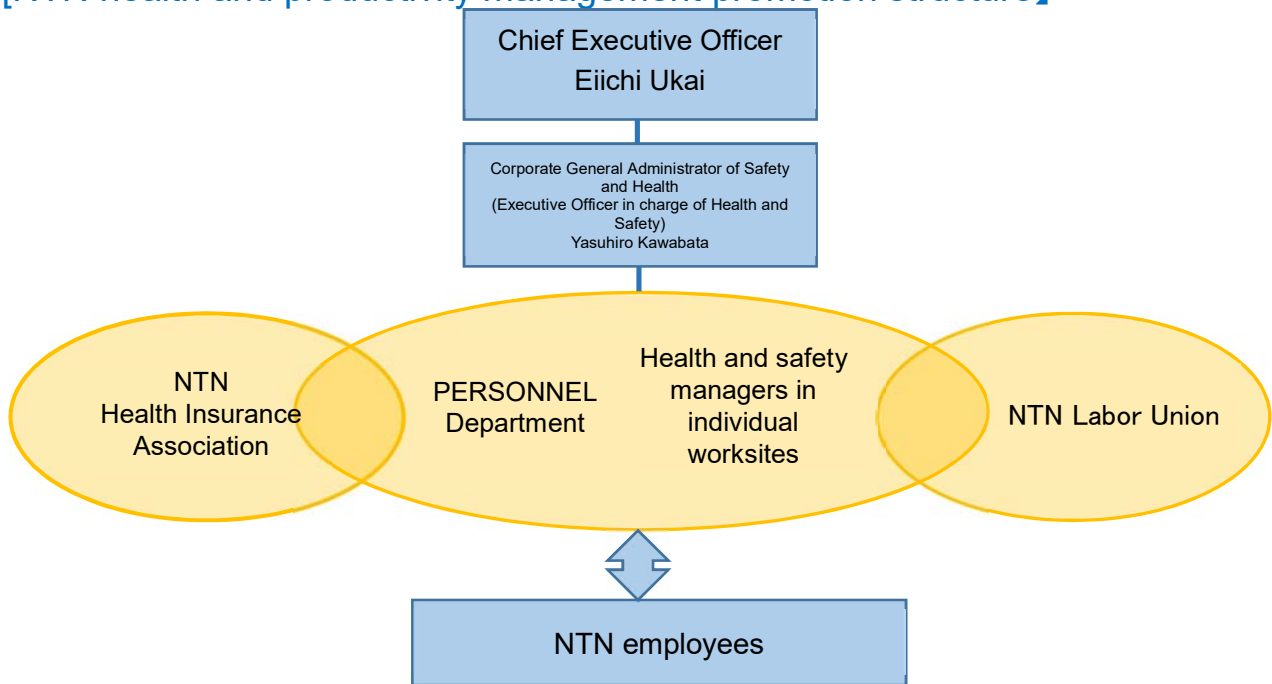
	Benchmark (2020)	2020 results	2021 results	2022 results	2023 targets
Percentage of employees with health check abnormalities	52.7%	52.7%	61.3%	60.7%	47.0%
Percentage of employees that smoke	29.6%	29.6%	28.1%	27.7%	20.0%

# 【NTN health and productivity management strategy map】



\* MINI interviews are screening interviews conducted during periodic medical checkups (all employees are interviewed by counselors using the mini-international neuropsychiatric interview method)

## 【NTN health and productivity management promotion structure】



## 【Key topics of FY2022】

### ■ NTN no tobacco day, Non-smoking call-out activities

Based on the " Non smoking Declaration," we are working on measures to protect our employees from the health risks associated with smoking. We have established a smoking cessation support program for smokers (such as partial reimbursement for smoking cessation medications) and a smoking cessation supporter system, and we are also conducting educational activities for employees who do not smoke and creating an environment that makes it difficult for them to smoke.



### ■ Organising health e-learning for working women

Recognising women's specific health issues throughout the workplace, and through support for women's health, the e-learning programme was held for all employees on the theme of "Working women's health", with the aim of creating a workplace where everyone can work healthily and actively. (97.5% participation rate in FY2022).



### ■ Initiatives to improve lifestyle and exercise habits

To improve the health of employees, we support their sports activities by organizing national tournaments for tennis, soccer, skiing, and other internal club activities, as well as sports events at each business unit. In addition, to support the establishment of exercise habits, we promote health management using a dedicated app, hold twice-yearly walking events (130 employees participated in FY2022), and take other steps to improve walking habits. These proactive efforts to improve employee health have been recognized by the Sports Agency as a "Sports Yell Company 2023". This is the fourth consecutive year the company has been recognized.

### ■ Development and review of infection control measures

Based on our previous experience with new coronavirus infections, we have reviewed our internal infectious disease policies. We will continue our business activities to protect our employees from infectious diseases, including new coronaviruses, even after the Infectious Diseases Act changes the classification of new coronaviruses to category 5, making the safety of our employees and their families our top priority.

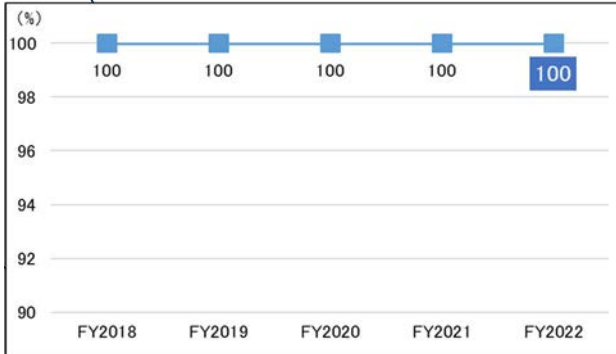
### ■ Activities to promote health management among business partners

We want to create a safe and healthy work environment in which all employees can work and play an active role. We are committed to health management to realize a safe, healthy, and active work environment for all employees. As part of our goal to realize a sustainable "NAMERAKA Society," we are working to promote health management to our business partners.

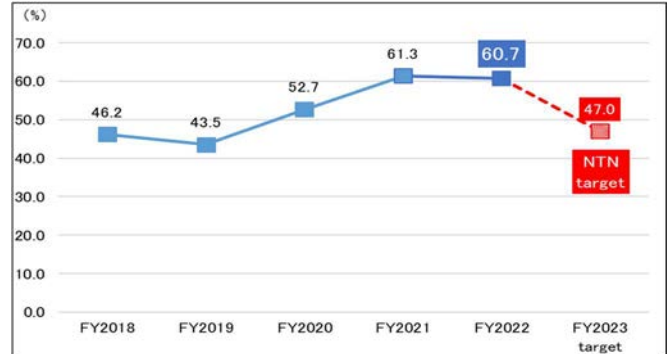
## 2. Health and productivity management indicators

### ① Medical checkup results

Rate of participation in general, periodic medical checkups



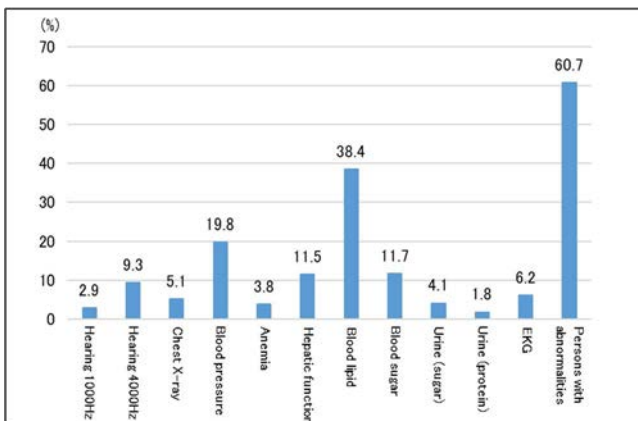
Percentage of employees with health check abnormalities (Legally mandated check items\*)



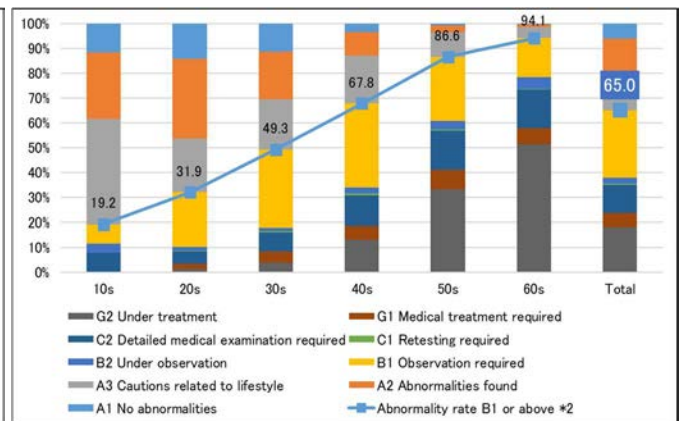
\*Legally-mandated check items: Blood pressure, hepatic function, blood lipid levels, and others indicated in Article 44 of the Ordinance on Industrial Safety and Hygiene

Our prevalence rate has increased each year. Therefore, we encourage all employees to adopt preventive lifestyle and exercise habits by displaying a sign in front of the elevators encouraging the use of stairs, a health promotion slogan on the copier screen, and a poster in the cafeteria encouraging de-obesity and improving walking habits.

Percentage of employees with health check abnormalities by legally-mandated check item



Percentage of employees with health check abnormalities by age group (including check items not designated by law)



Our prevalence rate increases with age, almost reaching 70% for individuals in their 40s, with a significant occurrence of abnormal blood lipids as a breakdown. To prevent future diseases and a rise in prevalence rates, it is crucial to cultivate healthy lifestyle habits from a young age. We are partnering with the NTN Health Insurance Union to promote collaborative health by deploying a program that uses a dedicated application to boost the physical fitness of employees under 40 years old. The program yielded significant success, as participants in fiscal year 2021 lost an average of 3.5Kg.

<Early Information Poster for Periodic Health Checkups for Employees>

<Activities for metabolic syndrome and pre-metabolic syndrome in people under 40 years of age>

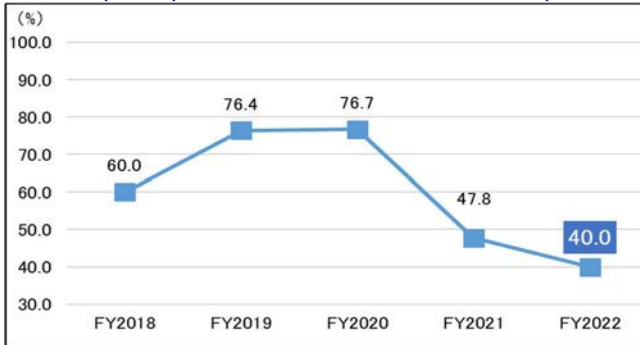


Exclusive application (Lav Personal Training)

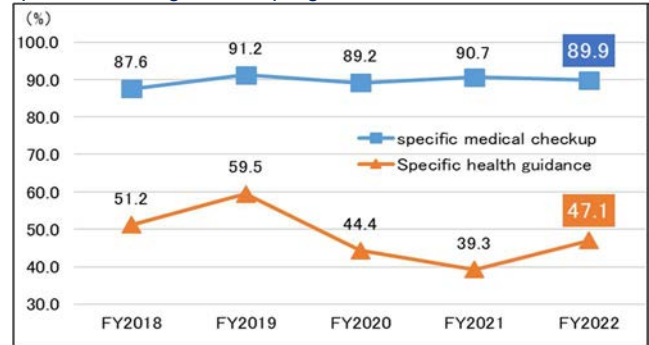
Exercise habit improvement using

## ② Health guidance

Rate of participation in detailed medical checkups



Rate of participation in the specific medical checkups and specific health guidance program

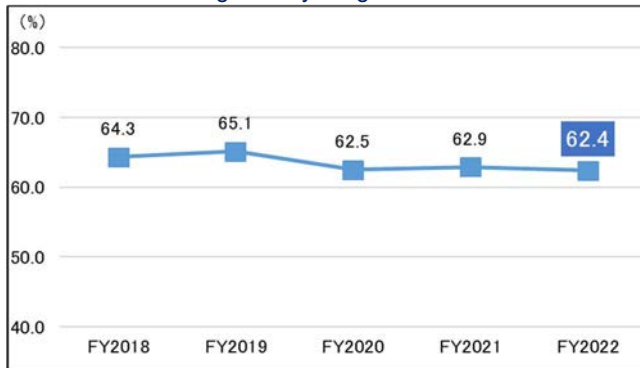


Aiming to improve the rate of medical examinations, we are building a system to recommend medical examinations in cooperation with the NTN Health Insurance Association.

From FY2021, in addition to face-to-face visits, we have introduced an online type of specific health guidance to improve the rate of medical checkups. As a result of these efforts, our health insurance association was evaluated by the Ministry of Health, Labour and Welfare as an insurer eligible for reduction in late-stage support payments for the elderly in fiscal 2020 (top-ranking).

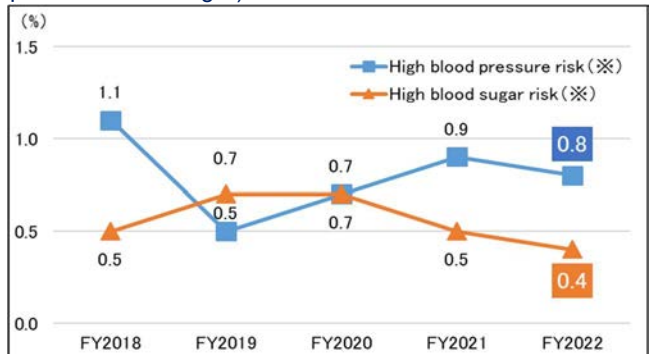
## ③ Employees aged 40 and older with healthy weights, employees with high blood pressure/blood sugar levels

Percentage of employees aged 40 and older that are maintaining healthy weight



\*Persons maintaining healthy weight: BMI between 18.5 and 24.9

Percentage of employees aged 40 and older at risk (blood pressure/blood sugar)



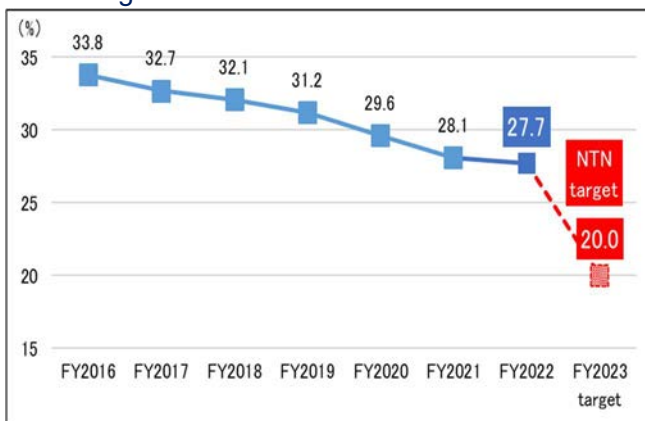
\*Blood pressure risk: Percentage of people with systolic arterial pressure of 180 mmHg or above or diastolic blood pressure of 110 mmHg or above

\*Blood sugar risk: Percentage of people with fasting blood sugar of 200mg/dl or above

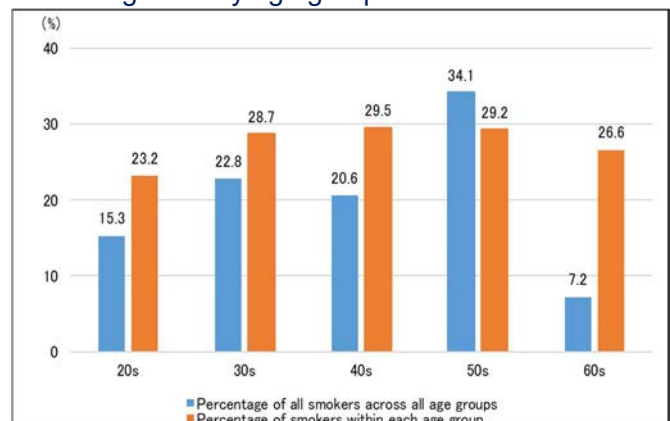
NTN Health Insurance Association provides exercise and dietary guidance through a program to improve high blood sugar for employees and their families. In addition, NTN has introduced InBody, a body component analyzer, to promote health and prevent lifestyle-related diseases with a focus on reducing visceral fat.

## ④ Lifestyle studies (smoking and walking habits)

Smoking rates



Smoking rates by age group



Based on our Non smoking Declaration, we aim to decrease employee smoking rates to 20% or below by FY2023. To achieve this, we are enhancing our smoking cessation initiatives. In 2008, we launched a smoking cessation support program for smokers, which includes partial cost assistance for smoking cessation medication. In 2021, we introduced a non-smoker supporter system to make quitting smoking easier for our employees. Additionally, to increase awareness among non-smoking employees and foster a smoke-free environment, Non-smoking call-out activities and NTN no tobacco day in 2022.

### NTN Non Smoking declaration

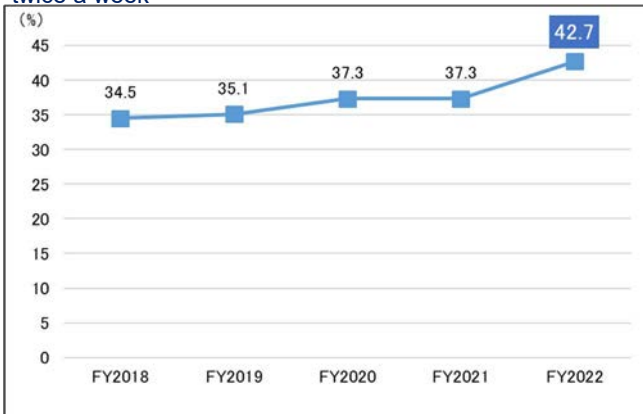
The NTN Group is actively promoting various measures to encourage health improvement and disease prevention while creating vibrant workplaces so that all Employees can work enthusiastically and maximize their capabilities. As part of these efforts, we declare that we will vigorously implement initiatives to reduce the health risks of smoking, including passive smoking.

April 1, 2021  
 NTN Corporation  
 Managing Executive Officer  
 Corporate General Administrator of  
 Safety and Health

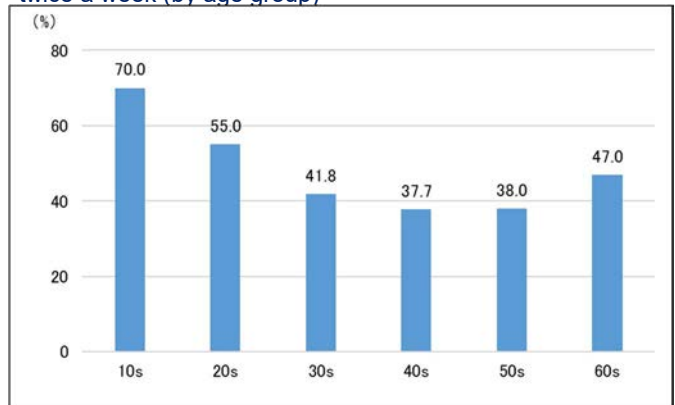
<Employees using the smoking cessation support system and counseling to quit smoking>



Percentage of people who try to find time to walk at least twice a week



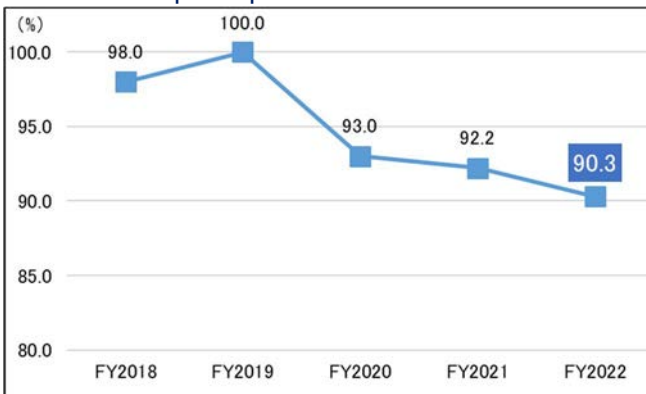
Percentage of people who try to find time to walk at least twice a week (by age group)



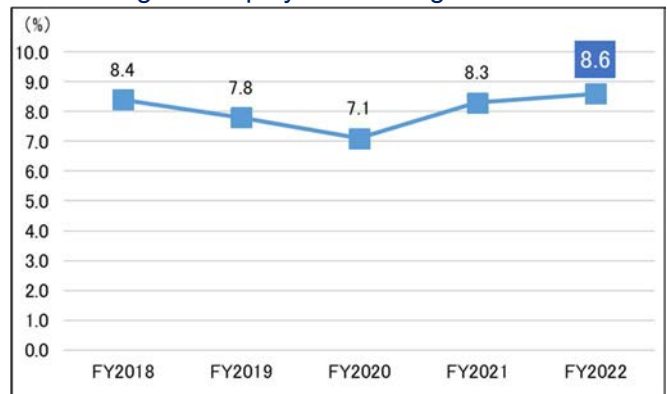
NTN Health Insurance Association has implemented a "health management application" and is enhancing walking habits while also increasing employee registration rates. Additionally, NTN has entered into a corporate usage agreement with a sports gym (such as Konami Sports Club) to improve employee exercise. These measures are encouraging all employees to preempt unhealthy lifestyle and exercise habits resulting in a year-on-year increase in walking habits.

## ⑤Mental health

Stress check participation rate

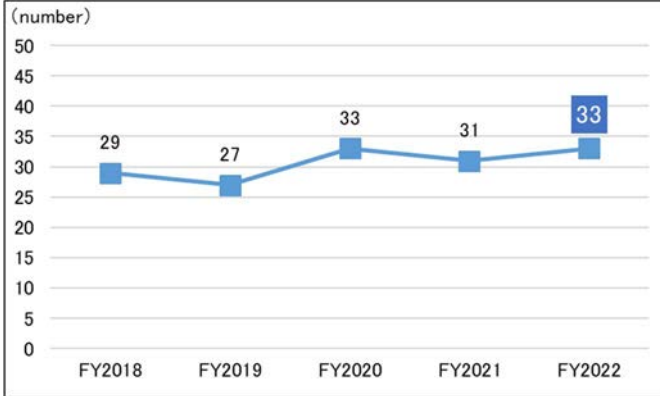


Percentage of employees with high stress levels



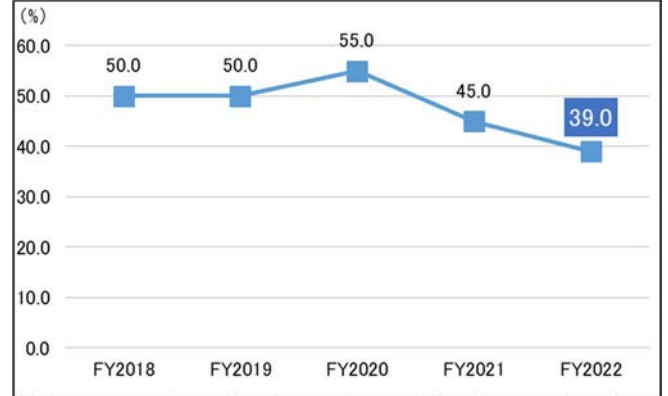
Since 2002, we have conducted interviews with counselors for all employees during regular health checkups. Since 2011, we have used a "Health Check Sheet" (now revised to a "Lifestyle Survey") to identify mental and physical health problems. Our priority is to address mental health issues of our employees as early as possible. Additionally, our training programs for new hires and promotions now incorporate mental health training, and we have established counseling rooms. Thanks to these initiatives, our organization's ratio of high-stress employees remains below the national standard of 10%.

Number of employees on leave due to mental health issues\*



\* Number of employees on leave as of each fiscal year end

Rate of return from leave due to mental health issues\*

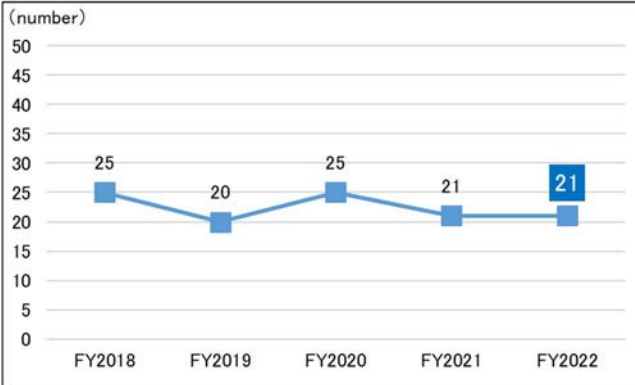


\*Percentage of people who took leave during the preceding fiscal year and returned to work by May of the following fiscal year

Since 2000, we have implemented a return-to-work procedure and introduced a rehabilitation attendance system. Furthermore, starting in 2021, we have provided coverage for personal injuries and illnesses, inclusive of mental health conditions, with a strong focus on helping employees reintegrate into the workplace.

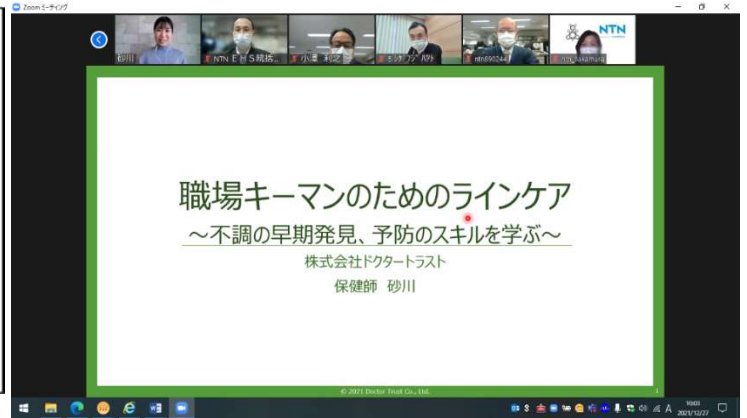
We have provided line care training - a program aimed at equipping managers and supervisors with relevant skills for preventing mental health issues among employees - to all managers within the Group in Japan since 2021. This initiative has enabled us to share crucial information, including mental health information, with our domestic affiliates.

Reference value: Number of employees on leave due to illnesses other than mental health problems\*



\* Number of employees on leave as of each fiscal year end

<Mental health line care training>

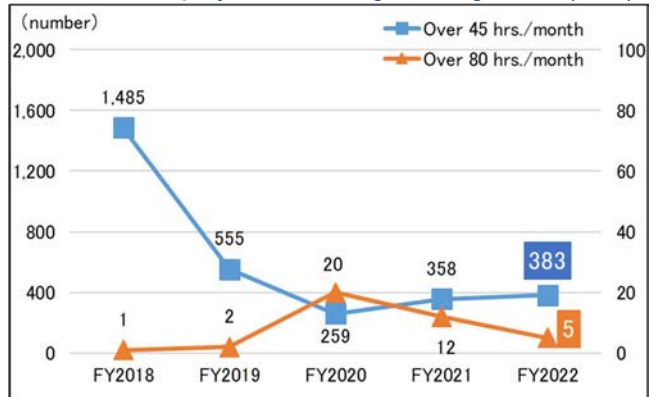


## ⑥Work-life balance

Average annual leave usage rate



Number of employees with long working hours (total)

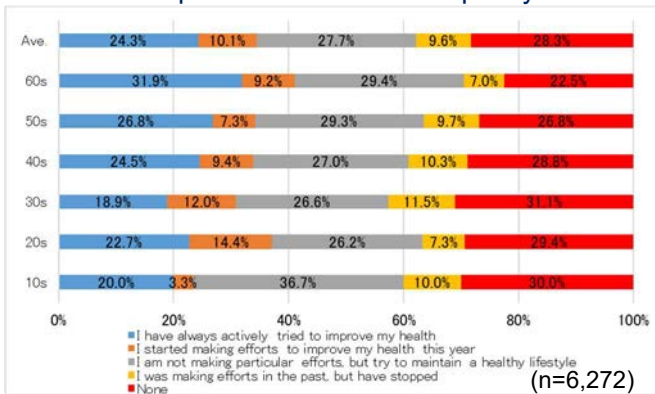


In 2018, we were recognized as a "Best Practice Company" by the Osaka Labor Bureau for our ability to maintain a high average annual paid leave utilization rate over the past 25 years. We are implementing initiatives in cooperation with the labor union to improve the paid leave utilization rate.

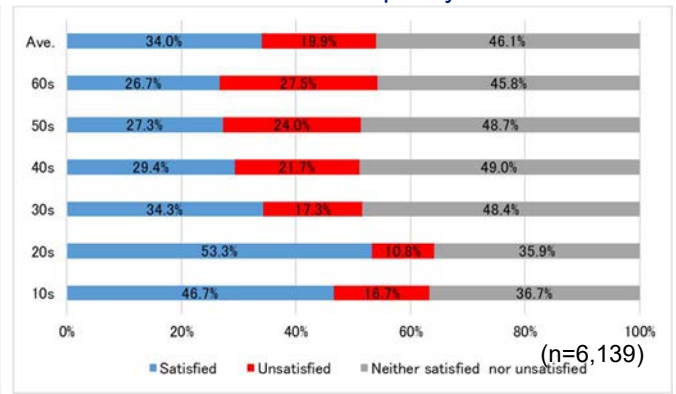


## ⑦ Lifestyle studies (health promotion)

### Efforts to improve own health over past year

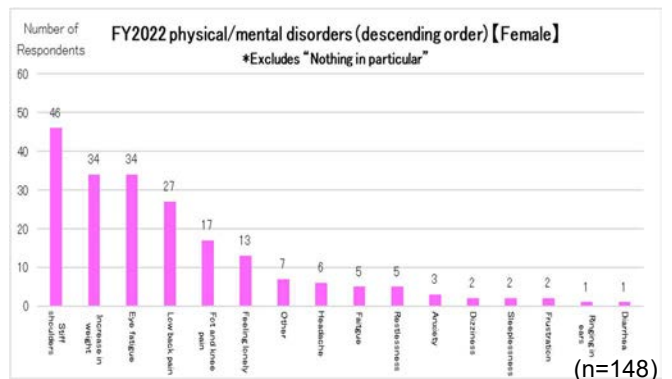
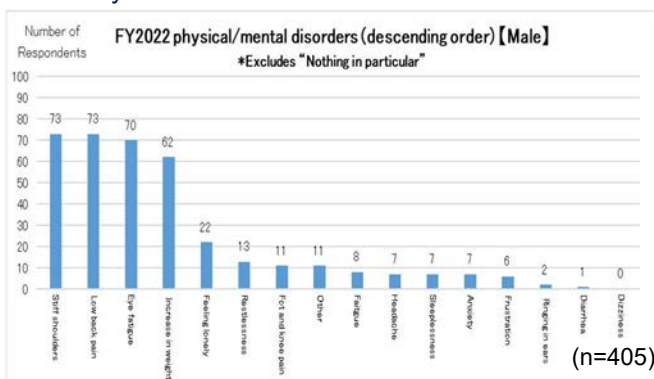


### Self-evaluation of health over past year



Every year, we administer a Lifestyle Survey of all employees when conducting periodic medical checkups. We use the results to review and revise our health promotion measures.

### Survey of telework health situation

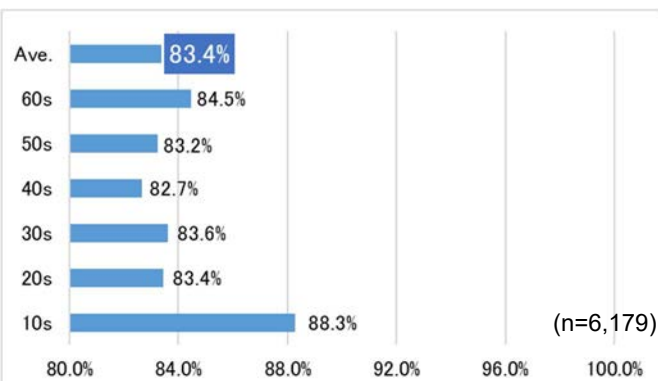


Our company implemented a telework in 2019 to boost productivity and improve work-life balance. However, we have since discovered that it can lead to a range of health issues. To gain insight into the health status of our telecommuters, we have conducted a yearly survey of the sales department at our headquarters since 2020.

Both male and female employees have reported experiencing discomfort in their shoulders, eyes, and back. We highly encourage our staff to proactively prevent these issues by practicing stretching exercises and increasing physical activity, which can be done through the Health Consultation Office and the Konami Sports Club.

## ⑧ Presenteeism and work engagement

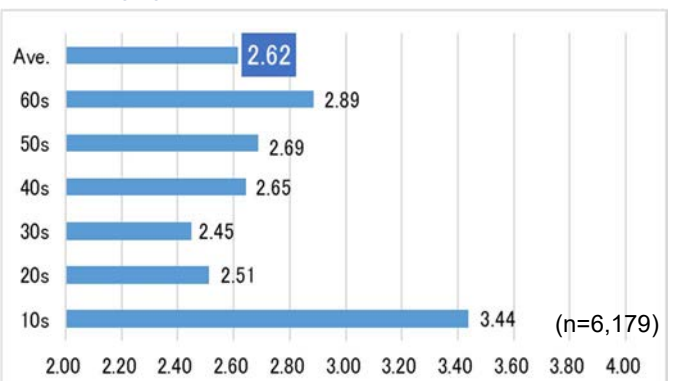
### Presenteeism



※A situation in which the employee is at work but is unable to perform at full capacity due to health problems. Health problems prevent full performance

We use the "SPQ" (University of Tokyo 1-item version) indicator to measure the presenteeism of our employees; we began measuring this indicator for all employees at our business units in FY2022.

### Work engagement



※Positive and fulfilling psychological state (enthusiasm, immersion, vitality) toward work

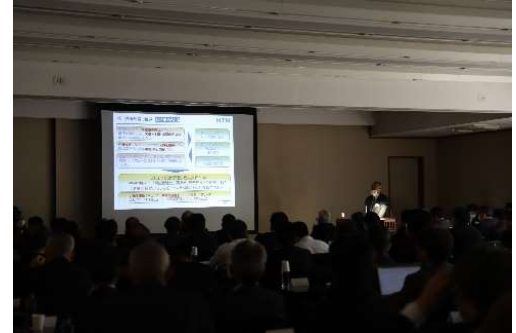
We measure employee work engagement using the "Utrecht Work Engagement Scale Short Version" indicator; we began measuring employee work engagement at all of our business units in FY2022.

⑨Activities to promote health management among business partners


We are dedicated to promoting health management and fostering a secure and healthy work environment for all NTN Group employees to actively participate in. Our objective is to establish a sustainable "NAMERAKA Society," and thus, we are actively promoting health management to our business partners.

<Introduction of health management to business partners>

<Policy briefing for business partners>



3. Health and productivity management certifications

Name of award	Fiscal year	Award description	Ministry responsible
Health and Productivity Management Organization Large Enterprise Category (White 500) 	FY2021 FY2022 FY2023	This annual certification recognizes companies and other organizations that practice exceptional health management closely aligned with regional health issues and health promotion initiatives advanced by the Nippon Kenko Kaigi.	Ministry of Economy, Trade and Industry
Sports Yell Company 	FY2020 FY2021 FY2022 FY2023	This annual certification recognizes companies that have actively worked to promote sports as a means of improving employee health	Sports Agency
Best Practice Company	FY2018	Selected by prefectural labor bureaus in recognition of active, long-term labor reduction efforts	Ministry of Health, Labour and Welfare
Childcare support company Platinum Kurumin Certification 	FY2019	Companies that have already received "Kurumin" certification, have made considerable progress in introducing and using systems to support a good work-life balance, and are implementing high-level initiatives are certified	Ministry of Health, Labour and Welfare
Company that supports the promotion of female advancement in the workplace Eruboshi (acquired highest grade, three stars) 	FY2020	This certification, based on the Act on Promotion of Women's Participation and Advancement in the Workplace, recognizes companies that have met certain standards and have excelled at promoting female advancement in the workplace	Ministry of Health, Labour and Welfare

## NTN Health and Productivity Management Report

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Written and edited by: PERSONNEL Department

Issued by: NTN Corporation

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