

Materiality **Promote diversity**

**Basic approach to diversity and inclusion**

Our group is working to “creating a rewarding environment that respects the diversity of employees” in which a variety of human resources, regardless of nationality, culture, gender, age, or disability, can freely contribute better ideas and maximize their abilities. More specifically, we are working to further secure human resources having various career backgrounds by increasing employment of midcareer workers and maintain environments and systems that enable us to actively promote diverse human resources to positions of responsibility at domestic and overseas business sites.

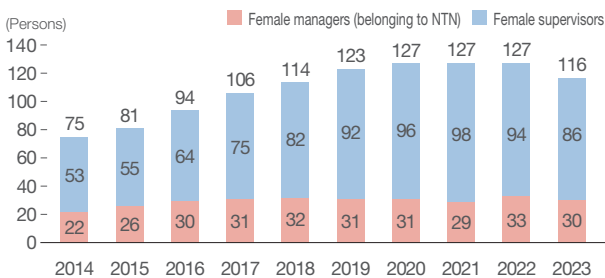
We will respect and recognize diverse values, and integrate them to create an organization that generates flexible ideas. While continuing to grow in a sustainable manner, we will realize our company’s philosophy of “We shall contribute to international society through creating new technologies and developing new products.”

**Career advancement of women**

One of the biggest challenges in achieving diversity is promoting women achievement in the workplace and closing the gender gap.

Currently, the percentage of female managers in our group is 14.7% globally, 4.0% in Japan, and 4.4% at NTN, revealing a lower level in Japan than overseas. In order for women to participate in important decision-making in positions of responsibility, and to create innovation based on diverse opinions and flexible ideas, we have introduced a leadership development program for female employees and systematically provide education to help them move up, thereby creating an environment in which women can aim to take managerial positions. In addition to fostering women awareness and developing their abilities, we will work to further promote women’s activities with raising the awareness of the entire workplace.

■ Trend in the number of female managers and supervisors at NTN (employees belonging to NTN)/As of April 1



**Balance childcare and work**

**Promote male employees to take childcare leave**

Measures to promote the participation of male employees in childcare leave include awareness-raising activities by posting posters promoting male employees’ childcare leave throughout the company, and holding seminars to promote the development of the next generation (papa seminars), to help male employees learn about the importance of participating in childcare and to deepen their understanding of internal systems for childcare.

As a result of these efforts, the percentage of male employees taking childcare leave in fiscal 2022 increased to 37.2%, from 11.2% in fiscal 2021.

**Received a “Platinum Kurumin” certification as a child-rearing support company**

We were granted a “Platinum Kurumin” certification in October 2022 for our high level of supportive initiatives related to employees’ child-rearing.

For employees in childcare, irrespective of their gender, we distribute a maternity/childcare leave handbook that summarizes laws and in-house systems related to childcare, from detection of pregnancy to maternity leave, childcare leave, and reinstatement, to make those systems known within the company. As a program for managers, we distribute a childcare support book designed for managers to deepen their understanding of childbirth and childcare and maintain an environment in which employees facing childbirth and childcare can demonstrate their maximum performance. In addition, we provide a childcare boss handbook designed for managers to develop an environment in which diverse human resources, such as those in child and other family care, can work sufficiently successfully and raise awareness for helping subordinates balance work and private life.

**Promote employment of persons with disabilities**

As part of developing an organization with diversity in which everyone can work successfully, we actively promote employment of persons with disabilities. Persons with disabilities “collaborate” successfully at various manufacturing sites and administrative departments with their respective characteristics. In addition, as workplaces in which persons with disabilities can work as leading members, we opened a dedicated workplace called “Yume Kobo (dream factory)” at each business site in Kuwana, Iwata, and Okayama, which contributes to local employment. We are also working to establish a work environment in which even persons with disabilities can work safely and easily, including barrier-free promotion. The rate of employment of persons with disabilities was 2.57% in the fiscal year ended March 2023 through active employment and retention programs.

Please refer to our website for other initiatives related to “Promote diversity.” <https://www.ntnglobal.com/en/csr/sc/employee.html>