

## Materiality

## Promote safety and health

## Safety and health efforts

## Nurturing strong safety consciousness

We provide risk prediction (KY) training to improve the risk awareness of employees. By implementing risk awareness training (KYT) on a workplace-by-workplace basis, mainly led by trained employees, we aim to develop people who can be aware of unsafe conditions and do not act unsafely.

Similarly, we provide risk assessment (RA) training on facilities and operations. Through trained employees' participation in RA in their own workplaces, we intend to improve the level of risk assessment implementation. Also, through identification of hazards as part of the RA procedure and understanding of risk estimation by hazard, we aim to develop safety-conscious personnel who are able to imagine potential risks, acts resulting from personal carelessness, acts caused by impatience, omitted acts, etc.

## Intrinsic safety of equipment

We continuously conduct risk assessment on facilities and work environments to reduce manifest and potential risks. In addition to taking engineering measures such as safety covers and interlocks, we also ensure the safety of facilities and operations through managerial measures such as procedures, rules, and protective equipment. Remaining risks are recorded in the residual risk management sheet in accordance with the unified company-wide residual risk management operation. Based on this, stickers indicating residual risk levels are put on the equipment for visualization. Furthermore, training on the residual risk of the equipment is provided for operators to make sure that they know where the hazardous risk lies.

## Creating structures to support safety

We are promoting the introduction of an occupational health and safety management system to create a system that supports the safety of the Group. By continually implementing our management system and PDCA cycle, we will strive to comply with laws and regulations and improve the level of safety and health.

All of our manufacturing sites have completed ISO 45001<sup>1)</sup> certification, an international standard.

In our 16 domestic manufacturing affiliates, two companies have acquired ISO 45001 certification, eight companies have acquired JISHA OSHMS certification<sup>2)</sup>, and two companies have acquired GSC certification<sup>3)</sup>. Currently, four affiliates are in the process of acquiring GSC certification. Five overseas affiliates have also acquired ISO 45001 certification.

If any occupational accident should have occurred, its information is shared on an occupational accident report across the entire company, including the occurrence conditions and countermeasures. If an accident requiring

absence should have occurred, or multiple occupational accidents should have occurred at a same workplace (section) within a same fiscal year, a safety audit is conducted to prevent reoccurrence with members in charge of safety at other business sites.

In such cases, safety activities at the workplace are checked on site to ensure the effectiveness of its safety management system.

Regarding any occupational accident that has occurred, we identify why the victim had taken relevant actions, as well as the root cause, and provide guidance that will lead to countermeasures.

\*1 ISO 45001: International standards for occupational health and safety management systems

\*2 JISHA OSHMS: Japanese standard in compliance with the MHLW's "Guidelines on Occupational Safety and Health Management Systems" (OSHMS Guidelines)

\*3 GSC: MHLW's project for assessing occupational safety and health of small and medium-sized business sites (Good Safety Company)

Approach to Kenko Keiei\*  
(health and productivity management)

## Certified as a "Health and Productivity Management Organization in the Large enterprise category (White 500)" for the third consecutive year

We were certified as a "Health and Productivity Management Organization 2023 (White 500)" in the large enterprise category, which is selected jointly by the Ministry of Economy, Trade, and Industry and the Japan Health Council. This is our third consecutive year of certification.

"The Health and Productivity Management Organization Recognition Program" is a system for recognizing companies that practice particularly excellent health and productivity management. This year, out of 2,676 applicant corporations, top 500, including NTN, were certified as "White 500" companies.

This survey evaluates corporations' initiatives to tackle health issues and promote health from the viewpoints such as "management principles/policies," "system/initiative implementation," and "organizational structure." This year, NTN received a top-class evaluation among corporations in the machinery industry in terms of "organizational structure," which evaluates the attitude of the management for health issues and corporations' promotion structures.

\*Kenko Keiei is a registered trademark of the NPO Health Management Research Association.



Certification mark of "Health and Productivity Management Organization in the 2023 Large enterprise category (White 500)"

Please refer to our website for other initiatives related to "Promote safety and health."  
<https://www.ntnglobal.com/en/csr/sc/employee.html>