Initiatives to Strengthen CSR/ESG Management

Safety Management

Why Safety Management Matters
Promoting a safe and secure workplace is tied to the vitality of employees and the offering of exceptional products and services. NSK has positioned safety as one of its core values, and works to raise the level of its activities globally, while heightening employee awareness.

NSK’s Approach
To protect the safety and health of each and every employee, NSK approaches the issue of safety by undertaking initiatives with the following basic philosophy: “Safety is the first and foremost priority. The Company should establish safe, secure, and comfortable workplaces, no matter the level of output demand.”

Maintaining safe workplaces means taking measures to keep equipment safe and promoting global standards of safety management, together with actively encouraging information sharing, and by fostering a culture where employees watch out for each other’s safety.

Occupational Safety and Health Management System
NSK realizes how important it is to be always proactive about safety and health at its workplaces, which support the Company’s manufacturing operations, and to provide a work environment that allows all employees to reach their full potential. Based on this conviction, NSK has developed an occupational safety and health management system that complies with labor and safety-related regulations and international standards, and we strive to foster a corporate culture of “safety first” that fully engages all employees at each of our sites.

We share information on any occupational health and safety incidents that do occur on a global basis and always work to prevent a recurrence of similar incidents by taking effective measures.

We are conducting activities globally with the intention of obtaining the international standard covering occupational health and safety management systems. Following our acquisition of ISO 45001* at three production sites in Japan in fiscal 2019, we plan to progressively proceed with acquisitions going forward.

* The international standard covering occupational health and safety management systems issued by ISO in March 2018.

Initiatives to Prevent Occupational Accidents
NSK incorporates safety measures into its equipment from the design stage, and then conducts evaluations to raise the level of equipment safety as we strive to prevent occupational damage due to human error or machinery malfunction. To this end, in its equipment development divisions the Company develops “Safety Sub-assessors” who are highly knowledgeable and possess capabilities concerning safety.

The Company also performs risk assessments on existing equipment at its production sites, and works to raise the level of its safety measures. Aiming to realize this, from 2016 the Company implemented full-fledged training of safety sub-assessors, and their number had grown to 471 individuals by fiscal 2018.

Initiatives to Raise Safety Awareness
NSK has compiled a manual which brings together procedures used in its Safety Dojo* so that from fiscal 2018 we could roll out this training, currently being implemented at a limited number of plants, to production sites in countries around the world.

We have also created a safety and fire prevention portal on our internal intranet to introduce throughout the Group disaster information and safety measure resources that can be accessed by employees through easy-to-understand videos and photos.

* Safety Dojo: Training area designed to help employees gain awareness of safety hazards and the importance of work rules by experiencing simulated accidents.

Lost-Time Injury Frequency Rate*1

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<tr>
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<th>FY2016</th>
<th>FY2017</th>
<th>FY2018</th>
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<tbody>
<tr>
<td>In Japan</td>
<td>0.28</td>
<td>0.26**</td>
<td>0.30</td>
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<tr>
<td>Outside Japan</td>
<td>0.89</td>
<td>0.79</td>
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<tr>
<td>Global</td>
<td>0.68</td>
<td>0.60**</td>
<td>0.37</td>
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*1 Lost-time injury frequency rate = Number of work accidents resulting in one or more days of work absence/total actual working hours × 1,000,000.

*2 Retroactively corrected to improve accuracy.

Supper Safety Dojo at the NSK Fukushima Plant (Japan)