Enhance Managerial Resources

Evolve Personnel Development

**NSK’s Approach**

In our Management Principles, NSK clearly states that our aim is “to provide challenges and opportunities to our employees, channeling their skills and fostering their creativity and individuality.” In acknowledgment of the fact that each employee is a priceless asset, we have committed ourselves to creating a “fair workplace that empowers the individual.” This commitment features three key areas of focus: leveraging a diverse workforce, building more engaging workplaces, and providing opportunities for growth.

**Examples of Fiscal 2020 Initiatives**

Diversity as a Driving Force of the Organization

In fiscal 2020, NSK was selected as a "Nadeshiko Brand," an honor that is jointly determined by Japan’s Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange. NSK has made women’s career advancement one of its important management objectives. Accordingly, we have been focusing on diversity and inclusion measures, such as providing training for women who are candidates for management positions. The Nadeshiko Brand selection recognizes NSK’s extensive efforts to promote employee diversity and flexible work styles.

Transforming Learning: Expand Educational Opportunities, Location, and Scheduling Options

Work styles are experiencing a tectonic change, as seen with trends toward working from home and remote meetings. Educational activities are also becoming more diverse, shifting from face-to-face to online training, video streaming, and other formats.

There are also advantages to revising the approach we take to education, namely, the changing of programs, formerly implemented in conventional face-to-face training formats, in accordance with objective or attribute. Take, for example, video streaming where a course is available without needing to lock in a time, or online training, where employees who had found it difficult to attend in person because they needed to take care of their children, or other circumstances, have become able to participate. These are formats that enhance convenience and expand opportunities for participants.

As one such educational tool there is a new video program initiative called “Act Active Agent.” Under this program, employees make and present their own video of themes relevant to business efficiency enhancement, the honing of skills, or raising motivation from among the initiatives they worked on at the internal training. Employees will share within the Company what they have learned; moreover, diversifying how they learn it promotes the transformation of work styles throughout the Company.

Initiatives to Promote Wellness in Both Body and Mind

NSK’s outstanding efforts in health management have been widely recognized. In 2021, the Company was certified as an Outstanding Health and Productivity Management Organization in Japan for the fourth consecutive year. NSK also was named to the “White 500” list of the top-performing 500 companies with this certification.

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Strategies and Performance

Progress on Strategies for 2026

Please see our website for more information. [https://www.nsk.com/sustainability/hr/index.html](https://www.nsk.com/sustainability/hr/index.html)