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NTN-SNR Roulements

Year ended March 31, 2020

Independent third party's report on the consolidated non-financial statement presented in the management report

EY & Associés



NTN-SNR Roulements

Year ended March 31, 2020

Independent third party's report on the consolidated non-financial statement presented in the management report

To the General Meeting,

In our quality as an independent third party, accredited by the COFRAC under no 3-1681 (scope of accreditation available on the website www.cofrac.fr), and as a member of the network of one of the statutory auditors of your Company (hereafter referred to as the "Entity"), we present our report on the consolidated non-financial statement for the year ended March 31, 2020, (hereafter referred to as the "Statement"), included in the management report pursuant to the provisions of articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*Code de commerce*).

Responsibility of the Entity

It is the Board of Directors' responsibility to prepare the Statement in compliance with the legal and regulatory provisions including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied regarding these risks as well as the results of these policies, including key performance indicators.

The Statement has been prepared by applying the procedures of the Entity (hereinafter referred to as the "Criteria"), the significant elements of which are presented in the Statement.

Independence and quality control

Our independence is defined by regulatory requirements pursuant to the provisions of Article L. 822-11-3 of the French Commercial Code (*Code de commerce*) and the French Code of Ethics (*Code de déontologie*) of our profession. In addition, we have implemented a quality control system including documented policies and procedures to ensure compliance with applicable laws and regulations, ethical standards and professional standards.

Responsibility of the independent third party

Our role, based on our work, is to express a limited assurance conclusion on:

- the compliance of the Statement with the provisions of Article R. 225-105 of the French Commercial Code (*Code de commerce*);



- the fairness of the information provided pursuant to Paragraph 3 of I and II of R. 225 105 of the French Commercial Code (*Code de commerce*), namely the results of the policies, including key performance indicators, and the actions related to the main risks (hereinafter the “Information”).

However, we have no responsibility to express any form of conclusion on the compliance by the Entity with other applicable legal and regulatory provisions particularly regarding the vigilance plan and the fight against corruption and tax evasion nor on the compliance of products and services with applicable regulations.

Nature and scope of the work

Our work described below has been carried out in accordance with the provisions of Articles A. 225-1 *et seq.* of the French Commercial Code (*Code de commerce*), in accordance with the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie nationale des commissaires aux comptes*) relating to this engagement and in accordance with the international ISAE standard 3000 - *Assurance engagements other than audits or reviews of historical financial information*:

- We acknowledged the activity of all the companies included in the scope of consolidation and the risks related to this activity ;
- we assessed the suitability of the Criteria in terms of its relevance, comprehensiveness, reliability, neutrality and understandability by taking into consideration, if applicable, the best practices of the industry;
- we verified that the Statement covers each category of information provided in III of Article L. 225 102 1 of the French Commercial Code (*Code de commerce*) regarding social and environmental matters;
- we verified that the Statement provides the information provided in II of Article R. 225-105 II of the French Commercial Code (*Code de commerce*), where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required by the 2nd paragraph of III of Article L. 225-102-1 of the French Commercial Code (*Code de commerce*);
- we verified that the Statement presents the business model and the main risks related to the activity of all the entities included in the scope of consolidation, including if applicable and proportionate, the risks created through its business relationships, products or services, as well as its policies, actions and results, including key performance indicators associated to the principal risks;
- we consulted documentary sources and conducted interviews to:
 - assess the process of selecting and validating of the main risks as well as the consistency of the results including the key performance indicators selected regarding the main risks and policies presented;
 - corroborate the qualitative information (actions and results) that we considered the most important presented in Appendix 1;



- we inquired about the existence of internal control and risk management procedures put in place by the Entity and assessed the collection process for the completeness and fairness of the Information;
- we implemented the key performance indicators and other quantitative results that we considered the most important presented in Appendix 1:
 - analytical procedures to verify the correct consolidation of the collected data as well as the consistency of their evolutions;
 - detailed tests based on samples, consisting of checking the correct application of the definitions and procedures and reconciling the data with the supporting documents. This work was carried out with the consolidated entity and covers 100% of the consolidated data. We assessed the overall consistency of the Statement with our knowledge of all the companies included in the scope of consolidation.

We consider that the work we have performed by exercising our professional judgment allows us to express a limited assurance conclusion; an assurance of a higher level would have required more extensive verification work.

Means and resources

Our verification work mobilized the skills of three people and took place between March 2020 and July 2020 on a total duration of intervention of about six weeks.

We conducted five interviews with the persons responsible for the preparation of the Statement including in particular the Human Resources, Purchasing, Environmental, Health and Safety (EHS), Compliance and Audit.

Conclusion

Based on our work, we have not identified any significant misstatement that causes us not to believe that the consolidated non-financial statement complies with the applicable regulatory provisions and that the Information, taken as a whole, is fairly presented, in compliance with the Criteria.

Paris-La Défense, September 17, 2020

The Independent Third Party
French original signed by
EY & Associés

Jean-François Bélorgey
Partner

Christophe Schmeitzky
Partner, Sustainable Development



Appendix 1: The most important information

Social Information	
<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Turnover (%) Number of LinkedIn followers Number of Facebook followers Deployment rate of the ergonomics questionnaire on the working population (%)	Employment (attractiveness, retention) Ergonomics of work stations
Environmental Information	
<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Share of waste recovered (%) Significant greenhouse gas emissions (TCO ₂) Progress in energy performance (%)	The results of the environmental policy (eco-responsibility) Circular economy (waste management) Climate change (significant emission sources due to activity, energy performance)
Societal Information	
<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Share of technicians, supervisors and executives trained to the Code of Ethics (%) Rate of turnover covered by the Responsible Procurement Charter (%)	Ethics (Code of Ethics, responsible procurement)