



STATEMENT OF  
**EXTRA-FINANCIAL  
PERFORMANCE**  
**2018**



[www.ntn-snr.com](http://www.ntn-snr.com)



With You

## NTN-SNR undertakes...

Conscious of current social challenges and demands, and considering the company's social responsibilities as a means of reasserting its identity and strengthening its cooperative commitments, NTN-SNR Roulements has done its utmost to provide a sincere and clear vision of its activities and commitments in terms of corporate social responsibility.

Unavoidable actor of the mechanic industry sector, NTN-SNR considers the CSR as a leverage to register itself in a continuous improvement process. The group focuses on the development of advanced technologies considering the expectations of its collaborators. Alongside, NTN-SNR puts its faith on an efficient and innovative R&D in order to reduce the environmental print of its products facing the technical challenges to come at one.

# From CSR report to statement of extra-financial performance



From CSR report to statement of extra-financial performance.

Changes to the regulatory framework of Corporate Social Responsibility are part of a willingness to move from reporting on practices in the area of CSR to building a corporate strategy based on a risk analysis.

The harmonisation of ISO standards, highlighting the importance of taking the expectations of interested parties (stakeholders) into account and the associated risks that the company could be taking by not responding to them, further strengthens this focus.

On the strength of this observation, NTN-SNR has chosen to base its approach on stakeholder consultations to better understand their expectations. 400 people responded, highlighting nearly twenty issues. This method of assessing our CSR risks enabled us to obtain a vision of the company that is both internal and external.

The materiality matrix, classifying the issues into the two strands of important and urgent, has been compared to the strategy of the Corporate Business Plan DRIVE NTN 100, and this cross-analysis has led us to retain 12 priority issues and 5 strategic lines above and beyond our regulatory obligations.

This document presents the main thrust of what we are implementing to make progress on these different topics.

The dialogue put in place this year with our stakeholders will continue in the years to come in order to measure changes in their perception. The result of these regular consultations should allow us to feed into the strategy of the group in order to better respond to the expectations of the stakeholders and to make CSR a factor of performance in the company. e d'entreprise.

**Stève Richez**  
Corporate Responsibility, NTN-SNR



# Strategy and organisation

## The NTN vision in 10 years:

- Move from a production company to a company that sells value to its customers through its products and services
- Transform our economic model
- Respond to changes in our environment: electrification, 4.0, digital ...

## Commitments



**Safety** is our priority:  
We are all responsible for it



**Environmental** protection  
and the control of our risks  
are our concern



**Safety** is our priority:  
We are all responsible for it



**Ethic** is our  
commitment

# Business model

## Valuable creation

Part of NTN, World leader in its fields of activity, 3<sup>rd</sup> global bearing manufacturer, 1<sup>st</sup> rank for Automotive wheel bearing, Second rank for constant velocity joints, we create products by applying the resources we have accumulated over our 100 years history to a value chain consisting of R&D, Procurement, Production and sales processes.

### For this we rely on the following resources:

- Qualified and committed women and man
- Innovation, research and development at the heart of the company
- A recognized financial structure
- A local industrial system
- Environmental issues rooted in our practices
- A group close to its partners

## With a value creation that goes through:

- Drive NTN100 plan
- Corporate values
- Market trends

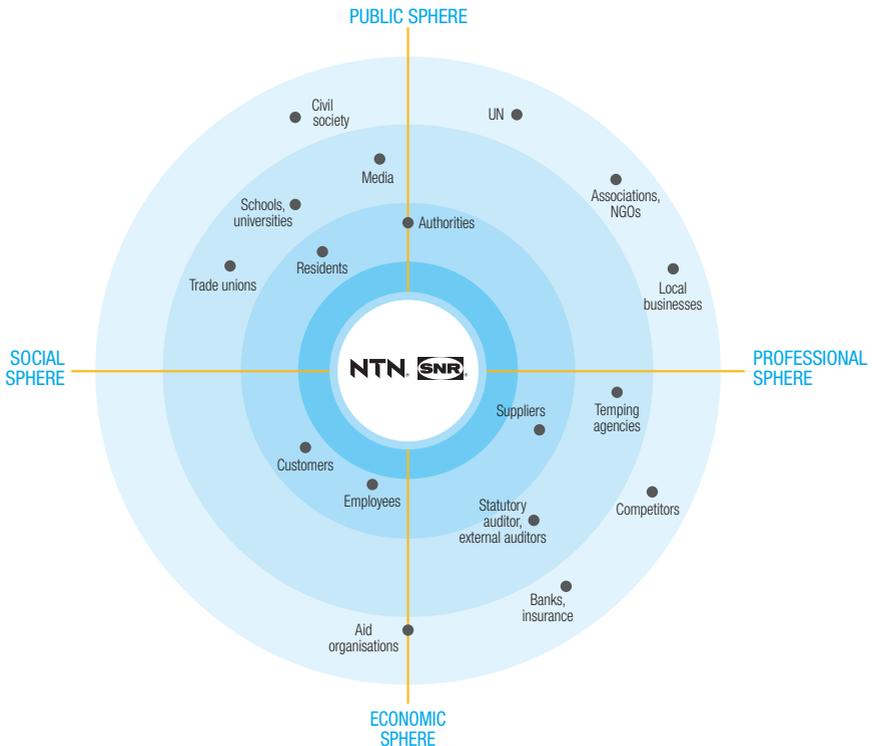
## The created value results are capital:

- Human
- Intellectual
- Financial - NTN group 3<sup>rd</sup> Japanese investor in 2018
- Industrial
- Environmental with an Ecovadis rating of 74% (Gold Level)
- Supplier

# Methodology and scope

Since 2013 and the emergence of CSR at NTN-SNR, all of the actors that NTN-SNR interacts with are considered to be stakeholders: employees, customers, suppliers, local residents, etc. Dialogue with stakeholders has become a priority, above profit; we have reconsidered the way to create value.

NTN-SNR has strategic values and objectives; as for stakeholders, they have expectations: NTN-SNR has therefore structured a CSR strategy to meet its objectives and adapt to the priority needs of stakeholders.



# 15 KPIs (Key performance indicators)

As a measure of our progress and the effectiveness of the work carried out on these **5 strategic lines**, the KPIs are calculated, when this is possible, following the 2 defined scopes - NTN-SNR Roulements (parent company and regulatory scope) and NTN-SNR Group (scope chosen for our CSR approach).

## Strategic orientations and indicators 2018

### BUSINESS

Enrich our expertise towards the markets of tomorrow to make current and future changes in society more harmonious.

**18,5%**

Level of new references (products)

**32%**

Product mix AFT rate FY2018

### INNOVATION

Challenge our ways of doing and our new projects thanks to our ecosystem of partners to continue to grow and to innovate.

**9**

Partnerships

**22**

Business patents

**15,4%**

Projects are collaborative programs of innovation

# Strategic orientations and indicators 2018 (the following)

## SOCIAL

Attract and hold onto diverse talents to ensure the development of NTN-SNR by relying on a strong employer brand.

**10,2%**  
Of turnover

**15 641**  
followers on   
and

**11 289**  
followers on 

## ETHICS

Ensure the exemplary nature of our practices.

**77%**

Of turnover covered by the  
responsible procurement charter

**84%**

Of employees were trained  
in ethical code (France)

## ENVIRONNEMENT

Challenge our ways of doing and our new projects thanks to our ecosystem of partners to continue to grow and to innovate.

**146 107**  
TCO<sub>2</sub> Emitted

**99 %**  
of waste is recovered

**-2,7%**

This is the percentage of the energy  
performance of plant activity  
(France)

Currently being created:

- Energy performance of our products
- Atmospheric emissions



# Initiatives

## Ecovadis Assessment



In order to assess our performance in the area of CSR in the most objective manner there is, we work in close collaboration with the online platform for assessment and exchange - EcoVadis.

### Improved CSR performance:

- En FY 2015 : **67/100**
- En FY 2016 : **69/100**
- En FY 2017 : **74/100**

**TOP 1%**  
of companies assessed

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## Measures for the climate

NTN-SNR presides over the Climate Club of the city of Annecy, an initiative which is defined as a consultative forum on themes such as global warming, energy savings, the development of renewable energies, etc.

Our involvement in the Climate Club reflects our commitment to meet the expectations of our stakeholders in environmental matters, and to engage in a policy of Sustainable Development consistent with the needs and expectations of the Commune of Annecy.

NTN-SNR, in collaboration with Grand Annecy, is building mobility plans: diagnostics and plan of action to develop travel solutions (car pools, public transport, soft modes of transport, etc.).



## Other actions



IN 2018  
**169**  
DONATIONS

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Sale of pastries for the benefit  
of UNACEPAI 30

**Recette : 2760 €**

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Involvement of NTN-SNR  
employees Rulmenti (Sibiu)  
at a local orphanage

**320**

This is the number of employees  
who took part in Corporate Games  
in Annecy

+10





**100<sup>th</sup>**  
**ANNIVERSARY**

And many events  
for centennial  
anniversary

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**Read our Statement of Extra-Financial  
Performance on the website [NTN-SNR.fr](http://NTN-SNR.fr)  
under the CSR section.**

[Contact NTN-SNR](mailto:rse.mail@ntn-snr.fr)  
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