

Multi-Stakeholder Policy

Based on the understanding that in corporate management, it is important to create value together with diverse stakeholders, including not only shareholders but also employees, business partners, customers, creditors, and local communities, NHK Spring will work to appropriately collaborate with multiple stakeholders.

In addition, we will promote the following initiatives based on the understanding that, considering the need to return profits to employees and take care of business partners, appropriately distributing earnings and achievements generated through value co-creation and productivity improvement to multiple stakeholders is important in terms of maintaining momentum for raising wages and contributing to sustainable development of the economy.

1. Returning profits to our employees

NHK Spring is committed to maximizing added value through sustained growth and productivity improvement, achieved by focusing management resources on growth areas and developing the capabilities and skills of our employees. Based on the profits and results generated, we will raise wages in an appropriate manner that considers the situation at NHK Spring, in accordance with the “Basic Principles of Wage Determination”. In addition, we will aim to provide sustainable returns to employees through proactive efforts centered on education and training, etc. that contribute to improving employee engagement and further increasing productivity, as well as other comprehensive improvements in treatment.

Specifically, we will achieve an appropriate return of company profits to employees through sincere dialogue between labor and management regarding wage increases. In terms of investment in human capital, we will implement on-the-job training and other educational and training programs and actively work to expand qualification allowance systems for the development of human resources with advanced expertise and to improve the workplace environment so that it is easier to work.

2. Consideration for business partners

NHK Spring will continue to work to ensure compliance with the contents of the Partnership Building Declaration.

If posting of the Partnership Building Declaration on the portal site is canceled, we will voluntarily withdraw publication of our Multi-Stakeholder Policy.

URL of the Partnership Building Declaration (Japanese only)

[\[https://www.biz-partnership.jp/declaration/119215-05-16-kanagawa.pdf\]](https://www.biz-partnership.jp/declaration/119215-05-16-kanagawa.pdf)

In addition, we will work to build appropriate business relationships with parties that are exempt from consumption tax, referring to the government's published guidelines on how to deal with the invoice system for businesses that are exempt from consumption tax and their business partners.

3. Initiatives for other stakeholders

NHK Spring is committed to contributing to the creation of a prosperous society through its business activities by providing "indispensable key components".

With regard to global environmental conservation, we are aiming to achieve carbon neutrality and zero industrial waste by 2039. Moreover, in promoting business activities that are closely linked to the local community, NHK Spring values cooperative relationships with the local governments where its business sites are located, and we are actively and continuously engaged in making donations to projects for causes such as child-rearing support, employment creation, and social infrastructure development.

We will continue to steadily implement these initiatives while checking on the status of our efforts.

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(Updated January 6, 2026 due to changes to the Partnership Building Declaration)

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