

Message from Management

Our approach is targeted on building innovative products to enhance corporate value and contribute to the development of an affluent society.



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We would like to express our deep appreciation to all our stakeholders for their ongoing support of NHK Spring Group activities, from our shareholders and investors to our customers, business partners, and local communities.

While the economy in Japan is expected to grow steadily thanks to continued improvements in the employment and income environments, the global economy is forecast to show greater uncertainty and gradual decline due to factors including an economic slowdown in the US and the impact of trade conflicts. We believe global competition will intensify as well.

To achieve ongoing sustainable growth in fiscal 2019 under such circumstances, the NHK Spring Group is working wholeheartedly on the Group management policies set for the period: stay focused on a targeted approach, restore and grow profitability, develop new income-generating products and technologies,

Guiding Principles of NHK Spring

- Continuous progress
- Ceaseless excellence
- Caring teamwork

Corporate Philosophy

To contribute to an affluent society through an attractive corporate identity by applying innovative ideas and practices, based on a global perspective, that bring about corporate growth.

We, the people of NHK Spring, follow our Corporate Philosophy, in the spirit of our Guiding Principles, and build a better world by building innovative products.

increase manufacturing capabilities, and build a safe, secure, rewarding and work-friendly work environment.

NHK Spring celebrated its 80th anniversary in September of this year. We will cultivate even greater medium to long-term corporate value for the Group by building innovative products, with our sights set on celebrating a century of business in the future.

Our Group aims to maximize corporate stability and corporate value by supplying key parts to the automotive and telecommunications fields. These products leverage next-generation technologies emerging from our business stronghold of automotive parts: spring behavior analysis, metal materials expertise, metal heat treatment and plastic forming technologies, in combination with new core competencies in the telecommunication components field such as precision and micromachining technologies. The new Electrification Business Promotion Department established in April 2018 is positioned to take advantage of the unique technologies and strengths of NHK Spring during a once-a-century transformational period in the automotive industry. We are embracing the challenge of next-generation product development to create new technologies and products in the hope of always being recognized as a leading engineering company. To prepare for sales expansion, the Precision Spring & Components Division has completed construction of the second Ina Plant while the Industrial Machinery & Equipment Production Division has built the Miyada Plant which will produce semiconductor manufacturing equipment components. We have entered the third year of our medium-term management plan that started in fiscal 2017 and ends in fiscal 2020, and we will be even more profitable through unified production and sales operations.

Turning to non-financial aspects of business, ESG (Environmental, Social, and Governance) management is a necessity today with the objectives of considering the environment, resolving social issues, and enhancing corporate governance. Our corporate philosophy states that we work “to contribute to the development of an affluent society through an attractive corporate identity.” We must earn the trust of all our stakeholders to accomplish that. The NHK Spring Group plans to improve medium to long-term corporate value while simultaneously working aggressively to follow compliance requirements, promote stronger corporate governance and active information disclosure, strengthen global environmental initiatives, respect human rights, promote human resources diversity, coexist with local communities, and resolve social issues.

We began the Smart Work Project in fiscal 2018 as a work style innovation initiative that places the highest priority on a safe, secure, rewarding and work-friendly environment. We believe that putting the physical and mental wellbeing of our employees first, and equipping them with an environment that promotes work efficiency and a thriving diverse workforce, supports each individual’s growth as well as corporate expansion. As we look ahead to our 100th year in business, our focus is targeted and sincere on building innovative products. NHK Spring is also committed to contribute to the development of a sustainable society while enhancing corporate value.

We hope this report brings an understanding of some of our thoughts and activities related to the social responsibilities we should fulfill as a corporate group. We appreciate your continued support of our activities.

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NHK Spring Corporate Profile

Organizational Governance

Human Rights

Fair Operating Practices

Labor Practices

Consumer Issues

Community Involvement and Development

Environment

*Information about environmental education, business activities, the life cycle flow, support of the ISO 14001, environmental accounting as well as management and reduction of substances of concern are published on our homepage as environmental data.

The NHK Spring Report 2019 used the international standard ISO 26000 as a guideline to structure information in accordance with the seven core subjects: organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement and development.