

Forced Labour Report for NSK Canada Inc.

This report (“Report”) is made in compliance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) by NSK Canada Inc. (“NSK Canada”), an Ontario corporation, based on Ontario.

NSK Canada is a wholly owned subsidiary of NSK Ltd., a Japanese company.

This Report has been prepared for NSK Canada’s fiscal year 2023, ending March 31, 2024.

NSK Canada is a trusted provider of Motion & Control™ solutions essential for mobility and industrial applications. Our rolling bearing and linear motion products and technologies responsibly and responsibly enhance industrial productivity while reducing energy use. Guided by core values of Safety, Quality, Environment, and Compliance, NSK aims to contribute to the sustainable development of society by creating new value while pursuing environmental conservation and the development of an advanced technological society.

NSK Canada and all NSK global companies are committed to the health and safety of their employees and conduct their operations in compliance with applicable labour laws and regulations.

Risks of Forced Labour or Child Labour in Our Supply Chain

NSK Canada’s supply chain includes the sourcing of finished products. NSK Canada’s primary suppliers are its parent, NSK Ltd., and its sister NSK companies in many global markets.

Although NSK Canada’s exposure to forced labour and child labour is considered low, the nature of NSK’s global business involves a large number of suppliers from international manufacturers and primarily includes steel and bearing components.

How NSK Works to Ensure our Supply Chains are Free of Forced Labour and Child Labour

NSK is committed to supporting responsible sourcing from suppliers that share our values around human rights and ethics.

1. Our Policies

NSK Canada, its parent and affiliates are bound by a Code of Business Ethics which specifically addresses the respect for fundamental rights at work, including a prohibition on using forced or child labour. In addition, NSK has a global Human Rights Policy, as well as regional policies, which state NSK’s commitment to respecting human rights and to due diligence based on the UN Guiding Principles on Business and Human Rights - not only in its own activities, but also in its supply chain.

NSK Canada trains its employees on the fundamentals of human rights, as well as on the prohibitions against the use of forced and child labour found in its policies.

In addition to its internal policies and commitments, NSK's Corporate Social Responsibility (CSR) Policy clearly lays out obligations of its suppliers with respect to human rights and Labour. NSK distributes the CSR to approximately 1,700 global suppliers. Suppliers must understand, support and implement the NSK Human Rights Policy. Suppliers must: identify adverse impacts on human rights and implement measures to prevent or mitigate them; periodically evaluate and review the progress of their human rights initiatives; strive to disclose the status of progress to the public; and handle any grievances and cooperate in solving problems or implementing remedies.

2. Our Due Diligence

NSK issues detailed self-assessment questionnaires to suppliers to assess their understanding and compliance with NSK's CSR guidelines. If responses are inadequate, NSK asks suppliers to create an action plan to address any deficiencies. Prohibition of child and forced labour are assessed when supplier audits are conducted.

3. Our Effectiveness

We take the following steps to measure how effective we have been in ensuring that our human rights policies and the prohibitions on child and forced labour have been implemented in our business and supply chain:

Annual NSK Global Report defining steps and measures undertaken by the NSK Ltd. Group.

Sample audits of the supply chain (following supplier self-assessments).

4. Reporting Suspected Violations

NSK Canada requires its employees to promptly report suspected violations of its policies, including violations of labour laws. NSK Canada maintains an Ethics Hotline run by a third party that can be used by anyone anonymously to report suspected violations at www.nsk-corp.ethicspoint.com or 1-800-588-7891 (with additional international numbers). NSK Canada's parent and affiliate suppliers provide similar reporting options.

NSK prohibits retaliation against anyone who reports a concern in good faith.

How We Have Addressed Reported Risks or Use of Forced Labour of Child Labour in our Supply Chains.

As of May 28, 2024, NSK Canada has not become aware of any situations of forced or child Labour.

Attestation

In accordance with the requirements of the Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Brian P. Parsons

Board President, NSK Canada Inc.

May 30, 2024

I have the authority to bind NSK Canada Inc.