



BUREAU VERITAS CERTIFICATION
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Verification Report of the Extra-Financial Performance Declaration

NTN Europe, whose headquarters is located at 1 rue des usines, 74000 ANNECY France

The translation of Bureau Veritas Certification France's verification report below is made for information purposes only, and only the French version is binding.

The extra-financial performance declaration reviewed concerns the fiscal year ended on March 31, 2025.

Request, Responsibilities, and Independence

Following the request made by NTN Europe and in application of Article L.225-102-1 of the French Commercial Code, we have carried out the verification of the Extra-Financial Performance Declaration (DPEF) relating to the fiscal year ended March 31, 2025, published in NTN Europe's management report, as an independent third party ("third party"). Cofrac accreditation for validation/verification, No. 3-2047, the list of sites and scope available at www.cofrac.fr.

It is up to the Board of Directors to:

- ✓ Establish and publish a DPEF that complies with Articles L.225-102-11, R.225-1051 and R.225-105-11 of the French Commercial Code.
- ✓ Prepare the DPEF in accordance with the reporting practices established by the company, hereinafter referred to as the "reporting procedures".
- ✓ Implement the internal controls necessary to produce information exempt from significant anomalies.
- ✓ Make the DPEF available on the company's website.

It is our responsibility to carry out the verification work on the DPEF, which enables us to provide a motivated opinion and a conclusion on:

- ✓ The compliance of the DPEF with the provisions set forth in Article R.225-1051 of the Commercial Code
- ✓ The sincerity of the historical information (recorded or extrapolated) provided in accordance with section 3 of I and II of Article R.225-1051.

We conducted the DPEF audit work in an impartial and independent manner, in accordance with the professional practices of the independent third party in application of the Code of Ethics implemented by Bureau Veritas and applied by all parties involved in Bureau Veritas' work.

Nature and scope of the work

To provide the motivated opinion on the conformity of the DPEF and the motivated opinion on the sincerity of the information provided, we have carried out our verification work in accordance with Articles A.225-1 to A.225-4 of the Commercial Code and in accordance with our methodology defined in the document "GP01- program for the verification of the extra-financial performance declaration, for the verification of the DPEF", in particular:

- ✓ We have taken note of the consolidated perimeter to be considered for the establishment of the DPEF, as specified in Article L.233-16 of the Commercial Code. And we have ensured that the DPEF covers all the companies included in the consolidated perimeter specified in the DPEF.

¹ Texts in their version prior to 01/01/2025



- ✓ We collected elements of understanding relating to the company's activities, the context in which it operates, and the social and environmental consequences of its activities.
- ✓ We have taken note of the content of the DPEF and verified that it contains the elements of Article R.225-1051 of the Commercial Code:
 - Presentation of the business model of the company.
 - Description of the main risks related to the company's activities, for each category of information mentioned in III of Article L.225-102-11, including, where relevant and proportionate, the risks created by its business relationships, products or services, and the policies applied by the company, where appropriate, the procedures for due diligence carried out to prevent, identify and mitigate the occurrence of identified risks.
 - The results of these policies, including key performance indicators and, where relevant to the main risks, regarding the information provided in II of this article.
- ✓ We examined the company's processes to review the consequences of its activities as listed in III of Article L.225-102-11, identify and prioritize the related risks.
- ✓ We identified any missing information as well as information omitted without explanation.
- ✓ We verified that any omitted information relating to the main identified risks is clearly and motivated explained in the DPEF.
- ✓ We verified that the DPEF includes a clear and reasoned explanation for the absence of information regarding the main risks identified.
- ✓ We ensured that the company has put in place collection processes aimed at ensuring the comprehensiveness and consistency of the information mentioned in the DPEF. We examined the "reporting procedures" in terms of their relevance, reliability, understandability, completeness and neutrality, and, where applicable, considering good professional practices from a sectoral guideline.
- ✓ We identified the people within the company who are in charge of all or part of the reporting process and we have interviewed some of these people.
- ✓ We inquired about the existence of internal control and risk management procedures put in place by the company.
- ✓ We assessed by sampling the implementation of "reporting procedures", in particular the processes for collecting, compiling, processing and auditing information.
- ✓ For the quantitative data that we considered to be the most important², we:
 - Performed an analytical review of the data and verified, using sampling techniques, calculations and the compilation of the data at corporate level and at the audited entities' level.
 - Selected a sample of contributory entities³ within the scope of consolidation, based on their activity, their contribution to the company's consolidated data, their location and the results of the work carried out during previous fiscal years.
 - Carried out detailed tests on a sample basis, consisting of verifying the correct application of the "reporting procedures", reconciling data with supporting documents, checking the calculations and the consistency of the results.

² The majority of the verified data below are based on historical recorded information and some indicators are based on extrapolated information.

Social information: frequency rate of work accidents with lost time, frequency rate of work accidents without lost time, severity rate, turnover rate and qualitative information on the policy and action plan on health and safety at work, integration of people in a situation of disability, presentation of social activities.

Environmental information: rate of valorized waste, water consumption, carbon footprint scope 1 and 2 and gas and electricity consumption, qualitative information on policies, action plan and progress on these 3 topics.

Societal information: qualitative information on responsible purchasing and ethics.

³ Seynod for environmental data and health and safety at work, NTN Europe perimeter for turnover rate.



- The sample selected represents, for the respective perimeters, a coverage rate ranging between 23% and 100% of the values reported for the tested social information and between 29% and 52% of the values reported for the tested environmental information.
- ✓ For the qualitative information we believed to be the most important, we examined documentary sources and held interviews with the people responsible for drafting them.
- ✓ We assessed the coherence of the information mentioned in the DPEF.
- ✓ Our work was carried out between May 7th 2025 and the signing of our report, over a period of about one week, by a team of two auditors. We conducted about ten interviews with people responsible for reporting during this mission.

Observations on reporting procedures or the content of certain information

Without calling into question the conclusions below, we express the following observations:

- ✓ We have noted variations in the reporting perimeter depending on the key performance indicators and results (NTN Europe with or without exclusions, NTN Europe and its subsidiaries), attention is drawn to the heterogeneity of the perimeters. Moreover, certain subsidiaries of NTN Europe and its subsidiaries, representing around 10% of the workforce, are not included in the reporting perimeter.
- ✓ Greenhouse gas emissions are calculated monthly and compiled. It should be noted that the emission factor used for electricity comes from the "Electricity Maps" base (except for the Romanian site), this information is not mentioned in the DPEF.
- ✓ The drafting of reporting protocols (definitions, data source collection, compilation) is necessary to ensure the sustainability and reliability of the KPI.

Motivated opinion and conclusion

On the basis of our verification work, we have not identified any significant anomaly likely to call into question the compliance of the declaration with the provisions of article R. 225-105 and the fairness of the information provided.

Courbevoie, July 7th 2025

For Bureau Veritas Certification

Samuel Duprieu
Président

