

March 2, 2020

Measures against the Spread of the Novel Coronavirus

In preparation against the further spread of novel coronavirus COVID-19 and in line with the Japanese government's Basic Policies for Prevention and Control of the Novel Coronavirus, Nabtesco Corporation launched its headquarters led by the President and CEO to combat the novel coronavirus on February 26, with a view to preventing the spread of the virus both within and outside the company and ensuring the safety of employees working at the Nabtesco Group's bases. Subsequently, the headquarters formulated the Nabtesco Group's policy to tackle the coronavirus. We hereby announce that the Group will implement the following measures based on the policy for the period from today to March 15.

1. Group's policy to tackle the coronavirus

In order to deal with the risks posed by the spread of the novel coronavirus, the Nabtesco Group will implement necessary measures according to the following policy:

- 1) Give first priority to maintaining the health of stakeholders, including Group employees.
- 2) Work to provide products and services on a continual basis.
- 3) Work to maintain the management functions.
- 4) In the event that an employee is suspected of being infected with the coronavirus or any employee is found to have been in close contact with a person infected with the virus, make a report to the relevant public health center according to the predefined reporting rules and follow the instructions given by the center.

2. Guidelines for Group employees

Based on the Nabtesco Group's policy to tackle the coronavirus as mentioned above, the Group has formulated the following guidelines and shared them with Group employees.

- 1) Foster teleworking from home and the use of satellite offices and online conferences.
- 2) Promote staggered commuting in metropolitan areas as a means to avoid the risk of infection and other related risks posed by commuting by public transportation.
- 3) Take employees' temperature at the entrance of the head office and manufacturing bases to prevent those who have a fever from working at the facilities.
- 4) Postpone business trips and large-scale conferences both within and outside Japan unless they are urgently necessary.
- 5) Adopt shift-work systems at the head office's administrative departments to reduce the risk of infection.

Nabtesco regards work style reforms as one of its management priorities and is promoting work styles that help improve the work-life balance of employees. By pressing forward with the reforms, including helping employees avoid peak hours and crowded places, we will strive to enhance the safety and health of Group employees and prevent the spread of the coronavirus.

The Nabtesco Group will implement appropriate measures in line with the aforementioned policy and by raising employees' awareness of the guidelines and continuing to keep up to date with new information.