

NEWS RELEASE

15 June 2023
Nippon Sheet Glass Co., Ltd.

NSG Group Formulated the Diversity, Equity & Inclusion (DEI) Policy

NSG Group is pleased to announce that we formulated the Diversity, Equity & Inclusion (DEI) Policy that develops and evolves Equality into Equity to enhance and accelerate the Group's current State of Intent to promote Inclusion & Diversity. The new DEI policy and the background of its development are described below.

■ NSG Group DEI Policy

We will create and develop an organization where each and every one of us will shine brightly like glass.	
✓ Diversity	: Recognize individual differences, respect each other, and create value
✓ Equity	: Providing suitable opportunities for each individual to demonstrate their strengths
✓ Inclusion	: Everyone feels safe to voice their opinions, discuss, and lead decisions

■ Background

In 2017, NSG Group was firmly committed to further improving its own Inclusion & Diversity (I&D), embracing the internally and externally declared Statement of Intent according to one of our Core Values, "Respect Others and Unleash their Potential".

Statement of Intent

Having an Inclusive Culture and Environment:

We give everyone an **equal opportunity** to contribute to their full potential and harness the richness of ideas.

Having a Diverse Workforce:

Any differences in individuals' backgrounds, experiences, preferences and beliefs are recognized, respected and valued for their variety of perspectives.

■ Development

While promoting I&D, regarding employees as human capital, building their career paths, and increasing their engagement, we acknowledge that rather than simply providing equal opportunities (Equality), we need to get close to each individual and find the optimal opportunities (Equity) considering each one's environment and situation. **Based on the belief that this will eventually increase enterprise value and lead to the creation of a sustainable organization, we formulated the DEI Policy that develops and evolves Equality into Equity.**

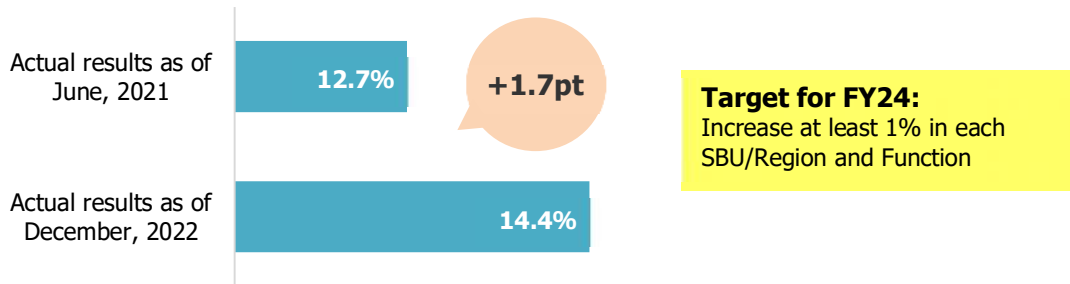
Image of the difference between Equality and Equity



■ **Activities**

The Global I&D Steering Committee* has changed its name to the Global DEI Steering Committee and will continue its activities, including support for LGBTQ+. The outcomes of the activities to date are below.

Female managers in NSG Group



* The Global I&D Steering Committee

In 2017, we established a Global I&D Steering Committee to enhance I&D across the entire Group. The Committee comprises 20 members, covering all business units, regions and functions. It works with individual businesses to plan and implement local, regional, and global initiatives, sharing best practices with a good evaluation cycle for improvement.

Especially, the Group is promoting the increase of female managers as one of the initiatives of our Medium-Term Plan - RP24 goal "Corporate Culture Reform".

We have already made some achievements for this.

About NSG Group (Nippon Sheet Glass Co., Ltd. and its group companies)

NSG Group is the world's leading supplier of glass and glazing systems in the business areas of Architectural, Automotive, and Creative Technology.

Architectural manufactures and supplies architectural glass as well as glass for the solar energy and other sectors.

Automotive serves the original equipment (OE) and aftermarket replacement (AGR) glazing markets.

Creative Technology comprises several discrete businesses, including lenses for printers and scanners, specialty glass fiber products such as glass cord for timing belts and glass flake, and Fine Glass products. <https://www.nsg.com>

MEDIA CONTACT:

Phone: +81-(0)3-5443-0100 or please use the contact form on the web

(<https://www.nsg.com/en/media/media-contacts>)