

NSG Group: Human Resources Data

■ Number of employee by gender

		FY2018	FY2019	FY2020
NSG	Male FTEs	1,943	1,979	1,993
	Female FTEs	201	194	197
	Total FTEs	2,144	2,173	2,190
Subsidiaries	Male FTEs	22,493	22,689	21,925
	Female FTEs	4,453	4,538	4,510
	Total FTEs	26,946	27,226	26,435
NSG Group	Male FTEs	24,436	24,668	23,918
	Female FTEs	4,654	4,732	4,707
	Total FTEs	29,090	29,399	28,625

Data collection at the end of December in each year

■ Number of employee by region and gender

		FY2018	FY2019	FY2020
Japan	Male FTEs	4,428	4,431	4,252
	Female FTEs	818	839	829
	Total FTEs	5,246	5,270	5,081
Asia	Male FTEs	2,784	2,834	2,963
	Female FTEs	572	583	571
	Total FTEs	3,356	3,417	3,534
Europe	Male FTEs	11,049	11,107	10,696
	Female FTEs	2,132	2,148	2,196
	Total FTEs	13,181	13,254	12,892
North America	Male FTEs	3,530	3,625	3,495
	Female FTEs	914	928	847
	Total FTEs	4,444	4,553	4,342
South America	Male FTEs	2,645	2,671	2,512
	Female FTEs	219	234	264
	Total FTEs	2,864	2,905	2,776
NSG Group	Male FTEs	24,436	24,668	23,918
	Female FTEs	4,654	4,732	4,707
	Total FTEs	29,090	29,399	28,625

Data collection at the end of December in each year

■ Number of employee by gender and employment contract

			FY2018	FY2019	FY2020
NSG Group	Male	Permanent employees FTEs	22,234	22,482	22,038
		Temporary employees FTEs	2,202	2,186	1,880
		Total FTEs	24,436	24,668	23,918
	Female	Permanent employees FTEs	4,016	4,089	4,104
		Temporary employees FTEs	638	643	603
		Total FTEs	4,654	4,732	4,707
	Total	Permanent employees FTEs	26,250	26,571	26,142
		Temporary employees FTEs	2,840	2,829	2,483
		Total FTEs	29,090	29,399	28,625

Data collection at the end of December in each year

NSG Group: Human Resources Data

■ Number of employee by region and employment contract

		FY2018	FY2019	FY2020
Japan	Permanent employees FTEs	4,354	4,407	4,252
	Temporary employees FTEs	892	863	829
	Total FTEs	5,246	5,270	5,081
Asia	Permanent employees FTEs	3,006	2,937	3,082
	Temporary employees FTEs	350	480	452
	Total FTEs	3,356	3,417	3,534
Europe	Permanent employees FTEs	11,839	11,931	11,796
	Temporary employees FTEs	1,342	1,324	1,097
	Total FTEs	13,181	13,254	12,892
North America	Permanent employees FTEs	4,249	4,431	4,285
	Temporary employees FTEs	195	122	57
	Total FTEs	4,444	4,553	4,342
South America	Permanent employees FTEs	2,803	2,865	2,728
	Temporary employees FTEs	61	40	48
	Total FTEs	2,864	2,905	2,776
NSG Group	Permanent employees FTEs	26,250	26,571	26,142
	Temporary employees FTEs	2,840	2,829	2,483
	Total FTEs	29,090	29,399	28,625

Data collection at the end of December in each year

■ Number of new permanent employees

			FY2018	FY2019	FY2020
NSG	New graduates recruitment	Male	18	20	28
		Female	3	3	6
		Total	21	23	34
	Mid-career recruitment	Male	28	38	57
		Female	1	4	9
		Total	29	42	66
	Total	Male	46	58	85
		Female	4	7	15
		Total	50	65	100

Data collection from April to March in each year

■ Percentage of new permanent employees

		FY2018	FY2019	FY2020
NSG	New graduates and mid-career	2.2%	2.9%	4.5%

Data collection at the end of March in each year

■ Retention rate of new graduates recruitment

		Male	Female
NSG	Number of new graduates recruitment at 1st April 2017	18	3
	Number of enrolled employees among them at 1st April 2020	15	2
	Retention rate after 3 years	83%	67%

NSG Group: Human Resources Data

■ Employment rate of permanent employees with disabilities

	FY2018	FY2019	FY2020
NSG and main subsidiaries in Japan	2.0%	2.2%	2.2%

Data collection at the end of March in each year

Main subsidiaries in Japan:

NSG Building Products Co., Ltd., Thanxs Corporation Co.,Ltd., Nippon Sheet Glass WIN-TEC Co., Ltd.

■ Turnover of permanent employees

		FY2018	FY2019	FY2020
NSG	Number of employees leaving	27	34	41
	Turnover rate	1.2%	1.5%	1.8%

Data collection at the end of March in each year

■ Percentage of senior management from the local community

	FY2018	FY2019	FY2020
NSG Group	86.7%	81.3%	80.7%

Data collection at the end of March in each year

■ Percentage of female in managerial positions

	FY2018	FY2019	FY2020
NSG Group	13.1%	12.8%	15.2%

Data collection at the end of December in each year

■ Union Organization Rate

	FY2018	FY2019	FY2020
NSG	70.4%	70.0%	70.6%

Data collection at the end of March in each year

■ Parental leave of permanent employees

			FY2018	FY2019	FY2020
NSG	Number of employees taking parental leave	Male	1	1	1
		Female	5	3	6
		Total	6	4	7
	Return to work rate	Male	100%	100%	100%
		Female	100%	100%	100%
		Total	100%	100%	100%

Data collection from April to March in each year

■ Work-life balance index of permanent employees

		FY2018	FY2019	FY2020
NSG	Acquisition rate of paid holidays	78.5%	83.5%	83.5%
	Annual overtime hours worked per person	172	179	169
	Annual actual working hours per person	1,903	1,902	1,869

Data collection from April to March in each year

[Notes]

1) "NSG" in the tables means Nippon Sheet Glass Co., Ltd.

2) "FTE" in the tables means Full-Time Equivalent.