

NSG Group: Human Resources Data

Number of employee by gender

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG	Male FTEs	1,943	1,979	1,993	2,000	3,755	1,928
	Female FTEs	201	194	197	198	715	195
	Total FTEs	2,144	2,173	2,190	2,198	4,469	2,123
Subsidiaries	Male FTEs	22,493	22,689	21,925	21,573	18,703	19,400
	Female FTEs	4,453	4,538	4,510	4,534	3,822	4,225
	Total FTEs	26,946	27,226	26,435	26,106	22,522	23,625
NSG Group	Male FTEs	24,436	24,668	23,918	23,573	22,457	21,328
	Female FTEs	4,654	4,732	4,707	4,732	4,536	4,420
	Total FTEs	29,090	29,399	28,625	28,304	26,991	25,748

Data collection at the end of December in each year

Number of employee by region and gender

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Male FTEs	4,428	4,431	4,252	4,005	3,755	3,541
	Female FTEs	818	839	829	755	715	578
	Total FTEs	5,246	5,270	5,081	4,760	4,469	4,119
Asia	Male FTEs	2,784	2,834	2,963	2,802	2,595	2,786
	Female FTEs	572	583	571	548	559	688
	Total FTEs	3,356	3,417	3,534	3,350	3,153	3,474
Europe	Male FTEs	11,049	11,107	10,696	10,692	10,191	9,414
	Female FTEs	2,132	2,148	2,196	2,255	2,151	1,977
	Total FTEs	13,181	13,254	12,892	12,947	12,342	11,391
North America	Male FTEs	3,530	3,625	3,495	3,540	3,433	3,558
	Female FTEs	914	928	847	918	849	854
	Total FTEs	4,444	4,553	4,342	4,458	4,282	4,412
South America	Male FTEs	2,645	2,671	2,512	2,534	2,483	2,293
	Female FTEs	219	234	264	256	262	297
	Total FTEs	2,864	2,905	2,776	2,790	2,745	2,590
NSG Group	Male FTEs	24,436	24,668	23,918	23,573	22,457	20,199
	Female FTEs	4,654	4,732	4,707	4,732	4,536	4,050
	Total FTEs	29,090	29,399	28,625	28,304	26,991	24,249

Data collection at the end of December in each year

Number of employee by gender and employment contract

			FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG Group	Male	Permanent employees FTEs	22,234	22,482	22,038	21,832	20,942	20,199
		Temporary employees FTEs	2,202	2,186	1,880	1,741	1,515	1,129
		Total FTEs	24,436	24,668	23,918	23,573	22,457	21,238
	Female	Permanent employees FTEs	4,016	4,089	4,104	4,231	4,041	4,050
		Temporary employees FTEs	638	643	603	501	494	370
		Total FTEs	4,654	4,732	4,707	4,732	4,535	4,420
	Total	Permanent employees FTEs	26,250	26,571	26,142	26,063	24,983	24,249
		Temporary employees FTEs	2,840	2,829	2,483	2,241	2,009	1,499
		Total FTEs	29,090	29,399	28,625	28,304	26,991	25,748

Data collection at the end of December in each year

Number of employee by region and employment contract

			FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Permanent employees FTEs		4,354	4,407	4,252	3,990	3,784	4,119
		Temporary employees FTEs	892	863	829	770	684	172
		Total FTEs	5,246	5,270	5,081	4,760	4,468	4,291
Asia	Permanent employees FTEs		3,006	2,937	3,082	2,889	2,780	5,856
		Temporary employees FTEs	350	480	452	461	374	494
		Total FTEs	3,356	3,417	3,534	3,350	3,154	6,350
Europe	Permanent employees FTEs		11,839	11,931	11,796	12,056	11,475	11,391
		Temporary employees FTEs	1,342	1,324	1,097	891	867	917
		Total FTEs	13,181	13,254	12,892	12,947	12,342	12,308
North America	Permanent employees FTEs		4,249	4,431	4,285	4,421	4,266	4,412
		Temporary employees FTEs	195	122	57	37	16	12
		Total FTEs	4,444	4,553	4,342	4,458	4,282	4,424
South America	Permanent employees FTEs		2,803	2,865	2,728	2,707	2,677	2,590
		Temporary employees FTEs	61	40	48	83	68	76
		Total FTEs	2,864	2,905	2,776	2,790	2,745	2,666
NSG Group	Permanent employees FTEs		26,250	26,571	26,142	26,063	24,982	24,249
		Temporary employees FTEs	2,840	2,829	2,483	2,241	2,009	1,499
		Total FTEs	29,090	29,399	28,625	28,304	26,991	25,748

Data collection at the end of December in each year

Number of employee by region, gender and age group

			FY2021	FY2022	FY2023	
Japan	Male FTEs	Under 30 years old	393	357	327	
		30-50 years old	2,250	1,894	1,775	
		Over 50 years old	1,362	1,504	1,536	
		Total	4,005	3,755	3,638	
	Female FTEs	Under 30 years old	61	59	80	
		30-50 years old	432	375	342	
		Over 50 years old	262	281	231	
		Total	755	715	653	
	Asia	Male FTEs	Under 30 years old	732	640	805
			30-50 years old	1,774	1,646	2,805
			Over 50 years old	296	309	1,732
			Total	2,802	2,595	5,342
Female FTEs		Under 30 years old	93	86	147	
		30-50 years old	422	438	602	
		Over 50 years old	33	35	259	
		Total	548	559	1,008	
Europe	Male FTEs	Under 30 years old	1,194	1,125	1,102	
		30-50 years old	5,973	5,634	5,534	
		Over 50 years old	3,525	3,433	3,432	
		Total	10,692	10,191	10,068	
	Female FTEs	Under 30 years old	270	286	277	
		30-50 years old	1,415	1,297	1,351	
		Over 50 years old	570	568	613	
		Total	2,255	2,151	2,241	
North America	Male FTEs	Under 30 years old	706	696	746	
		30-50 years old	1,772	1,731	1,771	
		Over 50 years old	1,062	1,006	1,046	
		Total	3,540	3,433	3,563	
	Female FTEs	Under 30 years old	198	151	164	
		30-50 years old	436	425	424	
		Over 50 years old	284	273	274	
		Total	918	849	862	
South America	Male FTEs	Under 30 years old	384	382	376	
		30-50 years old	1,816	1,778	1,554	
		Over 50 years old	334	323	426	
		Total	2,534	2,483	2,356	
	Female FTEs	Under 30 years old	95	91	111	
		30-50 years old	147	158	179	
		Over 50 years old	14	13	20	
		Total	256	262	310	
NSG Group	Male FTEs	Under 30 years old	3,409	3,200	3,029	
		30-50 years old	13,585	12,683	11,664	
		Over 50 years old	6,579	6,575	6,636	
		Total	23,573	22,457	21,329	
	Female FTEs	Under 30 years old	717	673	698	
		30-50 years old	2,852	2,693	2,556	
		Over 50 years old	1,163	1,170	1,166	
		Total	4,732	4,535	4,420	

Data collection at the end of December

■ Number of new permanent employees

			FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG	New graduates recruitment	Male	18	21	28	25	9	5
		Female	3	3	6	1	2	0
		Total	21	24	34	26	11	5
	Mid-career recruitment	Male	28	39	58	7	25	49
		Female	1	4	9	1	1	8
		Total	29	43	67	8	26	57
	Total	Male	46	60	86	32	34	54
		Female	4	7	15	2	3	8
		Total	50	67	101	34	37	62

Data collection from April to March in each year

■ Percentage of new permanent employees

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG	New graduates and mid-career	2.2%	3.0%	4.5%	1.6%	1.9%	3.2%

Percentage of new graduates and mid-career hires among full-time employees.

Data collection at the end of March in each year

■ Retention rate of new graduates recruitment

		1st April 2017		1st April 2018		1st April 2019		1st April 2020	
		Male	Female	Male	Female	Male	Female	Male	Female
NSG	Number of new graduates recruitment	18	3	21	3	28	6	25	1
	Number of enrolled employees among them	15	2	16	2	23	4	22	1
	Retention rate after 3 years	83.3%	66.7%	76.2%	66.7%	82.1%	66.7%	0.88	1

■ Employment rate of permanent employees with disabilities

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG and main subsidiaries in Japan		2.0%	2.2%	2.2%	2.4%	2.4%	2.7%

Data collection at the end of March in each year

■ Turnover of permanent employees

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG	Number of employees leaving	27	34	41	73	119	57
	Turnover rate	1.2%	1.5%	1.8%	3.4%	6.1%	3.0%

Data collection at the end of March in each year

■ Percentage of senior management from the local community

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG Group		86.7%	81.3%	80.7%	82.5%	78.2%	78.6%

Data collection at the end of March in each year

■ Percentage of female in managerial positions

		FY2020	FY2021	FY2022	FY2023
NSG Group		15.2%	14.0%	14.6%	14.4%

Data collection at the end of December in each year

■ Union Organization Rate

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG		70.4%	70.0%	70.6%	71.1%	73.5%	78.6%

Data collection at the end of March in each year

■ Parental leave of permanent employees

			FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG	Number of employees taking parental leave	Male	1	1	1	6	4	388
		Female	5	3	6	3	1	193
		Total	6	4	7	9	5	581
	Return to work rate	Male	100%	100%	100%	100%	100%	100%
		Female	100%	100%	100%	100%	100%	100%
		Total	100%	100%	100%	100%	100%	100%

Data collection from April to March in each year

■ Work-life balance index of permanent employees

		FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NSG	Acquisition rate of paid holidays	78.5%	83.5%	83.5%	81.7%	82.2%	91.0%
	Annual overtime hours worked per person	172	179	169	114	133	124.8
	Annual actual working hours per person	1,903	1,902	1,869	1,840	1,859	1,852

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.