

Nippon Electric Glass Receives a Future Generations Support Award for Corporations

Nippon Electric Glass Co., Ltd. (Head Office: Otsu, Shiga, Japan; President: Akira Kishimoto; “NEG”), a manufacturer of specialty glass, received a Future Generations Support Award for Corporations, which is granted by the Governors’ Alliance for Supporting Future Generations for the Revitalization of Japan.

This award is given to corporations and other business organizations that are proactively undertaking unique and cutting-edge initiatives in childcare support, support for women and young people, and work-style reform.



(Left) Sumiko Osugi, Shiga Prefecture Vice Governor, (Right) Mamoru Morii, NEG Director and Senior Vice President

■ Comments by Mamoru Morii, NEG Director and Senior Vice President

I am very honored to receive a Future Generations Support Award for Corporations. We believe that human resources are the foundation of a company's growth, and aim to create an environment in which diverse talent can thrive, regardless of gender, age, or nationality. Glass manufacturing, which is the core of our business, takes a long time from development to production. Accordingly, we have made efforts to create a system in which a diverse workforce can work with a long-term perspective and high motivation. I believe that this award is a recognition of our activities.

■ Initiatives by NEG

[Support for balancing work and childcare]

- We have introduced staggered working hours and telecommuting for our employees with children up to the third grade of elementary school to use for childcare purposes. In addition, under the shorter working hours system for childcare, employees can shorten their working hours by one or two hours by choosing the best working pattern from among six types until their child finishes the third year of elementary school.

- We are also working to promote childcare leave among our employees. Legally, new fathers are eligible to take postpartum paternity leave only within eight weeks of the child's birth. By allowing our male employees to take postpartum paternity leave until the child becomes two years old, we have increased the flexibility of the system. Furthermore, we encourage our employees to take childcare leave by ensuring that the first seven days of the leave are paid.
- The women's maternity leave period legally starts six weeks before the estimated due date. Meanwhile, our system allows female employees to start taking the maternity leave eight weeks before the estimated due date, enabling a longer leave than the statutory one. For the two weeks beyond what is legally required, we pay 60% of the employee's salary to ensure that female employees who give birth can feel safe and stay healthy.
- We have been also working to increase the rate of men taking parental leave, and have achieved a high rate of 86.1% (2023 actual result).

[Measures to promote women's participation in the workforce]

- As a measure to increase the number of female employees, we conducted recruiting activities with an aim to ensure that a minimum of 25% of the new graduates hired in career-track positions are female. As a result, the rate has doubled in four years from 2019 (12.5%) to 2023 (25.5%).
- Moreover, we have been holding meetings between female employees and a female outside director to exchange opinions, with the aim of gathering opinions and understanding the needs of female employees actually working at the company.

[Promotion of diverse work styles]

- As part of our initiative to help our employees in taking a five-day holiday twice a year, we encourage employees to take three or more days of paid leave, which will be combined with Saturday, Sunday and other holidays, to form five or more consecutive days off at least twice a year. Accordingly, the rate at which our employees take such holidays is now over 99%.
- The average number of paid leave days taken per year is 18.8 days (2023 actual result).
- We have also made efforts to expand our working styles by introducing diverse work-style systems, such as flextime and telecommuting.

■ About Nippon Electric Glass

Nippon Electric Glass Co., Ltd. is a world-class specialty glass manufacturer headquartered in Otsu City, Shiga Prefecture, Japan. Special glass that creates novel functionality is transformed into a variety of products such as sheets, tubes, threads, and powder, and is used in a wide range of fields, including semiconductors, displays, automobiles, electronic devices, medical care, and energy. The special glass developed using the technology and track record that we have honed over our 70-year history is highly regarded in a wide range of fields, from everyday life to cutting-edge industrial applications.

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