News Release

Feb. 3, 2026

Nippon Electric Glass Co., Ltd.

Review of Sustainability Promotion Framework and Materiality

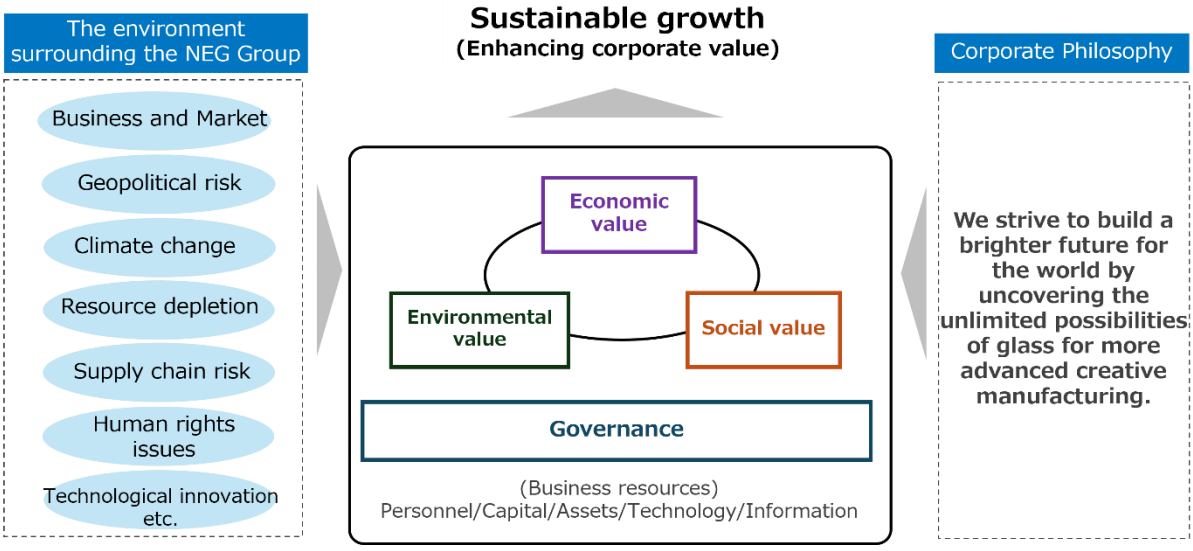
- Strengthen Our Efforts toward Sustainable Growth and Enhancing Corporate Value -

Nippon Electric Glass Co., Ltd. (Head Office: Otsu, Shiga Prefecture, President: Akira Kishimoto, "NEG") has newly formulated the fundamental approach to sustainability within the NEG Group and reviewed its sustainability promotion framework and materiality (priority themes) effective on January 1, 2026. This is to further advance the strategy for the sustainable growth of the NEG Group. The NEG Group positions sustainability as one of its strategies for achieving sustainable growth through the harmonization of "environmental", "social" and "economic" considerations and will strive to further enhance corporate value.

The fundamental concept of sustainability

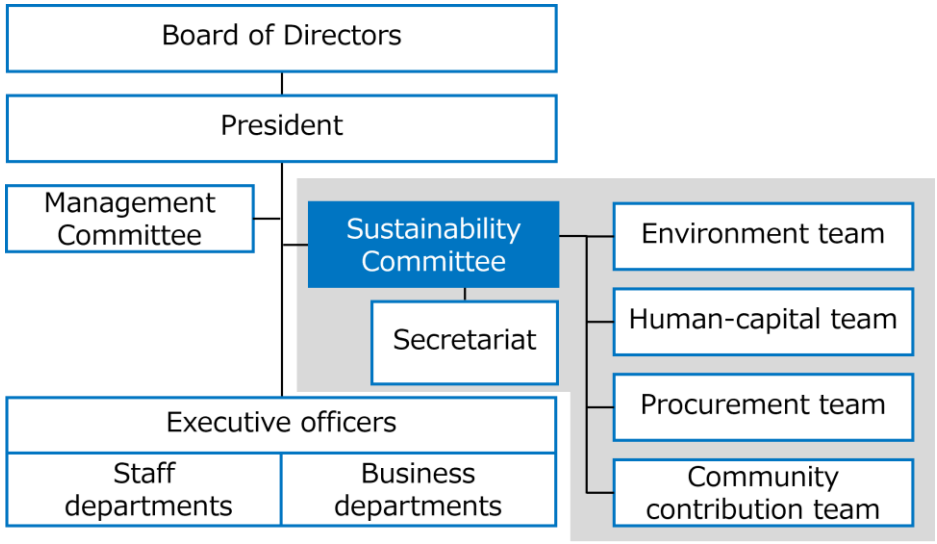
The NEG Group shall conduct business activities that harmonize "environmental" "social" and "economic" considerations, thereby achieving sustainable growth and enhancing corporate value.

To support these initiatives, we will effectively utilize management resources such as "personnel", "capital", "materials", "technology" and "information", and enhance our ability to implement sustainability management through strengthened corporate governance.



■**Review of Sustainability Promotion Framework - Establishment of Sustainability Committee -**

To comprehensively discuss sustainability direction and activities, provide recommendations to management, facilitate agile implementation, and enhance appropriate disclosure, the organization has restructured its former 'CSR Committee' into a 'Sustainability Committee'.



The Role of the Sustainability Committee

The Sustainability Committee formulates the fundamental policies concerning the NEG Group's sustainability, establishes materiality, and plans, deliberates upon, and promotes various measures corresponding to each materiality. It also formulates and deliberates upon policies and disclosure content for information disclosure. Furthermore, centered on materiality, it addresses a wide range of issues including the SDGs (Sustainable Development Goals).

The Sustainability Committee is chaired by the Executive Officer in charge of Corporate Communications and comprises heads of departments relevant to sustainability. The secretariat is located within the Corporate Communication Division.

Furthermore, to enhance the effectiveness of initiatives across each materiality area, four working teams have been established. Operating in coordination, the teams focus on key themes: the Environmental Team addresses climate change response and environmental conservation; the Human-capital Team focuses on enabling diverse talent to thrive, workplace environment development, and health and safety; the Procurement Team tackles environmental and human rights issues within the supply chain; and the Community Contribution Team concentrates on educational support.

■**Review of Materiality (Priority Themes)**

We have identified a total of 13 material issues across the environmental, social and governance domains. Please refer to the attached document for details of the material issues and our initiatives addressing them.

[Company Profile]

Nippon Electric Glass Co., Ltd. is a world-class specialty glass manufacturer headquartered in Otsu City, Shiga Prefecture. Special glass that creates novel functionality is transformed into a variety of products, such as sheets, tubes, fibers, 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 industry.

Company name: Nippon Electric Glass Co., Ltd.
Representative: Akira Kishimoto, President
Head office location: 7-1 Seiran 2-chome, Otsu, Shiga 520-8639, Japan
Founded: December 1, 1949
Business details: Manufacture and sale of special glass products and fabrication
URL: https://www.neg.co.jp/en/

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(Attachment)

Identified materiality, initiatives, key performance indicators and objectives

【Environment】

Materiality	Background and challenges	Initiatives	Indicators	Objectives
Addressing climate change	In glass manufacturing, which consumes significant energy for melting, reducing greenhouse gas emissions from melting furnaces is a critical challenge. Furthermore, we strive to strengthen our business activities by mitigating climate change risks and seizing opportunities.	・Carbon Neutrality Action Plan (reducing greenhouse gas emissions, etc.)	CO_2 emissions (Scope1 + 2) (Consolidated) CO_2 emissions intensity (Scope1 + 2) (Consolidated) ※ Production weight ratio	36% reduction (in 2030, compared to 2018) 60% reduction (in 2030, compared to 2018) Carbon neutrality (by 2050)
Effective utilization of resources	For the glass manufacturing industry, which utilizes vast quantities of natural resources, minimizing resource consumption and maximizing production efficiency to minimize waste generation is one of the most critical challenges.	・Restricting the consumption of natural resources ・Waste generation reduction	Landfill disposal emissions intensity (domestic, consolidated) ※Emissions arising from normal production activities. Sales weight ratio	Domestic maintain at 0.1% or below Consolidated at 5.3% or below (fiscal year 2026)
Biodiversity	Our company, which has developed its business with multiple manufacturing sites around Lake Biwa, strives for sustainable development and the conservation of biodiversity by reducing environmental impact through 'the world's leading manufacturing'.	・Reducing water consumption and environmental conservation ・Maintaining biodiversity through participation in forest conservation activities and similar initiatives	Water withdrawal intensity (consolidated) ※ Sales weight ratio Wastewater consumption intensity (consolidated) ※ Sales weight ratio	Water intake intensity: 7.8 m^3/t or less (2026 fiscal year) Water consumption intensity: 5.3 m^3/t or less (2026 fiscal year)

【Society】

Materiality	Background and challenges	Initiatives	Indicators	Objectives
Diversity	We believe that the collective strength of diverse talent is the driving force behind corporate growth. We recruit diverse personnel and establish systems where employees respect each other's human rights and work with motivation.	・Recruitment of diverse talent (women, disabled persons, foreign nationals) ・Personnel systems (evaluation, promotion, remuneration, welfare benefits) ・Human rights (prohibition of discrimination, prohibition of harassment, prohibition of child labor and forced labor, respect for workers' rights) ・Engagement	Disability employment rate (NEG and domestic consolidated subsidiaries) Female recruitment ratio (NEG) Percentage of female managers (NEG)	Mid-term target of 4.4% or more (by 2030) Long-term 4.6% or more (by 2035) Over 25% (Graduate General Positions) 2.0% or more (by 2028)
Human resources	We strive to enhance our personnel to realize our ideal candidate profile: individuals capable of delivering world-class performance at every stage.	・Education and training (skills development, self-improvement, knowledge and skills transfer)	Through the continuous implementation of various training programs and on-the-job training, we cultivate personnel capable of autonomously advancing and improving their work.	—
Health and Safety	By creating workplaces where individuals can thrive, work safely and healthily, and through continuous improvement of operational risks, we enhance employee motivation and retention rates, thereby boosting overall corporate productivity and creativity.	・Occupational health and safety (safety, workplace environment)	Workplace Accident Rate per Thousand (consolidated)	1.1 or below
		・Health management (physical and mental health, stress check analysis)	Presenteeism loss ratio (NEG)	Less than 23%
Responsible procurement	We shall fulfil our social responsibilities throughout the entire supply chain with regard to the environment, human rights, and other matters.	・Environmental and human rights considerations in procurement	Implementation rate of assessments for high-risk suppliers regarding quality, environment and human rights (NEG and major consolidated subsidiaries)	Implementation rate 100% (by 2028)

Coexistence with the local community	Maintaining sound relations with the local community is essential for the continuity of our business activities. We shall build trust with the local community and contribute to its development through support in areas such as education, welfare, and the environment.	・Promoting the appeal of glass (outreach lectures, participation in science events) ・Community contribution activities (food donations, clean-up activities, etc.)	Continuous implementation of each activity	—
Advances in glass science	We believe that support for fundamental research into glass—our core technology—and for nurturing talent is essential to our sustainable growth. Through collaboration with higher education institutions and educational support, we contribute to the advancement of glass science.	・Cultivating science and engineering talent (delivering lectures at university relay lectures) ・Support for glass research at universities and other institutions (endowed chair)	Continuous implementation of each activity	—

【Governance】

Materiality	Background and challenges	Initiatives	Indicators	Objectives
Compliance	As a company with a high proportion of overseas manufacturing and sales, we shall comply with international rules and regulations, and always act with integrity and a high ethical standard.	・Compliance with laws and regulations and anti-corruption seminar ・Compliance enhancement month ・Risk assessment and response ・Proper tax payment	Number of legal actions taken for bribery, anti-competitive conduct and other violations (consolidated)	0 cases per year
Corporate governance	Ensuring diversity on the board of directors strengthens its oversight function and enhances the competitiveness of business activities.	・Ensuring diversity on the board of directors	Proportion of external directors, including multiple women	50% or more
Confidential information management	We aim to minimize the risk of business disruption caused by information leaks and cyber attacks, striving to prevent the occurrence of events that could have a significant impact.	・Committee activities ・Implementation of in-house training (compliance, IT) ・Conducting incident response training	Number of significant information security incidents (consolidated)	0 cases per year
Disclosure of information	We will disclose necessary information in a timely and appropriate manner to build sound relationships with all stakeholders.	・Information dissemination via various media ・Dialogue with investors	Striving to enhance ongoing disclosure Enhancing dialogue with investors	—