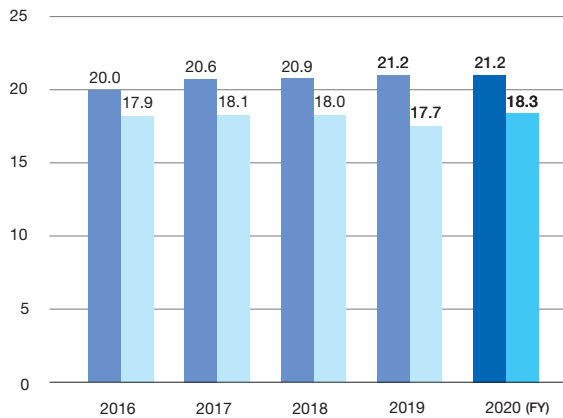


Non-Financial Highlights

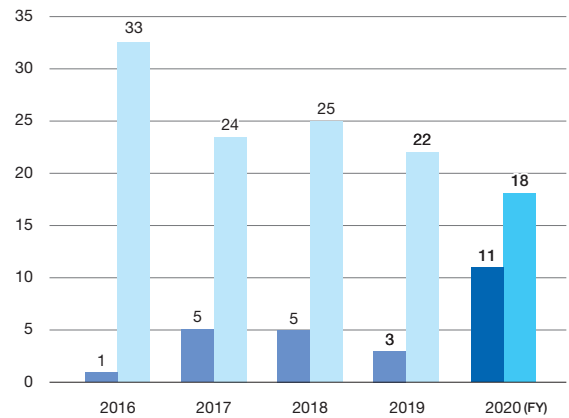
Average length of service (by gender; years)

NORITAKE CO., LIMITED (non-consolidated) ■ Men ■ Women



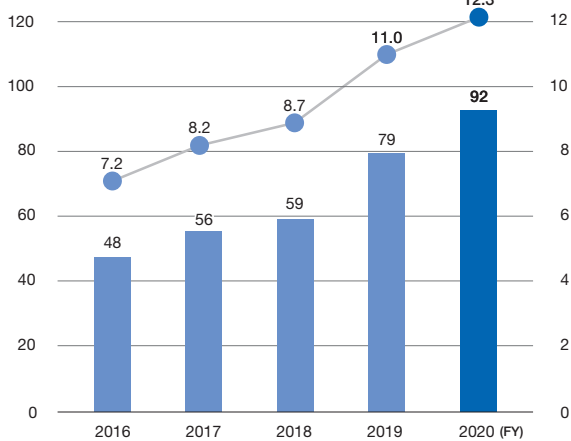
Use of parental leave (by gender; persons)

NORITAKE CO., LIMITED (non-consolidated) ■ Men ■ Women



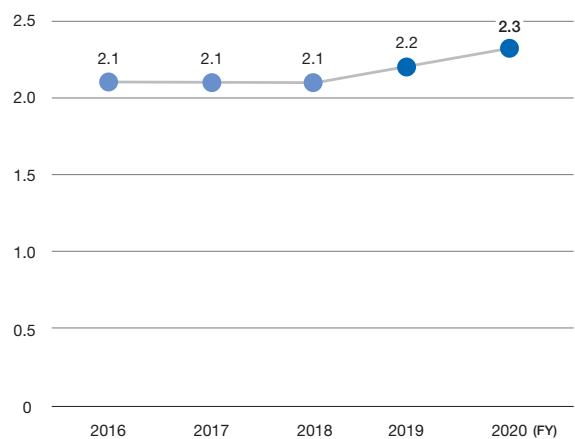
Ratio of female managers (%), number of female managers (persons)

NORITAKE CO., LIMITED (non-consolidated) ■ Number ● Ratio



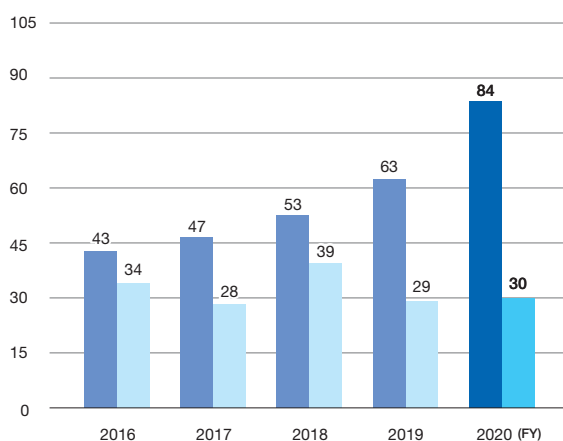
Percentage of disabled employees (%)

NORITAKE CO., LIMITED (non-consolidated)



Number of patent applications (number)

NORITAKE CO., LIMITED (non-consolidated) ■ Domestic ■ Overseas



Number of employees by business (persons)

Consolidated

	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020
Industrial Products	2,613	2,561	2,620	2,617	2,566
Ceramics & Materials	934	919	887	895	875
Engineering	235	238	241	245	254
Tableware	1,093	1,082	1,135	1,141	1,085
Management	222	212	208	222	249
Total	5,097	5,012	5,091	5,120	5,029