



Based on its corporate philosophy, GLORY is pursuing sound and efficient business management that earns the trust and support of all stakeholders.

Corporate Governance

GLORY's corporate philosophy guides its efforts to continuously improve corporate value through sound and efficient business management, so that the company can exist in harmony with society and earn the trust and support of all stakeholders. None of this can be achieved without a firm commitment to the continuing improvement of corporate governance. GLORY will continue its efforts to strengthen the supervisory and executive functions of management, accelerate decision-making, ensure transparency and objectivity, and enhance compliance management.

Corporate Governance Framework

GLORY adopts an audit and supervisory board system. This means the company's Board of Directors, which includes two outside directors, makes decisions on important matters and oversees business execution, while the Board of Corporate Auditors oversees the actions of the Board of Directors. An executive officer system allows the company to separate the management supervisory and business executive functions, thereby enabling speedy and efficient business administration. In addition, committees such as the Nomination Advisory Committee and the Compensation Advisory Committee serve to boost transparency and objectivity when making important management decisions.

GLORY's basic policy on corporate governance is set out in the Corporate Governance Guidelines.

Risk Management

GLORY has a Risk Management Committee, which is chaired by the President and which has the purpose of maintaining and strengthening risk management for the entire GLORY Group. The committee regularly conducts risk assessments and determines the divisions and individuals responsible for each risk item. It works with these divisions and individuals to implement precautionary measures against risks during normal times and to secure and improve a system that can respond promptly in times of crisis. In fiscal year 2016, GLORY enhanced risk management at group companies while also strengthening emergency response capabilities and information security systems.

Compliance

GLORY has a Compliance Committee as one way to maintain and improve its compliance framework. This committee—which is chaired by the President and which includes two outside experts (attorneys at law)—deliberates on important compliance-related issues concerning the GLORY Group. GLORY also has in place four compliance helplines (including one outside helpline) in Japan. These helplines enable GLORY to detect and correct problems at an early stage, while protecting those seeking consultations. In addition, GLORY provides education to employees to thoroughly familiarize them with compliance. In fiscal year 2016, GLORY also held e-learning and group training sessions for group companies to ensure that transactions are always conducted fairly.

Corporate Governance Framework (As of June 23, 2017)

