

GLORY LTD.

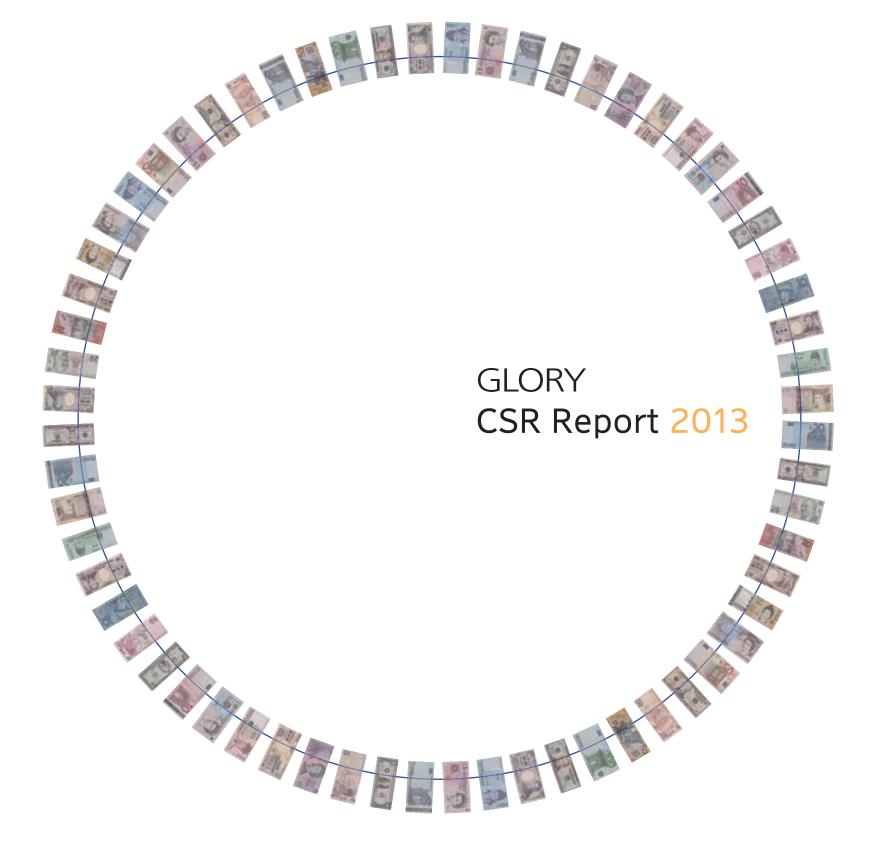
1-3-1 Shimoteno, Himeji, Hyogo 670-8567, Japan

Phone: +81-79-297-3131 Fax: +81-79-294-6233 http://www.glory-global.com

For further information:

VI/CSR Group, Public Relations Department, General Affairs Headquarters

Phone: +81-79-294-6317 Fax: +81-79-299-6292











Corporate Philosophy

We will contribute to the development of a more secure society through a striving spirit and co-operative efforts.

Our corporate philosophy represents GLORY's corporate goal and raison d'être.

"Striving spirit" includes our desire that "we will strive to meet the needs of customers and society with an unyielding spirit and make the impossible possible".

It represents the eternal origin of GLORY all through the ages that we can do a great job only when we combine the "power of everyone" who shares the "striving spirit".

Keeping the origin in mind, GLORY will contribute to the creation of a safe and secure society from now on.

Managerial Creed

- •Through a spirit of continuous development, we will provide products and services our customers can rely on.
- •We will build a vigorous corporate group through respect for the individual and teamwork.
- •We will endeavor to act as a responsible corporate citizen and co-exist harmoniously with society at large.

Our managerial creed expresses what GLORY should aspire to and our management stance. In short, it constitutes our basic philosophy of management. The three components of the manageria creed express our stance toward our customers and business operations, toward our employees, and toward society as a whole.

Editorial Policy

This CSR Report 2013 covers the corporate social responsibility (CSR) efforts of GLORY LTD. and certain GLORY Group companies.

This report has been composed to introduce our stakeholders to the CSR efforts we pursue through our business based on the recognition that fulfilling the mission set forth in our corporate philosophy is our CSR.

Report Subjects

The report describes the efforts of GLORY LTD.; otherwise, specific company names are provided i descriptions of efforts of the GLORY Group or of particular companies.

Moreover, the report on environmental activities (pages 19–21) covers the ISO 14001-certified offices of GLORY LTD. and GLORY Group companies.

Reporting Period

Γhis report covers fiscal 2012 (April 1, 2012–March 31, 2013).

(In some instances reporting on items occurring in or after April 2013 is included.)

Publication Date

August 2013

Reference Guideline

Sustainability Reporting Guideline G3.
Global Reporting Initiative (GRI)

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We at GLORY will pursue CSR initiatives to carry out the mission described in our corporate philosophy.

We believe that all of GLORY's efforts must lead to the creation of a better society and environment. The core of this way of thinking is the corporate philosophy we have maintained since our founding in 1918.

While the environment surrounding us is ever-changing, no matter how the times have changed GLORY's approach to business has always meant striving to meet the needs of customers and society with an unyielding spirit and making the impossible possible. Through products and services, such as money handling machines, which are of high social importance, we are able to respond to customers' needs for efficiency and rigor in their business operations and thereby contribute to the development of a safe and secure society. In other words, fulfilling the mission set forth in our corporate philosophy is our CSR.

GLORY celebrates its centennial in 2018. We established the Long-Range Vision 2018 in 2012 in anticipation of this milestone as a way to greet the start of our next century in business. One of the fundamental policies of Long-Range Vision 2018 is to "Seek sustained corporate growth together with society through CSR activities." By founding our vision on CSR and taking our CSR activities to the next level, we believe we can build even better relations with all of our stakeholders.

GLORY completed the acquisition of Talaris Topco Limited, one of the world's leading providers of cash handling equipment and software solutions, in July 2012. This acquisition brings the total number of Group employees to over 9,000, creating groupwide diversity in languages, nationalities and cultures, so we are making serious efforts to ensure that all Group employees gain a greater understanding of the GLORY CSR philosophy and its social contributions as a public institution of society. To drive our CSR management, we set up the CSR Committee, composed of management-level employees, in April of this year, and established a dedicated CSR department as the CSR promotion unit. The CSR committee is charged with shaping our CSR policies and promoting group-wide initiatives through the promotion unit.

GLORY's CSR does not consist of specific items, but rather each individual employee's efforts to do his or her part to contribute to the development of a more secure society. We seek to continuously grow as a company that maintains the trust of its stakeholders.

> President, GLORY LTD. August 2013

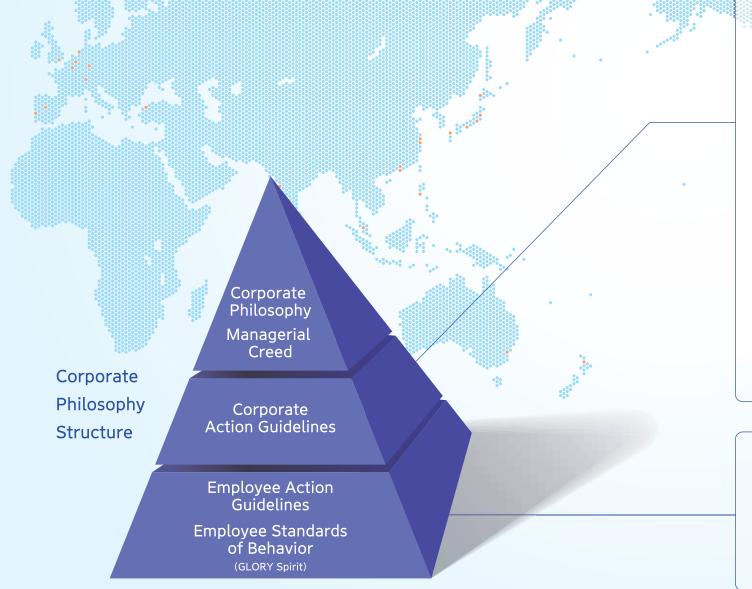
Hirokazu Once

Realizing our Corporate Philosophy

We have revised our corporate philosophy structure to take our CSR activities to the next level.

At the GLORY Group, CSR means realizing our corporate philosophy. What this means is that by engaging in a variety of activities, including our business of providing products and services, we build relationships of trust with all of our stakeholders, such as our customers, employees, shareholders and investors, business partners and local communities. By doing so, we believe we contribute to the development of a safe and secure society.

Based on the understanding that the sharing among all Group employees of a mutual sense of values and actions is indispensable to realizing our corporate philosophy, we seek the thorough entrenchment of our Corporate Action Guidelines and Employee Action Guidelines. We have recently revised our corporate philosophy structure so as to take our CSR activities to the next level by increasing the sense of unity among GLORY Group members worldwide against a backdrop of changes in the environment that surrounds the Group and the diversification of nationalities and cultures among our employees due to globalization.



Efforts to Drive CSR Activities

At GLORY, we are seeking to drive our CSR activities by making our Corporate Philosophy even more deeply entrenched in the minds of our employees. First, in conjunction with the revision of our Corporate Philosophy Structure, we have renewed the *Guidelines of GLORY* handbook that contains the Corporate Philosophy, Managerial Creed and Corporate Action Guidelines and distributed it to each employee.

In addition, to promote better understanding of CSR, we prepared an movie entitled "Realizing our Corporate Philosophy: The GLORY Group's Perspective on CSR," to be watched by all employees.

In an effort to nurture shared values among the Group, the handbook and the movie have been translated into eight languages so that Group employees can share the same consciousness about realizing our Corporate Philosophy.







Movie
Realizing our Corporate
Philosophy: The GLORY Group's
Perspective on CSR

Revising the Corporate Action Guidelines

Our Corporate Action Guidelines, which were established in 2006 to express our stance as a corporation, set out nine categories of value standards to be observed by the Group. To these we have added the issues of "Business continuity / Securing profit & Profit redistribution" and "Risk Management," bringing the total to 11. In making the revision, we referred to ISO 26000, the international CSR guideline, and other standards, and have enabled the guidelines to be shared throughout the Group.

- Business continuity / Securing profit / Profit redistribution

 We will maintain profit stability by developing businesses based on
 the corporate philosophy and contribute towards building a
 sustainable society.
- ■Quality / Safety / Customer satisfaction

We will provide products and services which build customer confidence and satisfaction in a timely manner.

Information management

We will protect information such as personal data and company information

- Respect for individuals / Talent development / Workplace safety We will respect each other's personality and individuality and strive to create an enriching and pleasant work environment.
- ●Example by leadership / Publicity

Under the strong leadership of the management, we will disseminate the Corporate Action Guidelines within the company and business partners, and strive to achieve them.

•Legal compliance / Fair competition / Opposition to antisocial forces We will comply with laws and regulations and respect social ethical standards, engage in transparent and fair business activities, and will not have relationships with parties that act anti-socially.

 Information disclosure / Communication and cooperation with stakeholders

We will communicate with stakeholders and strive for appropriate information disclosure.

Contribution to society

We will harmonize and advance the interests of the company and society, and actively participate in social action programs as a "good corporate citizen".

Environmental protection

We will work together to act in earth-friendly ways and provide environmentally-friendly products.

International cooperation

We will engage in business activities in an internationally harmonized manner from a global perspective.

Risk management

We will strive to prevent and avoid business risk and to reduce disaster loss. We will ensure security of stakeholders.

Establishing the Employee Standards of Behavior (GLORY Spirit)

In April 2013, we established the Employee Standards of Behavior (GLORY Spirit), which describes the actual behavior that each employee must exhibit to be a "GLORY person" and reflect the thinking, values and methods that have been handed down since GLORY was founded in 1918. It functions as a guideline for behavior that conforms to the practices that must be applied in day-to-day work and in society. By working to apply these standards, each Group employee aims to realize the GLORY Corporate Philosophy.

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Building an Automated Assembly Line Incorporating the Next-Generation Industrial Robot "NEXTAGE"

Japanese manufacturing currently faces pressing issues such as how to prevent the hollowing out of the industrial base caused by the relocation of production overseas due to factors such as the rapidly rising yen and shrinkage of working population because of the falling birth rate, and achieve internationally competitive manufacturing.

GLORY has been exploring new forms of manufacturing to find solutions to such issues, leading to our building of an automated assembly line incorporating the multi-purpose humanoid robot "NEXTAGE," which was developed by KAWADA



NEXTAGE-based automated assembly line



NEXTAGE robot stripping double-sided tape release paper

INDUSTRIES, INC. Trials of NEXTAGE were launched in November 2010, and work began on control software, but the level of complexity was greater than that of existing industrial robots. To deal with this, KAWADA INDUSTRIES dispatched engineers dedicated to NEXTAGE, while our company produced specialized attachments and parts supply equipment for the robot. The robot technology skills of KAWADA INDUSTRIES and the production technology know-how of GLORY were combined, and after much trial and error we constructed the NEXTAGE-based automated assembly line.

This success resulted in much praise for our construction of a next-generation production line on which humans and robots interact, based on the groundbreaking concept of tasking robots with the work exactly in the same manner as done by humans. For our efforts, together with KAWADA INDUSTRIES, we received the "Special Award for Next-Generation Industry" at the 5th Robot Awards (sponsored by the Ministry of Economy, Trade and Industry and the Japan Machinery Federation).



Certificate of "Special Award for Next-Generation Industry"



Commendation Plaque



Capable of handling flexible items like rubber belts



Workers and robots on the same line

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Enhancing Maintenance Technology Training so Customers Can Feel Secure Using Our Products

GLORY handles everything from planning and development through production, sales and maintenance consistently within the Group, and offers products and services its customers can trust.

Maintenance is handled by our approximately 1,000-member technical staff, who engage in product repairs and inspections. Our technical staff strive every day to improve their maintenance skills, to provide customers with rapid, reliable service. Their efforts include attending group maintenance training and engaging in self-study classes offered through the Internet to acquire basic knowledge and practical skills. Brush-up courses are provided as needed after training, so our technical staff can maintain and increase their skill levels.

In 1993, we began holding our "TS Cup" contest, where technical staff chosen from throughout Japan meet for maintenance skills competition. In addition to technical skills competition using products, competitors are also judged on their ability to respond to customer's requirements, with the goal of overall service improvement.



"TS Cup" competitors being judged on their ability to respond to customers' requirements



We aim to repair products quickly by concentrating the efforts of all departments concerned in support of technical staff.

The Field Support Department is composed of maintenance unit specialists who support the technical staff who handle repairs and inspections. GLORY's products span 20,000 models of 3,000 types of products, so at times our on-site technical staff cannot handle all service requirements and need assistance. In such cases, the Field Support Department is available 24 hours a day, 365 days a year, to provide repair support by answering technical staff questions and giving advice. We also work when necessary with quality assurance and development departments to provide information to the technical staff. We put our hearts into providing rapid and reliable service so our customers will put a high value on our products and services.



Seiji Ikeda Manager, Field Support Department, Field Quality Control Division, Service Headquarters



Enhancing Adequate Information Disclosure to Promote Understanding of GLORY's Business and Vision

GLORY considers the proactive information disclosure that improves transparency from the perspective of shareholders and investors, to be an important responsibility.

We particularly emphasize opportunities for dialogue with shareholders and investors. For example, we send out notices of general meetings of shareholders well in advance. Also, at the meetings, audiovisual presentations are used to explain our business performance. Other ways we create opportunities for improved understanding include arranging showroom and factory tours for attendees of shareholders' meetings.

For institutional investors, we regularly hold conferences (including teleconferences) to explain our annual or quarterly financial results, and positively respond to individual investor's request for meetings. In fiscal 2012, we focused on IR activities for overseas institutional investors. For example, we participated in investors conferences sponsored by a securities company in Tokyo and Hong Kong; had a English teleconference for overseas institutional investors; and have been working to expedite preparation of English version of disclosure materials.

Furthermore, we have made improvements in the coverage of the annual reports and the GLORY Reports (publication for shareholders) and in the user-friendliness of our website.





Our Annual Report 2011 won a gold award at the International ARC Awards held by MerComm, Inc., in July 2012. It was cited for excellence in readability, the clarity of the president's message and effective design.



The investor relations page of our website received a bronze award in the Gomez Investor Relations Site Ranking released in March 2013, for the second year in a row.

Strengthening Partnerships with Suppliers for Improved Quality

Our goal is to engage in fair and equitable trading to create a relationship of trust for mutual growth with our business partners. We view our suppliers as partners in ensuring reliable quality, and therefore establishing a structure for cooperation is essential. To that end, we hold annual Supplier Conferences to strengthen our partnerships through dialogue and exchange. We also hold Quality Improvement Activity Workshop, where we explain our purchasing policies to our suppliers in addition to providing them with opportunities to present their case studies of quality improvement methods used by our suppliers. The presentations are used by our suppliers to share information amongst themselves.

Our parts acceptance unit also conducts regular inspection visits to our suppliers to conduct on-site checking of production processes and offer improvement advice. Other efforts to ensure quality improvement include producing and distributing quality improvement awareness posters.



Quality improvement awareness poster



We seek better understanding of GLORY's quality philosophy while building good relationships.

The provision of high-quality parts from our suppliers is the necessary first step in producing high-quality products. To achieve this, we regularly have meetings with our suppliers to share quality information and also visit and inspect their on-site processes on an ongoing basis, to always improve quality. Some suppliers will have different corporate cultures and philosophies from ours, so we do our best to gain an understanding of our quality philosophy. In addition, we take a positive approach toward communications with our suppliers, with the goal of deepening product knowledge.

We will continue to strengthen relations with our suppliers and work with them for mutual growth.



Nobuhiko Honda (left) Naoki Terada (right) Parts Inspections Department, Purchasing Division

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Contributing to the Sound Development of Children of the Next Generation

GLORY's efforts to contribute to the sound physical and emotional development of children are conducted through the GLORY Foundation for Elementary School Students, and include the Hands-on Science Class, Children's Theater and Hands-on Class for Parents and Children programs. The children's science fun activity at the Hands-on Science Classes held in August 2012 consisted in building a hovercraft. About 70 GLORY employees volunteered their participation in the classes, and worked with the children to build a hovercraft. Parents accompanying the children were given showroom

tours, providing an opportunity for them to get to know about GLORY.

We conduct spring and autumn Hands-on Class for Parents and Children programs so that families have opportunities to share a sense of wonder through experience. In the autumn classes held in November 2012, participants learned about hot-air balloon construction and principles, and then experienced a hot-air balloon ride.



Hovercraft built in the Hands-on Science Class



Ali Baba and the Forty Thieves playing at the Children's Theater



As part of our community education efforts, we aim to expand the work of our foundation.

We held Kids Plaza Osaka tours and an amphibious bus ride in our spring 2013 Hands-on Class for Parents and Children program, to give families opportunities to experience something out of the ordinary and share a sense of wonder. Some 80 elementary school children and their parents were invited. We were moved by the looks of surprise and excitement in the eyes of the children experiencing an amphibious bus for the first time.

Our foundation will continue to conduct activities deeply rooted in the community to contribute to sound child development.



Masaaki Nagao Managing Director GLORY Foundation for Elementary School Students





Engaging in Activities That Promote Co-existence with Local Societies Worldwide

Employees of Glory Global Solutions from around the world are actively participating in a number of volunteer programs and are contributing to a wide variety of socially driven initiatives. For example, an employee based in Spain recently took part in a program that seeks to provide nomadic communities in the Sahara with materials to enhance learning in schools, as well as providing new clothing and medical supplies for the wider community. Some employees have pledged further support for this initiative through donation of stationery for children, such as pencils and notebooks.

Another Glory employee based in the United Kingdom is also volunteering her time by providing guidance to a church-based children's group. Glory lent support to the group's activities by raising donations for the restoration of a church room where they meet.

Around 80 employees of GLORY (PHILIPPINES), INC., gather to clean local spaces in the vicinity of their factory every Monday; they also sponsor treeplanting events and donate Christmas presents to a local children's nursing home, with the goal of enhancing people's lives and becoming a good corporate

Since 2008, employees of GLORY Denshi Kogyo (Suzhou) Ltd. and their families have been conducting local cleanups too. In fiscal 2012, approximately 500 employees participated in a cleanup of the local area surrounding the factory, which included parks and local care homes for the elderly.

The GLORY Group will continue to develop social contribution activities to promote coexistence with local communities worldwide.



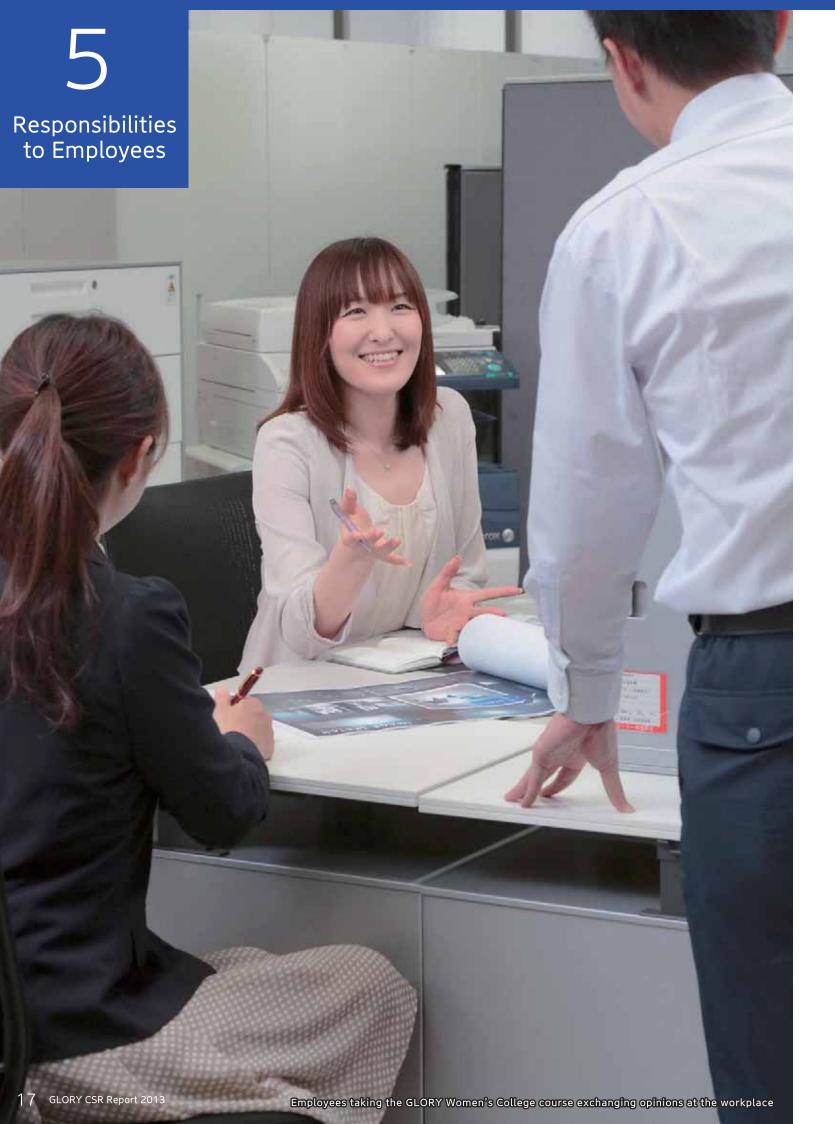
Donating daily necessities to children



Tree planting by employees (Philippines)



Thank-you message from children for the donated Christmas presents (Philippines)





Promoting Diversity through GLORY Women's College

To be competitive in the international arena, a company must employ a diversity of human resources. We promote diversity by upgrading our internal systems and conducting a variety of study programs as we strive to create a workplace where each employee can maximize his or her skills and career.

We launched the GLORY Women's College program in fiscal 2012 as part of our efforts to raise employee consciousness about gender equality. Ten female employees recommended by their units participated in four study sessions over the course of the year, and performed group work according to the theme of each session. The participants made comments such as "I was able to find the skills I'll need to be the person I am aiming to be" and "People around me say, 'You've changed,'" and are expected to play a more active role at work.

In May 2013, GLORY received the "Kurumin" certification mark from the Ministry of Health, Labour and Welfare in recognition of its promotion of measures based on the Act on Advancement of Measures to Support Raising Next-Generation Children.

GLORY will continue to shore up its systems and recruit personnel with the aim of creating a workplace environment where a diversity of human resources can flourish.



The "Kurumin" certification mark



I felt through this training that I would like to gain the strength to be the type of person with whom others want to work.

Enrolling in the GLORY Women's College was an important experience for me. Initially I thought it was a course intended to increase the ranks of female managers, but I came to understand that the goal was to find the best talent, whether men or women, and promote diversity of personnel.

While I was listening to the positive lectures of the outside instructors and the seriously considered statements of my fellow trainees about how they see their careers forming, I felt a strong sense of becoming more "able and attractive." I want to keep working to become an attractive colleague who is the type of person others want to work with.



Hiroko Ueda Purchasing Procurement Department, Purchasing Division, Production Headquarters







Meeting Standards for Environment-Friendliness: G-Eco Products

GLORY has set a long-term goal of a 30% reduction in CO₂ emissions (compared to 2005) by its products during use, and we are engaged in developing environment-friendly products. We also conduct life cycle assessments (LCAs), which evaluate environmental impact at every stage of a product's life, from raw materials extraction through disposal. Our product assessments during new product development cover 59 categories, such as "energy efficiency" and "reuse-recycling" and compare the product under development to existing products. Based upon these assessments, products that meet standards such as "electric power use efficiency at least 15% better than existing products" and "chemical substance regulation-compliant" are designated "green products," which in April 2013 we began calling "G-Eco Products." From now on, the G-Eco Product logo will be applied to such products in catalogs and elsewhere, so that our customers will understand the environmental friendliness of our products. Of the 22 product lines developed in fiscal 2012, 17 have received the G-Eco Product designation.



G-Eco Product logo



We work with all of our suppliers for thorough control of chemical substances contained in products.

We conduct thorough chemical substance tests to comply with the RoHS Directive and other regulations concerning chemical substance content. The standard values for designated chemical substances vary according to material or part, so the tests must be conducted with care to avoid errors in the standard values. We also work to improve testing accuracy through repeated measurement.

The cooperation of the suppliers is essential to chemical substance controls. We explain GLORY's purchasing policies very carefully to each of our suppliers to prepare them to provide chemical substance data. We aim to improve test quality by seeking to improve knowledge about this issue through training and other measures.



Koichi Takahashi (left) Yoshie Maruvama (right) Production Control Department, Saitama Factory, Production Headquarters

Awarded Commendation at the Hyogo Prefecture "Environment-Friendly Company Awards"

GLORY makes efforts at each of its business sites, including those of Group companies, to reduce environmental impact.

In fiscal 2012, we focused particularly on power conservation efforts, which included installing solar panels on the roof of the headquarters building and air conditioning controls at each facility.

GLORY received the Outstanding Performance Award at the Environment-Friendly Company Awards held by the Hyogo Prefectural Government in June 2013. The award was presented in recognition of the company's GLORY Yumesaki Forest biodiversity efforts in tandem with local communities, development of environment-friendly products, and recycling of used products in accordance with the Ministry of the Environment's Wide-Area Recycling Authorization

GLORY will continue to engage in environmental conservation efforts, including the development of energy conservation and the effective use of resources.



The Hyogo Prefecture Environment-Friendly Company Awards ceremony



I will support the transition of employees' environmental "consciousness" to "action."

GLORY has established a medium-term environmental plan, and is continuing to develop environmental initiatives. The plan covers a broad variety of items, so we are introducing it to employees in a way that is easy to understand by creating awareness of what each employee is required to do.

The recent requirements to save electricity appear to have served as a source of heightened environmental awareness on the part of employees. I believe that lending support to the transition from environmental awareness to environmental action is important. We will continue to develop environmental impact reduction programs throughout the Group, including at our overseas bases.



Takanari Kamai Manager, Quality/Environmental

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Preserving Biodiversity in the GLORY Yumesaki Forest

GLORY LTD. has teamed up with the GLORY worker's Union in forest biodiversity conservation efforts in the GLORY Yumesaki Forest located in Himeji, Hyogo Prefecture. The second round of efforts was conducted in April 2012, with 41

employees participating. They divided into teams and under the guidance of specialists thinned the hinoki cypress stands and planted 20 konara oak and other broadleaf saplings.

In October, we held the second Kids' Nature Workshop event, with 54 participants made up of employees and their families. At this event, with the hope that the children will turn their attention to the animals and plants of the forest and make new discoveries, a quiz rally involving the use of magnifying glasses was held.

Offices in eastern Japan also began forest conservation efforts in 2013. In April, employees mainly from the Tokyo Office, the Shinagawa Business Place and the Saitama factory participated in NPO-sponsored activities.



Thinning by employees in the hinoki cypress forests

The event provided us with valuable experiences.

I participated in both the forest conservation and Kids' Nature Workshop events. Our team thinned the hinoki cypress to allow light to reach the forest floor, and it gave us a sense that we could do something good for the planet and the environment. I attended the workshop event with my family. The children assembled their own magnifying glasses and used them to observe the eyes of grasshoppers and the cells of a leaf, their faces brightening at the discovery of a previously unseen world. I created lasting happy memories with the children and gained treasured experience outside my daily routine.



Kazutoshi Ukai Core Technology Development Center, Development Headquarters

GLORY at a Glance

Corporate Name / GLORY LTD. Founded / March 1918

Incorporated / November 1944 / ¥12,892,947,600 Capital

Stock Listings / Tokyo Stock Exchange

(1st Section)

No. of Employees (as of March 31,2013) Line of Business

/ 3,412 (Group: 9,003)

/ Development, manufacturing, sales and maintenance of money handling machines, data processing equipment, vending machines, card systems, automatic service equipment, etc.

Business Segment

Financial Market



Customers: Domestic financial institutions, Japan Post Bank, OEM clients, and others Main products and goods: Open teller systems, coin and banknote recyclers for tellers, coin recycling modules for ATMs, multi-functional banknote changers, cash monitoring cabinets, valuable item management systems

Amusement Market



Customers: Domestic amusement halls (pachinko parlors), and others

Main products and goods: Card systems for pachinko parlors, banknote conveyor systems, pachinko prize dispensing machines, pachinko ball counters for each pachinko machines, membership management systems for pachinko parlors, pachinko ball/token counters

Others



Customers: Tobacco kiosks in Japan, tobacco companies, hospitals, government offices, general companies, and others

Main products and goods: Cigarette vending machines, ticket vending machines, banknote recycling units for horse race ticket vending machines, medical payment kiosks, RFID self-checkout systems for cafeterias, ballot sorters for handwritten ballots

■ Retail and Transportation Market



Customers: Domestic supermarkets, department stores, cash-in-transit companies, railroad companies, and others Main products and goods: Coin and banknote recyclers for cashiers, sales proceeds deposit

machines, multi-functional banknote changers, cash recyclers for gas stations, coin-operated lockers

Overseas Market

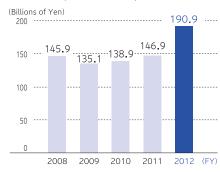


Customers: Financial institutions abroad, cash-in-transit companies, casinos, OEM clients, and others

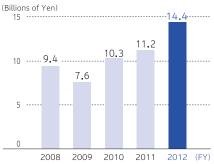
Main products and goods: Banknote and check deposit units for ATMs, banknote sorters, banknote counters, banknote recyclers for tellers, coin and panknote recyclers, coin wrappers

Financial Data

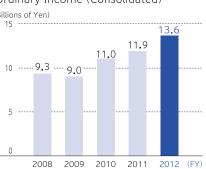
Net Sales (Consolidated)



Operating Income (Consolidated)

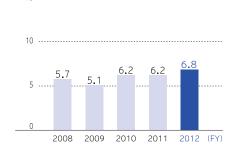


Ordinary Income (Consolidated)

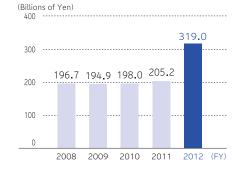


Net Income (Consolidated)

(Billions of Yen)



Total Assets (Consolidated)



Sales by Business Segment (Consolidated)



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