

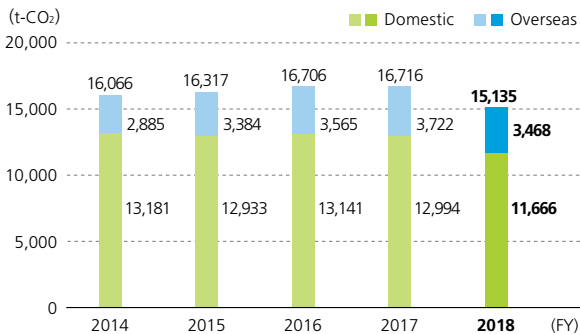
Environment

Environmental Impacts from Business Operations (Material Balance)

Input	Category	Value		Development and Production Operations in Glory	Output	Category	Value	
		Quantity	Unit				Quantity	Unit
Energy	Energy use	130,975	GJ	Development and Production Operations in Glory	Greenhouse gases	CO ₂	5,912	t-CO ₂
	Electricity	1,302	million kWh			HFCs in products	None	
	City gas	80,000	m ³		Atmospheric emissions	NOx	0	t
Water	Water use	39,000	t			SOx	0	t
	Clean water	39,000	t			PRTR substances	0.2	t
Chemical substances	Volume handled	73.7	t		Emissions to water	Wastewater	39,000	t
						Industrial water	0	t
Waste	Total waste emissions	271	t		Waste	Recycled waste	270	t
						Landfill disposal	0.07	t

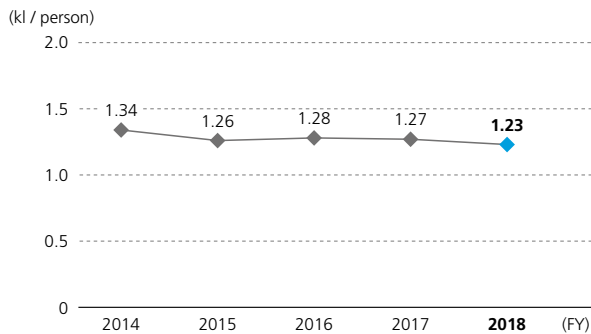
Scope: Production sites of GLORY LTD.

CO₂ Emissions



*1 Domestic business sites that have acquired ISO 14001 certification
 *2 Following overseas business sites that have acquired ISO 14001 certification
 GLORY Denshi Kogyo (Suzhou) Ltd., GLORY (PHILIPPINES), INC.
 Glory Global Solutions (France) S.A.S.
 Glory Global Solutions (Germany) GmbH
 Glory Global Solutions Inc.

Energy Consumption per Employee



*Domestic business sites that have acquired ISO 14001 certification

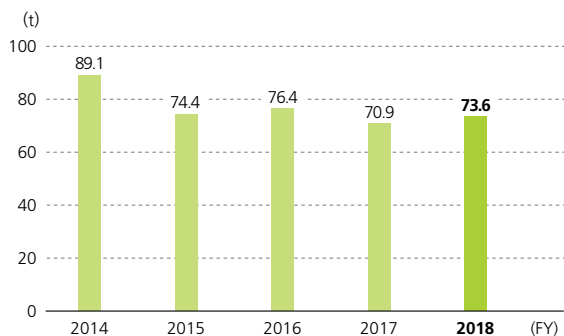
CO₂ Emissions for each Scope

Scope and Category	Fiscal Year 2018		
	Emissions (t-CO ₂)	Ratio (%)	
Scope 1	1,023	0.2	
Scope 2	14,112	3.2	
Scope 3	432,494	96.6	
Category 1	Purchased goods and services	179,946	41.6
Category 2	Capital goods	27,879	6.5
Category 3	Fuel- and energy-related activities	1,350	0.3
Category 4	Upstream transportation and distribution	13,210	3.1
Category 5	Waste generated in operations	615	0.1
Category 6	Business travel	2,259	0.5
Category 7	Employee commuting	2,569	0.6
Category 8	Upstream leased assets	2,235	0.5
Category 9	Downstream transportation and distribution	Not applicable	-
Category 10	Processing of sold products	Not applicable	-
Category 11	Use of sold products	199,684	46.2
Category 12	End-of-life treatment of sold products	2,645	0.6
Category 13	Downstream leased assets	Not applicable	-
Category 14	Franchises	Not applicable	-
Category 15	Investments	102	0.0
Total of Scope 1, 2, and 3	447,629	100.0	

*Boundaries for each Scope are as follows.
 Scope 1: GLORY LTD. and domestic and overseas Group companies that have acquired ISO 14001 certification (excluding fuels of vehicles owned by the company)
 Scope 2: GLORY LTD. and domestic and overseas Group companies that have acquired ISO 14001 certification

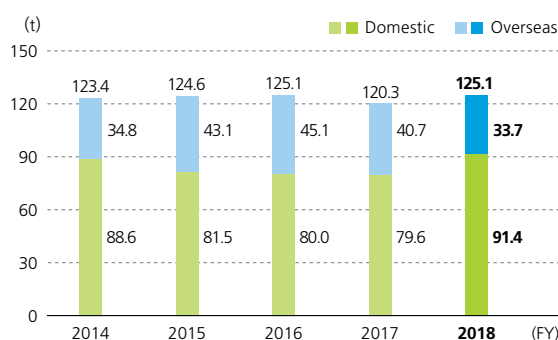
ESG Data

Volume of PRTR Law-Listed Substances (Domestic)



*Domestic business sites that have acquired ISO 14001 certification

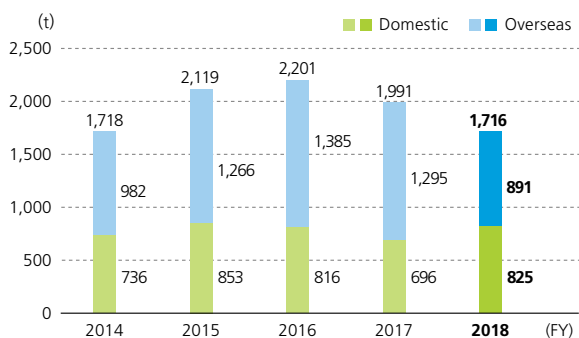
Water Use



*1 Domestic business sites that have acquired ISO 14001 certification (excluding some non-production sites)

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 Glory Global Solutions (France) S.A.S.
 Glory Global Solutions (Germany) GmbH
 Glory Global Solutions Inc.

Waste Volume



*1 Domestic business sites that have acquired ISO 14001 certification

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 Glory Global Solutions (France) S.A.S.
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Zero-Emission Sites (Domestic)

FY	2014	2015	2016	2017	2018
Number of sites	6	8	8	8	8

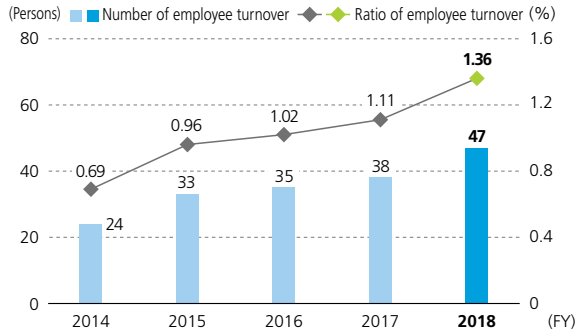
*Domestic business sites that have acquired ISO 14001 certification

Human resources

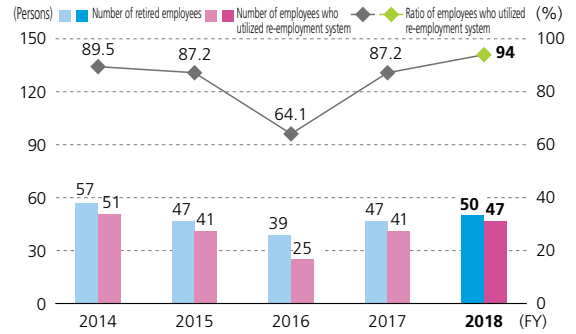
Employees Data

FY			2014	2015	2016	2017	2018
Permanent employees	Number of employees	Male	2,860	2,837	2,832	2,882	3,000
		Female	402	407	414	432	447
		Total	3,262	3,244	3,246	3,314	3,447
	Average years of employment	Male	18.4	18.7	19.8	20.1	20.1
		Female	17.2	17.8	18.2	18.4	18.8
		Total	18.2	18.6	19.6	19.9	19.9
	Average age	Male	41.8	42.2	43.2	43.6	43.8
		Female	39.5	40.2	40.7	41.1	41.5
		Total	41.6	41.9	42.9	43.3	43.5
Semi-regular and contract employees., etc	Number of employees	Total	453	435	419	380	379

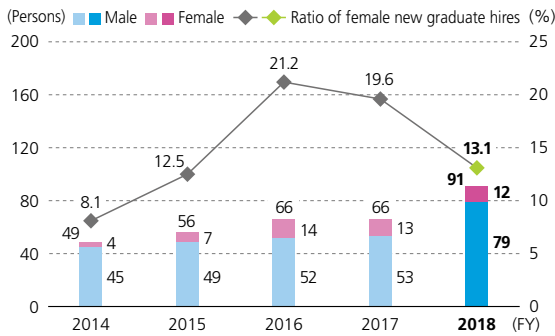
Number and the Ratio of Employee Turnover



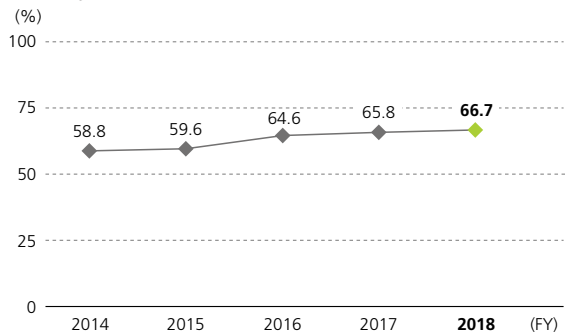
Number and Ratio of Employees Who Utilized Re-employment System



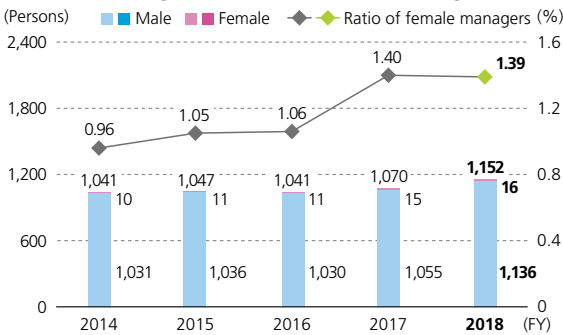
Number of New Graduate Hires and Ratio of Female



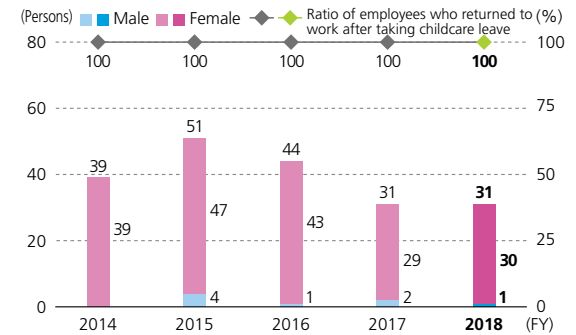
Ratio of Days Taken Paid Leave



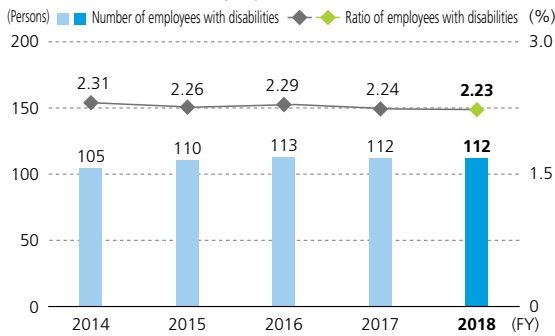
Number of Managers and Ratio of Female Managers



Number of Employees Taking Childcare Leave and Ratio of Employees Who Returned to Work after Taking Childcare Leave



Number and Ratio of Employees with Disabilities



Number of Employees Taking Nursing Care Leave

FY	2014	2015	2016	2017	2018
Male	1	0	0	0	0
Female	0	0	0	0	0
Total	1	0	0	0	0

Annual Actual Working Hours Per Employee

FY	2014	2015	2016	2017	2018
Actual working hours (hour/year)	2,114	2,088	2,058	2,032	2,020

*Includes data from GLORY Products Ltd., GLORY Friendly Co., Ltd., GLORY System Create Ltd., and GLORY Mechatronics Ltd.

ESG Data

Training Expenditures

FY	2014	2015	2016	2017	2018
Training expenditures (millions of yen)	193	208	225	245	248
Training expenditures per employee (yen / person)	59,166	64,118	69,316	73,929	71,947

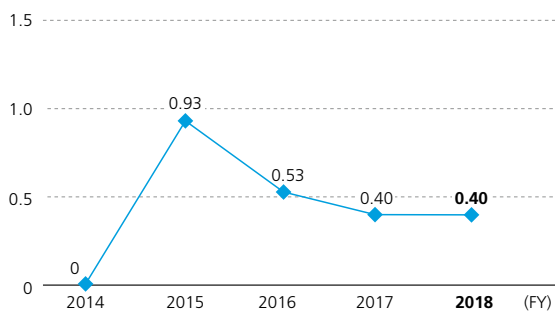
Ratio of Employees in Union

FY	2014	2015	2016	2017	2018
Ratio of employees in union (%)	57.0	54.5	55.7	55.4	55.3

Number of Occupational and Commuting Accidents

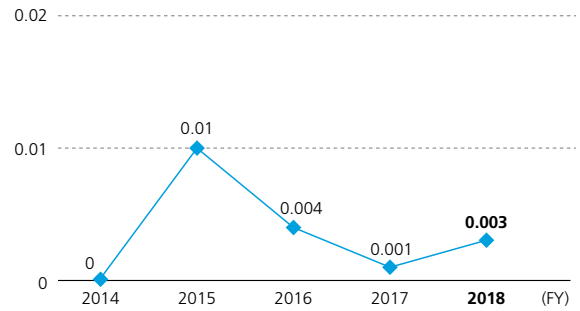
FY	2014	2015	2016	2017	2018
Number of occupational accidents	10	17	19	10	8
Number of commuting accidents	13	15	18	13	18

Lost Time Injury Frequency Rate



*This shows the frequency of work-related calamities, expressed in number of casualties for every 1,000,000 working hours.
 Frequency rate = Number of calamities by industrial injuries / Total actual working hours × 1,000,000

Lost Time Injury Severity Rate



*This shows the severity of the calamity, expressed in man-days lost per 1,000 hours worked.
 Severity rate = Total number of working days lost / Total actual working hours × 1,000

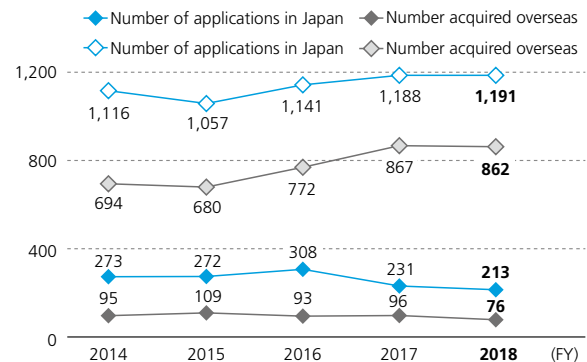
Social Initiatives

Social initiatives expenditures

FY	2014	2015	2016	2017	2018
Social initiatives expenditures (millions of yen)	11	18	22	15	21

Intellectual Property Initiatives

Number of Patents, Utility Models, and Designs Applied for and Acquired



*1 Numbers are the total number of patents, utility models, and designs.
 *2 Numbers for both Japan and overseas are on a consolidated basis.