

# Corporate Philosophy

We will contribute to the development of a more secure society through a striving spirit and cooperative 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".

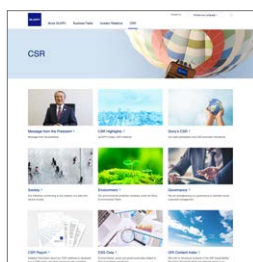
Keeping the origin in mind, Glory will contribute to the creation of a safe and secure society from now on.

## Editorial Policy

The Glory CSR Report 2020 is intended to inform a wide range of stakeholders about Glory's understanding of CSR and the progress of its CSR initiatives.

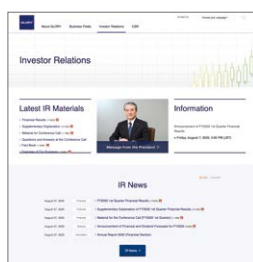
We publish the report in booklet form and on our website, where we also post descriptions of our initiatives, additional details, related data, and other information not included in the booklet.

### CSR Website



<https://corporate.glory-global.com/csr/>

### Investor Relations Website



<https://corporate.glory-global.com/ir/>

▲  
For financial and stock information, please visit this site.

### Scope of the Report

- As a basic principle, this report describes the efforts of GLORY LTD., and it will be explicitly stated if a particular item being reported concerns a specific Glory Group company or another company.
- The report on environmental activities (including environmental data) covers the ISO 14001-certified offices of GLORY LTD. and the Group companies (12 companies and 32 sites).

### Reporting Period

Fiscal year 2019 (April 1, 2019 to March 31, 2020) (may include reporting of items occurring in or after April 2020)

### Publication Date

September 2020 (previous English edition: September 2019, next English edition: September 2021)

### Referenced Guidelines

GRI Sustainability Reporting Standards 2016 and 2018  
2018 edition of Environmental Reporting Guidelines, Ministry of the Environment, Japan

### Contact Information

GLORY LTD.  
Corporate Communications Department, Management Strategy Headquarters  
1-3-1 Shimoteno, Himeji, Hyogo 670-8567, Japan  
Phone: +81-79-297-3131


# Management Creed

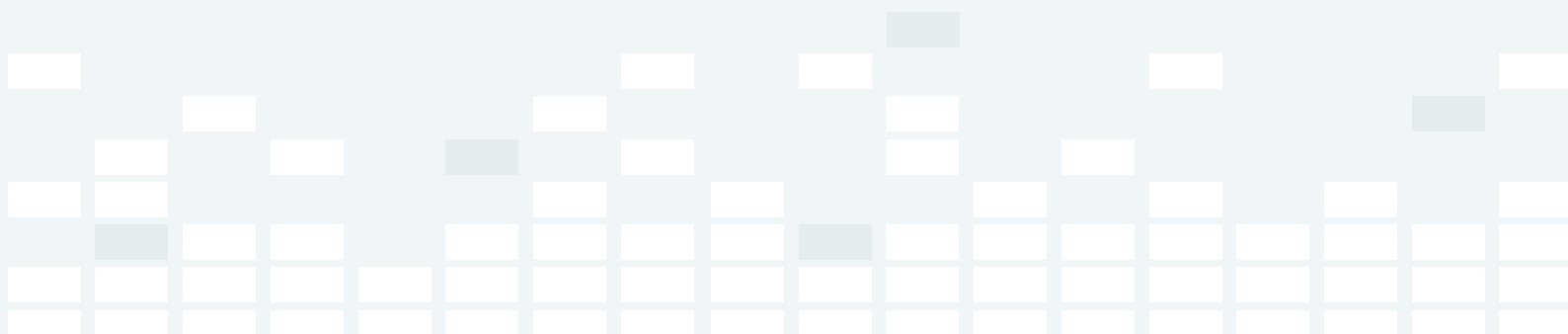
---

- 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 responsible corporate citizens and co-exist harmoniously with society at large.

Our management 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 management creed express our stance toward our customers and business operations, toward our employees, and toward society as a whole.

 **Corporate Philosophy**  
<https://corporate.glory-global.com/groupinfo/philosophy/>



## CONTENTS

---

Corporate Philosophy and Management Creed / Editorial Policy .....	01
Message from the President .....	03
Corporate Information .....	05
Special Report: Establishing a New Style of Cash Circulation .....	07
Glory's CSR .....	09

### Society

---

Products and Services .....	15
Supply Chain Management .....	17
Respect for Human Rights .....	19
Human Resources .....	20
Social Initiatives .....	24

### Environment

---

Environmental Management .....	26
Reducing Environmental Impact in Business Activities .....	28
Developing Environmentally Friendly Products / Preserving Biodiversity .....	29
2020 Medium-Term Environmental Plan .....	30

### Governance

---

Corporate Governance .....	31
Risk Management .....	35
Compliance .....	37
Responsibility to Shareholders and Investors .....	39

---

ESG Data .....	40
Third-party Opinion .....	44