

Products and Services

Under its Quality Policy, Glory provides safe, high-quality products and services.

Quality Policy

Glory established its Quality Policy in 1999 and seeks to ensure uniform quality based on three priority guidelines. Thorough quality control is implemented throughout all stages of its business operations, from product planning, development, procurement, and manufacturing to sales and maintenance, so that it can respond to customer needs and develop reliable products and services.

Quality Policy

We will provide products and services in a timely manner to win the confidence and satisfaction of customers.

Three Priority Guidelines

- 1 By sensing advanced market needs, develop products that are attractive to customers.
- 2 Establish the quality of products at the earliest stage possible.
- 3 Place importance on the customers' first impression of quality and on after-sales services.

To achieve the above, our company will satisfy the requirements of laws and regulations and customers' requirements, and continually improve the effectiveness of the quality management system.

Quality Management System

All our business sites and regional offices in Japan have acquired ISO 9001 international standard certification.

We formulate the annual quality control policy under the Basic Policy for Management and Quality Policy. Under each year's policy, we work to improve our quality assurance system as well as the quality of our products and services to earn customer trust.

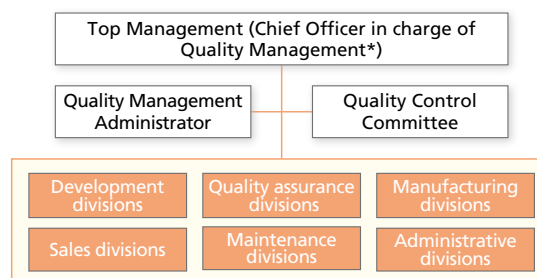
Furthermore, we disseminate the annual quality control policy across departments, review the status of the implementation, and horizontally share information on quality problems and counter measures across departments through the establishment of the Quality Control Committee and a management review. Through these efforts, we work together to conduct quality control activities aligned with our business by applying PDCA cycles.

With regard to our product quality management system, the Quality Assurance Department is responsible for quality assurance from development through to the shipping of products, while the Maintenance Department handles the quality control of all post-shipping maintenance services.

We also established the Quality Control Department for overall quality control, and we continue to improve our entire internal quality management system.

To prevent recurrence of quality issues, we hold product safety meetings, attended by representatives from the related departments, to periodically evaluate the effectiveness of measures conducted through examination and discussion as well as standardization.

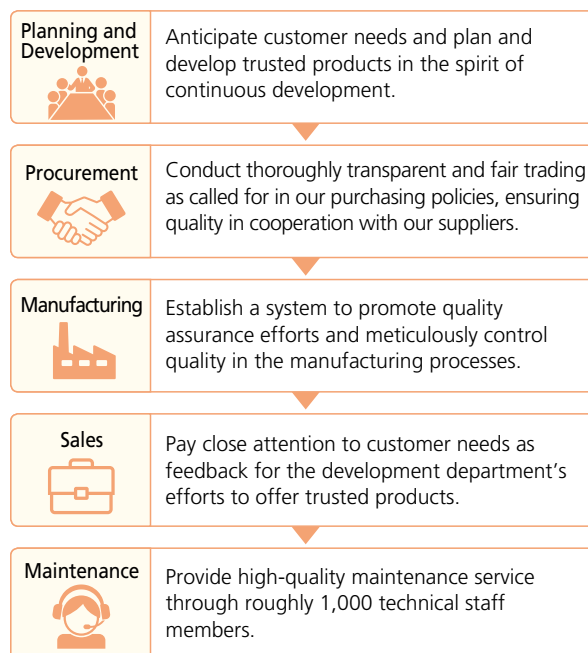
Quality Management System



*Chief officer of the quality management system, entrusted by the president with all authority and responsibility to promote and maintain the quality management system.

Executing Consistent Quality Control

All Glory departments, from planning and development through maintenance, closely collaborate with each other and work to create products that satisfy the diverse needs of customers by conducting product and technical development from the client's perspective.



Quality Assurance at the Planning and Development Stage

Subscribing to the general belief that 70% to 80% of product quality is determined at the planning and development stage, which sets the standard for all subsequent stages, Glory focuses continuous improvement from that point. Quality confirmation is then executed at every stage throughout manufacturing and shipping and by conducting design reviews and evaluation tests. In addition, the Quality Assurance Department conducts product safety reviews to confirm that no safety issues have emerged and ensures that our quality and safety controls are thorough and comprehensive. As a provider of products and services in over 100 countries around the world, Glory endeavors to enhance quality assurance from the development of quality control standards to the implementation of intensive staff training in order to develop products that comply with the respective regulations, laws, and standards of each country.

Developing Human Resources Who Ensure Quality

We emphasize education and training to improve the technical skills of designers as part of our efforts to develop high-quality products. For instance, we conduct level-based training programs and enhanced training for young designers to develop and improve their fundamental design competencies and quickly acquire skills.

We also hold technical presentations to promote horizontal deployment of technologies, learn market characteristics, and improve the technical skills of designers. Each department shares its top technological achievements towards improving the speed of delivering products with reliable quality to customers.



Training session for young designers

Information Provision and Product Labeling

We focus on providing adequate information on products to enable safe customer use.

We have established guidelines for product information displays, labeling, and user manuals so customers can safely and efficiently use and maintain our products. Our guidelines stipulate type styles, writing styles, and other information to prevent misunderstanding or misreading.

In addition, text is accompanied by illustrations and photos for greater clarity. Safety explanations in user manuals are provided in multiple languages so that customers around the world can use our products worry-free.

To prevent product failures from deterioration associated with long-term use, we attach precaution labels to items such as coin and banknote recyclers for tellers and banknote changers. The information is also posted on our website.



To safely use our product (Japanese only)

<https://www.glory.co.jp/safety/>

Efforts to Improve Maintenance Quality

We pay close attention to post-shipping quality control to ensure that customers can confidently use our products, which are repaired and inspected by our technical staff.

Members of our technical staff constantly improve their technical skills and response capability to provide customers with fast, reliable maintenance service. In Japan, they attend group maintenance training and engage in self-study e-learning classes to acquire basic knowledge and practical skills. Follow-up courses are provided as needed after the initial training to ensure technical staff can maintain and enhance their skill levels. At overseas sites, we conduct group skill training by region or country. The staff responsible for each product model train technical staff in the products being offered in their market. Glory is strengthening the effectiveness of the training by having participants undergo preparatory study via an online education system ahead of the training day.

Maintenance managers from each region of the world meet to share their initiatives and success stories regarding their respective maintenance work and summarize their progress in actions underway on a global scale. In order to provide maintenance services that meet the diverse needs of customers, Glory will improve maintenance quality across the entire Glory Group and raise the level of performance at each of these operations.



Responding to a customer inquiry via telephone support



Maintenance service (Japanese only)

<https://www.glory.co.jp/support/>

Supply Chain Management

We view our business partners as key partners and seek to establish a relationship of trust and mutual growth through fair and open trading as well as compliance with all laws and ordinances.

Purchasing Policy

The Glory Group will procure parts from suppliers in a fair and transparent manner in all aspects of our transactions while strictly observing related laws and regulations and establishing relationships built on mutual trust. As we proceed with our procurement activities, we will consider both our CSR and environmental conservation toward developing a sustainable society.

1. Strict compliance with legal and social norms

In addition to strict compliance with applicable laws, we respect the ethical norms of society and promote transparency, fairness, and equitability in our purchasing activities.

2. Environmental preservation

Based on Glory's Environmental Policy, "We will act in environmentally safe ways and endeavor to provide environmentally-sound products with services that contribute to a sustainable society". We are committed to environmental preservation initiatives, and we have established Green Procurement Standards covering the purchasing and procurement of materials.

3. Fairness and impartiality in transactions

Glory provides opportunities on an impartial basis to all suppliers who comply with our selection guidelines, regardless of whether or not they are based in Japan and without regard to prior transaction history. We endeavor to find the best suppliers for our company by maintaining free competition and ensuring fair evaluation and selection.

4. Maintenance of quality and competitive and reasonable pricing

Our Quality Policy is "We will provide products and services in a timely manner to win the confidence and satisfaction of customers". We focus on quality, price, delivery schedules, and technological development, and we make active use of proposals from our suppliers regarding new materials and ways to lower costs.

5. Mutual advancement based on relationships of trust

Through fair transactions, we aim to establish relationships of trust with suppliers and contribute to our mutual advancement.

6. Management and protection of information

Confidential business and technical information acquired by Glory in the course of purchasing transactions is managed strictly and never divulged to outside parties without the consent of the supplier concerned.

7. Promotion of CSR-conscious procurement

We promote our procurement activities with business partners throughout its supply chain.

Strengthening Partnerships with Suppliers

Our suppliers are important partners that enable Glory to manufacture high-quality products consistently, and the cooperative system we have in place is vital.

We therefore hold the annual Supplier Conference in Japan, where we explain the company's current situation, strategies, purchasing policy, and CSR efforts. In fiscal year 2019, the conference was held in May with 170 business partners in attendance. Conferences are also organized overseas by GLORY Products Ltd. (72 suppliers), GLORY Denshi Kogyo (Suzhou) Ltd. (97 suppliers), and GLORY (PHILIPPINES), INC. (62 suppliers) to build relationships of trust that allow Glory and its suppliers to take on the common goal of achieving a sustainable society. The Supplier Conference includes an award ceremony for suppliers who have demonstrated an excellent performance in such areas as quality and cost reduction.

We also regularly hold our Quality Conferences, to share information on quality and manufacturing processes and examine related issues, and Quality Improvement Activity Workshops or Substrate Quality Policy Briefings, during which suppliers present their quality improvement initiatives. These provide opportunities for suppliers to share best practices as well.

Our parts acceptance unit also conducts periodic inspection visits to our suppliers for onsite reviews of manufacturing processes and to offer advice for improvements.



Supplier Conference in Japan



Supplier Conference held by GLORY Denshi Kogyo (Suzhou) Ltd.

Promotion of CSR Procurement

Glory issued the Glory CSR Procurement Guidebook for suppliers in Japan and Glory Supplier Code of Conduct for overseas suppliers to further promote CSR procurement in March 2014. The guidebook stipulates the Group's basic stance on CSR as well as Glory's requests to business partners such as respect for human rights, occupational health and safety, and anti-corruption as well as environmental protection. Glory uses the guidebook to encourage cooperation with business partners in promoting CSR initiatives throughout its supply chain.

The Glory Group is taking steps to comply with the code of conduct established by the Responsible Business Alliance (RBA, formerly EICC), a CSR promotion organization for supply chains mainly in the electronic device industry, and the conflict mineral survey.

Efforts to Promote CSR Procurement

Glory periodically monitors the CSR efforts of business partners through a survey that includes its CSR voluntary checklist to determine their progress in CSR efforts.

In fiscal year 2019, the company surveyed 451 domestic primary business partners who handle around 80% of Glory's total purchases, and findings were reported to the 440 suppliers who responded (response rate: 98%). In addition, 62 domestic primary business partners for GLORY Products Ltd. (response rate: 95%) and 80 primary suppliers for GLORY IPO Asia Ltd. (response rate: 76%) were also surveyed and received the results.

For our first transaction with a business partner, we ensure that they understand the legal compliance, environmental protection, and CSR procurement requirements of our purchasing policy and ask them to comply with the Glory CSR Procurement Guidebook and Green Procurement Standard. In addition, we execute a memorandum of understanding on CSR procurement with business partners, including a request for cooperation on the CSR voluntary checklist to promote sustainable procurement together.

WEB

Glory Supplier Code of Conduct

https://corporate.glory-global.com/files/user/csr/pdf/glory_supplier_code.pdf

CSR voluntary checklist (Japanese only)

<https://www.glory.co.jp/files/user/csr/pdf/checklist.xls>

Request for consent of the Glory CSR Procurement Guidebook (Japanese only)

https://www.glory.co.jp/files/user/csr/pdf/csr_format.xls

Promoting Green Procurement

Glory established the Green Procurement Standard to put into action its basic policy of promoting environmentally sound purchasing. We will remain committed to the purchasing of materials and parts that have minimal environmental impact with the cooperation of our suppliers.

WEB

Green Procurement Standard, 20th edition

https://corporate.glory-global.com/files/user/csr/pdf/gr_guide_en.pdf

Specified Chemical Substances, 23rd edition

https://corporate.glory-global.com/files/user/csr/pdf/gr_list_en.pdf

Supplier Compliance Hotline

The Glory Group operates the Supplier Compliance Hotline as a point of contact to raise concerns about Group compliance violations in order to further encourage transparent and fair purchasing trading with them. These whistleblowing reports are filed by the relevant department of GLORY LTD., which is independent of Glory's subject procurement department, where they are properly handled through an investigation of the facts and circumstances.

No compliance violations were reported by suppliers in fiscal year 2019.

WEB

Supplier Compliance Hotline (Japanese only)

https://www.glory.co.jp/csr/society/supplychain_management/#anchor06

Developing Procurement Staff

The Glory Group focusses on employee education to promote CSR across its supply chain and ensure fair and open trading. The Group trains domestic and overseas procurement staff through an e-learning program, available in three languages. This consists of curriculum modules such as the Japanese Subcontract Act and CSR procurement, helping staff to improve their skills and acquire the knowledge they need.

A total of 123 employees (Japan: 93, China: 22, Singapore: 8) participated in training sessions during fiscal year 2019.

Respecting Human Rights

We support various international rules related to human rights and respect for basic human rights.

Basic Concept

All employees must abide by Glory's Corporate Action Guidelines, which stipulate rules on respect for individuals, talent development, and workplace safety. They also clearly call for respect for other employees' diversity, personalities, individual differences, and—above all—human rights. In addition, the Glory Legal Code of Conduct governing the laws and codes of ethics, which all Glory Group employees and business partners are expected to follow, stipulate the protection of human rights, including prohibition of discrimination and harassment, to ensure that human rights are respected in the course of conducting business and establishing the work environment. We also recognize various international rules related to human rights, such as the International Bill of Human Rights and Guiding Principles on Business and Human Rights as well as the respective laws of each nation or region.

Furthermore, the Glory Group has signed and participates in the United Nations Global Compact, which advocates universal principles covering the four areas of human rights, labor, the environment, and anti-corruption. The Group will continue to ensure respect for human rights as a cornerstone of its management.

Consultation and Whistleblowing System for Human Rights

Glory has set up internal and external consultation services or helplines to handle inquiries and feedback, from regular and non-regular employees, related to all compliance matters in the Group, including human rights and harassment. When any problem related to human rights is identified through the services, the Legal Affairs Department, Human Resources Department, and other relevant departments work together to address the problem and prevent future incidents. In fiscal year 2019, 22 inquiries including harassment allegations were received and appropriately handled with information from the consultations.

A Supplier Compliance Hotline, which can be accessed anonymously, has also been set up. Whistleblowing reports including human rights issues are filed by the relevant department of GLORY LTD., which is independent of Glory's subject procurement department. No such reports were received in fiscal year 2019.

Response to Risks Related to Human Rights

The Glory Group stipulates rules on respect for human rights, such as the prohibition of child labor and forced labor, the payment of appropriate wages, and restrictions on working hours in the Glory CSR Procurement Guidebook, which was formulated in March 2014 and revised in April 2018 to ensure respect for human rights throughout the supply chain and promote initiatives for compliance with business partners.

In addition, Glory Global Solutions (International) Ltd. discloses a statement on initiatives with business partners to prevent forced labor, human trafficking, and other prohibited actions, as resolved by the Board of Directors and in compliance with the UK government's Modern Slavery Act 2015.

In fiscal year 2019, no cases of child labor or forced labor were identified.

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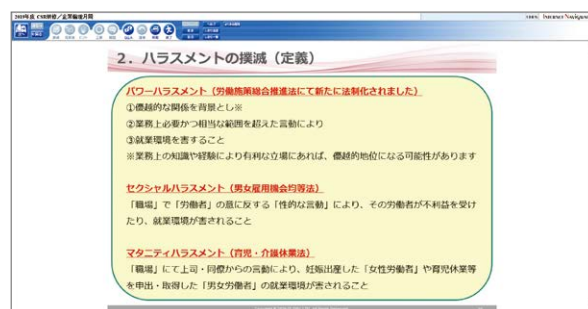
FY2019 Anti-Slavery and Human Trafficking Transparency Statement

https://www.glory-global.com/en-gb/anti_slavery/

Initiatives for Raising Awareness of Human Rights

Glory is striving to raise employee awareness of human rights, such as the prohibition of discrimination and prevention of harassment.

In fiscal year 2019, we focused on training to eradicate harassment for newly appointed managers and through an e-learning program for all domestic Group employees.



E-learning material on a screen

Human Resources

Glory respects every employee as an individual and strives to create an enriching, pleasant working environment.

Promoting Diversity

Glory aims to build a workplace where every employee, regardless of nationality, race, religion, gender, age, or disability, can utilize their talents to the fullest.

Equal Opportunities for Women

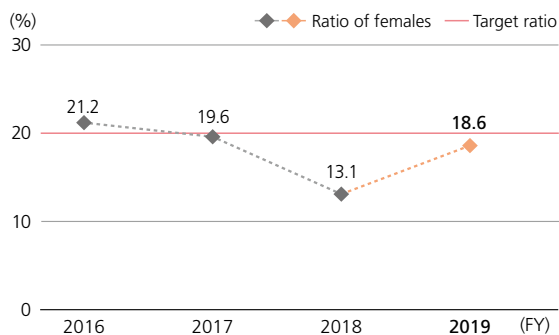
Since fiscal year 2011, Glory has been focusing on ensuring gender equality and delivering equal opportunities for female employees. The many efforts being implemented include steps for establishing a more worker-friendly workplace environment for all employees, including women, and awareness-raising activities for managers and female employees to change the corporate culture. In fiscal year 2016, Glory formulated an action plan based on Japan's Act on the Promotion of Women's Participation and Advancement in the Workplace and has been creating a more inclusive workplace while ensuring a higher representation of women.

In fiscal year 2019, 18.6% of the new graduate hires were female and the number of female managers was 17.

Action Plan based on the Act on the Promotion of Women's Participation and Advancement in the Workplace

- 1 Increase representation of female new graduate hires to 20% over the next three years
- 2 Double the number of female managers (section manager and above) over the next five years

Ratio of Female New Graduate Hires



Number of Female Managers

FY	2016	2017	2018	2019	Target (FY2021)
Female managers	11	15	16	17	22

Recruitment of Foreign Nationals

Glory actively promotes the recruitment of foreign nationals under its policy for hiring excellent talent regardless of national origin. As of the end of fiscal year 2019, 11 foreign national employees from 5 nations, including China and Malaysia, are working at the company.

Meanwhile, we provide several services to support their livelihoods and help them become familiar with home and work life in Japan. Included are English-language menus at restaurants at the headquarters that address the dietary practices of certain religions, helping to establish a welcoming work environment where employees from various cultural backgrounds can feel comfortable.

Employing People with Disabilities

In 1999, GLORY Friendly Co., Ltd. was established to offer people with disabilities opportunities to participate in society and build their self-reliance.

Employees take on tasks such as company janitorial work and greening, in-house documentation and mail delivery, and waste disposal. We are also focusing on expanding work areas so that each employee's personality and ability can be maximized.



Glory Friendly employees cleaning a public area

As of the end of fiscal year 2019, the ratio of employees with disabilities was 2.23%.

Re-hiring Elderly Workers

Glory has established standards for employment extension in accordance with the Act on Stabilization of Employment of Elderly Persons. Those who have reached the retirement age of 60 are able to choose to extend their employment until 65. The system encourages senior employees to remain active in the workforce and ensures that their knowledge and experience are effectively leveraged.

In fiscal year 2019, 52 out of 59 employees who had reached retirement age were re-employed under the system.

Work-Life Balance

Glory has in place numerous initiatives for promoting a work-life balance. These initiatives enable employees to match their job and work schedule to their lifestyle while maximizing their abilities and career potential.

Human Resources

Supporting Flexible Work Styles

Glory has implemented teleworking while also introducing a work-at-home program for office workers and a program for mobile workers toward improving the flexibility of its working environment and preventing the confinement of employees to specific locations and timeframes. During the initial outbreak of COVID-19, we enforced working from home as a rule and allowed staggered commuting while also separating work areas for certain operations to prevent infection. We continuously promote a shift system with flexible working hours as well as the work-at-home program and, as an additional prevention measure, institute split shifts in some operations where necessary.

Work-Life Balance Support Systems

Balancing Work and Parenthood

Employees can take advantage of systems that allow them to place equal importance on raising children and carrying out their jobs.

An in-house daycare center called “G Kids Home” is opened for children of full-time employees. The center caters for children aged from 57 days up to the age at which they enter elementary school. The company also has provided subsidies to hire childcare services for parents working full-time at Glory sites other than the head office and have children who are in the third grade of elementary school.

Moreover, the shortened working hours system has been expanded in terms of eligibility so that working parents can take advantage of it until the end of a child’s third grade in elementary school and use it for a short term or re-apply. These measures allow employees to both develop their careers and raise children.



G Kids Home

Balancing Work and Caregiving

Glory has established a nursing care leave system whereby employees are entitled to up to 365 days of leave per family member and a shortened working hour system for nursing care of up to three years.

It also has a system that allows employees to accumulate unused annual paid leave that expires after two years of receiving it and use the leave for nursing care or personal sickness and injury. These revisions help balance time for work and that spent caring for sick or elderly family members.

Reducing Long Work Hours

Glory strives to modify work processes and schedules to prevent working long hours on a routine basis. This helps to bolster mental and physical well-being and maintain work motivation.

In an effort to impress upon employees the importance of working efficiently, Glory has instituted “no-overtime days” and “no-overtime weeks”. To encourage employees to go home on time, the company has limited the number of overtime hours per day. Face-to-face consultations with the industrial physician are carried out for employees who routinely work long hours in order to prevent health problems.

Fostering Human Resources

Fostering Globally Minded Human Resources

Overseas sales account for approximately 46.2% of the Glory Group’s consolidated net sales, and overseas employees account for approximately 41.7% of all Group employees (as of the end of fiscal year 2019). The company therefore particularly emphasizes the fostering of human resources that can support international expansion.

Short-Term Overseas Study Program

The company has set up a short-term overseas study program where participants can attend language schools in Western countries so they can acquire the language and business skills needed to conduct business on the global stage, as a means for developing human resources with a global perspective. In fiscal year 2019, four employees participated in the program.



Employees at a language school

Developing Candidates for Future Executive

Glory has implemented the Glory Business College training program, targeting management-level employees with the goal of developing candidates for next-generation executives. The seven training sessions and external seminars over a seven-month period aim to give participants the skills and knowledge they need to take on executive positions. The program also provides them with opportunities to network with internal and external contacts from various backgrounds. In fiscal year 2019, 18 employees participated in the program.

■ New Career-Building Initiatives

Glory helps employees achieve their personal career plans by providing systems and programs that support the development of their capabilities and further their careers.

Career Training

Glory holds level-specific career training for employees. For example, the Self-Inquiry Adventure Training is held for employees when they first join Glory, on their fourth year at the company, and when they are 30 years old. The program allows them to envision a career plan and grow into competent personnel who can achieve their career goals. In fiscal year 2019, a total of 280 employees took part in the program.

The company also offers other career training such as Life-Career Plan Training for employees over the age of 50. This gives them the opportunity to reflect on their careers, experience, skills, and strengths and think about the remainder of their career up to retirement.

Labor Practices

■ Fair Evaluation and Treatment

To help both the company and its employees grow, and for clarifying the roles and responsibilities of each employee, Glory operates its "management by objective" system.

Under the system, employees meet with their supervisors semi-annually to evaluate progress against goals they defined at the beginning of each fiscal year and receive feedback.

Our Personnel System Guidebook concerning the Evaluation/Treatment/Remuneration System is made available to all employees, with the results of evaluations also disclosed to employees individually, thus increasing fairness, transparency, and credibility.

■ Sound Labor-Management Relationship

With the belief that maintaining a peaceful labor management relationship leads to healthy business development, Glory meets regularly with its labor union to discuss issues such as improved working conditions and management of working hours. Through open dialogue, it maintains and reinforces a healthy relationship between labor and management, encouraging both parties to grow together in harmony.

■ Creating Pleasant Working Environments Employee Awareness Surveys

Glory conducts employee awareness surveys targeting executive officers, employees, and senior employees on topics such as employee engagement, the environments where employees' abilities can best be utilized, awareness of harassment, and the penetration of CSR activities, aiming to create a pleasant working environment. In fiscal year 2017, 2,859 responded, a response rate of 86%, while in fiscal year 2019, 3,375 responded for a response rate of 96%.

Survey results are distributed to management in each department, and significant results are disclosed to line employees. The survey is also periodically conducted to monitor changes in employee satisfaction, identify emerging issues, and plan and develop countermeasures for improvement. The relative effectiveness of countermeasures is confirmed through subsequent surveys.

TOPIC

Certified as a "Best Workplace" in the "Great Company to Work for" Ranking

Glory Global Solutions (International) Ltd. strives to create a working environment in which every employee can fully engage and maximize their own performance. Since 2014, we have been using the Great Place to Work[®] survey platform and examined employee satisfaction indicators to enhance the working environment and support career development. As a result of these ongoing efforts, Glory Global Solutions (International) Ltd., Glory Global Solutions Inc., and Glory Global Solutions (Switzerland) A.G. were certified as a "Best Workplace" in 2019.



Human Resources

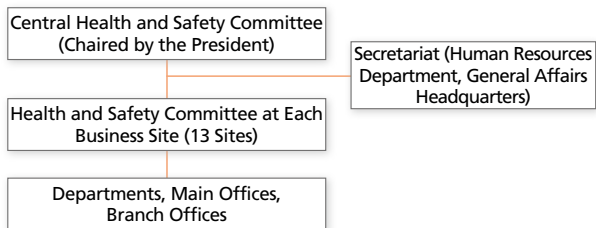
Occupational Health and Safety

Structure for Managing Health and Safety

To maintain and reinforce the structure for managing health and safety, Glory established the Central Health and Safety Committee, to be responsible for creating annual and mid- to long-term company-level activity plans related to health and safety as well as Health and Safety Committees at each business site for creating their own respective activity plans.

Each committee meets monthly to discuss health promoting activities, occupational accidents, including root causes, and countermeasures. The committees also provide a forum for sharing information. Members include the safety operation manager, fire prevention manager, and other managers who deal with health and safety. As a result, the committees' activities cover a wide range of topics.

Framework for Managing Health and Safety

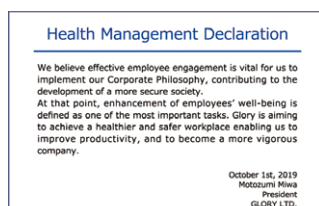


Activities for Occupational Health and Safety

Glory strives to prevent accidents during working hours and commuting with the objective of zero occurrence of both industrial and commuting accidents. Its Occupational Health and Safety System, based on OHSAS 18001, is in place at the head office and nearby factories. Under the system, safety efforts are based on health and safety management standards at the departmental level and focus on preventing occupational accidents through risk assessment.

Promoting Health Management

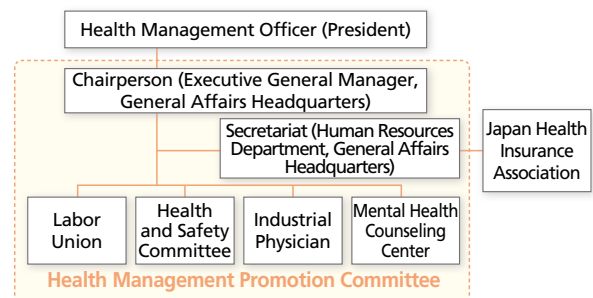
Glory believes that maintaining employee well-being is a key management concern for corporate activities and therefore established the Health Management Declaration to promote initiatives for maintaining employees' health.



Basic Policy of Health Management

- Visualizing Health Conditions
We encourage every employee to be health-conscious and provide them with tools for preventing illnesses while supporting sound health. Collecting and visualizing their health condition also helps them to realize and analyze current problems and challenges and decide how to tackle them.
- Encouraging Healthy Habits
We offer employees in-house seminars and events promoting personal health habits, such as adequate exercise, ideal dietary practices, and a better work-life balance, to improve their mental and physical well-being.
- Creating a Healthy, Safe Workplace
We study motivations for existing "Presenteeism" to achieve a more comfortable workplace and lower the risk of mental and physical illness toward further boosting productivity.

Health Management Promotion Framework



In fiscal year 2019, we conducted a health questionnaire targeting all employees to further promote health management. The following actions have been implemented to address the challenges that emerged for strengthening health maintenance starting in fiscal year 2020.

Establishment of Healthy Habits

- To appreciate the benefits of exercise and raise awareness of physical activity
- To provide information on adequate eating habits
- To provide information on the life cycle of women and their health control

Measures for Risks of Smoking

- To prevent passive smoking
- To support smokers who wish to stop smoking

Improvement of Consultation Rate

- To improve the consultation rate for complete medical checkups as well as medical checkups aimed at preventing lifestyle diseases
- To improve the rate of receiving health guidance focused on metabolic syndrome
- To improve the consultation rate for follow-up checkups

Meanwhile, in March 2020, Glory was recognized as a Certified Health and Productivity Management Organization 2020 in the large enterprise category by the Certified Health and Productivity Management Organization Recognition Program operated by the Ministry of Economy, Trade and Industry and, Nippon Kenko Kaigi (Japan Health Council).



Social Initiatives

Glory harmonizes and advances the interests of the company and society by actively conducting social action programs as a good corporate citizen.

Fostering the Next Generation

GLORY Foundation for Elementary School Students

In March 1995, Glory established the GLORY Foundation for Elementary School Students to support the sound development of young people. Through the foundation, the company conducts sports, arts, and cultural activities that include hands-on science classes, experience-based classes for parents and children, and a children's theater. A cumulative total of 106,000 people have taken part in these activities since the foundation was launched.

The foundation also assists organizations that work toward the sound development of elementary school students through activities in sports, science, and culture.

Hands-on Science Classes

In hands-on science classes during the summer holidays, elementary school students build their own science projects, experiencing at first hand the wonders of science while also cultivating their creativity and unique powers of imagination. Glory employees take part by helping the students with their projects.

In the fiscal year 2019, science classes consisting of 200 students from grades three to six took on the challenge of building dinosaur mechas powered by windup springs and learned about the principle of electromagnetic induction.



Students build dinosaur mechas with guidance from a Glory employee

Dinosaur mecha

Children's Theater

The Children's Theater project is held with the goal of enriching the aesthetic sensibilities of young people and planting in them the seeds of creativity.

In fiscal year 2019, a total of 3,200 elementary school students and their parents were invited to performances of the musical *The Story of a Seagull and the Cat Who Taught Her to Fly* by the Shiki Theatre Company.



A scene from *The Story of a Seagull and the Cat Who Taught Her to Fly*

Hands-on Classes for Parents and Children

This program is held every spring and autumn with the goal of strengthening the bonds between parents and children through a range of fun and exciting experiences.

In fiscal year 2019, a total of 80 children and parents participated in the spring sessions of Hands-on Classes for Parents and Children and the Watch and Stage Seminar for the musical *The Little Mermaid* by the Shiki Theatre Company in the Osaka Shiki Theatre. In November of that year, 300 students and their parents were invited to view a hot air balloon at a local elementary school. Participants learned how hot air balloons work and took turns boarding one anchored at the school.



Enjoying the hot air balloon experience



GLORY Foundation for Elementary School Students

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

Supporting the Promotion of Sports

Glory Sponsors the Victorina Himeji Volleyball Team

Glory has signed a sponsorship agreement with Himeji Victorina Co., Ltd., which manages the Victorina Himeji women's volleyball team (director and owner Masayoshi Manabe and director and vice-president Yoshie Takeshita). Based in Himeji, Hyogo, Victorina Himeji is Japan's first professional women's volleyball team.

Besides playing in a V1 league, the team promotes the sport in the community through activities that include appearances on talk shows and volleyball clinics for elementary and junior high school students. Glory strives to use sponsorship as a way to stimulate community-level sports and support the development of the next generation.

We expect the team to make another great leap forward in the V1 League and will continue to support them in their endeavors.



At the V. League challenge match

Social Initiatives

Other Contributions to Society

Donated Ticket Vending Machines to Himeji City

Glory donated to Himeji City four ticket vending machines with touch screens to be set up at the entrance of the World Heritage Himeji Castle. The machines will enable users to select from six different languages, choose audio guidance and handle cashless payments. In recognition of our contribution to improving the welcoming environment for castle visitors and for increasing the efficiency of its operations, we received an appreciation plaque and the Furusato (home) Himeji Award in March 2020.



Appreciation plaque presentation ceremony

Participating in the TABLE FOR TWO (TFT) Program

Glory has been participating in the TFT program and contributes a portion of the proceeds from meals sold in the cafeteria of the company headquarters to provide school meals in developing countries. In fiscal year 2019, 18,534 meals were donated, for an accumulated total of 129,414 donated. Glory has been certified as a "Silver Partner" of TABLE FOR TWO International and received a letter of appreciation for its support during 2019.



Letter of appreciation from TFT and Silver Partner badge

Educational Support Activities in America

Glory Global Solutions Inc. regularly invites local senior high school students who are studying mechanical engineering to a workplace experience event, which includes a tour of our development sites and a lecture about the company, to broaden their understanding of our business. Employees share their knowledge and experience with students while supporting projects that the participants are working on as a way of contributing to their education related to their future careers.



Workplace experience event

Participating in the Employment Assistance Program for Students

PT. Glory Global Solutions Indonesia are involved in the employment assistance program for students, run by the Indonesian government, and participated in its activities with our client Bank Central Asia (BCA). The purpose of the program is to provide students with useful work-related knowledge and skills. One activity involved the use of a secondhand banknote sorter donated by BCA and dummy banknotes, with accompanying explanations about the mechanism and a basic description of how the product works.



A student adjusting a banknote sorter

Protecting the Marine Environment in the Philippines

In October 2019, GLORY (PHILIPPINES), INC. donated "reef buds" as its contribution to an ocean regeneration project in the municipality of Rosario in the province of Cavite. This artificial coral is made from low-impact material and provides a habitat for sea organisms. Reef buds also contribute to the stabilization of the ocean's pH balance, helping to prevent degradation of the marine environment caused by increasing atmospheric CO₂ concentrations.



Employees who donated reef buds

Donated Banknote Sorters to a Charity Bazaar

Glory Global Solutions (Hong Kong) Ltd. donated two banknote sorters for counting the proceeds from a charity bazaar, which was held in Hong Kong to provide rescue and rehabilitation services for those living in poverty. Approximately 200 shops participated in selling sweets and craftwork. About 12,000 Glory employees volunteered for the event, with proceeds donated to a charitable organization.



Employees who participated in the charity bazaar