

## ESG Data

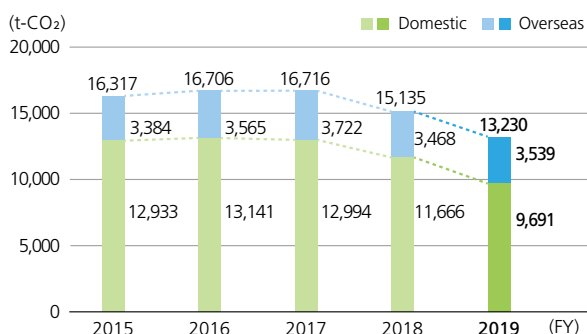
### Environment

#### Environmental Impacts from Business Operations (Material Balance)

Input			Development and Production Operations in Glory	Output		
Energy	Energy use	125,539 GJ		Greenhouse gases	CO <sub>2</sub>	4,725 t-CO <sub>2</sub>
	Electricity	1,244 million kWh			HFCs in products	None
	City gas	85 thousand m <sup>3</sup>		Atmospheric emissions	NOx	0 t
Water	Water use	40 thousand t		SOx	0 t	
	Clean water	40 thousand t		PRTR substances	0.3 t	
	Industrial water	0 t	Emissions to water	Wastewater	39 thousand t	
Chemical substances	Volume handled	69.6 t		PRTR substances	0 t	
			Waste	Total waste emissions	276 t	
				Recycled waste	276 t	
				Landfill disposal	0.07 t	

Scope: Production sites of GLORY LTD.

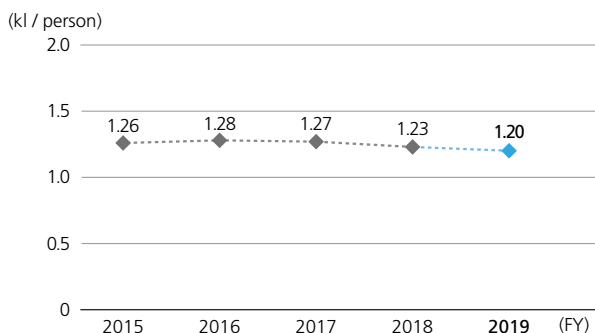
#### CO<sub>2</sub> Emissions



\*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

#### CO<sub>2</sub> Emissions for each Scope

Scope and Category	Fiscal Year 2019	
	Emissions (t-CO <sub>2</sub> )	Ratio (%)
Scope 1	1,004	0.3
Scope 2	12,226	3.1
Scope 3	377,072	96.6
1. Purchased goods and services	151,288	40.1
2. Capital goods	35,801	9.5
3. Fuel- and energy-related activities	2,062	0.5
4. Upstream transportation and distribution	10,711	2.8
5. Waste generated in operations	566	0.2
6. Business travel	2,924	0.8
7. Employee commuting	2,890	0.8
8. Upstream leased assets	928	0.2
9. Downstream transportation and distribution	Not applicable	-
10. Processing of sold products	Not applicable	-
11. Use of sold products	168,131	44.6
12. End-of-life treatment of sold products	1,771	0.5
13. Downstream leased assets	Not applicable	-
14. Franchises	Not applicable	-
15. Investments	Not applicable	-
<b>Total of Scope 1, 2, and 3</b>	<b>390,302</b>	<b>100.0</b>

\*Boundaries for each scope are as follows.

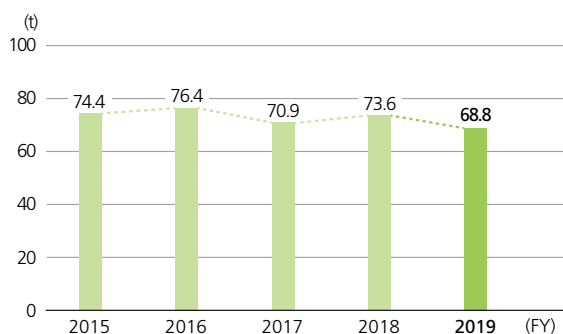
Scope 1: GLORY LTD. and domestic and overseas Group companies that have acquired ISO 14001 certification (excluding fuels of vehicles owned by the company)

Scope 2: GLORY LTD. and domestic and overseas Group companies that have acquired ISO 14001 certification

Scope 3: 1. Purchased goods and services, 2. Capital goods, 3. Fuel- and energy-related activities not included in Scope 1 or 2, 4. Upstream transportation and distribution, 5. Waste generated in operations, 6. Business travel, 7. Employee commuting, 8. Upstream leased assets, 11. Use of sold products, and 12. End-of-life treatment of sold products

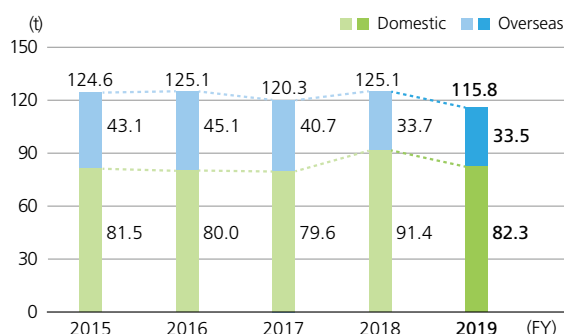
# ESG Data

## Volume of PRTR Law-Listed Substances (Domestic)



\*Domestic business sites that have acquired ISO 14001 certification

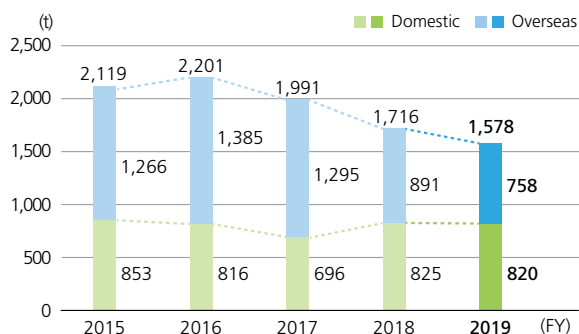
## Water Use



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

\*2 Following overseas business sites that have acquired ISO 14001 certification  
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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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## Zero-Emission Sites (Domestic)

FY	2015	2016	2017	2018	2019
Number of sites	8	8	8	8	8

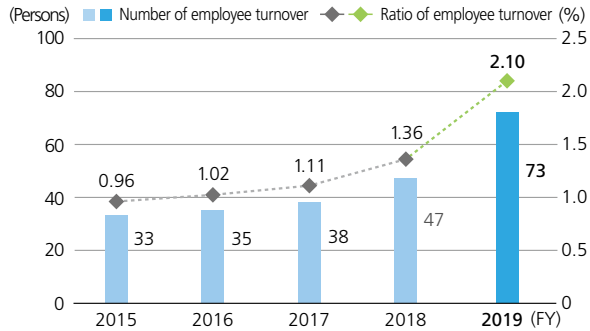
\*Domestic business sites that have acquired ISO 14001 certification

## Human resources

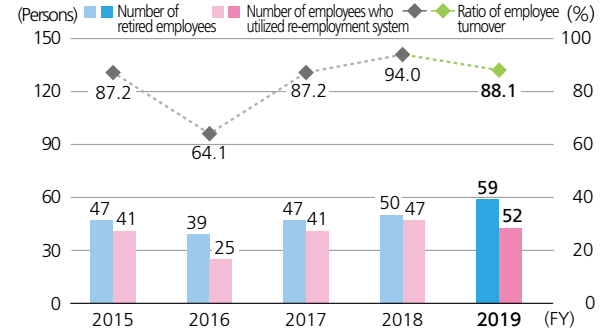
### Employees Data

			2015	2016	2017	2018	2019
Permanent employees	Number of employees	Male	2,837	2,832	2,882	3,000	3,016
		Female	407	414	432	447	457
		Total	3,244	3,246	3,314	3,447	3,473
	Average years of employment	Male	18.7	19.8	20.1	20.1	20.1
		Female	17.8	18.2	18.4	18.8	18.9
		Total	18.6	19.6	19.9	19.9	19.9
	Average age	Male	42.2	43.2	43.6	43.8	43.9
		Female	40.2	40.7	41.1	41.5	41.7
		Total	41.9	42.9	43.3	43.5	43.5
Semi-regular and contract employees., etc	Number of employees	Total	435	419	380	379	354

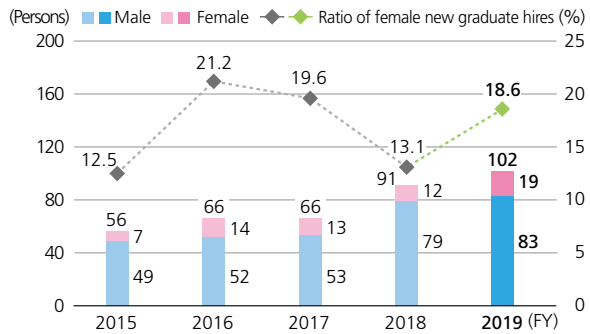
### Number and the Ratio of Employee Turnover



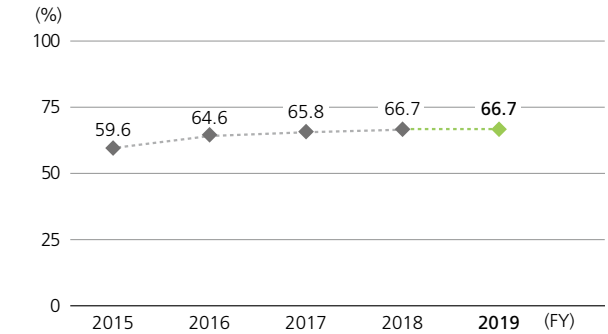
### Number and Ratio of Employees Who Utilized Re-employment System



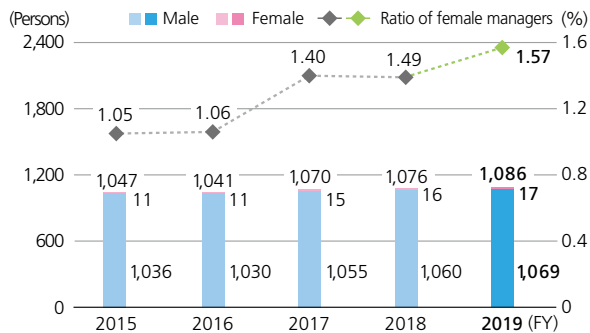
### Number of New Graduate Hires and Ratio of Female



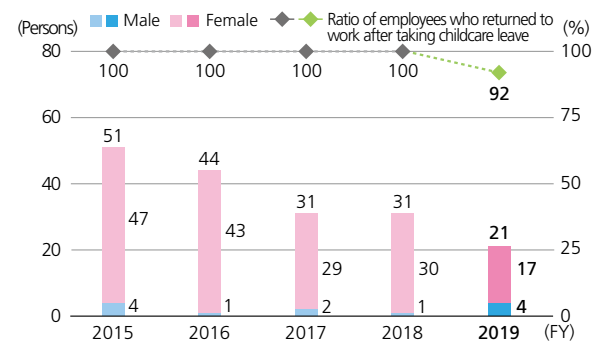
### Ratio of Days Taken Paid Leave



### Number of Managers and Ratio of Female Managers

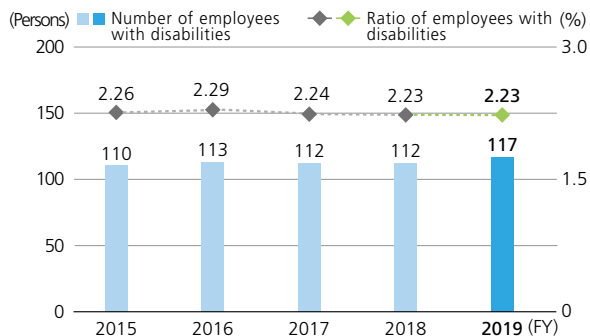


### Number of Employees Taking Childcare Leave and Ratio of Employees Who Returned to Work after Taking Childcare Leave



\* Data for certain fiscal years have been recalculated retroactively for improved accuracy.

### Number and Ratio of Employees with Disabilities



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

### Annual Actual Working Hours Per Employee

FY	2015	2016	2017	2018	2019
Actual working hours (hour / year)	2,088	2,058	2,032	2,020	2,004

### Training Expenditures

FY	2015	2016	2017	2018	2019
Training expenditures (millions of yen)	208	225	245	248	189
Training expenditures per employee (yen / person)	64,118	69,316	73,929	71,947	54,420

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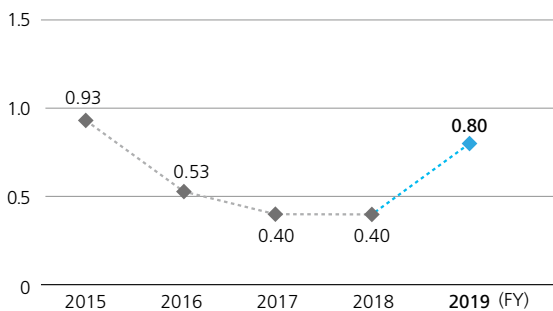
## Ratio of Employees in Union

FY	2015	2016	2017	2018	2019
Ratio of employees in union (%)	54.5	55.7	55.4	55.3	55.8

## Number of Occupational and Commuting Accidents

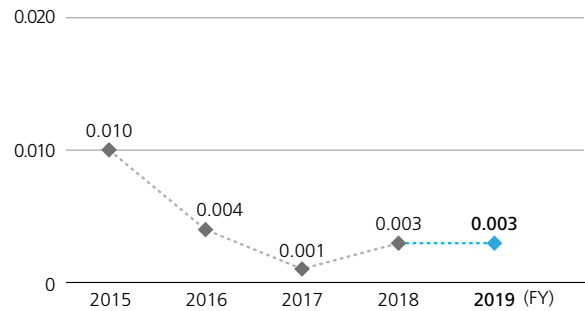
FY	2015	2016	2017	2018	2019
Number of occupational accidents	17	19	10	8	11
Number of commuting accidents	15	18	13	18	17

## 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	2015	2016	2017	2018	2019
Social initiatives expenditures (millions of yen)	18	22	15	21	45

## Social Evaluation

### Evaluation related to CSR (achievements in FY2019)

- Included in the FTSE4Good Index Series
- Included in the FTSE Blossom Japan Index
- Included in the MSCI Japan ESG Select Leaders Index



- Recognized as the Certified Health and Productivity Management Organization 2020



- Received a 3.5 star rating from the NIKKEI Smart Work Management Survey



### 2020 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

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