

Major Initiatives in the Value Chain

Priority Themes ■ Customers ■ Business partners ■ Employees ■ Local communities ■ Environment

Human Resource Initiatives

- Promote work-style reform
- Support and secure human resources essential to Glory's business



- Plan, develop, and provide products that match customer needs

Sell products and solutions in over **100** countries



Environmental Protection

- Plan, develop, and provide environmentally friendly products

Environmentally friendly products
Developed **10** models

Environmentally friendly products
Account for **62.2** % of sales



New Value Creation through Business

- Create new value and solutions



- Ensure quality
- Incorporate universal design
- Develop products utilizing new technologies

R&D sites
19 sites in **12** countries

R&D investment
14.4 billion yen (consolidated)

R&D personnel
Japan: approx. **1,000**
Overseas: approx. **400**



- Ensure quality and pursue appropriate, competitive pricing
- Strengthen partnerships with suppliers



- Ensure quality and reliable supply
- Shorten lead time
- Boost cost competitiveness

Manufacturing system
11 sites in **4** countries



- Provide appropriate information on products and services
- Properly manage customer information and personal information



- Provide products and solutions in a timely manner that match customer needs



- Provide prompt, reliable maintenance
- Improve maintenance quality through customer focus
- Plan services that match customer needs

Number of maintenance personnel

Japan: approx. **1,000**
Overseas: approx. **3,080**



Planning

- Map out the product life cycle



Development

Promotion of CSR in the Supply Chain

- Promote CSR-oriented procurement in unison with suppliers
- Respect human rights within the supply chain

Response rate of the voluntary checklist

100 % (GLORY LTD.)
100 % (GLORY Products Ltd.)
100 % (Glory Global Solutions (Singapore) Pte. Ltd.)
100 % (GLORY IPO Asia Ltd.)
100 % (GLORY (PHILIPPINES), INC.)
100 % (GLORY Denshi Kogyo (Suzhou) Ltd.)



Procurement

Environmental Protection

- Promote green procurement
- Preserve biodiversity

CO₂ emissions from parts and materials procured

Scope 3, Category 1
267,125 t-CO₂
(48.4% increase over the previous fiscal year)



Manufacturing

- Manufacturing and distribution processes that facilitate saving, recycling, and reusing resources

Waste volume

2,023 t (Japan and overseas)

Zero-emission sites

8 sites (Japan)



- Ensure safety in the vicinity of each plant

Sales

- Reduce environmental impact by use of products, transportation, and disposal

CO₂ emissions from product usage

Scope 3, Category 11
152,148 t-CO₂
(5.1% increase over the previous fiscal year)

CO₂ emissions from transportation and shipping

Scope 3, Category 4
8,780 t-CO₂
(1.2% increase over the previous fiscal year)

Collection of used products (using the Wide-area Certificate System)

Approx. **70** t
(GLORY LTD., Hokkaido GLORY Co., Ltd.)



Maintenance

- Switch to eco-cars
- Sell CFC-free cleaning goods (Recycle Jet)

Number of newly filled Recycle Jets

41,104 units

CO₂ emissions from product disposal

Scope 3, Category 12
1,452 t-CO₂
(1.2% increase over the previous fiscal year)



Human Resource Initiatives

- Respect human rights and ensure occupational health and safety
- Promote a work-life balance

Annual working hours (per employee) **2,013** hours/year
Lost Time Injury Frequency Rate **0.53**



Environmental protection

Energy-induced CO₂ emissions

Scope 1 **Scope 2**
15,197 t-CO₂ (4.2% decline over previous fiscal year)



Increasing Positive Impacts

Minimizing Negative Impacts