



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



New Value Creation through Business

- Create new value and solutions



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

R&D sites

12 sites in **19** countries

R&D investment

19.9 billion yen (consolidated)

R&D personnel

Japan: approx. **1,000**

Overseas: approx. **500**



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



Environmental Protection

- Plan, develop, and provide environmentally friendly products



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

Manufacturing system

6 sites in **13** 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. **3,370**



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.)



Environmental Protection

- Promote green procurement
- Preserve biodiversity

CO₂ emissions from parts and materials procured

Scope 3, Category 1

176,571 t-CO₂

(36.6% decrease over the previous fiscal year)



Manufacturing

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



- 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

169,646 t-CO₂

(9.7% decrease over the previous fiscal year)

CO₂ emissions from transportation and shipping

Scope 3, Category 4

8,764 t-CO₂

(26.6% decrease over the previous fiscal year)

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

Approx. **583** 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

34,600 units

CO₂ emissions from product disposal

Scope 3, Category 12

1,449 t-CO₂

(26.6% decrease 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)

2,009 hours/year

Lost Time Injury Frequency Rate

0.30



Environmental protection

Energy-induced CO₂ emissions

Scope 1 **Scope 2**

30,174 t-CO₂

