

Glory Group 2026 Medium-Term Management Plan (FY2024 - FY2026)

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- 5. Business Foundation Strategies
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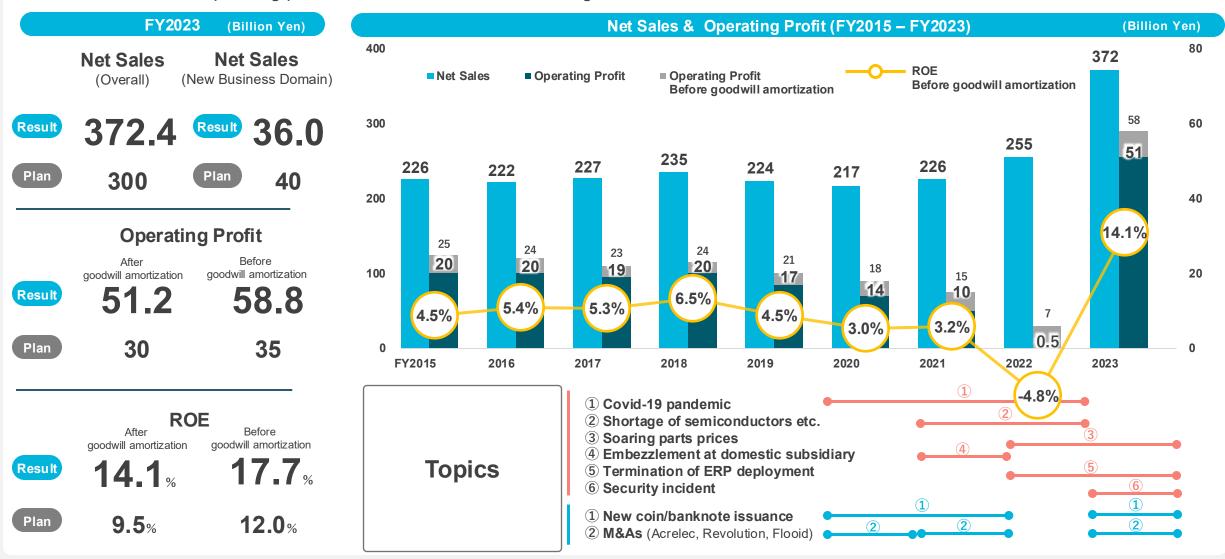
1. 2023 Medium-Term Management Plan Summary

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1. 2023 Medium-Term Management Plan Financial Summary

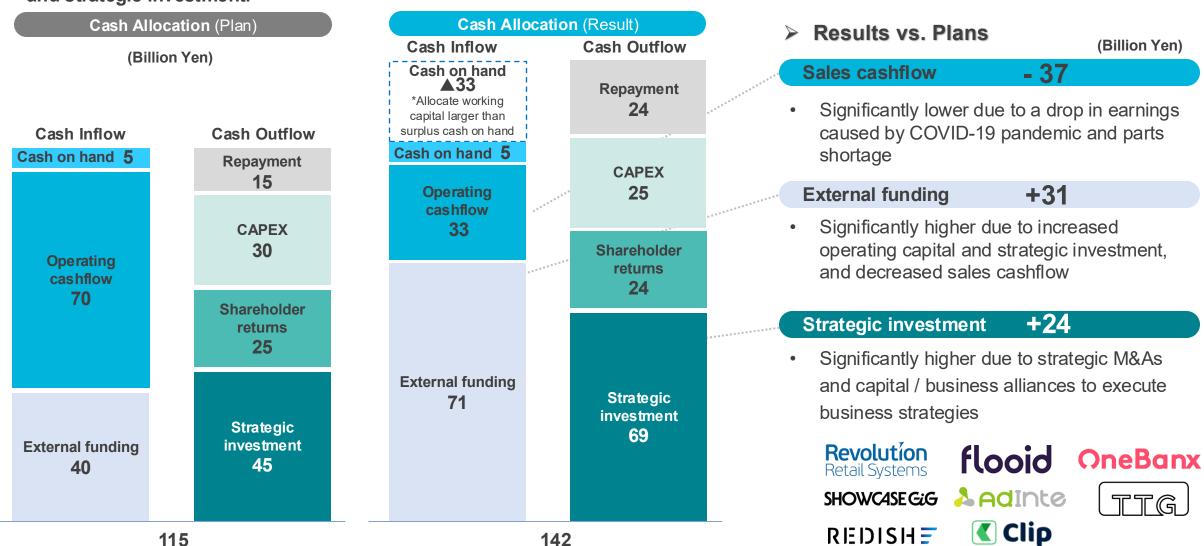
FY2021-2022: Large drop in profit due to Covid-19 pandemic and shortage of semiconductors etc.

FY2023: Sales, operating profit, and ROE all exceeded the targets.



1. 2023 Medium-Term Management Plan Financial Summary

Offset the decline in operating cashflow with cash on hand and external funding to enable well-planned shareholder returns and strategic investment.



1. 2023 Medium-Term Management Plan Business Summary

Accelerate business growth to develop "next generation"

- 2020 MTP and 2023 MTP focused on strategic investment and business alliances in the Retail, F&B (Food & Beverage), and Financial markets. Business expanded in the areas compatible with Glory's core businesses using well-established customer channels.
- Next-generation F&B and DMP* businesses identified as promising (e.g., Acrelec), although sales target not achieved in New Business Domain.

*DMP (Data Management Platform): Platform used for data-oriented services. It gathers and accumulates online/offline data e.g., customer behavior to be used for efficient advertising etc.



Net Sales (New Business Domain)

(Billion Yen)

Plan

40 0

FY2023

Result







Additional capital was invested in FY2022.

Additional capital was invested in FY2021.



REDISH

Revolution Retail Systems



Retail

F&B

Expanded software solution businesses through acquisitions and business alliances which brought in expertise in retail solutions





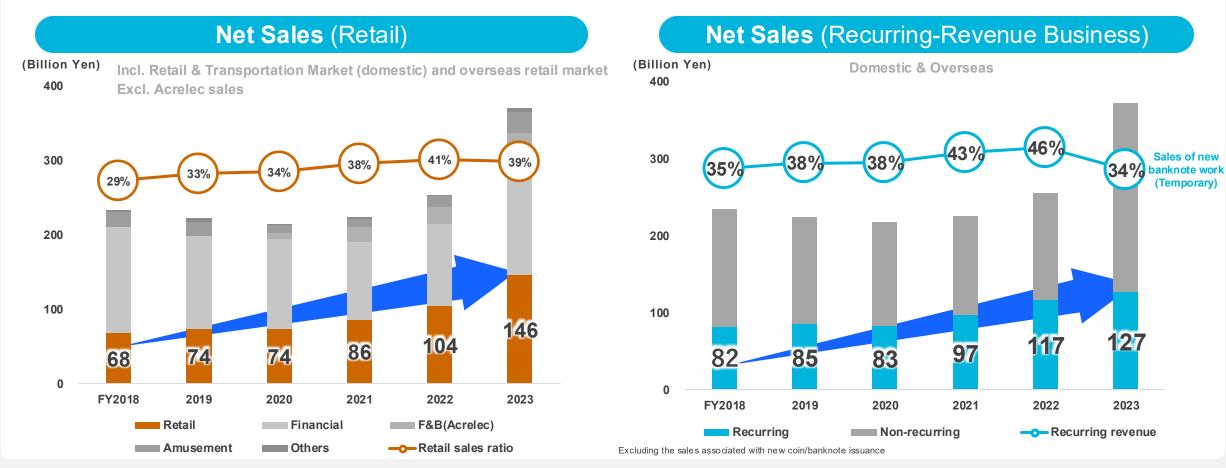


Developed new solutions and started shared service businesses to accelerate instore self-service operations

1. 2023 Medium-Term Management Plan Business Summary

Maximize core business profits by innovation

- Retail market sales increased, supported by opportunities gained with leading global retailers.
- > Developed stable revenue streams from service contracts gained through enhanced global service functions.

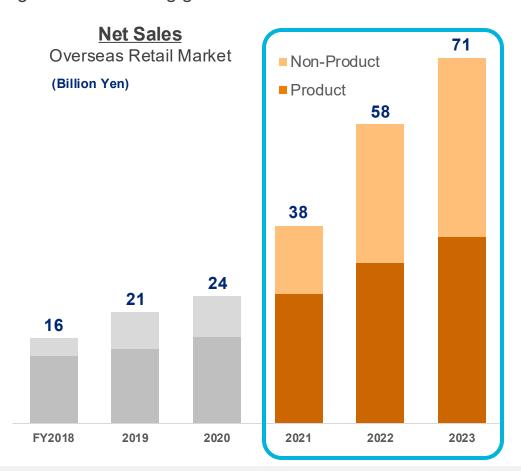


1. 2023 Medium-Term Management Plan Business Summary

Maximize core business profits by innovation

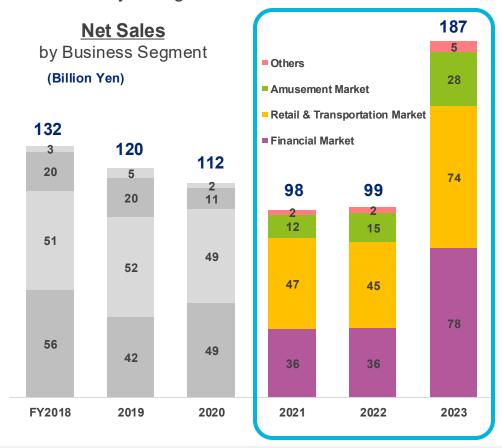
Overseas Business

Retail market sales increased, supported by opportunities gained with leading global retailers



Domestic Business

Record-high net sales in FY2023, supported by machine replacement and software modifications associated with new banknote issuance in Japan, as well as by strong sales in amusement market



- 1. 2023 Medium-Term Management Plan Business Summary
- II Maximize core business profits by innovation

Work associated with new banknote issuance in Japan

Progressed as planned, fulfilling our mission as a company that supports social infrastructure.

		FY2023	FY2024		
Market Segment	Net Sales	50 Billion Yen	5 Billion Yen		
	Financial	Completed			
	Retail & Transportation	Progressed as planned	All to be completed		
	Amusement	r regressed as planned			

1. 2023 Medium-Term Management Plan Overall Summary

Outcome

Challenges Remaining

Accelerate business growth to develop "next generation"

✓ Identified promising businesses (e.g., kiosk, DMP)

Maximize core business profits by innovation

- ✓ Developed stable revenue streams in recurring-revenue business
- ✓ Expanded overseas retail business
- ✓ Completed the work associated with new banknote issuance in Japan

Establish
management base
to support
sustainable
growth

✓ Started 'Business Portfolio Management' and promoted initiatives to improve profitability of target businesses

- Monetize new businesses
- Increase profitability of core businesses
- Establish stable supply chains
- Tighten cyber security

2026 MTP

- ✓ Expand the Retail, Financial, and F&B markets through strategic investment
- ✓ Reinforce risk management to ensure the Group's sustainable growth

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Points for business transformation in 2026 MTP

2026 MTP Past Profit Revenue 1. Material KPIs Retail Retail F&B 2. Business Pillars **financial Financial** Cash Handling + **Cash Handling DX*** Businesses 3. Business Models **Machines Machines** *Digital Transformation described as "DX" hereafter

> Regain earning power with "Profit" as new KPI

Earning power dropped due to exposure of business risks

FY2022

Before Goodwill Amortization

Operating Profit 7.2 Billion Yen

Profit Margin

3 %

Regain Earning Power

- ✓ Decide Go/No-Go based on ROIC
- ✓ Enhance price strategies
- ✓ Monetize businesses (New Business Domain)
- ✓ Assign resources for profitable markets
- ✓ Promote sales of profitable products and services

FY2026 Target

Before Goodwill Amortization

Operating Profit

38 Billion

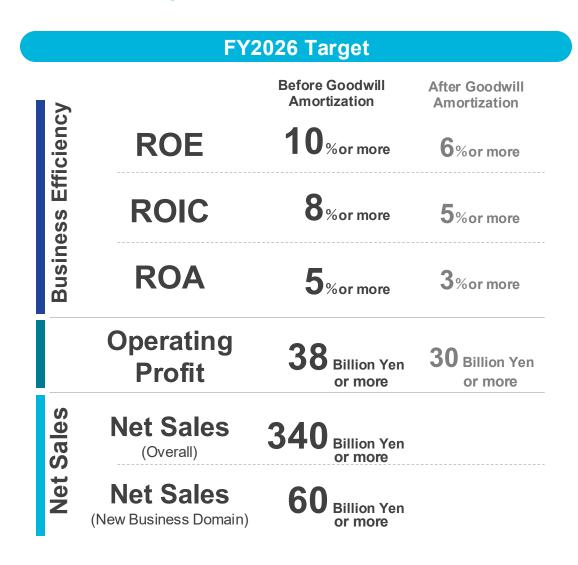
Profit Margin

11%

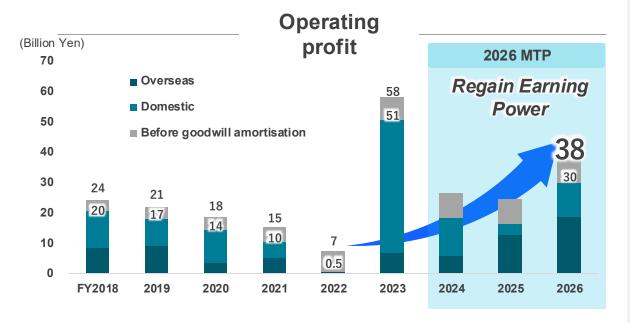
- √ Reduce COGS
- √ Reduce fixed cost
- ✓ Improve management efficiency through organizational reform
- ✓ Generate profit or withdraw from unprofitable business

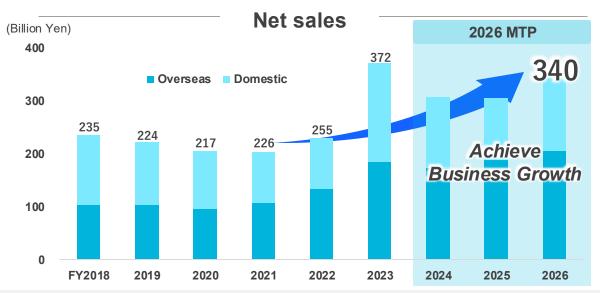
etc.

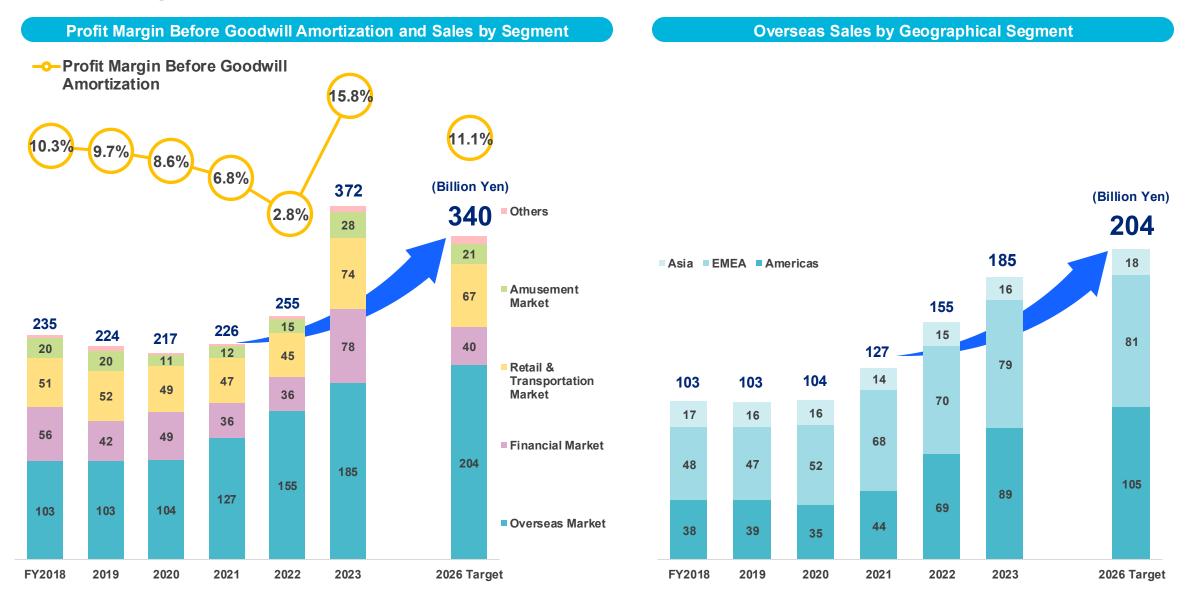
FY2018 2019 2020 2021 2022 2023 2024 2025 2026











Achieve PBR 1.0 or more

Improve ROE, ROIC, and ROA

- 1. Accelerate business growth (p.20-38)
- ✓ Develop new revenue streams
- ✓ Increase revenue and profit in core business

- 2. Optimize capital structure (p.42)
- ✓ Improve capital efficiency
- ✓ Optimize equity ratio

- 3. Improve operating profit ratio & cash generation (p.20-38,40,41)
- ✓ Increase productivity through DX and with generative AI
- ✓ Improve cash generation

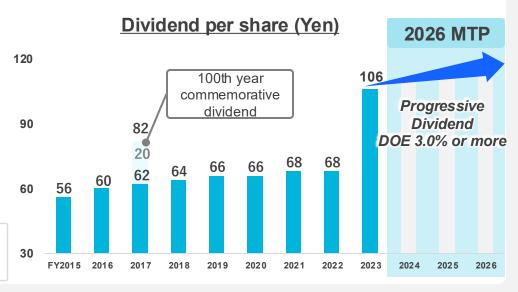


4. Optimize the balance of growth investment and shareholder returns (p.42)

- ✓ Continue investment for further growth
- ✓ Implement progressive dividend while keeping DOE 3.0% or more
- ✓ Achieve optimum shareholder returns
- ✓ Keep total return ratio of 100% or more (FY2025 and FY2026)*



- ✓ Implement initiatives and enhance disclosure of non-financial information
- ✓ Continue dialogue with investors to promote the Group's business strategies



3. Concept & Basic Policies

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3. Concept & Basic Policies - Where we are in the Long-Term Vision

Corporate philosophy

Pioneer in

Building a more secure world through global collaboration and commitment to excellence

500+ billion-yen revenue

Long-Term Vision

We enable a confident world

2026

Harvest

GLORY TRANSFORMATION 2026

Growth

Core and New
Businesses powering
growth together

2023

Seed

Preparation for realizing Long-Term Vision

2020

cash-handling equipment

Contributed to secure cash management and efficient store operations

Drive customers' Digital Transformation (DX) with best-in-class products and software platforms* combined

*Software platforms described as "platforms" hereafter

3. Concept & Basic Policies

Concept

GLORY TRANSFORMATION 2026

Shape the future with GLORY

Business Strategies

Develop new revenue streams

Increase profitability of core business

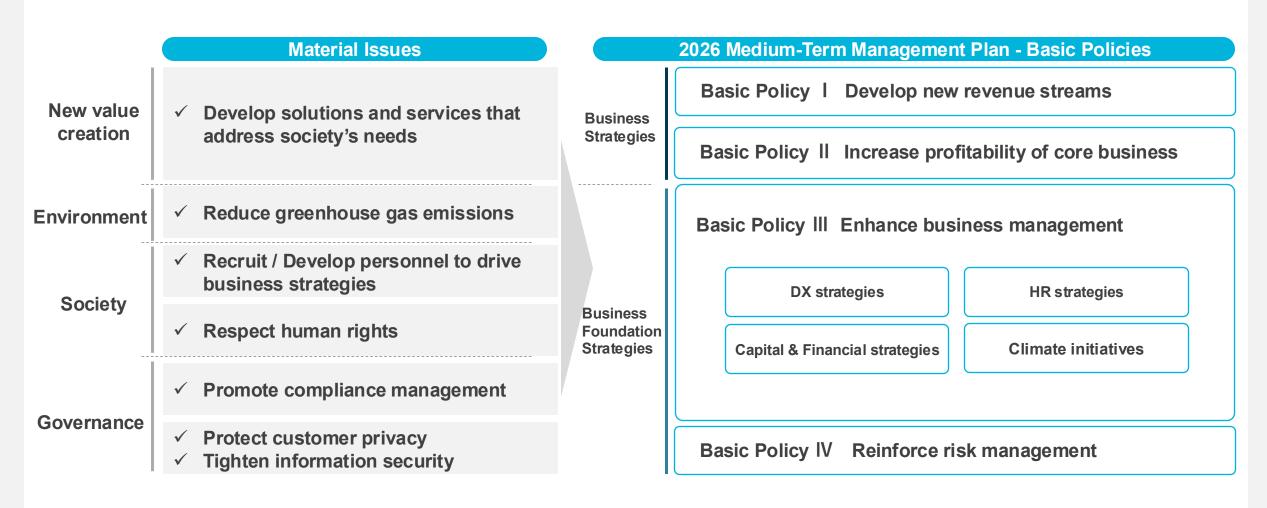
Basic Policy

Business Foundation Strategies **Enhance business management**

Reinforce risk management

3. Concept & Basic Policies – *Material issues addressed in management strategies*

The 2026 MTP Basic Policies address material issues for social and corporate sustainability.



3. Concept & Basic Policies

		Basic Policy	Pri	iority Initiatives	Solutions / Platforms			
ation Business Strategies	I	Develop new revenue streams	Monetize target busingDevelop new solutionscombined	SCRELEC BISCUIT BUYZO REP BISCUIT BUYZO REP-1-1-180885.				
	П	Increase profitability of core business	 Launch products and self-service solutions Win large business op Reinforce the America 	Coin & Banknote Open Teller GLR CI-X Series Series				
			DX Strategies HR Strategies	Establish platforms for work process transformation and DX solution/service development Improve employee engagement and develop human capital				
ess Foundation Strategies	Ш	Enhance business management	Capital & Financial Strategies	as the source of competitive advantage · Achieve optimum growth investment and stable shareholder returns				
Business Stra			Climate Initiatives	• Reinforce initiatives to achieve CO2 target in accordance with the SBT*				
BL	IV	Reinforce risk management	· Identify priority risks and formulate measures to mitigate business impact					

*Science Based Target: Global standard for CO2 emission reduction target

4. Business Strategies

- I. Overall Strategies
- II. Target Markets

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4. Business Strategies – Accounting Segment & Target Markets

Target Markets identified as strategic business drivers







Accounting Segments			Retail	financial	₩ ○ F&B	
Segment	Major Customers	FY2026 Sales Target	160 Billion Yen	110 Billion Yen	41 Billion Yen	
Overseas Market	Overseas Financial institutions Retailers Restaurants	204 Billion Yen	100 Billion Yen	70 Billion Yen	34 Billion Yen	
Financial Market	<u>Domestic</u> Financial institutions	40 Billion Yen		40 Billion Yen		
Retail & Transportation Market	Domestic Supermarkets Convenience stores Restaurants, Hospitals, Railway companies	67 Billion Yen	60 Billion Yen		7 Billion Yen	
Amusement Market	Domestic Amusement parlors (e.g., pachinko)	21 Billion Yen				
Others	Sales outside the above segments	8 Billion Yen				

4. Business Strategies I. Overall Strategies – Stage of Growth in Target Markets









Stages of growth defined for strategic business expansion

KPIS vs. FY2023 (excl. banknote work) Seed Growth in Target Markets Seed Growth Start up business >> Execute growth strategies

Harvest

New Business Domain

S

S

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SI

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Sales Growth

+65%

ACRELEC

flooid

Adinte

SHOWC4SE G:G

OneBanx

×

Profit Growth

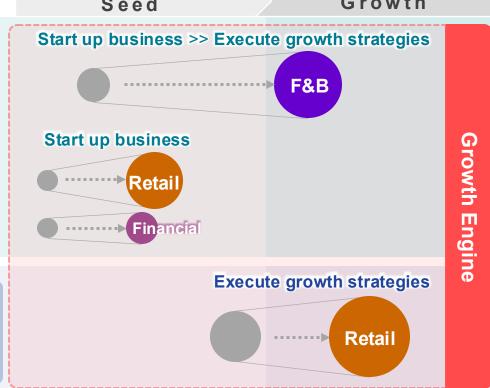
+30%

Core Technologies

Data Analytics

Recognition

Mechatronics





FY2023 (excl. banknote work)



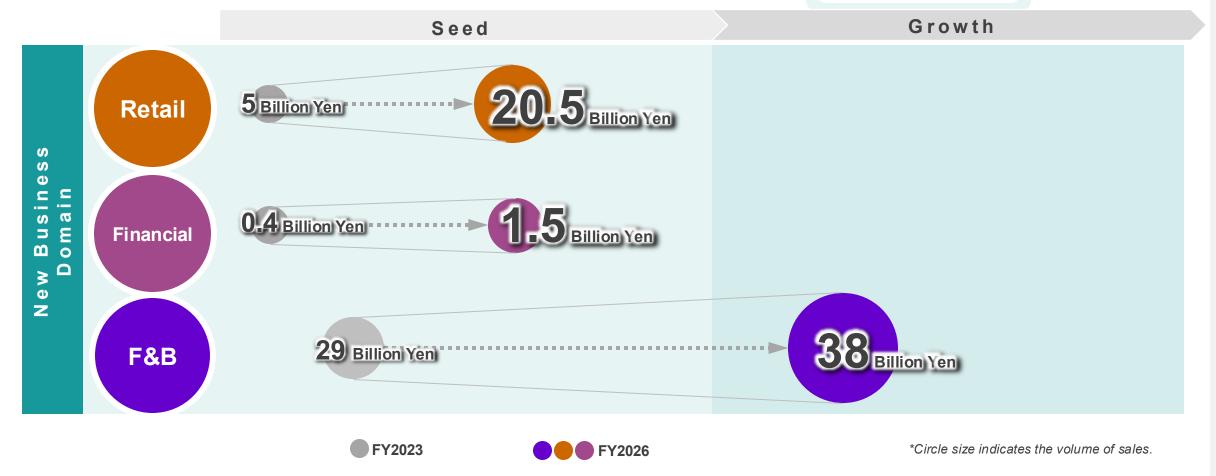
*Circle size indicates the volume of sales.

4. Business Strategies I. Overall Strategies – Stage of Growth in Target Markets

> Accelerate monetization of new businesses

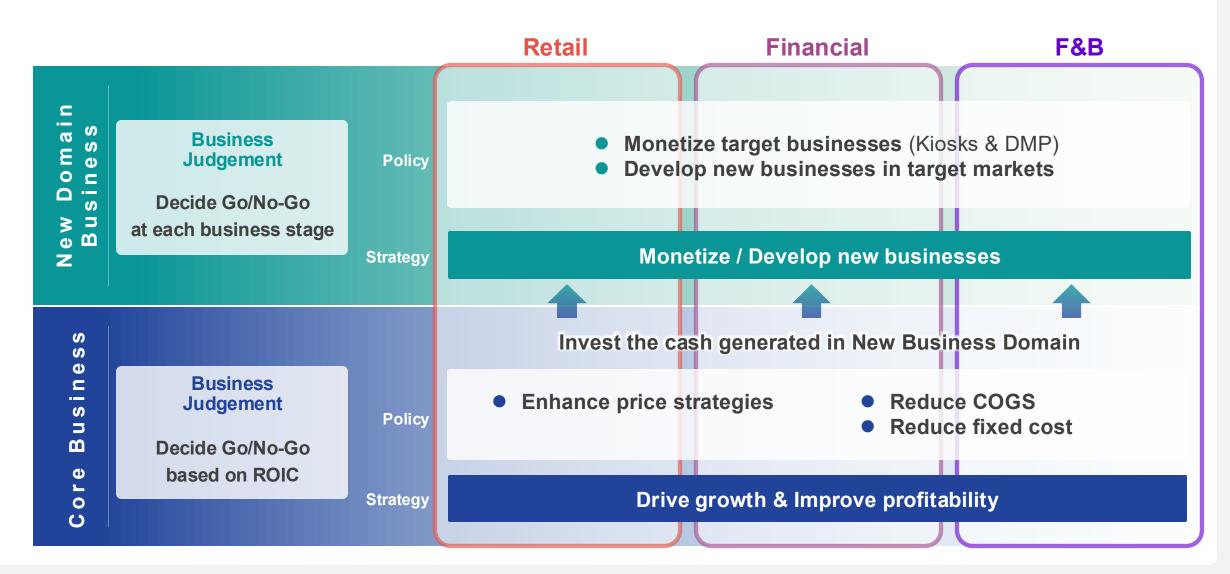
FY2026
Sales Target

60
Billion Yen



4. Business Strategies I . Overall Strategies – *Growth Strategies*

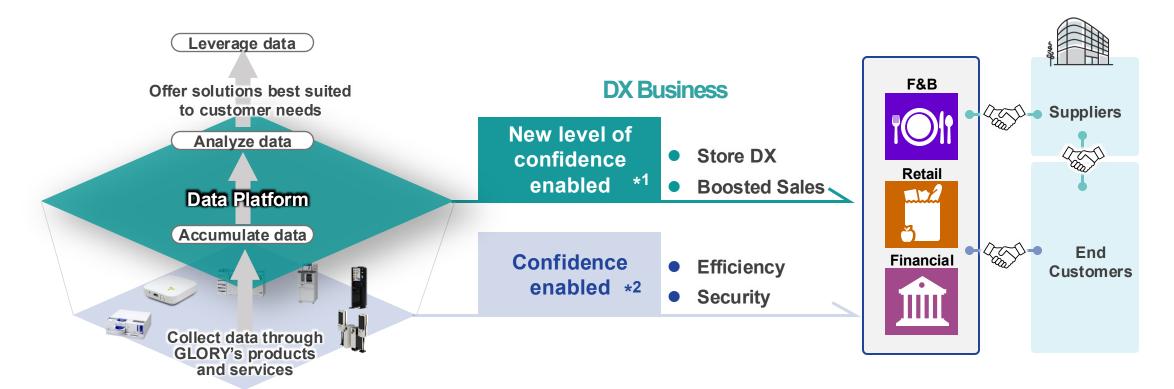
Powering the growth of core & new businesses together



4. Business Strategies I. Overall Strategies – New level of confidence enabled by platform-oriented business

GLORY TRANSFORMATION 2026

Build 'New Level of Confidence' through operational DX and next-level sales promotion

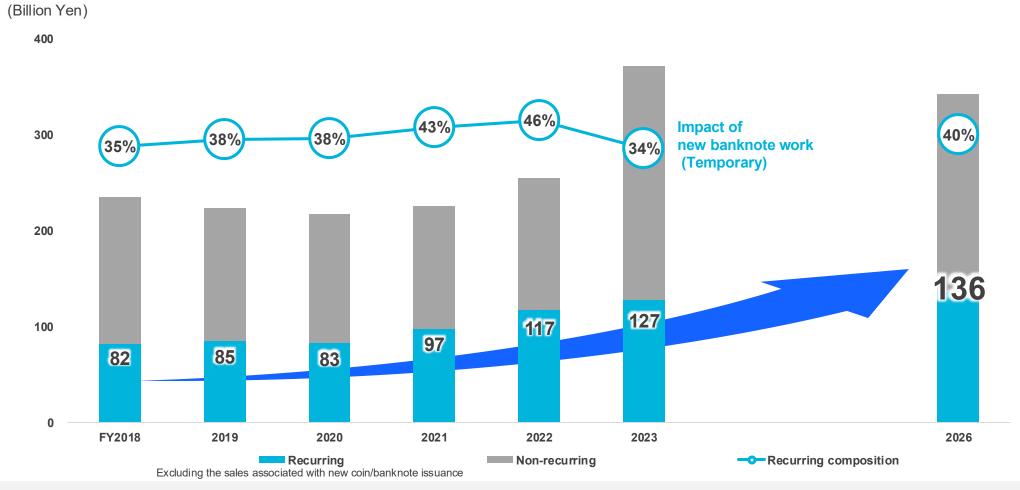


^{*1} Confidence enabled between customers & suppliers, customers & suppliers through platform-oriented, data-driven services

^{*2} Confidence enabled between Glory & its customers, suppliers & end customers through Glory's products

4. Business Strategies I. Overall Strategies – Strengthening business foundations with recurring-revenue business

Further develop recurring-revenue service business (Core Business) and platform-oriented business (New Business Domain) to strengthen the Group's business foundations



4. Business Strategies I. Overall Strategies – Promote solutions that help solve society's needs

> Contribute to sustainable growth of society and the Group with solutions that help solve issues which society and customers face

Next-Generation stores will need to...

- ✓ Streamline operations to manage labor shortage and increasing labor costs
- √ Offer non-contact services for hygiene measures
- 2 ✓ Enhance loss prevention

3

- ✓ Retain, increase, and strengthen customer touchpoints
- ✓ Maintain sales opportunities & service levels
- ✓ Attract customers efficiently & increase per-customer spend
- ✓ Optimize inventory management & reduce food waste

We offer solutions for...

✓ Self-service operations

- ✓ Fraud monitoring
- √ Remote customer services
- Unmanned store operations & Shared services
- Data-driven services with DMP

4. Business Strategies

- Overall Strategies

 Target Markets

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 - **HR Strategies**
 - **Capital & Financial Strategies**
 - **Climate Initiatives**
 - V. **Risk Management**



Financial Target

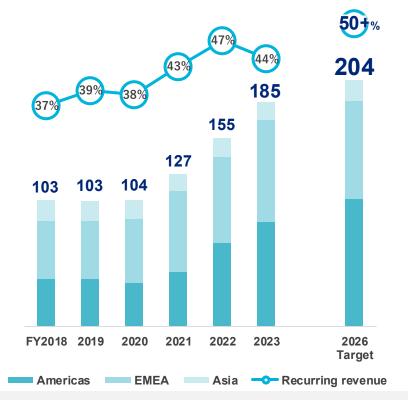


Basic Policies

- 1. Earnings Structure Expand recurring-revenue business (Service & Software)
- 2. Business Structure Develop F&B as the third business pillar along with Retail and Financial

3. Solutions – Enable customers' revenue growth and cost reduction





(Billion Yen)



Solutions

Platforms



Revenue

100 Billion Ye

FY2026

New Business Domain 15 Billion Yen





Flooid Unified
Commerce Platform

Sales Target

New Business Domain

- Accelerate monetization of target businesses & Develop new businesses
 - ✓ Expand recurring-revenue businesses with UBIQULAR (Remote monitoring service)
 - ✓ Promote "Unified Commerce Platform" (Cloud solution for retail stores)
 - ✓ Develop solutions for unmanned store operations

Core Business

- Drive growth through new opportunities
 - ✓ Expand the sales of new self check-out systems
 - ✓ Achieve further business growth in the U.S. as core market (e.g., product replacement, integrated service functions)
 - ✓ Develop business with Top 50 retailers (Tier 1)

(Billion Yen) FY2020 2023 2026 Target Long-Term Outlook

Overseas

Solutions

Platforms

Financial New Business Domain

Revenue

FY2026

Teller Cash Recycler



Teller Concierge



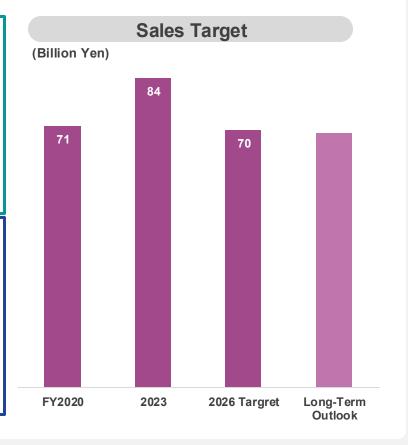
OneBanx

New Business Domain

- **Accelerate monetization of target businesses & Develop new businesses**
 - **Expand recurring-revenue businesses with UBIQULAR** (Remote monitoring service)
 - Monetize shared-banking solution services

Core Business

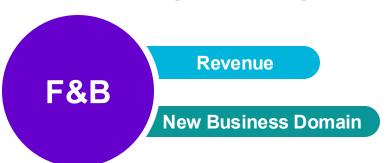
- Improve profitability
 - Replace legacy products with new models & Expand market share
 - **Expand sales of Teller Cash Recycler (TCR) into emerging markets**
 - **Expand sales of self-service solutions for bank branch operations**
 - Win large business opportunities



Overseas

Solutions

Platforms



34 Billion Yen

FY2026

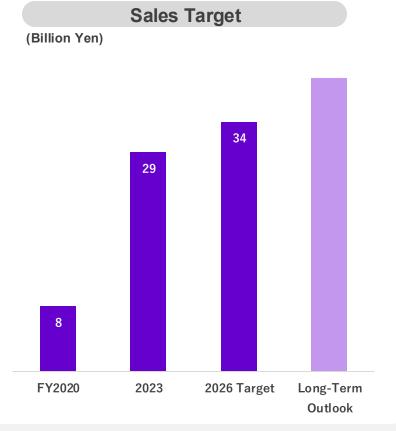
 ${\bf 34}_{\sf Billion\,Yen}$





New Business Domain

- Accelerate monetization of target businesses & Develop new businesses
 - ✓ Increase kiosk sales in core markets
 - ✓ Expand sales of self-checkout systems (Cash recyclers & Kiosks)
 - ✓ Develop business with leading F&B companies (Tier 1) with Red Biscuit, a newlylaunched retail store solution by Acrelec
 - ✓ Expand sales of standard package solutions (Tier 2 & 3)



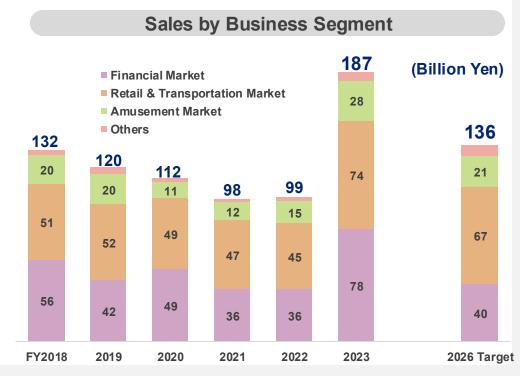


Financial Target



Basic Policies

- 1. Maximize profit in core business (Reinforce ROIC-based management)
- 2. Expand the sales in Retail and F&B markets
- 3. Expand DX business using existing customer base
- Point 1 Develop new solutions for self-service operations
- **Point 2** Expand sales in target markets
- Point 3 Offer packaged solutions (Products & Platforms)
- Point 4 Promote overseas F&B solutions in Japan



Domestic

Solutions

Platforms



60 Billion Yen



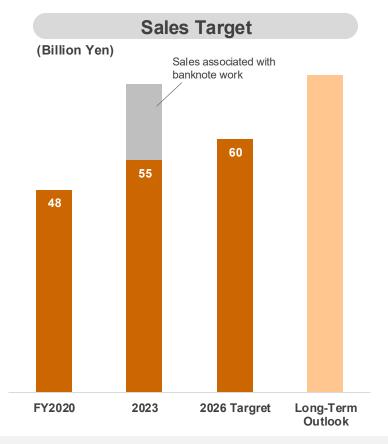


New Business Domain

- Accelerate monetization of target businesses & Develop new businesses
 - ✓ Generate profit from solutions released during 2023 MTP
 - ✓ Develop new solutions that enable retail store DX
 - Fraud monitoring solutions
 - Solutions for unmanned stores etc.

Core Business

- Drive growth through new opportunities
 - ✓ Increase market share with new self-service solutions
 - ✓ Develop business with drugstores and convenience stores



Revenue

Domestic

Platforms



FY2026

Billion Yen

Open Teller System



Solutions

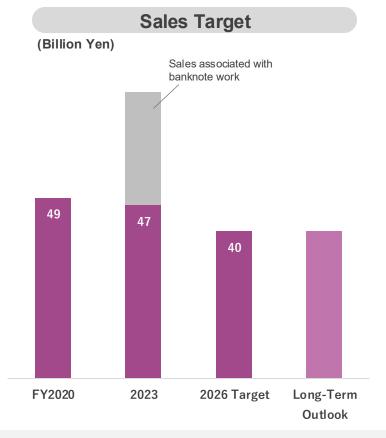


New Business Domain

- Accelerate monetization of target businesses & Develop new businesses
 - ✓ Generate profit from solutions released during 2023 MTP
 - Reinforce solution offers to support next-generation branch concept
 - Establish new solutions such as branch surveillance service

Core Business

- Improve profitability
 - Win large business opportunities
 - Maintain or expand service business
 - Complete product replacement associated with new banknote issuance in Japan

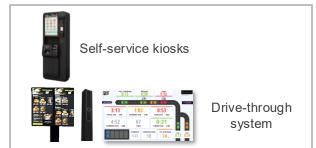


Domestic

Solutions

Platforms

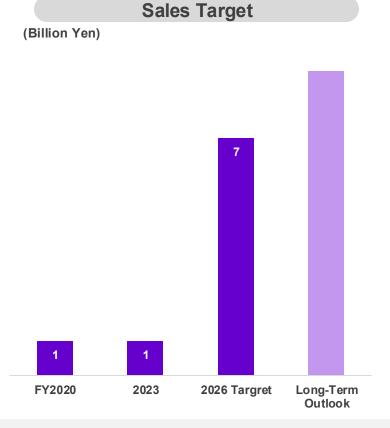






New Business Domain

- Accelerate monetization of target businesses & Develop new businesses
 - ✓ Maintain or expand solutions sales to leading F&B companies
 - ✓ Promote TOFREE solutions to F&B companies
 - ✓ Enhance solution/platform package through business alliance with Showcase Gig etc.
 - ✓ Increase sales of self-order kiosks



5. Business Foundation Strategies

- I. DX Strategies
- II. HR Strategies
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5. Business Foundation Strategies I. DX Strategies

GLORY DIGITAL VISION

Cross-functional **DX platforms**

Integrate & accumulate data

Tighten cyber security

Develop DX specialists & Establish DX-leading divisions

DX solutions / services

Owners: Software Platform Business Division DX Business Promotion Division

Develop DX businesses

Build platforms for DX

Create added value with IoT solutions

Transform sales promotion through DX

Develop core DX technologies

Work process transformation

Owner: Information System Department

Digitalize work processes using DX tools

Facilitate data-driven management

Renew systems for DX

Facilitate work style transformation

Deploy DX tools

for better

- Offensive DX -

Connecting multiple solutions through platforms









for better

- Defensive DX -

Leveraging digital tools in daily operations







BI tools

RPA

KPIs





*KPIs for the Glory Group unless noted otherwise

Build new level of confidence

 New Business Domain Sales

60 Billion Yen

Develop DX specialists (GLORY LTD.)

 Offensive DX leaders (incl. potential leaders) 430⁺ persons

Defensive DX leaders

100⁺ persons

 Provide basic DX training for all Glory employees

Improve productivity

Reduce Fixed Cost

1 Billion Yen

5. Business Foundation Strategies II. HR Strategies

Achieve financial / non-financial targets & sustainable corporate growth

Target

Measures

Develop human capital as the source of competitive advantage

Improve employee engagement

Build foundation for human capital development

Growth of Individuals & Company

- ✓ Recruit or/and develop DX specialists
- Develop skills and talent to lead the next generation of business leaders
- ✓ Provide quality training that supports individual growth

Employee Satisfaction

- ✓ Promote Health and Productivity Management
- ✓ Promote DE&I
- ✓ Respect human rights

KPIs







*KPIs for GLORY LTD, unless noted otherwise

Employee engagement (%)

Positive response from employees **55**⁺% (up 13% vs. FY2023)

Health and Productivity Management

Total annual working Less than hours per employee previous FY

> Annual paid leave taken 70+%

DE&I in workplace/workstyle (%)

> Female new graduates

25⁺%

Female in management positions

5%

Paternity leaves

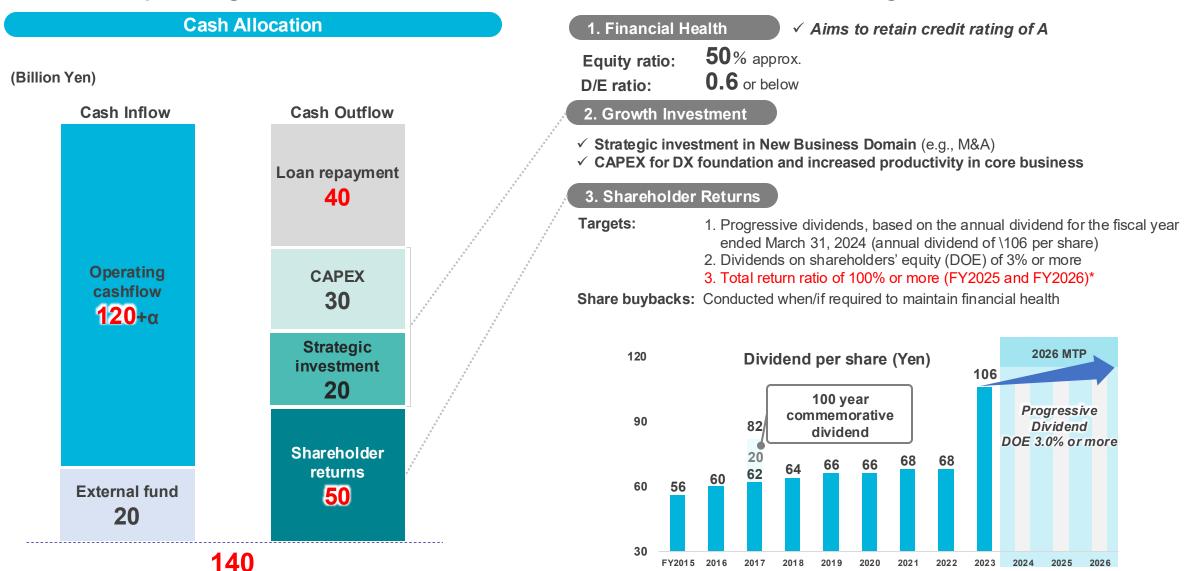
90%

Persons with disabilities
*Incl. domestic affiliates

2.7%

5. Business Foundation Strategies III. Capital & Financial Strategies

Achieve optimum growth investment and stable shareholder returns, while ensuring financial health



5. Business Foundation Strategies IV. Climate Initiatives

Climate change is one of our top management priorities to address.

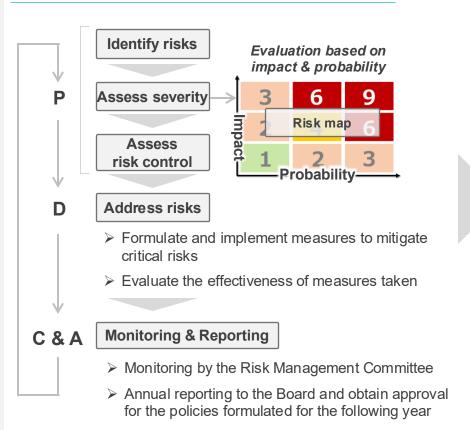
The 2026 MTP sets forth our global CO₂ targets as below in accordance with the SBT (Scienced Based Targets).

Value Chain	Suppliers	GLORY	Users		
Scope	Raw Materials & Parts	Business Operations	Products & Services		
	Scope 3 — Category 1 —	Scope 1 & 2	Scope 3 — Category 11— CO ₂ emission (vs. FY2022) CO ₂ emission (vs. FY2022) - 24.8%		
Target FY2026	Percentage of Tier 1 suppliers with SBT-compliant CO_2 targets 80%	CO ₂ emission - 21.2% (vs. FY2022)			
13 SUMATE ACTION FY2030	Agree with major Tier 1 suppliers to set CO ₂ targets	CO ₂ emission (vs. FY2022) - 42.4%			
Measures	Conduct engagement activities (e.g., questionnaire, briefing, dialogue)	 Install: Energy-saving equipment Solar power generation system Energy-saving company vehicles (e.g., EVs) 	 Improve energy efficiency through product assessment during development Increase the ratio of sales of eco- friendly products 		
		Electric equipment (in place of gas equipment) and fuel conversion in factories			

5. Business Foundation Strategies V. Risk Management

- Identify the highest priority risks for the Glory Group, based on severity and materiality
- > Formulate and implement measures to mitigate potential business impact

Risk Management Process (PDCA)



Highest Priority Risks

Develop and monetize new businesses (New Business Domain) ✓ Monetize target businesses (e.g., kiosks and DMP) ✓ Develop new businesses in target markets (Retail, Financial, and F&B) Develop stable parts supply chains and optimize production ✓ Stock spare parts in respect of BCP (Business Continuity Plan) ✓ Develop products and change product designs to accommodate highly available parts ✓ Establish dedicated teams to monitor parts trend ✓ Optimize production operations (e.g., sites, processes)

Information security

Build robust information security systems

√ Promote global IT governance

Legal compliance

Enhance corporate governance structure

✓ Enhance the Group-wide risk management

Policies & Measures

Reinforce compliance management



Confidence Enabled

End of Document

Appendix: Sales by Business Segment

(Billion Yen)

								(Billion Yen)
		FY2018	2019	2020	2021	2022	2023	2026Target
Overseas Market	Net Sales	103	103	104	127	155	185	204
	Operating Profit Before Goodwill Amortization (Profit Margin)	12 (12.0%)	13 (13.1%)	7 (7.6%)	9 (7.7%)	7 (4.6%)	14 (7.7%)	27 (13.2%)
	Operating Profit After Goodwill Amortization (Profit Margin)	8 (8.5%)	9 (9.4%)	3 (3.3%)	4 (3.7%)	0.4 (0.3%)	6 (3.6%)	19 (9.3%)
Financial Market	Net Sales	56	42	49	36	36	78	40
	Operating Profit (Profit Margin)	6 (11.9%)	3 (7.8%)	9 (19.8%)	4 (12.9%)	0.1 (0.4%)	24 (30.8%)	1 (4.5%)
Retail & Transportation Market	Net Sales	51	52	49	47	45	74	67
	Operating Profit (Profit Margin)	4 (8.9%)	5 (9.9%)	1 (3.4%)	2 (5.3%)	-0.5 (-1.3%)	10 (14.2%)	3 (5.5%)
Amusement Market	Net Sales	20	20	11	12	15	28	21
	Operating Profit (Profit Margin)	1 (9.6%)	1 (9.6%)	-0.2 (-2.6%)	-0.3 (-3.0%)	1 (10.7%)	10 (35.6%)	5 (26.7%)
Others	Net Sales	3	5	2	2	2	5	8
	Operating Profit (Profit Margin)	-1 (-45.5%)	-2 (-46.9%)	-0.4 (-17.0%)	-1 (-52.4%)	-1 (-37.6%)	-0.1 (-3.0%)	-0.1 (-1.3%)
合計	Net Sales	235	224	217	226	255	372	340
	Operating Profit Before Goodwill Amortization (Profit Margin)	24 (10.3%)	21 (9.7%)	18 (8.6%)	15 (6.8%)	7 (2.8%)	58 (15.8%)	38 (11.2%)
	Operating Profit After Goodwill Amortization (Profit Margin)	20 (8.7%)	17 (8.0%)	14 (6.5%)	10 (4.5%)	-0.5 (0.2%)	51 (13.8%)	30 (8.8%)

Appendix: Overseas Sales by Geographical Segment

(Billion Yen)

	FY2018	2019	2020	2021	2022	2023	2026 Target
Americas	37	38	34	44	69	89	105
EMEA	43	44	50	68	70	79	81
Asia	15	15	14	14	15	16	18
OEM	7	5	4	-	_	_	_
Overseas Sales (Total)	103	103	104	127	155	185	204
Overseas Sales per Net Sales	43.8%	46.2%	48.2%	56.4%	60.9%	49.7%	60.0%
Domestic Sales	132	120	112	98	99	187	136