

# CSR Activities for Fiscal 2014 and Targets for Fiscal 2015

Based on its corporate philosophy of contributing to the growth of industry and science with innovative, cutting-edge technologies, the ULVAC Group provides distinctive technological innovations globally and implements initiatives for solving various social problems by using ULVAC's technologies and human resources.

Stakeholders	Communication guidelines	Fiscal 2014 targets
Customers	With a high priority on a trusting relationship with customers, we engage in various efforts to enhance the quality and safety of our products.	<ul style="list-style-type: none"><li>Thoroughly implement the global integration certification (Phase 1) of ISO9000/14001.</li><li>Cement the quality inspection that is in accordance with front loading.</li></ul>
Suppliers	We strive to maintain and promote fair and appropriate transactions with our suppliers to help establish a secure relationship of mutual trust.	Participate in design reviews at the design stage in operating divisions to reduce consolidated cost of ULVAC Group through cost reduction in preceding process. (Goods purchased: keep at 8.0%, Goods produced: make cost reduction proposals to each operating division.)
Shareholders and investors	We will endeavor to ensure the timely disclosure of business activities and financial information to promote communication with shareholders and investors.	Continuously disclose information related to the progress of medium-term management plan while promoting corporate communication.
Employees	We will endeavor to provide employees with diverse working opportunities and an environment in which they can work in comfort and with a sense of security.	Revise the questionnaire items in CSR awareness surveys.
		<ul style="list-style-type: none"><li>Conduct company-wide hearing in preparation of the personnel rotation and reorganization.</li><li>Prepare training system for engineers to ensure their acquisition of skills.</li><li>Continue interviews and other means to respond to the employees who were determined to require medical guidance in order to further reduce the health risks.</li><li>With a view to rulemaking of stress checkups, prepare check system enabling early response to the mental health problem and improvement of the workplace.</li><li>Through mental health seminars, enhance communication at workplace and raise the motivation.</li></ul>
		<ul style="list-style-type: none"><li>Prepare common education program across the ULVAC Group.</li><li>Share a sense of advantage in working at ULVAC among the Group employees through coordinated Group-wide philosophy in manufacturing which binds the individual employees together.</li></ul>
Environment	We will consider environmental conservation in all aspects of our business activities and will contribute to develop a better place to live and an enriched society.	<ul style="list-style-type: none"><li>Halve the number of occupational accidents in ULVAC Group compared to the previous fiscal year.</li><li>Keep the number of product accidents in ULVAC Group at low level continuously from the previous fiscal year.</li></ul>
		Continue to promote the development of products that contribute to reducing the environmental burden. Example: <ul style="list-style-type: none"><li>Products with low energy consumption</li><li>Products with less resource loading</li><li>Products compatible with Restrictions of Chemical Substances in Products</li></ul>
		As entire ULVAC Group, reduce the energy use by 10% compared with the fiscal 2013 in the next five years.
Local community	We will perform social contribution activities based on the practices and cultures of the countries and regions in which we operate.	As part of Tanbo Project, newly create Tanbo pictorial book representing the creatures in rice fields at Chigasaki.
		Introduce our initiatives to each Group company and promote the activity.

⊙: Higher achievements than targeted ○: Targets achieved or proceeded as planned △: Effort required ×: Further effort required

Fiscal 2014 achievements	Self-assessment of the fiscal 2014 achievements	Fiscal 2015 targets	Reference page
<ul style="list-style-type: none"><li>Completed globally integrated ISO9000/14001 certification (phase 1).</li><li>Rolled out 6-stage design reviews as a front loading strategy and contributed to the control of added costs.</li></ul>	○	<ul style="list-style-type: none"><li>Thoroughly implement globally integrated ISO9000/14001 certification (phase 2).</li><li>Promote group-wide roll out of quality improvement items from the global management review.</li><li>Promote group-wide roll out of front loading.</li><li>Aim to reduce the number of the ULVAC Group's product accidents to half that of the previous fiscal year.</li></ul>	P27
Reduced costs through design reviews and cost reduction meetings Goods purchased: 6.5% Goods produced: 6.0% (ULVAC, Inc. + ULVAC TOHOKU, Inc. + ULVAC KYUSHU CORPORATION)	△	<ul style="list-style-type: none"><li>Continue the supplier BCP survey</li><li>Respond to the conflict minerals issue<ul style="list-style-type: none"><li>- Consider obtaining CFS certification</li></ul></li><li>Periodically exchange information with suppliers<ul style="list-style-type: none"><li>- Ensure substantial content of supplier meetings</li><li>- Individual visits to major suppliers</li></ul></li></ul>	P28
Held 129 meetings for institutional investors and 2 technology seminars. Also worked towards the promotion of internal and external communications through the creation of company introduction videos.	○	Promote information transmission such as technology seminars, while working to provide more interviews with institutional investors than in last fiscal year	-
Entirely revised questions based on CSR targets.	○	Provide the results of the CSR awareness survey as feedback for each division and reflect them in initiatives	P43
<ol style="list-style-type: none"><li>Conducted personnel rotation based on interviews with the head of division.</li><li>Created a technician education system and conducted seminars for each job type.</li><li>100% rate of responding to those requiring medical guidance for high health risks.</li><li>100% rate of attendance at interviews for those diagnosed with mental health issues. Revisions conducted to bring into line with questions required for legislatively mandated stress checkups (from December 2015).</li><li>Conducted line-care education for managers and self-care education for all personnel.</li></ol>	<ol style="list-style-type: none"><li>○</li><li>○</li><li>⊙</li><li>⊙</li><li>△</li></ol>	<ul style="list-style-type: none"><li>Continue interviews for the purpose of HR-related opinion gathering and information sharing (system, employment, and education).</li><li>Pursue the development of next-generation leaders.</li><li>Conduct activities aimed at preventing aggravation of diseases in conjunction with the ULVAC Health Insurance Association in order to reduce health risks.</li><li>Utilize the results of stress checks and promote activities for the purpose of organizational invigoration.</li></ul>	P29-31
<ul style="list-style-type: none"><li>Completed sharing of educational content of each individual company.</li><li>Established an education center in the advanced manufacturing division in fiscal 2015, in order to systematize specialist manufacturing-related education and plan and conduct instructor development, including for Group companies.</li><li>Shared improvement activities and their results, and planned and implemented mechanisms to mutually boost awareness as Group revitalization initiatives as part of the programs of the Global Production Technology Reporting Meeting, Global Work Improvement Presentation, and Skill Challenge.</li></ul>	○	<ul style="list-style-type: none"><li>Systematize the manufacturing pro education curriculum, and begin instructor development.</li><li>Continue global presentation meetings, arising from the Global Manufacturing Technology Competition, the Global Business Improvement Competition, and the Skill Challenge, share initiatives, thoughts, and results relating to manufacturing and technology throughout the group, and revitalize interactions.</li></ul>	P35-38
<ol style="list-style-type: none"><li>Although the number of work related accidents at the ULVAC Group rose slightly over the previous fiscal year, work-related accidents requiring time away from work fell.</li><li>The number of the ULVAC Group's product accidents remained at the same low level as the previous fiscal year.</li></ol>	<ol style="list-style-type: none"><li>△</li><li>○</li></ol>	<ol style="list-style-type: none"><li>Aim to reduce the number of the ULVAC Group's work-related accidents to half that of the previous fiscal year. * We will transfer product safety targets to the customers' section from this fiscal year.</li></ol>	P32
Companies and divisions with original products pursued activities for new environmental product creation.	⊙	Continue to promote development of products to reduce environmental impact. Example: <ul style="list-style-type: none"><li>Products with low energy consumption</li><li>Products with low resource loading</li><li>Products compatible with restrictions on Chemical Substances in Products</li></ul>	P33-34 P39
Each company in the group created an energy management system (organization), and analyzed the energy usage of each company based on the ULVAC Group's energy conservation manual. Looking forward, we will pursue energy conservation, using this analysis to determine important points for conservation.	⊙	Continue to reduce the ULVAC Group's energy use by 10% compared with the fiscal 2013 in the next five years.	
Following on from the previous fiscal year, we created the ULVAC pictorial book of creatures that live around rice fields.	⊙	Continue to pursue the creation of the ULVAC pictorial book of nature around rice fields, which newly introduces the creatures living in the rice fields of Chigasaki as part of the Tanbo (Rice Field) Project. Create awareness of the natural environment of Chigasaki and the ULVAC Tanbo (Rice Field) Project.	
Introduced ULVAC's social contribution activities both internally and externally through internal bulletins, ULVAC reports, and SNS etc.	△	Continue to introduce initiatives and promote activities to deepen understanding of ULVAC Group Companies' social contribution activities.	P39