

CSR Activities for Fiscal 2015 and Targets for Fiscal 2016

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 2015 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">Thoroughly implement the global integration certification (Phase 2) of ISO9000/14001.Promote group-wide roll-out of quality improvement items from the global management review.Promote group-wide roll-out of "Front Loading".Aim to reduce the ULVAC Group's product accidents to half the level of the previous fiscal year.
Suppliers	We strive to maintain and promote fair and appropriate transactions with our suppliers to help establish a secure relationship of mutual trust.	<ul style="list-style-type: none">Continue the supplier BCP survey.Respond to the conflict minerals issue.<ul style="list-style-type: none">- Consider obtaining CFS certification.Periodically exchange information with suppliers.<ul style="list-style-type: none">- Ensure substantial content of supplier meetings.- Visit major suppliers individually.
Shareholders and investors	We will endeavor to ensure the timely disclosure of business activities and financial information to promote communication with shareholders and investors.	Promote transmission of information, such as through technology seminars, while working to provide more interviews with institutional investors than in the previous fiscal year.
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.	Provide the results of the CSR awareness survey as feedback to each department and endeavor to reflect them in initiatives.
		<ul style="list-style-type: none">Continue interviews for the purpose of gathering opinions and sharing information related to HR (system, employment, and education).Promote initiatives for the development of next-generation leaders.Conduct activities aimed at preventing the aggravation of health conditions in conjunction with the ULVAC Health Insurance Association, in order to reduce health risks.Utilize the results of stress checks and promote activities for the purpose of organizational invigoration.
		<ul style="list-style-type: none">Systematize the manufacturing professional training curriculum and begin instructor development.Continue global competitions, arising from the Global Manufacturing Technology Competition, the Global Business Improvement Competition, and the Skills Challenge; share initiatives, thoughts, and results related to manufacturing and engineering throughout the group; and vitalize interactions.
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.	Halve the number of occupational accidents in ULVAC Group compared to the previous fiscal year. * We will transfer product safety targets to the customer section from this fiscal year.
		Continue to promote the development of products that contribute to reducing the environmental burden. Example: <ul style="list-style-type: none">Products with low energy consumptionProducts with less resource loadingProducts compatible with Restrictions of Chemical Substances in Products
		Continue to reduce the ULVAC Group's energy use to meet the 5-year target of a 10% reduction compared with fiscal 2013.
Local community	We will perform social contribution activities based on the practices and cultures of the countries and regions in which we operate.	Continue to pursue the creation of the ULVAC Pictorial Book of Nature Around Rice Fields, which introduces the creatures that live in the rice fields around Chigasaki as part of the Tanbo (Rice Field) Project. Create awareness of coexistence with the natural environment around Chigasaki and the ULVAC Tanbo (Rice Field) Project.
		Continue to introduce initiatives and promote activities to deepen understanding of ULVAC Group Companies' social contribution activities

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

Fiscal 2015 achievements	Self-assessment of the fiscal 2015 achievements	Fiscal 2016 targets	Reference page
<ul style="list-style-type: none">Completed globally integrated ISO9000/14001 certification (phase 2).Promoted expansion of quality improvement items through the Global Quality Assurance Committee, which convenes twice yearly.Promoted group-wide roll-out of "Front Loading".Reduced the number of product accidents to the lowest level ever, even though this was only a reduction of 30% over the previous fiscal year.	○	<ul style="list-style-type: none">Thoroughly implement globally integrated ISO9000/14001 certification (phase 3).Promote systematization and group-wide roll-out of upstream process workflow for "Front Loading".Aim to reduce the number of the ULVAC Group's product accidents to half that of the previous fiscal year.Conduct risk assessment for 100% of equipment products by people with SA (Safety Assessor) qualifications.	P26
<ul style="list-style-type: none">Expanding and continuing checks of BCPs and the implementation of necessary measures for major suppliers.Materials division acquired CFS certification.Periodically exchanged information with suppliers.<ul style="list-style-type: none">- Held 3 mutual prosperity meetings, 1 operations briefing meeting, and individual visits.	○	<ul style="list-style-type: none">Continue legal compliance.Actively communicate with suppliers.<ul style="list-style-type: none">- Actively conducting new activities with the aim of growing together through coexistence and mutual prosperity.Continue buyer education.	P27
Held 212 meetings for interviews with institutional investors those exceed the number of meetings conducted last fiscal year.	○	Promote information transmission, such as through technology seminars, while continuing to hold interviews with institutional investors.	-
Although awareness surveys continued to be conducted as in the previous fiscal year, feedback was insufficient.	△	Provide feedback on the previous fiscal year's results to each department and reflect them in the Fiscal 2016 survey.	P29
<ol style="list-style-type: none">Conducted integrated personnel and general administration meetings , including group companies, and created a system for collecting and sharing opinions.Although the curriculum and content of next-generation leader development was considered, it has not yet been implemented.Activities aimed at preventing the aggravation of health conditions were conducted in conjunction with the ULVAC Health Insurance Association, and the number of employees at high risk of health issues, who had not been treated by a medical institution, was reduced by approximately 70%.Manager training was conducted for 98 people, utilizing the results of stress checks, and the level of activity increased in Fiscal 2015 over Fiscal 2014.	<ol style="list-style-type: none">○△△⊙	<ul style="list-style-type: none">Conduct education as part of next-generation leader development, having selected participants and determined specific content.Incorporate new ideas aimed at management and problem solving that are appropriate for the modern age in the existing level education system.Organize walking events using wearable devices and launch a personal health page to visualize healthcare-related information in conjunction with the ULVAC Health Insurance Association, in order to create an environment in which each employee plays a central role in the management of their health.Utilize the results of stress checks and launch activities for the purpose of organizational vitalization.	P29-31
<ul style="list-style-type: none">Determined "Ideal Form" with the Board of Department Managers, created an education system, and commenced education at selected departments.Held global competitions, arising from the Global Manufacturing Technology Competition, the Global Business Improvement Competition, and the Skills Challenge, and promoted group-wide information sharing and roll-out.	○ ○	<ul style="list-style-type: none">Roll out "Front Loading" on a group-wide basis, complete the necessary specialist education system for it to be effective, and implement it.Continue global competitions, arising from the Global Manufacturing Technology Competition, the Global Business Improvement Competition, and the Skills Challenge, share initiatives, thoughts, and results relating to MONODZUKURI and engineering throughout the group, and further promote interactions.	P28-29
As a result of conducting safety campaigns, such as promoting risk assessment for the entire ULVAC Group, the number of workplace accidents at the Group decreased by 32% over the previous fiscal year. At ULVAC alone, the record of no accidents continued, and the system of working to eliminate workplace accidents as a unified group received praise, so that ULVAC received a prize from the Director General of the Kanagawa Labor Bureau.	○	Aim to further reduce the number of ULVAC Group work-related accidents, even though they are already at a low level.	P32
ULVAC's business divisions and group companies released products with low energy consumption.	⊙	Continue to develop and release products to reduce environmental impact.	P33-34 P35
Reduced the energy usage of the entire ULVAC Group in Fiscal 2015 by 10.6% from Fiscal 2013.	⊙	Reduce the ULVAC Group's energy use by 10% compared with the Fiscal 2013 in the next five years.	
The Pictorial Book of Nature Around Rice Fields project was completed, as the listing of living creatures scheduled for inclusion ended, and delivery to intended recipients was judged to be finished.	○	Publicize the status of activities related to the Tanbo (Rice Field) Project throughout the year through SNS and raise awareness for ULVAC's Tanbo (Rice Field) Project as broadly as possible.	
Introduced ULVAC's social contribution activities both internally and externally through internal bulletins, ULVAC reports, and SNS, etc., and actively conducted activities that will lead to the development of the next generation, such as off-site vacuum experiment demonstrations.	○	Share information concerning each company's activities within the ULVAC Group, and introduce initiatives and promote activities to deepen understanding of social contribution activities.	P35