

CSR Report

Corporate Social Responsibility Report

2015

**Everyone's
Thoughts for
Creating the Future**



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Everyone's Thoughts
for Creating the Future

About Media for CSR Report

"CSR Report 2015 – Nippon Light Metal Group" reports the CSR efforts during FY2014. Please go to our company website for more detailed contents, past activities, and financial information.

[Non-Financial Information] CSR Report (Booklet/PDF)

Website
<http://www.nikkeikinholdings.com/csr/>



[Financial Information]

Website
<http://www.nikkeikinholdings.com/pages/ir/>



Annual Report



Fact Book



IR Latest News

Editorial Policy

■ Introduction

This report is intended to describe the NLM Group's views and approaches regarding CSR to all stakeholders in an easy-to-understand way and to obtain their understandings.

The NLM Group recognizes various social challenges described in the core themes of ISO26000 and promotes CSR activities to contribute to the solution of those challenges. Your opinions and feedback on the NLM Group's activities for each challenge would be greatly appreciated.

■ Reference Guidelines

This report used "Environmental Reporting Guidelines (2012)" prepared by the Ministry of the Environment and "GRI (Global Reporting Initiative) Guidelines (2006)" as references.

■ Period covered

Data collection period for this report is from April 2014 to March 2015. *Data prior to and after this period is also partially included.

■ Scope

Unless otherwise specified, Nippon Light Metal Holdings Co., Ltd. and its consolidated subsidiaries are covered. A total of 77 companies. However, for the "Environment", Nippon Light Metal Holdings Co., Ltd. and its consolidated subsidiaries are covered. A total of 24 companies.

■ Publication period

August, 2015
(Next edition: scheduled in August, 2016, Previous edition: August, 2014)

MESSAGE FROM THE CEO

The NLM Group is committed to develop human resources capable of addressing social issues.

I am Ichiro Okamoto, the newly appointed Chief Executive Officer (CEO), in succession to the former CEO, Takashi Ishiyama (Current representative director/chairman). I would like to make more contributions now more before than ever for the NLM Group to solve social challenges. I would greatly appreciate your continued guidance and encouragement.

Mission of the NLM Group

The NLM Group holds up a core policy of making contributions for improving people's lives and protecting the global environment for its business administration. This policy is also a basic focus on the CSR activities.

The NLM Group, as a general manufacturer for aluminium, supplies a wide range of environmentally-friendly products including solar power and automotive parts to all over the world with a central focus on Asia. Moreover, we strive to collect and recycle scrap aluminium. Therefore a proportion of the recycled aluminium has reached approximately 46% of the amount of aluminium used by the entire group (FY2014 results. As per an in-company investigation).

From here on also, we will continue to advance our development of environmentally-friendly products and contribute to solving social problems through our business, while maximizing the special features of aluminium.

The NLM Group grows together with society

The NLM Group has been carrying out the three-year mid-term management plan since FY2013, the first year of the plan. In this mid-term management plan, we upheld three basic policies, "business development through strategies by regions and categories", "creation of a growth driver through new product and new business", and "reinforcement of the business structure." We will introduce the contents and actual achievements here.

Business development through strategies by regions and categories

We expanded the following five business divisions in each region mainly in Japan, China and South East Asia: "automotive and transport", "electrical, electronics and communication", "construction and building materials", "environment, safety and energy," and "food, health and household consumer products". Given the diverse demands trends exist

in each country for these five business divisions, we selected fields to invest our management resources in per region and per market territory.

As a result, in the "automotive and transport division," the aluminium electric wire used for hybrid cars has increased its sales domestically. In China, the sales of ABS components and forged suspensions are also increasing. These products contribute to increase in fuel efficiency of automobiles due to the weight savings. In South East Asia, the demand for automotive casting/die-casting alloys and heat exchangers is increasing in Thailand. The business continues to expand by establishing a joint venture for truck accessories, etc. In the "electrical, electronics and communication division," the sales of lithium ion battery related products are steadily increasing. Moreover, with conversion of Toyo Rikagaku Kenkyusho CO., LTD. into a subsidiary, the number of products delivered including PC boards is increasing in its Chinese subsidiary. In Thailand, we focused our management resources intensively and efficiently in line with the growth in each market, as an example, for the increasing demand of heat exchangers for room air conditioners.

Creation of a growth driver through new product and new business

In the automotive and transport division, we have newly released the automotive paint products, "CHROMASHINE®" and "Alpate®". We are also advancing new developments in aluminium condensers for in-car inverters as well as increasing the number of car models equipped with the condensers. In the "electrical, electronics and communication" and "environment, safety and energy" divisions, we are newly developing and selling the fine alumina and negative-electrode materials respectively as elements related to lithium ion battery. Moreover, as the reconstruction-related products for the Great East Japan Earthquake, we have developed the "transportation aluminium palette for Flexible Container Bag (FleConBag)" for anti-scattering of radioactive materials during transport of decontaminated waste. In the division of "food, health and household consumer products", we have created commercial beer servers and so forth. In the "construction and building materials" division, we have applied our technology of "TOYAL LOTUS®", a water-repellent packaging material, to co-develop the "Art Form*", a super water-repellent form, with our customers.

*Application in process for trademark registration



Reinforcement of Business Structure

I believe that the rebuilding of our alumina business is of utmost importance. The earning capacity for our alumina business is diminishing considerably due to the changeover of raw materials and the rise in the cost of raw materials because of the weakening yen. We are committed to building a revenue base by revising sales prices and expanding the sales of high-value-added products.

The NLM Group, from now on also, aspires not only to respond to customers' needs but also to become a manufacturer of materials in a different capacity who can provide customers with the best solutions by combining multiple added-values including manufacturing, designing, maintenance, construction, services and technical guidance.

Corporate social responsibility

Now that I have taken the office as the president, I have once again keenly realized that all the corporate activities are associated with social responsibilities.

Ever since I joined the company, I was mainly involved in research and manufacturing with a focus on aluminium rolling techniques. Here, I would like to present my views of corporate social responsibility through my past on-site experience at the plants and research facilities including my overseas assignment.

First of all, I believe that "safety" for all of the NLM Group's employees and residents near our offices lie at the basic premise for the development of approaches as a general aluminium manufacturer. In particular, our employees are those who assume the NLM Group's social responsibility and who realize the obligation. I think that our corporate value will increase and will lead to the sustainable development of our business as long as employees operate in pleasant and safe workplaces and stay physically and mentally productive at work. For this reason, we will work on prioritizing our employees' safety over anything else and cultivating our human resources steadily and comprehensively. Safety takes particular precedence over all company

activities. We aim to create a zero-accident workplace in line with the three actuals, Sengen Shugi, the actual place, the actual part, and the actual situation.

Human resources development is significant for the NLM Group to be considered one of the true international corporate groups. While valuing an identity as Japanese corporation, it is important to face one another with sincerity and to grow together positively with people and cultures all over the world including western countries, China, and South East Asia. I have experience in facing various resistances from field site staff when I once conducted the operation guidance at overseas plants. Back in those days, I took it for granted one-sidedly that they would follow any instructions and work overtime because it is their job. Since then, I tried everything to enhance my communication with them, understand differences in our views toward job and achieve mutual understanding. Thinking back now, it was the experience through which I was able to gain an understanding of "diversity" in my own way.

I have assumed the role of chairperson of our CSR committee from this fiscal year. Given that employees' happiness, including health, challenge, pleasure, and families, is fundamentally essential, I want to meet the shareholders' and investors' expectations, appreciate and contribute to people, community and society who live together in the world. To do this, I, as Team Nikkeikin, want to build a solid earnings foundation, promote CSR, and create the highly-motivate corporate group.

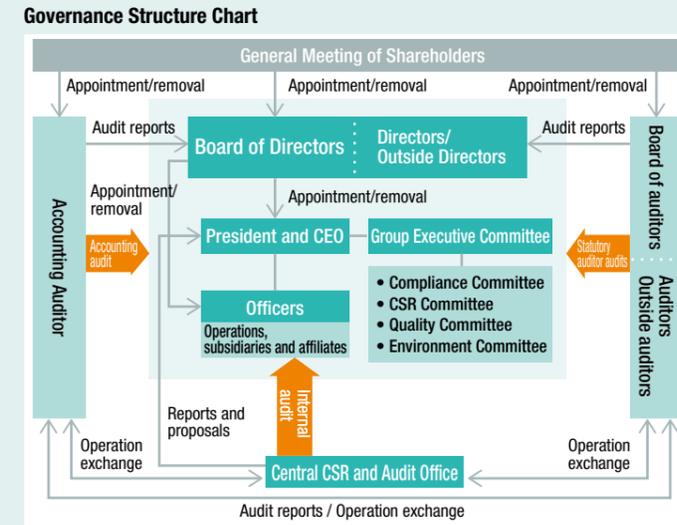
Our CSR report is prepared annually through many discussions by a variety of members from every group company. This year also, we will provide you with our ideas of tasks, actions, and results through our reports. We would appreciate your straightforward opinions.

August, 2015
Nippon Light Metal Holdings Company, Ltd.
President and Chief Executive Officer

I. Okamoto

The NLM Group works towards improving its corporate value and ensuring sustainable growth as corporate group.

The NLM Group works on the development of a corporate governance system capable of making the most use of its organizational strength based on the understandings that the corporate value and obligations for social responsibilities are realized only through the strong corporate governance.



Activity Themes

- Raising of CSR awareness
- Strengthening of risk management [see our website](#)
- Enhancement of compliance training program [see our website](#)
- Strengthening of system to ensure compliance with laws and regulations
- Timely disclosure
- More effective communication
- Dissemination of Group's management policies and compliance code

Organizational governance

The NLM Group adopts a holding company structure in its business operation and places its group companies under the umbrella of its holding company, Nippon Light Metal Holdings Co., Ltd.

Nippon Light Metal Holdings Co., Ltd. has its own Board of Auditors and aims at strengthening the corporate governance system as follows:

- Hire two outside directors and three outside auditors. Designate four of them as independent board members
- Set the term for directors to be one year
- Introduce an officer system and separate management supervision from business execution

In FY2015, we will address such challenges as strengthening of supervisory function in the board of directors in accordance with the principles of "Japan's Corporate Governance Code"^{*1} introduced in June.

^{*1} Japan's Corporate Governance Code: This code covers a code of conduct, which listed companies should follow, including shareholders' rights, roles of board of directors, and whole concept of executive salaries. It was established by Tokyo Stock Exchange.

Communication with shareholders and investors

- Dialogues with shareholders through shareholders meetings

Nippon Light Metal Holdings Co., Ltd. considers the general meetings of the shareholders as a valuable scene where the top management is able to have a direct dialogue with all the shareholders. Visual images and narration work are used in the meetings in order to better explain the content of the proceedings. Also, in order to gain understandings of the matters to be reported and resolved as quickly as possible, internet is used for information disclosure and voting.

Many shareholders came and joined the 3rd annual meeting of the shareholders held on June 24, 2015 and offered various

opinions and questions concerning "personnel development," "development of BCP"^{*2}, and "environmentally-friendly products".

^{*2} BCP: An acronym for business continuity plan. A BCP lays down recovery procedures for personnel, equipment, raw materials, and other matters in preparation for natural disasters, terrorist attacks, and other emergency situations that make it difficult to continue normal business operations.

- Holding of IR briefing session

Nippon Light Metal Holdings Co., Ltd. announces its earnings reports quarterly through the Tokyo Stock Exchange as well as through mass media companies based on the disclosure rules. The CEO, himself, provides explanations with respect to earnings and management policies at the past earnings announcements and the second quarterly earnings announcements. The earnings presentation materials are available on our website.

Additionally, the Company strives to follow its fair disclosure rules^{*3}, arranges the small meetings for corporate investors, conducts individual interviews throughout the year, and also provides its top management with feedback as needed based on the opinions given by the corporate investors.

^{*3} Fair Disclosure: refers to a fair disclosure of information and is something that must be promptly disclosed to general investors in the event that a corporation divulges undisclosed and important information to specific market participants.

Internal control system

The NLM Group is intended to comply with laws, manage risks in its business process, streamline its operation, and prepare fair financial reports. The Group also works on further enhancing its internal control system. Moreover, the Group works towards ensuring legality and efficiency of its business operation as well as improving and reviewing the system using examples from the opinions from Board of Auditors and outside directors.

Furthermore, the NLM Group appoints a responsible official for its group companies and departments to promote maintenance and improvement of the internal control system, thereby making continuous improvements.

Risk management

In order to address various risks surrounding its businesses, the NLM Group is committed to steadily increase its corporate value by putting in place appropriate controls and practices in agreement with the Group's business strategies. The NLM Group has identified eight risks requiring group-wide comprehensive management, as "major risks", and designated a department in charge of risk management.

The Group checks the status of these major risks by interviewing the directors in charge every half-year period, holding monthly meetings, and working on reducing risks.

During FY2014, the Group implemented "strengthening of control system for contained chemical substances," "training for preparers of product catalogues," and "independent study group for quality improvement"^{*4}.

^{*4} Independent study group for quality improvement: See page 25 for details.

Major risks



CSR promotion system

- CSR committee

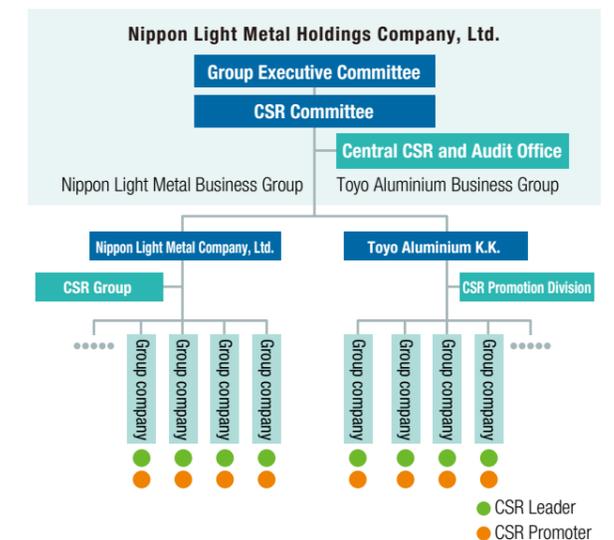
The NLM Group is intended to enhance the CSR activities throughout the entire group and thereby having a CSR committee in place. The

CSR committee appoints a CSR officer from the Nippon Light Metal Holdings Co., Ltd. to be a chairperson. The committee also consists of the CEOs from major group companies and responsible officials from each department. The CSR committee holds its meetings twice a year to discuss and determine the NLM Group's CSR activity promotion programs in addition to exchanging and sharing information on the policies for CSR promotion. The minutes of the meetings are shared internally in the Group.

- CSR leader and CSR promoter

The NLM group assigns CSR leaders and CSR promoters for its group companies or departments, who assume the roles for governing and promoting the CSR activities.

CSR promotion system structure of the NLM Group

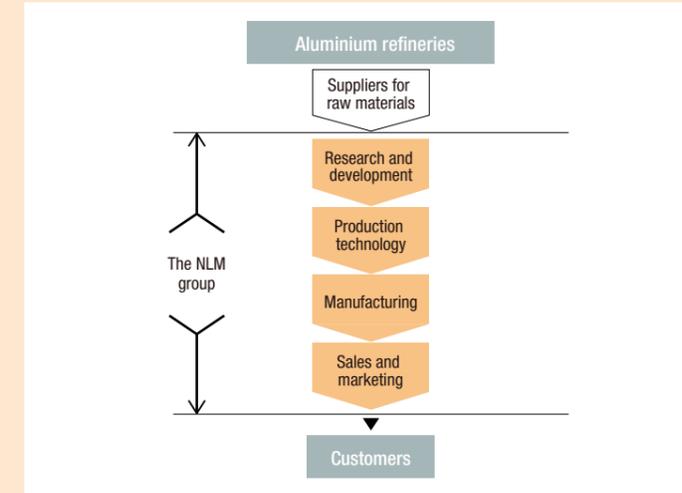


We will give extra considerations to ensure people's human rights.

The NLM Group values human rights and will not tolerate any discrimination, harassment, and abuse for any reason. Moreover, with its self-awareness as a global corporation, the Group will give extra considerations to any circumstances and situations jeopardizing human rights in the scope of its business.



Value Chain of the NLM group



Activity Themes

- Promotion of Diversity
- Responses to Globalization
- Improvement of Disaster Preparedness

See our website

Human rights due diligence

The NLM Group deals with aluminium and aluminium-related products as its core business. Therefore, the entire Group imports and uses approximately 180,000 tons of aluminium ingots per year.

The refining process of aluminium includes a refiner's picking bauxite from bauxite mines, extracting aluminium from bauxite, and finally applying electrolysis to it. These mines are located relatively closer to our supply chain, thus human rights issues in those areas concern us. We have been operating our business until now on an uncertain trust that human rights issues are properly taken care of under legal management.

We believe that explicit confirmation, as well as the efforts against "conflict minerals" which occurred on a global basis, is also necessary for our business. During FY2014, written questionnaires were conducted for seven items to ensure that no circumstances and situations of concern exist with respect to human rights and work at aluminium refineries, upstream suppliers, and bauxite mines. As a result, we received responses from all the suppliers and confirmed that neither circumstances nor situations of concern exist.

We will work on expanding the coverage of supply chain for surveys and on-site reviews in order to conduct ongoing monitoring.

Points to be checked concerning human rights and work in supply chain

- 1 Respect for individuals:** whether the supply chain is managed to prevent any acts undermining someone's sense of personal dignity including physical punishment, sexual harassment, and power harassment.
- 2 Non-discrimination:** Whether the supply chain is properly managed to prevent any discriminatory acts from occurring during recruitment, hiring and employment.
- 3 Work hour:** Whether the supply chain is managed to avoid any work instructions to work an unbearable number of hours and unfair limitation on holidays and personal leaves.
- 4 Employee's right to organize:** Whether the supply chain is managed to prevent any interruptive acts by company against employee's right to organize and to avoid the company's refusal to hold a discussion between labor and management.
- 5 Prohibition of labor under coercion:** Whether the supply chain is managed to prevent any labor under coercion, debt bondage, slave work, and involuntary prison labor, as well as to avoid any behavior that limits the rights to leave one's job freely.
- 6 Prohibition of child labor:** Whether the supply chain is managed to not hire anyone whose age is under the minimum age for employment, as well as to ensure protection of young workers from night work and hazardous job.
- 7 Decent wage:** Whether the supply chain is managed to avoid any wage payment under the legal minimum wage, and also to avoid unfair wage reduction and non-payment.

Together with employees from various countries and communities

Toyo Rikagaku Kenkyusho Co., Ltd. and its consolidated subsidiary newly joined the NLM Group in January, 2015. As a result, as of March 31, 2015, the proportion of foreign employees in the Group has increased dramatically from approximately 18% in 2014 to approximately 34%. Although the number of female directors is one, which is still a small number, the proportion of females in managerial positions has steadily increased from 2.9% to 3.6%.

Along with the expansion of its business on a global level, the

NLM Group has thus far promoted mutual communication while valuing culture and custom of each country.

The NLM Group will work on creating a work environment where all the employees realize their full potential by overcoming such barriers as distance, culture, and language through the interactions including improvement activities and workshops and by valuing a sense of unity as a group.

Please see P30-31

Employee's Comments

The NLM Group's consideration for differences in customs allows me to work at ease.

I am a Muslim from Indonesia. I am currently in charge of development of aluminium processing technique. Although it appeared that I was the first Muslim ever for the company, the company willingly took care of worship services, meals, and housing when I joined. The company gives extra considerations for health and safety during Ramadan period so that I am able to work at ease.

In the future, people from more religious groups and ethnic backgrounds will join and work for the NLM Group. I believe that proactively attempting the "first thing" as company, becoming a "lead person" without fear as an employee, and by accepting new challenges with one another, the company and employees will be able to grow together. I definitely want to be a driving force for this.



Process Material Group, Group Technology Center, Nippon Light Metal Co., Ltd.

Wirawan Riski Anggri

I am committed to addressing environmental issues as member of the NLM Group.

I joined Nikkei Siam in October, 2003 and am currently responsible for EIA and ISO14001 as an assistant manager in charge of environment concerns. My main duties include controlling and monitoring waste products, drainage water, emissions, and noise.

The NLM Group addresses various environmental issues as a group. We follow their policies and work towards solving these issues together. From here on out, I want to perform these tasks with great pride and put effort into creating better future for the global environment.



Office of Environment, Health and Safety, Nikkei Siam Aluminium Limited

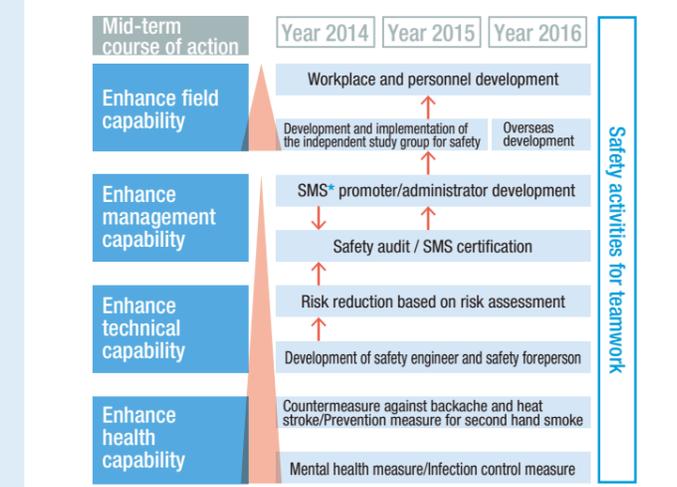
Krongkamol Lindahl

We will move ahead on creating a safe and secure work environment and developing globalized human resources.

The NLM Group aspires to create a work environment where each employee feels safe and secure while generating stable employment opportunities and ensuring appropriate compensation as a fundamental practice. Moreover, the entire group implements long-term human resources development from a global perspective. Furthermore, the group encourages the establishment of a work-life balance for employees by improving their welfare and work environment.



The NLM Group 3rd health and safety mid-term course of action



Activity Themes

- Compliance with relevant laws
- Promotion of work-life balance
- Changes for globalization
- Health and safety activities

*SMS : Safety Management System

The Group's safety activities

Ensuring health and safety is a top priority for the NLM Group. The presidents and CEOs, safety control managers, and representatives of labor unions of the Group's major companies develop a mid-term course of action in the health and safety committee in order for the Group as a whole to address legal compliance, ensuring of safety at work, improvement of hygienic environment, and employees' mental health issues. This course of action focuses on health and safety activities based on the following four capabilities: "field capability", "management capability," "technical capability," and "health capability." To enhance each capability, we adjust and operate various programs.

"it was an excellent experience as I was able to recognize the fear of electric shock which I seldom experience in real life situations.



Moreover, self-manufactured equipment is now used not only in new hire safety education program but also in skills education program which incorporates safety sensory education.

Implementation of Safety Sensory Education

One of the programs to increase the "field capability" is "Safety Sensory Education". "Safety sensory education" is a practical education method that replicates workplace hazards, including machine hazards which may cause parts of the body to be struck or caught. This also includes falls from a specified height, and electric shock due to low-tension electricity. Thus, employees are able to intuitively understand the hazards through their practical experiences.

Nippon Light Metal Co., Ltd. sets up the safety sensory classrooms at its factories. To provide more realistic experiences, machines and equipment are designed and produced to match the characteristics of each factory. The participants offered a glimpse of the effects by giving their feedback as follows: "I was surprised at a stronger shock than expected when catching the fallen object," "It has been troublesome to use a safety harness thus far, but I have realized that I have to wear it properly after having a body sensory experience of its structure and advantageous effects," and

Towards the Olympics with the Group capabilities

The NLM Group constantly performs "cross functional activity" where employees develop products in a cross-sectional manner beyond the borders of companies and departments. This activity allows product development to go beyond the limits of one's own technology and equipment or market, and also provides an opportunity for the practical human resource development through regular interaction and information sharing.

As part of this cross-functional activity, the Group has launched the project called, "Let's make and grab! By Nippon Light Metal Group", for the Tokyo Olympics and the Paralympics Games in 2020.

Since the Olympics and Paralympics are the events which bring people around together from around the world, Japanese society is expected to experience major changes from these events. Therefore, the Group began the project with freely imagining how cities and life will change.

As a first step, in 2013, an open forum was held at the workplaces of each group company. One thing that was kept in mind, at that time, was an awareness to distance ourselves from daily work and to "think outside the box." As many as 8,000 ideas were generated through flexible thinking and envisioning the future.

In 2004, based on those ideas, young employees from each group company met and held a session, "story created by dreams," in which they pictured their future day-to-day activities accurately.

The NLM Group continues with these activities that lead imagination to creation with the concept, "Let's create EXCITING," as a second step in 2015.

Through these activities, the Group will produce useful products and services for people around the world as well as develop the personnel who understand diversity.

Work-Life balance

• Child rearing and family care support system

Nippon Light Metal Co., Ltd. provides support systems for child rearing and family care and ensures that the workplace serves as a place in which employees can work with peace of mind, thereby supporting the realization of a positive work-life balance.

FY2014 results		
Number of employees who took maternity leave	9	
Number of employees who took child care leave	Females	16
	Males	0
Number of employees who took family care leave	0	

• Holding of the event co-hosted by labor and management

Given that employees can increase their friends, expand their worldviews, and enhance their humanitarian views through proactively challenging things other than work, the NLM Group facilitates such regular events.

Nippon Light Metal Co., Ltd. holds the annual bowling tournament co-hosted by labor and management at each office. The day of the bowling tournament is a well-balanced day in which employees work efficiently as well as perspire by bowling. Also, since this can enhance communication between labor and management in the office, the tournament has been a highly important event. The tournaments were held at six locations during FY2014 and approximately 888 employees participated.



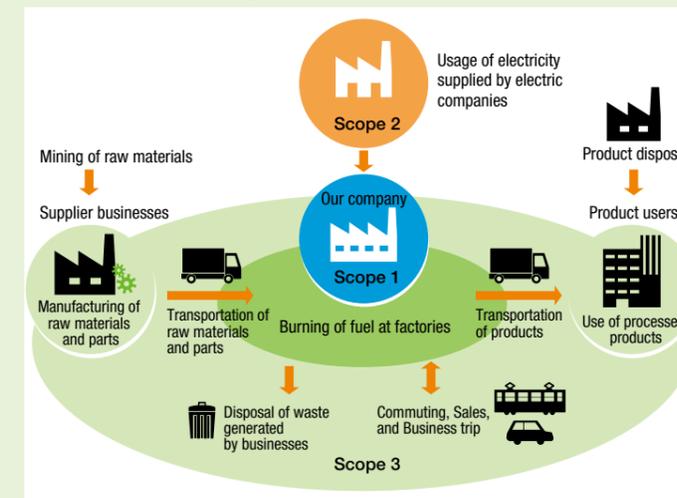
Bowling Tournament

The NLM Group aims at the realization of a sustainable society that lives together in our global environment.

The NLM Group proactively seeks to remain in harmony with the environment across all of our corporate activities. The Group, as a good corporate citizen, wishes to contribute to the realization of a truly enriched society through our environmental social contributions. The Group will make an environmental contribution not only with aluminium products but also through proactive reduction of the environmental load in the manufacturing process and supply chain.



Extent of Environmental Impact



Activity Themes

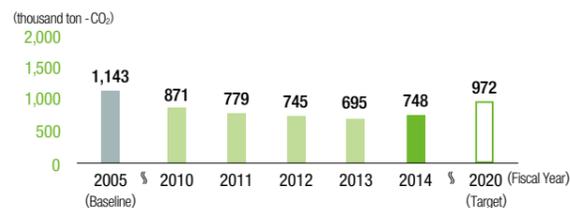
- Improvement of environmental management system [see also our website](#)
- Promotion of environmentally-friendly business divisions
- Enhancement of resources recycling activities [see also our website](#)
- Reduction of greenhouse gases
- Compliance with relevant laws
- Development of environmentally-friendly products [see also our website](#)
- Approach to biodiversity

Goal and results of reducing greenhouse gas emissions

The NLM Group's FY2014 greenhouse gas emissions were 748,000 tons, a 7% increase from the year before. This increase was due to an increase of Scope 2 emission along with a rise in emission factor*1.

- **Scope 1: Amount of greenhouse gas emissions directly produced by corporations**
- **Scope 2: Amount of greenhouse gas emissions indirectly produced by corporations due to their electricity and energy usages**
- **Scope 3: Amount of greenhouse gas emissions from supply chain indirectly produced by corporations**

Greenhouse Gas Emissions



* Target means an average value of the total of five years from FY2018 to FY2022. This plan shall be reviewed in cases of any major changes to such prerequisites as "Energy Basic Plan" and "Environmental Action Plan in Electric Industry (Federation of Electric Power Companies)."

*1: Emission factor

The following CO₂ emission conversion factor is used:

Electricity: End-use CO₂ emission intensity of last fiscal year announced by the Federation of Electric Power Companies of Japan (for FY2010 and FY2011 after reflecting credits)

Fuel: As per the enforcement regulations of April 2010 Law Concerning Promotion of Measures to Cope with Global Warming

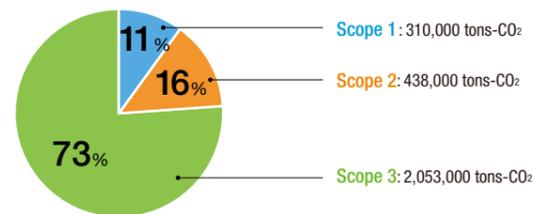
from 1 to 15 since FY 2014 and expanded it in categories 1 to 7.

As a result, the Scope 3 emissions by the NLM Group in FY2014 were 2,053 thousand tons. Of this, the emissions of category 1 (products and services purchased) account for about 97% of the entire Scope 3. This is because a lot of electricity is needed to refine aluminium ingots.

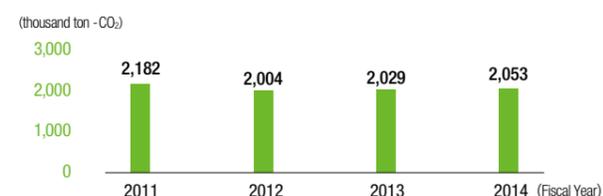
Moreover, the retroactive calculation back to FY2011 for the categories covered this time indicated that the greenhouse gas emissions were reduced by 5.9% in these four years. The biggest factor for this change was the waste reductions as a result of the changeover of raw materials in the chemical products division (from bauxite to aluminium hydroxide).

Hereafter, the NLM Group will plan its purchases with considerations for the amount of greenhouse gas emissions from each supplier and thus will work towards reducing the greenhouse gas emissions from the overall supply chain including Scope 3.

CO₂ emissions by the NLM Group



Scope 3 emissions



Energy saving approach

The Kambara complex of the Nippon Light Metal Co., Ltd. has updated its boiler which manufactures steam to be supplied in the complex and changed fuel from heavy oil to urban gas. Because of this change, sulfur in fuel has reduced substantially thereby drastically cutting down the SO_x amount emitted into air. Additionally, due to the significant energy-saving of updating the equipment, the Kambara complex received "a grant for streamlining of energy use".

Environmental auditing

Aside from the internal audits completed with ISO14001, the NLM Group conducts regular environmental audits at 41 domestic sites*2. In FY2014, the audits were conducted at 13 sites. The environmental department plays a central role in visiting to run the site checks mainly on the equipment for water quality and air. Through this auditing, the Group strives to improve the level of production activities on the environmental aspect. Furthermore, the site checks have been introduced not only to domestic sites but also to overseas sites.



On-site checks

*2 Site: Scope and unit of environmental management system to be applied

Measures to conserve biodiversity

The NLM Group acknowledges the significance of biodiversity conservation activities. Those in charge of environmental concerns have provided further insights to upgrade the existing activities to something that all the sites are involved. The Group will proceed with developing the activities concretely hereafter.

Environment related accidents and emergency preparedness

The NLM Group develops and operates a prompt reporting system for environment related accidents and emergency preparedness for those accidents occurred domestically and abroad. There were no lawsuits, penalties, or forfeitures for FY2014.

Efforts of water use

The NLM Group acknowledges the significance of water resources and works on recognizing the amount of water intake and water discharge in operations. Currently, the Group is able to recognize the amount of water discharge of the entire Group, however it is unable to completely identify the amount of water intake. To manage overall water resources including the amount of water intake, the Group will put in their efforts to recognize the amount of water intake of the entire group.

Expansion of calculation range for Scope 3

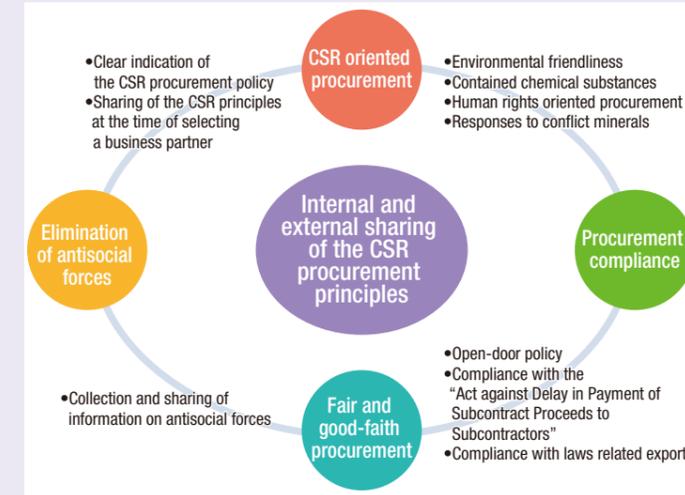
The NLM Group grasped only Category 4 with respect to Scope 3 until now, however the Group had started reviewing categories ranging

The NLM Group will comply with relevant laws and maintain its business activities fairly and in good faith.

The NLM Group acts upon the “Group Compliance Codes”, a code of conduct for all the officers and employees to ensure compliance. Our compliance is not only limited to legal compliance but to implementation of fair and good-faith business activities as a whole. Due to these efforts, the Group’s actions to expand through the supply chain and international activities have begun.



Internal and external sharing of the CSR procurement principles



Activity Themes

- CSR-oriented procurement
- Compliance with relevant laws
- Not obtaining profits from sweat-shop practices and unfair activities
- Prevention of transactions with antisocial forces [see also our website](#)
- Improvement of communication

CSR Procurement

The NLM Group shares its compliance rules with its suppliers that focus on “fair and good-faith procurement”, “prevention of transactions with antisocial forces”, “CSR-oriented procurement”, and “procurement compliance”, as CSR procurement principles. Although the rules range from considerations for environment and human rights to compliance, the Group promotes practicing of the principles through daily communication.

In FY2014, for the purposes of disseminating the CSR procurement to those in charge of purchasing at the group companies, a new website on the CSR procurement was established on the intranet. In addition to customer and market information, explanations on the CSR procurement have been included. Notice of briefing sessions on the “Act against Delay in Payment of Subcontract Proceeds to Subcontractors” as well as relevant instruction manuals have been provided through the website. Furthermore, with a renewal of the purchase system, a system to disable any entries of terms of businesses violating the law has been introduced in order to prevent violation of law.

Hearings with suppliers

The NLM Group sends out the CSR reports to approximately 350 companies that are its major suppliers every year since 2010 to enhance the suppliers’ understanding of the CSR procurement. The Group also conducts surveys on CSR. The content of the surveys confirms the level of understanding of the NLM Group’s CSR principles and checks whether they have been implemented. Many suppliers responded to these surveys.

Moreover, starting in the year 2014, those in charge of purchasing have started visiting suppliers, presenting the NLM Group’s CSR activities face-to-face, and conducting hearings on customer’s status.

The suppliers provided the feedback as follows: “Even though I have only seen the reports sent so far, I learned a lot from the face-to-

face explanation”, “your seriousness towards the CSR procurement made us want to help you in whatever way possible as a supplier.”

From here on out, the Group will continue to share the principles to the extent that it can exercise its influence over the supply chain.

Supplier's Comments

I heard a story about the CSR efforts.

We value people as a corporate asset thereby contributing our energy to providing education to our employees. With the introduction of the Job Card System, we have our employees proactively participate in training workshops. We also gear toward qualification acquisition, therefore all our employees aim at obtaining one qualification per year.

Additionally, in terms of human rights and diversity, we consider it is important to consider the further success of women. We provide flexible work hours and working conditions conducive to female employees with children. As a result, the ratio of female employees has increased from 3% to 25%.

As for your CSR activities, the “Nikkei Festival” has been widely recognized as an annual event in the community contributing greatly in setting the tone within the community. Also, from the opportunities you provided us for interaction and information sharing between the business partners, we feel that the NLM Group widely opens a gateway for business partners and for conducting businesses with various corporations fairly and in good faith.



President & CEO
SEIKO ELECTRIC
INDUSTRIES, CO., LTD

Shizuhiro
Nakamura

Participation in international efforts

The NLM Group serves on the board of IAI (International Aluminium Institute). Its aims are to send CSR out to the world, together with aluminium-related corporations around the world. The Group promotes the activities to address major tasks in recent years to “take Aluminium Stewardship Initiative” and to “create Aluminium for Future Generation.” In particular, the Group has moved ahead with the activities at the following five committees:

- 1 PR/Promotion committee:** This committee performs various activities including awareness building for the aluminium industry to continue to evolve into the future. Also, it is committed to enhancing the website so that general users can navigate through material information on aluminium.
<http://www.world-aluminium.org/>
- 2 Environment/Energy committee:** This committee proceeds with quantification and improvement of major themes, including the environmental impact of aluminium manufacturing process and the reduction of such impacts, reduced energy use, and product life cycle analysis, in search for environmental friendliness for the earth.
- 3 Health committee:** This committee facilitates activities emphasizing aluminium and health related issues.
- 4 Bauxite Alumina committee:** This committee works together with research institutes at universities in order to bring about a better environment for the world in terms of alumina manufacturing.
- 5 Safety committee:** This committee encourages awareness building activities to further improve working environments and safety management in the aluminium industry.

Protection of Intellectual Property

The NLM Group protects and utilizes its accomplishments of research and development activities under the intellectual property rights. The Group addresses the protection of intellectual property through respecting the third-party’s intellectual property rights. During a developing phase of new products, each business division, R&D department, and intellectual property department together conduct a prior-art search, they then file its technology and acquire the rights.

In developing a joint enterprise with local companies abroad, the Group proactively proceeds with acquiring the intellectual property rights needed in such country and works on avoiding technological leakage in the contracting process.

Approach to fair trade business

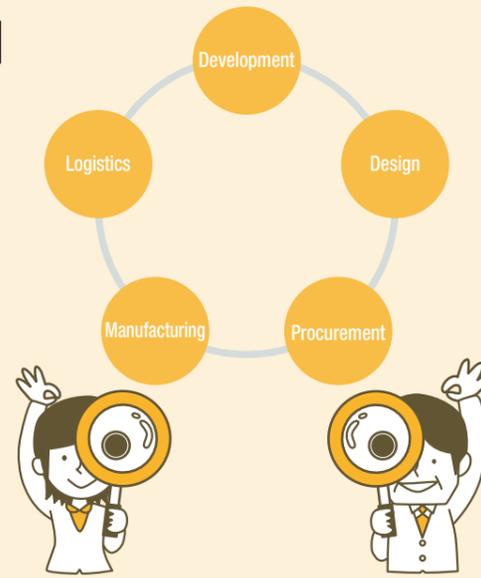
Nippon Light Metal Co., Ltd. joins AEO*1 system of global standards in import procurement and works towards safety and smooth handling of international trading as a special importer. Moreover, to conduct fair trade business, a “committee of customs clearance management” has been established and supervises the trading business at each department.

In FY2014, an operational audit was conducted for all departments involved in import and export businesses. In the operation audit, the control environment for legal compliance, cargo safety, and management of outsourcing contractors were reviewed and business improvement instructions have been given as needed. Also, the results of audit and business improvement instruction are shared internally as well as reported as appropriate to the Yokohama Customs office which is accredited by AEO.

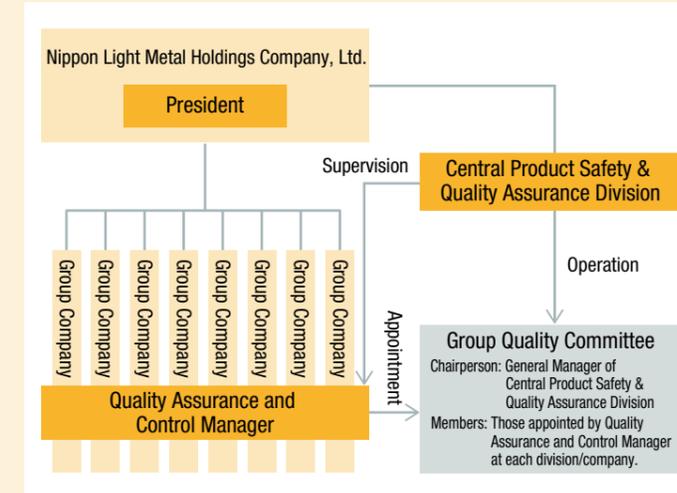
*1 AEO: an abbreviation for “Authorized Economic Operator” and refers to a system of acknowledgment which is awarded only to those businesses with improved systems of security management and legal compliance.

The NLM Group is committed to assuring quality and safety in its entire process.

To provide products and services that are safe and meet the customers' expectations, the NLM Group targets its entire process, ranging from development/design to manufacturing and delivery, to quality assurance and management activities. Although metal materials realize various performances depending on the designs, we are also aware that they also contain risks to diminish the significant functions of the products. Therefore, we are working towards improving the capacity of steady quality management and self-validation.



Organizational Structure for Quality Assurance/Quality Control activities



Activity Themes

- Strengthening of quality management system
 - Development of quality assurance system
 - Compliance with relevant laws
 - Indication of proper use of products
- See our website

Policies and Systems on Quality Assurance/Management Activities

The NLM Group continues with quality assurance and management activities in accordance with its quality policies. The Group has established the "Central Product Safety & Quality Assurance Division" directly controlled by the president of Nippon Light Metal Holdings., Co. Ltd as well as the "Group Quality Committee" consisting of members from the group companies. It develops annual quality policies, discusses quality problems and shares information.

See our website
<http://www.nikkeihinholdings.com/csr/social/p1.html>

Efforts on management of chemical substances in products

At the NLM Group, Purchasing, Quality Assurance and Environmental Conservation departments have been working together to strengthen the management of chemical substances in products to properly comply with the day-to-day strengthening of laws and regulations concerning chemical substances in products.

In FY2014, to promote a group-wide reinforcement of the approaches for the RoHS Directive*1 and REACH*2 of Europe that the group companies have individually dealt with thus far, the Group has instituted the "Group's management regulations on contained chemical substances in products" and prepared the manuals that summarizes reviews of chemical substances in products and instructions on procedures for certificate issuance. Additionally, the Group works on improving the group-wide management standards by providing briefing sessions for the group companies.

*1 RoHS Directive: An acronym of "Restriction of the use of certain Hazardous Substances in electrical and electronic equipment directive."
 *2 REACH: An acronym of "Registration, Evaluation, Authorization, and Restriction of Chemicals."

Analysis/testing structures

The NLM Group mainly manufactures and sells products using aluminium and aluminium alloys. Although aluminium itself is a soft metal, it changes into aluminium alloys with various features with the addition of other metallic elements such as silicone, steel, copper, and magnesium. The additive amount needs to be managed in general at a unit ranging from a hundredth part to one millionth part. Thus, to confirm whether the additive elements are contained at a proper amount, testing is done by using a method called "emission spectroscopy". Moreover, in order to check to see if the manufactured aluminium alloy possesses a designated level of performance, "tension testing" is run to verify mechanical performances including tension strength and stretch.

Special equipment is used for each test, but the errors in the equipment itself could serve as a potential problem in order to manage the element of a millionth unit. Annual cross-checking of the emission spectroscopy and tension testing is done between bases to ensure the accuracy of compositional analyses and mechanical testing by the NLM Group without overlooking these errors in the equipment. A cross-check is run for the same analyses and testing of the same materials under the same conditions among multiple bases. This allows us to detect even a slight difference. Reflecting upon the results of correction made to the equipment allows for improvement in the accuracy of analysis.

A cross-check was done at 14 bases for emission spectroscopy and 18 bases for tension testing in FY2014. No problems were found at any of the bases.

Upskilling program for quality improvement

The NLM Group implements the "independent study group for quality improvement (Hinshitsu Jishuken)". In this activity, one of the factories at each group company is designated as a field site. Members from other factories address quality issues of that factory, thereby actually improving the quality of products at the site. This activity enables people to develop their abilities to identify an issue and learn the procedure through actually making improvements.

Six activities were conducted during FY2014 and a total of 73 people participated. In Hinshitsu Jishuken, members can experience what they cannot normally experience through their normal work routines since a factory at another department or in other industries are used as a training center. Furthermore, participants are selected from various departments and industries of the NLM Group and they are able to utilize their own experiences to suggest the planned improvements. Therefore, the activity is beneficial for both factories and participants.

The NLM Group will continue with increasing the level of quality control through Hinshitsu Jishuken.

Comments from the Office

Towards simultaneous pursuit of quality improvement and personnel development

Hinshitsu Jishuken aims at both quality improvement for the production lines having issues as well as personnel development for the person in charge of quality improvement by applying the independent study group's approach, which is implemented for improving production lines, to quality improvement. Those who are involved in a certain line usually participate in the improvement activities. However, the members who are not directly related to that line gather together to bring together various perspectives and knowledge and also realize unexpected solutions and effects.

However, there is not always a good thing. It puts a heavy strain on those people involved in achieving quality above a certain level within a limited time frame. On top of that, there is no limit to their worries such as deciding whether to prioritize, the results of improvement or personnel development. Even though this activity just started a little over a year ago, we will continue constant quality it and personnel development through this approach.



Deputy General Manager
 Central Product Safety & Quality Assurance Administration Department
 Nippon Light Metal Co., Ltd.
Masanori Oguni



On-site activities



Discussion



Presentation Meeting

Aluminium Properties >>> 11 High Reflectivity

Polished aluminium has a property to reflect the rays including infrared light and ultraviolet light as well as electromagnetic rays radiated from radio and radar. This property is utilized in lighting equipment, spacesuits, and optical electronics products.

Aluminium Properties >>> 12 High Mechanical Strength

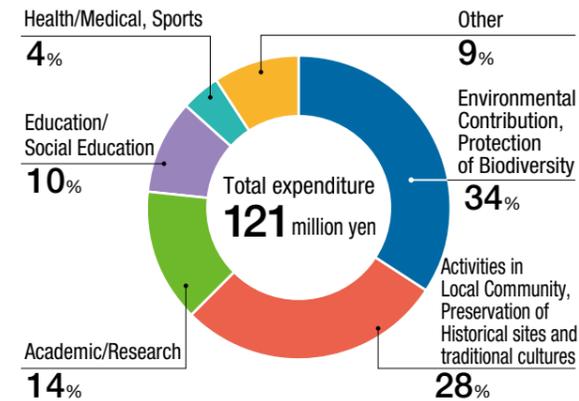
On top of originally having high specific strength (strength per unit weight), aluminium can increase the strength even more by adding other metals to alloy or fabricating or administering heat treatments. Thus, it is often used for structural materials in transport machinery, buildings and plants.

We actively seek to enhance communication with the local community.

The NLM Group, as a community member, makes an effort to enhance active communication with the local community in various regions around the world and aspires to contribute to community development. The NLM Group strives to be a corporation group that can be of assistance to people, the environment, culture, education and various other areas in the community to include both emergency and usual situations.



NLM Group Social Contribution Accounting (FY2014)



Activity Themes

- Educational and cultural contributions
- Local Community Relations
- Social Contribution

Towards development of the next generation of engineers

Toyo Aluminium K.K. actively participates in exhibitions held at the museums of industry and technology and such in various regions of Japan for the purposes of contributing to cultivating the next-generation engineers with its products and technologies. During FY2014, they participated in the planned exhibition, "Mimicking creatures – Nature Technology", held at the Gunma Museum of Natural History and "Learn from designs of living organisms – Biomimetics*1 for creating the future" held at the Chiba Museum of Science and Industry where it displayed "TOYAL LOTUS®", a water-repellent packaging material developed from taking the ideas of the water-repellent mechanism of lotus leaves as a reference.

*1 Biomimetics: Bio-mimicry; the technology to scientifically mimic and use various biological mechanisms.



Exhibition Site



TOYAL LOTUS®

Support for the cultural activities

Kambara Complex of Nippon Light Metal Company, Ltd., donated three musical instruments (a clarinet, drum set, and euphonium) to the brass band club, Kambara Junior High School in order to improve local community activities. Kambara Junior High School is located adjacent to the Kambara Complex. Many of the employees there graduated from Kambara Junior High School and their families have entered the same school, thereby maintaining a strong relationship. Furthermore, they actively communicate with one another on a daily basis. A donation ceremony was held as the brass band club

members and teachers watched. Then, the brass band presented their musical performance using the new musical instruments. Through these efforts, the NLM Group provides support for the enhancement of cultural activities in education.



At the donation ceremony

Pro Bono*2 Activities in the Local Community

Nippon Light Metal's Shimizu Plant, upon request from "Minato Fuji Preparatory Office", a private organization who works to revitalize the surrounding areas of Shimizu Port, held a plant tour for approximately twenty people including elementary school students and their parents/guardians in the neighborhood in July, 2014. Moreover, the plant sent two employees as instructors to a talk session which was subsequently held after the plant tour.

Those employees sent as instructors explained "the descriptions of their job", "how the products manufactured at the plant become useful in life", and so forth. Additionally, they engaged in an active dialogue with the participants on "the meaning of working locally in Shimizu", "the ideal involvement of corporation and local community", "the future of Shimizu" and so forth.

*2 Pro Bono: Social action program conducted by specialists from various fields utilizing their knowledge, skills and experiences obtained through work.



Lecture



Shimizu Plant Tour

Relationship with Local People

Each year the NLM Group participates in the Niigata Festival. In 2014, a total of 231 employees participated in the event. More than 13,000 dancers joined one of the festival's main events known as "Dai minyo Nagashi (folk dance procession)", which begins at Niigata's symbolic Bandai Bridge. The NLM has one of the largest contingents of all participating organizations and was able to dance on Bandai Bridge for five consecutive years.

Nippon Light Metal's Nagoya Plant hosts "Nikkei Bazaar" annually. Nagoya Plant is located adjacent to the residential area, therefore "Nikkei Bazaar" is held every year as a good opportunity for exchange with the residents. Last year was the 27th Bazaar.



Nikkei Bazaar

Protecting Employees from Tsunami



Safety check on the evacuation site (Shimizu Plant)

NLM Group ran a full check on countermeasures against Tsunami at 240 domestic bases of its group companies as part of the disaster prevention measures of the business offices. As for those sites anticipated to be flooded, the checks on safety of the evacuation sites and emergency stockpiling were performed. Thus, the Group moves forward with its efforts against disasters to not lose any employees from Tsunami.

Award Acceptance in Thailand

Nikkei Siam Aluminium Limited (Thailand) was highly recognized for their approach to environmental issues by the Ministry of Industry in Thailand and received a "Metal Industry Clean Award" in December, 2014. Also, they accepted the "Excellence Labour Relations & Welfare Award" from the Prime Minister of Thailand for five years in a row. This indicates that they received recognition for the good labor management.



Award acceptance

Local Cleanup Activity

The NLM Group actively joins the local cleanup at each business site. About 3,200 people joined the cleanup of the roads, rivers, and beaches around the plants in FY2014.



Cleanup around the Tomakomai complex

Reconstruction Support for the Great East Japan Earthquake



Look of ROSE MOTIVE

Nippon Fruehauf Company, Ltd. participated in the Aizu Festival held in Aizu Wakamatsu City in September, 2014, as their efforts to provide the reconstruction support for the Great East Japan Earthquake and displayed the "ROSE MOTIVE", a transparent container decorated with roses. Many of those who evacuated from Okuma-cho, Futaba-gun, Fukushima Prefecture came to join the festival. Furthermore, the Nippon Fruehauf sold rose tea and cookies of which sales were partially brought to Okuma-cho as relief money.

CORPORATE PROFILE

Corporate Name	Nippon Light Metal Holdings Company, Ltd. (abbr. The NLM HD)
Certification Code	5703
English Corporate Name	Nippon Light Metal Holdings Company, Ltd.
Headquarter Office	2-2-20 Higashi Shinagawa, Shinagawa-ku, Tokyo

Date of Foundation	October 1, 2012
Capital	39,085 million yen (consolidated)
Sales	431,477 million yen (consolidated)
Number of Employees	13,335 (consolidated)

*All data as of FY2014 or March, 2015.

Sales trend (consolidated)



Trend of Current Earnings (consolidated)



Trend of Current Net Earnings (consolidated)

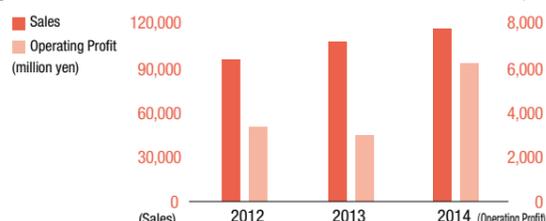


Business Summary

Alumina, Chemicals, and Ingot Business



Component ratio of Sales: **26.5%** Sales: **114,339 million yen**

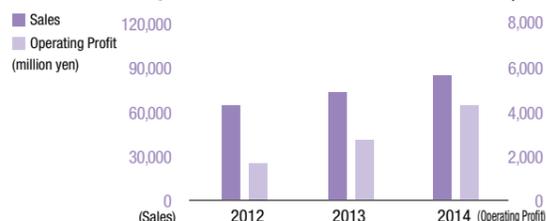


Alumina and Chemicals Division manufactures aluminium hydroxide, alumina and various other chemicals, which are used in various ways including fire retardants and raw materials for ceramics and plant materials for the manufacturing of pulp and paper. The Ingot Division manufactures a variety aluminium ingots and is highly recognized for the development of highly-functional ingot to respond to customers' needs.

Sheet and Extrusion Products Business



Component ratio of Sales: **19.2%** Sales: **82,823 million yen**

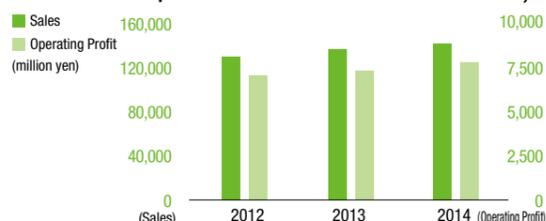


Aluminium sheets and extrusion products are used in all fields – for automotive parts and railway cars in the transport industry and for semiconductor/liquid-crystal manufacturing equipment and photosensitive drums in the electrical and electronics industry. The NLM Group makes use of its many years of technology and know-how to proactively develop products that meet customers' needs and to supply highly-functional sheets and extrusion products.

Fabricated Products and Other Businesses



Component ratio of Sales: **32.0%** Sales: **138,088 million yen**

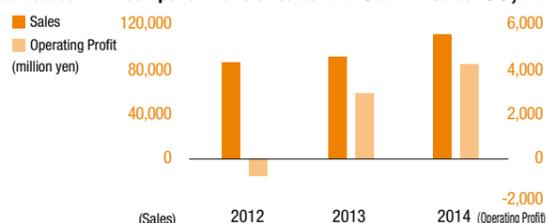


The NLM Group has many group companies that deal with characteristic fabricated products. In particular, truck body by Nippon Fruehauf Co., Ltd. and commercial refrigerator and freezer panels by Nikkei Panel System Co., Ltd. are highly valued for their quality thereby occupying a top share. In addition, the NLM supplies aluminium fabricated products closely related to everyday life including anodized aluminium foil for aluminium electrolytic capacitors, automotive parts, and carbon products.

Foil and Powder Products Businesses



Component ratio of Sales: **22.3%** Sales: **96,227 million yen**



Toyo Aluminium K.K. plays a central role in these businesses. They have been developing a wide range of products incorporating aluminium special characteristics that are useful in society, industry and everyday life, including packaging for foodstuffs and pharmaceuticals, base materials for electronic parts, aluminium paste, and solar cell materials, as a leading aluminium producer. They develop a new field utilizing their own technology as a foundation to provide various highly-functional materials and products to the domestic and overseas market.

Feedback on CSR Report 2014 and the NLM Group's responses

Feedback	NLM Group's responses	Page
About the efforts on "human rights"		
Need to describe action steps in a more concrete picture	We incorporated the human rights due diligence concerning supply chain into our CSR promotion plan.	WEB
Perform due diligence concerning supply chain(snip)...CSR division and Procurement division need to collaborate in setting out to perform.	As an origin of the efforts, we performed the human rights due diligence for aluminium refinery, the main materials of our groups.	P8
We want the NLM group to step up its solid efforts to provide opportunities for diverse human resources to demonstrate their skills.	Aside from hiring and recruitment, we support network-building within each group such as women, foreigners, and individuals with disabilities	P10
About the efforts on the "environment"		
Further efforts are expected for the NLM Group to reach the target level in terms of several items concerning the energy use, etc.	We are working towards controlling emissions per basic unit including fuel change and introduction of energy burner. The emissions exceeding these reduction occurred last year due to the increase in production and the NOx emissions increased.	P13
The efforts in understanding and reducing the Scope 3... (snip)... are expected to expand the target to the supply chain as a whole.	We investigated a category other than the category 4 for the first time. We will also continue with expanding the categories by increasing accuracy and engaging in the GHG reduction at supply chain.	P12

THIRD-PARTY OPINION:



Consulting Fellow,
Research Institute of Economy,
Trade and Industry
Mr. Toshihiko Fujii

This year's CSR report by the NLM Group successfully communicates their diverse relationships with society more clearly and inclusively than last year's report. Following an example of inclusiveness as one of its characteristics, I would like to provide my feedback from metaphysics-perspective as much as possible. I would be happy to make some contributions in further deepening the NLM Group's CSR.

Imagine you have three balls in front of you. Each ball is marked as "Corporation", "Products/Services", and "Society". I would like to analyze the CSR efforts based on three patterns that these balls represent.

1. "Company" → "Products/Services" → "Society"

Company is linked with society through its products and services. Products and services are one of the important paths for corporate social contribution. Three cases brought up in "the feature" in the report present eloquently how the NLM Group's technical capabilities can make our society better. Either case presents an interesting story.

If I can talk about one point to remember for the preparation of reports in the future, it is about differentiating the fulfillment of legal obligation from the accomplishment of social responsibilities. Both are certainly sequential but not the same. Regulatory compliance, though it requires a great deal of efforts, it should not be identified easily with social responsibility practices because responsibility exists in the territory beyond obligations.

* Articles of "the feature" are omitted in English edition on account of space considerations

2. "Society" → "Company" → "Products/Services"

In response to changing needs in society, a company delivers products/services while changing and improving its own business method. The efforts on CSR procurement, human rights due diligence, and reduction of greenhouse gas emissions apply to this relational aspect between society and company. I want to recognize each of the following as meaningful

progress: the website launch on intranet and the hearings with the customers as reinforcement for efforts throughout the group in terms of the CSR procurement and the expansion of grasp range of Scope 3 concerning the greenhouse emissions.

Human rights due diligence is a matter which will enhance its importance rapidly from here on. While welcoming the written surveys to the upstream supplier, the expansion of survey range and ongoing monitoring are required as stated in the report. Society keeps changing itself. Therefore, a company also needs to keep changing.

3. "Company" → "Society" → "Products/Services"

Social-and environmentally- friendly products and services do not necessarily create popularity per se. It is necessary to create social inevitability which accepts good products and services in cooperation with society. This is the newest aspect of CSR.

President Okamoto emphasizes that the Group continues with "the application development of aluminium and aluminium -related materials". Therefore, to create a society in which aluminium is widely used together with stakeholders becomes the heart of this relationship between company and society for the NLM Group. This requires one to see beyond customers' expectations and market conditions. What I consider most important is the approach, "Let's make and grab! The NLM Group". I would indeed like the Group to "go beyond the limit of one's thinking".

That is to perceive society as plastic, not simply as data. Going back to the examples chosen in the feature, "NEQRES", our new earthquake-resistant ceiling was introduced in "Creating the disaster-resistant future" The new quake-resistant standards generated a popularity with this product. Aren't there any products requiring stronger quake-resistance strength in different areas? Or do other countries need the standards of the same sort? If so, the Group should develop such standards with the assistance of society. This will help to make the socially meaningful application of aluminium to prevail. The NLM Group's technology will be utilized, and society will become safer. I believe that that is where the integration of CSR and business exists.

I have taken a step back and used my overview to offer commentary on this year's CSR report. As a whole, I want to show appreciation for steady progress seen from the last year's report. At the same time, what I want to point out as future tasks is to come out with a direction more clearly as to what the CSR activities aim for as well as how to better integrate the CSR activities with business. The three relations above are examples of the method to dynamically figure out CSR in the relationship between company and society. There may be various other ideas. At all events, with regard to how the company constructs its relationship with society in a long run, it is desirable for individual efforts to be positioned and recognized in a bigger context.

I am looking to see even bigger progress in next year's report.

DATA

Organizational Governance

Year-end dividend per share (March)

Year	Nippon Light Metal Company, Ltd.		Nippon Light Metal Holdings Company, Ltd.		
	2011	2012	2013	2014	2015
Dividend	2	2	3	4	5

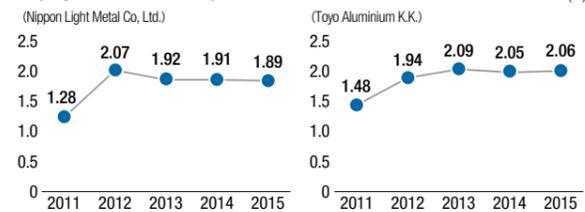
Human Rights

Number of employees by country/region

		Japan	Asia	U.S./Europe	Total	
Full-time directors		152	18	5	175 ^{*1}	
Employees	Managerial positions	Male	1,317	170	33	1,520
		Female	21	31	4	56
	Regular Employee	Male	6,464	2,629	208	9,301
		Female	1,060	1,361	37	2,458
Total		8,862	4,191	282	13,335	

*1: The percentage of female in director positions is approximately 0.6%

Employment Rate of People with Disabilities



*As per data at June 1 each year

Number of the re-employed after retirement

Fiscal Year	2012	2013	2014
Number	161	140	76

Retention rate three years after joining the company

入社年月	2010/04	2011/04	2012/04
Retention rate	97.1	93.2	92.9

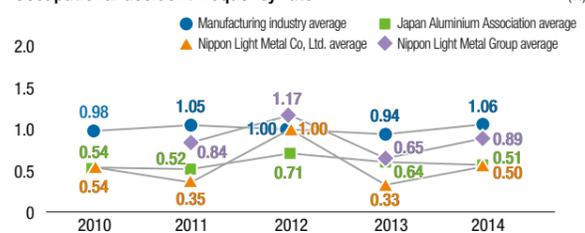
*Rate of employees in office on April 1st three years after joining the company

Number of employees taking childcare leave

Fiscal Year	2012	2013	2014
Number	2	8	16

Labor Practices

Occupational accident frequency rate



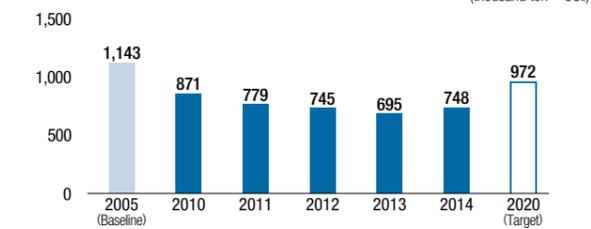
*Accident requiring more than one day of absence (excluding accident on the way to work)

Environment

Acquisition of Environmental Qualifications

Name of Qualification	Number of Employees	
Pollution Control Manager	Atmosphere	81
	Water Quality	136
	Noise	22
	Shake	22
	Noise/Shake	30
	Dioxin, etc.	42
	General Powder Dust	19
Qualified Engineer of the Industrial Waste Treatment Facility	12	
Qualified Manager of the Specially Controlled Industrial Wastes Subject to Special Control	Non-infectious waste	144
	Infectious waste	5
Qualified Person for Energy Management	Heat/Electricity	85
Environmental Measurer	Density-related	1
	Noise/Shake-related	0

Greenhouse Gas Emissions



*Target value means an average value of five years from FY2018-2022. This plan shall be reviewed in cases of any major changes to such prerequisites as "Energy Basic Plan" and "Environmental Action Plan in Electric Industry (Federation of Electric Power Companies)".

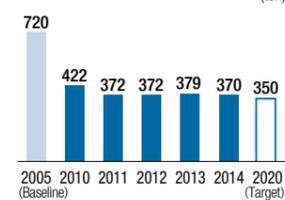
Breakdown of FY2014 Scope 3 emissions

Category name	Emissions (thousand ton)	Rate (%)
Category 1 Products/Services purchased	1,996	97.2
Category 2 Capital goods	10	0.5
Category 3 Fuel and energy not included in Scope 1 & 2.	31	1.5
Category 4 Freight, Shipping (Upstream)	11	0.5
Category 5 Industrial Waste	5	0.2
Category 6 Business trip	0	0.0
Category 7 Employees' commuting	1	0.0

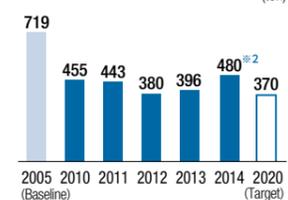
Energy use



SOx emissions

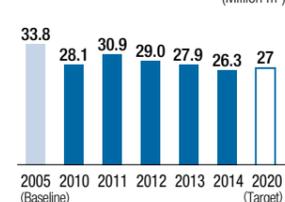


NOx emissions

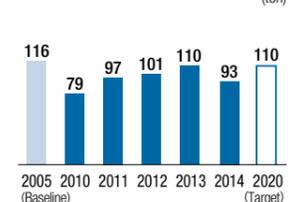


*2: Increase in NOx is partially due to the increase in high-value added products in production at the office

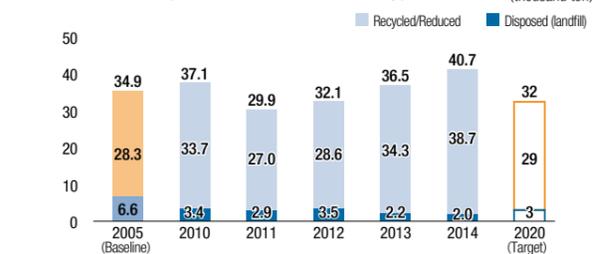
Total emissions



COD emissions



Emissions and Disposal of Waste and Waste Byproducts



Environmental Accounting

1. Environmental Conservation Expenditure

Category	Investment	Expenditure
Costs incurred within business area		
Pollution prevention cost	543	1,114
Environmental conservation cost	930	111
Resource circulation cost	45	1,097
Upstream/Downstream costs	0	303
Management costs	8	149
R & D costs	0	2,203
Social activity costs	0	14
Environmental remediation costs	0	62
Total	1,526	5,053

2. Economic Effect of Environmental Conservation Activities

Earnings

Details	Total
Earnings from recycling waste produced in the course of main business activities and recycling of used products	76
Total	76

Changes in Earnings^{*3**4}

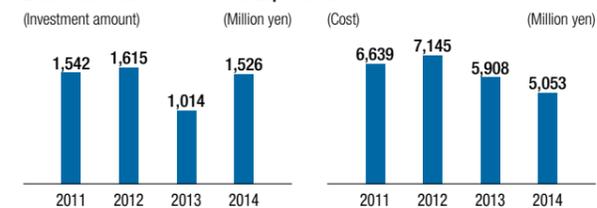
Details	Total
Energy expenditures	-609
Water expenditures	1
Waste disposal expenditures	156
VOC ^{*5} disposal expenditures	35
Legally required contributions for the reduction of designated environmentally harmful substances (Example: SOx pollution levy)	2
Total	-415

*3: Changes in expenditures are calculated using the following methods:
Changes in expenditures = expenditures incurred during a base period (FY2013) - expenditures incurred during current year (FY2014)

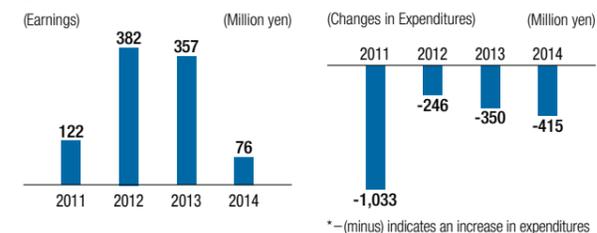
*4: -(minus) indicates an increase in expenditures

*5: Volatile Organic Compounds

Environmental Conservation Expenditures



Economic Effect of Environmental Conservation Activities



*-(minus) indicates an increase in expenditures

FY2014 Emissions of Substances controlled under the PRTR

No.	Name of Substances	Emissions				Moving quantity	
		Atmosphere	Public water district	Business office		Sewage	Outside business office
53	Ethyl Benzene	25,122	0.0	0.0	0.0	0.0	3,432
80	Xylene	40,562	7	0.0	0.0	0.0	11,098
83	Cumene	180	0.0	0.0	0.0	0.0	140
87	Chromo and Trivalent chrome compound	0.0	1	0.0	0.0	0.0	13
109	Ortho-Chlorotoluene	16	2	0.0	0.0	0.0	0.0
165	2,4-Dichlorotoluene	4	0.0	0.0	0.0	0.0	0.0
185	HCFC-225	13,000	0.0	0.0	0.0	0.0	0.0
186	Methylene Chloride	85,000	0.0	0.0	0.0	0.0	4,700
243	Dioxin, etc.	1,345	0.0	0.0	0.0	0.0	19
273	N-dodecyl alcohol	17,341	0.0	0.0	0.0	0.0	4,010
281	Trichloroethylene	4,100	0.0	0.0	0.0	0.0	0.0
296	1,2,4-Trimethyl benzene	11,371	0.0	0.0	0.0	0.0	20,135
297	1,3,5-Trimethyl benzene	3,900	0.0	0.0	0.0	0.0	4,410
300	Toluene	154,052	9	0.0	0.0	0.0	135,210
308	Nickel	0.1	6	0.0	0.0	0.0	56
309	Nickel compound	0.0	0.0	0.0	0.0	0.0	27
349	Phenol	360	12	0.0	0.0	0.0	0.0
374	Hydrogen Fluoride and its water-soluble salt	1	0.0	0.0	0.0	0.0	0.0
384	1-Bromopropane	24,000	0.0	0.0	0.0	0.0	0.0
392	N-hexane	3,824	0.0	0.0	0.0	0.0	600
405	boron compound	92	18,000	0.0	0.0	0.0	847
412	Manganese and its compound	0.4	0.0	0.0	0.0	0.0	4
438	Methylnaphthalene	446	0.0	0.0	0.0	0.0	0.0
448	Methylenebis(4-Phenylene)=Diisocyanate	9	0.0	0.0	0.0	0.0	86

Number of cases of lawsuits, penalties, or forfeitures concerning environment

Fiscal Year	2010	2011	2012	2013	2014
Number of cases	0	0	0	0	0

Fair Operating Practices

Number of cases reported through the compliance Hotline

Fiscal Year	2012	2013	2014
Number of cases	13	10	7

Compliance Meeting

Fiscal Year	2012	2013	2014
Number of meetings held	1,435	1,623	1,874
Number of participants	15,354	17,136	18,547

Consumer Issues

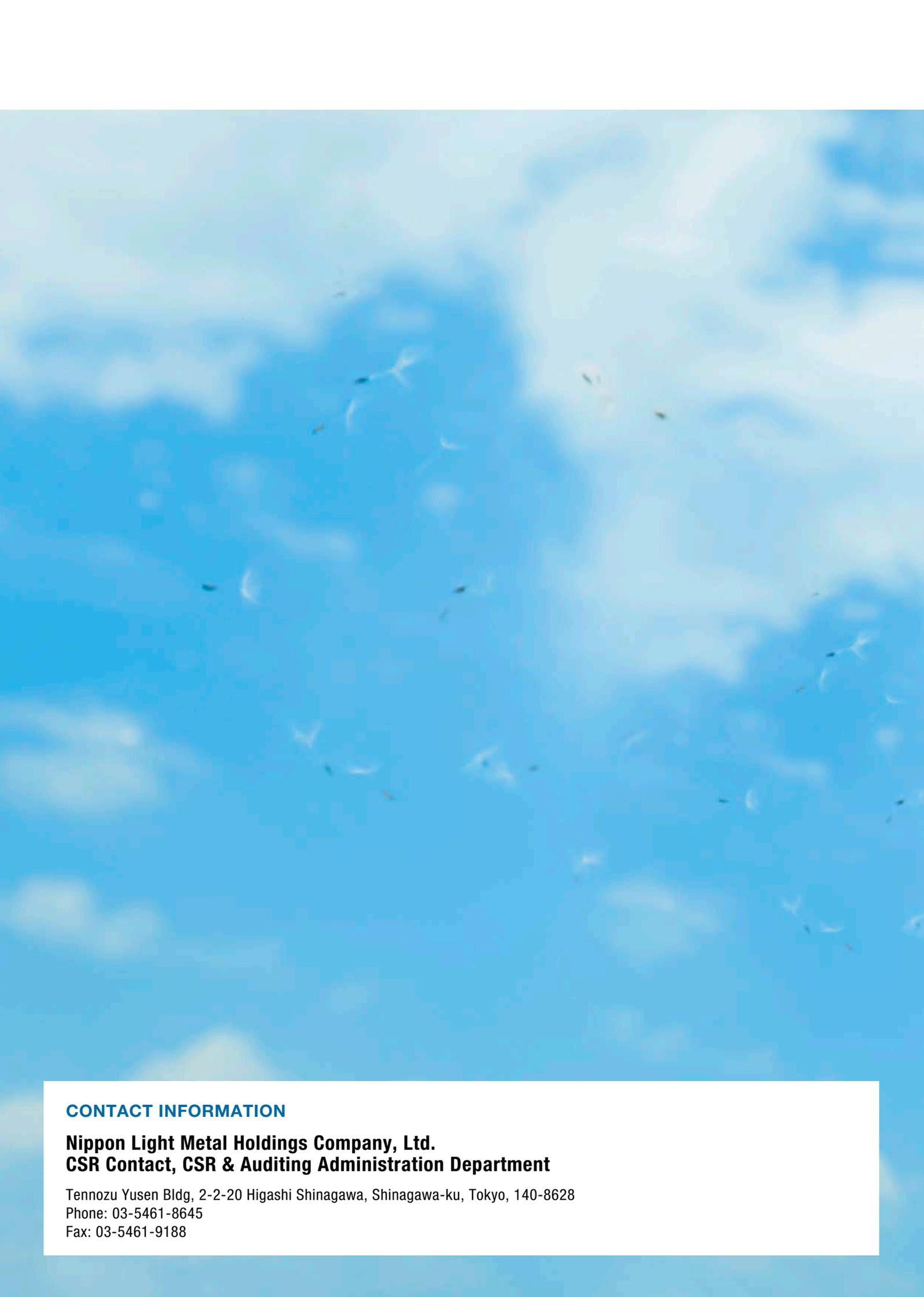
Number of legal violations in the delivery of products/services

Fiscal Year	2010	2011	2012	2013	2014
Number of violations	0	0	0	0	0

Community Involvement and development

Social Contribution Expenses

Fiscal Year	2012	2013	2014
Expenses	71	95	121



CONTACT INFORMATION

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