Environmental and Social Report
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Editorial Policy
Tokyo Seimitsu considers this Environmental and Social Report to be an important tool for obtaining the trust of stakeholders who support our company’s activities. Through this report, we hope to further improve our communication with all parties who are related to the Tokyo Seimitsu Group, and utilize this communication in our future business activities.

This report was prepared with reference to the Environmental Report Guidelines (FY2012) published by the Ministry of the Environment.

Scope of this report
Time period: April 1, 2011 - March 31, 2012
Organizations covered:
- Tokyo Seimitsu Co., Ltd
  - Semiconductor Company, Hachioji Plant
    - (Hachioji City, Tokyo)
  - Metrology Company, Tsuchiura Plant
    - (Tsuchiura City, Ibaraki Prefecture)
  - Administration Company (Hachioji City, Tokyo)
  - Metrology Company, sales offices
    - (14 offices in Japan)
  - Semiconductor Company, sales offices
    - (3 offices in Japan)

<Affiliated companies>
- Tosei Engineering Corporation
  - Headquarters and plant (Tsuchiura City, Ibaraki Prefecture)
- Nagoya Office (Nishikamogun, Aichi Prefecture)
- Tosei Systems Co., Ltd (TSS)
  - Headquarters (Hachioji City, Tokyo)
- Accretech Create Corporation
  - Headquarters (Hachioji City, Tokyo)
Setting the "WIN-WIN RELATIONSHIP with the stakeholders" as our motto, we aim to coexist with the society.

Message from the President

I would like to take this opportunity to express my utmost gratitude to all our customers, shareholders, business partners and the many other stakeholders who have supported us ever since the establishment of Tokyo Seimitsu in 1949 right up to the present day.

With ever increasing globalizing economies and further concern about global environmental issues, companies are now strongly required to fulfill their corporate social responsibilities for environmental preservation and corporate ethics in addition to the essential activities of providing safe products and services.

In 1997, Tokyo Seimitsu established its basic philosophy in relation to environmental preservation activities as "Recognizing it is as a critical issue, Tokyo Seimitsu makes environmental preservation an integral element of its overall operations in all product development, design, manufacturing and service activities." Based on this basic philosophy, all employees must consider whether an action is friendly or not to the earth and take up the challenges of minimizing environmental burdens in a comprehensive range of business operations.

In this year's report we give an account of Tokyo Seimitsu's "Environmental" and "Social" activities. In relation to "Environmental activities," we focus on expanding the range, and promote compliance with the Act on the Rational Use of Energy. For "Social" activities, we observe laws and social rules and improve the "corporate governance" by promoting transparent activities, and make efforts to create a workplace in which employees are highly motivated and where they can work comfortably.

Setting the "WIN-WIN RELATIONSHIP with the stakeholders" as our motto, we, Tokyo Seimitsu, would like to strive forward with customers and the society. As the social responsibility of a corporate increasing grows, we will continue to promote corporate activities based on this motto and aim to realize a co-existence with society and the earth. And I would like to request your understanding and support going forward.
Mobile telephones continue to grow in functionality year after year. In addition to voice communications and email, they now contain a broad range of other functions such as games, music, GPS navigation, and one-segment televisions, and their progress shows no signs of stopping. Today’s popular portable music players can trace their roots back to the photograph, and are the result of continuing miniaturization: from records to CDs to MDs. These days we take for granted the ability to carry with us 2,000 songs in a device smaller than a business card holder. The mobile telephones that have become such an indispensable part of our lives all contain semiconductors, which are used to execute programs, and to store and retrieve data. Naturally, in order to expand mobile telephone functions without increasing the size of the telephones themselves, it is necessary to improve the performance of the semiconductors at the heart of these devices while also making them smaller and thinner.

Tokyo Seimitsu provides the semiconductor manufacturing equipment that is used to produce semiconductors that meet these needs. Through products such as probing machines and polish grinders, we are helping to make people’s lives more fulfilling and enjoyable.
The key components of automobiles and other products often utilize many rotating parts or parts which require a high level of airtightness. Precise measurement and production of these parts is essential in order to control vibration, promote high-efficiency combustion, and provide an enjoyable driving experience.

“If you cannot measure it, then you cannot produce it.” This concept forms the basis of our measuring instruments business. Three-dimensional coordinate measurement, in the X, Y, and Z directions, of a car body with complex and subtle curves makes it possible to create an attractive and precise profile that reduces air resistance. In addition, improving the accuracy of roundness and surface texture for engine parts, gears, and similar products results in improved fuel efficiency and quietness, as well as reduced emissions.

Through these precision measuring instruments, Tokyo Seimitsu works in the background to contribute to society by enabling the production of automobiles that are friendly both to the passengers and the environment.

**Slicing machines**
Slicing machines are cutting machines that produce silicon substrates called wafers by slicing the silicon crystal ingot that is the base of the semiconductor.

**3D Coordinate measuring machines**
A scale is created in an orthogonal coordinate system in order to read the positional relationship of the measured object and the probe as X, Y, and Z coordinates. These measurements are used to evaluate dimensions, positions, shapes and geometric deviation.

**Automatic measuring Instruments (Machine control gauges)**
These instruments are the gauge heads and control unit systems for the on-machine measurement that is used with cylindrical grinders and other machine tools. Either in-process or post-process use can be selected.

**Cylindrical form measuring instruments**
These instruments generally evaluate round or circular objects, determining the degree of deviation from a geometrically perfect circle.

**Surface texture and contour measuring instruments**
Surface texture and contour measuring instruments quantitatively measure the smoothness or unevenness of the surface of a machined object. Measurements are evaluated using roughness parameters determined by JIS and ISO standards.

**Measuring Instruments**
Environmental Management

Environmental Philosophy

Corporate Motto on the Environment
WIN-WIN RELATIONSHIPS CREATE THE WORLD’S NO.1 PRODUCTS

Working in Harmony with the Natural Environment

Core Environmental Philosophy
Recognizing environmental protection as a critical issue, Tokyo Seimitsu makes environmental preservation an integral element of all product development, design, manufacturing and service activities.

Company Environmental Policy
In all activities, extending from manufacturing through the provision of services, everyone at Tokyo Seimitsu must work in an environmentally responsible manner. The goal is to reduce our impact on the earth’s environment to the absolute minimum.

Environmental Action Guidelines
1. We will resolutely conduct environmental protection activities based on a company-wide environmental management system that is overseen by the Environmental Management Committee.
2. We will prevent pollution and protect the environment by complying with environmental laws, regulations and agreements as well as the Tokyo Seimitsu environmental policy and establishing voluntary goals.
3. We will develop and improve environmentally responsible products lowering energy and resource consumption and non-use of harmful substances, etc.).
4. We will establish environmental objectives and targets for the following measures concerning the environmental impact of our business activities, and will constantly take the necessary action, and also perform internal audits and take other measures to identify areas requiring revisions.
   - Initiatives to use natural resources effectively by lowering energy and resource consumption, reducing waste materials, and increasing recycling.
   - Proper management of harmful substances, reduction in their use and the adoption of replacements.
   - Prevention of the global warming through the emission control of the greenhouse gas.
5. We will conduct training programs for all employees to raise awareness of environmental issues. We will ask for the understanding and cooperation of suppliers in the execution of environmental programs.
6. We will promote the environmental preservation activities such as climate change measures and biological diversity conservation through each duty of the operation, make effort to realize the better global environment and contribute to the social development.
7. We will disclose this environmental policy to the public and make all employees aware of this policy.

Environmental Management System

Tokyo Seimitsu has established the internal Environmental Management Committee to ensure the continuity of environmental protection activities based on the Tokyo Seimitsu Environmental Philosophy. The activities are conducted in accordance with the ISO14001 management system.

In consideration of the enforcement of the amended “Act on the Rational Use of Energy” in April 2009, we have appointed a Corporate Energy Manager.

Roles of Committees

1: Environmental management Committee
This organization discusses and promotes environmental management activities. It is comprised of the environmental management committee secretary, deputy secretary, environmental management secretaries (one per site) and several representatives from the implementing organizations.

2: Standardization Committees
These committees prepare and administer the necessary standards and criteria for environmental and quality management.

3: Quality System Office
1. Operates the environmental management system.
2. Prepares drafts of environmental guidelines and environmental management manuals.
4. Prepares and processes proposed measures for issues related to other sites.

4: Environmental Sub-committees
An environmental sub-committee is set up at each site and promotes specific efforts to achieve the sites’ environmental goals.

Organizational Chart of Environmental Management System

<table>
<thead>
<tr>
<th>Board of Directors</th>
</tr>
</thead>
<tbody>
<tr>
<td>President &amp; CEO</td>
</tr>
<tr>
<td>Environmental management Committee</td>
</tr>
<tr>
<td>Quality System Office</td>
</tr>
<tr>
<td>Internal Environmental Audit team</td>
</tr>
<tr>
<td>Each Plant</td>
</tr>
<tr>
<td>Environmental Management Secretaries</td>
</tr>
<tr>
<td>Energy management Supervisor</td>
</tr>
<tr>
<td>Environmental Sub-committee</td>
</tr>
<tr>
<td>Standardization Committees</td>
</tr>
<tr>
<td>Electrical Power Conservation PJ</td>
</tr>
<tr>
<td>Division Chiefs</td>
</tr>
<tr>
<td>Operation Committee</td>
</tr>
<tr>
<td>Machinery Committee</td>
</tr>
<tr>
<td>Electrical Committee</td>
</tr>
<tr>
<td>Software Committee</td>
</tr>
<tr>
<td>Machine Operations Committee</td>
</tr>
<tr>
<td>Electrical Operations Committee</td>
</tr>
<tr>
<td>Quality Management Committee</td>
</tr>
</tbody>
</table>

recycling.
Environmental Impacts

**INPUT**

- Electricity: 17,002 MWh
- Gas (LPG): 4,148 m³
- Fuels (Heavy and light oils, kerosene, gasoline): 66,854 L
- City water supply: 13,932 m³
- Groundwater: 82,842 m³

**OUTPUT**

- Total CO₂ emissions: 6,634 t
- Electrical power: 6,461 t
- Gas (LPG): 6 t
- Light oils: 577 t
- Kerosene: 577 t
- Heavy oils: 577 t
- Gasoline: 577 t
- Plant waste water: 72,655 m³
- Waste materials: 577 t (estimated)

Recycling rate: 91.5%

**Development and design**
- Use CAD for paperless design.
- Reduce the number of parts through unitizing and integration.
- Develop environmentally friendly products.

**Material procurement**
- Reduce the load on the environment through green procurement and green purchasing.
- Reduce the use of packaging material.
- Use returnable transport boxes.

**Service and maintenance**
- Use new and relocated service stations for faster access to customers.
- Conserve fuel.

**Processing, assembly, and inspection**
- Improve efficiency through enhanced workflow.
- Improve efficiency through automated inspections.
- Reduce electricity consumption by using improved factory equipment.

**Transportation**
- Prohibit truck “idling.”
- Use certified green management vendors.
- Plan distribution in order to reduce the number of required shipments.

**Packaging**
- Reduce waste from packing materials.
- Use environmentally friendly cushioning materials made from corn.

**Environmental Management**

**Internal Environmental Audits**

Periodical internal environmental audits are conducted twice a year to confirm the enforcement situation in the corporation as prescribed in an environmental management manual. Audits are conducted by a 2-3 member team led by an auditor with lead auditor qualifications, and are based on an audit checklist that was prepared by the committee.

**Accident Reports and Emergency Scenario Training**

**Accident Reports**

There were no accidents affecting the environment during this fiscal period.

**Emergency Scenario Training**

Emergency scenario training is conducted every year to prevent accidents.

**List of Emergency Scenario Training**

**Semiconductor equipment plant**

- May 2011 Hazardous material leakage drill
  - Drill on how to handle the situation of the oil leakage at the plant.
  - Participants: 25

- November 2011 Earthquake evacuation drill and earthquake simulation
  - Demonstration of the volunteer fire fighters and training on how to handle the fire extinguisher.
  - Evacuation drill to the First, Second, and Fifth Building, parking lot, and the neighboring empty lot.
  - Participants: 225

**Measuring equipment plant**

- July 2011 Hazardous material leakage drill
  - Drill on how to handle the situation of the chemical detergent leakage at the manufacturing site.
  - Participants: 31

- November 2011 Earthquake evacuation drill
  - Evacuation drill was carried out targeting employees of the head office, CMM bldg., and the measuring equipment center under the assumption that the earthquake of six or more on the Japanese scale has hit.
  - Participants: 210

Tokyo Seimitsu conducts emergency scenario training every year.
The Tokyo Seimitsu Group recognizes that the prevention of global warming is a highly significant issue that must be addressed by the company. We have plants in Hachioji and Tsuchiura as production bases in the country. The amount of energy consumption exceeds 1500KL by crude oil conversion. Therefore, we are considered as a specified discharging business operator according to the Energy Saving Act. Also, the Hachioji plant itself exceeds 1500KL in the energy consumption by crude oil conversion. It is designated as a target plant according to the Ordinance of Environmental Preservation of the Tokyo Metropolitan Government.

The amount of non-electrical energy consumption in the group are small, reducing the amount of electricity consumption is crucial. By reducing the electricity consumption, we aim to reduce the amount of the CO2, the global warming gas. All employees shall work together to actively strengthen our efforts to achieve our goal to reduce the emission by 1% at the production unit when compared with last year.

According to the Ordinance of Environmental Preservation of the Tokyo Metropolitan Government, the Hachioji plant is designated as a specified business operator which is obliged to fulfill the reduction of the gross emission and emissions trading. It is required to reduce the gross emission by average of 6% in 5 years through FY2010 to FY2014. At the Hachioji plant, Environmental Sub-committee is formed. Together with the Energy management control officer, energy management supervisor, and technical management supervisor, we are working hard to reduce the energy consumption. Each committee is to form a yearly plan for the reduction of the energy consumption, and periodically share the progress as to how far they achieve the goal.

In the FY2011, total CO2 emission of the Hachioji plant was 4,880t-CO2, which marked slight increase compared to 4,754t-CO2 in the FY2010. Yet the reduction amount of the FY2011 was 27% when compared with the standard emission amount of 6,661t-CO2; in other words, we satisfied the reduction duty of 6%. We will continue to promote the energy saving activities to prevent the global warming.
Environmental Objectives and Achievements for Preventing Global Warming

We have created new 5-year plan starting from FY2010, which suggests to reduce the consumption at the production unit by 1% every year and aims to reduce by 5% in the fifth year, FY2014. The result of FY2011 achieved the reduction goal for the consumption of electricity, water, paper, and CO2, exceeding remarkably the original goal of 1% reduction. The factor of the achievement is that although the production greatly decreased due to the global recession after Lehman shock of 2008, there has been few increments such as the electricity with the increase of the production as the activities of the energy and resource savings come to be recognized largely.

We will continue our effort in activities of energy saving and resource saving.

<table>
<thead>
<tr>
<th>Evaluation symbols</th>
<th>◎ : Exceeded objective</th>
<th>○ : Achieved objective</th>
<th>△ : Needs more work</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Endeavors (achievements FY2014)</th>
<th>Achievement for FY2009</th>
<th>Achievement for FY2011</th>
<th>Evaluation</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eco-factory</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity use</td>
<td>1477000kwh 689.22 (kwh/million)</td>
<td>1700000kwh 344.46 (kwh/million) decreased by 50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paper purchased</td>
<td>15.863kg 0.74 (kg/million)</td>
<td>25.897kg 0.52 (kg/million) decreased by 30%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use of water</td>
<td>74.901m³ 3.60 (m³/million)</td>
<td>96.774m³ 1.96 (m³/million) decreased by 44%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CO₂ emission</td>
<td>5752t-CO₂ 268.52 (kg/million)</td>
<td>6634t-CO₂ 134.41 (kg/million) decreased by 50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eco-friendly design</td>
<td></td>
<td>Development of energy saving product</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shift to lead-free</td>
<td></td>
<td>Under the product production expansion with the lead-free solder</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shift to hexavalent-chromium-free</td>
<td></td>
<td>Shift to total hexavalent-chromium-free production in operation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shift to mercury-free</td>
<td></td>
<td>Technology review at product development</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Waste and recycling affairs</td>
<td>Waste materials:269,936kg Utilization:236,848kg Recycling rate: 87.5%</td>
<td>Waste materials:597,663kg Utilization:546,594kg Recycling rate 91.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promotion of green procurement</td>
<td></td>
<td>In operation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Promotion of environmental practice for the all group companies</td>
<td>Participation to a Hachioji adopt-a-road program. Participation to energy saving activities.</td>
<td>Participation to a Hachioji adopt-a-road program. Participation to energy saving activities.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social contribution activity</td>
<td>1. Cleanup activity at neighboring park. 2. Participation to a Hachioji adopt-a-road program.</td>
<td>1. Cleanup activity at neighboring park. 2. Participation to a Hachioji adopt-a-road program. 3. Participation to Challenge 25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Environmental report</td>
<td>Suspended</td>
<td>Issued in September</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Environmental Accounting

Tokyo Seimitsu has appointed a corporate energy management officer, established an environmental control system led by the Environmental Management Committee, and aggressively made the necessary capital investments and budget allocations in view of activities to prevent global warming. Although no investment was made to the facility in the fiscal year of 2011, the recycling rate was improved as a result of the continuous investment on the environmental conservation.

### Environmental conservation expenditures

<table>
<thead>
<tr>
<th>Category</th>
<th>Primary measures</th>
<th>Investment</th>
<th>Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Business area expenditures</td>
<td></td>
<td>0</td>
<td>110,881</td>
</tr>
<tr>
<td>(1) - 1 Pollution prevention expenditures</td>
<td>Maintenance of water treatment facilities, noise measurement</td>
<td>0</td>
<td>50,657</td>
</tr>
<tr>
<td>(1) - 2 Global environmental protection expenditures</td>
<td>Renovations to energy conservation facilities, maintenance and management of equipment, appropriate disposal of refrigerants, and construction of drainage recycling facilities</td>
<td>0</td>
<td>37,522</td>
</tr>
<tr>
<td>(1) - 3 Resource recycling expenditures</td>
<td>Recycling of waste plastic, waste materials and used paper, appropriate disposal of waste effluent, noncombustible materials, paper scraps and food scraps.</td>
<td>0</td>
<td>22,701</td>
</tr>
<tr>
<td>(2) Upstream and downstream expenditures</td>
<td></td>
<td>0</td>
<td>11,756</td>
</tr>
<tr>
<td>(3) Management program expenditures</td>
<td>Conference transportation costs, internal audits, education for site employees, clearing of grounds, pruning of frees within grounds. Maintenance of ISO14001 certification</td>
<td>0</td>
<td>7,930</td>
</tr>
<tr>
<td>(4) R&amp;D expenditures</td>
<td></td>
<td>0</td>
<td>29,670</td>
</tr>
<tr>
<td>(5) Social activity expenditures</td>
<td>Costs for Hachioji adopt-a-road program, cleanup activity in neighboring park.</td>
<td>0</td>
<td>357</td>
</tr>
<tr>
<td>(6) Environmental damage expenditures</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>0</td>
<td>160,596</td>
</tr>
</tbody>
</table>

### Environmental Protection Results

<table>
<thead>
<tr>
<th>Item</th>
<th>Achievement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduction in electrical power</td>
<td>839MWh</td>
</tr>
<tr>
<td>Reduction in CO₂</td>
<td>315t</td>
</tr>
<tr>
<td>Recycling of waste materials</td>
<td>547t</td>
</tr>
</tbody>
</table>

### Environmental Accounting Policies

2. Scope of data collection: Tokyo Seimitsu’s main two business facilities (Hachioji Plant and Tsuchiura Plant)
Environmental Programs

Eco-products

Environmental Philosophy

During production, it is necessary to consider a broad range of effects that a product can have on the environment. Within the Tokyo Seimitsu Group, all new products that are developed must meet or exceed a certain level of environmental friendliness, and we are advancing our production with the ultimate aim of having all products, including semiconductor products, measurement products, and components, be environmentally friendly. Specifically, we are working to reduce the consumption of electricity and the amount of water and fuels used, based on the Tokyo Seimitsu Engineering Standard (TES). In addition, we are prohibiting or reducing the use of chemicals that have large impacts on the environment. Among our environmentally friendly products is the MAHOHDICING MACHINE (laser dicing machine), which satisfies the original evaluation standards established by Tokyo Seimitsu. This product received the Japan Machinery Federation President’s Award under the system of awards for superior energy-saving products, and has been selected as a top environmental product by the industry, both by reputation and performance.

Furthermore during production, we must always keep in mind the importance of ensuring the safety of the customers who use our company’s products. In order to prevent accidents caused by our products, Tokyo Seimitsu observes a variety of product safety guidelines during design and production that were created by industry organizations.

Environmental Programs

Eco-products

Environmental impact of ACCRETECH Products

In order to provide environmentally friendly products to the customer, we work to reduce environmental impacts at all stages from procurement of materials to final disposal, primarily by saving energy and improving recycling performance.

Semiconductor Company Products  Wafer Probing Machine “UF3000EX” Its energy saving machine “UF3000EX-e”

Wafer probing machine is the machine to inspect a wafer by being connected as a semiconductor tester, and is equipped with a heater to heat the wafer on the chuck. Therefore, its power consumption for the heater has taken up the large part of the electricity consumption of the machine. The employment of the new mechanism of the chuck heating circuit realized the electric power saving.

Wafer probing machine UF3000EX

Power consumption of the heat-up unit

Before

<table>
<thead>
<tr>
<th>Power consumption of the heat-up unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>450VA (UF3000EX)</td>
</tr>
</tbody>
</table>

Configuration of the conventional chuck heating circuit (Dropper linear amplifier mechanism)

While suppressing such as noise as before, the power consumption was reduced as much as half in comparison with the conventional heat-up unit.

Wafer probing machine UF3000EX-e with new mechanism

Power consumption of the heat-up unit

After

<table>
<thead>
<tr>
<th>Power consumption of the heat-up unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>215VA (UF3000EX-e)</td>
</tr>
</tbody>
</table>

Configuration of the chuck heating circuit of the energy saving type with the high efficient-power
Environmental Programs

Eco-factory

Energy Conservation

One of the Tokyo Seimitsu environmental protection activities involved reviewing and then implementing methods to reduce electricity consumption by 5% at the

Main Reduction Measures

1. Conversion of light fixtures to energy-saving types
2. Upgrading of equipment such as air conditioners and compressors to energy conservation types
3. Campaign to turn lights off where not needed and efforts to turn office equipment off during non-working hours
4. Revisions to production process and reductions in electricity used in production
5. Intermittent operation of water purification equipment
6. Shutdown of surplus air conditioners by consolidating rooms

Chemical Substances Management

Specified Chemical Substances

One of the chemical substances that Tokyo Seimitsu uses is specified in Japan’s Pollutant Release and Transfer Register (PRTR) Law, but the company is not required to submit notification since its use of these substances is less than 1 ton.

This specified chemical substance is primarily used for test cutting products in the Semiconductor Company. The Hachioji Plant also handles two substances designated as requiring special management in the Ordinance on Environmental Preservation of the Tokyo Metropolitan Government.

Chemical Substances Management

Tokyo Seimitsu applies internal company regulations which designate substances with the potential to pollute the environment. When these substances are used, an environmental management secretary must be notified. The amount of each substance used, the storage location, and the maximum storage amount are identified. Training is offered regularly in the use of MSDS §1 and in preparing emergency planning tools in case of unforeseen events.

Substances specified in the PRTR Law

<table>
<thead>
<tr>
<th>Name of substance</th>
<th>Amount handled</th>
<th>Plant using</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydrofluoric acid</td>
<td>25kg</td>
<td>Hachioji Plant</td>
</tr>
</tbody>
</table>

Substances designated as requiring special management in the Ordinance on Environmental Preservation from the Tokyo Metropolitan Government

<table>
<thead>
<tr>
<th>Name of substance</th>
<th>Amount handled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydrochloric acid</td>
<td>8,281kg</td>
</tr>
<tr>
<td>Hydrofluoric acid</td>
<td>25kg</td>
</tr>
</tbody>
</table>

Scope: Tokyo Seimitsu Hachioji Plant, Tokyo Seimitsu Tsuchiura Plant

Result of electrical power consumption in terms of environment

<table>
<thead>
<tr>
<th>Production unit</th>
<th>Electrical power: Mwh</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>21,869</td>
</tr>
<tr>
<td>2008</td>
<td>19,419</td>
</tr>
<tr>
<td>2009</td>
<td>18,767</td>
</tr>
<tr>
<td>2010</td>
<td>17,739</td>
</tr>
<tr>
<td>2011</td>
<td>17,003</td>
</tr>
</tbody>
</table>

Scope: Tokyo Seimitsu Hachioji Plant, Tokyo Seimitsu Tsuchiura Plant

※1 MSDS・・・Material Safety Data Sheets (MSDS) are also referred to as “chemical substance safety data sheets” and “product safety data sheets.” Information on the name of the chemical substance, the company manufacturing the substance, methods for handling the substance, the nature of the hazard and type of toxicity, its solid state properties, effect on the environment, safety measures, necessary first aid measures, and countermeasures in the event of an emergency are recorded on this sheet for each chemical substance. The PRTR Law requires that manufacturers and other companies compile data on the amount of chemical substances discharged and the amount of waste materials transferred, which must be reported to the national government via local governments. The MSDS must also be attached to this report.
Green Procurement

Companies make choices when procuring parts, and when producing and assembling products. Working to preserve the environment, companies supporting green procurement prioritize materials with low environmental impact from suppliers involved in environmental activities. In March 2003, we issued the ACCRETECH Green Procurement Guidelines, which indicated our company’s expectations of our suppliers in relation to green procurement. Subsequently, the company conducted a study of the potentially harmful substances found in its products, and prepared the Green Procurement Administration Standards. These standards stipulated the substances that must not be included in products, as well as criteria used for regulating their use.

Systems for Environmental Protection Activities

Because Tokyo Seimitsu is aiming for the production of “green products,” we believe that the environmental protection systems at external suppliers are also very important. Accordingly, the ACCRETECH Green Procurement Guidelines and Green Procurement Administration Standards require that suppliers obtain ISO 14001 certification or use ISO 14001 as a reference in creating an environmental management system.

Purchasing of Materials with Low Environmental Impact

Suppliers are required to carry out the steps listed below.
1. Compliance with environmental legislation
2. Management of chemical substances
3. Exclusion of harmful substances from procured products or reduction in their use
4. Resource conservation
5. Energy conservation
6. Efforts to reduce packaging
7. Efforts to reduce waste materials and recycle resources

Measures on waste and recycling materials

In addition to the thorough internal measures taken to reduce waste materials, we also request cooperation from external suppliers with such measures and improvement of recycling rate.

<table>
<thead>
<tr>
<th>Materials</th>
<th>Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metal Scraps</td>
<td>Sale of iron, aluminum and stainless steel scraps as salable materials, Revisions to technical drawings to minimize cutting stock, Shift to cast metal and lost wax</td>
</tr>
<tr>
<td>Waste Plastic</td>
<td>Request for cooperation from suppliers in using less packaging and returnable containers, Melting down materials for recycling (^*1) (Semiconductor Company), Thermal recycling → Substitute for fossil fuels (Metrology Company)</td>
</tr>
<tr>
<td>Polluted Sludge</td>
<td>Waste water treatment facilities, revisions to system, Disposal through landfill → Reuse of backfill materials</td>
</tr>
</tbody>
</table>

\(^*1\) Recycling → Recovery of thermal energy from waste materials

Service Water Management

Our service water comes primarily from groundwater. Our use of groundwater has increased as our business has expanded, but the company is taking the measures below to control further increases. In FY2011, the amount of service water used increased due to the production recovery, however, the amount at the production unit is about the same with that of FY2010.

<table>
<thead>
<tr>
<th>Measures</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change the conductivity control value of the cooling tower, and reduce the use of groundwater. (Hachioji Plant)</td>
<td>1.49, 1.49, 1.50, 1.50, 1.50, 1.50, 1.50, 1.50, 1.50, 1.50, 1.50, 1.50</td>
</tr>
<tr>
<td>Reduce the use of groundwater through intermittent operation of water purification facilities. (Hachioji Plant)</td>
<td>1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49</td>
</tr>
<tr>
<td>Change the use of chiller cooling water from an effluent method to a recirculation method. (Hachioji Plant)</td>
<td>1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49</td>
</tr>
<tr>
<td>Effluent treatment facilities (Hachioji Plant)</td>
<td>1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49</td>
</tr>
<tr>
<td>Change air conditioners from chiller types to electric types. (Tsuchiura Plant)</td>
<td>1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49, 1.49</td>
</tr>
</tbody>
</table>

Result of water resources usage in terms of environment

<table>
<thead>
<tr>
<th>Fiscal year</th>
<th>Production unit (m³/million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>127,828</td>
</tr>
<tr>
<td>2008</td>
<td>100,313</td>
</tr>
<tr>
<td>2009</td>
<td>74,901</td>
</tr>
<tr>
<td>2010</td>
<td>73,707</td>
</tr>
<tr>
<td>2011</td>
<td>96,776</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fiscal year</th>
<th>Water (m³)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>127,828</td>
</tr>
<tr>
<td>2008</td>
<td>100,313</td>
</tr>
<tr>
<td>2009</td>
<td>74,901</td>
</tr>
<tr>
<td>2010</td>
<td>73,707</td>
</tr>
<tr>
<td>2011</td>
<td>96,776</td>
</tr>
</tbody>
</table>
Environmental Programs

Environmental Efforts in Distribution

**Container recycling**

**Overseas Transport System Using 3-layer Cardboard Boxes**
We started using recycled containers (3-layer cardboard) for shipping of large and heavy products overseas in 1988. Previously, we used wooden boxes for packaging, and these boxes were disposed of at the shipping destination. By introducing this transport system using recycled containers, we have created a highly efficient recycling system with a recovery rate of 80%. The amount of purchase of these 3-layer cardboard containers gradually increased, reaching 65.9 tons in FY2006 and 84.5 tons in FY2007, which marked almost 100% application for the recyclable items.

**Use of antistatic film**
The shipping department has been promoting to reduce the use of AirCap material used in packaging and switch to antistatic film. Conventional AirCap could be used only once and then was to be processed by industrial waste collectors. The employment of antistatic film, however, has led to the improvement of the recycling rate by suppressing the CO2, which further contributes to the prevention of the global warming.

**Use of Returnable Transport Containers**
For delivery of materials, parts, and similar items, we use special returnable transport containers for 40 companies as of fiscal 2007 and 66 companies in fiscal 2008. Through the use of these returnable transport containers, we are working to reduce the waste materials which are generated by our delivery operations.

**Reduction of the packaging material**
In the logistics department, the use of carts is encouraged to reduce the packaging materials such as cardboard and increase efficiency in loading and transferring items. The use of carts led to the reduction of the cardboard waste, which was to be used only once and had to be processed by industrial waste collectors. In addition, a cart allows up to 3 shelves to be piled up when transferring items so that the transfer efficiency increases. Also it can be folded when not in use and piled up one another up to 5 shelves.

**Reducing Environmental Impacts through Planned Distribution and Training for Fuel-efficient Driving**
In order to avoid having the trucks used for delivering products return with an empty load, Tokyo Seimitsu employs the planned distribution in order to reduce fuel consumption and emissions caused by wasted driving. In addition, in order to reduce our environmental impact, we also conduct training for all employees and transport staff concerning traffic safety and fuel-efficient driving, including an emphasis on avoiding engine idling, reducing sudden acceleration and sudden braking, and average-speed driving on expressways.

Tokyo Seimitsu selects transport agencies which have received the Green Management Certification as "environmentally-friendly transport agencies."
In addition to the production centers at the Hachioji Plant (semiconductor) and Tsuchiura Plant (measurement), Tokyo Seimitsu also maintains a headquarters, 3 Semiconductor Company offices and 14 Metrology Company offices. The environmental programs listed below are being carried out at all offices.

**Energy Conservation**
Offices are working to reduce electricity consumption by means such as controlling Air conditioner temperatures using the “Cool Biz” policy in the summer and “Warm Biz” policy in the winter, and by encouraging employees to turn off the power of PCs and copy machines during non-business hours.

**Reducing paper usage**
Through steps such as creating common networks, two-sided copying, and reducing the number of printing/copying papers, we are making our efforts to reduce the use of papers.

**Resource Recycling**
Active efforts are underway for resource recycling, including complete separation of trash into different categories by each floor and each area, the use of recycled printer toner cartridges, and using recycled paper for all kinds of printing.

**Green Purchasing**
Beginning in fiscal 2002, ACCRETECH began practicing green purchasing to ensure that the office supplies, office equipment and appliances it purchases have low environmental impact. We have also centralized the departments in charge of purchasing for more complete green purchasing.

**Cool Biz**
The Tokyo Seimitsu Group followed out a “Cool Biz” policy at all companies since 2006 with higher controlled temperature with more casual clothing in summer.

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### Programs at Offices in Japan and the Administration Company

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### Programs at Affiliated Companies

Each group company also carries out activities as a member of the Tokyo Seimitsu Group, in accordance with the Tokyo Seimitsu environmental philosophy.

**Tosei Engineering**
As a Tokyo Seimitsu subsidiary, Tosei Engineering in engaged in servicing of our company’s products, as well as development and production of devices for measurement automation and energy conservation.

**Tosei Engineering Input and Output**

<table>
<thead>
<tr>
<th>Type</th>
<th>FY 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TSE Tsuchiura</td>
</tr>
<tr>
<td>INPUT</td>
<td></td>
</tr>
<tr>
<td>Electricity (MWh)</td>
<td>1,377</td>
</tr>
<tr>
<td>Water resources (m³)</td>
<td>2,280</td>
</tr>
<tr>
<td>OUTPUT</td>
<td></td>
</tr>
<tr>
<td>Plant waste water (m³)</td>
<td>2,280</td>
</tr>
<tr>
<td>Waste materials (t)</td>
<td>368.3</td>
</tr>
<tr>
<td>Effective utilization of waste materials (t)</td>
<td>25.7</td>
</tr>
</tbody>
</table>

**Accretech Create**
As another Tokyo Seimitsu subsidiary, Accretech Create provides a broad range of business support, including delivery, installation, and maintenance of semiconductor manufacturing equipment, maintenance of the company infrastructure, and insurance representative work.

**Accretech Create Input and Output**

<table>
<thead>
<tr>
<th>Type</th>
<th>FY 2010</th>
<th>FY 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INPUT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Packaging materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3-layer cardboard</td>
<td>7.2t</td>
<td>11.2t</td>
</tr>
<tr>
<td>Air-bubble cushioning</td>
<td>3.4t</td>
<td>26.6t</td>
</tr>
<tr>
<td>Cardboard</td>
<td>4.9t</td>
<td>13t</td>
</tr>
<tr>
<td>Cushioning material</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Biodegradable cushioning</td>
<td>13.6t</td>
<td>2.2t</td>
</tr>
<tr>
<td>Transport fuel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Light oil</td>
<td>177,467</td>
<td>157,711</td>
</tr>
<tr>
<td>OUTPUT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industrial waste</td>
<td>2.4t</td>
<td>5t</td>
</tr>
</tbody>
</table>

**Tosei Systems**
Another subsidiary, Tosei Systems, is engaged in software development for Tokyo Seimitsu products.

**Primary programs**
- Participation in the Hachioji City adopt-a-road program
- Turning out lights at unnecessary locations during the noontime break
- Using the reverse sides of paper (installation of reverse-side paper collection boxes)
- Always turning off the power to PCs and printers at night or when leaving the office
Social Responsibilities

Corporate Philosophy

In our Corporate Philosophy statement, we emphasize the crucial integration of collaborative technology, knowledge, and information from internal and external sources for the creation of world-leading products, and for continued growth together with our partners and customers. Our corporate brand name, “ACCRETECH,” was created from the words “accrete,” which means to grow together, and “technology.” This single word perfectly expresses our corporate philosophy.

Corporate Governance

To sustain business value, we believe that it is essential to build a management organization that can adapt to changes in the business environment. It is also indispensable to have comprehensive corporate governance that conforms to international management standards and that places importance on stockholders. Tokyo Seimitsu is vigilant in protecting the rights of stockholders and ensuring their fair treatment. At the same time, Tokyo Seimitsu is committed to building good relations with other stakeholders, such as our customers, trading partners, employees, and local communities. In the future, we will continue striving for appropriate disclosure of information and to provide transparency by clarifying the authority and function of each of the internal companies represented by our board of directors, auditors and corporate executive officers, thus assuring the efficacy of our corporate governance.

Diagram of corporate governance

Win-win relationship with stakeholders

Stockholders → Customers → Employees → Local communities → Subcontractors → ACCRETECH → Sales representatives
Social Activities

Policy for Internal Control Systems (Overview)

- The Board of Directors is working to construct an effective system for internal control and to establish a system for ensuring compliance with laws, the articles of incorporation, and company regulations. The Board of Auditors carries out audits to verify the effectiveness and function of the internal control system.
- We have established “Risk Management Rules” and the “Risk Management Committee” led by the President in order to prevent the occurrence of potential risks and enhance organizational preparedness against crisis.
- In order to ensure that the execution of tasks and duties by officers and employees comply with laws, regulations, articles of incorporation and company regulations, we established the “Compliance Committee” and the “Code of Behavior of the ACCRETECH Group,” and make them universally known to all members of the Group to promote compliance.
- We have established a structure and organization to assist the duties of corporate auditors and to secure an effective performance of audits.
- We established “Basic Policies on Internal Control Concerning Financial Reporting,” so that reliable financial reporting is available.
- Our Group has no relationship with antisocial forces. In collaboration with police, lawyers and other relevant institutions, we resolutely take action against such forces in an organized manner.

Compliance Organization

To maintain high standards of corporate integrity and transparency, we instituted a Compliance Committee chaired by our CEO. The Committee performs many duties, such as establishing company ethics and action policies, and examining training programs, seminars, and employee retention rates. In 2004, this Committee established the “Tokyo Seimitsu Group Code of Conduct” and required strict observation of this code by all directors, auditors and employees of the Group.

Risk management system

Tokyo Seimitsu established “Risk Management Regulations” in order to grasp and manage risks associated with the execution of operations, established a “Risk Management Committee” headed by the President and set up a “Business Continuity Plan (BCP).” Should a risk occur, a “Risk Task Force” is immediately established and if appropriate is led by the President and takes measures to address the risk and to swiftly stabilize the situation.

Information Security

Continued development of information technology and growing economic globalization present new challenges in the management of intellectual property (such as patents and trade secrets), requiring strengthened control and protection. Addressing this challenge, Tokyo Seimitsu established the Information Security Committee, which is ultimately the responsibility of our CEO.

The Committee determines the “Policy for Control of Confidential Information,” which outlines detailed policies and procedures for the points listed below. Through the direction and supervision of Policy implementation, ACCRETECH seeks to identify and manage intellectual property, protect trade secrets, and prevent leakage of technical information and know-how.

1. Define confidential information and determine its scope.
2. Classify each item of confidential information for management.
3. Manage security for confidential information protection.
4. Prevent unintended intrusion of third party (company) information.
Social Activities

Relationship with Customers and Stockholders

**Relationship with Customers**

### Responsive Global Support Organization

We have established customer support engineering sites all over the world as an important part of efforts aimed at achieving our target of being “No. 1 in customer satisfaction.” We are proud of our achievements in setting up more than 31 such engineering sites at international locations outside Japan, as well as 25 support branches in Japan, staffed by a total of more than 270 trained engineers. Additionally, we have established parts centers in more than 10 international locations, reflecting our ongoing effort to become a truly global organization. This system allows us to provide environmental support through short lead-time response, providing the right products and personnel in the right location at the right time. Through all such activities, we aim to supply superior personal service and product quality, gaining the trust and satisfaction of customers worldwide. Tokyo Seimitsu is working to bring preeminent quality to customers while extending the functionality and durability of our products.

### Quality Assurance System

Customer feedback on our product purchases is summarized in a “service report,” a “record of delivery acceptance,” or a “work report.” These different reports are made available through our customer support service and distributed to each appropriate division managers. Complaints are prioritized according to importance, forwarded to the Quality Assurance Division manager via a “complaint handling memo,” and collected for reporting in QC meetings and project meetings for that product. This system allows direct feedback in efforts to help ensure overall product quality.

**Relationship with Stockholders**

### IR Activities

At each announcement of yearly financial results and interim financial results, Tokyo Seimitsu holds an explanatory meeting for investment analyst, institutional investors, and mass media that are attended by our CEO as well as major board members. In addition, we emphasize on the active communication with both domestic and foreign institutional investors through periodical meetings.

For individual investors, we work to provide easy-to-understand information primarily via our homepage, and are working to improve understanding of our company among a broad range of investors. Requests and comments that are received from investors and stockholders are communicated to our top management in real time. This allows smooth bilateral communication at the top levels of our company, and allows us to fully apply the viewpoints and opinions of stockholders to our business management.
Relationship with Employees

Utilization of Personnel

Through our training programs, the Tokyo Seimitsu Group strives to help employees stay highly motivated and maintain a strong "spirit of challenge." To that end, our personnel management appropriately places employees with consideration for employee requests, promotes the development of individual employee abilities through fair evaluation based on regular meetings between the employee and management as well as on daily communications.

Training

In addition to periodic assembly training seminars for each level of certification, our education and training system provides many courses tailored to individual employee needs and career advancement.

Management and Labor Relations

Tokyo Seimitsu negotiates and holds discussions with the Tokyo Precision Instruments Laborers’ Union, which represents employees on matters concerning business policies and labor conditions, and maintains a stable relationship between management and labor. Since October 2002, the “System for New Personnel by Course” has been the basis of many important discussions between the labor union and management. Efforts are in progress to set up enhanced procedures for fair employee evaluations and improved systems for employee feedback.

Reemployment

The Tokyo Seimitsu retirement age is 60, but personnel reaching this age have the option to be reemployed after the age of 60 as part-time employees.

Benefits

The Tokyo Seimitsu Group continues to enhance employee benefits, including pension plans, use of dormitories, rest homes and restaurants, club activities and telecommuting system.

Human Rights

Respect for human rights

The Tokyo Seimitsu Group is founded on sincere respect for our employees as human beings. Employees and applicants alike are treated fairly and equitably in recruiting, hiring, and salary increases, without bias regarding religion, race, national origin, gender, or physical challenges. Furthermore, we seek to ensure a positive working environment free from physical and verbal sexual harassment, disparagement of national origin, race, and religion, and disrespect for human rights. Thus, we strive to maintain a healthy and safe workplace for all employees.

As of March 2012, the Tokyo Seimitsu Group has 1,144 staff members, of which approximately 23% are international employees.

Employment of the Disabled

The Tokyo Seimitsu Group employs physically challenged employees in various business capacities. We are expanding opportunities for employment of disabled persons, and are working to create a workplace environment where physically challenged employees can work comfortably.

Family Leave Systems

The Tokyo Seimitsu Group has established an infant-rearing leave system and a family-care leave system, as well as shortened working hours for employees with childcare responsibilities. These programs reflect our positive efforts to support employee welfare.

Safety and Health

Labor Safety and Health

The Tokyo Seimitsu Group considers employee safety and health as essential to our corporate existence, as well as corporate a social responsibility. Accordingly, we promote meaningful safety and health activities based on cooperation of management and labor. As a result, we have maintained an unbroken record of zero work-related accidents for many years. Tsuchiura Plant (established in June, 2008) takes advantage of leading-edge design and construction technologies, contributing to the creation of a safe and comfortable workplace for employees.

Health Management and Mental Health

The Tokyo Seimitsu Group conducts examinations of all employees, including younger staff members, for so-called lifestyle related diseases, in addition to regular physical examinations. We seek to improve employee health by providing enhanced health supervision to address growing challenges.

To maintain the good mental health of our employees, we have set up an organization, independent from the workplace, named the “personnel consultation room” where employees can receive personalized care. Dedicated medical professionals are available to address the concerns of individual employees and family members whenever necessary.
Social Activities

Relationship with Local Communities

Safety Management Award for the Tsuchiura Plant

Our Tsuchiura Plant has received the award at the memorial ceremony of 50th anniversary of the Association for Safety of Hazardous Materials of Tsuchiura City. We were given this award as we contributed to the development of the association by cooperating with the prevention of disaster and safety management attributed to hazardous materials. We will continue our effort in activities to create the safer factory and community environment.

Volunteer activities ~ EcoCap ~

Since FY2007, we have been participating to a volunteer activity to collect the caps of plastic bottles which leads to provide vaccines to children in the world via NPO EcoCAP network. With 800 caps, a polio vaccine can be arranged. Furthermore, recycling the same amount of caps is equivalent to a 7.3g CO2 emission reduction. Employees participate in this activity with an awareness that they can contribute to saving children in the world from such slender means.

Topics

Adopt-a-Road Program (Hachioji Plant)

The Semiconductor Company came to an agreement with Hachioji City in January, 2004 to enter the Hachioji Adopt-a-Road Program 1. The facility adopted the roundabout on the east side of the JR Kita-Hachioji Station, used by many employees of Tokyo Seimitsu and other companies, as well as other citizens. Employees take care of plants on a regular basis and pick up garbage on a daily basis to maintain the road’s appearance.

About 20 employees use their lunch hour from 12:30 - 1:30 every other month to clean the area, weed and trim the planted trees.

*1: Adopt-a-Road Program

This is a citizens’ program that fits into daily life. A group cooperates with the supervisors (the city) of a nearby road to clean the road, trim the trees, and remove the weeds. The program aims to raise awareness about beautification and to invigorate the local community.

Comment

Taichiro Hamano (TSS)

Through the participation to the activity, I noticed the amount of litters and weeds were much more than I expected. Then I realized the cleanliness of the site is actually maintained by the periodical and continuous cleaning activities. After cleaning, I felt the station was even cleaner than ever, and the activity helped me further realize the importance of the cleaning.

Yuki Onishi (Manufacturing 1)

Through the participation in the activity, I was able to get to know my colleagues and seniors from the different aspect and rediscover the reason of comfortable commute through the Kitahachioji Station for everybody including me was the waste-free cleanliness of the community. I would like to continue to contribute to the community through this cleaning activity.
Internship

We offer an internship opportunity where students from throughout the country can participate and experience the sense of "manufacturing" through which we hope to discover talented youngsters who can contribute to the creation of the prosperous future with semiconductor and measurement industry.

Through the internship, we hope that student participants seek themselves what are the "Features of the company" and "Human resources the company looks for" in the limited time, and recognize how they should prepare themselves.

Actual semiconductor and measurement plant tours in Hachioji and Tsuchiura plants respectively help participants understand the significant role and the possibility that Tokyo Seimitsu carries in the society, which further may help them consider how they can be the ideal human resources for the company.

Topics

Local Beautification Program (Tsuchiura Plant)

Nakanuki Park is located adjacent to the Tsuchiura Plant, and provides visitors with the pleasures of each season, including springtime cherry blossoms and fall colors. However, the streets around the park are overflowing with trash, giving a bad impression to persons visiting the plant. A joint monthly cleaning program had been started earlier among the companies surrounding the park, however, it was unable to keep up with the flood of trash. Because Tokyo Seimitsu receives the greatest share of the park’s blessings, we decided to enact a weekly cleaning program (not including the monthly cleaning) from December 2006. The General Affairs Office and other departments take turns cleaning the park every Monday. The park is now noticeably more attractive than before, however, more cleaning is needed.

We intend to continue with this cleaning program, in hopes that it can keep the park clean and...
As a manufacturer of precision measuring machines and semiconductor manufacturing equipment, Tokyo Seimitsu is dedicated to providing product development and customer support which help our customers improve their productivity. Our products proudly bear the ACCRETECH brand, a name derived from the words “accrete” and “technology.” The name expresses our desire to with partners and customers by accumulating the knowledge needed to create the world’s number-one products. We release products in the market with full confidence under this corporate brand.

Company name
Tokyo Seimitsu Co., Ltd.

Head office
2968-2 Ishikawa-machi, Hachioji-Shi, Tokyo 192-8515, Japan

Established
March 28, 1949

Paid-in capital
10,215,760,000 yen (as of March 31, 2012)

Net sales (consolidated)
57,723,290,000 yen (as of March 31, 2012)

Number of employees (consolidated)
1,144 (as of March 31, 2012)

Primary products
Semiconductor manufacturing equipment
- Wafer probing machines, Wafer dicing machines, Polish grinders, Chemical and mechanical planarizers (CMP), Wafer manufacturing systems

Measuring instruments
- 3D coordinate measuring machines, Surface texture and contour measuring instruments, cylindrical form measuring instruments, Machine control gauges
Our semiconductor company is the designated energy management factory according to the Energy saving act as well as the specified business operator according to the Ordinance of Environmental Preservation of the Tokyo Metropolitan Government. As the electric power occupies the majority of the energy consumption at the factory, we promote the electric power saving in each department by constructing the energy management system. In addition, as resource saving activity, we are making efforts to reduce the use of water, the purchase amount of paper, and the amount of waste materials in order to reduce the environmental load.

### Semiconductors Company

- **Name of business:** Semiconductor Company, Hachioji Plant
- **Location:** 2968-2 Ishikawa-machi, Hachioji-Shi, Tokyo
- **Type 1 designated energy management factory**
- **Business:** Manufacture of semiconductor manufacturing equipment
- **Year operations started:** 1963
- **Area:** 45,452㎡
- **Date of ISO14001 certification:** March 7, 1998

<table>
<thead>
<tr>
<th>Environmental data</th>
<th>Amount of electricity used (MWh)</th>
<th>CO₂ (t-CO₂)</th>
<th>Service water, waste water (m³)</th>
<th>Waste materials (t)</th>
</tr>
</thead>
<tbody>
<tr>
<td>INPUT</td>
<td>12,718</td>
<td></td>
<td>91,502</td>
<td></td>
</tr>
<tr>
<td>OUTPUT</td>
<td>4,990</td>
<td>67,383</td>
<td>359</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Water measurement</th>
<th>National regulation level</th>
<th>Level in ordinances and agreements</th>
<th>Voluntary standard level</th>
<th>Actual measurement (Hachioji)</th>
<th>Actual measurement (No.3 Plan)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydrogen ion concentration pH</td>
<td>5.8 ~ 8.6</td>
<td>5.7 ~ 8.7</td>
<td>6.0 ~ 8.5</td>
<td>7.4</td>
<td>7.5</td>
</tr>
<tr>
<td>Biological oxygen demand BODmg/ℓ</td>
<td>ー</td>
<td>ー</td>
<td>ー</td>
<td>150</td>
<td>5</td>
</tr>
<tr>
<td>Chemical oxygen demand CODmg/ℓ</td>
<td>ー</td>
<td>ー</td>
<td>ー</td>
<td>0</td>
<td>0.1</td>
</tr>
<tr>
<td>Suspended substances mg/ℓ</td>
<td>ー</td>
<td>ー</td>
<td>ー</td>
<td>300</td>
<td>4</td>
</tr>
</tbody>
</table>

### Metrology Company

- **Name of business:** Metrology Company, Tsuchiura Plant
- **Location:** 4 Higashi-Nakanuki-machi, Tsuchiura-Shi, Ibaraki
- **Business:** Manufacture of measuring instruments
- **Year operations started:** 1969
- **Area:** 17,000㎡
- **Date of ISO14001 certification:** March 7, 1998

<table>
<thead>
<tr>
<th>Environmental data</th>
<th>Amount of electricity used (MWh)</th>
<th>CO₂ (t-CO₂)</th>
<th>Service water, waste water (m³)</th>
<th>Waste materials (t)</th>
</tr>
</thead>
<tbody>
<tr>
<td>INPUT</td>
<td>4,284</td>
<td></td>
<td>5,272</td>
<td></td>
</tr>
<tr>
<td>OUTPUT</td>
<td>ー</td>
<td>1,644</td>
<td>5,272</td>
<td>218</td>
</tr>
</tbody>
</table>

### History of the Environmental Protection Activity

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996 July</td>
<td>Begun training programs for environmental protection activities.</td>
</tr>
<tr>
<td>1996 September</td>
<td>Established the Environmental Management Committee.</td>
</tr>
<tr>
<td>1997 February</td>
<td>Formulated the Environmental Philosophy. Begun environmental impact studies at Hachioji and Tsuchiura production facilities and all departments.</td>
</tr>
<tr>
<td>1998 March</td>
<td>Obtained ISO14001 certification at both production facilities.</td>
</tr>
<tr>
<td>1998 September</td>
<td>Established the Corporate Motto.</td>
</tr>
<tr>
<td>1999 November</td>
<td>Stopped incineration of waste materials. The incinerator was later removed. (Semiconductor Company)</td>
</tr>
<tr>
<td>2000 March</td>
<td>Started operation of treatment facilities for waste water from CMP, back grinders, and other facilities. (Semiconductor Company)</td>
</tr>
<tr>
<td>2000 May</td>
<td>Removed heating equipment that used heavy oil boilers, and removed the underground heavy oil tank.</td>
</tr>
<tr>
<td>2001 April</td>
<td>Renewed ISO 14001 certification.</td>
</tr>
<tr>
<td>2001 May</td>
<td>Opened new main building at the Hachioji plant.</td>
</tr>
<tr>
<td>2002 March</td>
<td>Removed household incinerators. (Metrology Company)</td>
</tr>
<tr>
<td>2003 March</td>
<td>Established the ACCRETECH Green Procurement Guidelines.</td>
</tr>
<tr>
<td>2004 February</td>
<td>Updated air conditioners from heavy oil boilers to electrically powered devices. (Metrology Company)</td>
</tr>
<tr>
<td>2004 August</td>
<td>Issued the Environmental Report.</td>
</tr>
<tr>
<td>2005 February</td>
<td>Closed specified facilities at the Tsuchiura Plant.</td>
</tr>
<tr>
<td>2005 April</td>
<td>Awarded prize from Ibaraki Labor Bureau for our commitment to office safety.</td>
</tr>
<tr>
<td>2005 April</td>
<td>Operation started at the new Hachioji and Tsuchiura new Plants.</td>
</tr>
<tr>
<td>2005 July</td>
<td>Set up supplier briefings on hexavalent chrome-free materials.</td>
</tr>
<tr>
<td>2005 September</td>
<td>Issued the Environmental and Social Report.</td>
</tr>
<tr>
<td>2006 January</td>
<td>Started the Hexavalent Chrome-free Project.</td>
</tr>
<tr>
<td>2006 April</td>
<td>Completed removal of all halon fire extinguishers.</td>
</tr>
<tr>
<td>2006 June</td>
<td>Started the “Cool Biz” project.</td>
</tr>
<tr>
<td>2006 September</td>
<td>Issued the Environmental Report.</td>
</tr>
<tr>
<td>2006 October</td>
<td>Started production using lead-free solder for new products. (Semiconductor Company)</td>
</tr>
<tr>
<td>2007 February</td>
<td>Laser dicer received the Japan Machinery Federation President’s Award under the award system for superior energy-saving products.</td>
</tr>
<tr>
<td>2008 March</td>
<td>Received a letter of appreciation from Fire Department.</td>
</tr>
<tr>
<td>2009 November</td>
<td>Hachioji plant renewed the “Approval of the excellent fire prevention property.”</td>
</tr>
<tr>
<td>2010 August</td>
<td>Received an award from Tokyo Metropolitan for the “Adopt-a-Road Program.”</td>
</tr>
<tr>
<td>2010 September</td>
<td>Revision on the environmental policy.</td>
</tr>
<tr>
<td>2011 June</td>
<td>Completion of the fifth plant of Hachioji.</td>
</tr>
</tbody>
</table>