

## Contributing to Local Communities

The Shinko Group takes a leading role in sustaining the well-being of society through our business activities.

We have developed deep roots in communities and engage in social activities in harmony with these local communities.

The Kurita Sogo Center lies like an urban oasis at a location close to Nagano Station. The center is a place that can present the Company's history to future generations, but it has also become a rich natural environment where community members and employees can relax.

This expansive green space also plays the role of a temporary evacuation site for the surrounding area, and is deeply intertwined with the lives of local people.



28th Nagano City Good Landscape Award Winner (2015)

### Coexistence and Dialogue with Local Communities

#### ◆ Social Contributions Deeply Rooted in Local Communities

The Shinko Group aims to coexist harmoniously with local communities through its business operations, in addition to which it has, since its founding, worked to create and maintain stable employment.

Through these activities, the Shinko Group seeks to remain a widely trusted company that is needed by society and that contributes to the local activities of communities.



Meeting with the mayor of Myoko, Niigata Prefecture (second from left)

#### ◆ Participating in Local Events

Each August, employees participate in the Nagano Binzuru Festival held in Nagano City and the Arai Festival in Myoko City.

In 2017, a total of 141 employees participated as dancers, interacting with local residents.

In addition, each plant sponsors and cooperates with local events held throughout the year.

#### ◆ Communication with Community Members

Shinko tries to take the lives of community members into consideration in our business operations. Accordingly, we investigate feedback and requests from the community and strive to promptly take responsive measures.

In addition, we host plant tours to explain to community residents our business operations and our initiatives to reduce our environmental impact. These were opportunities for important communication leading to a better understanding of Shinko.

In the years ahead, we will continue to aim for coexistence in harmony with local society as a community-based company.

## ◆ Initiatives at Sites Outside Japan

### ■ KOREA SHINKO MICROELECTRONICS CO., LTD. (KSM)

Since its establishment, KSM (Korea) has maintained harmonious labor-management relations and focused on improvement of the working environment as a top-priority issue. It has also created employment and contributed to the local economy.

KSM marked its 30th anniversary in 2017 and, in recognition of its good labor-management relations and active social contribution activities thus far, it received the Grand Prize in the Industrial Harmony Awards from South Jeolla Province.



Industrial Harmony Awards presentation ceremony

### ■ SHINKO ELECTRONICS (MALAYSIA) SDN. BHD. (SEM)

Once a year, SEM (Malaysia) makes donations to an orphanage. In FY2017 it donated rice, cooking oil, and flour, in addition to money. Moreover, around 40 employees visited the orphanage and spent time with the children, through sharing meals together and other activities.



Visit to an orphanage

## Supporting Youth Development

### ◆ Supporting the Hokushin Scholarship Foundation

Shinko's co-founder and former president Takekio Mitsunobu donated the retirement money he received when he stepped down as a director, as well as company stock that he held, to establish the Hokushin Scholarship Foundation, a public interest incorporated foundation.

Based on former president Mitsunobu's belief that the establishment of a high-tech prefecture starts with human resources development, the foundation has thus far granted scholarships to a total of 460 engineering and medical students who are either from Nagano Prefecture or studying at a university in Nagano Prefecture (including exchange students).

Shinko helps run the foundation by serving as its secretariat.

### ◆ Plant Tours and Internships

Shinko provides opportunities for learning to nearby schools through plant tours. In FY2017, the Kohoku Plant, Takaoka Plant, and Arai Plant provided tours from elementary school students to university students.

We also provide internships in the hope that they will become an effective foothold for students who will lead the next generation to establish their outlook on work and discover their abilities.

In FY2017, the Kohoku Plant, Takaoka Plant, and SHINKO R&D Center conducted internships for one to two weeks as well as one-day internships to encourage students' interest in manufacturing and understanding of occupations.



Tour of the Arai Plant by students of a college of technology

## Initiatives to Protect the Local Environment and Volunteering

### ◆ Beautification Efforts around Plants

Each year, Shinko employees pick up trash and cut grass and dead branches along embankments and rivers around all of our plants, mainly during June, which is Environment Month.

In FY2017, a total of 291 employees participated in such beautification efforts.

Also, KOREA SHINKO MICROELECTRONICS CO., LTD. (KSM) conducts annual cleanups along the roads and a river near its plant.



Cleanup activities around plants being conducted by KSM

### ◆ Participating in an Adopt-a-Forest Program

Taking advantage of the adopt-a-forest program promoted by Nagano Prefecture, we concluded an agreement in October 2014 to conduct maintenance in collaboration with Iizuna Town in forests owned by the town around Lake Reisenji. In FY2017, Shinko and the labor union co-organized forest maintenance work, including tree planting and clearing of undergrowth in June and October.



Tree planting in June

### ◆ Collecting and Donating Pre-Paid Cards

Shinko collects used pre-paid cards, stamps, and other items, which we donate to funds for tree planting. From July 2005, when we started this effort, until the end of FY2017, we collected and donated items sufficient for about 913 saplings.



### ◆ Volunteering

In FY2017, employees volunteered in such activities as Myoko City Clean Partners (community beautification), Hakuba Village planting activities and a wheelchair marathon held in Nagano City.

Additionally, Shinko has an accumulated paid leave program that allows employees to accumulate and take up to 20 days of paid leave for specific purposes, including volunteering at public organizations.