

SOCIAL REPORT

At Meiko, we manufacture and sell PCBs, devices that are essential for industrial development, by interacting with diverse people in various countries, regions, and communities.

We recognize that we are a social entity, and we fulfill our responsibilities accordingly. At the same time, we give consideration to our stakeholders as we engage in our business activities.

For Customers — Initiatives for Quality Assurance

Major Activities in 2015

- ▶ Supervised defective items identified by customer complaint and factors thereof and conducted in-process quality improvement activities.
- ▶ In order to reinforce the sharing of past problems, the Quality Assurance Headquarters held Defect Communication Committee meetings to improve the system of identifying and sharing major material defects.
- ▶ Conducted an internal audit of manufacturing processes for all factories to analyze and compare the strengths and weaknesses of each factory, followed by meetings to share case reports of each factory.
- ▶ Implemented a review on our system to reinforce and strengthen the 5M1E change management.
- ▶ Restructured activities of the Standardization Committee to promote the company-wide standardization of the MES.

Future Plans

- ▶ Make improvements in terms of design and management, based on customer complaint and information on in-process defects, in order to achieve the target of “zero” market defects.
- ▶ Continue to share cases of past problems among relevant parties to prevent the occurrence of defective products.
- ▶ Continue to conduct and upgrade the internal audit of manufacturing processes.
- ▶ Further perform thorough management of modifications.
- ▶ Develop a company-wide system to address and manage abnormalities (review of the system).
- ▶ Involve the Standardization Committee in promoting the standardization of the MES.

At Meiko, we have defined a Quality Policy aimed at achieving one of our Business Principles: We will provide our customers with outstanding value and services and make a contribution to society. We improve the reliability of our products to guarantee the highest possible levels of customer satisfaction and contribute to society.

Our approach to quality assurance and organizational efforts to ensure high quality

Recently, market recalls due to defective automobile components have attracted media attention, which is becoming an increasingly serious risk that could threaten corporate management.

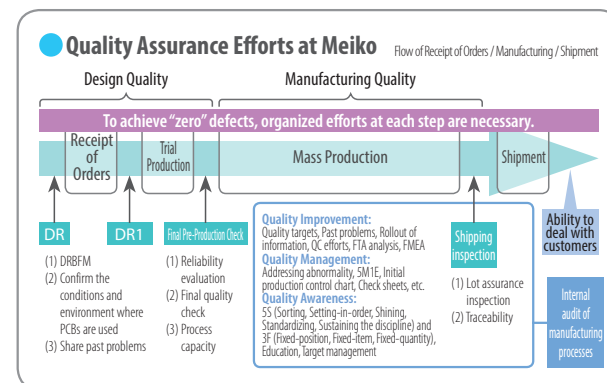
Because Meiko products are chiefly incorporated into automobiles and enjoy many other applications as well, ensuring high quality has increasingly become a critical issue.

To address quality-related risk, we must totally change our conventional attitude and set our goal at achieving “zero” defects.

To enhance the quality of design and manufacturing, we are working to optimize our quality management systems at all stages to eliminate the occurrence of defective products.

Assurance of quality that meets customer needs Horizontal deployment of the group's four overseas factories

Based on the Fiscal 2016 Group management policy, we are proceeding with a product quality assurance system



for both overseas and Japanese factories that ensures our products meet our customers’ needs.

Aiming at enhanced quality assurance and management that includes plants around the globe, we will implement manufacturing practice to fulfill our customers’ demands.

Receiving awards from our customers

Received an award from Panasonic Automotive & Industrial Systems Company

On March 17, 2016, the Wuhan Plant won the “Best Supplier Award” of Panasonic Automotive & Industrial Systems Company for its activities in the PCB quality improvement project.



Received an award from Hirose Plant, Toyota Motor Corporation

On May 27, 2016, the Yamagata Plant won the excellence award of Toyota Motor Corporation for its development of the “Activities for In-process Three Zero-Defects,” the basis of direct transactions with Toyota Motor Corporation.



Customer Satisfaction Survey

Meiko performs a survey every year to measure customer satisfaction with its products and services in order to improve its product and service quality.

In Fiscal 2015, 45 companies answered the survey, responding to questions about (1) product quality, (2) product prices, (3) product delivery times, (4) service, and (5) technological response.

In their comments, many customers indicated satisfaction; some, however, expressed complaints, which we will take as a guide for the improvement of products and services as we strive to achieve even greater customer satisfaction in the future.

Acquisition of ISO9001 and ISO/TS16949 certifications

At Meiko, we have obtained ISO9001 and ISO/TS16949 certifications, which are global standards, and have been working on continuous improvements.

The ISO9001 and ISO/TS16949 certifications we have obtained

ISO9001

May 13, 1997	Meiko Electronics Co., Ltd. obtained certification for its PCBs.
May 1, 2002	Guangzhou Plant in China obtained certification.
Jan. 27, 2003	ISO9001:2000 became the unified standard in Japan.
Jan. 27, 2003	Extended certification obtained by MD SYSTEMS Co., Ltd. (Design of PCBs).
Nov. 29, 2006	Wuhan Plant in China obtained certification.
Feb. 20, 2008	Extended certification obtained by Metal Mask Dept.
Jun. 18, 2010	Vietnam Plant obtained certification.
Jan. 15, 2014	Ishinomaki Factory obtained certification again.
Apr. 24, 2015	Thang Long Plant obtained certification.



ISO9001 (Japan)

ISO/TS16949

Apr. 19, 2004	Guangzhou Plant in China obtained certification.
Mar. 22, 2011	Wuhan Plant in China obtained certification.
Jan. 9, 2013	Vietnam Plant obtained certification.



ISO/TS16949 (Vietnam Plant)

* The plants in Japan obtained certification from Japan Electrical safety & Environment Technology Laboratories (JET). The plants in China obtained certification from TÜV Rheinland. The Vietnam Plant obtained certification from Bureau Veritas Certification (BVC).

Employee's VOICE



I am Yamamoto, and I am in charge of the Vietnam Plant project to acquire certification as a supplier from European clients that manufacture car-mounted components. The automobile industry is not only experiencing electrification, as seen in the shift from engines to motors, but also the accelerating progress of electronic device technologies particularly in automated driving. The technical requirements for PCBs have advanced accordingly, and the demand for higher quality, including durability, also has increased.

Meiko supplies its products to manufacturers of car-mounted components chiefly in Japan. In recent years, however, we have received an increasing number of inquiries from manufacturers based in Europe. The Vietnam Plant, which will be a leading location to serve these potential clients, is making all-out efforts to acquire client certification as early as possible.

Although doing business with European manufacturers involves various difficulties due to the differences in language, ways of thinking, mindset and culture, we provide our younger staff with opportunities to take charge of such global projects so that they can accumulate valuable experience and expertise from overcoming such difficulties.

To survive in the drastically changing automobile industry market, we will fully utilize our accumulated experience and expertise so that we can supply products of high quality and reliability to manufacturers of car-mounted components throughout the world.



Toshinobu Yamamoto
Section Manager in charge of the Vietnam Plant certification project
Quality Assurance Department

For Customers — Product Development, Research and Development

Major Activities in 2015

- ▶ Developed mass production of copper inlay PCBs.
- ▶ Newly developed high-heat releasing, insulating resin materials for metal base PCBs.
- ▶ Newly developed in-vehicle embedded passive devices PCBs.
- ▶ Newly developed 3-D shaped PCBs.

Future Plans

- ▶ Prepare for mass production of copper inlay PCBs.
- ▶ Develop PCBs embedded in power semiconductors.
- ▶ Newly develop onboard communication PCBs and sensing PCBs.
- ▶ Improve the mounting reliability of 3-D shaped PCBs and make a mass production plan of 3-D shaped PCBs.

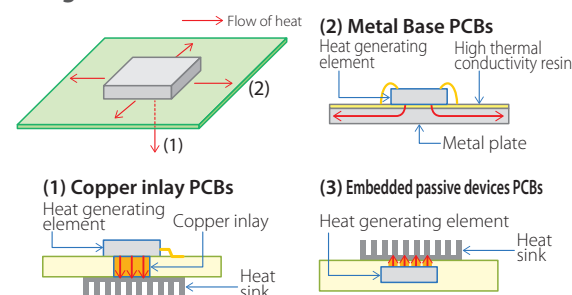
Meiko develops products that correspond to the current market's demand for new products and technologies, and at the same time develops new high-performance products and processes that correspond to next-generation automatic operations of automotive. In addition, we are reviewing the methods of manufacturing PCBs from all aspects, including materials, processes and waste treatment, with the initiative to minimize costs and reduce waste generation based on our theme of "developing environmentally-friendly, low-cost production methods."

Efforts in Product Development

The Product Development Department promotes development and mass production of PCBs that meet the needs of our customers. Since we have recently received a number of requests from our automobile related customers for electrification of power for electric vehicles and hybrid vehicles, etc. and automation of vehicles, we are promoting development with a new focus on the integration of heat releasing functions into PCBs in addition to the technologies to manufacture vehicle-embedded PCBs that we have developed thus far.

PCBs with heat releasing functions are separately developed based on the direction of the flow of heat released by elements (Figure 1); (1) We have established the manufacturing methods and preparing for mass production of copper inlay PCBs that can dissipate heat from right below the elements; (2) As for metal base PCBs with heat-generating elements that dissipate heat across the surface of the PCBs, we are promoting the development of high thermal conductivity resins to achieve high heat dissipation; in addition to these developments, (3) we are carrying out development of heat dissipating structures for embedded passive devices PCBs that contain heat generating elements. As all of these PCBs can promptly dissipate heat generated by elements, we believe that they can greatly contribute to the stable operation of high heat-generating parts.

Figure 1



We believe that communication and sensing functions will become important for automation technologies, which are expected to greatly advance in the future. We will combine our manufacturing technologies of high-density PCBs, which have been developed for PCBs in smartphones, and manufacturing technologies of vehicle-embedded PCBs in order to widely respond to our customers' needs.

Efforts in Research and Development

The Research and Development Department is promoting collaborative research with government, industrial and academia parties related to next generation products, and engaged in the development of Meiko's original 3-D shaped PCBs.

In Fiscal 2015, we jointly developed the high-speed electrolytic plating process for single wires with the Materials and Surface Engineering Research Institute, Kanto Gakuin University and participated in the development of high-frequency PWBs carried out by the High-speed Transmission Working Group. In addition, we received the "METI (Ministry of Economy, Trade and Industry) Minister's Prize" under the Sixth "Monodzukuri Nippon Grand Award" together with Sulfur Chemical Laboratory Inc. and Toshiba Corporation. We received the said award for our work in the application of a molecular bonding technology to PCBs and the mass production of such PCBs, in collaboration with Sulfur Chemical Laboratory Inc.

We also developed 3-D shaped PCBs that are completely different from regular rigid PCBs and filed five patent applications for inventions. These 3-D shaped PCBs have received a great response since their exhibition at the INTERNEPCON Japan 2016 soon after our first press release in January 2016. Many customers have showed great interest in the 3-D shaped PCBs and we have received requests for sample evaluation and mounting evaluation. While responding to those requests, we have been working in the improvement of processes and the mounting reliability of the 3-D shaped PCBs.

For Business Partners — Supply Chain

Major Activities in 2015

- ▶ Established purchasing crisis management standards and carried out purchasing audits in an effort to minimize procurement risks
- ▶ Performed conflict mineral survey in October 2012, using EICC standard format
- ▶ Performed an environmental measure survey based on the latest version of regulations such as REACH regulations <SVHC169 substances>

Future Plans

- ▶ Continue performing purchasing audits based on crisis management standards
- ▶ Perform continued investigation for manufacturers for whom sourcing locations are unknown
- ▶ Perform latest version management and clarify non-use guarantees

Currently, a company is required to have, as its basic framework, a consistent supply chain covering the entire process from material procurement from business partners through to production, distribution, and sales of products.

Basic Procurement Policy

At Meiko, we encourage the continuation of procurement activities based on the Basic Procurement Policy below. In line with this trend, we at Meiko believe that the most important aspect of our procurement activities is to establish win-win relationships and relationships of mutual trust with our business partners. We ensure cooperation not only between the production and sales bases in Japan but also with overseas bases, and select business partners through a comprehensive assessment of quality, delivery punctuality, price, and management, as well as business continuity in case of an accident and a disaster under the basic principles of (1) understanding our Basic Procurement Policy, (2) compliance with laws, ordinances, and social norms, (3) environmental protection, (4) exclusion of antisocial forces and (5) the EICC Code of Conduct. In this way, we are strongly emphasizing CSR practices within our supply chain.

Basic Procurement Policy

1. Procurement activities optimized for our global production in accordance with the Action Guidelines for Purchasing Deals
2. Smooth, fair, appropriate procurement activities based on closer communication and strengthened cooperation with our business partners
3. Strengthened environmental measures (chemical substances / green procurement)
4. Promotion of elimination of conflict minerals by supply chains and surveys on the employment of young workers.

Request to our business partners

In accordance with the measures for the environment included in our Basic Procurement Policy, we are calling for more than 300 business partners to understand and practice matters concerning the four points below. In addition to control of greenhouse gas emissions, waste reduction, and management of specified chemical substances, which we naturally undertake in our internal production activities, we also implement a variety of measures to ensure environmentally friendly procurement. We ask our business partners to implement and recommend green procurement, and also request that distribution and sales activities be undertaken in an environmentally friendly manner. Specific results of activities for 2015 include the implementation of initiatives such as establishing purchasing crisis management standards and conducting purchasing audits to minimize procurement risks, conflict mineral surveys and surveys on employment of young workers based on the EICC standard format and environmental measure surveys based on the latest version of regulations such as REACH regulations.

1. Focus on green procurement, compliance with the green procurement standard, provision of information concerning "eco products"
2. No idling
3. Waste reduction
4. Cooperation with contact in case of an emergency

Business Partner's VOICE

We are sincerely grateful to Meiko Electronics Co., Ltd., for its patronage of products from Rohm and Haas Electronic Materials K.K., a member of the Dow Chemical Company Group.

Dow has a corporate vision to create the innovations that are truly necessary for the advancement of human beings by utilizing scientific technologies. By mobilizing its expertise in chemistry, physics and biology, Dow has addressed some of the issues that our world is facing, including clean water, clean energy or energy conservation and the advancement of agricultural productivity. Since 1995, Dow has set 10-year sustainability goals to reduce waste, water and energy consumption and to develop products with high sustainability.

In 2015, Dow embarked on the third stage of its sustainability journey by announcing the "2025 Sustainability Goals." These goals are set to capitalize on its innovative capabilities, broad coverage of the world markets and the dedication of its capable employees, and to help find advanced solutions to the issues of local communities and the global environment.

Rohm and Haas Electronic Materials K.K. has contributed to the development of electronic parts, display materials and next-generation semiconductors through its leading-edge technologies, thereby helping to reduce the environmental burden and promote interconnection in society. We have also continued projects to contribute to local communities near the factory site. Since 2010, we have donated musical instruments and AEDs to junior high schools in Agano City, where our Sasakami Factory is located. Since 1998, we have participated in the Fukushima Cleanup Campaign hosted by Niigata City.

We will continue to value our partnership with an important stakeholder such as Meiko to address the issues of the global environment. Your continued patronage of our products would be appreciated.

Yasuharu Yamago
Interconnect Technologies Business Division
Rohm and Haas Electronic Materials K.K.

Measures concerning purchasing and procurement

Internal control and compliance

At Meiko, we undertake smooth operations with our business partners by complying with the following rules on purchasing and procurement activities. At Meiko, we undertake smooth operations with our business partners by complying with the following rules on purchasing and procurement. We carry out appropriate transactions with our business partners by undertaking internal training and confirming compliance in relation to adherence to laws, ordinances, and social codes, including the Act against Delays in the Payment of Subcontract Proceeds to Subcontracts in Japan, as well as compliance with customs regulations and the relevant regional and national laws, ordinances, and social codes in our global procurement activities.

1. Fair, appropriate operations with business partners shall be undertaken through compliance with laws and ordinances concerning purchasing and procurement activities.
2. Business partners' information that we obtain through purchasing and procurement activities shall be kept confidential and the information security system for preventing the leakage of confidential and personal information shall be strengthened.
3. Entertainment and gifts for business partners shall be permitted to the extent that would normally be considered reasonable, but shall be prohibited if such acts result in personal profits.
4. Efforts shall be geared toward eliminating antisocial forces, procurement of conflict minerals and young labor.

Environmental measures (green procurement)

In accordance with the "standards concerning the environment," we encourage environmentally-friendly purchasing and procurement activities together with our business partners.

1. We confirm laws and regulations (RoHS Directive, ELV Directive, and REACH Regulations) and the content of environmentally hazardous substances to encourage the procurement of compliant products and maintain and improve the environmental quality of our products.
 - (1) RoHS Directive : EU restriction on the use of certain hazardous substances in electrical and electronic equipment
 - (2) ELV Directive : A directive adopted by the EU to reduce the environmental burdens of end-of-life vehicles
 - (3) REACH Regulations: EU law for protecting people's health and the environment
 - (4) JIG (1-R) : Legally controlled substances specified in the guidelines concerning the disclosure of information regarding chemical substances contained in electrical and electronic equipment
 - (5) Customers' standards
2. We encourage the signing of the Memorandum on Environmental Protection and Guarantee of Non-Use of Environmentally Hazardous Substances to ensure environmental protection together with our business partners. We are pursuing the signing this Memorandum and Guarantee with our major business partners, including manufacturers to whom we outsource processing.
3. We strive to reduce the discharge of industrial waste and encourage the use of this waste as a valuable resource by recycling it or using it in other ways together with our business partners.

Conflict-Free Procurement Policy

In August 2012, the U.S. Securities and Exchange Commission (SEC) adopted the rules on conflict minerals under the Dodd-Frank Wall Street Reform and Consumer Protection Act. Meiko is eliminating conflict minerals from its supply chains. Meiko has defined a Conflict-Free Procurement Policy which consists of using EICC/GeSI questionnaire-based surveys, response disclosure, and follow-up actions to eliminate resource procurement which includes conflict minerals.

For Employees — Creation of a Comfortable Working Environment

Major Activities in 2015

- ▶ Promoted the creation of a comfortable working environment and system for women
- ▶ Developed next-generation leaders who epitomize the values to be shared by all employees
- ▶ Initiated management training for employees stationed overseas and the dispatch of employees to overseas locations

Future Plans

- ▶ Continue promotion efforts
- ▶ Cultivate next-generation management
- ▶ Provide intensive education on manufacturing technologies and reinforce self-development programs

In line with the concept that "the greatest asset of a company is its human resources," we focus on the creation of a comfortable working environment that is safe, secure, hygienic for all our employees, respects their diversity, and allows them to develop.

Respect for diversity

At Meiko, we respect human rights and strive to recruit, evaluate, and treat our employees without discrimination on the basis of race, creed, religion, nationality, age, gender, disability, and other attributes, so that diverse employees are able to exercise their abilities. For women employees, a reduced work hour system is promoted for those returning from maternity or parental leave. In fiscal 2015, five employees took parental leave, four employees returned to work and ten used the reduced work hour system (excluding Group companies).

At overseas locations, many Japanese employees are at work in addition to local employees, and in Japan as well, dozens of foreign national employees are at work. We also transfer personnel and exchange employees between Meiko Group companies, both in Japan and overseas, to develop global human resources and stimulate the further revitalization of our human resources.

Employment of persons with disabilities

Since Fiscal 1991, Meiko Electronics Co., Ltd. (excluding its Group companies) has continued to achieve the legally required number of employees with disabilities in accordance with the Act on Encouraging the Employment of Persons with Disabilities up until Fiscal 2009. In Fiscal 2010 and Fiscal 2011, however, we were not able to meet the legal requirement, partly because the overall number of employees increased. Since Fiscal 2012, we have continued to achieve the legally required number of employees with disabilities.

Changes in the number of our employees with disabilities and the number required by law (Fiscal 2011–2015)



(Note) Legally required number of employees with disabilities = Number of permanent employees × Legal rate of employment (rounded down to the nearest whole number)

Employment and exchanges of global human resources

Currently, approximately 37 employees from overseas countries, including China and Vietnam, are working at Meiko's business establishments in Japan, while more than 80 Japanese employees are working overseas. Until Fiscal 2015, a total of 201 persons had completed the language and skill training in Japan intended for future executives of our overseas subsidiaries, which has been offered every year since Fiscal 2003.

*As of June 30, 2016

VOICE

Parental Leave and Reduced Work Hour System User's VOICE

After giving birth to my first son in July 2015, I took parental leave for one year. The staff at my workplace willingly shared the workload caused by my absence, and my supervisor and coworkers kept in touch with me during the leave. Therefore, I was able to return to work without any problems.

Currently, I am using the reduced work hour system for child care so that I can return home early to have time for housework and child care. The system is helpful in that it allows me to set the working hours myself. Without this system, I would have been working full time and my situation would have been difficult.

This system is readily accessible to working mothers, and it is widely supported by the employees. Keeping a good frame of mind is important in balancing work and family, and I greatly appreciate the accessibility to the child-care system at Meiko.

I would like to help create a better working environment where this system is easily available for employees who want to use it.



Mari Shimizu
Team Leader
Manufacturing Headquarters

VOICE

Global Employee's VOICE

I joined Meiko in 2006 as a new graduate, and since then I am in charge of domestic marketing.

The marketing of PCBs involves being a contact for various sections of client companies, including purchasing and engineering. As such, we listen to the clients' needs to provide technological proposals, and then we proceed from design to trial, to volume production, to shipping and to inspection.

During these marketing activities, we receive various requests from clients. It is a challenging but joyful experience to meet such requests.

To further expand our sales, amid the maturing domestic PCB market, I would like to extend the sphere of our marketing activities outside Japan, including Southeast Asia, Taiwan and China, for which my understanding of the language and culture of Japan and China could be an advantage.

To contribute to the realization of Meiko's aim to be the world's No. 1 supplier of PCBs, we will continue aggressive marketing efforts to secure continued growth in sales and profits.



Huang Weifeng
Section Manager
Second Marketing Department

Educational programs

At Meiko, we provide job-class-specific training to new recruits, midcareer employees, and executives. We also hold departmental training specific to functions and job categories. These training programs are aimed at extracting the potential ability of individual employees, strengthening their ability to work in teams, and improving their overall abilities that are universal to all organizations. In addition, we offer qualification programs and provide financial assistance with correspondence courses to help our employees with their self-development and encourage them to obtain technical qualifications. In particular, we position training for next generation leaders as a primary task, and promote a one of a-kind research to extract the shared distinctive values that must be passed on from the leaders of today to those of next generation, and to reflect these to the training program.

In addition, we offer qualification programs and provide financial assistance with correspondence courses to help our employees with their self-development and encourage them to obtain technical qualifications, as well as operate foundation schools by foreign instructors and full financial assistance of examination fees for TOEIC Institutional Test.

Moreover, we are also developing employees who are able to work globally at the forefront of overseas establishments which are increasing its importance, by improving and expanding foreign language training programs for domestic workers and the training of overseas workers in Japan. In addition, we are planning to develop management ability as well as overseas assignment (trainee system).

Job-class-specific training

New recruits	<ul style="list-style-type: none"> Business simulation training Manufacturing and sales hands-on training and problem-solving
Mid-career employees	<ul style="list-style-type: none"> MBA (Meiko Board Academy) Cultivation of next-generation management
Managerial employees	<ul style="list-style-type: none"> MAPS (Management Academy for Problem Solving) Problem solving capability improvement
Department heads	<ul style="list-style-type: none"> President school Cultivation of an implementer of Meiko's corporate DNA in order to produce even greater results

Field-specific training

Technical personnel training	<ul style="list-style-type: none"> Meiko PCB school (basic and advanced courses) Improve technical abilities of new recruits, midcareer employees, and core technical personnel
Global training	<ul style="list-style-type: none"> Regular TOEIC Institutional Tests and incentive system English training for selected employees Chinese and Vietnamese language trainings

Self-development

Distance learning	<ul style="list-style-type: none"> Subsidize 80% of fees when language courses are completed
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Employees attending a training seminar

Employee safety and health initiatives

We conduct safety and health initiatives at Meiko based on our Industrial Safety and Health Guidelines for the purpose of eliminating work accidents and improving the working environment in all workplaces, and encouraging the good health of all employees. To ensure that problems are found efficiently, not to mention prevent work accidents, we have arranged for our workplaces to be audited by industrial physicians, industrial health consultants, and other experts. In addition, our Safety and Health Committee members undertake audits of the plants. What is more, we estimate risks through risk assessments, based upon which we implement measures to prevent work accidents and improve the level of our safety and health management.

Industrial Safety and Health Guideline

In line with the concept that "the greatest asset of a company is its human resources," at Meiko Group we focus on the creation of a working environment that is safe and secure for the mental and physical health of all our employees, and allows them to fully demonstrate their individual capabilities.

1. We will comply with the regulations and in-house rules related to industrial health and safety as we endeavor to eliminate dangers in all workplaces.
2. We will conduct risk assessments for our workplaces, set goals for work environment improvements and continually work toward reducing work accident risks.
3. We will ensure that each and every employee is aware of industrial safety and health initiatives as we endeavor to improve awareness of safety and health.
4. We will endeavor to actively support the maintenance and improvement of the mental and physical health of our employees.

For Shareholders and Investors — Improvement and Expansion of IR Activities

Major Activities in 2015

- ▶ Held meetings including results briefings for institutional investors, analyst meetings, and small meetings, also made several investor calls
- ▶ Produced English versions of IR tools for foreign investors

Future Plans

- ▶ Continue holding explanatory meetings
- ▶ Continue globalization and deliver valuable information for investors

One of the pledges made in our Code of Conduct is:

"We will ensure that our corporate activities and management practices are sound and transparent, and we will continue to be a trustworthy company to our shareholders and investors to generate corporate value." Based on this pledge, we are striving to maximize our corporate value by engaging in sound, fair corporate activities while complying with laws and ordinances.

Timely and adequate disclosure of information

In accordance with the timely disclosure regulations, we adequately disclose key information considered to influence the investment decisions of our shareholders and investors. We also disclose other key information via prompt, adequate, and fair means to ensure the transparency of our management practices.

For foreign investors

In order for foreign investors to have a better understanding of our business activities, we have been promoting the globalization of IR activities, including the production of IR tools in English, such as convocation notice of the shareholders' meeting, presentation documents, shareholders' report and documents for results briefing.

Shareholders' report

To ensure a better understanding of Meiko, we publish the MEIKO REPORT twice a year to provide shareholders with information on Meiko.



MEIKO REPORT

For Local Communities — Social Contribution

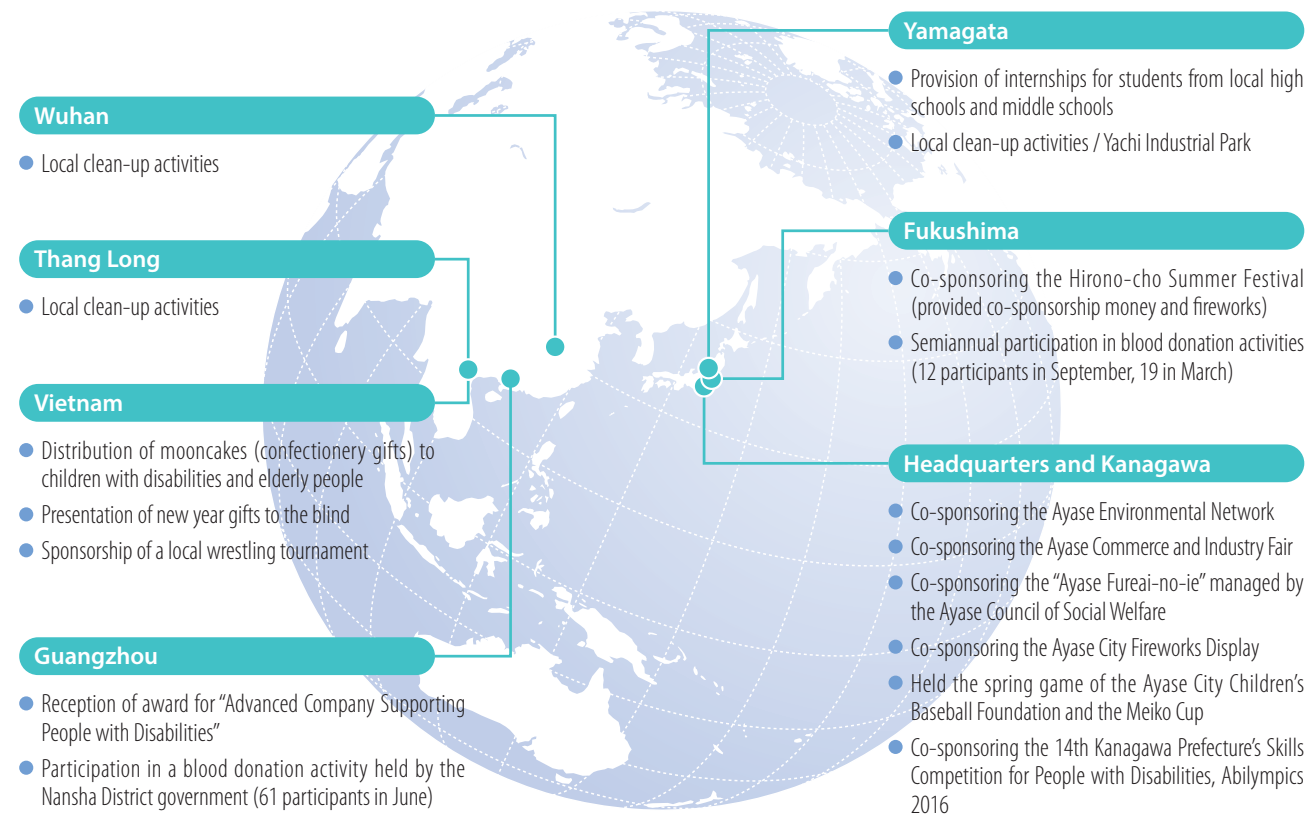
Major Activities in 2015

- ▶ Implemented CSR activities addressing local issues at each site
- ▶ Improved information sharing to enable sites to implement activities performed at other sites.

Future Plans

- ▶ Create a framework that enables more employees to participate autonomously.

At Meiko, we encourage social contributions by our Headquarters and group companies to build close relationships with local communities. We will continue to actively participate in environmental beautification activities and other events organized by the local governments in the various areas. At the same time, we will fulfill our responsibility as a good corporate citizen by encouraging social contribution activities in each local community.



Action 1

▶ Providing programs for middle and high school students

To raise the vocational understanding of students through hands-on experience in society and increase the awareness of local companies, the Yamagata Factory provides internship opportunities and factory tours every year for local middle and high school students. This year, students from Murayama Industrial High School experienced the factory's PCB contour processing and final inspection processes. Through such first-hand experience, the students learned the difficulty, importance and enjoyment of manufacturing.



Internship for Murayama Industrial High School

Action 2

▶ Blood donation activities

Meiko is actively involved in blood donation activities at bases in Japan and overseas. At the Fukushima Factory, 12 employees in September and 19 employees in March donated blood as a small part of their contribution to society, hoping they can help save someone's life. At the Yamagata Factory, a blood drive took place in February because the winter season tends to see a shortfall in available blood.



Blood donation activity at the Fukushima Factory



Blood donation activity at the Yamagata Factory



Blood donation activity at the Guangzhou Plant

From the Guangzhou Plant, 61 employees participated in a blood donation activity in July held by the Nansha District government.

Action 3

▶ Social contribution activities suited to the local community

Meiko's Guangzhou Plant was recognized by the Guangzhou Nansha Association of Persons with Disabilities for its support of disabled people at the 26th Nansha District Support Event for Persons with Disabilities.

Meiko's Vietnam Plant distributed mooncakes to children, disabled children and senior citizens in Phung Xa Village. Mooncakes are considered as a confectionery for good fortune in Vietnam and are often given as presents. To the winner of the Wrestling Festival in Phung Xa Village, the plant presented a personal computer as the first-place prize.



2016 plaque awarded for the supporting disabled persons



Mooncakes handed out to the local citizenry



Wrestling Festival in Phung Xa Village