

## Corporate Philosophy

The IBIDEN WAY—our corporate philosophy passed down through generations and across borders  
We strive to achieve sustainable growth by implementing CSR management.

## IBIDEN WAY



### SPIRIT

#### Trust through Integrity

Gaining customer and societal trust through “Genchi Genbutsu\*”

\*Genchi Genbutsu: Go and See for yourself to thoroughly understand the situation

#### “Wa” Teamwork and Synergy

Integrating knowledge and wisdom from the employee involvement for greater power.

#### Challenge with Passion

Anticipating change, and acting boldly to create new value.

#### IBI-TECHNO Innovation

Evolving by overcoming hurdles through creativity and ingenuity.

#### IBIDEN Group Charter of Behavior

We have established the IBIDEN Group Charter of Behavior by reflecting our roles as a global corporation as well as requests from our stakeholders in order to share the goals for the entire Group.

- Article 1: Compliance with laws, regulations, and ethics
- Article 2: Development together with stakeholders
- Article 3: Providing customer delight
- Article 4: Management based on global standards
- Article 5: Harmony with nature
- Article 6: Attractive and vibrant company

#### Publication of CSR Information

The Group’s CSR Report is disclosed on our website. We will update detailed environmental and social information on the website in an appropriate manner.



## CSR Policy

We aim to enhance our corporate value

- By raising awareness of the need for IBIDEN to act responsibly and honestly in the interest of sustainable operations
- By fulfilling our responsibilities in a well-balanced manner from an economic, environmental and social standpoint
- By working in partnership with all of our stakeholders

#### Diagram of CSR Management



Building a trustworthy relationship with all our stakeholders.

#### Internal Control

#### Compliance promotion activities

We have established the IBIDEN Standard for Employee Behavior and implement activities aimed to promote awareness of it. We also set targets in each plant for voluntary compliance activities and carry them out each year. We aim to enhance the level of these compliance activities by applying to different plants.



#### Human Resource Management

#### Human resource development

We clarify the figures of each qualification and carry out education and training to enhance our strength in order to strengthen to the company that continues to grow and develop on a permanent basis.



Educational training

#### Environmental Management

#### Measures to develop clean energy

The history of the IBIDEN Group began from a project of constructing a hydroelectric power plant in the upstream part of the Ibi River to bring modern industry to local society by providing them with electricity. We currently own three hydroelectric power plants, and through these contribute to conserving the global environment by providing clean energy without producing CO<sub>2</sub> for more than 100 years, since IBIDEN was founded.

Hydroelectric power generated in FY2016

**151,452MWh**

Equivalent to the annual energy consumption of about 42,000 households.



Higashi-Yokoyama Power Plant

#### Social Contribution

#### Protecting the global environment

In fiscal year 2008, we embarked on a forest building initiative: “IBIDEN’s Forest.” This activity takes place chiefly in Higashi-Yokoyama, the place where the Company operates its initial hydroelectric power generation business. Together with the local public, employees and former employees, we will continue to carry out sustainability activities aimed at maintaining harmony with nature.

Total area of “IBIDEN’s Forest”

**41.31ha**

This forest area is equivalent to some 58 football fields.



Scene of tree planting activity