



SUMCO

SUMCO Corporation CSR Report

2015





Mayuki Hashimoto

President and CEO

Mission Statement

It is the mission of the SUMCO Group to be the world's No.1 silicon wafer supplier by exceeding the expectation of our customers and stockholders, by recognizing the value of our employees and by being good neighbors in communities.

SUMCO Vision

1. World's Best in Technology
2. Deficit-Resistant Even during Economic Downturns
3. Empower Employee Awareness of Profit
4. Competitiveness in Overseas Markets

Further increasing our corporate value

Japan's Corporate Governance Code came into effect on June 1, 2015. In the lead-up to its enactment, the country's stock exchanges incorporated a version of the code as part of their securities listing regulations and revised their associated listing rules and systems. This version was known as Japan's Corporate Governance Code [Final Proposal], as finalized by the Council of Experts Concerning the Corporate Governance Code. The Final Proposal says that one of the objectives of the code is to seek "growth-oriented governance." This can be viewed in contrast to the protective approach that companies have thus far been focused on of ensuring governance aimed merely at preventing corporate scandals through strengthened management monitoring. Growth-oriented governance, on the other hand, is aimed at promoting timely and decisive decision-making by companies to increase their productivity and profitability so that they can achieve sustainable corporate growth and increase their corporate value.

Japan's Corporate Governance Code recommends that companies should not only explain how governance is maintained but also how their governance system helps enhance their corporate value. It is also recommended that companies proactively disclose information on their policies and plans to increase corporate value as well as on how associated decisions are made and implemented. This also represents a break with the past, wherein many companies held the view that the main purpose of information disclosure was to share the results of business activities, such as financial standing and operating performance.

The SUMCO Group has for many years been well aware of the importance of growth-oriented governance and has been proactively disclosing information on the Group's policies and their progress. One of such efforts is the establishment of the SUMCO Vision in 2013, which all our employees have been pulling together to accomplish. The vision specifies four goals that we need to achieve on our path to becoming an excellent company. In addition to this, the New Medium-term Management Strategy was published in March 2015 to make clear the Group's financial, business, and investment strategies.

Semiconductors are evolving so rapidly that products become obsolete within only a few short years. To survive in this industry, therefore, we need to make decisions in a nimble and timely manner so that we can adapt to change. In order for us to meet changes in the business environment as efficiently and accurately as possible, we are continuously preparing various scenarios and measures across the SUMCO Group so that we have the flexibility at all times to choose the best measure as needed according to the situation. These and other approaches that we take for

growth-oriented governance facilitate our timely decision-making in the ever-changing business environment.

Information on specific activities conducted by the SUMCO Group to achieve the SUMCO Vision is disclosed to stakeholders through our CSR Report and other sources. We will continue to strive for even more proactive disclosure of information on the Group's business activities with a view to deepening stakeholders' understanding of the efforts being made by the Group to increase its corporate value and the systems adopted to support such efforts. By doing so, we aspire to become a corporate group that all of our stakeholders—including our customers, investors, suppliers, employees, local governments, and local communities—can get behind and support us.

As a company aspiring to contribute to society and maintain sustainable growth, the SUMCO Group works on the following issues.

Corporate governance and compliance

The SUMCO Group endeavors to maintain efficiency, transparency, and fairness in its management by further enhancing its corporate governance. We also established and implemented the SUMCO Charter as a code of conduct which officers and employees shall comply with, and we ensure that our corporate activities are sound and in accordance with social norms, as well as complying with laws and regulations.

Risk management

The SUMCO Group's global market share is about 30%, meaning that our silicon wafers are used in one in every three to four electronic devices around the world. The stable supply of products is therefore our most critical management challenge and an important social responsibility. To ensure stable supply, we are taking various measures to prevent the materialization of risks while working to further develop and improve our business continuity plan, which also covers our supply chain.

Environmental conservation

The production of silicon wafers requires plenty of electricity, water, and chemical substances. The SUMCO Group strives to reduce its use of each of these as well as the amount of industrial waste generated by setting reduction targets for each item. We also ensure that harmful chemical substances and waste are handled and managed properly to minimize the environmental risks of our business activities.

Working with stakeholders

The SUMCO Group aspires to promote social development through the supply of silicon wafers while endeavoring to contribute to the well-being of the stakeholders who support us. Toward this end, we actively communicate with stakeholders and incorporate their opinions and requests into our activities.

Message from the President 1
 Editorial Policy 3
 Outline of the SUMCO Group 4
 Businesses of the SUMCO Group 5

CSR Management

SUMCO's Stance on CSR 9
 Corporate Governance 10
 Compliance 11
 Risk Management 11

Environmental Report

Environmental Management 13
 Environmental Impact of Business Activities 15
 Combating Global Warming 17
 Reduction of Waste 18
 Effective Use of Water Resources 18
 Chemical Substance Management 19
 Environmental Impact (SUMCO Phoenix Corporation) 20

Social Activities Report

Interaction with Customers 21
 Interaction with Suppliers 23
 Interaction with Shareholders and Investors 24
 Interaction with Local Communities 25
 Interaction with Employees 26
 Site Data 29
 GRI Guidelines Comparison Charts 34

Editorial Policy

The objective of this report is to convey the SUMCO Group's stance on CSR and report its activities to stakeholders in order to enhance their understanding and earn their support. The report has been prepared in reference to the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines 3.1. See page 34 for comparison with the GRI guidelines.

Period Covered

January 2014 to December 2014
 Data for periods outside the above are noted as such.

Organizations Covered

SUMCO Corporation and its Group companies. "SUMCO" and "the Company" as used in this report refers to SUMCO Corporation. The Financial Highlights cover SUMCO Corporation and its consolidated subsidiaries. Other performance data outside the above scope are noted as such.

Publication

October 2015
 (planned publication of the next issue: October 2016)

Note Regarding Forward-Looking Statements

Projections, predictions, prospects, and other forward-looking statements contained in this report are made by the Company based on the information available at the time of the release of the statements and therefore are subject to risks and uncertainties. Due to various factors, actual results may vary significantly from results anticipated in the forward-looking statements.

Company Information

Trade name	SUMCO Corporation
Head office	1-2-1 Shibaura, Minato-ku, Tokyo
Establishment	July 30, 1999
Main business	Manufacture and sales of silicon wafers for semiconductors
Capital	138.718 billion yen
Representative	Mayuki Hashimoto, President & CEO
Group companies	7 companies in Japan; 12 companies abroad

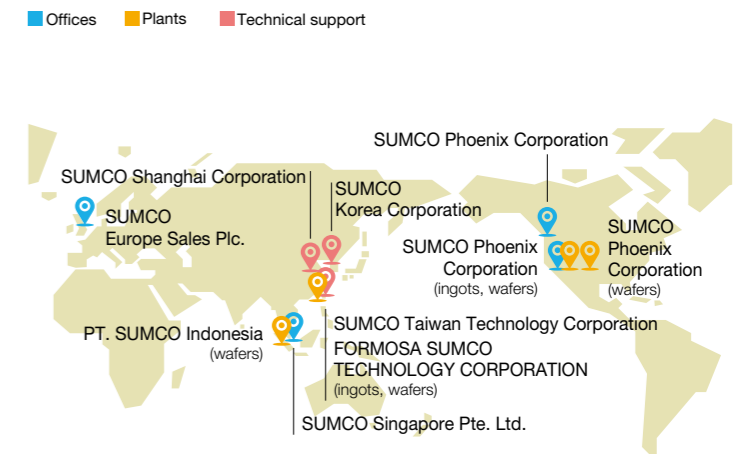
Network in Japan



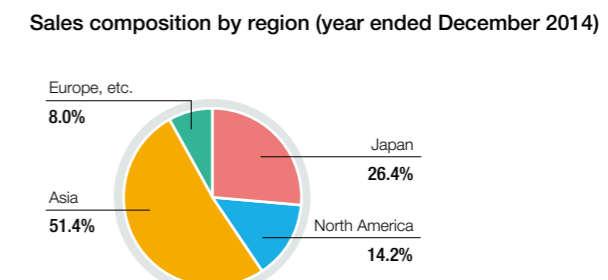
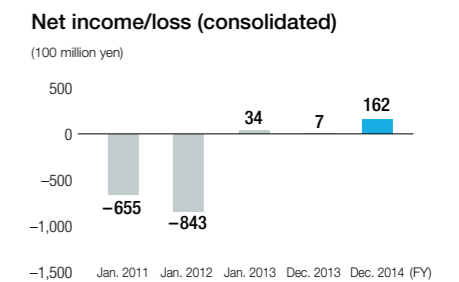
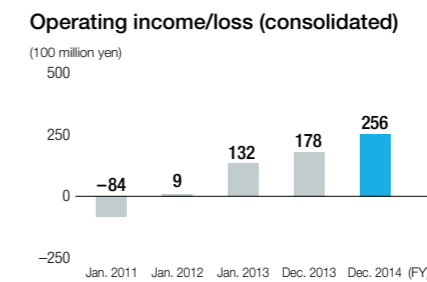
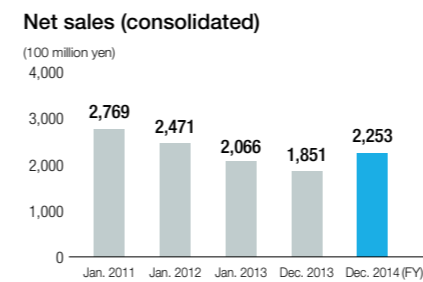
Group Companies

Japan	SUMCO TECHXIV Corp.	SUMTEC Service Corp.
	SUMCO Technology Corp.	SUMCO Insurance Service Corp.
	SUMCO Service Corp.	Japan Formosa SUMCO Technology Corporation
	SUMCO Support Corp.	
Overseas	SUMCO Phoenix Corporation	PT. SUMCO Indonesia
	SUMCO Southwest Corporation	SUMCO Singapore Pte. Ltd.
	SUMCO Funding Corporation	SUMCO Korea Corporation
	STX Finance America, Inc	SUMCO Taiwan Technology Corporation
	SUMCO Personnel Services Corporation	SUMCO Shanghai Corporation
	SUMCO Europe Sales Plc.	FORMOSA SUMCO TECHNOLOGY CORPORATION

Overseas Network



Financial Highlights



SUMCO's Aim Is to Become an Excellent Company through the Integrated Efforts of All Officers and Employees

1 World's Best in Technology

SUMCO's technologies and ability to ensure a stable supply of products are praised by our customers the world over. In fact, our outstanding performance has been officially recognized by many semiconductor manufacturers with their excellent supplier awards. Using this recognition as a springboard to an even higher level of success, we will make greater efforts to promote cooperation with our customers based on long-term commitment and mutual trust, and to enhance our technological capabilities.

High Recognition by Our Customers

We received the Supplier Continuous Quality Improvement (SCQI) Award from Intel Corporation, the world's largest semiconductor manufacturer, in March 2015. We have now won this award for the 13th consecutive year and 14 times in total. We also received the Excellent Performance Award from Taiwan Semiconductor Manufacturing Company Limited (TSMC), the world's largest foundry, in December 2014. This award was given to only nine companies out of more than 600 major suppliers to TSMC, and SUMCO is the sole silicon wafer manufacturer among the winners. We also received the Best Partner Award from Samsung Electronics Co., Ltd., the world's largest semiconductor memory maker, for the second consecutive year in January 2015.



1 Photo: Dan Agulian and Chip Holley



2 Supplier Continuous Quality Improvement (SCQI) Award from Intel
3 Excellent Performance Award from TSMC
4 Best Partner Award from Samsung Electronics

What Is a Silicon Wafer?

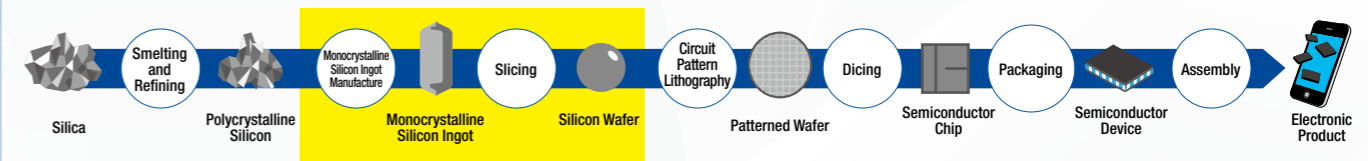
SUMCO is a manufacturer of silicon wafers, which are used as substrates for semiconductor devices. Electronic equipments such as mobile phones, personal computers, digital home appliances, and control units for automobiles and industrial machines all incorporate semiconductor devices, and silicon wafers are essential material for manufacturing semiconductor devices.

Silicon is the second most abundant element on Earth, after oxygen. Because silicon combines with oxygen easily, it exists in the form of silicon dioxide (silica) in nature. Silica is the main constituent of soil, sand, and stone. High-purity silica that was mined is smelted and refined into polycrystalline silicon with a purity level of 99.99999999%, and wafers are produced from this ultra-high-purity polycrystalline silicon.

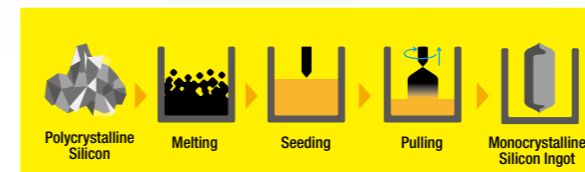
Production Method of Silicon Wafers

The production of silicon wafers is divided into two processes: the monocrystalline silicon process and the wafer process. In the monocrystalline silicon process, polycrystalline silicon is melted to produce monocrystalline silicon ingots. In the wafer process, these monocrystalline silicon ingots are sliced into wafers, which are then polished and cleaned to create a flat, mirror-like surface.

Flow of Silicon Wafer Manufacturing Processes to Electronic Products



Monocrystalline Silicon Ingot Manufacturing Processes



Wafer Processes



Four Quality Requirements for Silicon Wafers

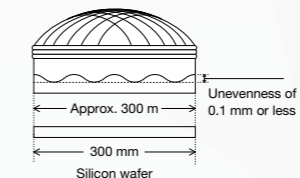
There are mainly four quality requirements for silicon wafers as described below. A silicon wafer is an agglomeration of various advanced technologies and its production requires extensive expertise. Sharing of information across the team and accumulation of techniques are therefore essential.

Crystal Perfection

Silicon wafers used for semiconductor devices are made from monocrystalline silicon. The number of silicon atoms contained in a piece of 300-mm wafer can be as high as 3×10^{24} . The word "monocrystalline," meanwhile, means the state in which the silicon atoms are arranged in an orderly, crystalline structure, both horizontally and vertically.

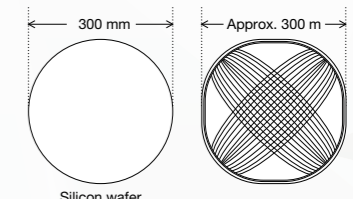
Flatness

As semiconductor circuits are becoming increasingly miniaturized, silicon wafers are required to be extremely flat and smooth. To illustrate the concept, if we enlarged a 300-mm wafer to the size of 300 meters (making it as big as the Tokyo Dome), the quality requirement is equivalent to permitting unevenness of only 0.1 mm or less across the entire area.



Cleanliness and Elimination of Contamination

The number of minute particles adhering to the surface of silicon wafers is required to be as close to zero as possible. To illustrate the concept, if we enlarged a 300-mm wafer to the size of 300 meters (making it as big as the Tokyo Dome), the quality requirement is equivalent to permitting a maximum of only 10 grains of sand, each with a diameter of 0.04 mm, across the entire area. Wafers used for image sensors of digital cameras are required to be ultra-pure, at the level of no more than one part per trillion of impurities.



2 Deficit-Resistant Even during Economic Downturns

The Business Reorganization Plan initiated in 2012 was completed as planned in 2014. The sales break-even point was lowered significantly, by approx. 30%, compared to the fiscal year ended January 31, 2012.

Sales break-even point (index)



Net sales/Operating income (loss)/ Net income (loss)



3 Empower Employee Awareness of Profit

Rather than the president or executives, it is the employees who are the actual driving force of a company. The SUMCO Group is no exception to this: SUMCO Vision of becoming the "World's Best in Technology" and "Deficit-Resistant Even during Economic Downturns" cannot be realized unless all employees are highly

motivated and committed to the vision. However, even when all employees of the Group share the vision, have high profit and cost awareness, and work to identify and solve issues, such status cannot be maintained unless senior management is willing to share information with the employees. For this reason, the President and Executive Vice President visit each plant frequently to hold a management briefing in order to share issues facing the Group in the current business environment.

We also evaluate employees' efforts appropriately to increase their motivation. The President's Award was established in 2013 to recognize individuals and organizations that make outstanding achievements toward enhancing the Company's value every year. Up-and-coming engineers and innovative Total Productive Maintenance (TPM) teams are also given opportunities to present their accomplishments and receive awards every year.

The SUMCO Group has plants in the United States, Taiwan, and Indonesia and a network of sales offices around the world. Aiming for further growth as a global company, we actively recruit employees with outstanding talent regardless of nationality.



1 2 3 Management briefing

4 Competitiveness in Overseas Markets

The SUMCO Group supplies silicon wafers to semiconductor manufacturers around the world. All of the global top 10 companies in semiconductor sales are customers of the SUMCO Group.

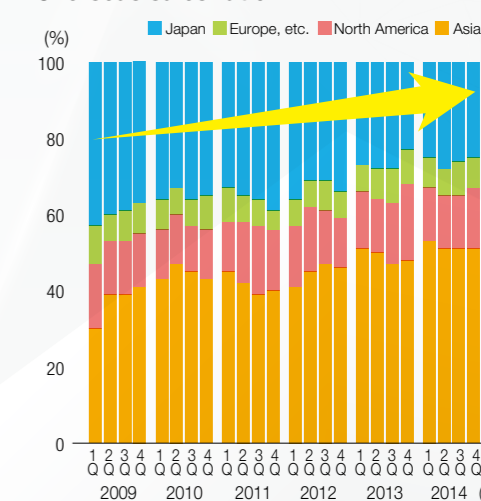
Global top 10 companies in semiconductor sales (2014)

Company	Headquarters	Sales of semiconductors (billions of dollars)
1 Intel	U.S.A.	51.3
2 Samsung	S. Korea	37.2
3 TSMC	Taiwan	25.0
4 Micron	U.S.A.	16.6
5 SK Hynix	S. Korea	15.8
6 TI	U.S.A.	12.1
7 Toshiba	Japan	11.2
8 ST	Europe	7.3
9 Renesas	Japan	7.3
10 Infineon	Europe	6.1

Source: Prepared by SUMCO based on data from IC Insights (excluding fabless companies)

* The sales figures are provisional.

Overseas sales ratio



4



5



7



6

4 TPM presentation teams
5 SUMCO Phoenix Corporation employees
6 PT. SUMCO Indonesia employees
7 TPM presentation at FORMOSA SUMCO TECHNOLOGY CORPORATION

SUMCO's Stance on CSR

Based on its aim of playing a leading role in the development of industry and the improvement of living standards through the supply of silicon wafers, an essential substrate material for semiconductor devices, SUMCO aspires to serve society as a good corporate citizen. As such, SUMCO undertakes a wide spectrum of CSR activities.

We believe that companies are expected to meet their corporate social responsibilities from two perspectives.

Firstly, companies have an obligation to ensure compliance, safety, and environmental sustainability as corporate citizens, and are responsible for maintaining and improving the quality of their products and services and returning profits to society as part of their business activities. This obligation and responsibility

are the foundation of CSR, and companies need to have effective corporate governance to fulfill them. For this reason, SUMCO regards corporate governance and corporate ethics as fundamental management issues.

Secondly, on top of this foundation, companies also need to proactively conduct social contribution activities outside their business domains. These activities include environmental maintenance, educational and cultural initiatives, and support for employees' volunteer activities. In this regard, SUMCO actively engages in local beautification projects and educational and cultural activities with the aim of becoming a good partner for local communities.

Relationships with Stakeholders

SUMCO endeavors to fulfill its responsibilities to stakeholders, who support its business activities.



Our Main Responsibilities to Stakeholders

Customers

- Enhance customer satisfaction (Maintain and improve the quality of products and services)

Shareholders

- Return profits (dividends, etc.)
- Enhance corporate value

Suppliers

- Develop a solid and sustainable supply chain

Employees

- Offer secure employment
- Return profits (bonuses, etc.)
- Build a favorable work environment (mental health, childcare/nursing care leave)

Local communities

- Create employment, Pay taxes
- Support the improvement of local environments
- Support local educational and cultural activities

Corporate Governance

Basic Stance

Meeting the expectations of shareholders through enhancing our corporate value and developing and maintaining a favorable relationship with other stakeholders is an important management issue for us. Based on this understanding, we implement various corporate governance measures as explained below to ensure prompt decision-making and effective business execution. We also work to enhance the transparency of our management by assuring timely and appropriate information disclosure.

Corporate Governance Structure

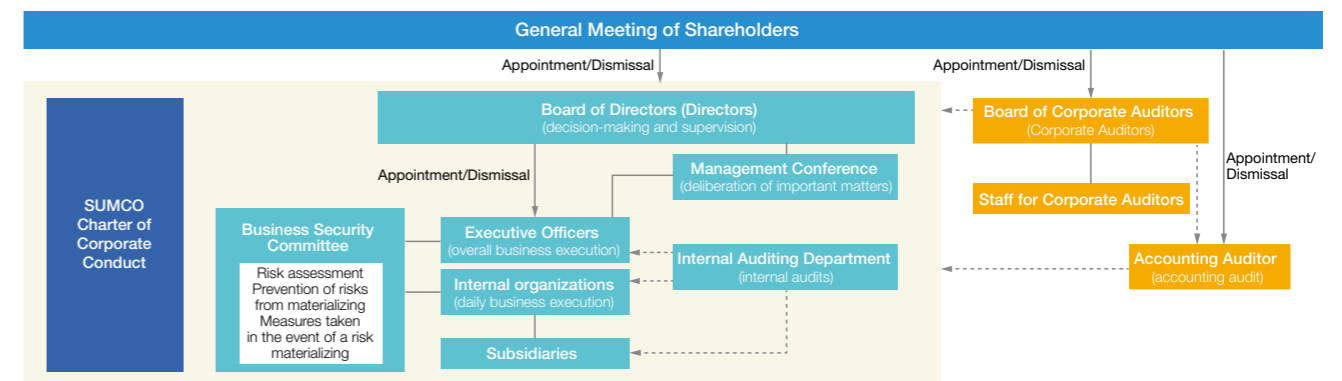
(as of March 25, 2015)

- (1) The Board of Directors, made up of nine directors (of whom three are external), is responsible for making decisions on important matters, such as those legally required to be determined by the Board, and important issues regarding business execution. It is also responsible for supervising the execution of duties by directors and executive officers. The external directors, who are familiar with SUMCO's business and have keen insight into company management, bring outside perspectives and play an effective role in strengthening the supervisory function of the Board. The Board of Directors generally meets every month and holds special meetings whenever necessary.
- (2) The Management Conference, consisting of all executives at the level of managing executive officer and above, deliberates important management issues. The committee basically meets every week.
- (3) SUMCO has adopted the executive officer system to separate the decision-making and supervisory function of the Board

of Directors from the executive officers' function of executing decisions made by the Board. This system enhances the Company's ability to adapt to changes in the business environment and expedites the decision-making process.

- (4) For each business operating organization, authority is clearly defined, a supervisor is appointed, and proper administrative procedures are established in accordance with internal rules and under the leadership of the executive officer in charge.
- (5) The Board of Corporate Auditors consists of five auditors: two full-time corporate auditors and three external auditors. They conduct audits of each department of SUMCO and its Group companies in accordance with the auditing standards and audit plan formulated by the Board of Corporate Auditors. They also attend the Board of Directors meetings and other important meetings and inspect the business and financial conditions to supervise and audit the execution of duties by directors. The three external auditors have expert knowledge on laws and accounting and keen insight into company management and help strengthen the supervisory function of the Board of Corporate Auditors.
- (6) Internal audits are conducted by the Internal Auditing Department (seven staff members) to check the efficiency of management and compliance with laws in accordance with the internal auditing rules and annual audit plan. The audit results are reported to the President and the audited departments, and the departments are requested to take corrective measures as necessary, with the progress followed up on. The Board of Corporate Auditors and the Internal Auditing Department meet regularly to share audit results and information and exchange opinions for close collaboration and efficient auditing.

Corporate Governance Structure



Compliance

SUMCO Charter of Corporate Conduct

SUMCO believes that to expand its business and achieve sound growth, executives and employees need to comply with both laws and their underlying spirit as well as adhering to ethical and other social norms in order for the Company to be accepted by the global community.

Positioned above the Company's various rules and compliance programs, the SUMCO Charter of Corporate Conduct is the supreme set of principles guiding our conduct at work. It defines how executives and employees should act so as to enable the Company to fulfill its social responsibilities and achieve further growth. We appoint a Chief Compliance Officer to serve as the company-wide supervisor and monitor the Company's compliance with the charter. Meanwhile, a supervisor in each department regularly reports to the Chief Compliance Officer on how well the charter is observed within his or her department. Each Group company also maintains its own code of conduct, which is similar to the charter, to establish a framework for corporate ethics and develop a compliance structure.

Internal Hotline

An internal reporting hotline has been in place since 2006. In September 2010, we also established an appointed outside lawyer to whom an internal report is to be made. We ensure that all Company employees know how to use the hotline and contact the lawyer by, among other means, distributing explanatory compliance cards.

Fair Business Activities

Under SUMCO's Rules on Handling Grant of Benefits the following is prohibited: (1) to make contributions and donations to politicians in violation of the Political Funds Control Act and/or the Public Offices Election Act of Japan; (2) to offer favorable benefits in the form of excessive entertainment or gifts, with the aim of seeking return or receiving favors, in connection with duties of civil servants; (3) to deal with antisocial forces or groups; (4) to give financial benefits concerning the exercise of rights of shareholders; (5) to offer excessive entertainment or gifts, beyond the extent permitted by social ethical standards; and (6) to provide any type of illegal benefit or favors or engage in transactions which could be recognized as unfair or unjust under social ethical standards. We have also set specific criteria for the activities listed below and permit these activities to be undertaken only when the criteria are met and proper approval is given. The activities are: making donations; providing sponsorship; payment of entertainment expenses/giving celebratory or condolence gifts; purchasing advertising; subscribing to or purchasing newspapers, magazines,

or other publications; payment of membership dues to external organizations; and outsourcing.

Export Control

To ensure export control compliance aimed at maintaining international peace and security, SUMCO established and implemented its Security Export Control Rules. The Company screens customers and transactions under the Rules, and with regard to export of goods or provision of technology to non-residents, it checks whether the due process under the Rules are followed before commencing the export or technology provision.

Renouncing Relationships with Antisocial Forces

SUMCO Charter declares that the Company denounces any kind of relationship with antisocial forces and rejects any requests or demands from such forces. It is ensured through education and training that all executives and employees of the Company are constantly reminded of the importance of this policy.

Activities on Intellectual Property

As its basic policy, the SUMCO Group attaches importance to the protection of intellectual property and utilizes it as a strategic tool for the Group's business while at the same time respecting the intellectual property rights of third parties.

Under this policy, we have established internal rules to define how we obtain, maintain, and utilize intellectual property rights; prevent infringements; and provide training to employees. The Intellectual Property Division actively conducts various intellectual property operations in cooperation with other departments. Obtained intellectual property rights are reviewed periodically to eliminate obsolete intellectual property so as to keep costs at a rational level.

Risk Management

SUMCO has established its Risk Management Basic Rules which set forth fundamental matters concerning risk management. An information communication route to be used in the event of materialization of a risk as well as procedures to respond to a disaster, including the setting up of emergency headquarters have been done in accordance with the rule.

Risk Management Basic Policies

To ensure the protection of all resources necessary for the continuation of business activities, including personnel, property, funds, and public trust, SUMCO regularly promotes measures to:

(1) predict risks and prevent their occurrence (preventive measures against risk occurrence); and (2) minimize damage in the event of risk materialization (response measures to minimize damage).

Our basic policy in promoting risk countermeasures is as follows:

- a. Prioritize risks by likelihood of occurrence and severity of impact to ensure optimum allocation of management resources and maximize effectiveness of measures.
- b. Minimize damage and loss by preventing the suspension or discontinuation of business activities to ensure business continuity in the case of an accident or other emergency situation.

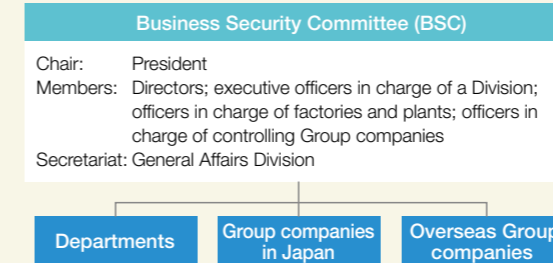
Business Security Committee (BSC)

Established to oversee SUMCO's risk management as a whole, the Business Security Committee (BSC) is responsible, among other things, for formulating the Company's risk management policies and assessing the progress of risk management.

With regard to specific risks, such as those involving information leakage, the financial market, and product quality, appropriate controls are established under dedicated internal rules.

BSC's Structure and Objectives

1 Structure



2 Objectives

- The BSC undertakes the following risk management activities.
- a. Discuss and decide on company-wide risk management policies.
 - b. Discuss and decide on risk prevention measures.
 - c. Discuss how to respond to new risk events.
 - d. Share information on risk management.
 - e. Promote risk management awareness across the Company.
 - f. Assess and follow up on the progress of risk management.

Ensuring Business Continuity

Our Risk Management Basic Rules define business continuity as an important management issue and we have been developing and improving our business continuity plan accordingly. The BSC, explained above, formulates improvement plans and monitors and reports on the progress of improvement.



Earthquake response simulation exercise

In fiscal 2014, an earthquake response simulation exercise was conducted at SUMCO TECHXIV Corporation's Miyazaki Plant in a preparation for a Nankai Trough earthquake.

Emergency Response Exercise

Every year, the SUMCO Group assesses and identifies potential risks that may occur in conjunction with an earthquake, typhoon, explosion, fire, chemical spill, or other emergency and plans and conducts exercises for risks identified as serious by providing training to related personnel and in accordance with manuals. After each exercise, we identify problems and review procedures for continuous improvement to make our response as quick and apposite as possible.

We also conduct joint emergency response exercises with chemical suppliers to ensure that we can safely and smoothly handle a chemical spill discovered after delivery to one of our sites.

In 2014, in addition to the above-mentioned exercises, a drill to respond to large typhoons was also conducted to protect our plants against damage from storms and floods. When typhoon No. 8 (Neoguri) hit Japan one month after the exercise, all plants were able to respond appropriately.



Exercise to protect plants against damage from storms and floods

Comprehensive Disaster-Preparedness Drill

The SUMCO Group conducts a comprehensive drill, nighttime/non-workday drill, and a non-comprehensive drill (firefighting/reporting/evacuation) every year. As part of the comprehensive drill, in addition to joint training with the fire station, there is also training for first-aid firefighting, the use of fire hydrants by the Company's firefighting team, and operation of the Company's own fire engine.

For the nighttime/non-workday drill, we identify and address problems that cannot be discovered on workdays or during the day.



Disaster relief exercise

Disaster reporting exercise

Environmental Management

SUMCO Corporation's Environmental Policies

1. Basic Environmental Philosophy

As a manufacturer of high-quality silicon wafers for semiconductors, SUMCO has established the following action guidelines and is committed to self-initiated and sustained environmental conservation activities to pass on the Earth's irreplaceable environment to future generations.

2. Environmental Action Guidelines

1 Through our business activities, we shall pursue activities with an emphasis on the following points.

- (1) We shall act to conserve electricity and other forms of energies consumed by our business activities, thereby curbing emissions of greenhouse gases.
- (2) We shall strive to reduce waste and increase the recycling and reuse rates.
- (3) We shall strive to reduce chemical substances used in our business activities.
- (4) We shall thoroughly manage harmful chemical substances and waste, thereby reducing the risks to the environment.

2 We shall abide by environment-related laws and regulations, bylaws, and other agreed requirements.

3 We shall strive to prevent environmental pollution in our entire business activities and undertake efforts to protect the global environment and coexist in harmony with local communities.

4 We shall define environmental objectives and targets, and by periodically reviewing these objectives and targets, shall promote continuous improvement of our environmental management system.

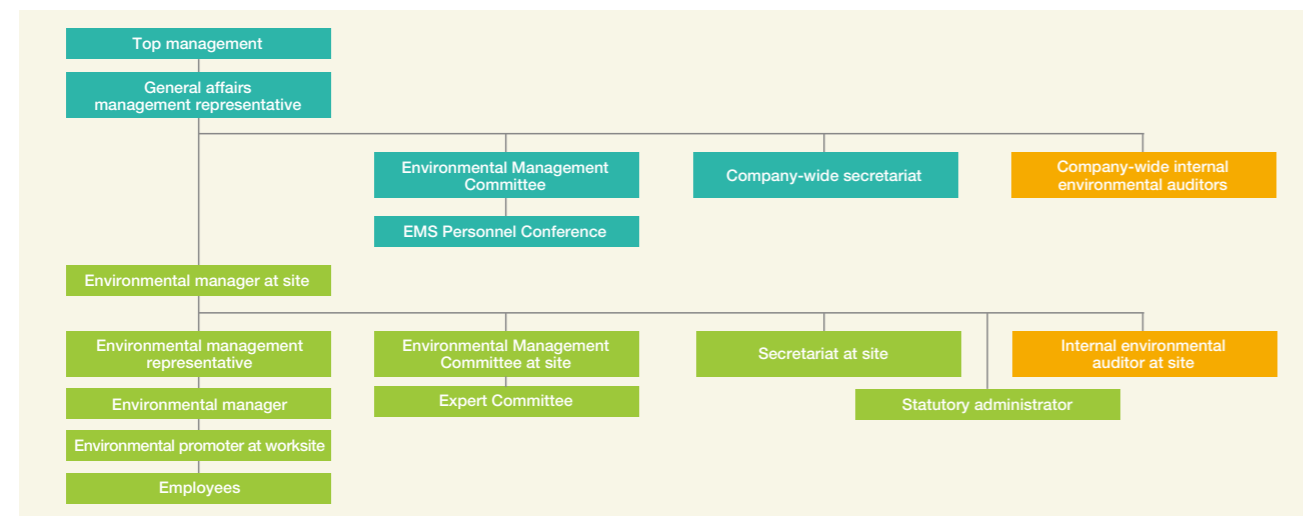
5 We shall make these policies known to all employees within SUMCO and disclose information internally and externally.

July 1, 2015
Mayuki Hashimoto, President & CEO

Environmental Management Structure

The general affairs management representative and the environmental managers at sites report to top management and act in accordance with their respective roles, responsibilities, and authority. Information and instructions are communicated and shared at meetings of the Environmental Management Committee and Environmental Management Committee at each site.

Environmental Management Structure



* At SUMCO TECHXIV Corporation, each of the Nagasaki Plant and the Miyazaki Plant has their own environmental management structure.

Environmental Objectives and Targets

We set environmental objectives and targets for three-year periods and work to achieve the final-year targets (= environmental objectives) of each period. The base year for the targets for 2012 to 2014 is 2011. The performance is checked semiannually and the targets are reviewed as necessary.

(based on per-unit production)

Action items in business activities	2014 environmental objectives (midterm targets)	Base year	2014 targets	2014 results
Reduction of power consumption (reduction of CO ₂ emissions)	Reduce by 5.8%	2011	Reduce by 5.8%	Reduce by 8.8%
Reduction of chemical substance use	Reduce by 9.1%		Reduce by 9.1%	Reduce by 14.4%
Reduction of industrial waste	Reduce by 15.0%		Reduce by 15.0%	Reduce by 19.3%
Reduction of water consumption	Reduce by 6.0%		Reduce by 6.0%	Reduce by 16.5%

Beneficial activities	Environmental objectives (set each year)		2014 target	2014 attainment rate
Improvement and increased efficiency of the primary business of each division	Attainment rate: 80%		Attainment rate: 80%	93.8%

Environmental Education

Education Targeted at Suppliers to Prevent Environmental Accidents

Environmental education is provided to suppliers of chemicals and other products and to industrial waste treatment firms to ensure the prevention of environmental accidents and compliance with laws and regulations.



Suppliers receiving environmental education on the prevention of environmental accidents

Contents of education

- 1 Request for vehicle inspection to prevent the leakage of fuel, oil, etc.
- 2 Importance of SUMCO personnel being present at the time of delivery/collection and request that their instructions be followed
- 3 Request for inspection of industrial waste collection vehicles, particularly to prevent leakage or dripping of sludge, liquid waste, etc.
- 4 Report of previous environmental accidents that occurred at the Company

Environmental Audits

At SUMCO, internal environmental audits are conducted by internal environmental auditors. Environmental management system audits, meanwhile, are implemented by an external auditor.

Internal Environmental Audit

Internal environmental audits are implemented every year for all organizations subject to the Company's environmental management system. The results are reported to top management and reflected in the following year's activities for continuous improvement of the environmental management system.

Environmental Management System Audit

Audits of randomly sampled Company sites are implemented every year and a renewal audit is conducted for all sites every three years by an external independent auditor.

Compliance with Environmental Legislation

The SUMCO Group ensures that Group companies keep themselves updated about the requirements of laws, regulations, and agreements and that they comply with such requirements.

In 2014, an audit was conducted by an external consultant to verify the Group's compliance with environmental legislation.

We also ensure that the Group complies with overseas chemical substance regulations, namely, the Restriction on Hazardous Substances (RoHS) Directive and the Regulation on Registration, Evaluation, Authorisation and Restriction of Chemical Substances (REACH).

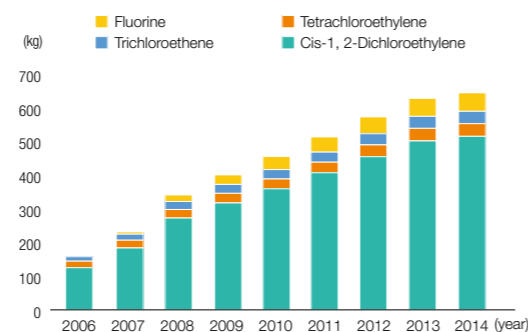
Environmental Impact of Business Activities

The depletion of energy resources, global warming, threats to biodiversity, and other environmental problems are having an increasingly serious impact on the global environment. SUMCO promotes environmental considerations and the reduction of environmental impacts across its business activities with a particular focus on electric power, chemical substances, waste, and wastewater, which the Company has identified as priority environmental issues.

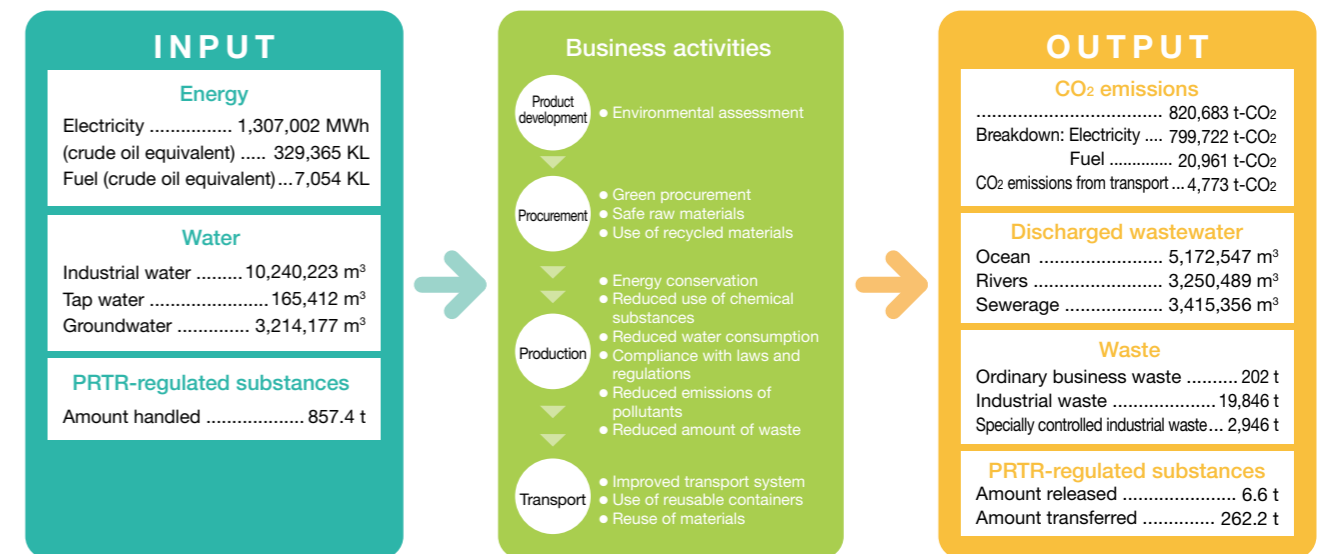
Progress of Countermeasures against Soil and Groundwater Contamination at the Noda Office

In a voluntary survey implemented at the Noda Office in 2005, it was found that amounts of volatile organic compounds (VOC) and fluorine exceeded the soil and groundwater environmental standard values. We have ever since been introducing countermeasures in consultation with concerned authorities and others. At present, we are working to prevent the spread of and recover contaminated substances by using a pumping well set up near the boundary of the plant grounds.

Amount of Contaminated Substances Recovered Annually from Groundwater at the Noda Office

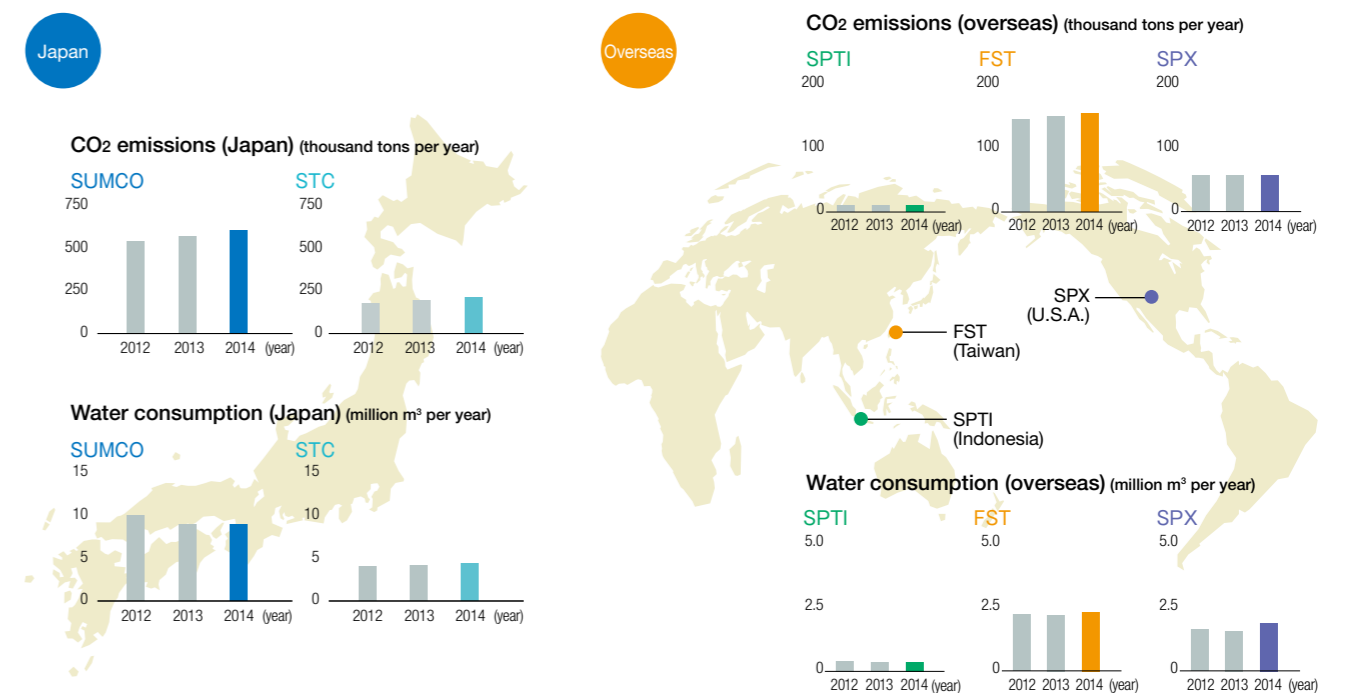


Environmental Impact of Business Activities in 2014 (SUMCO Group in Japan)



* CO₂ emissions from electricity are calculated using the CO₂ emission coefficient of each electric power supplier.

Trends of Environmental Impact



* STC = SUMCO TECHXIV Corporation, SPTI = PT. SUMCO Indonesia, FST = Formosa SUMCO Technology Corporation, SPX = SUMCO Phoenix Corporation
* CO₂ emissions of the overseas subsidiaries are calculated using the emission coefficient of each country based on the Greenhouse Gas Protocol Initiative.

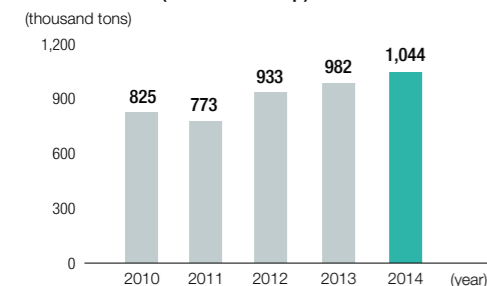
Combating Global Warming

The production of silicon wafers requires a significant amount of electricity. To reduce power consumption, we strive to improve the yield of products and replace production and utility facilities with energy-saving and high-efficiency alternatives when refurbishments are due.

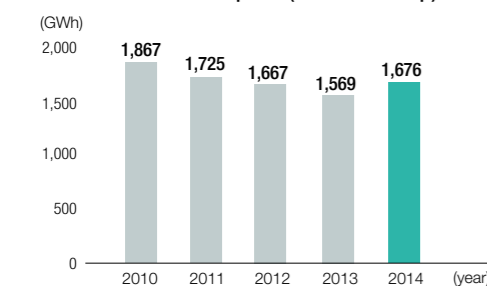
In offices, lighting is turned off during lunchtime and other breaks, and air conditioners are set at a reasonable temperature to save energy and reduce CO₂ emissions.

In 2014, both CO₂ emissions and electric power consumption increased due to increased production volume, but CO₂ emissions per a piece of silicon wafer decreased thanks to the rationalization and enhanced efficiency of production.

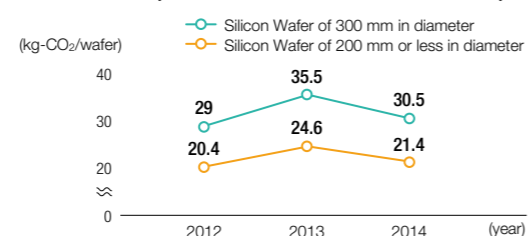
CO₂ Emissions (SUMCO Group)



Electric Power Consumption (SUMCO Group)

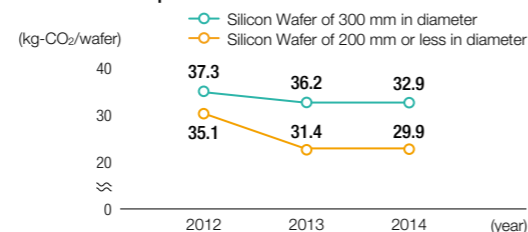


CO₂ Emissions per Silicon Wafer Manufactured in Japan



* CO₂ emissions per wafer increased in 2013 because the CO₂ conversion factor (t-CO₂/kwh) increased due to the higher ratio of thermal power generation.

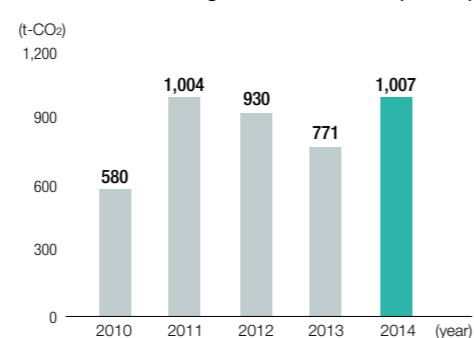
CO₂ Emissions per Silicon Wafer Manufactured Overseas



CO₂ Reduction through Modal Shift to Ship Transport in the Field of Logistics

SUMCO used to rely solely on airfreight for the transportation of silicon wafers to overseas markets. However, to reduce both CO₂ emissions and transport costs, we have been promoting a modal shift to ship transport for some of our products since 2009. Since ship transport requires longer transportation lead time and involves changes in the transportation environment, we conduct tests before switching to ship transport to confirm that the quality of products is not affected, as well as consulting with customers.

CO₂ Reduction through Modal Shift to Ship Transport



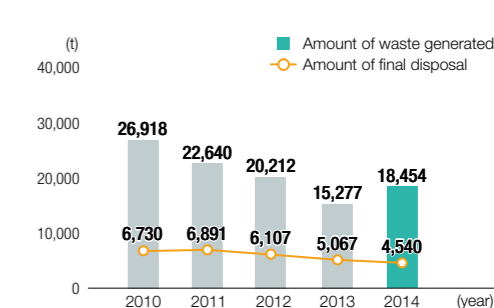
Reduction of Waste

To reduce the large volume of sludge generated at our plants, efforts are currently being made to optimize the quantity of chemicals injected for wastewater treatment as well as to lessen the moisture content of sludge by improving dehydrator operation. As for waste oil, waste acid, waste alkali, waste plastics, and other waste, we are promoting both their recycling and their conversion into valuable resources.

Waste Reduction through the Adoption of Reusable Containers

We are replacing the containers used to ship 300 mm in diameter silicon wafers with reusable alternatives to reduce post-delivery waste. The percentage of reusable containers used for shipment in 2014 was 61.4% (56.7% in 2013). We conduct tests on the reusable containers to ensure that the quality of products will not be affected.

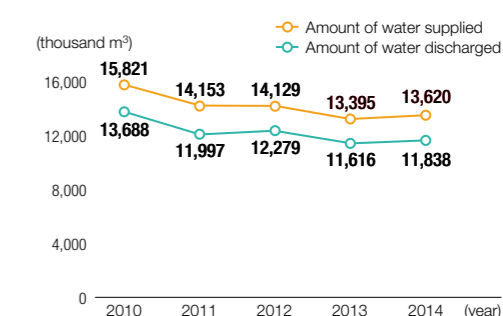
Amount of Waste Generated and Final Disposal (SUMCO Group [Japan])



Effective Use of Water Resources

Industrial water and groundwater are purified through filtering and ion exchange for use at our plants. Since we have to use a significant amount of water, a valuable resource, we ensure that water left after the purification process is used to cool utility facilities and dilute wastewater treatment chemicals, rather than discharged. We also collect water used to rinse silicon wafers and for other purposes to conserve as much water as possible for recycling.

Amount of Water Supplied and Discharged (SUMCO Group [Japan])



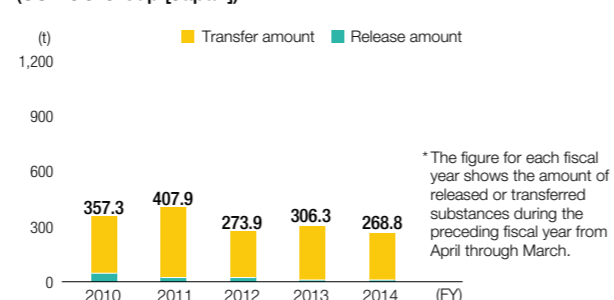
Chemical Substance Management

Results Reported in 2014

The Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (Law concerning Pollutant Release and Transfer Register/PRTR Law) requires businesses to report the amounts of any designated chemical substances released into the environment or transferred.

In fiscal 2014, there were 13 substances subject to reporting under the PRTR Law. Substances contained in cleaning agents and fuels make up the majority of these.

Amount of PRTR-Regulated Substances Released and Transferred (SUMCO Group [Japan])



List of Substances Subject to PRTR Reporting (Class 1 Designated Chemical Substances: 1 ton or more per year; Specific Class I Designated Chemical Substances: 0.5 tons or more per year) Period covered: April 2013 to March 2014

Ordinance No.	Name of Class 1 Designated Chemical Substance	Amount handled (t)	Amount released				Amount transferred	
			Atmosphere	Public waters	Soil	Landfill	Sewerage	Waste
20	2-aminoethanol	7.4	0.0	0.1	0.0	0.0	0.0	0.0
30	Linear alkylbenzene sulfonate (LAS)	2.0	0.0	0.0	0.0	0.0	0.0	0.0
53	Ethylbenzene	0.0	0.0	0.0	0.0	0.0	0.0	0.0
71	Ferric chloride	9.0	0.0	0.0	0.0	0.0	0.0	0.0
80	Xylene	87.3	2.7	0.0	0.0	0.0	0.0	0.5
88	Hexavalent chromium compound	1.5	0.0	0.0	0.0	0.0	0.0	1.3
296	1,2,4-Trimethylbenzene	101.4	0.1	0.0	0.0	0.0	0.0	0.0
300	Toluene	4.8	3.3	0.0	0.0	0.0	0.0	1.5
332	Inorganic arsenic and its compounds	0.7	0.0	0.0	0.0	0.0	0.0	0.0
333	Hydrazine	1.1	0.0	0.0	0.0	0.0	0.0	0.0
374	Hydrogen fluoride and its water-soluble salts	592.6	0.3	0.0	0.0	0.0	0.0	222.6
407	Poly (oxyethylene) alkyl ether	17.7	0.0	0.0	0.0	0.0	0.0	4.4
410	Poly (oxyethylene) nonylphenyl ether	32.0	0.0	0.0	0.0	0.0	0.0	32.0
Total		857.4	6.5	0.1	0.0	0.0	0.0	262.2

* The amount handled is not equal to the total amount of released and transferred because some substances were released after decomposition and detoxification.

Environmental Impact (SUMCO Phoenix Corporation)

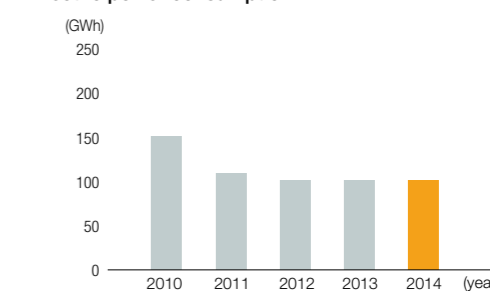
The following is a report on the environmental activities of SUMCO Phoenix Corporation, our subsidiary in the United States, which has plants in Phoenix, Arizona and Albuquerque, New Mexico.

Energy Conservation

Due to various ongoing activities to reduce energy used for operating the plants, the subsidiary maintained the same level of energy consumption as in 2013.

- Main improvements**
- The use of inverter-equipped motors continued to be expanded.
 - The use of energy-saving lighting continued to be expanded.
 - The operational efficiency was maximized.

Electric power consumption

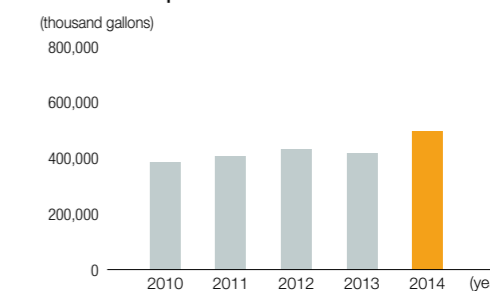


Reduction of Water Consumption

Energy and water are two main resources used in the production of silicon wafers and their consumption must be reduced. In 2014 water consumption increased due to increased production volume. Millions of gallons of water are collected and reused at the plants every day.

- Main improvements**
- Water used for rinsing and other purposes in the production process is reused to reduce the amount of tap water used.
 - The production process was improved in such a way as to reduce the amount of water used.
 - Landscape plants on the premises were replaced with drought-resistant species.

Water consumption



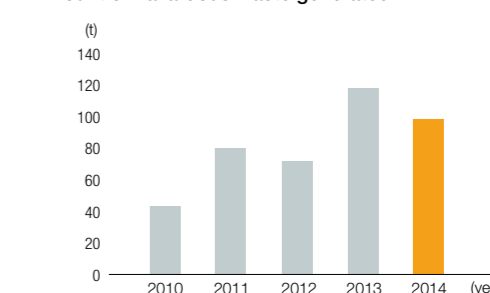
* The amounts of water consumption until 2013 have been corrected from those disclosed in last year's report.

Waste and Chemical Substances

The amount of waste is influenced directly by customer demand and product formation. In 2014, because the facilities for monocrystalline silicon process were renewed and the way that process water is used was improved, the amount of hazardous waste generated decreased. This renewal of the facilities is expected to help reduce the annual total amount of waste to below the 2010 levels by 2017.

- Main improvements**
- Focus of reduction activities was placed on major sources of waste.
 - Scrap materials were recycled and reused.
 - The life cycle and filling amount of chemicals used for washing tanks were optimized.
 - The material approval process was made stricter.

Amount of hazardous waste generated



Interaction with Customers

Quality Control System

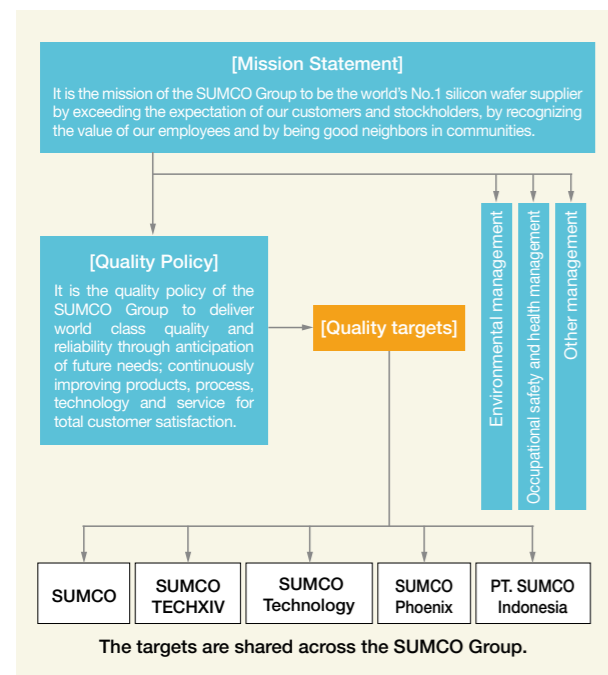
Maintaining and enhancing product reliability and safety is one of our most important social responsibilities.

The SUMCO Group works hard to supply high-quality products that will satisfy customers under its Group-wide unified Quality Policy. It controls quality throughout all processes from design and development to production and shipment under a quality management system based on ISO 9001 and ISO/TS 16949 standards across all Group companies, including those abroad, so as to enhance the safety and reliability of its products.

We have also built an internal quality auditing system to ensure continuous improvement of the quality management system.

Our silicon wafer production sites in Japan and abroad are certified to ISO 9001 and ISO/TS 16949.

SUMCO Group's Mission Statement and Quality Policy and Targets



Quality Education

To enhance the reliability and safety of products, it is necessary to continuously improve the awareness and skills of both workers and their supervisors.

For this reason, we have developed quality education programs for each job and level of employee and assigned instructors for each education program to each silicon wafer production site in Japan to provide necessary education whenever needed.

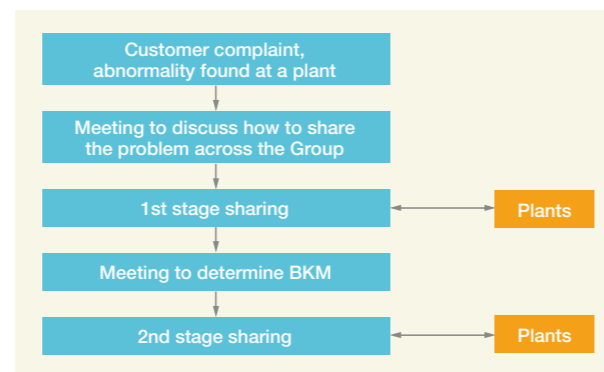
A total of 105 seminars were held at plants in Japan in 2014, and more than 100 seminars are planned in 2015 as well.

Response to Quality Problems

Should a plant become the subject of a customer complaint or experience an abnormality or other quality problem, the plant handles the problem immediately, investigating the cause and taking measures to prevent recurrence.

Then, the Quality Assurance Department holds a meeting to discuss and determine the best known method (BKM) to prevent recurrence and shares it with all of the Group's manufacturing companies to prevent similar problems from occurring at other plants in Japan and abroad.

Flow for Sharing Quality Problems



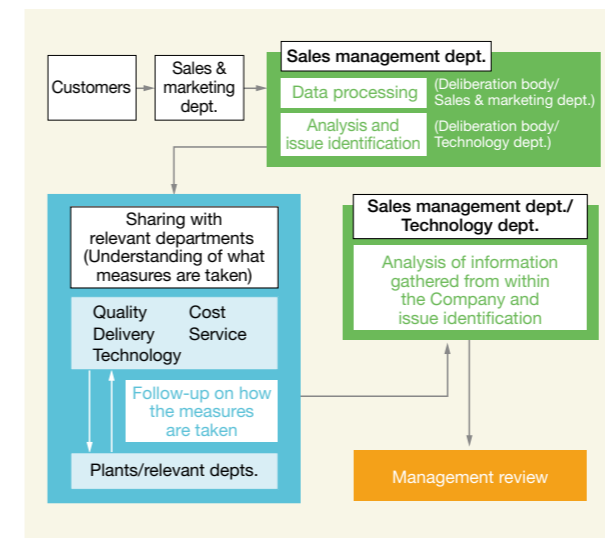
Improvement of Customer Satisfaction

Customer Satisfaction Survey

To maintain our "first call" status among our customers, evaluations received from customers are shared with relevant departments for continuous improvement and analyzed regularly from four different aspects: quality, cost, delivery, and service (QCDS).

The results of analysis are shared among sales & marketing and other relevant departments for inclusion in improvement plans to further enhance customer satisfaction.

Flow for Sharing Customer Satisfaction (CS) Evaluation Information



Communication with Customers

SUMCO actively promotes interactive communication with customers through technical communication meetings in and outside of Japan with the aim of grasping customer needs at an early stage, accomplishing product development swiftly, and offering products that meet customer needs. Approx. 900 technical communication meetings were held in fiscal 2014.

Technical communication meetings provide us with opportunities to follow up on our products, present our proprietary technologies, understand customer needs accurately at an early stage, and ensure customers' fair evaluation of and enhanced trust in our products. Our customers' needs identified at technical

communication meetings are reflected in our ongoing quality improvement activities and utilized as invaluable information to help us create technological roadmaps towards meeting needs for miniaturization, higher quality, and other requirements as well as to develop businesses that respond to market trends. Through this kind of interactive communication with customers, we strive to enhance customer satisfaction and to further improve the quality of our products. While providing what we believe to be the information most useful to our customers, we also ensure that our customer communication activities comply with laws, regulations, and ethical standards.

Ensuring the Safety of Products Management of Chemical Substances Contained in Products

SUMCO ensures that chemical substances regulated by law or those that customers have asked us to eliminate or reduce the use of are managed properly according to internal rules and standards.

Submission of Material Safety Data Sheets (MSDS)

SUMCO makes available material safety data sheets based on JIS Z7250 to provide information on the related hazards of chemical substances used by the Company and instructions on how to handle them safely. We are planning to replace the sheets with safety data sheets (SDS) based on JIS Z7253, a revised standard that is compatible with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS)*, an internationally recognized system.

* Globally Harmonized System of Classification and Labelling of Chemicals (GHS): A system established by the United Nations in 2003 to provide internationally unified standards for the classification of chemicals by types of hazard and toxicity as well as to propose internationally harmonized labels and safety data sheets (SDS) in order to facilitate the proper management of chemicals.

Interaction with Suppliers

Purchasing Policy

To manufacture products that will bring greater convenience and comfort to people around the world and contribute to the enrichment of society, we ensure that our material procurement is based on mutual trust and fair transactions with superior suppliers. We also collaborate with our suppliers to together actively promote compliance with laws, regulations, and social norms, support global environmental conservation, and conduct other activities to fulfill our social responsibilities.

1 Transactions based on partnership

We will share and unify our goals and visions with those of our suppliers and develop favorable partnerships based on mutual trust.

2 Fair transactions

We will ensure that our procurement is clean, open, and fair.

3 Promotion of value analysis (VA) activities

We will encourage our suppliers to conduct value analysis (VA) activities in order to propose cost improvement methods, new materials, new technologies, and others and will actively adopt such proposals.

4 Compliance in purchasing activities

We will comply with laws, regulations, and social norms in the course of our purchasing activities.

5 Fulfillment of corporate social responsibilities

We will fulfill our social responsibilities when conducting purchasing activities across our entire supply chain, including with respect to our suppliers.

6 Green procurement

We will procure environmentally considerate goods to help ensure our priceless natural environment is preserved and passed down to future generations.

CSR Procurement

1. Basic Stance

SUMCO promotes responsible procurement to fulfill our social responsibilities across our entire supply chain. Together with our suppliers, we pursue procurement that gives due consideration to human rights, work environments, safety and health, environmental conservation, and other issues to ensure that customers can use our products with peace of mind and enhance the satisfaction of various stakeholders.

2. Promotion of Our CSR Policy

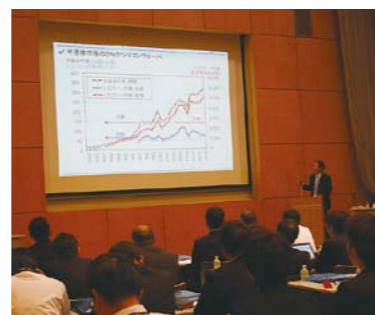
Through periodic briefings to suppliers and daily procurement activities, we request our suppliers to make voluntary efforts to promote CSR-oriented management.

Specifically, we distribute to each supplier a copy of our

Supplier Handbook, which includes a section on CSR as well as our Purchasing Policy and requests to suppliers. The Supplier Handbook is also posted on the procurement website for easy reference at any time.

The Supplier Handbook also contains, as an attachment, guidelines on CSR activities that we invite our suppliers to voluntarily conduct which we have prepared and is based on the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. Suppliers are requested to utilize these guidelines for their own CSR management practices and to also encourage their secondary and tertiary suppliers to use and follow the guidelines.

In 2014, we asked our major suppliers to fill out a self-assessment questionnaire that we had prepared in accordance with the EICC Code of Conduct and checked the collected questionnaires to evaluate the current situation regarding the suppliers' CSR practices.



Briefing to Supplier

3. Elimination of Conflict Minerals

Through periodic supplier briefings and the Supplier Handbook, SUMCO requests its suppliers to meet the requirements of EICC Code of Conduct concerning conflict minerals.

* None of tantalum, tin, gold or tungsten is necessary for the functionality or production of SUMCO's products. Therefore, our products are not subject to the conflict minerals regulation based on Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act enacted in July 2010.

4. Strengthening of Business Continuity Plans for Material Procurement

In addition to well-planned emergency preparedness, such as maintaining an optimum inventory that matches the level of risk as well as sourcing across multiple channels, we also have a system in place that enables us to investigate the impact of a disaster or accident immediately after it takes place. At the same time, we will also source from alternative suppliers, adopt alternative materials, and take every other measure possible for procurement in the event of an emergency to minimize the effect on production.

1 Optimum inventory control for each category of procured material

We will review inventory quantities, storage sites, transportation methods, and others for each type of material whenever necessary.

2 Source investigation and risk response

We will investigate and confirm production sites and sources of major items and respond according to the level of risk involved.

3 Development, maintenance, and review of business continuity plans for each item procured

We will develop business continuity plans for each major item so that we can properly respond to the occurrence of any risk.

4 Risk assessment of suppliers

We will periodically conduct checks on our main suppliers with respect to their financial condition, production systems, business continuity plans, and others and respond appropriately depending on the results.

Interaction with Shareholders and Investors

Basic Policy on Information Disclosure

1 Based on a full acknowledgment that the timely disclosure of appropriate corporate information to investors constitutes the basis of a sound securities market, we will conduct honest business practices by, among other efforts, ensuring accurate, equitable, and prompt disclosure of corporate information that meets the needs of investors.

2 We will actively disclose corporate information that we are not required to disclose by law or rules of the stock exchange but that we believe will be useful for investors.

IR Activities

SUMCO's basic policy on investor relations is to ensure fair, impartial, and timely disclosure of the Company's management vision, business situation, financial performance, and other corporate information to allow investors to evaluate the Company's value fairly. We also ensure that opinions from investors are reflected in our management for the continuous enhancement of our corporate value.

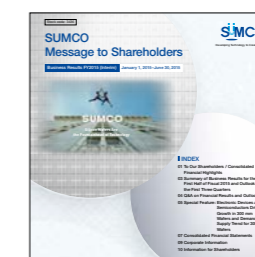
The English and Japanese version of documents are published simultaneously to ensure fair disclosure of information for both Japanese and overseas investors.

The Timely Disclosure Network (TDnet) of the Tokyo Stock Exchange is utilized to disclose information that needs to be disclosed in a timely fashion, and documents are posted both in Japanese and English simultaneously on our website. Annual Reports and Message to Shareholder are also published to convey messages from top management and report business performance and conditions to help investors develop a better understanding of the Company.

Communication with Shareholders and Investors

Annual Shareholders' Meeting

Annual shareholders' meetings are where important decisions on the Company's policies and other matters are made as well as an opportunity to promote shareholders' understanding of the Company. Convocation notices, in both Japanese and English, are posted on our website. Efforts are also made to provide explanations of the details of each agenda item and answer questions asked by shareholders during meetings in as clear a manner as possible by utilizing narrated video footage.



Message to Shareholder



Annual Report

Interaction with Local Communities

Aspiring to be a good partner for local communities, SUMCO's factories and plants are actively involved in local activities.

Support for a Vocational Facility for People with Disabilities

At the Yonezawa Plant (Yonezawa City, Yamagata Prefecture), used PET bottles and empty cans are collected from the plant and homes of employees and provided, via a recycling company, to a vocational facility for people with disabilities to help increase employment opportunities for such people. Using the money received from the recycling firm for the sale of such bottles and cans, the plant also periodically purchases useful items and donates to the facility.

Participation in Cleanup and Beautification Activities

SUMCO's Chitose Plant (Chitose City, Hokkaido) collects garbage that has been dumped along sidewalks with a total length of 1.5 km inside the Chitose Industrial Complex. The plant will continue this activity to keep the sidewalks pleasant for all users, including joggers and people who use the sidewalks on their way to work and school.



Omono River area cleanup activity

The JSQ Division (Akita City) participates with local residents and companies in a cleanup activity for areas along the Omono River organized by the city every year.

The Yonezawa Plant (Yonezawa City, Yamagata Prefecture) actively engages in various environmental activities in cooperation with other companies in the Hachimanpara Industrial Park in which the plant is located. These activities include planting seasonal flowers in median strips of roads inside the park, in which the local government and a local elementary school also take part, as well as releasing white-spotted charr fry into the Tenno River, which flows through in the park, together with local elementary school children.



Planting seasonal flowers in a median strip



Releasing white-spotted charr fry into the river

At SUMCO TECHXIV Corporation's Nagasaki Plant (Omura City, Nagasaki Prefecture), many employees participate in the concerted cleanup efforts for the Omura Bay area, hosted by the Society to Beautify Omura Bay, which is organized by municipalities and others in the area. The event is held twice a year.

Together with nearby companies, SUMCO TECHXIV Corporation's Miyazaki Plant (Miyazaki City, Miyazaki Prefecture) is involved in a twice-yearly cleanup activity for Kiyotake-cho named as 'Kiyotake-cho KINRIN Clean Activity', the town in which the plant is located, as well as a cleanup activity for the Kiyotake River every October.



Omura Bay area cleanup activity



Cleanup activity for the Kiyotake River

Joint Fire Drill with a Social Welfare Facility

At SUMCO TECHXIV Corporation's Nagasaki Plant (Omura City, Nagasaki Prefecture), employees participate in a joint emergency drill based on the scenario of a fire at a nearby social welfare facility once a year.

Participation in Local Disaster Prevention Event

SUMCO's Kyushu Factory (Saga Prefecture) actively engages in activities to promote disaster preparedness. As part of these efforts, employees participated in a "early-fire extinguishing competition" organized by the Imari Arita Fire Department in November 2014, where it won first place out of 23 teams.



Early-fire extinguishing competition

Participation in Local Traffic Safety Campaigns

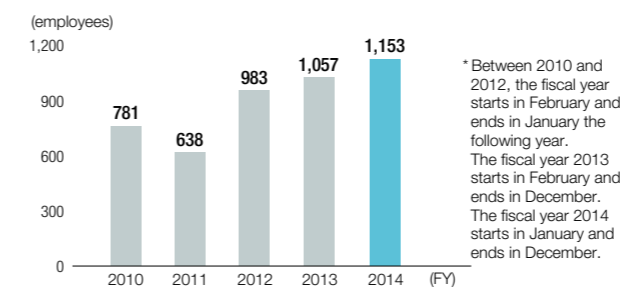
SUMCO's Chitose Plant (Chitose City, Hokkaido) participates in a traffic safety campaign undertaken during the traffic safety campaign week each spring and autumn. Participation involves the employees lining up along a road to remind drivers and pedestrians about traffic safety.

Interaction with Employees

Respect for Human Rights

The SUMCO Group holds a meeting of the Human Rights Awareness Promotion Committee, made up of representatives from all Group companies, every year to ensure that human rights awareness-raising activities are conducted on an ongoing basis throughout the Group. At the meeting, the policy for activities for the coming fiscal year is decided and shared so that activities based on that policy—including lectures by external experts and training using audiovisual aids—will be carried out at each site and Group company. Furthermore, to maintain a comfortable and pleasant working environment at all times, a workplace bullying consultation desk is set up at each site where both male and female staff members are available for consultation by anyone whenever needed. Moreover, the SUMCO Group does not use child labor of any kind, and through daily work management, ensures the absence of forced labor. We also ensure that both male and female employees receive fair treatment and that the pay system is not gender-biased.

The Number of Employees Who Received Human Rights Awareness Training in the Past Five Years (SUMCO Group [Japan])



Human Resources Development

As declared in the SUMCO Vision, SUMCO aspires to become the "World's Best in Technology." To reach this goal, diversified training opportunities are provided to employees at all levels, from new recruits to managers and executives, to encourage them to pursue lifelong education and stay abreast of changing needs as well as to develop them into individuals able to think and act independently. Young engineers are also provided every year with an opportunity to present their research achievements to the President and senior management as a means of enhancing their motivation.



President's Award

To pursue the SUMCO Vision of "Empower Employee Awareness of Profit" the President's Award was established in 2013. This award will be presented every year to individuals and organizations—including those of Group companies—that have made a meaningful contribution to increasing the Group's value. Furthermore, in line with our aim to enhance "Competitiveness in Overseas Markets," which is included in SUMCO Vision, we are working to develop a globally competitive human resources by encouraging employees to become familiar with and respect different cultures and values as well as by enhancing programs for studying abroad and acquiring foreign language skills.



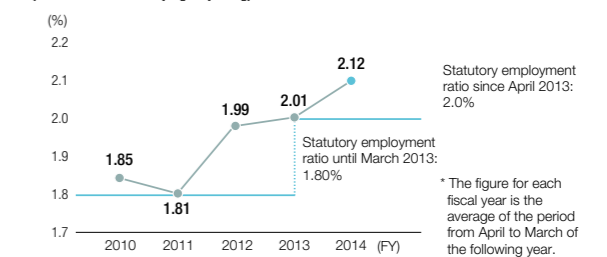
Presentation by an up-and-coming engineer

Utilization and Development of a Diverse Workforce

Employment of People with Disabilities

SUMCO established SUMCO Support Corporation, which gives special consideration to employing people with disabilities, in 2004. In May the same year, SUMCO Support was designated as a "special subsidiary company" by the government. Ever since, people experiencing various challenges in their lives have found job opportunities and been employed in a wide range of areas, both at SUMCO Support and various other Group companies. The SUMCO Group continues its efforts to fit the right person to the right job in order to help individual employees reach their full potential as well as to provide employment opportunities and maintain and improve supportive work environments for people with disabilities.

Employment Ratio of People with Disabilities (SUMCO Group [Japan])



Employment of Older Workers

SUMCO has a post-retirement reemployment scheme in place that allows experienced and willing employees to continue to contribute their high-level skills after mandatory retirement at age 60, provided their skill sets meet the Company's needs. Employees reemployed under the scheme can work until the age of 65.

Due to the amendment of the Act on Stabilization of Employment of Elderly Persons enforced on April 1, 2013, we will gradually abolish the criteria limiting employees' eligibility for reemployment under a "transitional measure," as defined in the act, and will eventually reemploy all employees who wish to continue to work.

Childcare Leave and Nursing Care Leave

We support employees' childcare and other family care responsibilities by offering childcare leave, nursing care leave, and special work arrangements for employees with a child aged under three years old.

The Number of Employees Who Took Family Leave (January to December 2014) (SUMCO)

	Male	Female	Total
Maternity leave	—	8	8
Childcare leave	1	7	8
Nursing care leave	1	0	1

Occupational Safety and Health Management

We have introduced occupational safety and health management systems (OSHMS) aimed at achieving zero accidents at various workplaces. These systems are designed to prompt business operators and workers to cooperate with each other to implement safety and health management voluntarily and continuously through an established PDCA (plan-do-check-act) cycle in order to prevent accidents and create comfortable work environments that will help enhance employee health. The systems are thus instrumental in the continuous improvement of the safety and health standards of our business sites.

To prevent accidents and mitigate risks, SUMCO implements risk assessments for facilities, operations, chemical substances, and others. Various activities are also performed to ensure safety, including safety education, risk prediction, "pointing and calling," and reporting of close calls.

We have conducted a stress check for each employee

across the Group since 2007 to promote the further improvement of work environments.

In addition, there are no workplaces with a particularly high inherent risk of accidents or illnesses within the Group.

Safety and Health/Disaster Prevention Awards Received

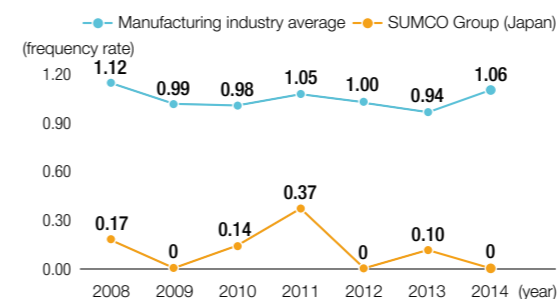
Year & month	Award	Awarded site
March 2008	Letter of Appreciation from Miyazaki Pref. Governor for Cooperation with Volunteer Fire Corps	SUMCO TECHXIV Corp. Miyazaki Plant
October 2008	Japan Industrial Safety and Health Association Chairman's Award	SUMCO Corp.
October 2008	Akita Pref. Labor Standards Association Chairman's Award	Japan Super Quartz Corp. ¹
October 2008	Nagasaki Labor Bureau Director's Commendation for Safety and Health	SUMCO TECHXIV Corp. Nagasaki Plant
December 2008	Ministry of Health, Labour and Welfare Class 1 No Accident Record	SUMCO TECHXIV Corp. Nagasaki Plant
June 2009	Fire and Disaster Management Agency Commissioner's Commendation for the Safety Management and Security of Hazardous Materials	SUMCO TECHXIV Corp. Nagasaki Plant
July 2009	Commendation and Letter of Appreciation from Health, Labour and Welfare Minister for Cooperation in Blood Donation	SUMCO TECHXIV Corp. Nagasaki Plant
September 2009	Commendation from Chief of Miyazaki Pref. Police Headquarters for the Promotion of Traffic Safety	SUMCO TECHXIV Corp. Miyazaki Plant
February 2010	Ministry of Health, Labour and Welfare Class 1 No Accident Record (7 million hours)	SUMCO Corp. Kyushu Factory (Saga)
November 2010	Ministry of Health, Labour and Welfare Class 1 No Accident Record (7 million hours)	SUMCO Corp. Kyushu Factory (Imari)
November 2010	Letter of Appreciation from Japanese Red Cross Society	SUMCO Corp. Kyushu Factory (Imari)
December 2010	Golden Order of Merit from Japanese Red Cross Society (Blood Donation)	SUMCO TECHXIV Corp. Miyazaki Plant
December 2010	Accreditation as a Cooperating Business with Miyazaki City Volunteer Fire Corps	SUMCO TECHXIV Corp. Miyazaki Plant
August 2011	Health, Labour and Welfare Minister's Commendation from Japanese Red Cross Society	SUMCO Corp. Kyushu Factory (Imari)
August 2011	Order of Merit from Japanese Red Cross Society	SUMCO Corp. Kyushu Factory (Saga)

Year & month	Award	Awarded site
October 2011	Nagasaki Labor Bureau Director's Commendation for Safety and Health	SUMCO Corp. Nagasaki Office
November 2011	Nuclear and Industrial Safety Agency Director-General's Award for Safety Management of High-Pressure Gas	SUMCO TECHXIV Corp. Miyazaki Plant
October 2013	Federation of Labour Standards Associations Chairman's Commendation for Safety Management	SUMCO Technology Corp. Noda Plant
October 2013	Saga Labor Bureau Director's Commendation for Safety and Health	SUMCO Corp. Kyushu Factory (Kubara)
October 2013	Ministry of Health, Labour and Welfare Class 2 No Accident Record (10.5 million hours)	SUMCO Corp. Kyushu Factory (Saga)
February 2014	Ministry of Health, Labour and Welfare Class 1 No Accident Record (7 million hours)	SUMCO Corp. Kyushu Factory (Kubara)
May 2014	Letter of Appreciation from Saga Pref. Governor for Safety Management of High-Pressure Gas	SUMCO Corp. Kyushu Factory (Saga)
July 2015	Hokkaido Labor Bureau Director's Commendation	SUMCO Corp. Chitose Plant

¹ Current JSQ Division

* Awards listed include those received by the date of publication of this report.

Accident Frequency Rate²



² Accident frequency rate = Number of workers killed or injured in occupational accidents ÷ Total working hours × 1,000,000

Labor-Management Relations

SUMCO's basic labor-management policy is to maintain sound relations based on mutual understanding and trust and to solve issues through discussion for the perpetual development of the Company and improvement of working conditions.

Specifically, with the aim of maintaining business operations based on integrated efforts between labor and management, a

labor-management meeting is generally held twice a year to share information and promote communication.

Also, at labor-management meetings held once a month at each plant, plant managers and union representatives discuss such issues as the production situation.

Furthermore, the Labor-Management Study Committee meets regularly throughout the year to discuss important issues such as the improvement of working conditions and review of various systems from multifaceted, holistic, and long-term perspectives, thus allowing labor and management to work closely together to address various issues.

Employment Status

(as of the end of December 2014)

Number of Employees (Consolidated)

Item	Regular employees	Temporary employees	
SUMCO	3,415	134	
Consolidated	7,396	289	
	Japan		5,335
	Overseas		2,061

Number of Employees by Region (Consolidated)

Region	No. of employees
Japan	5,335
North America	558
Southeast Asia	349
East Asia	1,133
Europe	21
Total	7,396

Breakdown of Employees (Consolidated)

	Managers	General employees	Total
Male	735	6,018	6,753
Female	35	608	643
Total	770	6,626	7,396

2015 data on the acquisition status of ISO 14001 certification for the SUMCO Group's business sites/plants and regulated substances discharged from each site/plant to the surrounding air and water

Name of business site/plant		SUMCO Corporation Kyushu Factory (Nagahama)	SUMCO Corporation Kyushu Factory (Kubara)	SUMCO Corporation Kyushu Factory (Saga)
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Date of acquisition	January 11, 1999	January 11, 1999	January 11, 1999
	Date of renewal	January 11, 2014	January 11, 2014	January 11, 2014

Air		Measurement results (regulation value)	Measurement results (regulation value)	Measurement results (regulation value)
Nitrogen oxides (NOx)	ppm	Boiler 96 (150)	Boiler 54 (150)	Boiler 60 (110)
Sulfur oxides (SOx)	m ³ N/h	ND (K-value regulation 17.5)	ND (K-value regulation 17.5)	/
Soot and dust	g/m ³ N	Boiler ND (/)	Boiler ND (/)	Boiler ND (0.001)

Water		Regulation value	Measurement result	Regulation value	Measurement result	Regulation value	Measurement result
Biological oxygen demand (BOD)	mg/l	/	/ ¹	/	/ ¹	10	4.8
Chemical oxygen demand (COD)	mg/l	30	11	30	6.4	/	/
Suspended solids (SS)	mg/l	30	13	30	5	25	6
N-hexane extract	mg/l	5	ND	5	ND	3	ND
Iodine consumption	mg/l	/	/	/	/	/	/
Fluorine and its compounds	mg/l	8	3.3	8	2.73	3	0.9
Ammoniac nitrogen	mg/l	80	18	80	19	100	10.6
Nitrate nitrogen	mg/l						
Nitrite-nitrogen	mg/l						
Nitrogen content (T-N)	mg/l	120	42	120	23	60	15.9
Chromium content (T-Cr)	mg/l	0.2	ND	0.2	ND	0.2	ND
Phosphorus content (T-P)	mg/l	12	0.27	12	0.41	8	0.65
Arsenic	mg/l	0.05	ND	0.05	ND	0.1	ND
Trichlorethylene	mg/l	/	ND	/	ND	0.15	ND

¹ Only the drainage standard concerning COD applies to the Kyushu Factory (Nagahama) and Kyushu Factory (Kubara) because their treated drainage is discharged into the sea.

* Measurement results provided on pages 29-33 indicate maximum values identified during the reporting period. Representation of the symbols used in the tables is as follows: "/" stands for "non-target," "ND" for "not detected," and "-" for "not measured."

* Regulation values indicate values specified by applicable national and local laws and regulations or boundary values specified by each related area.

* For calculation of substances discharged to the air, only data associated with combustion engines is used.

* Figures for nitrogen compounds discharged to the water indicate total value for the following three items: the value obtained by multiplying ammoniac nitrogen by 0.4; nitrate nitrogen; and nitrite-nitrogen.

Name of business site/plant		SUMCO Corporation Noda Office	SUMCO Corporation Yonezawa Plant
Scope of business		Manufacture of Silicon wafer	Design, development and manufacture of monocrystalline silicon ingots
Status of acquisition of ISO 14001 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Date of acquisition	January 11, 1999	January 11, 1999
	Date of renewal	January 11, 2014	January 11, 2014

Air		Measurement results (regulation value)	Measurement results (regulation value)
Nitrogen oxides (NOx)	ppm	Boiler 74 (260)	Boiler (/)
Sulfur oxides (SOx)	m ³ N/h	0.89 (K-value regulation 9.0)	/
Soot and dust	g/m ³ N	Boiler 0.004 (0.3)	Boiler (/)

Water		Regulation value	Measurement result	Regulation value	Measurement result
Biological oxygen demand (BOD)	mg/l	25	19.4	600	19.5
Chemical oxygen demand (COD)	mg/l	20	14.8	/	/
Suspended solids (SS)	mg/l	50	12	600	59.4
N-hexane extract	mg/l	3	ND	5	ND
Iodine consumption	mg/l	/	/	220	3.8
Fluorine and its compounds	mg/l	8	5.5	8	5.5
Ammoniac nitrogen	mg/l	100	3.2	380	88.7
Nitrate nitrogen	mg/l				
Nitrite-nitrogen	mg/l				
Nitrogen content (T-N)	mg/l	30	16	/	/
Chromium content (T-Cr)	mg/l	0.05	ND	0.5	ND
Phosphorus content (T-P)	mg/l	2.5	0.3	/	/
Arsenic	mg/l	0.05	ND	0.1	ND
Trichlorethylene	mg/l	0.3	ND	/	/

* The drainage standard concerning COD applies to the Noda Office based on the total pollutant load control standards for drainage into Tokyo Bay.

* Wastewater from the Yonezawa Plant is discharged to a public sewer and therefore falls under the category of "wastewater discharged into rivers after treatment at sewage plants" under the Sewerage Act. For this reason, the regulation value for fluorine compounds is 8 mg/l.

Name of business site/plant		SUMCO Corporation Chitose Plant	SUMCO Corporation JSQ Division
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of quartz crucibles
Status of acquisition of ISO 14001 certification	Examining organization	Japan Quality Assurance Organization	Bureau Veritas Japan Co., Ltd.
	Date of acquisition	January 11, 1999	November 22, 1999
	Date of renewal	January 11, 2014	December 14, 2014

Air		Measurement results (regulation value)	Measurement results (regulation value)
Nitrogen oxides (NOx)	ppm	Boiler / (/)	Firing furnace (/)
Sulfur oxides (SOx)	m ³ N/h	/	/
Soot and dust	g/m ³ N	Boiler / (/)	Firing furnace 0.08 (0.2)

Water		Regulation value	Measurement result	Regulation value	Measurement result
Biological oxygen demand (BOD)	mg/l	600	2.9	160	7.8
Chemical oxygen demand (COD)	mg/l	/	/	/	/
Suspended solids (SS)	mg/l	600	8	200	49
N-hexane extract	mg/l	5	ND	5	ND
Iodine consumption	mg/l	/	/	/	/
Fluorine and its compounds	mg/l	8	2.9	8	4.2
Ammoniac nitrogen	mg/l	/	/	100	2.4
Nitrate nitrogen	mg/l				
Nitrite-nitrogen	mg/l				
Nitrogen content (T-N)	mg/l	/	/	120	2.9
Chromium content (T-Cr)	mg/l	2	ND	2	ND
Phosphorus content (T-P)	mg/l	/	/	16	0.15
Arsenic	mg/l	/	/	0.1	ND
Trichloroethylene	mg/l	/	/	0.3	ND

* The Sewerage Law applies to Chitose Plant because drainage from these facilities is discharged into the sewerage system (subsequently released into the river). Accordingly, the fluorine compound regulation value is set as 8 mg/l.
 * Until last year, average daily amounts, rather than regulation values, were shown in the regulation values column for JSQ Division (excluding those for nitrogen oxides, sulfur oxides, and soot and dust). This has been corrected so that the column shows regulation values (maximum acceptable amounts) from this year.

Name of business site/plant		SUMCO TECHXIV Corporation Nagasaki Plant	SUMCO TECHXIV Corporation Miyazaki Plant
Scope of business		Design, development and manufacture of monocrystalline silicon ingots and silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Date of acquisition	April 17, 1998	December 25, 1998
	Date of renewal	April 17, 2013	December 25, 2013

Air		Measurement results (regulation value)	Measurement results (regulation value)
Nitrogen oxides (NOx)	ppm	Boiler 85 (260)	Boiler 88 (150)
Sulfur oxides (SOx)	m ³ N/h	ND (K-value regulation 17.5)	/
Soot and dust	g/m ³ N	Boiler ND (0.3)	Boiler – (0.1)

Water		Regulation value	Measurement result	Regulation value	Measurement result
Biological oxygen demand (BOD)	mg/l	600	37.5	25	2.8
Chemical oxygen demand (COD)	mg/l	/	/	/	/
Suspended solids (SS)	mg/l	600	23	30	2
N-hexane extract	mg/l	5	ND	5	ND
Iodine consumption	mg/l	/	/	/	/
Fluorine and its compounds	mg/l	15	6.95	8	1.5
Ammoniac nitrogen	mg/l	380	56.3	100	11.0
Nitrate nitrogen	mg/l				
Nitrite-nitrogen	mg/l				
Nitrogen content (T-N)	mg/l	240	75.6	120	10
Chromium content (T-Cr)	mg/l	2	ND	0.2	ND
Phosphorus content (T-P)	mg/l	32	0.11	16	0.03
Arsenic	mg/l	0.1	ND	0.1	–
Trichloroethylene	mg/l	0.3	ND	0.3	–

* The Sewerage Law applies to Nagasaki Plant because drainage from this facility is discharged into the sewerage system (subsequently released into the sea). Accordingly, the fluorine compound regulation value is set at 15 mg/l.
 * For the regulation value of nitrogen oxides for Nagasaki Plant, the figure "180" was indicated until last year. The correct value is in fact "260." "180" is our voluntary regulation value.
 * The frequency of measurement of air dust and soot at Miyazaki Plant has been revised to once every five years. (The next measurement will take place in 2018.)
 * Only the drainage standard concerning BOD applies to Miyazaki Plant because its treated drainage is discharged into the river.
 * Miyazaki Plant does not use arsenic or trichloroethylene and is therefore exempt from measurement.

Name of business site/plant		SUMCO Phoenix Corporation Albuquerque Factory	SUMCO Phoenix Corporation Phoenix Factory
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001 certification	Examining organization	DNV	DNV
	Date of acquisition	June 19, 2000	June 19, 2000
	Date of renewal	April 16, 2015	April 16, 2015

Air		Measurement results (regulation value)	Measurement results (regulation value)
Nitrogen oxides (NOx)	t/y	0.84 (10.2)	12.6 (26.0)
Sulfur oxides (SOx)	t/y	0.056 (0.34)	0.073 (1.0)
PM10 (Particulate Matter)	t/y	0.06 (0.84)	1.09 (2.88)

Water		Regulation value	Measurement result	Regulation value	Measurement result
Biological oxygen demand (BOD)	mg/l	/	/	/	/
Chemical oxygen demand (COD)	mg/l	/	/	/	/
Arsenic	mg/l	2.09	/	0.13	ND
Cadmium	mg/l	/	/	0.047	ND
Copper	mg/l	/	/	1.5	0.07
Cyanide	mg/l	0.5	/	2	ND
Fluorine and its compounds	mg/l	36	/	/	/
Lead	mg/l	1	/	0.41	ND
Mercury	mg/l	0.004	/	0.0023	ND
Molybdenum	mg/l	2	/	/	/
Selenium	mg/l	0.46	/	0.1	ND
Silver	mg/l	5	/	1.2	ND
Zinc	mg/l	2.2	/	3.5	0.03
Suspended solids (SS)	mg/l	/	/	/	/

* Monitoring for pH and flow is only required for Albuquerque Factory. The City of Albuquerque monitors the effluent discharge on a regular basis.

GRI Guidelines Comparison Charts

Items	Indicators	Pages
1. Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	P1
2. Organizational Profile		
2.1	Name of the organization.	P4
2.2	Primary brands, products, and/or services.	P4, P6
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	P4
2.4	Location of organization's headquarters.	P4
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	P4
2.6	Nature of ownership and legal form.	P4
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	P4
2.8	Scale of the reporting organization, including: <ul style="list-style-type: none"> • Number of employees; • Number of operations; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); and • Quantity of products or services provided. 	P4
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: <ul style="list-style-type: none"> • The location of, or changes in operations, including facility openings, closings, and expansions; and • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations). 	—
2.10	Awards received in the reporting period.	P27, P28
3. Report Parameters		
Report Profile		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	P3
3.2	Date of most recent previous report (if any).	—
3.3	Reporting cycle (annual, biennial, etc.)	P3
3.4	Contact point for questions regarding the report or its contents.	Back cover
Report Scope and Boundary		
3.5	Process for defining report content, including: <ul style="list-style-type: none"> • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. 	P9
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	P3
3.7	State any specific limitations on the scope or boundary of the report.	P3
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	—
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	P16, P29
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	—
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	—
GRI Content Index		
3.12	Table identifying the location of the Standard Disclosures in the report.	P34
4. Governance, Commitments, and Engagement		
Governance		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	P10
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	P10
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	P10
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	P24, P28
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	P1, P13, P21, P23
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	P10
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	P10

Items	Indicators	Pages
Commitments to External Initiatives		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	P11, P15
Stakeholder Engagement		
4.14	List of stakeholder groups engaged by the organization.	P9
4.15	Basis for identification and selection of stakeholders with whom to engage.	P9
5. Management Approach and Performance Indicators		
Economic		
Disclosure on Management Approach		—
Aspect: Indirect Economic Impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	P25
Environmental		
Disclosure on Management Approach		P13-14
Aspect: Energy		
EN3	Direct energy consumption by primary energy source.	P16
EN4	Indirect energy consumption by primary source.	P16, P17
EN5	Energy saved due to conservation and efficiency improvements.	P17
Aspect: Water		
EN8	Total water withdrawal by source.	P16, P18
Aspect: Emissions, Effluents, and Waste		
EN16	Total direct and indirect greenhouse gas emissions by weight.	P16, P17
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	P17, P20
Aspect: Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	P17
Labor Practices and Decent Work		
Disclosure on Management Approach		—
Aspect: Employment		
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	P28
Aspect: Occupational Health and Safety		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	P28
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	P27
Aspect: Diversity and Equal Opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	P28
Aspect: Equal Remuneration for Women and Men		
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	P26
Human Rights		
Disclosure on Management Approach		P26
Aspect: Investment and Procurement Practices		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	P26
Aspect: Child Labor		
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	P26
Society		
Disclosure on Management Approach		P11
Aspect: Corruption		
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	P11
Product Responsibility		
Disclosure on Management Approach		P21
Aspect: Customer Health and Safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	P22
Aspect: Product and Service Labeling		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	P22



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