

Social Initiatives

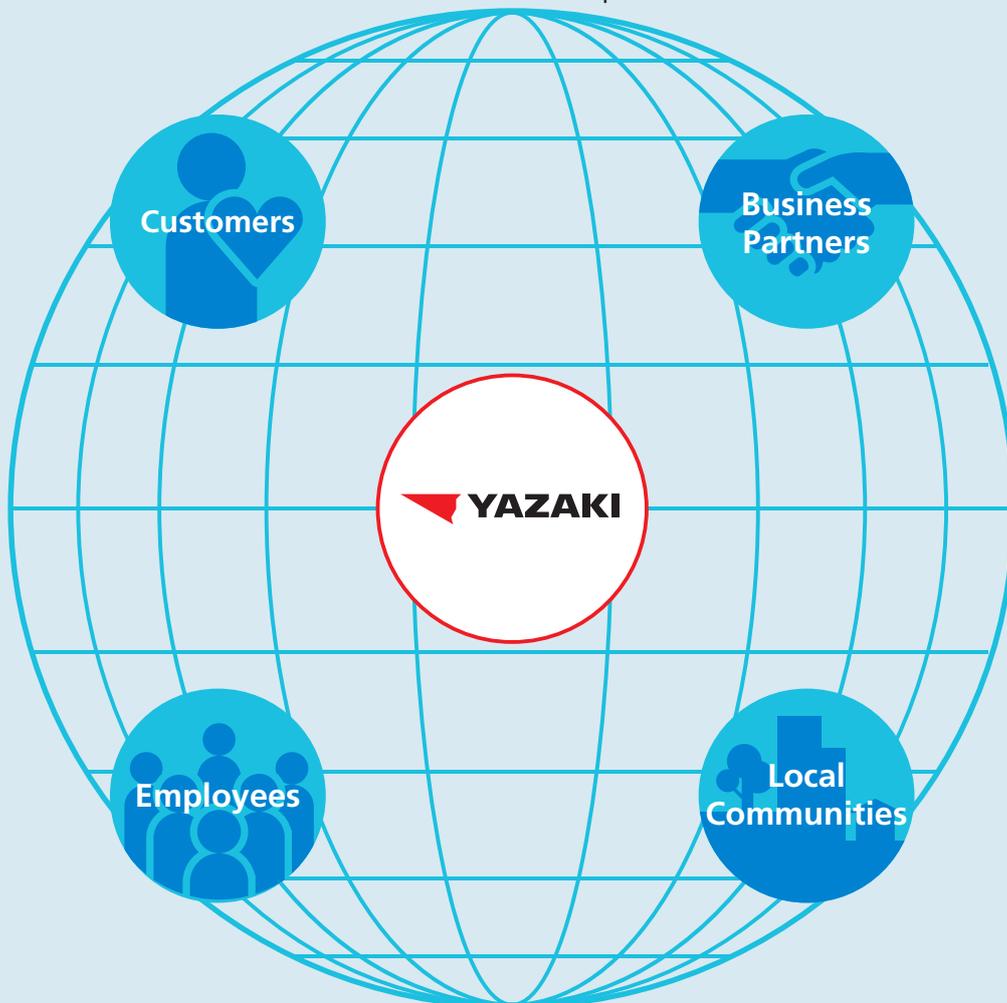
Placing its Corporate Policy—"A Corporation in Step with the World" and "A Corporation Needed by Society"—at the foundation of all its activities, the Yazaki Group has been striving to contribute to the development of a better society. We continue to fulfill our corporate responsibilities with a focus on further engagement in dialogue with our stakeholders.

Providing a stable supply of high-quality and high-function products

- Provision of products and services that reflect views of our customers
- Enrichment of education and training programs for sales and service staff

Building fair and open relationships

- Promotion of stronger partnerships with suppliers
- Mutual cooperation in addressing environmental conservation and conflict minerals issues
- Collaboration in enhancing product quality and performance



Creation of a comfortable work environment

- Development of human resources that will lead the next generation
- Employment and promotion of diverse human resources
- Creation of a safe, friendly work environment

Contributing to the revitalization of local communities

- Active participation in exhibitions
- Rolling out the "Slow down for an eco-friendly world" series



Thorough Compliance

Under its Corporate Policy, every executive and employee is committed to full compliance with laws and regulations and determined to contribute to society with the pride as a member of Yazaki.

Basic concept

Forming part of its Corporate Policy—"A Corporation in Step with the World" and "A Corporation Needed by Society," the Yazaki Group's Fundamental Management Policy sets forth our commitments that include "Uphold the law, respect regional cultures, and contribute to economic and social development." This statement emphasizes our positioning of compliance as the basis of our corporate activities.

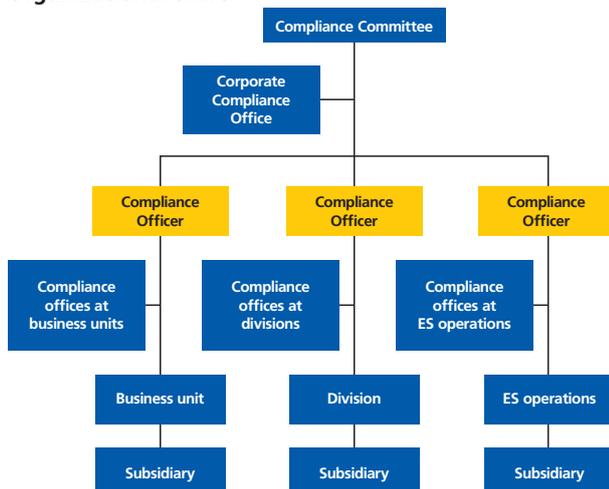
Based on this commitment, Yazaki not only ensures that each and every executive and employee strictly obeys all applicable laws and regulations but also expects them to develop a strong understanding of corporate ethics and to conduct business activities in a fair and responsible manner. We believe this is what gives us the flexibility to adapt and respond to changing social expectations.

Organizational structure to ensure compliance

In an effort to consolidate the compliance system for the entire Yazaki Group, we established a Compliance Committee in 2010.

In 2015, we put into operation a Compliance Officer System to promote autonomous activities by each department. This year, a compliance committee meeting was held twice and an officer meeting was held six times. In addition, targeting all employees, a compliance awareness survey was conducted to measure the penetration of compliance awareness among employees. In 2016, based on the survey results, we will further focus on the dissemination of information related to the compliance system and structure, and education on major laws and regulations and enlightenment of the actions to be taken.

Organizational chart



As with last year, the Global Legal Conference comprising persons in charge of legal affairs and compliance in overseas group companies was held again in March 2016, and aligned the awareness regarding global issues common to all group companies.

For regional efforts, we sent members of the Legal Affairs Division to offices in ASEAN, China, and South America to intensively consolidate our global compliance system.



2015 Global Legal Conference (left: President Yazaki, right: participants)

Whistle-blower protection system

Yazaki operates *Yazaki ai*, a whistle-blower protection system, to facilitate the early detection and rectification of compliance issues. Accessible by all employees within the Yazaki Group in Japan, including those of subsidiaries, the system provides a means of reporting to and consulting with both internal operators and an external law firm. Moreover, we have company rules in place to protect whistle-blowers from any disadvantages or retaliation.

In addition, we also have a contact point at an external law firm, which accepts whistle blowing and consultation requests by business partners.

In the future, in an effort to enhance awareness of *Yazaki ai*, we will make further efforts to ensure that all employees are informed of the system.

Compliance training

We conduct compliance training geared to all employees including executive officers on a regular basis to foster legal sensitivity and enhance awareness of compliance among employees and enable them to act appropriately according to their duties or their positions.

In 2015, we conducted intensive training geared to executive officers in four domestic group companies, those in overseas and domestic subsidiaries, and senior executives and persons in charge of compliance in companies in ASEAN and China regions.



Responsibilities to Customers

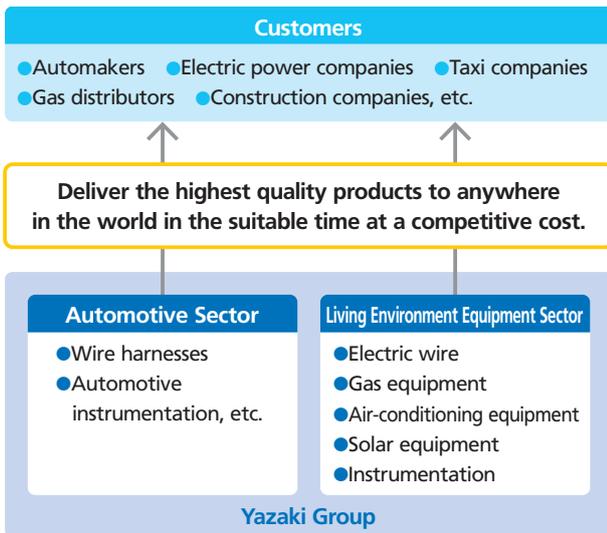
At Yazaki, our customers come first. We serve our customers with a stable supply of high-quality products that consistently meet safety standards.

Basic approach

The Yazaki Group develops, produces, and sells automobile equipment centering on wire harnesses and living environment equipment including electric wires, gas equipment, air-conditioning equipment, solar equipment, and instrumentation.

In an effort to fulfill our responsibility as a manufacturing company, that is, delivering the highest quality products to anywhere in the world in the suitable time at a competitive cost, each and every employee thinks and acts from the customer's point of view and aims to continue to be the best partner for customers.

Business and customers of the Yazaki Group



Initiatives of Automotive Sector

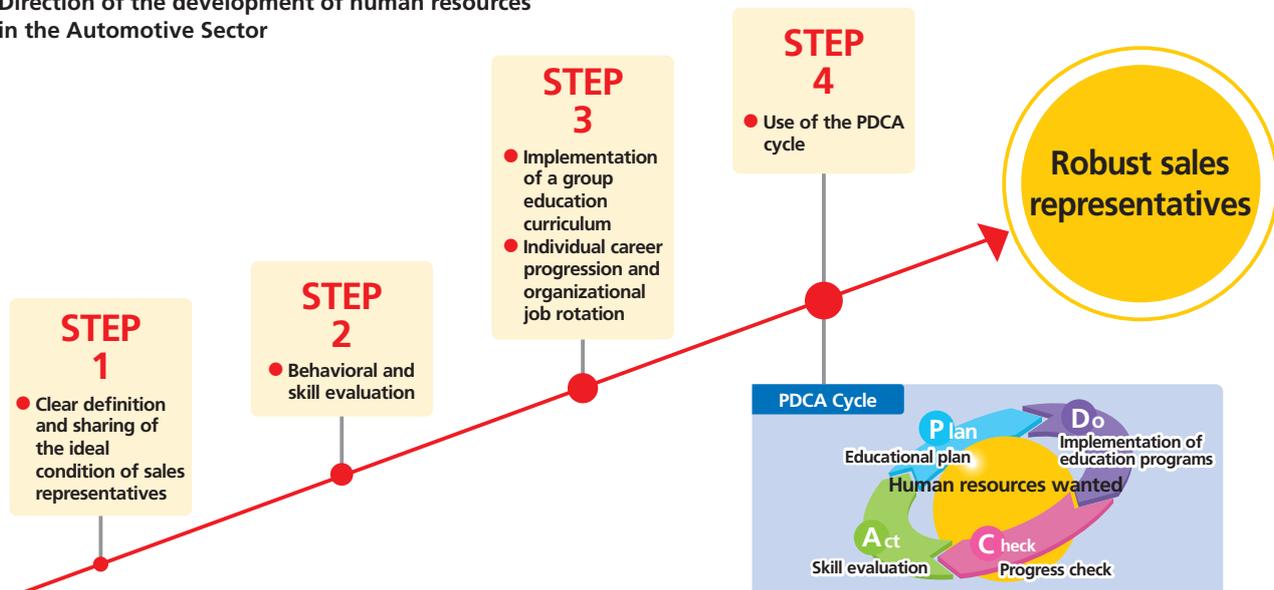
In order to promptly capture customer needs from a global perspective and accurately respond to them, it is essential that all related departments cooperate and collaborate with one another. To that end, the Yazaki Group organizes a business unit comprising development, production, and sales departments for each customer. Through this system, we also enable cross-departmental management of corporate responsibilities, such as compliance with laws and regulations, and ensure that we fulfill our responsibilities as a company without any omission.

In 2015, with the aim of boosting the organizational strength of the Sales Department as a whole, we particularly focused on the reinforcement of the development of human resources. In an effort to maximize our limited resources in the midst of ever intensifying global competition, we first clearly defined the ideal condition for employees in direct contact with customers. Then we evaluated our education programs and employees' skills in light of the defined ideal condition of sales representatives, and based on these evaluation results, we provide development opportunities for each career path.

In the future, the Sales Department will continue its ongoing efforts to develop robust human resources armed with knowledge and skills required for sales activities.

Career Map

Direction of the development of human resources in the Automotive Sector



● Initiatives of Living Environment Equipment Sector

Electric Wire Operations

Since 2002, we have held workshops to deepen partner distributors' basic knowledge of electric wires and cables and their understanding of the manufacturing methods and characteristics of our products.

In 2015, a total of 81 people (46 companies) participated in the workshops in October and November, which were well received by the participants. In the workshops held under the theme of Realization of Total Cost Reduction via Easy Construction, the participants experienced the characteristics of our products by actually touching them and received the explanation of how the feedback from construction shops was reflected in our products. With the cooperation of the Instrumentation Operations, we also introduced drive recorders and digital tachograph that support safety and low fuel consumption during the delivery of products.

In addition to the workshops, we also conducted customer satisfaction questionnaire surveys geared to partner distributors. We feed back the views and requests we obtained from the surveys to the R&D departments and production departments to increase customer satisfaction.

***Partnering distributor:**
a general term applied to agents with strong business ties to the Yazaki Group



Participants experiencing product characteristics at first hand



Group discussion

Gas Equipment Operations

Since 1963 when we started the sale of LP-gas meters, the first of its kind in Japan, the Yazaki Group has been providing products and services that ensure the safe usage of gas among customers. Moreover, we have our own Gas Engineer Qualification System in place for our designated gas equipment service shops (GSS), who sell our gas equipment and provide services related to them. The system aims to encourage GSS employees to acquire and maintain gas equipment knowledge and skills.

Moreover, at the Yazaki Gas Equipment Training Center established in 1981, we provide training programs required for the piping of liquefied petroleum gas. The Center was designated by the Ministry of Economy, Trade

and Industry as facilities to develop Authorized LP Gas Facilities Managers. In 2015, we conducted four workshops, and 60 employees passed the qualification examination. A cumulative total of 1,492 employees passed the exam in the past.



Lecture for engineers

Environmental System Operations

The Environmental System Operations meets a diversity of needs of local communities through the development, production, and sale of products that leverage renewable energy, such as solar heat and wooden biomass.

In 2015, as with 2014, in an effort to enhance value that we deliver to our customers through our solar equipment, we promoted activities for the development of a solar heat-based new business model together with partners in various industries, including house manufacturers.

Moreover, we launched *Oyu Jouzu*, an advanced solar water heating system for welfare facilities, such as special elderly nursing homes and geriatric health services facilities. *Oyu Jouzu* is a solar system that assesses the operating environment on its own and automatically changes operation modes from an energy saving mode to a hot water filling mode. With the conventional products where solar heat was used as soon as collected, lack of hot water and lowering of hot water temperature happened frequently when the hot water quantity consumed exceeded the supply capacity of a boiler during bathing hours at these nursing homes. We solved this problem by developing a system that enables to replenish hot water by storing more than two days' worth solar heat. This system prevents lack of hot water and lowering of hot water temperature, contributing to decreasing burdens of nursing home residents and their caregivers.

In the future, we will continue our ongoing efforts to develop eco-products from a viewpoint of each customer and contribute to environmental conservation by further providing solar equipment.



"Oyu Jouzu" Advanced solar water heating system





Responsibilities to Customers

Instrumentation Operations

Under the concept of connecting vehicles with infrastructure, the Yazaki Group contributes to the realization of a smart community-based safe, low-carbon society by providing instrumentation system products that help solve the issues that a motorized society face, such as safety and security, environment and energy saving, and efficiency and convenience. Since 1962 when we built a nationwide service network centering on tachograph, we have been upgrading and enriching our after-sales service, including the installation, component replacement, and repair of instrumentation devices in collaboration with distributors.

In 2015, we actively promoted the sale of our products, including *DTG7*, a product comprising a digital tachograph

and an drive recorder, and have contributed to improving customers' business operations by providing products related to safety, eco-drive, and the improvement of vehicle and labor management efficiency. In Thailand, we launched *iQsan*, a digital tachograph service that leverages telematics that provides information in real time. The service is expected to significantly reduce traffic congestion in Thailand. The Instrumentation Operations will continue fulfilling its responsibilities to customers by providing safety, energy saving, a nice environment, and high efficiency to working automobiles.



"DTG7" Digital tachograph

Topics

Contributing to National Resilience Building Initiative

Based on the Basic Act for National Resilience Contributing to Preventing and Mitigating Disasters for Developing Resilience in the Lives of the Citizenry, the Cabinet Office promotes the National Resilience Building Initiative with the aim of creating solid national lands and economic and social system that have strength to avoid fatal damage to national lands, economy or living and flexibility to allow swift recovery in the event of disasters. To promote this Initiative, it is essential to combine *self-help*, *mutual help*, and *public help* in an appropriate manner, promote collaboration among public administration, local residents, and private companies, and share roles among these players.

In 2015, our efforts at disaster response bulk storage tank and woody biomass combustion equipment were introduced in the collection of cases as part of effort toward building national resilience.

Bulk storage tanks that can be used for cooking and power generation in the event of disasters

In the event of disasters, such as earthquakes, LP gas can be used as an energy source for soup run and hot bath in stricken areas. Disaster Response Bulk Storage System can be used as a hot water supply system at ordinary times whereas in the event of disasters, it can supply LP gas to LP gas-fueled equipment, such as a power generator and a rice cooker, via LP gas cord. Thus, our bulk storage systems for disasters are used to secure lifelines at emergency shelters.



Bulk Storage System for Disasters

Forest Thinning-fired Woody Biomass Combustion Equipment

Forests have a landslide prevention function and a watershed protection function that stabilizes river discharge. In order to maintain these functions, it is critical to promote the sustainable use of forest resources. We contribute to the regional circulation of forest resources and local production of energy for local consumption by developing *Wood Pellet-fired Bio Aroace*, an absorption chiller-heater fueled by wood pellets made from forest thinning, and by promoting the woody biomass regional circulation model project in collaboration with Yusuvara Town and the Yusuvara Forest Cooperative.



"Wood Pellet-fired Bio Aroace"



Wood pellets



Responsibilities to Business Partners

We conduct open and fair transactions with our business partners, sharing our policies and goals with them.

● Yazaki Global Suppliers Convention

We hold the Yazaki Global Suppliers Convention annually to share procurement policies and issues with our suppliers of raw materials and parts for electronics, instrumentation, and wire harnesses through two-way communication.

In the convention in July 2015, 162 domestic and overseas supplier companies participated. On the day, President Yazaki explained key measures for technology and production as this is the year to lay the foundation for the Yazaki Group's medium-term management plan. Then Purchasing Operations General Manager explained the Yazaki Cooperation Procurement Policy and shared information on the positioning of the Purchasing Operations in the global system and on Yazaki's safety, quality, and environment-based pursuit of *cost competitiveness*, *supply chain control center*, and *manufacturing*.

Moreover, in an effort to deepen mutual cooperation with suppliers, a technology exchange meeting was held on the same day, under the theme of the strengthening of the Yazaki Group's global *genba-ryoku* (on-site capabilities). In the meeting, we received proposals to reinforce the competitiveness of Yazaki's component business from the participating suppliers and introduced our direction in and activities for the enhancement of Yazaki Group's global *genba-ryoku*. The exchange meeting also served as an opportunity for participating suppliers to exchange views with other suppliers.

In the future, we will continue to strengthen our global partnerships with suppliers toward product manufacturing in response to a rapidly changing environment, coexistence, and coprosperity.



Yazaki Global Suppliers Convention
(Left: President Yazaki, Right: Purchasing Operations General Manager Kato)

● A briefing on conflict minerals surveys

Recently, there is a growing concern over the possibility that the metal resources extracted from the Republic of the Congo and its surrounding regions are funding armed groups that repeat inhuman acts, such as the infringement of human rights (forced labor and child labor).

Therefore, the United States defines *tantalum*, *tin*, *gold*, and *tungsten* as conflict minerals under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act), and requires listed companies in the United States to annually disclose information about the use of conflict minerals.

The Yazaki Group conducts a conflict minerals survey geared to the entire supply chain to fulfill its social responsibilities and meet the requests of customers, including automobile manufacturers. In May 2016, we held a briefing on the conflict minerals survey, where 149 supplier companies participated, and where we asked for suppliers' understanding of and cooperation in the survey, in particular regarding changes in the questionnaire and important points to note.

In the future, we will promote the procurement of conflict-free raw materials in collaboration with our suppliers.



Conflict minerals survey briefing

● A briefing on quality control standards

For the revision of the quality manual for suppliers, we held a briefing in Kikugawa City, Shizuoka, in April 2016. In the briefing, changes in the standards due to the revision were explained centering on the following four core areas: quality management, manufacturing process management, production preparation, and the management of environmentally hazardous substances. In particular, for the management of chemical substances in products, we explained a management method to avoid *silent change*.

In the future, we will continue ongoing efforts to improve quality in collaboration with suppliers.



Briefing on the quality control standards



Responsibilities to Employees

We ensure that systems and arrangements for employees are improved continuously to allow every employee to fully demonstrate their abilities.

● Sincere dialogue with employees

Toward a better work environment

With the aim of further development based on the mutual trust between labor and management, the Yazaki Group improves its personnel system and working conditions in collaboration with the ALL YAZAKI UNION of Japan. A labor affairs review committee meeting and a branch office labor-management conference are held monthly to examine systems and confirm achievements.

In 2013, upon the 50th anniversary of the ALL YAZAKI UNION of Japan, we reaffirmed the basic principles of mutual trust between labor and management. Currently, we focus on the efforts to increase the paid leave acquisition rate among employees to practice "Creation of corporate climate and culture that foster mentally and physically sound workers. Regarding the 2015 activities by each site in Japan, efforts were made to realize a workplace where employees feel comfortable taking vacation. As one of the results, an agreement was reached between labor and management to set up specific days to encourage employees to take a paid leave.

In the future, we will continue promoting activities to create a better working environment in the Yazaki Group via collaboration between labor and management.

Personnel system "Rewarding Employees Who Worked Hard"

In March 2014, the Yazaki Group introduced a new personnel system of Rewarding Employees Who Worked Hard.

In 2015, the second year after shifting to the new system, we conducted a questionnaire survey geared to all employees on their attitude toward and understanding of the new system. Based on the survey results, we promoted activities centering on the following: Revision of or a change in the rules concerning the areas where problems still remain or where some improvement is required; dissemination of information to enhance employees' understanding of the system; and education of evaluators to achieve fair and equitable employee evaluations.

In the future, we will continue these activities to further enhance employees' understanding of the system, realize a better evaluation system, and establish a corporate culture that inspires motivation in employees.

● Development of human resources that will lead the next generation

Yazaki Leadership Development Seminar

The Yazaki Group has conducted the Yazaki Leadership Development Seminar geared to young managerial staff and manager candidates, who were recommended by their superiors since 2011. In the Seminar, participants are expected to acquire basic management knowledge, leadership skills, and the capability to handle diverse situations. In 2015, a total of 20 persons from nine countries participated in the Seminar.

Yazaki corporate culture training

The Yazaki corporate culture training is a personnel development program where employees of overseas group companies come to Japan to learn Japanese language and culture and deepen their understanding of the corporate culture of the Yazaki Group.

This training program, which started in 1996, celebrates the 21st anniversary this year. During their one-year stay in Japan, participants deepen their communication with Japanese staff and serve as intermediaries between their countries and Japan after they go back to their countries. In the past, a total of 216 people completed the program, including six persons in 2015.



Trainees experiencing Japanese culture

Yazaki-juku (Dialogue with top management)

We provide *Yazaki-juku* as a place for employees to exchange views with top management and deepen mutual understanding. In the Follow-up Workshop, which started in 1983, employees who have been working for Yazaki for over five years discuss the principles and objectives of the Yazaki Group with the chairman. In the Management Round-table Conference, which started in 1999, department managers exchange views on their visions of how to manage a workplace with the president. In 2015, 15 follow-up workshops (247 participants), and five management round-table conferences (30 participants) were held.



Participants of a follow-up workshop and Chairman Yazaki

Yazaki Summer Camp

With the aim of providing opportunities to have a wealth of experience to children who will lead the future society, we have held a summer camp geared to the children of our employees each year since 1977.

The camp provides children opportunities to meet new friends, have new experiences, and increase their interest in environmental issues and deepen the mutual understanding through international exchanges. This camp also serves as a place to develop leadership and communication skills of young employees, who participate in the camp as instructors.



Participants of Yazaki Summer Camp in Japan

2015 Summer Camp Performance

	In Yusuhara Town	In Vietnam	In Japan
Target	Domestic employee's children (5th and 6th graders)	Domestic employee's children (8th graders)	Overseas employee's children (14-year-old children)
Overview	<ul style="list-style-type: none"> Yusuhara Town, Kochi (Jul. 27th to Jul. 31st) Eastern part of Shizuoka (Aug. 3rd to Aug. 7th) 	<ul style="list-style-type: none"> Vietnam (Hanoi) (Aug. 2nd to Aug. 7th) Vietnam (Ho Chi Minh) (Aug. 16th to Aug. 21st) 	Chiba, Tokyo, Shizuoka (Jul. 24th to Jul. 30th)
Number of participants	<ul style="list-style-type: none"> Children: 226 Instructors: 29 	<ul style="list-style-type: none"> Children: 137 Instructors: 19 	<ul style="list-style-type: none"> Children: 322 (37 countries) Instructors: 36
Cumulative total	38 camps, 6,921 persons	29 camps, 4,637 persons	26 camps, 3,502 persons

● Employment and appointment of diverse human resources

Expansion of employment of persons with disabilities and job categories available for them

In an effort to promote the employment of persons with disabilities, the Yazaki Group has standardized operations and reinforced a follow-up system at each workplace along with improving disability-friendly facilities.

At Yazaki Business Support Co., Ltd., a special subsidiary of Yazaki Corporation, 23 employees with disabilities engaged in the management and cleaning of welfare facilities and the collective management of waste from Y-CITY (Susono City, Shizuoka) in 2015. Moreover, as a measure to enable them to maintain their work and strengthen a support system for them, we assign and

develop qualified personnel, such as in-house job coaches and employment counselors for people with disabilities.

In 2015, there were 69 persons with disabilities* on the payroll of Yazaki Corporation, including newly hired employees, and the current employment rate of persons with disabilities is 2.29%.*

* These figures are obtained by totaling the figure of Yazaki Corporation and that of Yazaki Business Support Co., Ltd., based on the Handicapped Persons' Employment Promotion Act.

Active employment of elderly people and succession of skills and knowledge

The Yazaki Group promotes the re-employment of retired persons with the aim of contributing to the employment of the elderly, one of the social issues in Japan, and passing on the skills and knowledge of experienced workers to the next generation.

In 2015, we re-employed 678 retired persons (including 164 new employees).

● Creating a safe and employee-friendly workplace

Efforts toward the realization of diversity

We promote a variety of activities with the aim of creating a workplace where employees feel motivated to work and think that their work is worth doing.

Based on the Act of Promotion of Women's Participation and Advancement in the Workplace enforced in April 2016, we developed an action plan* for the development of a workplace where both men and women feel safe to continue working while raising children or looking after a sick or elderly family member and for the provision of active support to female employees for their career formation.

Specifically, we introduced a job return system in 2015. This is a re-employment system for those employees who were forced to quit work due to such reasons as childcare, nursing care, or a spouse's job transfer.

In the future, we will continue our efforts to expand and enrich the systems that allow all employees to fully demonstrate their abilities.

* For more information on the development of the action plan, please refer to the following website:

<http://www.yazaki-group.com/pdf/news160401.pdf>

News release dated April 1, 2016

Development of an action plan based on the Act of Promotion of Women's Participation and Advancement in the Workplace



Responsibilities to Employees

Number of employees who took leave for childcare, nursing care, and elderly care (FY)

Category	2011	2012	2013	2014	2015
Continuous childcare leave	98	74	93	98	99
Short working hours	63	115	133	155	177
Nursing leave	46	58	64	67	64
Continuous elderly care leave	1	1	2	3	1
Short working hours (elderly care)	1	2	1	1	1
Elderly care leave	1	2	1	2	1

* While we used to use the number of persons using the system during each period until the previous fiscal year, we changed it to the number of persons who started using the system this year

Improving mental and physical health

The Yazaki Group aims to establish *the maintenance of good health among all employees* as a part of the corporate climate. As one of basic measures to that end, we ensure that all employees (100%) undergo a medical examination on a regular basis (physical checkups).

Moreover, we have conducted a stress test (mental health diagnosis) on a continuous basis with the aim of encouraging employees to become aware of the state of their own mental health and promoting self-care since 2009, ahead of legislation in 2015.

For self-care and line-care (management of employees' health by superiors), we conduct annual in-house training to create an environment where the maintenance of good physical and mental health is jointly addressed by the company and its employees.

Occupational health and safety

In domestic production sites, we conduct risk assessment activities to detect and prevent potential workplace risks and the safety and health diagnosis to evaluate the level of safety and health of each site. For occupational accidents that have occurred, we actively disclose accident information and countermeasures to prevent the recurrence of similar accidents.

Accident frequency rate/accident severity rate

(FY)

Item	Category	2011	2012	2013	2014	2015
Accident frequency rate *1	Average in the manufacturing industry	1.05	1.00	0.94	1.06	1.06
	Major 12 production sites in Japan	0.42	0.13	0.22	0.35	0.38
Accident severity rate *2	Average in the manufacturing industry	0.08	0.10	0.10	0.09	0.06
	Major 12 production sites in Japan	0.0020	0.0009	0.0068	0.0036	0.0043

*1 **Accident frequency rate:** The number of casualties due to industrial accidents per one million working hours. The rate refers to frequency of accident.
Frequency rate = Number of casualties / Total working hours x 1,000,000 hours

*2 **Accident severity rate:** The number of workdays lost due to accidents per 1,000 working hours. The rate represents the scale of accident.
Severity rate = Number of workdays lost / Total working hours x 1,000 hours

In light of the fact that global occupational safety control is growing its importance, we promote the sharing of information on workplace accidents, activities to prevent the recurrence of similar accidents, and the creation of a global occupational safety control system in an effort to proactively prevent workplace accidents.

Business Continuity and Disaster Countermeasures

Development of a structure for business continuity management (BCM)

In an effort to continue our business in the event of a disaster and enable prompt recovery, the Yazaki Group has developed a Business Continuity Plan (BCP).

In 2015, we held a briefing geared to persons in charge of each department in domestic group companies to maintain the effectiveness of the BCP and promote Business Continuity Management (BCM) as preparation to reduce the impact of disasters.

In addition, we also promote activities to enhance our preparedness for earthquake and tsunami, and share the eruption response manual with related departments in domestic group companies in preparation for volcanic eruptions.

In the future, we plan to develop and reinforce countermeasures against high winds, heavy rains, and high tides.

Fire prevention countermeasures

As fire prevention countermeasures, we promote thorough inspections of electrical equipment. Since 2015 when we developed new company rules based on the lessons obtained from past fire accidents, we have been making ongoing efforts to strengthen the overall fire prevention control system, by reviewing the fire control system and checking functions of all domestic sites.



Two projects launched toward the 80th anniversary

Giving shape to our commitment to care for people

The Yazaki Group has launched two projects: an Education for International Understanding Support Center Preparation Project to develop human resources that can play a key role not only in the company, but also on the global stage, with an eye toward the future development of our business in local communities, and a Wellness Promotion Project geared to the creation of a corporate culture where health of both employees and corporate organization is addressed in a comprehensive manner and to the realization of sound management.

Education for International Understanding Support Center Preparation Project that aims to develop global human resources

As a Corporation in Step with the World, we support the enhancement of employees' abilities to understand different cultures, originality, autonomy, and language skills and develop global human resources that face themselves and take on challenges.

As a Corporation Needed by Society, we will expand our support activities for education for international understanding, including support for the development of global human resources in local educational institutions and companies.

Adventure School, part of the project, has been conducted since 1993, and a total of about 1,300 people have participated in it in 44 countries where it was held.



"Adventure School" Overseas training trip by new employees

Wellness Promotion Project that aims to realize health of both people and organization

True soundness cannot be achieved only by introducing a new mechanism or system. The Wellness Promotion Project aims to create a corporate culture that allows employees to acquire and nurture healthy way of working and lifestyles within the corporate organization.

We wish to become a company where employees think that *Working at Yazaki cheers me up*.

Since an organization is made up of people, if people are healthy, it will have a positive impact on the organization, and a sound organization will serve as the fertile ground where people grow as a person. We believe that if people working healthier, it will transform the organization more productive, laying the foundation for a company that cares for people.

Yazaki's Wellness Wheel represents the five factors that comprise what the Yazaki Group considers as health.

Wellness = health does not simply mean being without injury or illness. In order to be totally healthy as a person, the following five factors must be maintained in a well-balanced manner.

Yazaki's Wellness Wheel





Responsibilities to Local Communities

We are working together with local communities for their vitalization.

● Commitments made in FY 2015

Participation in Tokyo Motor Show 2015

We ran a booth under the theme of “CONNECT to the Future” at the Tokyo Motor Show 2015 held at the Tokyo Big Sight at the end of October 2015. In the booth, we introduced the EEDDS (Electrical / Electronic Distribution and Display System) technology that connects future automobiles. In an effort to present the EEDDS technology that transmits vehicles’ internal information and power to the places that require them in an unflinching manner, we installed a vehicle mockup in the center of the booth and explained its functions to visitors.

The total number of visitors to the Tokyo Motor Show was more than 800,000, which provided us a great opportunity to present our technological strength and position in the industry in a comprehensive manner.



Display of EEDDS technology in the mockup installed in the center of the booth

Participation in Messe Nagoya 2015

We exhibited our products at Messe Nagoya, which was held at the Port Messe Nagoya in November 2015. Through our products, such as Eco Solar Type II, which leverages solar heat, and products that use Aroeco, a paper recycled cushioning material, we introduced ecofriendly product-based solutions to environmental issues.



Introduction of green products to a variety of visitors

Participation in Automotive Experiencing Exposition 2016

We participated in the Automotive Engineering Exposition 2016 held at PACIFICO Yokohama in May 2016 and introduced technology that contributes to environment, safety, and the manufacture of comfortable and convenient vehicles. We explained the latest technology including display technology of a full color, large-screen head-up display, and provided hands-on experience of the performance to many visitors.



Explaining the latest display technology to visitors

New design added to the corporate ad, “Slow down for an eco-friendly world”

We have run a company advertisement series “**Slow down for an eco-friendly world,**” where a turtle, our symbol of the environment, introduces Yazaki’s long pursued environmentally friendly products and services since 2009 in various media.

In 2015, three types of new advertising designs featuring each of the digital tachograph DTG7, EV/PHV charger iesta, and solar equipment were created, and we put them in various media centering on the bullet train ads and business magazines to communicate our company’s continuing attitude and commitment to environmental conservation efforts which has remained the same as our foundation.



iesta version



DTG7 version



Solar equipment version



Upon the 75th Anniversary of the Yazaki Group

It has been 75 years since Sadami Yazaki, the founder of the company, launched this business in a full-fledged manner. Thanks to support from our stakeholders, the Yazaki Group has made great progress. With deep appreciation to stakeholders and under the concept "Past, Present, Future, we are connected." the Yazaki Group conducted a variety of commemorative activities, including putting up a special website for the 75th anniversary. Among such activities, we would like to introduce here two activities that are closely related to people outside the company.



The special website introducing the history of our company and our predecessors' aspirations can be found on our official website or at the following URL:

<http://www.yazaki-group.com/75th/>

Yazaki Centennial "Shochu" Project

We undertook the challenge of making sake in Saiki, Oita. This is an attempt to make sake out of rice grown by Arrow Farm Oita Co., Ltd., an agricultural corporation of the Yazaki Group, which was brought to fruition by the close coaching and cooperation of the local sake brewery, Bungo Meijo, and local residents.

Our employees participated as volunteers in a total of six operations involved in the shochu-making process from planting and harvesting rice in autumn to making shochu (a traditional Japanese distilled spirit). They engaged in unaccustomed work under the guidance of local residents. Between these sake-making operations, they also participated in and carried out the Saiki cleanup activity with city employees.

In March 2016, the rice shochu *Hyakunen no Sake* (Yazaki Centennial Shochu), the fruit of the joint efforts between the local community and our company, was finally

born. We plan to age it in about 2,000 bottles, about half of the total quantity brewed this time, and open them in 2041 when our company celebrates its centennial. This is where the name *Hyakunen no Sake* is derived.



Our employees planting rice seedlings with the coaching of local supporters.



Rice shochu, *Hyakunen no Sake* (Yazaki Centennial Shochu)

Publication of a Picture Book, *Rediscover Our Forests*

In response to the needs of the times, our company has provided a variety of projects and services that contribute to environmental conservation. In the past decade or so, we have focused on forests that play a key role in the circulation of all living things and promoted projects that contribute to the nurturing and conservation of forests.

Through these activities, we learned that forests are indispensable to the global environment and humans and that it takes a great deal of time to conserve and nurture them. Moreover, we realized that in order to leave rich forests and their benefits to the children who will lead the next generation, we need to pass on these lessons to them.

Based on that realization and taking this opportunity of the 75th anniversary, we created and published a visual

book with the concept of communicating the wonderful features of forests to children so that they can enjoy the forests. The book comprises various factors, such as photos, illustrations, poetry, and manga. We hope that many people, regardless of their association with our company, will read this book.



Picture book, *Rediscover Our Forests*