

7. The EBARA Group strives to achieve mutual understanding through transparent information disclosure.

ISO 26000 INDEX

Way of Thinking about Information Disclosure and Communication

EBARA Group believes that building mutual understanding and trust with our stakeholders through communication is indispensable to the continued growth of our enterprise. Our basic stance is to proactively disclose information to gain better understanding of our Group.

We disclose important financial and corporate information in a fair, timely and appropriate manner, in compliance with laws and regulations such as Financial Instruments and Exchange Law and the timely disclosure regulation stipulated by the Tokyo Stock Exchange. Even information that is not under the timely disclosure regulation, our basic stance is that if we believe the information is necessary for evaluation, we will use various methods, such as news releases, postings on our website, and holding briefings for analysts and institutional investors, to disclose information in a fair, timely, and appropriate manner.

Publishing the 100th Year Anniversary Website

As EBARA reaches 100 years since establishment in November 2012, we have decided that we would like to share with our stakeholders more about EBARA's past and EBARA Group's journey. From June 2012 to March 2013, we published the 100th Year Anniversary Website in three different languages: Japanese, English, and Chinese.

The 100th Year Anniversary website is made up of 3 parts: the Spirit of EBARA, the 100 Year Trajectory, and CHALLENGE NEXT 100.

The Spirit of EBARA is a commentary on how the creed of our founder at the establishment of the company,—to create and supply products to better society with the founding spirit “Enthusiasm and Sincerity” —has been passed down to our current corporate philosophy.

The 100 Year Trajectory divided into three major periods, since the company's foundation to present day, and shows the development process of EBARA through the years on a chronological table, with major topics from EBARA interspersed with historical background.

CHALLENGE NEXT 100 describes the thoughts that went into creating the 100th Year logo, the products and technology that our customers can expect in the future, and the sentiment behind EBARA Group as we challenge ourselves to advance in worldwide business.

100th Year Anniversary Website



Information Disclosed by the EBARA Group to Key Stakeholders and Opportunities for Communication

Stakeholder	Disclosed Information	Communication Policies, Opportunities, and Mediums
Customers	<ul style="list-style-type: none"> Product and service information 	<ul style="list-style-type: none"> Communication with customers in our day-to-day marketing activities is very important to us. Product and service information is offered through catalogs and websites.
Shareholders and investors	<ul style="list-style-type: none"> Management, business and financial information 	<ul style="list-style-type: none"> The EBARA Group discloses management, business and financial information in a fair, appropriate, and timely manner. Along with direct dialogue opportunities such as results briefings and general shareholders' meetings, we publish brochures of our annual reports and business reports and post them on our website.
Suppliers	<ul style="list-style-type: none"> Business status Policies and goals regarding procurement, the environment, product quality and safety 	<ul style="list-style-type: none"> The EBARA Group's business highlights, policies, top priority tasks for the current year and other information are presented through the "Partner Companies Association," which is an organization of suppliers involved in the implementation of the Group's businesses. The Partner Companies Association joins the Group's training sessions regarding health and safety, to help maintain a safe and healthy work environment.
Society and community <small>(including public administrations and academic institutions)</small>	<ul style="list-style-type: none"> Environmental impact on the community from corporate activities R&D information 	<ul style="list-style-type: none"> We invite residents in our districts to tour our factory and join us for summer festivals, to promote friendship and communication between the residents and the EBARA Group and to maintain mutual trust. Environmental impact data, such as waste water and gas emissions from our major production bases, and other environmental data, such as energy consumption and waste discharge, are periodically published and updated on our website. In response to requests from local schools, we accept requests for workplace experience and factory tours. We publish results from EBARA Group's research and development in the quarterly technical information journal, "EBARA Engineering Review" (booklet and website), to promote cooperation between government, industry and academia.
Employees	<ul style="list-style-type: none"> Management policy and goals 	<ul style="list-style-type: none"> We use our group magazine (informational magazine intended for employees) and intranet to spread the EBARA Group's management policy and related information among employees. For the purpose of creating a better workplace environment across the group, we hold a Joint Labor-Management Conference with the labor union periodically and when needed, working together to solve problems and share information.

Accountability

Transparency

7. The EBARA Group strives to achieve mutual understanding through transparent information disclosure.

100th Year Anniversary Publication, "The Secret of Pumps"

To celebrate the 100th year anniversary, EBARA created an understanding through comic series called, "The Secret of Pumps" published in collaboration with Gakken Publishing Co., Ltd.

The "understanding through comic series" is a popular series of educational comic books for elementary school children that introduces products that are commonly seen or are used in society, and explains the function of the product and its importance and history in a manner that is easy to understand. The series are highly rated for not only satisfying children's curiosity, but also in promoting learning.

◇Teaching Elementary School Children About Pumps

Though pumps are one of the most important pieces of equipment found in industries, and in our social infrastructure for water supply, sewage, and storm water drainage, they are rarely seen in everyday life. EBARA started out as a pump manufacturer, and as we reach our 100th year in business, we thought we'd like to tell society a little more about pumps. That is why we decided to create "The Secret of Pumps," so that children who get to see pumps during their field trips to sewage facilities, and curious children in general, can learn a little more about pumps. Nation-wide, 23,500 copies of the book have been distributed to elementary schools and another 3,000 copies were distributed to public libraries.



The Secret of Pumps

Front covers of the first issue (right) and the 100th Year issue (left)

Technical Information Magazine "EBARA Engineering Review"

EBARA's technical information magazine, "EBARA Engineering Review," was first published in June 1952. Seven years after the end of World War II, in an era when the industrialization of Japan was seen as the way forward, the idea was to contribute to the reconstruction of Japan by introducing our technology to a wide audience outside the company. Since then, as a medium for issuing information regarding EBARA Group's latest technology, products, delivery information, and R&D results, we have continued to issue this magazine quarterly. The July 2013 issue was our 240th issue. We currently produce 5,400 booklets of "EBARA Engineering Review," of which approximately 4,300 are sent to customers, suppliers, research institutes, academic institutes, and libraries, as well as being distributed to internal divisions and each company in the Group. Since 1999 the abstracts of the articles have been posted on our website, then from 2005, full articles in Japanese have been made available on our website so that even more people may have access to the journal.

In the "EBARA Engineering Review," along with research papers, new technology information, and new product introductions, the January issue of each year also features an article about the previous year's "Product Highlights," which summarizes the leading new products and delivery records. Courses and commentaries related to the technical field, of which EBARA Group is very proud, are also featured when appropriate. For 2012, as the 100th Year since founding, the October issue was made to be the special anniversary issue, which features articles such as, "EBARA's 100 Years of Technology History," which looks back on the history of technology, and the chronological table, "EBARA's 100 Year Journey."

In the preface of the first issue, the then President, Issei Hatakeyama introduced an account of the efforts that went into the expansion of the National Science Museum in Ueno, and wrote of the EBARA Engineering Review, "There is a greater difference between a museum and a magazine than the difference between a temple bell and a paper lantern, but if we can contribute even a little bit to the betterment of the world, that is more than I could have hoped for." In keeping with the ambition of the first issue, we hope to continue to issueing valuable EBARA Engineering Review.



<http://www.ebara.co.jp/en/company/rd/jihou>

