

2015

CSR Data Book

CSR Environment

Alps Business Approach

Alps Electric engages in CSR activity in line with the five statements of its Business Approach.

Alps Philosophy

Alps creates new value that satisfies stakeholders and is friendly to the Earth

CSR Management

- ▶ CSR Management Structure
-

Relations with Customers

- ▶ Research & Development
 - ▶ Intellectual Property
 - ▶ Quality & Safety management
-

Environmental Preservation

- ▶ Environmental Management
 - ▶ Medium-Term Action Plan
 - ▶ Environmental Impact
 - ▶ Mitigation of Environmental Risk
 - ▶ Earth-Friendly Product Design
 - ▶ Energy Conservation
 - ▶ Reducing Waste
-

Relations with Employees

- ▶ Human Resources Development
 - ▶ Diversity
 - ▶ Occupational Safety
-

Relations with Suppliers

Alps Electric works continually to fulfill our responsibilities within the supply chain.

Fair Management

- ▶ Compliance
 - ▶ Corporate Governance
 - ▶ Risk Management
 - ▶ Information Security & Information Disclosure
-

Developing with Communities

Alps Electric engages in community-oriented activities .

CSR Environment

| Alps Business Approach

Alps Electric engages in CSR activity in line with the five statements of its Business Approach.

- ▶ Pursuit of Value — We will constantly pursue new value creation.
- ▶ Harmony with Nature — We will seek harmony with the Earth's environment.
- ▶ Partnership with Customers — We will learn from customers and respond quickly to their needs.
- ▶ Fair Management — We will act fairly and from a global perspective.
- ▶ Respect for the Individual — We will draw upon the unique enthusiasm of every employee.

Alps Electric considers CSR as business itself. Ever since our founding many years ago we have based business decisions on "societal contribution" and "building trust," which are expressions taken from our original founding precepts. Then in our 50th year after establishment, we defined our corporate philosophy as "Alps creates new value that satisfies stakeholders and is friendly to the Earth," and forged our Business Approach with five statements acting to realize this philosophy. By observing this Business Approach and integrating our social responsibilities with business activity, we are able to fulfill stakeholder expectations and pursue mankind's coexistence with the natural environment.

| Alps Philosophy

Alps creates new values that satisfy stakeholders and are friendly to the Earth.

| Alps Business Domain

Perfecting the Art of Electronics.

- User-friendly communication and relationships between people and media. -

| Alps Business Approach

- ▶ Pursuit of Value ——— We will constantly pursue new value creation.
- ▶ Harmony with Nature ——— We will seek harmony with the Earth's environment.
- ▶ Partnership with Customers ——— We will learn from customers and respond quickly to their needs.
- ▶ Fair Management ——— We will act fairly and from a global perspective.
- ▶ Respect for the Individual ——— We will draw upon the unique enthusiasm of every employee.

| Alps Action Guidelines

- 1 Alps people will realize new values through flexible thinking and bold actions.
- 2 Alps people will preserve the natural environment and treat precious resources with great care.
- 3 Alps people will meet customers' expectations by making decisions quickly and implementing them speedily.
- 4 Alps people will act fairly, working to adhere to world rules and to understand different cultures.
- 5 Alps people will function as teams of professionals seeking to refine their specialist skills.

CSR Management

Summary of CSR Activities

The Alps Electric Group pursues CSR activity according to CSR mid-term plans formulated every three years.

Fiscal 2015 is the final year of the 3rd CSR Mid-Term Plan launched in fiscal 2013. We will review the current plan in its entirety and press ahead with formulation of the next plan, looking to meet the needs and requests of our various stakeholders.

The CSR Mid-Term Plan and Beyond

FY2014 Review

In fiscal 2014, we addressed the following priority themes of the CSR mid-term plan

Priority Theme	Assessment	Achievements
Ensure compliance with electronics and automotive industry guidelines and standards for CSR action	Ongoing	<ul style="list-style-type: none">Established a framework, designating CSR leaders and CSR supporters at bases worldwide to enable timely, global sharing of information and implementation of unified measures.Checked in-house regulations against various guidelines and standards and started deliberation toward ensuring compliance.
Achieve objectives of the 7th Medium-Term Action Plan for Environmental Preservation	Ongoing	<ul style="list-style-type: none">Numerical targets for global warming countermeasures, reduction of waste emissions, reduction of water usage and reduction of the environmental impact of logistics are expected to be achieved.Made generally steady progress toward achieving targets in other areas, too.
Strengthen BCP and BCM initiatives	Not achieved	<ul style="list-style-type: none">Ensured global reporting lines were in place and arranged and made known which risks to report to enable quick aggregation of risk information.Review of BCM to reflect changes, including changes to the business environment, was not finished.

3rd CSR Mid-Term Plan

3rd CSR Mid-Term Plan Action Policy: Pursue CSR activity that earns stakeholder trust through sharing of even better value
Activity Themes ~Earning the trust that we commit to through our brand~
1. Actively disclose information and meet the needs of society <ul style="list-style-type: none">• Actively advance disclosure of corporate information and strengthen information security• Set out to meet the global needs of society (relating to conflict minerals, GHG emissions disclosure, etc.)• Ensure compliance with electronics and automotive industry guidelines and standards for CSR action
2. Support the creation of a low-carbon society <ul style="list-style-type: none">• Achieve objectives of the 7th Medium-Term Action Plan for Environmental Preservation• Advance environmental education• Create green devices
3. Further strengthen risk management <ul style="list-style-type: none">• Strengthen BCP and BCM initiatives

Relations with Customers

Research & Development

The Alps Electric Group engages in all aspects of product creation, or *monozukuri*. Based in Japan, the group has spread its field of activity right across the world and together we endeavor to perfect the art of electronics through ongoing research and development relating to new products.

Basic Approach to Research & Development

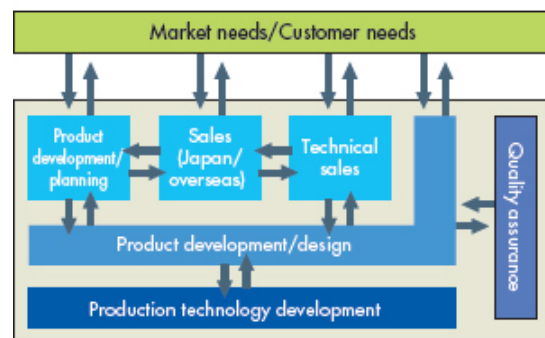
Policy

In research and development activities, the Alps Electric Group adheres to the basic policy, "Perfecting the art of electronics," creating products with new value through the enrichment and fusion of core technologies.

Structure and R&D Expenditure

Development of basic and advanced technology takes place in Japan, though designs of different product varieties reflecting the needs of particular customers and markets are developed regionally. Under this format, we promote global standardization of technologies and products. We also actively engage in joint research with universities and research institutions around the world and development through partnerships with other companies.

Responding to Customer and Market Needs



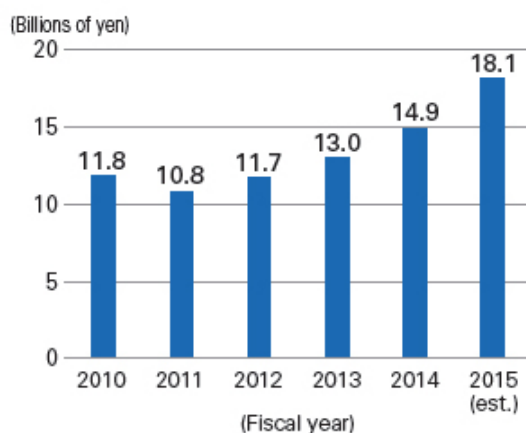
Strategy

The Alps Electric Group looks to achieve differentiation from other companies, and thereby establish competitive advantage, through the enrichment and fusion of mechatronics, process, material and design technologies built up over the years.

We place particular importance on developing products through *shimidashi* (lit. seeping), which involves adding new functionality to core technology and branching into new business areas, and technology “black-boxing” to make products harder to imitate.

Adhering to these concepts, we carry out development of products with the potential to enrich lives in a way that is friendly both to people and to the Earth with a focus on three growth engines—enrichment of Human-Machine Interface (HMI) technology; expansion of Sensor variety; and expansion of Connectivity-oriented business.

R&D Expenditure



Global R&D Structure



Alliances

The Alps Electric Group actively pursues partnerships in a number of fields in order to speed up development by bringing in new technologies from the outside and thereby promptly deliver to customers products which address the needs of the market and society.

Joint Development of High-Performance Soft Magnetic Powder with Tohoku University

Tohoku University (Miyagi Pref., Japan) and Alps Electric have successfully developed an innovative soft magnetic powder (amorphous powder) with both high saturation flux density and low core loss. Supporting larger currents, lower energy loss, and size and weight reductions, the powder is expected to be used to improve the performance and characteristics of reactors and other power module components and magnetic applications like actuators and motors.

Alliance with Genial Light Co., Ltd. for Physiological Sensor Commercialization

Genial Light and Alps Electric are pursuing development of ultra-compact, high-precision physiological sensors by fusing Genial Light's advanced light sensing technologies for medical systems with our highly reliable, high-precision production technology. The business alliance is currently taking steps toward actual commercialization.

Gyroscope Development with Qualtré, Inc.

The gyroscopes are based on bulk acoustic wave (BAW) technology and achieve outstanding immunity to extraneous stimuli. Fusing the gyroscopes with core technology possessed by Alps Electric will enable application to such uses as autonomous navigation units for the automotive field, where demand for robustness is high, and robotic body control.

Initiatives for the Development of Future Growth Engines

Strengthening of Core Technology

We view refinement and enrichment of original core technologies as most important for raising the competitiveness of our products. Core technologies of the Alps Electric Group include design technologies (mechanical, software, IC, RF, optical and capacitive), evaluation and simulation technologies, and material technology, as well as process technologies (precision processing, micro-printing, MEMS, precision molds and dies, and automated assembly) used in product manufacturing. By further exploring the possibilities of core technologies through “*shimidashi*” and fusing existing technologies with new ones, we continually create unrivaled, highly competitive products.

Areas of Focus for Core Technology Strengthening

HMI

Human-Machine Interfaces (HMI) are what link people to devices. This is an area we have pursued ever since the company’s founding. Products like TACT Switch™ and GlidePoint™ were created using extensive know-how gained through the development of a wide range of input- and output-related electronic components. Today we continue our development of new materials and original technologies like precision processing in order to realize products that are easy to use and a joy to operate.

Our switches, TACT Switch™, potentiometers and other traditional products are based on these original technologies and found in a diverse range of electronic equipment.

A notable trend in recent years has been the advent and evolution of touch control devices, and Alps Electric is advancing development of touch panels with curved surfaces and higher sensitivity through the application of capacitive sensing technology.

Sensors

In the Sensor field, we have developed technologies for detecting physical properties, including magnetism, geomagnetism, humidity, air pressure, force, illuminance and current. By applying these technologies to develop sensors that enable detection of slight changes in signals and deliver the best type of signal feedback for the equipment, we help to meet requirements for a wide range of electronic products.

Furthermore, we are advancing integration of such sensors into modules and systems, while also expanding application to power control and new kinds of social infrastructure, for example in the medical and healthcare domains.

We believe these sensor technologies will make a major contribution to the spread of the Internet of Things (IoT) and big data usage in the near future.

Connectivity

Connectivity is the field of realizing suitable links between devices and between data. Through many years serving the broadcasting and communication markets, Alps Electric has built up RF technologies fundamental to this domain.

Looking ahead to the creation of a transportation society that provides safety and peace of mind, rapid advancements have recently been achieved in regard to smartphone interoperability inside vehicles and data communication between vehicles and between vehicles and roadside infrastructure.

There is also significant need for connectivity technologies, including smartphones, for the creation of a new, energy-efficient society.

To accommodate these market trends, we are pursuing development of RF technologies compatible with *Bluetooth*®, wireless LAN, LTE and other specifications.

R&D Activities for Key Markets

Strengthening of Product Competitiveness

The Alps Electric Group introduces the right products at the right time to automotive, smartphone, energy and healthcare markets expected to grow in the future.

● Automotive Market

In the automobile market, mounting calls for vehicles that deliver safety, peace of mind, comfort and environmental performance are met through the development of advanced driver assistance systems (ADAS) and technologies for environmentally friendly electric vehicles (EVs) and fuel cell vehicles (FCVs).

The Alps Electric Group carries out broad development ranging from devices such as sensors employed in engines and chassis through to modules to be controlled by people inside the vehicle cabin.

In the automotive electronics business, functional safety requirements are growing and we have adapted our organizational structure accordingly to accommodate those requirements.

[FY2014 Product Development Example]

Bluetooth®/Wireless LAN All In One Combination Module for Automotive Use

This module is ideal for wireless connections between automotive equipment, such as car navigation systems, and mobile devices. It supports both *Bluetooth®* and wireless LAN specifications. Software and an antenna are also provided, both meeting the requirements of a wide range of customers and helping to reduce the system design and testing, software development and certification workload of equipment manufacturers.



Bluetooth®/Wireless LAN All In One Module



Bluetooth® module for automotive use



Steering combination switch module



Climate control panel



Power window switches



Steering switch



Remote keyless entry system



Tire pressure monitoring system (TPMS)



Throttle position sensor



Headlight level sensor

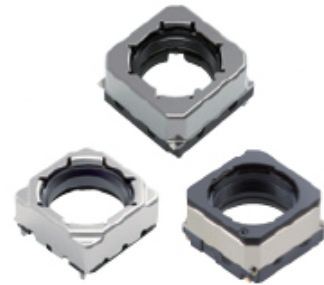
● Smartphones

Smartphones have spread rapidly worldwide and we can expect the massive scale of the market to be sustained by further service area expansion, faster speeds and larger capacity. Competition is fierce, however, with new models being introduced all the time and there is a need to respond swiftly to customer requirements. The Alps Electric Group develops and produces a broad range of products for smartphones, including autofocus actuators for cameras, as well as switches, sensors, connectors and touch panels.

[FY2014 Product Development Example]

"ATMC1Z2 Series" Voice Coil Actuator for Autofocus Cameras

This actuator enhances the autofocus performance of smartphone cameras with increasingly high resolution. The product has been very well received by customers as we have managed to achieve stable quality and supply through original mechanical design and also automated production, for which we have mobilized our core precision processing and assembly technologies.



Voice coil actuators

Compact Low-Profile Spring Contact (micro clip)

This spring contact electrically connects an internal component to a PC board inside a smartphone or wearable device. A unique double-spiral spring construction and precision processing technology realized dimensions of 1.4×1.4mm, as well as high contact reliability due to high resilience against vibration and impacts.



Spring contact



Touch panel



Humidity sensor



Pressure sensor



Geomagnetic sensor



TACT Switch™



● Energy

Increasing fossil fuel usage due to global economic development and concerns about nuclear power production are serious issues affecting the entire planet and contributing, for example, to global warming and environmental destruction. The Alps Electric Group will contribute to the advancement of smart cities and practical application of renewable energy through power- and resource-efficient Licalloy™ Power Inductors, sensors and communication modules developed so far, as well as the development of modules and other products taking advantage of Licalloy™ characteristics.

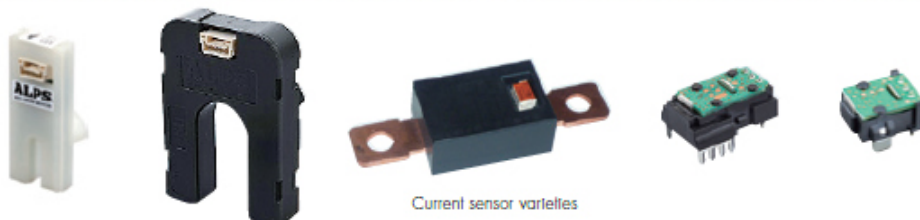
[FY2014 Product Development Example]

“GLCLK Series” and “GLCLM Series”

Licalloy™ Chip Type Power Inductors

Licalloy™, which is excellent at minimizing losses associated with power conversion, is used as the core material of these power inductors to help improve the power efficiency of devices as their displays become larger and their CPUs faster.

Jointly developed with Tohoku University, Licalloy™ is a magnetic material that can contribute to efficient energy conversion, enabling power efficiency improvements and extended lives of batteries.



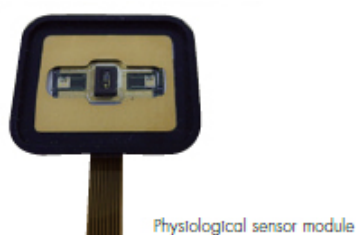
● Healthcare

Needs for routine monitoring of health and environmental data for illness prevention are rising as the aging of society progresses. The Alps Electric Group develops healthcare devices that sense heartbeat, blood flow and other physiological data with high precision while also making use of connectivity (wireless communication) technology.

[FY2014 Product Development Example]

Physiological Sensor Module

Based on advanced light sensing technology, this module simultaneously measures parameters such as heart rate, blood oxygen level and estimated blood pressure to enable monitoring of physiological data.



| Relations with Customers

Intellectual Property

As we are engaged in product creation, the Alps Electric Group ventures to create, protect and utilize intellectual property based on accurate knowledge and understanding so that customers will feel secure using our products and services.

Intellectual Property as Assets to Be Protected

Basic Policy

The Alps Electric Group views intellectual property activity as activity contributing to business profit through the creation, protection and utilization of intellectual property (including intellectual property rights) which leads to corporate growth and advancement. Aiming for a style of technology management directly linked to business, development and sales strategies, the mission of our intellectual property function is as follows.

Basic Policy on Intellectual Property

- Promote creation of intellectual property for Alps Electric and establish foundations for technology management
- Protect intellectual property of Alps Electric efficiently and effectively to raise the level of contribution to profit
- Utilize intellectual property of Alps Electric in business and management strategies to expand the scale of contribution to profit
- Prevent inadvertent infringement of intellectual property belonging to third parties to minimize business risk
- Promote creation of new businesses that utilize intellectual property rights and information

Initiatives for Globalization

Alps Electric's intellectual property action policy under the 7th Mid-Term Business Plan is: 1. Globalize intellectual property; 2. Manage and monetize intellectual property; and 3. Build an elite intellectual property team. Specific initiatives relating to "1. Globalize intellectual property" are introduced below.

Establishment of an Intellectual Property Management Structure

The Alps Electric Group is working to strengthen intellectual property creation and establish structures for intellectual property management at production and development bases worldwide. Moves to enhance intellectual property management in China were given a boost in fiscal 2013 and in fiscal 2014 activities in Korea were enhanced, while Europe's intellectual property support framework was restructured. These efforts are strengthening our global intellectual property activity platform with affiliates in each country serving as intellectual property management bases for their respective regions. This will contribute to the acquisition of assets and expansion of global business.

Patent Application Strategy

We file applications worldwide for patents that will contribute to the growth and advancement of the Alps Electric Group, taking into consideration not only validity checks for all inventions created, but also business models—looking, for instance, at the markets, production locations and life cycles of products the inventions will be applied to—and litigation trends.

For example, to respond to the dramatic expansion of the Chinese market, we will file applications in China for products developed in Japan, as well as actively file applications in China for products developed at our Chinese development bases to secure our rights. At the same time, we are working to strengthen our structure for intellectual property management in China that supports these activities.

Trademarks

The Alps Electric Group has established guidelines for trade name and trademark usage and makes sure everyone is aware about displaying trade names and trademarks on products to promote visual standardization and strengthen corporate identity. We are also striving to raise the value of the Alps brand representing Alps Electric and its group companies through the acquisition of, and communication about, trade names, trademarks and rights to product trademarks worldwide.

| Relations with Customers

Quality & Safety Management

The Alps Electric Group views quality and safety management as paramount factors influencing the trust and satisfaction of customers and end users. We constantly strive to enhance controls and achieve further quality improvements so we can deliver products and services with which everyone will be satisfied.

Ensuring Control over Quality to Help Mitigate Risk

Quality Control Policy

The Alps Electric Group views quality as a paramount factor influencing the heart of our business activities and pursues quality improvements in line with the Fundamental Quality Control Policy.

To facilitate improvements in global quality performance, quality-related achievements and issues pertaining to products are regularly reported to the Board of Directors to be shared Group-wide rather than leave units to address issues individually.

Quality is a matter of growing interest both in Japan and overseas and the occurrence of quality problems can lead to major business risks. Under the motto, "Quality is our future," the Alps Electric Group is making concerted efforts to maintain and enhance quality and to anticipate and prevent problems before they occur.

Fundamental Quality Control Policy

Alps Electric guarantees a standard of excellence in all its products and services, satisfying customer needs.

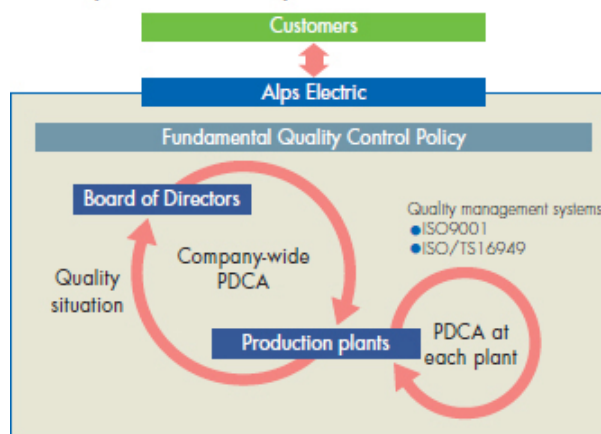
Quality Management Systems (QMS)

International standards for quality management systems (QMS) are essential for business as they demonstrate that all departments, through quality assurance, help to realize higher levels of customer satisfaction.

All production plants of the Alps Electric Group (including plants outside Japan) have acquired ISO 9001 certification. We have also finished acquiring ISO/TS 16949 certification for plants producing products for the automotive industry.

*Visit the Alps Electric website for a list of certified facilities.

Quality Assurance System



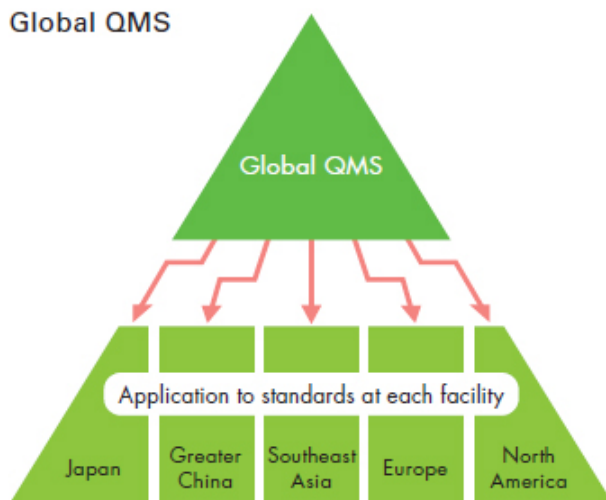
Global Standardization of QMS

Customers focus more on quality than ever before and we view globally consistent quality as a vital factor in earning the trust and satisfaction of customers.

The Alps Electric Group has been working toward collective QMS certification. Japanese domestic facilities acquired company-wide ISO 9001/TS 16949 certification in 2012 and a global QMS version covering even overseas facilities was released in April 2015.

We will make ongoing improvements to systems, ultimately aiming to establish a globally standardized system effective in preventing defects while also working to build a QMS that accommodates new business fields, such as medical devices.

Global QMS



ISO9001/TS16949 Certification

Divisions and Domestic Production-based Facilities

Organization	Certificate	Date
ALPS ELECTRIC CO.,LTD.	ISO9001	April 1994
	TS16949*	February 1997

Overseas Production-based Facilities

Facility	Certificate	Date
Alcom Electronicos de Mexico, S.A. de C.V.	TS16949*	December 1997
Alps Electric Europe GmbH, Dortmund Plant	TS16949	November 2003
Alps Electric (Ireland) Limited, Millstreet Plant	TS16949	April 2001
Alps Electric Czech, s.r.o.	ISO9001	December 2001
	TS16949	October 2005
Alps Electric (Malaysia) Sdn. Bhd., Nilai Plant	ISO9001	February 1997
	TS16949	August 2006
Alps Electric (Malaysia) Sdn. Bhd., Jengka Plant	ISO9001	February 1997
	TS16949	June 2012
Alps Electric Korea Co., Ltd., Gwangju Plant	ISO9001	July 1994
	TS16949*	October 2000
Dalian Alps Electronics Co., Ltd.	ISO9001	April 1998
	TS16949*	April 2001
Ningbo Alps Electronics Co., Ltd.	ISO9001	February 1999
	TS16949	October 2009
Wuxi Alps Electronics	ISO9001	February 1999
	TS16949*	February 1999
Tianjin Alps Electronics Co., Ltd.	ISO9001	May 1997
Dandong Alps Electronics Co., Ltd.	ISO9001	June 2006
	TS16949	November 2009
Alps Electronics Hong Kong Ltd., Dongguan Changan Rihua Electronics Plant	ISO9001	July 2000
Dongguan Alps Electronics Co., Ltd.	TS16949	June 2010

* QS-9000 certification dates are shown for plants that were certified with QS-9000 prior to TS 16949.

Active Use of Quality Engineering (QE)

Quality problems are an enormous inconvenience to customers and have a major impact on our ability to capture and retain business. Acting only after a problem has occurred, too, especially in serious cases, may essentially be too late. Determining how to prevent quality problems before they happen is crucial.

One way the Alps Electric Group does this is through active use of quality engineering (QE).

In the design and development stage, for example, we evaluate the stability of functions and optimize design parameters, while envisaging the manner and environment in which the customer (market) will use the product, in order to improve product robustness.* In manufacturing, we apply QE concepts and methods to assessment of final product quality to enable shipment of products with little variation in characteristics.

These initiatives are undertaken at bases both in Japan and overseas.

We are also working to enhance education about QE by covering the various methods in in-house training programs so that more of our engineers learn about and deepen their knowledge of the concept and then practice it in their respective jobs. In addition, QE information exchange meetings are regularly held as an opportunity for engineers involved in different tasks to come together and discover new ways to apply QE, adding to and enriching their knowledge.

The entire Alps Electric Group will persist with efforts to apply QE so that we can supply customers with products of a quality they will be satisfied with.

*Robustness: The degree to which a supplied product can perform its intended function in any environment the customer might use it in (hot/cold, humid/dry, dusty etc.)



QE Case Study Presentation QE information exchange meeting

Failure Analysis (FA) Enhancements

When a quality defect occurs in the market or a customer's production processes, a prompt and appropriate initial response that includes checking the item in question and carrying out initial analysis is vital for reaching a quick and smooth resolution.

The Alps Electric Group is currently enhancing global services provided by failure analysis (FA) engineers primarily to customers in the automobile and smartphone industries. FA activities were set up and launched for the Greater China and Korea region in fiscal 2013 and for the Southeast Asia and India region in fiscal 2014. This means we now have FA structures in place in all the main regions—Europe, North America, Greater China and Korea, and Southeast Asia and India.

Looking ahead, we aim for further strengthening of FA activities through regional analysis of identified issues and the sharing of information between regions to build ties.

Product Safety

Chemical substances play a vital role in our ability to lead comfortable, convenient lifestyles. There is a risk, however, that chemical substances released into the atmosphere and bodies of water during our daily lives or through business activities will have unwanted effects on human health or living environments. For that reason, to provide safety assurance when using chemical substances it is essential that we manage the substances in accordance with the related information available.

The Alps Electric Group manages chemical substances in keeping with laws and regulations, maintaining in-house control standards listing chemical substances judged to have a detrimental impact on human health or living environments.

In terms of carrying out chemical substances management within the supply chain, we have formulated a set of Green Procurement Standards and ascertain details about chemical substances related to materials procured from suppliers to be managed on an internal system.

Environmental Preservation

Environment

Alps Electric Group employees make a concerted effort to advance environmental management, aware that the Group as a whole is a member of the global community and viewing environmental issues as requiring a Group-wide approach.

Aiming for a Sustainable Environment

● Advancing Environmental Management

The Alps Electric Group carries out environmental management to address environmental issues, which are viewed among the more serious management challenges. We established an Environmental Charter in 1994 and have made ongoing efforts to deliver products which help to reduce environmental impact and to lower the environmental impact of our own business activities in line with successive medium-term action plans.

We are currently working to develop these efforts further, building a global framework for concerted activities by the whole Group.

The Alps Group Environmental Charter

《Basic Philosophy》

Alps, as a member of the global community, is committed to protecting the beauty of nature and to safeguarding our precious resources through the use of technologically advanced business practices and the efforts of its employees, in order to promote sustainable development.

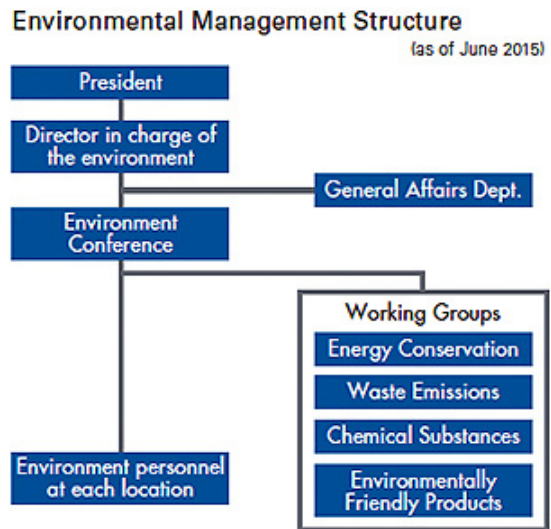
《Action Program》

Placing priority on environmental preservation, we at Alps will:

1. Develop products in light of environmental concerns
2. Engage in environmentally friendly production and sales
3. Conserve our natural resources
4. Reduce or eliminate waste
5. Increase recycling activities

● Environmental Management Structure

Policies and measures relating to environmental management are determined by the Environment Conference, comprising representatives of business locations in Japan and the director in charge of the environment as chairperson. Once finalized, policies and measures are implemented both in Japan and overseas by persons in charge and environmental management representatives at each location. As secretariat of the Environment Conference, the Environment Planning Section of the General Affairs Department falls under the supervision of the director in charge of the environment and is charged with advancing environmental management through the planning and formulation of company-wide environmental measures. Specific issues, such as global warming and waste, are meanwhile addressed through separate working groups which report to the Environment Conference.



● Environmental Management Systems

All the main production facilities of the Alps Electric Group in Japan and overseas have acquired ISO 14001 environmental management system certification. In fiscal 2015, facilities in Japan, including locations not engaged in production, started operation of a unified system. We plan to unify ISO 14001 certification for the Alps Electric Group in Japan by the end of fiscal 2015.



Environmental ISO audit

ALPS Environmental Policy

《Basic Philosophy》

Alps, as a member of the global community, is committed to protecting the beauty of nature and to safeguarding our precious resources through the use of technologically advanced business practices and the efforts of its employees, in order to promote sustainable development.

《Environmental Policy》

1. We will continually improve our environmental management system to prevent pollution.
2. Comply with environment-related laws and regulations as well as other requirements to which we agree.
3. Promote measures against global warming.
4. Make effective use of resources.
5. Properly manage chemicals and reduce emissions to the environment.
6. Develop, manufacture and sell products that are in harmony with the environment.

ISO14001 Certification

Domestic Production-based Facilities

Facility	Date of Certification
ALPS ELECTRIC CO.,LTD.	October 30, 1998
Kakuda Plant	October 30, 1998
Furukawa Plant	
Wakuya Plant	
Kitahara Plant	
Sendai R&D Center	
Onahama Plant	November 27, 1998
Taira Plant	
Nagaoka Plant	December 24, 1999

Overseas Production-based Facilities

	Facility	Date of Certification
Ireland	Alps Electric (Ireland) Limited	April 9, 1997
Germany	Alps Electric Europe GmbH, Dortmund Plant	July 3, 2000
Malaysia	Alps Electric (Malaysia) Sdn. Bhd., Jengka Plant	September 12, 2000
Korea	Alps Electric Korea Co., Ltd.	June 18, 2001
Mexico	Alcom Electronicos De Mexico, S.A. de C.V.	December 6, 2001
China	Wuxi Alps Electronics	March 20, 2002
China	Dalian Alps Electronics Co., Ltd.	June 14, 2002
Malaysia	Alps Electric (Malaysia) Sdn. Bhd., Nilai Plant	August 12, 2002
Czech Republic	Alps Electric Czech, s.r.o.	January 15, 2003
China	Ningbo Alps Electronics Co., Ltd.	June 1, 2004
China	Tianjin Alps Electronics Co., Ltd.	December 11, 2004
China	Dandong Alps Electronics Co., Ltd.	September 20, 2006
China	Dongguan Alps Electronics Co., Ltd.	June 24, 2011

● Biodiversity Initiatives

“Morino Chonai-Kai” (Forest Neighborhood Association), administered by environmental NPO Office Chonai-kai, contributes to the creation of healthy forests through the promotion of forest thinning and effective utilization of thinnings. We support these activities by printing our monthly in-house newsletter and other publications on “Forest Thinning Support Paper.” Use of Forest Thinning Support Paper supports mechanisms for promoting forest thinning and making forests healthy. We will continue to look for new areas where we can use Forest Thinning Support Paper.

We are also assisting a campaign to regenerate forest destroyed as a result of the Great East Japan Earthquake and tsunami in 2011 along the coastline of Natori, Miyagi Prefecture. This long-term reconstruction project to regenerate coastal forest is supported by the Organization for Industrial, Spiritual and Cultural Advancement - International (OISCA International) and will involve the planting of Japanese black pine trees using seedlings grown by the people of Natori. The project will also provide a means of income for hard-hit residents. Alps Electric intends to provide assistance for the project over the long term.

● Environmental Education

Alps Headquarters conducts environmental training for new recruits and new managers according to their qualification grades. Employees at each plant also receive environmental training specific to their jobs, and technical training such as the program for internal environmental auditors. Overseas production facilities implement their own programs to provide effective training that corresponds to local regulations and customs.



Environmental training for new managers

| Environmental Preservation

Medium-Term Action Plan

Alps Electric currently carries out environmental preservation activities, including countermeasures to global warming, under our 7th Medium-Term Action Plan for Environmental Preservation.

Efforts are being strengthened with the scope of some targets, such as improvement of energy consumption per unit, now extending to the entire Alps Group.

● Seventh Medium-Term Action Plan for Environmental Preservation

Area of Initiatives	Target	Scope of Application	Self-evaluation
Global warming countermeasures (energy management)	Improve energy consumption per unit (average 1% annually to 2020)	Alps Group (*1)	○
Reduction of total waste emissions	Improve total waste emissions per unit (1% each year to FY2015)	Alps Group	○
Reduction of water usage	Improve water usage per unit (1% each year to FY2015)	Alps Electric Global (*2)	○
Reduction of the environmental impact of logistics	Improve energy consumption per unit related to product logistics in Japan (1% each year to FY2015)	Alps Electric	○
	Ascertain energy consumption for product logistics overseas (by FY2014)	Alps Electric, Alps Logistics	×
Action on global warming through products	Look into introduction of environmental contribution visualization	Alps Electric	○
	Achieve compliance with GHG Protocol Scope 3	Alps Electric	○
Promotion of biodiversity conservation activities	Promote and continue company-wide biodiversity conservation activities	Alps Electric	△
	Carry out awareness activities at each base and for individuals	Alps Electric	△
Environmental management systems	Look into and implement environmental management system integration in Japan	Alps Electric	○
Promotion of environmental education	Promote awareness activities for individuals and households	Alps Electric	○
	Look into and implement environmental education globally	Alps Electric Global	×
Sharing of Alps Group environmental data	Carry out sharing of environment-related data within the Alps Group	Alps Group	△

Self-evaluation ○ : Achieved △ : Partly achieved × : Unachieved

*1. Alps Group: Alps Electric, Alpine, Alps Logistics and their related companies

*2. Alps Electric Global: Alps Electric and electronic components segment production subsidiaries in Japan and overseas

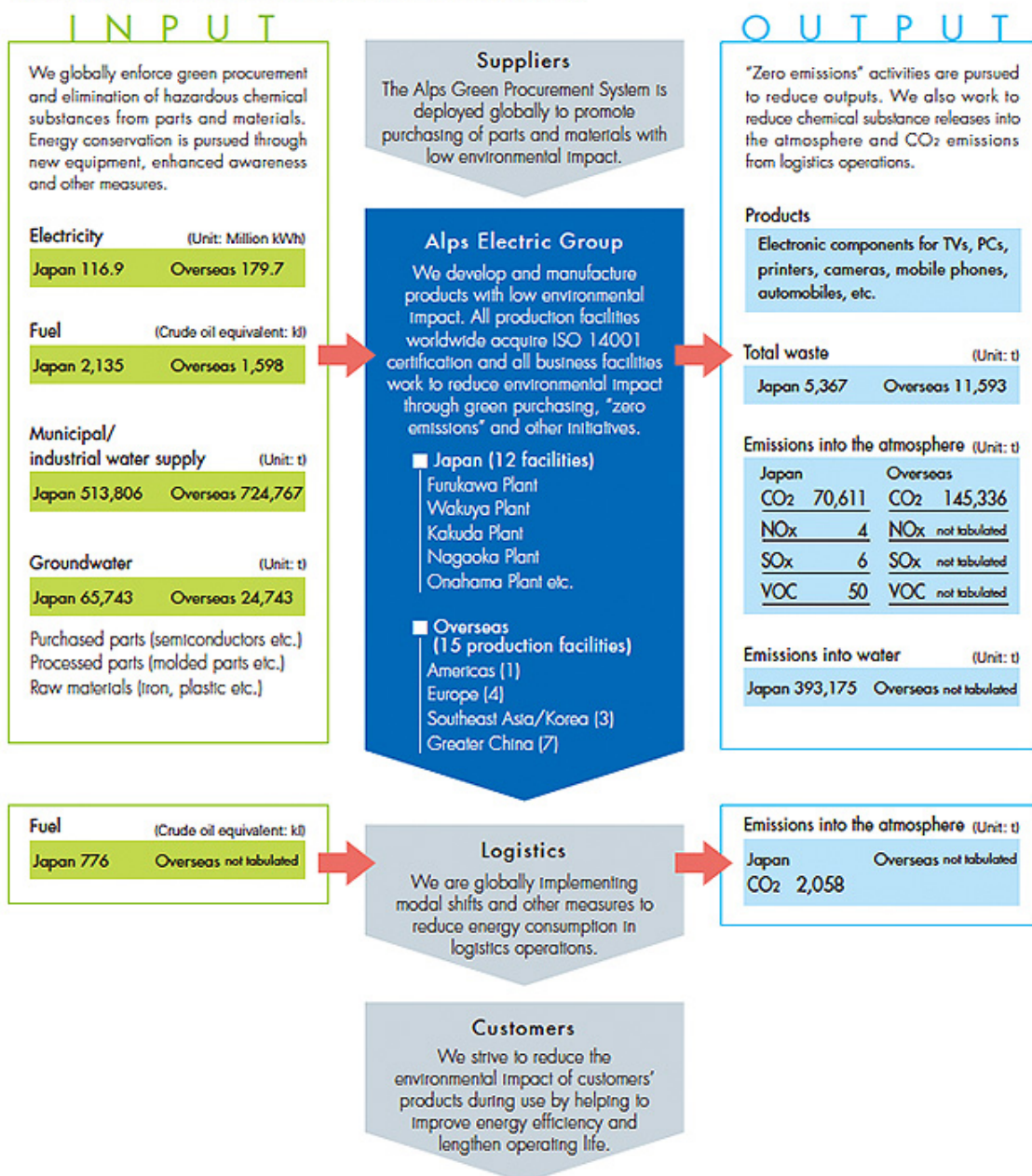
Environmental Preservation

Environmental Impact

The impact of operations outside Japan increases as production at overseas bases expands.

We will continue improvements to systems for collecting performance data for overseas operations and utilize that information to lower our environmental impact.

Material Balance for the Alps Electric Group (FY 2014)



| Environmental Preservation

Mitigation of Environmental Risks

The Alps Electric Group takes steps to reduce pollution of the environment by lowering the risk of environmental contamination occurring as a result of accidents or disasters.

Improvements are made to facilities. For example, underground pipelines are replaced with aboveground, double-walled pipelines, containment dikes are constructed at tanker stops, and spill sensors are installed to prevent the occurrence or escalation of environmental contamination. Patrols are also carried out to check chemical substance usage, and “emergency response plans” are formulated and tested through regular drills to ensure readiness.

“Environmental risk maps” are drawn up for each plant and updated on a regular basis. These maps are plans showing, for example, where chemical substances and waste are stored and handled. They highlight areas prone to accidents, helping to lower the risk to the environment.

● Chemical Substances-Appropriate Use and Release Control

Alps Electric ensures appropriate use of chemical substances by regulating the use of substances in products and processes through the Alps Environmentally Hazardous Substance Control Standard.

PRTR Substance Survey Results (Coverage: Alps Electric)

Unit : (t)

Substance	Volume Used		Volume Emitted				Volume Transferred			
			Air		Water		Sewage		Transferred to Subcontractors	
	'13	'14	'13	'14	'13	'14	'13	'14	'13	'14
2-aminoethanol	-	2.8	-	0.0	-	0.0	-	2.8	-	0.0
Ethylbenzene	0.6	1.0	0.2	0.5	0.0	0.0	0.0	0.0	0.4	0.5
Xylene	6.8	8.3	0.7	1.4	0.0	0.0	0.0	0.0	0.4	0.4
Silver and its water-soluble compounds	4.3	7.9	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.3
Inorganic cyanide compounds	2.6	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dimethylacetamide	1.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1	1.0
1,2,4-trimethylbenzene	7.8	7.3	0.0	0.0	0.0	0.0	0.0	0.0	3.7	0.0
Toluene	28.1	24.6	20.7	16.4	0.0	0.0	0.0	0.0	7.4	8.1
Lead	1.5	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nickel	2.5	3.9	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2
Nickel compounds	2.9	3.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Water-soluble salts of peroxodisulfuric acid	19.1	21.8	0.0	0.0	0.0	0.0	0.0	0.0	19.1	21.8
Methylnaphthalene	12.9	13.6	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0

* The above data includes data for production subsidiaries in Japan.

* The Pollutant Release and Transfer Register (PRTR) Law was established in 1999 in Japan to encourage businesses to independently manage chemical substances by quantifying releases into the environment. Businesses file reports on releases of specified chemical substances and the central government tabulates and publishes the data.

Environmental Preservation

Earth-Friendly Product Design

Proper Use and Management of Chemical Substances

The Alps Electric Group uses chemical substances during the production of items which meet society's needs. Many chemical substances, however, have a detrimental impact on the environment or human health if used or managed in the wrong way. For that reason, proper management of chemicals and avoiding the use of substances with a large environmental impact are important elements of business.

The Alps Electric Group fulfills its corporate duty to reduce environmental impact through the creation of management standards and proper management of the storage, use and release of chemical substances used in production in keeping with laws and regulations.

Enabling Provision of Safe, Environmentally Friendly Products

Countries worldwide have been introducing and strengthening restrictions on chemical substance content in products in recent years and we need to be able to promptly communicate related information.

The Alps Electric Group has formulated a set of Green Procurement Standards and adheres to the standards when purchasing materials in order to eliminate the use of hazardous substances from all processes—from materials and parts procurement to assembly and shipping—and to ensure that products do not contain hazardous substances. We also conduct “environmental corporate evaluations” of materials suppliers whereby we assess their environmental efforts, and prioritize business with suppliers operating with sufficient consideration toward environmental protection.

● Product Assessments During Development

The Alps Electric Group implements product assessments to evaluate the environmental impact of products during the development and design stage, thereby contributing to the development of many environmentally friendly products. For example, product assessments are geared toward finding designs that support biodiversity conservation because they are smaller, thinner and lighter and therefore use fewer resources; promoting green procurement of materials; and reducing environmental impact by providing products that are easy to dismantle or break down. We also address global warming by reducing power consumption during manufacturing and improving the efficiency of processes.

| Environmental Preservation

Energy Conservation

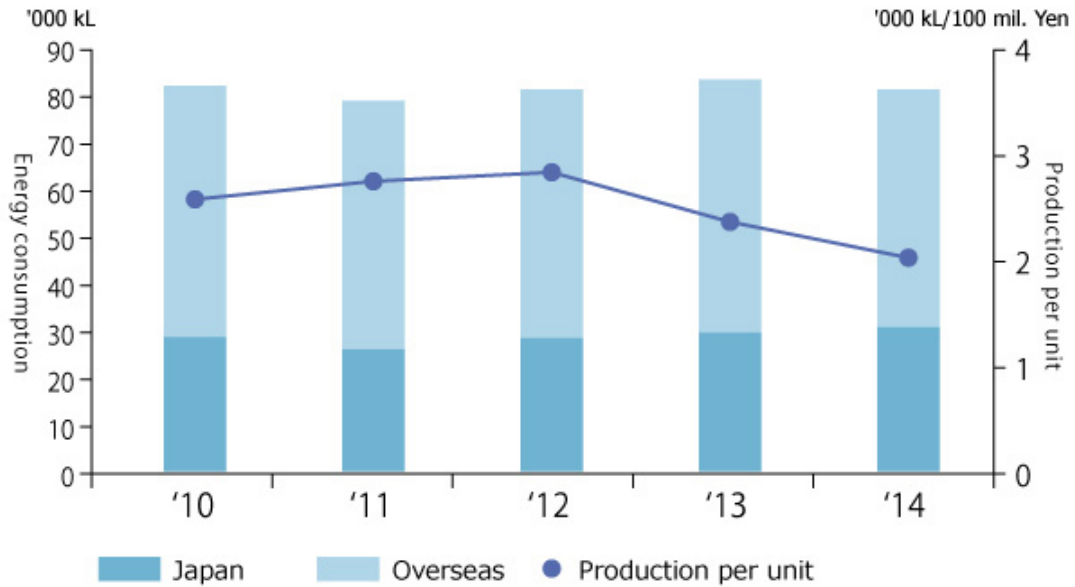
The Alps Group carries out energy conservation activities as a countermeasure to global warming under its 7th Medium-Term Action Plan for Environmental Preservation. Our target is to reduce energy consumption per unit by an average 1% annually up to 2020 from base year fiscal 2012.

This target applies to the Alps Group as a whole and the Alps Electric, Alpine and Alps Logistics Groups each plan and implement measures matching their particular business formats in order to attain it.

In fiscal 2014, the Alps Electric Group achieved energy savings by upgrading to the latest, high-efficiency facilities and also sought to conserve energy through operational improvements like recovering waste heat from compressors, visualizing power usage in production lines, and reducing air usage. A 23.6% reduction in energy consumption per unit (unit of output, compared to the base year) was achieved.

Further efforts will be made in fiscal 2015 to rationalize energy use centering on facility upgrades and operational improvements, the two primary approaches to energy conservation.

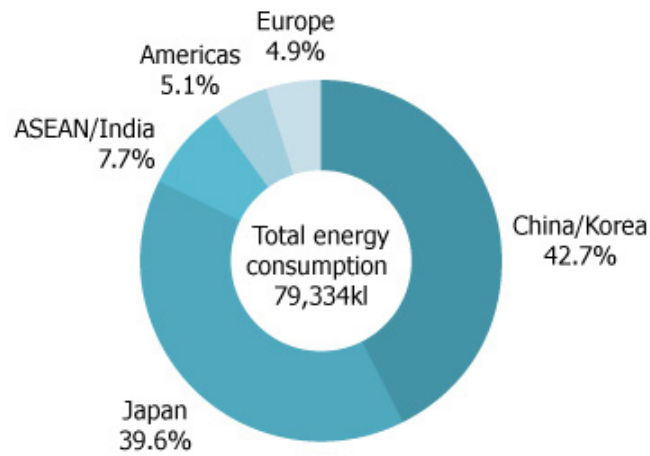
Energy Consumption (Crude Oil Equivalent) (coverage: Alps Electric Global)



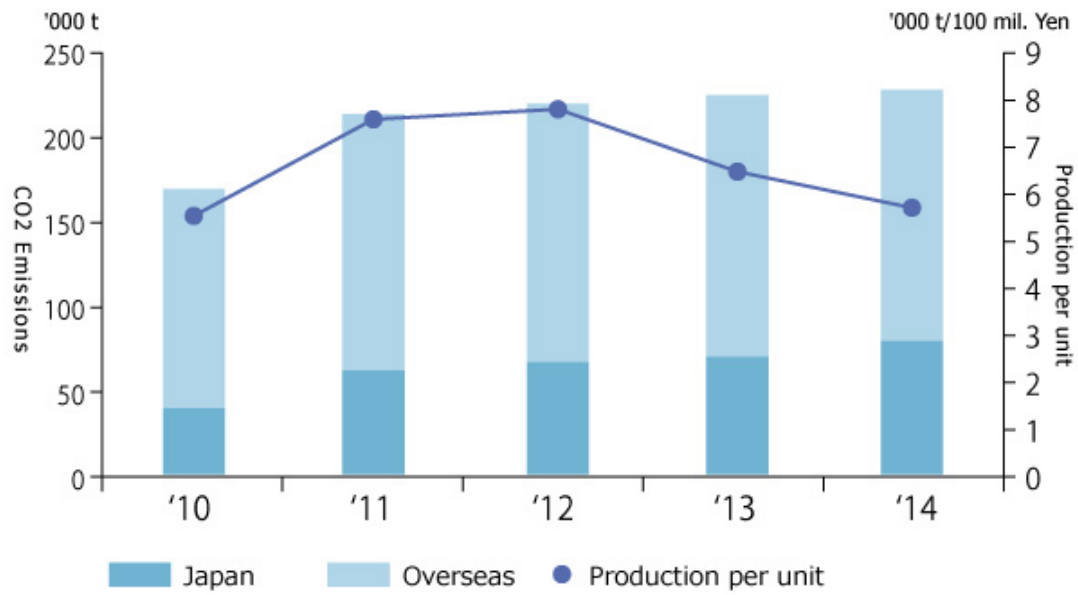
*1 Energy consumption (crude oil equivalent): Electricity, fuel and other energy consumption

*2 Per unit of output: Energy consumption divided by output value

Energy Consumption (Crude Oil Equivalent) (Alps Electric Global) FY2014

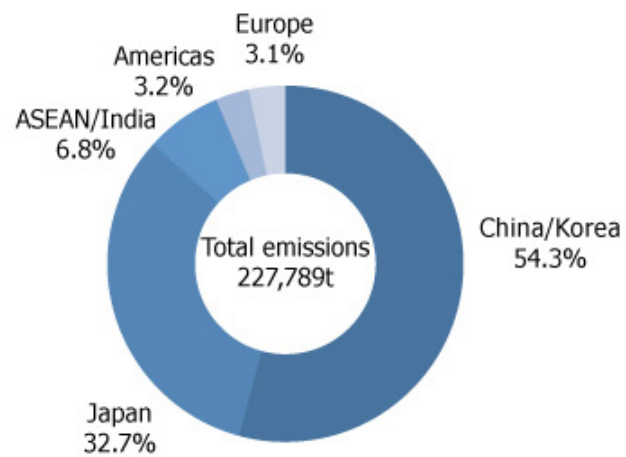


CO2 Emission (coverage: Alps Electric Global)



* Per unit of output: CO2 emissions divided by output value

CO2 Emissions (Alps Electric Global) FY2014



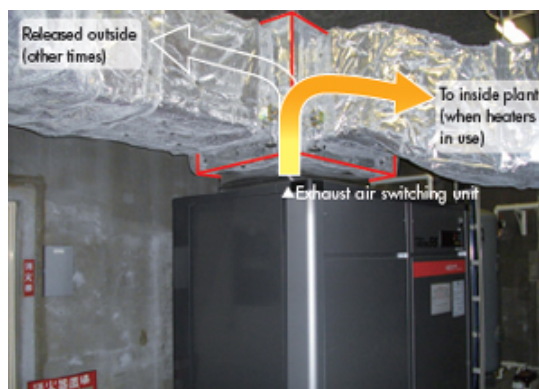
Saving Energy with New Pure Water System Specs

Nagaoka Plant has made changes to the specifications of its pure water manufacturing equipment in response to changes within production lines, slimming the system down to match requirements of the new lines. Specifically, the plant did away with reverse osmosis during the pure water manufacturing process and suspended feed-water heating, leading to lower energy consumption and a reduction of filter replacement costs. This measure alone achieved a 0.5% year-on-year reduction in energy usage by the entire plant.



Saving Energy by Recovering Compressor Heat

During maintenance of the compressor used to manufacture compressed air, Wakuya Plant took the opportunity to modify its facilities so that waste heat generated during compression could be recovered for heating. As well as making effective use of heat that would otherwise be discarded, the measures achieved annual energy savings of 10.7kl (crude oil equivalent).



Installation of First Photovoltaic System in China

In October 2014, Wuxi Alps Electronics (China) installed a 370kW photovoltaic system on the roof of the plant, which uses all the power generated. The plan is for the rooftop system to supply around 1% of the electricity demand for the entire plant.



Energy Conservation Working Group Launched in China

Energy savings at production facilities, sharing of information about plant maintenance, and stimulation of communication between related personnel are viewed as vital factors for promoting energy conservation. In fiscal 2014, an Energy Conservation Working Group like the one in Japan was set up and launched in China. At the first meeting, hosted by Ningbo Alps Electronics, participants shared information about distinctive initiatives implemented at each production facility. The working group looks to advance global warming countermeasures through further strengthening of ties and ongoing promotion of energy savings.



| Environmental Preservation

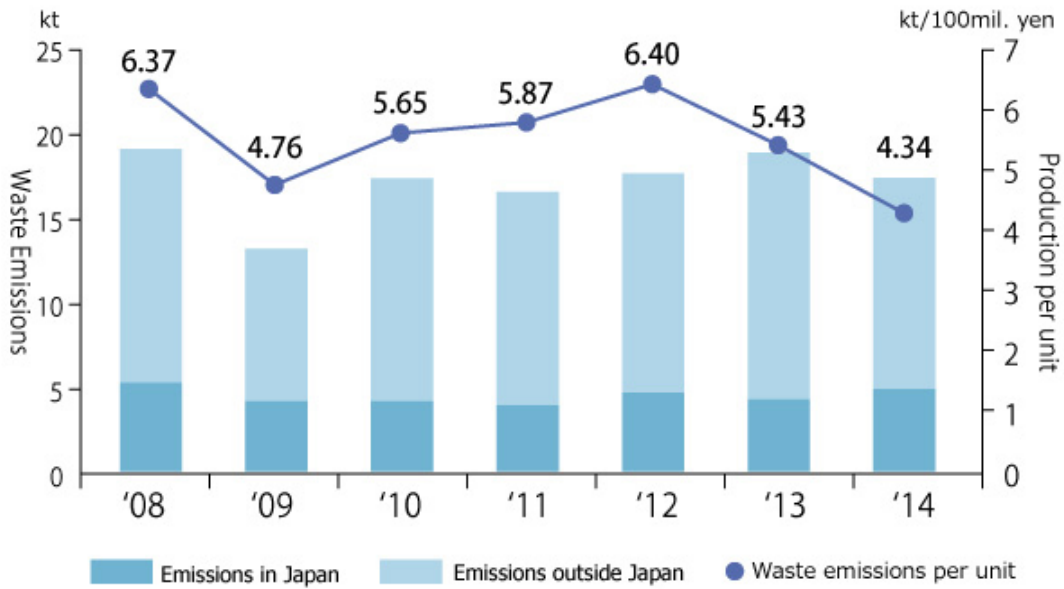
Reducing Waste

Since fiscal 2001, Alps Electric has implemented a “zero-emissions” (*1) campaign aimed at recycling all waste from offices and production plants. This target was successfully achieved by the end of fiscal 2004 at all divisions in Japan.

Alps Electric is working to reduce waste in line with targets established under the 7th Medium-Term Action Plan for Environmental Preservation.

(*1) Zero-emissions: A recycling-oriented social system involving elimination of all kinds of waste by effectively recycling them into raw materials and other useful purposes; advocated by the United Nations University in 1994.

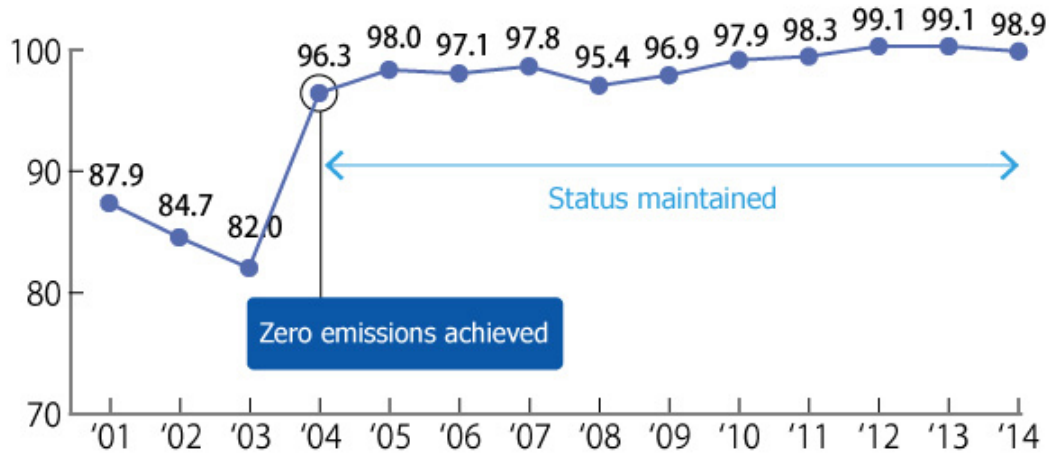
Total Waste Emissions (Coverage: Electronic components segment)



*1 Total waste emissions: The total amount of emissions from the company of unrequired waste and sold items

*2 Waste emissions per unit: Total waste emissions divided by the value of production (Japan and overseas)

Recycling Rate (%) (Coverage: Alps Electric Co., Ltd.)



*Recycling rate: The volume of waste recycled as a percentage of total waste emissions

Environmental Accounting (FY2014)

The Alps Electric Group introduced environmental accounting* for monitoring environmental costs and economic benefits in fiscal 2000 based on Ministry of the Environment guidelines.

※ : Environmental accounting: An accounting-style method for clarifying a company's expenditure on efforts to improve its environmental performance and contribute to the creation of a sustainable society.

FY2014 Environmental Costs (Coverage: Alps Electric Co., Ltd.)

Unit : million yen

Category	Main Objective	Investment		Costs	
		'13	'14	'13	'14
Operating costs	Pollution prevention Global warming abatement	92.9	75.1	331.4	297.8
Upstream and downstream production costs	Green procurement, Database for Chemical Substance Management	0.0	0.0	68.4	84.8
Administration costs	ISO 14001 certification maintenance	0.0	1.7	82.2	100.7
R&D costs	–	0.0	0.0	0.2	1.5
Social contribution costs	Community cleanup activities	0.0	0.0	4.1	3.6
Environmental restoration costs	Remediation of soil and groundwater	0.0	0.0	1.5	1.0
Other costs	–	0.0	0.0	0.0	0.0
Total		92.9	76.8	487.7	489.4

(*1) Environmental costs consist of all investments and expenses incurred solely for environmental preservation purposes, and do not include partially-related expenses.

(*2) Investment comprises capital investment and leasing expenses.

(*3) Costs include administrative, maintenance, depreciation, and lease expenses for the current period.

FY2014 Economic Benefit from Environmental Preservation Activities
(Coverage: Alps Electric Co., Ltd.)

Unit : million yen

Category	Value	
	'13	'14
Profit on sales of materials	925.8	1076.0
Cost reductions due to energy saving	54.5	73.8
Total	980.3	1149.8

* Economic benefits include the sale of wastes that have been separated, recycled and recovered, as well as electric, fuel and other cost savings due to energy conservation. Economic benefits do not include deemed benefits.

Material Balance Data for Plants (FY2014)

Major domestic business locations

Major domestic business locations	Electricity (ten thousand kWh)	Fuel (crude-oil equivalent) (kL)	CO2 emissions (t)	Water consumption - domestic mains (t)	Waste discharge (t)	VOC emissions into atmosphere (t)
Furukawa Plant	2,223.9	604.3	14,705	110,019	1,931	14
Wakuya Plant	1,788.2	304.7	11,314	22,009	1,017	11
Kakuda Plant	1,853.1	0.8	11,421	30,605	1,101	2
Kitahara Plant	411.9	3.7	2,465	6,698	62	0
Onahama Plant	689.9	20.5	4,165	12,408	249	1
Taira Plant	813.8	470.1	6,063	115,098	374	1
Nagaoka Plant	3,342.7	344.9	20,605	188,764	485	22
Sendai R&D Center	207.2	142.5	1,502	10,752	16	0
Headquarters	244.8	0.0	1,272	10,517	115	0

Major Overseas Business Locations

Overseas production bases	Electricity (ten thousand kWh)	Fuel (crude-oil equivalent) (kL)	Water consumption (t)	CO2 emissions (t)	Waste discharge (t)
Alps Electric Korea Co., Ltd.	2,269	610	20,708	12,495	1,442
Alps Electric (Malaysia) Sdn. Bhd.	2,343	41	149,598	15,290	1,130
Dandong Alps Electronics Co., Ltd.	454	82	32,702	5,495	157
Dalian Alps Electronics Co., Ltd.	3,330	83	156,556	39,215	2,828
Tianjin Alps Electronics Co., Ltd.	692	36	80,300	7,855	21
Wuxi Alps Electronics	3,688	390	171,693	31,590	2,515
Ningbo Alps Electronics Co., Ltd.	2,211	96	79,955	18,492	612
Alps Electric (Ireland) Limited	624	117	6,384	3,178	313
Alps Electric Europe GmbH, Dortmund Plant	407	190	2,471	2,128	511
Alps Electric Czech, s.r.o.	301	136	3,481	1,824	588
Alcom Electronics de Mexico, S.A. de C.V.	1,565	30	13,608	7,190	1,474
Alps Electric (India) Private Limited	9	3	12	98	1

The GHG protocol's coefficient has been used to convert purchased electricity volumes into CO2 values.

Data on Substances Subject to PRTR Law (FY2014)

Furukawa Plant

(Tons/Year)

Substance	Volume Used	Volume Emitted		Volume Transferred	
		Air	Water	Sewage	Transferred to Subcontractors
Silver and its water-soluble compounds	1.1	0.0	0.0	0.0	0.0
Inorganic cyanide compounds	1.3	0.0	0.0	0.0	0.0
Toluene	12.3	4.8	0.0	0.0	7.5
Nickel compounds	1.6	0.0	0.0	0.0	0.0
Methylnaphthalene	5.7	0.0	0.0	0.0	0.0

Wakuya Plant

(Tons/Year)

Substance	Volume Used	Volume Emitted		Volume Transferred	
		Air	Water	Sewage	Transferred to Subcontractors
Silver and its water-soluble compounds	3.0	0.0	0.0	0.0	0.2
Inorganic cyanide compounds	1.7	0.0	0.0	0.0	0.0
Nickel	1.7	0.0	0.0	0.0	0.1
Nickel compounds	2.3	0.0	0.0	0.0	0.0
Methylnaphthalene	2.8	0.0	0.0	0.0	0.0
2-aminoethanol	2.8	0.0	0.0	2.8	0.0

Kakuda Plant

(Tons/Year)

Substance	Volume Used	Volume Emitted		Volume Transferred	
		Air	Water	Sewage	Transferred to Subcontractors
Methylnaphthalene	2.0	0.0	0.0	0.0	0.0

Onahama Plant

(Tons/Year)

Substance	Volume Used	Volume Emitted		Volume Transferred	
		Air	Water	Sewage	Transferred to Subcontractors
Silver and its water-soluble compounds	3.8	0.0	0.0	0.0	0.0

Taira Plant

(Tons/Year)

Substance	Volume Used	Volume Emitted		Volume Transferred	
		Air	Water	Sewage	Transferred to Subcontractors
Xylene	6.1	0.0	0.0	0.0	0.0
1,2,4-trimethylbenzene	7.0	0.0	0.0	0.0	0.0
Water-soluble salts of peroxodisulfuric acid	21.2	0.0	0.0	0.0	21.2

Nagaoka Plant

(Tons/Year)

Substance	Volume Used	Volume Emitted		Volume Transferred	
		Air	Water	Sewage	Transferred to Subcontractors
Xylene	1.0	1.0	0.0	0.0	0.0
Dimethylacetamide	1.0	0.0	0.0	0.0	1.0
Toluene	12.2	11.5	0.0	0.0	0.6
Methylnaphthalene	3.1	0.0	0.0	0.0	0.0

Not applicable to Kitahara Plant, Sendai R&D Center, nor Headquarters.

Relations with Employees

Human Resources Development

The Alps Electric Group engages in business worldwide with a diverse workforce of varying nationalities, languages, cultures and customs. We believe our corporate growth and advancement stems from our employees' ongoing ability to interact freely with mutual respect and understanding and to develop into creative, independent-minded professionals.

Human Resource Development as the Basis for *Monozukuri*

Basic Policy

Viewing the development and utilization of human resources who will sustain future operations as our paramount task, the Alps Electric Group is pursuing initiatives in two main areas under the 7th Mid-Term Business Plan, which began in fiscal 2013—finding and developing professional human resources for the global organization; and ensuring suitable placement of the Group's human resources and diversity of the workforce.

Basic Policy for Human Resources Development

- Find and develop professional human resources for the global organization
- Ensure suitable placement of the Group's human resources and diversity of the workforce

Human Resources Development Initiatives

In an age of globalization and rapid change, the Alps Electric Group requires proactive human resources who can adapt to change and initiate reform. That is why we assist the self-realization of all employees by creating diverse opportunities for individuals to challenge themselves while also carrying out a variety of measures to transform the company culturally and structurally to generate even greater accomplishments.

Enhancing the Company-wide Training Framework

The development of global human resources and establishment of an organizational climate are vital for overcoming competition and achieving ongoing success in a fast-changing global market. In fiscal 2014, Alps Electric established the Company-wide Alps Education Committee comprising education officers for each function and members of the Human Resources Department. The committee works to expand and enhance training programs, including training for employees at different levels and for different functions.

Development-Oriented Rotation and Suitable Placement of the Group's Human Resources

Development-oriented rotation of human resources is carried out with the aim of promoting placement of the right people in the right posts consistent with efforts to realize the Group's business plans and growth strategies. Junior employees in their first decade of employment gain a variety of work experience in a number of different departments seeking to broaden the scope of activity and enhance the aptitude of individual employees. For mid-level employees and above an "executive candidate" stage has been established, and rotation is implemented globally and Group-wide.

Employees additionally file self-assessments reporting on career achievements, job ambitions and other aspects, such as life plans. Supervisors use self-assessments as the basis for face-to-face engagement with employees, who they assist with career design for the medium term while formulating and implementing development-oriented rotation schedules to continually provide challenging opportunities to help employees actualize their capabilities.

Overseas Trainee Program

As an initiative to help develop global human resources, Alps Electric has established an overseas trainee program whereby young and mid-level employees are seconded to affiliates or outside organizations overseas for one year to gain experience through practical training. The aim of the program is to develop "global human resources" possessing an international perspective and vitality with awareness of cultures and customs and language proficiency by having employees experience working and living overseas early on in their careers. Each year around 10 employees are sent overseas under the program, which began in fiscal 2013, with participants being sought via nomination and in-house applications.

In fiscal 2014, a total of eight trainees were seconded to the United States, Germany, Ireland and China. Ten trainees will be dispatched to the United States, Mexico, Germany, the United Kingdom and the Czech Republic in fiscal 2015.

Alps Intra-Group Transferees Program—Nurturing Future Executives of Overseas Affiliates

As a company engaging in business worldwide, it is essential that we utilize overseas human resources in management.

One element of our global strategy for human resources development is the Alps Intra-Group Transferees Program, which aims to nurture future executives of overseas affiliates. During a two-year period working in Japan, program participants—mid-level employees of overseas affiliates—learn about business operations and Alps Electric's corporate culture. As future leaders of overseas affiliates, it is hoped they will serve as a bridge between operations inside and outside Japan.

Relations with Employees

Diversity

The Alps Electric Group hires diverse human resources, regardless of nationality, gender or age. Our aim is to create work environments where people possessing diverse sets of values can work with vitality, applying their capabilities to the full.

Work Environments Where Employees Can Fully Apply Their Capabilities

Promoting Diversity and Global Human Resources Management with Global HR Policy

We are working toward global human resources management by the consolidated Alps Group as a whole based on a common global human resources policy shared by each of the Alps Electric, Alpine and Alps Logistics Groups. As global business expands, we are advancing establishment of a human resources management structure based on a global standard, which includes networking and movements of personnel between overseas affiliates and implementation of CSR procurement.

Three principles of the Global HR Policy

1. Establish and implement HR systems allowing sustainable development by all group companies
2. Establish and maintain globally optimized workforces and work content
3. Actively invest in motivated, high potential human resources and create opportunities for advancement

HR Conference with Overseas Affiliates

Alps Headquarters dispatches HR liaison officers to China, Europe and the United States where they stay in regular contact with the Human Resources Department for information and opinion exchange. For our pursuit of global human resources management, we have initiated a HR Conference to establish a direct link with local HR personnel at each base, and we will be taking steps to stimulate communication and resolve issues.

Promoting Greater Involvement of Women

Expanding opportunities for female employees has always been an important challenge for the entire Alps Electric Group. In Alps Electric Japan, especially, we are actively hiring women, who now account for around 30% of new-graduate recruits. As well as establishing the right working environment by enhancing programs that support balance between work and childcare or nursing care, we ensure that employees are aware of these programs and see to it that they are put into practice and their effectiveness is improved. We also use various opportunities, for example through education and training, to bring about a change in mentality among managers and even women themselves. As a result of these efforts, more female employees are achieving work-life balance and playing an active role even after they marry—the average length of service among women is more than 20 years, and more than 60% of women are married.



A work process improvements study meeting in China

Employing Foreign Personnel—International Associates Program (IAP) and Exchange Students

The International Associates Program (IAP) recruits new graduates from overseas and employs them on two-year contracts at Alps Headquarters in Japan. Besides developing human resources who possess the ability to operate on the global stage, the program's aim is to promote internationalization and diversity internally at bases in Japan. Employing around five people annually for over 20 years, the program has had nearly 100 participants to date from the Czech Republic, Germany, Ireland, Sweden, the United Kingdom, France, the United States and Malaysia. After completion of the program, many of the participants stay on to work for the Alps Electric Group, including one employee who is still with us after more than 20 years.

In addition, foreign exchange students now account for around 10% of new-graduate hires in Japan. They receive the same new employee training as management track employees and engage in wide-ranging jobs, for example in design and development, manufacturing, sales and accounting.



Japanese language tuition for IAP participants

Relations with Employees

Occupational Safety

The Alps Electric Group puts effort into workplace environments and safety measures that allow all employees, both in Japan and overseas, to go about their jobs motivated and in good health.

Creation of Safe, Healthy Workplaces

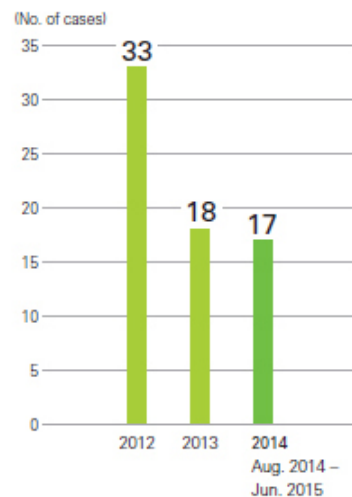
Basic Policy

The Alps Electric Group implements a host of activities in line with the policy below to ensure that employees can go about their jobs dynamically. We endeavor to improve and raise the standard of programs and workplaces allowing employees to work in safety and in good physical and mental health.

Occupational Safety Policy

- Raise employee awareness about health maintenance and improvement
- Implement and continue 2S—*seiri* (sorting), *seiton* (ordering)—activities (active workplace self-inspections)
- Raise employee safety awareness and improve the emergency response capability of Occupational Health & Safety Committee members
- Raise employee awareness about road safety

Work-Related Accidents and Illness (Japan)



*Alps Electric tabulates work-related accidents and illness for each year from August to the following July.

Lifestyle Improvement Activities at Facilities in Japan

Even though the average life span is increasing, the prevalence of lifestyle diseases, such as cancer, heart disease, stroke and diabetes, has risen in recent years and is now a major issue for society. Lifestyle diseases are closely linked to the way we lead our daily lives and the development of a healthy lifestyle, by acquiring exercise habits and improving our diet, is vital to maintenance and promotion of good health.

At locations in Japan, we have implemented and will continue activities to help improve the lifestyles of employees and thereby prevent the onset of lifestyle diseases.

Walk Rallies Using Physical Activity Monitors

Walk rallies open to all employees are arranged to help establish and maintain good exercise habits. Methods are used to help sustain participants' motivation. For example, participants can check their and others' achievements online, as well as share information or compete with other bases. A total of around 1,000 employees now participate.

In-house Physical Activity Workshops

Physical activity workshops led by outside instructors and open to everyone are held after work. Aims are to initiate motivation to exercise and to assist health promotion.

Health-Conscious Cafeteria Menus

We believe staying aware of dietary salt and calorie intake helps to develop a health maintenance mindset. Individual cafeterias at bases in Japan have introduced a variety of measures, such as regular provision of low-calorie menus, display of calories and salt content on menus, and use of soy sauce bottles which dispense only a little at a time.

Body Composition and Blood Pressure Monitors

Health rooms at bases in Japan are permanently equipped with body composition and blood pressure monitors as tools allowing employees to check their health condition at any time.

Global Health & Safety Efforts

Health and safety initiatives are advanced by both Japanese and overseas bases of the Alps Electric Group. They include efforts to raise awareness about safety, ensuring compliance with work procedures, and promoting the maintenance of tidy and ordered workplaces, for example through training programs. In regard to health, we promote health maintenance and improvement, hold routine health checks, and encourage hand-washing and mouth-rinsing.

Emergency drills are also held to prepare employees for protecting themselves in the event of a sudden accident or natural disaster.



Emergency drill at Alps de Mexico



Emergency drill at Dalian Alps Electronics (China)

Relations with Suppliers

Procurement

The Alps Electric Group's procurement policy is to strive, with underlying sincerity, for sustainable, mutual development with suppliers by maintaining fairness and upholding relationships of cooperation and mutual trust.

Aiming for Relationships of Mutual Trust and Cooperation

Promoting Green Procurement

The Alps Electric Group engages in "green" procurement to ensure that products supplied to customers are safe and environmentally friendly. It involves procuring materials and parts containing no hazardous substances from suppliers with established management systems. Suppliers are asked to follow our Green Procurement Standards and are assessed through "environmental corporate evaluations" looking at their environmental efforts, as well as "material evaluations" checking that substances specifically prohibited by the Alps Electric Group are not present in materials or parts. Evaluation data is shared through the Alps Green Procurement System (Green-AXIS), accessible worldwide via the Internet.

The Green Procurement Standards are reviewed annually based on applicable legislative, regulatory or other changes. Annual reviews of materials and parts manufacturing bases are also carried out as part of ongoing improvements.



Our Green Procurement Standards are deployed globally in Japanese, English and Chinese

Response to Conflict Mineral Issues

Human rights violations by armed elements in the Democratic Republic of the Congo and neighboring countries and the intensification of conflict due to armed groups being financed through the sale of minerals obtained in these regions are major issues. In the United States, Section 1502 of the Dodd–Frank Wall Street Reform and Consumer Protection Act, which came into effect in January 2013, defines these minerals as “conflict minerals” and obligates corporations listed on American stock exchanges to disclose information related to the use of conflict minerals in their products with the ultimate goal of eradicating the use of minerals which are “financing conflict.”

Alps Electric, while not obligated by the law, understands and agrees with the purpose of the law from a human rights perspective and acts based on a policy of neither purchasing nor using conflict-financing minerals sourced from the Democratic Republic of the Congo or neighboring countries.

In fiscal 2014, we completed surveys of all existing suppliers. We now look to further improve the accuracy of that data.

Response to Procurement Risk

The Alps Electric Group has set up international procurement offices (IPOs) to carry out procurement activity at production bases in Japan, China, Korea, Malaysia, Mexico, Ireland, Germany and the Czech Republic (21 locations in nine countries), as well as in Taiwan and Hong Kong. Procurement entails obtaining at the right time the required volume of materials and parts which are superior in quality, cost, delivery and environmental performance. It is therefore essential that we procure from suppliers we can trust. For that reason, we make an effort to build trust-based relationships.

The procurement supply chain is also affected by natural disasters, accidents, labor disputes, bankruptcies and other such events, with extensive repercussions for operations like procurement and logistics. The Alps Electric Group regularly updates its supply chain database and is currently establishing structures for globally centralizing information and responding with speed when procurement risks do eventuate.

| Fair Management

As a member of modern society, the Alps Electric Group takes active measures in the areas of corporate governance, compliance, risk management and information security to enable and practice fair management.

Corporate Governance

Approach to Corporate Governance

The Alps Group defines corporate governance as the “establishment and operation of frameworks for realizing efficient and appropriate decision-making and execution of duties by senior management, prompt reporting of outcomes to stakeholders, and sound, efficient and transparent business administration, for the purpose of heightening corporate value.” Our basic approach, placing importance on maximizing benefits for shareholders and all other stakeholders, is to maximize corporate value and deliver benefits directly or indirectly to stakeholders in a balanced way, satisfying their respective interests.

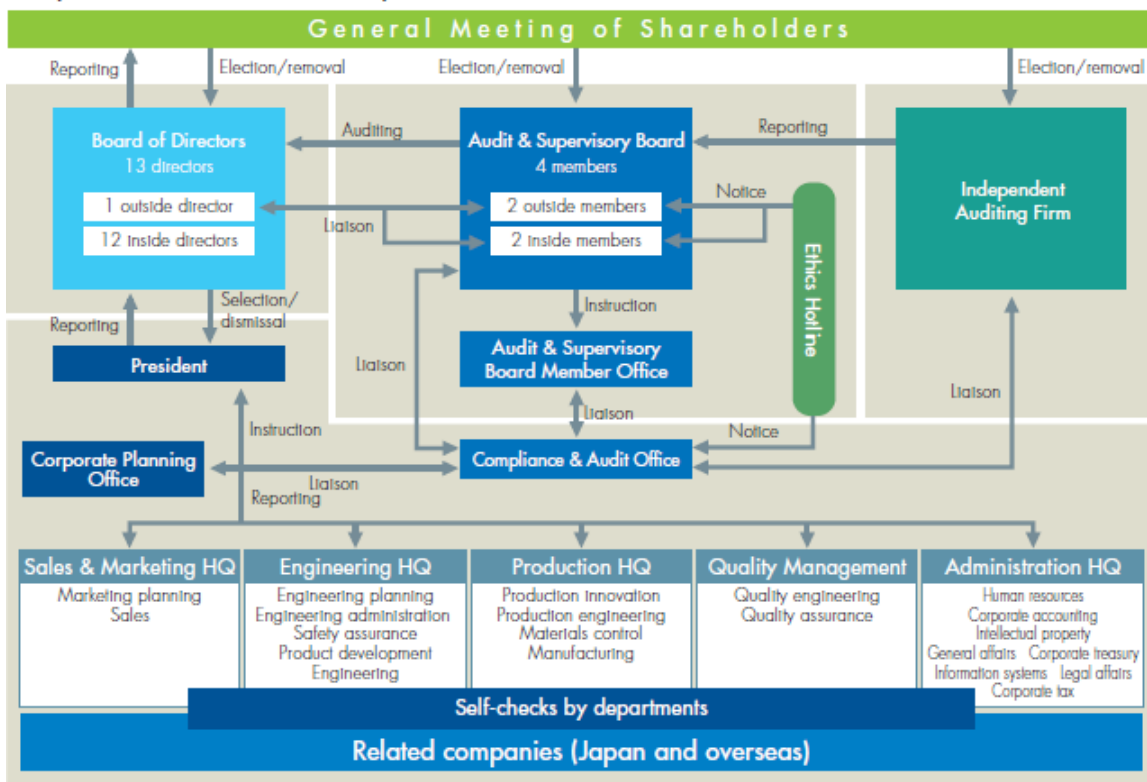
Corporate Governance Structure

In line with our basic approach to corporate governance, the Alps Group has established a structure for the Group as a whole, putting in place the Alps Group Management Paradigm comprising the Alps Group Management Regulations, Alps Group Compliance Charter and Alps Group Environmental Charter. An agreement relating to Group administration and management has also been concluded to strengthen Group ties while respecting the independence of listed subsidiaries and allowing each company to engage in business activities based on independent decision-making through formulation of business plans and monitoring of performance.

At Alps Electric, Audit & Supervisory Board members, the Internal Audit Department and Independent Auditing Firms liaise in order to monitor and supervise the company's operations, improving management transparency and enabling fair and honest management. The Board of Directors deliberates and makes decisions on basic management policy and important managerial matters, and is strengthening monitoring and supervision of the execution of duties. For example, an independent outside director has been appointed to bring in the independent perspective of someone with experience and broad knowledge in a specific field, as required to fully perform the management supervisory function, and to provide checks on the legal compliance of directors' execution of duties.

In addition, Alps Electric formulates mid-term and short-term business plans based on company policy and targets. Business plans are approved by the Board of Directors after an opportunity for deliberation and information sharing at business plan meetings held twice a year with directors and Audit & Supervisory Board members of Alps Electric in attendance. Operations are implemented with progress monitored on a monthly basis, while important matters are submitted to the Board of Directors for deliberation in accordance with in-house regulations to ensure optimal utilization of management resources.

Corporate Governance at Alps Electric

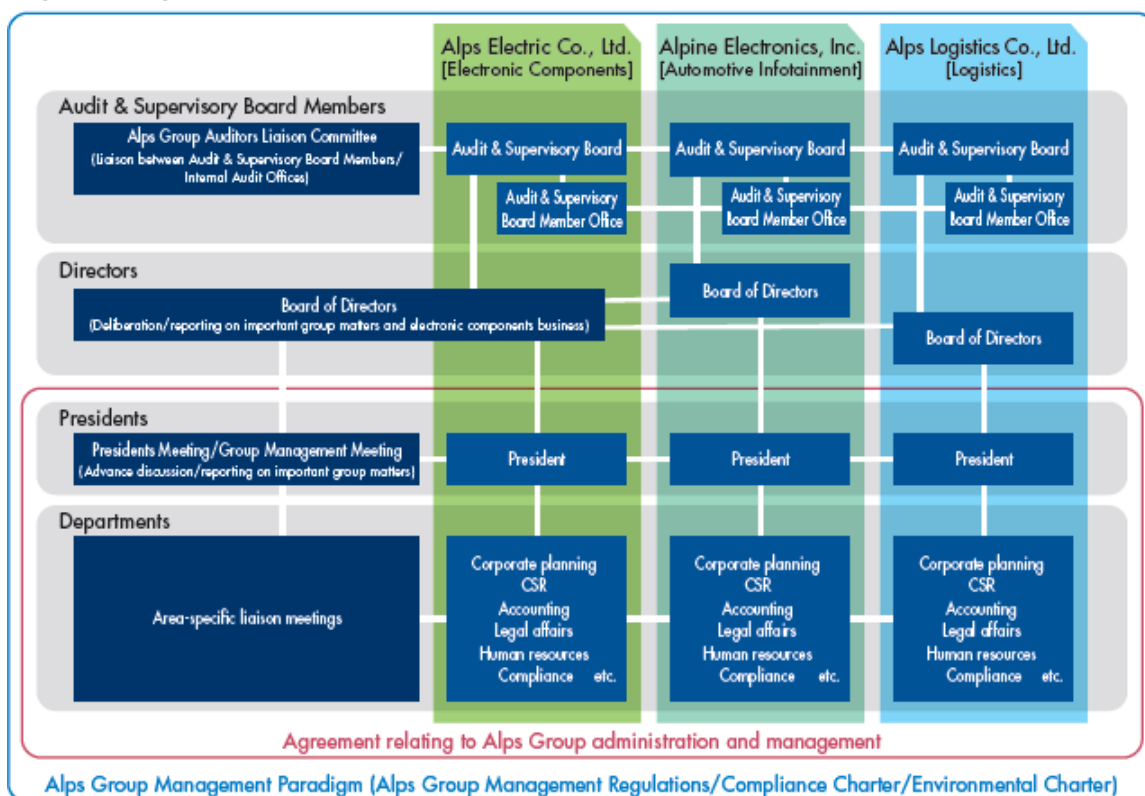


Corporate Governance at Alps Electric

Strengthening of Internal Controls

Acknowledging the Founding Spirit (Alps Precepts) as the origin of Group management, Alps Electric has established within the Alps Group Management Paradigm a fundamental philosophy and action guidelines relating to compliance that apply to the entire Alps Group, including Alps Electric and listed subsidiaries. We also maintain internal controls (systems for ensuring the appropriateness of operations) conforming to Japan's Companies Act and ordinances for enforcement of the Companies Act to make sure that Alps Electric and the Alps Group as a whole are operated efficiently and appropriately.

Alps Group Internal Controls



Alps Group Internal Controls

Board of Directors

Alps Electric's Board of Directors is positioned as an organ that deliberates and makes decisions on basic management policy and important managerial matters and carries out monitoring and supervision of the execution of duties. Alps Electric currently has 13 directors, a number allowing agile operation. The board convenes once a month for regular meetings and on other occasions as required to thoroughly deliberate on and pass resolutions on all important matters. The articles of incorporation state that directors shall be elected and removed by a resolution of a General Meeting of Shareholders passed by a majority of the votes of shareholders present, where shareholders holding one third or more of the voting rights of shareholders who are entitled to exercise their votes are present, and that cumulative voting shall not be used.

In accordance with rules and bylaws for the Board of Directors, resolution items are checked in advance from legal, accounting, tax, economic rationality and other perspectives to ensure legal compliance and reasonableness. Furthermore, a guide for submission of items to the Board of Directors has been created to clarify standard formats for document submission and main factors for deliberation.

Audit & Supervisory Board Members, Audit & Supervisory Board

Alps Electric's Audit & Supervisory Board members attend meetings of the Board of Directors, business plan meetings and other important meetings. They also audit the execution of duties by directors through regular meetings with representative directors and examination of the company's operations and status of assets. There are currently four Audit & Supervisory Board members who coordinate closely with compliance, Internal Audit and Accounting departments, as well as Independent Auditing Firms, for example by holding regular auditing liaison meetings to exchange information, thereby ensuring effective structures for audit implementation.

The Audit & Supervisory Board hears reports on, and deliberates and makes decisions on, important matters relating to auditing. An Audit & Supervisory Board Member Office sets up to assist the duties of board members, including outside members, helps to enhance agility in auditing activities.

Outside Director and Outside Audit & Supervisory Board Members

Alps Electric's outside director focuses on ensuring legal compliance and strives to strengthen the management oversight function of the Board of Directors through active dialogue and offering of advice. The outside director also regularly visits facilities of Alps Electric to gather information, for example through dialogue with personnel in the main departments. Outside Audit & Supervisory Board members attend meetings of the Audit & Supervisory Board and the Board of Directors, as well as other important meetings, where they provide fair and objective opinions as part of rigorous monitoring of the legal compliance and appropriateness of directors' execution of business affairs. They also work to realize effective supervision and auditing through regular exchange of information and ideas with the outside director and other Audit & Supervisory Board members.

Assistance provided by Corporate Planning Office and Audit & Supervisory Board Member Office personnel facilitates the implementation of duties by the Outside Director and Outside Audit & Supervisory Board Members.

Outside Director and Outside Audit & Supervisory Board Members of Alps Electric: Reasons for Appointment and Meeting Attendance

	Name	Independent Officer	Reason for appointment	Board of Directors and Audit & Supervisory Board Meeting attendance in FY2014
Outside Director	Takashi Iida	Yes	To help corporate governance function effectively, for example through provision of sound guidance and advice as a legal expert	12 out of 12 Board of Directors Meetings
Outside Audit & Supervisory Board Member	Hiroshi Akiyama	-	To improve the effectiveness of auditing activities based on extensive experience as a legal expert	11 out of 12 Board of Directors Meetings 4 out of 5 Audit & Supervisory Board Meetings
Outside Audit & Supervisory Board Member	Takuji Kuniyoshi	Yes	To improve the effectiveness of auditing activities based on knowledge and experience as a certified public account and many years of international experience	12 out of 12 Board of Directors Meetings 5 out of 5 Audit & Supervisory Board Meetings

Comment from the Outside Director

Takashi Iida

Career

- Apr 1974 Registered as an attorney at law and joined Daini Tokyo Bar Association; joined law firm Mori Sogo (now Mori Hamada & Matsumoto)
- Apr 1997 Executive Governor, Japan Federation of Bar Associations
- Apr 2006 President, Daini Tokyo Bar Association; Vice President, Japan Federation of Bar Associations
- Dec 2011 Left Mori Hamada & Matsumoto
- Jan 2012 Established Kowa Law Office
- Jun 2013 Outside Director, Alps Electric Co., Ltd.



Two years have passed since my appointment as outside director and I am constantly aware of the enthusiasm and vigilance at the forefront of the world economy. Based on, but not overly influenced by, my career as a practitioner of law, I believe my role is to speak out and act in consideration of all stakeholders. Since my appointment, I have made regular visits to plants to view operations and meet with the main departments. I can therefore view items submitted to meetings such as the Board of Directors with insight, rather than just from a superficial understanding. I even visit operating departments whenever the need arises in order to gather information and this is a practice I would like to continue.

One of Alps Electric's strong points is its production technology. The company makes full use of this capability to quickly set up operations for large-volume supply of components like TACT Switch™ and voice coil motors to customers and I sense this is a strength unrivaled by others. Risk management has also grown in significance. Rather than simply applying the brakes, I believe it is also important to make big, bold decisions, within permissible limits, after properly analyzing and interpreting the situation.

In the case of Alps Electric, the shift of weight to the automotive business has made quality all the more crucial. I was deeply impressed when I discovered Alps Electric's saying that "Quality is our future"; in other words, without good quality there is no future. I will continue to speak out frankly to bring about improvements in quality, which is a lifeline for components manufacturers.

To revitalize Japan, further global expansion is essential. The Alps Electric Group needs to set the trend by making even greater progress in this area. I also believe it part of my mission to call attention to the need to realize global compliance, which is vital for a global corporation.

Fair Management

Compliance

Basic Approach to Compliance

As parent of the Alps Group, Alps Electric established the Alps Group Compliance Charter as one element of the Alps Group Management Paradigm, a statement of fundamental compliance philosophy and six action guidelines shared by the entire Group.

We also appeal to all organizations and employees within the Alps Group to make an effort at all times to act responsibly and sensibly in line with the Alps Group Compliance Charter, aiming for fair management in keeping with the purpose of the law, social requirements and corporate ethical standards. Here we believe it is important to go beyond the formalities of observing laws and rules and take appropriate action proactively having acquired an understanding of why those laws and rules are necessary—their purpose and significance.

Furthermore, the core companies of each business segment (electronic components: Alps Electric; automotive infotainment: Alpine Electronics; logistics: Alps Logistics) globally deploy within those segments specific measures based on the Compliance Charter and consistent with their respective business domains, such as the establishment of “systems for ensuring the appropriateness of operations” and necessary in-house rules and regulations.

Alps Group Compliance Charter

Fundamental Philosophy

As a member of the global community, Alps is committed to displaying fairness in its corporate activities, as well as to taking responsible and sensible action, in order that Alps may continue to develop with society while making a valuable social contribution.

Action Guidelines

1. Alps will abide by laws and ordinances that govern its business and will ensure sensible behavior to avoid involvement in antisocial acts.
2. Alps will respect foreign cultures and customs and will contribute to local community development.
3. Alps will aim for maximum product safety and quality while engaging in fair trade and competition with other companies and maintaining strong ties with authorities.
4. Alps will disclose information fairly to shareholders and other stakeholders.
5. Alps will provide a safe and user-friendly workplace and will respect the character and individuality of employees.
6. Alps will endeavor to manage and use society's assets, including goods, money and information, in a suitable manner without displaying behavior that could be of disadvantage to society.

Initiatives at Alps Electric

As the core company of the electronic components segment, Alps Electric has established a set of compliance regulations based on the Alps Group Compliance Charter and globally deploys specific measures within the segment.

The deployment of measures goes beyond developing and introducing rules and systems. Importance is placed on ensuring that those rules and systems function properly and effectively by encouraging individual employees, who actually engage in the activities, to take proactive action based on a proper understanding of the importance of compliance.

Specifically, internal controls are established and implemented to ensure that management and operations of the company are carried out appropriately; departments carry out self-checks (monitoring) of their activities; and the internal audit department carries out internal audits of the activities and operations of company departments, overseas affiliates and other subsidiaries.

To ensure early discovery and correction of misconduct or other compliance incidents, persons in charge of facilities in Japan and overseas affiliates are obliged to report any incidents when they occur to the corporate planning and compliance departments. An internal reporting system (Ethics Hotline) is also in place for responding to cases where reaching a resolution through organizational lines is complicated. Taking into account national and regional variations in law and the need for an agile response to incident reports, Ethics Hotlines have been set up at Alps Electric and the main overseas affiliates.

In addition, we keep up efforts to raise awareness among employees, for example through in-house compliance education and dissemination of compliance information via in-house communications.

| Fair Management

Risk Management

Risk Management Approach

The Alps Electric Group recognizes prevention of risks which may have a potentially large impact on business, as well as appropriate action and quick recovery when they do occur, as key risk management themes. Initiatives are advanced under the policy below.

Risk Management Policy

- We will place top priority on ensuring the safety of employees, all people on company premises (including visitors, related company employees, on-site subcontractors and temp staff) and families of employees.
- We will continue business activities as long as we can, and do everything we can to maintain the supply of products and provision of services to customers.
- We will endeavor to preserve both tangible and intangible company assets and make efforts to minimize damage using the most suitable methods.
- We will demonstrate responsible conduct, take quick and appropriate action, and strive to restore operations when risks do eventuate in order to earn the trust of customers, shareholders and all other stakeholders.

Crisis Management Manuals

Alps Electric maintains a Group-wide crisis management manual, updating it as required. Each Alps Electric Group facility in Japan also maintains its own individual crisis management manual based on the Group-wide manual. A central crisis management secretariat for the Group monitors the status of manual creation and maintenance.

Comprehensive Emergency Drills

Within the Alps Electric Group, each facility holds regular comprehensive emergency drills to ensure disaster preparedness. For the drills, we secure optimal evacuation routes for employees, confirm flows and carry out firefighting and other exercises while liaising with the local fire department and other community functions. At the same time, we work to heighten awareness about disaster prevention.

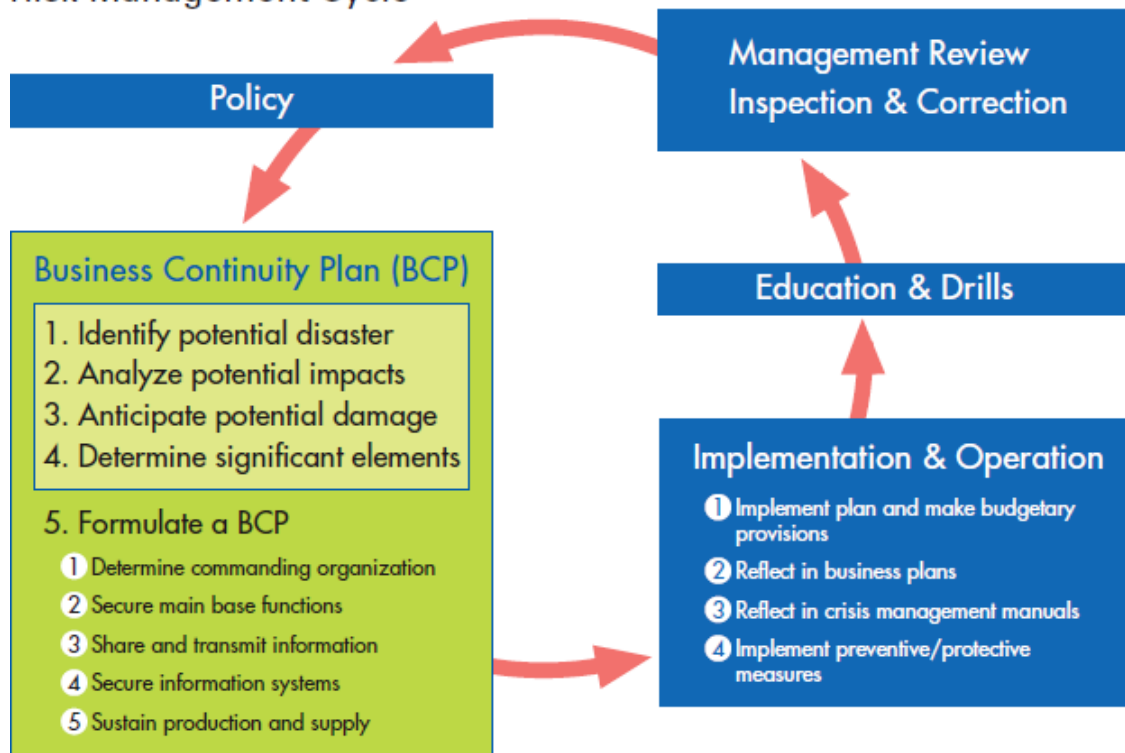
Satellite Phones

Facilities in Japan are always equipped with satellite phones as a means of communicating between facilities in the event of disruption to infrastructure (e.g. phone lines down, Internet service suspended due to blackouts) in times of emergency.

Safety Confirmation System

Domestic affiliated companies Alps Business Creation Co., Ltd., Alps Finance Service Corp., Alps Travel Service Co., Ltd. and Alps System Integration Co., Ltd. are included in Alps Electric's safety confirmation system for Alps Headquarters, enabling an integrated system for confirming the safety of personnel. Drills are regularly carried out. Alps Group companies Alpine Electronics and Alps Logistics each employ similar systems of their own, ensuring safety confirmation frameworks are in place for group companies in Japan.

Risk Management Cycle



| Fair Management

Information Security

Policy on Information Management

The Alps Electric Group recognizes it has a social responsibility to rigorously manage customer and supplier information (including private information about individuals) as classified information together with its own information. As basic policies, we maintain that we will not inappropriately disclose information to parties outside the company; that we will not use information for non-business purposes; and that, except in special circumstances, we forbid information being taken outside the company.

These basic policies are included in a set of information management regulations that apply to all electronic components segment companies in Japan and overseas and are made known to the entire workforce from directors down to regular employees.

Information Management Initiatives

Besides establishing regulations related to information security, we devise security enhancement measures and training plans and deploy them company-wide through coordination with information officers in individual departments.

As a control on information management policy, information management audits of individual departments are conducted every year to confirm the status and progress of education plans and improvement measures. In particular, operation, maintenance and trouble response activities of systems departments have been added as an auditing parameter and we are strengthening initiatives to prevent falsification of information and to maintain environments allowing utilization of information for business at the right time.

Information Disclosure

Basic Approach to Information Disclosure

For shareholders and investors, Alps Electric discloses information including financial results, annual security reports and other documents as required in accordance with laws and regulations. Through timely and appropriate information disclosure, we maintain fair and transparent management.

Disclosed information is immediately posted to our website, which serves as a window for ongoing communication about new products and the latest news about business activities.

For shareholders, we endeavor to promote understanding of the company's business activities through the Alps Report, a bulletin issued four times a year in conjunction with quarterly financial results which, besides reporting on business, introduces new products and technologies.

Aiming to engage in greater communication with the capital market, efforts are made to enhance opportunities for face-to-face dialogue between management and market participants. In addition to briefings on each earnings announcement for analysts, institutional investors and the press, and regular visits to overseas investors by company directors, we arrange briefings during the biennial Alps Show as well as plant tours (on occasion).



Briefing for analysts at ALPS SHOW 2014



Plant tour for analysts (Furukawa Plant EMC Center)



(Inside Furukawa Plant)

Developing with Communities

Developing with Communities

The Alps Electric Group has grown alongside local communities, maintaining a deep involvement with regions where it operates. It is therefore vital that we communicate closely with those communities. As a sound corporate citizen, the Alps Electric Group strives to invigorate local communities and strengthen ties at each business location through a wide range of unique, locally oriented activities.

As a Member of the Community

Monozukuri Workshops for Elementary and Junior High School Students

As a manufacturer, the Alps Electric Group bears an important social responsibility to pass down the wonders of *monozukuri* (encompassing all aspects of product creation) to the next generation—a task we believe will lead to electronics industry development and to the sustainable development of society. Alps Electric holds *monozukuri* workshops at facilities in Japan each year. The company's headquarters has also co-hosted the *Monozukuri Science School* with Tokyo's Ota Ward since November 2003 with around 1,700 children having taken part so far in 113 workshops over 11 years.



The *Monozukuri Science School*

Work Experience and Internships

Alps Electric facilities in Japan willingly open their doors to children and young adults to assist education about society. This includes providing interactive workplace experiences primarily for junior high and high school students as part of social studies field trips, accepting students of colleges of technology and universities on internships, and giving tours of plants to elementary school children. At overseas locations, too, we provide plant tours for government officials and students and implement short-term work experience programs for high school and university students.



Plant tour for local elementary school children

Aiming for Community-Oriented Business Activities

Facilities in Japan, besides contributing to the local community through cleanup activities, make a point of interacting with the community. For example, employee-organized summer festivals are held each year to promote interaction with employees' families and local residents.

Overseas facilities likewise partake in community cleanups and hold events. At the Detroit Office of Alps Electric North America, for example, each Christmas employees bring presents that are delivered to children in the care of local institutions.



Community cleanup by Dalian Alps Electronics (China)



Summer festival at Furukawa Plant

Participation in University Research on Dietary Modification

Alps Electric Ireland is participating in research on workplace dietary modification interventions led by University College Cork. More than 120 employees are taking part, providing monitoring data and receiving individual instruction and advice for easy selection of healthy meals from university dietitians and nutritionists.

The Alps Electric Group is exploring ways to develop sound relationships with local communities through a wide range of activities.