

# EBARA Corporation - ESG Data 2018 [Governance]

As of 2017/12/31

Topic	Data Boundary	Fiscal Year Ended					
		2015/3	2016/3	2017/3	2017/12*1		
Corporate Governance	Number of Inside Directors	Female	EBARA*2	0	0	0	0
		Male	EBARA*2	8	7	7	6
	Number of Independent Directors	Female	EBARA*2	0	2	2	2
		Male	EBARA*2	4	5	5	5
		Total	EBARA*2	12	14	14	13
	Number of Inside Directors concurrently serving as Executive Officers		EBARA*2	7	3	3	3
	Ratio of Inside Directors concurrently serving as Executive Officers (%)		EBARA*2	58	21	21	23
	Ratio of Independent Directors (%)		EBARA*2	33	50	50	54
	Ratio of Female Directors (%)		EBARA*2	0	14	14	15
	Average Age of Directors		EBARA*2	62	63	64	65
	Number of Board Meetings		EBARA*2	14	14	14	11
	Board Meeting Attendance		EBARA*2	98.8	98.8	97.5	99.3
	Board Meeting Attendance of Independent Directors		EBARA*2	96.5	97.6	95.0	98.7
	Number of Directors Attending Less Than 75% of Board Meetings		EBARA*2	0	0	0	0
Board of Directors	Number of Inside Directors	Female	EBARA*2	-	0	0	0
		Male	EBARA*2	-	2	2	2
	Number of Independent Directors	Female	EBARA*2	-	1	1	1
		Male	EBARA*2	-	2	2	2
		Total	EBARA*2	-	5	5	5
	Ratio of Independent Directors (%)		EBARA*2	-	60.0	60.0	60.0
	Ratio of Female Directors (%)		EBARA*2	-	20.0	20.0	20.0
	Number of Meetings		EBARA*2	-	11	14	11
	Attendance (%)		EBARA*2	-	100	98.6	96.4
	Independent Directors Attendance (%)		EBARA*2	-	100	97.7	94.0
Number of Directors Attending Less Than 75% of Meetings		EBARA*2	-	0	0	0	
Audit Committee *3	Number of Inside Directors	Female	EBARA*2	-	0	0	0
		Male	EBARA*2	-	1	1	1
	Number of Independent Directors	Female	EBARA*2	-	1	1	1
		Male	EBARA*2	-	1	1	1
		Total	EBARA*2	-	3	3	3
	Ratio of Independent Directors (%)		EBARA*2	-	66.7	66.7	66.7
	Ratio of Female Directors (%)		EBARA*2	-	33.3	33.3	33.3
	Number of Meetings		EBARA*2	-	5	7	13
	Attendance (%)		EBARA*2	-	100	100	100
	Independent Directors Attendance (%)		EBARA*2	-	100	100	100
Number of Directors Attending Less Than 75% of Meetings		EBARA*2	-	0	0	0	
Nomination Committee *3	Number of Inside Directors	Female	EBARA*2	-	0	0	0
		Male	EBARA*2	-	1	1	0
	Number of Independent Directors	Female	EBARA*2	-	0	0	0
		Male	EBARA*2	-	2	2	3
		Total	EBARA*2	-	3	3	3
	Ratio of Independent Directors (%)		EBARA*2	-	66.7	66.7	100.0
	Ratio of Female Directors (%)		EBARA*2	-	0.0	0.0	0.0
	Number of Meetings		EBARA*2	-	4	3	6
	Attendance (%)		EBARA*2	-	100	100	100
	Independent Directors Attendance (%)		EBARA*2	-	100	100	100
Number of Directors Attending Less Than 75% of Meetings		EBARA*2	-	0	0	0	
Compensation Committee*3	Number of Inside Directors	Female	EBARA*2	-	0	0	0
		Male	EBARA*2	-	1	1	0
	Number of Independent Directors	Female	EBARA*2	-	0	0	0
		Male	EBARA*2	-	2	2	3
		Total	EBARA*2	-	3	3	3
	Ratio of Independent Directors (%)		EBARA*2	-	66.7	66.7	100.0
	Ratio of Female Directors (%)		EBARA*2	-	0.0	0.0	0.0
	Number of Meetings		EBARA*2	-	4	3	6
Attendance (%)		EBARA*2	-	100	100	100	
Independent Directors Attendance (%)		EBARA*2	-	100	100	100	
Number of Directors Attending Less Than 75% of Meetings		EBARA*2	-	0	0	0	

Business Execution Structure	General Information	Number of Executive Officers	Female	EBARA*2	-	0	0	0
			Male	EBARA*2	-	13	13	12
			Total	EBARA*2	-	13	13	12
		Ratio of Female Executive Officers (%)	EBARA*2	-	0.0	0.0	0.0	
Compensation	Directors of the Board (excluding Independent Directors)*4	Basic Compensation (Recipients/Millions of yen)	EBARA*2	8/236	9/185	4/152	4/108*5	
		Bonuses (Recipients/Millions of yen)	EBARA*2	8/118	/	/	/	
		Stock Options (Recipients/Millions of yen)	EBARA*2	8/19	9/68	4/91	4/33*6	
		Total (Millions of Yen)	EBARA*2	373	254	244	142	
	Independent Directors	Basic Compensation (Recipients/Millions of yen)	EBARA*2	4/48	8/81	7/92	7/69*5	
		Bonuses (Recipients/Millions of yen)	EBARA*2	/	/	/	/	
		Stock Options (Recipients/Millions of yen)	EBARA*2	/	8/1	7/8	7/3*6	
		Total (Millions of Yen)	EBARA*2	48	82	100	72	
	Executive Officers*7	Basic Compensation (Recipients/Millions of yen)	EBARA*2	-	13/236	15/313	13/221*5	
		Bonuses (Recipients/Millions of yen)	EBARA*2	-	13/198	13/150	12/142*8	
		Stock Options (Recipients/Millions of yen)	EBARA*2	-	13/98	15/156	13/52*6	
		Total (Millions of Yen)	EBARA*2	-	533	620	416	
Total	Basic Compensation (Recipients/Millions of yen)	EBARA*2	12/284	30/503	26/557	24/399*5		
	Bonuses (Recipients/Millions of yen)	EBARA*2	8/118	13/198	13/150	12/142*8		
	Stock Options (Recipients/Millions of yen)	EBARA*2	8/19	30/168	26/257	24/89*6		
	Total (Millions of Yen)	EBARA*2	421	869	965	631		
Compliance	Compliance Consultation Hotline Operational Results (Accepts reports of suspected ethical/legal wrong-doing, as well as possible human rights violations and others)		Domestic Group*9	32	48	51	39	
	Number of Compliance Liaisons		Domestic Group*9	64	69	80	83	
	Number of Companies with EBARA Group Hotlines		EBARA Group*10	-	3	7	10	
Anti-corruption	Number of employees disciplined for violations of Anti-corruption Policy		EBARA Group*10	0	0	0	0	
	Number of corruption-related fines/penalties		EBARA Group*10	0	0	0	0	
Quality/Customer Relationship Management	ISO 9000 Certification Ratio	Domestic Manufacturing Facilities (%)	EBARA Group*10	81.8	88.9	100.0	100.0	
		Overseas Manufacturing Facilities (%)	EBARA Group*10	82.0	75.0	93.3	100.0	

\*1 Nine-months of data (April to December 2017) are represented in this fiscal year, due to a change in the settlement date used by EBARA. Prior fiscal years represent data collected from April to March.

\*2 EBARA: Indicates EBARA Corporation.

\*3 Following the approval of the General Meeting of Shareholders' held on June 24, 2015, the Company shifted from a corporate governance system of a company with a Board of Company Auditors to a company with Three Committees. The above data reflects the status of the company after the shift, but even before the new structure we had voluntarily established a nomination committee and compensation committee and over half of the Board of Company Auditors were Independent Directors.

\*4 Performance-linked basic compensation of Non-Executive Inside Directors and the annual bonuses of Executive Officers are calculated based on the overall performance of the Group, the performance of the divisions they are responsible for and an evaluation of the individual's performance in the fiscal year under review. The amount of compensation is then determined after deliberation by the Compensation Committee.

\*5 Basic compensation shown is the total amount of basic compensation paid to Directors and Executive Officers in office as of December 31, 2017, for the term of office of each Director and Executive Officer for the nine-month period ended December 31, 2017, and basic compensation paid to one Director who retired at the conclusion of the 152nd Ordinary General Meeting of Shareholders held on June 23, 2017 and on Executive Officer who retired at the conclusion of the meeting of the Board of Directors held on the same day according to their terms of office during the nine-month period ended December 31, 2017.

\*6 Stock Options shown is the total amount of stock options granted to Directors and Executive Officers in office as of December 31, 2017, for the term of office of each Director and Executive Officer for the nine-month period ended December 31, 2017, and stock options granted to one Director who retired at the conclusion of the 152nd Ordinary General Meeting of Shareholders held on June 23, 2017 and one Executive Officer who retired at the conclusion of the meeting of the Board of Directors held on the same day according to their terms of office during the nine-month period ended December 31, 2017. Stock options are calculated at the fair value of subscription rights to shares and shown as the amount recorded as an expense in the nine-month period ended December 31, 2017.

\*7 Includes Executive Inside Directors.

\*8 Bonuses shown are the total amount of bonuses paid to Executive Officers in office as of December 31, 2017, for the nine-month period ended December 31, 2017.

\*9 Domestic Group: Domestic consolidated subsidiaries (excluding affiliates not accounted for by the equity method.)

\*10 EBARA Group: Ebara Corporation and all domestic and overseas consolidated subsidiaries.

\*\* For further information regarding Corporate Governance, please see our website \*\*