



2016
**CORPORATE SOCIAL
RESPONSIBILITY
REPORT**

JSR Micro 
MATERIALS INNOVATION

REPORT INFORMATION

PERIOD:

This CSR report covers the period FY2014-FY2015, April 1, 2014 - March 31, 2016.

GRI-G4:

This report has been prepared "in accordance" with the core level of the Global Reporting Initiative (GRI) G4 guidelines.

FEEDBACK:

We welcome your feedback! Please contact us at sustainability@jsrmicro.com

EXPLANATORY NOTE:

JSR Micro refers to JSR Micro, Inc., the Sunnyvale, California-based subsidiary of JSR Corporation.

JSR used alone may represent a broader selection of JSR Group companies including, but not limited to, JSR Micro, Inc.

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GROWING SUSTAINABLY



These are exciting times for JSR Micro, Inc. As we extend our product offerings within the semiconductor industry and into new markets, specifically with advanced cleans solutions and new life sciences products and acquisitions, JSR Micro is learning how to grow sustainably as a company.

Quality is always paramount at JSR and our quality mindset is deeply aligned with our Corporate Social Responsibility (CSR). In 2016, JSR won the prestigious Supplier Continuous Quality Improvement (SCQI) award from Intel for the 6th consecutive time. The SCQI award not only recognizes our industry-leading commitment to quality and technological excellence, but also to the environment, labor, human rights, and ethical performance.

JSR Micro's success is driven by the dedication of our employees, and a high-performance, value-driven, family-like company culture. At our manufacturing facility in California, CSR is not just a program, but a discipline and a mentality that permeates all of our business structures. A part of responsible growth is maintaining our culture while being open to new influences. We bring our CSR and ethical standards to each and every partnership in which we engage.

At the same time, there are always opportunities for improvement. During the reporting period, we adopted a rigorous safety program to move beyond compliance, rules, and management systems to make safety a value that is integral to our company culture. We are working to transition safety from an understanding to actionable programs that are integrated throughout everything we do at JSR Micro.

To clarify JSR Micro's dedication to CSR, and provide direction for the program, the Executive Board summarized our company values and CSR objectives in a CSR philosophy. The CSR team engaged with employees to identify needs and provide trainings that will enable employees to discover new opportunities for CSR improvement. All of JSR Micro's key suppliers now comply with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. CSR is now widely accepted as critically important and primary in our business model.

Our growth in the US life sciences market is expanding our strategic influence with the global JSR Group companies. As all of JSR shifts from a Japan-centric mindset toward a global approach to our markets, JSR Micro, Inc. is more and more becoming a strategic contributor to our parent company's approach to CSR. CSR is implemented locally but we are contributing to the global conversation and all of JSR is benefiting from creating best known methods for our approach to the world.

I am proud to present JSR's third CSR report, which presents a transparent account of our CSR projects and performance, as well as plans for future directions.

Sincerely,

Eric Johnson
President
JSR Micro, Inc.



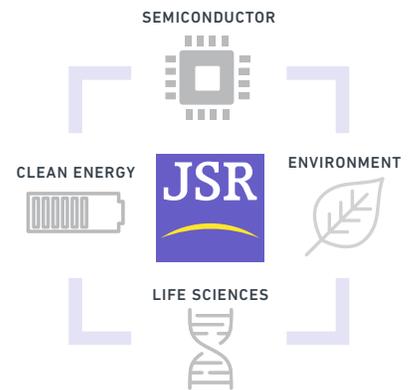
JSR Micro, Inc. headquarters in Sunnyvale, CA.

COMPANY OVERVIEW

JSR Micro, Inc.'s primary business is the manufacture of specialty chemicals for the semiconductor industry. In recent years, we have applied our polymer expertise to expand into new strategic areas: Life Sciences and Energy and Environment. Our activities span the North American region, serving clients in the semiconductor, pharmaceutical, clinical research and various markets in need of clean energy solutions.

GOVERNANCE

JSR Micro is a wholly owned subsidiary of JSR Corporation, and is accountable to the parent company through its board of directors. The executive committee is charged with developing business and operational strategy.



CSR PERFORMANCE OVERVIEW

| | 2011 | 2012 | 2013 | 2014 | 2015 |
|---|-------|-------|-------|-------|-------|
| PEOPLE | | | | | |
| Total Employees | 149 | 154 | 160 | 170 | 168 |
| % Female | 35% | 34% | 35% | 36% | 36% |
| ENERGY & EMISSIONS | | | | | |
| Energy Consumption (million kWh) | | | | | |
| Energy Consumption | 7.7 | 7.7 | 7.9 | 8.1 | 7.9 |
| Natural Gas Consumption | 7.4 | 7.8 | 8.3 | 8.4 | 8.8 |
| Total Energy Use | 15.1 | 15.5 | 16.1 | 16.5 | 16.6 |
| Greenhouse Gas (thousand metric tons of CO₂ equivalent) | | | | | |
| Direct Emissions (scope 1) | 1.3 | 1.4 | 1.5 | 1.5 | 1.6 |
| Indirect Emissions (scope 2) | 1.4 | 1.6 | 1.5 | 1.5 | 1.4 |
| Total Emissions | 2.7 | 3.0 | 3.0 | 3.0 | 3.0 |
| Intensity (MtCO ₂ /unit of revenue) | NA | 0.022 | 0.023 | 0.020 | 0.020 |
| WATER | | | | | |
| Water Consumption (millions of gallons) | | | | | |
| Indoor Water Usage | 3.7 | 3.7 | 4.0 | 4.8 | 4.3 |
| Landscape Irrigation | 4.0 | 4.5 | 4.6 | 4.0 | 2.0 |
| Total | 7.7 | 8.2 | 8.6 | 8.8 | 6.3 |
| WASTE | | | | | |
| Non-hazardous Waste (metric ton) | | | | | |
| Non-Recycled* | 4.4 | 4.5 | 4.3 | 4.3 | 3.9 |
| Recycled | 108.8 | 124.8 | 169.3 | 160.6 | 139.7 |
| Waste Total | 113.2 | 129.3 | 173.6 | 164.9 | 143.6 |
| % Recycled | 96.0% | 96.4% | 97.5% | 97.3% | 97.2% |
| Hazardous Waste (metric ton) | | | | | |
| Incineration | NA | 81.0 | 111.0 | 132.9 | 107.3 |
| Other** | NA | 1.0 | 0.2 | 23.8 | 6.4 |
| Hazardous Waste Total | 82.0 | 81.9 | 111.4 | 156.7 | 113.7 |
| % Incinerated | NA | 98.3% | 99.8% | 84.8% | 94.4% |

* To improve readability, this ratio is shown in metric tons of CO₂ equivalent. The absolute numbers for greenhouse gas are reported in thousand metric tons of CO₂ equivalent.

CSR IN PROGRESS

Since the inception of JSR Micro's CSR program in 2012, we have worked on integrating different aspects of CSR – environmental protection, employee wellness, stakeholder engagement, supply chain management – and anchoring them in our existing management systems. As we continue to gather information and further engage with our stakeholders, our approach, scope and interpretation of CSR have continued to evolve. While our CSR priority topics have remained relatively consistent at JSR Micro, we are expanding the way we communicate and are making an effort to approach our CSR reporting, not as a checklist, but as part of a program that can help us define appropriate goals and establish enduring programs.

CSR POLICY

An ethical, responsible mindset is infused in everything we do, and is supported by management.

While our program is only 4 years old, we are working to instill a CSR mentality that is part of every company department. The Environment, Health, and Safety (EHS) Department provides information and training, and actively searches for new opportunities to improve safety and environmental performance. Employee growth, development, and wellness are the main goals of the Human Resources Department. The Materials Department has worked with key suppliers to achieve compliance with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. Employees from all departments are encouraged and supported to contribute ideas for environmental, safety, quality, or other improvements through JSR Micro's 'Near Miss' and Green Award Programs.

However, the CSR team received feedback that the content of the CSR program is not as clear to employees as it could be. This is understandable as our CSR efforts have often been tacit. Therefore, to give the program more visibility, the Executive Committee has summarized its vision and intent for CSR in a formal policy statement. The CSR policy was communicated to employees on the intranet and the company website, and is posted in common areas at JSR Micro's facilities.

ALL OF JSR MICRO'S ACTIVITIES ARE INFORMED BY OUR CORPORATE PARENT'S MISSION STATEMENT:

“We create value through materials to enrich society, people, and the environment.”

JSR MICRO, INC. CSR POLICY

CSR PHILOSOPHY

CSR is a mindset and a discipline that builds upon our core values: Quality, Safety and listening to the needs of our customers, employees, business partners and other stakeholders.

CSR means being a responsible corporate citizen by conducting business in an ethical manner, while minimizing our environmental footprint and maximizing stakeholder value.

CSR is embedded in everything that we do. This is supported by the mission of JSR Corporation.

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CSR POLICY OBJECTIVES

To ensure a governance structure that guarantees ethical, compliant, and transparent operations and supply chains.

To foster a CSR culture that enables employees to make ethical, safe and sustainable decisions and provide a healthy and safe environment in which to work.

To continuously improve and minimize our environmental footprint.

To improve the quality of life for our customers and our community by creating innovative materials and through leading by example.

CSR: EMPLOYEE ENGAGEMENT

During the reporting period, the CSR team interviewed multiple employees to gauge how well JSR Micro's CSR efforts are understood and to identify information and training needs. In response, the CSR team has initiated a series of sustainability workshops to educate employees about CSR in general, the relevance of CSR to employees' work, and how they can apply some of these concepts to their work and identify opportunities for improvement.

CSR: EXTERNAL STAKEHOLDER ENGAGEMENT

Interactions with stakeholders are integral to our daily business practices, and the choice to engage is motivated by how these groups influence our business and results. However, in the end, CSR must have real value for everyone involved. To us, CSR means conducting business in an ethical manner and maximizing stakeholder value, including stakeholders we impact more indirectly, such as the community or society at large.

A COMPANY IN TRANSITION

As JSR Micro is changing as a company, the question of how to manage our CSR impacts is gaining a new dimension. At the manufacturing plant in Sunnyvale owned by JSR Micro, Inc., we have full control over our environmental impacts. However, at our leased laboratories in San Diego and Portland, we have influence by conducting Environment, Health, and Safety (EHS) audits, but not full control. Furthermore, as we engage in new partnerships, through acquisitions or with new suppliers, we need to find new ways to assess and influence CSR performance.

BOUNDARIES

The boundary for all aspects of CSR, except for environmental impact and supply chain management, is JSR Micro's organization. Reporting on environmental impact is confined to the Sunnyvale facilities. The supply chain falls outside of our boundaries though we do try to influence CSR behavior through our supplier relations. KBI Biopharma, Inc. is excluded from the scope of this report, as it is a US subsidiary of JSR Corporation, not JSR Micro, Inc.

CSR PRIORITY ASPECTS

We have prioritized the aspects of CSR that influence our stakeholder relationships and affect JSR Micro's long-term viability. After an extensive review of CSR trends, and many in-depth interviews with internal and external stakeholders, we updated our CSR priority list as follows:

- Quality
- Innovation
- Health & Safety
- Economic Performance
- Business Continuity Planning and Risk
- Employee Development and Engagement
- Environmental Impact
- Compliance
- Supply Chain Management

MANAGEMENT APPROACH

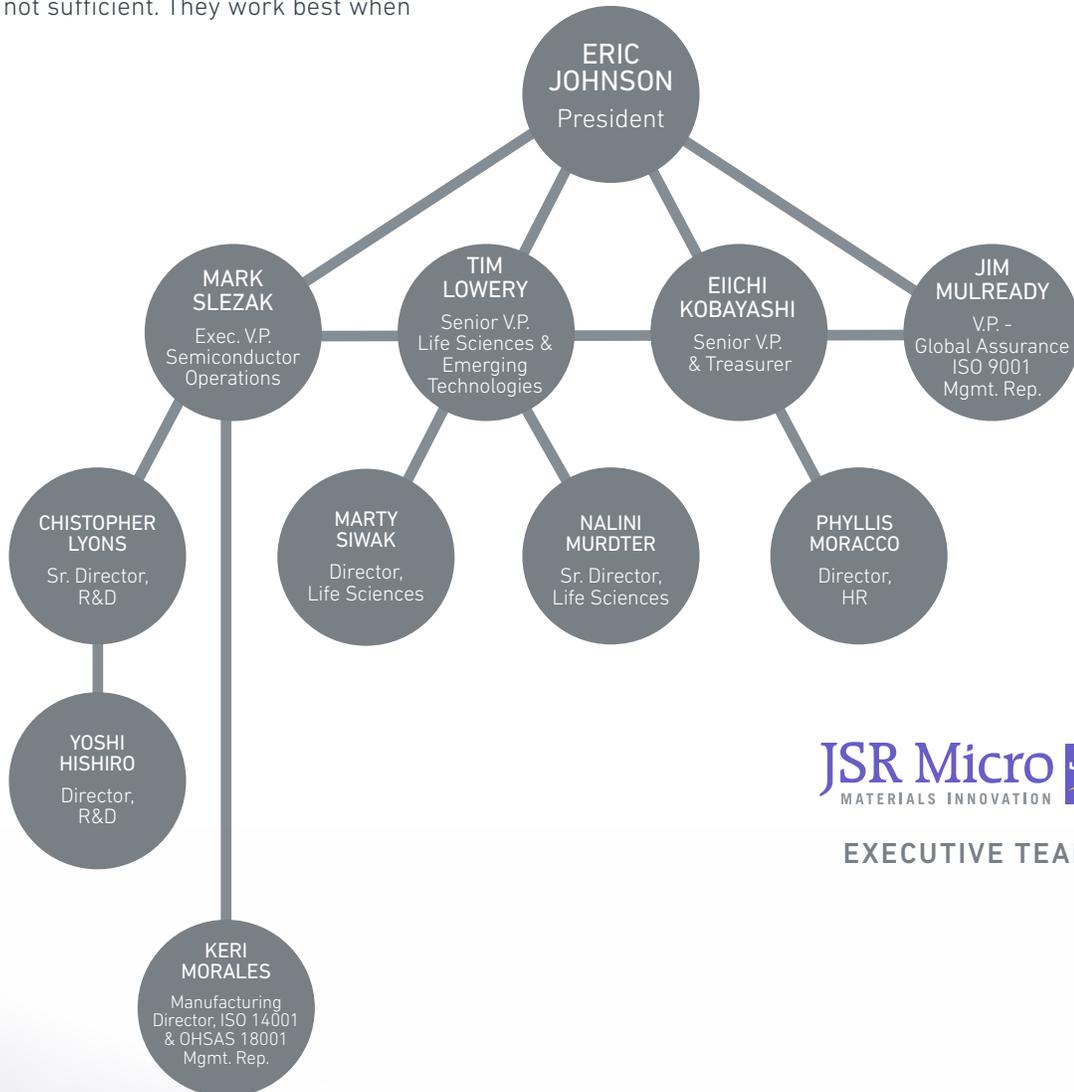
JSR Micro's priority aspects of CSR and impacts are managed in multiple ways:

To start, we rigorously implement a continuous improvement approach that is supported by our certified management systems. Management systems such as ISO 9001, ISO 14001, and OHSAS18001 all subscribe to a "Plan-Do-Check-Act" cycle that embeds a continuous improvement mindset into all processes related to quality, environmental management, labor standards, and compliance.

However, a formal structure to manage these impacts is not sufficient. They work best when

CSR is part of the company culture – the daily interactions between employees, external stakeholders, and management.

JSR Micro uses a Balanced Scorecard (BSC) to set strategic goals focused on the future viability of the company. All priority topics listed above are covered in our management systems, and most of these topics have additional goals on the BSC. The BSC is reviewed quarterly by the Executive Committee and management systems are audited on an annual basis and recertified every three years.



EXECUTIVE TEAM

QUALITY

Smart devices have become one of the most ubiquitous features of today's society. As our technological needs increase, producing these technologies pushes against what is physically possible. For example, one microchip can contain up to 7 billion transistors. Because the tiniest contamination has large repercussions when working at this scale, it is imperative that we offer superior and consistent quality to our customers.

As such, quality starts with listening to what customers need. What problems can we solve for them, not just now, but also for next-generation technologies? The quality requirements of today will not be sufficient five years from now. This means that we consistently need to improve control and measurement to remove variability from the process and the product.

The complexity of next-generation technologies requires quality excellence not just from our mainstay, lithography product line, but also

for materials that were previously considered commodity or bulk products, such as cleans solutions. In response to this unmet market need for customized, high quality cleans products, JSR Micro has developed a new product line: advanced cleans solutions. This new product required us to engage in new supplier relations, and new ways of cooperating to ensure that our trusted supply line matches or even exceeds the same quality standards as JSR.

In essence, quality is about achieving results in the most effective and efficient way possible. It is fundamentally about how we anchor that mindset in our culture, systems, processes and supplier relations. Improving quality is a concerted effort that requires cooperation between Engineering, R&D, Sales, Production, Quality Control, and, of course, the customer. Additionally, it entails finding the right talent, training employees, logistics planning, tool selection, and working with our supply line to control and test the quality of our raw materials from our suppliers and sub-suppliers.



CUSTOMER RECOGNITION

JSR WAS THE PROUD RECIPIENT OF:

Intel's 2014 SCQI Award

Intel's 2015 SCQI Award

TowerJazz's 2015 "Best Quality" Supplier of the Year Award

• GLOBALFOUNDRIES' 2014 Global Supplier Award

Quality is what differentiates JSR, providing the utmost value to our customers.

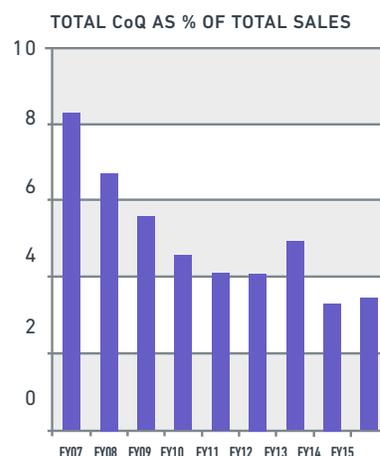
In the end, it is our customers' perception that determines whether we have succeeded. That is why we highly appreciate customer feedback in the form of scorecards, audits, awards, and, of course, daily interactions.

THE COST OF QUALITY

JSR Micro uses an intricate system to track the cost of quality. We aim to reduce the cost of quality by investing in prevention and appraisal, so that quality costs less than failure to deliver quality.

QUALITY AND CSR

There are many similarities between quality and CSR. Both are forward-looking, focus on prevention, and take a proactive approach. They increase efficiency by minimizing hidden costs. And both permeate the entire organization. Successful implementation is cross-functional – top-down through management buy-in, and bottom-up through employee engagement. In this way, JSR Micro's quality mindset provides fertile soil for our CSR program.



INNOVATION

First and foremost, JSR Micro is a polymer and materials expert. Our approach to innovation is closely related to our approach to quality. In both cases, the central questions are: what does the customer need? And, where can we provide additional value to the customer? Through listening closely to our customers, we solve materials challenges that enable breakthroughs and innovative advances in the electronics industry. This means developing strong partnerships to innovate in conjunction with our customers. We call this approach "Innovation One on One."

LEVERAGING OUR CORE COMPETENCIES INTO NEW MARKETS

During the last decade the semiconductor industry has seen a trend of consolidation and is maturing as an industry. Because of this, JSR Corporation has identified new growth markets for its strategic businesses, such as the life sciences. As healthcare costs and aging populations increase, so does the need for accurate, precise, and low-cost methods of diagnosis and medicine.

JSR has the capacity and drive to rise to that challenge. Our entry into the life sciences is guided by our core strength in innovative polymer science and conviction that the life sciences industry can benefit from the strict semiconductor manufacturing standards we already embrace. JSR's approach to quality, close cooperation with customers, manufacturing discipline, and materials expertise will differentiate us as we grow into this relatively new market.

The acquisition of KBI Biopharma, Inc. by JSR Corporation supports our growth strategy. KBI's extensive experience in the development of robust and scalable drug manufacturing programs strengthen and complement our offerings and capabilities to the life science market.



INNOVATION AND CSR

Before there is a finished product, ready to use in high-volume production, the product passes through many stages of development. In each of these stages we conduct tests to assess the impact on the environment. The EHS departments in Japan, the US, and the EU cooperate to determine whether materials used are subject to current or upcoming legislation. While JSR actively focuses on preventing negative environmental impacts, open communication and proactive research by our EHS departments at the global scale, also helps ensure business continuity.

PRODUCT INNOVATIONS LAUNCHED IN FY14 AND FY15:

SEMICONDUCTOR MATERIALS

2015 Advanced Cleans Solutions for microchip manufacturing.

2016 Solutions for the bond/debond market and greater advanced packaging space.

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TRANSLATIONAL RESEARCH

2016 ExoCap™ Exosome Isolation and Enrichment Kits – optimized for Serum, Plasma and Cell Culture. Exosomes are excretions of human cells. Through isolating these biomarkers one can potentially diagnose diseases.

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BIOPROCESS MATERIALS

2015 Amsphere™ A3 – next-generation Protein A chromatography resin. Protein A enables more efficient fabrication of medicine.

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ENERGY & ENVIRONMENT

2015: a new aqueous binder for lithium ion batteries (TRD105A) was introduced that offers stronger adhesion and improved performance with graphite and silicon anode materials. JSR's binders reduce environmental impact and improve safety, because water is used to replace the toxic organic solvent N-Methylpyrrolidone, NMP.



HEALTH AND SAFETY

SHIFTING THE CULTURE

Because there was an increase in common workplace injuries such as slips, trips, and falls in 2013, safety has been identified as an area for improvement. A review showed that it was clear that all of the formal structures to manage safety were in place, so we conducted a companywide safety perception survey to get an unfiltered understanding of the safety culture at JSR Micro. The survey was conducted by a third party, who followed up with group discussions during which employees could respond to the findings anonymously.

The survey indicated that JSR Micro's safety culture was comparable to industry. The challenge was to foster a culture that integrates safety into everyone's activities and mindset. The aim was to create a shift from the notion

that safety is the responsibility of the EHS Department, to the understanding that safety is everyone's responsibility.

To achieve this, in FY14 several cross-functional teams started to work on the topics identified by the survey. They developed and implemented improvements including:

- enhanced organizational communication on safety through expanded and more visible communication channels;
- the launch of the Safety Recognition Program and expansion of the Behavior-Based Safety programs, which maximize the effectiveness of interpersonal communication for safety;
- installation of a Safety Change Board;
- a monthly Town Hall meeting to discuss changes to safety procedures with all employees.

NEAR MISS PROGRAM

JSR Micro's Near Miss Program is integrated with all critical functional groups including Production, Quality, Sales, Safety, etc. Employees are encouraged to report "near misses" – situations that almost went wrong: for example a possible safety or environmental hazard or a quality excursion. The best reports are discussed during the company-wide employee meeting, and the reporters are recognized with prizes. The fact that safety near misses are imbedded within the overarching Near Miss Program allows JSR Micro to identify leading indicators to help drive continual improvement.



"A job that can't be done safely shouldn't be done at all."

HEALTH AND SAFETY FACT SHEET

EHS COMMITTEE

As described in our 2014 report, JSR Micro established a cross functional EHS committee in 2001. During the reporting period, 58 percent of the workforce was represented in our EHS committee. Membership rotates annually, so in the course of several years, all employees are represented. The committee always includes representatives from all major departments in the company.

SAFETY ASSESSMENTS

100 percent of chemicals and their packages are assessed for health, safety, and environmental impacts. Products are always accompanied with explanatory data sheets and labels that detail how to handle the product safely.

PRODUCT LABELING

In accordance with the OSHA Hazard Communication Standards and our internal procedures, JSR Micro provides safety information on all our products through Safety Data Sheets (SDS) and labels. The SDS and labels include information about environmental and health hazards, product composition, safe handling instructions, recommended preventative measures, emergency response, proper storage, transportation and disposal methods, and regulatory information.

CERTIFIED MANAGEMENT SYSTEM

JSR Micro has been OHSAS 18001 certified since 2010.



SAFETY MONTH

To further positively reinforce our safety initiatives, we started to celebrate June as National Safety Month in FY14. Three years later, June Safety Month has evolved into June EH&S and Wellness Month. During the month there is heightened attention to health & safety, the environment and wellness through posted pamphlets, emailed safety messages, safety-pledge signing, a safety discussion contest and more. The main event is a fair where EHS & Wellness-related vendors offer activities, information, and healthy snacks and drinks. Activities also include spinning classes, an earthquake-preparedness truck, an environmental movie, and speakers from Santa Clara County on household waste management and reduction.

BUSINESS CONTINUITY AND RISK MANAGEMENT

BUSINESS CONTINUITY

JSR Corporation develops BCP plans based on risk assessments conducted for all of its divisions. Topics include disaster recovery, supplier continuity, finished product continuity, communication flows, and timing. The plans are reviewed and updated on an annual basis.

The 2011 earthquake in Japan, and the realization that climate change is an unpredictable but certain factor, have heightened our awareness of the importance of business continuity planning (BCP) and understanding of company risks. In response, JSR's semiconductor materials manufacturing facilities in the US, Belgium and Japan started to collaborate to create detailed BCP plans and expanded the existing annual review with rigorous testing of BCP scenarios using real-life drills.

ORGANIZATIONAL-LEVEL RISK-BASED THINKING

The updated ISO9001:2015 standard includes a new requirement to demonstrate risk-based thinking. During FY15, a cross-functional team worked on establishing a risk management program that will introduce risk-based thinking and enable

departments to assess risks specific to their work and stakeholders, such as operational, administrative, compliance, technological and financial risks.

The program comprises a data-driven and systematic risk assessment process based on failure mode and effects analysis (FMEA). Trained risk coordinators will work with different departments to implement the system in FY16, and it will be formally adopted in FY17.

EICC RISK ASSESSMENT

JSR Micro fills out the Electronic Industry Citizenship Coalition (EICC) Self-Assessment Questionnaire (SAQ) annually. The SAQ is a comprehensive risk assessment survey through which CSR risks at the company level and in supply chains are identified. The results are shared easily and transparently with any customer that requests access. If a customer has concerns based on the SAQ results, the survey may be followed up with an audit. Since JSR Micro began completing the survey in 2012 we have had a consistent rating of 'low risk'.



EMPLOYEE DEVELOPMENT & ENGAGEMENT

To create technologically advanced, high-tech products, JSR Micro needs a dedicated and skilled workforce. That is why we actively invest in employee engagement, development and growth, and in creating a healthy work environment. Our success in attracting and retaining talent is proven by turnover rates that are well below industry and regional averages.

As a company, JSR Micro continually strives to exceed, and we attract employees who want to grow with us. Together with their managers, employees establish growth trajectories that highlight individual opportunities in annually updated development plans. The development plans connect individual goals to business goals, and detail education and training needs.

LISTENING TO EMPLOYEES

To understand employees' attitudes and perspectives on the work environment, and to

give employees a chance to provide anonymous feedback to JSR Micro, over 10 years ago we initiated a bi-annual employee survey. The survey covers topics such as job satisfaction, commitment, communication, organization and leadership.

Based on the survey results, managers identify focus areas for improvement and develop corrective action plans. Before implementation, these are discussed and reviewed with employees. For example, employees indicated that they were interested in learning more about JSR Corporation's activities. As a result, the corporate CEO, Mitsunobu Koshiba, addresses employees personally when he visits the Sunnyvale site.

The most important aspect of the survey is that the results are transparently shared with employees, and then addressed with concrete actions. The survey has an average response rate of 95-97 percent.

| YEAR | NEW EMPLOYEE HIRES | | EMPLOYEE TURNOVER | |
|------|--------------------|---------------|-------------------|---------------|
| | Number | New Hire Rate | Number | Turnover Rate |
| FY11 | 15 | 11.8% | 5 | 3.6% |
| FY12 | 8 | 5.0% | 6 | 3.9% |
| FY13 | 19 | 13.0% | 12 | 7.9% |
| FY14 | 21 | 12.0% | 6 | 4.0% |
| FY15 | 18 | 11.0% | 10 | 6.0% |



PERFORMANCE
100 PERCENT
OF EMPLOYEES
RECEIVE ANNUAL
PERFORMANCE
AND CAREER
DEVELOPMENT
REVIEWS

FY15 WORKFORCE SNAPSHOT

| CONTRACT TYPE | MALE | FEMALE | TOTAL |
|---------------|------|--------|-------|
| Regular | 107 | 59 | 166 |
| Temporary | 1 | 1 | 2 |
| | | | 168 |

| LOCATION | MALE | FEMALE | TOTAL |
|-----------------|------|--------|-------|
| Sunnyvale HQ | 89 | 55 | 144 |
| Other CA Office | 2 | 2 | 4 |
| Outside CA | 17 | 3 | 20 |
| | | | 168 |

| AGE | MALE | FEMALE | TOTAL |
|-----------|------|--------|-------|
| Under 30 | 8 | 0 | 8 |
| Age 30-50 | 59 | 37 | 96 |
| Over 50 | 41 | 23 | 64 |
| | | | 168 |

| RACE | MALE | FEMALE | TOTAL |
|---------------------|------|--------|-------|
| Asian | 51 | 38 | 89 |
| Black/African Amer. | 6 | 3 | 9 |
| Hispanic/Latino | 10 | 2 | 12 |
| White | 37 | 14 | 51 |
| Other | 4 | 3 | 7 |

WELLNESS AND VOLUNTEERING

Many of our employees describe JSR Micro as a family and a place where, aside from working hard, it is just as important to have a good time together. Our wellness and volunteering activities provide opportunities for our employees to connect outside of work.

The wellness committee organizes activities through which employees can relax in the workplace, such as on-site yoga classes and massages, and through activities that stimulate a healthy lifestyle, such as providing Fitbits that track activity, exercise, food, weight and sleep. Employees can compare their results to fellow employees through initiatives such as the 'Fitbit exercise challenge'.

The volunteering committee identifies activities through which we can give back to communities. Here are some examples of our activities: Bowling Challenge for the South Bay Blue Star Moms, a Summer Scamper Charity Walk supporting Lucile Packard Children's Hospital, KAFPA Backpack Drive, KAFPA Volunteering Operation Santa Volunteers, and the Food Drive for the Salvation Army.



WELLNESS



VOLUNTEERING

ENVIRONMENTAL IMPACTS

In a time of increasing environmental constraints – a changing climate, the California drought, pollution increases, and other pressing challenges – responsible management of resources is pivotal.

Efficiency measures are nothing new to JSR Micro. Being efficient is standard practice for lean operations and disciplined manufacturing. As a result, we have already picked most of the “low-hanging fruit” of sustainability. Consequently, we must look harder to identify opportunities to improve, or to achieve drastic improvements. This challenge stimulates us to seek novel ways to improve performance.

JSR Micro’s environmental impacts are managed through our ISO 14001-certified environmental management system. As part of the continuous improvement cycle that is embedded in the system, every two years we set new goals to improve our environmental performance.

JSR Micro is a California Certified Green Business.



GREEN AWARD PROGRAM

Through our annual “Green Award” Program, we encourage employees to bring in environmental improvement suggestions and the best ideas are awarded a prize. The program generated 41 ideas in FY14 and 29 ideas in FY15, most of which were implemented. Suggestions included purchasing of green office supplies and cleaning detergents, inviting speakers on environmental topics, checking tire pressure of employees’ cars and distributing tire pressure gauges, and installing solar panels.

WASTE

Both hazardous and non-hazardous waste increased in FY14 and FY15 because of the introduction of new product lines. Production expansion and ever-increasing quality requirements create extra challenges to setting goals to further reduce waste.

However, waste is not only controlled during the production process. We can also mitigate harm by

choosing the least hazardous material as input, and by ensuring proper disposal at the end of the product life cycle. To better understand these impacts, we have set a new goal to research the end of life of JSR Micro’s hazardous and non-hazardous waste, a process that may help us identify opportunities for energy recovery, reuse, or recycling.

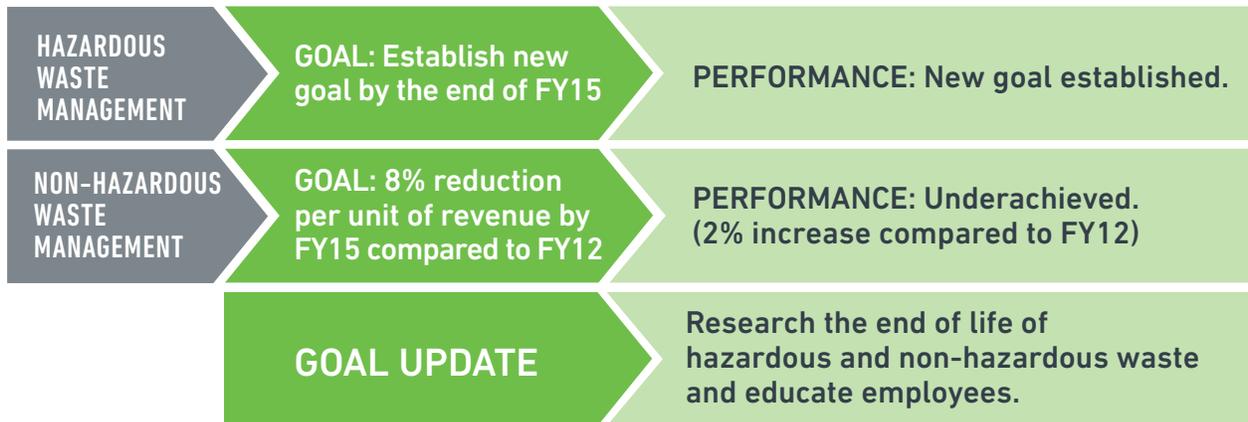
| WASTE | 2011 | 2012 | 2013 | 2014 | 2015 |
|---|-------|-------|-------|-------|-------|
| Non-hazardous Waste (metric ton) | | | | | |
| Non-Recycled* | 4.4 | 4.5 | 4.3 | 4.3 | 3.9 |
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| % Recycled | 96.0% | 96.4% | 97.5% | 97.3% | 97.2% |

| | | | | | |
|-------------------------------------|------|-------|-------|-------|-------|
| Hazardous Waste (metric ton) | | | | | |
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| Other** | NA | 1.0 | 0.2 | 23.8 | 6.4 |
| Hazardous Waste Total | 82.0 | 81.9 | 111.4 | 156.7 | 113.7 |
| % Incinerated | NA | 98.3% | 99.8% | 84.8% | 94.4% |

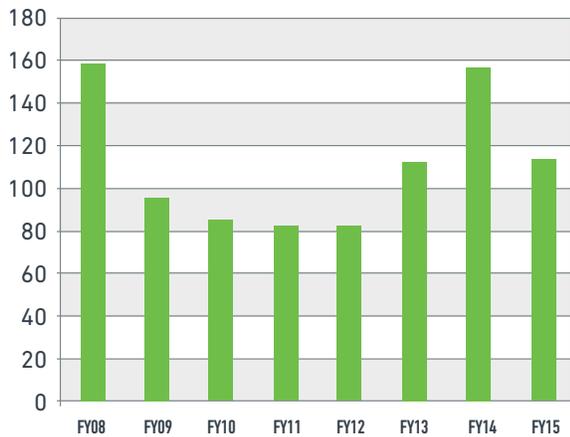
* All non-recycled (non-hazardous) waste goes to landfill.

** Waste in the category "other" is disposed through energy recovery, neutralization treatment or landfill

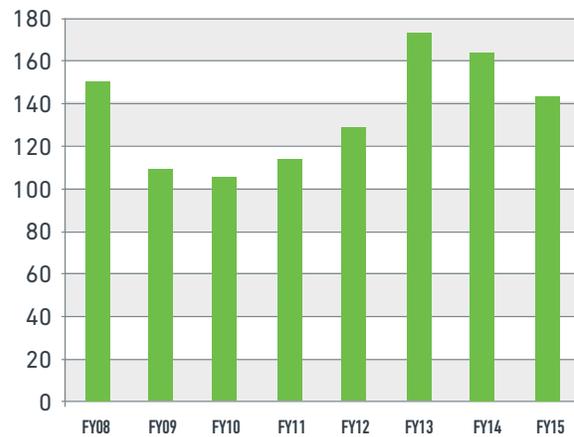
TWO-YEAR WASTE REDUCTION GOALS



HAZARDOUS WASTE (METRIC TON)



NON-HAZARDOUS WASTE (METRIC TON)



ENERGY AND GREENHOUSE GAS EMISSIONS

Our absolute emissions in FY14 and FY15 were almost the same as the emissions in FY13. However, relative emissions per unit of revenue were reduced by 14 percent.

Efficiency measures, relative or absolute, are one way to reduce emissions. During the reporting period, JSR Micro researched various alternative

energy sources, including solar energy and fuel cell technologies, resulting in a partnership with Commercial Acceleration of Solar Energy in Silicon Valley (CASE-SV), who will install solar panels on JSR Micro's Sunnyvale site in 2016. The installation is expected to reduce scope 2 GHG emissions by 10 percent.

ALTERNATIVE MODES OF TRANSPORTATION



ENCOURAGING ELECTRIC VEHICLES (EV) USE

To encourage employees' interest in EV's, JSR Micro participated in BMW's BMWi3 test drive program in January 2015. Four level 2 EV chargers were purchased in FY15, which were installed on the company parking lot in 2016.



BICYCLE SHARE PROGRAM

Six bicycles are placed on the company's site for employees to use for short distances, such as going out for lunch or getting some exercise during a break.



CARPOOL

JSR Micro reserves preferred parking spaces for employees who participate in a carpool.



PUBLIC TRANSPORTATION

If employees choose to commute via a range of local public transportation options, they are compensated on a tax-exempt basis for the cost of their ride fare in compliance with limits established by the IRS.

| ENERGY & EMISSIONS | 2011 | 2012 | 2013 | 2014 | 2015 |
|---|------|-------|-------|-------|-------|
| Energy Consumption (million kWh) | | | | | |
| Energy Consumption | 7.7 | 7.7 | 7.9 | 8.1 | 7.9 |
| Natural Gas Consumption | 7.4 | 7.8 | 8.3 | 8.4 | 8.8 |
| Total Energy Use | 15.1 | 15.5 | 16.1 | 16.5 | 16.6 |
| Greenhouse Gas (thousand metric tons of CO₂ equivalent) | | | | | |
| Direct Emissions (scope 1) | 1.3 | 1.4 | 1.5 | 1.5 | 1.6 |
| Indirect Emissions (scope 2) | 1.4 | 1.6 | 1.5 | 1.5 | 1.4 |
| Total Emissions | 2.7 | 3.0 | 3.0 | 3.0 | 3.0 |
| Intensity (MtCO ₂ /unit of revenue) | NA | 0.022 | 0.023 | 0.020 | 0.020 |

TWO-YEAR GHG REDUCTION GOALS

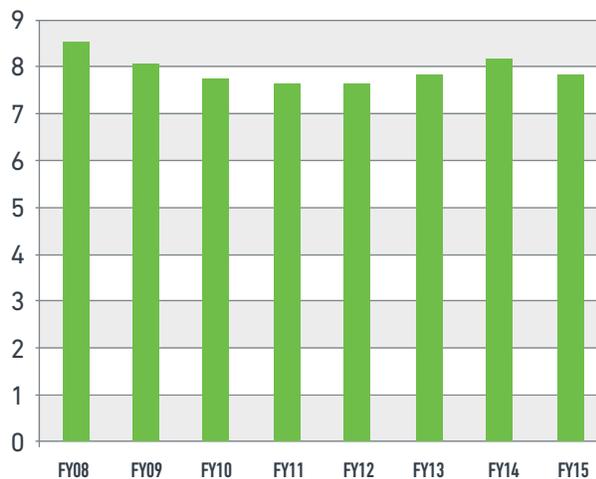
GOAL: 8% GHG emissions reduction per unit of revenue by FY15 compared to FY13

PERFORMANCE: Achieved. 14% GHG emissions reduction per unit of revenue compared to FY13

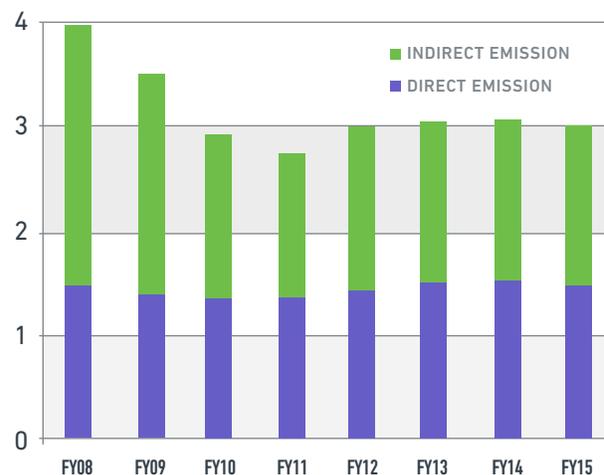
GOAL UPDATE

Reduce GHG emissions 10% per unit of revenue by FY17 compared to FY15

ENERGY CONSUMPTION (MILLION kWh)



GREENHOUSE GAS (METRIC TONS CO₂e)



WATER

Within the reporting period, California was experiencing its fourth and fifth year of severe drought. Though the drought continues, fortunately the El Niño rains during the 2015/2016 winter have refilled many of the water reservoirs.

Water is a precious resource, and we take this long drought very seriously. To further reduce JSR Micro's water use, low-flow toilets, urinals, sink

fixtures, and shower fixtures were installed. We also modified our landscapes with drought-tolerant vegetation. In addition, employees are informed and educated about how to reduce water use at work and at home.

JSR Micro's water reduction measures, together with the El Niño rain have resulted in a 27 percent reduction in water use compared to FY13.

| WATER USAGE | 2011 | 2012 | 2013 | 2014 | 2015 |
|--|------|------|------|------|------|
| Water Consumption (millions of gallons) | | | | | |
| Indoor Water Usage | 3.7 | 3.7 | 4.0 | 4.8 | 4.3 |
| Landscape Irrigation | 4.0 | 4.5 | 4.6 | 4.0 | 2.0 |
| Total | 7.7 | 8.2 | 8.6 | 8.8 | 6.3 |

TWO-YEAR WATER REDUCTION GOALS

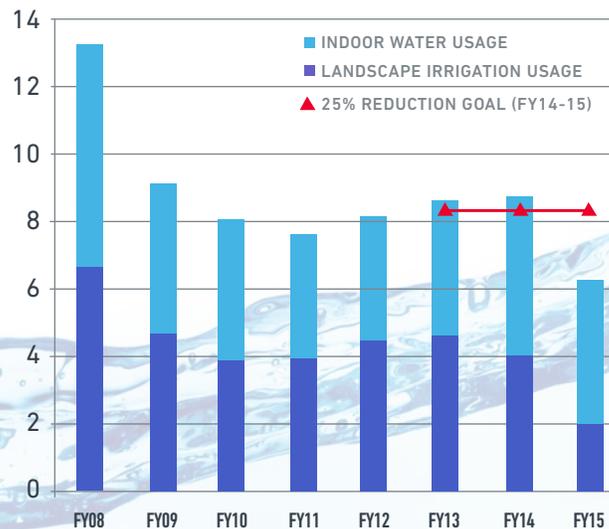
GOAL: 2.5 percent reduction by FY15 compared to FY13

PERFORMANCE: 27% reduction compared to FY13

GOAL UPDATE

Reduce by 13% from FY14 to FY17

WATER CONSUMPTIONS (MILLIONS OF GALLONS)



COMPLIANCE

As a chemical company, JSR Micro is sensitive to the potential environmental health and safety impact of a release or exposure. Therefore, compliance is an absolute baseline for our performance. In many cases, JSR Micro seeks to perform beyond compliance through forward-looking best management practices.

COOPERATING WITH REGULATORY AGENCIES TO SOLVE NON-COMPLIANCES

Unfortunately, during the reporting period we experienced three wastewater excursions which resulted in three notices of violation from the City of Sunnyvale. We have worked closely with the municipality and provided transparent access to the information that was needed to solve the issues as quickly as possible.

pH LEVEL OF WASTEWATER: HIGH pH

On March 15, 2015 JSR Micro measured, in its own wastewater sampling, a pH value that was slightly above the permitted limit. We self-reported the transgression to the City of Sunnyvale. After adjusting the parameters of the pH correction unit this issue was solved.

pH LEVEL OF WASTEWATER: LOW pH

On May 5, 2015 JSR Micro detected that our wastewater pH value was too low. The measurements were self-reported to the municipality. The City of Sunnyvale was invited to the site and was closely engaged in finding the root cause. We identified that the cause was a leak that bypassed the pH correction unit. Corrective actions were completed within the city-established timeline, after which we experienced no further issues.

COPPER AND ZINC IN WASTEWATER

On February 9, 2016 the City of Sunnyvale measured high average levels of zinc and copper during a routine city sampling of JSR Micro's wastewater. The EHS and Quality Assurance department immediately started to investigate many possible causes, and started tracking all machines that process water for zinc and copper – to no avail. After further inspection, it was discovered that buildup in drains over years of use was the root cause. The drains were cleaned out, and a regular drain cleanout schedule is implemented. There were no further issues after implementing these solutions and the issue was officially closed within the city-established timeline after the close of the reporting period on June 2, 2016.

STAYING AHEAD OF REGULATION

Each year, materials regulations become more stringent, with tremendous global impact. Beyond regulation or legislation, our customers require compliance with industry standards as well as customer specific material restrictions. These developments stimulate a precautionary approach - there is no benefit in developing a product that contains materials that will be banned. The EHS department monitors and records all regulatory updates, and performs an annual internal compliance audit. To understand and anticipate future requirements, we maintain regular communication with the Semiconductor Industry Association (SIA) and Semiconductor Equipment and Materials International (SEMI), our corporate headquarters in Japan, and our sister company JSR Micro N.V. in Belgium.

PERFORMANCE

- No significant safety or labeling violations
- Three notices of violation for wastewater excursions
- \$0 fines
- JSR Micro was recertified for ISO 14001: 2004 and OHSAS 18001: 2007 in 2016

GOALS

- Zero major non-conformances
- Certified for ISO 14001: 2015 and ISO 45001: 2016 by FY17

SUPPLY CHAIN MANAGEMENT

Most of a company's CSR impacts take place in its supply chains. Yet, in a globalized environment, with long and complex supply networks, this is one of the most challenging impacts to influence. The most effective initiatives are those where multiple stakeholders cooperate to elevate performance in an entire sector. The Electronic Industry Citizenship Coalition (EICC) is such an initiative. Through its Code of Conduct, it has set a progressive standard for CSR performance over a broad range of impacts, covering management systems, ethics, labor, environment, and health and safety.

JSR Micro was introduced to this initiative by its

major customers and adopted the EICC Code of Conduct in 2012. To proliferate the standard deeper into the supply chain, we have requested that all of our key suppliers also comply with this standard. All have endorsed this request.

To assess suppliers' compliance with the EICC Code of Conduct, the CSR team worked with the material management department to integrate code requirements in new supplier evaluations and audit protocols. Several stakeholders have raised concerns about human rights, diversity, and conflict minerals. These topics received extra focus in the updated supplier management documents.

| PERFORMANCE | GOALS |
|--|--|
| <ul style="list-style-type: none"> • 100 percent of key suppliers endorsed the EICC Code of Conduct. • Supplier Assessment: in FY14 and FY15, 50 percent of new suppliers were audited on the EICC requirements, including risks to human rights violations. | <ul style="list-style-type: none"> • Share Conflict Minerals Policy and CA Transparency in Supply Chain Act declaration with key suppliers. • Disseminate the Conflict Minerals Reporting Template. • Train auditors in assessing CSR performance and risk during audits. • Conduct CSR survey with key suppliers. |

VALUE CHAIN



GRI REPORT INFORMATION

RESTATEMENT

JSR Micro's energy provider PG&E updated its conversion factor chart in November 2015. We previously reported total emissions in FY12 and FY13 as 2,990 and 3,040 MtCO₂ respectively. These numbers have been updated to 2,970 and 3,020 MtCO₂ respectively. The recalculations did not have an effect on our overall performance trend or on JSR Micro's reduction plans.

CHANGES IN SCOPE

Based on feedback and in-depth interviews with internal and external stakeholders the prioritization of "material"- or CSR priority topics has been adjusted. To better convey the content of the CSR program, we renamed and condensed some of the CSR topics. In essence, the content of the topics themselves, and how they are managed has not changed.

- Quality, Innovation and Safety were prioritized above anything else. The 2014 CSR Report topics 'Health and Safety: Employees' and 'Health and Safety: Customers' are now merged into one topic 'Health and Safety'.
- The 2014 CSR Report topics 'Chemical waste management', 'Energy & Greenhouse gas emissions', 'Water' are now covered in the priority topic 'Environmental Impacts'.
- The 2014 CSR Report topic 'Supplier Human Rights Assessmentt' is covered in the topic Supply Chain Management. The CSR supply chain initiative not only covers human rights, but also ethics, labor, environment, health, safety, compliance, and business continuity.
- The 2014 CSR Report topic Market Share was changed to Economic Performance.

CHANGES IN INDICATORS

For the topics Employee development and retention, we report indicator G4-LA11 'employees receiving regular performance and development reviews' instead of G4-LA9 'hours of training per year per employee'. The first indicator is more aligned with how employee engagement is managed. Training requirements follow from the discussion of development plans, but are not a goal onto itself.

For the topic innovation, details of the management approach and indicators are confidential. Although the number of publications was previously reported, after additional review it was decided that this indicator is not really indicative of how JSR innovates. The innovations that we introduce to the market and to our customers are.

ASSURANCE

JSR Micro did not pursue independent assurance for this report. However, all the data published in this report is derived from our management systems that are certified by independent third parties. In addition, various independent third parties audit JSR Micro's site on CSR topics, such as customers, the California Green Business Program, Bay Area Air Quality Management District and the City of Sunnyvale.

GRI CONTENT INDEX

| G4 ID | DESCRIPTION | PAGE OR LINK | EXTERNAL ASSURANCE | DIRECT ANSWER/EXPLANATION FOR OMISSION(S)/NOTES |
|-------|---|--|--------------------|--|
| G4-1 | Statement from the most senior decision-maker of the organization. | Growing Sustainably, page 1 | No | |
| G4-3 | Name of the organization. | Company Overview, page 2 | No | JSR Micro, Inc. |
| G4-4 | Primary brands, products, and/or services. | Company Overview, page 2 | No | www.jsrmicro.com |
| G4-5 | Location of organization's headquarters. | Company Overview, page 2 | No | 1280 N. Mathilda Avenue Sunnyvale, California 94089, USA |
| G4-6 | Number of countries where the organization operates. | Company Overview, page 2 | No | United States |
| G4-7 | Nature of ownership and legal form. | | No | Privately held corporation |
| G4-8 | Markets served. | Company Overview, page 2 | No | |
| G4-9 | Scale of the organization. | Company Overview, page 3 | No | Partial disclosure. Financial and production information is omitted because it is confidential. Our parent company JSR Corporation publishes an annual report that includes JSR Micro's performance. Refer to the Fine Chemicals and Other Product Business section of JSR Corporation's 2015 Annual Report: http://www.jsr.co.jp/jsr_e/ir/annual_csr_report.shtml . |
| G4-10 | Employees by employment contract and gender. | Employee Development and Engagement, page 13 | No | A substantial portion of JSR Micro's work is not performed by workers who are legally recognized as self-employed or by individuals other than employees or supervised workers. |
| G4-11 | Percentage of employees covered by collective bargaining agreement. | | No | No portion (0%) of the workforce is covered by collective bargaining agreement. |
| G4-12 | Description of organization's supply chain. | Supply Chain Management, page 20 | No | |
| G4-13 | Significant changes during the reporting period regarding size, structure, or ownership. | A Company in Transition, page 5 | No | A semiconductor material laboratory was opened in Portland, Oregon in September, 2015. A life science laboratory was opened in San Diego, California in May, 2014. |
| G4-14 | Explanation of whether and how the precautionary approach or principle is addressed. | Compliance, page 19 | No | |
| G4-15 | Externally developed economic, environmental, and social charters, principles, or other initiatives. | Management Approach, page 6; Quality, page 7 ; Health and Safety, page 10; BCP and Risk, page 11; Environment, page 14; Supply Chain Management, page 20 | No | ISO 9001 ISO 14001 OHSAS 18001 Electronic Industry Citizenship Coalition (EICC) Through JSR Corporation, JSR Micro is a member of the UN Global Compact and partakes in the Responsible Care Program. |
| G4-16 | Organization-level memberships. | Compliance, page 19 | No | Semiconductor Equipment and Materials International (SEMI) International Microelectronics Assembly and Packaging (IMAPS) SPIE - the international society for optics and photonics Semiconductor Industry Association (SIA) |
| G4-17 | List all entities included in the organization's consolidated financial statements or equivalent documents. | | No | JSR Micro, Inc. |
| G4-18 | Process for defining report content and the Aspect boundaries. | CSR Priority Aspects; page 5, Boundaries, page 5 | No | JSR's recent acquisition KBI Biopharma, Inc. is excluded from the scope of this report. |
| G4-19 | List all the material Aspects identified in the process for defining report content. | CSR Priority Aspects; page 5, Boundaries, page 5 | No | |

GRI CONTENT INDEX

| G4 ID | DESCRIPTION | PAGE OR LINK | EXTERNAL ASSURANCE | DIRECT ANSWER/EXPLANATION FOR OMISSION(S)/NOTES |
|-------|---|--|--------------------|--|
| G4-20 | Aspect Boundary within the organization for each material Aspect. | CSR Priority Aspects; page 5, Boundaries, page 5 | No | |
| G4-21 | Aspect Boundary outside of the organization for each material Aspect. | CSR Priority Aspects; page 5, Boundaries, page 5 | No | |
| G4-22 | Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement. | GRI Report Information, page 21 | No | |
| G4-23 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | GRI Report Information, page 21 | No | |
| G4-24 | List of stakeholder groups engaged by the organization. | CSR Policy, page 4 | No | For a detailed overview, see our 2014 CSR report, page 65. |
| G4-25 | Basis for identification and selection of stakeholders with whom to engage. | CSR in Progress, page 4; CSR External Stakeholder Engagement, page 5 | No | |
| G4-26 | Approaches to stakeholder engagement. | CSR in Progress, page 4 | No | For a detailed overview, see our 2014 CSR report, page 65. |
| G4-27 | Key topics and concerns that have been raised through stakeholder engagement. | Supply Chain Management, page 20 | No | Concerns about the following topics have been raised by various stakeholders: diversity, human rights, conflict minerals, future legislative requirements. |
| G4-28 | Reporting period (e.g., fiscal/calendar year) for information provided. | | No | FY2014-FY2015 April 1, 2014 - March 31, 2016 |
| G4-29 | Date of most recent previous report (if any). | | No | April 2014 |
| G4-30 | Reporting cycle (annual, biennial, etc.). | | No | Biennial |
| G4-31 | Contact point for questions regarding the report or its contents. | | No | Phyllis Moracco Human Resources Director Phone: (408) 543-8800 Email: sustainability@jsrmicro.com |
| G4-32 | GRI Content Index: Table identifying the location of the Standard Disclosures in the report. | GRI Content Index, page 22 | No | |
| G4-33 | Assurance: reference to external assurance report. | GRI Report Information, page 21 | No | JSR Micro does not have a policy for external assurance, nor did JSR Micro seek external assurance for this report. |
| G4-34 | Governance structure of the organization. | Company Overview, page 2 | No | |
| G4-56 | Describe the organization's values, principles, standards and norms of behavior. | CSR Policy, page 4 | No | CSR Policy: http://www.jsrmicro.com/index.php/About/CSR_Main/CSR_phil/ Corporate Code of Conduct http://www.jsrmicro.com/index.php/About/CSR_Main/CofConduct/ For a detailed explanation, see our 2012 CSR report page 15 and 2014 CSR Report page 19. |

GRI CONTENT INDEX

| MATERIAL ASPECTS | DMA AND INDICATORS | PAGE OR LINK | EXTERNAL ASSURANCE | DIRECT ANSWER/EXPLANATION FOR OMISSION(S)/NOTES |
|--|---|---|--------------------|---|
| Quality | G4-DMA | Management Approach, page 6, Quality, page 7 | No | |
| | Total Cost of Quality as a % of Sales | Quality, page 7 | | |
| | Customer Recognition | Quality, page 7 | | |
| Innovation | G4-DMA | Management Approach, page 6 | No | |
| | Indicator omitted | Product Innovations, page 8 | No | Our approach to staying innovative is confidential. Innovations we introduce to the market are an indicator of our innovative capabilities. |
| Health and Safety | G4-DMA | Management Approach, page 6, Health and Safety, page 9 | No | |
| | G4-PR1 | Health and Safety, page 10 | No | 100% of chemicals and their packages are assessed. |
| | G4-PR3 | Health and Safety, page 10 | No | Safety data sheets and labels are developed for all R&D samples and commercial products shipped to customers. |
| | G4-LA5 | Health and Safety, page 10 | No | 58% of the workforce is represented in our EHS committee. Details on responsibilities and activities of the committee can be found in our 2014 CSR report, page 37. |
| Economic Performance | G4-DMA | Management Approach, page 6 | No | Performance indicator is omitted, because it is confidential. -- See report JSR Corporation. Reason for partial disclosure: Financial and production information is omitted because it is confidential; it is reported to internal stakeholders. As a private company and a wholly owned subsidiary of JSR Corporation, JSR Micro does not publish financial data, financial statements or the entities that are included in such statements. However, our parent company's annual reports include JSR Micro's performance. Refer to the Fine Chemicals and Other Product Business section of JSR Corporation's 2015 Annual Report: http://www.jsr.co.jp/jsr_e/ir/annual_csr_report.shtml . |
| | Indicator omitted | | | |
| Business Continuity & Risk Management | G4-DMA | Management Approach, page 6, Business Continuity and Risk Management, page 11 | No | |
| | EICC RA2 Survey Annual Review and drills of BCP Plan | EICC Risk Assessment, page 11, Business Continuity, page 11 | No | |
| Employee Engagement | G4-DMA | Management Approach, page 6, Employee Development & Engagement, page 12 | No | |
| | G4-LA1 | Employee Development & Engagement, page 12 | No | |
| | G4-LA11 | Employee Development & Engagement, page 12 | No | See also 2014 CSR Report page 54. |
| Environmental Impact | DMA | Management Approach, page 6, Environmental Impacts, page 14 | | |
| Effluents and Waste (Chemical Waste) | G4-EN23 | Waste, page 14,15 | No | Waste disposal methods provided by waste contractors FRG Waste Resources and Clean Harbors |
| | G4-EN24 | | No | JSR Micro has never had a hazardous substance spill that was significant enough to threaten human health, land or water bodies. |

GRI CONTENT INDEX

| MATERIAL ASPECTS | DMA AND INDICATORS | PAGE OR LINK | EXTERNAL ASSURANCE | DIRECT ANSWER/EXPLANATION FOR OMISSION(S)/NOTES |
|--------------------------------|--------------------|--|--------------------|---|
| Emissions | G4-EN15 | Energy and Greenhouse Gas Emissions, page 16, 17 | No | Data Source: conversion factors provided by PG&E. No gases were included in the calculation. Base year: 2013 |
| | G4-EN16 | Energy and Greenhouse Gas Emissions, page 17 | No | Ibid. |
| Energy | G4-EN18 | Company Overview, page 3 | No | |
| | G4-EN3 | Energy and Greenhouse Gas Emissions, page 17 | No | Data Source: PG&E energy bills. 27% and 30% of PG&E's energy mix in 2014 and 2015 respectively consisted of renewable energy sources. |
| Water | G4-EN8 | Water, page 18 | No | Data Source: Municipal water bills. |
| Compliance | G4-DMA | Management Approach, page 6; Compliance, page 19 | No | |
| | G4-EN29 | Compliance, page 19 | No | There were three notes of violation for waste water and \$0 fines in FY14 or FY15. |
| | G4-PR2 | Compliance, page 19 | No | JSR Micro has never experienced a regulatory or non-regulatory health and safety compliance issue for any of our products. |
| | G4-PR4 | Compliance, page 19 | No | JSR Micro has never had a chemical label or SDS noncompliance violation. |
| Supply Chain Management | G4-DMA | Management Approach, page 6 | No | |
| | G4-HR10 | Supply Chain Management, page 20 | No | One new supplier was screened during the reporting period (50% of new suppliers). |



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