



**“Sustainability is a fundamental element that
ties all the pillars of our strategy together.”**

— Eric Johnson

JSR North America Holdings, Inc.

President Statement



In the middle of our CSR reporting period, specifically in June 2019, I was appointed CEO of JSR Corporation, the parent company of JSR North America Holdings, Inc., of which I also serve as president. In this capacity, I am putting a special emphasis on sustainability at the corporate level. In fact, in our 'Beyond 2020' business plan, I have identified sustainability as a foundational element that ties all the pillars of our strategy together: digitalization, innovation, globalization and operational excellence. The formulation of a strategic sustainability approach on a corporate level will be translated to the subsidiaries in subsequent years and will provide opportunities to shift the North American strategy from a corporate responsibility focus to the broader concept of sustainability.

During the reporting period, JSR implemented major structural changes to its governance model. JSR North American Holdings, Inc. (NAHQ) was founded to support the activities of the semiconductor business in the US and the JSR Life Sciences companies around the world. The North American headquarters puts our business activities in the center of innovation, in close proximity to industry-leading companies.

Simultaneously, our semiconductor business underwent major expansions to support future growth, in traditional semiconductor materials as well as in the new product line advanced cleans. In 2018, JSR purchased 25 acres of land in Hillsboro, Oregon for a production facility that will open in the latter half of 2020. And, in 2019 we opened an expansion of the existing laboratory in Beaverton, Oregon. These expansions will enable us to support our business partners in the technological innovation required by trends such as the Internet of Things and 5G.

The last couple of years have been turbulent. However, the structure that we have set in place will enable us to operate in an uncertain and complex environment with agility and resilience.

Sincerely,

A handwritten signature in blue ink, consisting of a large, stylized 'E' followed by a series of loops and a long horizontal stroke.

Eric Johnson

Table of Contents

COVID-19 Statement	8
------------------------------	---

GENERAL DISCLOSURES

GRI 102: GENERAL DISCLOSURES 2016

1. Organizational Profile

102-1 Name of the organization	9
102-2 Activities, brands, products, and services	9
102-3 Location of headquarters	9
102-4 Location of operations	9
102-5 Ownership and legal form	10
102-6 Markets served	10
102-7 Scale of the organization	10
102-8 Information on employees and other workers	10
102-9 Supply chain	10
102-10 Significant changes to the organization and its supply chain	10
102-11 Precautionary Principle or approach	10–11
102-12 External initiatives	11
102-13 Membership of associations	11

2. Strategy

102-14 Statement from senior decision-maker	11
---	----

3. Ethics and integrity

102-16 Values, principles, standards, and norms of behavior	11
---	----

4. Governance

102-18 Governance structure	12
---------------------------------------	----

5. Stakeholder engagement

102-40 List of stakeholder groups	12
102-41 Collective bargaining agreements	12
102-42 Identifying and selecting stakeholders	13
102-43 Approach to stakeholder engagement	13
102-44 Key topics and concerns raised	13

6. Reporting practice

102-45 Entities included in the consolidated financial statements	13
102-46 Defining report content and topic boundaries	13–14
102-47 List of material topics	14
102-48 Restatements of information	14
102-49 Changes in reporting	14
102-50 Reporting period	14
102-51 Date of most recent report	14

GENERAL DISCLOSURES (CONT.)

- 102-52 Reporting cycle 15
- 102-53 Contact point for questions regarding the report 15
- 102-54 Claims of reporting in accordance with the GRI Standards. 15
- 102-55 GRI content index 15
- 102-56 External assurance. 15
- GRI 103: Management Approach 2016
 - 103-1 Explanation of the material topic and its boundary 16
 - 103-2 Management approach and its components 16
 - 103-3 Evaluation of the management approach 16

MATERIAL TOPICS

MATERIAL TOPIC: QUALITY

- GRI 103: Management Approach
 - 103-1 Explanation of the material topic and its boundary 17
 - 103-2 Management approach and its components 17–18
 - 103-3 Evaluation of the management approach 18
- Quality, Specific Disclosures, Company Specific Disclosure: Cost of Quality. 18

MATERIAL TOPIC: INNOVATION

- GRI 103: Management Approach
 - 103-1 Explanation of the material topic and its boundary 19
 - 103-2 The management approach and its components 19–20
 - 103-3 Evaluation of the management approach 20
- Innovation, Company Specific Disclosure 20

MATERIAL TOPIC: HEALTH AND SAFETY

- GRI 103: Management Approach
 - 103-1 Explanation of the material topic and its boundary 21
 - 103-2 Management approach and its components 21–22
 - 103-3 Evaluation of the management approach 22
- Health and Safety, specific disclosures:
 - GRI 403: Occupational Health and Safety 2018
 - 403-4 Worker participation, consultation, and communication on occupational health and safety 22

Table of Contents (Cont.)

MATERIAL TOPIC: HEALTH AND SAFETY (CONT.)

GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	22
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	23

MATERIAL TOPIC: SUPPLY CHAIN

GRI 103: Management Approach	
103-1 Explanation of the material topic and its boundary	24
103-2 The management approach and its components	24
103-3 Evaluation of the management approach	24
Supply chain, specific disclosures:	
414-1 New suppliers that were screened using social criteria	25
102-9 Supply chain	25

MATERIAL TOPIC: BUSINESS CONTINUITY PLANNING AND RISK

GRI 103: Management Approach	
103-1 Explanation of the material topic and its boundary	26
103-2 The management approach and its components	26
103-3 Evaluation of the management approach	26
Business Continuity Planning and Risk, Specific Disclosures, Company-Specific Indicator: Annual Risk Review	27

MATERIAL TOPIC: EMPLOYEE VITALITY AND ENGAGEMENT

GRI 103: Management Approach	
102-8 Information on employees and other workers	28
103-1 Explanation of the material topic and its boundary	28
103-2 The management approach and its components	29–30
103-3 Evaluation of the management approach	30
Employee Vitality and Engagement, Specific Disclosures:	
GRI 401: Employment 2016	
401-1 (2016) Employee new hires and turnover	30
GRI 404: Training and education 2016	
404-3 (2016) Percentage of employees receiving regular performance and career development reviews	30

MATERIAL TOPIC: ENVIRONMENT

GRI 103: Management Approach

- 103-1 Explanation of the material topic and its boundary 31
- 103-2 The management approach and its components 31
- 103-3 Evaluation of the management approach 31

Environment, specific disclosures:

GRI 306: Effluents and Waste 2020

- 306-3 (2020) Waste generated (metric ton) 32
- 306-4 (2020) Waste diverted from disposal (metric ton) 32
- 306-5 (2020) Waste directed to disposal (metric ton) 33–34

GRI 302: Energy 2016

- 302-1 (2016) Energy use 34

GRI 305: Emissions 2016

- 305-1 (2016) GHG emissions Scope 1 34
- 305-2 (2016) GHG emissions Scope 2 34–35

GRI 303: Water2018

- 303-3 (2018) Water withdrawal 35

MATERIAL TOPIC: ANTICIPATING COMPLIANCE

GRI 103: Management Approach

- 103-1 Explanation of the material topic and its boundary 36
- 103-2 The management approach and its components 36
- 103-3 Evaluation of the management approach 36

Specific disclosure, anticipating compliance:

GRI 307: Environmental Compliance 2016

- 307-1 (2016) Non-compliance with environmental laws and regulations 37

GRI 416: Customer Health and Safety 2016

- 416-2 (2016) Incidents of non-compliance concerning the health and safety impacts of products and services 37

GRI 417: Marketing and Labeling 2016

- 417-2 (2016) Incidents of non-compliance concerning product and service information and labeling 37

2020 GRI Content Index Table 38–42

COVID-19 Statement

In the last month of FY19, which fell inside the boundary of this report, the COVID-19 pandemic took hold in the US. In order to manage the ever-evolving situation and the effects of the pandemic on our employees and our business, we have excluded our activities relative to the pandemic from this report. We will fully report on how JSR has dealt with this challenge, and the implications for our CSR priority topics and our stakeholders, in the next CSR report.

GRI 102: General Disclosures 2016

1. ORGANIZATIONAL PROFILE

102-1 Name of the organization

This report covers the impacts of:

- JSR North America Holdings, Inc., in Sunnyvale, California
- JSR Micro, Inc., in Sunnyvale, California and Beaverton, Oregon
- JSR Life Sciences, LLC, in Sunnyvale, California

Explanatory note:

JSR North America Holdings, Inc. provides administrative services, including HR, IT, accounting, EHS, QA, legal, marketing communication and internal audit for both JSR Micro, Inc. and JSR Life Sciences, LLC. JSR used alone may represent a broader selection of JSR Group companies, including, but not limited to, JSR Micro, Inc. The impacts of all JSR Life Sciences activities will be covered in a separate future report.

102-2 Activities, brands, products, and services

JSR North America Holdings, Inc. is the North American headquarters that conducts the support and administration activities of the three main business segments of JSR:

- Semiconductor materials, produced by JSR Micro, Inc. For an overview of the products that are delivered to the semiconductor industry, see the *Material topic: Innovation* article on page 19 and <https://www.jsrmicro.com/electronic-materials>
- Life Sciences and biopharmaceutical materials manufacturing, conducted by JSR Life Sciences, LLC. For a full overview of the products and services that are delivered to the life sciences and biopharma industry, see: <https://www.jsrlifesciences.com/>
- Energy and Environment: the distribution of solutions for the energy market are conducted by JSR Micro, Inc. For a full overview of the solutions that are delivered for Energy and Environment see: <https://www.jsrmicro.com/emerging-technologies>

We serve the North American region; however, as a global company, we collaborate closely with our sister company in Belgium and our parent company is JSR Corporation in Japan.

102-3 Location of headquarters

JSR North America Holdings, Inc.'s headquarters (JSR NAHQ) is located at:
1280 N. Mathilda Avenue
Sunnyvale, California 94089
USA

The headquarters of our corporate parent is located in Tokyo, Japan.

102-4 Location of operations

JSR NAHQ operates in the United States.

102-5 Ownership and legal form

Privately held corporation.

102-6 Markets served

Our activities span the North American region, serving global clients in the semiconductor, drug discovery, biopharmaceutical, clinical research, and clean energy solutions markets.

102-7 Scale of the organization

i Total number of employees	Headcount FY2018: 216 Headcount FY2019: 262
ii Total number of operations	Two: a manufacturing facility in California, and a laboratory in Oregon
iii Net Sales	Financial information is omitted because it is confidential. Our parent company, JSR Corporation, publishes an annual report that includes the performance of JSR NAHQ and its subsidiaries. Refer to JSR Corporation's 2018 and 2019 Annual Reports: https://www.jsr.co.jp/jsr_e/csr/csreport2018.shtml https://www.jsr.co.jp/jsr_e/csr/2019/backnumber/index.shtml
iv total capitalization	Financial information is omitted because it is confidential.
v quantity of products provided	Semiconductor products, see: https://www.jsrmicro.com Emerging technologies: https://www.jsrmicro.com/emerging-technologies Life sciences products: https://www.jsrlifesciences.com

102-8 Information on employees and other workers

Please see the employee overview in the Employee Vitality and Engagement section, page 28.

102-9 Supply chain

See under specific disclosures: Supply Chain, page 25

102-10 Significant changes to the organization and its supply chain

- In 2018, JSR purchased 25 acres of land in Hillsboro, Oregon for a production facility that will open in the latter half of 2020.
- In 2019, an expansion of the existing laboratory in Beaverton, Oregon was opened.

102-11 Precautionary Principle or approach

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 in Belgium, JSR Micro N.V.

102-12 External initiatives

JSR NAHQ has the following certifications:

- ISO 9001:2015
 - ISO 14001:2015
 - ISO 45001:2018
-
- JSR endorses, and is in compliance with, the Responsible Business Alliance (RBA) code of conduct.
 - Through JSR Corporation, JSR Micro is a member of the UN Global Compact and partakes in the Responsible Care Program.

102-13 Membership of associations

- Semiconductor Equipment and Materials International (SEMI)
- International Microelectronics Assembly and Packaging (IMAPS)
- SPIE — the international society for optics and photonics
- Semiconductor Industry Association (SIA)

2. STRATEGY

102-14 Statement from senior decision-maker

See the president letter on page 3.

3. ETHICS AND INTEGRITY

102-16 Values, principles, standards, and norms of behavior

To JSR NAHQ and its subsidiaries, CSR means conducting business in an ethical manner. As such, CSR is a mindset that permeates all of JSR business activities. We strive not just to be in compliance, but also to be a good corporate citizen — creating not only financial value, but also real value for all stakeholders involved. On a practical level, JSR NAHQ's values, principles and norms of behavior are summarized in the “JSR Group Principles of Corporate Ethics”.

4. GOVERNANCE

102-18 Governance structure

To accommodate our growth and diversification of activities, in 2019 JSR revisited and refined its governance structure. JSR North America Holdings, Inc. (JSR NAHQ) was founded as the US regional headquarter for governance, administration and strategic planning, supporting JSR Micro, Inc. and JSR Life Sciences LLC, as well as other JSR Life Sciences subsidiaries in the USA and EU. JSR NAHQ is wholly owned by JSR Corporation.

The administrative services that JSR NAHQ provides include, but are not limited to, human resources (HR); environment, health, and safety (EHS); marketing communications; IT; quality assurance (QA); accounting; digital transformation; and legal services.

JSR Life Sciences LLC., a subsidiary of JSR NAHQ, is the US headquarters of JSR's life sciences businesses. The JSR NAHQ board of directors (BOD) provides oversight of all life sciences companies.

JSR Micro, Inc. is the other subsidiary of JSR NAHQ and leads the electronic materials business in the US. JSR Micro, Inc. reports directly to the Digital Solutions Business Division of JSR Corporation and to the Board of Directors of JSR Corporation.

Officers of the respective companies are responsible for developing business and operational strategy within their organizations.

JSR NAHQ provides JSR Life Sciences LLC, JSR Micro, Inc., as well as other JSR Life Sciences subsidiaries in the USA and EU with oversight through internal controls and internal audits and reports the corporate governance status of each entity to JSR Corporation.

5. STAKEHOLDER ENGAGEMENT

102-40 List of stakeholder groups

- Employees
- Customers and business partners
- Suppliers
- Community
- Industry and trade organizations
- Government and regulatory agencies

102-41 Collective bargaining agreements

No portion (0%) of the workforce is covered by a collective bargaining agreement.

102-42 Identifying and selecting stakeholders

We engage proactively and continuously with stakeholders that critically influence our success: employees, customers, business partners, suppliers, industry associations, and government regulatory agencies. In addition, we are also responsive to the requests that we receive from stakeholder groups with which we have less frequent contact, such as neighbors, the local community and NGOs.

Disclosure 102-43 Approach to stakeholder engagement

Engagement with different stakeholders is an organic process that occurs daily, monthly, or quarterly in different ways with various groups and organizations. For a detailed overview of approaches to stakeholder engagement, see our [2014 CSR Report](#), page 65.

For our previous reports we have conducted extensive stakeholder consultation, including surveys and interviews, to identify the priority topics that significantly influence the assessments and decisions of our stakeholders. For the current report, specific stakeholder engagement was not undertaken, however, through our regular interactions with stakeholders we are informed about which sustainability topics are of the highest interest. See disclosure 102-44.

Disclosure 102-44 Key topics and concerns raised

Stakeholder group that raised a topic or concern	Topic or concern raised
Customer	Supplier diversity
Customer	Green chemistry
Multiple customers	Business continuity planning
Customer, business partners	Future legislative requirements
EPA	Onium-containing photoacid generators (PAGs)

6. REPORTING PRACTICE

102-45 Entities included in the consolidated financial statements

JSR North America Holdings, Inc.

JSR Micro, Inc.

JSR Life Sciences, LLC

MBL International Corporation (MBLI). The impacts of MBLI are not included in this report. The activities of MBLI fall under Life Sciences and will be covered in a future report.

102-46 Defining report content and topic boundaries

a. During multiple reporting cycles, we have extensively consulted stakeholders to understand their priorities and the impacts of our business to identify key priority topics. We have prioritized the aspects of CSR that have the most significant impact, influence stakeholder decisions and affect JSR Micro's long-term viability.

The boundaries for all aspects of CSR, except for environmental impact and supply chain management, are the activities of JSR NAHQ, JSR Micro, Inc., and JSR Life Sciences, LLC. For JSR Life Sciences, LLC, all employees are covered in this report, but not the products, manufacturing, services and innovation of products. Life Sciences activities will be covered in a future Life Sciences CSR report. Reporting on environmental impact is confined to the Sunnyvale facilities. We are in the process of setting up the measurement of environmental impacts in Oregon. These impacts will be included in future reports. The supply chain falls outside of our boundaries, though we do try to influence CSR behavior through our supplier relations.

The impacts of MBLI are excluded from the scope of this report. The focus of this report is the activities that take place at the Sunnyvale location and/or that supply the semiconductor sector.

b. Throughout the development of our CSR program, stakeholders have been actively engaged to identify the significant economic, environmental and social impacts that are relevant for stakeholders' assessments as well as relevant within the wider context of sustainability. The resulting priority topics that are covered in this report present a complete picture of our significant impacts.

102-47 List of material topics

- Quality
- Innovation
- Health and Safety
- Supply Chain Management
- Business Continuity Planning and Risk
- Employee Vitality and Engagement
- Environmental Impact
- Anticipating Compliance

102-48 Restatements of information

There were no restatements of information.

102-49 Changes in reporting

There were no changes in the material topics, nor in the topic boundaries.

102-50 Reporting period

FY2018–FY2019: April 1, 2018–March 31, 2020

102-51 Date of most recent report

August 2018

102-52 Reporting cycle

Biennial

102-53 Contact point for questions regarding the report

Missy Bindseil
Senior Marketing Manager
Phone: (408) 543-8800
Fax: (408) 543-8873
Email: sustainability@jsr-nahq.com

102-54 Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: core option.

102-55 GRI content index

See pages 38–42.

102-56 External assurance

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

GRI 103: Management Approach 2016

103-1 Explanation of the material topic and its boundary

For an explanation of the material topics, see the specific disclosures section.

For an explanation of the boundaries of the material topics, please see disclosure 102-46 on pages 13–14.

103-2 Management approach and its components

JSR's priority topics of CSR and impacts are managed in multiple ways. To start, quality, environmental impacts, health and safety, labor standards, and compliance are managed through our certified management systems: ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

In addition, JSR Micro, Inc. and JSR Life Sciences, LLC use a Balanced Scorecard (BSC) to set strategic goals focused on the future viability of the company. All priority topics 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.

For additional information about how priority topics are managed, see the specific disclosures section.

103-3 Evaluation of the management approach

Management systems such as ISO9001, ISO14001, and ISO45001 all subscribe to a “Plan-Do-Check-Act” cycle that embeds a continuous improvement mindset into all processes related to quality, environmental management, health and safety, labor standards, and compliance. The company-wide use of Balanced Scorecards (BSC) helps us to keep track of strategic goals and make adjustments when necessary.

For specific information about how priority topics were managed during the reporting period, please see the specific disclosures section.

Material Topic: Quality

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

Quality at JSR is not just a business priority, it is a core value. It is not possible to be successful in the semiconductor business without being able to deliver superior quality performance. As patterning sizes on microchips continue to decrease, the tiniest contamination in our products can have enormous repercussions. Therefore, it is fundamental that we anchor a quality mindset in our culture, systems, processes and supplier relations.

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 Management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:

At JSR we strive to incorporate quality into everything we do. It is central to our internal processes, our people, our interactions with customers, and, therefore, the products we produce.

c. Projects undertaken during the reporting period:

New quality challenges

Traditionally, the semiconductor industry is driven by Moore's law, which predicted that the number of transistors on a microchip would double every two years. Although Moore's law is slowing down, it is being extended in other ways: computing power is improved through heterogeneous chip combination and through innovations in the functionality and packaging of microchips. The Internet of Things (IoT) and the demand for sensors that come with it have an impact on microchip design and quality requirements. The bar was always set high in this sector, but currently, consistent quality performance is as important as the performance of the product itself. JSR Micro is meeting these demands through cooperating more closely with customers, performing detailed troubleshooting and root-cause analyses, and working with suppliers to develop systems to manage quality performance on a raw material level.

For more information, see the Innovation section on page 19 and Supply Chain on page 24.

Restructuring of global Quality Assurance team

The JSR semiconductor companies from Belgium, Japan, and the US meet annually during a Global Quality Meeting. Participants include representatives from Quality Assurance (QA) and manufacturing. During these meetings the teams exchange experiences, best practices, audit findings, and align approaches to measuring and improving quality.

In FY19 we restructured the global QA team into a steering committee and subteams. Each plant has a representative member in the steering committee, as well as an executive sponsor. Four subteams have been established to focus on the following topics: raw materials management, manufacturing, quality control (QC) and data management. For each of these topics, the teams are developing a roadmap for improvement.

This approach will enable us, not only to respond to customer requirements but also, to anticipate them.

Managing quality of suppliers

See Supply Chain on page 24.

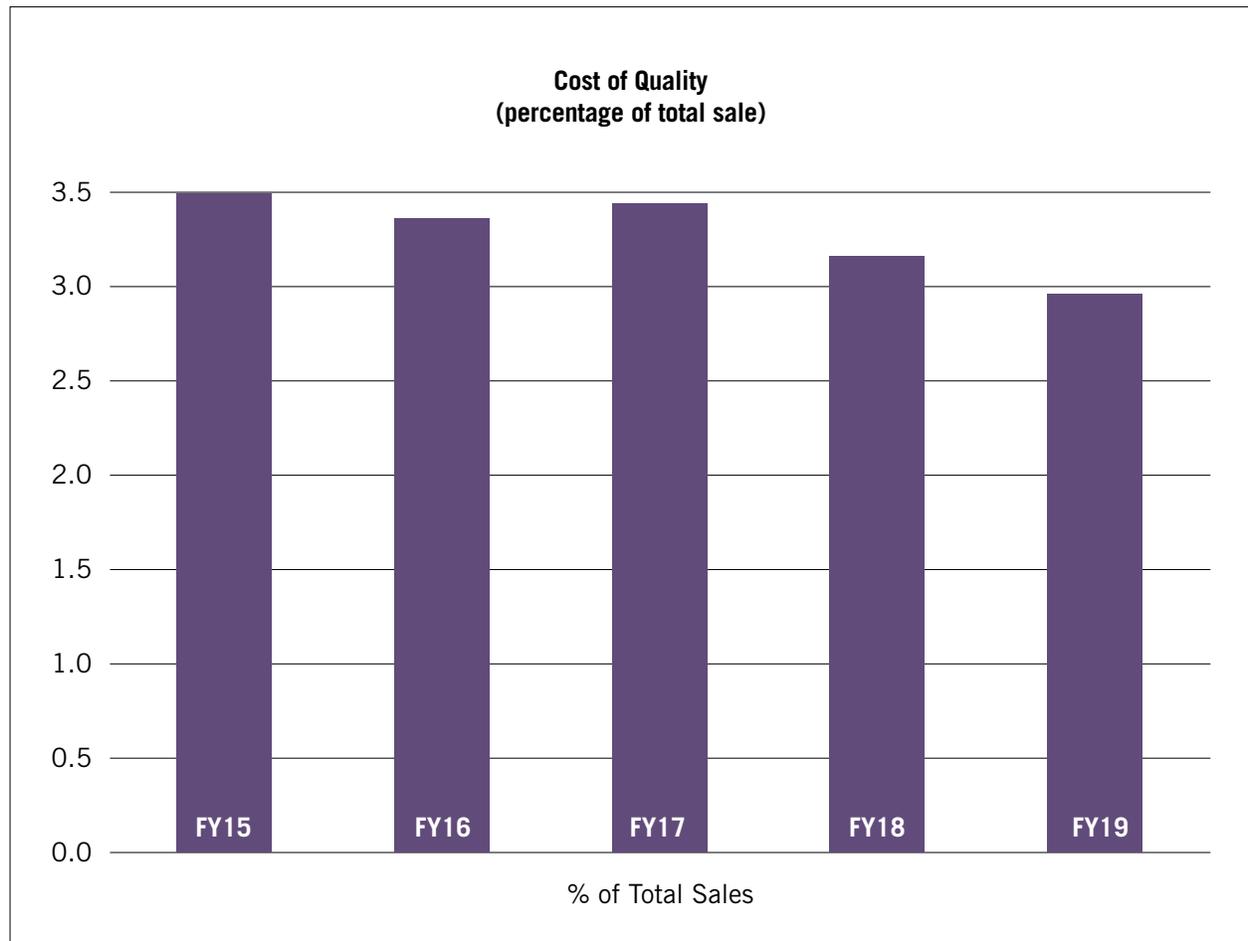
103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

SPECIFIC DISCLOSURES, COMPANY SPECIFIC DISCLOSURE: COST OF QUALITY

For years, JSR Micro has used an intricate system to track the Cost of Quality (CoQ) for its production activities. We aim to reduce CoQ by investing in prevention and appraisal so that quality costs less than failure to deliver products. Currently, we are in the process of developing a similar system for the JSR Life Sciences activities.

The graph below shows the CoQ for our photoresist activities. In recent years JSR Micro has developed a new product line, advanced cleans. Because this is a relatively new activity, we are currently optimizing the production processes, which will enable us to set a CoQ baseline. In future reports, the CoQ for the advanced cleans activities will also be published.



Material Topic: Innovation

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

JSR is an innovation company: our core business is materials innovation. We have a deep understanding of chemistries and materials, and how they interact with each other from both a scientific and an engineering perspective. Through close cooperation and listening to and understanding our customers' needs, JSR Micro provides tailor-made solutions for our customers' most complex challenges. We call this approach "Innovation One-on-One."

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."

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 The management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:
Innovation lies at the heart of all our activities. Being successful at managing innovation is critical to our company's success.

c. Projects undertaken during the reporting period:

Variation mitigation

As semiconductor chip designs are becoming ever more complex, the smallest variation in the performance of our product greatly impact our customers' ability to manufacture. During the reporting period, a focus for both photoresist and advanced cleans has been on variation mitigation of product and raw material performance. This has required closer cooperation within our supply chain. We have closely collaborated both downstream with our customers to understand the effects of our products in their fabrication facilities, as well as upstream with our suppliers, to discern the impact of raw materials on our products and, consequently, the effect they have on customers' end-products.

Data management

The activities to improve variation mitigation have resulted in a lot of data — on manufacturing processes, material interactions, customer feedback, supplier performance, and more. In the last quarter of FY19 we kicked off a project to improve the use of data by integrating it in one system to explore correlations that will support technological innovation, quality performance and efficiency.

Investments: advanced cleans

JSR Micro has made several major investments to support the company's growth in the advanced cleans area:

- Expansion of the R&D facility in Beaverton, Oregon
- Investment in the expansion and quality improvements of our toll manufacturer

- Purchase of land for a production facility in Oregon that will open in the latter half of 2020
 - This facility will be Green Globes-certified to optimize the environmental performance of the new building.

Investments: 'Litho-refresh'

The site in Sunnyvale is now more than 20 years old, and some of the equipment is ready for renewal. We have mapped out the capital equipment that needs to be replaced and have invested in functional and analytical equipment. In addition, investments were made in a new chilled water system making great improvements in energy efficiency.

103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

COMPANY SPECIFIC DISCLOSURE

The indicators that we use to stay innovative are confidential. Innovations we introduce to the market are indicative of our innovative capabilities. For more information on JSR Micro's innovative products, see disclosure 102-2.

Material Topic: Health and Safety

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

As a chemical company, providing a safe work environment for our employees is of primary importance. Safety is not only a topic that needs to be managed, it is one of our core values.

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 Management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:

JSR will provide a safe and healthy workplace by preventing injuries and ill health, emphasizing the hierarchy of controls.

c. Projects undertaken during the reporting period:

Environment, health and safety committee

JSR has a cross-functional EHS committee that meets once a month to review topical safety issues and conduct joint safety walks and inspections. Through a rotating membership, most departments are represented in the committee every other year. Members of the EHS committee help to spread information about safety issues within their departments and throughout the organization.

Online tool for reporting of safety incidents

An important part of creating a safe work environment is preventing injuries or accidents before they happen. To create a safety culture with a focus on prevention, employees are encouraged to report any potential environmental or health incidents. To make this process easier, we adopted an online reporting tool to record environmental incidents (spills, etc.) and injuries. With this new electronic reporting tool, JSR has transitioned to a database approach versus a document approach to incident recordkeeping. This allows for increased transparency of incident trends and identifying proactive measures to reduce future environmental or safety incidents.

Software to track safety training requirements

During the last several years, JSR has expanded significantly — we work with more employees, our product offerings have expanded and we opened a new site. To ensure that every employee still receives the required training to conduct their jobs safely, we implemented software that keeps track of all training requirements April of 2020. This system is an integrated Learning Management System (LMS) and training database system, which allow automatic enrollment of relevant and required training courses, based on an employee's role.

Safety management at the new site in Oregon

JSR's EHS employee in Oregon conducts monthly safety meetings to which all employees in Oregon are invited. Currently, preparations are being made for ISO45001 certification in early 2021.

June Safety Month

Annually, JSR organizes activities to increase safety awareness during June Safety Month. We organize brown bag lunches with presentations on safety topics and a viewing of a documentary. The month ends with a fair showcasing health- and safety-oriented vendors and activities, such as a mobile earthquake booth, Silicon Valley Bicycle Coalition, the American Cancer Society and more.

103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

HEALTH AND SAFETY, SPECIFIC DISCLOSURES:

GRI 403: Occupational Health and Safety 2018

403-4 Worker participation, consultation, and communication on occupational health and safety

a. Processes for worker participation and consultation

Employees are regularly provided training on relevant occupational health and safety information necessary for their job roles. In addition, any safety incident which occurs, an email is distributed to all employees summarizing the incident and lessons learned from the incident. Employee input on the occupational health and safety system is provided through different methods, including: Job Safety Assessments, Near Miss reports, JSR's Suggestion Box, and at staff meetings where "safety observations" is always the first discussion point.

b. Health and safety committee

JSR has an EHS Safety Committee, who meets monthly to discuss safety topics, and perform site inspections. All departments, including administrative departments, participate in this program. Any major findings are reported to upper management, and managed to completion by the EH&S Department.

GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories

100% of JSR's products are assessed on health and safety impacts when a safety data sheet is prepared, as is required by law.

GRI 417: Marketing and Labeling 2016

417-1 Requirements for product and service information and labeling

- a. The following information is evaluated for preparation of Safety Data Sheets for each product sold by JSR:
- First-aid measures
 - Fire-fighting measures
 - Accidental release measures
 - Handling and storage
 - Exposure controls/Personal protection
 - Physical and chemical properties
 - Stability and reactivity
 - Toxicological information
 - Ecological information
 - Disposal considerations
 - Transportation information
 - Regulatory information
- b. 100% of JSR's products are covered by and assessed for compliance with the procedures mentioned above.

Material Topic: Supply Chain

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

The quality requirements for semiconductor materials are some of the highest in any sector. As we are pushing the boundaries of physics in the newest semiconductor structures, the slightest excursions in the quality of raw materials can have major impacts on JSR Micro's products and on our customers' performance. That is why it is increasingly important to cooperate with our suppliers.

In addition, most of a company's CSR impacts take place in its supply chains. Through working with our suppliers, we try to improve the impacts that we have outside our company's boundaries.

103-2 The management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:

To support the manufacture and delivery of our products to customers worldwide with the highest standards in our supply chain operations.

c. Projects undertaken during the reporting period:

Managing CSR in the supply chain

To manage the CSR impacts in our supply chain, we joined the Responsible Business Alliance (RBA, formerly Electronic Industry Citizenship Coalition) in 2012. The RBA code of conduct comprises a comprehensive range of CSR impacts, including ethics, labor conditions, human rights, conflict minerals, health and safety and environmental management. These requirements are incorporated in our new supplier evaluation, supplier contracts and audit protocols. All of JSR Micro's key suppliers have endorsed the RBA code of conduct.

103-3 Evaluation of the management approach

For an explanation of how the management approach is evaluated, please see page 16.

SPECIFIC DISCLOSURES

414-1 New suppliers that were screened using social criteria

- No new suppliers were onboarded during the reporting period.

102-9 Supply chain

Value Chain Semiconductor materials

Through its innovative materials solutions, JSR Micro enables the innovations of its B2B customers. The semiconductor sector is a highly integrated sector, and decisions about the selection of materials are made in close cooperation with customers and business partners. All of our products are accompanied by instructions indicating how to safely handle and dispose of the product after use. Almost all of JSR Micro's products are used at our customers' sites and disposed of by dedicated waste processors. Very little, if any, of JSR Micro's products end up in consumer products.

Value Chain	JSR Extent of Control
Extraction of raw materials (crude oil)	—
Production of raw materials (polymers)	Influence
Transportation	Control
Manufacturing of semiconductor materials	JSR Activity
Distribution	Control
End use by B2B customer	Influence
End of life	—

Material Topic: Business Continuity Planning and Risk

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

Our business continuity plans (BCP), risk-based thinking and crisis management planning allow us to prepare for impactful and unforeseen events. Through these activities we are able to eliminate or mitigate risks and plan for worst-case scenarios to assure business continuity or business recovery when disaster occurs.

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 The management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:

Development of emergency preparedness plans to effectively prepare for both external and internal disasters, as well as disaster recovery plans, which consist of the precautions taken to minimize losses and to either maintain or quickly resume critical functions after the occurrence of a natural or man-made disaster.

c. Projects undertaken during the reporting period:

COVID-19: putting our plans to the test

The COVID-19 pandemic took the world by surprise. When cases of COVID-19 increased in California in March 2020, JSR's Pandemic Response Plan, which was part of our BCP planning, was activated. Under the parameters of the Santa Clara County Shelter in Place order, JSR was determined to be a supplier to Essential Businesses, which required us to keep our operations running. All employees, except for those that were essential to keep production going, were required to work from home. Our BCP and crisis response plans allowed us to respond adequately to the situation and to protect our employees while keeping the business operating. JSR established "pods" for all on-site manufacturing personnel, which are self-contained teams that are physically and socially separated from each other. The implementation of a "pod" approach to staffing reduces the likelihood that a single on-site infection may significantly disrupt manufacturing operations.

BCP drills

The semiconductor branch of JSR Corporation has three advanced manufacturing sites globally: in Japan, Belgium, and the US. Through the redundancy of manufacturing capacity to supply our customers, risk can be distributed significantly. In this way, JSR Micro mitigates not only natural disaster risk, but also political risk. Annually, we conduct BCP drills to coordinate crisis responses between the three sites.

103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

SPECIFIC DISCLOSURES, COMPANY-SPECIFIC INDICATOR: ANNUAL RISK REVIEW

Responsible Business Alliance Risk Assessment

JSR Micro signed the Responsible Business Alliance (RBA, formerly EICC) code of conduct in 2012. As part of this initiative, we complete the RBA risk assessment annually. This is a comprehensive survey that covers a broad range of CSR topics. Since we began responding to the RBA survey, JSR Micro has maintained a “low risk” score.

Risk-based thinking through ISO 9001, ISO 14001 and ISO 45001

Our ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications require a plan to show risk awareness and mitigation. In FY17 we formally implemented a risk management program in which all departments assessed and mapped their risks and developed mitigation plans. Risk identification and mitigation on a departmental level is an ongoing process.

Corporate BCP

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.

Material Topic: Employee Vitality and Engagement

GRI 103: Management Approach

102-8 Information on employees and other workers

		FY18	% Female	FY19	% Female
Total Employees	Headcount	216	31%	262	29%
Contract Type	Regular	216	31%	261	29%
	Temporary	0	0%	1	100%
Location	Sunnyvale HQ	179	34%	211	32%
	Other CA Office	4	50%	4	50%
	Oregon	15	7%	28	11%
	North Carolina	7	14%	5	20%
	Other States	11	27%	14	29%
Age	Under 30	28	38%	40	45%
	Age 30–50	117	30%	144	26%
	Over 50	70	30%	78	28%
Diversity	Asian	117	37%	145	34%
	Black/African American	7	14%	7	14%
	Hispanic/Latino	24	17%	33	18%
	White	60	25%	67	25%
	Other	8	50%	10	20%

103-1 Explanation of the material topic and its boundary

Employees are the cornerstone of a learning organization. To operate and be successful on the leading edge of innovation, JSR needs engaged employees who are open to continuously learning and developing.

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 The management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:

To ensure that JSR is a learning and development organization that invests in the growth and vitality of its employees. We do this through:

- Providing effective training programs for employee development and performance management
- Hiring the best candidates, retaining top talent and supporting poor performers
- Maintaining, updating, implementing and communicating HR policies and procedures

c. Projects undertaken during the reporting period:

Supporting employees in dealing with challenges and stress

JSR was developing at a high speed during the reporting period. Because of the growth and diversification of the business, the North American headquarters was founded. We expanded our facility in Oregon and experienced a learning curve with the new activities in the advanced cleans space. These changes have also put stress on our employees. Through our HR department, we try to support employees in dealing with these challenges to the best of our ability. To this end, we offer two programs: the Vitality program and the Wellness program.

Vitality

Vitality is the sense of feeling excited and energetic in the work we do. We feel vital when we have opportunities to learn and grow, while also being able to manage our energy so that we do not burn out. Through the Vitality Program, JSR promotes Learning and Growth, Vitality and Energy Management as ways to help our employees successfully navigate the challenges of a growing business.

During the reporting period we conducted the following activities:

Vitality activities

- Golf Tournament
- Picnic
- BBQ's
- Halloween Party
- Thanksgiving lunch
- Holiday Party
- Wedding & Employees' New Born Celebrations

Volunteering activities

- Spring Drive (Salvation Army)
- Earth Day Volunteering event
- Back Pack, Warm Coat, Food and Toy Drives
- The Leukemia & Lymphoma Society volunteering activity
- City Team food distribution volunteering
- Second Harvest Food bank volunteering Interns and Executives

Wellness activities

- Biometric Screening
- Steps Contest
- On-site Flu Shots
- On-site exercise classes
- On-site Massage
- Employee off-site sports teams
- Safety Month

COVID-19

Please see our COVID-19 statement on page 8.

103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

EMPLOYEES, SPECIFIC DISCLOSURES:

GRI 401: Employment 2016

401-1 (2016) Employee new hires and turnover

	New Employee Hires		Employee Turnover	
	Number	New Hire Rate	Number	Turnover Rate
FY15	18	11.0%	10	6.0%
FY16	24	13.0%	15	8.0%
FY17	34	17.0%	14	7.0%
FY18	33	16.0%	14	7.0%
FY19	64	27.0%	23	10.0%

GRI 404: Training and education 2016

404-3 (2016) Percentage of employees receiving regular performance and career development reviews

100% of JSR's employees have a development plan that helps them plan for career development throughout their time at JSR.

Material Topic: Environment

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

In an era of increasing stresses on the environment and looming resource shortages, JSR is very conscientious about resource use and environmental impacts. Conducting business responsibly means reducing our impacts as much as possible.

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 The management approach and its components

a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.

b. Statement of the purpose of the management approach:
JSR will mitigate pollution, climate change and resource depletion to the extent it can control and influence these things.

c. Projects undertaken during the reporting period:

Environmental management at the new site in Oregon

We are in the process of setting up systems to track the environmental impacts of our new site in Oregon. Additionally, we are preparing to get ISO14001 certified in early 2021.

California Green Business program

JSR Micro is a California Certified Green Business.

For a description of the specific projects on energy, emissions and waste that were undertaken to reduce our environmental impacts, please see the specific disclosures on pages 33–35.

103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

ENVIRONMENT, SPECIFIC DISCLOSURES: WASTE

306-3 (2020) Waste generated (metric ton)

	FY18	FY19
Non-hazardous waste generated	156.6	176.0
Hazardous waste generated	190.2	173.9
Total waste generated	346.8	349.9

306-4 (2020) Waste diverted from disposal (metric ton)

	FY18	FY19
Hazardous waste, preparation for reuse	66.6	143.6
Hazardous waste, recycling	0.0	0.0
Hazardous waste, other recovery operations	0.0	0.0
Total weight of hazardous waste diverted from disposal	66.6	143.6

Non-hazardous waste, preparation for reuse	0.0	0.0
Non-hazardous waste, recycling	153.2	169.0
Non-hazardous waste, other recovery operations	0.0	0.0
Total weight of non-hazardous waste diverted from disposal	153.2	169.0

Total weight of waste diverted from disposal in metric tons	219.8	312.6
--	--------------	--------------

306-5 (2020) Waste directed to disposal (metric ton)

	FY18	FY19
Incineration (with energy recovery)	20.5	26.3
Incineration (without energy recovery)	42.0	4.0
Landfilling	60.1	0.1
Other disposal operations	1.0	0.0
Total weight of hazardous waste directed to disposal	123.6	30.3

Incineration (with energy recovery)	0.0	0.0
Incineration (without energy recovery)	0.0	0.0
Landfilling	3.4	7.0
Total weight of non-hazardous waste directed to disposal	3.4	7.0

Total weight of waste directed to disposal	127.0	37.3
---	--------------	-------------

FY18	FY19	Percentage of waste diverted from disposal
35%	83%	Hazardous waste prepared for reuse, diverted from disposal
98%	96%	Non-hazardous waste recycled, diverted from disposal
63%	89%	Total waste diverted from disposal

Transitioned from hazardous waste processor to a waste broker

As an efficient and lean-operating company, it became increasingly challenging to further reduce our hazardous waste generation. Because we still aimed to reduce our impacts, a goal was set to increase the recycling of our hazardous waste. The options to do this with existing waste processors were limited. Eventually we found a waste broker with access to a wider network of customers with opportunities to recycle the waste. Now, JSR recycles over 75% of its generated hazardous waste, and continues to work on reducing environmental impact of our hazardous waste, such as donating analytical chemicals through an “orphaned chemical program” as an alternative to disposal.

Pursuing zero waste certification for non-hazardous waste

In 2019, a process was initiated to pursue TRUE (Total Resource Use and Efficiency) Zero Waste certification. After a first audit, JSR received recommendations for improvement, such as using smaller containers to separate waste. We will also provide training to employees on how to reduce waste. We expect to continue improvement towards this goal in FY2020.

Recycling gloves and garments in the RightCycle program

In 2019, JSR Micro joined the RightCycle program, through which our non-contaminated gloves and garment waste are diverted from landfills and recycled into new products. In CY2019, a total of 1,085 pounds of glove waste and 102 pounds of garment waste were diverted from landfills.

Densification system for Styrofoam

Many of the materials we receive are packed in Styrofoam. Because Styrofoam takes up a lot of space, the waste is picked up monthly. To reduce the transport, we invested in a densification system for Styrofoam. The system presses Styrofoam into dense bricks that are suitable for recycling, reducing transport from once a month to once a year.

ENVIRONMENT, SPECIFIC DISCLOSURES: ENERGY AND GHG EMISSIONS

302-1 (2016) Energy use

Breakdown of fuel consumption (million kWh)	FY18	FY19
Electricity non-renewable	0.0	6.6
Electricity renewable	8.3	1.9
Gas non-renewable	9.1	10.7
Gas renewable	0.0	0.0
Electricity, heating, cooling or steam sold	0.0	0.7
Total Energy use renewable	8.3	1.9
Total Energy use non-renewable	9.1	17.3
Total Energy use	17.4	19.2

305-1 (2016) GHG emissions Scope 1

305-2 (2016) GHG emissions Scope 2

Emissions in Metric tons of CO ₂	FY18	FY19
Direct emissions (Scope 1)	1643	1929
Indirect emissions (scope 2) Location-based	2187	2993
Indirect emissions (scope 2) Market-based	0	2501

Bloom Energy Box

Because of the transition to renewable energy, the variations in energy supply from sources such as sun and wind are causing instability, and in some cases outages in the electricity grid. Power outages can be extremely expensive for JSR Micro. Because of the sensitivity of our products and equipment, batches may need to be disposed of after an outage and equipment may need to be recalibrated before resuming production. To assure a stable power supply, in FY2019 we installed a Bloom Energy Box. The Bloom Energy Box is fuel cell technology that, similar to a battery, generates energy through an electrochemical reaction. Unlike a battery, it requires a fuel source and, in the case of the Bloom Box, natural gas is used.

Offsets

To offset our increased emissions from switching to the Bloom Energy fuel cell, we have purchased emission credits through the Center for Resource Solutions' Green-e® certification program.

UN Climate Neutral Now Pledge

JSR has signed the UN Climate Neutral Now Pledge. As part of this pledge, we commit to:

- Measuring and reporting greenhouse gas emissions
- Reducing greenhouse gas emissions to the greatest extent possible
- Offsetting remaining emissions

ENVIRONMENT, SPECIFIC DISCLOSURES: WATER

303-3 (2018) Water withdrawal

	FY18	FY19
Total water withdrawal (megaliter)	28.8	31.7

- All water is sourced from the municipality.
- JSR is not operating in a water stressed area.

Material topic: Anticipating Compliance

GRI 103: Management Approach

103-1 Explanation of the material topic and its boundary

As a chemical company, JSR Micro is sensitive to the potential environmental health and safety impacts 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 management and best practices.

For an explanation of the topic boundary, see the generic disclosures section on pages 13–14.

103-2 The management approach and its components

- a. For an explanation of how priority topics are managed, see the disclosure of management approach on page 16.
- b. Statement of the purpose of the management approach: to assure full compliance of all of the companies that are covered by this report.
- c. Projects undertaken during the reporting period:

Automation of regulatory updates

During the reporting period, we adopted software with which we can track regulatory updates automatically. The software provides a calendar with all current regulatory requirements, forms, inspections and required actions. As the business and its scope of activities grow, these improvements will enable us to stay in full compliance.

Automation of Safety Data Sheet content (SDS)

In addition, JSR Micro also transitioned to a new system that tracks SDS data. The new database was created by toxicological experts with specialized experience in the semiconductor industry. When new data is available, it is now simple and easy to update all relevant SDSs.

Green chemistry screening

JSR Micro's customers find it increasingly important not only to be in compliance, but also to proactively identify substances that may be of concern in the future. For this purpose, we implemented a green chemistry screening program for all new materials that are used for a given customer. Substances are screened for mutagenic, carcinogenic, reproductive and aquatic toxicity, bioaccumulation and degradability properties. If there is a cause for concern, a better-performing substitution is sought.

Annual global meeting with sister companies

We meet with our sister companies in Japan and Belgium annually. During these meetings, we align our approaches and exchange information and best practices, such as experiences with the software and databases we use to keep track of regulatory updates. We also exchange local trends that we observe that may have a global impact at a later stage.

103-3 Evaluation of the management approach

For a general explanation of how the management approach is evaluated, please see page 16.

COMPLIANCE, SPECIFIC DISCLOSURES:

GRI 307: Environmental Compliance 2016

307-1 (2016) Non-compliance with environmental laws and regulations

- There were \$0 fines for non-compliance with environmental laws and regulations during the reporting period.

GRI 416: Customer Health and Safety 2016

416-2 (2016) Incidents of non-compliance concerning the health and safety impacts of products and services

- During the reporting period, JSR has not been cited for any concerns regarding the H&S impacts of its products.

GRI 417: Marketing and Labeling 2016

417-2 (2016) Incidents of non-compliance concerning product and service information and labeling

- During the reporting period, JSR has not been cited for any concerns regarding product information or labeling.

2020 GRI Content Index Table

GENERAL DISCLOSURES

GRI Standard	Disclosure number	Disclosure description	Page number and/or URL(s)	Direct answer / Reason for omission
GRI 102: General Disclosures 2016	102-1	Name of the organization	Page 9	
	102-2	Activities, brands, products, and services	Page 9	
	102-3	Location of headquarters	Page 9	
	102-4	Location of operations	Page 9	
	102-5	Nature of ownership and legal form	Page 10	
	102-6	Markets served	Page 10	
	102-7	Scale of the organization	Page 10	
	102-8	Information on employees and other workers	Employees, specific disclosures: page 10	(c) JSR employs two part-time employees (d) 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. JSR hires consultants on a needed basis, based on project requirements. (e) There are no significant variations in the numbers reported. JSR does hire seasonal interns for 2–3 months in the summer.
	102-9	Supply chain	Pages 10 and 25	The supply chains of the Life Sciences activities are excluded from this report. Description of the full value chain will be included in a future separate report that focuses on the JSR Life Sciences activities.
	102-10	Significant changes to the organization and its supply chain	Page 10	
	102-11	Precautionary principle	Page 10–11	Our risk-based management systems are designed to identify and mitigate potentially adverse impacts of our operations. In this way, a precautionary approach is integrated in our work-processes.
	102-12	External initiatives	Page 11	
	102-13	Membership of associations	Page 11	
	102-14	Statement from senior decision-maker	Page 11	
102-16	Values, principles, standards, and norms of behavior	Page 11		
102-18	Governance structure	Page 12		
102-40	List of stakeholder groups	Page 12		
102-41	Collective bargaining agreements	Page 12		
102-42	Identifying and selecting stakeholders	Page 13		
102-43	Approach to stakeholder engagement	Page 13		

GRI Standard	Disclosure number	Disclosure description	Page number and/or URL(s)	Direct answer / Reason for omission
GRI 102: General Disclosures 2016	102-44	Key topics and concerns raised	Page 13	
	102-45	Entities included in the consolidated financial statements	Page 13	
	102-46	Defining report content and topic Boundaries	Page 13–14	
	102-47	List of material topics	Page 14	
	102-48	Restatements of information	Page 14	
	102-49	Changes in reporting	Page 14	
	102-50	Reporting period	Page 14	
	102-51	Date of most recent report	Page 14	
	102-52	Reporting cycle	Page 15	
	102-53	Contact point for questions regarding the report	Page 15	
	102-54	Claims of reporting in accordance with the GRI Standards	Page 15	
	102-55	GRI content index	Page 15 and 38–42	
	102-56	External assurance	Page 15	

SPECIFIC DISCLOSURES

GRI Standard	Disclosure number	Disclosure description	Page number and/or URL(s)	Direct answer / Reason for omission
Quality				
GRI 103: Management Approach 2016	103-1 103-2 103-3	Management approach to material topic	GRI 103: Management Approach, page 16 and Material topic: Quality, pages 17–18	
Company-specific indicator	Cost of Quality		Specific disclosures, company specific disclosure: Cost of Quality, page 18	
Innovation				
GRI 103: Management Approach 2016	103-1 103-2 103-3	Management approach to material topic	GRI 103: Management Approach, page 16 and Material topic: Innovation, pages 19–20	
	Company-specific indicator			Omitted because of confidentiality reasons.
Health and Safety				
GRI 103: Management Approach 2016	103-1 103-2 103-3	Management approach to material topic	GRI 103: Management Approach, page 16 and Material topic: Health and safety, pages 21–22	
GRI 403: occupational health and safety 2018	403-4	Workers representation in formal joint management — worker health and safety committees	Health and Safety, specific disclosures: page 22	
GRI 416: customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Health and Safety, specific disclosures: page 22	
GRI 417: marketing and labeling 2016	417-1	Requirements for product and service information and labeling	Health and Safety, specific disclosures: page 23	
Supply Chain				
GRI 103: Management Approach 2016	103-1 103-2 103-3		GRI 103: Management Approach, page 16 and Material topic: Supply Chain Management, page 24	
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Page 25	100% of new suppliers are screened on CSR criteria, including Human Rights. 0% of supplier audits during the reporting period included CSR aspects.
Business Continuity Planning and Risk				
GRI 103: Management Approach 2016	103-1 103-2 103-3	Management approach to material topic	GRI 103: Management Approach, page 16 and Material topic: Business continuity planning and risk, page 26	
Company-specific indicator	Annual risk review		Specific disclosures, company-specific indicator: annual risk review, page 27	

GRI Standard	Disclosure number	Disclosure description	Page number and/or URL(s)	Direct answer / Reason for omission
Employee Vitality and Engagement				
GRI 103: Management Approach 2016	103-1 103-2 103-3	Management approach to material topic	GRI 103: Management Approach, page 16 and Material topic: Employee Vitality and Engagement, pages 28–30	
GRI 401: Employment 2016	401-1	New hires and turnover	Employees, specific disclosures: page 30	Because of the small size of the company, we did not break down the hires and turnover numbers by age group, gender and region.
GRI 404: Training and Education 2016	404-3	Performance and career development reviews	Employees, specific disclosures: page 30	
Environment				
GRI 103: Management Approach 2016	103-1 103-2 103-3	Management approach to material topic	GRI 103: Management Approach, page 16 and Material topic: Environment, page 31	
Waste				
GRI 306: Effluents and Waste 2020	306-3 (2020)	Waste generated	Environment, specific disclosures, page 32	Waste disposal methods were provided by waste contractors.
	306-4 (2020)	Waste diverted from disposal	Environment, specific disclosures, page 32	All waste is diverted from disposal off-site. No waste disposed of on-site.
	306-5 (2020)	Waste directed to disposal	Environment, specific disclosures, page 33	All waste is diverted from disposal off-site. No waste disposed of on-site.
Emissions				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environment, specific disclosures, page 34	Data Source: conversion factors provided Bloom Energy for the energy servers, PG&E for natural gas. Gases included in the calculation: CO ₂ . Base year: 2019, the year the Bloom Energy fuel cell was installed. Emissions in the base year: 4430 Metric tons of CO ₂ e. Emissions from company vehicles are excluded from this calculation. Consolidation approach: operational control.
	305-2	Energy indirect (Scope 2) GHG emissions	Environment, specific disclosures, pages 34–35	Ibid.
	DMA	Offsets	Environment, specific disclosures, page 35	JSR fully offsets its GHG emissions that are generated by the Bloom Energy fuel cell through the Center for Resource Solutions' Green-e® certification program.

SPECIFIC DISCLOSURES CONT.

GRI Standard	Disclosure number	Disclosure description	Page number and/or URL(s)	Direct answer / Reason for omission
Energy				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environment, specific disclosures, pages 34–35	Data source: Bloom Energy for the energy servers, PG&E for natural gas. The excess electricity that was generated by the Bloom Energy fuel cell was sold back to PGE.
Water				
GRI 303: Water 2018	303-1	Water withdrawal by source	Environment, specific disclosures, page 35	Data Source: Municipal water bills.
Anticipating Compliance				
GRI 103: Management Approach 2016	103-1 103-2 103-3		GRI 103: Management Approach, page 16 and Material topic: Compliance, page 36	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Compliance, specific disclosures: page 37	There were \$0 fines in FY16 or FY17.
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Compliance, specific disclosures: page 37	JSR Micro has never experienced a regulatory or non-regulatory health and safety compliance issue for any of our products.
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	Compliance, specific disclosures: page 37	JSR Micro has never had a chemical label or SDS noncompliance violation.

JSR North America Holdings, Inc.

1280 N. Mathilda Avenue
Sunnyvale, CA 94089
jsr-nahq.com