

Editorial Policy

What we aim to communicate in this report.

NPC Incorporated has published this CSR Report (Corporate Social Responsibility Report) to provide readers with deeper understanding on the company's concept of CSR and its activities. We would like to improve the content of this report and continuously promote our CSR activities. Therefore, your opinions or comments on this report would be appreciated.

Scope of coverage :

This report is based on the data of whole NPC Group.

Period covered :

This report is mainly based on topics and data from fiscal year 2012 (September 1, 2011 through August 31, 2012). However, it is noted thatit includes some important topics and data before fiscal year 2011 (September 1, 2010 through August 31, 2011).

Date of publication: November, 2012 (Next publication: November, 2013)

Reference guidelines :

Ministry of the Environment: "Environmental Report Guidelines," 2007 GRI': "Sustainability Reporting Guidelines," Version 3.1" ISO26000.

*GRI

Abbreviation for "Global Reporting Initiative". GRI is an international organization established in 1997 to draft a sustainability report framework that can be applied to organizations worldwide.

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NPC Incorporated was established for production and

sales of vacuum packing machines in 1992, and the fiscal

year 2012 marks the 20th anniversary of the company. Since

our establishment, we have been seeking the way to apply our

In 1994, we successfully developed Module Laminator

However, it was not always easy, as it is only recently

that PV systems have been recognized as one of the main

generation system using renewable energy. We took the initiative to get PV business off the ground 18 years ago.

When PV market was still not formed, we had managed to

continue our business and R&D activities by selling the

vacuum packing machines. On the other hand, we were

confident that more people would be concerned about the

environment in the future and considered it is essential for

company to lead the way and take actions in order to tackle

environmental problems. Due to these efforts, we now obtain

I believe that our aggressive attitude to expand our

business meeting the social demand led us to the present

position in this market, and this is what we call the Corporate

Social Responsibility. As an equipment manufacturer, we fully

acknowledge our responsibility in promoting global diffusion of

photovoltai systems. We will keep providing further high-

quality PV manufacturing equipment.

No.1 world market share.

vacuum technology to the global environment improvement.

for PV* module manufacturing process enabling us to

establish PV business today. *photovoltaic

Message from the President

As the President & CEO, I acknowledge my strong responsibility to protect our staffs and families of our staffs. I believe that striving to improve environmental and social sustainability is the way to fulfill my responsibility, and is the fundamental role of the company.

We will keep trying to be the "preferred company" not only by shareholders, employees, customers and business partners, but also by local communities, nations, global society, the entire world and the environment. We appreciate your continuing assistance for our activities.



November, 2012

Masafumi Ito

President & CEO



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Company Outline

Corporate Overview Name NPC Incorporated Location 1-1-20 Minami-senju, Arakawa-ku Tokyo 116-0003, Japan December 24, 1992 Foundation 2,812 million yen Capital Number of 357 (Consolidated) employee 254 (non-consolidated) Fiscal Term August 31 Web page https://www.npcgroup.net/eng/ President & CEO · · Masafumi Ito Management Deputy President · · Hisashi Sato Director · · · · · Kazuo Hirosawa Director · · · · · Junichi Akita Director · · · · · Toshivuki Yauchi Auditors Standing Auditor · · Akisato Yamaguchi Auditor · · · · · Teruaki Kakimoto Auditor · · · · · Noboru Kojima



Business and Products

manufacturing process.

We provide R&D, designing, manufacturing, sales and support for PV manufacturing equipment and vacuum packing machines.

PV Module Manufacturing Equipment We provide all the manufacturing equipment necessary to manufacture PV modules. We obtain No.1 world market share in this module



Utilizing our various technologies such as transferring and

both existing and new customers in different business areas. We

will develop this business by applying our global customer support

temperature control technology, we will provide FA systems to

* We started up new businesses to expand the scope of our business.

Development Contract Assembly Service of Modules

Utilizing the company's various experiences and know-how accumulated through PV module manufacturing equipment business, we will contribute to PV module manufacturers, which are our customers. We will provide support for manufacturing modules requiring special technologies or prototype modules using new materials. Also we will temporarily produce modules, supporting module manufacturers during their production adjustment period.





Junction technology Testing technology

and engineering.

Expansion FA System





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Relationship with Stakeholders

Company Policy

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"We, through creation of products, aim to be a company needed by nature, society and people."

Our CSR Concept

We believe that it is crucial to clearly show how we communicate with not only our stakeholders, such as shareholders, employees and business partners, but also the environment and local communities. We believe that working on CSR activities is essential not only for our company's sustainability, but also for that of the society and the environment.

We make the best effort to meet society's needs, placing ourselves as a part of society supported by these stakeholders. Furthermore, we consider that being trusted by society and contributing to its development eventually lead ourselves to further development.

We contribute to the environment, through the products created by our effort in technological innovation. We think that here lies the significance of our existence. Hence, we perform environmentally friendly activities and strive for the conservation of the environment.

Customer

We have business transaction with customers around the world. Therefore, we construct global business network in order to gain customers' trust. Also, we carefully listen to customers' words and reflect them in our R&D and service improvement.

As a community-based company, we aim to make ourselves necessary for the local community. Therefore, we hold various activities for the local communities and continue to keep close communication with them.

Business partners

We make significant effort to build good relationship with our business partners. In compliance/ with the related laws and regulations, we evaluate and appoint partners from a fair and equitable point of view.

We strive to disclose correct company information in a timely and fair manner. Not only do we send out information from our side but also we make effort to increase opportunities to directly communicate with the shareholders and investors.

We believe that employees are the most important resource that enhances the corporate value. Therefore we stress the importance of basic human rights, securing safe workplace and comfortable working environment for our employees.

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Environmental Report

For Environment



Our Company Policy is "We, through the creation of products, aim to be a company needed by nature, society and people." Under this policy, we contribute to the global environment, through the products created by our relentless effort in technological innovation and make efforts to become a company that is needed by every stakeholder. Hence, we perform environmentally friendly activities and strive for the conservation of the environment.

Environmental Management System

Environment Policy

protect the environment.

global warming and reduce waste.

focus on the prevention of pollution

also disclose our environment policy on our web site.

Environmental Management Structure

Under the company policy, "We, through creation of products

aim to be a company needed by nature, society and people.", the

NPC Group is committed to the protection of the global

· Proactive development and application of technologies that

· Conservation of non-renewable resources and energy

 Compliance with environment-related laws, regulations and other requirements that the Group has agreed to meet, with a

 Establishment of activities aimed at concrete goals and objectives for the improvement of the environment, together

with regular reviews and the continuous improvement of its

"Environment Policy" is displayed at many places in the office. We

We appoint the General Manager of the Administration

Division as the Environmental System Manager. ISO14001

committee consists of representatives from each department and

the chairman is the Environmental System Manager. In the

committee, the policy for environmental preservation is decided.

At the same time, the environmental activities are evaluated and

followed up. Through these activities, we implement

At Tokyo Headquarters and Matsuyama Factory, where the

environmental management system is applied, the effectiveness

of the system is assessed more than once a year by internal

party. What is pointed out by audit is analyzed and improved.

audit. The compatibility and expediency are audited by the third

environmental improvement activities throughout the company.

Progress in Environmental Management System

particularly fossil fuel, and promotion of recycling to pre

environment and to ecological business activities on a

In order to contribute to the conservation of the environment, we have been working on improving our environmental management system and environmental governance regulated in the international specification of ISO14001 certificate since 2005.

npcgroup. net

We set yearly targets on major activity items based on our "Environment Policy". We have been working on improving our performance to achieve these targets. In 2012, we set the targets below and we achieved most of our

Targets and Results for 2012 (June, 2011~May, 2012)

targets. We will analyze the cause of the problem and take countermeasures to the target which has not been achieved.

Environmental Targets for 2012	Result
Improvement of fuel efficiency of company car (Tokyo HQ) •Gasoline:11.2km/@ •Light diesel oil :9.4km/@	0
Reduction of OA paper misprint (Tokyo HQ) • Less than 2 % of all	0
Improvement of fuel efficiency of company car (Matsuyama Factory) • Gasoline • 9.3km/l	0
Reduction of the number of OA paper disposal (Designing Department) •Less than 1,000/month	0
Reduction of the number of electric cable disposal (Production Department 2)	0
Reduction of usage of extra components (Engineering Management Department)	×
Weight reduction of equipment (R&D Department)	0
Reduction of the number of design error (Electric Designing Department)	0

Internal Training and Education

We promote environmental education for new employees. Also, we provide direction for reducing OA paper usage, and training for efficient driving.

Compliance with Environment-Related Laws and Regulations

We thoroughly complied with environment-related laws and regulations according to our "Environment Policy" in 2012. Therefore, during this period, we did not have any emergency situations nor accidents which severely impact the environment. We will continuously improve our activities and reduce our environmental load.

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Environment-related Products

It is important mission for us, manufacturers, to provide environment-conscious equipment and products. We contribute to the protection of environment by introducing many types of these products.

PV Manufacturing Equipment

We manufacture and sell manufacturing equipment of PV modules. We push forward our contribution in order to allow the industry to grow without subsidies from government or local authorities by increasing performance and cutting cost.

Vacuum Insulation Panel Manufacturing Equipment

The vacuum insulation panel, hereinafter referred to as "VIP", is under the spot light due to its high heat insulation property. We manufacture and sell manufacturing equipment for these panels. This material is already applied to energy saving refrigerators and vending machines, helping to reduce environmental load. Moreover, research on using the material for buildings is progressing. We believe the material has a high potential to become an environment-related material in the near future.



Exterior material Core materia

Heat insulating effect is improved by packing core material such as glass wool with exterior material such as an aluminum-film bag under vacuum condition.



Vacuum Insulation Panel Manufacturing Equipment

Recycling of Products

We enhance our R&D activities for remodeling or replacing the existing products. The old type of products can be renewed, leading to the reduction of waste components.

Energy-Saving Products

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In terms of lowering power consumptions and improving the lifetime of consumable goods, we develop energy-saving models with low running cost. We work on reducing weights of our products by using less parts and reducing the size. This will, indirectly, reduce environmental load during transportation. Environmental Load Reducing Activities

We put in effort on saving resource and energy, proactively pushing forward activities to reduce environmental load.

Installation of PV Systems

On the roof of Matsuyama factory, there are PV systems from 9 Japanese manufactures, installed for in-house power generation. The generation capacity is 90kW, about 30 times more than that of the systems for standard households, and the total annual generation is about 100,000kWh. They contribute to cutting CO₂ emissions of more than 30 tons annually. Monitor is

installed inside the office building and insolation intensity and electricity generation can be measured. We introduce these data to visitors as a part of our environmentally-friendly activities.



PV systems on the roof of Matsuyama factory

Effort in Saving Power

Matsuyama factory, our main factory, takes actions as below to save power. These actions were fully in progress since March 2012, achieving around 20% power reduction from the previous year.

Thin out lights and remove some vending machines
 Refrain from using air-conditioning in whole factory
 Refrain from using hand dryer and toilet seat warming

function
• Install power consumption monitors

 \cdot Shut down electric devices (PC, etc.) when not in use for a long time

Reduction of Paper Waste

We set "Procedure manual for the use of OA paper," working on reducing paper waste. We encourage employees to check before printing, to use used papers, to print on both sides of paper and to use smaller sized paper. The manual is placed by the copy machine.

Usage of Environment-Conscious Materials

When outsourcing printing of reports and handouts, we proactively use environment-conscious materials such as paper made from woods certified by Japan Forest Stewardship Council, and vegetable-oil-based ink.





Social Report

For Customers



We have business transaction with customers around the world. Therefore, we have constructed global business network in order for our customers to contact NPC "at any time and any place." Also, we carefully listen to customers' words and reflect them to our R&D and service improvement.

Global Support System

Enhancement and Promotion of Quality Control

Quality Control Complying with Standard

We do not just sell our products but regard good after service as a key to raise customers' satisfaction. Customers' opinions are very important for improvement of the products. Therefore we have established the system to reflect customers' opinions and requests directly to our products. We have offices all around the world and have established 24hour customer support system, providing services including after-sales maintenance services. As of August 31, 2012, 103 employees are allocated in overseas offices to provide services both in English and local languages.



Participation in Exhibition

We participate in exhibitions held around the world. In 2012, we participated in 6 exhibitions held in Japan, Taiwan, China, Singapore and Germany. We displayed actual equipment, mainly newly released products.



October, 2011, PV Taiwan

Overseas sales account for around 90%. Therefore, it is crucial to follow the standards and practice of each country or region. Information regarding standards and practice, including the CE marking of Europe, the UL certification of North America, the RoHS directive and other specifications and regulations are gathered to the Designing Management Group and applied to

our products. Quality Check

We carry out Design Review, hereinafter referred to as "DR", among all the personnel related, to discuss the concepts and designs of orders. In DR0 and DR1, requirements of each customer is checked and conceptual design is discussed. After the concept is shared with customers, details are decided in DR2. All these activities are aimed at quality improvement.

Registration of ISO9001 Certificate

To continuously improve customer satisfaction and quality management systems, we obtained ISO9001 certificate in 2009. Each department sets yearly targets on main activity items based on the "Quality Policy" and conducts daily activities to improve quality according to the execution plan.



Quality Policy

Under the company policy, "Me, through creation of products, and the ba company needed by nature, scolarly and popular" and the Code of Conduct, the NPC Circup will continuously make effort to supply highly qualified products and customer support, and make contribution to the society by assuing the statements issue below, within all process consisting of R&D, Designing, Manufacturing, Sales Maniating and Customer Support.

Being aware of our social responsibility.
 Giving the highest priority to our customer's security.
 Procesely understanding our customer's needs and feeding it back to our oreduct.



"Quality Policy" is displayed at many places in the office. It is notified to employees through company's website.

Product Enhancement through R&D

Enhancing Products Matching Demand Trends

Our basic policy of R&D is "to reflect customers' needs appropriately and immediately to our products."

Our customers, PV module manufacturers, have been tackling cost reduction of PV modules. Current demand for PV module manufacturing equipment has expanded to cost reduction "by equipment with minimum specs and low prices" and "by full automation and/or high efficient cell and modules" as shown below. Even if the new equipment demand for capacity expansion is low, demand for replacing/remodeling existing lines are growing. Many of our products recently introduced form a line-up that meets these replacing/remodeling demands.

We will continue to release new products that match various needs of our customers under this strategy framework.



Development of Product as the Industry Standard

We released Module Laser Inspection Machine in 2012. Since PV systems are required for long life, it has been demanded to establish a test method to confirm long-term reliability. There was no measure established to detect defects (cracks and chips) with both high accuracy and speed. Our innovative Laser Crack Inspection Machine fulfills such requirements and is expected to prevent defective PV systems flowing into the market by highly accurate inspection. It is a machine for us with high hope of constant demand even in the sluggish market.

Also, we are currently promoting international standardization of the laser scanning inspection method.



Module Laser Inspection Machine



Conventional Method



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Social Report

For Business Partners



Communication with Business Partners:

We visit the business partners who do not meet our

same time, we receive requests from them. What we think

requirements to encourage improvement at their sites. At the

important is that both parties are fully satisfied with each other as

We hold parts fairs at Matsuyama Factory on a regular basis.

Several suppliers open display booths to appeal their products.

those from R&D and Designing departments visit the booths to

Not only staff members from the Purchasing Department but also

Visiting Business Partners

business partners.

find new information.

We make significant efforts to build good relationship with our business partners. In compliance with the related laws and regulations, we evaluate and appoint partners from a fair and equitable point of view.

• Fair Trading with Business Partners

Appointment and Evaluation of Business Partners

In accordance with the internal "Purchase Management Regulation", we evaluate business partners on the points such as quality control, price advantage and certainty of lead time. When commencing the business and on a regular basis afterwards, we conduct surveys for continuous relationship on their credit check and relations with antisocial forces.

Compliance with the "Act against Delay in Payment of Parts Fair at Matsuyama Factory Subcontract Proceeds, Etc. to Subcontractors"

Related employees regularly participate in study sessions on "Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors" outside the company. We use those information in internal study sessions to brush up our knowledge.

Fair Business Transactions

The person in charge for each business partner rotates regularly, in order to maintain robust relations and fair business transactions

Social Report

For Local Communities

We aim to be a company that is required by local communities as a locally oriented company. For that purpose, we have participated in various activities and forward communication for local communities. We would like to continue our efforts to realize even better mutual understanding.

Participating in Local Events

We recognize that many events held in the local regions spread new ideas for regional developments to the local residents and other regions. Therefore our staff members actively participate in these local events. In 2012, we participated in marathons and soccer tournaments.





In December, 2011, approximately 300 employees in Matsuyama Factory participated in "Winter Volunteer Campaign 2011" organized by Ehime prefecture and cleaned areas surrounding Matsuvama factory.



Social Report

For Shareholders and Investors



The IR Group is responsible for striving to disclose correct company information in a timely, precise and fair manner and to expand communication opportunities with shareholders and investors. Not only do we send out information from our side but also we make efforts to increase opportunities to directly communicate with the shareholders and investors for building even stronger and more trusting relationship.

Information Disclosure Basic Principles

Information Disclosure Policy

We set the "Disclosure Policy" defining standards and manners of information disclosure, quiet period, forecasts and estimates, etc. and disclose it on our homepage. http://www.npcgroup.net/eng/ir/index6.html

Various Manner of Information Disclosure

The "Investor Relations" page is available on our homepage to send information to shareholders and investors in a timely, precise and fair manner, where financial highlight and various materials regarding financial reports can be easily obtained. For overseas investors, we provide English translation of disclosed materials, CSR reports and any other important publication on our English homepage. We also provide the IR inquiry form to receive opinions or questions.

In 2012, we renewed our homepage, adding "IR Top," "IR Library" and other new pages to improve convenience so that shareholders or investors may access necessary information more easily and quickly.

http://www.npcgroup.net/eng/ir/

Various IR Materials

We create various IR materials and disclose them on our homepage to send information to shareholders and investors. Presentation materials for financial result are put on our homepage twice a year immediately after the presentation.

Communication with Shareholders and Investors

Domestic IR Activities

We regularly hold meetings and sessions for shareholders and investors, to continuously send out timely and correct information. The president and the IR Group hold many one-onone meetings with institutional investors. In 2012, we held around 100 meetings.

Domestic IR Activities in 2012

Individual investors meeting Twice (Tokyo & Ehime)

Large meeting 3 times Such as presentation conference on financial results Conference Twice IR events hosted by securities firms



March 2012 Individual investors presentation meeting in Matsuvama



Conference for Shareholders

Since November, 2008, we have been holding the Conference for Shareholders after the General Meeting of Shareholders, so that shareholders can directly communicate with the directors and achieve further understanding on our company. All of the directors attend it and answer various guestions from the shareholders. We have been receiving high reputation for this and the feedback from the shareholders shows that more than 80% of them would want to attend the conference again.



November, 2011, Conference for shareholders

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For Employees

We believe that employees are the most important resource that enhances the corporate value. Therefore we stress the importance of basic human rights, securing safe workplace and comfortable working environment for our employees. For smooth and efficient business operation, we allocate right personnel for right position and make efforts for employee training.

Good Use and Development of Human Resources

Fair Assessment

We apply annual salary system and review the annual amount of salary based on our original personnel assessment system. We do not apply seniority system but consider annual salary by each employee's ability, attitude towards work and aspirations as well as our original qualification system.

Original Exams and Training Programs

In our original gualification system, we not only refer to public qualifications such as TOEIC or license examination in bookkeeping but also carry out training programs aiming to raise level of knowledge and skills related to our business. Our executives or employees with expertise hold seminars for other employees. In 2012, further to the training programs for management-class employees and for new recruits, we started "Mini Seminars" for increasing more knowledge of business operation, our products and so on. The new seminars consist of 27 courses of a wide range of business operations. Employees with expertise in the related fields were in charge of trainers to have 15 ~ 30 minutes of short seminars in small groups. These even helped understanding of operations of other departments.

Elimination of Gender Discrimination and Esteem of Diversity

We positively recruit foreign and female workers positively The number of foreign-registered employees as of August 31, 2012, is 89, which is 25% of the whole employees.





Experiencing "Mini Seminar" Instructor



IR Group Manager

used the phrases on business, I was fulfilled because I was of use for the company. Teaching someone helped increase my own knowledge as well. Inter-employee teaching created communication between employees from various departments to make them closer and was a good opportunity for them to acquire the knowledge necessary for real business.

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As an English instructor, I taught 200 employees altogether. When I received many

questions after the seminars or received "thank you" messages saying they actually

Providing Comfortable Workplace

Supporting Balance of Work and Child-raising

We set an action plan to secure a workplace allowing staff members to balance their work and child-raising. We promote this action plan so that all staff members can proactively respond to and understand this.

Securing Workplace Safety

As a manufacturer, we have a responsibility to secure employees' safety in the factory. We have defined rules for each working process in the "Safety Control List"

Corporate Management



We believe that recognizing social responsibility, thoroughly complying with laws and regulation, and behaving with a public decency are essential for a company. We aim to reinforce the management base and achieve a sustainable company by risk management.

Corporate Governance

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We continuously strengthen our management system which promptly responds to business environment by taking initiatives in maximizing corporate value and enhancing business management systems with greater transparency.

The Board of Directors

The Board of Directors consists of 5 directors, engaging in management policies and business planning decisions, as well as confirming the status of business execution and thorough compliance with laws and regulations. Since this market is a globally expanding market with technology renovation occurring night and day, insufficient knowledge and ability regarding the market and technology may lead to a misjudgment on the part of management, leading to a significant loss in corporate value. All of the 5 directors have been deeply involved in this market from an early stage and have thorough knowledge.

The Board of Auditors

We appoint outside auditors since we consider that knowledgeable personnel outside the company will strengthen the checking system on the directors. The current system is adopted as it fully secures the objectivity and neutrality of management surveillance system and is also enhanced by electing 2 auditors who hold significant back-ground, knowledge and experience from outside the company, against the Board of Directors. The functionality of auditing the management is satisfactory, even though we do not appoint outside directors. This is due to the attendance of highly independent outside auditors at the Board of Directors' Meeting.

Accounting Audits

With regards to accounting audits, we contract with Ernst and Young ShinNihon LLC and receive audits based on the Financial Instruments and Exchange Law and Corporate Law. Also, Ernst and Young ShinNihon confirms accounting procedures and auditing problems and regularly holds discussion meetings with the president, ensuring and maintaining appropriateness of financial statements.

The Internal Auditing Department

The Internal Auditing Department conducts internal audits on the status of business execution of all departments including overseas subsidiaries, based on the "Internal Auditing Regulation". The Internal Auditing Department formulates annual internal audit plans approved by the president and audits whether the business activities of each department are being implemented in compliance with laws and various regulations. In addition, specific indications and assistance are pointed out in order to improve the operation situation and operational efficiency. Additionally, efficient internal audit procedures are in performance by cooperating with the auditors and accounting auditors, receiving appropriate advices.

Strengthening of the Internal Control System

Establishing clear internal control system is essential to build, maintain and improve a compliance-risk management framework. We have established the "Internal Control Committee," for which the president is responsible and sets the "Basic Policy for Establishing Internal Control System" and the "Internal Control Committee Guideline" to further improve the system.

Corporate Governance

The chart below shows our business operation, management monitoring and internal control system.



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Compliance

We not only strive to ensure compliance with laws and regulations but also place importance to establish and operate rules and systems, complying with social and ethical norms, and internal rules.

Awareness Campaign of the Code of Conduct

We have established the " NPC Corporate Code of Conduct " to encourage our employees to behave with sense of society as well as to comply with laws and regulations.

For example, we regularly hold session meetings for ISO 14001 and train each department and new recruits in order to increase environmental awareness. Also, we regularly hold training for business manner.

Opening of a Harassment Prevention Hotline

We set up a hotline which directly connects to corporation lawyers in order to eliminate any sexual or power harassment. In addition, the "Internal Reporting System" is officially enacted under Article 4 of the "Internal Control Committee Regulation," protecting inner informers including the employees and directors. This hotline is open for any report regarding violation of regulations and compliances as well as engagement in illegal activities of the employees or directors.

Antisocial Forces

We established concrete steps in the "Operation Outline for Elimination of Relations with Antisocial Forces". This is effective in preventing involvement of directors, employees, suppliers, contractors and customers in antisocial forces. For example, whenever we start a new transaction, our inner research arm investigates the subjected company and asks for certifications which prove that they have no relationship with antisocial forces. We also investigate our main shareholders and if there should be doubt by any possibility, we will follow procedures of the in-house reporting flow. The employees and directors are obliged to submit certifications once a year, to prove that they have no relationship with antisocial forces.

Risk Management

We make efforts towards reducing uncertainties surrounding the overall business managements by avoiding any assumed risks and establishing systems to minimize the damage resulting from these risks.

Elimination of Insider Trading Risks

We established the "Internal Information Management Regulation" for trades of our own shares to eliminate insider trading. In accordance with this regulation, all the employees and directors must submit a request document to gain internal approval, and must buy/sell the shares within a certain time frame after the approval. This rule is applied to buying/selling shares of business partners. In order to thoroughly implement measures to eliminate insider trading, all the employees are provided with a textbook published by the Tokyo Stock Exchange (TSE) and warning posters are



Implementation of "Countermeasures (Takeover Defense) Against Large-scale Purchases"

Insider trading.

"Countermeasures (Takeover Defense) Against Largescale Purchases" was approved at the 18th General Meeting of Shareholders held in November, 2010. This is to aim to raise corporate value and the shareholder's common interests.

Strong Management for Intellectual Properties

We work to avoid infringement on intellectual property rights of the third party and to protect our own rights. The Intellectual Property Management Group is responsible for the checking system of patent right of other companies as well as obtaining patents for new technologies from global point of view.

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NPC Incorporated CSR Report 2011

NPC Global Network





Shanghai, China

Ehime, Japan

Hsin-chu, Taiwan

Suwon, Korea

Let us hear your voice on this report. IR Group		
e-mail Homepage	: npc.ir@npcgroup.net : http://www.npcgroup.net/	

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