

# Optes Inc.

## Company Profile

### Business Description

Manufacture of optical films, optical components, and medical devices, design and manufacture of molds

Established in 1991, Optes manufactures optical films and optical equipment components as a contract manufacturer for Zeon Corporation. Optical films are manufactured at the Hokuriku Plant, and optical equipment components and medical devices are manufactured at the Sano Plant.

### No. of Employees

As of March 31, 2017: 358 (300 men, 58 women)  
Hiring in FY 2016: 22 (13 men, 9 women)



Hokuriku Plant (Takaoka Plant)



Hokuriku Plant (Himi Plant)



Hokuriku Plant (Tsuruga Plant)



Sano Plant

### Product image



Large-screen TV made with optical film



Medical instrument materials

## Company Policy (Executive Message)

### Policy

Safety and Stability First! Create workplaces in which all employees are able to demonstrate performance and take pride.

### Priority Issues

- (1) Create a stable production system that eliminates waste, inconsistency, and excessive burden while remaining committed to safety, quality, delivery dates, and cost
- (2) Consistently report, contact, and consult; shorten the cycle of identifying a problem, analyzing it, devising countermeasures, and effecting improvements; and elevate worksite competencies
- (3) Have a firm understanding of the ideal job performance and remain committed to innovating work tasks



President Shinichi Hirakawa

While diligently working on these basic production site issues, we will maintain strong performance in safety and other areas while continuing to receive recognition from and earn the trust of people in the community.

## Safety Initiatives

### Policy

Establish safe and comfortable workplace conditions, placing safety squarely in the center of all our activities with the goal of having zero accidents and disasters.

### Specific Initiatives

- Create workplace conditions that allow everyone to work safely
- Raise the implementation rate of systematic countermeasures for safety and near-misses for all production facilities
- Improve work procedures
- Install safety simulation equipment and open a safety experience center

## Environmental Impact Reductions

### Policy

Eliminate environmental accidents and abnormalities, and reduce our environmental impact and risks.

### Specific Initiatives

Reduce our energy intensity (1% each year) based on the amended Energy Conservation Act.

### Environmental Data

\*"0" indicates less than 0.5 tons, and "0.0" indicates less than 0.005 tons

Sano Plant		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Substances subject to the PRTR Act	No. of substances	1	1	1	1	1
	Consumption (tons)	0	0.0	0	0	0
	Emissions (tons)	0.0	0.0	0.0	0.0	0.0
Industrial waste	Amount generated before compacting (tons)	7	10	8	6	9
	Amount sent to landfills (tons)	0.0	1	0.4	0.0	0.0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		5	6	6	4	3
CO <sub>2</sub> emissions (tons)		919	989	862	673	664
Energy consumption (crude oil equivalent, kL)		625	674	564	439	431

Hokuriku Plant		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Substances subject to the PRTR Act	No. of substances	0	1	1	1	1
	Consumption (tons)	0	1.2	1	1	1
	Emissions (tons)	0.0	0.0	0.0	0.0	0.0
Industrial waste	Amount generated before compacting (tons)	849	1,377	1,254	1,443	1,973

	Amount sent to landfills (tons)	0.0	0	0.3	0.1	0.0
Water resource consumption (1,000 m <sup>3</sup> ) (industrial water + groundwater + waterworks)		29	29	52	66	64
CO <sub>2</sub> emissions (tons)		9,622	27,483	34,196	38,498	36,279
Energy consumption (crude oil equivalent, kL)		10,313	12,549	13,612	15,039	14,740

## Relationship with Employees

### Policy

We aim to develop human resources that prioritize communication and create workplace conditions that allow all employees to demonstrate performance, while valuing a culture of teamwork to achieve continuous reforms and improvements.

### Specific Initiatives

1. Basic education for employees in their first to third years of employment
2. In production sections, improve professional skills using competency assessments
3. Create conditions that facilitate exchanging opinions at company presentations of successful improvement activities
4. Create working conditions that incorporate feedback from women employees and facilitate women demonstrating their potential
5. Improve production processes to create employment for people with disabilities

## Relationship with the Local Community

Creative company development to achieve harmony with civic society.

### Specific Initiatives

#### 1. Community beautification activities

Hokuriku Plant

- Cleanups in the Kamitako district of Himi City (monthly, total of 52 participants)
- Cleanups of the area around the plant (spring, fall)
- Cleanups of the Himi Shimao coastline and Fushikokubu coastline (summer)

Sano Plant

- Events to pick up trash organized by Sano City
- Cleanups around the plant



Picking up trash in the Kamitako district



Picking up trash on Mount Karasawayama

## 2. Exchanges with high schools in Toyama Prefecture

We cooperate with high school field trips and work experience opportunities, such as plant tours and internships.

- No. of students taking Hokuriku Plant tours: 125
- No. of interns accepted: 3 at Hokuriku Plant, 2 at Sano Plant



Himi High School plant tour (LCD TV disassembly demonstration)



Sano Plant internships for product inspection work experience



Takaoka Industrial Arts High School internships for LAN cable production experience