

CSR report 2016



That which Avex Cherishes

In a rapidly changing society,
We recognize our unique capacity as a comprehensive entertainment provider to
contribute to social and environmental progress.

We at Avex have considered this distinctive potential of ours from the beginning.

As for commonplace approaches such as charitable donation and volunteer efforts,
Avex Group takes part in such valuable activities on a daily basis—naturally:
Such contributions are deemed a matter of course, a familiar custom
Practiced by businesses of all types, not restricted to just entertainment firms.

Unusual for other industries, though, is the inspirational nature of our product:

Our core competency, our fundamental purpose, is to excite and move an audience,
Encouraging empathy, hope, exuberant enjoyment of life, dreams for the future.
Our principal objective of inspiration can, in itself, be considered a form of CSR.

Avex creates an environment to nurture and support creative artists.
Today our company remains true to the vision its creators imagined from the start:
An institution of integrity within which every employee can work with passion.
This quality of principled integrity can, in itself, be considered as a form of CSR.

Taking advantage of all of the knowledge and expertise gained through experience,
Avex aims to stir emotions—for the sake of progress as well as for amusement,
Continuing to engage in a unique form of CSR that only we at
Avex Group are in a position to pursue.

Avex Group: Entertainment for the ages.
Entertainment for one and all.
Entertainment as Inspiration!

Avex Group Commitment to Social Responsibility

In accordance with ISO 26000 international guidelines
setting a high global standard for voluntary CSR excellence,
Avex is expanding its commitment to socially responsible action.
In so doing, we have defined three (3) areas of core focus:

Avex Corporate Social Responsibility (CSR) “Three Areas of Core Focus”



Disaster Area Reconstruction

Bringing Smiles to Quake-Ravaged Community via Dance



The Fukushima “Genki-Up” (Liven-Up) Project: Cheering Children and Parents through Dance.

Given Avex’s ability to encourage hope and stimulate recovery through uplifting entertainment, our company is uniquely suited to contribute to communities afflicted by the Great East Japan Earthquake. In cooperation with Fukushima Minyu Newspaper, since March we have conducted 7 dance-exercise sessions for children and parents at 6 Fukushima locations. In addition to addressing lack of exercise, these events also strengthen family bonds. Participants have totaled 1740.



The Rewards of Providing Fellowship through Joyful Group Exercise

Satoshi Hirata, Division Sales Manager, Fukushima Minyu Newspaper, Tokyo Branch



Acting on our own, we at the newspaper were stymied by the limitations of inexperience.

As of March 11, 2016, exactly five years since the Great East Japan Earthquake, 100,000 evacuees remained unable to return to their homes. Sadly, due to high radiation levels resulting from a nuclear-reactor meltdown, Fukushima schools had been forced to enact time restrictions limiting outside activities. The students’ resulting lack of exercise contributed to a childhood obesity trend. These were important issues to solve. In order to address lack of exercise as well as to facilitate bonding between parents and children living separately, we discussed initiating structured physical activities for families. However, as newspaper staff we lacked knowhow related to children’s instruction. Anxious regarding our inexperience but nonetheless certain that we wanted to help, we at Minyu Newspaper then learned that Avex had been sending out professional dancers to elementary and junior high schools in

Minamisōma, Fukushima. Informing Avex of our desire to contribute, our two organizations began to collaborate on a humanitarian joint venture incorporating exercise and dance into a joyful group activity.

We were able to share the joy of communal dance as well.

Starting with a kickoff event in Fukushima City in March of 2015, we have conducted our child-and-parent “dancercise” sessions at six venues throughout Fukushima Prefecture in cities such as Kōriyama, Shirakawa, and Aizuwakamatsu. We have invited JSDA (Japanese Street Dance Association) affiliated experts to teach and share the excitement of dance. At one special event in December, the youth in attendance were thrilled at the rare opportunity to experience a live celebrity performance; the group Prizmmmy☆ treated its lucky audience to a show. At all of these events, young participants have learned of not only the technical aspect of dance but, also, of the carefree smiles that result. I believe that even those children suffering from lingering sadness have been able to experience this joy.

We aim to strengthen the bond between parent and child...

I think that, in addition to conveying the importance of enjoyable exercise, we have succeeded in strengthening the bonds between parents and children. Furthermore, we have received quite a lot of feedback stating that many participants have become interested in dance. At our company, we have resolved to make 2016 a year in which post-disaster Fukushima residents become “truly independent.” Several projects under consideration would take part in building a renewed Fukushima, a Fukushima that will inspire confidence and pride in its children. We are considering ways to provide more family-strengthening events in collaboration with Avex.

Offering Dance Instruction to the Youth in Recovering Areas in 2015

From January 2014, we have provided various supporting activities including a monthly donation of between 4 and 5 music CDs to 21 schools in Minamisōma City. Through dance we would like to address the lack of formal structured exercise and introduce students to the fascinating business of entertainment. Our goal is to bring a spark of joy into students’ daily lives. We are extending these activities beyond 2015, continuing to deliver cheerfulness and vitality to an increasing number of schools.



A dance lesson provided by JSDA experts:

In fiscal 2015, we provided instruction at the following 12 schools:

Jun.	Haramachi 3rd Elementary School, Odaka Elementary School
Jul.	Oomika Elementary School, Haramachi 3rd Elementary School
Aug.	Haramachi 2nd Elementary School, Haramachi 1st Junior High School
Sep.	Ishigami Junior High School, Kashima Junior High School
Oct.	Yasawa Elementary School, Haramachi 3rd Junior High School
Nov.	Haramachi 1st Junior High School, Kashima Junior High School
Dec.	Oota Elementary School, Ishigami 1st Elementary School
Jan.	Odaka Elementary School, Ishigami Junior High School
Feb.	Takahira Elementary School, Ishigami 1st Elementary School

Embracing Para-Sports Activities
Avex Supports Challenged Athletes



Avex Challenged Athletes*	Yuji Takada	Keiichi Sato	Chika Uemura	Yui Kamiji	Yuka Kiyama	Kento Masaki
	Hiroki Saegusa	Saki Takakuwa	Airi Ike	Shizuka Hangai	Yoshikzau Kanaji	Minemura Para-Swim Squad

*As of May 2016

Creating a Supportive Environment for Specially Challenged Athletes

Since 2008, Avex has been actively recruiting athletes who compete outstandingly despite their special challenges. We currently support 11 individuals and 1 team, our sponsored players competing in a total of 8 sports altogether. In April 2015 Avex entered into a contract with the Japanese Para-Sports Association as an official partner. We also proactively work to provide a good training environment and advanced competitive strategy to aid our athletes. Furthermore, within our own Avex Staff we promote awareness of issues faced by members of society with special physical or mental

challenges. The accomplishments of our athletes are a reminder that challenged individuals should not be underestimated. Also, we have conducted a yoga lesson for our staff. In 2015, Avex was recognized as "Tokyo Sports Promotion Company for 2020." Proud to expose the public to meaningful competition, Avex's efforts foster appreciation for the ability of determined individuals to overcome obstacles. In this way, we use sport to contribute further to our company's core purpose —providing the public with excitement and aspirational dreams.

Activities and Achievements of Avex Athletes in Fiscal 2015

- ★Avex Group Holdings entered into a contract with the Japanese Para-Sports Association as an official partner (April).
- ★Yui Kamiji competing in Women's Wheelchair Tennis was officially recognized in the Guinness Book of Records as the youngest grand slammer (September).
- ★Yuka Kiyama and Saki Takakuwa won the bronze medal in the IPC Athletics World Championships (October).
- ★An experimental ice sledge hockey event featuring top athletes was held, co-hosted by Avex and Aeon Mall Co., Ltd. (December).
- ★Avex was recognized as a company taking initiative in sports within the Tokyo area (December).
- ★Avex co-sponsored an international friendly match of women's wheelchair basketball in Osaka (February).



Through para-sports competition,
I express my aspirations and enthusiasm.

Yuka Kiyama, Wheelchair Athlete



I needed an environment in which I could
concentrate on just my sport.

Prior to partnership with Avex I was working as an admin assistant, my hours of sports training confined to remaining free time. After a full workday I headed to a track-and-field facility with only a few hours available for daily practice. During the 2010 Asia Para-Games

in China, competition against world-class athletes taught me that I would have to overcome limitations in training-time to become a champion. I sought an environment allowing full focus. Then I encountered Avex. I felt very fortunate that, with its support, I could finally concentrate. I was very impressed with the depth of Avex's empathy—and also with its inclusion of sport as an integral part of entertainment promotion. Kind fate has brought Avex and me together.

I want to draw on the inspiring power of music to
enhance my sports performance.

Because the goal of attaining excellence in my sport had now become my primary responsibility, practice time increased dramatically. Less distraction in life resulted in increased mental relaxation and, thus, increased awareness of my own disabled condition and health. My current goal is to win medals at two upcoming global competitions, the Rio de Janeiro Paralympics in September and the 2020 Tokyo Olympics. I have been concentrating fully on these goals. I will be grateful if spectators who have disabilities of their own are encouraged by my endeavors, and inspired by my performance. Before a game, I always listen to music to boost my excitement. I hope that the power I get from music will impact my performance, allowing me not only to compete well but also to better thrill and encourage spectators. As an Avex staff member as well as an athlete, I do my best to share with the world my hopes and aspirational dreams.

Promoting Para-Sports Awareness and Enthusiasm

Co-hosted by Avex and Aeon Mall Co., Ltd, an ice sledge hockey event carried the slogan "Let's experience para-sports with the world's top athletes!" The event started with a demonstration by the hockey players of the national team. The approximately 30 participants were mostly children. Featured players led instruction, demonstrating how to maneuver the sledge. As this was such an unusual experience—one that allowed family members to play a largely unfamiliar game together—every participant wore a big smile. There was also a talk-show-style interview featuring Mr. Majima, a former member of the Japan National Team. During the show, there was a detailed explanation of ice sledge hockey. Specifically, the character of the sport and its thrilling aspects were discussed. Avex is determined to continue these interactive events that feature and promote challenged athletes. Public exposure to para-sports will increase recognition thereof and foster understanding of issues related to various disabilities.



Eco-Friendly Internal Practices

Promotion of Eco-Conscious Innovation

Not only do we at Avex strive to provide a healthy office environment for our staff; we always consider our responsibility to the greater global environment as well. Avex actively encourages employees to share their ideas for new eco-friendly workplace innovations, making our company as “green” as possible through continual improvement. Our in-house newsletters and morning-assembly broad-

casts disseminate information and raise awareness. In the end, the attitudes and actions of each individual employee contribute to the collective whole of our large-scale company-wide green campaign.

Internal Communications Broadcast



Increased Recycling Capacity via “Mamoru-kun”

Installation of a protective tool called “Mamoru-kun” has resulted in eco-friendly benefits in addition to enhancing information-security. A secure depository for discarded confidential documents awaiting destruction, this container also increases recycling capacity, allowing Avex to reduce consumption of trees by 338 in 2015.



Collection of discarded confidential documents



Safekeeping within “Mamoru-kun”



• Information security maintained throughout entire process (from disposal to shredding)
• Creation of recycle-ready paper fiber—an eco-friendly result

Waste-Reducing Use of Eco-Bags

In order to minimize unnecessary waste within the workspace, the company has provided Avex-original eco-bags to staff as part of a conservational policy encouraging exclusive use of these rubbish-reducing bags.



Avex-Original Eco-Bag

Energy Conservation through Office-Space Efficiencies

The soon-to-be-completed new Avex building is designed to maximize energy savings. Even construction is not excluded from our goal to keep impact as close as possible to zero-emissions. Rubbish segregation is one hundred percent, and environmental impact on construction vicinity is considered.



Avex New Office Building
(2017 estimated date of completion)

Encouraging “Paperless” Culture

Our periodic induction courses promote the paper-saving attributes of Google Drive technology, encouraging use of electronic documents in place of hard-copy printouts. We strive to achieve something as close to a “paperless” workplace as possible.

Expanding Commitment to Recycled Paper

Avex business cards as well as all documents emitting from our in-office copy machines are printed on recycled paper exclusively.

Strict Separation of Rubbish Promotes Full Recycling

We thoroughly separate paper, glass, plastic and metallic cans in order to make the recycle process fully efficient.

Environmental Initiatives

Carbon-Offsets Support Carbon-Neutral Packaging, Products

The Avex record label Commons initiated a project “Commons for GREEN” *1 dedicated to minimizing the label’s own “carbon footprint” via carbon-offset measures. *2 For example, since 2008 offsets have made the process of producing and packaging Common audio CDs carbon-neutral. Furthermore, Commons headquarters is powered by eco-friendly “green energy” out of consideration for environmental protection.

*1 Focused on social and ecological activism, “Commons for GREEN” is a project established by Avex together with visionary Ryuichi Sakamoto and other like-minded artists. The goal is to discover new transformative potential in music. The Commons label gets its name from a desire to create a “commons,” or communal space, in which artists, the music industry and consumers can interact and join forces for societal good.

*2 Carbon offsetting means taking action (like planting trees or expanding green-energy) to reduce CO₂ in compensation for an emission made elsewhere.



Rewarding Eco-Conscious Consumers at Avex “Eco-Stations”

Avex’s annual summertime outdoor concert series “a-nation” features eco-stations, stations installed in communal areas for the purpose of waste collection and recycling. Attendees who deposit waste are rewarded with Bonfim Brazilian “wish bracelets.” In past years, “a-nation” eco-stations have numbered 4 at Yoyogi National Stadium, 8 at Yanmar Stadium Nagai and 6 at Ajinomoto Stadium.

Collected waste is separated into combustibles and non-combustibles. Once PET (polyurethane plastic) bottles have been processed by the Teijin Recycling System, the resulting reusable plastic will reappear at “a-nation” the following year!—because both the Bonfim bracelets and uniforms for Eco-Volunteers are made from this very same recycled material.

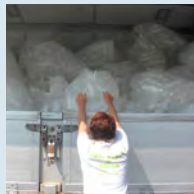
Flow of Eco-Station Recycling



Waste is collected from visitors at Eco-Stations.



Attendees who deposit waste for recycles are rewarded with Bonfim bracelets.



After sorting waste by type, PET plastic is sent to Teijin Matsuyama recycling facility.



Recycled material “reborn” into items for the following year’s festivities!—specifically, Bonfim bracelets and volunteer uniforms.

Mentoring the Next Generation

Workplace Visits for Junior High School Students

The Avex Group is pleased to host workplace visits from junior high school students in order to introduce entertainment-industry professions. Educational aids include videos, written materials, lectures and studio tours. The history of

the Avex Group is shared along with information about departmental structure and the demands of various positions. In fiscal 2015, Avex hosted 214 students from 22 schools nationwide.

Comments from Student-Visitors

It was a pleasure to observe the dedicated staff and hard work behind the stage of a live concert.

Since my visit to a studio, I have become interested in music-industry professions.

I have learned that many different kinds of jobs can be found in one company.

I think that the cool thing about working in entertainment is the chance to make audiences smile.

Sponsoring and Managing Nationwide Dance Championships

Since dance has been a required subject in Japanese junior high schools since 2012, more and more youth are gaining exposure and interest. To facilitate enjoyment and mastery of the art for our next generation of dancers, Avex organizes a Dance Club Championship for high-school participants nationwide. Contest-entry and admission are all free of charge. The groups compete not only on pure technical skill but also on

composition and creative expression of a theme, a theme based on two kanji (Chinese characters) of the participants' own choosing. At the previous championship held in August, the 36 team-finalists that had been selected via preliminary videotaped auditions came together on the "a-nation island" stage to pour out their feelings and demonstrate their enthusiasm for dance. (Total individual participants: 623 high school students)

Dancers sent in fiscal 2015

Area	Host	Attendees	Sessions	Participants
Saitama	Association of Physical Education for Women of Saitama Prefecture, Southern District	PE teachers of high schools / special ed. schools in Saitama Prefecture	1	30
Hyogo	Sports Club 21 Nishimiyahama	People in Nishimiyahama	1	38
Osaka	Senshu Nursery Teachers Association	Nursery teachers in Senshu District	1	223
Fukuoka	Fukuoka City Board of Education	Kashihara Junior High School students	6	200
Fukuoka	Fukuoka City Board of Education	Hirao Junior High School students	9	250
Fukuoka	Fukuoka City Board of Education	Sumiyoshi Junior High School students	6	87
Fukuoka	Fukuoka City Board of Education	Jyosei Junior High School students	9	250
Fukuoka	Fukuoka City Board of Education	Taguma Junior High School students	6	200
Fukuoka	Fukuoka City Board of Education	Kanatake Junior High School students	6	200
Fukuoka	JSDA/Fukuoka City Board of Education	PE teachers of Elementary and Junior High Schools in Fukuoka Prefecture	2	29

Developmental Support of Emerging Artists

Nurturing Pre-Debut Entertainers

Avex supports the development and training of a select group of pre-debut performers by providing support at lessons, live-events and music production, as well as general artistic instructions, free of charge. We assist budding artists every step of the way right up until the moment of "the big debut." We take this ongoing endeavor as an investment in the future of entertainment, an investment that will pay off with a pool of outstanding performers and, as a result, a vibrant industry. At present, we are mentoring over 200 developing artists, at least 40 of whom are expected to make a public debut or sign an exclusive contract with Avex in fiscal 2016. Every six months our talent managers visit five Japanese cities around the country to consult with artists-in-training, checking on their progress and touching bases with supporting family members. This provides an opportunity to observe not only how performance-skills are progressing but also that trainees are living healthy lifestyles—eating well, coping psychologically and so on. Especially in the case of mentoring minors, special career guidance is provided. Avex believes that a relationship of trust between artist, family and talent manager paves the way to an ideal learning environment, a balanced environment stressing the importance of academics as well as entertainment skills. We are committed to steering our trainees in the right direction and onto a promising career path.

From Discovery to Debut

Select talent via auditions, scouting, and visits to performance academies

Enter select individuals into trainee contracts

Provide support for period averaging two to three (2-3) years

Initiate debut projects, presentation to outside talent managers

Enter into exclusive artist management contracts or exclusive recording artist contracts

Public debut

Cultivating Artists' Refinement, Duty to Inspire

The performing arts are unique with respect to purpose and training, quite unlike other professional fields. Art is all about inspiring others. No matter how young the artist may be, there are many situations involving peers, rivals, clients or managers that require a level of maturity beyond a youthful artist's years. Artists also develop a strong awareness of personal strengths and others' expectations. Thoughtfulness and deep empathy should be cultivated during the formative period in which a performer matures creatively into an individual with the ability to inspire. That is why, rather than concentrating exclusively on technical performance-skills, Avex focuses a great deal on refinement of character. Avex instills deep respect for good manners, politeness, and above all a humble sense of gratitude. Countless parents have told us how their children have blossomed not only on a professional level but also on a personal level thanks to the guidance Avex provided.

Credo for the trainees, pre-debut artists:

- Value good manners, politeness.
- Be punctual; keep appointments.
- Be grateful, appreciative of blessings and support.
- Take seriously education, professional/personal development.
- Be receptive to guidance; seek advice.



Learning in classroom

In the Service of Our Customers and of Children's Causes

1 Avex, Customers, and Listening as a “Two-Way Street”

For Avex and its customers, listening to one another is a “two-way street”: Just as customers listen enthusiastically to Avex-produced recordings, we at Avex listen back: We are diligent in our attention to customer feedback. Care to respond to customers thoroughly and quickly is a fundamental part of our commitment to quality service. It is a critical component in the foundation of trust upon which our success is built. We therefore created a system to ensure that no feedback goes unheard, a system allowing guaranteed quick response. Our efficient in-house system allows dedicated customer-service staff to process a staggering amount of input—daily receipts averaging 7,000 calls and 20,000 e-mails. Furthermore, feedback can be shared

across the entire organization. Whenever a customer indicates a problem, we act to make certain that trouble never reoccurs. Finally, over 30 phones are dedicated to fan-club hotlines, ensuring that fans of Avex-produced artists are always able to get through.

Avex Response to Customer Feedback



2 Support for School Lunch Program

We support the WFP (World Food Programme) in its campaign to ensure that no child suffers through a school day on an empty stomach. Specifically, we raise financial contributions through in-house beverage sales: From proceeds

from vending machines installed in our headquarters, 10 yen per purchase (¥10/sale) are donated to the WFP. Ongoing since 2010, this has raised nearly 10 million yen—an exact total of ¥9,442,820—as of the end of March 2016.

Sponsorship of Asian International Children's Film Festival

In admiration of this youth-focused yearly event, a celebration of creativity and cross-cultural exchange, we at Avex are enthusiastic to back it. For over 5 years Avex has supported child-participants in pursuit of their artistic dreams. In addition to serving as co-sponsor and committee member, Avex sends celebrity guests.

About the Asian International Children's Film Festival

With a goal of empowering pan-Asian youth to express themselves, this film festival features 3-minute shorts produced entirely by child-competitors. Held every year in Japan, the festival receives participants from many nations. At last count, the number of nationalities represented was nearing 20 and growing. Representation of so many cultures presents a wonderful opportunity to foster international dialogue on children's issues and society's approach to education.



Measures to Strengthen Copyright Enforceability for Survival of Arts

1 Advocacy and Action: Equating Copyright Infringement with Stealing

Avex Group's strict compliance policy recognizes intellectual property rights of others as well as its own, taking action to address the industry-wide threat posed by pirated video and music. Avex's approach to criminal infringement incorporates both criminal law and civil claims. Our legal affairs office checks the Internet daily for unauthorized content, and we also act on all actionable tips received from ethically-minded

fans as well as our own employees—a vigilant Avex Staff, even those members whose job-descriptions are unrelated to copyright issues. To Internet service-providers found to be distributing unlawful content, we issue formal take-down-request notices. If the unauthorized content remains, we then launch legal action depending on the situation, submitting requests for disclosure of personal information.

Awareness of Intellectual Property Rights as Crucial to the Music Industry

As well as policing infringement of our own copyrights, we also do our best to ensure that our own Avex Group and affiliates do not infringe, intentionally or unintentionally, on the rights of others. The idea of maintaining a commercially viable “Cycle Of Music Creation” is a concern shared across the entire music industry, bringing competing players together in solidarity: As the Recording Industry Association of Japan explains the cycle, if piracy prevents legitimate product from being properly sold, there is no longer proper

compensation for the artists and producers—including the song writers, composers, performers, record-company staff and other support. This scenario would make continued creation of new music commercially unviable and, therefore, difficult to sustain. In promoting public understanding of these consequences, the Avex Group distributes posters to raise awareness of copyright issues and conveys the importance of intellectual property to visiting students on Avex workplace tours.



The “L-trademark”: Distinctive logo of Japanese campaign to indicate to consumers those legitimate websites on which content is lawfully distributed

Copyright Infringement Reduces Commercial Viability Of New Music Production

(source: Recording Industry Association of Japan)



If consumers pay nothing for content, labels receive no commercial benefit and cannot afford to produce new records. The cycle ends.

Supportive Environment for Physical Health, Family Health

Promoting Work-Life Balance within the Company

The Avex Group takes measures to actively address the distinctive needs of its female workforce with special emphasis on providing childcare assistance. In fiscal 2013, the Ministry of Health, Labor and Welfare recognized Avex's efforts with its Kurumin* Next-Generation Certification.

*Kurumin certification is awarded to corporations that support child-raising working families.



The Kurumin-trademark

Promoting Work-Life Balance within the Greater Community

In addition to supporting personnel, Avex also offers assistance to non-employees' struggles to balance career and family. Focusing first on staff, 25 employees took maternity leave in fiscal 2015, and 65 returned to work from such leave. Upon return, many —approximately 13%— take advantage of Avex's work-schedule-flexibility and childcare offerings. In response to the serious societal problem of day-care shortage, Avex aims to assist both employees and non-employed families, providing a day care service called "Popolar." Proud to facilitate balance between work and childrearing, Avex is committed to continuing supportive efforts.

Health Screening for Welfare of Personnel

In order to facilitate maintenance of our employees' health, Avex offers regular medical check-ups, periodically bringing public health nurses to our workspace for simple examinations. As for 2015, three specific exams were offered: (1) blood testing measuring fitness and flow, (2) a test to

evaluate overall condition with respect to tissues such as muscle and fat, and (3) a dental check-up including thorough cleaning. Many of our employees voluntarily participated, gaining knowledge about health maintenance and their own conditions.

Employee Participation in Year 2015 Health Checkups:

Medical Exams (Type)	Offerings (in 2015)	Examinee Participants
Dental Exam	4	328
Body Tissue, Muscle Exam	4	141
Blood test	2	62



Dental Check-Up

Establishment of Avex's Own Health Insurance Union

In a first among music- and video-production companies in the Japanese entertainment industry, on June 1, 2012 we obtained the approval of the Minister of Health, Labor and Welfare to set up our own Avex Group Health Insurance Union. As a result, we have been able to enhance the legal content of physical check-

ups and health insurance premiums for personnel, enabling us to maintain and increase the health initiatives that are best suited to the needs of the Avex Group's employee population. (The percentage of Avex employees who voluntarily participated in 2015 health checkups was 93%.)

Avex Seminar Educates on Special-Needs Care for Family Members

Because family members sometimes require life assistance and special care, in 2015 Avex hosted a seminar addressing how to balance such obligations with full-time work. An expert in the field was invited to present crucial tips on nursing care. This information is valuable to anyone, whether there is current need or possible future need. The lecturer also detailed insurance for long term care, explaining how insurance coverage can be particularly valuable to workers who want to ensure that family obligations need not interfere

with one's career. Separate individual one-on-one sessions were provided as well. Sharing helpful expert life-advice with employees is important to Avex in order to ensure that work can coexist with happiness.



Avex-Sponsored Seminar

Extensive Training Programs

Avex provides a wide range of training programs in order to enhance employees' skills.

Training Programs in Fiscal 2015

Category	Target	Description
Courses according to Job Description	New Managers	Management and Leadership Basics for New Managers
	4th year employees	Seminar for 4th-Year Employees
	1st year employees	Follow-up Training for New Hires
	New Hires	Seminar for Accepted Invitees and New Hires
Knowledge/Skills	Youth Trainees	Logical Thinking (Fundamentals and Application)
	Division-Specific Trainee Groups	Intellectual Property and Other Legal Issues
	All Employees	Public Disclosure/Production Ethics/Antimonopoly Law Advanced Topics in Microsoft Excel and Power Point
	Trainers of New Hires	Ongoing On-the-Job Training for 1st-Year Hires
Other	Working Mothers	For Working Mothers: Balancing Work and Childrearing
	Managers of Working Mothers	Seminar for Working-Mother Managers
	Mid-Career Hires	Mid-Career Hire Orientation and E-Learning / Networking Lunch
	All Employees	Compliance Policy Lecture and Test

Banquet Celebrating Appreciation of Employees, Families

The Avex Group held its 24th Family Banquet in February 2016. In recognition of employee dedication and supportive families, these banquets have taken place periodically since the early days of Avex. As always, the celebration expressed the Company's gratitude. As our operations have expanded, the event has evolved over the years. As for the 2015 cele-

bration, we invited the managers and their families. We enjoyed speeches of executives and directors, a stage performance for young attendees, and a scrumptious meal to accompany the delightful conversation of guests. It was a great opportunity for all participants to interact and get acquainted with each other.

Compliance Policy

At Avex, the following compliance policy is positioned as the cornerstone of official guidance in taking appropriate actions and making proper judgments while conducting business activities. In order to ensure that staff understands the Avex Compliance Policy, the company administers a yearly compliance test.

Don't cheat.

1. Engage in fair, transparent and open competition.
2. Do not contradict the legitimate interests of the company to promote your own or a third party's interests.
3. Do not employ dishonest means in business activities.

Don't bully.

1. Respect human rights and do not engage in acts of discrimination.
2. Interact with business partners in proper, honest, fair, and open manner.

Don't play around with money that isn't your own.

Do not socialize with business partners in ways that depart from sound commercial practice or common sense.

Don't lie.

1. Disclose accurate information.
2. Engage in proper promotion and advertising.

Don't be arrogant.

Comply with laws and regulations, and respect social norms.

Don't be wasteful.

Recognize the importance of environmental issues and make effective use of company assets.

Don't steal.

Protect intellectual property rights of the company, and respect that of others.

Don't rely on dubious or corrupt power.

1. Do not associate with anti-social forces or groups that pose a threat to order and safety in civil society.
2. Build highly transparent relationships with politics and government.

Don't selfishly think of yourself above others.

1. Be conscious of the support received from colleagues and the need to reciprocate.
2. Refrain from insider trading.

Don't betray your colleagues.

1. Do not speak or behave in ways that damage trust, credibility or honor.
2. Manage corporate secrets and personal information appropriately, and avoid unauthorized disclosure and leakage.

Take pride in the team.

1. Create a working environment where employees find it comfortable to work.
2. Actively contribute to society as a good corporate citizen.

Above all, love and admire talent.
(Never be jealous.)

* Please refer to the website for corporate governance and full text of the compliance policy.