



JEOL Group Environmental Activities 2014 Report

Solutions for Innovation



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Company Outline

Company name: JEOL Ltd.

Establishment: May 30, 1949

Main office: 3-1-2 Musashino, Akishima, Tokyo 〒 196-8558 JAPAN

Employees: 2,952 (As of end March 2015)

Report scope

Subject organization: JEOL Ltd.

JEOL Technics Co. Ltd.

Yamagata Creative Co. Ltd.

Target period: April 1, 2014 to March 31, 2015

Field: Matters related to environmental protection

Target audience: Everyone

JEOL Group Environmental Activities – 2014 Report

The nuclear accident that occurred after the Great East Japan Earthquake of March 2011 reminded us of the need to properly prepare for natural disasters, and forced us to recognize the danger of the energy base that supports our society. This has provided an opportunity to reaffirm our commitment to building a sustainable society that carefully manages our limited resources, a goal that should be at the root of our company activities. The management philosophy of the JEOL Group is “On the Basis of Creativity and Research and Development, JEOL positively challenges the world’s highest technology, thus forever contributing to the progress in both Science and Human Society through its products.” Science and technology, however, can be a double-edged sword, depending on how it is used. There are the serious problems caused by the recent nuclear accident, but it is also the advances of science and technology that will make it possible to greatly improve environmental problems, such as more efficient solar power cells and the technologies to utilize biomass. The JEOL Group strives to extend the positive benefits of science and technology and contribute to achieving a sustainable society. To do this, we offer scientific analysis and measurement instruments, such as electron microscopes, to support cutting-edge research, medical equipment, such as automatic biochemical analyzers, to protect the health of people, and industrial equipment to conserve resources and improve efficiency.

In recent years, the speed of technological innovation in various fields has accelerated, and we are actively moving forward toward the realization of a safe and sustainable society. The new corporate message of the JEOL Group is “olutions for Innovation” representing our pledge to contribute to the realization an energy & environmentally-advanced society and is vibrant and rich by continuing to offer solutions that can only be provided by the JEOL Group.

In order to implement the JEOL Group philosophy, we believe it is necessary to nurture the development of the people to continue the work in science and technology in the future. We support efforts to heighten the interest and curiosity of elementary and high school students in the sciences, including Science Camp and

the Science Class Support Project. We have also been supporting the work of young researchers through our support of the Kazato Research Foundation.

We are also working to contribute to improving the environment in the local area around the company, including active participation as an executive enterprise of the Network of Enterprises that Consider the Environment in Akishima City. This organization is an alliance of businesses in the areas near Akishima City, working together to improve our own local environment. JEOL also continues efforts on its own initiatives, including the long-standing activities to preserve good communications between our employees and the local community, such as “Don’t Litter” Campaign (Campaign for cleaning up commuting routes) which is a voluntary movement of the employees.

The JEOL Group has received warm local support, and has grown into a company that is expected to meet the needs of the world. Making use of our world-leading technologies, the JEOL Group aims to continue to contribute to environmental protection, solving environmental problems and achieving a sustainable society.



栗原 権右衛門

Gon-emon Kurihara
President, JEOL Ltd.

Outline of IMS

(Integrated Management System)

《JEOL Group IMS Objectives》

By providing products and services, such as analytic equipment and instruments for cutting-edge research & development, as well as test equipment, based on our management philosophy, the JEOL Group aims to offer the total solutions demanded by customers and the marketplace.

In addition to satisfying the customer needs, we believe that providing total solutions is an activity that helps to achieve our management philosophy of making contributions to realizing a recycling society that can support sustainable development.

We continue to manage our operations using an internationally-certified management system that integrates product quality and environmental concerns (hereafter “IMS”, (integrated management system)). By using this IMS as a tool for business improvement, we are working toward achieving business growth and realizing the goals of our business plan.

1. Further promote the YOKOGUSHI strategy to successfully achieve the business plan and meet the high expectations of the market.
2. Deliver highly-reliable products and results as a solution provider in order to further improve customer satisfaction.
3. Continue to promote environmental protection through product development and process management that considers the product life-cycle throughout
4. Proactively engage in company internal and external communication activities to promote contributions to local society and to the development of science and technology.
5. Continue to comply with applicable laws, ordinances, and regulations in order to fulfill our corporate social responsibilities as a company that operates globally.
6. Continue to make use of IMS in order to successfully achieve the business plan.

Efforts to review and revise the international standards have been started. As we also proceed with revisions to the JEOL Group IMS, we will pay attention to maintaining a consistency with the existing measures.

As the chief executive of the IMS, the continuing improvements to the system will be reviewed, including the proper definition of continuing administration and assignment of responsibilities, and the appropriate implementation and achievement of the IMS policies, goals and targets.

While keeping in mind the merger of business activities, along with the implementation of the IMS policies within the business plan, all levels of operations will be clearly informed of the IMS. These IMS policies will be publicized both inside and outside the company, via the web and other appropriate means.

《JEOL Group IMS Goals》

1. Provide solutions that achieve the innovation that is demanded by customers and the market.
2. Promote quality improvement activities based on an even stronger customer-oriented approach.
3. Promote environmental improvement activities designed to reduce the burden on the environment and prevent pollution.
4. Promote activities to make a contribution to society, making use of JEOL Group personnel.
5. Strict compliance with the applicable laws and regulations both inside and outside Japan
6. Continue the activities to make effective use of IMS as a business improvement tool

《 JEOL Group Environmental Management /Promotion System 》

The JEOL Group Environment Management System has established the IMS, and each company of the JEOL Group performs activities based on this single (integrated) management system. The instructions from the IMS Management Committee are implemented through the IMS Managers assigned at each company and department. The management system is illustrated below.

《 Audits 》

○ External Audits

The activities of the JEOL Group are regularly audited by an external audit company, and the audit company provides us an evaluation of the effectiveness of the IMS and the on-going improvement activities. The issues that are pointed out in the audits are regarded as opportunities for improvement, and we make a full use of them as a tool for improving business operations. The follow-up audit in August 2014 revealed four “minor nonconformity”, and we implemented corrective actions.

○ Internal Audits

Internal auditors, chosen from within the JEOL Group itself, perform regular audits for both quality and the environment throughout the entire JEOL Group. These audits are regarded as a tool for business operation improvements, and a priority is placed on making effective use of the internal audits. The areas of improvement identified in the internal audits are not applied only to specific departments

and groups; the entire JEOL Group uses the information to improve the quality of operations.

○ Second party Audits

In order to maintain and improve the JEOL Brand that is expected by our customers and the market, a relationship of trust with our business partners is essential.

Second-party auditors perform audits of our vendor companies. This creates a Win-Win situation between the JEOL Group and our vendor partners, as we work together, with a common goal of creating the best possible products.

【 Certification 】

Not only the JEOL headquarters in Japan, but the entire JEOL Group received ISO14001 certification for the Environmental Management System in December 2002. The quality management system received ISO9001 certification in December 1995, and we were quick to comply with the additional supplemental amendment ISO9001-2008.

Currently, an Integrated Management System that includes both product quality and environment is being operated as the IMS.

In July 2007, JEOL also received certification for ISO 13485 for the Quality Management System for Medical Equipment.

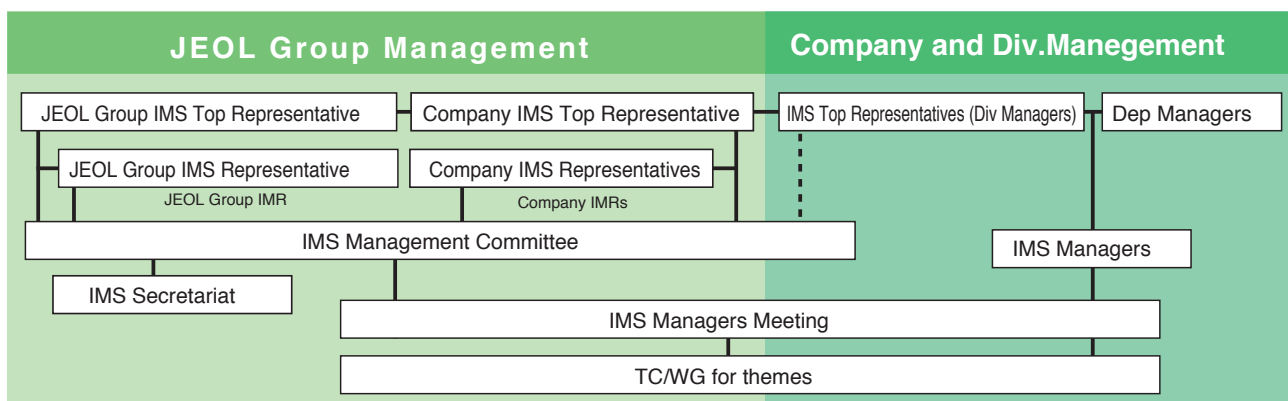
Certification authority: DNV Japan branch

Certification authority: RvA (Netherlands)

Registration numbers: ISO14001 : 3253536

ISO9001 : 3253537

ISO13485 : 6254-2007-AQ-JPN-NA



Compliance Measures

《 CSR Committee 》

Recently corporations are being required to comply with regulations concerning "Pollution Control, Chemical Reduction, Quality/Environmental Control" as part of their Corporate Social Responsibility (CSR). JEOL organized a committee to address this issue in 2006. The CSR Committee, headed by the president and advised by JEOL's attorney, meets quarterly. The committee's purpose is to promote JEOL's activities to continuously improve and reinforce compliance, quality control, social contribution, corporate ethics, and risk management.

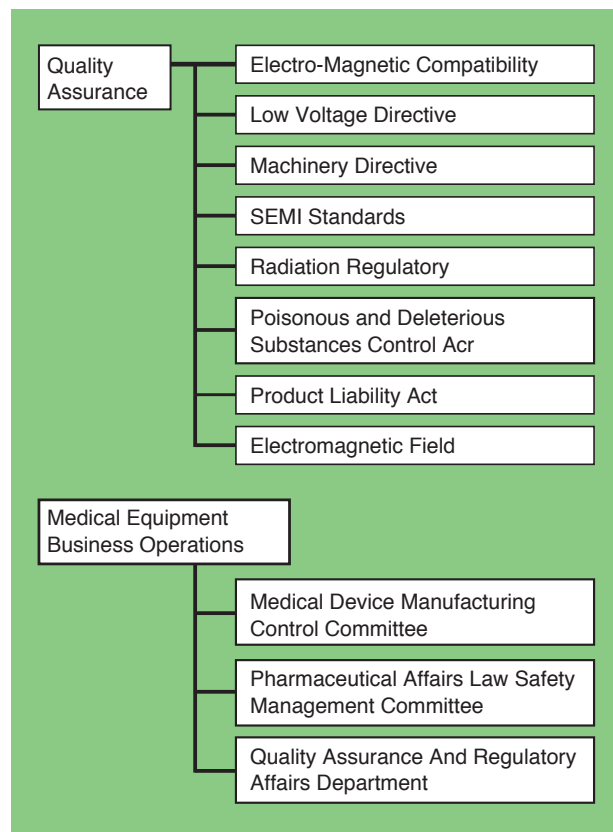
《 Technical Regulation Committees 》

In the 1980s, our Engineering Division organized a number of committees to study and comply with regulations and directives worldwide. In 1996 when the Quality Control Office was established, a committee dedicated to technical regulations was organized, and a series of sub committees have emerged over time.

The committee members are responsible for issuing annual activity plans and activity reports, and for reviewing the latest trends in regulations that concern our products.

Laws and regulations change over time. Any provisions affecting the JEOL Group are discussed in the committee specializing in that area, and a review is quickly distributed among all concerned through the Quality Control Office.

For medical equipment, RA (Regulatory Affairs), along with QA (Quality Assurance) is responsible for the ME quality assurance within the Medical Equipment Division, and ensuring compliance with the various rules and regulations throughout the world.



Environmental Protection through Products

《 Measures to decrease the burden on the environment 》

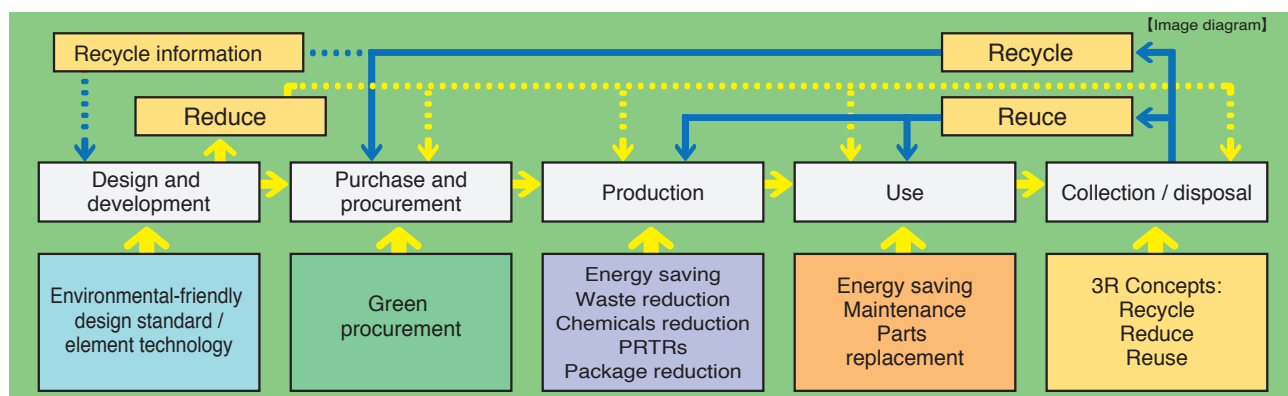
The JEOL Group contributes to improving the global climate by developing and marketing environmentally-conscious and environmentally-contributing products in accordance with the company mission statement “Contribute to the advancement in science and society through our products”.

【 Development & Distribution of Environmentally-Conscious Productst 】

Since 2002 it has been a company rule to perform product assessment, focusing on saving of energy, resources, and space, as part of every new product development project.

- **Environmentally-conscious products :**
Products designed to reduce the burden on the environment at each step of the product cycle, from materials purchase, production, distribution , through operation, disposal and recycling.
- **Environmentally-contributing products :**
Products used by customers that are useful for the analysis and evaluation in areas of environmental protection and pollution control.

Scope of JEOL product assessment



Recently, significant reductions have been achieved in the energy required for operation (compared to existing products) of the field emission scanning electron microscope JSM-7800F incorporating the super-hybrid lens, one of the company’s top models.

For the production energy, a reduction of 38% was achieved (CO₂ conversion); the energy during use by the customer is reduced by about 30% during normal

operation, and up to 40% during standby when the energy-saving mode is used. The usage energy has been reduced by about 35% (CO₂ conversion).

In addition, the installation footprint of the auto biochemical analyzer, JCA-BM6070, has been decreased by about 23%. This system features a minimum reagent volume of 60 μL for blood analysis, contributing to human wellness and environmental protection.



【 Environmentally-contributing products 】

JEOL is a supplier of research tools such as electron microscopes and NMR systems that are essential for research and development of green devices such as LED, solar battery, organic EL, etc. We also provide components needed for green device manufacturing equipment, including electron guns for LED electrode fabrication. In addition to the products supporting the green device industry, we manufacture and distribute various instruments directly contributing to environmental improvement including

- 1) Dioxin Analysis Mass Spectrometer, JMS-800D, a total solution for dioxin analysis;
- 2) Portable Gas Chromatography, GC-310, capable of on-site sampling and real time data acquisition;
- 3) Quadrupole Mass Spectrometer (QMS), JMS-Q1500GC, a desktop system capable of high resolution/high sensitivity qualitative/quantitative analysis of brominated flame retardants such as PBB and PBED; and
- 4) X-ray Fluorescence Spectrometer, JSX-1000S, which can be used to easily measure harmful substances that are subject to regulation, such as for soil contamination measures.

① JMS-800D



② GC-310



③ JMS-Q1500GC



④ JSX-1000S



《 Green Procurement measures 》

The JEOL Group communicates our environmental policies to our clients and business partners and asks for their cooperation in complying with environmentally preferable (green) purchasing requirements.

JEOL Group companies promote the development and design of products that do not contain certain chemical substances. Our suppliers, provide services without adding specified chemicals, and deliver goods that do not contain the specified chemical substances, in accordance with the terms of their contracts with us. JEOL Group companies provide information related to chemical regulations to their business partner companies, and make efforts to assist in achieving the targets, by working with their partners, and helping with analysis of the chemical substance content.

《 RoHS Compliant Products 》

To provide products compliant with the RoHS directive, many projects have been implemented, including chemical property analysis of materials used, systems to manage chemical properties of our products, and lead free soldering.

We have been working on a RoHS compliant production cycle, from purchasing to distribution. Manufacturing and supply that conforms to RoHS is being expanded.

Regulations on chemical composition, like the RoHS directive in Europe, are becoming increasingly common worldwide.

We are committed to the development, production, and distribution of environmentally-contributing products and environmentally-conscious products to comply with these standards throughout the entire product lifecycle, from procurement to final disposal.

Visit the JEOL site for more details on our environmental projects (<http://www.jeol.com/corporate/envi/report>).

JEOL Group

Green Purchasing Requirements [excerpts]

Version 5 (June 2010)

The JEOL Group is committed to activities to encourage environmental protection throughout the business cycle from material purchasing, product delivery, service, maintenance, and disposal.

We form an alliance with our clients, vendors, and partners to establish environmentally preferable purchasing worldwide. To insure green purchasing from our supply chain, we have defined a set of rules as the JEOL Group Green Purchasing Requirements.

Visit the JEOL site for the entire document
(<http://www.jeol.co.jp/corporate/envi/activity/>).

Protecting the environment through business activities

《 Reducing Greenhouse Effect Gases 》

The JEOL Group, in compliance with the Global Warming Policy promoted by the Tokyo Metropolitan Government, implemented various measures through the Energy Saving Committee to reduce the amount of CO₂ emissions.

【 Enhancing Energy Efficiency 】

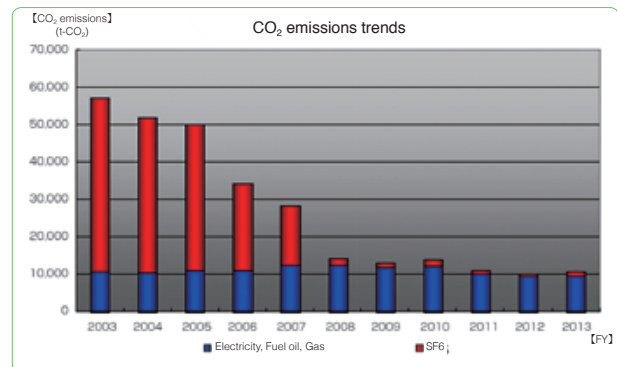
We are proactively working to improve energy efficiency of electricity, fossil fuels, and other resources. Specific measures include phased conversion of the lighting to LED, the introduction of ice thermal-storage air conditioning to make effective use of electricity during the night, the installation of shading sheets and thermal barrier coatings on buildings to reduce the cooling load during the summer.

Furthermore, as a company-wide activity efforts are being made to reduce energy consumption, including the promotion of the Cool Biz and Warm Biz initiatives, and the control of electricity consumption for each building.

《 Storage and Disposal of PCB Waste 》

We store the PCB waste used in high voltage capacitors, transformers, and stabilizers. We have continued the storage for over 30 years since 1972. In some older buildings, PCB is still used as a lighting equipment stabilizer. However, it is being replaced according to a systematic plan.

In 2001, two acts concerning PCB became effective: Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes and Tokyo Metropolitan Government's Guidelines for Proper Management of PCB. We comply with these regulations, filing various documentation including the annual Storage/Disposal of PCB Wastes report for the Tokyo Metropolitan Government.



Management of Chemical Substances

- Materials used in the manufacturing processes that are handled as toxic substances are subject to special measures, including limiting the handling to specified personnel only, management of the storage locations and amounts, as well as training for the management personnel. These measures are taken to protect employees and to prevent inappropriate circulation or leakage of the toxic substances.

Records of the amounts of toxic substances received and the amounts used are maintained at each storage site for the toxic substances, and all these records are maintained in a company-wide database.

- PRTR Law (Pollutant Release and Transfer Register) and Tokyo Metropolitan Environmental Preservation Code
The reporting on the specified chemical substances that are subject to reporting is made by 2 companies within the JEOL Group, which have received environmental certification. These materials are carefully managed, even at JEOL Group companies that do not handle reportable quantities, so that the quantities at each business location can be continuously monitored.

《 Waste materials 》

For waste materials, the issue is to improve the rate of recycling, and efforts continue to achieve this goal. Through measures such as completely separating waste products by the type of material, improving the rate of recycling of waste plastics, and adopting reusable packing crates and materials, we are currently recycling more than 88% of all the materials being used (main office, Akishima factory) In addition, at the Tendo Factory of Yamagata Creative Co., a recycling rate of more than 79% has been achieved.

【 Waste material processing

/ Verification of processing results]

For the disposal of waste materials, we make the effort to monitor the final disposal method, even for those items that are handled outside the company grounds. We do not rely solely on the control manifests for industrial waste. Waste materials disposal managers ensure compliance with the stipulations of Japan's Wastes Disposal and Public Cleansing Act, as well as those of local regulations. We also perform on-site checks to confirm that the disposal of waste materials is being conducted properly.

【 Reporting to the national government 】

... Reporting business locations of the certified company: **2 companies (1 substance)**

Substance name... Dichloropentafluoropropane

Fiscal Year	Output destination	FY 2011	FY 2012	FY 2013
Emissions amount	To the atmosphere	1.3/1.0	1.6/1.1	1.4/1.2
	To public waterways	0/0	0/0	0/0
	Into the ground	0/0	0/0	0/0
	Reclamation processing	0/0	0/0	0/0
Transferred amount	Into the sewer system	0/0	0/0	0/0
	Transferred externally	0/0.2	0/0.37	0/0.97

Unit: tons/year

【 Reporting to the City of Tokyo 】

... Reporting business locations of the certified company: **1 companies (4 substances)**

Substance \ Year (amount used)	FY 2011	FY 2012	FY 2013
1) Isopropyl alcohol	120.0	—	—
2) Methanol 145.0	123.0	173.0	186.0
3) Acetone	104.0	106.0	—
4) Sulfuric acid	135.0	—	—

Unit: kg/year



- Field check of waste processing facilities -

《 Measures at Yamagata Creative Co. Ltd. 》

Employees of multiple enterprises on the same premises perform all the production tasks, from parts assembly to production completion, as part of an effort to develop environmentally-friendly manufacturing processes, by reducing and eliminating the need for packaging materials to transfer parts and materials between companies, as well as the fuel consumption and exhaust gases usually associated with transportation.

Contributions to Society

《 Science Class Support and Science Camp 》

The Science Class Support Project was started in October 2007 as part of the commemoration of the 60th anniversary of the JEOL Group. Initially, the activities were held at nearby elementary schools, but was later expanded to include teachers, and is now being conducted at a variety of sites, not just elementary schools. Through FY2014 a total of 222 demonstrations on 128 days have been performed. The Science Class Support programs are mainly conducted in classrooms by demonstrators sent from the JEOL Group using desktop scanning electron microscopes (NeoScope). Students are able to observe pollen, insects and various mechanisms of the body in detail. Students seeing electron microscope images for the first time display a lot of interest, making comments like “It was so interesting to see the bugs so clearly and the different pollen shapes”, and “I really liked being able to see what goes on inside the human body in the micro world.” By actively participating in local community events and workshops for elementary and junior high school teachers we hope to provide a chance for many people to become more familiar with the microscopic world.

Main examples of activities include:

- 1) “RIKEN Open House”(RIKEN Wako Center, Saitama)
- 2) “70th Annual Meeting of the Japan Society of Microscopy and Public Lectures” (The University of Tokyo, Ito International Research Center)
- 3) “JAIMA Science Summer School: Experiments with Analytic Instruments for High-School Students” (National Museum of Emerging Science and Innovation)
- 4) “Summer Science Hiroba” (Tachikawa Women’s General Center)
- 5) “2014 Youngsters’ National Science Festival” (Science Museum)
- 6) “Tohoku University, Qatar Science Campus” (School of Engineering, Tohoku University)

In 2014, there were also visits to 3 elementary schools in the city of Ishinomaki, 1 in Shiogama, 1 in Natori city to work with some of the children affected by the Great Eastern Japan Earthquake.

In the future, we hope that the everyone, including teachers, students, and the general public will be interested in science.



- Science Class Support activities -

The JEOL group has been participating in the Science Camps since March 2004, an activity that is sponsored by the Japan Science and Technology Agency (JST). At these camps, the JEOL Group teaches campers how to use state-of-the-art equipment focusing on “Observing the nanometer world with electrons –Opening the door of Science with the Electron Microscope–.” The Science Camp session for FY was in March 2014 and March 2015.

《 Family Event & Support for Science Event
Marking the 65th Anniversary of JEOL's Founding 》

As part of the activities to commemorate the 65th anniversary of the company founding, a Family Day for the families of JEOL employees was held on May 31, 2014; and, on the following day, June 1, a Support for Science event open to the general public was held at the National Museum of Emerging Science and Innovation. The Family Day event was attended by about 770 visitors enjoying the chance to operate an electron microscope, learn how to construct 3-D glasses, and make specimen sketches, such as of insects. Nearly 1000 visitors came out for the Support for Science event open to the general public.



- Images from the JEOL 65th Anniversary events -

The winners are expected to continue to be active in the fields of life science and materials research.

The awards ceremony was held at the Keidanren Hall in February 2015.

《 Support of the Kazato Research Foundation 》

The Kazato Research Foundation was established in 1969, in commemoration of the 20th anniversary of JEOL Ltd. funded by a contribution from Kenji Kazato, the founder of JEOL Ltd. The purpose of the organization is to promote the research and development of electron microscopes and other related devices, as well as application research using these instruments (medical science, biology, physics, chemistry, materials science, nanotechnology, and others). The foundation has helped many young researchers over the years, and JEOL continues to support the foundation activities with annual donations. (<http://www.kazato.org/>)

The young researchers below received awards in 2014.

Kazato Prize

Shiro Suetsugu,

(Professor, Graduate School of Biological Sciences, Nara Institute of Science and Technology Scientific Field: Biological Science)

"The study on membrane morphology regulated by membrane binding proteins"

Hidetaka Sawada

(Manager Group 1,EMBU Technical division, JEOL Ltd.)

"Development of spherical aberration corrector (Delta Corrector) and SRAM aberration measurement"

Kazato Research Encouragement Prize

Hirohiko Niioka

(Assistant Professor, Graduate school of engineering science, Osaka University)

"Development of new probes for correlative light and electron microscopy and biological cellular imaging"

Hikaru Saito

(Resercher, Quantum Nanoelectronics Reserch Center, Tokyo Institute of Technology)

"Enhanced emission of plasmonic resonators analyzed by CL"



8th (2014) Kazato Prize and Kazato Research Encouragement Prize awards ceremony

Local Communication

《 “Don't Litter” Campaign(Commute Route Clean-up Action) 》

The “Don't Litter” campaign is a volunteer community service activity that JEOL employees have been performing since 1994, and it has become a regular part of the routine. About once every 2 months, employees engage in these clean-up activities during their morning commute.

Employees will continue these activities, never forgetting the original spirit and enthusiasm that prompted the start of the Don't Litter campaign.

It was depressing to see cigarette butts and other trash littering the sidewalks around the company, and along the paths to the train station. Believing that there must be something that we could do, something that we should do, we began to regularly clean the commuting routes. The name given to this clean-up activity is the [Don't Litter Campaign]



“Don't Litter” Campaign Action

《 Participation in the Akishima Environment-Consideration Enterprise Network 》

The activities of the Akishima Environment Consideration Enterprise Network were started in April 2005, with 16 member organizations. By the end of FY2012, the organization had grown to 40 member enterprises.

JEOL has been involved in the activities as an executive member since the inception of the network. During the major revision of the organization between 2009 and 2010, JEOL filled the role of chairman of the network, and continued in the role of vice-chair for 2011 and 2012, continuing to promote environmentally friendly activities and practices in collaboration with the network members.

Exhibits were halted and many other activities were limited in 2011 due to the Great East Earthquake and Disaster, but the activities were revived in FY 2012.

The activities are low-profile but we intend to continue to make steady dedicated efforts to “Promote environmentally-friendly practices in the local community”.

Summary of FY 2014 activity report

- 1) April 2014 Exhibit booth at the Green Environment Flower Festival
- 2) May 2014 General Assembly
- 3) October 2014 FY 2014 1st General Assembly
- 4) November 2014 Exhibit booth at the Industry Fair hosted by the city of Akishima
- 5) November 2014 Factory tours (Top-level place of business (place of business recognized for outstanding countermeasures taken against global warming))
- 6) February 2014 FY 2014 2nd General Assembly and Seminar on ISO Revisions

《 Activities at Yamagata Creative Co. Ltd. 》

Yamagata Creative Co., Ltd. is a production base of the JEOL group located in Tendo City, Yamagata prefecture. In order to be able to continue working for many years to come, and earn the goodwill of everyone in the region, the following efforts are being made.



Traffic safety on school commuting routes



Traffic safety on school commuting routes

- 1) Two open houses have been held to invite the public to come see the production lines and products. In this way, the local residents have been able to become more familiar with our work, and understand the production activities being performed.
- 2) Every year, high-school and junior college, and vocational school students are invited to participate in factory tours and job-experience programs, to help train the work force of the future and foster a professional work ethic.
- 3) Factory tours are offered to provide opportunities to see the products being produced. In FY 2013, 223 visitors from 14 organizations visited our site.
- 4) Crossing guards and patrols are provided on the roads around the company during the traffic safety campaigns in the spring and autumn. The goal is not only to prevent traffic accidents during the commute to school by the young students, but also to improve the traffic manners and practices of the employees.
- 5) Active participation in local festivals, social gatherings and events. In particular, for the local Autumn Festival, a desktop scanning electron microscope was prepared at the festival site to allow visitors to see magnified images of insects and other objects.
- 6) The company parking areas were used for the “Summer Nights” festival to provide support the local community and invite greater interaction with local residents.

Topics

《 Events For Families (Participation in Family Day) 》

On 16 August 2014 (Saturday), a Family Day was held to provide a chance for the families of JEOL employees to visit the workplace. A total of 87 visitors attended the event, mainly the children of JEOL employees. Activities included a company introduction, tours of the work place, chances to operate some of the JEOL products, and physics experiments. The planning and implementation of the workplace visits was accomplished mainly through the efforts of the KF Committee, which is composed of young employees who are working to enhance the JEOL corporate culture.



Family Day 2014Action

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