

Together with Local Communities



Vocational Scholarship Program; Assisting Future Leaders in Their Pursuit of Education

Since 1965, Akebono has provided scholarships through its Vocational Scholarship Program, a program that allows students to earn wages by working at Akebono while also covering their academic fees for a period of three years. This program has supported junior college students earning degrees in early childhood education to acquire specialist qualifications in these fields.

The Vocational Scholarship Program is currently operated only at Akebono Brake Fukushima Manufacturing Co., Ltd. The scholarship students live together in the corporate dormitory and work alternating shifts to pursue their studies while working. By using their pay to cover their course fees, they can graduate by their own efforts and acquire qualifications. Once they complete their qualifications, they will go on to work at other companies, or as kindergarten teachers or nursery workers. Today, more than 3,000 students have used this program that has continued for more than 50 years, including some second-generation recipients.

We strive to maintain robust relationships with local residents through the provision of scholarship programs aimed at helping young people realize their dreams.

To-En-Ryo Awarded the 34th Fukushima Prefecture Architecture Cultural Prize's Special Category Prize

On the site of Fukushima Manufacturing is a dormitory called "To-En-Ryo" to support the scholarship students. As the dormitory, which was built in 1971, had aged, a new dormitory was built in 2016. The new building includes various innovations to make it easier to study while working.

In January 2018, To-En-Ryo was awarded the 34th Fukushima Prefecture Architecture Cultural Awards' Special Category Prize sponsored by Fukushima Prefecture. The dormitory's living space was highly acclaimed for the bright living space and sense of unity it produces, especially the hall that becomes an amphitheater when the partition is closed and the open staircase.



Exterior view of To-En-Ryo



Interior view of To-En-Ryo

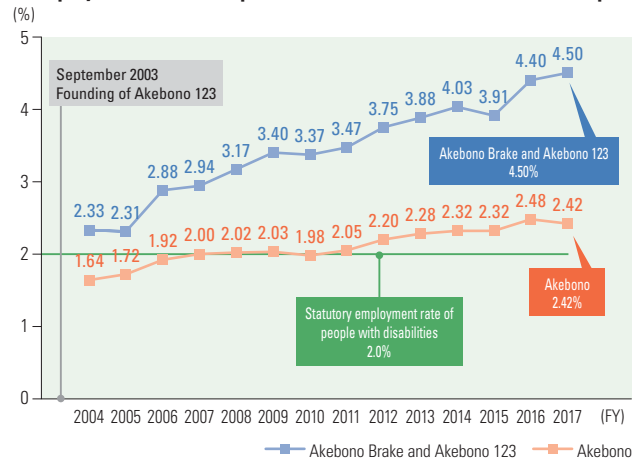
Employment of People with Disabilities

Akebono 123 Co., Ltd., a special-purpose subsidiary of the Akebono Group that provides employment for people with disabilities, is working to help them achieve personal growth through duties. In April 2016, Akebono was designated as an Excellent Saitama Prefecture Disability-Inclusive Employer for a fourth consecutive year (10th time). The prefecture recognized Akebono's proactive initiatives to create workplaces where people with disabilities can use their abilities.

Akebono's employment ratio for workers with disabilities as of the end of fiscal 2017 stood at 2.42%, higher than the statutory rate of 2.0%.



Employment Rate of People with Disabilities in the Akebono Group



Ai-Museum

The Ai-Museum which exhibits our brake technology was established in 2004 to commemorate Akebono Brake Industry's 75th anniversary. The 800 m² museum houses over 300 brake-related exhibits such as automobile brakes, motorcycle brakes, and rolling stock brakes. The progress of Akebono as a brake manufacturer can be seen through the historically valuable products and materials.



Open: Every Wednesday from 2:00 pm to 4:00 pm



Offering Office and Plant Tours

In fiscal 2017, more than 280 students from three elementary schools in Saitama Prefecture visited Ai-City headquarters as part of their social studies tours. In addition to a briefing on the Company, this visit included an “Ai-Museum” (Brake Museum) tour and observation of the mobile brake technology educational center as well as programs aimed at providing hands-on experience of manufacturing at the Monozukuri Center. Such tours help raise visitors’ safety awareness while facilitating their understanding of Akebono and its products.

Looking ahead, we will implement initiatives with companies and communities in regions around our domestic and overseas locations. Learning from and inspiring each other, we will grow in tandem with our stakeholders.



Elementary school students visiting Ai-City

Our Mobile Brake Technology Educational Center

More than 200 training sessions are held each year employing the “Mobile Brake Technology Educational Center,” a vehicle specially designed to display braking mechanisms in an easy to understand way to auto dealers, automobile repair shops and others nationwide to teach car salesmen and auto mechanics about the structure of disc and drum brakes.

Points about brake maintenance and market activities are explained using samples and images taken from actual vehicles. Attendees knowledge and technical skills concerning brakes are deepened and their feedback and comments are later reflected in product development. To make customer safety and comfortable driving a reality, we provide training on brake maintenance at brake servicing sites. In addition, we are also active in conducting associate training, family visits, tours for elementary school students, participating in local community events, and more.



Mobile Brake Technology Educational Center training session

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Providing Safety and Security



Occupational Safety and Health Management

To improve its global safety and health management capability, Akebono regularly holds a Global Safety Workshop that all of its global production facilities attend.

In Japan, Akebono has established a management system centered on the Central Safety Environment Committee. Through this system, we strive to ensure the safety and health of associates with the aim of identifying and reducing various risks related to our operations, including prevention of disasters, accidents and other emergencies. Placing the utmost emphasis on securing the safety of our personnel, we have set rules that allow no newly recruited associate or contract worker to engage in actual operations unless they have undergone the required safety education beforehand. We also distribute a booklet summarizing important safety issues to all associates to raise their safety awareness, as well as provide regular opportunities to learn about safety starting from fundamentals.

Response to the Problem of Asbestos

Well ahead of other Japanese domestic companies, Akebono began the development of asbestos-free products in the 1970s. Not only did we lead the field in completing the transition to asbestos-free OEM products for new cars by 1992 and commercial vehicles by 1994, we have not manufactured service parts containing asbestos since 2000. We provide health consultations relating to asbestos and have implemented complementary health checks for neighbors who have lived near Akebono plants, ex-associates, and their family members. In total, 629 people have undergone asbestos health checks as of March 31, 2018. We plan to continue these checks in the future.

A settlement was reached on December 25, 2015 on a lawsuit filed on November 28, 2012 by former associates and bereaved relatives seeking compensation for damages for injuries to health caused by asbestos.

Breakdown of Number of Examinees

(from August 2005 to March 2018)

Figures in parentheses represent increases from the previous year

	Ex-associates	Families of ex-associates	Neighbors	Total
Asbestosis found	41	0	0	41
Pneumoconiosis found	16	0	0	16
No findings	419 (+2)	37	116 (+2)	572 (+4)
Total	476 (+2)	37	116 (+2)	629 (+4)