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## CONTENTS

Company Profile / Message from the President .....	01
Special Feature 1 .....	03
Educational Support in Developing Countries	
Special Feature 2 .....	05
Contributions to Regional Revitalization	
CSR at ABeam Consulting .....	07
Solid Business Foundation .....	09
Collaborating with Our Clients .....	11
Working with the Community .....	13
Responsibility for the Global Environment .....	15
Working with Employees .....	17

### Editorial Policy

This report presents ABeam Consulting's efforts to fulfill its social responsibility in accordance with the vision set out in its CSR policy. Special Feature 1 introduces the educational support the company provides via the non-governmental organization, Room to Read, as an example of its global CSR activities. Special Feature 2 introduces the company's assistance for regional revitalization by participating in the management of the soccer club, Montedio Yamagata, as an example of the company's local CSR activities. Additional information on ABeam Consulting's CSR activities is available at the web site listed below.

ABeam Consulting's CSR site  
<http://www.abeam.com/about/csr.html>

## Company Profile

ABeam Consulting Ltd.  
Founded: April 1, 1981  
Number of Employees: 4,145 (As of April 1, 2015, consolidated)  
Capital: ¥6.2 billion  
President and Chief Executive Officer: Toshinori Iwasawa  
Business Areas: Management Consulting  
Business Process Consulting  
IT Consulting  
Outsourcing  
Consolidated Net Sales: ¥60.4 billion (Fiscal year ended March 31, 2015)  
Overseas Locations: 21 offices in 11 countries and regions  
(As of April 1, 2015, including subsidiaries)

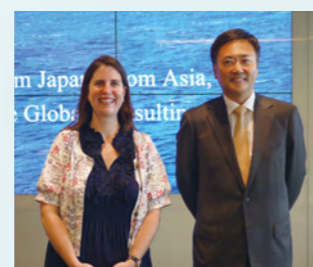
## Message from the President

# Resolving Social Issues and Creating Dependable Value

ABeam Consulting established the CSR Division (currently the CSR Unit) in 2009. This provided a foundation upon which we could consolidate the social contribution and environmental conservation activities initiated by our employees and pursue CSR activities in a more organized and effective way. Then, in 2013, we established our CSR Policy to share our vision for these activities with all employees.

We are currently involved in various CSR activities, including educational support via the global NGO, Room to Read, regional revitalization through the administration of Montedio Yamagata, environmental conservation at the foot of Mt. Fuji, recently named a World Heritage Site, and promotion of the creation of smart cities.

Underlying all of these initiatives is our aspiration to be a real partner with all sincerity for our clients, taking responsibility for driving business success. We seek to make the most of our consulting skills to resolve the issues faced by our clients, local communities and the global environment and create dependable value. This is a CSR approach befitting who we are at ABeam Consulting.



Conversation with Erin Ganju,  
CEO of Room to Read



Participating in environmental  
conservation work at the foot of Mt.  
Fuji together with employees

To achieve this, we encourage the growth of individual employees as drivers of our CSR activities. We strive to equip them as global players with the skills and personal qualities needed to make an impact on the international stage and ensure that they possess world-class problem-solving abilities.

We intend to focus on three initiatives to sustain and expand our CSR activities going forward. First, while seeking to resolve our clients' challenges, we will also look to solve problems in the surrounding areas and environment, for instance as we do in the regional revitalization project, Montedio Yamagata. Second, we will pursue global CSR activities that go beyond the framework of our conventional business, as illustrated by our support for the NGO, Room to Read. Third, we will make our CSR activities even more effective by examining their results and elucidating their impact. Identifying outcomes is an important step in raising employees' motivation to continue with their activities.

We will keep moving forward with our CSR activities as a real partner, determined to fulfill our responsibilities not only to our clients, but also to local communities and the global environment.

## Toshinori Iwasawa

President and CEO



# Helping to Build an Educational Environment for Children in Asia

The non-governmental organization, Room to Read, provides children in developing countries with educational opportunities. Impressed with the activities of this NGO—an organization run by local staff with an extensive knowledge of the needs in the targeted region and which evidences a strong commitment to transparency—ABeam Consulting decided to become its first Japanese sponsor. We have been supporting Room to Read since 2008.

Our support goes beyond financial aid; we also take steps such as offering meeting spaces on company premises and carrying out pro-bono activities\* such as fundraising and promotion. We also visit the donee to ascertain the results of our support.

ABeam Consulting will continue to support Room to Read by utilizing its wide-ranging expertise in consulting.

\*Pro-bono activities: Offering one's own skills and expertise free of charge to meet a social need



### About Room to Read

Room to Read seeks to transform the lives of millions of children in Asia and Africa by focusing on literacy and gender equality in education. Working in collaboration with local communities, partner organizations and governments, it develops literacy skills and a habit of reading among primary school children and ensures girls have the skills and support needed to complete their secondary education.

## Donations to support library construction and educational programs

As a corporate supporter of Room to Read, ABeam Consulting has given corporate donations of US\$50,000 (about 5 million yen) every year since 2008 and has donated a total of about US\$400,000 as of fiscal 2015. In addition, we provide financial support through donations from employees and contributions from the cafeteria plan.\* The use of this financial support is decided based on the opinions of the employees making the donations and also Room to Read's needs. Our donations have been used to build libraries and schools, fund educational programs for girls and publish children's books in the local languages of Vietnam, Nepal, India and Bangladesh.

\*Cafeteria plan: a benefit program that allows employees to use their points to choose something from a benefit menu planned by the company.

### Donations Results

Educational facilities  
1 kindergarten, 1 elementary school

Libraries  
2 libraries and 34 library rooms

Girls' education  
4 countries (Vietnam, Nepal, India and Bangladesh)

### Donations from Employees

Number of employees who have donated  
307 people

Total donated  
About US\$ 20,825

\* From April 16, 2006 to March 10, 2015



## Multiple methods of support leveraging consulting skills

We undertake pro-bono activities using our consulting skills to support Room to Read Japan's initiatives. One of these activities is the compilation of support records. We made a brochure explaining what attracted us to become a partner of Room to Read and what we have done so far to support the NGO, so that Room to Read Japan could use it as a tool to attract new corporate partners. We made the brochure in a standardized format so that it could also be adopted easily for other companies when the NGO made similar documents themselves. We also help Room to Read to improve the efficiency of its financing and promotional activities, for example, by advising them on improving their website.

### Impact of our support



\*August 2008-June 2015



Brochure prepared by ABeam Consulting



## Visiting the donees, communicating with children

With these activities, it is important not only to provide continuous support, but also to confirm and examine the outcomes. This is why we have our CSR staff conduct on-site visits. We visited Vietnam in 2013 and Nepal in 2014, and interacted with the children attending the kindergartens and elementary schools we provided donations for. Seeing with our own eyes that the facilities are run efficiently and the children are learning with excitement reaffirmed the significance of our activities.

### Visits



\*Total of visits to Vietnam and Nepal

Children performing a welcome dance



### Voice of a Partner

**"We are happy to make advanced achievements in collaboration between NGOs and companies."**

We are very grateful to ABeam Consulting for always working so closely with us and supporting our activities. The support based on their consulting skills is very encouraging. The brochure explaining ABeam's past support provided us as a tool to attract more corporate partners and is a big help in our promotion activities. We hope to become an example of advanced ways of collaboration between NGOs and companies.

**Kaho Matsumaru**  
Director of Room to Read Japan



### Voice of a Staff Member

**"I can grow as a consultant through support activities."**

I have been involved in these activities since the first year I joined the company. Being able to work with Ms. Matsumaru and others from Room to Read and seeing their earnest efforts to support the education of children in developing countries have been motivating me very much. The process of interacting closely with partners to identify operational issues and devise improvements is similar in many ways to consulting. I feel that it is connected to my own growth as well.

**Satomi Hiyama**  
Social Contribution Team  
CSR Unit



# Joint Operation of J1 Club Contributes to Team Wins and Local Community Development



Montedio Yamagata, a professional soccer club based in Yamagata Prefecture, returned to J. League Division 1 in the 2015 season and continues to compete aggressively.

In June 2013, ABeam was selected as a partner company that would be involved in the management of the team through public invitation.

We established Montedio Yamagata Ltd. in August 2013 together with Sports Yamagata 21, which had run the team on its own until then. Our employees are stationed on-site to help with the club's management.

By utilizing our knowledge of community development, corporate rehabilitation and management reform, based on the trusting relationships Montedio Yamagata has built with the community, we aim not only to develop the team, but also to create new value so that this club can become the most community-oriented team in the J. League.



### About Montedio Yamagata

Montedio Yamagata is a professional J. League soccer club based in Yamagata Prefecture, which plays most of its home matches in Yamagata City, Tendo City and Tsuruoka City. Sports Yamagata 21 ran the club through 2013, and in February 2014 management shifted to Montedio Yamagata Ltd. The team returned to J. League Division 1 for the first time in four years for the 2015 season and aims to firmly establish its position in this premier division.



## Creative collaboration with local companies

As part of the effort to contribute to local community development, at the suggestion of ABeam Consulting Montedio Yamagata launched a project to give away agricultural products from Yamagata—one of Japan's most prosperous farming areas—to thank everyone who donates to the cause of strengthening the team. This not only brings in funding to strengthen the team, but also provides an opportunity to highlight Yamagata Prefecture's appeal to J. League fans throughout the country.



## Voice of a Supporter

**"We look forward to a strong team and building relationships in Asia."**

What supporters like me really want is to create a winning team. Attracting funding to strengthen the team is the key to this success, and we have high hopes that ABeam Consulting's business expertise and flexible approach will help us to achieve this. Moreover, ABeam's impressive track record in Asia could ultimately lead to the creation of a pipeline for Yamagata's agricultural products to be exported to Asia, which would be the best possible outcome.

Akira Fujikura

Representative  
ULTRAS A.C.M.Y  
(Montedio Yamagata Supporters Association)



## Expanding the business foundation and becoming a club even more loved by the local communities

Securing funds to strengthen the team is vital to firmly establishing Montedio Yamagata's position in J1 and reinforcing this club's close relationship with the local communities. As the management partner of Montedio Yamagata Ltd., we implement various initiatives leveraging our consulting skills to strengthen the business foundation.

### Examples of initiatives

#### Stadium management as the designated manager

ABeam employees well-versed in the Designated Manager System\* took a leading role in working to earn the position of designated manager for Yamagata Prefectural General Sports Park, including the home stadium, and in 2013 we were selected by Yamagata Prefecture for this position. We have built a foundation from which to expand operations in terms of both "soft" aspects (management of a top team) and "hard" aspects (management of the stadium infrastructure).

\*Designated Manager System: A system that enables municipalities to commission the management and administration of public facilities, limited to local public organizations and their affiliated organizations, to private companies.



Yamagata Prefectural General Sports Park

#### Adoption of management accounting and implementation of data use management

We carried out surveys of visitors throughout the season to expand ticket revenue. While developing products and new plans, such as plans to attract clients based on client segments, we are building a system that can accurately ascertain management conditions in real time.

## Voice of the Management Partner

**"We can really depend on ABeam's consulting expertise and their willingness to take up a challenge."**

We had run the club as an incorporated association for some time, so it was a major challenge for us to bring in ABeam Consulting as a management partner. However, we are beginning to see results. ABeam employees have shared with us knowledge on everything from new businesses to innovative approaches to community engagement. Their willingness to take up challenges boldly with new initiatives is leading to changes in awareness among all staff.

Takashi Takahashi

President and CEO  
Montedio Yamagata Ltd.  
(previously president of Sports Yamagata 21)



## Community support through hometown activities

Montedio Yamagata—a professional soccer club—aspires to a European style of management in which it is supported by the community and local residents. The club promotes industry-academia-government cooperation for greater links with the local community. Players actively participate in their hometown activities, such as soccer classes, volunteering to shovel snow and holding "dream" classes. The frequency of these activities puts the club in the top ranks of the J. League. The club plans to expand these hometown activities to become the J. League team most loved by its community. To do so, it will focus on the degree to which it can give back to the community and the actual impact, not just the number of activities. These efforts will be facilitated by our consulting skills while valuing the trusting relationship that the club has already built with the community.



Soccer classes for children in Yamagata Prefecture



Volunteers shoveling snow at homes of the elderly

## Voice of the Montedio Fan Club\*

**"Let's revitalize Yamagata through hometown activities."**

Ever since ABeam Consulting joined as a management partner, we have seen signs of change as unprecedented new events have been held. We carry out hometown activities with Montedio Yamagata, and will be pleased to see positive changes in terms of community interaction and support, as well as a stronger team. I hope we can work together to revitalize our hometown of "Yamagata."

\*Montedio Fan Club: This club is an association of multiple fan clubs organized by community centers in Tendo City, Montedio Yamagata's home base. This club supports the team as well as its hometown activities.

Masakazu Shibasaki

Head of Nagaoka Montedio Supporters Club



# CSR at ABeam Consulting

In 2009, we set up a CSR Division (currently, the CSR Unit). We have been following our unique approach to CSR ever since. In 2013, we established the CSR Policy, which positions CSR as an integral part of management. We proactively pursue CSR activities with the goals of contributing to our clients' global growth and helping to build stronger local communities, a healthy global environment and a sustainable society.

## CSR Policy

Our CSR Policy, which articulates our mission and vision, guides our diverse CSR activities in five fields. We focus on CSR activities that make the most the key features of the consulting business, our main business.

## Mission

**We bring new success to our client through our consulting service and contribute to the establishment of a sustainable society.**

## Vision

- 1 We prevent injustice to occur during our performance and strive for sound and fair management of the company.
- 2 We provide high quality service to our clients by conducting business based on outstanding consulting knowledge and skills.
- 3 We, as well corporate citizens, by cooperating with various partners, work positively to establish solutions to fight against social issues such as poverty and education without being caught by any fixed conception.
- 4 We continuously improve environmental management through business and contribute to reduce global environmental load through the service we provide and other activities we work on.
- 5 We not only provide comfortable working environment, but also strongly support eager employees who aim for self-realization and self-propagating which could be attained through social activities.

## CSR activity fields

Solid Business Foundation p. 9

Collaborating with Our Clients p. 11

Working with the Community p. 13

Responsibility for the Global Environment p. 15

Working with Employees p. 17

## CSR Promotion System

The CSR Committee and CSR Unit work together to implement CSR activities as an integral part of management.

The CSR Committee drafts policies, such as guidelines and action plans, as an advisory group for management, while the CSR Unit works with related divisions to deploy the policies established by the CSR Committee and implement action plans.

The CSR Unit is made up of members who have positions in other departments to ensure that they have a good sense of business realities. The members serve as role models by participating in regular meetings and events, while always respecting autonomy, and also carry out their assigned duties. In addition, employees other than CSR Unit members participate freely in CSR activities, and support events and pro-bono activities.

CSR Implementation Organization Chart



\*1 BU: Business Unit  
\*2 QRM: Quality Risk Management

## Voice of CSR Unit Members

**“My goal is to take a comprehensive view of CSR activities and then expand their scope.”**

I am a leader of the Environmental Control Team, and I organize environmental conservation activities overall. In addition, I am in charge of implementing CSR activities as a leader of the CSR Unit. Our CSR Unit makes rapid decisions on new initiatives and is able to immediately implement activities that have drawn interest.

The CSR Unit's goal for the future is to involve the company's employees, NGOs and other companies to expand the scale of CSR activities. In addition, my personal goal is to take a comprehensive view of the company's CSR activities overall, not simply the activities in the environmental conservation field I am in charge of, and then expand the scope of our activities.



Shinichiro Morido  
Leader, Environmental Control Team  
CSR Unit

**“We aspire to create CSR activities that everyone feels welcome to participate in.”**

As a member of the Social Contribution Team, I am in charge of activities supporting the NGO WaterAid Japan, which works to improve the world's water and sanitation environment. My involvement has helped me to see the substantial social impact our activities have. Going forward, I hope to focus on familiarizing employees with CSR, as well as using consulting skills in our activities. I want to plan and implement CSR activities that everyone feels welcome to participate in, and expand the scope of our CSR activities.



Aya Kanai  
Social Contribution Team  
CSR Unit

**“CSR activities led to stronger motivation in regular work as well.”**

As a volunteer member of the Environmental Control Team, I am in charge of surveys on the use of office supplies and events related to environmental conservation. Going beyond the scope of the team, I also run volunteer activities supporting reconstruction and CSR education for new hires. CSR activities have given me many opportunities to reconfirm the significance and strengths of the company's role, and they have also improved my motivation in my regular job. I hope that I can raise awareness about CSR in the company and motivate other staff to participate in CSR activities by telling them about their appeal.



Yuichiro Saito  
Volunteer member  
Environmental Control Team  
CSR Unit

## Solid Business Foundation

# Building the Foundation for Longevity as a Company Trusted by Society

ABeam Consulting is building a foundation to prevent improprieties in operations and ensure that management is sound and equitable. As well as establishing a compliance management system, we strengthen information security and build awareness and educate employees. We also strive to augment corporate governance, strengthen trusting relationships with stakeholders, and improve the social nature and transparency of corporate management.



## Compliance

### Establishment of the ABeam Code of Conduct

The ABeam Consulting Group now has 21 offices outside Japan, in 11 countries and regions (as of April 1, 2015, including subsidiaries), and its diverse backbone is made up of people with a wide range of ethnicities, nationalities and religions. In addition, our clients are not only in Japan, but also include global Japanese companies expanding their businesses around the world and foreign companies with bases overseas. In this kind of business environment, as a consulting business we believe that it is important to respect the values and diversity of all stakeholders and ensure thorough compliance management rooted in a global perspective.

In October 2005, we established the ABeam Code of Conduct to help achieve our vision of consistently serving as a real partner to our clients as a global consulting firm with roots in Asia, while always complying with laws and regulations.

These guidelines aim to firmly establish the sense in each individual employee that

always fulfilling our corporate social responsibilities raises the group's corporate value. We also endeavor to educate employees about and reinforce compliance, based on the decisions made by the Board of Directors regarding the basic policy on establishing an internal control system.

By distributing a pamphlet with these guidelines (Japanese and English versions) to all employees of ABeam Consulting and its group companies in and outside Japan, we seek to ensure that the guidelines—the foundation of our compliance management—are understood and put into practice.

Moreover, we sought to ensure viable compliance with ethics and laws internally by establishing Operating Rules for Internal Reporting System so that anyone involved in the company's operations can report improper, illegal and unethical acts that they identify or become aware of.

## Information Security

### Rigorous Management of Important Information 1

We have established compliance items and management system regulations for the handling of important information, such as clients' and the company's confidential information and personal information. Moreover, similar guidelines have been established for group companies outside Japan, giving us an information security foundation at the global level.

We have established regulations laying out integrated technology standards serving as technical measures for information security. Meanwhile, we have adopted secure print systems that use confirmation of the security cards carried by all employees and encryption management for files containing confidential information, and monitor the installation status of software on company PCs.

All comings and goings to and from our offices are managed using security cards, and security cameras are set up in each area. Measures are taken to prevent improper acts and information leaks.

### Education and Awareness-Building Activities for Employees 2

We use an e-learning platform to provide information security education to all employees in Japan once a year. All employees in Japan have completed this course. Since we earned the PrivacyMark in April 2010, we have incorporated education on the importance of handling personal information in this course, and have worked to raise awareness about personal information management.

In addition, all new graduate hires and mid-career hires are given training on information security in a class immediately after they join the company. This is an opportunity to deepen understanding about the importance of information security as well as compliance matters and points requiring special attention.

We provide information security education via e-learning to group employees outside of Japan.

We will continue to provide education that promotes each individual employee's understanding of information security and raises awareness.

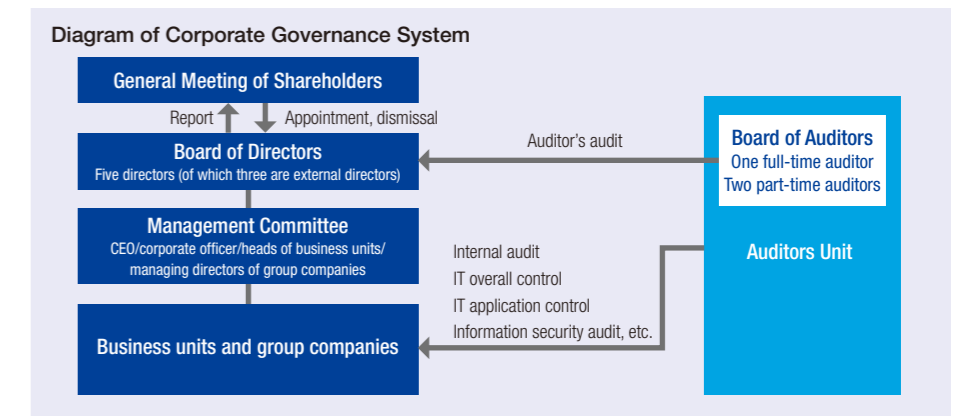
## Corporate Governance

### Establishment of Board of Directors, Board of Auditors and Auditors Unit

The Board of Directors, which is made up of five directors, meets once a month to make important decisions on management issues and monitor business performance. The Management Committee considers and discusses important issues related to business execution.

In addition, a Board of Auditors made up of three auditors was established as an organization to oversee the Board of Directors'

execution of their responsibilities. They examine the appropriateness and soundness of operations carried out. In addition, the Auditors Unit, which supervises business units and group companies, confirm and examine the effectiveness of internal controls, the safety and effectiveness of the company's systems, and the status of information security administration.



(As of April 1, 2015)

# Contributing to Client Growth and the Realization of a Sustainable Society

As a global consulting firm, ABeam Consulting offers high-quality consulting services to contribute to its clients' sustainable growth. We support a wide range of clients, from Japanese companies and local governments to companies around Asia. We will continue to help our clients achieve new successes and create a sustainable society.



## Developing Services That Meet Social Needs

### Development of New Apps for Visitors to Japan which Facilitate the Inbound Tourism Market 1

We contribute to mitigation of social issues and social progress by providing a wide range of consulting services and generating new value with our clients. One example is an application development project implemented in partnership with H.I.S. Co., Ltd., a major travel agency in Japan.

As momentum builds to revitalize tourism ahead of the Tokyo Olympics in 2020, tourism services and infrastructure aimed at foreign visitors must be strengthened.

Meanwhile, there is a clear shift in mode of travel from group tours to individual travel, making it even more difficult for travel companies to meet foreign tourists' specific needs.

To resolve this issue, we proposed to H.I.S. that a new service providing travel information to visitors to Japan be developed. Employees from H.I.S. and ABeam Consulting formed a project team and developed the free application "Touch! Tokyo," which was released in June 2014. This app provides recommendations on sites to see in Tokyo for visitors from Thailand.

In Thailand, Japan is one of the most popular foreign travel destinations, and Thai visitors to Japan are increasing at a rapid pace. By offering this app, which brings the H.I.S. brand to the attention of Thai visitors, we facilitate the business growth of our client, H.I.S. In addition, we contribute to the "creation of a tourism nation," one of the Japanese government's goals.

## VOICE

**"Application development led to greater awareness of the inbound tourism business."**

I was very pleased with ABeam Consulting's proposal of this service, which meets the needs of visitors to Japan. Developing this application enabled us to create a new service for the Asian market, and also to raise internal awareness of the inbound tourism business. We learned a lot thanks to our involvement in this project, including some new approaches to achieve our goals. I hope that we can maintain our robust partnership and work together again and again.

**Kiyoshi Takano**

Executive Officer, Senior General Manager  
Information System Division  
H.I.S. Co., Ltd.

We will continue to utilize our diverse consulting services to contribute to our clients' sustainable growth and generate value that meets the needs of society.

## Initiatives with Local Governments

### Supporting the Introduction of Smart Communities 1

We support several Japanese local governments to develop business plans by implementing the idea of smart communities.\* The entire community, including its residents, needs to participate in smart community projects. To ensure this, we not only focus on solutions for global issues such as CO<sub>2</sub> reduction, but also include local perspectives on bettering community life, such as raising quality of life (QOL) and local revitalization.

Examples of ABeam Consulting's work include helping with a project plan for the development of communities damaged by the Great East Japan Earthquake, as well as planning projects to integrate both CO<sub>2</sub> reduction and community revitalization by adopting solar power generation facilities. We will continue to support local governments' planning to introduce the idea of smart communities.

\*Smart community: An initiative to control energy consumption and create communities that function as the foundation of a sustainable society.

## Initiatives in Asia

### Supporting Social Infrastructure Development in Developing Countries 2

In recent years, the export of so-called "infrastructure packages" is drawing attention as a means of deploying Japan's infrastructure technology globally. This approach does not focus on the building of individual infrastructure elements such as railways, roads and power plants, but rather, offering packages comprised of planning, building and maintaining infrastructure.

ABeam Consulting was focused on infrastructure operation, maintenance and management even before "infrastructure packages" came into the spotlight. We provide comprehensive support for sustainable operation of local infrastructure, by offering services such as enterprise asset management, internal controls and IT management. Our major projects are: "Special Assistance for Project Formation (SAPROF) for EAM PLN Genco Project" funded by JBIC and "Special Assistance for Project Implementation (SAPI) for Ho Chi Minh City Urban Mass Rapid Transit (UMRT)" funded by JICA. These projects are helping to deliver sustainable social infrastructure in Asia.

## Strengthening Relationships with Clients

### Activities to Raise Client Satisfaction 3

Our business activities are rooted in the conviction that we have what it takes to be a real partner, building profound trust with clients and supporting their business responsibly over the long term. To deliver on this commitment, we use client satisfaction surveys and confirm that our consulting services in fact did provide value that met clients' expectations.

These surveys allow us to listen to the voice of the customer in a way that goes beyond on-site communication, and they provide opportunities to raise service quality and devise new proposals.

Furthermore, the Client Satisfaction Improvement Committee gathers every month to confirm and analyze the clients' feedback from the surveys. This activity leads to improvements in service quality across the company.

# Building a Shared Future, as the Real Partner of the Community

ABeam Consulting pursues sustainable business activities as a member of the community, and does not hesitate to break out of the mold in proactively carrying out social contribution activities that allow it to serve as the community's real partner. We take a diverse approach to social issues such as poverty and natural disasters while collaborating with various partners. In this way, we are working to build the future for communities in Japan and other countries in Asia.



## WaterAid



### Bringing Safe Drinking Water and a Sanitary Environment to People in Asia and Africa

1

The United Nations' Millennium Development Goals (MDGs) aim to "halve, by 2015, the proportion of the population without sustainable access to safe drinking water and basic sanitation." Safe drinking water and a sanitary environment are essential daily infrastructure needed for people to live. We view the use of safe drinking water and improvements to the

sanitary environment as important factors that will help create our future. Accordingly, we have supported WaterAid Japan, which seeks to improve the world's water and sanitary environment, since it was preparing to launch in 2013.

Since it was founded in the UK in 1981, WaterAid, one of the world's leading NGOs, has worked in 26 countries to bring safe water to

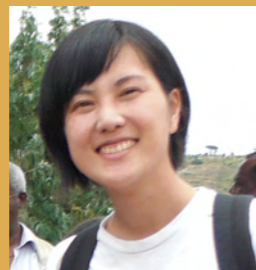
17.5 million people and provide sanitation facilities to 12.9 million people. As a company supporting WaterAid Japan's projects after it was first established, we support a wide range of activities, such as providing and donating furniture for offices and participating in pro-bono activities.

In February 2014, WaterAid UK's CEO Barbara Frost and ABeam's CEO Toshinori Iwasawa met and reaffirmed their ongoing cooperative relationship. At the Osaka marathon held that October, ten ABeam employees participated as WaterAid charity runners and raised money internally. We will continue with our activities to support people in Asia and Africa, and eagerly expect that the business skills we have acquired in our consulting operations can help with the administration of WaterAid activities.

## VOICE

**"ABeam Consulting stands with us as a real partner, boosting our confidence."**

We are a new organization established only in 2013. ABeam Consulting has supported our initiatives from early on and stood by us as a real partner. In the regions such as Nepal and Ethiopia where we provide aid, many people are now able to use safe water, making the first big step out of poverty. We hope that our relationship with ABeam Consulting as a dependable partner will deepen with time.



**Kaoru Takahashi**  
Representative  
WaterAid Japan

## Initiatives Outside Japan

### Regional Support Activities at Our Offices Outside Japan

2

The staff at our overseas offices are carrying out social contribution activities that meet the needs of the country or region.

Our office in Thailand coordinated the aid provided by our other offices, which raised about 1,380,000 THB (about 5 million yen) to support the recovery from the flooding in Thailand that occurred in July 2011. Our Thai office also proactively carries out social contribution activities, with employees participating in charity marathons to support children infected with HIV and children whose parents died of HIV/AIDS.

Our Malaysia office donates supplies to elder care facilities. Some employees visited the facilities to hand over the electronic goods and daily necessities donated by their colleagues. Interacting with residents and seeing their joy made our employees really feel the significance of these support activities.

## Supporting Reconstruction after the Great East Japan Earthquake

### Ongoing Support Tailored to the Progress of Revival after the Earthquake

3

ABeam Consulting has been providing continuous support activities designed to facilitate revival, since the moment immediately after the earthquake.

The main three initiatives are as follows.

#### (1) Donations

Donations were collected from employees and others immediately after the earthquake, with contributions amounting to about 25,670,000 yen in emergency aid.

#### (2) Volunteer center support

We carry out activities to support a volunteer center which played an important role in affected areas immediately after the earthquake. We utilized our IT expertise to help build a network with the Kesennuma Volunteer Center, donated printers, and set up a system support desk.

#### (3) Ongoing support for reconstruction

Our employees regularly give volunteer tours to support strawberry farmers in Yamamoto-cho,

Miyagi Prefecture, who were affected by the earthquake. Motivated employees and new graduates took the lead in helping with farm work, and in the meanwhile, toured the affected region and spoke to local people. This was an opportunity to reconfirm the importance of support for the comprehensive revival of the area. In addition, to drive reconstruction in the damaged regions, products manufactured in the affected regions are purchased and utilized on an ongoing basis at internal events at ABeam Consulting to contribute to the revitalization of local economies.

We will keep carrying out reconstruction support activities and will consider executing pro-bono support utilizing our consulting expertise. We will continue walking with residents of the affected Tohoku region to contribute to the independence and growth of the entire area.



# Seeing the Entire Planet as a Partner—Promoting Environmental Conservation Activities Both Inside and Outside of Our Offices

ABeam Consulting's "Real Partner" concept applies not only to clients and local communities, but also to the global environment. We pursue initiatives to conserve the environment inside and outside of our offices. We work to improve environmental management across our business activities in order to increase the environmental performance of our offices, and encourage employees to participate in volunteer clean-up activities in the community.



## Environmental Management in Business Activities

### Reducing the Environmental Impact of Our Offices 1

We strive to reduce environmental impact by establishing and continually revising environmental management systems. Our Public Business Unit has acquired ISO14001 certification.

#### (1) Energy conservation

We focus on energy savings through continual operation improvements using One2Five® Energy, an energy management diagnostics tool we also offer as a service.

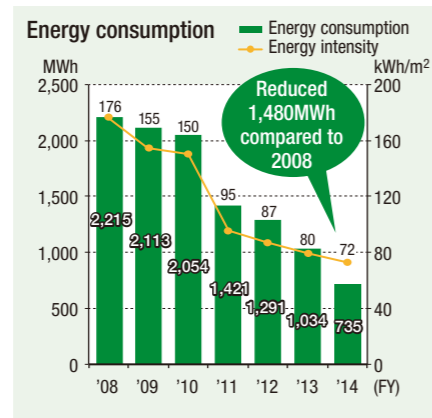
#### (2) Reductions in paper use

We have worked to reduce paper consumption since fiscal 2011, for example by encouraging double-sided printing. We have equipped all of our meeting rooms with projectors and monitors and recommend that conferences and meetings be paperless.

#### (3) Recycling

We have set up "Recycling Stations" on each floor of our office buildings for waste sorting and waste reduction. Plastic bottle cap collection

boxes have also been installed. We have collected about 1.78 million caps so far as a member of the "Ecocap Movement," helping to provide vaccines for 2,228 children.



### Utilizing the Renewable Energy Certificate Mechanism 2

We offset the carbon emissions of the annual kick-off meeting attended by all employees by purchasing renewable energy certificates.\* This helps not only to reduce environmental impact, but also to promote and encourage the use of renewable energy.

We have used renewable energy certificates every year since 2009, and bought renewable energy certificates for 8,000kWh in biomass power generation in fiscal 2014.

We also use the meeting as an opportunity for raising the environmental awareness of our employees, asking them to bring their own chopsticks to use in informal gatherings and to use trains, buses and other modes of public transportation to come to the venue, which is outside of our offices.

\*Renewable energy certificates: Tradable, non-tangible energy commodities which serve as proof of environmental attributes of electricity produced from renewable energy sources such as wind power, solar power and biomass. Trading of renewable energy certificates is expected to support the popularization and spread of renewable energy.

## External Initiatives to Conserve the Environment

### Environmental Conservation Activities at Mt. Fuji 2

With the cooperation of the environmental NPO FUJISAN CLUB, we hold clean-ups and help to get rid of invasive plants at the foot of Mt. Fuji. These activities have been held every year since 2007 with the aim of "preventing environmental contamination at Mt. Fuji by picking up waste, and also taking another look at our own lives so that we do not throw out or create as much garbage" and "to protect endemic species near Mt. Fuji and protect biodiversity by eradicating invasive plant species."

A total of 83 new-hires and volunteer employees participated in this activity in fiscal 2014, which has been incorporated in the training schedule for new hires since fiscal 2013.

We collected about 430kg in garbage during these activities in fiscal 2014, and dug up 9,000 lance-leaved coreopsis plants (about 65kg), a plant native to North America, in our efforts to eradicate invasive plant species.

### Mitohama Beach Clean-up Activity 3

In 2006, we began a beach clean-up at Mitohama, since our Yacht Team had used facilities there. Since then, we have continued with this activity every year (with the exception of years in which it has to be cancelled due to rough weather) with the Kanagawa Coastal Environmental Foundation, a Public-Interest Incorporated Foundation.

In fiscal 2014, 71 employees and their families participated and collected about 430kg of garbage.

Garbage along the coast is not only garbage thrown out by people who come to play along the coast—most of it is garbage in the mountains, river banks and streets that has been washed ashore via rivers. This activity is an effort to clean up our coasts, but also promotes recycling by trash separation, conserves coastal wildlife habitats, and raises participants' environmental awareness.

## V O I C E

"Participating in clean-up activities raised my environmental awareness in everyday life."

Participating in the Mitohama Beach clean-up really helped me to realize the importance and significance of environmental activities first-hand. It has also made me rethink what I should do to enjoy my free time without destroying the natural environment. I would like to continue actively participating in this kind of environmental conservation activity, while also living with a constant awareness of the environment.



Takahiro Yamada  
Head of Business Unit, Financial & Social Infrastructure Business Unit

# Encouraging Individual Employees' Activities, to Develop Both Individual and Organization

People are the company's most valuable asset. We encourage employees to expand the scope of their activities and pursue individual growth so that the individual and the organization can grow together. To achieve this, we strive to create an environment that is conducive to job performance and enables all employees to achieve self-realization and personal growth, regardless of gender and nationality.



## Human Resource Development

### Counseling System to Support Career Development 1

The counseling system is our unique career support system that supports the growth of each individual employee. This system pairs upper-level employees, called counselors, with each employee from the same division. This is distinct from the supervisor that provides instructions about projects and other work.

Counselors offer help with an employee's career development with one-on-one support from a medium- and long-term perspective. Looking ahead to the employee's future, the counselor helps to assess the gap between their current career and future career. In the process, they map out a specific plan to lead to personal growth, and they review growth every year.

In the biannual reviews, counselors work together with the project supervisor to assess and train each employee in a multi-faceted manner.

### Enhanced Training System 2

We have set up diverse education and training programs as a means of supporting human resource development. Our training is wide-ranging so that we can offer the optimal courses tailored to each individual's situation.

In fiscal 2014, we set up 89 group training courses and 81 e-learning classes. The group training is held 362 times a year. In addition to this internal training, we support the skills development of our employees with various programs, including sending employees to external training programs, offering short-term study abroad for managers, and inviting MBA program instructors.

#### Primary internal training programs

Management	Learn project flow and management methods based on our unique methodology	Leadership	Learn about the role of a leader and ways to exercise leadership skills
Problem-solving	Learn how to identify true cause of problems and method of devising high-quality solutions	Career development	Expand perspective, deepen self-understanding and take another look at the individual career development plan
Communication	Learn communication skills that will lead to understanding, empathy and action	Basic knowledge	Learn the essentials for an ABeam Consulting employee
Specialized knowledge	Acquire specialized knowledge that can be offered to clients		

### Supporting Personal Training

With the aim of supporting employees' personal training, we offer a program that makes lump-sum payments in the event that employees earn public credentials related to their work. In conjunction with this, we also have a supplementary program that covers the renewal fees so that the employee can retain the credential.

We also actively support employees' efforts to improve their language skills, such as offering discounts on fees for language schools and entrance fees and setting up TOEIC group examinations. In addition, we have established study groups and case study groups in each division to provide an environment conducive to employees' personal development.

## Creating an Environment Conducive to Job Performance

### Support for Balancing Work and Childcare 3

We seek to build an environment in which every employee can perform to his or her maximum abilities, regardless of gender, nationality and whether they have children or deal with a disability. One of the ways in which we do this is to provide childcare support. We offer maternity leave for women during pregnancy, childcare leave available for both men and women (this can be taken until the April 30 after the child turns one year and six months), child-rearing leave,

which can be taken by employees with children who have not yet entered elementary school, and shorter working hours until children reach third grade in elementary school. In fiscal 2014, 39 employees took childcare leave. In July 2007, we were awarded Japan's Kurumin mark in recognition of these efforts to support the next generation, and in November 2014, we introduced a system that allows employees to take long-term leave of absence for fertility treatments.

### Environment Conducive to Internal Communication 4

We value communication between employees since we view "team strength" as one of our management principles.

The headquarter offices have an open space equipped with a library known as the Communication Space where employees can get together. Moreover, we offer a wide range of internal club activities. The company subsidizes activity costs to ensure vibrant communication between employees in different divisions, positions and generations.

Since we moved our headquarters in 2013, we have held Family Day, an event in which employees invite their families to our new headquarter offices, every year. This event gives employees a chance to have fun with their families while allowing them to experience the corporate environment. There are a variety of activities such as a stamp rally, work experience and hands-on experiences with the cutting-edge television conference system. About 500 people participated in the Family Day held in August 2014.

## V O I C E

**"I can balance work and childcare thanks to this system and the support of my colleagues."**

Since returning from my maternity and childcare leave in 2009, I continue to work shorter hours. The company has set up a system that supports employees who want to balance work and childcare. I was promoted to manager in 2014, thanks to support from my colleagues and my own dedication to delivering results within my limited time. I think that this is a workplace environment that allows people to take on all kinds of challenges and advance their careers no matter what their situation is, as long as they try to do their best.



**Hitomi Kuwabara**  
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