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Part I

1.0 Documentation structure

The Integrated Management System (IMS) of Fujitsu Semiconductor Europe GmbH (FSEU) meets the requirements of Fujitsu’s environment and quality management system. The requirements are described in processes, instructions and documents. Thus FSEU can guarantee compliance with legal requirements and the achievements of FSEU’s principles and objectives.

The documentation of FSEU’s IMS comprises 2 parts:

Part I
Contains the documentation of the IMS with respect to internal and external requirements. It comprises the corporate principles, defines the organizational structure and briefly describes the main starting points to maintain and continuously improve FSEU’s IMS.

Part II
Describes the FSEU Process House
2.0 Purpose and Scope

In our core field of competence of the sales, marketing, development and distribution of semiconductor products and software every employee of FSEU bears the responsibility through his/her daily work for our products, for ensuring the satisfaction of our customer and protection of the environment.

The instructions compiled with a view to stimulating awareness of this responsibility are outlined in our process-oriented Integrated Management System and documented in this Manual.

The IMS presented in this Manual has been developed in line with the international standards

**DIN EN ISO 9001, DIN EN ISO 14001, ISO/TS 16949**

and FSEU’s Principles and other corporate guidelines and policies.

All business units, their leaders and employees, in all hierarchical levels, are liable to comply with the IMS, presented here within.

This Integrated Manual also provides an insight into our corporate structure and our corporate philosophy to our customers.

We hope that once you have read this Manual, you will be familiar with Fujitsu Semiconductor Europe GmbH and our commitment to continuous improvement.

______________________________
Brendan Mc Kearney
President Fujitsu Semiconductor Europe GmbH
January 2014
3.0 Introduction of Fujitsu Semiconductor Europe

Fujitsu Ltd. is a world leader in customer-oriented IT and communications solutions concentrated on three areas: Technology Solutions, Ubiquitous Product Solutions and Device Solutions.

Fujitsu Semiconductor Ltd. (FSL) is a wholly owned subsidiary of Fujitsu Ltd., headquartered in Shin-Yokohama, Japan. FSL designs and develops semiconductors such as ASIC, COT, ASSPs and other general-purpose products.

Fujitsu Semiconductor Europe (FSEU) is a wholly owned regional Sales and Marketing subsidiary of Fujitsu Semiconductor Ltd., with headquarter and warehouse in Langen, Germany. FSEU’s target markets are Automotive, ASIC & COT, Imaging, Communication and Industrial.

Fujitsu Semiconductor Embedded Solutions Austria GmbH (FEAT) is a wholly owned subsidiary of Fujitsu Semiconductor Europe GmbH, based in Linz, Austria. FEAT develops embedded software solutions for Driver Information, Body & Chassis, Industrial and Multimarket applications and HMI design for Automotive, Industrial and Mobile solutions.

European customers are served by FSEU’s offices in Germany, Turkey, Hungary (home office), Italy, France and United Kingdom which are supported by European based Development Centers, technical services and sales functions.

3.1 Organizational Structure Fujitsu Semiconductor Ltd.
3.2 Organisation Chart Fujitsu Semiconductor Europe GmbH

[Organisation Chart Diagram]

- President
  - Senior Mynt Assistant
  - Vice President HR, Corporate Services & Compliance Officer
  - Director GEM & ASSP
  - Senior Director Finance
  - Senior Director BU Communications
  - Senior Director Common Technologies & Functions
  - Director Sales & Supply Chain
4.0 The Fujitsu Way: Vision, Values, Principles, Code of Conduct

4.1 Fujitsu Semiconductor Limited

Corporate Vision

Through Fujitsu’s constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society whose aim is to reward, secure and bring about a prosperous future that fulfills the dreams of people throughout the World.

Corporate Values

What we strive for:

- Society and Environment: In all our actions, we protect the environment and contribute to society.
- Profit and Growth: We strive to meet the expectations of customers, employees and shareholders.
- Shareholder and Investors: We seek to continuously increase our corporate value.
- Global Perspective: We think and act from a global perspective.

What we value:

- Employees: We respect diversity and support individual growth.
- Customers: We seek to be their valued and trusted partner.
- Business Partners: We build mutually beneficial relationships.
- Technology: We seek to create new value through innovation.
- Quality: We enhance the reputation of our customers and the reliability of social infrastructure.

Principles

- Global Citizenship: We act as good global citizens, attuned to the needs of society and the environment.
- Customer-Centric Perspective: We think from the customer’s perspective and act with sincerity.
- Firsthand Understanding: We act based on a firsthand understanding of the actual situation.
- Spirit of Challenge: We strive to achieve our highest goals.
- Speed and Agility: We act flexibly and promptly to achieve our objectives.
- Teamwork: We share common objectives across organizations, work as a team and act as responsible members of the team.

Code of Conduct

- We respect human rights.
- We comply with laws and regulations.
- We act with fairness in our business dealings.
- We protect and respect intellectual property.
- We maintain confidentiality.
- We do not use our position in our organization for personal gain.
4.2 Fujitsu Semiconductor Europe GmbH

The „Fujitsu Way“ is applicable to all of FSEU’s activities. FSEU’s values compliment the „Fujitsu Way“.

Mission

In close co-operation with customers, end-customers and partners, FSEU defines and supports right sized solutions based on Fujitsu’s core semiconductor technologies to satisfy customers.
FSEU adds value by leveraging superior local engineering, in-depth market knowledge, uncompromising quality, best in class logistics and highly responsive service.

Vision

FSEU generates and maximizes sustainable, long term value for stakeholders. Stakeholders are customers, partners, Fujitsu and employees.

Values

The customer is FSEU’s No. 1 asset and everything FSEU does is aimed at building mutually successful partnerships.
Mutual respect, commitment and integrity form the foundations of FSEU’s company culture.
With open communication, teamwork and responsiveness FSEU prides itself on fast decision making and a positive working environment.
FSEU is an integral part of FSL, a world leading Semiconductor company with a global footprint. An innovative environment and access to leading edge technology allows FSEU to build strategic alliances with customers and partners leveraging local expertise and design capabilities.
FSEU is committed to treat people fairly and reward achievement. FSEU’s leaders encourage and support personal development to allow people to maximize their own potential.
Profitability and revenue growth are necessary for FSEU to fulfill its strategic vision for generating sustainable long term value for its stakeholders. To achieve this FSEU operates a structured business planning and review cycle to ensure commitments are met.

Leadership Principles

Leadership Principles have been defined in order to:

- describe how to live the values as Leaders authentically
- create a common understanding of the expected Leadership culture
- put more focus on the behavioral aspects of Leadership
- create transparency - the employees should know what to expect from their Leaders
- make Leadership performance (better) measurable
- create a platform to exchange feedback and guarantee mutual learning

In order to encourage and support FSEU’s employees to establish a customer centric culture, FSEU leaders:

- continually stress the importance of satisfied customers to long term business success
- encourage responsiveness and a sense of urgency in satisfying customer needs
- demonstrate respect to the customers even in their absence
- ensure good understanding of how FSEU can add value and build mutually successful

In order to support a company culture based on mutual respect, commitment and integrity, FSEU leaders:

- respect the individual at all times
- demonstrate commitment (passion) in all activities
- demonstrate integrity in all activities
- take time to listen actively and to seek feedback from their colleagues
- foster an environment of open, two way communication and knowledge sharing
- enable fast decision making through delegation and empowerment at all levels
- promote cross-functional and cross-cultural teamwork throughout the entire organization
- learn from other cultures and adopt best practices
- encourage questioning our own activities and strive for continuous improvement

In order to encourage innovation within FSEU as part of a global team, FSEU leaders:

- create an environment conducive to creativity and innovation by encouraging cross functional, cross regional interaction and brainstorming
- support employees innovative ideas and projects outside their own area of work
- demonstrate a positive and open mindset to interactions with other global teams: "Assume good intentions" rather than "Us vs Them"
- ensure innovation and partnering are always focus items by putting them as agenda points on team meetings

In order to encourage and support personal development to allow people to maximize their own potential, FSEU leaders:

- demonstrate fairness and objectivity
- define and reward achievement
- take time to listen
- give and ask for timely feedback based on observations
- identify opportunities for development and agree clear development plans
- take risk on delegation and empowerment while supporting the learning process
- give example through self-development
- foster an open culture of learning from successes and mistakes

In order to achieve revenue growth and profitability, FSEU leaders:

- provide guidance for the pursuit of opportunities that will contribute to revenue growth and profitability balancing long & short term requirements
- foster a culture of cost consciousness and regularly communicate financial performance
- align individual targets and rewards to the achievement of the company business goals
4.3 Quality Policy Fujitsu Semiconductor Europe GmbH

The main targets of FSEU’s QMS are defined as follows:

- Products offered by us shall be available at competitive market prices while realizing reasonable margins. In this way, a sustainable long-term economic supply can be assured and maintained.
- Internally, FSEU aims to motivate employees to personally identify with the aims of the Quality Management System and integrate it into their day-to-day work.

The key challenge of our quality policy is to gain the commitment of every employee to quality. Quality is the responsibility of us all. We intend to meet that obligation through our behavior and daily performance. This means that we must fulfill our tasks according to agreements made with our partners both inside and outside the company.

The quality policy is closely derived from to the overall company strategy and reflects the company’s key goals and objectives. This is illustrated in the following diagram:

<table>
<thead>
<tr>
<th>Strategy Objectives</th>
<th>Derived Quality Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Finance</strong></td>
<td>To measure and monitor our process performance in comparison to best practice and customer expectations and as a commitment to continuous improvement of products, systems and services.</td>
</tr>
<tr>
<td>Ensure profitability and sufficient funds to support further growth of FSEU and add value to FJ</td>
<td></td>
</tr>
<tr>
<td><strong>Customer</strong></td>
<td>To fulfill the requirements of external and internal customers. Customer oriented interdepartmental focused co-operation and active inclusion of our suppliers. Meet new and changing customer demands and ensure long term customer satisfaction.</td>
</tr>
<tr>
<td>Beat in class customer support and deep customer relationships</td>
<td></td>
</tr>
<tr>
<td><strong>Processes</strong></td>
<td>Systematic reporting of failures and procedures for failure correction at source. Global Standards and tools for developing customer driven products and solutions.</td>
</tr>
<tr>
<td>Right sized products and solutions. Provide service which is ahead of customer expectations</td>
<td></td>
</tr>
<tr>
<td><strong>Learning &amp; Growth</strong></td>
<td>To work faultlessly. Each employee is expected to take individual responsibility for his or her own work quality, the identification causes and the prevention of faults being repeated. To carry out conceptual training and achieve state of the art quality knowledge for our employees in order to fulfill our social and ecological responsibilities. Proactive thinking and the commitment of all employees to try to avoid failures.</td>
</tr>
<tr>
<td>Develop required workforce skills and competencies. Enhance strategic leadership</td>
<td></td>
</tr>
</tbody>
</table>

These objectives are indispensable not only for quality, but are also good business practice. It is the responsibility of the Management Team to create an atmosphere, which makes such improvements possible, and to encourage and support them. Exemplary top-down behavior will emphasize the credibility of our intentions. Through team spirit, competence and the involvement of all employees we will achieve our goals.

Brendan Mc Kearney
President Fujitsu Semiconductor Europe GmbH
January 2014
4.4 Environmental Policy Fujitsu Semiconductor Europe GmbH

Philosophy
Fujitsu Semiconductor Europe GmbH recognizes that environmental protection is a business issue of vital importance.

The principles for ecological action are specified in the company’s Environmental Policy, based on Fujitsu Group’s Environmental Policy.

Principles

- We strive to reduce the environmental impact of our products throughout the product lifecycle.

- We are committed to conserving energy and natural resources, and practice a 3R approach (reduce, reuse, recycle) to create best-in-class eco-friendly products.

- We seek to reduce risks to human health and the environment from the use of harmful chemical substances or waste.

- We disclose environment-related information on our business activities, products and services, and we utilize the resulting feedback to critique ourselves in order to further improve our environmental programs.

- We encourage our employees to work to improve the environment, bearing in mind the impact of their business activities and their civic responsibilities.

- Our Company is committed to adhere to existing environmental laws and regulations as well as conditions in connection with agreements and this we also expect from our third party Partners.

- By providing relevant information we want to ensure the confidence of the public, our neighborhood, our customers and suppliers by informing them about our Environmental Policy.

- The environmental awareness of employees of all levels shall be fostered by corresponding training measures.

- Our target is to continuously improve the environmental protection of our locations.

- All necessary steps will be taken to avoid emergency cases by ensuring all employees’ attentiveness.

- We are pursuing activities to realize a sustainable management that fulfills our corporate social responsibilities and satisfies the expectations of all our stakeholders.

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Brendan Mc Kearney
President Fujitsu Semiconductor Europe GmbH
January 2014
4.5 Safety Policy Fujitsu Semiconductor Europe GmbH

The FSEU Safety Policy has been created to provide a guideline for all those affected in foreseeable crisis situations. The following crisis situations are covered: Case of fire and catastrophes, invasion, burglary and threats.

The policy is to be closely observed by all FSEU employees.

4.6 Communication & Review

The goals, objectives, and key elements of the IMS are included in employee training, communication, and meetings on an on-going basis. Periodically, management reviews the policy statement, and key system elements to ensure appropriateness, effectiveness, and continued suitability to the organization.

5.0 Management Responsibility

Senior Management bears overall responsibility for the quality of products and services supplied by FSEU, as well as for protection of the environment. Thus it is under obligation to ensure the development and implementation of the IMS. To this purpose, it takes decisions regarding adjustments and improvements, makes available financial resources and creates acceptable framework conditions.

For ensuring that quality and environmental expectations and the requirements arising from the Integrated Manual are met, the President nominates a representative for the Environmental Management and the Quality Management. They are responsible for:

Ensuring the requirements of the ISO 9001, ISO/TS 16949 and ISO 14001 Standards are understood, implemented, and maintained throughout the organization.

Ensuring corrective actions are implemented to resolve issues identified in internal assessments and external audits.

Conducting process assessments and audits as required by the ISO 9001, ISO/TS 16949 and ISO 14001 standards.

Reporting to the executive staff on the effectiveness of the IMS including a review of pertinent product, process and customer data.
6.0 Legal and Compliance

6.1 Legality

Compliance with applicable legal requirements is a core tenet of FSEU policy and is a logical result of FSEU’s Corporate Values, Principles and Code of Conduct. Unlawful acts such as bribery, anti-trust offences, export control offences and others are not accepted and tolerated at FSEU. Compliance with applicable legal requirements is mandatory for all FSEU employees, required from all our counsels and suppliers and expected from our customers.

6.2 Legal Compliance

Legal compliance risks are constantly assessed and evaluated. Based on detected training needs, legal and compliance trainings are provided on a regular basis to all FSEU employees in consideration of their individual training demand. In case of legal compliance discrepancies, countermeasures are defined with the Management Board and executed.

To comply with environmental legal requirements, an Environmental Obligation Database has been established and is accessible for all FSEU Employees. The Database is regularly checked for compliance by the responsible Environmental Management Representative. To comply with legal data protection laws, a data protection commissioner has been installed who conducts audits and trainings on a regular basis.

6.3 Legal Contract Check

At FSEU, prior to signing, contracts and customer specific requirements are legally reviewed and must be approved by the legal department as part of the contract development and approval process. Review and approval is recorded and documented electronically.

7.0 Control of Documents and Records

Processes establish control of internal / external documents and data, including records. This control assures conformance with the appropriate standards and the needs of the organization while standardizing document control across FSEU. This includes the handling of regulatory permits to ensure that all operating units have valid documents and procedures for compliance with all relevant requirements and regulations. Additionally, FSEU’s IMS assures that records are maintained and retained for the required retention time in a secure and accessible manner.
8.0 Continuous improvement

In order to maintain continuous improvement of the business, there is collective feedback of results through a variety of channels. Processes and inspection reports, supplier suggestions, internal and external assessments and customer feedback are reviewed for continuous improvement opportunities.

The implementation and further development of the IMS shall ensure, that

- customer satisfaction and its constant monitoring and thus the success of our company are guaranteed
- customer requirements are always met through the processes defined
- the efficiency of the processes is regularly assessed and continuously improved

PDCA cycle

- Define scope
- Set targets (SMART)
- Define measurement
- Set schedule
- Analyse/Check result
- Plan/Implement Improvement
- Implement:
  - systematic
  - structured
- Regular assessment
- Learn from assessment
Part II

9.0 Fujitsu Semiconductor Europe Process House / Process Management System

The FSEU Process House is an interactive tool, which every employee can access for review. Changes are controlled and released in accordance with the Process Control of documents.

Some of the FSEU Processes are shared with FSEU’s subsidiary FEAT. FEAT has developed a structured Quality Management System and a Quality Management Manual where the Processes shared with FSEU and the specific FEAT Processes are included.

A matrix shows the links between all elements of the international standards DIN EN ISO 9001, DIN EN ISO 14001 and ISO/TS 16949.

The processes defined are subdivided into:

Leadership Processes
Core Processes
Support Processes
9.1 Leadership Processes

Leadership Processes generally consist of rules and descriptions which apply on a superior level for all core- and support processes. Through the execution of plans and analyses, the definition of objectives and their implementation, leadership processes ensure the continuous improvement of the IMS. Here we find:

9.1.1 Strategy Management Processes:

Strategy Management Processes describe the collection and analysis of stakeholder requirements, the development, review and communication and deployment of the FSEU strategy. This strategy enables near and long term targets and objectives to be achieved through the strategic deployment of resources. Periodically, management reviews the policy statement, and key system elements to ensure appropriateness, effectiveness and continued suitability to the organization.

Strategy Management Processes include the process, describing how FSEU management defines and communicates the Vision, Mission, Values and Leadership Principles, which provide guidance in the planning processes.

9.1.2 Business Planning Processes:


9.1.3 Integrated Management System Processes:

IMS Processes cover the maintenance and continuous improvement of the IMS. Processes are identified in order to determine, collect and analyse appropriate data demonstrating the suitability and effectiveness of the system. Processes are assessed through a combination of Process Self-Assessments and additional audits performed on a selection of processes and measurement of Performance Indicators enabling continual improvement and during Integrated Management System Reviews.

All documents are available via the Process House.
9.2 Core Processes

Core Processes enable FSEU to fulfill customer requirements. FSEU continually strives to improve its responsiveness to its customers, to anticipate customer requirements, and to provide world class products and services. The core processes are segmented into Business Development, Product Development, Product Support and Supply Chain.

9.2.1 Business Development

The Business Development Process describes how to review new business segments and provides an input to the Product Definition Process.

9.2.2 Product Development and Support Processes

Product Development and Support Processes reach from H/W & S/W Product Definition, Product Development, Product Launch and Product Support till End of Life. Also aspects of quality and environmental relevance are formulated in the form of technical requirements and reviewed for their feasibility.

9.2.3 Supply Chain Processes


9.2.4 Customer Satisfaction

The Customer Satisfaction Process describes the customer feedback through the Customer Satisfaction Survey and the actions derived from this survey.
9.3 Support Processes

Support Processes are value providing processes, improving the efficiency of core and management processes.

9.3.1 Human Resources/ Legal/ Admin Processes

Human Resources Processes

Human Resources Processes cover the development and management of employees and of the organization itself.

With the support of Human Resources, managers are responsible for reviewing employees’ training and resource needs and identifying where additional training, support, or resources may be required.

Roles and responsibilities are installed and communicated. Training records and certificates are part of individual employee personnel records maintained by HR.

Contact to Customers, Partners, Society

Corporate Social Responsibility (CSR) activities to support the corporate strategy are defined, carried out and reviewed and company beneficial external bodies are defined.

Internal communication and training

Communication with employees is a way of providing the proper transparency in order to support FSEU’s activities and processes. Furthermore, together with the training activity made available, it also promotes the employees awareness regarding the importance of their activities and how they contribute to the achievement of quality and environmental goals.

In addition to informal communication, some communication routines are used to achieve such goals. These are: Notice boards, intranet (incl. quality and environmental page), email, our company newspaper and communication meetings.

External environmental communication

The External communication process lays down the conditions for successful co-operation with regard to the requirements and satisfaction of customers, business associates and other external parties. External requests for information regarding the environmental management system are managed by the TQM department with review and input from Fujitsu Semiconductor Ltd., if required, recorded in a ledger and communicated to Fujitsu Semiconductor Ltd. on a quarterly basis.

Admin Processes

Admin Processes include the Car Fleet-, Travel- and Waste Management, General Purchasing and Service and Maintenance.

Legal Processes

Legal Processes comprise the Contract Development, the NDA and Leasing Processes and the Patent Procedure.
9.3.2 Finance Processes

Finance Processes comprise account payables, account receivables and the general ledger.

9.3.3 IT Processes

IT Processes are structured in Service Delivery Processes, Service Operation Processes and Service Support Processes.

9.3.4 Quality and Environment Processes

Quality Processes
Quality Processes cover Product Qualification and Failure Analysis.

Environment Processes
Environment Processes include the Development of the Environmental Program, comprising the environmental impact evaluation and the Management of Hazardous Substances and describes the Identification & Assignment of Environmental Obligations as well as the maintenance of FSEU's Environmental Obligation Database.
## Revision History

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<td>1.0</td>
<td>2008-04-17</td>
<td>Heinz Neppach</td>
<td>• Initial creation</td>
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<td>2008-11-14</td>
<td>Karola Leiterholt-Kunz</td>
<td>• Change: 3.0 Organization Chart FME, 9.0 Process House</td>
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<td>Heinz Neppach, Karola Leiterholt-Kunz, Saskia Ganter</td>
<td>• Modified according to new structure of Process House</td>
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<td>2009-04-03</td>
<td>Saskia Ganter</td>
<td>• Page 1: added subsidiary FEAT Chapter 2.0 added S/W in the scope Chapter 3.0 added FEAT</td>
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<td>2010-02-19</td>
<td>Saskia Ganter, Karola Leiterholt-Kunz</td>
<td>• New Signatures from President Joji Murakami Chapter 6 modified according to new structure Add information on shared Process Management System (FME &amp; FEAT) Modified content of Legal and Environmental Process to reflect the new Environmental Obligation Database</td>
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<td>• Company Name Change from FME to FSEU, add dotted line in Org Chart – FEAT Quality Management</td>
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<td>2011-04-12</td>
<td>Saskia Ganter</td>
<td>• Add Disclaimer on page 2 Chapter 6 modified according to new structure Part II, amend process descriptions to reflect process changes</td>
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<td>Saskia Ganter</td>
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<td>Luana Wichmann</td>
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