

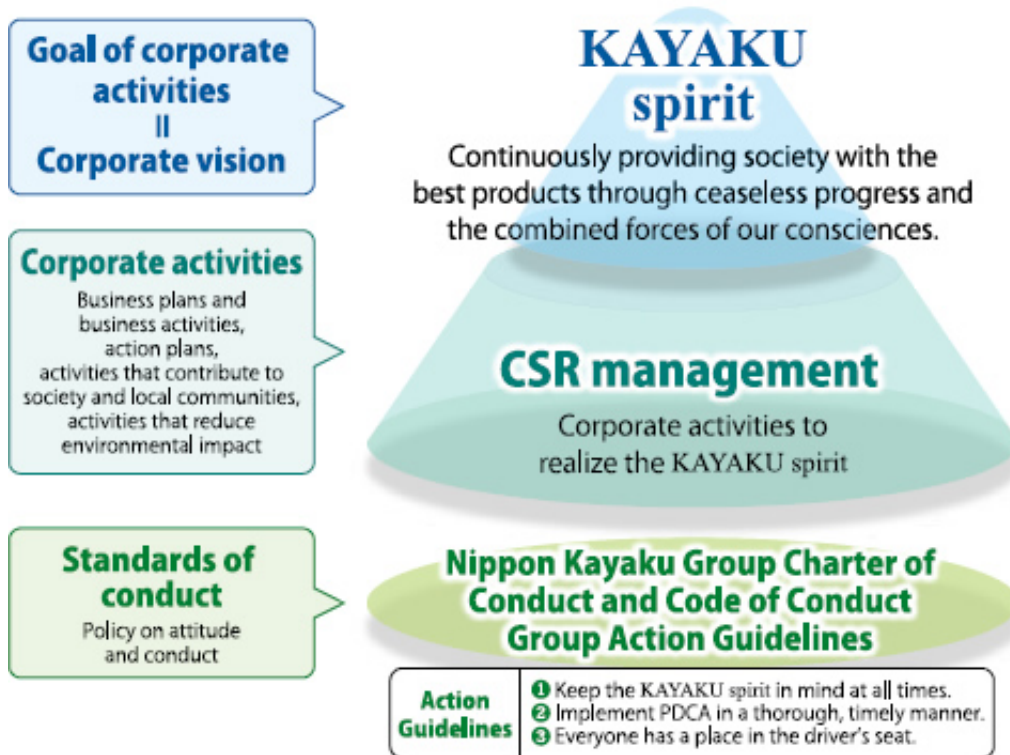
Fundamental CSR Activities

Corporate Vision and CSR Activities

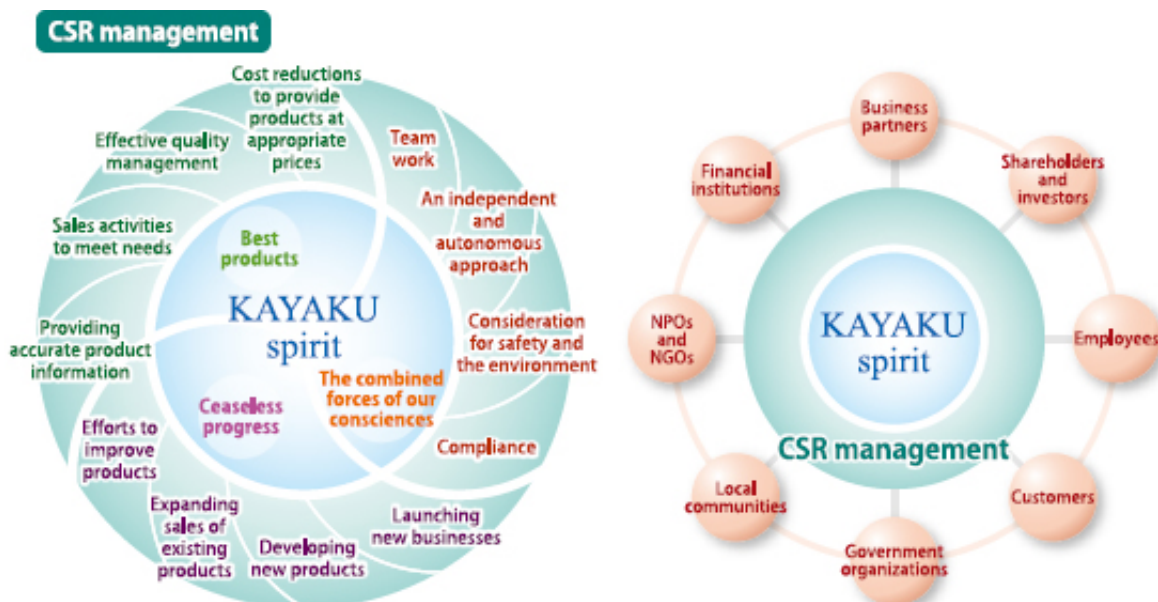
The Nippon Kayaku Group is implementing CSR management that fosters trust among all stakeholders through its focus on the KAYAKU spirit, which calls for "continuously providing society with the best products through ceaseless progress and the combined forces of our consciences."

The KAYAKU spirit and CSR Management

The KAYAKU spirit, or "continuously providing society with the best products through ceaseless progress and the combined forces of our consciences," stands as the Nippon Kayaku Group's global vision. The KAYAKU spirit is based on the company creed created more than half a century ago and has represented our core belief in CSR management over the years. Today, the Nippon Kayaku Group has business operations in nine countries where its people have different job descriptions and cultural backgrounds. Given this, we have made the KAYAKU spirit a shared belief of all employees to promote greater solidarity as we strive to reach our goals together.



CSR management is positioned as a key corporate activity for achieving the vision outlined in the KAYAKU spirit



All of our business activities are grounded in the vision embodied by the KAYAKU spirit. We will foster trust among all of our stakeholders through CSR management that aspires to fulfill this KAYAKU spirit.

Initiatives to achieve CSR management

In June 2010, Nippon Kayaku established the CSR Management Committee chaired by its President. This committee, whose members consist of executive officers in charge of each of our business divisions, ensures that we have a structure that can monitor all of our business activities from a CSR perspective. CSR management is also considered an important management policy of the Nippon Kayaku Group and to that end we continue to educate senior management about CSR management.

Beginning in 2009, we launched an organization-wide internal project aimed for strengthening our CSR promotion structure that has enabled us to promote company-wide initiatives. We also hold dozens of CSR and compliance training sessions throughout the year in order to spread our corporate vision and CSR-focused mindsets to all of our employees. We have also translated the KAYAKU spirit as well as pamphlets and portable cards on our form of CSR management into six languages that are in turn shared across the entire Nippon Kayaku Group. In fiscal 2012, we prepared poster boards on the KAYAKU spirit and Group Action Guidelines in each local language and displayed them at all of our workplaces around the world.



Corporate vision board at INDET SAFETY SYSTEMS a.s. in the Czech Republic



Mid-term CSR Action Plan and Corporate Image

We have compiled a Mid-term CSR Action Plan for the period of the Mid-term Business Plan "Challenge 100A!" to clarify the relationship between our approach to CSR management and the Mid-term Business Plan. In addition, we have created a new corporate image as "Smart Chemicals Company". This means that we will strive to develop smart products that are considerate of the environment and management the company in a smart manner.



Initiatives to Spread the KAYAKU spirit NIKKA FINE TECHNO CO., LTD.

As part of its initiatives to instill the KAYAKU spirit in its employees, NIKKA FINE TECHNO Co., Ltd. holds compliance training every month at its head office in Tokyo as well as offices in Osaka and Hokuriku (Fukui) as part of general sales meetings and department-level meetings where employees are required to read the Nippon Kayaku Group Charter of Conduct and the Nippon Kayaku Group Code of Conduct. Through greater employee awareness of these important guidelines, NIKKA FINE TECHNO is striving to fulfill its responsibilities to society through compliance with relevant laws, a commitment to corporate ethics and in accordance with principle of personal responsibility.

Each page of the KAYAKU spirit pamphlet is covered in these training sessions to help broaden understanding of the Nippon Kayaku Group's corporate vision, CSR management and Group Action Guidelines.

NIKKA FINE TECHNO is committed to making itself a good corporate and strong corporate that can bridge Nippon Kayaku and its customers as a trading company focused on "continuously providing society with the best products through ceaseless progress and the combined forces of our consciences."

- [NIKKA FINE TECHNO CO., LTD.](http://www.nikkafine.com) 