

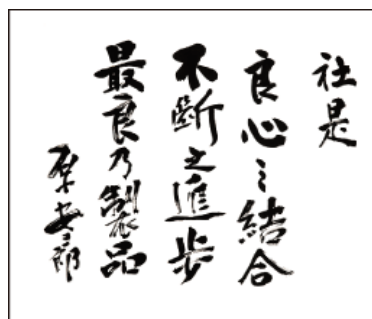
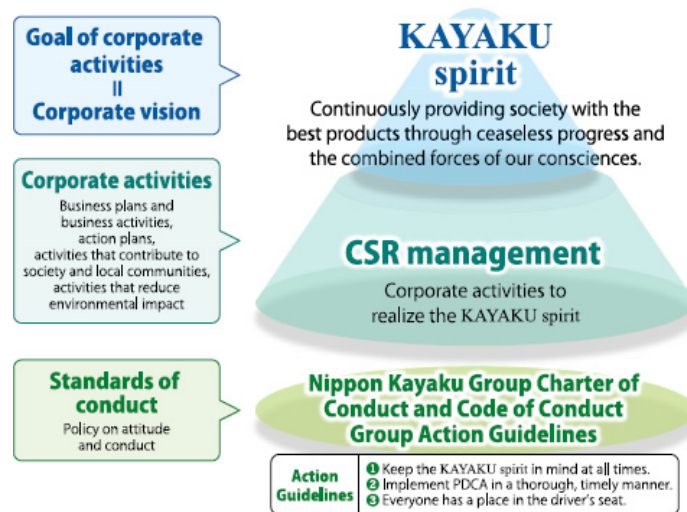


# Our Corporate Vision and CSR Management

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 corporate vision. The **KAYAKU spirit** is based on the corporate motto created more than half a century ago and it has stood at the root of our CSR management ever since. We will be able to achieve our vision for CSR management that earns the trust of all stakeholders by engaging in corporate activities that realize the **KAYAKU spirit**.



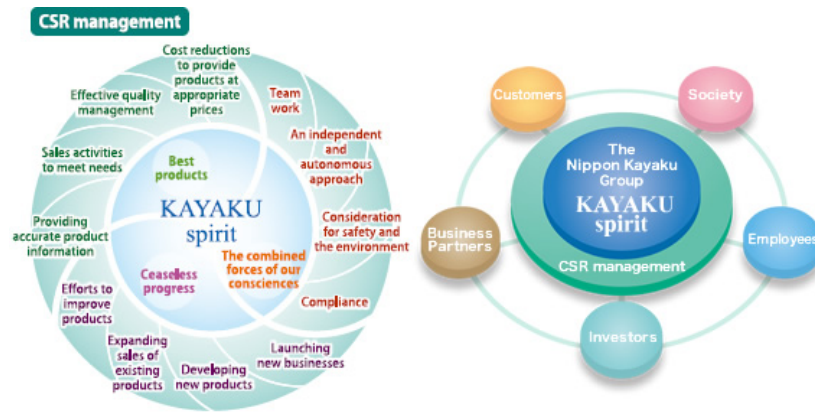
The image at the bottom left is an overhead view of the **KAYAKU Spirit**.

This image pictures the daily efforts of each of our employees, based on the concepts of "best products", "ceaseless progress" and "the combined forces of our consciences",

holding hands and supporting each other as they work towards achieving the corporate vision shown at the top.

This is our commitment to realize a CSR management that fulfills our social, economic and environmental responsibilities, and meets the

trust and expectations that our stakeholders have put into us as a corporate member of our society.  
 CSR management is positioned as a key corporate activity for achieving the vision outlined in the **KAYAKU spirit**



Stakeholders	Overview of initiatives	relevant page
Customers	We conduct company-wide quality activities under our quality system in order to supply the best products to customers. We are mindful that product quality improvements, safety and reliability, as well as the provision of technical services and information are paramount to improving customer satisfaction.	<a href="#">With Our Customers</a>
Business partners	We pursue mutual and sustainable growth with our suppliers, based on the understanding that they are important business partners who help us produce products of the best quality.	<a href="#">With Our Business Partners, Stockholders and Investors</a>
Investors	We strive to disclose information to all of our shareholders, investors, and other stakeholders in a timely, impartial, and fair manner, so they may have a proper understanding of the Group's business status, and the various initiatives we are taking.	<a href="#">With Our Business Partners, Stockholders and Investors</a>
Employees	A company is nothing without its people. We respect the human rights of each and every employee, and strive to offer a workplace environment that offers peace of mind to them. Our goal is to be a company where employees can grow personally and professionally through work and feel a sense of motivation in what they do.	<a href="#">With Our Employees</a>
Society	We aim to be a company closely rooted in communities through our involvement at the local level, proactive engagement with all stakeholders and support for the educational needs of the next generation.	<a href="#">With Our Local Communities</a>
Environment	We are committed to achieving a balance between the efficiency of production and reducing its impacts on the environment. For this reason, we consider environmentally friendly management to be an important task. We are now striving to achieve the various environmental targets we have set. We are working to improve facilities and treatment processes in order to use energy more efficiently, reduce exhaust gas including greenhouse gas emissions, and to lower the amount of substances released from effluent and waste that impact the environment.	<a href="#">Initiatives for Environmental Protection Environment/Health/Safety/Quality Management System</a>

### Participation in external initiatives

Nippon Kayaku's initiatives in the ESG (environment, social, and governance) go beyond mere compliance with international standards. We believe that collaboration with other institutions and corporations is critical, and we are proactively participating in such initiatives.

### Membership qualifications of major external organizations

Group Name	
KEIDANREN (Japan Business Federation)	Japan Crop Protection association
The Japan Chemical Industry Association (JCIA)	Japan Initiative for Marine Environment (in the Japan Petrochemical Industry Association)

Group Name	
The Japan Chamber of Commerce and Industry (JCCI)	The Institute of Internal Auditors – Japan
The Japan Dyestuff and Industrial Chemicals Association (JDICA)	Association of Risk Management
The Japan Pharmaceutical Manufacturers Association (JPMA)	The Japan Association for Chemical Innovation(JACI)
The Biosimilar Association (JBSA)	Nanotechnology Business Creation Initiative (NBCI)
Pharmaceutical manufacturers' association of Tokyo	Japan Bioindustry Association (JBA)
Japan explosives industry association	Japan Open Innovation Council (JOIC)
Japan Auto Parts Industries Association	

## CSR Implementation System

We established the CSR Management Committee in 2010 and set up the CSR Department within the Corporate Planning Division of our Strategic Corporate Planning Group. The CSR Management Committee sets the goals for, and reviews the results from our activities to promote CSR from a top-down perspective.

At the same time, the CSR Department administers cross-functional CSR projects, while the business sites and group companies take the lead in implementing these projects.



### KAYAKU spirit Promotion Efforts using Kayakuma the Bear

We have created a mascot character called Kayakuma the Bear in order to make KAYAKU spirit a concept that is more familiar to all Nippon Kayaku Group employees around the world. This character appears in the CSR section of our company newsletter, where we introduce our CSR activities and initiatives for implementing our corporate vision, using visual depictions that are easy to understand for all audiences. The mascot has also been incorporated into our daily stationery, clear file folders and even the designs of conference rooms. This ensures our employees are always aware of Kayakuma the Bear, and in touch with our corporate vision in all aspects of their work. We are currently filing for a trademark for Kayakuma the Bear and plan on using it widely as a symbol of the Nippon Kayaku Group in newspaper ads, on novelty items, and at company events such as factory festivals.



Kayakuma the Bear mascot character representing KAYAKU spirit



Conference room and employee locker