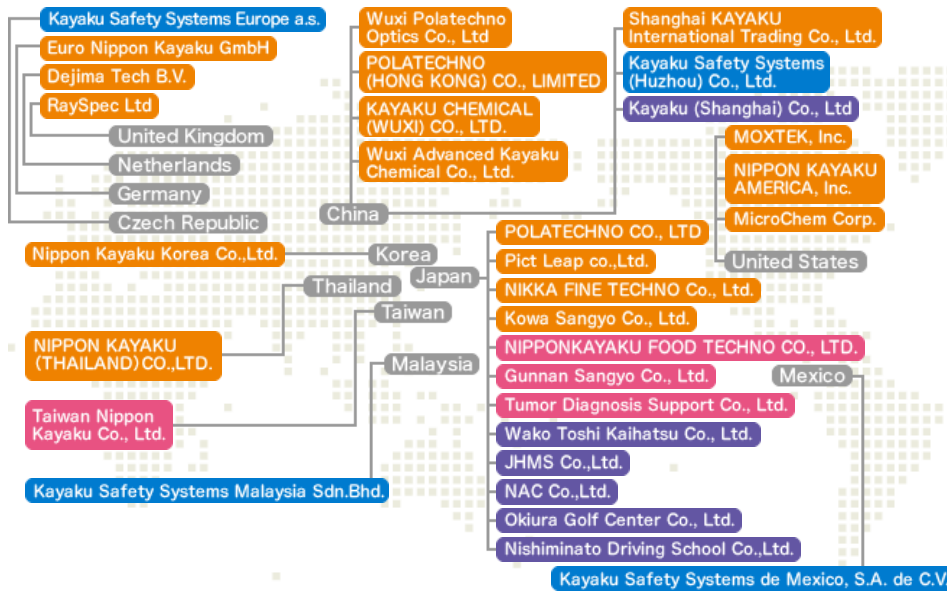




# The Nippon Kayaku Group's Commitment to CSR

The Nippon Kayaku Group has business operations in twelve countries around the world, comprising a total of 35 group companies, 13 in Japan and 22 overseas. This section presents the unified CSR commitment of the 31 consolidated group companies.



**Japan Functional Chemicals Group**

**CEO & Representative Director & President Masatomi Akezuma, POLATECHNO CO., LTD**



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POLATECHNO specializes in the 'Light Control Business', and aims to provide distinctive products useful to people in various situations all over the world. At the Niigata Factory, our manufacturing base, we recycle waste liquids and materials, and detoxify emissions. Our energy saving program was rated highly and received the "Chairman Award of 2014 Tohoku 7 Prefecture Electricity Effective Use Promotion Committee". We will continue supplying distinctive products from our energy-saving and eco-friendly plant and keep contributing to society.

**Japan Functional Chemicals Group**

**CEO & Representative Director & President Norio Koma, Pict Leap co.,Ltd.**



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Pict Leap Co., Ltd. creates new electronic displays and security products. With our special optical film technology and unique display system design, we aim to contribute to the realization of a safe, comfortable, and convenient society by offering displays that can be seen clearly under any conditions and, in the security area, thin and highly reliable fingerprint sensors.

**Japan** Functional Chemicals Group

**Representative Director & President Shinya Fukuoka, NIKKA FINE TECHNO Co., Ltd.**

Nikka Fine Techno is the only domestic trading company in the Nippon Kayaku Group. We strive to be a helpful trading company that immediately accommodates our customers' wishes, and we market not only the Nippon Kayaku Group's products but also the best goods and materials carefully chosen from a broad range of available products in the market. So that our customers will feel comfortable using our products, we market only goods that have passed checks that are stricter than those required by safety, quality, and legal standards. This is why our employees work together as a team in pursuing corporate activities according to the Company's Charter of Conduct and Code of Conduct. Our goal is to realize the **KAYAKU spirit** and achieve sustainable growth with CSR management that meets the expectations of all of our stakeholders and earns their trust.



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**Japan** Functional Chemicals Group

**Representative Director & President Kazuki Uchida, Kowa Sangyo Co., Ltd.**

Kowa Sangyo performs contract manufacturing work at Nippon Kayaku's Asa Plant. Specifically, our main safety and health initiatives entail using interactive training tools to further improve employee education with first-hands experiences or simulations of dangerous situations. We also believe that we can help provide some help in the event of an emergency by offering training in first aid and AED use and by supporting local fire departments.

The Wasshoi! Kayaku Festival that we co-sponsor with the Asa Plant every November has become an annual community event. We hope that all of our employees will be able to continue contributing to the community through their corporate activities.



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**Japan** Pharmaceuticals Group

**Representative Director & President Hiroshi Shimada, NIPPONKAYAKU FOOD TECHNO CO., LTD.**

NIPPONKAYAKU FOOD TECHNO CO., LTD. manufactures and sells food preservatives and other products. As part of our CSR-centered management, we aim to contribute to society through the provision of highly valuable services and excellent products that emphasize food safety and healthy diets. As a member of the Nippon Kayaku Group, each and every employee abides by the Nippon Kayaku Group Charter of Conduct and Code of Conduct, following an esteemed set of ethical values with safe operations, compliance and environmental consciousness receiving top priority to realize the **KAYAKU spirit**. With this stance, we are working to develop new fields in the food industry, and live up to the trust and expectations of our customers.



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**Japan** Pharmaceuticals Business

**Representative Director & President Daisuke Funagoshi, Gunnan Sangyo Co., Ltd.**

Gunnan Sangyo provides the security, landscaping and janitorial services for the Takasaki Plant, and is responsible for the property management of Hisho, the training center for the employees of the Nippon Kayaku Group. We are working to carry out CSR activities by providing a more comfortable environment for local residents, the people that work at Takasaki Plant and the training center.



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**Japan** Pharmaceuticals Business

**Representative Director & President Koichi Ono, Tumor Diagnosis Support Co., Ltd.**

The Tumor Diagnosis in Tumor Diagnosis Support stands for tumor diagnosis. We support the diagnosis of pathological tissue found in mammary glands. Today, breast cancer has the highest prevalence rate of any cancer for women. However, breast cancer is believed to be an extremely difficult type of cancer to diagnose accurately with pathological tissue. Without the right diagnosis, a patient will not be able to receive the most effective treatment. As part of The Nippon Kayaku Group's Commitment to CSR management, Tumor Diagnosis Support is working day in and day out to contribute to an environment where breast cancer patients can receive treatment with the best possible outcome.



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**Japan** Other Businesses

**Representative Director & President Naohiko Takeuchi, Wako Toshi Kaihatsu Co., Ltd.**

Wako Toshi Kaihatsu engages in the real estate leasing business. We own land and a six-story building located in front of Wakoshi Station in Saitama Prefecture, which is leased to retailer Itoyokado's Wako store. We also lease two company housing buildings and one employee dormitory to Nippon Kayaku, as well as the building used for Asunaro House, a facility for supporting families of children with intractable diseases such as pediatric cancer, or who require bone marrow transplants and are being treated at specialist institutions. Our facilities, including Asunaro House, are used by a large number of people, and this is why we strive to continually update and upgrade each to ensure user safety and comfort.



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**Japan** Other Businesses

**Representative Director & President Naoki Shiota, JHMS Co.,Ltd.**

Japan Human Resources Medical Science Research Institute Co., Ltd. has a mission to contribute to society as a company providing comprehensive business support solutions to healthcare and other fields. Our business areas span a wide range of pharmaceutical support businesses for medical devices, including video productions, human resources development, training, worker dispatch, worker recruiting, and medical statistics. We also abide by related laws and regulations, and we hope to continually meet the needs of our customers to the best of our abilities.



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**Japan** Other Businesses

**Representative Director & President Naoki Shiota, NAC Co.,Ltd.**

NAC Co., Ltd. is involved in providing reception, security, and landscaping, and environmental safety services for, as well as operating a Sumida River ferry that serves as a mode of transportation for Nippon Kayaku's Akabane campus and Tokyo Plant as well as delivering internal mail, letters, and consumables to each workplace, filing confidential documents, and waste material handling for the Akabane campus as well. Additionally, NAC provides mainstay services for the Pharmaceutical Group which is the consignment of standard quality testing. and providing high quality data which plays a role in new compound and new preparation agent development and chemotherapy establishment and possesses the technology for delivering high quality pathological tissue specimens which contribute to accurate diagnosis of breast cancer.

One of our distinctive features is our inclusive workplace that hires persons with disabilities. We aim to evolve into a business where persons with disabilities can realize their fullest potential.



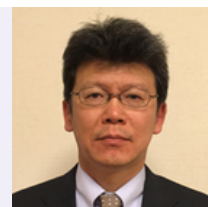
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**Japan** Other Businesses

**Representative Director & President Tadayuki Kiyoyanagi, Okiura Golf Center Co., Ltd.**

Okiura Golf Center was established in 1985 and began operations in 1986 with the goal of utilizing idle land. We offer one of the largest golf practice facilities in Hiroshima Prefecture, featuring a 250 yard natural

grass driving range with 72 tee boxes, along with a putting green, chipping green, sand trap and even a restaurant. The facility is surrounded by trees we have planted with the environment in mind. We are open from early in the morning to late at night and offer a host of golf lessons taught by professionals, and our facilities and services have earned us a strong reputation among customers. We promote CSR management to ensure that customers of all ages, from children to seniors, can enjoy using our facilities with peace of mind, and utilize our facilities as a venue for socializing with other members of the local community.



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#### **Japan** Other Businesses

##### **Representative Director & President Shigeyoshi Nose, Nishiminato Driving School Co.,Ltd.**

Nishiminato Driving School's primary goal is to teach people how to become safe and considerate drivers in preparation for obtaining their driving licenses and joining the automotive society. We also host outreach programs at local elementary and high schools on traffic safety, and also organize presentations on traffic safety for seniors and companies. We actively fulfill our role as a hub for community transportation safety education. As a comprehensive institute of learning for traffic safety, we will continue to strive to become a positive company that is supported and empathized by the community.



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#### **United Kingdom** Functional Chemicals Group Managing Director Peter Smith, RaySpec Ltd.

RaySpec Ltd is committed to conducting business in a fair and just manner, fully respecting its legal obligations regarding equal opportunities and non-discrimination, and providing a safe and healthy environment for its employees. Environmental impact is considered for all new product developments and the company actively promotes energy saving through both investments and daily activities. RaySpec actively promotes engagement with charitable organizations and supports fund raising initiatives.

RaySpec's products contribute to the safety and well-being of people around the world by utilizing systems which can measure and restrict the use of hazardous substances, determine material failure modes and check product quality.



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#### **Netherlands** Functional Chemicals Group Managing Director Henk Kalsbeek, Dejima Tech B.V.

Dejima aims to conduct its business in a socially responsible and ethical manner, to contribute to the community in which it operates, and to respect the needs of its employees, shareholders, customers, suppliers, regulators and other stakeholders. Dejima is committed to maintaining a healthy and safe work environment that ensures tolerance, respect and dignity for all its employees. Dejima is also committed to providing equal opportunity in all aspects of employment, and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. Dejima recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into its business decision-making. All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.



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#### **Germany** Functional Chemicals Group Managing Director Naoya Miyachi, Euro Nippon Kayaku GmbH

In Germany, there is a labor court that exclusively handles labor issues, and companies are required to carry out business activities following CSR management and give consideration to their employees. In this regard,

people are very aware of CSR in Germany at the individual level. At Euro Nippon Kayaku we use the **KAYAKU spirit** booklets to broaden understanding of CSR management, and to ensure employee safety and create healthy workplaces, we strive to prevent all accidents and injuries during the commute and make sure employees take their paid leave. Moving forward, we are committed to actively carrying out CSR activities with consideration for the local community.



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**Czech Republic** Safety Systems Group  
**President Shinji Ichikawa, Kayaku Safety Systems Europe a.s.**

Kayaku Safety Systems Europe a.s. manufactures and sells safety components for automobiles. The products we supply serve as important safety related components that help to save the lives of passengers. With safety being our utmost concern, we provide the market with high quality products. We aim to contribute to the community through implementing CSR-centered management, practicing environmental awareness, improving the quality of life of employees, and organizing charity activities.



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**United States** Functional Chemicals Group  
**CEO & President Shigeyuki Kawamura, MOXTEK, Inc.**

MOXTEK makes contributions to society through utilizing the latest nano optical technology and x-ray technology in visual devices and analysis equipment.

As part of our CSR activities, we support programs in the local community through active participation in the Homeless Assistance Program. We strive to continue operating as a well rooted local business in the community.



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**United States** Functional Chemicals Group • Safety Systems Group  
**President Go Mizutani, NIPPON KAYAKU AMERICA, INC.**

Nippon Kayaku America promotes the sale of functional chemical products and automotive safety components to, and provide technical support for customers in North America. We are located in California, which has some of the most rigorous environmental regulations and worker protection measures of any state in the United States. We comply fully with these rigorous laws, and market chemical products that are safe and eco friendly. We also promote products that contribute to the environment and energy efficiency, and constantly work to propose even safer automotive safety components to customers. Moving forward, we will continue to proactively engage in CSR activities with the goal of practicing **KAYAKU spirit** to its fullest.



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**United States** Functional Chemicals Group  
**President & CEO Jeremiah J. Cole Jr., KAYAKU Advanced Materials Inc.**

KAYAKU Advanced Materials is committed to its corporate responsibilities for the welfare of our employees and to creating economic value for the community, environment, and stakeholders. We are dedicated to helping our customers succeed through our innovative products and technologies. In addition, we ensure that our business success is in line with KAYAKU Advanced Materials's high ethical principles and societal expectations.



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**Mexico Safety Systems Group**

**Director General Susumu Tokutake, Kayaku Safety Systems de Mexico, S.A. de C.V.**

Kayaku Safety Systems de Mexico (KSM) has been promoting the **KAYAKU spirit** among its employees and striving to implement CSR-centered management since its establishment in May 2007. Besides social contributions targeting employees and the local community, we are also providing assistance by donating food and clothing to the southern and central regions of Mexico that are prone to earthquakes.

As the automobile industry has become globalized, automobile safety components made by KSM are used in countries around the world. We aim to continually grow as a company that is recognized by various stakeholders both locally and globally through provision of high quality products with explosive safety technology as our core competence, which serves to protect human lives from automobile accidents.



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**China Functional Chemicals Group**

**General Manager Yoshihiro Ogawa, Wuxi Polatechno Optics Co., Ltd**

Wuxi Polatechno Optics (WPLC) was established in 2003 in Wuxi, Jiangsu Province as a plant responsible for the post processes of POLATECHNO CO., LTD. In China, local region oriented CSR activities geared towards environmental protection and social contribution have become increasingly important. It is crucial to ensure a safe work environment for each and every employee following the WPLC Charter of Conduct. We are also conducting efforts aimed to developing our company into a corporation that fulfills its responsibilities to all stakeholders.



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**China Functional Chemicals Group**

**General Manager Jiro Hanada, POLATECHNO (HONG KONG) CO., LIMITED**

POLATECHNO (HONG KONG) is a key sales company that accounts for more than 70% of the POLATECHNO Group's sales. Our direct customers include Chinese LCD manufacturers and Japanese projector manufacturers, but our end products are widely used around the world in final products for automobile, LCD projectors, electricity and water meters, medical devices, and home electronics. These products include products indispensable to our daily lives, and many more are associated with energy efficiency, safety and health. We are committed to contributing to society, albeit indirectly, through the sales and marketing activities for our products.



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**China Functional Chemicals Group**

**General Manager Kazuhiko Ishii, KAYAKU CHEMICAL (WUXI) CO., LTD.**

China is faced with many environmental issues and other problems associated with its rapid economic growth, which has heightened the challenging nature of the business environment here. CSR management has become more important in terms of continually growing our business in this environment. We find it extremely important for each and every one of our employees to take action based on our corporate principles and behavioral standards in order to practice CSR management for the realization of **KAYAKU spirit**. We will continue to contribute to society by continually supplying our customers with the products they need, at the highest quality in many aspects through actions based on individual ethical values, instead of what others are doing, while respecting the local culture, history and business practices.



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**China Functional Chemicals Group**

**General Manager Yoshiki Akatani, Wuxi Advanced Kayaku Chemical Co., Ltd.**

China's President Xi Jinping has called for a shift from the country's focus on GDP to setting and achieving indicators for worker's income and environmental protection. As a result, China's environmental regulations are becoming more rigorous and thoroughly implemented, which has caused issues in the raw materials supply chain of certain chemicals companies, due to operating restrictions or forced shutdowns for raw materials manufacturers.



Wuxi Advanced Kayaku Chemical has introduced a new biological effluent treatment system this fiscal year as part of its response to tighter regulation. We are also strengthening our relationships with raw materials manufacturers to ensure the stable supply of our products, which is considered an important CSR issue.

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#### **China** Functional Chemicals Group

##### **General Manager Ryo Fujimori, Shanghai KAYAKU International Trading Co., Ltd.**

Shanghai KAYAKU International Trading (SKT) sells dyes, inks for industrial ink jet printers and heat-sensitive developing agents to the China and ASEAN markets. Environmental and energy conservation issues in these regions will only continue to grow in importance moving forward. In particular, environmental consideration and energy efficiency are very important issues facing customers who dye textiles. We are actively rolling out dyes that take about half the normal time to complete, which contributes to our customers' production efficiency, energy conservation and reduction in wastewater.



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#### **China** Safety Systems Group

##### **General Manager Fumihiko Kamiwatari, Kayaku Safety Systems (Huzhou) Co., Ltd.**

As Kayaku Safety Systems (Huzhou), we have constructed a five-point corporate vision which consists of "safety first, best quality, technical advance, employee development and focus on market". We have been carrying out the "KAYAKU spirit" through our IATF16969 (for quality), ISO14001 (for environment) and ISO45001 (for occupational health and safety) management systems.

Furthermore, for the purpose of improving our employee's awareness and skills about CSR management, we have established the education and training department as well as a training ground named as Dojo in 2018 to level up our employees positively.

By manufacturing and selling automobile safety parts, all of our employees are striving to contribute to the improvement of safety in automotive society in China and to bring about sustainable synergistic development of both communities and society.



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#### **China** Other Businesses

##### **General Manager Masayuki Arakawa, Kayaku (Shanghai) Co., Ltd**

Kayaku (Shanghai) Co., Ltd. implements activities to mitigate management risks of Nippon Kayaku Group companies in China. We implement regular compliance training to ensure the employees of our group companies are cognizant of correct compliance information while carrying out their daily duties. In addition, we also provide accurate information regarding financial and legal matters to promote appropriate and efficient business operations.



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#### **Korea** Functional Chemicals Group

##### **Representative Director & President Keitaro Tada, Nippon Kayaku Korea Co., Ltd.**

Nippon Kayaku Korea imports and sells Nippon Kayaku's functional materials and pigment materials in Korea, and exports pigment material and safety related raw materials from suppliers in Korea to Japan and overseas group companies. While laws in Korea that govern the import and sales of chemical materials into



the country, namely the Act on the Registration, Evaluation, etc. of Chemicals (K-Reach) and Chemicals Control Act are being revised (made stricter) yearly, we strive to accurately meet all revised criteria with the aim of realizing the **KAYAKU spirit**.

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**Taiwan** Pharmaceuticals Group • Functional Chemicals Group  
**General Manager Daisuke Komagata, Taiwan Nippon Kayaku Co., Ltd.**



Taiwan Nippon Kayaku markets products from, and carries out market research for the Pharmaceuticals Group and Functional Chemicals Group. Currently, Taiwan Nippon Kayaku is carrying out daily activities to realize the **KAYAKU spirit**. Our commitments include: (1) correctly understanding customer needs, and striving to improve the quality of our daily work and convey those practices to related departments; (2) contributing to cultural and economic exchange by actively participating in and supporting activities and events of the Interchange

Association of Japan and the Taiwan Chamber of Commerce; and (3) displaying corporate vision boards in central locations of our office to constantly raise awareness of the **KAYAKU spirit**, and carrying a card at all times that contains our corporate vision. Moving forward, we will continue to proactively carry out CSR activities for the benefit of the local community.

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**Malaysia** Safety Systems Group  
**Managing Director Shigeru Maeda, Kayaku Safety Systems Malaysia Sdn. Bhd.**



Kayaku Safety Systems Malaysia was founded in Malaysia at the end of 2012 to manufacture and market automotive safety components. Our product line-up encompasses a broad range that includes inflators, MGGs, and glass-to-metal-sealed squibs. We are working to imbue the company with the **KAYAKU spirit**, the Nippon Kayaku Group's corporate vision, and to put CSR management into practice. Putting safety first, we will continue providing our customers with quality products that will meet their satisfaction aims to be useful to society by contributing to the reduction of car accident fatalities in its region through its safety components.

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**Thailand** Functional Chemicals Group  
**Managing Director Tetsuya Tomita, NIPPON KAYAKU (THAILAND) CO., LTD.**



NIPPON KAYAKU (THAILAND) CO., LTD. is a new company, recently established in 2018. Its primary business focuses on the sale of products from the Functional Chemicals Business in ASEAN and the South Asian region, procurement of raw materials and intermediates, as well as surveys of related markets.

Together with all of our employees, we will embrace the **KAYAKU spirit** and make great contributions to ASEAN and local communities in Southern Asia through the observance of compliance, and provision of safer materials and materials that lead to energy saving.

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