

Stakeholder Engagement

Policy and Basic Approach

The Nippon Kayaku Group aims to be a company that can respond to the trust of all its stakeholders—including employees, customers, suppliers, shareholders and investors, and local communities—and provide happiness and delight. We value dialogue with stakeholders and use a variety of opportunities and communication tools to continuously and appropriately disclose information and engage in two-way communication to improve our business activities. Looking ahead, in addition to meeting the expectations and demands of our stakeholders, we will continue to fulfill our responsibilities to society through our business activities.

> [Multi-Stakeholder Policy \(Japanese\)](#)

Stakeholders of the Nippon Kayaku Group



Stakeholders	Overview of the initiative	Methods of communication
Employees	<p>We believe that the central players in all corporate activities are people: human resources.</p> <p>We respect the human rights of each and every employee and strive to create a workplace environment where employees can work with security and peace of mind. We aim to be a company where employees can feel their own growth and workplace motivation (job satisfaction) through work.</p>	<ul style="list-style-type: none"> Talent management system Training to improve employee engagement * Fostering a rewarding and comfortable working environment using the above Compliance awareness surveys, mental health checks Internal newsletters Compliance Hotline Discussions with labor unions
Customers	<p>We strive to gain the trust and satisfaction of our customers by pursuing high quality and providing the best products, technologies and services with care and consideration for both social and environmental issues.</p> <ul style="list-style-type: none"> Automotive module manufacturers and users of optical films / materials Users of resins, colorants, and catalysts Healthcare professionals and patients Agrochemical manufacturers, wholesalers and retailers, agricultural cooperatives 	<ul style="list-style-type: none"> Confirmation of needs through sales activities Improvement of products and services Plant / factory tours Provision of information via our websites Safety guidance on agrochemicals and suggestions on pest control methods
Suppliers	<p>Together with our suppliers, we promote sustainable procurement in all aspects of the supply chain, from research and development to the procurement of raw materials, manufacturing, sales, and logistics, with consideration for respect for human rights and various other issues including environmental conservation, industrial health and safety, legal compliance and fair transactions.</p>	<ul style="list-style-type: none"> Visits, online meetings / interviews, exchanges of information through day-to-day business negotiations, etc. Sustainable procurement questionnaire Purchasing briefings
Shareholders and investors	<p>We have established a Disclosure Policy and are working to ensure that shareholders and investors can appropriately understand the Company's business situation and various initiatives—by disclosing information in a timely, fair and impartial manner.</p>	<ul style="list-style-type: none"> Financial results briefing General meetings of shareholders Telephone conferences One-on-one meetings Provision of information via websites and integrated reports
Local communities	<p>We have established business locations around the world and act as a member of each local community. In addition to social contribution activities, we contribute to the sound, sustainable development of local communities such as by actively supporting the development of the next generation and exchanging information with local governments.</p>	<ul style="list-style-type: none"> Social contribution activities (plant festivals, cleaning activities) Plant tours Support for development of the next generation Exchange of information with local governments

Coordination with Local Communities

The Nippon Kayaku Group has concluded various agreements with the local governments and local communities where its business sites are located. We comply with various agreements concerning the environment, pursue initiatives to reduce our environmental impact, and contribute to safety and security in local communities.

Nippon Kayaku’s Agreements with Local Entities

Business site	Agreement	Local entity
Himeji Plant	Memorandum on effluent control	Himeji City
Fukuyama Plant	Agreement on environmental pollution control	Hiroshima Prefecture and Fukuyama City
Asa Plant	Agreement on water pollution control	Yamaguchi Prefectural Fisheries Cooperative
	Agreement on environmental protection	Sanyo-Onoda City
Tokyo Plant	Green agreement	Adachi City
	Agreement on establishing Colored Effluent Issue Council	Tokyo Metropolitan Bureau of Sewerage No. 2 Control Office
	Agreement on mutual disaster relief support in case of an earthquake	Shinden Neighborhood Association and Shinden 1-chome Residents' Association in Adachi City
	Agreement to provide the general public with access to a small water pump storage facility	Senju Fire Department
Takasaki Plant	Agreement on assistance from voluntary firefighting brigade	Regional fire departments including that of Takasaki City
Kashima Plant	Agreement on environmental pollution control	Ibaraki Prefecture, Kashima City, Kamisu City
Tokyo R&D Administration Office	Provision of firefighting facilities 1. Provision of water for firefighting 2. Deployment of a boat for rescues 3. Firefighting group cooperation site 4. Use of rooftop as a lookout	Tokyo Fire Department Akabane Fire Station