

Message from the President



Mission in **KAYAKU Vision 2025 (KV25)**

The Nippon Kayaku Group aims to be a company with a strong presence that can consistently provide happiness and delight to the environment, society and all stakeholders under the KAYAKU spirit.

The Nippon Kayaku Group's Corporate Vision is embodied by the **KAYAKU spirit**: "continuously providing society with the best products through ceaseless progress and the combined forces of our consciences." We have inherited this **KAYAKU spirit** since the time of our founding and consistently engaged in our business activities with the attitude that we must do useful work for the world and its people. While our individual jobs and workplaces may differ, the **KAYAKU spirit** serves as the fundamental basis for the judgments and actions of all Group officers and employees.

Our new Medium-term Business Plan—**KAYAKU Vision 2025 (KV25)**—was launched in FY2022. The plan spans a period of four years, until FY2025. The key focus of KV25 is a set of five key company-wide material issues (Creation of New Business and Products, Mitigation of Climate Change, DX, Business Process Re-engineering, and Work Style Reform), which are the subject of efforts by the Materiality Cross-Functional Team (M-CFT). By integrating activities to achieve our ideal vision for our four businesses with M-CFT activities, we will generate synergistic effects and aim to realize the Group's mission of being a company with a strong presence that can consistently provide happiness and delight to the environment, society and all stakeholders under the **KAYAKU spirit**.

On April 1, 2022, we established our Basic Policy on Sustainable Management. Through a combination of activities in our four businesses and initiatives relating to materialities under KV25, which combines five key company-wide material issues with supplementary key sustainability issues, we will engage in sustainable management—a further evolution of CSR management that we have engaged in thus far—to create environmental, social and economic value. In September 2021, we joined the United Nations Global Compact (UNGC). We will incorporate the UNGC's 10 principles—covering the themes of human rights, labor, environment, and anti-corruption—into our day-to-day operations and strategies and contribute to the creation of a sustainable society by achieving the goals set forth under the Sustainable Development Goals (SDGs) through our business activities.

Going forward, we will continue to enhance our corporate governance and work to ensure thorough compliance, strengthen our management base, and increase our corporate value while practicing sustainable management with a high sense of ethics. I ask for the continued support of all our stakeholders moving forward.

July 2022

Nippon Kayaku Co., Ltd.
President and Representative Director

A handwritten signature in black ink, appearing to read 'Masahito Shikata'.