

## A Message from our Director In-charge of Sustainability

A backdrop of seismic global change stemming from international affairs has upped the pace of international debate over issues such as climate change responses, biodiversity conservation and respect for human rights, and triggered each country and region to strengthen its laws accordingly. As the Nippon Kayaku Group is also not immune from demands to help achieve a sustainable society through its corporate activities, it is vital we accurately grasp those demands and expectations, and suitably respond.

Thus did FY2023 see Nippon Kayaku Group revise its Human Rights Policy, its Declaration on the Environment, Health, Safety and Product Quality, its Basic Policy on Anti-Bribery, and its Sustainable Procurement Guidelines. These latest revisions allowed us rethink our approach in each area towards meeting skyrocketing public demand for companies to proactively engage in resolving growingly complicated social problems. They are therefore designed to help us appropriately respond to environmental changes surrounding the sustainability of our entire Group's corporate activities, and strengthen our sustainability initiatives yet further. This is not about the mere fixing of policy, but about forging mutual links between each business unit so that issues can be rapidly resolved, measures can be rapidly implemented, and overall effectiveness can thereby be improved.

As a consequence of developing our business in a wide range of areas, the Nippon Kayaku Group is increasingly confronted with area-specific issues which oblige us to take on numerous sustainability challenges. But we also believe that these different areas bring new business chances to help resolve social problems.

Going forward, our revised policies will serve as the base to further promote sustainability initiatives as a component of management activities. We will work to ensure that these activities drive up corporate value, and that our appropriate disclosure of them deepens communication with all stakeholders.

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Yoshitsugu Ishida  
Member of the Board  
Representative Executive Vice President

