



Basic Policy on Sustainability

In addition to practicing our management philosophy, we strive to realize a sustainable society and enhance corporate value through our business activities under the slogan “**Beyond the Chemical,**” which embodies our “aim to create products that will make people happy, and as a result, build a company with higher corporate value.”

1. Identify materiality (key issues) and contribute through business activities

- We will promote research and development utilizing original perspectives and unique technologies that we have cultivated to create and provide products that contribute to solving social issues.
- We will commit to achieving long-term mutual prosperity by capturing customer needs and providing high-quality, safe products in a stable manner.

2. Respond to climate change and conserve the environment

- We will work toward the realization of a decarbonized society and address environmental issues, including climate change.
- We will manage and reduce the emission of chemical substances from our business activities and strive to reduce our impact on the natural environment.

3. Create a safe and rewarding environment

- We aim to create a workplace environment where diverse personalities and workstyles are respected, work-life balance is enriched, and work is rewarding.
- We are committed to developing responsible and autonomous human resources who can think and act on their own.
- We respect human rights and do not engage in unjust discrimination based on race, gender, ethnicity, nationality, or any other grounds, including among our suppliers.

Established June 27, 2023