

# ADEKA Group – Creating Value for Society

Since its founding, the ADEKA Group has aspired to make affluent lifestyles through its core business by providing products and services that meet the needs of society.

As our stakeholders' needs become more diversified and our business environment changes daily, we steadfastly develop our businesses by closely monitoring emerging business trends.

Under the mid- to long-term vision ADEKA VISION 2025, formulated in 2015, we are striving to become a global company that creates value for tomorrow and contributes to affluent lifestyles through innovative technologies, as expressed in "Envision for 2025." We seek co-existence and co-prosperity with our stakeholders by harnessing our

accumulated technologies and aggressively expanding our global business.

In recent years, interest in CSR has grown around the world, as evidenced by the United Nation's Sustainable Development Goals (SDGs) and the Paris Agreement under COP21. The ADEKA Group will fulfill its responsibilities as a manufacturer of materials that are essential for enriching people's lives by monitoring its impact across the supply chain and engaging in frequent dialogue with stakeholders. We will create value for society through our business and the efforts of each ADEKA Group employee toward bringing about a sustainable society.

The ADEKA Group will meet stakeholder expectations through its CSR activities.



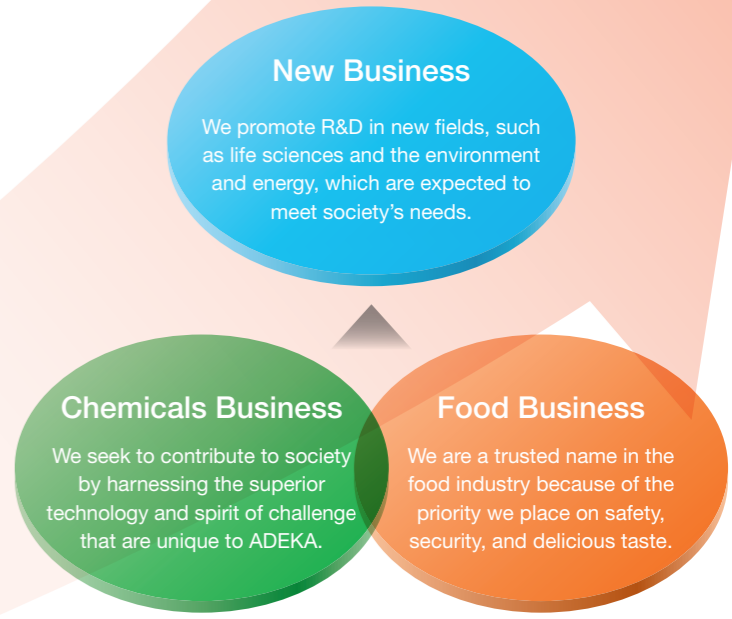
Envisioned Ourselves for 2025

## ADEKA VISION 2025

A global company that creates value for tomorrow and contributes to affluent lifestyles through innovative technologies

Mid-term Management Plan "STEP 3000-II"

## Social Charity through Our Core Business



## Social Charity through Our Core Business

## Co-Existence and Co-Prosperity with Society

## Fundamental CSR Policy

- Gentle Harmony between People and Technology
- Harmony with Society

## Contributing to Society through CSR

Relevance to SDGs



### Product Safety ▶ P. 23

We exercise uncompromising care in our quality control system and supply chain management to deliver safe, high-quality products across the globe.

### Environmental Conservation ▶ P. 25

We reduce the environmental impact of our manufacturing processes and develop and manufacture eco-friendly products.

### Working Environment ▶ P. 29

We respect the diversity and individuality of our employees and strive to create a pleasant corporate culture that encourages them to excel.

### Occupational Health and Safety ▶ P. 33

We place top priority on safety and security to achieve zero industrial accidents, enhance employee awareness on safety, and create safe workplaces.

### Stakeholders ▶ P. 35

We contribute to addressing social and environmental issues by communicating with various stakeholders.

## ADEKA Group Code of Conduct

1. Abide by laws and regulations in all corporate activities and conduct fair business in an ethical manner
2. Provide safe and high-quality products and services
3. Be serious about preserving the environment
4. Engage in open and friendly communication and activities to serve the interest of society and to maintain its trust
5. Foster corporate transparency by truthfully and accurately disclosing information regarding our business activities
6. Maintain a safe and healthy working environment for our employees
7. Do not tolerate antisocial forces or behavior
8. Strive to achieve sustainable growth and success for the benefit of society

## Compliance

ADEKA Group Code of Conduct  
<http://www.adeka.co.jp/company/action.html> (in Japanese only)