

# The Mitsui Chemicals Group ” CSR Report 2014”

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日本語

## CSR Management

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- ▶ Management Framework

## Responsible Care

- Mitsui Chemicals' Responsible Care Policy
- RC Promotion System
- Process Safety and Disaster Prevention
- Occupational Health and Safety
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- ▶ Working with Local Communities
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## Browse (list view)

### ▶ CSR Site Map

For quick access to needed information.

### ▶ Guideline Cross-Reference Tables

This section features cross-reference tables for economic, environment, and social requirements set out under international Global Reporting Initiative (GRI) guidelines and ISO 26000.

### ▶ Performance Data

Data relating to environmental impact, conservation and more

## Expanding and improving activities

### ▶ About CSR Report 2014

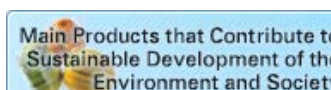
The philosophy behind our CSR (social and environmental) communication activities and focus on online resources

### ▶ Feedback from Inside and Outside the Company

This section outlines the results of stakeholder surveys regarding our fiscal 2013 CSR Report.

### ▶ Download CSR Reports

Readers can access and download copies of the Mitsui Chemicals Group's online PDF version of its CSR Report as well as previous issues of its CSR Communication, CSR, and Responsible Care reports.



- ▶ News Release
- ▶ Business & Products
- ▶ IR Information

## Message from the President

### Achieving Sustainable Growth While Fulfilling Society's Diversifying Needs

Tsutomu Tannowa  
President & CEO, Mitsui Chemicals, Inc.



## Looking Back at Fiscal 2013

In fiscal 2013, the final year of the 2011 Mid-Term Business Plan, we focused on (1) expanding two priority areas, high functional products and high added value polymers, and (2) restructuring the bulk and commodity product businesses. In these two priority areas, we achieved solid growth in our functional products businesses: in high functional products, such as in materials for glass lenses, dental materials, and highly functional nonwoven materials; and in high added value polymers in such products as polypropylene (PP) compounds for automobiles and elastomers. In response to global aging societies and society's increasing health and safety needs, we implemented a raft of measures designed to transform our business portfolio into one that is more resilient to the effects of changes in the business environment. One example was the acquisition of the dental materials division of the German company, Heraeus Holding GmbH.

In contrast, with regard to other bulk and commodity product businesses, such as phenols, urethane, and purified terephthalic acid (PTA), we determined that drastic structural reform was essential in a severe business environment, exemplified by the worsening supply and demand situation in Asia. We decided on a business restructuring policy that included plant shutdowns and works closures.

## 2014 Mid-Term Business Plan

For the Mitsui Chemicals (MCI) Group, fiscal 2014 is the year that kicks off our new Mid-Term Business Plan under the slogan "Creating New Customer Value through Innovation." Based on one of our corporate missions under the Plan, that of aiming for "social challenges through business activities," we have formulated the future targets of the Group with an eye toward 2020. Specifically, we have identified three social challenges that MCI Group must help resolve, namely "Realizing a cohesive society that is in harmony with the environment," "Realizing health and happiness in an ageing society" and "Realizing industrial platforms that are in harmony with local communities." By our engagement in resolving social challenges along the three axes of economy, environment, and society, we have once again clearly demonstrated our stance of aiming for the sustainable growth and development of both society and the MCI Group.

In orienting our market-driven business strategy toward resolving these social challenges, we state three targeted business domains that offer growth potential—Mobility, centered on automotive materials; Healthcare, including glass lens monomers, dental materials, and nonwoven fabric; and Food & Packaging, such as food packaging and agrochemicals—as we aim to transform to a business portfolio that will allow sustainable growth. In addition, in commodity chemicals, where our focus is mainly on petrochemicals and basic chemicals, we will work on robust business development in what we term the basic materials business domain that supports society and industry.

## Fostering a Culture of Increased Safety

We regard the explosion and fire that broke out at the resorcinol production facility at our Iwakuni-Ohtake Works in 2012 as a lesson that must never be forgotten. All MCI Group employees have vowed to make safety a top priority and to make sure that there are no more tragic accidents, and thorough safety measures are being implemented. Designating the day on which the accident happened, April 22, as Safety Day, ensures that the accident will not fade from memory, and provides each and every employee with an opportunity to look back and think anew of what he or she should be doing to maintain safety.

In the years ahead, we will be doing our utmost in the ongoing implementation of fundamental safety measures and the promotion of a safety culture to fulfill our responsibilities to our customers and everyone living in the vicinity of our plants.

## Creating Value That Fulfills Society's Diversifying Expectations For the Realization of a Sustainable Society

Since establishing a dedicated CSR department in 2005, the MCI Group has aimed for growth while striking a balance between the three axes of economy, environment, and society, and working on a wide range of initiatives.

In recent years, there have been major changes in the environment surrounding CSR and calls for new perspectives in CSR initiatives that have included global concepts, such as the ISO 26000 and the Global Reporting Initiative (GRI) international guidelines, and integrated reporting.

More recently, in formulating the 2014 Mid-Term Business Plan, we again verified our corporate Group's mission of "social challenges through business activities" that is the MCI Group's *raison d'être* as well as our CSR concept and direction.

At the same time, we recognized even more the importance of reinforcing our management foundation, including the strengthening of corporate governance and the promotion of diversity, in global business development.

Society's demands and expectations change on a daily basis and are also diversifying. Always sensitive to these changes, the MCI Group would like to remain a company that grows sustainably in partnership with society.

To meet the diverse expectations of all our stakeholders, we will target the creation of new customer value.



# Mitsui Chemicals Group CSR: Contributing to Resolve Social Issues

Solving Social Challenges through Business Activities



## Mitsui Chemicals Group CSR Concept

The year 2003 is said to mark the start of CSR in Japan, and the Mitsui Chemicals Group established a dedicated CSR department in June 2006. Since that time, a wide variety of initiatives have been undertaken, and it is a special characteristic of the Group's CSR is that these have mainly been promoted by employees. Naturally, as CSR is in itself management, strong signals from senior management concerning CSR are essential. On the other hand, it is the employees who individually implement CSR in the course of their day-to-day business activities. We therefore think it important to move steadily forward, inseparably combining both top-down and bottom-up styles of management. Having advocated three-axis management since 2007, we have come to regard the striking of a balance between the economy, the environment, and society as even more important and have been working in that direction. In addition, the Group signed up to the UN Global Compact in 2008. Subsequently, internationally recognized, shared guidance has been announced, including the Millennium Development Goals (MDGs), ISO 26000, and the Global Reporting Initiative (GRI). We have been working to be constantly aware of such new demands from society in our CSR activities. In 2014, it was time to formulate the 2014 Mid-Term Business Plan, and we again discussed and verified the Group's CSR concept and direction within the Plan. The Group thus demonstrated its desire to help solve social challenges through business activities.

### Corporate Vision (Corporate Mission and Corporate Target)

#### < Corporate Mission > Mission To Be Maintained for the Next 20 to 30 Years

Contribute broadly to society by providing high-quality products and services to customers through innovations and the creation of materials and products while keeping in harmony with the global environment.

#### Five social contribution areas

Five Areas	The Specific Significance of Social Contribution
Promoting human well-being	To help resolve social issues that are attracting attention on a global scale
Contributing to the value of shareholders' investments	Dividend/share price appreciation = Business expansion, increased earnings
Increasing customer satisfaction	To provide high-quality products and services
Contributing to local communities	Safety and the environment, regional employment, tax payments, regional activities
Promoting the happiness and fulfillment of employees	Employment, increased salaries and wages, improved skills / motivation, work-life balance

#### < Corporate Target > Stance with an Eye toward the Next 15 to 20 Years

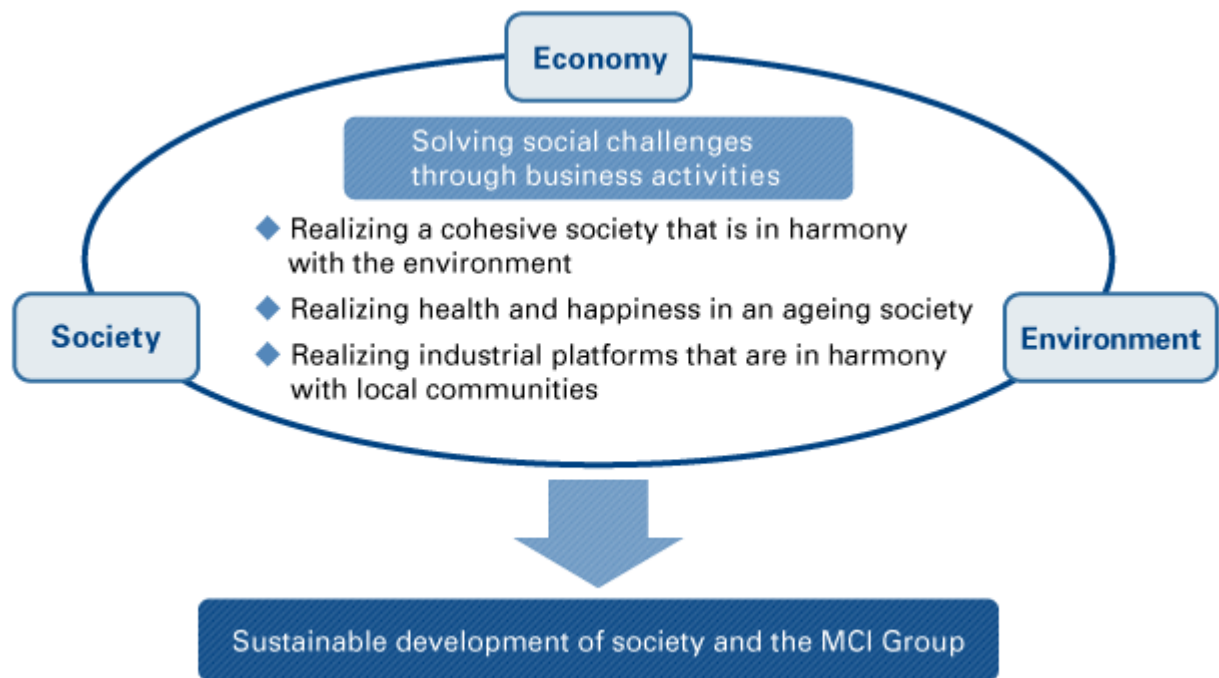
Constantly pursuing innovation and growth to become a chemical group with an undisputed global presence

### Significance of the Mitsui Chemicals Group

We believe that the significance of the MCI Group, as encapsulated in its Corporate Mission, is to fulfill the expectations of each shareholder and provide solutions to a wide variety of social challenges through every facet of its business activities (Solving social challenges through business activities).

By helping to resolve social challenges that are packaged together by each of the economic, environmental and social axes, the MCI Group will take positive steps toward promoting sustainable growth and development in partnership with society. We consider that this, in turn, will allow us to become a corporate group with an undisputed global presence.

**Initiatives Linking the Economic, Environmental,  
and Social Axes of Mitsui Chemicals Group Management**

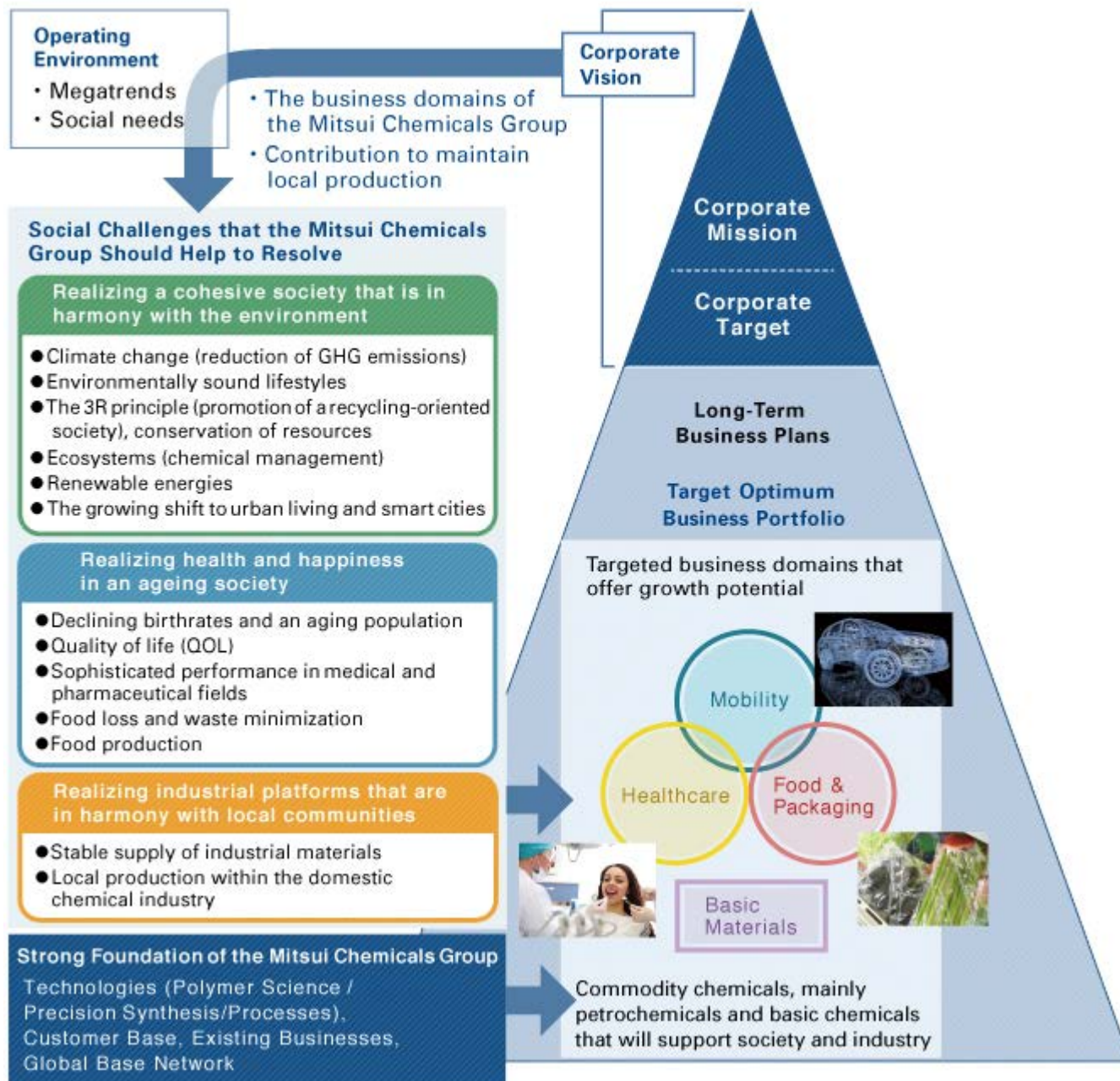




## Social Challenges that the Group Should Help to Resolve and Optimum Business Portfolio

From our operating environment, which includes our corporate vision, megatrends and social needs, the Group selected the three social issues listed below that must be resolved through our business activities. We will identify our optimum business portfolio from the social issues that the Group should help resolve and our strong foundation. By doing so, we will help solve social challenges through business activities to an unprecedented level and aim to remain a corporate group that grows in a sustainable manner hand in hand with society.

### Social Issues the Mitsui Chemicals Group Should Help Resolve



➡ Special Feature 1 Toward Realizing Health and Happiness in an Aging Society <Healthcare>

➡ Special Feature 2 Toward Realizing Industrial Platforms that are in Harmony with Local Communities <Basic Materials>

➡ Mitsui Chemicals Group Grand Design

### Mitsui Chemicals' Businesses that Contribute to Society

- Functional Chemicals Business

Utilizing the MCI Group's precision synthesis technology and biotechnology to supply world-class quality chemical products. (Lens materials for glasses, agrochemicals, catalysts, etc.)

- **Functional Polymeric Materials Business**

Developing, manufacturing, and marketing elastomer, performance compounds, and performance polymer products. (Products that make automobiles lighter as well as environmentally friendly products, etc.)

- **Polyurethane Business**

Developing, manufacturing and marketing coatings and engineering materials. (Urethane and all kinds of paint materials derived from plant-based materials.)

- **Basic Chemicals Business**

Manufacturing and marketing phenols, purified terephthalic acid (PTA), and PET resins. (Materials for transparent engineering plastics, polyester fibers for clothing, and PET beverage bottles.)

- **Petrochemicals Business**

Manufacturing and marketing petrochemical feedstock, polyurethane, and polypropylene. (A variety of products and raw materials that play a key role in people's everyday lives for use in the automobile, food packaging, and related fields.)

- **Films and Sheets Business**

Developing and marketing films and sheets that support a wide range of industries. (Film and sheet products are used across a broad area including food, daily commodities, electronics, the environment, and energy.)

# Toward the Realization of CSR

We will be helping to solve social challenges through business activities to an unprecedented level. In addition, the activities that form the assumptions and foundation of our corporate existence—such as safety, legal compliance, risk management, and social activities—are those that maintain and improve the level of trust in the Group. These activities will be steadily implemented as usual.

## CSR Management

Our CSR Committee, which is chaired by the president and in principle meets twice a year, is responsible for discussing and finalizing plans and policies relating to CSR activities within the MCI Group. In an effort to shift the focus onto active initiatives as part of our Group-wide business activities, we extended membership of the CSR Committee to include the heads of all divisions within the Company (directors and general managers) in fiscal 2010 and have been discussing specific initiatives ever since.

### CSR Management

## Coordinating CSR with the Mid-Term Business Plan

In the process of formulating our 2014 Mid-Term Business Plan, we discussed the future concept and direction of the Group's CSR and further clarified what we consider important, namely helping to solve social challenges through business activities. Going forward, we will also promote CSR activities in conjunction with the Mid-Term Business Plan.

Performance Targets	
FY2016	Consolidated operating income: ¥60 billion
	Consolidated net income: ¥30 billion
Around 2020	Consolidated operating income: ¥100 billion
	Consolidated net income: ¥50 billion
Policies	
<ul style="list-style-type: none"><li>• Bring about a recovery in earnings capacity by assuredly executing the restructuring of the bulk and commodity products businesses</li><li>• Ensure that growth investments carried out under the 2011 Mid-Term Business Plan take shape and realize definitive earnings growth</li><li>• Concentrate management resources to the Mobility, Healthcare, and Food &amp; Packaging domains as a step toward transforming the business portfolio</li><li>• Accelerate the pace of new business and product development</li><li>• Improve and reinforce the Group's financial structure</li></ul>	

### The 2014 Mid-Term Business Plan

## Achievement Mechanisms

Having sited departments responsible for CSR not only at Head Office but also at all business sites, including works, branches and affiliated companies, the Group has strengthened Group-wide collaboration and is working to encourage CSR activities that draw on the special characteristics of each base.

### Framework for the creation of a “good and trustworthy company”

## Visualizing product contribution

For us to help resolve social challenges through our business activities, we believe that it will be necessary for the form of that help to be specific, clearly understood, and easily visible. To actually visualize the level of our contribution to society and the environment through product recycling, we established the mitsui Sustainability Index (m-SI). A measure that enables us to assess environmental impact in 11 different categories, including the reduction of GHG emissions and the prevention of environmental contamination, m-SI has made it easy to visualize product contribution and cleared the way toward further contributions.

## Special Feature

### ► Special Feature 1

#### **Realizing health and happiness in an ageing society (Healthcare)**

As people live longer and societies age throughout the world, there are increasing demands for lives to be healthy and comfortable. Following this trend, the Mitsui Chemicals (MCI) Group positioned "realizing health and happiness in an ageing society" as one of the social challenges that the Group must help resolve under its 2014 Mid-Term Business Plan. As a result, the MCI Group is working on aggressive developments toward the further expansion of its Healthcare business.

Among these developments, Sun Medical Co., Ltd., an MCI Group affiliated company in Japan, has been working in the dental material business for more than 30 years. Through a 2009 business and capital alliance with the international dental equipment company Shofu Inc., Sun Medical has been building a steady market position centered on Japan.

In Special Feature 1, we would like to present our businesses and activities toward contributing to the solving of social challenges in the field of dental materials. The coverage focuses on Sun Medical and its flagship product, Super-Bond™ resin cement for dentistry use.



### **Special Feature 1**

**Realizing Health and Happiness  
in an Ageing Society (Healthcare)**



### ► Special Feature 2

#### **Realizing industrial platforms that are in harmony with local communities (Basic Materials)**

The 2014 Mid-Term Business Plan promotes "realizing industrial platforms that are in harmony with the local communities" as a social challenge that the Mitsui Chemicals (MCI) Group must help to resolve.

The Group manufactures numerous products centered on materials. Through processing, these products are transformed into finished items that are used in various fields and throughout our daily lives. We believe that safely manufacturing and stably providing these materials to society is an important mission of a manufacturing company.

Along with this, training personnel to deepen frontline capabilities in all areas—manufacturing, sales and research—is essential for supporting industrial platforms. Focusing on its frontline capabilities, Special Features 2 showcases Mitsui Phenols Singapore Pte Ltd's (MPS) efforts to safely and stably produce phenols in Singapore.



### **Special Feature 2**

**Realizing Industrial Platforms  
that are in Harmony with  
Local Communities (Basic Materials)**





## Special Feature 1

### Realizing Health and Happiness in an Ageing Society (Healthcare)



## Social Issues and Contributions by Mitsui Chemicals

### Social Issues

Japan's Ministry of Health, Labour and Welfare is currently promoting a health strategy called "Health Japan 21" (National Health Promotion Movement in the 21st Century). Under the strategy, nine areas have been specified in lifestyle-related diseases and the lifestyle habits that cause them, and targets and measures formulated. One of the areas is oral health, where efforts are being made to prevent tooth decay and periodontal disease, with people retaining at least 20 of their own teeth at age 80 as the target. From age 50 onward, one tooth is lost every two years, and promoting the health of the oral cavity has become a challenge that forms the basis of people spending their old age healthily and actively.

### Contribution in the Field of Dental Materials

MCI has been engaged in the medical field business, particularly the dental material field, as part of its fine chemicals business. As elements, dental materials call for biosafety, and in terms of function they demand long-term stability. The fine chemicals technologies that MCI has accumulated are contributing to improvements in the quality of life through Sun Medical's business, which is in the manufacturing and selling of Super-Bond™ resin cement for dentistry use, which provides biosafety and long-term stability.



Sun Medical staff members engage actively in meetings between those responsible for sales and development to create better products.



Testing Super-Bond™ on artificial teeth



Super-Bond™ resin cement for dentistry use

## Toward Realizing Health and Happiness in an Ageing Society

### At the Pinnacle of Technological Innovation: Super-Bond™ Resin Cement for Dentistry Use

The acceleration of demographic aging, improvements in the quality of life, and greater sophistication in medicine and pharmaceuticals are intertwined social challenges. At the same time as being the basis of a healthy life, the retention of teeth provide clues to the solving of other social challenges. Tooth decay is caused by acid in the mouth. If left unchecked, the acid affects the dentin inside the teeth and causes toothache. Treatment involves scraping the decalcified missing part of the tooth's structure, filling the area with metal and resin, and keeping the tooth. At that time, what bonds the filling to the tooth is an adhesive called a resin cement. A resin is a plastic. There are more than 68,000 dental clinics in Japan, and at 60% of those clinics the top brand used is Sun Medical's Super-Bond™.

"The main reason why Super-Bond™ is used by dentists in Japan is because of its outstanding safety and stability," explains Sun Medical President & CEO Kazunori Kamada.

"Adhesives enable an artificial substance called a filling to adhere to biological material, in this case the tooth. After Super-Bond™ has hardened, the biological object does not contain a single substance that can cause an adverse



Sun Medical Co., Ltd.  
Location: 571-2 Furutaka-cho,  
Moriyama City, Shiga Prefecture 524-  
0044, Japan  
Established: February 21, 1981  
Scope of business: Manufacture, sale,  
and import/export of dental materials  
and other medical devices

reaction, and the product has shown stable adhesive properties for more than 20 years. This is consistent with the wishes of dentists, who say they would like to provide treatment that can give their patients peace of mind."

The secret of an adhesive that remains stable for a long period lies in the catalyst that hardens the resin. In the case of a general adhesive, just a tiny amount of moisture remaining on the tooth will hamper the process and cause gaps between the tooth and the contact surface. With Super-Bond™, however, a catalyst called TBB is used that hardens in response to moisture, so gaps are unable to form and strong adhesive properties result.



**Kazunori Kamada**  
President & CEO, Sun Medical Co., Ltd.

### Suggestions for Applications from Dentists to Whom We Have Delivered Safe, Reassuring Products

Super-Bond™ was developed through joint research conducted by Tokyo Medical and Dental University and Mitsui Petrochemical Industries, Ltd. (today's MCI). Established in 1981 as a joint venture with Nissin Dental Products, Inc., a specialist maker of dental materials based in Kyoto, Sun Medical Co., Ltd. started to diffuse innovative adhesives. In anticipation of the upcoming long-living society, Sun Medical became a pioneering company to be instrumental in the diffusion of products known as fine chemicals.

Subsequently, Sun Medical commercialized a succession of products, including Super-Bond™ applications and medical equipment. Still today, MCI supplies the raw materials, and Sun Medical is deploying a consistent system for research, manufacturing, sales, and technical planning and service.

"With only around 120 employees, Sun Medical is a small company, but it has an academic research team of eight people and is continuing activities to making ongoing improvements on the basis of its research results from the forefront of adhesive dentistry." (President " CEO Kamada)

Super-Bond™ is delivered to dentists through the people in charge of sales at sales distributors. There are around 6,000 such people in Japan, and therefore delivering Super-Bond™ safely and securely to patients forms an important point made at education and awareness training activities for salespersons at distributors.

Michihito Miyata, Assistant Manager of the Sales Department says: "Creating sales materials that are accurate and easily understood increases the opportunities for face-to-face meetings with those in charge of sales at distributors, who gain a better understanding. For dentists, we provide direct explanations and practice using the product in study group sessions."

Through such opportunities, it is not unusual for dentists to provide Sun Medical with their own application ideas. "Leveraging the strong adhesive properties of Super-Bond™ and its safety when applied to biological objects, proposals that have been made by dentists themselves have included diminishing the burden on patients if the more delicate soft tissue were used."

(Michihito Miyata, Assistant Manager)



**Michihito Miyata**  
Assistant Manager, Sales Department  
Sun Medical Co., Ltd.



General view of a study group session

### Accelerating Overseas Expansion, Full-Scale Diffusion in China and Asian Developing Countries

Super-Bond™ has begun to be widely accepted outside Japan, too. The product is already widely known in the United States, Europe, South Korea, and Taiwan. The environments in China and other Asian countries are also gradually becoming more accepting due to their burgeoning economic growth in recent years. Sales to China were commenced via a local distributor in 1998. We established a marketing unit in 2012 and began full-scale promotion activities.

Formerly, there were only public dental clinics in China. From around 10 years ago, however, the stage was reached at which private dental clinics were able to practice. Centered on the developed cities on the coast of China, and

particularly in such cities as Beijing, Shanghai, and Guangzhou, the development of private dental clinics has been remarkable and in some areas has even matched that of public hospitals. To give an example, there are around 1,000 private dental clinics in Shanghai, a city with a population of approximately 24 million.

"Through steady, technical planning and service, the earnest dentists that have the technology at least highly value the functions and safety of Super-Bond™. This was because they understood that Super-Bond™ is a dental material that would raise the level of their treatment and the value of their clinic," said Sun Medical's Technical planning and service Department Director Ihei Son. In addition, as a part of our technical planning and service, we are building good relationships with the dentistry departments of leading Chinese universities. We are also encouraging universities and teaching staff to present treatment methods utilizing Super-Bond™ in their teaching materials.

"Super-Bond™ is and never will be a low-cost product in China. We are currently focusing on the coastal economic development zones, but I would like to spread our efforts to the inland areas, where there are economic disparities, through the creation of a sales network and low-key technical planning and service."

(Technical planning and service Department Director Ihei Son)



**Ihei Son**  
Director Technical Planning & Service  
Department  
Sun Medical Co., Ltd.

### Still Continuing to Evolve, Creating Several Products, 30 Years after Initial Development

By applying the innovative qualities of Super-Bond™, Sun Medical has been developing, among other products, adhesive fillings, root canal filling material, composite resins (material to fill holes), materials that suppress hypersensitivity, and hard resin (materials to cover the surface of a tooth). We have thus continued the evolution of Super-Bond™ itself for more than 30 years. For example, there have been improvements in operability and in equipment. Not only the brush dip, by which a brush is used to apply the product, but also a powder has been specially developed for the mixing method, permitting that method's application in sets that can be applied in a wider range. Because of the difficulties in the overseas use of liquid powder, which demands delicate movements, instruments known as micro-syringes have been developed. "Realizing functions that are easier to use deepens dentists' trust," said Masushi Tsuchikawa, the Group Manager of Research & Development Department's 3rd. Applied Development Group.

To provide an example, a hard resin was developed in 2007 as a product that would provide superior durability and operability as well as come in a number of colors to match a variety of teeth colors.

"We worked in collaboration with the MCI Group on research, which we anticipated would take from five to 10 years, to realize a hard resin that would provide durability, antidiscoloration properties, and a capability to represent color on par with ceramics."

(Group Manager Masushi Tsuchikawa)

Maintaining the health of your teeth from when you are young is essential to spending your time in your old age actively. the MCI Group's technologies in fine chemicals are there in support.



**Masushi Tsuchikawa**  
Group Manager of Research &  
Development Department's 3rd.  
Applied Development Group Sun  
Medical Co., Ltd.



Filling operations for Super-Bond™  
Monomer Liquid





Super-Bond™ Set packaging operations

## Message from Outside Stakeholder

### Hoping for Further Contributions to Dentistry for the Elderly

These past 10 years have seen a significant decrease in tooth decay among children. In contrast, the status of oral hygiene among the elderly cannot be said to be adequate. There is a strong correlation between oral cavity cleanliness and general disease. What's more, when there are many teeth remaining, the stimulation from chewing is said to be effective in preventing the onset of dementia. There will thus be a need to focus on dentistry for the elderly in the years ahead.

Displaying the biosafety attributes dentistry demands, Sun Medical's Super-Bond™ is also a product that can withstand the moisture inside the oral cavity yet has completely bonded within a short time at room temperature. Product development always demands world-class high quality. In the years to come, I am hoping for the development of products that maintain that performance and are simple to use.



**Nobori Yasuda**  
(Doctor of Medical Dentistry)

Director, Cabinet Dentaire  
Ochanomizu Dental Clinic,  
Tokyo  
President of the NPO "Keep  
Your Tooth and Oral Health"

## Column

In April 2013, MCI acquired from the German company Heraeus Holding GmbH its dental materials subsidiary Heraeus Kulzer GmbH (hereinafter Heraeus Kulzer). In June 2013, we also acquired shares in the U.S. company DENTCA, Inc., which develops, manufactures, and distributes dentures for which the company utilizes computer-aided design/manufacturing (CAD/CAM) systems and 3D printers. MCI has thus acquired the global business base with which to expand and grow its dental materials business as a core business.

### Building a Global Base for Dental Material Business by Welcoming Heraeus Kulzer and DENTCA into the Mitsui Chemicals Fold

Possessing the strong brand power of Heraeus Dental, Heraeus Kulzer's dental materials business has production bases in five countries and sales bases in 22 countries.

The dental material market is currently undergoing a shift away from precious metals to materials such as resins. However, by connecting Heraeus Kulzer's wealth of knowledge, strong industry presence, and global sales network with the MCI Group's polymer technologies, our presence in the global market for dental materials business will grow by leaps and bounds.

Meanwhile, the acquisition of DENTCA, Inc. shares has combined that company's CAD/CAM design technologies with the MCI Group's material development and processing technologies. The share acquisition has also enabled the basis for the development of highperformance dentures that are finding favor with denture wearers, dentists, and dental technicians.

Acquisitions such as these represent a major turning point in the global development



Heraeus Kulzer GmbH

of Sun Medical and of the dental equipment maker in which MCI has invested, Shofu Inc.

The MCI Group has established a framework capable of providing total global oral care solutions, including all types of material development, dental materials, and dentures.

The aging of society is advancing on a global scale. The MCI Group is responding to global challenges to realize health and happiness in an aging society by cultivating its dental material business as its core business.



DENTCA, Inc.

#### Article Draft for CSR Newsletter

It is now almost one ago that Heraeus Kulzer became part of the Mitsui Chemicals Group. Both parties have put a lot of effort into getting closer, understanding each other's way of communication and acting in a positive manner with the clear goal of improving business. Intensive intercultural training finally ended in a common understanding. We share the same values and objectives, but the way we approach this is very different and the respective behavior of the other is not good or bad, it is just different. Knowing the difference is key for successful cooperation. Although knowing this, it is still difficult to adopt these findings in day-to-day business, but we are all trying hard.

We see Mitsui Chemicals and all its employees as a very responsible organization with the goal of improving people's lives by providing innovative products. This is also underlined by MCI's stronger focus towards the attractive Healthcare market. We at Heraeus Kulzer share this move and reinforce this with our company vision : "We are dedicated to changing people's lives for the better by providing and investing in dental solutions using our wide expertise."

As the pace of change in our economic and social environment is getting faster and faster, we all need to better and faster adjust. These changes include aging of the global population, the increasing globalization of society as well as changes in the value scheme of the younger generation. We are seeing efforts at MCI to cope with these changes and even make some tougher decisions leading to major restructuring activities. From our western / global perspective where changes and managing changes is essentially a part of our daily work, we highly appreciate the willingness of the MCI organization to change faster.

Cooperation between MCI and Heraeus Kulzer on all different levels is very intensive. The transfer of five MCI employees to the Heraeus Kulzer headquarters helps us to better understand how the MCI organization ticks. On the other side, we can also provide support to the planned changes at MCI in respect to globalization and diversity, as we have developed over years to be a truly global and diverse business without losing our core values.

We very much appreciate the support given to us by our Japanese colleagues and the help provided across a variety of areas including better market penetration in the Asian home market of the MCI Group and R&D where the MCI Group has very strong competencies.

We are all looking forward to better use the complementary strength of both companies to improve overall performance while always respecting different cultures.



**Dr. Martin Haase**  
Managing Director, Heraeus  
Kulzer GmbH

## Special Feature 2

### Realizing Industrial Platforms that are in Harmony with Local Communities (Basic Materials)



## Social Issues and Contributions by Mitsui Chemicals

### Social Issues

The greatest challenge in building a nation not only involves supporting industrial platforms, but also training the personnel upon which the future of that nation rests. In this age of global competition, it is vital to quickly create leading industrial and technological platforms along with training personnel able to oversee them. Doing business in the host country requires an understanding of the corporate and global competition-related issues facing it and then creating a virtuous circle that generates mutual sustainable growth. This is achieved by incorporating assistance measures into business operations intended to resolve these issues.

### Contributing to "Frontline Capabilities"

Known as "Mitsui Frontline Capabilities," the MCI Group's has been focusing its energies on passing along its manufacturing capabilities in the host country as part of its global expansion. Beyond simply maintaining unsurpassed quality, the Group cultivates the capability to create unique technological innovation. Improvement and implementation that reflect people's various ideas is the source of a highly diversified competitive capability and enables the realizing of industrial platforms that are in harmony with local communities.



Practical training on the production line



Practical training on the production line



Employee training at the MPS training center

## Supporting Industrial Platforms by "Frontline Capabilities"

### The Phenols Business' Largest Manufacturing Base

Located off Singapore's southwest coast, Jurong Island is an artificial island created from seven islands and functions exclusively as an industrial park. The facilities clustered on this island, which has expanded to 32km<sup>2</sup>, are primarily composed of around 100 global leading petrochemical firms, which engage in activities ranging from supplying raw materials for oil refining to product development. The petrochemical companies based on the Jurong Island account for 40% of Singapore's industrial production.

Manufacturing phenols for the Group, Mitsui Phenols Singapore (MPS) is located on Jurong Island. MPS was established in 2006 following the merger of the now defunct Mitsui Bisphenol Singapore (MBS) and Mitsui Phenols Singapore (MPHS). Capable of producing 310,000 tons of phenol, 230,000 of bisphenol and 180,000 of acetone annually following the merger, MPS is the Group's largest phenol manufacturing base.

Produced from the raw material benzene, phenols are used in chemical products that form the basis of today's industrial components. Phenols are a raw material used to manufacture bisphenol A, which has applications in such products as polycarbonate and epoxy resins. Featuring strong impact resistance, transparency and unparalleled dimensional stability, polycarbonate



Mitsui Phenols Singapore  
Established : January 2006  
Business description : Manufacture and sale of phenols, acetone and bisphenol A



resin is used to manufacture such items as automotive headlight lens plastic, CDs / DVDs and aircraft windows. Epoxy resin is used as a raw material for paint and glue.

Although phenols are said to be the essential raw materials of our comfortable lifestyles, the business environment surrounding this material is currently less than favorable. The entry of new manufacturers and expanding production facilities in China has created an ongoing oversupply, while price hikes for the raw material benzene are eroding profitability. In response, the MCI Group is reviewing its production framework, which includes Japan. For its part, MPS is promoting in-depth business innovation focusing primarily on strengthening alliances with leading regional partners to procure competitive raw materials and electric power.



MPS's manufacturing plant on Jurong Island in Singapore

### MPS's Highly Capable Staff of Professionals

Masaaki Higashi, the Managing Director of MPS stated that "while we anticipate improvement in oversupply conditions, which has been driven by economic development in emerging countries, we must establish a "local production for local consumption" system that will contribute to even greater advancements in manufacturing and development in Asia. To that end, I have absolutely no doubt that MPS will serve in its own unique way as a base for such a system." The reason for Managing Director Higashi's confidence is MPS's highly capable staff of professionals working at its manufacturing facilities. With 160 of 170 employees serving in these facilities, MPS is making ceaseless efforts to pass along "Mitsui Frontline Capabilities" by transcending the barriers among its highly diversified staff, including those of Chinese, Malay and Indian descent. Managing Director Higashi: "it goes without saying that job hopping is a common trend in Singapore, which is an impediment to maintaining highly stable manufacturing. Yet, the attrition rate of key staff members at MPS is extremely low, and employees are doing their best to create new manufacturing capabilities for the Group."



**Masaaki Higashi**  
Managing Director, MPS

Symbolic of these initiatives, MPS became the first MCI Group company in Singapore to select a locally hired engineer to serve as its plant general manager.



MPS staff are from all over the world

### Creating Results through Teamwork

Selected as MPS's new plant General Manager in January 2014, Mock Siew Fai studied chemical engineering in university and was among the first round of employees to join the now defunct MBS upon graduating in 1998. Mock Siew Fai's career as an engineer has grown in tandem with the Mitsui Chemicals (MCI) Group's business development in Singapore. He explains his motivation for joining MBS: "while touring the facilities before being hired, I was impressed by how team members worked together as a single unit despite differences in opinions."

Around the time of Mock's hiring, MBS was constructing Plant No. 1, which was followed by plants No. 2 and 3. Witnessing the construction and launch of new plants while working alongside the numerous engineers dispatched from Japan, Mock and the other local engineers received valuable technical training. Mock states that: "building these plants actually created a very stimulating educational environment. The concepts behind the 5Ss\*<sup>1</sup> and Kaizen\*<sup>2</sup> methods are very simple and easy to understand, making actual operations extremely interesting. Had I worked for another company instead, I doubt my career would have been so varied or would have advanced this rapidly."



**Mock Siew Fai**  
Plant General Manager, MPS

"Seeing the fruits of our production innovation initiatives has not taken a long time. This is the result of the Company's efforts to deeply instill in all employees MCI's frontline capabilities instead of simply relying on a Japanese plant manager. The team capabilities that so impressed me before joining MBS form the basis of our frontline capabilities." Mock states that: "In other companies, the attitude is 'this mistake is your responsibility so you fix it.' In contrast, MCI employees say 'your mistake is my responsibility since you have not been trained sufficiently. Let's work together to improve.' Given the significant difference between these two approaches, many employees who previously left MPS have since returned."



Control room operations



Information-sharing meeting among team members

### Understanding the Entire Process to Grasp Specific Operations

The bisphenol A superintendent, Martinez Mark Dennis S., transferred from a chemical plant in his native Philippines to MBS 13 years ago. His biggest surprise after being hired was seeing the former MBS's high level of operational standardization and flexible improvement capabilities.

He states: "the Philippines company I worked for was only able to grasp specific operational areas, so they were unable to make improvements. MCI's operational standardization requires that individual workers understand the entire process, which enables them to improve specific operations. Also, improvement proposals are gradually being incorporated, which changes the working environment and in turn enables employees to function more effectively. This has become the unifying force within our multicultural facilities in Singapore."

Chemical plants handle extremely poisonous materials so maintaining safety is absolutely essential. Overseeing Kiken Yochi (hazard prediction) activities<sup>\*3</sup> has become an important function of superintendents.

Information-sharing meetings known as "tool box meetings" (as they are held near tool boxes) take place every morning before work starts. In addition, line training is conducted repeatedly, which involves veteran and new employees reviewing operational process flow at production lines while examining important check points.

Martinez states: "line training has significantly increased the ability of new employees to respond to problems since it instills a fundamental understanding of the entire process."

MPS opened an on-site training center on the basis of methods developed internally. The center's programs extend even to conducting training for manufacturing staff from other companies. Thanks to MPS's personnel training initiatives, the number of backup engineers dispatched from Japan has been reduced from a peak of over 10 to just two from the spring of 2014.

Plant General Manager Mock states: "carrying on this spirit of MCI, I believe my role is to create a new 'Singapore Way' that leverages Singapore's strength in being able to attract people from different cultures that bring new ideas to the table."

MPS has begun a new evolution toward frontline capabilities that are truly borderless.



**Martinez Mark Dennis S.**  
Production Superintendent, MPS



Employees undergoing line training



Employees undergoing line training

※1 5Ss are a workplace management slogan based on five actions : sorting,

setting-in-order, shining, standardizing and sustaining discipline.

※2 Kaizen refers to bottom-up improvement activities that workers take it upon themselves to devise and implement

※3 Kiken Yochi (hazard prediction) activities identify potential hazards such as accidents and disasters, which are named after the initials of the Japanese words kiken (danger) and yochi (prediction).



Employees undergoing line training



Employees participating practical line training

## Column

MCI subsidiary Prime Polymer established Prime Evolve Singapore in October 2012. This Singapore-based company is currently constructing a facility to manufacture Evolve™ (scheduled to be completed in 1Q 2015). Evolve™ is a type of plastic manufactured using MCI proprietary metallocene catalyst and process technologies. Used to wrap such consumables as food and detergents, Evolve™ boasts the highest share of the Asian high functional packaging films market.

### **Evolve™ High Functional Packaging Material Maintains the Safety of Asian Consumables.**

The economic development of emerging countries and subsequent increase of the middle class is driving the rapid expansion of the Asian high functional packaging film market. Evolve™ fulfills expectations by meeting the high level of quality required by consumables manufacturers.

Tetsuya Yamamoto, General Manager of Sales & Marketing oversees Prime Evolve Singapore's sales from Singapore. According to him: "our annual production capacity of Evolve™ is 600,000 tons, which is top class in terms of producing high functional polyethylene in Asia, and this has established a platform to capture growing demand in emerging countries."

Lee Tian San (Trevor), Assistant General Manager of Sales & Marketing, enthusiastically commented: "manufactured using MCI proprietary technologies, Evolve™ features superior sealing capabilities, high strength, minimal odor, low FE (fish eye), high transparency and is easy to process, making it the product of choice for those who demand the very best. In the years ahead, we will provide total solutions that improve productivity, including reducing production costs and increasing ease of processing." Offering superior products shortens the path to more comfortable lifestyles. With that in mind, MCI is providing Evolve™ throughout Asia.



**Tetsuya Yamamoto**  
General Manager, Sales & Marketing  
Prime Evolve Singapore



**Lee Tian San (Trevor)**  
Assistant General Manager,  
Sales & Marketing  
Prime Evolve Singapore



Products using Evolve™



# Safety Initiatives

Implementing Fundamental Safety Measures and Promoting a Culture of Safety  
Learning from the Accident at Our Iwakuni-Ohtake Works Resorcinol Production Facility



The Mitsui Chemicals Group takes the explosion and fire that occurred at the resorcinol production facility at its Iwakuni-Ohtake Works on April 22, 2012 extremely seriously, and has since implemented a series of fundamental safety measures to ensure that nothing like this ever happens again, anywhere within the Group. We are united in our efforts to continue to adhering strictly to these fundamental safety measures and to restore public trust and reestablish ourselves as a safe chemical manufacturer.

## Fundamental Safety Initiatives

On April 22, 2012, an explosion occurred and a fire broke out at the resorcinol production facility at our Iwakuni-Ohtake Works. We took this accident extremely seriously and set up the Fundamental Safety Committee, chaired by the President, and carried out an extensive review of safety issues throughout the Mitsui Chemicals Group. Based on the committee's findings, we set out and implemented a number of fundamental safety initiatives for the future.

### Outline of Fundamental Safety Initiatives

- Line manager focus and proper management of worksites
- Improve technical skills and ensure skills are passed down
- Ensure safety is the top priority, cultivate professionalism, and generate a sense of accomplishment among workers

In addition, eleven specific measures have been created and are being deployed across the Company. Some initiatives have taken hold in fiscal 2013, and other measures will continue in fiscal 2014. Progress on these measures is periodically reported to committees inside and outside the Company. Audits and guidance given to manufacturing facilities ensure the PDCA cycle is being followed.

### Reports on Results of Fundamental Safety Measures to Committees Inside and Outside the Company

Meeting Body	Participants (Report to)	Fiscal 2013												Fiscal 2014		
		4	5	6	7	8	9	10	11	12	1	2	3	4	5	6
Steering Committee	President, Vice President, Center Executive, Production & Technology Center, Works general manager				★ 2			★ 30					★ 17			★ 16
CSR Committee (for fundamental safety)	CSR Committee members (President, Vice President, etc.)						★ 2					★ 13				
Responsible Care Committee	Responsible Care Committee members					★ 2			★ 22			★ 3				
	Head of															

Works Group Leader Committee (Promotion Leader Group)	Planning & Coordination Division, Head of Safety & Environment Division, works group leaders, etc.	★ 16	★ 29	★ 18	★ 24		★ 4	★ 16		★ 4		★ 30	
External	Officials from the Ministry of Economy, Trade and Industry's High Pressure Gas Safety Office and other relevant government ministries and agencies (interim report)			★						★			
	Accident Investigation Committee members *1 (at Iwakuni-Ohtake Works)					★ 11						★ 8	
Remarks	Members of the former Accident Investigation Committee *1: academic experts and representatives from Ministry of Economy, Trade and Industry's High Pressure Gas Safety Office, Yamaguchi Prefecture, Chugoku Shikoku Industrial Safety and Inspection Department, Iwakuni District Fire Department, High Pressure Gas Safety Institute of Japan												

## Fiscal 2013 Fundamental Safety Measure Progress Report

	Specific Measures	Progress
(1) Line manager focus and proper management of worksites		
① Reduce workload of line managers	Reassess size of sections and groups	Established
	Clarify points of contact with Head Office / identify and implement countermeasures to risks in current operations	Established
	② Foster line managers	Clearly delineate worksite responsibilities / select and foster candidates for line manager
(2) Improve technical skills and ensure skills are passed down		
③ Train engineers	Train engineers on safety and operations using a practice plant at the Technical Training Center	Established
	Review three-shift training of employees in manufacturing since graduation (training periods and subjects)	Established
④ Build safety technology systems	Reflect safety and design concepts in technological standards / put in order manager master files	Continued

	⑤ Review technical assessment systems and structures	Modify technological assessment systems / review examination support structure	Established
<b>(3) Ensure safety is the top priority, cultivate professionalism, and give workers a sense of accomplishment</b>			
	⑥ Reorganize Safety & Environment Division	Split off from Production & Technology Division	Established
		Strengthen containment and guidance functions at works (reinforce from cross-sectional perspective)	Continued
	⑦ Reinforce safety as a top priority	Safety Day (never forget the accident)	Established
	⑧ Cultivate and bolster professionalism	Try other professions (plan and implement at each works)	Established
		Completely update manuals	Continued
	⑨ Improve teamwork and workplace communications	Companywide deployment of small group activities	Established
	⑩ Attractive senior positions (assistant managers)	Clarify paths for career advancement and visualization of benefits	Established
	⑪ Safety performance and give workers a sense of accomplishment	Reassess commendation system (change selection criteria for commendations for manufacturing sections)	Established

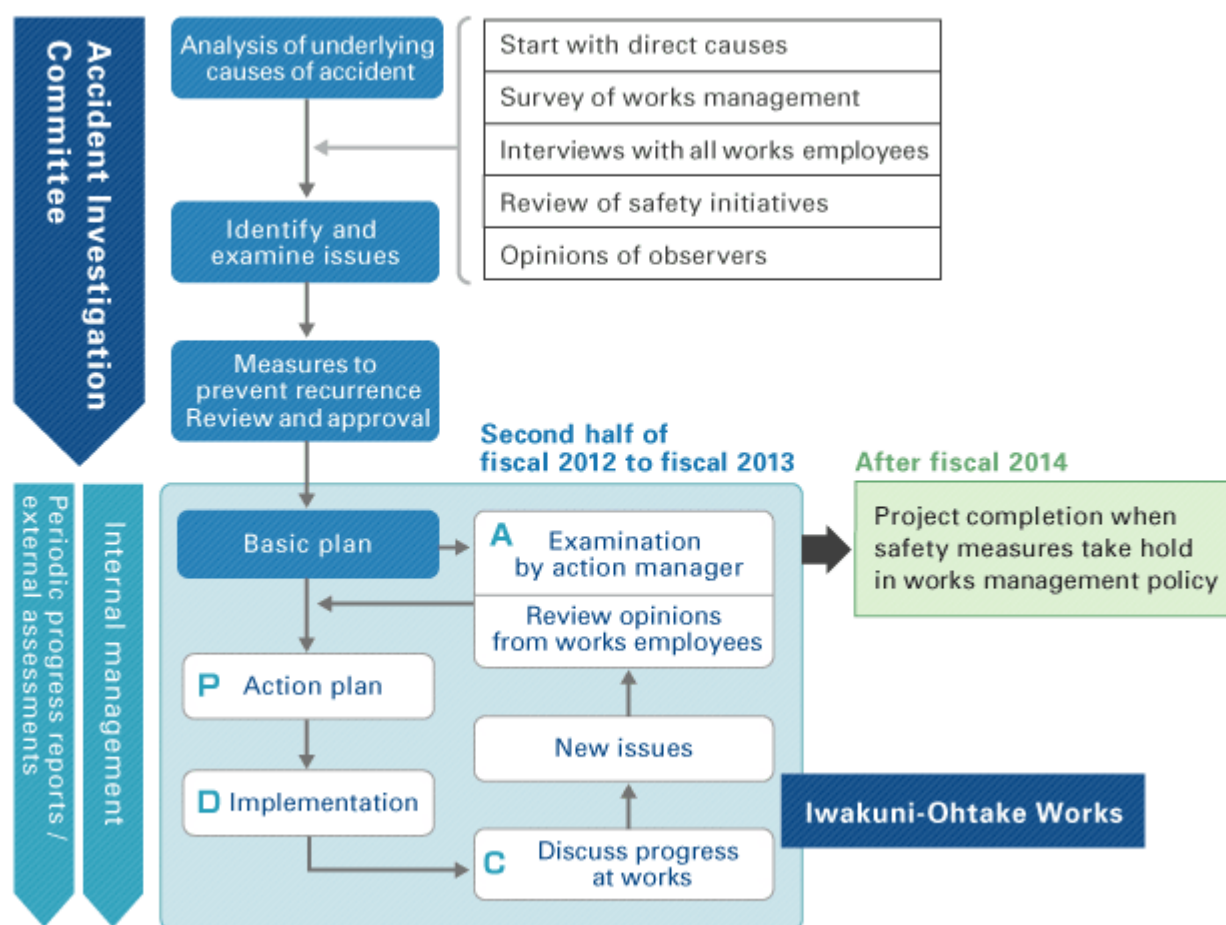
## Initiatives at Iwakuni-Ohtake Works

On April 22, 2012, an explosion occurred and a fire broke out at the resorcinol production facility at our Iwakuni-Ohtake Works. We put together a project team for reconstructing safety in order to prevent a reoccurrence of such an accident.

### Initiatives of Safety Reconstruction Project

On April 22, 2012, an explosion occurred and a fire broke out at the resorcinol production facility at our Iwakuni-Ohtake Works. We put together a project team, headed by the works manager, for reconstructing safety in order to prevent a recurrence of such an accident. At the behest of the Accident Investigation Committee, this project team is tasked with executing action plans based on the Reoccurrence Prevention Basic Plan to delve into the underlying causes of the accident, enacts measures in the works' annual plan, and follows the PDCA cycle.

### Overview of the Safety Reconstruction Project



### Countermeasure Policy relating to Measures Aimed at Addressing Underlying Causes

Underlying Causes		Countermeasures	
Causes Related to Safety Basics			
【1】	Insufficient risk assessment	(1)	Review change management flow for projects involving highly dangerous substances
		(2)	Create framework to perform ESD * risk assessments of projects involving highly dangerous substances
		(1)	ESD※Improve transfer of technical skills based on ESD *

【2】	Insufficient transfer of technical skills Transfer from engineering to operations Ensure continuation		safety concept and operations experience
		(2)	Thoroughly communicate safety issues during manager shift changes
		(3)	Reassess critical ESD* training related to safety
		(4)	Nurture engineers
【3】	Neglect of rules (rules not followed or reviewed)	(1)	Follow rules when interlocks are released
		(2)	Review and spread awareness of conditions when interlocks can be released after ESD*
Causes Related to Organization and Business Culture			
【4】	Decline in site safety management capabilities (overconfidence in safety)	(1)	Eliminate gap in awareness that safety is highest priority
		(2)	Improve knowledge and awareness of fire and explosions
		(3)	Improve technical skills of technicians
【5】	Insufficient awareness among employees (insufficient tension and sense of danger)	(1)	Thoroughly implement safety activities and follow through
		(2)	Line managers improve their own workplaces
		(3)	Increase sensitivity to danger

\*ESD = Emergency Shutdown

### Safety Reconstruction Project and Progress Report Meetings for Fundamental Safety Measures

Progress on the safety reconstruction project at the Iwakuni-Ohtake Works and companywide fundamental safety measures has been reported twice, once on October 11, 2013 and again on May 8, 2014, to the former Accident Investigation Committee and relevant government agencies. Members of the former Accident Investigation Committee and representatives of relevant government agencies advised Mitsui Chemicals that while there are signs of change, work is unfinished and action plans need to be thoroughly implemented. We plan to continue reporting on our progress.



Progress report meeting held on May 18, 2014



Safety education classroom

## Introduction to Events on Safety Day

To prevent the recurrence of accidents like the April 22, 2012, explosion and fire at the resorcinol production facility at our Iwakuni-Ohtake Works, Mitsui Chemicals has designated 22 April as Safety Day. In 2014, Safety Day events were held at each production base in Japan. The president gave a speech about safety, the works managers also gave speeches about safety, and experts from inside and outside Mitsui Chemicals lectured about safety. Through these and other activities, employees reaffirmed their commitment to making safety the top priority.

The following is a summary of the president's speech on safety.

"Two years ago, the accident involving an explosion and fire at the resorcinol plant claimed the life of one of our dear colleagues, destroyed society's faith in us, and caused considerable physical damage. We must never let an accident like this happen again.

Here, on April 22, Safety Day, I reflect on the accident, and vow to put safety first in everything that we do. I ask all of our employees, each and every one of you, to proactively think about how you can improve safety and take action, with the renewed conviction that safety is a top priority for yourself, your family, your colleagues, and your communities."



The President giving a speech about safety

### Safety Day Events at Each Works

Works	Main Events	Attending Directors	Speaker
Events held throughout company	Silent prayer Speech by President Tsutomu Tannowa	—	—
Kashima Works	Works manager talked about safety Safety presentation	—	Nobuhiko Matsumura Lion Chemical Co., Ltd.
Ichihara Works	Vice President Minoru Koshibe talked about safety Works manager talked about safety Safety presentation	Vice President Minoru Koshibe	Mitsui Chemicals Production & Technology Center Overseas Technical Coordination Division Handa Manager
Mobara Branch Factory	Branch factory manager talked about safety Safety presentation (Joint presentation by Technical Training Center and Mobara Research and Development Center of Production & Technology Center)	—	Visiting Professor Masayoshi Nakamura Tokyo Institute of Technology
Nagoya Works	Works manager talked to all staff Safety presentation	—	Miyuki Ochi SyncVoice
Osaka Works	Works manager talked about safety Safety presentation	—	Takaharu Isagawa Japan Industrial Safety & Health Association
Iwakuni-Ohtake Works	Flowers offered at site of resorcinol production facility Works manager talked about safety Safety presentation	Member of the Board Tanaka Managing Executive Officer Hideki Matsuo	Professor Kazuhiko Suzuki Okayama University
Tokuyama Branch Factory	Safety speech (broadcast)	—	Professor Kazuhiko Suzuki Okayama University

Omuta Works	Vice President Yasuji Omura talked about safety Works manager talked about safety Safety presentation	Vice President Yasuji Omura	Minoru Iwata Safety Improvement Center, Japan Society for Safety Engineering
Sodegaura Center	Managing Executive Officer Isayama talked about safety Head of center talked about safety Safety presentation Group discussion after safety presentation	Managing Executive Officer Isayama	Kazu Nakamura Research Institute for Safety Engineering
Head Office	Speech by president Report on fundamental safety measures Introduction to e-learning (content about RS accident)	President Tannowa	—



# Tahara Solar-Wind™ Joint Project

Pooling expertise while promoting  
the future of renewable energy



We report on the progress made at the Tahara Solar-Wind™ Joint Project, which was introduced in a special feature in the CSR Report 2013.

➡ Fiscal 2013 Report

## Progress on Construction

In conjunction with Mitsui & Co. and five other companies, Mitsui Chemicals began construction on the Tahara Solar-Wind™ Joint Project in November 2012, a combined solar and wind power project capable of generating 56MW in Tahara, Aichi Prefecture. Construction has been progressing on schedule, with plans to commence solar power generation in June, trial wind turbine power generation in August, and officially launch full-scale operations in October 2014. Construction currently underway on power stations is summarized below.

### Construction progress on the Tahara Solar-Wind™ Joint Project

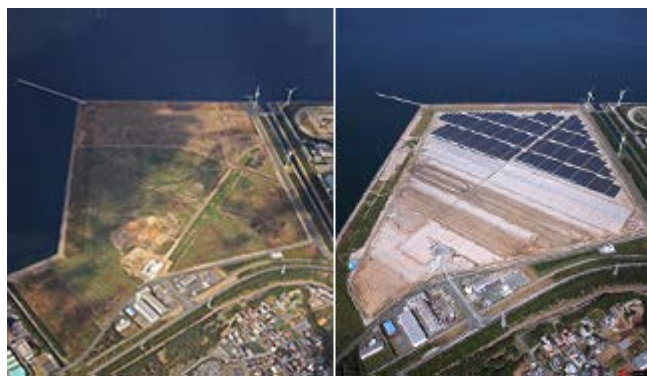
With the exception of some electrical equipment work, construction on the solar power generation facility has been completed with the installation of approximately 215,000 photovoltaic modules.

After operational field testing, a decision was made for the Tahara solar power facility to use photovoltaic modules made by four companies in three varieties: silicon monocrystalline, silicon polycrystalline, and compound solar cells. As depicted in the photograph, four varieties of photovoltaic modules have been installed.

After operations commence, power generation data will be collected and analyzed to compare the performance of each type of photovoltaic module.



Tahara solar power generation facility  
(picture taken March 2014)



When construction started (left)  
and progress roughly one year later (right)  
(pictures taken December 2012 and September 2013)

With the exception of some electrical work, construction on the wind power facilities has been completed with the installation of all three wind turbines.

The wind turbine shown in the photograph is a downwind turbine with blades behind the leading edge, making it more efficient when the wind flows upward from below. The height of the tower is about 80 meters, and the diameter of the blade is about 80 meters.

The picture is of the nacelle, which is placed on top of the tower. The nacelle houses the power generator and other equipment.



The downwind turbine with blades (left)  
and nacelle before installation (right)  
(pictures taken April 2014)



Power station seen from the Mt. Zao Observatory (left)  
and assembly of the wind turbine tower (right)  
(pictures taken May 2014)

### Construction progress on related equipment and facilities

With regard to work on systems, interconnections and visitor facilities, construction is proceeding on the monitoring house and observation deck.

Since the power plant is located along the coast of the Atsumi Peninsula in Aichi Prefecture, construction plans include measures to mitigate natural disasters.

The solar panels are set about 100 meters back from the coast to protect against high tides and salt corrosion. Steel materials treated with anti-corrosion coatings are used to support the solar panels. The solar panels are installed at a 10 degree angle to prevent them from flapping under strong winds during a typhoon. The ground under the solar panels was also improved in case there is liquefaction caused by an earthquake around the Nankai Trough.

As construction enters the final stage, we are also preparing for trial operations of the solar and wind power generation facilities, and developing an environmental education program.

## Main Products of the Mitsui Chemicals Group that Contribute to the Sustainable Development of Environment and Society

### The Mitsui Chemicals Group Provides a Whole Host of Useful Materials and Products to Improve People's Everyday Lives

In aiming to remain "a corporate group that sustainably grows and develops with society," we present to you the products that are helping to resolve social challenges and that correspond to make up the Mitsui Chemicals (MCI) Group's business portfolio (Mobility, Healthcare, Food & Packaging, and Basic Materials).

## Main Products of the Mitsui Chemicals Group that Contribute to the Sustainable Development of Environment and Society

- ▶ Toward Realizing a Cohesive Society That Is in Harmony with the Environment
- ▶ Toward Realizing Health and Happiness in an Ageing Society
- ▶ Toward Realizing Industrial Platforms that are in Harmony with Local Communities

### Toward Realizing a Cohesive Society That Is in Harmony with the Environment

#### Low Environmental Impact Lifestyles

##### ● AdBlue™

Raw material that helps in the reduction of exhaust gases (nitrogen oxides)

##### ● NOTIO™SN

Material used for light synthetic leather with superior durability

##### ● CHEMIPEARL™ (Electrode binder)

##### ● MiReT™ (Electrolytes)

Materials for lithium-ion batteries

##### ● Evolve™

Possessing superior sealant properties and exceptional strength, a raw material that contributes to comfortable lifestyles

##### ● TPX™

Highly grease-resistant polymer material leads to reduced water usage

##### ● Exfolat™

Exfolat™ is a surface modifier that can be used for food and everyday item containers to help improve dripping performance and minimize residue.



AdBlue™



NOTIO™SN

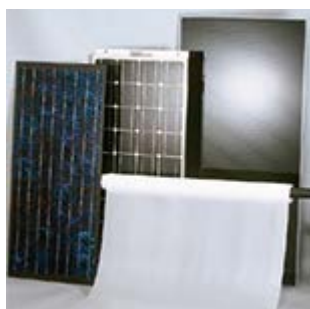


TPX™

#### Renewable Energy

##### ● SOLAR EVA™

Film that protects cells in solar power generation systems



SOLAR EVA™

### 3R (Recycling-Based Society)

#### ECONICOL™ (Biomass chemicals)

Polyurethane (biopolyol) made from plant-based materials (used for automobile and furniture seat cushions, bedding, etc.)



ECONICOL™

### Combating Climate Change (GHG Reduction)

#### ADMER™

Adhesive polyolefins that help reduce the weight of automobile fuel tanks

#### TAFMER™

Olefin copolymers that help make automobiles lighter (material used for bumpers, etc.)

#### MILASTOMER™

Thermoplastic elastomer that helps make automobiles lighter (materials for automobile interiors, such as door trims, interior panels)

#### Polymetac™

Helping to reduce weight by integration with metal during plastic molding processes



ADMER™



TAFMER™



MILASTOMER™



Polymetac™

### Ecosystem Protection

#### NONROT™

Highly functional material that retains the fragrance and grain of wood while extending its life

#### TAFNEL™ Oil Blotter™

Possessing excellent oil absorbency and strength, sheeting that enables rapid recovery of oil



NONROT™



TAFNEL™ Oil Blotter™

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## Toward Realizing Health and Happiness in an Ageing Society

### Food loss / Disposal

#### Spash™

In addition to preserving fresh food to keep it fresh, this film can be used to prevent vegetables, fruit and flowers from wilting or losing their color.



Spash™

### Quality of Life (QOL) Improvements

#### COPPERSTOPPER™

Film with antibacterial properties and a deodorant function

#### SYNTEX™ (Nonwoven fabric)

#### ESPOIR™ (Breathable film)

Raw materials used to make disposable diapers, thanks to their breathability

#### Acrylamide



COPPERSTOPPER™



SYNTEX™  
ESPOIR™



Raw material that helps to purify water. A pharmaceutical material that separates out from water substances in various states that are mixed into the water, causing coagulation effectively and more quickly

### Medical / Pharmaceutical Sophistication

#### ● MR™ Series

Raw materials for light yet strong, easy to design lenses for glasses

#### ● Super-Bond™

Resin cements used in dental adhesives with high adhesive performance and biocompatibility

#### ● DL-serine

(used in drugs for treating Parkinson's disease)

#### ● D-serine

(used in drugs for treating tuberculosis, epilepsy)

Pharmaceutical raw materials that support a variety of medical needs



MR™ Series

### Increasing Food Production

#### ● Mitsuhihari 2003, 2005

High-yield, late-flowering strains of hybrid rice

#### ● ANIKI™

#### ● FRUITSAVER™

Environmentally friendly, highly safe pesticide and fungicide

#### ● iCAST™

A system that reduces water and fertilizer usage to realize efficient agriculture



Mitsuhihari



iCAST™



FRUITSAVER™

### Declining Birthrate / Ageing Society

#### ● Plastic plates to guide the visually impaired

Flexible, durable, high-visibility plates that comply with barrier-free access laws



Plastic plates to guide the visually impaired

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## Toward Realizing Industrial Platforms that are in Harmony with Local Communities

### Industrial Platforms

#### ● Polycarbonate resins

Raw materials used for automobile headlamp lenses,

consumer electronics, smartphones, etc.

● **Purified terephthalic acid (PTA)**

Raw material used to make polyester fibers

● **Prime Polypro™**

Raw material for food, detergent, cosmetics and pharmaceutical containers

● **Mitsui PET™**

Raw material for food, detergent, cosmetics and pharmaceutical containers



Prime Polypro™



Mitsui PET™



Purified terephthalic acid (PTA)

## CSR Management

CSR is not something that exists independently, outside our day-to-day corporate activities. We believe that CSR is the very essence of corporate management. That is why we introduced “three-axis management” here at the Mitsui Chemicals Group, focusing on the economy, the environment and society. This section outlines our approach to CSR and CSR management framework, both of which are underpinned by three-axis management.

### ► CSR in the Mitsui Chemicals Group

Ever since establishing a dedicated department to promote CSR in 2005, we have carried out CSR activities with the aim of establishing the Mitsui Chemicals Group as a “good and trustworthy company” that lives up to people's expectations and repays their trust. We are constantly working to inspire hope and trust in members of the public, while at the same time inspiring pride and motivation in our employees. By continuing to carry out activities such as these, we believe that we can help to create a sustainable society.

#### ► The Aims of CSR

#### ► Framework for the creation of a “good and trustworthy company”

#### ► The Mitsui Chemicals Group's Core Values

#### ► Identifying Key CSR Challenges

#### ► Mitsui Chemicals' commitment to ISO 26000

### ► Management Framework

To fulfill the expectations of our stakeholders, fulfill our corporate social responsibilities, and enhance levels of trust, it is crucial to have a sound, reliable management framework in place. We believe that an effective management framework is one of the cornerstones of a successful business.

#### ► Goals and Results

#### ► Corporate Governance

#### ► Risk Management Framework

#### ► Compliance Training



# CSR in the Mitsui Chemicals Group

▼ The Aims of CSR

▶ Framework for the creation of a “good and trustworthy company”

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## The aims of CSR

The aim of CSR at Mitsui Chemicals is described in detail in the section titled “CSR in the Mitsui Chemicals Group—Solving Social Problems.” The 2014 Mid-Term Business Plan clarifies the status and future direction of the Mitsui Chemicals Group's CSR. That is, we strive to create new value for our customers by contributing to solving social challenges through the business activities of the Mitsui Chemicals Group. We believe ongoing efforts at CSR will lead to the realization of a sustainable society. For this to happen, we need to build frameworks that will accelerate the creation of new businesses and products, and are promoting initiatives across the organization.

To contribute to the realization of a sustainable society as a company, we must gain the trust of people in society and our stakeholders, and live up to their expectations. The basis of building trust is the pride that each and every employee has in working for a “good and trustworthy company.” In building a “good and trustworthy company,” we believe it is of utmost importance to constantly think, act, and take on challenges in line with the aim of our CSR activities.


 Mitsui Chemicals Group CSR: Contributing to Resolve Social Issues  Key CSR Challenges for FY2014

 Mitsui Chemicals Group Grand Design  Mid-term Business Plan

## Three-Axis Management for the Creation of a “Good and Trustworthy Company”

We carry out a wide range of initiatives with the aim of establishing the Mitsui Chemicals Group as a “good and trustworthy company”. In fiscal 2007, we made a clear commitment to “three-axis management”, focusing on the economy, society and the environment. This is the cornerstone of our initiatives here at the Mitsui Chemicals Group.

In an effort to create a sustainable society, we actively engage in two types of initiatives. As well as ongoing initiatives aimed at maintaining the trust of our stakeholders, we also carry out initiatives designed to enhance trust amongst stakeholders along the axes of the economy, the environment and society.

 Initiatives Along the Axes of the Economy, the Environment, and Society

# CSR in the Mitsui Chemicals Group

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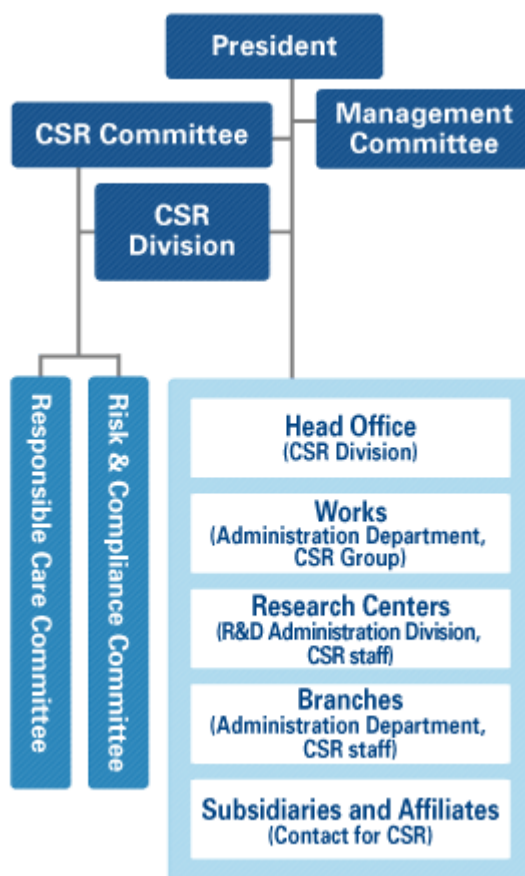
## Framework for the creation of a “good and trustworthy company”

Our CSR Committee, which is chaired by the President and meets twice a year as a rule, is responsible for discussing and finalizing plans and policies relating to CSR activities within the Mitsui Chemicals Group. This includes our Key CSR Challenges, which provide the basis for individual organizations throughout the Company to formulate and implement their own plans.

Membership of the CSR Committee was extended to include the heads of all divisions within the Company (Directors and General Managers) in fiscal 2011. This initiative was aimed at aligning the Group's business activities more closely with its CSR measures thereby facilitating efforts to help resolve social issues. At the same time, extending membership also serves to promote in-depth and specific discussions. Having clarified the direction of our CSR activities and emphasizing the need to resolve social issues through every facet of our business, we recognize that close collaboration with each business sector through the CSR Committee forum will also become increasingly important going forward.

With this in mind, supervisory CSR departments have been set up at each of our sites, branches and affiliates. Under this structure, we are working to promote CSR in line with their respective characteristics, while also reinforcing collaboration within the Group.

### CSR Promotion Framework



## Efforts to improve awareness and conduct as a “good and trustworthy company”

In order to retain the public's trust and meet their expectations, we have identified the following three “Essential Principles” and are committed to putting them into practice on a Companywide scale.

1. Adopt a proactive, outward-looking attitude (foster close-knit ties with customers; acquire, disseminate and share information in a timely manner)
2. Think for yourself and take on new challenges (break free from a culture of passivity and consistently take action)
3. Maintain mutual trust and solidarity (share targets based on honest discussion)

As one initiative aimed at putting our Essential Principles into practice, we have organized Two-Way Communication sessions throughout the Mitsui Chemicals Group since fiscal 2008. Sessions are led by the line manager in each workplace and attended by all members of staff. They revolve around free and open discussion, covering topics such as what members of staff can do to create a “good and trustworthy company,” how to put our Essential Principles into practice, and ways in which to pursue two-way communication geared towards taking action.

Seven years have now passed since these sessions were first initiated. We are now seeing employees at workplaces throughout the Group engage in autonomous and automatic activities that reflect the spirit of this Two-Way Communication. Recognizing that our original objective has now taken hold, we are promoting the shift to independent and self-directed activities at each workplace rather than applying the standardized Two-Way Communication name.

We also have our own “CSR Supporter” scheme, which has been in place since we first established a dedicated CSR division in 2005. CSR Supporters are employees selected from each workplace (having put themselves forward or been recommended) and are instrumental in promoting CSR activities in their respective workplace. Taking into consideration the fact that individual workplaces are today engaging in CSR activities on a voluntary basis and in their own right, we have decided to take the constructive approach of terminating the CSR Supporter scheme. Now more than ever, workplaces are taking the initiative and participating in Social Contribution Activities while promoting free-spirited, two-way communication.

### Mitsui Chemicals Group Action Guidelines

Every officer and employee of the Mitsui Chemicals Group will act in accordance with the following action guidelines to enhance the sustainable development of society and company by making contributions to each of our stakeholders\*.

\*Our stakeholders: customers, suppliers, shareholders/investors, local communities, academia/chemical industry, government, employees/labor market, global environment

#### We will always act in good faith

##### Compliance with the laws and regulations

We will give priority to compliance with laws and regulations over any pursuit of profit.

##### Honesty

We will live up to our conscience with honest words and actions.

##### Non-tolerance of discrimination

We will not tolerate discrimination against gender, race, nationality, age, religion and disabilities.

##### Justice and fairness

We will strictly observe the fair competition and trade.

##### Transparency

We will promptly report and provide precise information without distinguishing between the favorable or unfavorable information.

#### We will have a high regard for people and society.

##### Safety first

We will act with a mind-set focused on safety-first policy above all.

##### Contribution to the global environment

We will conduct R&D, manufacturing and sale of products that will contribute to the protection of the global environment.

##### Customer satisfaction

We will promptly provide high-quality products and services by accurately grasping customer needs.

##### Contribution to communities

We will contribute to the development of local communities as members of those communities.

##### Health enhancement

We will be mindful of enhancing our health and making our workplaces vibrant.

##### Respect for diversity

We will have mutual respect for the diversity of personalities, individualities and views.

#### We will aim for the “Dream-Inspiring Innovation”.

##### Challenging spirit

We will unflinchingly challenge with full trust in our potential without fear of failure.

##### Creativity

We will create novel values by enhancing our sensitivity.

##### Workplace-oriented approach

We will always consider and act proactively based on the actual data and facts at workplace.

##### Self-improvement

We will aim to be world-class professionals with a global view.

##### Technology dissemination

We will cultivate the next generation by passing on our experiences and technologies.

##### Teamwork

We will integrate individual strength into the organization through active communication.

# CSR in the Mitsui Chemicals Group

► The Aims of CSR

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► Mitsui Chemicals' commitment to ISO 26000

## The Mitsui Chemicals Group's Core Values

In August 2012, we set out the Core Values of the Mitsui Chemicals Group. These Core Values encapsulate the principles that underpin the Corporate Mission and Action Guidelines that we already have in place.

### < The Mitsui Chemicals Group's Core Values >

**Challenge**

**Diversity**

**One Team**

The aim of these Core Values is to capture the spirit of everyone working at Mitsui Chemicals Group sites around the world and to act as a unifying force, ensuring that we are all working towards the same goals. These Core Values are also intended to serve as guidelines when making decisions and carrying out operations on a global scale.

Our Corporate Mission here at the Mitsui Chemicals Group is to create innovative materials and provide high quality products and services to customers to benefit society as a whole, while at the same time working in harmony with the environment. In order to put this into practice, we want each and every one of our employees to take these values to heart, as a set of guidelines governing their day-to-day decisions, actions and communication.

# CSR in the Mitsui Chemicals Group

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## Identifying Key CSR Challenges

### Key CSR Challenges and Pending Issues for fiscal 2014

#### < Key Challenges >

1. Encouraging employees to realize their potential and translate that into action
2. Improving “visualization” of social and environmental initiatives
3. Restoring public trust in safety
4. Addressing potential risks in line with globalization

#### < Pending Issues>

1. Addressing inconsistencies in implementation
2. Promoting further collaboration, mutual understanding and cooperation between business divisions
3. Ensuring definitive progress in cultivating a culture based on safety mainly at works
4. Taking steps to again consider the manner in which to approach cross-divisional risks

### Key CSR Challenges for fiscal 2014

In addition to addressing the key challenges of fiscal 2013 that remain pending, fiscal 2014 is a critical year for the Mitsui Chemicals Group. In the year ahead, we will take preparatory steps to put in place a vision that will carry us through to 2020, incorporate the growth strategies of our 2014 Mid-Term Business Plan into our CSR activities while consolidating financial issues with the non-financial environmental, social and governance (ESG) challenges that need to be addressed.

1. Continuing to implement initiatives in a bid to address all pending issues from fiscal 2013
2. Taking into consideration the vision for the Group through to 2020 as well as the growth strategies of the 2014 Mid-Term Business Plan
  - Adopting a perspective that looks to resolve social issues
  - Putting in place measures, policies and targets that incorporate ESG concerns
3. Taking preparatory steps to prepare an integrated report that incorporates item (2) above

Note: Fiscal 2013: the 12-month period from April 1, 2013 to March 31, 2014

# CSR in the Mitsui Chemicals Group

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## Mitsui Chemicals' commitment to ISO 26000

ISO 26000, the international standard for social responsibility, was released in November 2010. Applicable to all organizations not just companies, the standard provides guidance specifying an organization's social responsibilities and how they should go about fulfilling those responsibilities.

Unlike other ISO standards, there is no certification requirement with ISO 26000. As a company that has always been receptive to feedback from stakeholders and made every effort to incorporate stakeholders' opinions into its activities however, Mitsui Chemicals nonetheless operates in accordance with this ISO guidance because it helps the Company to reaffirm the importance of its initiatives and assign priorities. Moreover, in following ISO 26000, we are better positioned to confirm the nature of our various activities from an external perspective.

Starting this fiscal year, we will be using the following format to outline our initiatives, in line with the seven core social responsibilities subjects set out under ISO 26000.

## Key initiatives in line with core subjects under ISO 26000

Core Subjects	Key Initiatives
Corporate governance	<b>Three-axis management, Key CSR Challenges</b> <ul style="list-style-type: none"> <li>Promoting activities that are linked to the economy, the environment and society</li> <li>Implementing initiatives in each division based on Key CSR Challenges</li> </ul>
Human rights/ labor practices	<b>Diversity</b> <ul style="list-style-type: none"> <li>Promoting a climate that actively encourages diversity Changing awareness with regard to diversity, through line manager training, educational seminars, etc.</li> <li>Providing career development support Promoting female employees to managerial positions and utilizing employees of other nationalities</li> <li>Helping employees to achieve a work-life balance Raising awareness on an ongoing basis through activities such as workshops, reviewing childcare and nursing care schemes, expanding measures to create more free time</li> </ul> <b>Employee health</b> <ul style="list-style-type: none"> <li>Assigning full-time industrial physicians, nurses and healthcare managers to healthcare sections at all facilities</li> <li>Assigning part-time industrial physicians, nurses and other healthcare professionals to major plants operated by our affiliates, in an effort to improve the health of all group employees</li> <li>Continuing to focus on preventing mental health conditions and lifestyle-related diseases, and on reducing hygiene risks, in fiscal 2013, paying particular attention to metabolic syndrome, mental health in younger employees and health risks for employees working overseas</li> </ul>
The environment	<b>Preventing pollution</b> <ul style="list-style-type: none"> <li>Reducing emissions of hazardous air pollutants, minimizing industrial waste, reinforcing and promoting chemical safety management</li> </ul> <b>Mitigating climate change</b> <ul style="list-style-type: none"> <li>Reducing greenhouse gas emissions, promoting development of innovative energy saving technologies</li> </ul>

	<p><b>Using sustainable resources</b></p> <ul style="list-style-type: none"> <li>• Making more of an effort to visualize contributions to the environment, promoting development of environmentally oriented products and technologies</li> </ul>
Operating practices	<p><b>CSR procurement</b></p> <ul style="list-style-type: none"> <li>• Providing feedback on CSR Procurement Survey results to all suppliers and asking suppliers scoring below a certain level to make improvements</li> </ul>
Consumer issues	<p><b>Quality control and quality assurance</b></p> <p>Quality control and quality assurance activities that have been placed as the two central pillars of quality management</p> <ul style="list-style-type: none"> <li>• Implementing specific quality control activities in each division, including manufacturing, design, purchasing, logistics and sales</li> <li>• Implementing quality assurance activities spearheaded by our Quality Assurance Department, independently of sales and manufacturing</li> </ul>
	<p><b>Responding to customer feedback</b></p> <ul style="list-style-type: none"> <li>• Striving to resolve customer complaints as quickly as possible, through collaboration between the departments concerned</li> </ul>
Community involvement	<p><b>Dialog with local communities</b></p> <ul style="list-style-type: none"> <li>• Engaging in communication with local residents living in the vicinity of our facilities</li> <li>• Promoting mutual understanding with the community by arranging community meetings to discuss environmental preservation and safety initiatives in the areas where our works are located, organizing plant tours, attending meetings with neighborhood associations and participating in local events</li> <li>• Publishing newsletters at least twice a year at our five domestic works and making them accessible to local residents, to enable communication on a broader basis</li> </ul>

Note: Fiscal 2013: the 12-month period from April 1, 2013 to March 31, 2014



# Management Framework

▼ Goals and Results

► Corporate Governance

► Risk Management Framework

► Compliance Training

To earn the trust of our shareholders, customers, members of the local community and all of our other stakeholders, and to fulfill our corporate social responsibilities, it is crucial to put in place and effectively operate a solid management framework, covering everything from corporate governance to risk management and compliance. Here at the Mitsui Chemicals Group, we are committed to reinforcing our management framework in order to provide stronger foundations for our corporate activities.

## Goals and Results

### Priorities for Fiscal 2013

- Organize BCP training in the event of a major earthquake in the Tokyo metropolitan area

### Fiscal 2013 Results

#### Level achieved: A

- Conducted annual review of BCP
- Organized BCP training in the event of a major earthquake that occurs directly beneath the Tokyo metropolitan area

### Goals for Fiscal 2014

- Conduct comprehensive earthquake response training incorporating flexible measures aligned to changing conditions and situations
- Review the Company's regulations and BCP; upgrade equipment and conduct essential maintenance
- Address revision to the Companies Act

※ Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

# Management Framework

► Goals and Results

▼ Corporate Governance

► Risk Management Framework

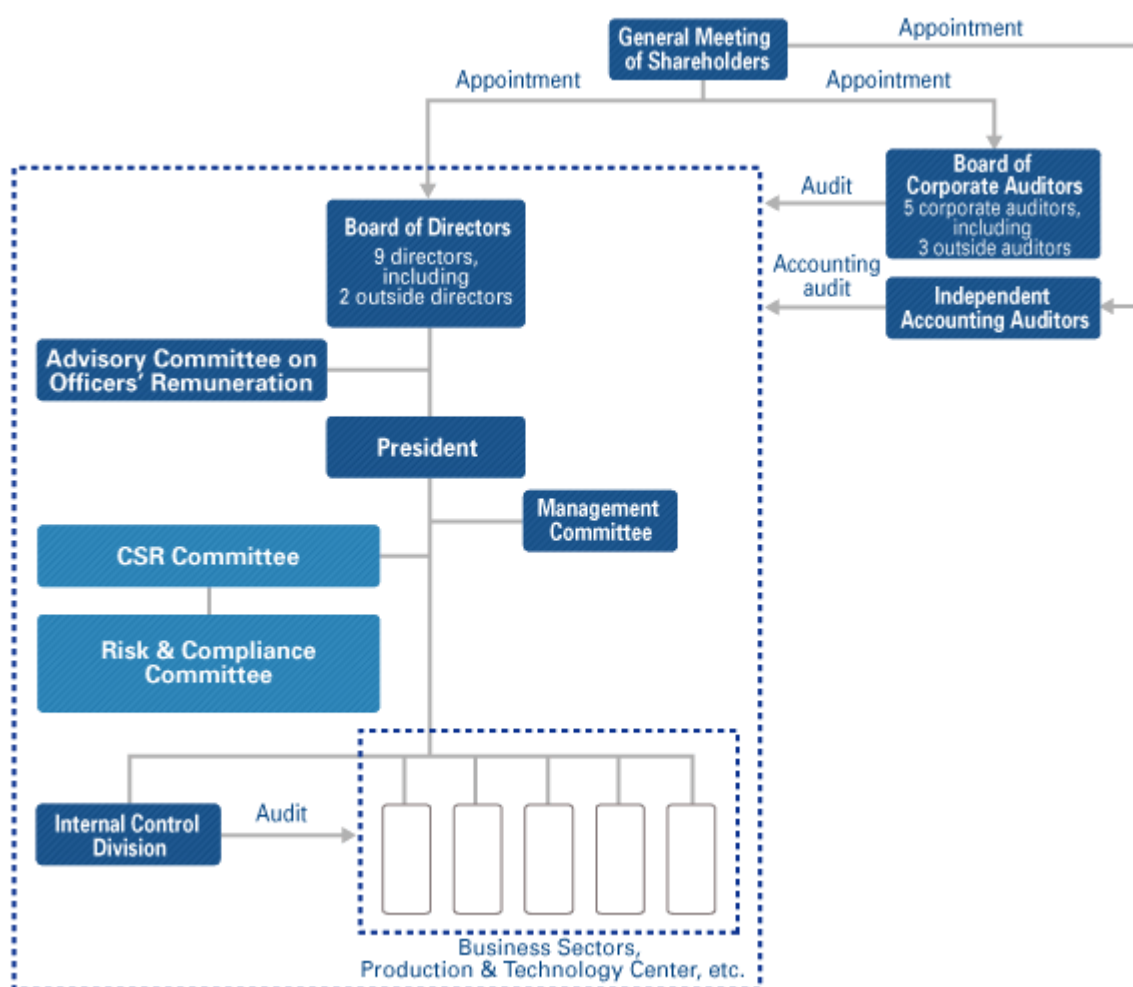
► Compliance Training

## Corporate Governance

### Our approach to corporate governance

We are committed to full management transparency in everything that we do, to earn the public's trust and fulfill our corporate social responsibility. We have in place a framework to ensure that all important decisions are broadly discussed through meetings and bodies, established in accordance with our company regulations, and operate an internal control system that includes measures such as appointing outside directors and emphasizing the role of corporate auditors.

### Corporate governance framework



## Roles of Each Organization and the Status of Initiative Implementation

### Board of Directors

The Board of Directors makes decisions regarding key management issues. Individual board members submit operational updates and reports on the Company's financial standing and results to the board, which is also responsible for auditing their professional performance. The Board of Directors met on 11 occasions in fiscal 2013.

## **Executive officer system**

We introduced an executive officer system to clearly delineate responsibility for supervising and executing operations. In April 2012, we introduced the post of Executive Officer as well as Executive Director, with roles clearly apportioned between the two in an effort to further clarify executive capabilities. The system is designed to reinforce and improve management procedures, by speeding up the decision making process and by facilitating and accelerating operations in each division.

## **Management Committee**

We established the Management Committee to discuss key operational issues and matters requiring prior consideration before they are submitted to the Board of Directors, thereby enabling us to make decisions correctly and efficiently. The Management Committee is comprised of the president, executive officers with specific titles, and members designated by the president. The Management Committee met on 24 occasions in fiscal 2013.

Our Corporate Auditors also attend committee meetings and are able to offer their opinions whenever necessary.

## **Board of Corporate Auditors**

In addition to drawing up the audit policies and plans that underpin each corporate auditor's audit of directors and other relevant officers execution of their duties, the Board of Corporate Auditors also deliberates and determines important matters relating to audits. The Board of Corporate Auditors met on 18 occasions in fiscal 2013.

While each corporate auditor conducts audits based on the policies and other guidelines determined by the Board of Corporate Auditors, steps are also taken to attend key internal meetings, including meetings of the Board of Directors, and to exchange opinions with the President and management personnel on a regular basis. Furthermore, corporate auditors check approval forms and minutes from key meetings.

Each corporate auditor conducts audits in conjunction with independent accounting auditors and our Internal Control Division, enabling them to exchange opinions regarding matters such as annual auditing plans and audit results.

## **Executive Compensation Advisory Committee**

To ensure the transparency of performance evaluations and the system of executive compensation as well as the validity of compensation levels, Mitsui Chemicals established the Executive Compensation Advisory Committee as a consultative body of the Board of Directors. This Committee also serves as mechanism to evaluate the performance of directors and determine its system of executive compensation as well as performance evaluation. The Committee is comprised of the president as chairperson, the executive vice president and outside experts (three outside auditors).

## **Outside Directors**

Manager accountability and management transparency can be achieved based on feedback obtained from highly independent outside directors at Board of Directors' meetings. Furthermore, obtaining advice based on specialized knowledge facilitates proper decision making at Board of Directors' meetings.

## **Internal Control**

We established the Internal Control Division to continually monitor and assess the implementation and operational status of internal controls within the Mitsui Chemicals Group, as required under the Companies Act and the Financial Instruments and Exchange Act, and to ensure that operational risks are kept within tolerable levels at all times. The division is also responsible for maintaining and improving internal control standards throughout the Mitsui Chemicals Group and conducting internal audits to ensure that our operations are being carried out appropriately and efficiently.

The Internal Control Division specifically focuses on the following areas.

- **Self-assessment-based internal audits relating to legal and regulatory compliance**

As part of a system introduced in fiscal 2008, we subject internal controls relating to legal and regulatory compliance to self-assessments and conduct internal audits based on the results at all applicable divisions and domestic affiliates. Having started to roll out the system to overseas affiliates in fiscal 2010, it is now fully up and running.

- **Compliance with the Financial Instruments and Exchange Act (submission of internal control reports)**

We conduct annual assessments to determine the effectiveness of internal controls relating to financial reporting, in preparation for the submission of internal control reports.

# Management Framework

► Goals and Results    ► Corporate Governance    ▼ Risk Management Framework

► Compliance Training

## Risk Management Framework

At the Mitsui Chemicals Group, we carefully control all risks that could potentially threaten our business activities, to earn the trust of our shareholders, customers, members of the local community and all other stakeholders, and to fulfill our corporate social responsibility.

### Risk & Compliance Committee

The Risk & Compliance Committee was established as a separate entity in order to put in place specific policies, strategies, and plans that address risk as well as compliance concerns, a priority CSR area of the Mitsui Chemicals Group. This Committee is charged with the responsibility of garnering the trust of the Group's stakeholders and providing support to each division and affiliated company in their efforts to manage risk and ensure that Mitsui Chemicals fulfills its corporate social responsibility.

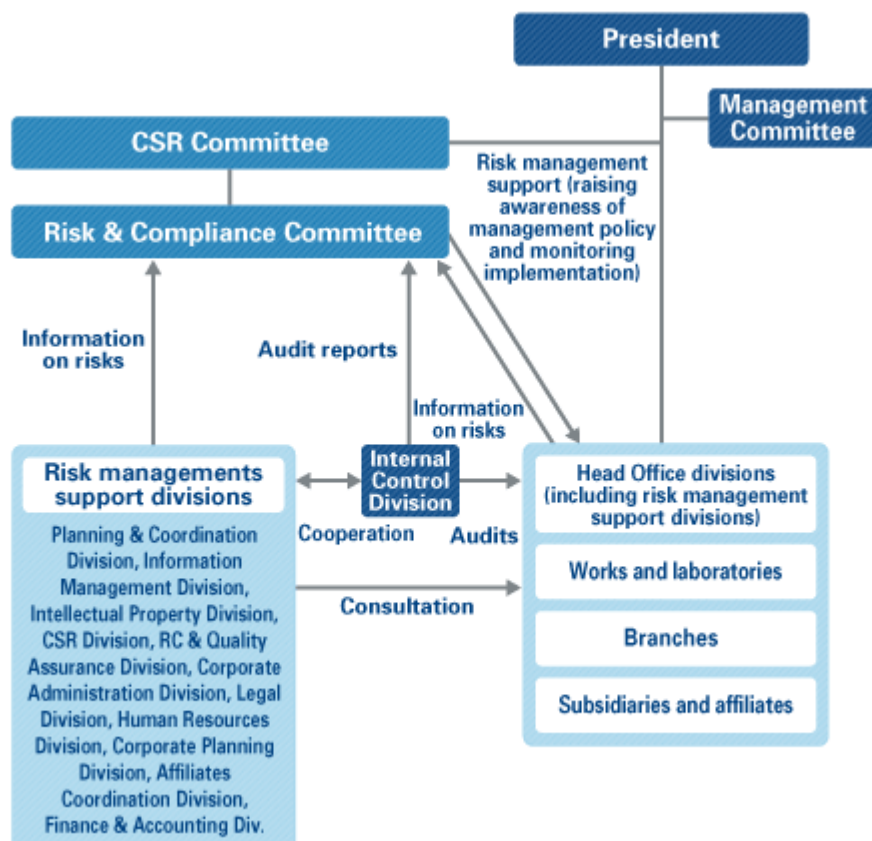
### Group Risk Management System

We introduced the Mitsui Chemicals Group Risk Management System to quickly identify risks and prevent them from materializing. The system involves identifying key risks within the annual budget of each Group company or division and implementing measures accordingly.

We also use tools such as compliance checklists as part of a PDCA\* cycle designed to monitor progress with risk management measures and prevent risks from materializing.

\* PDCA: Plan, Do, Check, Act

### Structure of our Group Risk Management System

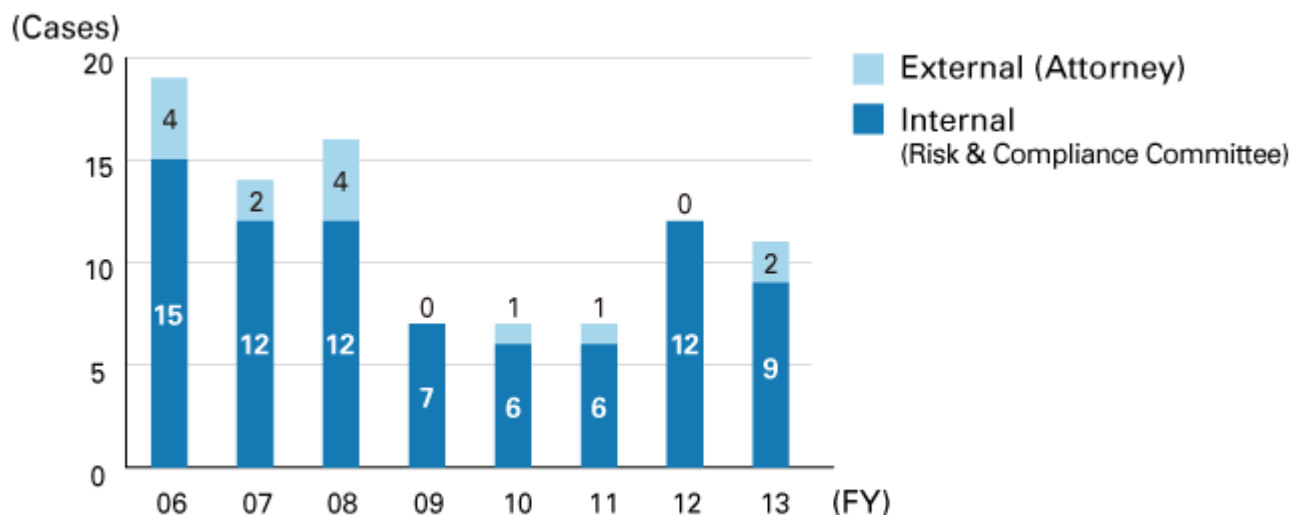


## Risk Hotline

Our Risk Hotline enables any Group employee who has obtained information relating to risks, including details of illegal activities going on within the company, to directly report the matter to and seek advice from the Risk & Compliance Committee or an outside attorney. Our Company regulations clearly state that employees using the hotline to report or seek advice about an incident must not receive unfavorable treatment.

The hotline is also open to reports and requests for advice from employees working for contractors at our works or other sites and those working for companies supplying us with items such as raw materials or parts.

### Risk Hotline statistics



## Business Continuity Plans (BCP)

We have formulated a Business Continuity Plan (BCP)\* for execution in the event of a major earthquake in the Tokyo metropolitan area. The plan outlines the establishment of an emergency headquarters, to quickly establish a chain of command in the event that Head Office is unable to function, and emergency customer response centers, to provide our customers with support quickly and effectively.

In fiscal 2014, we intend to organize extensive BCP training, incorporating flexible measures aligned to changing conditions and situations, in light of the potential risk of a major earthquake in the Tokyo metropolitan area. Following on from that, we also intend to review regulations and BCP, focus on raising awareness in the workplace and install essential equipment, as part of an effective PDCA-based approach to business continuity.

\* BCP: Business Continuity Plan



# Management Framework

► Goals and Results

► Corporate Governance

► Risk Management Framework

▼ Compliance Training

## Compliance Training

To promote compliance, it is absolutely essential that each and every employee is aware of the need for compliance on an individual level and has a working knowledge of all applicable laws and regulations. To raise awareness, we organize compliance awareness training and example-based workplace discussions on legal and regulatory violations. In order to improve employees' knowledge meanwhile, we organize legal and regulatory compliance training and compile a compliance guidebook that employees can refer to at any time. These are the four key methods that we use to ensure compliance within the Mitsui Chemicals Group.

### Example-based workplace discussions on legal and regulatory violations

The Mitsui Chemicals Group has been organizing example-based workplace discussions on legal and regulatory violations since fiscal 2008. These discussions involve members of staff in each workplace discussing examples of compliance violations at Mitsui Chemicals and at other companies, with a focus on the causes, preventive measures and the potential for similar occurrences in their own workplace. The aim is to raise awareness of legal and regulatory compliance and reinforce communication with senior members of staff. Discussions have received a positive response in many of our workplaces, with some departments voluntarily increasing the frequency of discussion sessions and others picking out examples of particularly relevant violations at other companies.

### Compliance manuals

In an effort to comprehensively raise awareness of compliance on an individual level, in 2003 we compiled a compliance guidebook (revised in 2006 and 2012) summarizing important points to consider when carrying out operations as a Mitsui Chemicals Group employee and distributed copies to all Group employees. In addition to the existing Japanese and English editions, in 2009 we compiled a new Chinese edition containing information on Chinese laws and regulations. Copies were distributed primarily to our subsidiaries in China.

We use these manuals to help promote compliance on a day-to-day basis.

### Compliance awareness training

The awareness of individual directors and employees is the most important factor to ensure compliance. The required level of awareness varies however depending on each individual's position within the Company. We therefore tailor the contents of compliance awareness training to suit every level, from management to new recruits.

Our goal is for individuals at every level to take the initiative and set an example for others, thereby raising levels of compliance awareness throughout the Group and creating a more open corporate culture.

### Legal and regulatory compliance training and e-learning

Here at the Mitsui Chemicals Group, we organize legal and regulatory compliance training in order to improve employees' knowledge. Training is provided via e-learning or group training sessions, both of which cover specific laws and internal regulations that our employees need to be aware of in order to carry out their duties. We also organize customized training sessions for individual divisions or affiliates on request.

Required subjects vary depending on the contents of each employee's duties. We also require employees to re-take courses on a regular basis to ensure that they are aware of recent developments.

## Communication with Society

Here at the Mitsui Chemicals Group, we recognize the critical need to be as receptive as possible to the requirement of stakeholders, and in an effort to maintain our sense of purpose as a member of society, to think carefully about what people want and what they expect from us. With this in mind, we are fully committed to engaging in a wide range of activities while taking to heart the importance of communication with our various stakeholders.

### ▶ Respect for Human Rights

Here at the Mitsui Chemicals Group, we regard human rights as universal values and make every effort to put people first in all of our corporate activities.

#### ▶ Basic Philosophy on Human Rights

### ▶ Working with Our Customers

We work as a team to meet the needs of our customers here at the Mitsui Chemicals Group, so that we can be of service and help make people's everyday lives easier and more comfortable.

#### ▶ In order to Satisfy Customers

#### ▶ Marketing “Meister” system

### ▶ Working with Our Suppliers

We purchase items from our suppliers fairly and in good faith, and make every effort to ensure mutually sustainable growth.

#### ▶ Goals and Results

#### ▶ Purchasing Policy

#### ▶ CSR Procurement

### ▶ Working with Our Shareholders and Investors

We provide our shareholders and investors with all the information they need on an ongoing basis, through general meetings of shareholders and other investor relations (IR) activities, in an effort to repay the trust that they have placed in us.

#### ▶ Goals and Results

#### ▶ Disclosure of Information to Shareholders and Investors

### ▶ Working with Our Employees

We are committed to providing the best environment for our employees, so that they feel a sense of personal and professional motivation.

#### ▶ Goals and Results

#### ▶ Promoting and utilizing human resources

#### ▶ Creating an Employee-Friendly Working Environment

#### ▶ Employee Health

### ▶ Working with Industry, Government, and Academia

We are committed to promoting collaboration with industry, government, and academia, through initiatives such as organizing symposiums and engaging in joint research projects with industrial, government and academic bodies.

#### ▶ Goals and Results

#### ▶ Mitsui Chemicals Catalysis Science Award and Award of Encouragement

#### ▶ Promoting Joint Research and Joint Research Projects

### ▶ Working with Local Communities

We are committed to working in harmony with local communities on a range of initiatives to ensure that our sites are constantly open.

#### ▶ Goals and Results

#### ▶ Dialog with Local Communities

▶

### ▶ Social Contribution Activities

We undertake a range of activities in accordance with the Mitsui Chemicals Group Social Activities Policy, in line with the expectations and best interests of our stakeholders.

#### ▶ Goals and Results

#### ▶ Nurturing Future Generations

▶

Exchange with Local Communities

Environment Communication

▶ Public Recognition

▶ Disaster Relief

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

### ▶ Disaster Recovery Support

Mitsui Chemicals employees continue to engage in volunteer activities as part of our ongoing recovery support.

▶ Report on disaster recovery support following the Great East Japan Earthquake

# Respect for Human Rights

## ▼ Basic Philosophy on Human Rights

**Respect for human rights is one of the fundamental principles that underpin our business activities in Japan and all over the world. The Mitsui Chemicals Group's basic philosophy on human rights is as follows.**

### Basic Philosophy on Human Rights

Here at the Mitsui Chemicals Group, we regard human rights as universal values and make every effort to put people first in all of our corporate activities.

Having signed up to the UN Global Compact in 2008, we are continually working to uphold and promote the ten principles set out therein, which include human rights. The Mitsui Chemicals Group Action Guidelines (February 2006) and the Mitsui Chemicals Group Human Resources Management Policy (January 2007) clearly set out our legal compliance, commitment to respecting diversity and individuality, stamping out discrimination based on gender, race, nationality, age or religion, eliminating all forms of harassment and helping to protect human rights.

Everything we do as a company depends on “people”. That is why we consider our employees to be our most important assets and pay particular attention to the following points.

- ▶ Promoting and utilizing human resources
- ▶ Training and securing global human resources
- ▶ Promoting a work-life balance
- ▶ Work-life balance support schemes
- ▶ Respect for diversity and individuality
- ▶ Employee health
- ▶ Risk Hotline

Although our employees are key stakeholders, we are equally committed to respecting the human rights of all of the stakeholders who are in some way linked to our business activities. As part of our relationship with our suppliers for instance, we have clearly set out the Mitsui Chemicals Group Purchasing Policy and are constantly working to ensure legal compliance, provide equal opportunities and improve transparency, as well as maintaining and promoting fair and impartial business practices. We have also extended our Risk Hotline so that it is now accessible to suppliers and are determined to keep on building stronger partnerships in the future.

 Mitsui Chemicals Group Action Guidelines

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## Working with Our Customers

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▼ In order to Satisfy Customers

► Marketing “Meister” system

**As a material manufacturer, we don't manufacture many finished products here at the Mitsui Chemicals Group. Nonetheless, we are constantly working as a team to meet the needs of our customers, so that we can be of service and help make people's everyday lives easier and more comfortable.**

We supply “industrial and lifestyle materials” for a more convenient and stable life, “comfort and functional materials” for a safe and full life, “new energy and environmental materials” for a more environmentally friendly life, and “health and high quality materials” for a comfortable, high quality life. We are always talking to our customers, in an effort to provide products and services that offer a greater level of satisfaction. Our goal is to fully understand what our customers want and what they expect of us, so that we can work out what we can do to help and provide solutions.

With respect to the products and services that we provide to our customers, we are working diligently to further enhance satisfaction. While recognizing the need to address wide-ranging customer expectations, we place equal emphasis, as also explained in the section regarding “quality,” to promote the parallel themes of “quality management” and “quality assurance.” Turning to the manner in which we address customer inquiries and complaints, we have established a designated department, which is charged with the responsibility of undertaking the appropriate investigation and dealing with each issue in an efficient and timely manner.



## Working with Our Customers

► In order to Satisfy Customers

▼ Marketing “Meister” system

### Marketing “Meister” system

Accurately grasping and addressing customer needs is vital in the conduct of business activities. Against the backdrop of increasingly fierce global competition, particularly in areas of cost and quality, and amid dramatic and daily changes in the world in which we live these days, it is becoming all the more crucial to identify customers' needs quickly and accurately and to meet their requirements.

It was with this in mind that we introduced the Marketing “Meister” scheme in July 2010, in an effort to recognize the actions and attitudes of individuals who provide outstanding customer service and serve as an example to other members of the Mitsui Chemicals Group. Marketing is about more than just selling products. It is becoming increasingly important to get more involved than that, to get customers to tell you what they want and what they are struggling with, and to work with them to resolve problems if necessary. As the word “marketing” suggests, you really need to take initiatives focused on the “market.” Here at the Mitsui Chemicals Group, we believe that attitude is crucial to earning the customer's trust and building a close, friendly relationship. We therefore select one or two Marketing Meisters from different divisions every year, based on recommendations from Business Sector General Managers and the approval of Business Sector Directors. We selected 11 members of staff in fiscal 2010, nine in fiscal 2011, seven in fiscal 2012, and a further seven in fiscal 2013, making a total of 34 to date.

 The Mitsui Chemicals Group's Business Categories and Main Products

# Working with Our Suppliers

## ▼ Goals and Results

## ► Purchasing Policy

## ► CSR Procurement

**We purchase items from our suppliers fairly and in good faith, and make every effort to ensure mutually sustainable growth.**

Here at the Mitsui Chemicals Group, we regard all of our suppliers as good partners. We always purchase items from our suppliers fairly and in good faith so as to ensure mutually sustainable growth.

## Goals and Results

### Goals for Fiscal 2013

- Send out second round of CSR surveys to suppliers
- Analyze survey results and consider action to be taken in fiscal 2014

### Fiscal 2013 Results and Assessment

**Level achieved : A**

- Sent out second round of CSR surveys to 1,647 supplier companies

### Priorities for Fiscal 2014

- Analyze second round survey results
- Conduct hearings with suppliers as a part of efforts to assist with improvement measures

\* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

# Working with Our Suppliers

► **Goals and Results**

▼ **Purchasing Policy**

► **CSR Procurement**

## Purchasing Policy

As we regard all of our suppliers as good partners here at the Mitsui Chemicals Group, in April 2006 we formulated the Mitsui Chemicals Group Purchasing Policy in an effort to get our suppliers involved in our CSR-oriented purchasing activities. We have been purchasing supplies in accordance with the relevant policy ever since.

### Mitsui Chemicals Group Purchasing Policy

As we rely on our suppliers to help us to enhance the group's corporate value through our purchasing activities, we regard all of our suppliers as good partners. We always deal with our suppliers fairly and in good faith and make every effort to ensure the mutually sustainable development of our corporate activities. As such, all purchasing divisions within the Mitsui Chemicals Group engage in purchasing activities in accordance with the following Purchasing Policy.

#### 1. Legal compliance

We will strictly comply with all laws and social norms as part of our purchasing activities.

#### 2. Equal opportunities and transparency

We will be wide open with our suppliers, both domestic and overseas, and provide equal opportunities for fair trade in good faith.

#### 3. Harmony with the environment

We will endeavor to purchase goods and materials that have less impact on the environment.

#### 4. CSR-oriented selection

When selecting suppliers, we will give priority to and seek to build stronger partnerships with companies that satisfy the following requirements.

- Strict compliance with laws and social norms
- Respect for human rights and consideration for working environments
- Commitment to environmental preservation and safety assurance
- Sound management
- Commitment to maintaining and improving appropriate standards in areas such as quality, price and delivery dates

### Green purchasing

In October 2008, we established a new companywide purchasing system called PRECS and introduced green purchasing for office supplies and equipment. We have expanded the range of office supplies listed in the catalog every year since then, in an effort to offer users greater convenience. This has also led to an increasing number of product categories. Our overall green purchasing rate for fiscal 2013 was 50%.

PRECS was named after an appeal for suggestions from our employees and stands for "procurement" followed by "rigidification" (strict compliance), "efficiency," "control" and "standardization," four key words that form an essential part of our procurement activities.

### Policy on conflict minerals

We are fully aware of the essential need to address so-called conflict minerals here at the Mitsui Chemicals Group. We have conducted our own investigation and confirmed that we do not purchase or use any conflict minerals associated with inhumane acts committed by armed groups on the ground in the Democratic Republic of Congo or any of its neighboring countries. That includes gold (Au), tantalum (Ta), tungsten (W) and tin (Sn). If it comes to light that we have used any conflict minerals in the future, we will immediately halt procurement of the relevant minerals.

\* In July 2010, the Dodd-Frank Wall Street Reform and Consumer Protection Act was enacted in the U.S. The act came about as a result of reports regarding serious human rights violations and damage to the environment, stemming from inhumane acts committed by armed groups on the ground in the Democratic Republic of Congo and its neighboring

countries. As this has become a serious international issue, there are growing concerns that trade in conflict minerals could be used to fund armed groups in those countries, either directly or indirectly.

# Working with Our Suppliers

► Goals and Results    ► Purchasing Policy    ▼ CSR Procurement

## CSR Procurement

The following is a timeline of our CSR procurement activities.

<b>FY2006</b>	Formulated the Mitsui Chemicals Group Purchasing Policy
<b>FY2007</b>	Conducted first CSR survey
<b>FY2008</b>	
	Introduced new PRECS* purchasing system
<b>FY2009</b>	Conducted CSR survey for new suppliers and feedback results
<b>FY2010</b>	
<b>FY2011</b>	
<b>FY2012</b>	Visited 18 suppliers with a survey score of less than 10 and assisted with improvements
	Conducted a review of the questions and format for a second CSR survey
<b>FY2013</b>	Conducted a second CSR survey

\* PRECS was named after an appeal for suggestions from our employees and stands for “procurement”, “rigidification” (strict compliance), “efficiency”, “control” and “standardization”.

## Survey and feedback concerning CSR procurement

The 20 requirements included in our “CSR Survey”, which was conducted in fiscal 2013, are as follows.

### CSR Survey

Category		Requirements	
1	Corporate governance/ CSR	1	Has set out management principles, corporate action guidelines, etc. and provides employees with training to ensure legal and regulatory compliance
		2	Takes steps to prevent, quickly detect and respond to illegal acts (internal whistleblowing system (risk hotline), committees, etc.)
		3	Implements a code of conduct, CSR policy, etc. and has an internal framework (responsible departments/directors) in place to promote corporate social responsibility (CSR)
		4	Conducts surveys, etc. to confirm that partners (raw material suppliers, subcontractors, etc.) have in place their own CSR frameworks (respecting human rights, reducing environmental impact, etc.)
2	Fair trade/ ethics	5	Understands anti-corruption legislation (relating to political contributions/donations, bribery, etc.) and provides employees with training in order to prevent unethical relations with government officials, dealings with antisocial groups and organizations, etc.
		6	Does not abuse its position to disadvantage suppliers or engage in conduct that could hinder fair, transparent and free competition Does not give or receive inappropriate benefits to or from concerned parties
		7	Actively provides and discloses information relating to the company via its website, pamphlets, etc. (details of business activities, finances, results, environmental activities, damage caused by large-scale disasters, negative impact on the environment and/or society, detection of serious legal violations,



			etc.)
3	Quality/ safety	8	Provides customers with important information regarding its products and services, including quality, usage instructions and recalls
		9	Has a framework and procedures in place for handling customer complaints relating to the quality of products or services
4	Health and safety/ risk management	10	Maintains an environment in which employees can work safely and healthily, including improving working conditions, taking safety measures and providing health checkups for employees
		11	Monitors and manages risks associated with equipment and processes, including machinery safety measures, minimizing physical impact on employees, and implementing noise and dust control measures
		12	Strives to prevent industrial and unforeseen accidents, and always ensures that the necessary safety equipment and emergency supplies are available in the event of a natural disaster or other emergency
		13	Has pre-arranged procedures in place between all concerned parties in the event of a disaster or accident, including means of contacting the authorities and external measures to protect local residents and customers
		14	Has a clear internal framework in place in the event of a large-scale disaster, including formulating a business continuity plan (BCP), establishing an internal communication network and designating external points of contact
5	Environment	15	Makes an effort to implement energy saving activities, reduce greenhouse gas emissions (prevent global warming), minimize waste, etc.
6	Human rights/ labor	16	Respects universal human rights and makes an effort to prevent human rights violations based on an accurate understanding and awareness of human rights issues
		17	Takes steps to prevent child labor, forced labor and unreasonably cheap labor
		18	Provides employees with training in an effort to eliminate discrimination with regard to recruitment, assignment, training, evaluation or remuneration, based on gender, age, disability, etc.
7	Information/ security	19	Manages its own intellectual property, including patents, copyrights and trademarks, and respects intellectual property belonging to third parties
		20	Adequately manages personal information, including that belonging to customers and employees, and confidential information obtained from customers and other third parties

## CSR procurement survey results

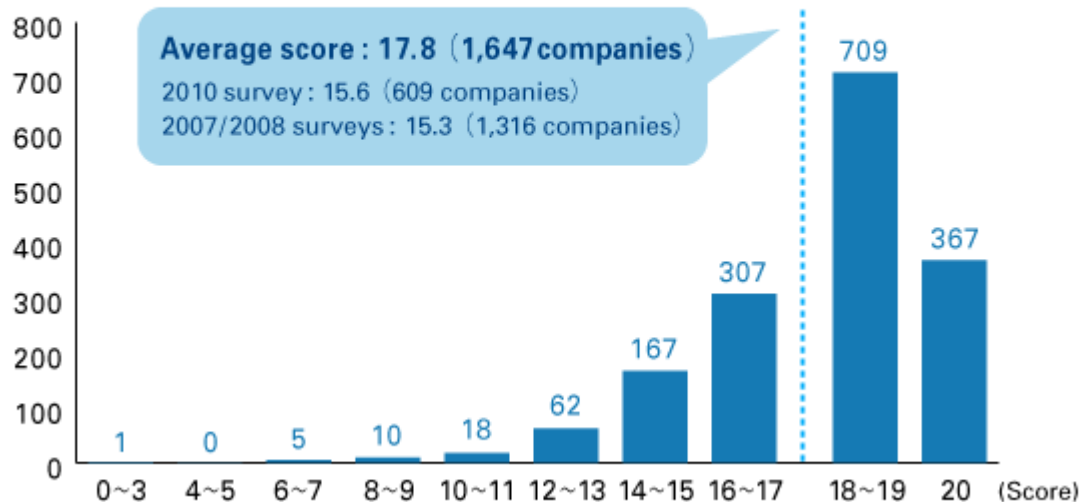
We have compiled the results of the second round of surveys conducted in fiscal 2013. In fiscal 2013, responses were collected from 1,647 companies, with an average score of 17.8 (out of 20). Please see the graph below for full details. Questions relating to legal compliances, human rights, and the fundamental rights of workers attracted the high execution rates.

Efforts to promote the development of a CSR structure in upstream areas of the supply chain including surveys exhibited low execution rates (question 4). This was followed by efforts to build an internal structure at the time of a large-scale disaster where the execution rate was 68% (question 14).

## Score distribution

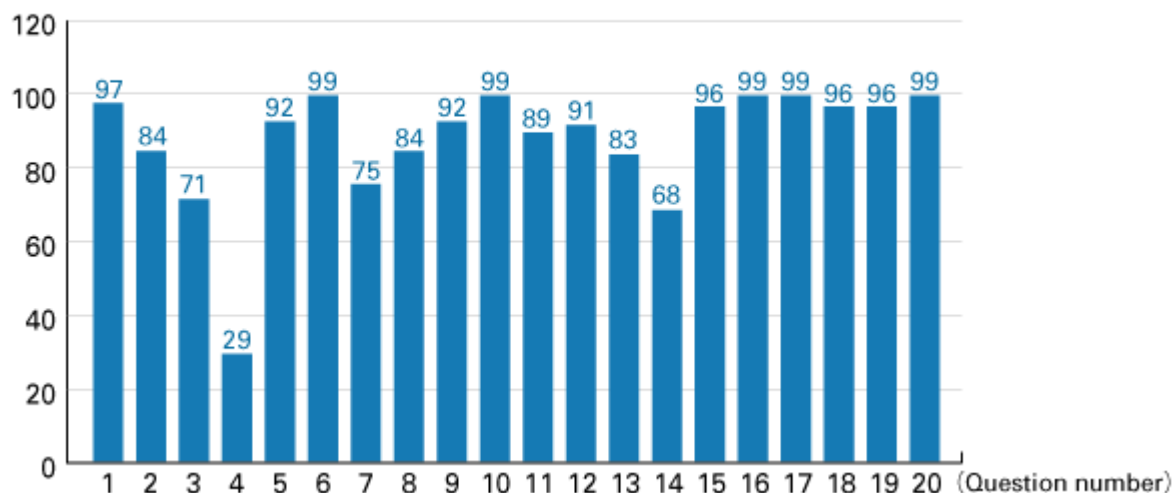
## Fiscal 2013 CSR Survey Results Distribution

(Companies)



### Execution rate by item

(%)



### Extending Risk Hotline access to suppliers

In July 2010, we extended access to our Risk Hotline internal reporting system to include external parties and provided approximately 1,400 suppliers with details of how to use the relevant service. This means that, if any supplier obtains information relating to issues such as potential compliance violations within the Mitsui Chemicals Group, they can report the matter to our Risk Hotline.

# Working with Our Shareholders and Investors

## ▼ Goals and Results

## ► Disclosure of Information to Shareholders and Investors

In addition to continually enhancing the corporate value of the Mitsui Chemicals Group, through a range of measures aimed at reinforcing corporate governance and increasing management transparency, we also publish information in an appropriate and timely manner and make every effort to repay the trust placed in us by our shareholders and investors.

## Goals and Results

### Priorities for Fiscal 2013

- Strengthen Two-Way Communication with Institutional Investors
- Step Up IR Activities and the Content of the IR Section of Our Website for the Benefit of Individual Investors
- Redesign notices to convene general meetings of shareholders, to make them easier for shareholders to read
- Continue to distribute questionnaires following general meetings of shareholders, to enable us to improve shareholder services based on feedback from shareholders

### Fiscal 2013 Results

#### Level achieved : A

- Created and attached an index to clarify to readers the relevant item as each page is opened in an effort to improve notices to convene general meetings of shareholders
- Continue to distribute questionnaires following general meetings of shareholders, to enable us to improve shareholder services based on feedback from shareholders
- In addition to regular meetings with institutional investors in Japan and overseas, held meetings to explain the Company's business results and business strategies while focusing on efforts to create opportunities for direct dialog with management
- Exhibited a selection of the Company's products at explanatory meetings for individual investors
- Posted various information on the IR section of our website including a video message from the president as well as easy-to-understand information in both the Japanese and English languages for the benefit of institutional investors
- Received a fiscal 2013 IR Special Award from the Japan Investor Relations Association in recognition of the aforementioned activities

### Goals for Fiscal 2014

- Expand and improve information distributed to shareholders
- Further strengthen two-way communication with institutional investors
- Bolster IR activities for the benefit of individual investors
- Expand and improve IR tools

\* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

# Working with Our Shareholders and Investors

## ► Goals and Results

## ▼ Disclosure of Information to Shareholders and Investors

### Disclosure of Information to Shareholders and Investors

#### General meetings of shareholders

We regard general meetings of shareholders as an opportunity for important discussion between our shareholders and management. We are therefore committed to responding openly and clearly to any questions our shareholders may have, to provide a more in-depth understanding of Mitsui Chemicals.

At our general meeting of shareholders on June 24, 2014, we positioned members of staff outside the venue to exhibit and provide information about the Mitsui Chemicals Group's products and CSR activities. After the meeting, board members also took part in discussions outside the venue, providing the opportunity to talk to shareholders in greater depth.

#### Publishing IR information

We disclose IR information as and when necessary in an appropriate manner, to give shareholders and investors a better understanding of the Mitsui Chemicals Group. We make every effort to expand and improve the content of information disclosed as well as the manner in which it is presented in order to ensure that the information is accurate and easy to understand.

We post IR information, including summary financial statements, security reports and information subject to timely disclosure, on our website as soon as it has been disclosed (via a press release).

We also work actively to provide information that is not subject to timely disclosure via press releases and our website.

In addition to the aforementioned, we are constantly working to improve the provision of IR information on other fronts too, including publishing an annual report, updating details such as financial highlights and corporate governance, and releasing a variety of IR materials such as documents from briefings for analysts and institutional investors. Moreover, we post copies of shareholder reports and materials relating to the general meetings of shareholders on our website.

We also send out a video message from the President for shareholders and investors twice a year.

In fiscal 2013, the IR section of our website was selected by Nikko Investor Relations Co., Ltd. as one of the 73 most comprehensive websites of all listed companies in Japan.

## Investor Relations

#### Two-way communication with institutional investors and securities analysts

We actively engage in communication with institutional investors and securities analysts, to give them a better understanding of our business activities and strategies.

We also arrange online conference calls (telephone briefings) to coincide with our quarterly results. We also hold around 300 individual meetings in Japan and overseas.

Management places emphasis on personally explaining matters of particular interest to stakeholders. Twice a year, we organize management briefings. Other briefings are held depending on changes in the business environment. We regularly organize business briefings, plant tours and R&D briefings, to offer a more in-depth understanding of our main business activities and strategies. Detailed explanations are provided by the officers responsible for each activity at our operating, production or research facilities. This is an opportunity to directly meet our employees and experience our products first-hand. In addition to gaining a deeper understanding of the Company and its activities, these initiatives provide the forum for direct dialog with officers responsible for each division and department as well as management.

In an effort to improve understanding amongst individual investors, since fiscal 2011, we have been organizing Company briefings to coincide with seminars hosted by securities firms in Tokyo and other major cities around Japan.






Business briefing for investors and securities analysts



Mitsui Chemicals received a fiscal 2013 IR Special Award from the Japan Investor Relations Association in recognition of the aforementioned activities.

Moving forward, the Company will work diligently to further enhance the understanding of shareholders and investors and to garner their trust. To this end, we will continue to emphasize dialog and endeavor to improve our IR activities.

 The Japan Investor Relations Association IR Prime Business Award 

 Investor Relations

## Basic Policy on Profit Sharing

Our top priority is to expand operations to enhance our corporate value, while we also consider giving profits back to our shareholders to be another of our critical management priorities.

We adopt a holistic approach to profit sharing, including returning profits to our shareholders and increasing retained earnings in preparation for strategic growth and expansion in the future.

We make every effort to provide our shareholders with a return that reflects our consolidated performance over the medium to long term and to pay out dividends on a consistent basis, in line with our consolidated dividend payout ratio and consolidated dividends on equity (DOE). Specifically, we aim to maintain a consolidated dividend payout ratio of at least 25% and a DOE of at least 2%.

We use retained earnings to improve our performance, through initiatives such as actively investing in our business portfolio to facilitate further growth and expansion, and stepping up research and development to create innovative new technologies.

# Working with Our Employees

## ▼ Goals and Results

## ▶ Promoting and Utilizing Human Resources

## ▶ Creating an Employee-Friendly Working Environment

## ▶ Employee Health

**We are committed to providing the best environment for our employees, so that they feel a sense of personal and professional motivation.**

Here at the Mitsui Chemicals Group, we are committed to giving our employees a sense of personal and professional motivation, with the goal of helping them find happiness and self-fulfillment.

We encourage our employees to take good care of their health and make every effort to provide appropriate working environments, placing top priority on occupational health and safety.

## Management System

### Human Resources Management Policy

The Mitsui Chemicals Group Human Resources Policy outlines our attitude towards our employees and society as a whole. It is based on the fundamental principle that people need to be treated well, to enable the Company and its employees to stimulate and actively enhance one another as they work to create a better future.

We aim to strike a balance between the sustainable growth of the Mitsui Chemicals Group and the happiness and self-fulfillment of our employees. That is the cornerstone of our human resource practices at all of our Group companies around the world.

#### Mitsui Chemicals Group Human Resources Management Policy

##### 1. "Always in good faith"

1. The Mitsui Chemicals Group (MCI) will ensure that its employees to "act in good faith" in accordance with its Action Guidelines and will recognize employees who act in that manner, providing them with an appropriate environment to make full use of their abilities.
2. MCI will comply with all applicable labor and employment legislation the world over
3. MCI will disclose details of all regulations relating to the recruitment, assignment, training, evaluation and remuneration of employees and will treat its employees fairly and impartially in accordance with such, ensuring that there is no discrimination based on gender, race, nationality, age, religion or disability.

##### 2. "For people and society"

1. MCI will ensure that its employees act with "high regard for people and society" in accordance with its Action Guidelines and will recognize employees who act in that manner, providing them with an appropriate environment to make full use of their abilities.
2. MCI will protect employees' health and safety in the workplace.
3. MCI will uphold and respect human rights, and will not tolerate any form of harassment.

##### 3. "Dream-inspiring innovation"

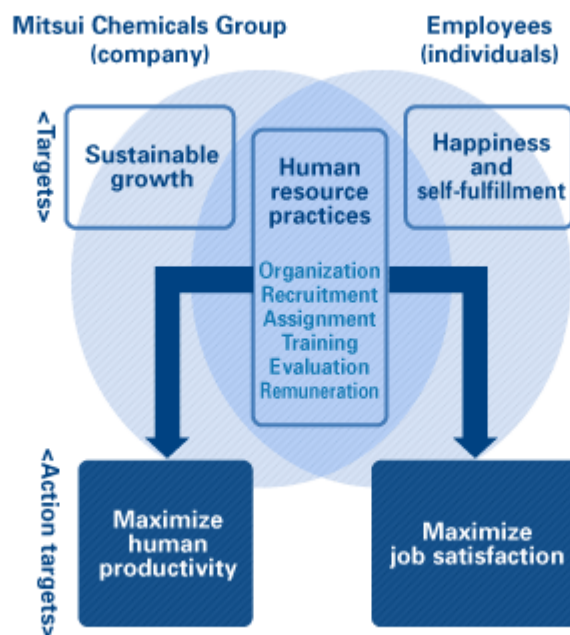
1. In order to achieve "dream-inspiring innovation", MCI will ensure that its employees undertake the following actions in accordance with its Action Guidelines and will recognize employees who do so, providing them with an appropriate environment to make full use of their abilities.
  - Boldly take on new challenges without fear of failure, based on belief in your own potential
  - Enhance your sensitivity in order to create unique, new value
  - See, think and act for yourself
  - Strive to become a world-class professional with a global outlook
  - Help to nurture future generations by passing on your experience and skills
  - Combine individual strengths to create a stronger team through active communication

##### 4. Taking into account the above requirements, we base our human resource practices on the following principles.



	Principles for the sustainable growth of the Mitsui Chemicals Group	Principles for the happiness and self-fulfillment of employees
<b>Organization</b>	Create a strategic organizational structure and allocate the best possible human resources in order to achieve the required strategy	Allocate human resources based on their personal motivation and capabilities
<b>Recruitment</b>	Recruit human resources who are capable of contributing to corporate growth	Provide equal opportunities to motivated and capable human resources
<b>Assignment</b>	Actively promote human resources who are capable of producing results	Allocate human resources to positions in which they can make full use of their motivation and capabilities
<b>Training</b>	Create world-class professionals based on a long-term perspective	Provide employees with the support they need to mold themselves into world-class professionals
<b>Evaluation</b>	Evaluate employees' achievements appropriately	Evaluate employees fairly so as to enhance their motivation and capabilities
<b>Remuneration</b>	Create a remuneration system that is competitive in terms of business costs	Create a remuneration that is competitive in terms of securing motivated and capable human resources

#### Overview of human resource management: Relationship between the company and individuals



## Goals and Results

### Goals for Fiscal 2013

- Continue to encourage a varied approach to work and extend efforts to create more free time
- Look into revising childcare and family care support systems based on potential needs
- Implement comprehensive disease prevention measures and promote workplace-specific exposure prevention measures

### Fiscal 2013 Results and Assessment

#### Level achieved: A

- Planned and implemented measures to create more free time, based on specific conditions in each workplace

(implemented a variety of initiatives including the establishment of no overtime days, sending timely mail notices to remind employees of no overtime days, calling on worksites to encourage employees to leave on time and promoting workplace-specific annual leave plans)

⇒ Ensure that awareness towards enhancing the efficiency of operations and promoting optimal work-life balance is well entrenched in each workplace; continue implementation in fiscal 2014

- Undertook a review of health and nursing care leave programs in line with employee requirements (separated nursing care leave into nursing and health care components; amended the available number of days to a maximum of 20 days for each component)  
⇒ Ensure that the details of programs reviewed are thoroughly implemented during fiscal 2014
- Visits by industrial physicians and health supervisors conducted at 275 Group-wide workplaces on an aggregate total of 806 times and guidance provided on exposure prevention measures
- Reduced the risks associated with lifestyle-related diseases as well as the number of days off due to illnesses including cancer and cardiovascular disease through health guidance and the roll out of the Health Mileage Challenge

\* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

## **Priorities for Fiscal 2014**

- Promote education and training of human resources who are capable of creating global value
- Provide support that enables employees to determine their own careers based on a deep respect for each individual; enhance employability
- Continue to implement comprehensive disease prevention measures and promote workplace-specific exposure prevention measures

## **Goals for Fiscal 2014**

- Improve human resources education and training through dialog based on an entrenched coaching culture; enhance performance as an organization
- Promote the establishment and use of the Career Interview and Career Counseling Office through line managers; plan and implement career training
- Reduce the rate of obesity through continued implementation of current initiatives

# Working with Our Employees

## ► Goals and Results

## ▼ Promoting and Utilizing Human Resources

## ► Creating an Employee-Friendly Working Environment

## ► Employee Health

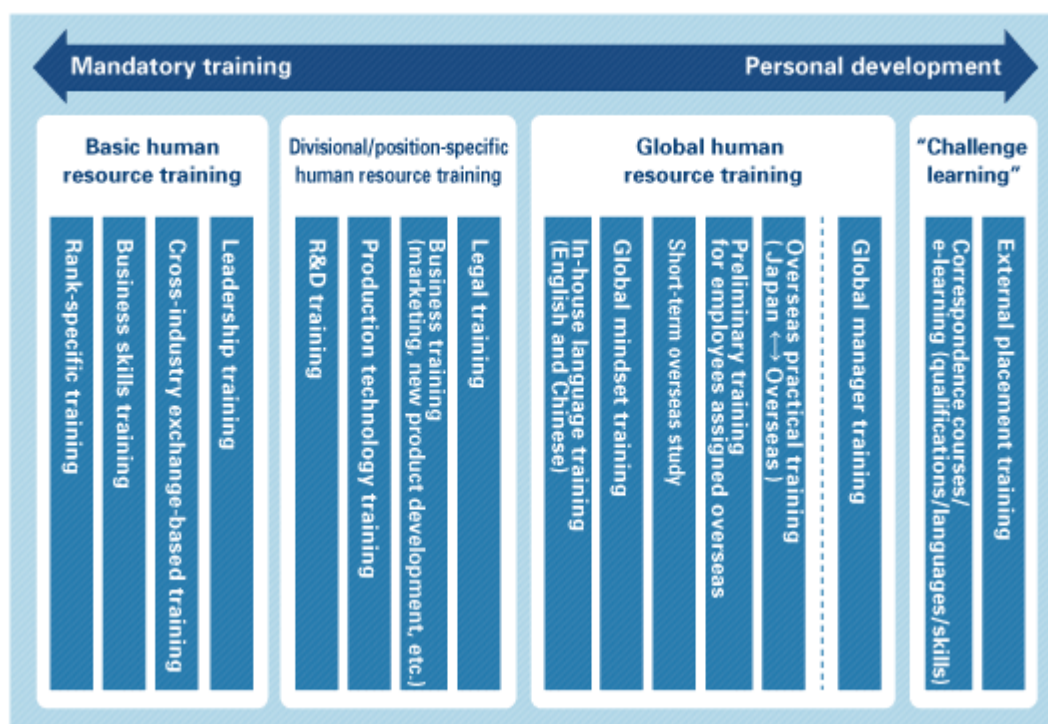
### Promoting and Utilizing Human Resources

We try to assign enthusiastic members of staff to positions in which they can make the most of their abilities and actively promote human resources who are capable of producing results, in accordance with our Human Resources Management Policy.

#### Our approach to human resource development

We are constantly striving to achieve growth through innovation and to forge a robust global presence as a chemical corporate group. In order to secure the happiness and self-fulfillment of our employees, we have positioned efforts aimed at creating optimal environments that allow employees to continuously improve their own abilities through dialog with others at the heart of our approach towards human resources development. We adopt a long-term perspective and aim to create human resources who are capable of making a difference on a global scale. We have a wide range of internal and external programs in place to provide our employees with the support they need to develop their abilities and establish a global outlook.

#### Companywide training framework



#### Training and securing global human resources

We are committed to training and promoting human resources at Head Office and overseas affiliates to accelerate our global operations. Our training courses for managers at overseas affiliates for instance are attended by around 20 members of staff every year. We are also keen to promote initiatives such as rotation schemes and practical training for both domestic and overseas employees. Our focus is on securing and training human resources who are capable of making a global contribution to the Mitsui Chemicals Group as a whole, so that we can continue to become more competitive.

We also make an ongoing contribution on a regional level, through initiatives such as arranging Company visits as part of the Project for Visionary Leaders for Manufacturing in India. Further, we accept interns from countries with close links to

Mitsui Chemicals, such as China, Singapore and India, based on our own scholarship programs. We will continue to promote collaboration within the region in the future, as part of our commitment to training and securing human resources with a global outlook.

## Overview of Global Human Resources Management



### Passing on skills and techniques (Plant Operation Technology Training Center)

Since it was established in fiscal 2006, our Plant Operation Technology Training Center in Mobara (Chiba Prefecture) has provided training for more than 4,200 employees at all levels, with a focus on new recruits, through to fiscal 2013. This reflects our ongoing commitment to passing on essential skills, to ensure safe and reliable operations throughout the Mitsui Chemicals Group, and instilling safety awareness based on first-hand experience. The unique experience-based training that the center provides has received glowing feedback from overseas customers. To date, the center has opened its doors to more than 510 trainees and customers from China, South Korea, Singapore, India, Thailand and numerous other countries.

# Working with Our Employees

## ▶ Goals and Results

## ▶ Promoting and Utilizing Human Resources

## ▼ Creating an Employee-Friendly Working Environment

## ▶ Employee Health

### Creating an Employee-Friendly Working Environment

We run a range of support programs in order to suit the working environments and lifestyles of individual employees.

#### Promoting a work-life balance

Here at the Mitsui Chemicals Group, we regard our employees as crucial stakeholders without whom we couldn't achieve our corporate mission. We are therefore committed to striking a balance between the sustainable growth of the Mitsui Chemicals Group and the happiness and self-fulfillment of our employees. In order to achieve that, our goal is to create a relationship in which the Company and its employees stimulate and actively enhance one another.

With that in mind, we have established an employee-friendly working environment complete with a full range of support programs, from childcare and family care schemes, such as reduced work hours, nursing care leave and subsidies for babysitting and home-care services, to welfare support.

We are receptive to our employees' increasingly diverse needs and will continue to make any necessary improvements to working environments in the future, in order to maintain a sense of harmony between life inside and outside work.

#### General Business Owner Action Plan in accordance with the Act for Measures to Support the Development of the Next Generation

On May 21, 2012, we were certified as a "standards-compliant general business owner" and were granted the "Kurumin" next-generation certification mark by the Ministry of Health, Labor and Welfare's Tokyo Labor Bureau, in accordance with the Act for Measures to Support the Development of the Next Generation.

We have always tried to create an environment that is rewarding for our employees, on both a professional and personal level. We have continued to improve conditions based on our employees' increasingly diverse needs, from reduced work hours and nursing care leave and the option to work from home, to subsidies for babysitting and home-care services. The fact that we were granted certification was in recognition for our efforts to formulate and implement action plans for activities such as these.

In fiscal 2014, we are working toward achieving the targets set last year under the new action plan to create an environment that is supportive of an even wider range of working styles.

We will continue to actively promote a healthy work-life balance in the future, to create a harmonious environment in which employees find their work rewarding and are happy in their private lives.



"Kurumin" next-generation certification mark

#### List of Support programs

<b>Time off and leave</b>	<ul style="list-style-type: none"><li>● Childcare and family care schemes</li><li>● Nursing care leave</li><li>● Childcare leave (eligibility extended to encourage male employees to take childcare leave)</li><li>● Special leave</li><li>● Family care leave (eligibility extended to enable employees to take leave when family members are certified as being in need of support)</li></ul>
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<b>Working hours</b>	<ul style="list-style-type: none"> <li>• Reduced work hours for childcare</li> <li>• Reduced work hours for family care</li> <li>• Limitation of overtime (childcare / family care)</li> <li>• Limitation of late night work (childcare / family care)</li> <li>• Work-from-home program (childcare / family care)</li> <li>• Company childcare center</li> </ul>
<b>Income</b>	<ul style="list-style-type: none"> <li>• Maternity pay</li> <li>• Childcare assistance</li> <li>• Family care assistance</li> <li>• Subsidies for home-care services</li> <li>• Subsidies for babysitting services</li> </ul>

		FY2009	FY2010	FY2011	FY2012	FY2013
<b>Number of employees taking childcare leave</b>	<b>Females</b>	25	20	21	23	19
	<b>Males</b>	36	54	58	48	50
	<b>Total</b>	61	74	79	71	69
<b>Number of employees taking family care leave</b>		0	0	0	1	1

### Staff Comment

The parents of both my wife and I live in Hokkaido, and we returned to our hometown when our eldest daughter was born. We wanted to return home for the birth of our second daughter as well.

During the births, the childcare leave system was invaluable, allowing me to help my wife enter and leave the hospital while looking after our eldest daughter.

Mitsui Chemicals' childcare leave system lets you take up to five paid days off, and signing up is easy.

I intend to use childcare systems like this again in the future, so that I can maintain the right balance between my work and my family.

I also look forward to Mitsui Chemicals expanding its childcare-related systems.



**Junya Kiyosu**  
Phenols Division

### Ichihara Dream Plaza Mitsui Chemicals daycare center

To provide additional support for employees continuing to work whilst raising children, in April 2009 we opened our very own Mitsui Chemicals daycare center near the Sodegaura Center and our Ichihara Works (Chiba prefecture). Although the center started out with just seven children, all 20 places had been filled by the end of fiscal 2010. We increased the center's capacity to 25 children in fiscal 2011 and to 30 children in fiscal 2012.

The center's excellent facilities include a south-facing wall made entirely from glass and under-floor heating. It is the sound of children's laughter however that really brings Ichihara Dream Plaza to life.

## Respect for Diversity and Individuality

Our aim here at the Mitsui Chemicals Group is to actively harness diversity and create a company in which each and every employee can put their all into their work. We established the Promotion and Development of Women Team in 2006 and started promoting human resource diversity with an emphasis on gender equality.

In response to a changing environment as a result of rapid globalization, we reorganized activities in fiscal 2011 to include cross-cultural awareness and renamed the team the Diversity Promotion Team, creating a stronger framework through which to actively encourage diversity.

The team's priorities and goals include the following

(1) Promoting a corporate culture that actively encourages diversity

Changing awareness with regard to diversity, through line manager training, educational seminars, etc.

Setting up a help desk for foreign employees to assist them with work and lifestyle issues

(2) Providing career development support

Promoting female employees to managerial positions and utilizing global work of foreign employees



Supporting self-directed career advancement and self-awareness of careers for employees by establishing the Career Advice Office

(3) Helping employees to achieve a work-life balance

Raising awareness on an ongoing basis through activities such as workshops, reviewing childcare and nursing care schemes, expanding measures to create more free time.

We are also committed to creating jobs for disabled people. We have achieved the legally required rate of disabled employment of 2.0%, which was raised from 1.8% in fiscal 2014, coming in at 2.14% in fiscal 2014. We have maintained a legally required rate of disabled employment for ten years, since fiscal 2005. We will continue to improve working environments in the future, so as to create a corporate culture in which disabled employees can put their all into their work.

**Promoting diversity**

	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
<b>Number of female managers</b>	107	115	125	133	140
<b>Percentage of female managers</b>	3.20%	3.60%	4.00%	4.15%	4.86%
<b>Rate of disabled employment</b>	1.91%	1.84%	1.89%	1.82%	2.18%

# Outline of our Health Mileage Campaign

## ► Goals and Results

## ► Promoting and Utilizing Human Resources

## ► Creating an Employee-Friendly Working Environment

## ▼ Employee Health

### Employee Health

Here at the Mitsui Chemicals Group, we provide our employees with the support they need to take good care of their health, via industrial physicians, nurses and other healthcare professionals.

We believe that healthy employees make for a healthy company. Based on that philosophy, we assign with full-time industrial physicians, nurses and healthcare managers to healthcare sections at our Head Office, Sodegaura Center and all five of our works. We also assign part-time industrial physicians, nurses and other healthcare professionals to our smaller plants and to major plants operated by our affiliates, in an effort to improve the health of all group employees. Once again in fiscal 2013, at our domestic bases, we continued to focus on preventing mental health conditions and lifestyle-related diseases, and on reducing hygiene risks. We paid particular attention to metabolic syndrome, and focused on improving workplaces based on work stress surveys.

At our overseas bases, our industrial physicians go overseas every year to make the rounds, conducting health interviews with all employees working overseas, including their families if they so desire. We offer support to our employees for both mental and physical ailments.

#### Taking good care of Mitsui Chemicals employees

Mitsui Chemicals was presented with the Responsible Care (RC) Award by the Japan Chemical Industry Association for its companywide efforts in mental health awareness that aim to improve occupational health. An award ceremony was held on May 29, 2013 with the full-time industrial physicians on duty accepting the awards on behalf of Mitsui Chemicals.

This award recognizes individuals who have made conspicuous contributions to responsible care activities, with the aim of raising awareness of the environment, safety and health among all employees of member companies in the chemicals industry.

We have always believed that healthy employees make for a healthy company. Based on that philosophy, the Health Management Department addresses the needs of individuals, such as helping employees with mental health issues and preventing their reoccurrence, assessing the mental health of new employees, and working to improve the work atmosphere and communications in the workplace based on workplace stress surveys. The award recognized these initiatives.



RC Award Ceremony



RC Award recipients

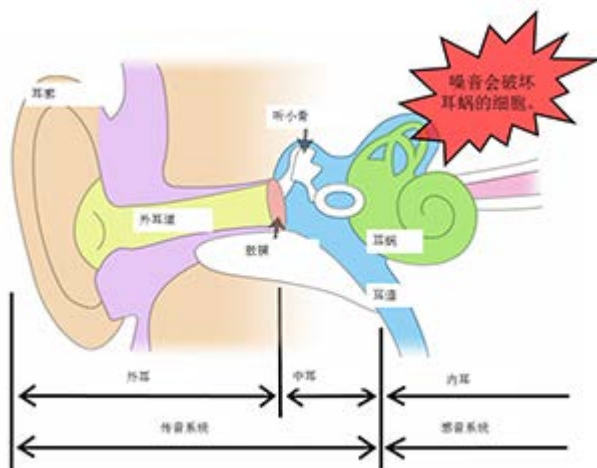
#### Taking good care of Mitsui Chemicals employees

We are committed to reducing occupational health risks and improving working conditions via the Occupational Safety and Health Management System (OHSAS 18001) scheme and through onsite inspections conducted by industrial physicians and healthcare managers.

Having determined that a total of 815 local ventilation systems were in need of improvement in fiscal 2008, we have been making systematic improvements with an eye to completing work by the end of fiscal 2013. We reevaluated the situation at the end of fiscal 2012 and found that 58 systems were still in need of improvement. We carried out improvements on those systems over the course of fiscal 2013, leaving zero outstanding.

We intend to focus our priorities once again on exposure prevention measures from fiscal 2013 onwards, through initiatives such as training and workplace patrols, aimed at preventing exposure to chemicals and other hazards in the workplace. In fiscal 2014, we plan to conduct workplace patrols and training focused on the proper use of protective gear.

We are also taking steps to minimize occupational health risks at overseas affiliates. When our industrial physicians travel to overseas bases, they systematically patrol workplaces and point out areas in need of improvement for occupational safety. In fiscal 2013, our industrial physicians visited 10 overseas bases and trained local managers. We have also prepared educational materials about the prevention of health problems caused by excessive noise, and translated them into English and Chinese for training local managers in Singapore and Shanghai.



Training materials written in Chinese for preventing noise-induced health issues

## 耳塞的正确使用方法



Training materials written in Chinese to prevent noise-induced health issues



Training materials written in English to prevent noise-induced health issues



Signs written in Chinese about area noise levels and earplug requirements



Sign written in Chinese about earplug requirements

## Health management

We promote good health via activities such as medical examinations and health guidance, carried out by industrial physicians, nurses and other healthcare professionals.

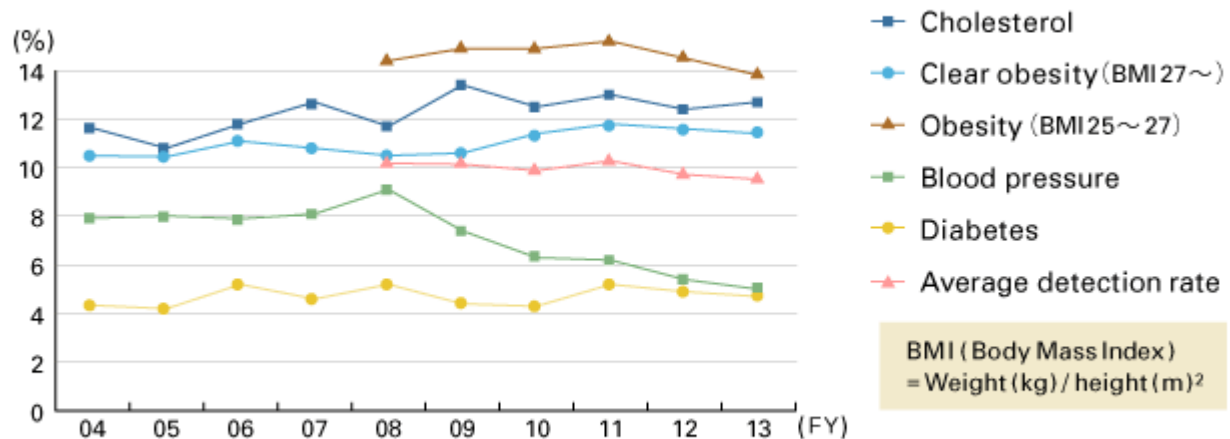
We are now in our sixth year since we introduced comprehensive medical check-ups, combining regular medical examinations with special medical check-ups and cancer screening. We have achieved an uptake of almost 100% for medical check-ups and managed to increase the rate of special health guidance (aimed at combating metabolic syndrome) from 55% in fiscal 2012 to 61% in fiscal 2013.

In fiscal 2013, uptake rates for cancer screening totaled 64% for stomach cancer, 99% for lung cancer, 83% for bowel cancer, 93% for prostate cancer, 60% for breast cancer, 53% for uterine cancer and 71% for abdominal ultrasound. The cancer screening uptake rate continued to rise, and almost all employees have taken the necessary detailed examinations. As a result, the number of sick days taken off for cancer (malignant tumors) has declined from 2,652 in fiscal 2008 to 1,175 in fiscal 2012 and 490 in fiscal 2013.

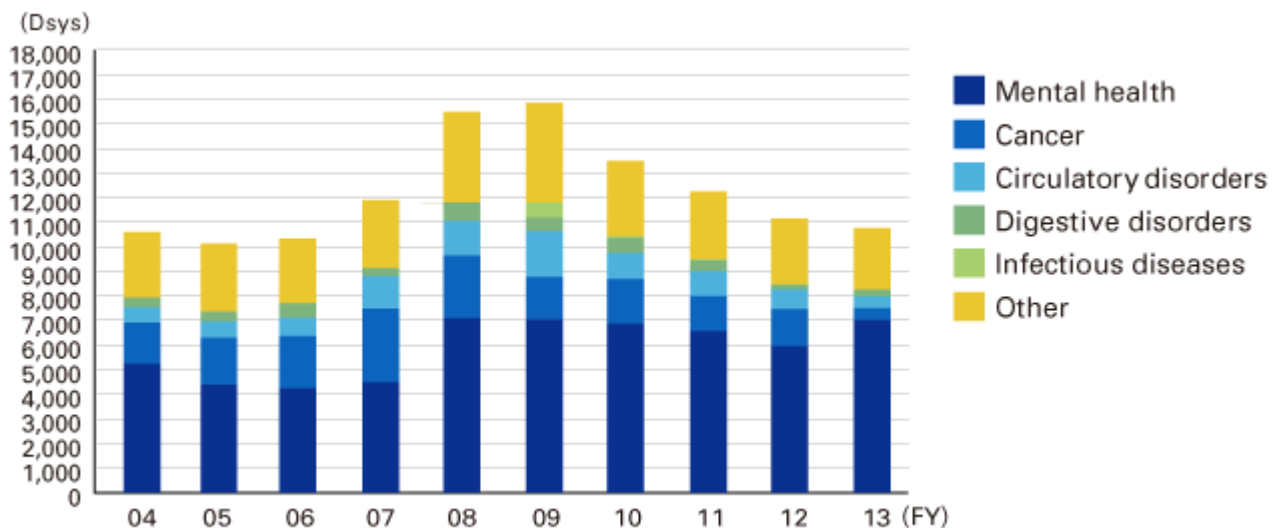
Thanks to follow-ups after health checkups, preventative guidance and health improvement activities, the rate of detection of high blood pressure has declined substantially from 9.1% in fiscal 2008 to 5.4% in fiscal 2013 and 5.0% in fiscal 2013.

The rate of obesity has also been on a downtrend since fiscal 2011. As a result, the number of sick leave taken due to circulatory diseases has fallen from 1,882 days in fiscal 2009 to 719 days in fiscal 2012 and 470 days in fiscal 2013.

## Positive Diagnosis Results



## Breakdown of Days Off due to Illness

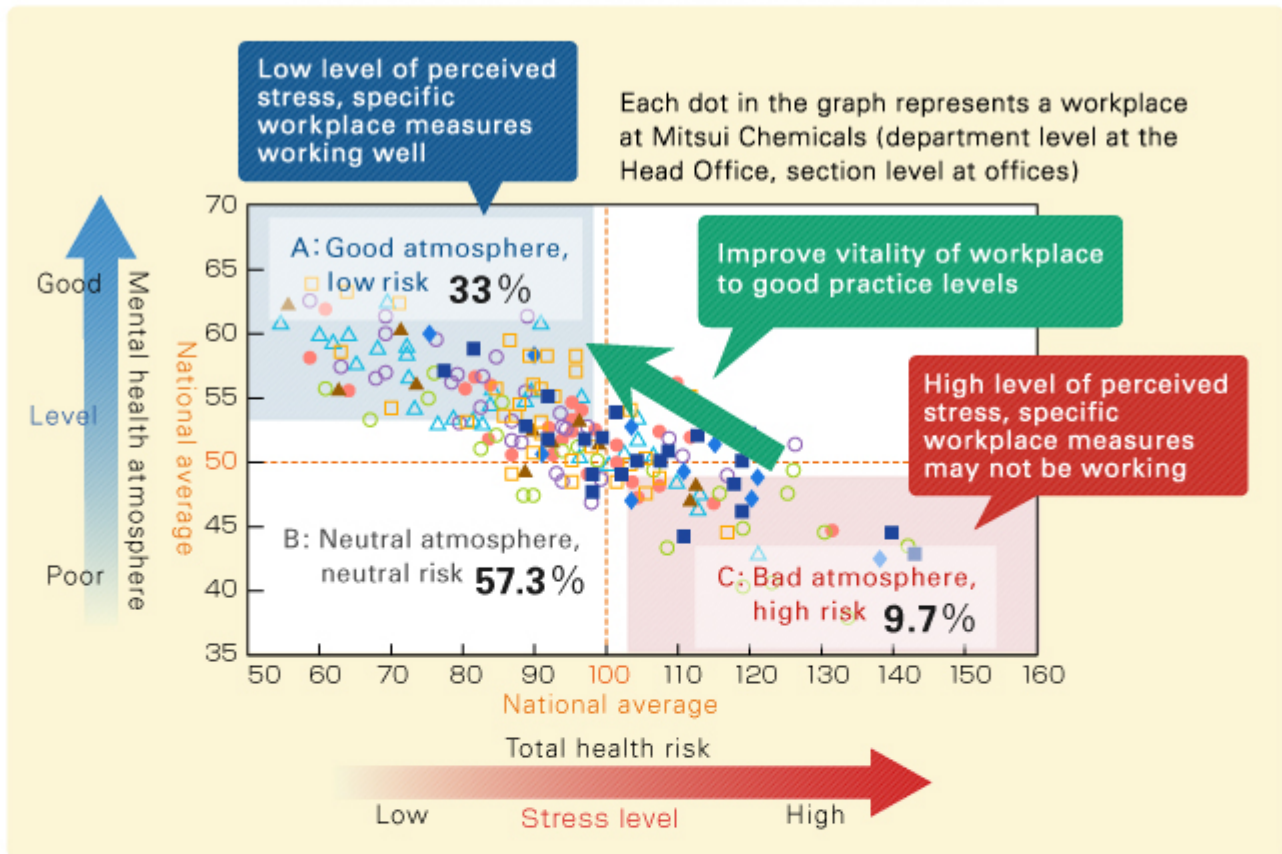


## Mental health initiatives

Once again in fiscal 2013, we continued to implement mental health initiatives such as training (for new recruits, managerial staff, line managers, etc.), interviews with industrial physicians, counseling and e-learning for new recruits. We asked all employees to complete a new workplace stress questionnaire (a combined occupational stress and mental health climate questionnaire), with a far greater emphasis on identifying ideas for improvements in the workplace. We then provided individuals with feedback based on their results and went through results with the relevant manager in each workplace. We have formulated and implemented stress reduction plans (communication improvement plans) in workplaces deemed to be particularly susceptible to high stress levels, and are also working to identify good practices based on workplaces in which there is a positive mental health environment, so that we can roll them out to other workplaces.

As a result, more employees believe their workplaces have positive atmospheres and low stress environments, rising from 23.4% in fiscal 2012 to 33.0% in fiscal 2013 in the questionnaire.

## Fiscal 2013 Workplace Stress Survey Results

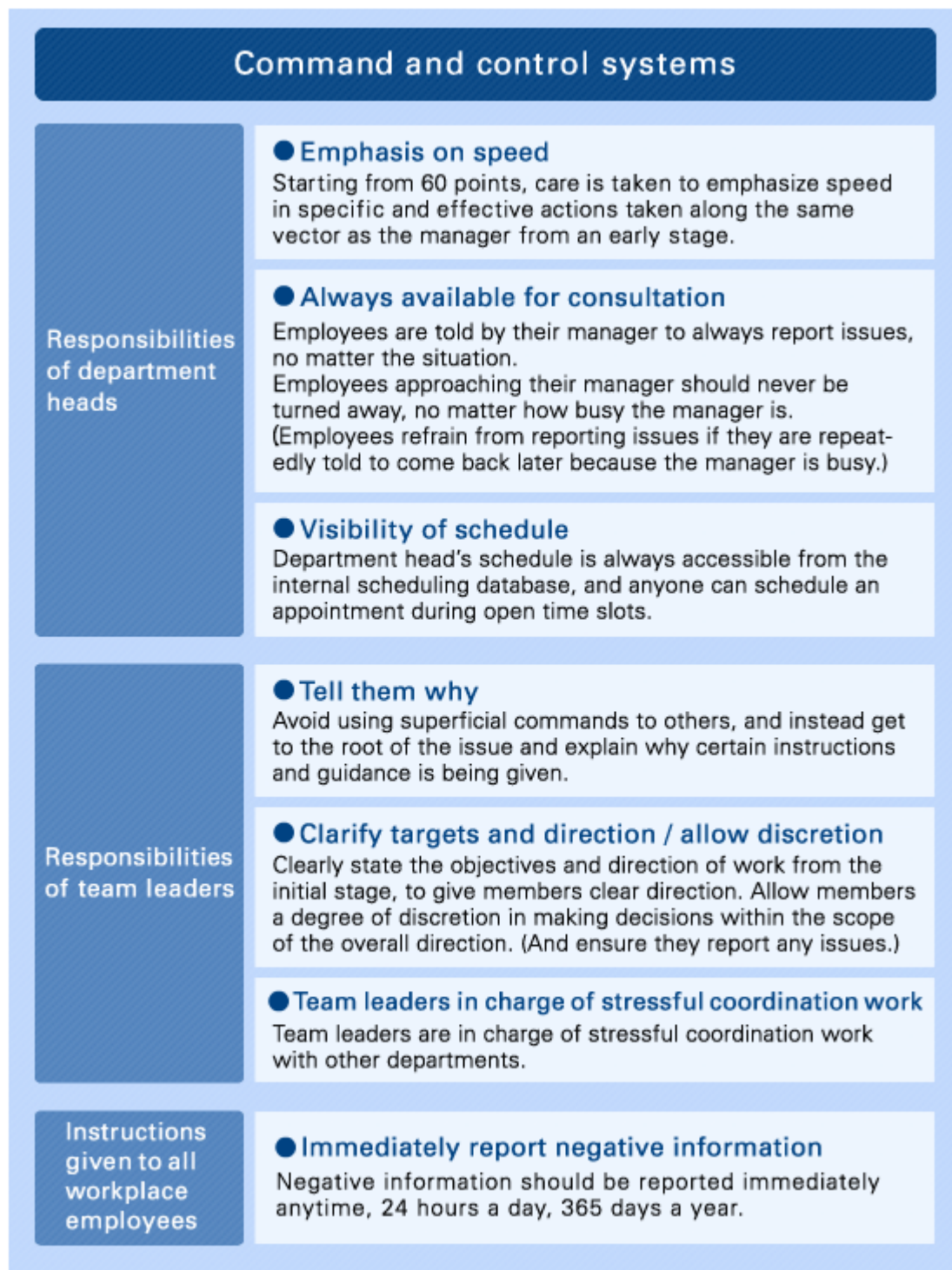


(%)	A: Good atmosphere, low risk Workplaces with total health risk under 9.5, mental health atmosphere above 52.2	B: Neutral atmosphere, neutral risk Workplaces that do not fit under A or C	C: Bad atmosphere, high risk Workplaces with total health risk above 105, mental health atmosphere below 47.5
Fiscal 2012	23.4	65.7	7.9
Fiscal 2013	33.0	57.3	9.7

※**Total health risk** : a measurement on the subjective sensory scale of workload, sense of control, and empathy from superior and coworkers. (A relative measurement that uses 100 as the national average. A workplace score of 120 implies that the rate of health problems is 20% higher than the average.)

※**Mental health atmosphere** : a scale-based measurement of the appropriateness of command and control, labor management, cooperation, and training opportunities. (A relative measurement that uses 50 as the national average. Higher figures imply a better workplace atmosphere.)





### A wide range of health management programs

We run a range of programs as part of our employee health management activities here at the Mitsui Chemicals Group, primarily through health care sections and our health insurance union.

In fiscal 2013, we once again organized activities such as our Health Mileage Campaign, walking events, fitness classes, food classes, nutrition classes, sporting events, mini marathons, quit smoking challenges, and healthy menus in employee cafeterias. In particular, we continued to roll out our Health Mileage Campaign throughout the company and greatly increased the number of employees taking part to 2,406 in the first half of fiscal 2013 and 2,849 in the second half, compared with 2,037 in all of fiscal 2012. Increased participation in this event has led to health benefits such as a decline in obese people.





Yoga class in a conference room



Yoga class in a conference room



Class on nutrition held in a conference room



Class on nutrition held in a conference room



Class on nutrition held in a conference room



Class on nutrition held in a conference room

このプログラムは、三井化学健康保険組合の補助により実施されています。

## ヘルシーマイレージ合戦のご案内

2013年度下期「ヘルシーマイレージ合戦」(11月~1月) 参加者募集☆

ヘルシーマイレージ合戦(通称:HPI合戦)の今年度第2弾の募集は、**全事業所で開始**します☆  
毎日運動をしている人はもちろん、何か始めたいけれどなかなかできなくて悩んでいる方も、  
この機会にぜひ、ご参加ください!

運動習慣が身につく、賞品もGETできちゃう、頑張るときっと得するプログラムですよ☆  
チームで参加すると、さらに賞品GETのチャンスが増え、コミュニケーションに役立ったとの声もありますよ☆  
また、今回も**初参加の方と続いた方**には特典あり☆  
ただし、どちらも達成された方のみとなりますので、続いた方も、ぜひ一緒に参加してくださいね。^^

※ 通常の取り組みで全員参加される場合は、少人数の場合は個別に自分なりにご参加をお願いします。

☆下記に簡単にご説明します。  
(詳しくは、Notes掲示板、HPI合戦DB内の「HPI情報交換所」をご覧ください。)

※参加対象者※  
市販、岩田、大塚、森田、神谷、藤山、名居、本社・支店、既婚、海外に勤務されている方

※参加方法※  
①チーム参加か個人参加を決め、チームはメンバーを確定  
②NotesのDBからエントリー(チーム参加は代表者が)  
③各自が個人参加設定を行い、自分の入力キースタート!  
④Notesをあまり使わない場合は、Excelでの参加も可能ですのでご希望の方は、  
各事業所担当者までお気軽にご連絡ください。

※内容※  
3ヶ月間、いろいろな運動でマイルを貯め、貯めたマイルに応じて賞品GET!!  
歩いてよし、走ってよし、泳いでよし、筋トレしてよし...健康的に身体を動かしましょう☆

※募集・開始※  
10月21日から10月31日まで 11月1日よりスタート ※1ヶ月以内は途中参加もできます☆

※賞品※  
○○賞いっぱい、盛りだくさんで用意しています!!  
上だけでなく、いろんな方にGETのチャンスがあります☆  
皆さんからのお声も参考にさせていただきます m(\_ \_)m  
達成賞と、抽選で当たる「豪華賞品」は、別途説明☆

皆さんどうぞお問い合わせの上、奮ってご参加下さい!!

【各事業所担当者より一言】

初参加者: ○○○健康管理室 ○○ (内 )

Handout outlining our Health Mileage Campaign

## 《マイル獲得の目安》

以下の目安を参考に、チームが個人の目標マイルを決めてみてください。  
今日より少しだけ、運動量が増えるように設定していただく、ベストです。

★マイル獲得ペース(詳細)

①運動スポーツ(前記120回/分を超える or TMETs以上の運動強度) 10分=275  
例:ジョギング、テニス、サッカー、クロー、拳撃、自転車(20km/時以上)  
身体活動(生活の中での身体活動も含む3METs~6.5METsの運動強度) 10分=175  
例:徒歩通勤、ペットの散歩、野菜、水やり、セッティング、自転車(20km/時未満)  
※運動時間には、通勤中の歩行時間や作業時間を含めなくても大丈夫です。(通勤時の歩行時間は含めず)  
運動として行うものでなくとも、買い物や家事で歩いた分も「身体活動」に含めさせていただきます。

②歩数-1日 5000歩=175、8000歩=275、10000歩=375、15000歩=475  
20000歩以降も、5000歩毎に175が加算されます。  
※歩数は通勤や作業時間、できる限り1日1回歩数を記入してください。  
また、運動時間としてカウントする時間も、歩数計でのカウントを行っていただくようお願いいたします。

③会社の文休行事に参加-1企画につき ⇒ 1075 (毎週でもOKとします)

④プログラム期間中に体重の5%減量 ⇒ 10075!!  
※減量の目安は「BMI22未満の方」はこのボーナスの対象となりますのでご了承ください。

⑤プログラム期間中に健康成功(期間中1本も取らない) ⇒ 10075!!  
※元々タバコを吸わない方はこのボーナスの対象外となりますのでご了承ください。

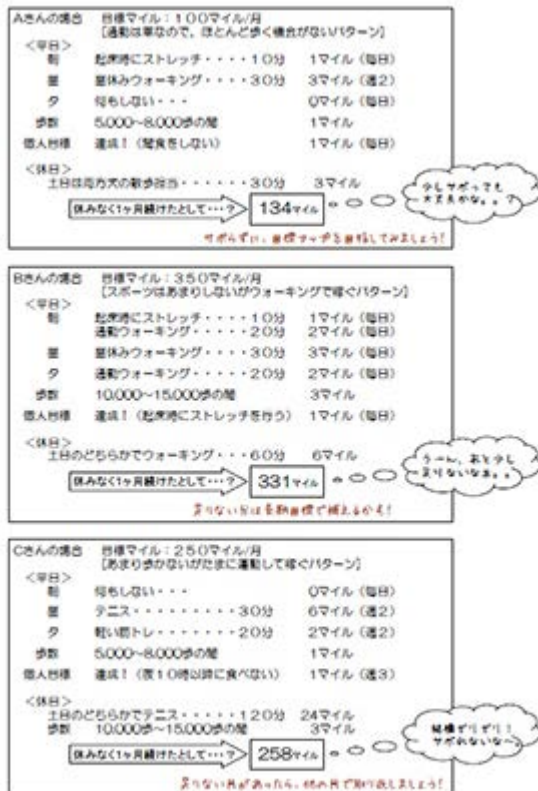
⑥個別に設定した健康目標を達成できた日は ⇒ 175/日 (運動以外でもOK)  
※健康にいいこと、新しく始めたいことや続けたいこと、毎日、O or Xで評価できる目標とします。  
無理なく毎日達成可能な目標ではなく、努力して継続するものを設定してください。

⑦個別に設定した3ヶ月の長期の健康目標を達成 ⇒ 10075!!  
※「体重-5%」と「健康」は別途ボーナスがありますので、それ以外の目標を設定してください。

マイル/月	運動の内容
100マイル (達成賞)	週3回30分、その他の日は10分の「身体活動」、 歩数5,000歩/日:7割達成、個人設定の健康目標:7割達成
130マイル	週3回30分、週1回60分、その他の日は10分の「身体活動」、 歩数5,000歩/日:ほぼ達成、個人設定の健康目標:7割達成
150マイル	ほぼ毎日30分、週に1回は60分の「身体活動」、 歩数5,000歩/日:ほぼ達成、個人設定の健康目標:ほぼ達成
200マイル	「身体活動」と「健康目標」は上記レベルに加え、歩数は週に2回程度 8,000歩/日クリア、週1時間程度の「スポーツ」を行う
250マイル	「スポーツ」、「身体活動」、「健康目標」は上記レベルに加え、 歩数1万歩/日:7割達成
350マイル	上記の「スポーツ」を週2時間程度にする、歩数1万歩/日:ほぼ達成
500マイル	上記の「スポーツ」を週3時間程度にし、ほぼ毎日60分の「身体活動」

※このマイル獲得の目安は、「長期目標」「体重減少」「健康」によるマイル獲得は含めていません。

Outline of our Health Mileage Campaign



Outline of our Health Mileage Campaign

## Labor relations based on open dialog and mutual understanding

Here at Mitsui Chemicals, we are committed to establishing stable, cohesive labor relations based on the principle of open dialog and mutual understanding. In April 2008, we revised our labor agreement and set out a clear emphasis on cooperation between labor and management in areas such as improving productivity, achieving our Grand Design and developing human resources. We are fully committed to two-way communication and will continue to lay the necessary foundations to provide individual employees with a sense of personal and professional motivation.

# Working with Industry, Government, and Academia

## ▼ Goals and Results

## ▶ Mitsui Chemicals Catalysis Science Award and Award of Encouragement

## ▶ Promoting Joint Research Projects

We are committed to promoting collaboration with industry, government, and academia, through initiatives such as organizing symposiums and engaging in joint research projects with industrial, government and academic bodies.

## Goals and Results

### Goals for Fiscal 2013

- Send researchers to and promote joint research with research institutes in Japan and overseas
- Provide placements for interns

### Fiscal 2013 Results and Assessment

#### Level achieved: A

- Promoted joint research projects with industrial, governmental and academic bodies (participated in a new project in connection with the development of a non-edible plant-based chemical manufacturing process)
- Provided placements for interns
- Called for applicants for the “Mitsui Chemicals Catalysis Science Award” (renewal)

### Priorities for Fiscal 2014

- Send researchers to and promote joint research with research institutes in Japan and overseas
- Provided placements for interns
- Present the “Mitsui Chemicals Catalysis Science Award”

\* Levels of achievement based on self-assessment : A: 95% or more, B: 70% or more, C: less than 70%

# Working with Industry, Government, and Academia

## ► Goals and Results

## ▼ Mitsui Chemicals Catalysis Science Award and Award of Encouragement

## ► Promoting Joint Research Projects

### Mitsui Chemicals Catalysis Science Award and Award of Encouragement

The Mitsui Chemicals Group strives to build a global science network and deepen collaboration among industry, government and academia through symposiums and joint research projects, with the ultimate aim of contributing to the sustainable development of chemistry and the chemicals industry.

In 2004, we created the Mitsui Chemicals Catalysis Science Award and the Mitsui Chemicals Catalysis Science Award of Encouragement to recognize researchers that have made outsized contributions to the field of catalysis science. In 2014, the fifth time we have given out these awards, the winners of the award were as follows.

#### **Mitsui Chemicals Catalysis Science Award (one person)**

F. Dean Toste (Professor, University of California, Berkeley)

#### **Mitsui Chemicals Catalysis Science Award of Encouragement (two people)**

Shunsuke Chiba (Associate Professor, Nanyang Technological University)

Naoya Kumagai (Chief Researcher, Institute of Microbial Chemistry)

 2014 announcement of recipients of Mitsui Chemicals Catalysis Science Award

# Working with Industry, Government, and Academia

## ► Goals and Results

## ► Mitsui Chemicals Catalysis Science Award and Award of Encouragement

## ▼ Promoting Joint Research and Joint Research Projects

### Promoting Joint Research Projects

We send Mitsui Chemicals Group researchers out to other research institutions, both in Japan and overseas, and promote joint research and joint research projects with industrial, governmental and academic bodies in an effort to develop innovative, commercially viable technologies as quickly as possible. In addition to environmental, resource and energy-related projects, we are also actively involved in the development of new materials in the information and communication sector.

#### Participating in the development of fundamental technologies for innovative naphtha cracking processes

Mitsui Chemicals is one of the companies participating in the Development of Fundamental Technologies for Green and Sustainable Chemical Processes, a joint research project between industrial, governmental and academic bodies administrated by the New Energy and Industrial Technology Development Organization (NEDO). As a part of this project, we have been involved in the development of fundamental technologies for innovative naphtha catalytic cracking processes. Between fiscal 2009 and fiscal 2013, we worked with the Tokyo Institute of Technology, Hokkaido University, Yokohama National University and three other private companies. Development was undertaken with the aim of promoting a catalytic reaction of naphtha cracker which has a high CO<sub>2</sub> emission ratio in the chemical industry. Through the high-yield manufacture of valuable products from naphtha, positive steps were taken to develop groundbreaking catalysts that will facilitate energy conservation and the reduction of CO<sub>2</sub> emissions.

#### Participating in the Artificial Photosynthesis Project

We have signed up to participate in the Artificial Photosynthesis Project, launched by the Ministry of Economy, Trade and Industry in fiscal 2013.

Following the establishment of the Japan Technological Research Association of Artificial Photosynthetic Chemical Process (ARPCChem) in 2012, a technical development project was launched with the aim of (1) producing hydrogen utilizing photocatalysts, (2) separating hydrogen using membranes, and (3) manufacturing basic chemicals from hydrogen and carbon dioxide. In particular, we are working with three other private companies to develop hydrogen production technology (1) and are promoting work on a joint research project in conjunction with the University of Tokyo, Kyoto University and the Tokyo University of Science.

#### Participating in the Cabinet Office's Funding Program for World-Leading Innovative R&D on Science and Technology

Mitsui Chemicals was a participant in the Funding Program for World-Leading Innovative R&D on Science and Technology supported by the Japan Society for the Promotion of Science (JSPS), a Cabinet Office project based on collaboration between industry, government and academia. Today, under the guidance of Professor Yasuhiro Koike from Keio University, the program's core researcher, we continue to promote research and development in core photonic polymer technologies for the next generation of plastic optical fibers and displays.

The two main objectives of the program are the development of ultra high speed plastic optical fibers and the development of photonic polymers for high-resolution large-size displays. Through these objectives, we are endeavoring to provide the world with materials featuring cutting-edge technologies, connecting remote locations with high-definition video phones and other technologies for face-to-face communication, and creating a communications industry worth around ¥10 trillion.

#### Participating in the development of a non-edible plant-based chemical manufacturing process

Mitsui Chemicals is a participant in joint research project between industrial, governmental and academic bodies administrated by the New Energy and Industrial Technology Development Organization (NEDO). Participating since fiscal 2013, the Company is assisting in efforts to develop a non-edible plant-based chemical manufacturing process. Working with five other private companies as well as the Niigata University of Pharmacy and Applied Life Sciences, energies are being channeled toward the development of an innovative process that will enable the manufacture of target chemicals at low cost.



# Working with Local Communities

## ▼ Goals and Results

## ▶ Dialog with Local Communities

## ▶ Exchange with Local Communities

## ▶ Public Recognition

Here at the Mitsui Chemicals Group, we try to ensure that our sites are constantly open to the local community. We are committed to maintaining communication with members of the local community at all of our sites, organizing a range of next-generation initiatives for children and the environment, and working in harmony with local communities.

## Goals and Results

### Goals for Fiscal 2013

- Continue to reinforce communication through community meetings

### Fiscal 2013 Results and Assessment

**Level achieved : A**

- Undertook a variety of measures including meetings to exchange opinions with local residents at all of our works

### Priorities for Fiscal 2014

- Continue to reinforce communication through community meetings

\* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%



# Working with Local Communities

## ► Goals and Results

## ▼ Dialog with Local Communities

## ► Exchange with Local Communities

## ► Public Recognition

### Dialog with Local Communities

The Mitsui Chemicals Group provides a range of opportunities for communication with local residents living in the vicinity of our facilities, who we consider to be important stakeholders.

As a member of the community, the Group believes relationships of trust based on close-knit relations with communities are crucial to the normal and stable operation of its businesses.

To build close-knit relations with local communities, we arrange community meetings to discuss environmental preservation and safety initiatives in the areas where our works are located, and organize plant tours. We also attend meetings with neighborhood associations and participate in local events, all in an effort to promote mutual understanding with the community.

Our five domestic works also publish newsletters at least twice a year. These are made accessible to local residents so as to enable communication on a broader basis.

### Promoting communication with local communities

Once again in fiscal 2013, we invited local residents living in the vicinity of our five domestic works to come and engage in dialogue with us on a number of occasions. As well as providing an introduction to each works and an overview of our efforts to protect the environment, ensure safety and contribute to society, community meetings also give us an insight into what local people are feeling on a day-to-day basis and enable us to actively exchange opinions, including any requests local residents may have.

We invited the officials of local councils to attend one of our regular meetings at our Ichihara Works on November 28, 2013. We provided an introduction to the company, arranged a tour of the works and engaged in active discussion during the meeting itself. In October, we also invited members of local women's associations and given them an introduction to day-to-day operations while touring our works.



Informational meeting at Ichihara Works



A guide explains the control room at Ichihara Works



Informational meeting with a women's association at Ichihara Works

At Nagoya Works on March 25, 2014, we held the Ninth Annual Meeting on Environmental Issues with the heads of neighborhood school districts and other urban development leaders from Nagoya City Hall. The meeting served as an opportunity to discuss environmental safety, disaster drills, go on a works tour, exchange opinions, and basically learn more about the daily activities of the works.

At the Osaka Works on February 2, 2014, we held the Ninth Annual Responsible Care Dialog with Sakai and Senboku Districts. A total of 57 people participated, representing local municipalities and other organizations, Takaishi City, the Japan Chemical Industry Association, and newspapers. Opinions were exchanged amid lively discussions that followed a briefing about Osaka Works, including its environmental activities and anti-earthquake and



Informational meeting at Nagoya Works

anti-tsunami safety measures.

At the Omuta Works on October 4, 2013, the Seventh Annual Community Meeting was held, with participants from neighboring school districts, city halls, police departments and fire stations engaging in animated discussions.

We are equally committed to communication at our domestic affiliates and engage in various activities depending on the scale and location of each of our facilities, including organizing plant tours and taking part in local events. Ongoing Group company initiatives such as these help us to promote mutual understanding with the local community.



Informational meeting at Omuta Works

### **Publishing newsletters**

We publish newsletters at each of our works, focusing on their respective activities. As well as showcasing products manufactured at each works and safety measures at each works, newsletters mainly provide information on subjects such as applications and progress with environmental initiatives. All of our works' newsletters are designed to capture the essence of the local area, with features such as helpful health tips, methods of conducting chemical experiments and information about our environmental improvement and cleanup activities. We also use our newsletters to promote two-way communication, by printing comments from members of the local community and our responses.



Local newsletters

# Working with Local Communities

► Goals and Results

► Dialog with Local Communities

▼ Exchange with Local Communities

► Public Recognition

## Exchange with Local Communities

Here at the Mitsui Chemicals Group, we are aware of our role as a member of the community and actively promote exchange with local residents.

### Cosponsoring the 7th National College Students Chemical Engineering Design Competition

Mitsui Chemicals cosponsored the 7th National College Students Chemical Engineering Design Competition in 2013, which it has done ever since the inaugural contest. The winning team has been presented with the Sinopec-Mitsui Chemical Cup ever since Sinopec joined as a cosponsor starting with the 6th annual contest.

This contest is popular with university chemical engineering majors in China, receiving 710 entries nationwide this year. Held at Harbin Institution of Technology on August 20, the 48 participating teams that made it to the finals fought a pitched battle for the title.

With the acclaim of this contest in the Chinese chemical industry increasing yearly, Mitsui Chemicals is contributing to Chinese society in the field of chemical engineering through its ongoing role as cosponsor.



The National College Students Chemical Engineering Design Competition

### ASEAN Safety Conference

The 1st ASEAN – OSHNET Conference was held in Singapore on May 8, 2014 with the objective of promoting labor health and safety in ASEAN countries, which are undergoing remarkable economic development. The Mitsui Group Company, Mitsui Phenols Singapore (MPS), received a request from Singapore's Ministry of Manpower to introduce the Group's safety activities in the ASEAN region at the conference. During the conference, the manager of MPS' Health, Safety & Environment Dept. gave a presentation on its accident prediction activities and the Technical Training Center's hands-on safety training. Following this, participants ask various questions about MPS activities, which brought home their keen interest in Mitsui Chemicals' safety initiatives.



MPS' Health, Safety & Environment Dept. manager giving his presentation

### Exchange with Hope Elementary School in Anhui Province, China

As part of activities to celebrate the company's tenth anniversary, Mitsui Chemicals (China) Management Co., Ltd. (MCCN) donated the necessary funding to rebuild aging buildings at Hope Elementary School in Anhui Province in China in 2010, in conjunction with Mitsui Chemicals Head Office.

In the ensuing period, we have presented the school with stationery and items such as desks and chairs and continue to provide support up to the present day. We have also contributed to the development of the school's exercise grounds, which was completed in July 2014.

As well as providing ongoing support, we intend to keep on contributing to the local area in the future through exchange between Hope Elementary School students and employees at MCCN.



The exercise ground under development



The completed exercise ground



Hope Elementary School



# Working with Local Communities

## ► Goals and Results

## ► Dialog with Local Communities

## ► Exchange with Local Communities

## ▼ Public Recognition

### Public Recognition

Here at the Mitsui Chemicals Group, we are committed to a wide range of initiatives both in Japan and overseas, including improving safety standards, reducing environmental impact and contributing to community development. As a result of such initiatives, we have received a number of awards and commendations in recognition of our achievements.

In Japan, Mitsui Chemicals was awarded the Japan Investor Relations Association's (JIRA) IR Prime Business Award in recognition of its exceptional investment relations activities focusing on shareholders and investors, both of whom are important stakeholders. Beyond the Company itself, many individual employees have received various awards in recognition of their hard work over the years.

In addition, the in-house magazine "MCI Net," which serves as a very important means of communication to employees, received the Keidanren's Recommended In-house Newsletters General Award for fiscal 2013 in recognition of its efforts to spotlight a wide range of topics.

#### → Two-way communication with institutional investors and analysts

Elsewhere in the world, group companies such as Mitsui Hygiene Materials (Thailand) and Thai PET Resin have received a number of awards in recognition of their CSR and environmental activities, including from the Thai Ministry of Industry.

South Korea-based Kumho Mitsui Chemicals received the 21st Safety Management Grand Award by the Ministry of Employment and Labor, and Maeil Business Newspaper for its focus on maintaining operational safety, while the Mexico-based Group company ACP Mexcana was granted the Industria Limpia (Clean Industry) Certificate from Mexico's Federal Environmental Protection Agency.



Receiving the Keidanren's Recommended In-house Newsletters General Award



MCI Net in-house magazine



CSR-DIW awards ceremony



Good Governance Award ceremony



Kumho Mitsui Chemicals receiving the Safety Management Grand Award

#### Main outside awards in FY2013

Recipient	Date	Award	Reason for award	Awarding body
Mitsui Chemicals	Sept.	Honorable Mention	Awarded for its ongoing chemical substance control activities, and	CBMS

	2013	Award	its comprehensive product and factory management.	
Mitsui Chemicals	Nov. 2013	Best IR Award	Awarded for specific activities among its ongoing high-level investor relations	Japan Investor Relations Association.
Mitsui Chemicals	Mar. 2014	Keidanren's Recommended In-house Newsletters General Award	Awarded for highlighting a wide range of issues and topics as a means of communication within the Group, including overseas	In-House Center, Keidanren Jigyo Service
Mitsui Chemicals	Mar. 2014	GM Announces its 2013 Supplier of the Year	Awarded for innovative technologies, superior quality and cost competitiveness	General Motors Japan Limited
Mitsui Chemicals (Technical Dept., Ichihara Works)	Feb. 2014	Fiscal 2013 Achievement in Energy Management Kanto Bureau of Economy, Trade and Industry	Awarded for making a wide-ranging contribution to society through the Ichihara Works' sales of electricity to address power shortages immediately following the Great East Japan Earthquake, which was made possible by its electrical facility maintenance, power monitoring/rationalization, and energy conservation activities undertaken over many years	Kanto Bureau of Economy, Trade and Industry
Mitsui Chemicals (Manufacturing Dept.-1, Ichihara Works)	Oct. 2013	Fiscal 2013 Chiba Prefecture Respiration Equipment Wearing Training 1st Prize	Awarded to the winning facility regarding training for putting on respiration equipment held as part of the weeklong high-pressure safety promotion event	—
Mitsui Chemicals (Nagoya Works)	Aug. 2013	Certificate of appreciation	Awarded for cooperating with cleanup activities along Route 23	Ministry of Land, Infrastructure and Transport, Chubu Regional Bureau and Nagoya National Highway Bureau
Mitsui Chemicals (Nagoya Works)	Jan. 2014	Certificate of appreciation	Awarded for contributing to police activities	Chief, Minami Police Station, Aichi Prefectural Police Department
Mitsui Chemicals (Omuta Works)	Nov. 2013	Outstanding manufacturing facility (high-pressure gas)	Recognized for its effective operational management of high-pressure gas facilities along with steady activities including factory-wide safety-related management, technological development and training / drills, and contributions to various organizations	Head of the Industrial Safety and Inspection Department
Mitsui Chemicals (Omuta Works)	Nov. 2013	Outstanding boiler management facility	Recognized for exceptional results from proactive initiatives in the areas of boiler safety management, environmental protection and energy conservation	Japan Boiler Association
Mitsui Chemicals (Polyurethane Dept., Omuta Works)	Nov. 2013	Outstanding Boiler Engineering Award	Awarded for outstanding management in such areas safety control systems, status of inspection/maintenance and safe operations	Japan Boiler Association
			Awarded for outstanding	



Same as above	Nov. 2013	Outstanding Boiler Engineering Award	management in such areas safety control systems, status of inspection/maintenance and safe operations	Japan Boiler Association
Same as above	Nov. 2013	Award for Continuous Service	Over 30 years of boiler operational management	Thermal and Nuclear Power Engineering Society
Mitsui Chemicals (Polyurethane Dept., Omuta Works)	Nov. 2013	Fukuoka Prefecture Governor's Award for Workers	For significant contributions in introducing new manufacturing methods, overseas technological exports, higher production, cost cutting, management and employee training	Fukuoka Labor Welfare Office
Mitsui Chemicals (Agrichemical Section, Fine Chemicals Manufacturing Dept., Omuta Works )	May 2013	Safety & Health Achievement Award	Awarded for major contributions in improving industrial safety and worker health through health and safety management undertaken over many years	Omuta Labor Standard Association
Mitsui Chemicals (MCOS Fine Chemicals Dept., Omuta Works)	May 2013	Safety & Health Achievement Award	Awarded for major contributions in improving industrial safety and worker health through health and safety management undertaken over many years	Omuta Labor Standard Association
Mitsui Chemicals (Disaster Prevention Cooperation Office Secretariat, Omuta Works)	May 2013	Safety & Health Achievement Award	Awarded for major contributions in improving industrial safety and worker health through health and safety management undertaken over many years	Omuta Labor Standard Association
Du Pont-Mitsui Polychemicals (Omuta Works)	May 2013	Tokubouren Chairman's Special Award, Maintenance Supervisor Award	Awarded for outstanding workers	Iwakuni / Otake Region Special Disaster Prevention Area Association
Du Pont-Mitsui Polychemicals (Omuta Works)	Oct. 2013	Japan Petrochemical Industry Association Maintenance Award	Awarded for outstanding workers	Japan Petrochemical Industry Association
Saxin Corporation	May 2013	9th No accidents Certification	Awarded for 2,250 days free of accidents	Shiga Labor Standards Association, Otsu Branch
Mitsui Kagaku Sanshi Mitsui Chemicals Industrial Products	Feb. 2014	Certificate of appreciation	Awarded for cooperating with statistical surveys regarding production	Vice-Minister, Ministry of Economy, Trade and Industry Statistical Surveys
Mitsui Hygiene Materials (Thailand)	Sept. 2013	CSR-DIW Continuous Award 2013	Awarded for contributions to local communities	Department of Industrial Works, Ministry of Industry
Mitsui Hygiene Materials (Thailand)	Sept. 2013	Outstanding Establishment on Labor Relations & Welfare for Year	Awarded for attaining prescribed standards (selected by three individuals: the labor safety / welfare duty officer and a management and union representative )	Ministry of Labor
Mitsui Hygiene Materials (Thailand)	May 2013	Green Industry Award -DIW level 3	Awarded for outstanding environmental management and evaluation systems	Ministry of Industry
Mitsui Hygiene		The certificate of	Awarded for attaining prescribed	Department of Labor

Materials (Thailand)	May 2013	Good safety Performance (Province Level)	standards (selected by the labor safety / welfare duty officer)	Protection & Welfare, Ministry of Industry
Thai Pet Resin	2013	National Safety Award	Awarded for outstanding initiatives in the areas of safety, health and the environment	Department of Welfare
Thai Pet Resin	2013	Good Governance Award	Awarded for outstanding governance in the areas of safety, health and the environment	IEAT (Government)
Thai Pet Resin	2013	TPM Award	Awarded for maintenance activities that have contributed to increases in production	Japan Institute of Plant Management
Kumho Mitsui Chemicals	Dec. 2013	21st Safety Management Grand Award	Awarded for being the first company in the Yeosu Industrial Complex to obtain safety certification and implementing a comprehensive safety management system	South Korea Responsible Care Association
ACP Mexicana	Mar. 2013	Clean Industry Certificate	Awarded for environmental safety initiatives	La Procuraduría Federal de Protección al Ambiente (PROFEPA)



Labor Relations and Welfare Award



National Safety Award trophy



TPM Award certificate



Kumho Mitsui Chemicals receiving the Safety Management Grand Award

# Social Contribution Activities

▼ Goals and Results

▶ Nurturing Future Generations

▶ Environment Communication

▶ Disaster Relief

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

## We carry out a range of activities in accordance with the Mitsui Chemicals Group Social Activities Policy.

The Mitsui Chemicals Group is committed to facilitating social development and helping to resolve issues facing society through a range of initiatives under our Social Activities Policy, including initiatives suggested and organized by employees themselves. We believe that we can effectively help to resolve social issues by harnessing our strengths and unique characteristics as a chemical company. With that in mind, we incorporate our chemical technologies and products into a wide range of activities, such as chemistry lab classes and disaster relief efforts.

We encourage our employees to get involved in social contribution activities and operate a donation fund that is run by employees on a voluntary basis..

## Management Systems

Activities based on the Group's Social Activities Policy as well as the relevant policy for each activity are carried out in accordance with implementation plans drawn up at the beginning of each fiscal year. Steps are then taken to verify the status of implementation at the end of the fiscal year with improvement measures covering any insufficiencies incorporated in to the activities of the following fiscal year.

## Goals and Results

### Goals for Fiscal 2013

1. Increase the number of employees taking part in activities via existing and new social contribution programs
2. Look into sustainable support for those affected by the Great East Japan Earthquake

### Fiscal 2013 Results and Assessment

#### 1. Results

- Expanded activities through the implementation of overseas (Singapore) laboratory "The Wonder of Chemistry" classes

#### 2. Level achieved: A

- Organized "The Wonder of Chemistry" laboratory classes as part of social activities in conjunction with NPOs
- Donated the proceeds from selling charity lunches in staff canteens to NPOs working in the area affected by the earthquake

### Priorities for Fiscal 2014

- Increase the number of employees taking part in activities via existing and new social contribution programs and work to build a better activity structure and systems
- Look into sustainable support for those affected by the Great East Japan Earthquake

\* Levels of achievement based on self-assessment: A: 95% or more, B: 70% or more, C: less than 70%

### Mitsui Chemicals Group Social Activities Policy

The Mitsui Chemical Group will continually strive to:

1. Harness and improve its chemical technologies to contribute to society as a whole
2. Work in harmony with local communities and ensure that its sites are as open as possible

3. Do its bit to nurture future generations, on whose shoulders the future rests
4. Carry out activities aimed at protecting the environment
5. Engage in active international exchange and cooperation
6. Create a corporate environment in which individual employees can actively participate in social activities

## Social Contribution Activities

▶ Goals and Results

▼ Nurturing Future Generations

▶ Environment Communication

▶ Disaster Relief

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

### Nurturing Future Generations

The future rests on our children's shoulders. With that in mind, we carry out various activities aimed at teaching children that chemicals are all around us, and showing them how fun, interesting and mystifying chemistry can be, as well as getting them interested in chemical technologies, and inspiring them to create the technologies of the future. This section outlines details of our laboratory class in the wonders of chemistry for children and our internship schemes, the aim of which is to teach interns about the nature of chemistry, and about chemical plants and complexes and how they harness the power of chemistry to produce a range of products, through study programs at our works and other facilities.

#### Laboratory Class in the Wonders of Chemistry

We started the laboratory class in the wonders of chemistry because we wanted to share the fun and possibilities of chemistry with future generations of children.

Since 2006, we have organized various types of classes, from off-site classes, whereby members of staff from each of our sites go out to local schools, summer-vacation events and festivals, to laboratory classes combined with tours round our works and research centers. In fiscal 2013, we organized a total of 32 classes at 11 sites.

We are always trying to come up with new ways to teach children about chemistry in a fun and easy-to-understand context. Activities at each of our sites are based on the theme of chemistry in our everyday lives, to make children feel closer to chemicals through fun experiments. The aim is to show children just how crucial chemicals are in their everyday lives and to demonstrate what they can achieve with the power of chemistry. More than 3,500 children took part in classes over the course of fiscal 2013. We have received feedback on classes from lots of children, including comments such as "I like science a lot more now" and "I'm going to try this experiment again when I get home"

In 2013, we offered for the first time in Singapore the laboratory class in the wonders of chemistry. Taught by local employees, the classes were a big hit among the children in Singapore.

Moreover, since 2011, we have continued to collaborate with NPOs to hold laboratory classes in the wonders of chemistry. In 2013, we held two laboratory classes in the area affected by the Great East Japan Earthquake (Minamisanriku, Miyagi prefecture), to help put a smile back on the faces of children living there.



Explaining an experiments



Conducting an experiment

#### Adventure in Class in Wonder-Chemistry classes in fiscal 2013

	Location	Type of event, title or venue
1	Iwakuni-Ohtake Works	Booth type / Iwakuni Environment Festival (Iwakuni City Hall)
2	Omuta Works	Classroom type / Omuta City Hirabaru Elementary School
3	Omuta Works	Classroom type / Omuta City Jyokan Elementary School
4	Nagoya Works, Nagoya Branch	Classroom type / Nagoya City Hiyoshi Elementary School

5	Omuta Works	Classroom type / Omuta City Omuta Elementary School
6	Omuta Works	Classroom type / Omuta City Nakatomo Elementary School
7	Omuta Works	Classroom type / Omuta City Hayameminami Elementary School/td>
8	Ichihara Works	Classroom type / Laboratory class for children living in company housing in Yushu
9	Osaka Branch	Classroom type / OSAKA Science & Technology Center
10	Nagoya Works	Tour and laboratory class : Hoshizaki School District Children's Association
11	Head Office, Sodegaura, Ichihara, Mobara, Kashima	Class and exhibition: Dream Chemistry 21 Children's Chemical Experiment Show (Japan Chemical Industry Association)
12	Nagoya Works	Tour and laboratory class : Chidori School District Children's Association
13	Nagoya Works	Tour and laboratory class : Shibata School District Children's Association
14	Iwakuni-Ohtake Works	Classroom type / Otake Ranran College Summer School
15	Osaka Works	Classroom type / Takaishi Rotary Club
16	Nationwide (volunteer)	Classroom type / Minamisanriku, Miyagi prefecture (support for area affected by earthquake)
17	Hokkaido Mitsui Chemicals, Inc.	Classroom type / Sunagawa lifelong learning citizen's group
18	Omuta Works	Classroom type / Omuta City Yoshino Elementary School
19	Osaka Works	Booth type / 30th Takaishi Chamber of Commerce Festival
20	Omuta Works	Booth type / Autumn Festival (works event)
21	Iwakuni-Ohtake Works	Booth type / Youngster's Science Festival
22	Omuta Works	Classroom type / Omuta City Takatori Elementary School
23	Sodegaura Center	Classroom type / Sodegaura City Negata Elementary School
24	Head Office	Booth and classroom type / Shiodome City Center Family Day
25	MC Industries, Co., Ltd, Japan Composite Co., LTD.	Classroom type / Shizuoka City Shimizuhujimi Elementary School
26	Mobara Branch Factory	Classroom type / Mobara City Fujimi Junior High School
27	Iwakuni-Ohtake Works	Classroom type / Iwakuni City Hirata Elementary School
28	Nagoya Works	Tour and laboratory class / Nagoya City Hakusui Elementary School
29	Sodegaura Center	Classroom type / Sodegaura City Narawa Elementary School
30	Mobara Branch Factory	Tour and laboratory class / Employee's families
31	Osaka Works, Osaka Branch	Booth type / Dream Chemistry 21 Children's Chemical Experiment Show in Kobe (Japan Chemical Industry Association)
32	SINGAPORE	Classroom type / Local employee training

#### Adventure Class in Wonder-Chemistry experiments

※Experiment titles are subject to change

No.	Experiment title	Field / area / format	Description
			Participants watch urethane,



1	Foamy urethane experiment	Chemistry	Chemical reactions	Demonstration MCI products	whose uses include cushion materials, specially designed pillows and refrigerator insulation, being foamed and experience reaction heat and differences in hardness
2	Slime <ul style="list-style-type: none"> <li>• Making your own slime</li> <li>• Making jumbo slime together</li> <li>• Shiny slime</li> <li>• Slime ball</li> </ul>	Chemistry	Polymer properties	Hands-on	Participants learn about the principles of dilatant fluid and confined water, by making sticky, stretchy, mysterious "slime" (i.e. cross-linking polyvinyl alcohol, water and borax)
3	Light experiments with polarizing plate	Physics	Light	Hands-on	Participants learn about the passage of light through a polarizing plate with an element that converts natural light into linear light, as used in mobile phones and other such devices, by making a kaleidoscope
4	Chromatography art	Chemistry	Adsorption and separation	Hands-on	Participants learn that the ink in a water-based pen contains a mixture of various different colors (pigments)
5	Plastic board	Chemistry	Polymer properties	Hands-on	Participants learn about the properties and separation of plastics, by using the heat shrinkable properties of polystyrene to make their own original accessories (key holders)
6	Cartesian divers	Physics	Buoyancy	Hands-on	Participants learn about buoyancy and pressure, by making a Cartesian diver from a PET bottle and a plastic soy sauce container
7	Red cabbage color experiment	Chemistry	Acid and alkali	Hands-on	Participants learn about chemical analysis and the properties of acids and alkalis, by extracting anthocyanin from red cabbage and investigating the properties of everyday liquids
8	Spongy polymers	Chemistry	Polymer properties	Hands-on Related to MCI products (nonwoven fabric)	Participants learn about the principle of water retention, by making an air freshener from a water-absorbing polymer, as used in disposable diapers, gardening supplies and other such products
9	Rainbow tower	Physics	Specific gravity	Hands-on	Participants learn about the specific gravity (relative density) of fluids, by pouring colored waters with varying concentrations together to make a tower
				Hands-on	Participants learn about the principle of heat adsorption

10	Let's make a freezer!	Chemistry	Heat of solution	MCI products (urea)	via the heat of solution of urea, as used in such products as fertilizer and moisturizing cream
11	Learn how bubble bath works!	Chemistry	Reaction of acid and salt	Hands-on	Participants learn about how carbon dioxide is produced, by making bubble bath from baking soda and citric acid
12	Learn about acid rain!	Chemistry	Acid and alkali Oxidation / reduction	Hands-on	Participants learn about acid rain and what causes it, by measuring the pH of red cabbage extract and conducting a bleaching experiment using iodine
13	Let's make paper!	Technology	Making paper / recycling	Hands-on Related to MCI products (acrylamide)	Participants learn about how paper is made and recycled, by experiencing papermaking using everyday implements
14	Let's make stickers from melted plastic!	Chemistry	Polymer properties	Hands-on Related to MCI products (general thermoplastics)	Participants learn about the properties of thermoplastics, which melt when heated, by using a glue gun to melt resin and make stickers
15	Experience the wonders of shrinking films!	Chemistry	Polymer properties	Hands-on Related to MCI products (film, PET, etc.)	Participants learn about the principle of heat shrinkage, by making their own PET bottle from shrinkable film, as used for PET bottle labels and packaging materials
16	See the power of air! (air cannon experiment)	Physics	Hydrodynamics	Demonstration	Participants learn about air resistance, by observing air rings emitted from an air cannon
17	Let's make snow on pine cones!	Chemistry	Crystals	Hands-on MCI products (urea)	Participants learn about crystal deposition, by observing dissolved urea being sprayed onto pinecones and drying
18	Let's make light like a firefly!	Chemistry	Enzymes	Hands-on	Participants learn about the difference between bioluminescence and chemiluminescence by making light from luciferase enzymes taken from fireflies and using mineral-based chemicals

#### Laboratory leaflet

**ふしぎ探検隊**  
集まれ！未来の科学者たち

## 冷え冷えルン！ヒエリン（冷却パック）をつくろう！

じゅん 実験

**ステップ 1 色んな物質を水にとかしてみよう！**

- 1 塩化カルシウム、さとう、によう素に水を加えてみよう！
- 2 フタをして、ふって物質を水にとかそう！
- 3 温度変化を観察しよう！何が起きるかな？

物質の中には、水にとけると、発熱するものや、吸熱するものがあるんだ。たとえば、塩化カルシウムは、水にとけると発熱するし、によう素は、水にとけると吸熱するんだ。によう素の、この性質を使ってヒエリン（冷却パック）を作ることができるよ。

じゅん 実験

**ステップ 2 ヒエリン（冷却パック）を作ってみよう！**

- 1 大きいポリ袋にによう素を入れよう！
- 2 大きいポリ袋に、水が入った小さい袋を入れよう！
- 3 ヒートシールして袋を閉じたらヒエリンのできあがり！

**なぜなぜ解説**

によう素と水がまざりあうと、何が起きるかな...？

水にとける前 水にとけた状態

によう素分子 — によう素どうしの結合 結合を切るにはエネルギー（熱）がいるよ

によう素が水にとけるには、によう素どうしの結合を切るエネルギー（熱）が必要なんだ。によう素が水にとけると、水の熱がうばわれるから、さわると冷たく感じるんだね。

じゅん 実験

**ステップ 3 巨大ヒエリンを体験しよう！**

ヒエリンの袋をバン！とたたいて、によう素を水にとかそう！冷えて冷たくなるよ！

暑さなんて吹き飛ばせ！

**なぜなぜ解説**

巨大ヒエリンは、ピンク色に変化したよね。巨大ヒエリンの袋の水には、フェノールフタレインという、pH指示薬（ピーエイチしじやく）が入っていたんだ。フェノールフタレインの溶液は、アルカリ性になると、ピンク色になるんだ。によう素を水にとかすと、アルカリ性になるから、溶液の色は、ピンク色に変化したんだ！

フェノールフタレイン

酸性 pH 0 中性 pH 7 アルカリ性 pH 14

**おみやげ実験**

みんながつくったヒエリンには、BTB（プロモチモールブルー）というpH指示薬が入っているよ。さて、ヒエリンは色に変化するかな？おうちで実験してみてね。

BTB

酸性 pH 0 中性 pH 7 アルカリ性 pH 14

**によう素を利用した製品**

によう素は、その化学的性質を活かして、冷却パック以外にも色んな製品に使われているんだ。によう素を利用した製品をみよう。

ハンドクリーム 保湿剤

化学肥料 土の中に、栄養（によう素）を補給

はいきガス浄化剤（アドブルー） ガス中のNOxをによう素と水に分解

**おみやげの注意**

- 1 中身（によう素）は飲みません。
- 2 実験した後は、手をよく洗ってください。
- 3 実験が終わったら、はさみで袋を切れ、中身は流しに捨ててください。袋は、燃えるゴミとして捨ててください。

※ごみの分別は、住んでいる自治体の決まりに従いましょう。

**注意事項**

保護者のみなさま  
本日、実験で使用した試薬は危険なものではありません。試薬が衣服についた場合、通常の洗濯方法で問題ありません。

**ふしぎ探検隊**  
集まれ！未来の科学者たち

お問い合わせ先：三井化学株式会社 CSR課 TEL 03-6253-2383 FAX 03-6253-4245



The logo used for laboratory classes



Mascots used in laboratory classes

## Laboratory classes held in Singapore

Local employees in Singapore asked for permission to hold their own laboratory class in the wonders of chemistry. After the local employees took laboratory



training in March, they held a laboratory class in the wonders of chemistry for the families of local employees in April.

On the day of the event, around 100 people consisting of local employees and their families conducted experiments using PET bottles that taught the principles of thermal contraction. They also enjoyed making slime while learning about the characteristics of polymer.



Laboratory class in Singapore



Members of laboratory class in the wonders of chemistry in Singapore

### Placements for interns

A Mitsui Chemicals Group company, Yamamoto Chemicals (Head Office: Osaka; production and sale of paints, pigments and other chemical products), provides an internship program at the Omuta Plant at the request of local schools. This internship program has been held 13 times, once a year since 2000 (with the exception of 2002).

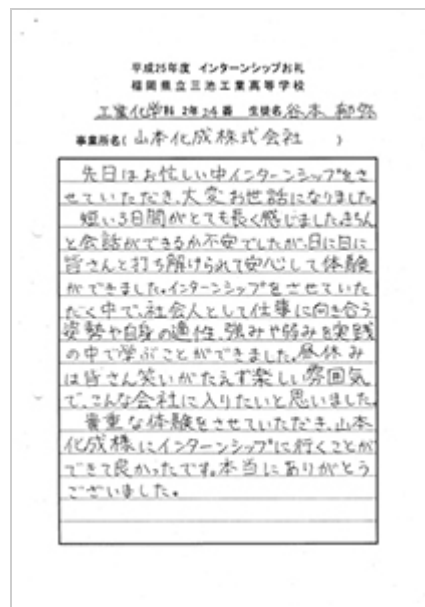
Date:	August 26-28, 2013 (three days)
Participants:	Fukuoka Prefecture Miike Industrial High School Industrial chemistry: one student
Content:	<ol style="list-style-type: none"> <li>1. Introduction to the company</li> <li>2. Tour of the works</li> <li>3. Environmental, safety and quality training</li> <li>4. Overview of production management</li> <li>5. Hands-on training at production sites</li> <li>6. Composition of a final report</li> </ol>



Tanimoto and members of Omuta Works

Another Mitsui Chemicals Group company, Saxin Corporation, also has an internship program for high school students. Saxin Corporation is headquartered in Shiga Prefecture, and produces and sells ultrahigh molecular weight polyethylene molded products. The internship program has been held eight times since 2007.

Date:	January 28-30, 2014 (three days)
Participants:	Shiga Prefecture Seta Industrial High School Mechanical engineering: one student Information electronics: one student
Content:	<ol style="list-style-type: none"> <li>1. Introduction to the company</li> <li>2. Tour of the works</li> <li>3. Safety and quality training</li> <li>4. Logistics</li> <li>5. Hands-on training in processes and packaging at processing worksites</li> <li>6. Composition of a final report</li> </ol>



Letter of appreciation from an intern

These internships focused on hands-on training to give the students opportunities to learn about manufacturing and the basics of safety, quality, and production floors. The students said that the experience was invaluable. Through grass-roots activities with communities like this, Mitsui Chemicals aims to convey the excitement of working in chemistry to future generations.

## Cooperating in educator training by private-sector companies

The Japan Institute for Social and Economic Affairs was the main sponsor of the fiscal 2014 Experiential Study Programs for Teachers. This year, four elementary school teachers from Shinjuku Ward schools participated in a three-day training program at our Head Office, Ichihara Works, and the Plant Operation Technology Training Center. This marked the eighth consecutive year that Mitsui Chemicals has welcomed educators for training. At the Head Office, the educators listened to presentations about the corporate philosophy, responsible care initiatives, and human resource development. They also saw a demonstration of the laboratory class in the wonders of chemistry as a part of the introduction to our CSR activities. At Ichihara Works, a tour of the works was given to explain the basics of manufacturing, while discussions covered safety measures. At the Plant Operation Technology Training Center, the educators participated in hands-on laboratory training. With education a point in common shared between the educators and the researchers, the educators and researchers had many fruitful conversations. The educators, who were unfamiliar with the daily happenings of a materials maker like Mitsui Chemicals, were able to see first-hand the production of materials for the many products used in their daily lives, while learning about the steps taken to ensure safety, environmental protection and quality. The educators were impressed at the extent that a company would go to achieve these objectives. We hope that these educators can apply what they have learned in the classroom.



Demonstration of a laboratory class for children

## Chosei High School SSH Corporate Partnership Classes

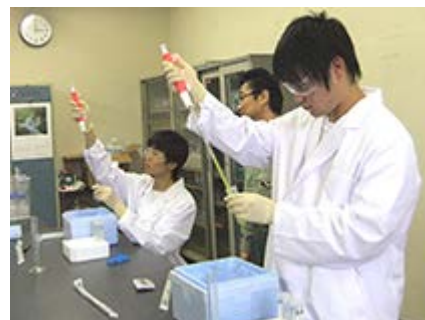
Super Science High Schools (SSH) are schools designated by the Ministry of Education, Culture, Sports, Science and Technology in a program that began in fiscal 2002 to nurture international science and technology leaders of the future. High schools that teach advanced science and mathematics are designated as SSHs, which receive support and cooperation from universities, research organizations, and private-sector companies.

Located in Mobara, Chiba Prefecture, Chosei High School received the SSH designation in 2010. From the outset, our Mobara Research and Development Center has supported Chosei High School through corporate partnership classes. In fiscal 2013, we provided opportunities for students to learn about how chemistry contributes to society and our lifestyles through hands-on experiments in laboratory settings, and we also described the nature of our business while researchers gave guidance to students.

The students said that they enjoyed learning about the challenges faced by researchers after experiencing the large number of detailed steps that must be taken. Our employees that participated in the classes were also impressed, saying that the experience of watching high school students react with surprise and excitement took them back to their first days of wonderment.

Chosei High School was one of three schools chosen to represent Japan at the 8th Conference on Science and Technology for Youth, which was held in March 2013 and sponsored by the Institute for the Promotion of Teaching Science and Technology (IPST). Chosei High School's presentation was about the genetic makeup of the *Luciola* (firefly). The class taught by Mitsui Chemicals encouraged the students to take up the subject of genetic analysis.

The students that took our class became more interested in chemistry and biology, and we hope that they will eventually choose careers that support science and technology in Japan.



Gene extraction and observation at the synthetic chemicals laboratory



Pigment composition extraction and separation experiment at Mitsui Chemicals Analysis and Consulting Service

## Social Contribution Activities

► Goals and Results

► Nurturing Future Generations

▼ Environment Communication

► Disaster Relief

► Support for Employees' Social Contribution Activities

► Support for Intellectual Property Education

### Environment Communication

The Mitsui Chemicals Group's Thailand-based company Mitsui Hygiene Materials (MHM) undertook the following initiatives as part of its environmental conservation activities.

Period :	September 2013
Name :	"Planning 750 trees at new zone of Hemaraj Industrial Estate"
Location :	Hemaraj Eastern Seaboard Industrial Estate in southeastern Thailand (adjacent to Eastern Seaboard Industrial Estate where MHM is located)
Details :	Participated in a project sponsored by the Hemaraj Land & Development Public Company to plant 750 trees



Participants planting trees



Participants in the tree planting project

In November 2013, MHM participated in the Green Project organized by the Hemaraj Land & Development Public Company for the third consecutive year, planting mangrove trees in Rayong, which is located in southern Thailand.



Participants planting mangrove trees

Another Mitsui Chemicals Group Thailand-based company, Thai Mitsui Specialty Chemicals (TMSC), held a "coral growing" event on the Sattaheep coast south of Bangkok in November 2013. This event involved planting coral branches to revive the coral reef in this area.

From the standpoint of protecting the ecological lifecycles of coastal coral reefs, a total of 79 people (employees and family members) participated in this project organized by TMSC.

Proposing this project to the Thai Island and Sea Natural Historical Museum and attending lectures from university specialists, TMSC employees and their family members took it upon themselves to venture into the ocean to plant coral. In addition, the life jackets, snorkels, PVC pipes (in which coral branches were placed) and other necessary equipment were donated to the Thai Island and Sea Natural Historical Museum.



A lecture on how to pack coral





Packing coral in PVC pipes



Coral planting at sea



Commemorative photo of the participants

## Social Contribution Activities

▶ Goals and Results

▶ Nurturing Future Generations

▶ Environment Communication

▼ Disaster Relief

▶ Support for Employees' Social Contribution Activities

▶ Support for Intellectual Property Education

### Disaster Relief

Whenever a major disaster occurs, we make every effort to engage in relief activities and provide support for social and charitable organizations, making the most of our strengths and unique characteristics as a company.

#### Disaster relief activities

Our disaster relief activities here at Mitsui Chemicals originated from suggestions submitted by employees, who wanted to help those affected by earthquakes and other major disasters by providing them with useful Mitsui Chemicals products. In fiscal 2009, we set up warehouses to store relief supplies at two of our sites – the Iwakuni-Ohtake Works (Yamaguchi Prefecture) to cover west Japan and the Mobara Branch Factory (Chiba Prefecture) to cover East Japan – and put in place the necessary framework to send out supplies upon request from local governments and other such organizations. We currently have stockpiles of items such as polyurethane mattresses (cushioned materials to lay on the floors of gymnasiums being used as evacuation shelters), food wrap (to enable dishes to be wrapped and reused in situations where water is scarce, so that they don't have to be washed), plastic water tanks (to store drinking water) and waterproof tarps (to cover buildings damaged by water or landslides) at both of these warehouses and are ready to send them out whenever necessary.

As well as sending emergency relief supplies to the area affected by the Great East Japan Earthquake in March 2011, we also provided polyurethane mattresses and waterproof tarps to Hagi City, which lies on the border of Yamaguchi Prefecture and Shimane Prefecture following the torrential rains in July 2013, and to Mobara City in October 2013 in the aftermath of typhoon No. 26.

Moreover, the Group thinking long and hard about how it could alleviate the discomfort of people in evacuation shelters, decided upon providing additional relief supplies of air cushions that employ the Company's EVOLUE™ products. These cushions can be inflated using a nozzle and used also as pillows. Looking ahead, the Mitsui Chemicals Group is committed to providing disaster relief closely in line with people's needs in the affected area, by listening to what emergency supplies local authorities actually want in the event of a disaster.



Polyurethane mattresses provided at the time of typhoon no. 26



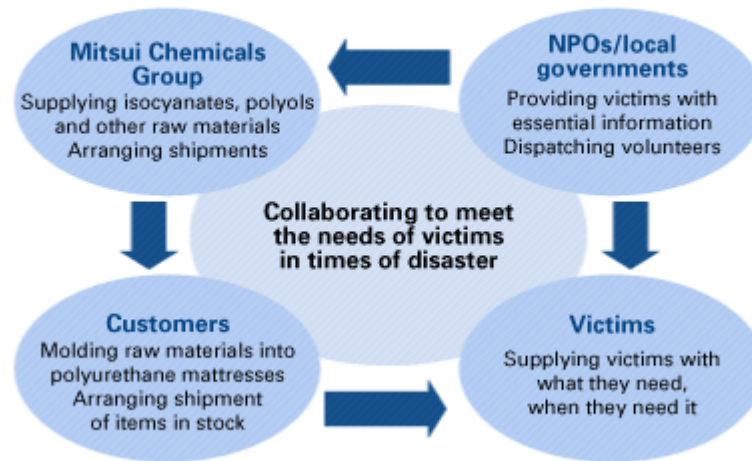
Air cushions that employ the Company's EVOLUE™ products

▶ Disaster Recovery Support

#### Mitsui Chemicals' emergency relief activities

## MCI: Let's turn our strength into goodwill

Example: Polyurethane mattresses



\*MCI : Mitsui Chemicals, Inc.

# Social Contribution Activities

► Goals and Results

► Nurturing Future Generations

► Environment Communication

► Disaster Relief

▼ Support for Employees' Social Contribution Activities

► Support for Intellectual Property Education

## Support for Employees' Social Contribution Activities

Since fiscal 2008, we have had two programs in place to provide support for employees participating in social contribution activities; the One-Coin Club (a donation fund that employees contribute to directly from their wages) and a social activity leave program. In 2011, we introduced a special leave system to help employees get involved in voluntary relief activities. These programs are designed to raise awareness of social issues and provide support for employees who independently contribute to society.

### One-Coin Club

We set up the One-Coin Club in November 2007. Employees who join the club choose an amount to be deducted from their wages or bonuses, which is then donated to organizations involved in social activities.

The club currently has around 860 members, who between them donated approximately ¥7 million to the fund in 2013. Donations were given to a total of 15 organizations involved in a range of social activities, based on proposals submitted by employees.

Before being selected, organizations are reviewed by the One-Coin Club Management Committee, a voluntary panel made up of club members. The organizations receiving these donations have been selected based on an awareness of their connection to Mitsui Chemicals' businesses.

Since 2012, we have been inviting the Guide Dog & Service Dog Association of Japan to "Family Day" held at the Head Office in Shiodome City Center on every third Sunday of November. During the event, this organization puts on a service dog demonstration. Serving as an opportunity to raise awareness of the important role played by service dogs, the demonstration is always a big hit with the guests.

In March 2014, the charitable organization Junior Eco-Club sponsored the Junior Eco-Club Nationwide Festival 2014. As an Eco Club partner company, Mitsui Chemicals displayed two exhibits centered on two respective themes, "keeping the Earth clean and beautiful" and "contributing to keeping food safe and reducing waste." On the day of the festival, we conducted experiments using the Mitsui Chemicals' product TAFNEL™ Oil Blotter™ to absorb sesame seed oil. With many children and their parents watching this experiment with keen interest, we were able to raise awareness of our lineup of environmentally friendly products.



Service dog demonstration held during Family Day in fiscal 2013



During Junior Eco-Club Nationwide Festival 2014

### Organizations supported by the One-Coin Club in fiscal 2013

In fiscal 2013, we donated a total of ¥6 million in support of the following organizations and activities, via the One-Coin Club and matching donations from the company\*.

\* The matching donation scheme is designed to encourage employees to get involved in social contribution activities. Whenever an employee makes a donation to a social or environmental organization, the company matches it with a donation of the same amount.

Organization (no particular order)	Donations
Japan Association for the United Nations World Food Programme	2008-2013
Vaccines for the World's Children (Japan Committee)	2008-2013

Guide Dog & Service Dog Association of Japan	2008-2013
EDF-Japan	2009-2013
ASHINAGA	2009-2013
Nanbyone	2009-2013
Asperger Society Japan	2009-2013
Japan Marrow Donor Registry Promotion Conference	2008, 2010-2013
Emergency Medical Network of Helicopter and Hospital (HEM-Net)	2010-2013
Support Unit for Childhood Cancer with Effective Strategy and Solution (SUCCESS)	2011-2013
Peace Winds Japan	2009, 2012-2013
TEAM RESCUE	2012-2013
KnK Japan (Children Without Borders)	2012-2013
Asia Prevention of Blindness Association	2013
Junior Eco-Club (a member of the Japan Environment Association)	2013

### Support for employee volunteer activities (social activity leave program)

In August 2008, we introduced a social activity leave program to provide support for employees participating in social activities, by enabling them to take paid leave up to two days a year. In fiscal 2013, employees used the program 201 times for a wide range of activities, including assisting with reconstruction following the Great East Japan Earthquake, coaching and supervising local baseball and soccer teams, and providing international cooperation language instruction. To help employees get involved in voluntary relief activities, we have also been allowing employees since 2011 to take up to eight days special leave each year, so that they can engage in social activities aimed at providing disaster relief.

### Participating in “Fureai” programs and concerts

We have been providing support for activities carried out by the “Fureai (Friendship) Trio”, which aims to bring classical music to people throughout Japan, ever since 2003.

The Fureai Trio's activities focus on the three areas of education, culture and welfare. This includes “Fureai Programs” aimed at elementary school children who rarely get the opportunity to experience live music, “Fureai Concerts” designed to get more people interested in classical music, and “Fureai Markets” held in conjunction with social welfare facilities. The trio has put on 380 performances in 150 different towns and cities around Japan to date, encouraging over 85,000 people to get involved in exchange through music. Fifteen of our employees volunteered to assist with performances for disabled audiences in Osaka and Tokyo in fiscal 2013. They provided general assistance and helped members of the audience to share in the wonders of classical music, through activities such as trying to play the violin.



The Fureai Trio performing at an elementary school (Osaka)



The Fureai Trio and volunteers after the performance in Tokyo

## Social Contribution Activities

▶ Goals and Results

▶ Nurturing Future Generations

▶ Environment Communication

▶ Disaster Relief

▶ Support for Employees' Social Contribution Activities

▼ Support for Intellectual Property Education

### Support for Intellectual Property Education

Mitsui Chemicals organizes seminars on intellectual property for Japanese students.

#### Support for intellectual property education for technical college students

At the request of Ariake National College of Technology in Omuta, we have been organizing intellectual property education for students since fiscal 2007. In fiscal 2013, we once again organized an intensive training seminar for technical college students providing an overview of intellectual property rights and how they are used, as part of the college's own curriculum based on partnerships in the local area on December 26, 2013.

The six-hour seminar included intensive lectures and a lively question and answer sessions. Our activities definitely helped to stimulate the interest of the students in intellectual property, which is set to become even more important as they go on to shoulder the future of industry. We will continue to assist with community activities such as these in the future.



# Disaster Recovery Support

## ▼ Report on Disaster Recovery Support following the Great East Japan Earthquake

### Report on disaster recovery support following the Great East Japan Earthquake

#### Laboratory class in the wonders of chemistry

Earthquake, we have continued working with an NPO\* to organize a series of laboratory classes in the wonders of chemistry in Minamisanriku (Miyagi prefecture) since 2012, getting lots of children to join in experiments using Mitsui Chemicals products.

In addition to making jumbo slime, which is a big hit every year, in 2013 we held experiments that gave children a chance to make Cartesian divers using everyday materials and Mitsui Chemicals products. Thanks to the keen interest of the children in the mysteries of chemistry, laboratory classes in the wonders of chemistry have been a major hit.

A member of the NPO we are collaborating with felt that "visiting affected areas and listening to what residents have to say provides valuable information when offering assistance." One of the volunteers visiting the affected area for the first time mentioned that "seeing the smiling faces of the children and people in the neighborhood gave me courage" and "taking part in these activities makes me want to do more for those close to me."

We also sold "One-Coin" charity lunches in the "Nagomi Salon" section of our staff canteen. We then matched the total amount raised and donated the proceeds to NPOs that are continuing to provide support in the area affected by the Great East Japan Earthquake.

\* NPO: Peace Winds Japan (PWJ) , Minamisanriku Reconstruction Network

→ NPO: Peace Winds Japan (PWJ) 

→ Minamisanriku Reconstruction Network 



Children taking part in a laboratory class in the wonders of chemistry



Children having fun making Cartesian divers



One-Coin charity lunch menu

#### Heat-shielding film to make air conditioning more effective

At the request of people living in temporary accommodations in Yamamoto Town in Miyagi Prefecture, we installed heat-shielding film in late May and June 2013 to help keep room temperatures cool during the summer months. With 2013 marking the third time we have undertaken these activities, we were able to efficiently complete the installation operations thanks to our partnership with Sumitomo Shoji Chemicals, which has been working with us ever since we started this project. One of the participating employees stated: "these activities really brought home how useful our business and products are" and that "we must not forget about the conditions in these areas, and we need to keep providing them with assistance."



Applying film to outdoor double-sash windows



Each layer is sized to match and then applied to outdoor windows

### **Recovery assistance provided by everyone!**

#### **Shopping at the Minamisanriku Reconstruction Shopping Street**

Answering the voices of those at the Head Office who want to lend a hand, and in cooperation with Peace Winds Japan (the NPO that helped us hold laboratory classes in the wonders of chemistry in affected areas), we sold liquor and snacks available at Minamisanriku's Reconstruction Shopping Street at the Head Office's "Nagomi Salon" while sharing footage of everyone reflecting on these activities.

The volunteers who participated in the laboratory classes in the wonders of chemistry carefully selected and purchased various types of local liquor and snacks directly from Reconstruction Shopping Street stores. These items were then sold and all the proceeds were given back to those stores.



Volunteers carefully selecting Minamisanriku liquor and snacks

### **Installing solar street lights in affected areas**

In autumn 2013, Peace Winds Japan (the NPO with which we have been working together with to assist affected areas) sought our advice about installing a solar street light at each of Minamisanriku's six fishing ports in order to maintain safety and prevent crime when the fishing boats are out at sea. We proposed solar street lights made from materials produced by Mitsui Chemicals Tohcello, the installation of which was completed in April 2014.

Members of the fishing union were extremely pleased since the installation of solar street lights will help eliminate crime, including nighttime gasoline theft, which occurred because the fishing ports had been without street lights since the earthquake. By providing lights that will help fishermen safely return to port, especially in the case of an earthquake or other disaster, we have played a role in furthering the ongoing recovery of this community.



A solar street light installed at a Minamisanriku fishing port

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## Feedback from Inside and Outside the Company

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### Comments regarding our CSR Report 2013

Results of surveys regarding our CSR Report 2013

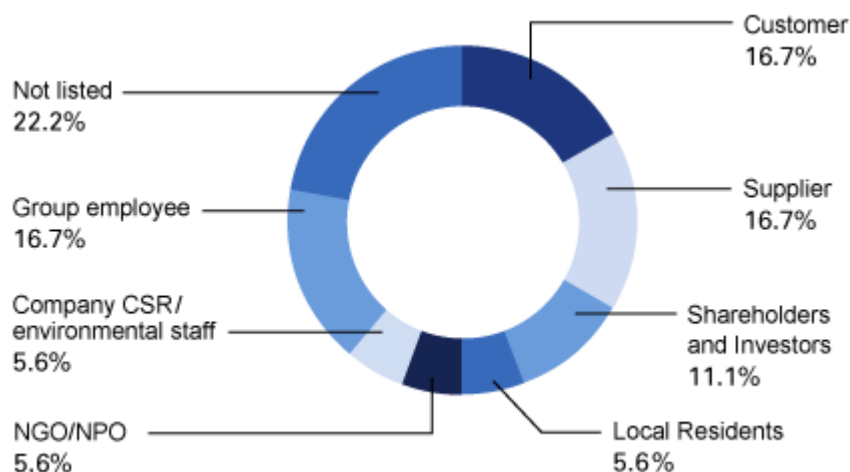
► [CSR Report 2013 Survey Results](#)

## Comments regarding our CSR Report 2013

The Mitsui Chemicals Group conducts surveys to obtain extensive feedback from those inside and outside the company, so that improvements can be made to activities and reports in the future. The results of surveys regarding the online version of our CSR Report are as follows. Thank you to those who took part.

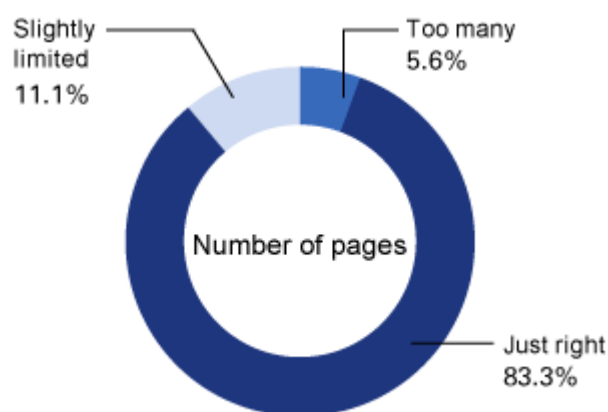
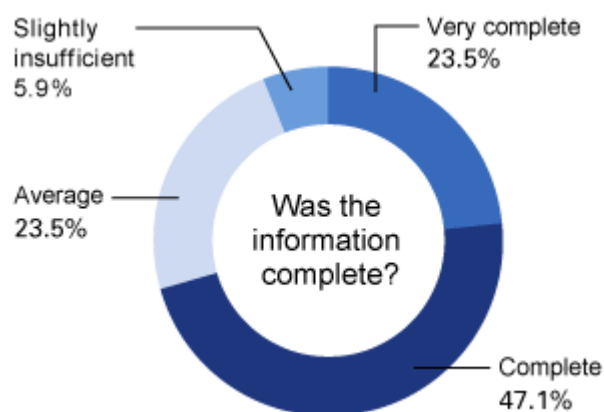
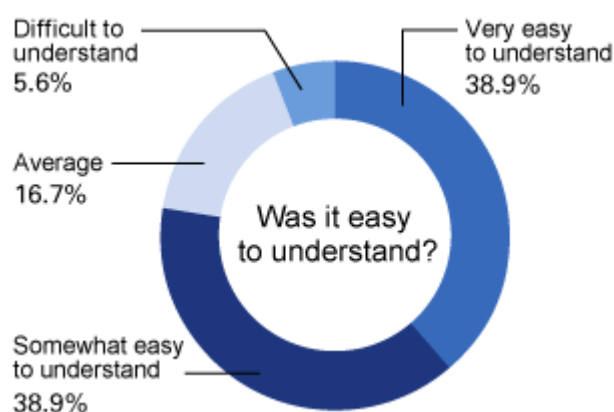
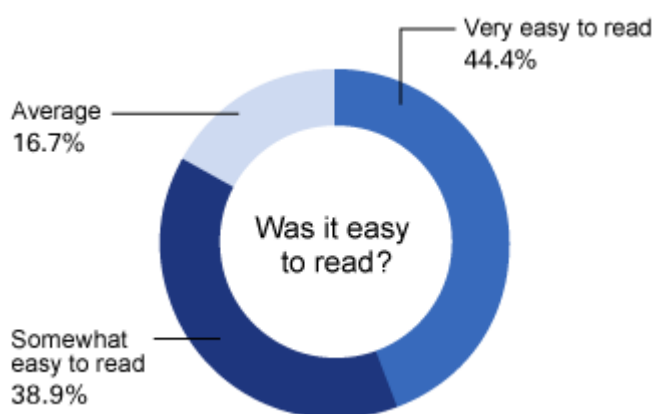
### CSR Report 2013 Survey Results

#### Q1: What is your relationship to Mitsui Chemicals?



\* Note: Percentages may not add up to 100% or the respective total due to rounding.

#### Q2: What did you think of the report?

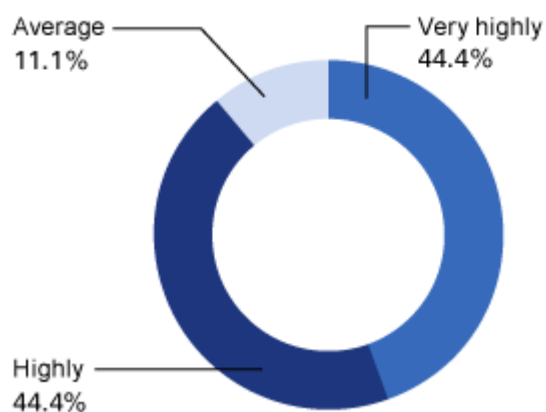


\* Note: Percentages may not add up to 100% or the respective total due to rounding.

**Q3: Which sections of the report did you find interesting? (multiple responses)**



**Q4: How would you rate the Mitsui Chemicals Group's CSR activities?**



\* Note: Percentages may not add up to 100% or the respective total due to rounding.

## Download CSR Reports

All CSR Communication, CSR Report and Responsible Care Report publications issued to date by the Mitsui Chemicals Group, whether online or in print, are available as PDF files or in digital book format.

We hope that publishing printed and online reports will encourage communication with all of our stakeholders and enable us to keep on expanding and improving our activities in the future. We hope you enjoy reading our reports.

### Digital Books

#### 2014

##### 【Online version】CSR Report 2014 PDF version



The contents of our CSR Report 2014, as featured on this website, are available in PDF format and can be downloaded in full or in individual sections.

▶ Full report (PDF : 4MB) 

▶ Individual sections

##### 【Printed version】CSR Communication 2014



The printed version of CSR Communication 2014 is also available in PDF format and can be downloaded in full.

▶ Full report (PDF : 3.9MB) 

▶ Digital book 

#### 2013



##### 【Online version】CSR Report 2013

Full report (PDF : 4MB)



##### 【Printed version】CSR Communication 2013

Full report (PDF : 3.9MB)



Digital book 

#### 2012



##### 【Online version】CSR Report 2012

Full report (PDF : 2.83MB)



#### 2011



##### 【Online version】CSR Report 2011

FY2011 online version (PDF : 2.56MB)



##### 【Printed version】CSR Communication

Full report (PDF : 7.59MB)



Digital book 





CSR Report 2010  
Full report (PDF :  
5.58MB)



CSR Report 2009  
Full report (PDF :  
4.78MB)



CSR Report 2008  
Full report (PDF :  
2.59MB)



CSR Report 2007  
Full report (PDF :  
1.62MB)



CSR Report 2006  
Full report (PDF :  
3.24MB)



CSR Report 2005  
Full report (PDF :  
1.77MB)

## Responsible Care Report

Please click below to view our RC reports regarding environment, safety, occupational health, and quality.



Responsible Care Report  
2004  
Full report (PDF :  
1.19MB)



Responsible Care Report  
2003  
Full report (PDF :  
1.34MB)



Responsible Care Report  
2002  
Full report (PDF :  
690KB)



Responsible Care Report  
2001  
Full report (PDF :  
950KB)



Responsible Care Report  
2000  
Full report (PDF :  
582KB)

## Online version - Individual sections -

[Top Page](#) (PDF : 329KB) 

[Message from the President](#) (PDF : 50.8KB) 

[CSR in the Mitsui Chemicals Group that Helps to Resolve Social Challenges](#) (PDF : 172.8KB) 

[Special Feature](#) (PDF : 405.5KB) 

[Safety Initiatives](#) (PDF : 415KB) 

[Tahara Solar-Wind™ Joint Project](#) (PDF : 108.3KB) 

[Main Products that Contribute to Sustainable Development of the Environment and Society](#) (PDF : 194.4KB) 

[CSR Management](#) (PDF : 18.16KB) 

[CSR in the Mitsui Chemicals Group](#) (PDF : 173KB) 

[Management Framework](#) (PDF : 177KB) 

[Communication with Society](#) (PDF : 23.4KB) 

[Respect for Human Rights](#) (PDF : 19.8KB) 

[Working with Our Customers](#) (PDF : 22.3KB) 

[Working with Our Suppliers](#) (PDF : 130.9KB) 

[Working with Our Shareholders and Investors](#) (PDF : 106.18KB) 

[Working with Our Employees](#) (PDF : 1.19MB) 

[Working with Industry, Government, and Academia](#) (PDF : 87.4KB) 

[Working with Local Communities](#) (PDF : 290.9KB) 

[Social Contribution Activities](#) (PDF : 730.8KB) 

[Disaster Recovery Support](#) (PDF : 122.7KB) 

[Feedback from Inside and Outside the Company](#) (PDF : 87.1KB) 

[Download CSR Reports](#) (PDF : 138KB) 

[About CSR Report 2014](#) (PDF : 47.2KB) 

[CSR Site Map](#) (PDF : 43.3KB) 

# About CSR Report 2014

**We produce comprehensive and detailed reports on the Mitsui Chemicals Group's CSR initiatives, taking advantage of the unique features of online media.**

## Editorial Policy

Since fiscal 2010, we have provided comprehensive and detailed content primarily via the online version of the Mitsui Chemicals Group's CSR Report. We also publish a printed version, which is intended to provide information that we particularly want to share with our stakeholders, rather than merely being an abridged version of the online report. We have once again edited our reports in line with this policy in fiscal 2014.

We produce CSR reports to maintain dialog with our stakeholders. Our reports highlight the Mitsui Chemicals Group's main CSR initiatives from three key perspectives (economy, environment and society), with a focus on social and environmental initiatives in particular. Please see our Annual Report for a more in-depth economic viewpoint.

 Investor Relations

### Online version

We post the full version of our CSR Report, which provides comprehensive and detailed content, on the Mitsui Chemicals Group website. As well as improving the contents of our reports in line with ISO 26000, we continue to edit our reports with the aim of making them more varied, readable, and accessible. We hope you will take the time to read about our wide-ranging CSR activities online.

### Printed version

The printed version of our CSR Report is more than just an abridged version of the online report. It is intended to provide specific information that we believe is of particular interest to stakeholders. In fiscal 2014, we highlight the Mitsui Chemicals Group's efforts to resolve many of society's issues mainly through its dental materials business in a special feature entitled "Realizing Health and Happiness in an Aging Society." At the same time, we introduce certain activities undertaken by subsidiaries and affiliated companies in Singapore that focus on the frontline capabilities that underpin business activities.

## Scope of the Report

### Coverage

Our 2014 report covers activities during fiscal 2013 (April 1, 2013 to March 31, 2014). It may also include data relating to more recent activities however, from April 2014 onwards.

### Scope of Compilation Data

Unless specifically indicated to include affiliates or subsidiaries, all data in this report refers to Mitsui Chemicals.

## Referenced Guidelines

- ISO26000
- Global Reporting Initiative(GRI) : 3.1 version\*
- Environmental Reporting Guideline 2012 (Ministry of the Environment)
- Environmental Accounting Guideline 2005 (Ministry of the Environment)

\* Translated text based on ESG Communication Forum version

## About the Main Visual

Mitsui Chemicals has used an artwork by an individual with a disability for the cover of its CSR Communication 2014 Report and the top page of this website. In depicting large numbers of people industriously engaging in the art of manufacturing through close-knit communication, this picture left a lasting impression. The idea expressed in this picture overlaps with the spirit in which the Company undertakes production.

- Able Art Company

Able Art Company serves as a conduit between artists with disabilities and commercial end users interested in incorporating their art into designs and products.

[http://www.ableartcom.jp/aboutusdb/about\\_eng.html](http://www.ableartcom.jp/aboutusdb/about_eng.html) 

<http://www.ableartcom.jp> 


- Artist : Naoko Niimi

The young girls depicted in this picture are drawn from the artist's imagination and from her many friends. Taking flight within an air of friendship, these young girls are engaging in the art of manufacturing in an industrious manner. Using every color in a set of colored pencils, the artist put together this magnificent artwork in two to three hours.


# CSR Site Map

The following is a full list of the contents of the CSR section of the Mitsui Chemicals Group website.  
Click on the links (Booklet P00) to view the relevant pages of CSR Communication 2014 in PDF format.



## ▶ Message from the President

- ▶ Message from the President    Booklet P4-5 (PDF: 161KB) 

## ▶ CSR in the Mitsui Chemicals Group that Helps to Resolve Social Challenges

- ▶ Mitsui Chemicals Group CSR Concept    Booklet P6-7 (PDF : 237.2KB) 
- ▶ Social Challenges that the Group Should Help to Resolve and Optimum Business Portfolio
- ▶ Toward the Realization of CSR

## ▶ Special Feature

- ▶ Special Feature
  - ▶ Special Feature 1 Realizing health and happiness in an ageing society (Healthcare)  
Booklet P10-13 (PDF: 515KB) 
  - ▶ Special Feature 2 Realizing industrial platforms that are in harmony with local communities (Basic Materials)  
Booklet P14-17 (PDF: 614.9KB) 

## ▶ Safety Initiatives

- ▶ Fundamental Safety Initiatives
- ▶ Initiatives at Iwakuni-Ohtake Works
- ▶ Introduction to Events on Safety Day

## ▶ Tahara Solar-Wind™ Joint Project

- ▶ Progress on Construction

## ▶ Main Products that Contribute to Sustainable Development of the Environment and Society

- ▶ Main Products that Contribute to Sustainable Development of the Environment and Society  
Booklet P8-9 (PDF: 463.9KB) 

## ▶ CSR management

- ▶ CSR in the Mitsui Chemicals Group
  - ▶ The aims of CSR
  - ▶ Three-Axis Management for the Creation of a “Good and Trustworthy Company”
  - ▶ Framework for the creation of a “good and trustworthy company”
  - ▶ Efforts to improve awareness and conduct as a “good and trustworthy company”
  - ▶ The Mitsui Chemicals Group's Core Values
  - ▶ Identifying Key CSR Challenges
  - ▶ Mitsui Chemicals' commitment to ISO 26000
- ▶ Management Framework
  - ▶ Goals and Results
  - ▶ Corporate Governance
  - ▶ Roles of Each Organization and the Status of Initiative Implementation
  - ▶ Internal Control
  - ▶ Risk Management Framework
  - ▶ Compliance Training

## ▶ Communication with Society

- ▶ Respect for Human Rights
  - ▶ Basic philosophy on human rights

- ▶ Working with Our Customers
  - ▶ In order to Satisfy Customers
  - ▶ Marketing “Meister” system
- ▶ Working with our Suppliers
  - ▶ Goals and Results
  - ▶ Purchasing Policy
  - ▶ CSR Procurement
- ▶ Working with Our Shareholders and Investors
  - ▶ Goals and Results
  - ▶ Disclosure of Information to Shareholders
  - ▶ Two-way communication with institutional investors and securities analysts
- ▶ Working with Our Employees
  - ▶ Goals and Results
  - ▶ Promoting and Utilizing Human Resources
  - ▶ Creating an Employee-Friendly Working Environment
  - ▶ Respect for Diversity and Individuality
  - ▶ Employee Health
  - ▶ Labor relations based on open dialog and mutual understanding
- ▶ Working with Industry, Government, and Academia
  - ▶ Goals and Results
  - ▶ Mitsui Chemicals Catalysis Science Award and Award of Encouragement
  - ▶ Promoting Joint Research Projects
- ▶ Working with Local Communities
  - ▶ Goals and Results
  - ▶ Dialog with Local Communities
  - ▶ Exchange with Local Communities
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- ▶ Social Contribution Activities
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  - ▶ Nurturing Future Generations
  - ▶ Environment Communication
  - ▶ Disaster Relief
  - ▶ Support for Employees' Social Contribution Activities
  - ▶ Support for Intellectual Property Education
- ▶ Disaster Recovery Support
  - ▶ Report on disaster recovery support following the Great East Japan Earthquake

## ▶ Feedback from Inside and Outside the Company

- ▶ Comments regarding our CSR Report 2013
  - ▶ Results of the Survey

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Full report (PDF : 1.34MB)  / Digital book 
- ▶ Responsible Care Report 2002  
Full report (PDF : 690KB)  / Digital book 
- ▶ Responsible Care Report 2001  
Full report (PDF : 950KB)  / Digital book 

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