

Corporate Mission and CSR Philosophy Essential Elements

CSR Report 2015

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Essential Elements

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Safety and Disaster Prevention

To create a corporate culture in which sustainable growth is achieved constantly regardless of changes in personnel or organizational form, and to ensure that such a culture permeates across the JSR Group, we established our Essential Elements and have been promoting them to be shared among the employees within the Group as common values so that each employee can act with responsibility and confidence. The Essential Elements consists of the Corporate Mission, the Management Policies, and the Course of Action.

Corporate Mission and CSR Philosophy

Integration of management and CSR creates benefits for both society and the JSR Group through its contribution to the development of a sustainable global environment and society. CSR is a key element of management. CSR is included as part of the management policies by clearly indicating that "responsibility to stakeholders" and our management consists of CSR as

an essential element.

Corporate Mission and CSR Philosophy

Integration of management and CSR creates benefits for both society and the JSR Group through its contribution to the development of a sustainable global environment and society.

Under the corporate mission "Materials Innovation - We create value through materials to enrich society, people and the environment," the JSR Group aims to build and maintain good relationship with all of our stakeholders and become an indispensable corporate citizen. We intend to resolve key social issues by integrating management and CSR as well as demonstrating our corporate mission with actual results.

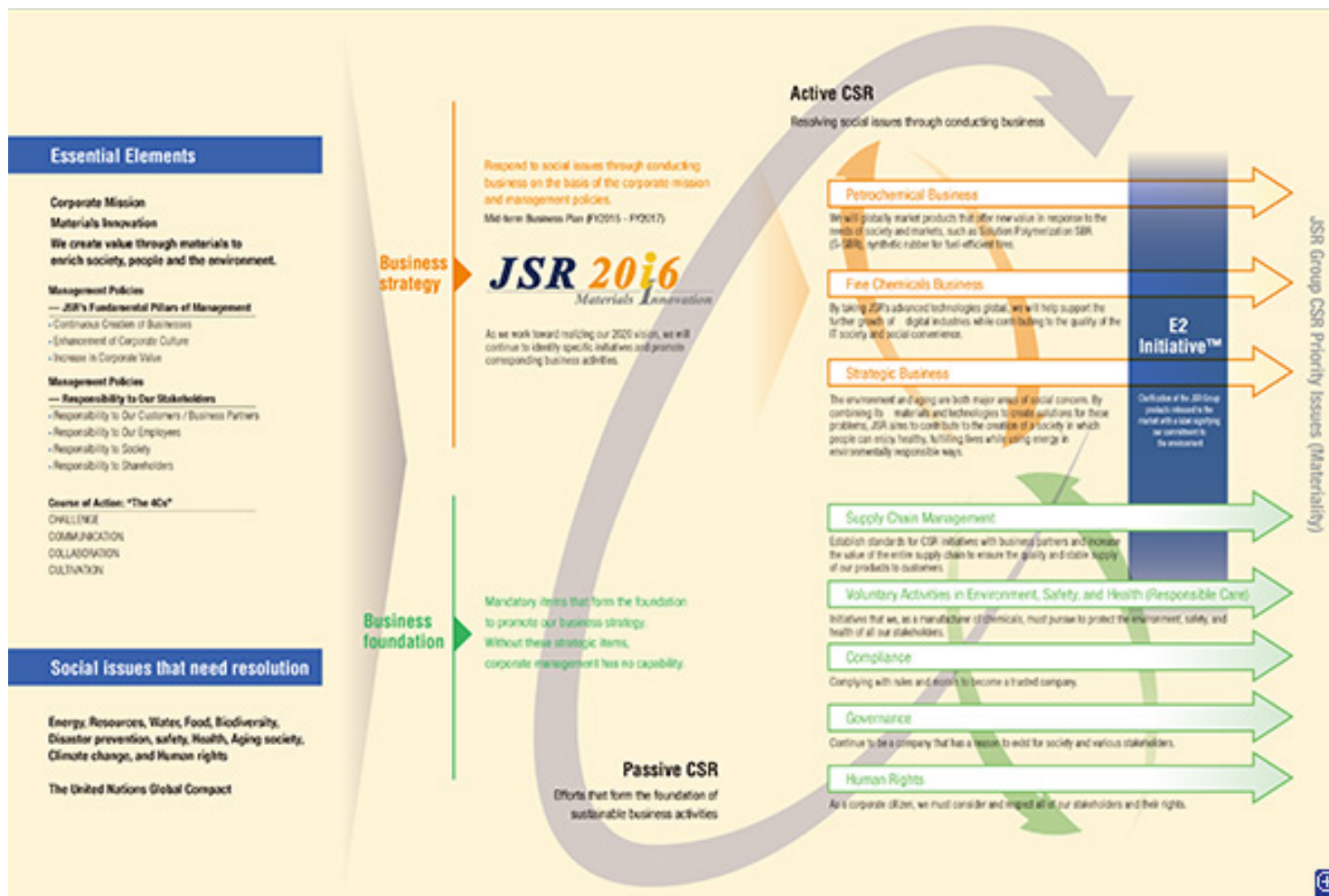
JSR Group CSR Priority Issues (Materiality)

Energy Saving, Resource Saving, and Climate Change Countermeasures →

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Sustainable Society where People Can Enjoy Health and Longevity →

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CSR Report

The scope of the JSR Group's business activities is in the process of shifting from a Japan-centric focus to a truly global focus. In order to carry out global business activities, we need to have a deeper understanding of worldwide issues and the problems faced by regions throughout the world.

On the other hand, these issues and problems can be turned into opportunities for new businesses. By actively seeking to identify these business opportunities, we are working to expand the scope of our business.

Corporate Mission

Materials Innovation

We create value through materials to enrich society, people and the environment.


The corporate mission of the JSR Group clearly identifies the company’s raison d’etre. By supplying materials that are indispensable to human societies, JSR aims to be trusted.


Management Policies—JSR's Fundamental Pillars of Management


Continuous Creation of Businesses


As society evolves, so does the demand for specialized materials and advanced products. JSR continuously evolves to anticipate and respond to changing marketing needs and, in doing so, achieves dynamic growth.

Evaluation by Outside Organizations >


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MS-SRI

Enhancement of Corporate Culture

As society evolves, so will our organization. JSR will build on its existing positive corporate culture to create an organization and management style with the vitality to keep evolving.

Increase in Corporate Value

JSR will position itself to increase our overall corporate value by creating businesses through materials with focuses on customer satisfaction and the fulfillment of employees.

Management Policies—Responsibility to Our Stakeholders

Responsibility to Our Customers / Business Partners

When interacting with our customers and business partners, the JSR Group will:

- Constantly evolve to meet the demand for new materials
 - Always strive to increase customer satisfaction
 - Act in good faith and maintain fair and equitable business relations
 - Continue to be socially and environmentally conscious throughout the supply chain
-

Responsibility to Our Employees

All employees should expect:

- To be evaluated and rewarded based on fair standards

- Continuous opportunities to grow by challenging themselves
- Acceptance of the diversity of fellow colleagues and to be provided a place where all employees can work together as a team

Responsibility to Society

All members of the JSR Group will honor our responsibility to both the local and global communities through:

- Responsible and respectful business practices (Responsible Care) that considers the environment and safety
- Support for environmental conservation by providing eco-friendly products
- Reduction of our environmental impact throughout the entire product lifecycle
- Active contribution to conserving biodiversity throughout its business activities and the entire product lifecycle

Responsibility to Shareholders

The JSR Group will maintain its responsibility to its shareholders by:

- Aiming to increase corporate value by creating business opportunities through materials
- Constantly enhancing its management efficiencies
- Inspiring trust by being highly transparent and conducting sound corporate management practices

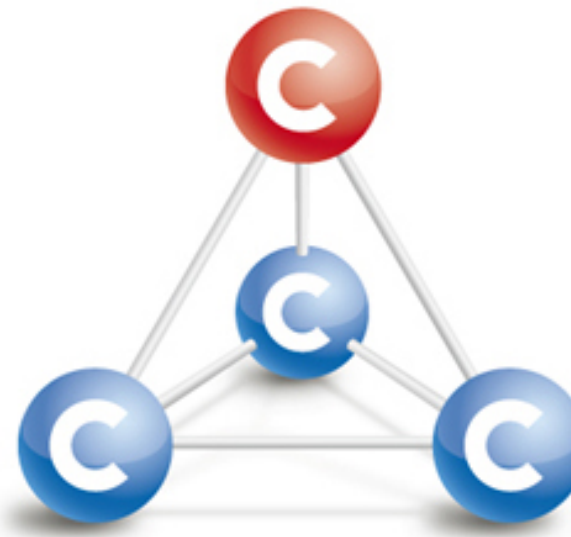
Course of Action: 4C

■ CHALLENGE

All employees of the JSR Group should share a common, global focus and desire to succeed. Employees should feel confident to autonomously take on new challenges, learning from successes while viewing setbacks as opportunities to learn, grow and improve.

■ COMMUNICATION

All employees should feel comfortable and confident maintaining open lines of bi-directional communication at all levels within the JSR Group. Employees should strive for organizational transparency through direct conversations as the best means of sharing value and achieving common goals, especially in the face of growth and diversification.



CHALLENGE
COMMUNICATION
COLLABORATION
CULTIVATION

■ COLLABORATION

Employees will work together in the spirit of cooperation, valuing common corporate goals over internal or departmental barriers. Employees will also be encouraged to actively collaborate with external resources and not be bound by conventional ideas.

■ CULTIVATION

All employees will cultivate an environment that supports bi-directional communication between managers and subordinates, and provides opportunities for them to develop together as individuals and as members of productive, supportive teams.

■ Activities to ensure penetration of Essential Elements across the Group

A dialogue is organized quarterly as an opportunity to discuss the Corporate Mission directly with the company's executives. In FY2015, a number of meetings were held between management and directors.

In each meeting, lively and frank exchanges of opinion took place regarding issues such as how their departments and their own work was creating value and contributing to society based on the Corporate Mission.

In addition to executive exchange meetings, various opportunities were offered to consider the Corporate

Mission during training courses for employees at all levels and employees participated in group



During training courses according to position

workshops.

Activities to ensure penetration of Corporate Mission are now in their 4th year. We will continue with activities designed to increase the level of familiarity with and improve understanding of the Corporate Mission.

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