

April 16th, 2021

Establishment of a group for promoting Diversity & Inclusion (D&I)

With the aim of continuing to evolve as a chemical company
by leveraging diverse human resources

On April 1, 2021, NIPPON SHOKUBAI CO., LTD. (Headquarter: Osaka, Japan, President: Yujiro Goto, hereinafter “Nippon Shokubai”) established a new D&I promotion group within its Human Resources Department. Clarifying the roles and responsibilities, we will further accelerate diversity and inclusion in the future.

It is an important management issue to create a corporate culture and system that promote the diversity in the workplace to lead to sustainable growth of individuals and organizations, towards making an innovation. In keeping with one of our management commitments, "We conduct all of our corporate activities based upon a deep respect for humanity," and one of our action guidelines, "We continue maintaining a sound work environment, respect the human rights of individuals, and do not commit any human rights violations, including discrimination.," we have fostered a corporate culture respectful of human rights that explicitly rejects engaging in any irrational form of discrimination or harassment based on birth, nationality, race, ethnicity, beliefs, religion, status, gender, age, sexual orientation and physical characteristics.

With regard to the empowerment of women, in 2019 we launched the project with the aim to promote women's active participation formed by a group of selected employees which has been active in identifying pressing issues and making recommendations to the president. In 2020, upon formulating a D&I promotion policy (* 1) and setting priority issues (* 2), we ensured that all employees were made aware of them with the help of a top message from the president. We are also implementing measures to tackle priority issues, such as conducting D&I management training for all officers and line managers with the aim of fostering a D&I mindset.

Additionally, we have set new goals (* 3) to promote the active participation of women and the taking of childcare leave on the part of male employees. In order to incorporate a diversity of opinions in the company's decision-making process, we will increase the hiring ratio of female employees, arrange for them to play an active role in various fields and place them in important positions including core (managerial) ones. As for improving the rate of male employees taking childcare leave, by increasing the number of employees who take advantage of childcare leave we aim to limit dependence on particular individuals and increase work efficiency, as well as promote the creation of a stronger and more functional organization. Furthermore, creating an

environment that makes it easy to take childcare leave will improve employee motivation and working conditions.

The D&I Promotion Group plays a central role to make the environment where all employees feel rewarded and satisfied with their job and play an active role in the company, and all Nippon Shokubai Group employees will realize our corporate mission of "TechnoAmenity-Providing affluence and comfort to people and society, with our unique technology."

*1) D&I Promotion Policy

- 1) We will create a working environment and culture where employees can work with diversity and mutual respect, and grow together.
- 2) Each employee, as a professional, will make every effort to show his or her individuality and ability, that will lead to innovation.
- 3) By enriching and balancing employee's work and life, each employee will improve his or her motivation and maximize their ability, thereby make great achievements.

* 2) Priority issues

Fostering a D&I mindset, promoting the further empowerment of employees, supporting work-life balance and the diversification of the corporate system

* 3) Goals

From our general business action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children and Act on the Promotion of Female Participation and Career Advancement in the Workplace

Plan implementation period: April 1, 2021 to March 31, 2025

Goal 1: "Increasing the hiring ratio of female employees in clerical and chemical position to 30% or more."

* Main target of clerical / chemical recruitment: graduates of technological colleges, junior colleges, and universities.

Goal 2: "Raising the percentage of female managers to 6% or more."

Goal 3: "Increasing the percentage of male employees taking childcare leave to 30% or more."

About NIPPON SHOKUBAI Co., Ltd.: Since 1941, Nippon Shokubai has grown up its business with unique catalyst technology. Nippon Shokubai has supplied, for example, ethylene oxide, acrylic acid, automobile catalysts, process catalysts and so on. Among all, our global market share of superabsorbent polymers is the largest in the world now. Nippon Shokubai is a global chemical company operating under its corporate mission "TechnoAmenity – Providing affluence and comfort to people and society, with our unique technology."

<https://www.shokubai.co.jp/en/>

【Contacts】

Corporate Communications Dept.,
NIPPON SHOKUBAI CO., LTD.

TEL: +81-3-3506-7605 E-mail: shokubai@n.shokubai.co.jp