# Hodogaya Chemical Group's Sustainability

## Basic approach

The Hodogaya Chemical Group takes its Management Philosophy, PURPOSE, and VISION as the foundation of its day-to-day activities and seeks to realize a sustainable planet and society. Based on the principle of balancing the pursuit of economic value with solutions to social issues and providing value to all stakeholders, the Group actively promotes sustainability initiatives.

## Sustainability policy

The Hodogaya Chemical Group aims to address social issues within its business areas while ensuring economic rationality. By promoting sustainability management in a manner suited to its scale and advancing it in a sustainable way, the Group seeks to enhance corporate value over the medium- to long-term and achieve sustainable growth.

As a comprehensive policy, we have established our Sustainability Policy, which sets forth our basic approach and related policies for addressing sustainability-related challenges from five perspectives, guiding us in pursuing initiatives with clear intent.

To advance these efforts, we have established the Sustainability Development Committee, chaired by the Executive Officer overseeing the Corporate Planning Department. Matters discussed by the Committee are regularly submitted to or reported to the Board of Directors and Management Committee for deliberation or reporting.

### Corporate Philosophy System




- Initiatives to protect and improve the global environment
- Risk management for natural disasters, etc.
- Establishment of fair and proper supply chains
- Human resource management to enhance job satisfaction
- Respect for human rights

### Sustainability Promotion Structure




Details on sustainability can be found on our website.
https://www.hodogaya.co.jp/english/csr/csr_management/