

Our Material Issues

Initiatives to Address Material Issues for Enhancing Corporate Value

By focusing on the initiatives to address the material issues for enhancing corporate value, we aim to evolve further in both the financial and nonfinancial fields.

—Continuing Contributions to Society—

TOK has its root in integrated thinking, which aims to make sure that all management resources and initiatives ultimately contribute to society. This is evident in the original management principles presented by the founder, Shigemasa Mukai, that we should contribute to society by raising the quality of our products and supplying goods with added value, while continuing efforts to enhance technology in a frank and open-minded business culture.

Based on this corporate DNA, we are working to develop and provide high value-added products that contribute to innovation, which we have identified as one of TOK's material issues, aiming to achieve the maximum potential of sustainable value creation capabilities.

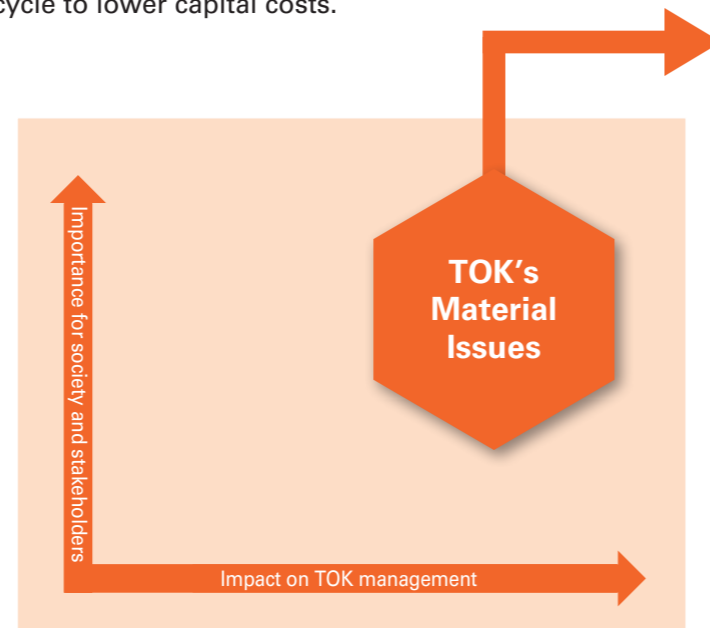
In addition, to create sustainable value in the innovative field of fine chemicals, we need to minimize risks in the areas of the environment, laws and regulations (chemical substance management), and human resources through governance. We therefore identified these themes as part of our material issues and continue to work through a PDCA cycle to lower capital costs.

Material Issues Identification/ Revision Process

Step 1
TOK selected the issues it needs to address to create sustainable value by taking into account the global frameworks of ISO 26000, GRI Standards, the International Integrated Reporting Framework, SDGs, and the Responsible Care Code of the Japan Chemical Industry Association.

Step 2
TOK evaluated selected issues to prioritize them from the two axes of *importance for society and stakeholders*, which took into account evaluation items by ESG survey organizations and day-to-day dialogs with stakeholders, and *importance to TOK management*, which considered the overall strategy of the medium-term plan and the strategies of each division, and identified the six most important items as proposed material issues.

Step 3
The main initiative was also set to go through the PDCA cycle for each material issue, approved by management, and identified as TOK's material issues.
Then, in 2020, the material issues and the key initiatives were partially revised in accordance with the revised TOK Vision 2030.



Sustainable enhancement of corporate value through shared value creation



Material issues for enhancing corporate value

Material issues	ESG fields	Key initiatives	Risks and opportunities	SDGs to which we contribute
Creation of new added value that contributes to innovation	Social (S)	Further improve customer satisfaction	<ul style="list-style-type: none"> Expand markets in all fields of innovative fields, legacy fields, front-end processes, and back-end processes of semiconductors Increase in needs for ultrahigh purification in semiconductor materials Intensifying global competition in the semiconductor industry and increased geopolitical risks 	
		Contribute to innovation and solving social issues	<ul style="list-style-type: none"> Expanding role of the semiconductor industry in solving social issues Expanding semiconductor market driven by development of the data economy, accompanied by growing geopolitical risks concerning conflict over data hegemony 	
Strengthen personnel capabilities		<ul style="list-style-type: none"> Global personnel development in conjunction with the increase in overseas sales ratio Intensifying competition for recruitment in semiconductor-related industries Pursuit for the level of happiness aligned with individual values 		
Diversity and inclusion		<ul style="list-style-type: none"> Increasing competitiveness through active participation by diverse personnel A growing number of ageing employees and using their "know-why" 		
Advancement of corporate governance	Governance (G)	Respect for human rights and fair working conditions	<ul style="list-style-type: none"> Creation of workplaces that follow the management principle of a frank and open-minded business culture to accommodate diverse work styles 	
		Strengthen the effectiveness of governance	<ul style="list-style-type: none"> Strengthening the oversight function of the Board of Directors, aimed at maintaining and improving the transparency and solidness of business management 	
		Compliance	<ul style="list-style-type: none"> Building a system to respond to revisions to laws and regulations in each country 	
Global environmental conservation	Environment (E)	Risk management	<ul style="list-style-type: none"> Flexible implementation of risk management system directly controlled by the president 	
		Promote environmental management	<ul style="list-style-type: none"> Expansion of energy-saving effects from advances in miniaturization of semiconductors Tighter global environmental regulations 	
		Address climate change issues toward decarbonization	<ul style="list-style-type: none"> Expansion of power semiconductor materials and equipment markets Cost increase due to spread of carbon pricing Cost increase due to greater sophistication of temperature management for cutting-edge products 	
		Promote resource recycling	<ul style="list-style-type: none"> Initiatives toward to realize a circular economy Increase in water stress due to global warming Increased interest in the marine plastics issue 	
		Preserve air, water, and soil environments	<ul style="list-style-type: none"> Further risk reduction due to clearing standards stricter than regulations 	
Chemical substance management		Preserve biodiversity	<ul style="list-style-type: none"> Risk reduction through initiatives addressing biodiversity and water resources as a single issue Increased risk of global biodiversity loss 	
		Precisely address laws and regulations	<ul style="list-style-type: none"> Increased product value by taking thorough action prior to legislation from before and during the early stages of material development Tighter chemical substance control regulations in major developed countries 	
Occupational health and safety/ Security and disaster prevention	Social (S)	Occupational health and safety/Reduction of risks posed by chemical substances	<ul style="list-style-type: none"> Further risk reduction through RBA audits and ISO 45001 certification 	

Material Issues/2020 Results & 2021 Issues and Goals

[Self-assessment of goal achievement]
 ○ Undertook, achieved results
 △ Undertook, but need to do more
 × Did not undertake or achieve yet

Material issues	ESG fields	Key initiatives	Issues and goals of FY 2020/12	Main achievements and progress in FY 2020/12	Evaluation	Issues and goals of FY 2021/12	Pages	SDGs to which we contribute
Creation of new added value that contributes to innovation	Social (S)	Further improve customer satisfaction	<ul style="list-style-type: none"> Rapidly and steadily work to develop a support structure rigorously focused on customer satisfaction along with R&D Through rigorous marketing, TOK will carefully identify and intensively and proactively address solutions that lead to the creation of new value for customers. 	<ul style="list-style-type: none"> Consolidated net sales: Increased by 14.4% year-on-year 	○	<ul style="list-style-type: none"> Rapidly and steadily work to develop a support structure rigorously focused on customer satisfaction along with R&D Through rigorous marketing, TOK will carefully identify and intensively and proactively address solutions that lead to the creation of new value for customers. 	P56-59 P64-71	
			<ul style="list-style-type: none"> Improve detection sensitivity for metal impurities that comply with customer development roadmaps 	<ul style="list-style-type: none"> Improve detection sensitivity for metal impurities that comply with customer development roadmaps 	○	<ul style="list-style-type: none"> Improve detection sensitivity for metal impurities that comply with customer development roadmaps 	P8 P65 P67	
		Contribute to innovation and resolutions to social issues	<ul style="list-style-type: none"> Ambitiously develop the technologies required by 5G, IoT and other innovations 	<ul style="list-style-type: none"> Increased total net sales of cutting-edge photoresists by 19.2% year-on-year 	○	<ul style="list-style-type: none"> Ambitiously develop the technologies required by 5G, IoT and other innovations 	P40-41 P56-59	
			<ul style="list-style-type: none"> Continue to develop and strengthen commercial viability of high-functional films, life science-related materials, and optical materials Expand cutting-edge materials development at the new R&D building Expand collaborative projects with other companies and groups 	<ul style="list-style-type: none"> Promoted development and commercialization of high-functional films for use in separators for lithium-ion storage batteries, optical materials for use in UV nanoimprint materials, and life science-related materials for use in biochip manufacturing materials and cell sequencing chips Commenced operations of new R&D building Number of collaborative projects promoted with other companies and groups: Increased by approx. 2% year on year 	○	<ul style="list-style-type: none"> Continue development and strengthen commercial viability of high-functional films, life science-related materials, and optical materials Expand cutting-edge materials development at the new R&D building Expand collaborative projects with other companies and groups 	P44-45 P58-59 P65-67	
Enhancement of personnel measures on a global basis	Social (S)	Strengthen personnel capabilities	<ul style="list-style-type: none"> Strengthen human resource development by introducing new training 	<ul style="list-style-type: none"> Implementing teaching and coaching training for section managers 	○	<ul style="list-style-type: none"> Implementing training for new managers and transferred employees 	P60-63	
			<ul style="list-style-type: none"> Continue promoting a good work-life balance 	<ul style="list-style-type: none"> Ratio of paid leave taken: 72.0%* Expanded the range of eligibility for childcare support systems (shorter working hours, childcare time, occupational rehabilitation system) (Previously: up to the child's fourth year of elementary school; now: up to the child's sixth year) Increased childcare leave taken (male employees: 1 in 2019 to 5 in 2020)* 	○	<ul style="list-style-type: none"> Continue promoting a good work-life balance Flex time expanded to more departments and work from home was introduced as an official system Hourly paid holiday system was introduced 	P60-63	
		Diversity and inclusion	<ul style="list-style-type: none"> Continue promotion of corporate activities that leverage diversity Promote personnel exchanges within the Group 	<ul style="list-style-type: none"> Ratio of non-Japanese employees: 24.2% Ratio of local hires in overseas management positions (consolidated basis): 53.8% Personnel exchange within the Group was limited due to the impact of COVID-19 	△	<ul style="list-style-type: none"> Continue promotion of corporate activities that leverage diversity Promote personnel exchanges within the Group 	P60-63 P78	
			<ul style="list-style-type: none"> Continue to promote women in the workplace 	<ul style="list-style-type: none"> Ratio of women in senior and middle management: 3.2%* Ratio of female new graduates hired: 38.5%* 	△	<ul style="list-style-type: none"> Continue to promote women in the workplace Career training featuring life stages was introduced 	P60-63 P78	
Advancement of corporate governance	Governance (G)	Strengthen the effectiveness of governance	<ul style="list-style-type: none"> Further develop details of the system Raise awareness and conduct training in preparation for introduction of new personnel system 	<ul style="list-style-type: none"> Further develop details of the system Introduction of the new system was postponed from 2021 to 2022 due to the impact of COVID-19 	△	<ul style="list-style-type: none"> New system was formulated in detail toward introduction in 2022 	P60-63	
			<ul style="list-style-type: none"> Implement training based on new themes Continue efforts to prevent harassment 	<ul style="list-style-type: none"> Conducted dialogs between managers and executives based on TOK Vision 2030 Efforts to implement human rights education including harassment prevention 	○	<ul style="list-style-type: none"> Continue efforts to prevent harassment Implement human rights education 	P60-63	
		Compliance	<ul style="list-style-type: none"> Confirm implementation status of new remuneration system Further enhance the nomination system and related issues Increase transparency of the Nomination and Compensation Advisory Committee Introduce a new remuneration system for directors Continue to thoroughly operate the PDCA cycle to improve the effectiveness of the Board of Directors (assess its effectiveness once a year) Set out authority for subsidiaries inside and outside Japan Enhance internal control functions 	<ul style="list-style-type: none"> Implemented and confirmed status of implementation of new remuneration system Management successor planning Conducted evaluation of the Board of Directors for the previous fiscal year and made improvements on identified issues Revised the content of the questionnaire for the Board of Directors evaluation Revised authority for subsidiaries inside and outside Japan 	○	<ul style="list-style-type: none"> Establish new remuneration system and formulate performance indicators concerning next medium-term plan Formulate skill matrix of directors Continue to thoroughly operate the PDCA cycle to improve the effectiveness of the Board of Directors (assess its effectiveness once a year) Enhance internal control functions Confirm the operating status after the revision of authorities 	P74-93	
			<ul style="list-style-type: none"> Continue to improve business processes Promote sharing of business operations through the Group and review organization roles Create systems for CSR entrenchment and RBA Code of Conduct compliance 	<ul style="list-style-type: none"> Established new import management function in GMS (Group Management System) Established monitoring system for amendments to laws Progress rate on issue resolution in operating processes: 98% Streamlined operations of the division in charge of CSR and received RBA audit at the Koriyama Plant 	○	<ul style="list-style-type: none"> Review the structure and operation of GMS Committee Visualize operations to achieve standardized and globally optimized operations in the Group 	P50-52 P78 P90-91	
Risk management	Governance (G)	Compliance	<ul style="list-style-type: none"> Continue activities to instill compliance 	<ul style="list-style-type: none"> Conducted compliance training Prepared the <i>Guide to Overseas Laws for Secondtees</i> Incorporated the Compliance Standards of Conduct into the CSR Policy 	○	<ul style="list-style-type: none"> Continue activities to instill compliance 	P90-91	
			<ul style="list-style-type: none"> Minimize legal risks Establish and implement legal and regulatory management systems 	<ul style="list-style-type: none"> Listed laws applicable to group businesses Revised group compliance rules Started formulating the list of applicable laws and the legal management procedures 	△	<ul style="list-style-type: none"> Formulate and disseminate the list of applicable laws and the legal management procedures 	P51 P90-91 P95	
		Risk management	<ul style="list-style-type: none"> Continue appropriate operation of internal reporting system Further enhance internal reporting system 	<ul style="list-style-type: none"> Three reports were received, for which solutions and recurrence prevention measures were explored and implemented consulting an expert (legal advisor) 	△	<ul style="list-style-type: none"> Continue appropriate operation of internal reporting system Further enhance and disseminate whistleblowing system 	P91	
			<ul style="list-style-type: none"> Work to reduce risks previously and newly identified in risk assessments 	<ul style="list-style-type: none"> Continued activities to reduce risks assessed as highly impacting on business continuity, such as the risk of flooding caused by torrential downpour or the risk of spread of COVID-19 infection 	○	<ul style="list-style-type: none"> Work to reduce risks previously and newly identified in risk assessments 	P91-96	
Risk management	Governance (G)	Risk management	<ul style="list-style-type: none"> Create a unified BCP for the Group to begin implementation in 2021 	<ul style="list-style-type: none"> Formulated BCP scenarios and restoration principles at the production sites of overseas subsidiaries 	△	<ul style="list-style-type: none"> Create a unified BCP for the Group to begin implementation in 2022 	P91-93	
			<ul style="list-style-type: none"> Continue to hold drills to increase awareness and aim to keep response rate high Conducted desktop drills 	<ul style="list-style-type: none"> Conducted drills to improve awareness of the safety confirmation system in the event of major natural disasters. Three company-wide drills held with high response rate maintained in all 	△	<ul style="list-style-type: none"> Continue to hold drills to increase awareness and aim to maintain a high response rate 	P91-93	
Risk management	Governance (G)	Risk management	<ul style="list-style-type: none"> Revised information security countermeasures and information management rules to align with work-style reforms and open innovation Promote effective utilization of information through digitalization Maintain and entrench information management standards 	<ul style="list-style-type: none"> Reviewed information security measures and information management rules for improvement Promoted shift to paperless practice and prepared the <i>Files and Folders Classification Guidebook</i> for the use of information Conducted information management training 	○	<ul style="list-style-type: none"> Promote effective utilization of information Review of cyber security measures Maintain and entrench information management standards 	P92-93	

* Tokyo Ohka Kogyo Co., Ltd. only

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Material issues	ESG fields	Key initiatives	Issues and goals of FY 2020/12	Achievements in FY 2020/12	Evaluation	Issues and goals of FY 2021/12	Pages	SDGs to which we contribute	
Global environmental conservation	Environment (E)	Promote environmental management	Develop and produce environmentally friendly products	<ul style="list-style-type: none"> Stably supply i-Line photoresists for power semiconductors Expand sales of equipment for power semiconductors 	<ul style="list-style-type: none"> Stably supply i-Line photoresists for power semiconductors Expand sales of equipment for power semiconductors 	○	<ul style="list-style-type: none"> Stably supply i-Line photoresists for power semiconductors Expand sales of equipment for power semiconductors 	P42-43 P66 P69-70	
			Eradicate environmental accidents that affect external parties	<ul style="list-style-type: none"> Number of environmental accidents: Severe accidents: Zero 	<ul style="list-style-type: none"> Number of environmental accidents: Severe accidents: Zero 	○	<ul style="list-style-type: none"> Number of environmental accidents: Severe accidents: Zero 	P104-105	
			Proactive response to new environmental regulations	<ul style="list-style-type: none"> Introduce electronic manifests at sites where they have not been introduced Examine the introduction of an integrated waste management system 	<ul style="list-style-type: none"> Continue to prepare for introducing electronic manifests Examine introduction of an integrated waste management system 	△	<ul style="list-style-type: none"> Introduce a comprehensive management system for environment-related data 	P102-103	
			Proactive disclosure of environmental information	<ul style="list-style-type: none"> Proactively disclosed information by publishing the <i>Integrated Report</i> and disclosed environmental information on website 	<ul style="list-style-type: none"> Proactively disclosed information by publishing the <i>Integrated Report</i> and disclosed environmental information on website 	○	<ul style="list-style-type: none"> Proactively disclosed information by publishing the <i>Integrated Report</i> and disclosed environmental information on website 	P12-13	
			Create an environmental ISO organization and systems	<ul style="list-style-type: none"> Examine methods for effective implementation of company-wide environmental management activities 	<ul style="list-style-type: none"> Identified risks and opportunities at each department to set company-wide targets 	○	<ul style="list-style-type: none"> Examine methods for effective implementation of company-wide environmental management activities 	-	
		Address climate change issues toward decarbonization	Improve energy-related CO ₂ emissions per base unit* [Medium-term target] Reduce energy-related CO ₂ emissions (per base unit) by 11 points by 2030 compared with 2019 (reduction of 1 point annually)	<ul style="list-style-type: none"> [New medium-term targets] FY 2020 only Reduce by 11 points compared with 2019 by 2030 * Reduction target values changed from FY 2020 Reduce energy-related CO₂ emissions (per base unit) by 1 point compared with 2019 in 2020 	<ul style="list-style-type: none"> Reduce energy-related CO₂ emissions (per base unit) by 11 point compared with 2019 in 2020 	○	<ul style="list-style-type: none"> [New medium-term targets] FY 2021 and after Reduce energy-related CO₂ emissions (per base unit) by 15 points compared with 2019 by 2030 	P98-99	
			Improve energy consumption per base unit* [Medium-term target] Reduce energy consumption (per base unit) by 11 points by 2030 compared with 2019 (reduction of 1 point annually)	<ul style="list-style-type: none"> [New medium-term targets] FY 2020 only Reduce by 11 points compared with 2019 by 2030 * Reduction target values changed from FY 2020 Reduce energy consumption (per base unit) by 1 point compared with 2019 in 2020 	<ul style="list-style-type: none"> Reduce energy consumption (per base unit) by 9 points compared with 2019 in 2020 	○	<ul style="list-style-type: none"> [New medium-term targets] FY 2021 and after Reduce energy consumption (per base unit) by 15 points compared with 2019 by 2030 	P98-99	
			Improve energy consumption per base unit in distribution*	<ul style="list-style-type: none"> Reduce energy consumption (per base unit) by at least 1 point year-on-year 	<ul style="list-style-type: none"> No change in energy consumption (per base unit) compared with 2019 in 2020 	△	<ul style="list-style-type: none"> Reduce energy consumption (per base unit) by at least 1 point year-on-year 	P98-99	
			Measures to prevent global warming at overseas manufacturing sites	<ul style="list-style-type: none"> Developed production activities from standpoint of energy conservation 	<ul style="list-style-type: none"> Developed production activities from standpoint of energy conservation 	○	<ul style="list-style-type: none"> Developed production activities from standpoint of energy conservation 	P99	
		Promote resource recycling	Initiatives to address water risk*	<ul style="list-style-type: none"> Propose and execute plans at each site Reduce by 13% compared with 2017 by 2030 Reduce by 3% compared with 2017 in 2020 	<ul style="list-style-type: none"> Propose and execute plans at each site Attained the target by reducing 8.3% vs. 2017* * Starting with the FY 2021 target, the base year was shifted from 2017 to 2019 for new activities <Reference> Increased by 1.2% vs. 2019 Installed water bars at the Sagami Operation Center to reduce flooding risks 	○	<ul style="list-style-type: none"> Reduce by 15% compared with 2019 by 2030 Continue measures against flooding risks 	P100-101	
			Reduce industrial waste* [Medium-term target] Reduce industrial waste (per base unit) by 5 points by 2020 compared with 2015 (reduction of 1 point annually)	<ul style="list-style-type: none"> Reduce industrial waste (per base unit) by 5 points compared with 2015 and by 1 point year-on-year Industrial waste disposed in landfills => less than 1% Achieve zero emissions 	<ul style="list-style-type: none"> Attained the target by reducing 11 points vs. 2015 The target left unattained because of increase by 15 points vs. previous year Industrial waste disposed in landfills => less than 1% Achieved zero emissions for a seventh consecutive year 	△	<ul style="list-style-type: none"> Reduce base unit by 15 points vs. 2019 by 2030 Industrial waste disposed in landfills => less than 1% Achieve zero emissions 	P102-103	
			Prevent Air, Water, and Soil Pollution	<ul style="list-style-type: none"> Incidents where operational thresholds are exceeded: None 	<ul style="list-style-type: none"> Operational thresholds were exceeded for a specified substance in groundwater at Sagami Operation Center 	×	<ul style="list-style-type: none"> Incidents where operational thresholds are exceeded: None 	P104-105	
		Countermeasures against ozone-depleting substances	<ul style="list-style-type: none"> Manage CFC leakage volume through proper management of equipment Examine introduction of non-CFC equipment when renewing facilities 	<ul style="list-style-type: none"> Manage CFC leakage volume through proper management of equipment Examine introduction of CFC-free equipment when renewing facilities 	○	<ul style="list-style-type: none"> Manage CFC leakage volume through proper management of equipment Examine introduction of non-CFC equipment when renewing facilities 			
		Preserve air, water, and soil environments	Comply with PRTR Law	<ul style="list-style-type: none"> Review factors for PRTR-regulated substance emissions and transportation volume 	<ul style="list-style-type: none"> Review factors for PRTR-regulated substance emissions and transportation volume 	○	<ul style="list-style-type: none"> Maintain compliance with PRTR Act 	P104-105	
			Preserve biodiversity	<ul style="list-style-type: none"> Improve awareness of biodiversity based on TOK Biodiversity Protection Declaration and encourage participation in related activities Implement ongoing employee training Continue activities to preserve forests 	<ul style="list-style-type: none"> Implemented CSR training for employees, as well as all directors, audit & supervisory board members, and officers (185 participants) Dispatched employees to participate in activities at the Kanagawa Trust Midori Foundation 	○	<ul style="list-style-type: none"> Implement ongoing employee training Continue activities to preserve forests 		
Chemical substance management	Precisely address laws and regulations	Carry out appropriate and reliable management of chemical substances	<ul style="list-style-type: none"> Maintain upstream management system Continue to strengthen and operate chemical substance management system 	<ul style="list-style-type: none"> Maintain upstream management system Supplier survey system has yet to be introduced Continue to strengthen and operate chemical substance management system Proceeded with the listing of legal requirements included in chemical substance import laws and customer requirements 	△	<ul style="list-style-type: none"> Establish chemical substance information management system Continue to strengthen and operate chemical substance management system 	P106-110		
		Properly Comply with PCB Special Measures Act	<ul style="list-style-type: none"> Examine creating a roadmap for disposing PCB waste (low concentration) by 2027 deadline 	<ul style="list-style-type: none"> Formulated a road map toward the completion of disposal 	○	<ul style="list-style-type: none"> Formulate and promote equipment renewal plan based on the road map toward the deadline of disposal of PCB waste (low concentration) in 2027 			
Occupational health and safety/ Security and disaster prevention	Social (S)	Occupational health and safety/Reduction of risks posed by chemical substances	Foster a safety culture	<ul style="list-style-type: none"> Established and improved occupational health and safety management systems Prepare to acquire ISO 45001 certification and to extend the scope of certification 	<ul style="list-style-type: none"> Acquired ISO 45001 certification at the Gotemba plant in June 2020 Conducted internal audit at sites where ISO 45001 certification is scheduled to be expanded in 2021, and established occupational health and safety management system 	○	<ul style="list-style-type: none"> Established and improved occupational health and safety management systems Prepare to acquire ISO 45001 certification and to extend the scope of certification (to complete acquisition at sites in Japan by 2023) 	P52 P109-110	
			Promotion of safety education and training, and disaster drills	<ul style="list-style-type: none"> Improve risk assessments (take action to clarify high-risk, high-severity operations and equipment and reduce the risks at each site) Continue implementation of internal guidelines for handling of highly corrosive chemical substances Confirm and improve handling status of chemical substances through internal and external audits 	<ul style="list-style-type: none"> Continued reduction activities for risks with high severity at each site. Also promoted risk assessment and hazard prediction activities for infrequent operations Established and started operation of internal standards for highly corrosive substances and poisonous/deleterious substances Improved the handling of chemical substances and antistatic measures and so on through ISO 45001 internal audit and external review 	○	<ul style="list-style-type: none"> Strengthen risk assessment and hazard prediction activities for infrequent operations Establish Lockout/Tagout (LOTO) rules 		
			Promotion of risk assessment activities in chemical substance handling work	<ul style="list-style-type: none"> Achieve zero workplace accidents 	<ul style="list-style-type: none"> Workplace accidents: 7 Achieved zero accidents resulting in lost workdays 	×	<ul style="list-style-type: none"> Achieve zero workplace accidents 		
			Zero workplace accidents*	<ul style="list-style-type: none"> Achieve zero workplace accidents 	<ul style="list-style-type: none"> Workplace accidents: 7 Achieved zero accidents resulting in lost workdays 	×	<ul style="list-style-type: none"> Achieve zero workplace accidents 		

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