Zeon Advanced Polymix Co., Ltd. (ZAP)

Company Profile

Business Description
Manufacture and sales of rubber compounds

Established in 1995 in Thailand, an increasingly important production hub for Japanese automakers, Zeon Advanced Polymix produces and supplies rubber compounds used in automotive parts and industrial products.

Location
Rayong Province (head office, plant), Bangkok (sales office), Thailand

No. of Employees
As of March 31, 2017: 462 (358 men, 104 women)
Hiring in FY 2016: 61 (50 men, 11 women)

Company Policy (Executive Message)

Policy established by the President
1. Ensure safety at workplaces
2. Achieve the sales volume and profit plan
3. Implement ongoing cycle of productivity improvements and cost reduction activities
4. Maintain and improve ISO activities
5. Commitment to CSR

We aim to be the top mass-production plant in Asia in terms of consistent quality and safety, where employees work with ambition and pride.

Safety Initiatives

Policy
Establish workplaces with zero occupational accidents (more than 4,000 consecutive days of zero accidents).

Specific Initiatives
1. Hold morning Safety Talks at all workplaces on a topic related to safety, health, or sanitation
2. Hold annual Safety Week events with participation by all employees as part of our educational activities
3. Employee participation in safety lectures
Environmental Impact Reductions

Policy
Continue to reduce our power consumption and waste.

Specific Initiatives
1. Reducing power consumption: Switching to inverter motors and LED lights, turning off unnecessary lights
2. Reducing waste: Compacting waste to reduce the volume to approximately one-sixth

Environmental Data

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<tbody>
<tr>
<td>Industrial waste</td>
<td></td>
<td></td>
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<tr>
<td>Amount generated before compacting (tons)</td>
<td>254</td>
<td>236</td>
<td>262</td>
<td>212</td>
<td>295</td>
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<tr>
<td>Amount sent to landfills (tons)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Water resource consumption (1,000 m³) (industrial water + groundwater + waterworks)</td>
<td>31</td>
<td>32</td>
<td>31</td>
<td>35</td>
<td>27</td>
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<tr>
<td>CO₂ emissions (tons)</td>
<td>6,220</td>
<td>7,270</td>
<td>6,090</td>
<td>5,690</td>
<td>6,360</td>
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<tr>
<td>Energy consumption (crude oil equivalent, kL)</td>
<td>2,807</td>
<td>3,277</td>
<td>2,948</td>
<td>2,705</td>
<td>3,023</td>
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Relationship with Employees

Policy
Aim to improve employee capabilities through education based on the education plan

Specific Initiatives
1. Grade-specific development plans
2. Timely on-the-job training
Relationship with the Local Community

Policy
Strive to coexist with the local community based on our CSR activities

Specific Initiatives
1. Donations to local schools, temples, hospitals, and public facilities
2. Invite local residents to health checkups at our company
3. Regular greetings to residents
4. Periodic tree-planting and blood donation activities
5. Monthly cleanup activities around the plant by all employees
6. Support for employees who wish to enter the priesthood
7. Conduct systematic CSR education and inform all employees of the CSR policy
8. Received the CSR-DIW Award from the Ministry of Industry of Thailand, participation by local residents, and maintaining employee health