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Zeon's CSR

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Zeon CSR Policy

At Zeon, we regard CSR activity as all activities undertaken in order to continue being “a company trusted and valued by society.” With each employee acting in awareness of CSR, we will thoroughly enact compliance and contribute to the global environment and sustainable development through corporate activities.

Corporate Philosophy

Corporate Philosophy (established April 1997)

“Zeon is contributing to the preservation of the Earth and the prosperity of the human race.”

In keeping with its name, which derives from the Greek words “geo” (the Earth) and “eon” (eternity), Zeon will contribute to the sustainable development of people, society and the global environment through innovative world-class technologies.

- We will encourage proactive action across the world, refine innovative technology, and continually create new products.
- As an indispensable and valuable corporate citizen, we will enhance our corporate value and meet the expectations of society.

Third Principle

- We will establish Corporate Governance with CSR management as a pillar
- All employees will act with thorough awareness of CSR and meet the public's expectations
- All employees will fulfill Zeon's CSR with enthusiasm
- We will pursue environmental preservation as well as safety and quality assurance through the participation of every individual and in every corporate activity.

CSR Policy

CSR Policy (established April 2010)

1. We will ensure compliance and meet society's needs for safety and security
2. We will contribute to sustainably developing society and protecting the global environment through our corporate activities
3. We will ensure that each and every Zeon person is aware of CSR and acts accordingly

CSR Code of Conduct

The CSR Code of Conduct specifies what kind of actions we should be working actively to implement, from the perspective of meeting society's expectations (the CSR Code of Conduct was revised in January 2018).

Each principle is further defined as follows.

First Principle

- We will comply with laws and regulations, firmly uphold the values and ethics required of a corporate member of society, and cause no distress to society
- We will undertake enterprise-wide environment and safety initiatives to prevent accidents and provide a sense of security to our employees as well as our local communities
- We will thoroughly address quality and product liability issues to avoid impairing the safety and security of society

Second Principle

- We will contribute to the realization of sustainable development and protect the global environment through our core business

CSR Code of Conduct

<http://www.zeon.co.jp/content/000257956.pdf>

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CSR Management

At Zeon, we regard CSR activities as all activities undertaken to continue being “a company trusted and valued by society.” In April 2010, we established the Zeon CSR Policy and the more specific CSR Code of Conduct. In January 2011, we established our current CSR Management Framework. In January 2018, Zeon's CSR Code of Conduct was revised to reflect the impact of globalization, etc.

CSR Management Framework

The CSR Management Framework comprises the CSR Conference and eight committees.

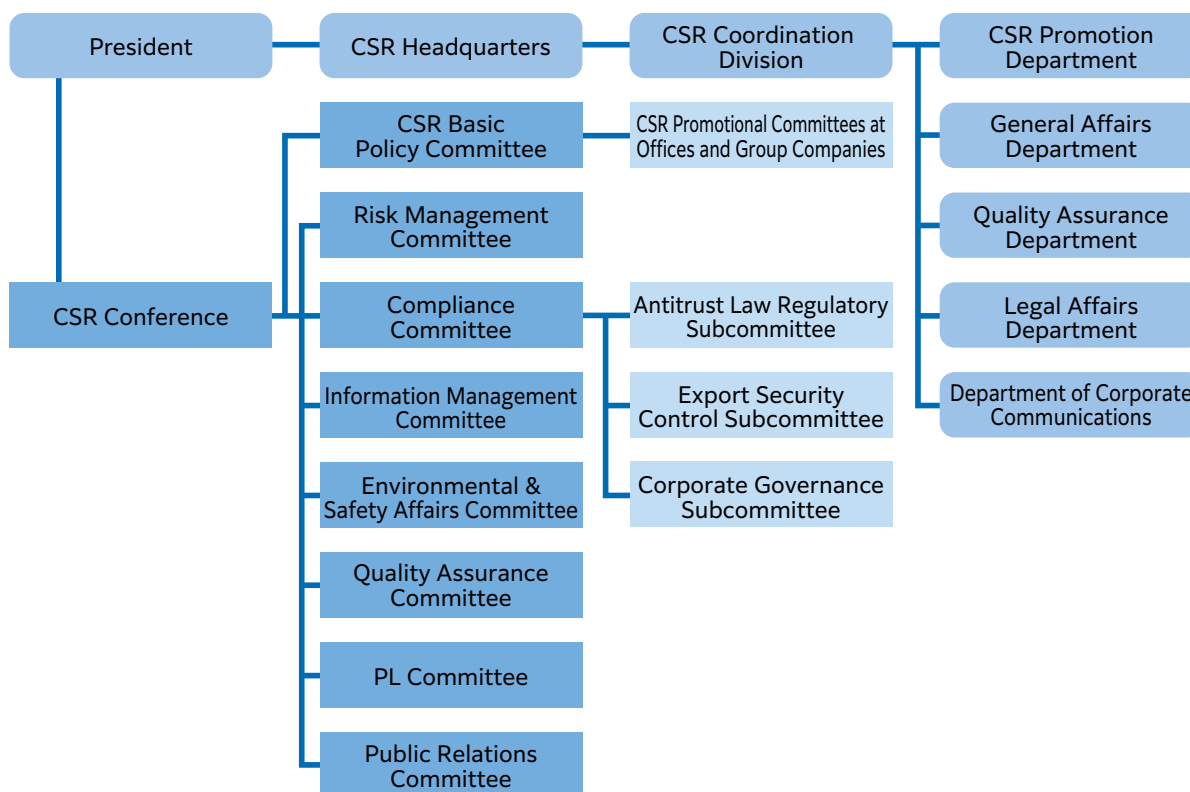
Chaired by the President and held six times a year, the CSR Conference is the chief decision-making body on matters relating to CSR.

The CSR Conference is held to review and finalize committee activities, initiatives, and annual activity plans,

and to give necessary instruction based on progress reports.

The committees report to the CSR Conference and advance CSR activities in their specific areas. The eight committees are the CSR Basic Policy Committee, the Risk Management Committee, the Compliance Committee, the Information Management Committee, the Environmental and Safety Affairs Committee, the Quality Assurance Committee, the PL Committee, and the Public Relations Committee.

Zeon's CSR Management Framework



CSR Basic Policy Committee

Purpose of establishment: To enhance CSR activities

The CSR Basic Policy Committee provides guidance and support for the activities of the CSR Promotional Committees at six Zeon locations and nine Group companies in Japan. The Committee also defines the standards for responding to community requests for support and established a framework for supporting social contributions.

Social contribution projects (CSR Core Projects) have been carried out since FY 2012.

- Support for reconstruction of areas affected by the Great East Japan Earthquake
- “Chemistry Classrooms,” where we communicate the appeal of chemistry to children

Risk Management Committee

Purpose of establishment: To manage business continuity risks

The committee is responsible for systematically preventing potential risks and managing risks that emerge. It also aims to provide disciplined response to minimize loss in the event that a crisis does occur.

For details on its activities, see Risk Management. (→ P. 20)

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Compliance Committee

Purpose of establishment: To prevent violations of laws and regulations

The Compliance Committee is responsible for creating compliance education and training programs to be implemented by managing business divisions. The Compliance Committee has the following three subcommittees.

For more information about its activities, see Compliance. (→P. 51)

Antitrust Law Regulatory Subcommittee

Established to prevent violations of antitrust law by officers and employees of Zeon Group and to engage in free and fair competition among businesses. Meetings are held as required.

Export Security Control Subcommittee

Established to ensure appropriate export and domestic sales practices through compliance with Japan's Foreign Exchange and Foreign Trade Act and related laws in regard to products sold and technologies licensed or provided by Zeon. Meetings are held as required.

Corporate Governance Subcommittee

Established to exercise internal control over financial reporting by Zeon Group. Meetings are held as required.

Information Management Committee

Purpose of establishment: Appropriate management of information

Planning, implementation status management, and formulation of proposals for improvement, in regard to the appropriate management of information.

Environmental and Safety Affairs Committee

Purpose of establishment: Activities related to the environment and safety

The Environmental and Safety Affairs Committee plans and proposes specific environmental and safety initiatives and monitors the progress of addressing environmental and safety issues.

For more information about its activities, see Environment (→P. 21) and Occupational Safety. (→P. 47)

Quality Assurance Committee

Purpose of establishment: Support quality assurance

The Quality Assurance Committee reviews quality assurance activities and their implementation, and examines and takes action to improve issues related to quality assurance.

For more information about its activities, see Quality Assurance. (→P. 55)

PL Committee

Purpose of establishment: Activities related to product liability

Formulates plans for product liability related prevention activities and training, and monitors the implementation of emergency response measures.

For more information about its activities, see Quality Assurance. (→P. 55)

Public Relations Committee

Purpose of establishment: Effectively communicate information about Zeon

The Public Relations Committee aims to enhance Zeon's profile and image through accurate communication of our corporate philosophy, approaches, and activities. The Committee also ensures timely and appropriate disclosure of information by Zeon Group.

For more information about its activities, see Fair and Appropriate Information Disclosure. (→P. 53)

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Timeline of CSR Initiatives

CSR Activities

- 1995: Joined the Japan Responsible Care Council and declared our commitment to Responsible Care
Established Zeon's Responsible Care Policy
- 1996: Revised the group-wide safety management system and established the Plant Technology Audit System
- 1997: Established the Safety Philosophy
Held the first Zeon Safety Month and the All-Zeon Safety Conference (subsequently held each year in April)
Established the Code of Conduct (Zeon's Seven Articles)
- 1998: Established the Responsible Care Policy
- 1999: Established the Risk Management Rules
- 2000: Published the first Responsible Care Activity Report (1999 edition)
- 2001: Established the Environmental Philosophy
- 2003: Amended the Risk Management Rules and renamed them as the Risk Management and Compliance Rules
Established Zeon's Seven Articles Code of Conduct
- 2004: Established the Internal Reporting System
Published the Compliance Textbook I
- 2005: Published an English version of the Responsible Care Activity Report
Conducted third-party verification for the Responsible Care Activity Report
Published the Compliance Textbook II (Q&A Edition)
- 2006: Switched from publishing the Responsible Care Activity Report to publishing the CSR Report
- 2008: Published the Compliance Textbook I (Revised Edition)
- 2009: Signed the Responsible Care Global Charter
- 2010: Established the CSR Policy and CSR Code of Conduct
Published the Compliance Textbook (Q&A Edition)
Revised the CSR Implementation System and established a new System
Published the CSR Textbook
- 2011: Began using the CSR Matrix
- 2012: Started the CSR Core Projects (comprehensive Zeon social contributions package)
- 2013: Switched from publishing the CSR Report to publishing the Corporate Report
- 2017: Revised the CSR Matrix based on ISO 26000
Along with publishing the Corporate Report, also published a PDF version of the CSR Report on the corporate website
- 2018: Revised the CSR Code of Conduct
- 2019: Became a signatory to the United Nations Global Compact
Established the Human Rights Policy
- 2020: Expressed its support for the TCFD

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CSR Implementation Plan

CSR Matrix

Based on the CSR Matrix used since 2011, we have established our goals for 2020 in each area and have worked to address CSR issues as a group.

In 2017, we revised the CSR Matrix based on ISO 26000. We have defined our areas of activity in light of current social circumstances, and have incorporated related initiatives into our new mid-term management plan that started in 2017. We are also looking at how we can contribute to the United Nations' Sustainable Development Goals (SDGs) as we incorporate CSR into our business activities.

1. Corporate Governance: Decision-making as an organization

Correlation with SDGs: Goal 16 (Peace, Justice and Strong Institutions) and Goal 17 (Partnerships for the Goals)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
Decision-making with accountability and transparency <ul style="list-style-type: none"> Organizational decision-making is conducted appropriately based on internal regulations Business divisions carry out their operations using the PDCA cycle based on policies The process of decision-making takes into consideration social and environmental impacts 	<ul style="list-style-type: none"> △ Operations address corporate governance (details of results below) • Zeon Corporation's Basic Policy on Corporate Governance (Japanese Only) http://www.zeon.co.jp/content/200281514.pdf • Corporate Governance Report (Japanese Only) http://www.zeon.co.jp/content/200324423.pdf 	<ol style="list-style-type: none"> Continue implementing our CSR framework, and periodically revise its operations based on society's expectations
Ensuring corporate governance <ul style="list-style-type: none"> Corporate governance functions effectively and reasonably Risk management Established a global crisis management structure Business continuity Independent business continuity management (BCM) activities (establishing a BCM system, periodically revising BCM through drills and other means, etc.) are conducted throughout the Zeon Group, and have become established and reinforced 	<ul style="list-style-type: none"> △ Report corporate governance reports (status of system for ensuring appropriateness of business affairs) △ Regularly revise risks using the risk table and evaluate risks across the Zeon Group (Japan/global) △ Operate an internal reporting system ■ Establish business continuity management (BCM) △ Create and periodically revise various business continuity plans (group-wide BCP, division BCP, raw materials procurement BCP, etc.) 	<ol style="list-style-type: none"> Improve internal control level at Zeon Group companies Evaluate the risk table and give guidance for improvements at divisions and Group companies, and horizontally implement successful cases Consider business risks broadly and manage them in view of demands and society's expectations. Promote actions in consideration of the TCFD's long-term view of climate change risks Update the BCP together with revising risks

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2. Human Rights: Protect basic rights granted to all people

Correlation with SDGs: Goal 1 (No Poverty), Goal 2 (Zero Hunger), Goal 3 (Good Health and Well-being), Goal 5 (Gender Equality), and Goal 10 (Reduced Inequalities)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
<p>Sharing respect for human rights within Zeon Group and in the supply chain</p> <ul style="list-style-type: none"> The section on respect for the Zeon Group Human Rights Policy has been shared with all Zeon Group companies and Zeon Group business partners, and compliance with the prohibitions on child labor and forced labor are confirmed 	<ul style="list-style-type: none"> ■ Become signatory to the United Nations Global Compact ■ Establish the Zeon Group Human Rights Policy △ Continue conducting CSR education including holding CSR informational sessions and confirming understanding through e-learning 	<ol style="list-style-type: none"> Promote activities aligned with the Ten Principles of the UN Global Compact and the Zeon Group Human Rights Policy throughout Zeon Group

3. Labor Practices

Based on Japanese law and international standards, fulfill not only our minimum obligations but also establish better work environments and systems for organizations and employees

Correlation with SDGs: Goal 3 (Good Health and Well-being), Goal 4 (Quality Education), Goal 5 (Gender Equality), and Goal 8 (Decent Work and Economic Growth)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
<p>Balancing individuals' work and private life</p> <ul style="list-style-type: none"> Balance is achieved between individuals' work and personal life. Create workplace environments in which people are motivated to perform by promoting diversity, implementing fair hiring and personnel systems, and encouraging dialogue 	<ul style="list-style-type: none"> ■ Introduce flex-time systems ■ Advancement of measures to support raising the next generation ■ Childcare support systems (shortened working hours, overtime restrictions and exemptions, sick care leave, working daycare hours, etc.) △ Return-to-work program for employees taking childcare and caregiving leave △ Active hiring of women, non-Japanese employees △ Implementation of employment for people with disabilities △ Support for employee skills and career development △ Initiatives for harassment prevention △ MD Committee activities by women members <p>FY 2019 results Percentage of employees with disabilities: 2.01%</p>	<ol style="list-style-type: none"> Further pursue dynamic work styles Create an environment that encourages taking of child and family care leave Introduce a work-from-home system Promote diversity-oriented management <ul style="list-style-type: none"> Further expand employment not tied to gender, nationality, race, age, disability, or other attribute Appoint more women employees to higher positions Initiatives to prevent harassment and improve communication competence Advance employment of older persons Develop an educational system and expanded curriculum
<p>Promise of feelings of reward, safety, and security at work</p> <ul style="list-style-type: none"> Health management <ul style="list-style-type: none"> Place priority on individuals' physical and mental well-being, and support improved health Disaster prevention <ul style="list-style-type: none"> All worksites have earned public trust by maintaining a safety record of zero incidents and accidents Safety education 	<ul style="list-style-type: none"> Health management <ul style="list-style-type: none"> △ Promotion of health management Ensure labor hours management to prevent excessive work Provide guidance on improving lifestyle habits and stress checks Disaster prevention <ul style="list-style-type: none"> △ Conduct emergency drills and other initiatives such as concluding disaster cooperation agreements △ Implement the Safety Management Improvement Master Plan 	<ul style="list-style-type: none"> Health management <ol style="list-style-type: none"> Further promotion of health and productivity management (Continue to be selected as a White 500 company, enhance mental health education, implement further health promotion initiatives) Disaster prevention <ol style="list-style-type: none"> Implement four safety activities conducted throughout Zeon Group in the supply chain

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	<p>△ Fully implement deterioration countermeasures and identify foolproof measures, and horizontally implement measures arising from cases of accidents at other companies and plants</p> <p>△ Eliminate safety incidents: Regularly conduct plant safety evaluations and audits</p> <ul style="list-style-type: none"> • Safety education <p>△ Provide education to enhance accident prevention awareness, including education using accident case studies and hands-on training</p> <p>△ Promote the 5S's→3S's</p> <p>FY 2019 results</p> <ul style="list-style-type: none"> ● Plant safety evaluations conducted 100% ● Implement RC audits conducted (once/year or more for all 4 plants) ● Eliminate safety incidents: 6 safety incidents ● Eliminate occupational accidents: 2 occupational accidents resulting in lost work time ● Zero serious accidents without lost work time ● Improve safety in logistics: 0 accidents in logistics 	<ul style="list-style-type: none"> • Safety education <p>1. Implement the safety education and 3S's conducted throughout Zeon Group in the supply chain</p>

4. Environment: The organization takes responsibility for the environment, and promotes preventive measures

Correlation with SDGs: Goal 6 (Clean Water and Sanitation), Goal 7 (Affordable and Clean Energy), Goal 9 (Industry, Innovation and Infrastructure), Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), Goal 14 (Life Below Water), and Goal 15 (Life on Land)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
<p>Further improving how society sees us by reducing our environmental impact and promoting energy conservation</p>	<p>△ Reduce emissions of hazardous substances, reduce impacts on atmospheric and water environments, and conduct PRTR activities</p> <p>△ Improve energy conservation in Responsible Care audits, the Safety Management System, the Environment Management System based on ISO 14001, and the Energy Conservation Implementation Committee</p> <p>△ Develop and launch products that contribute to reducing environmental impacts and conserving energy (including S-SBR for fuel-efficient tires, low-temperature fixing toners, cleaning solvents and etching gases with zero ozone depletion potential, and binders for lithium-ion rechargeable batteries)</p> <p>△ Green procurement activities (check whether substances contain banned substances and substances that are regulated by laws and regulations and the RoHS Directive, etc.)</p> <p>FY 2019 results</p> <ul style="list-style-type: none"> ● Zero environmental incidents ● Reducing environmental impacts <ul style="list-style-type: none"> • Per-unit energy consumption: -15% over the previous fiscal year -32% compared with FY 1990 (annual average of -1.1%) • Per-unit CO₂ emissions: -1% over the previous fiscal year -42% compared with FY 1990 (annual average of -2.2%) 	<ol style="list-style-type: none"> 1. Implement activities group-wide to reduce environmental load 2. Conduct environmental management using the multiple systems noted on the left 3. Research and development that address environmental issues faced by society 4. Examine the sustainability of resource procurement including oil and water

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Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
Climate change mitigation and adaptation	△ Respond to the CDP and improve response to raise CDP evaluation	1. Set environmental impact reduction targets based on scenario analysis in the TCFD response, and take actions to realize the targets

5. Fair Operating Practices: Ethical organizational conduct in interactions with other organizations

Correlation with SDGs: Goal 10 (Reduced Inequalities), and Goal 16 (Peace, Justice and Strong Institutions)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
Ensuring compliance and ethical corporate activities <ul style="list-style-type: none"> Compliance awareness is established, various laws, regulations, agreements, and company rules are complied with, and Zeon acts ethically and within the bounds of social norms Information is disclosed quickly and appropriately, and market value has increased (Including negative information regarding business conditions, CSR, risks, etc.) Appropriately manage confidential information including trade secrets and personal information Select business partners based on the CSR Procurement Guidelines and periodically confirm the Guidelines' status of implementation Promoting understanding on the handling of intellectual property rights (including trade secrets) The system of monitoring other companies' intellectual property rights to prevent violations is functioning properly 	<ul style="list-style-type: none"> △ Enact and implement the Management Rule of Insider Trading and Timely Disclosure △ Comply with internal regulations including the Export Security Control Rules △ Appropriately implement regulations to comply with the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (Antimonopoly Act) △ Compliance with the Subcontract Act and the Act for Securing the Proper Operation of Worker Dispatching Undertakings (prevention of falsified contracts) △ Build a system that prohibits bribes △ Conduct CSR education including holding CSR informational sessions and legal compliance inspections △ Hold lectures on legal and regulatory compliance and conduct legal compliance inspections △ Promptly disclose information (websites, briefings) △ Operation of information management systems △ Purchasing following the CSR Procurement Guidelines ■ Institute regulations on intellectual property rights and intellectual property management △ Hold meetings on countermeasures for other companies' patents and patent risk audits as appropriate 	<ol style="list-style-type: none"> Ongoing compliance education Support the establishment of compliance systems at Zeon Group companies outside Japan (develop in the supply chain) Shift from compliance to sustainability with focus on the SDGs (promote understanding among management and establish among employees) To enhance the corporate brand and value <ul style="list-style-type: none"> Improve the website (IR, CSR information) Strengthen the information communications structure (PR) Communicate information responsive to ESG investing (including CDP) Raise compliance awareness in the supply chain by continuing to conduct the CSR procurement questionnaire

6. Consumer Issues: Not causing harm to consumers, and not causing consumers to have harmful effects on society

Correlation with SDGs: Goal 9 (Industry, Innovation and Infrastructure), and Goal 12 (Responsible Consumption and Production)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
First-rate global quality and cost competitiveness Protecting consumer's health and safety	<ul style="list-style-type: none"> △ Have a quality management system based on ISO 9001 △ Manage quality assurance risks (product liability lawsuits, supply obligations, product recalls, and credibility loss due to rumors) △ Measure customer satisfaction (CS) to understand the current satisfaction level, set targets, and promote improvements 	<ol style="list-style-type: none"> To maintain and expand conditions where Zeon products are chosen <ul style="list-style-type: none"> Build systems to prevent defective products from leaving Zeon, create corporate quality trusted by customers, and improve customer satisfaction Develop initiatives for chemical substance regulations Develop Zeon's quality management system at Zeon Group companies outside Japan and at outsourcing partners

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7. Community Involvement and Community Development

Involvement in and contribution to the community in various forms, from dialogue with local residents to improvement of education and culture in the community and local employment creation

Correlation with SDGs: Goal 4 (Quality Education), Goal 9 (Industry, Innovation and Infrastructure), Goal 11 (Sustainable Cities and Communities), and Goal 17 (Partnerships for the Goals)



Enterprise Blueprint for 2020 To meet the expectations of society	Details of current activities (■: Completed, △: Ongoing)	Future initiatives and targets
Active promotion of volunteer activities	<ul style="list-style-type: none"> △ Volunteer tour supporting reconstruction of the Tohoku region △ Upgrade and enhance the system for promoting volunteer activities (Volunteer leave system) △ Introduce volunteer activities and promote and support participation in them (volunteering to support reconstruction from earthquakes, etc.) △ Donations and charity activities (Japan Platform, Red Cross, etc.) 	<ol style="list-style-type: none"> 1. Raise employee awareness for social contributions <ul style="list-style-type: none"> • Conduct CSR education including CSR informational sessions • Establish a social contribution policy for the entire Zeon Group (e.g., on water) 2. Create a system to support volunteering (volunteer registration system, etc.) 3. Find opportunities for social contributions from exchanges with local councils of social welfare, nongovernmental organizations, and nonprofit organizations
Building positive relations through activities to foster coexistence with local communities	<ul style="list-style-type: none"> △ Develop CSR Core Projects (social contribution activities by Group as a whole, among locations, and at individual worksites) △ Maintain good community relations and have community exchanges <ul style="list-style-type: none"> • Sponsor and participate in community festivals and events including summer festivals at plants • Community cleanup activities • Plant tours (receive plant visitors, internships) 	<ol style="list-style-type: none"> 1. Develop the CSR Core Projects based on a defined Zeon Group activity policy Review social contribution activities (Whether to revise the recipients or the targets, and in the case of the targets, revise from the viewpoint of contributing to the 17 SDGs) 2. Maintain and expand exchanges with local communities 3. Through dialogue with stakeholders including local communities, identify expectations from society, the current level of meeting those expectations, and set targets
Business continuity <ul style="list-style-type: none"> • Independent business continuity management (BCM) activities (establishing a BCM system, periodically revising BCM through drills and other means, etc.) are conducted throughout the Zeon Group, and have become established and reinforced 		<ol style="list-style-type: none"> 1. Continue reinforcing and exploration efforts in the Research and Development Division and business divisions