

Contents	Zeon's Sustainability	Environment	Human Rights/CSR Procurement	Human Resources	GRI Content Index
Occupational Health and Safety	Quality Assurance	Community	Corporate Governance	ESG Data	United Nations Global Compact Index

Zeon's Sustainability

Basic Approach	P. 6
Sustainability Management	P. 7
Sustainability Promotion Plan	P. 10
Timeline of CSR/Sustainability Initiatives	P. 10

Basic Approach

Corporate Philosophy

Contributing to the preservation of the Earth and the prosperity of the human race

In keeping with its name, derived from the Greek words "geo" (Earth) and "eon" (eternity),

Zeon will contribute to a "Sustainable Earth" and "Safe and Comfortable Life for People" by providing original technologies, products, and services.

Sustainability Policy

On July 1, 2022, we adopted a new Sustainability Policy to replace our existing CSR Policy.

Sustainability Policy (Adopted on July 1, 2022)

- We aspire to realize a "Sustainable Earth" and "Safe and Comfortable Life".
- We will firmly maintain fairness and integrity in our activities to be a trustworthy company.
- Each of us will think and act proactively for a better future.

Based on our corporate philosophy of "contributing to the preservation of the Earth and the prosperity of the human race", sustainability at Zeon means achieving sustainable growth together with society. To achieve this, we will provide products and services that are valuable for solving global and social issues, build trust with our stakeholders through fairness and integrity and have each one of us act proactively thinking how to create a better future for the society and ourselves.



Explanation of the schematic diagram

Zeon's Sustainability Policy can be explained with reference to the schematic diagram shown above. Firstly, the inner arrows (① and ②) represent how, by helping to solve social issues and providing new value for society, Zeon itself can also obtain profits in return for providing this value. Arrows ③ and ④ show how continuing to implement a "virtuous circle" can lead to sustainable development for society and continued growth for Zeon. The image in the middle representing two people shaking hands denotes how, by realizing this kind of virtuous circle, the relationship of trust between society and Zeon can be further strengthened.

Contents	Zeon's Sustainability	Environment	Human Rights/CSR Procurement	Human Resources	GRI Content Index
Occupational Health and Safety	Quality Assurance	Community	Corporate Governance	ESG Data	United Nations Global Compact Index

CSR Code of Conduct

Based on the Zeon Corporate Philosophy and Sustainability Policy, we have established the CSR Code of Conduct, to serve as a guideline for each and every employee to earn the trust of society and act in accordance with its expectations.

CSR Code of Conduct

<https://www.zeon.co.jp/en/csr/concept/pdf/000257956.pdf>

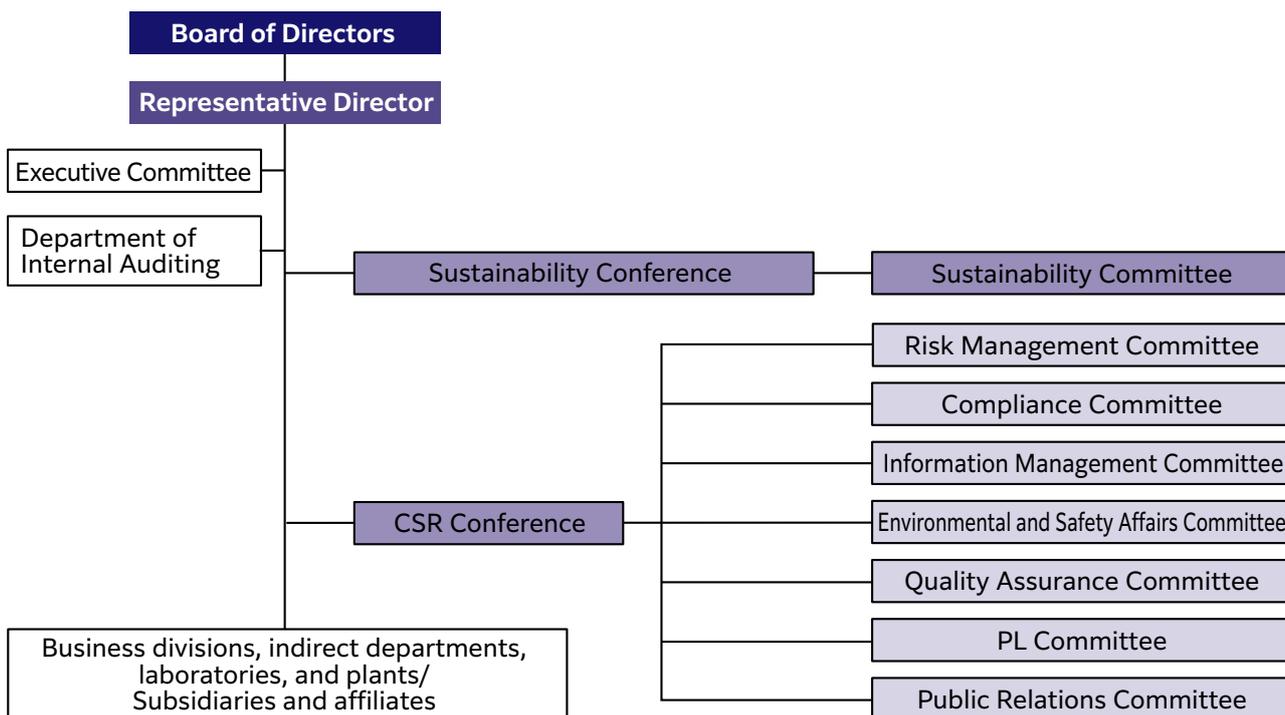
Sustainability Management

Organizational Bodies and Committees

In December 2022, we newly established the Sustainability Conference and Sustainability Committee as organizational bodies tasked with reviewing and promoting group-wide sustainability initiatives. Both the Sustainability Conference and the CSR Conference are chaired and overseen by the President, with reports

delivered to the Board of Directors on an as-needed basis. Risk management and compliance are handled by the CSR Conference, while general sustainability issues besides these are handled by the Sustainability Conference.

Conferences and Committees Promoting Sustainability



Sustainability Conference

Purpose of establishment: Established as the highest decision-making body to address sustainability and related issues

Function: Deliberates on and finalizes decisions related to the various activities and policies of the Sustainability Committee. In addition, fields progress reports and issues instructions as needed.

CSR Conference

Purpose of establishment: Established as the highest decision-making body for CSR activities, with a focus on risk management and compliance, which comprise the foundation for achieving sustainability

Function: Deliberates on and finalizes decisions related to the various activities and measures of the Compliance Committee, Risk Management Committee, Public Relations Committee, Quality Assurance Committee, PL Committee, Environmental and Safety Affairs Committee, and the Information Management Committee. In addition, fields progress reports and issues instructions as needed.

Contents	Zeon's Sustainability	Environment	Human Rights/CSR Procurement	Human Resources	GRI Content Index
Occupational Health and Safety	Quality Assurance	Community	Corporate Governance	ESG Data	United Nations Global Compact Index

Sustainability Committee

Purpose of establishment: Promotion of initiatives to engage with various sustainability issues

Function: Formulates policies for medium- to long-term activities relating to sustainability; develops annual plans and targets/indicators; considers important promotional measures; and performs checks on implementation status. These activities are also discussed with and reported to the Sustainability Conference. Thematic subcommittees under the jurisdiction of the Sustainability Committee will also be established as needed.

Risk Management Committee

Purpose of establishment: Manage business continuity risks

Function: 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. 52)

Compliance Committee

Purpose of establishment: Prevent violations of laws and regulations

Function: 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: the Anti-trust Law Regulatory Subcommittee, the Export Security Control Subcommittee, and the Corporate Governance Subcommittee. For more information about its activities, see Compliance. (→P. 53)

Information Management Committee

Purpose of establishment: Appropriate management of information

Function: 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: Reduce environmental impacts, establish and maintain safe working environments

Function: 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. 11) and Occupational Safety. (→P. 39)

Quality Assurance Committee

Purpose of establishment: Implement and improve quality assurance

Function: 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. 42)

PL Committee

Purpose of establishment: Implement fulfillment activities related to product liability

Function: 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. 42)

Public Relations Committee

Purpose of establishment: Effectively communicate information about Zeon

Function: 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 Information Disclosure (→P. 49) and IR Communications. (→P. 54)

Contents	Zeon's Sustainability	Environment	Human Rights/CSR Procurement	Human Resources	GRI Content Index
Occupational Health and Safety	Quality Assurance	Community	Corporate Governance	ESG Data	United Nations Global Compact Index

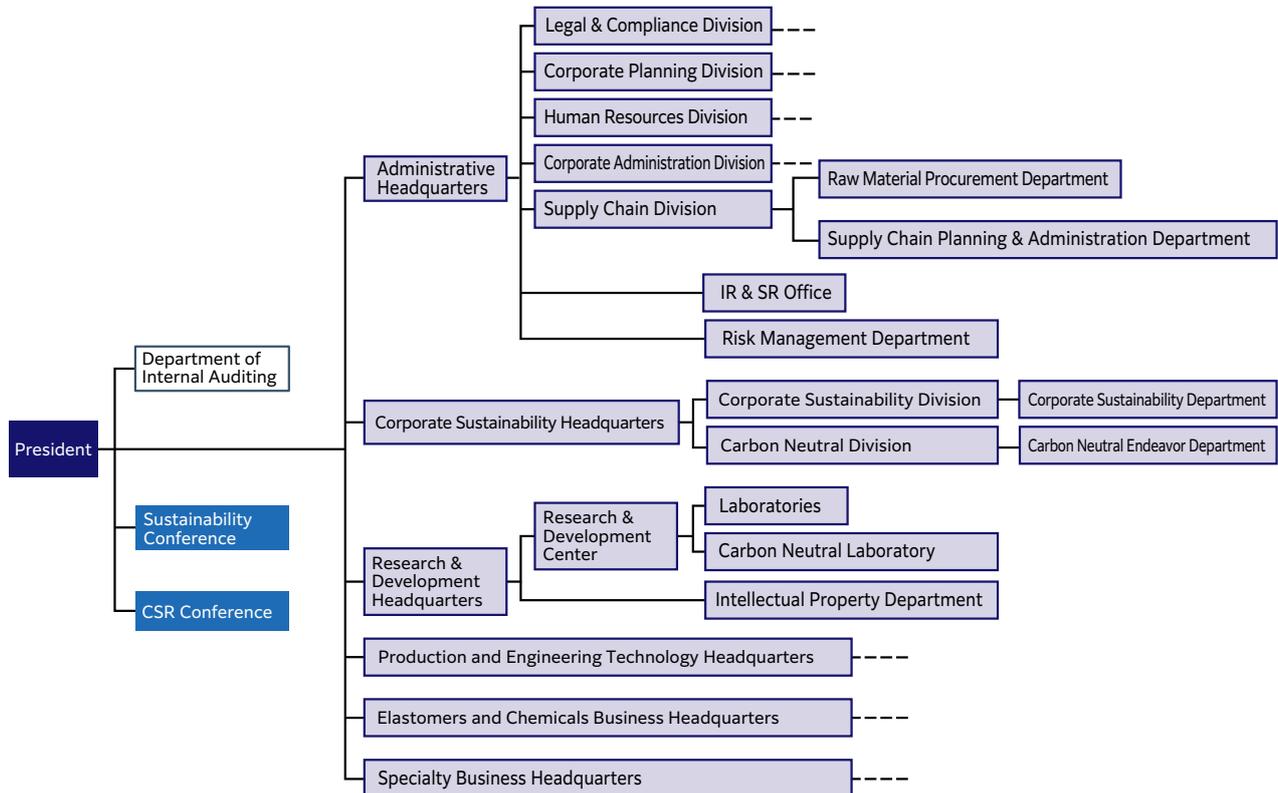
Organizational Reform

With the aim of realizing carbon neutrality by 2050, in April 2022 the Carbon Neutral Endeavor Department which previously reported directly to the President was placed under the Corporate Sustainability Division. In July 2022, we established a new Carbon Neutral Division to strengthen organizational functions such as strategy formulation, and the Carbon Neutral Endeavor Department was placed under it. In addition, a new Carbon Neutral Laboratory has been established under the Research and Development Center, and we have put in place a system for promoting R&D that is oriented toward *monozukuri* manufacturing that helps to realize carbon neutrality and the circular economy.

In May 2022, we implemented an organizational

reform, with the existing Raw Material Division and Logistics Division that had been under the Elastomers and Chemicals Business Headquarters being brought together to form the new Supply Chain Division, which is under the Administrative Headquarters. The Supply Chain Division undertakes the comprehensive collection and analysis of all supply chain related information, and implements measures intended to reduce Scope 3 CO₂ emissions in the supply chain. It also puts in place the systems needed for the formulation, proposal, adjustment and implementation of supply chain related policies to help ensure the building of the foundations needed for business growth, and accelerating initiatives aimed at realizing carbon neutrality.

Sustainability Promotion Structure



Contents	Zeon's Sustainability	Environment	Human Rights/CSR Procurement	Human Resources	GRI Content Index
Occupational Health and Safety	Quality Assurance	Community	Corporate Governance	ESG Data	United Nations Global Compact Index

Sustainability Promotion Plan

Since 2011, we have instituted our “Vision for 2020” in respective fields based on our CSR Matrix, and have been engaged with CSR issues at the Zeon Group level.

In 2021, we presented our “Vision for 2030,” formulating the Three Group-wide Strategies to help us achieve our goals for the year 2030, and which represent the embodiment of that vision. We then established our “Targets for 2030,” corresponding to these Three Group-wide Strategies. These include those relating to sustainability objectives, such as: “a 50% reduction in CO₂ emissions”; “50% of turnover from products which

contribute to the SDGs”; “75% employee engagement”; and “a 30% ratio of foreign-national and female directors.”

Meanwhile, it is important to have indicators to manage the various initiatives which we have undertaken in various fields to date. We will reconsider the mechanisms for management and disclosure on new initiatives as well as those for KPIs, which are discussed and finalized by the Sustainability Conference and CSR Conference respectively.

Timeline of CSR/Sustainability Initiatives

- 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
- 2022: Established the Sustainability Policy
Switched from the Corporate Report to the Integrated Report; and from the CSR Report to the Sustainability Report
Newly established the Sustainability Conference and Sustainability Committee