

ZEON Group (Japan)

Tokyo Zairyo Co., Ltd.

Introduction to Tokyo Zairyo Co., Ltd.

Tokyo Zairyo Co., Ltd. is a ZEON Group company that operates under the corporate philosophy of “contributing to society as a specialized chemical trading business offering unique functions and services.”

The company has recently been conducting import and export operations from a global perspective and is aggressively expanding its operations overseas through affiliated companies in the United States, China, and Southeast Asia. Tokyo Zairyo added its 11th group member when it established an affiliated company in India in July 2011. Furthermore, in October 2012, we set up an ASEAN representative office to bolster our sales in Asia and with the aim of reinforcing our cooperation with ZEON. Going forward, we plan to deliver high-quality products and services by strengthening our alliances at home and abroad.



President Shuichi Kakinuma



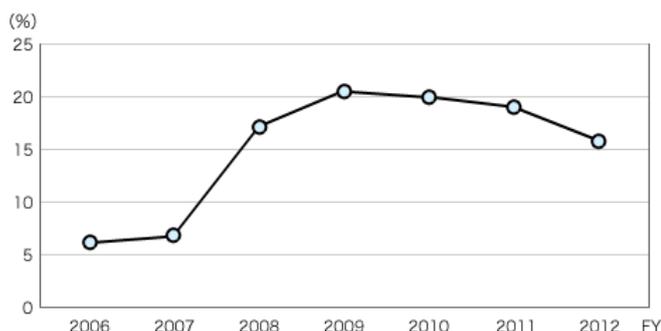
Statute training in the ASEAN representative office meeting

Environmental and Safety Activities

Sales expansion of environmentally sound products

Since acquiring ISO 14001 certification on December 1, 2006, Tokyo Zairyo Co. has viewed increasing sales of environmentally friendly products as a key environmental objective. In fiscal 2012, we launched 42 new environmentally friendly products (against our goal of 30), by cultivating demand in this category. Still, the sales ratio of environmentally friendly products has dipped slightly since fiscal 2008, given that we posted sales retroactively. We plan to increase this percentage by boosting sales of plastics, chemical products, and chemicals for fuel-efficient tires that use plant-derived raw material, while at the same time reviewing our lineup of environmentally friendly products.

Sales percentage of environmentally sound products



Activities with the Local Community

Promotion of Compliance

As a company that deals in chemical substances, we are reinforcing compliance systems for observing laws and regulations on chemical substances in Japan and overseas.

1. Global shared system for information on chemical substance regulations
We built a trilingual (Japanese, English, Chinese) system that allows sales staff in Japan and overseas to confirm information on chemical substance regulations. By inputting the CAS registry number, the user can confirm information, such as UN-classified dangerous goods and existing chemical substances.
2. We continued employee training programs in fiscal 2012. Basic training on chemical substance regulations and training on Japan's Export Trade Control Order was conducted for all sales staff in Japan. Overseas, we provided training on China's Regulations on Safe Management of Hazardous Chemicals for employees at our affiliated companies in China.

Developing Globally Competent Human Resources

Global human resource development

As a part of our global human resource development, our young employees participate in technological training conducted by major overseas suppliers. At the same time, we also implement practical measures that aim to increase the number of overseas business trips which domestic sales staff take.

Promoting technological training

Staff with specialized technical expertise hold sessions for young employees and mid-career hires to deepen their technical knowhow, including basic properties of rubber and resins, and compound agents. Our goal is to arm our employees with technical expertise so that they can make proposals that accurately match customer needs.



Technological Training