

## 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.”

By operating our import-export business from a global perspective, in fiscal 2014 we established our local corporation in Mexico, which began operating in May 2015. In Thailand, in fiscal 2014 we constructed our special rubber compound production plant in collaboration with the rubber compound manufacturer, Takehara Rubber Co., Ltd., with the aim of becoming the largest operator in the ASEAN region. By further strengthening our cooperation in the four regions of Japan, China, ASEAN, and the USA, we are working to expand globally to help our customers.



President Shuichi Kakinuma



Rubber compound production plant in Thailand, established in collaboration with Takehara Rubber Co., Ltd.

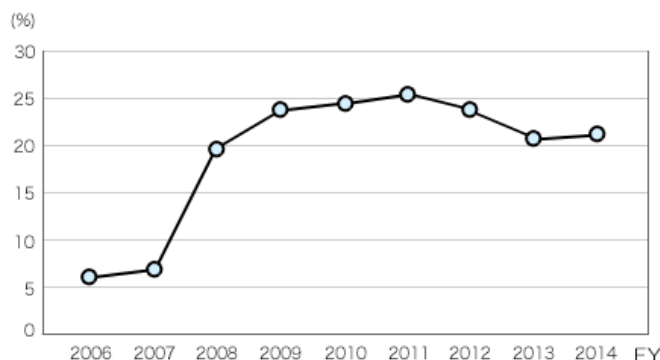
#### Environmental and Safety Activities

##### 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.

Also In fiscal 2014, we tied 60 new environmentally friendly products in to sales (against our goal of 30), by cultivating demand in this category. In addition, by reviewing our compound rubber commodities, we increased our sales ratio of environmentally friendly products. We plan to expand 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. Reconstruction of our system for information on chemical substance regulations

Accompanying our overseas expansion in Mexico, etc., from fiscal 2015 we began the introduction of our external laws and ordinances information system to enable us to comply with new and revised laws and ordinances.

2. We continued employee training programs in fiscal 2014. Basic training on chemical substance regulations 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.



Chemical substances management system training at the Bangkok office

## Developing Globally Competent Human Resources

### Global human resource development

As a part of our global human resource development, besides enhancing the training of our young employees and implementing education and training aimed towards president candidates of our overseas local corporations, we 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.



Training by division (New recruit education)