

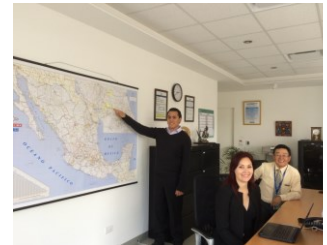
# Tokyo Zairyo Co., Ltd.

## Company Profile

### Business Description

Trading company specializing in rubber and chemicals

Established in 1947, Tokyo Zairyo has handled synthetic rubber for Zeon Corporation since 1959. We merged with Zeon Shoji in 2000 to become a member of Zeon Group. Tokyo Zairyo established a local Mexican company in 2014. We established a special-purpose rubber compound production plant in Thailand jointly with Takehara Rubber Co., Ltd. We conduct business globally as a trading company specializing in rubber and chemicals with sales offices in North America, ASEAN, and China.



Tokyo Zairyo local Mexican company began operations in May 2015.

### No. of Employees

As of March 31, 2017: 139 (93 men, 46 women)

Hiring in FY 2016: 8 (7 men, 1 woman)

## Company Policy (Executive Message)

Based on Zeon's management philosophy, our management policy for FY 2017 is "Develop business globally placing importance on soundness, and enhance our sense of purpose and reward."

We are focused on customer satisfaction, environmental and safety considerations, and global human resource development to advance our business, as well as contributing to the development synergy of Zeon Group while making contributions to the local community.



President  
Shuichi Kakinuma

## Safety Initiatives

### Policy

As a trading company that handles chemical substances, we are strengthening our compliance structure to ensure compliance with internal and external chemical regulations.

### Specific Initiatives

#### Rebuilding our information system for chemical substance regulations

We have introduced a new system to comply with the latest legal amendments.

#### Ongoing education on chemical laws and regulations

We conduct education for all domestic sales staff on regulations overseas (China, South Korea, Taiwan, etc.)

related to chemical substances.

## Environmental Impact Reductions

### Policy

1. Expand sales of environmentally friendly products
2. Build and establish chemical substance management and regulatory compliance systems

### Specific Initiatives

#### Expand sales of environmentally friendly products

In FY 2016, we launched sales of 40 new environmentally friendly products (annual target of 30). Environmentally friendly products accounted for 20.2% of total sales.

In FY 2017, we are targeting expanded sales of environmentally friendly products such as plant-based plastics, chemical products, and chemicals for fuel-efficient tires.

#### Build and establish systems for chemical substance management and regulatory compliance

Establish in-house use of our information system for chemical substance regulations and our import/export consultation system\*.

\*Import/export consultation system

When conducting import/export transactions, our proprietary system monitors applicable country laws and regulations on chemical substances and applicable import and export orders issued by the Japanese government, and determines import and export possibility.

## Relationship with Employees

### Specific Initiatives

#### Global human resource development

- Expanded training for younger employees
- Overseas business trips for younger sales representatives
- Training and development for candidates for appointment to overseas subsidiary president

#### Technology trainings

- Technical education for recent graduates and mid-career employees

#### Responding to the FY 2015 revision of integrated ISO 9001 and ISO 14001 standards

- Drafted manual in response to standards revisions



ISO Promotion Office working group meeting

## Relationship with the Local Community

### Specific Initiatives

We participate in Tokyo Station area joint patrols organized by the Otemachi Marunouchi District Living Environment Improvement Council, and regularly perform street cleaning activities around the Tokyo Station area (twice in FY 2016, 9 participants)