


Message from Our Chief Sustainability Officer

Every unit of JSR Group is engaged in the pursuit of sustainability as we seek to maximize corporate value

A portrait of Ichiko Tachibana, a woman with dark hair, wearing a dark blue blazer over a white floral patterned dress. She is smiling and standing in an office setting with a blurred background.

Ichiko Tachibana

Director,
Senior Officer

JSR Group defines sustainability as “contributing to society by creating value with our business activities.” While respecting diversity, we are working as one to pursue activities that promote sustainability. A defining feature of JSR Group is that the Chief Sustainability Officer (CSO) also serves as a director. As such, the CSO is directly engaged in the deliberations of the Board of Directors and develops their goals into actions in each unit of the company. This ensures that the Board of Directors is practicing thorough sustainability management, for example by enabling us all to pursue effective initiatives more rapidly. Starting in FY2022, the CSO is also in charge of promoting diversity, an area previously under the management of the officer in charge of human resources development. Respect for diversity is an essential element of promoting sustainability, and so as a director and executive officer, I will use my ability to act and steadily promote both concerns.

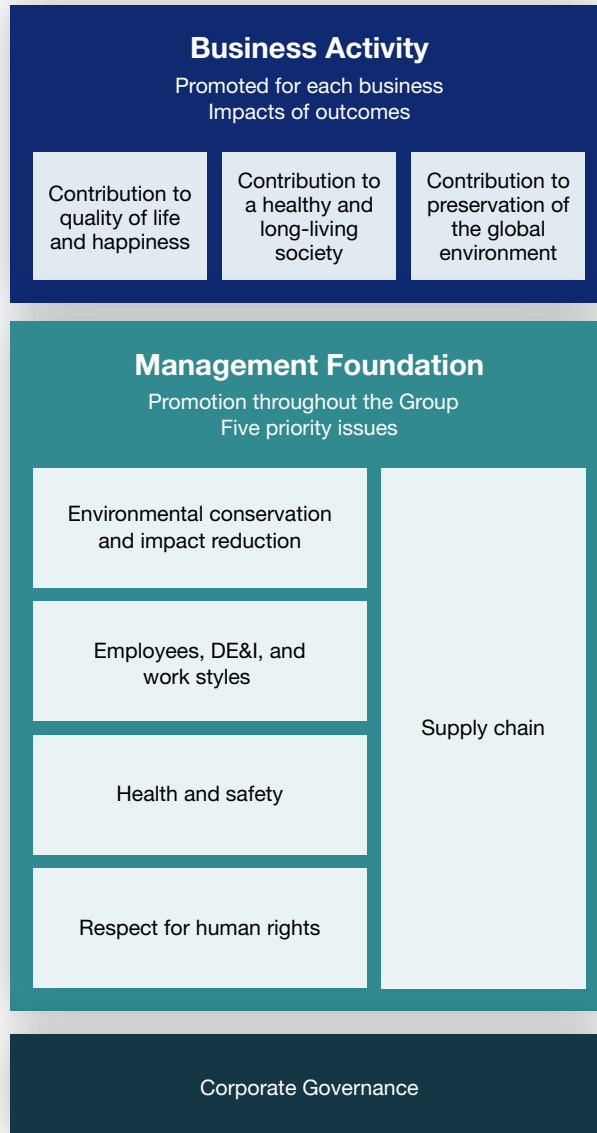
At the same time, in executing my duties as CSO, I will pursue greater resilience, a value that JSR Group emphasizes in its management policies leading up to FY2024. Resilience, the strength to respond to changes in the environment, is directly linked with diversity. To be a truly resilient organization, it is not enough to assemble a diverse group of talent. Rather, we need to ensure that an

inclusive environment and culture, utilizing the opinions of our diverse personnel, pervades every part of the Group. The key to making this happen is *equity*. Equity means being fair in ensuring that everyone has the opportunity and necessary resources to make the most of their abilities in line with their individual circumstances. At JSR Group, our vision is to respect diversity, equity, and inclusion (DE&I). In other words, our focus is not just on recognizing people’s diversity but also being fair in how we give opportunities to people. I am committed to enacting policies to promote equity and thereby helping to build resilience, increase employee engagement, and spark innovation.

In FY2021, JSR Group set KPIs and targets for JSR Group’s materiality intended to concretely advance sustainability initiatives. The plan is to manage the KPIs comprehensively in yearly periods by checking and following through on progress toward targets about every six months.

I recognize the importance of staying in close communication and collaboration with JSR’s business units and R&D, manufacturing, and back-office sections and Group companies as we pursue sustainability going forward. I will work to prepare the environment to make such efforts possible.

JSR Corporation's Materiality



	Purpose	KPI	Goal (In FY2024)	Location
Digital Solution	<ul style="list-style-type: none"> Provision of materials to support digital development in a smart society Reducing power consumption in a smart society 	Sales of sustainability products Sustainability Products Sales Ratio	3 times as many* 2 times as many*	Global
Life Science	<ul style="list-style-type: none"> Early development of medical products Improvement of development success probability and development efficiency 	Sales of sustainability products	100 billion yen	Global
Plastic	<ul style="list-style-type: none"> Comfortable driving by improving vehicle creak noise Providing products designed to support plastic recycling 	Sales volume of sustainability products Sustainability of Products Sales Ratio	54 thousand t 20%	Global

* Compared to FY2020

Materiality	Purpose	KPI	Goal	Location
Environmental conservation and impact reduction	Reducing GHG emissions	Reduction of GHG emission (vs FY2020)	FY2030: -30% FY2050: -100%	Global
	Waste reduction	Final landfill amount	<0.1%	Global
Employees, DE&I, and work styles	Increase engagement	Increase Employee engagement	Increase	Global
	Promote DE&I	Ratio of women in managerial positions	10% in FY2030	JSR Corp
Health and safety	Create a safe work environment	The number of workplace accidents The number of facility accidents	Zero	Global
	Improve the health of employees	Obtain certification as an "Excellent Health Management Corporation (White 500)" by METI	Obtain "White 500"	JSR Corp
Respect for human rights	Give all employees opportunities to learn about human rights	Participation rate in e-learning on respect for human rights	>80%	Global
Supply chain	Strengthen supply chain management	Collection rate of acknowledgement of receipt received after sharing the JSR Group's CSR/Sustainable Procurement Policy and Human Rights Policy with our suppliers	100%	Global
		Collection rate of RMI templates (survey on the use of Conflict Minerals and Cobalt) from our suppliers	100%	Global