

Our Sense of Growth and Value Creation



Assigned to JSR (Shanghai) Co., Ltd. Research and Development

In 2019, I studied abroad in the United States for three months using JSR's short-term overseas study-abroad program. Before joining the program, I struggled to communicate directly with customers because of the language barrier and felt somehow uncertain about working for a global company. Although studying abroad naturally helped in terms of communication, it also provided me with the confidence to tackle overseas duties, including lifestyle issues, in a positive manner. I am currently assigned to a position in China, where I have been able to put my experience studying abroad to practical use. While continuing to study the language, I am still at the beginner level. Nevertheless, local customers are happy that I communicate with them in Chinese. My language ability has also enabled me to actively engage in relationship building, problem-solving as part of my research and development duties, and ascertaining research and development needs.

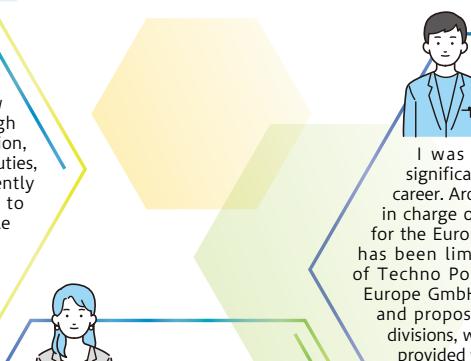


Headquarters Work

As a member of the Corporate Planning Department, I work diligently to help instill JSR's Corporate Mission. I am also currently involved in formulating the Medium-term Management Plan and supporting its execution, global business administration, risk management, and project assistance. For the time-being, I intend to further advance initiatives for enhancing corporate value through my current position. I progressed through two departments in the Synthetic Resins business—first, the Sales Department and then Corporate Planning/Administration—before transferring to a department managing overseas subsidiaries primarily in the Digital Solutions and Life Sciences businesses, which enabled me to gain experience across different fields. I am certain that this kind of career growth is all thanks to JSR's CDP program.

The stage on which to take on new challenges, including each division at the Company's headquarters to research centers, Group companies, and overseas business sites, continues to expand.

The outcomes of collaboration that extend beyond divisional and language barriers help drive JSR's value creation forward. Here, we introduce JSR's unique form of growth through the authentic voices of our employees.



Headquarters Work

Within JSR's corporate culture of granting broad discretion to young employees, entrusting projects to employees regardless of years of service, and accepting consultations and proposals, I have had countless opportunities to challenge myself. Specifically, I supported the building of a management accounting system after JSR acquired a new subsidiary during my second and third years at the Company. During my fourth and fifth years at JSR, I attended discussions with the management team and sat in during reports regarding external explanations for M&A projects and project decision-making. These kinds of experiences serve as the foundation for growth early on and for nurturing those who will take on roles that involve responsibility.



Techno-UMG Co., Ltd. Plastics Business Research and Development

I was entrusted with duties having significant responsibilities from early in my career. Around my third year at JSR, I was placed in charge of developing strategic product grades for the European market—where sales performance has been limited—in conjunction with the launch of Techno Polymer Europe (currently, Techno-UMG Europe GmbH). In working to advance development and proposals, I received the support of various divisions, which helped lead to success. I was also provided with practical opportunities in Europe, including customer visits and participation in conferences, that allowed me to experience JSR's culture of supporting employees in challenging themselves and their growth.



Assigned to JSR Electronic Materials Korea Co., Ltd. Semiconductor materials Research and Development

After receiving my Ph.D. in chemistry, I immediately joined JSR, where I have worked for the past 10 years. During my first three and a half years, I worked in research and development at the Yokkaichi Plant & Research Laboratories, after which I was assigned to Belgium (JSR Micro N.V.) for four and a half years. After engaging in research and development duties in Japan, I transferred to JEMK in South Korea. My experience working with strategic product grades for the European market, lithography, and several material groups is something that I could only have received at JSR. Moreover, because my roles differed at each location even when the material group was the same, I was able to gain various types of experience. I continue to cooperate with Yokkaichi Plant & Research Laboratories, Inpria in the United States, IMEC in Europe, and JSR Bioscience and informatics R&D center in Kawasaki as I engage in my research and development duties.



Assigned to JSR Electronic Materials Taiwan Co., Ltd. Semiconductor materials Research and Development

After joining JSR in 2011, I was assigned to Taiwan in 2018, where I oversaw the research and development of semiconductor materials. Research and development in Taiwan as a global leader in cutting-edge semiconductor manufacturing is fast-paced, and there were many situations that required uncompromising action, yet I was able to steadily overcome these challenges by leveraging the skills I acquired at JSR. Going forward, I will convey the technologies passed down from those who came before me to younger generations as a member of the managerial team, and intend to link business growth with our contributions to society.



Yokkaichi Plant Display materials Quality Assurance/ Manufacturing Technology

I am currently involved in quality assurance and manufacturing technology for alignment layer products, a type of display material. Being in a position that links research and development with manufacturing, one of the features of my department is the repeated interactions with many people on a regular basis, including those from the Yokkaichi Plant, headquarters, overseas and domestic business sites, and suppliers. Moving forward while seeking the best way to communicate with others is both challenging and enjoyable. This environment has allowed me to learn from professionals with different backgrounds and enables younger employees to grow by leading discussions.



Yokkaichi Plant Semiconductor materials Quality management

In the 2010s, I was assigned to Taiwan (currently, JSR Electronic Materials Taiwan Co., Ltd.) for four years, during which I worked closely with cutting-edge semiconductor customers. Although this was not a career move that I had desired, and despite facing constant challenges at the time, as a result, this experience served as an opportunity for significant learning and growth.