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To whom it may concern:

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### **In the Award for Advanced Enterprises in which Women Can Shine Company Wins the Minister of State Award**

On December 21, 2015, the Company was commended with the “Minister of State Award” in the “Award for Advanced Enterprises in which Women Can Shine” issued by the Cabinet Office.

This award aims to help realize a society in which women can shine. To that end, the Cabinet Office selects and awards companies that have made remarkable achievements in the following areas: having a policy and making efforts to select and appoint women to executive and management positions, in order to promote the development of a workplace environment in which women can be active, and having a track record in that regard, along with disclosing information on those efforts.

The main reasons that we were awarded are as follows.

- For more than 10 years, the top manager of our Research and Development Department has been a woman. Two of our eight officers are women.
- Considering the ratio of our female employees is 30.8%, the ratio of female managers is 19.5% which is higher than the average of the chemical industry (3.0%). Female managers have been active in a variety of positions including clerical, research and sales posts.
- We have introduced a system that allows a wide variety of working arrangements, such as conversion from temporary staff or contract employees to full-time employees and doing shorter working hours for childcare. We have also achieved a 100% return-to-work-rate after our employees have taken childcare leave. There is almost no gender difference in terms of the average length of service.

The Company will continue to promote diversity by respecting the various types of employees and their personality and individuality, and strive to improve the working environment so that its members can fully demonstrate the whole range of their abilities.