

CSR REPORT 2019

CORPORATE SOCIAL RESPONSIBILITY

ESG Data Book



Editorial Policy

This Report discloses the detailed ESG data which are not included in ADEKA Group CSR Report 2019.

Period Covered by This Report

Fiscal 2018 (April 1, 2018 to March 31, 2019)

Some parts of this report refer to recent activities taking place in fiscal 2019.

* From January 1, 2018 to December 31, 2018 for overseas affiliated companies

Scope Covered by This Report

This Report covers the whole ADEKA Group. Where necessary, "ADEKA Group" and "the Group" refer to the entire ADEKA Group, while "ADEKA" refer to ADEKA Corporation.

Boundary of Reporting Organizations by Environmental Data

■ Chemicals business ■ Food business ■ Other business

● ADEKA

All Plants, R&D Laboratories, Offices

● Group Companies in Japan

- ADEKA CHEMICAL SUPPLY CORP.
- ADEKA LIFE-CREATE CORP.
- OXIRANE CHEMICAL CORP.
- ADEKA CLEAN AID CORP.
- ADEKA FINE FOODS CORP.
- ADEKA ENGINEERING & CONSTRUCTION CORP.
- ADEKA LOGISTICS CORP.
- ADEKA FOODS SALES CORP.
- YONGO CO., LTD.
- UEHARA FOODS INDUSTRY CO., LTD.
- TOKYO ENVIRONMENTAL MEASUREMENT CENTER CO., LTD.

● Overseas Companies (Plants)

- ADEKA FINE CHEMICAL (SHANGHAI) CO., LTD.
- ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD.
- ADEKA FOODS (CHANGSHU) CO., LTD.
- ADEKA FINE CHEMICAL TAIWAN CORP.
- ADEKA KOREA CORP.
- ADEKA FOODS (ASIA) SDN.BHD.
- ADEKA (SINGAPORE) PTE.LTD.
- ADEKA FINE CHEMICAL (THAILAND) CO.,LTD.
- ADEKA POLYMER ADDITIVES EUROPE SAS
- AMFINE CHEMICAL CORP.
- AM STABILIZERS CORP.
- ADEKA AL OTAIBA MIDDLE EAST LLC

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Environmental Accounting

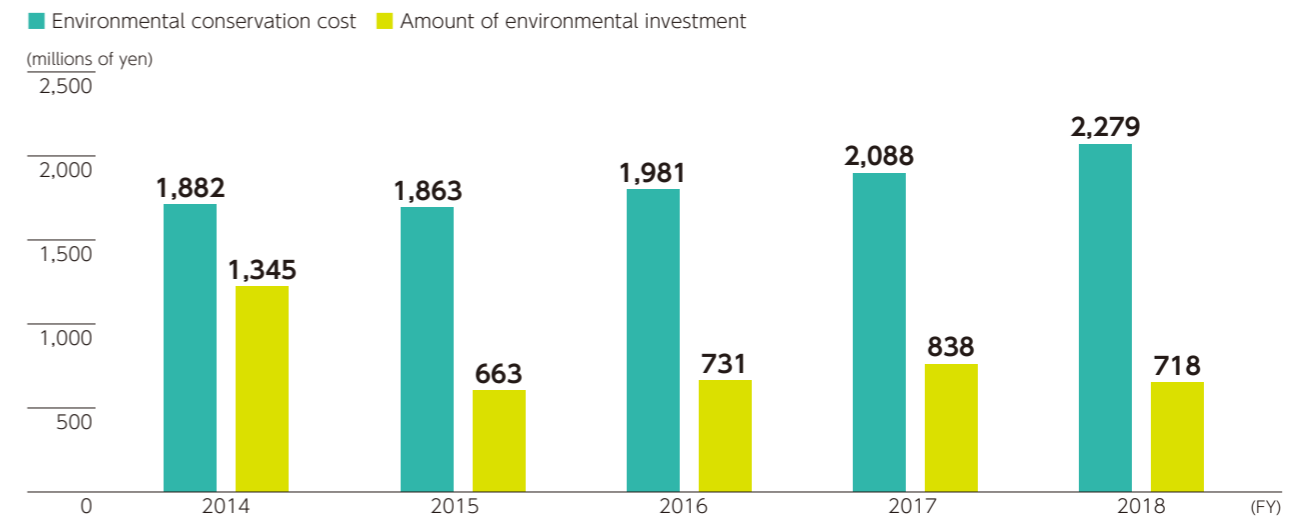
- Environmental Accounting
(scope: ADEKA (production and research divisions), ADEKA FINE FOODS CORP., Oxirane Chemical CORP., UEHARA FOODS INDUSTRY CO., LTD.)

Environmental Conservation Costs (millions of yen)			
Category	Description of Main Initiatives	Environmental conservation cost	Amount of environmental investment
1. Business area cost		2,120	718
(1) Pollution prevention costs	Prevention of air, water, and soil pollution, and of noise, stench, and land subsidence	1,210	306
(2) Global environmental conservation costs	Preventing global warming (conserving energy), preventing damage to the ozone layer	406	333
(3) Resource recycling costs	Reducing and recycling resources, and minimizing the generation of waste material	504	79
2. Upstream/downstream cost	Green procurement, reducing the environmental burden imposed by containers and packaging, collecting and re-commercializing products	11	0
3. Administration cost	Environmental ISO, disclosure of environmental information, environmental impact monitoring, greening	142	0
4. R&D cost	R&D expenses for environmental conservation	0	0
5. Social activity cost	Greening and beautification of areas outside the offices and plants, donating and supporting environmental conservation organizations	3	0
6. Environmental remediation cost	Purification efforts to improve water quality and remove soil pollution, restoration of nature	3	0
Total		2,279	718

Environmental conservation effect					
Classification	Environmental Performance Indicators	Unit	FY2017	FY2018	Year-on-year
Resources for business activities	Quantity of containers and packaging used Quantity of specific managed substances input	t	19,719	21,821	110.7%
Goods and services produced by business activities	Quantity of products transported Circulation and usage of used products, containers, and packaging	t	389	348	89.4%
	Quantity of containers and packaging used	t	5,850	5,618	96.0%
Other	Emissions of environmentally hazardous substances from logistics	t	0	0	-
	Transportation volume of materials and products	Million t-kilometers	135	134	99.3%

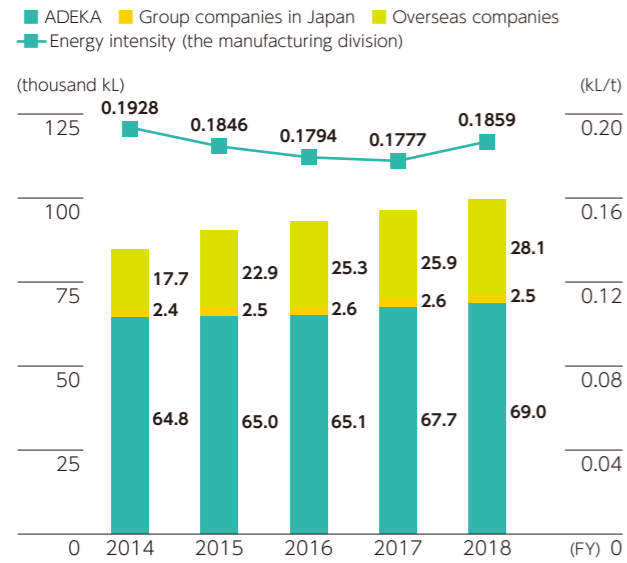
Economic Effects with Environmental Conservation Measures (millions of yen)	
Details of effects	Amount
Income earned by recycling, profits from the sale of valuable resources, etc.	180
Reduction in costs through introducing resources from the environment into business activities	146
Reduction in the burden imposed by business activities on the environment and costs related to the generation of waste material	39
Reduction in costs related to dealing with environmental damage	0
Reduction in other costs	7
Total	373
Degree of effects (calculated by dividing the economic effects resulting from environmental conservation activities by the costs of these activities)	12.4%

- Cost of Environmental Initiatives and Amount Invested
(scope: ADEKA (production and research divisions), ADEKA FINE FOODS CORP., Oxirane Chemical CORP., UEHARA FOODS INDUSTRY CO., LTD.)

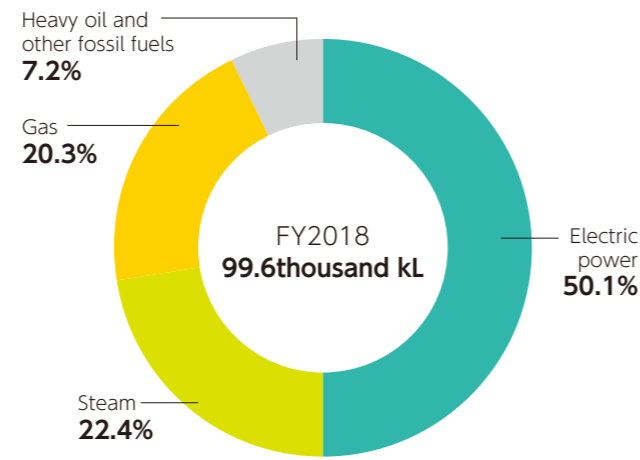


Preventing Global Warming

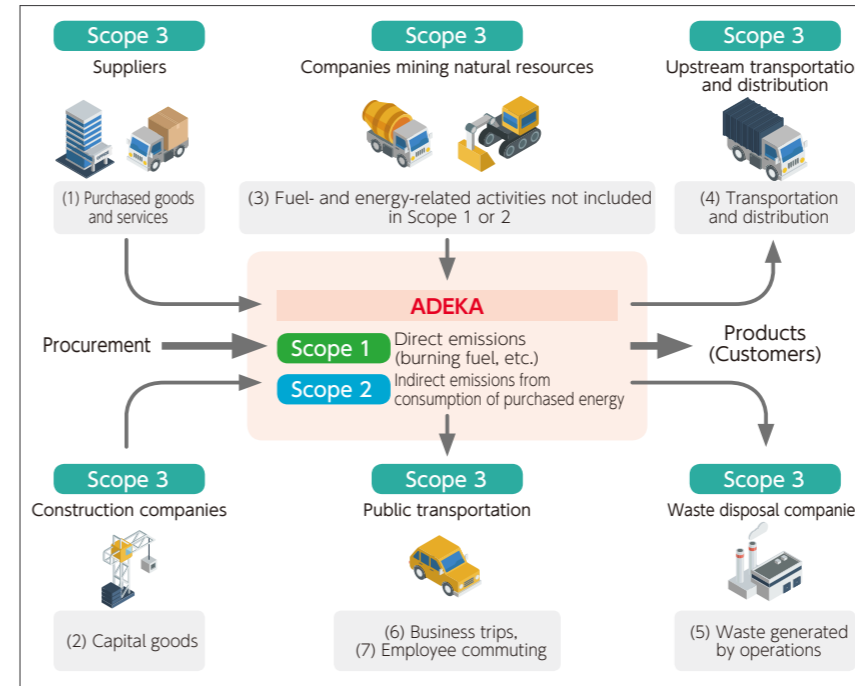
Energy Consumption by Crude Oil Equivalent and Energy Intensity Index



Breakdown of Energy Consumption



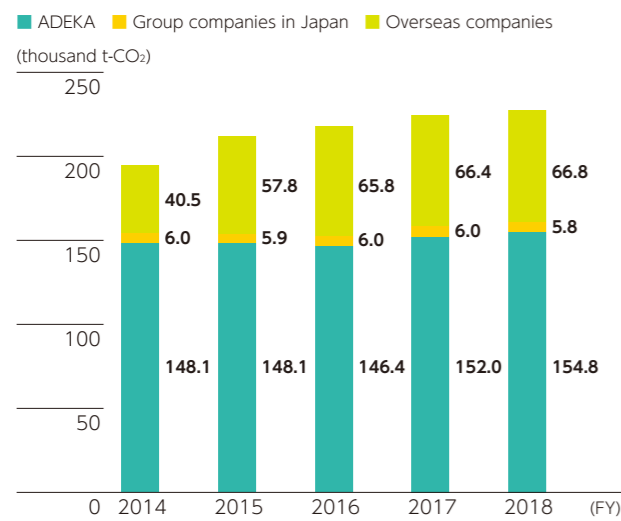
Flow Chart of ADEKA's Scope 3 Emissions



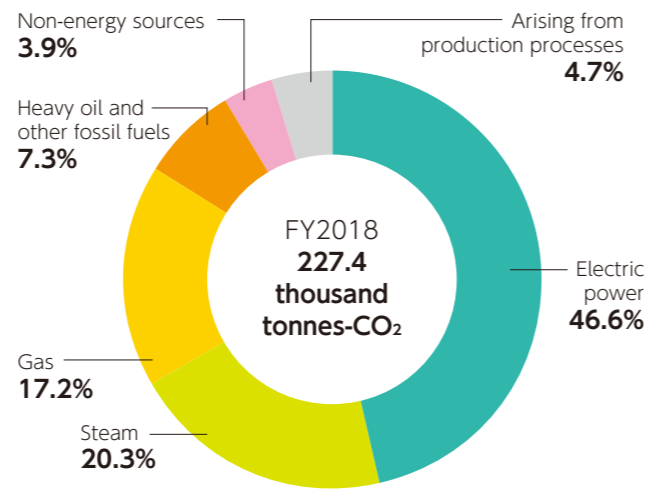
CO₂ Emissions and Scope 3 Breakdown (scope: ADEKA)

Scope category		Emissions
Scope 1		64.3
Scope 2		90.5
Scope 3		841.2
Category 1	Purchased goods and services	765.3
Category 2	Capital goods	37.7
Category 3	Fuel- and energy-related activities not included in Scope 1 or 2	12.7
Category 4	Transportation and distribution	13.0
Category 5	Waste generated by operations	11.7
Category 6	Business trips	0.2
Category 7	Employee commuting	0.6
Total		996.0 thousand tonnes-CO₂

Greenhouse Gas Emissions

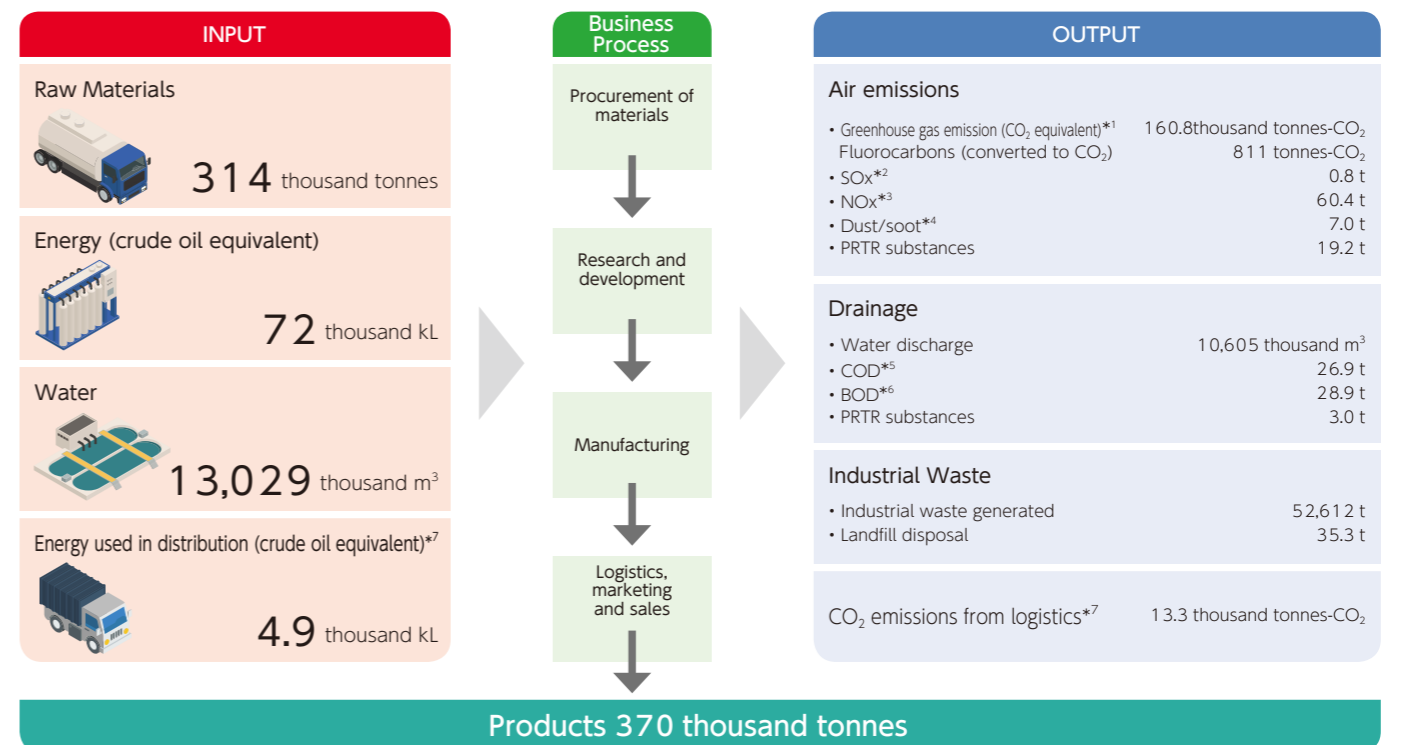


Breakdown of Greenhouse Gas Emissions

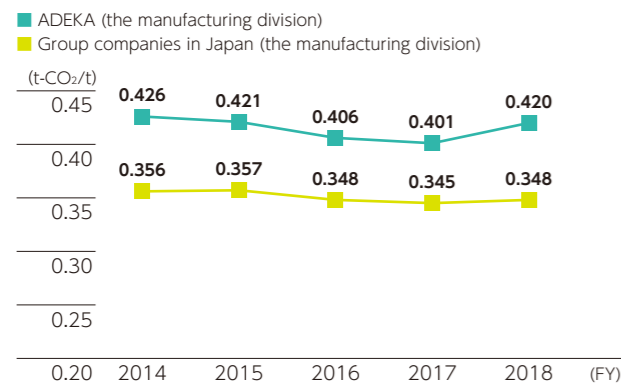


Material Flow

Environmental Initiatives System (scope: ADEKA and Group companies in Japan)



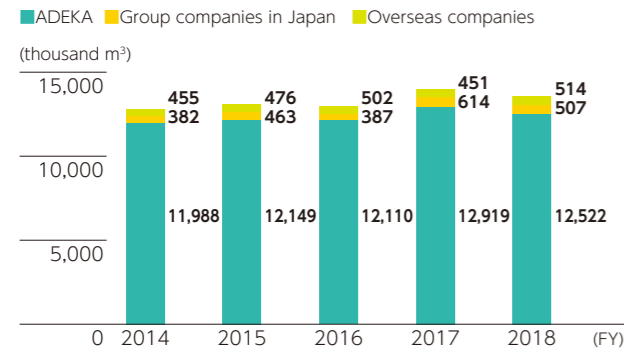
Greenhouse Gas Emission Intensity Index (from energy consumption)



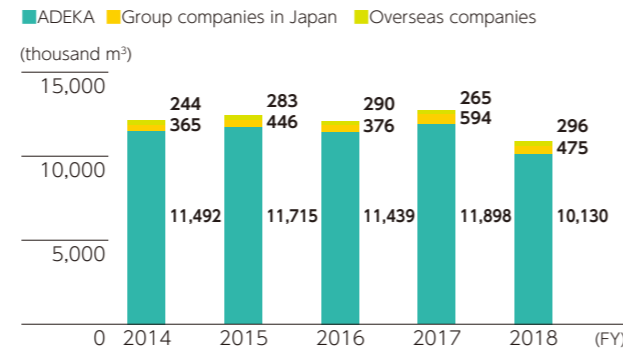
*1 Total emissions arising from energy sources, non-energy sources, and processes. *2 Sulfur oxides generated during the use of fuels that contain sulfur. *3 Nitrogen oxide generated during combustion in plant boilers and incinerators. *4 Fine particles generated during the combustion of fuels and other materials. *5 Amount of oxygen consumed during the oxidation of organic substances. *6 Amount of oxygen required during the mineralization and gasification of contaminants in river water and industrial wastewater by microorganisms. *7 Scope: ADEKA

Preventing Water Pollution

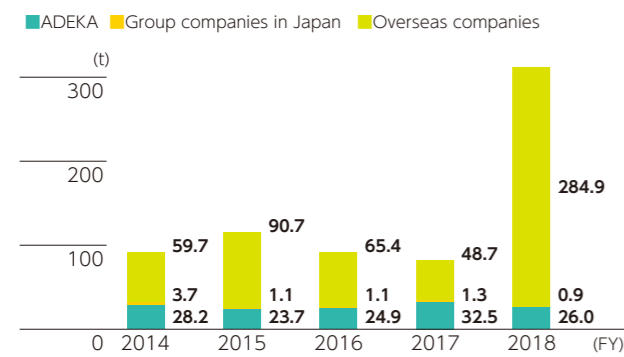
● Usage of Water



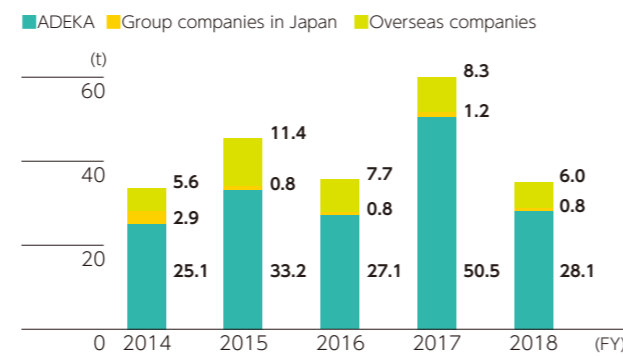
● Water Discharge



● Chemical Oxygen Demand Emissions

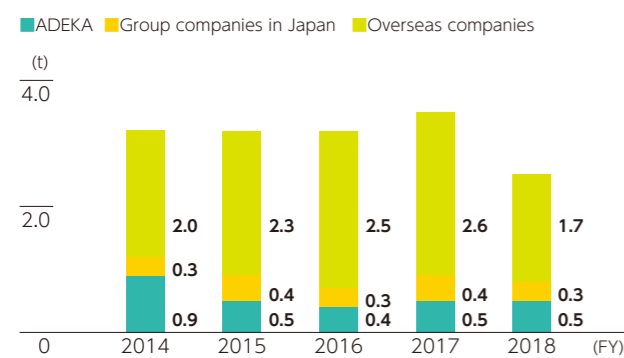


● Biological Oxygen Demand Emissions

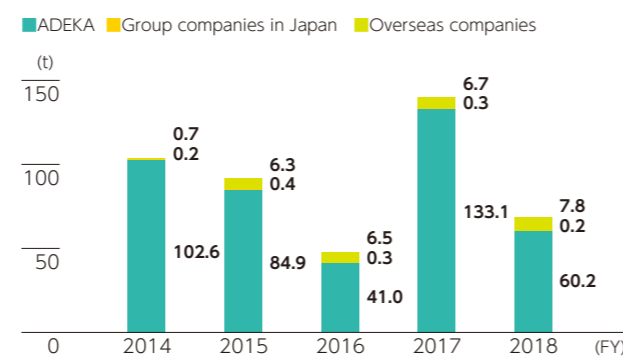


Preventing Air Pollution

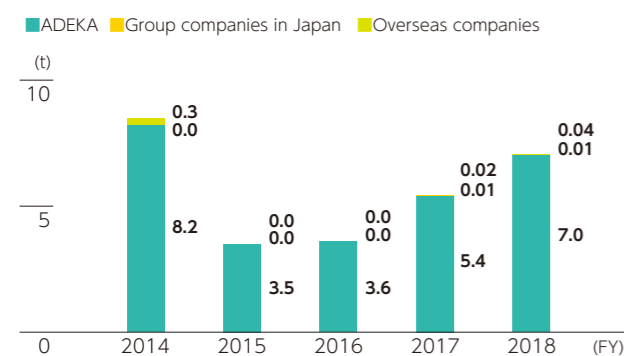
● SOx Emissions



● NOx Emissions

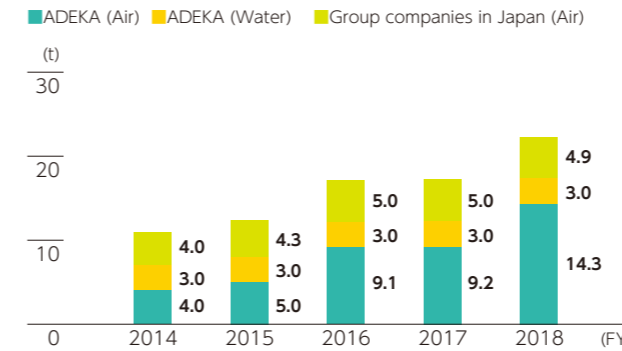


● Soot/Dust Emissions

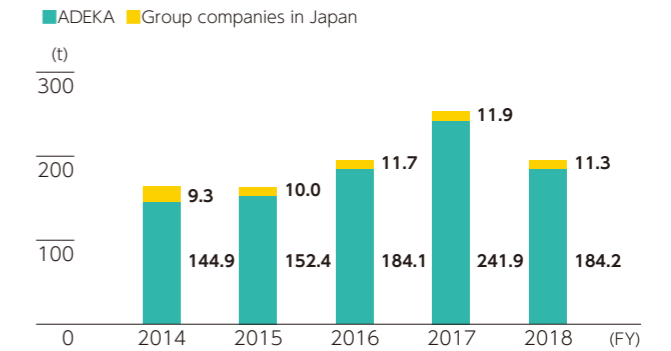


Appropriate Managing Chemical Substances

● Discharge of PRTR Substances



● Transfer of PRTR Substances



*There are no emissions into the waters of domestic Group companies.

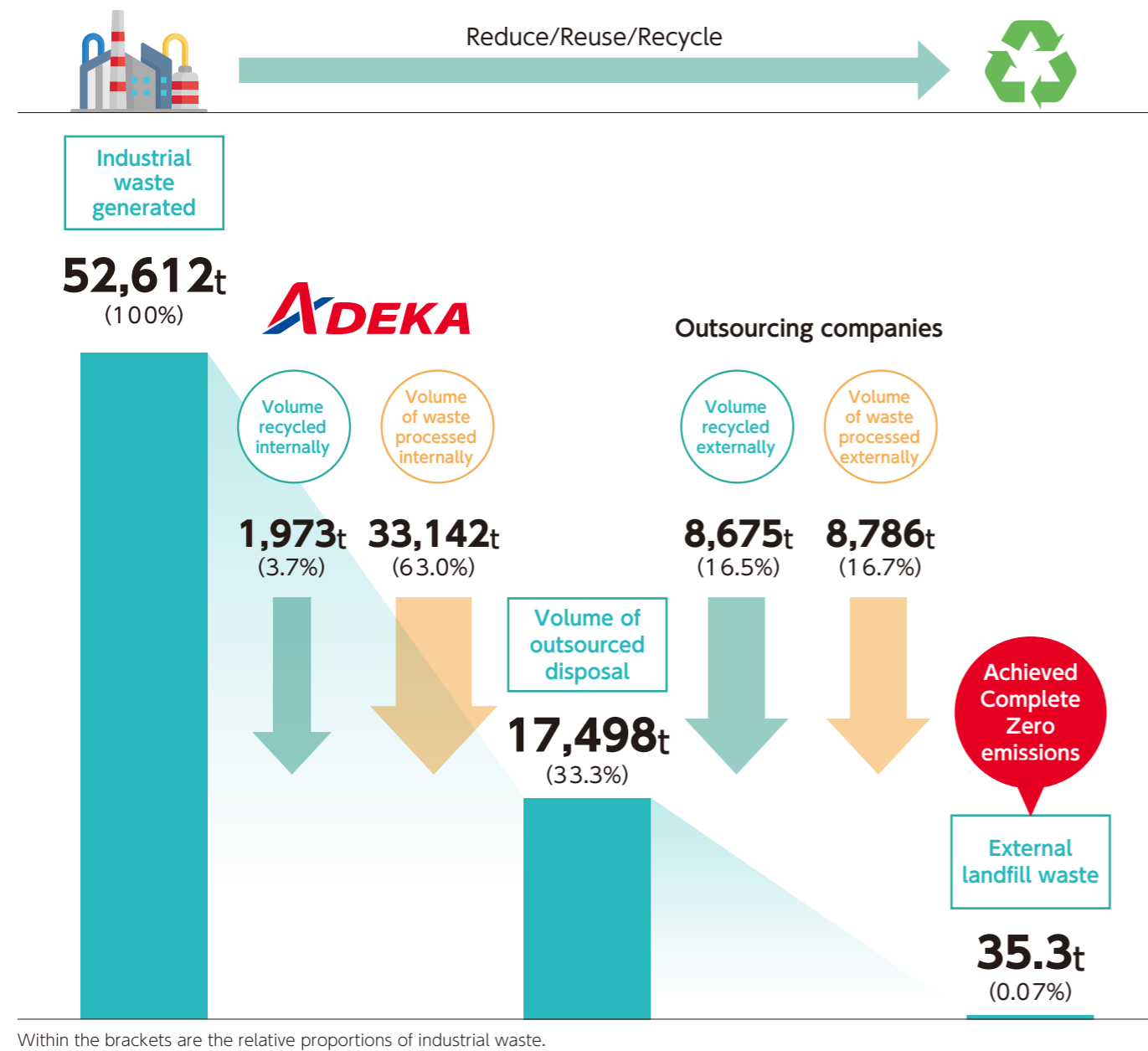
● Discharge and Transfer of Chemical Substances

(scope: ADEKA (production and research divisions), Oxirane Chemical CORP.)

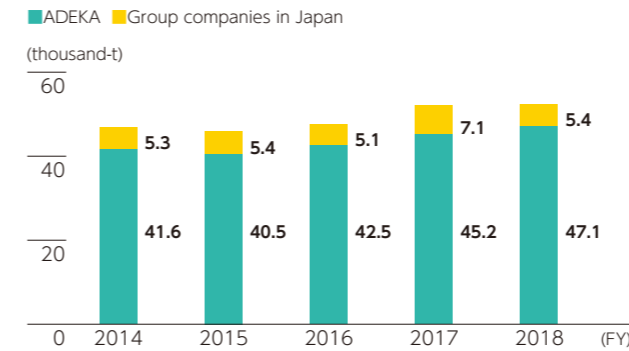
Ordinance designation number	Substance	Discharge				Transfer	
		Air	Public Waters	Soil	Landfill Waste	Sewage	External Transfer
53	Ethylbenzene	0.0	0.0	0.0	0.0	0.0	16.0
65	Epichlorohydrin	0.1	0.0	0.0	0.0	0.0	0.0
80	Xylene	0.0	0.0	0.0	0.0	0.0	12.1
125	Chlorobenzene	0.5	0.0	0.0	0.0	0.0	16.0
128	Chloromethane	0.2	0.0	0.0	0.0	0.0	0.0
157	1,2-Dichloroethane	2.0	0.0	0.0	0.0	0.0	94.0
186	Dichloromethane	0.3	0.0	0.0	0.0	0.0	5.9
207	Dibutylhydroxytoluene	0.0	0.0	0.0	0.0	0.0	1.1
232	N,N-dimethylformamide	0.0	0.0	0.0	0.0	0.0	0.3
257	Decyl alcohol	0.1	0.0	0.0	0.0	0.0	0.0
277	Triethylamine	0.0	0.2	0.0	0.0	0.0	9.1
300	Toluene	4.5	0.0	0.0	0.0	0.0	10.8
302	Naphthalene	0.0	0.0	0.0	0.0	0.0	0.1
318	Carbon disulfide	8.4	0.0	0.0	0.0	0.0	0.0
342	yridine	0.0	0.0	0.0	0.0	0.0	0.7
392	N-hexane	2.7	0.0	0.0	0.0	0.0	13.5
395	Water-soluble salts of eroxodisulfuric acid	0.0	2.8	0.0	0.0	0.0	0.0
453	Molybdenum and its compounds	0.1	0.0	0.0	0.0	0.0	1.6
458	TRIS(2-ETHYLHEXYL)	0.2	0.0	0.0	0.0	0.0	14.0
Sub-total		19.0	3.0	0.0	0.0	0.0	195.3
Other substances (51 types)		0.2	0.0	0.0	0.0	0.0	0.2
Total		19.2	3.0	0.0	0.0	0.0	195.5

Appropriate Managing the Disposal of Industrial Waste

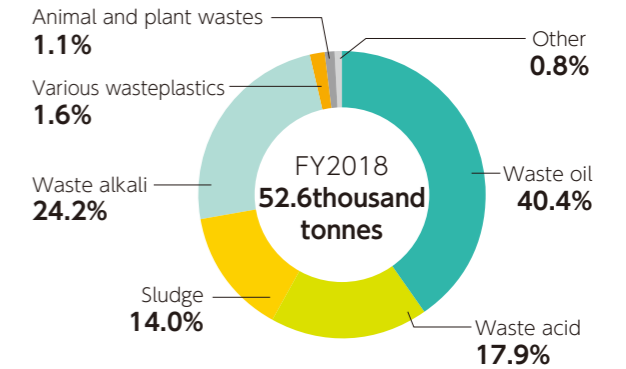
● The Entire Flow of Recycling and Disposal of Industrial Waste (scope: ADEKA and Group companies in Japan)



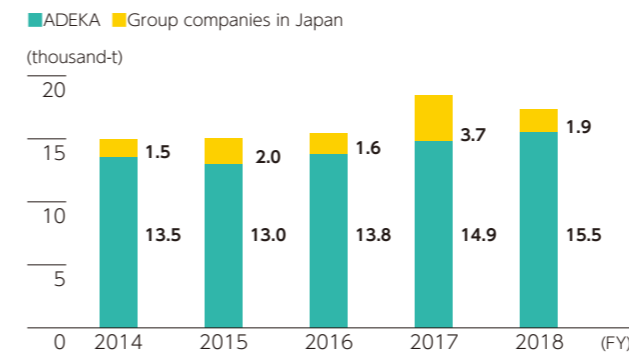
● Industrial Waste Generated



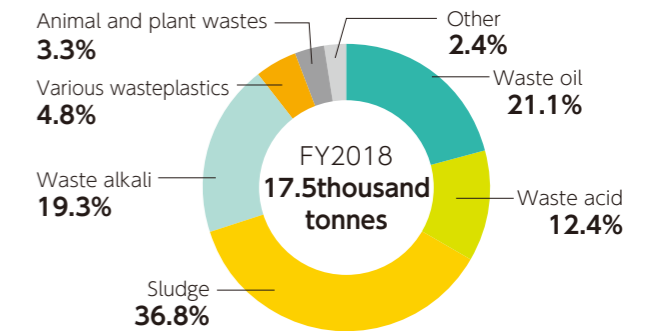
● Breakdown of Industrial Waste



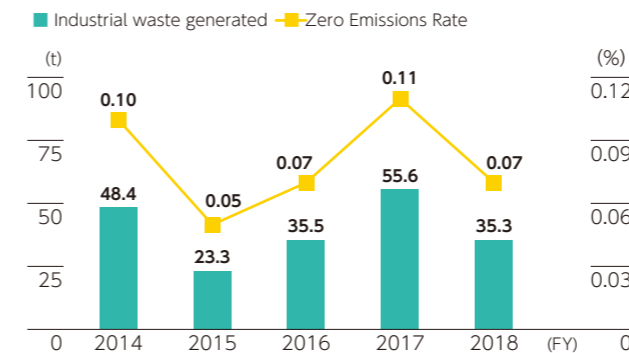
● Outsourced Disposal of Industrial Waste



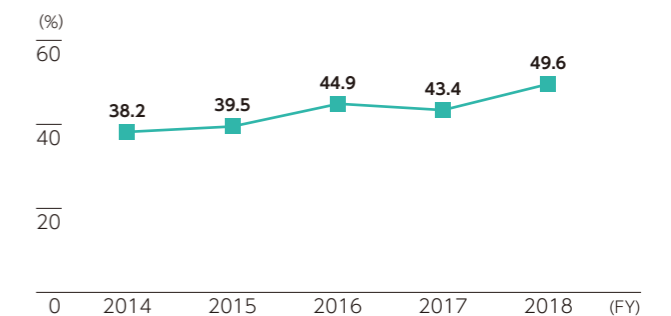
● Breakdown of the Total Volume of Waste Treated by External Contractors



● Zero Emissions Rate for Landfill Disposal of Industrial Waste (scope: ADEKA and Group companies in Japan)



● Recycling Rate (scope: ADEKA and Group companies in Japan)



● Human Resources Data

Item	FY2016		FY2017		FY2018	
Number of consolidated employees	3,375		3,551		5,154	
Number of nonconsolidated employees	1,593		1,639		1,702	
	Male	1,373	Male	1,415	Male	1,459
	Female	220	Female	224	Female	243
Employee turnover rate	2.5%	Male 2.6%	2.8%	Male 2.7%	3.0%	Male 2.9%
		Female 2.2%		Female 3.4%		Female 3.3%
Employee average age	38.8 Years	Male 39.0 Years	38.8 Years	Male 39.0 Years	38.5 Years	Male 38.7 Years
		Female 37.5 Years		Female 37.6 Years		Female 37.5 Years
Ratio of female employees	13.8%		13.7%		14.3%	
Ratio of female managers	2.9%		2.4%		2.9%	
Rate of employment of people with disabilities	2.04%		1.89%		1.80%	
Rate of employment of retiree	100%		67%		75%	
No. of employees taking childcare/ nursing care leave	Male	1	Male	5	Male	7
	Female	11	Female	4	Female	13
Percentage returning to workplace after childcare leave	Male	100%	Male	100%	Male	100%
	Female	100%	Female	100%	Female	100%
Job retention rate after childcare leave	Male	100%	Male	100%	Male	100%
	Female	100%	Female	100%	Female	100%
No. of employees working shortened hours	Male	0	Male	1	Male	0
	Female	28	Female	25	Female	27
Percentage taking annual paid leave	63.7%		65.3%		69.2%	
Number of new graduates hired	74	Male 58	75	Male 62	91	Male 73
		Female 16		Female 13		Female 18
Average length of employment	15.7 Years	Male 15.9 Years	15.7 Years	Male 15.9 Years	15.5 Years	Male 15.7 Years
		Female 14.5 Years		Female 14.6 Years		Female 14.3 Years
Average hours of annual training/ education per employee	171.5 Min		141.1 Min		115.0 Min	
Percentage taking refreshment leave	90%		82%		85%	
Percentage receiving health check-up	99.9%		100%		100%	
Repeat health check-up rate	100%		99.9%		79.3%	
Average monthly wage	375,383 yen		378,017 yen		373,678 yen	
New graduate starting salary (university graduates, includes housing allowance)	227,590 yen		227,590 yen		228,090 yen	
Non-prescribed work time	15.8 hours		16.0 hours		15.1 hours	

Diversity

● Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace (scope: ADEKA)

Period: April 1, 2016 to March 31, 2021

Goal: Raise the ratio of women in management positions to 5% by 2021.

Measures:

1. Enhance operational skills and nurture awareness about women's involvement in business operations

April 2016: Promote job rotation that supports the career development of employees, encourage female employees to participate in external training programs, and enhance the quality of training for those who are in a semi-management position.

April 2017: Evaluate the effectiveness of the measures.

April 2019: Identify issues that need to be addressed and strengthen efforts or implement new measures.

2. Raise the ratio of female employees

April 2016: Career development seminar of women, conducted by senior female staff.

April 2017: Evaluate the outcome of the measure.

April 2018: Identify issues that need to be addressed and strengthen efforts or implement new measures.

3. Promote initiatives for work-life balance

April 2016: Start deliberations on the introduction of a half-day unit for nursing care leave and a multiple-period system for nursing care leave of absence.

January 2017: Start a multiple-period system for nursing care leave of absence.

April 2018: Revise brochures on childcare leave and nursing care leave.

Promoting a Work-Life Balance

● General Employer Action Plan Based on the Act for Measures to Support the Development of the Next Generation (scope: ADEKA)

Period: April 1, 2018 to March 31, 2021

Goals:

1. Increase the number of male employees who take childcare leave to five or more and raise the ratio of female employees who take childcare leave to 80% or more during the plan period

2. Create a corporate culture environment that encourages men to become more involved in child-rearing

3. Continue measures for reducing overtime working hours

4. Reduce the number of employees who take paid leaves fewer than five days per year to zero

Measures:

1. Revise in-house leaflets about childbirth and childrearing, and distribute them among eligible employees

2. Through training programs, nurture a culture of encouraging employees to take childcare leave

3. Enhance the "no overtime day" initiative

4. Introduce IC cards into each branch so that they can objectively monitor working hours

5. Share information about annual paid leaves between the employer and the labor union, and provide encouragement for departments or individuals not utilizing the program

6. Revise the working hour management system toward visualizing the status of paid leaves taken

● Childcare and Nursing Care Support Programs (scope: ADEKA)

Underline indicates provisions that exceed minimum regulatory requirements.

Program	Details	Number of employees who used the program
Maternity leave	6 weeks before birth (14 weeks in the case of twins) and 8 weeks after birth	13
Spousal maternity leave	<u>3 days or less</u> in cases where the spouse has given birth or less in cases where the spouse has given birth	49
Childcare leave	Until the child reaches 1 year of age, in principle an extension of up to 1 year may be approved <u>under special circumstances</u> (Calculated from the 1st day of childcare leave, special accumulated leave may be approved for up to 5 consecutive days. The period of special accumulated leave will be regarded as paid leave.)	20 (including 7 male employees) (percentage of employees who returned to work: 100%)
Childcare nursing leave	For employees raising children below <u>grade 4 of elementary school</u> , it is possible to take up to 10 days of leave per year, regardless of the number of children, for situations in which they have to take care of an injured or sick child (including vaccinations and health screenings for the child, as well as suspension of classes.)	55
Nursing care leave of absence	A total of up to 365 days for each person requiring care	0
Nursing care leave	A total of up to 20 days per year for each person needing care	4
short working hour system	Childcare: Until the end of the child's 4th year in elementary school Nursing care: A total of up to 365 days, combined with nursing care leave of absence (Both may be reduced up to a maximum of 2 hours in 15-minute units.)	27

Cultivating Human Resources

ADEKA Human Resources Principles

- Respect the human nature and personal qualities of employees
- Support self-realization by employee
- Develop human capital who have a positive social impact
- Develop employees with initiative

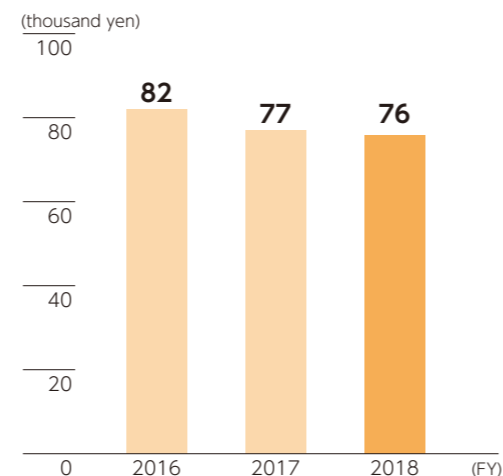
● Overview of the Educational System (scope: ADEKA)

Position category	Training relevant to "nurture human resources who lead reforms (Basic Philosophy)"							Training relevant to "nurture human resources who can be trusted (Basic Philosophy)"			
	Level	Position-specific training	Selective training		Overseas training	Optional training			In-house OJT	Activities for local communities	Compliance education
Management positions	Department managers					All job positions	Language training	Cafeteria	All job positions	Encouraging proactive participation in volunteer activities such as a cleaning project outside the premises of the office building	All job positions
	Deputy department managers	Training for new deputy department managers									
	Section/Group managers (Class 1)		Enrollment in a business school								
Section/Group managers (Class 2)	Training for newly appointed section managers		Enrollment in a business school 2nd position levels								
Assistant managers	Training for new assistant managers	Mentor training	Enrollment in a business school 1st position levels	Training for global human resources	Overseas training program (for staff in their 20s and 30s)						
Chief	Training for new chief										
Class 1	Training for new Class 1 employees										
Class 2											
General staff	Class 3	Training for new employees									

● Global Human Resources Development Programs

Ongoing initiatives	Description
Cultivating global human resources through selected employees	Aimed at developing personnel who can perform superbly outside Japan, the initiative provides selected young employees with opportunities to acquire marketing skills, finance and accounting knowledge, language skills, etc.
Overseas training program	For the purpose of developing core global human resources, selected employees in their 20s and 30s receive language training at a language school and business training at an overseas Group company for about six months.
Language study program	Language lessons are held by native teachers at ADEKA's worksites. Tuition support for a language school, presecondment language training, and other flexible programs are also available.
Accept employees from overseas Group companies	Local employees at overseas Group companies are dispatched to Japan to experience work in the ADEKA Group and life in Japan.
Developing management level employees at international locations	For developing managerial personnel for overseas Group companies, candidate employees receive OJT at production sites in Japan and deepen their understanding about their job and the ADEKA Group's management philosophy and values.

● Training Costs per Employee (scope: ADEKA)



Occupational Health and Safety

● Number of Accidents by Year

FY	2014	2015	2016	2017	2018
Accidents with lost workdays	8 (3)	8 (6)	9 (4)	11 (3)	12 (2)
Accidents without lost workdays	13 (9)	8 (5)	5 (4)	10 (9)	6 (5)

Figures in parentheses indicate data for ADEKA and domestic Group companies. Scope: ADEKA and subcontractors and the ADEKA Group's 13 production sites

● Frequency Rates of Accidents Resulting in Lost Workdays*1

Year	2014	2015	2016	2017	2018
ADEKA and its domestic manufacturing sites	0.39	0.95	0.74	0.18	0.75
Overseas sites	4.07	1.05	2.43	1.78	4.83
Average among chemical plants*2	0.76	0.81	0.88	0.81	0.90

*1 Rates calculated by dividing the number of employees involved in an accident resulting in lost workdays with the total working hours (one million hours).

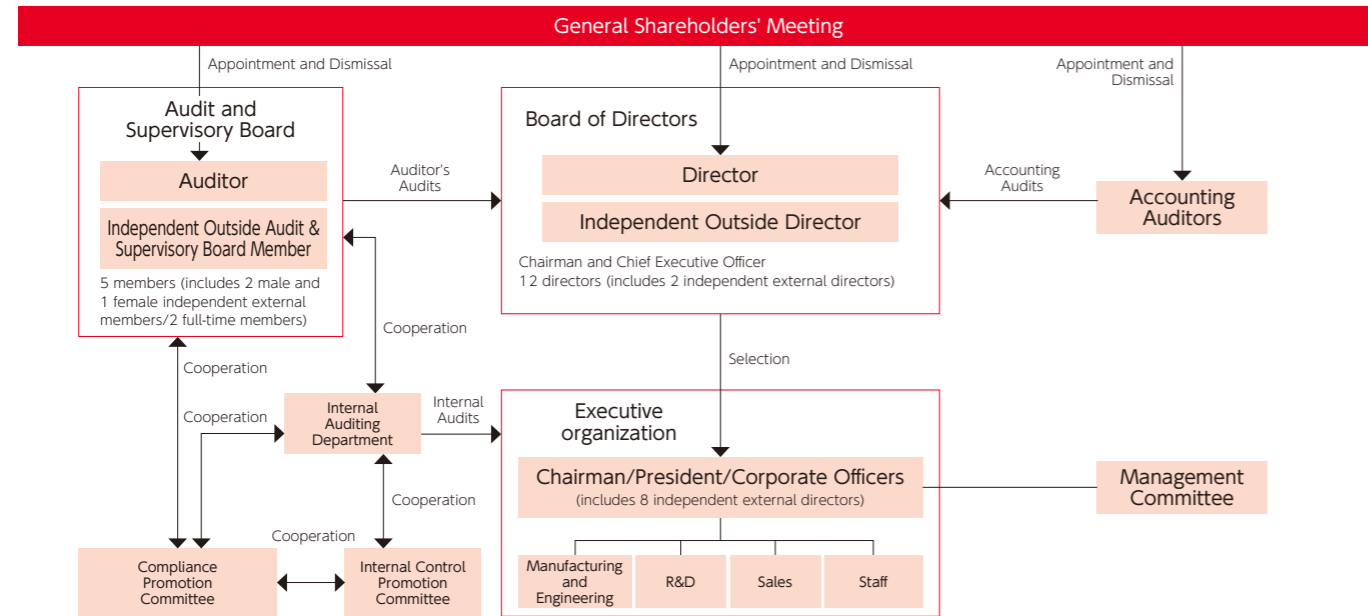
*2 Source: Survey on Industrial Accidents by the Ministry of Health, Labor and Welfare of Japan; frequency rates are by calendar year.

Communication with employees

ADEKA has union shop agreements with the ADEKA Labor Union. The union membership rate for general employees is 100%. In addition to monthly labor-management meetings, the Company and labor union pursue dialogue through dedicated committees and collective bargaining to improve personnel provisions, establish better working hours and conditions, and secure the physical and mental health of employees.

Corporate Governance

● Overview of Corporate Governance as of June 30, 2019



● Corporate Governance Overview as of June 30, 2019

Item	ADEKA
Governance structure	Company with company auditors
Chairman of the board of directors	Chairman and Chief Executive Officer
No. of directors	12
Of which are independent external directors	2
Of which are female	0
Terms of directors (year)	1
No. of executive officers	18
Of which are also directors	8
No. of company auditors	5
Of which are independent external auditors	3
Of which are female	1

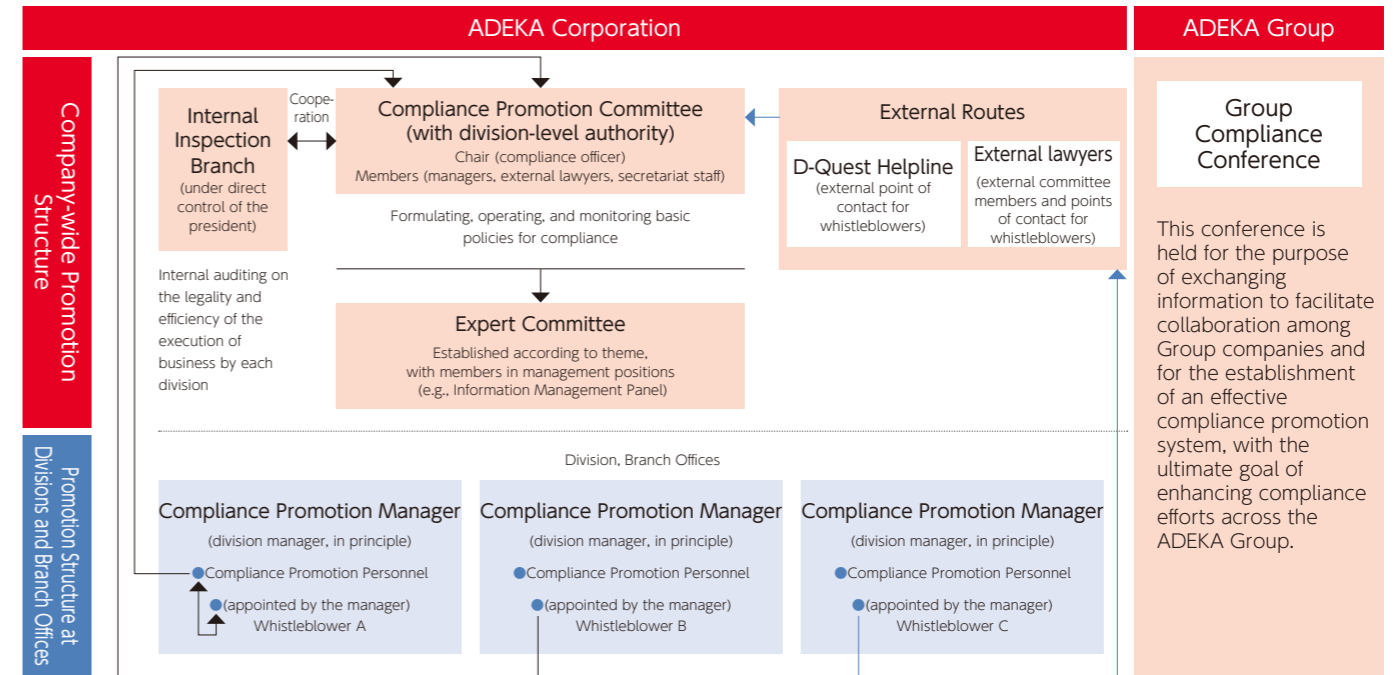
Risk Management

● Overview of Risk Management



Compliance

● Compliance Structure



● Compliance Training as of June 30, 2019

Type of Training	Theme	Date and Period	Participants
Seminars	Themes for each position (6 times in total)	April-September	262
	Global Compliance (training for global human resource development)	September 14, 2018	20
	compliance leader training	October 20, February 1, March 4, March 20, 2018	125
	In-house compliance seminar	Conducted as needed	Implementation rate 93%
	Compliance orientation for Group companies: "About Information Security"	October 19, 2018	16
E-learning	Case Study on Compliance	July	130
	Practical and Continuous Study on Compliance	March - August	119
	Lecture on information security: "Security of Wireless LAN"	October 31, 2018	588
Lectures and Orientations	Orientation on antitrust acts	September 11, 2018	190
	Orientation on insider trading regulations	October 29, 2018	428
	Lecture on compliance: "harassment prevention"	December 21, 2018	479
	ADEKA Group Presidents Meeting 1. Lecture on corporate risk management 2. Data mapping and request to enter standard contractual clauses (SCC) in response to EU's General Data Protection Regulation	July 4, 2018	50
	Global Administration Staff Meeting 1. ADEKA Group Code 2. Strengthen their bribery prevention measures	September 20, 2018	50

● Number of Internal Reports

FY	2014	2015	2016	2017	2018
Reports	3	4	9	9	8

Acquisition of Management System Certification

● ISO 22301 (BCM: Business continuity management)

Head Office relevant departments, Soma Plant and ADEKA LOGISTICS CORP. (Nov. 2013)

● ISO 9001 (Quality Management Systems)

Mie Plant (Jun. 1993)
Kashima Plant, Kashima Plant-West (Apr. 1996)
Fuji Plant (Jan. 1997)
Chiba Plant (Jul. 1997)
ADEKA POLYMER ADDITIVES EUROPE SAS (Jul. 1997)
OXIRANE CHEMICAL CORP. (Oct. 1997)
Soma Plant (Aug. 1998)
ADEKA CLEAN AID CORP. (Oct. 1999)
ADEKA KOREA CORP. (Jan. 2000)
AMFINE CHEMICAL CORP. (Oct. 2001)
ADEKA ENGINEERING & CONSTRUCTION CORP. (Mar. 2002)
KUKDO CHEMICAL (KUNSHAN) CO., LTD. (Mar. 2004)
ADEKA FINE CHEMICAL (SHANGHAI) CO., LTD. (May 2005)
ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD. (May. 2005)
TOKYO ENVIRONMENTAL MEASUREMENT CENTER CO., LTD. (Aug. 2005)
UEHARA FOODS INDUSTRY CO., LTD. (Nov. 2005)
ADEKA (SINGAPORE) PTE.LTD. (Apr. 2006)
ADEKA FINE CHEMICAL TAIWAN CORP. (Jul. 2006)
ADEKA FINE CHEMICAL (THAILAND) CO.,LTD. (Dec. 2006)
ADEKA AL GHURAIR ADDITIVES LLC (Aug. 2012)
AM STABILIZERS CORP. (Mar. 2013)
ADEKA AL OTAIBA MIDDLE EAST LLC (Sep. 2018)

● ISO 14001 (Environmental Management Systems)

Mie Plant (Dec. 1996)
Kashima Plant, Kashima Plant-West (Mar. 1998)
Fuji Plant (Apr. 2000)
Chiba Plant (May. 2000)
Soma Plant (Aug. 2000)
Akashi Plant (Mar. 2001)
OXIRANE CHEMICAL CORP. (Mar. 2001)
TOKYO ENVIRONMENTAL MEASUREMENT CENTER CO., LTD. (Feb. 2003)
ADEKA KOREA CORP. (Jan. 2006)
ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD. (Jul. 2006)
ADEKA FINE CHEMICAL TAIWAN CORP. (Feb. 2007)
AMFINE CHEMICAL CORP. (Sep. 2007)
ADEKA FINE CHEMICAL (SHANGHAI) CO., LTD. (Jan. 2009)
ADEKA FOODS (CHANGSHU) CO., LTD. (Aug. 2009)
ADEKA FINE CHEMICAL (THAILAND) CO.,LTD. (Jan. 2010)
ADEKA POLYMER ADDITIVES EUROPE SAS (Aug. 2010)

● IMS (Integrated Management System)

Soma Plant (Dec. 2004)
Kashima Plant, Kashima Plant-West (Nov. 2008)
Fuji Plant (Dec. 2009)
Chiba Plant (Aug. 2011)

● FSSC 22000 (Food Safety System Certification)

Kashima Plant-West (Dec. 2011)
Kashima Plant (Dec. 2014)
Akashi Plant (Mar. 2015)
ADEKA FINE FOODS CORP. (Apr. 2016)
ADEKA (SINGAPORE) PTE.LTD. (May. 2016)
ADEKA FOODS (CHANGSHU) CO.,LTD. (Sep. 2016)
ADEKA FOODS (ASIA) SDN.BHD. (Oct. 2017)

● HACCP (Hazard Analysis and Critical Control Point)

Kashima Plant (Mar. 2002)
ADEKA (SINGAPORE) PTE.LTD. (Aug. 2004)
ADEKA FOODS (ASIA) SDN.BHD. (Apr. 2015)

● TPM (Received Total Productive Maintenance)

Chiba Plant: 1994 Excellence Award
Mie Plant: 1995 Excellence Award
OXIRANE CHEMICAL CORP.: 1995 Excellence Award
Akashi Plant: 2000 Excellence Award
Kashima Plant, Kashima Plant-West: 2007 Excellence Award
—Special Award for TPM Achievement
Fuji Plant: Award for TPM Excellence, Category A (2010)

● OHSAS 18001 (Occupational Health and Safety Management Systems)

Mie Plant (Sep. 2000)
Kashima Plant, Kashima Plant-West (Nov. 2002)
Soma Plant (Dec. 2002)
Akashi Plant (Mar. 2003)
Chiba Plant (Oct. 2003)
Fuji Plant (Dec. 2003)
ADEKA FINE CHEMICAL TAIWAN CORP. (Jun. 2007)
ADEKA FINE CHEMICAL (CHANGSHU) CO., LTD. (Jul. 2009)
ADEKA FOODS (CHANGSHU) CO., LTD. (Aug. 2009)
ADEKA KOREA CORP. (Apr. 2010)
ADEKA POLYMER ADDITIVES EUROPE SAS (Dec. 2013)
ADEKA AL OTAIBA MIDDLE EAST LLC (Sep. 2018)