

## Message from the President



### Profile

#### Kazuaki Tokiwa

Kazuaki Tokiwa was born in Kanagawa Prefecture in 1961. He graduated from the Faculty of Engineering at the Chiba Institute of Technology in 1983, and joined RIKEN VINYL INDUSTRY CO., LTD. (now RIKEN TECHNOS CORPORATION) in the same year. He was appointed Managing Director of RIKEN ELASTOMERS CORPORATION (U.S.A.) in 2007; appointed Assistant General Manager of the Compound Division and General Manager of Compound Sales in 2011; appointed Director and General Manager of the Corporate Planning Office in June 2013; then appointed Representative Director, President & COO in April 2016.

# Aiming to Become the Leading Provider of Comfort for All Living Spaces

## ► Our Responsibilities as a Member of the International Community

### Toward a Sustainable Society

The “2030 Agenda for Sustainable Development” was adopted at the United Nations summit in September 2015. This agenda states a set of common goals applicable to all members of the United Nations, known as the Sustainable Development Goals (SDGs). The SDGs comprise 17 international goals to be worked on from 2016 to 2030, including access to reliable energy; sustainable economic growth and decent work for all; sustainable supply of energy; promote sustainable industrialization and foster innovation; and combat climate change. The Japanese government has also started to work on achieving SDGs at the national level, such as establishing in May 2016 the Sustainable Development Goals (SDGs) Promotion Headquarters headed by the prime minister. The RIKEN TECHNOS GROUP will look to these movements as a reference and continue as it has done to strengthen initiatives for a sustainable society in order to fulfil our responsibilities as a member of the international community.

### Together with All Our Stakeholders

To maintain a rewarding and affluent society into the future, the RIKEN TECHNOS GROUP has up till now been moving forward together with all our stakeholders—such as customers, business partners, employees, shareholders, and people from the local communities—to work on solving issues faced by society. Through various forms of involvement, the RIKEN TECHNOS GROUP has reached its present-day existence and growth while building trusting relationships with all stakeholders. Moving ahead, there will not be any change to this stance. This CSR report will provide details on our involvement with all our stakeholders supporting the RIKEN TECHNOS GROUP. Please take time to look through the report.

## ► ACT NOW! ACT TOGETHER! 2018

### Three-year Mid-term Business Plan

The RIKEN TECHNOS GROUP started its new three-year mid-term business plan in April 2016.

Based on our management policy “ACT NOW! ACT TOGETHER! 2018—Aiming to Become a Leading Company that Provides Comfort for All Living Spaces,” we will work to tackle five major tasks.

In addition, we will strengthen our initiatives in priority market segments such as the automotive market and medical and healthcare market. To achieve these goals stated in our three-year mid-term business plan, the most important thing is “people.” We have made “ACT NOW! ACT TOGETHER!” our management policy as we wish to heighten the individual capabilities of our employees while maximizing teamwork in our tasks.

This is the same even outside the company. We will work on building even more robust partnerships with every stakeholder and solving issues with speed.

### Featured Article

The RIKEN TECHNOS GROUP provides technology to the world as we aim to become a leading company that provides comfort for all living spaces. The featured article in this CSR Report introduces these technologies along with examples of their use. The RIKEN TECHNOS GROUP’s technologies are utilized in many objects that we interact with every day without realizing. Through the voices of our employees, we hope to show you some of the RIKEN TECHNOS GROUP’s many technologies.

We plan to keep moving forward together with our stakeholders for the realization of a sustainable society. I hope you will continue to give us your support in the future.

**Kazuaki Tokiwa**  
Representative Director,  
President & COO

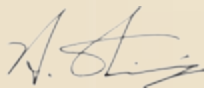




## Message from the Chairman

A year and a half has passed since I was appointed as Chairman and CEO. We have clarified the roles of outside directors and improved the supervisory function of the Board of Directors, adopting the executive officer system in April 2016 and transitioning into a company with an audit and supervisory committee in June. We will continue to aim for further improvements to management transparency and fairness. Amid drastic changes to our management system, we aim to better operate as an open company, and support management from the position of supervising execution departments. The number of sites in various countries around the world is also increasing, and moving ahead, we will also strengthen our management utilizing the organization strength of the RIKEN TECHNOS GROUP. In our three-year mid-term business plan, "Create an Innovative Production System" is one of the major tasks which we should be focusing on. Being able to properly carry out manufacturing is the starting point for a manufacturer, and is an important issue affecting future management. To meet the needs of our customers, we will return to the *san gen shugi* (three *gen* principles) of *genchi* (actual place), *genbutsu* (actual thing), and *genjitsu* (fact) to strengthen the power of the workplace, and further polish our manufacturing even as we pass down past technologies. We at the RIKEN TECHNOS GROUP sincerely look forward to receiving your continued support.

**Hiroshi Shimizu**  
Representative Director  
Chairman & CEO



## ▶ RIKEN TECHNOS WAY

### About the RIKEN TECHNOS WAY

The RIKEN TECHNOS WAY is the management philosophy RIKEN TECHNOS formulated in 2011 when marking the 60th anniversary of its founding, with the goal of moving toward its 100th anniversary. The RIKEN TECHNOS WAY adds new dreams and development directions to the "RIKEN-ness," represented by the startup spirit that has been passed down since our founding days, and consists of "Mission," "Our Value," and "Basics."

#### Mission (embodies the company's mission and purpose)

We are a challenger that harnesses the power of science to improve the quality of life and create a safe, affluent society. We continuously provide new value and satisfaction to people, companies and society through our original and superior formulations and manufacturing technologies of multiple resins.

#### Our Values (reflects our fundamental values)

We establish a bond of trust and work for the mutual benefit of all.  
We create new value.  
We continually push ourselves to achieve more.  
We enjoy our work and love what we do.  
We work together to find solutions and produce the best results for everyone.

### About CSR

The RIKEN TECHNOS GROUP conducts its CSR activities according to the RIKEN TECHNOS GROUP Code of Conduct.

#### RIKEN TECHNOS GROUP Code of Conduct

Member corporations of the RIKEN TECHNOS GROUP (hereafter referred to as "Members") believe that corporations exist not only as economic entities designed to pursue profits through fair competition, but also as social entities which must make a contribution to society at large. Therefore, RIKEN TECHNOS CORPORATION is expected to respect human rights and to behave in a socially responsible manner toward the creation of a sustainable society, while observing both the spirit as well as the letter of all laws and regulations applying to our activities both in Japan and abroad in accordance with the RIKEN TECHNOS GROUP Code of Conduct.

\* For the full text, visit the RIKEN TECHNOS website.

### Directors



**Hiroshi Shimizu**  
Representative Director  
Chairman & CEO



**Kazuaki Tokiwa**  
Representative Director  
President & COO



**Masamitsu Sumiyoshi**  
Representative Director  
Senior Managing Executive  
Officer  
General Manager of Sales &  
Marketing Division



**Junji Irie**  
Director  
Managing Executive Officer  
General Manager of  
Administrative Division &  
General Affairs Department



**Gakuyuki Kajiyama**  
Director  
Senior Executive Officer  
General Manager of  
Corporate Planning Division



**Yoshitaka Okochi**  
Director  
Full-time Audit & Supervisory  
committee Member



**Hiroshi Nemoto**  
Outside Director  
Audit & Supervisory  
committee Member



**Takayuki Hayakawa**  
Outside Director  
Audit & Supervisory  
committee Member



**Shigeharu Nakamura**  
Outside Director  
Audit & Supervisory  
committee Member

### Executive Officers (excluding concurrent directors)



**Hirofumi Otani**  
Senior Executive Officer  
General Manager of Technical  
Division & It & Electronics  
Business Unit



**Michihisa Tasaka**  
Senior Executive Officer  
General Manager of Quality  
Assurance Division



**Takashi Shimada**  
Senior Executive Officer  
Managing Director, RIKEN  
AMERICAS CORPORATION  
& RIKEN ELASTOMERS  
CORPORATION



**Shunichi Ueyama**  
Executive Officer  
General Manager of  
Compound Planning &  
Coordination Department



**Masato Koizumi**  
Executive Officer  
General Manager of  
Administration Office  
& Computer System  
Development Department



**Hitoshi Sugino**  
Executive Officer  
Deputy General Manager of  
Technical Division & General  
Manager of R&D Center



**Takeshi Sugie**  
Executive Officer  
General Manager of  
Procurement Division



**Masashi Tosaka**  
Executive Officer  
General Manager of Film  
Planning & Coordination  
Department



**Toshiyuki Sato**  
Executive Officer  
Managing Director, PT. RIKEN  
INDONESIA



**Hirohito Koshimizu**  
Executive Officer  
General Manager of  
Manufacturing Division