

● 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, and this year was the last fiscal year of this plan. Under our management policy “ACT NOW! ACT TOGETHER! 2018—Aiming to Become a Leading Company that Provides Comfort for All Living Spaces,” we have been tackling five major tasks. Since the RIKEN TECHNOS GROUP’s products can be utilized in a wide variety of fields all over the world, such as automotive, consumer electronics, electric wires and cables, housing, consumer goods, and medical equipment, our management philosophy is to “provide comfort for all living spaces.” Solving our management issues one by one leads directly to social contribution. Therefore, we will strive to build a stronger partnership with all of our stakeholders and unite with all RIKEN TECHNOS GROUP employees to solve the various issues under the policy of “ACT NOW! ACT TOGETHER!”

● Our Responsibilities as a Member of the International Community

Toward a Sustainable Society

Initiatives toward realizing a sustainable society are picking up speed, as exemplified by the Sustainable Development Goals (SDGs), which are universal goals of the 2030 Agenda for Sustainable Development adopted at a UN Summit, and a strategy for recycling plastic resources drawn up by Japan’s Ministry of the Environment. Since the RIKEN TECHNOS GROUP is producing high-functionality plastic products, most of them are sorted as industrial waste at the end of their useful life and are disposed of or recycled. Therefore, we are committed to fulfilling our responsibility by

working with the trends in the international society. For example, we are actively developing products with disposal and recycling in mind, as well as products that place a reduced burden on the environment through fuel efficiency improvements.

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.

The RIKEN TECHNOS GROUP has reached its present-day existence and level of growth by building trusting relationships with all our stakeholders through various forms of involvement.

Moving ahead, there will not be any change to this stance.

This CSR report will provide descriptions of our involvement with all the stakeholders supporting the RIKEN TECHNOS GROUP.

Please take time to look through the report.

Featured Article

The featured article in this CSR report describes the roles the RIKEN TECHNOS GROUP is playing in its large manufacturing value chain, which culminates in the delivery of our various products to our customers.

We hope readers will gain an understanding of the initiatives we are taking to reduce our environmental impact while aiming to become the leading provider of comfort for all living spaces.

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





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 April 2013; then appointed Representative Director, President & COO in April 2016.

Message from the Chairman



Our CSR Report for 2018 features an article on our value chain. As the article describes, most of our company's products are made from petroleum-derived resins. In light of the risk of depletion of petroleum resources in the future, developing products based from non-petroleum-based raw materials is one of the major themes for the RIKEN TECHNOS GROUP. Currently, however, non-petroleum-based raw materials are more expensive than petroleum-based raw materials. Nevertheless, in order to create a sustainable global environment, it is essential to diversify raw material sources, that is, to actively proceed with developing non-petroleum-based raw materials. Therefore, our company must also engage in environmentally conscious activities so that the SDGs can be achieved. As Japan undergoes reform, the RIKEN TECHNOS GROUP also wants to enhance work-style reform. We believe that allowing each employee to complete work efficiently will lead to work-style reform. If we are to proceed at a speed that feels like twice the current speed, we need to build an appropriate framework, and to do so will require utilization of various tools, techniques, and expertise. We must also review how we run our meetings. We are aiming to achieve more efficient operation with the goal of creating an atmosphere in which everyone can discuss issues frankly by crossing manager-subordinate boundaries. Furthermore, it is most important for employees themselves to look beyond the present and take appropriate actions. First, when they observe their surroundings, catch information, analyze it, and put the results into proactive actions, their actions will become efficient instead of haphazard, deepening relationships of mutual trust with customers. I am convinced that changes in our employees' work styles in many situations will lead to implementation of the RIKEN TECHNOS WAY.

We at the RIKEN TECHNOS GROUP are committed to keep forging ahead unafraid of change, and sincerely look forward to receiving your continued support.

Hiroshi Shimizu
Representative Director
Chairman & CEO

A handwritten signature in black ink, appearing to read 'H. Shimizu', positioned to the right of the printed name and title.

Directors

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



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



Masato Koizumi
Director
Full-time Audit & Supervisory
committee Member



Takayuki Hayakawa
Outside Director
Audit & Supervisory
Committee Member



Shigeharu Nakamura
Outside Director
Audit & Supervisory
Committee Member



Kazuma Shibata
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
Managing Director, RIKEN
(THAILAND) CO., LTD.



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 & Manager of
Construction Products Material
Business Unit



Toshiyuki Sato
Executive Officer
Managing Director, PT. RIKEN
INDONESIA



Hirohito Koshimizu
Executive Officer
General Manager of
Manufacturing Division