

Coexistence with Society

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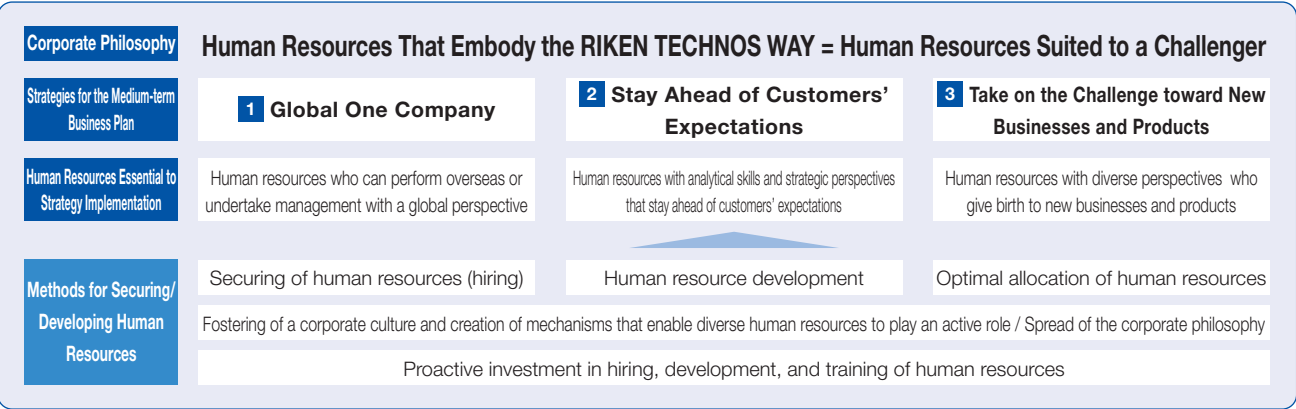
RIKEN TECHNOS believes that employees and the Company have a relationship of mutual growth, and the growth of people is corporate growth itself. Our human resource development policy is one in which each employee puts the RIKEN TECHNOS WAY into practice and grows into the human resource that we need, and in which we achieve growth at the same time by leveraging the abilities of each individual as the organization's own capabilities. We focused on developing human resources suited to a "challenger," and we strived to secure and develop the human resources we need to carry out the strategies defined in the previous three-year medium-term business plan. In the new three-year medium-term business plan that started in FY2025, we continue to secure and develop the human resources we need. At the same time, seeking further growth and development as a global company, we work to establish a structure and foster a culture in which diverse employees can work energetically.

Develop Human Resources Suited to a "Challenger"

We advocate being a challenger, and besides continuing to take on new challenges as a company, we also emphasize allowing every employee to achieve their targets and develop their own abilities with pride and fulfillment. We have identified "Develop human resources suited to a "challenger" as one of our materiality topics.

We provide the ideal work and environment that enable individual employees to demonstrate the abilities required by us. At the same time, we actively develop (invest in) human resources who can succeed in the face of global competition. Through these efforts, we support the growth and active participation of employees. The self-driven practice of

our corporate philosophy—the RIKEN TECHNOS WAY—by each and every employee is the foundation of all our operations, and we are responsible for creating the environment in which that takes place. For sustainable corporate value enhancement, we believe it is vital to see our human resources as capital and to draw out all of their potential value, while at the same time formulating and implementing human resource strategies linked to our management strategies. We are implementing various measures for securing and developing human resources linked to our three-year medium-term business plan.



Development/Securing of Human Resources Linked to Management Strategies

- Global One Company**
Develop human resources who can perform overseas or undertake management with a global perspective (including local employees)
- Stay Ahead of Customers' Expectations**
Develop human resources with analytical skills and strategic perspectives that stay ahead of customers' expectations
- Take on the Challenge toward New Businesses and Products**
Develop and hire human resources with diverse perspectives who give birth to new businesses and products

Long-term Perspective: Human Resources That Embody the Corporate Philosophy

- Secure human resources needed for implementing global business strategies
- Develop human resources that can succeed in global competition, and
 - allocate human resources toward achieving management strategies
 - establish an environment where human resources with the desire to take on challenges or transform can perform well

Employee Engagement

- Aim for better business performance by setting improvement of employee engagement as a key target
- Instill the corporate philosophy and management policy to achieve a state where employees working at the RIKEN TECHNOS GROUP have pride and fulfillment

Diversity

- Have creative and flexible thinking and gain strength that can respond to various issues (creation of new products and technologies; operational reforms)

Global Human Resource Development

We carry out various measures for developing human resources capable of executing global business strategies. We let young employees experience secondment or business trips to overseas consolidated subsidiaries. We are also studying an initiative where the human resources of overseas consolidated subsidiaries undergo training and development in Japan. Through these initiatives, we discover and develop human resources capable of playing active roles at the global level across the RIKEN TECHNOS GROUP.

Pre-dispatch Global Human Resource Development for Employees Dispatched Overseas

Participants in this training learn broadly—including sales strategy formulation techniques, marketing, financial accounting, understanding of different cultures, and foreign languages—through e-learning and pre-dispatch training to acquire the necessary skills and mindset for carrying out management overseas.

Selection-based Development of Managers and Young Employees

Selected employees are sent to educational institutions such as an outside school to learn a variety of ways of thinking and to develop usable management skills. The aim is to let employees broaden their perspectives and see themselves objectively by being away from their daily operations and interacting with people from other companies, and at the same time, also widen their human networks. Through conducting such development at each level, we continuously develop human resources who serve as future management candidates.

Career and Human Resource Development Programs

We have various measures in place to enable employees to autonomously develop their own careers, increase their own value, and continue to grow as employees. Besides the conduct of training, in our human resource structure, we have systems that create opportunities for regular communication between superiors and subordinates regarding career development. Education through on-the-job training and off-the-job training, assignment transfers, and such are carried out taking into consideration the intentions of our employees.

Training is undertaken not only by the participants; we also create opportunities for the involvement of their superiors. For example, in new managerial staff training, we provide guidance to superiors about the training's purpose and intent and how superiors are involved. Over the six-month period of the training, we create opportunities for monthly interviews between participants and their superiors. During these interviews, besides confirming and reporting the progress of themes being undertaken in the training, participants can also receive support from their superiors.

In addition, we carry out various human resource development programs to promote individual employee growth and strengthen our organizational abilities, including external seminars, group training at the workplace, attainment of qualifications, and in-house skill certification. We also widely conduct education about compliance, human rights, and internal control to establish and maintain a culture that allows proper conduct as corporate employees.

Through these and other human resource development measures, we continuously develop management human resources and secure human resources capable of being assigned to key posts.

New Employees Training

Group training is conducted for employees three times: immediately, three months, and one year after joining RIKEN TECHNOS. Besides deepening their understanding of the Company, these training sessions also help them to switch their mindset from being students to that of working adults, learn the basic skills required of a businessperson, and alleviate their worries, concerns, and doubts.

In FY2025, we revised our overall training for those in career positions who graduated from universities or graduate schools. Through undergoing on-site training centered on manufacturing and quality control departments—regardless of occupation—during their first year with the Company, they deepen their understanding about our products, technologies, raw materials, and such, and focus on learning the basic knowledge necessary as employees of a manufacturer practicing monozukuri. From their second year, they experience research and development (R&D) and other departments before they are assigned to their actual departments according to their choices and aptitude. We also incorporate accounting training, language learning, and other such programs to provide education on accounting knowledge and language skills that serve as the foundation for a businessperson. In addition, we also support employees in acquiring qualifications.

Training by Level

We conduct several types of training by level, mainly for promotees, such as new chief training and new managerial staff training. Our new chief training mainly seeks to provide foundational management knowledge necessary for leaders at the front lines and to reinforce the participants' self-awareness as being in the pool for future management candidates. In new managerial staff training, as managers working at the front lines, we mainly conduct training for the purposes of providing them with a solid foundation in management; strengthening their abilities to solve problems, develop the capabilities of the employees for whom they are responsible, and exert leadership; promoting diversity, equity, and inclusion; and directly linking training to operations so that the knowledge obtained in training leads to results at work.

Digital Transformation Training

We conduct digital transformation (DX) training, including IT literacy education, for all employees. With the introduction of generative AI, we also started training and workshops regarding the use of generative AI for employees—centered on young employees—selected from our departments. Development of materials informatics human resources is being undertaken at departments in the areas of R&D. Going forward, we will continue to reinforce our DX training to raise the DX skills of all employees and develop specialized human resources.

Professional System

We introduced a professional system to secure and develop human resources with a high degree of specialization, provide them with opportunities to play active roles, and treat them appropriately. Employees assigned to professional positions apply their high levels of knowledge and experience at departments in the areas of R&D, intellectual property, and sales.

Promotion of Diversity, Equity, and Inclusion

Seeing the need to be an organization where diverse human resources play active roles to quickly respond to the changing society and solve various issues, we have identified “Promote diversity, equity, and inclusion (DE&I)” as a materiality topic.

We recruit and promote diverse human resources without bias with respect to gender, nationality, age, or career history, and we are creating human resource development systems and environments to allow them to play active roles.

In FY2024, we expanded the scope of the Women’s Empowerment Promotion Project launched in FY2023 to embark on new activities as the Diversity, Equity, and Inclusion Promotion Project. As a global company that not only promotes women’s empowerment but also that of diverse human resources and as a company that continues to create new value, we are continuously promoting DE&I.

Ensuring of Diversity

The RIKEN TECHNOS GROUP, which engages in business at the global level, strives to ensure diversity and develop core human resources to unite as one and grow as a genuine global company. In particular, we have established targets for the percentage of global human resources and women in management positions across the Group as we see such positions as core human resources.

Percentage of Global Human Resources and Women in Management Positions (Consolidated)

	Results (As of March 31, 2025)	Targets (As of March 31, 2028)
Percentage of global human resources* in management positions	22%	24%
Percentage of women in management positions	17%	20%

* Human resources who have worked at least one year outside their country of birth

RIKEN TECHNOS has also established non-consolidated targets for the percentage of women, foreigners, and mid-career hiring in management positions so that diverse human resources play active roles as the core human resources of the Company.

Percentage in Management Positions (Non-consolidated)

	Results (As of March 31, 2025)	Targets (As of March 31, 2028)
Percentage of women in management positions	2.2%	7.0%
Percentage of foreigners in management positions	0.7%	3.0%
Percentage of mid-career hiring in management positions	33.6%	40.0%

With respect to the empowerment of women, we strive to create workplace environments where women can apply their own abilities and freely participate based on our action plan under the Act on the Promotion of Women’s Active Engagement in Professional Life. The following are the initiatives in the action plan.

Diversity, Equity, and Inclusion Promotion Project

In FY2024, we expanded the scope of the Women’s Empowerment Promotion Project launched in FY2023 to embark on new activities as the Diversity, Equity, and Inclusion Promotion Project. In the conduct of activities, the three-year medium-term business plan, materiality topics, and such were taken into consideration while project members with diverse backgrounds spent many hours discussing the themes to be undertaken by the project, goals to achieve, and the ideal image. Their respective perspectives and ideas were respected even as focus was placed on allowing everyone to take action in the same direction.

In FY2024, with improving recognition of DE&I throughout the RIKEN TECHNOS GROUP—which was also an issue raised in the Women’s Empowerment Promotion Project—as the theme, basic DE&I knowledge (such as unconscious bias and psychological safety) and internal systems for various life events were introduced in our monthly newsletter for Group companies. Workshops where project members served as lecturers were also conducted and opened to all employees. Although participation was voluntary, close to 90% of company employees participated, helping to enhance understanding about DE&I. By conducting a survey in parallel, where employees could either state or not state their names, we were able to measure the level of understanding about the workshops as well as obtain frank opinions regarding DE&I.

In FY2025, we will continue the project while switching its members and promote DE&I that is most appropriate for the Group.



At One of the Workshops (Conducted at the Head Office and Various Sites)

- 1. Female recruitment rate of at least 30%
- 2. Annual paid leave usage rate of at least 70%
- 3. Implementation of the Diversity, Equity, and Inclusion Promotion Project
(Plan period: April 1, 2024 to March 31, 2027)

We continue to employ employees who wish to be re-employed after retirement until the age of 65, giving considering to work styles including job scope and number of days/hours of work. Many of those reemployed play valuable roles in guiding young employees and passing on skills developed so far. For employees that resigned before retirement, we see resignation as opportunities for growth, and we have established a system that allows them to be re-employed in cases when their needs match those of the Company, leading to cases of actual reemployment. We see support for the employment of persons with disabilities as one measure for allowing diverse human resources to play active roles, and we provide opportunities for their active participation at various workplaces. In FY2024, the employment rate of persons with disabilities was 2.61%.

Support for Balancing Work and Childcare / Nursing Care

We have created working environments that are convenient for employees providing childcare or nursing care. Under our childcare and nursing care leave systems, up to 10 days of paid leave can be taken to care for a sick/injured child or to provide nursing care to a family member. The childcare

leave system allows employees to take childcare leave for up to two years, including a period of paid leave. As a measure to achieve flexible work styles ahead of the revision of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members, we have also introduced a system that allows employees to work from home—up to 10 days each month—for the purpose of childcare or nursing care.

In FY2024, the childcare leave usage rate was 68.4% (125.0% for women and 53.3% for men)*. The nursing care leave system allows employees to take up to a total of 93 days of leave.

We also have a system that allows the reemployment of employees who were forced to resign due to reasons such as marriage, pregnancy, childbirth, and their spouses’ job relocations.

Furthermore, based on the action plan of the Act on Advancement of Measures to Support Raising Next-Generation Children, we strive to create workplace environments where all employees can achieve a balance between their work and family life. For the three years starting from FY2024, we developed and are implementing the following action plans for our efforts.

- 1. Creation of workplaces with high productivity that allow work to be carried out efficiently
- 2. Development of organizational culture that supports a balance between work and family life
- 3. Men’s childcare leave usage rate of at least 60%
(Plan period: April 1, 2024 to March 31, 2027)

* Childcare leave usage rate is calculated by dividing the number of employees who took childcare leave in FY2024 by the number of employees who gave birth or had spouses who gave birth in FY2024.

Comments from Employees Using the Childcare Leave System

Akane Ishii Mie Factory Food Packaging Production Section, Film Production Department

I gave birth to my first child, followed by my second child, and therefore took childcare leave for a long period of approximately three years and four months. I feel very happy that I could be near my children and take care of them during this limited, precious moment when they are young. This time was a rare experience for both my children and I, and gave me confidence in raising them in the future.

I was worried about balancing work and childcare after returning to work. With the understanding of my family and workplace members, I am able to lead a fulfilling lifestyle, and I am very grateful.



Makoto Isaki Group 2, Compound R&D Department

I took three months of childcare leave, spending an irreplaceable time with my family while experiencing the growth of my child up close. As this was my first time taking care of a child, there were occasions when I did not know what to do, but we worked together as husband and wife to overcome those times. I think this experience will serve as a major driving force for my life in the future.

I am sincerely grateful for the understanding and support of my workplace members. At the same time, I hope to do my best in balancing both childcare and work as I feel it is my turn to support the people around me next.



Securing of Human Resources

Human resources support the growth of RIKEN TECHNOS. Thus, we focus on securing human resources. In the recruitment of new graduates, we are enhancing our approach to students, and we are increasing opportunities for connecting with students in addition to recruitment websites. We strive to secure diverse human resources, including recruitment through industry-academia collaborations, recruitment of foreign students and people with experience studying overseas, and recruitment regardless of course of study. We are also strengthening mid-career hiring and incorporating methods such as referral hiring, alumni hiring, and headhunting to secure the necessary human resources. Through switching from temporary to full-time employment and other such measures, we are going beyond the securing of human re-

KENKO Investment for Health

RIKEN TECHNOS believes that investing in the promotion of its employees' health invigorates its organization by energizing employees and making them more productive. This contributes to the sustainable growth of the Company. Failing to create environments where our employees can continue to work in good health would render the Company incapable of sustainable growth. That is why the Company and our health insurance union are conducting collaborative health* initiatives, closely connecting the Company's KENKO Investment for Health and the health insurance union's data health plan activities.

* Companies and health insurance unions each performing their own roles and meeting their own responsibilities while collaborating together to promote the health of employees

Ensuring of Work-life Balance

We have created various systems, including a flex time system and a working-hour interval system, to ensure that employees can maintain their work-life balance.

- **System for Accumulating Expired Paid Leave**
Paid leave expires after two years. This system allows paid leave to be withheld and accumulated for up to 60 days. Withheld leave can be taken for taking care of children, nursing care, and for illnesses and injuries not related to work.
- **System for Half-day Paid Leave, Period for Promoting the Taking of Paid Leave, and Planned Taking of Annual Paid Leave**

We have introduced a system where employees can take paid leave for half a day at a time and are conducting campaigns for promoting the taking of paid leave. Other ways in which we are focusing on ensuring work-life balance include the planned taking of annual paid leave, in which we have major periods of consecutive leave with the entire site taking leave together.

Support for the Promotion of Employee Mental and Physical Health

We have created a third phase data health plan activities as an effective and efficient health promotion project (data health) that uses data analysis to assess the health of employees and their family members and addresses health is-

sources to strive for the creation of better employment. To reward the work of our employees and mitigate the impact of inflation on their lives, we also strive to continue to raise our compensation levels and provide incentives. In addition to the stock benefit trust (employee stockholding association purchase-type) and a system that gives stock benefits to employees with achievements, through measures such as raising the stockholding association's subsidy rate to 100% in FY2025, we make this a system that encourages employees to take interest in the Company's performance by being in the position of shareholders and where corporate value enhancement is directly beneficial to employees.

sues. We are sharing progress and improvements on this plan as well as scoring report with the health insurance union, and conducting reviews to address and resolve health issues. In particular, as a measure against lifestyle-related diseases, we worked to raise the specific health examinations and specific health guidance participation rate.

	FY2024 results	FY2024 targets
Specific health examinations participation rate	89.8%	90.0%
Specific health guidance participation rate	66.7%	55.0%

We have adopted periodic health checkups based on comprehensive medical examinations annually for employees aged 40 and older as a disease prevention measure. In addition, we are enriching our efforts to diagnose cancer, including breast cancer. We are also carrying out measures for high-risk employees who have yet to undergo health checkups, conducting diabetes prevention/mitigation and smoking cessation programs, implementing shoulder stiffness and back pain prevention measures, holding "walking challenge" promotion activities, and issuing seasonal magazines and pamphlets to promote health literacy. Through these efforts, we are providing support to help employees change their activity patterns to enjoy mental and physical health.

We are also, of course, conducting stress checks, as specified in the Industrial Safety and Health Act. These stress checks help employees become aware of their own stress and assist them in dealing with them. They also help prevent mental health issues in advance by improving workplace environments. When workplaces are found to have high stress levels, we promptly take steps to make workplace environment improvements. We also support employees in staying healthy by providing them with a wide range of welfare services that they can use, such as mental and physical health consultations as well as fitness and various sports benefits.

Promotion of Occupational Health and Safety

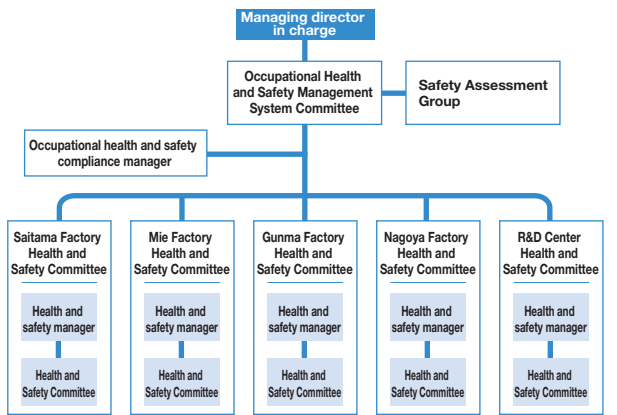
Occupational Health and Safety Policy

- **Fundamental Occupational Health and Safety Policy**
Based on our belief that safety comes above all else, we consider occupational health and safety to be one of the most important foundations of our business operations, and strive to maintain and improve our healthy and safe workplace environments.
- **Occupational Health and Safety Policy**
 1. Comply with the Industrial Safety and Health Act
 2. Maintain and improve our occupational health and safety structure
 3. Create comfortable work environments
 4. Promote health

Occupational Health and Safety Management Structure

We carry out our business operations with an occupational safety management system in accordance with ISO 45001.

Occupational Health and Safety Organizational Diagram



Health and Safety Activities

- **Activities to Eradicate Causes of Dangers and Hazards through Risk Assessments**
Following the introduction of risk assessments in 2003, preventive improvement activities to eliminate and separate potential dangers and hazards in the workplace to reduce risks have become instilled. Going beyond "zero industrial accidents," all employees work to achieve "zero risks" by participating in activities to improve safety awareness and systems as well as to reduce risks.

■ **Health and Safety Patrols**
Factory managers regularly patrol workplaces to confirm that there are no latent risks or unsafe behavior in factories, and that the 5S are being practiced as basic action. We perform risk assessments of the hazards identified through these activities, and establish work environments which place safety first.



■ **Virtual Reality Safety Education**
We have introduced educational contents making use of virtual reality (VR) as part of safety education and kiken yochi (hazard prediction) training at work sites involved in dangerous work within our factories. The use of VR allows simulated experiences of industrial accidents and dangerous situations, helping to prevent accidents and improve safety awareness.



■ **Sharing of Health and Safety Information**
Materials regarding health and safety and information regarding industrial accidents are shared between all RIKEN TECHNOS GROUP companies, including overseas consolidated subsidiaries. This helps improve the safety awareness of operators and prevent accidents.

Results of Health and Safety Activities

- **Incidence of Industrial Accidents**
For FY2024, there was one case of occupational injury requiring time off work in Japan (including consolidated subsidiaries). The RIKEN TECHNOS GROUP has never had a fatal accident.
- **SHANGHAI RIKEN TECHNOS CORPORATION Excellent Company Award**
SHANGHAI RIKEN TECHNOS CORPORATION received an award as an excellent company from the management committee of Shanghai Xinzhuang Industrial Park, where the company is located. This award is presented to companies that practice healthy corporate management with no issues in aspects such as safety and the environment.



■ **RIKEN ELASTOMERS CORPORATION (United States) Governor's Safety and Health Award from State of Kentucky**
RIKEN ELASTOMERS CORPORATION received the Governor's Safety and Health Award from the Commonwealth of Kentucky, where the company is located, for its occupational health and safety initiatives.



Respect for Human Rights

The RIKEN TECHNOS GROUP considers it absolutely vital to respect the human rights of all that are affected by its business activities so that the Group can create a sustainable society by practicing its corporate philosophy, the RIKEN TECHNOS WAY, and following the RIKEN TECHNOS GROUP Code of Conduct. Based on this belief, we have set respect for human rights as one of our materiality topics and we are implementing the activities.

Human Rights Policy

We have formulated the RIKEN TECHNOS GROUP Human Rights Policy for our human rights activities. In formulating this policy, we engaged in discussions with input from outside experts, conducted Sustainability Committee and Risk & Compliance Committee deliberations, and received the approval of the Board of Directors.

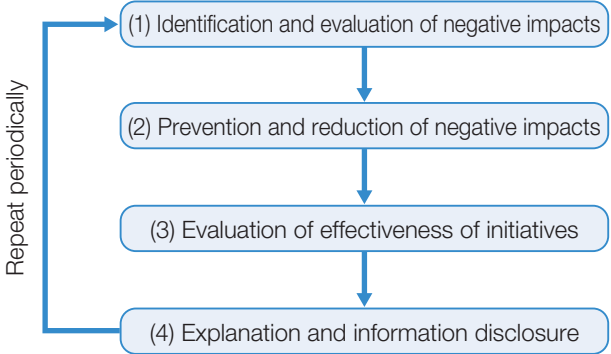
The RIKEN TECHNOS GROUP Human Rights Policy can be found on our website.
<https://www.rikentechnos.co.jp/e/csr/social/human-rights/>

Human Rights Due Diligence

As part of risk management, we embarked on human rights due diligence (a continuous process for preventively understanding, avoiding, and mitigating the negative impacts of corporate activities on human rights) in FY2024. At the Risk & Compliance Committee, we listed out the human rights risks (risk of the RIKEN TECHNOS GROUP's businesses having a negative impact on human rights) in our Group and identified the following risks to be addressed with priority based on factors such as likelihood, severity, and state of response.

- Discrimination
- Harassment
- Occupational health and safety
- Product quality and safety
- Excessive/improper working hours
- Human rights issues related to the environment and climate change
- Human rights issues in the supply chain
- Right to access remedies

Going forward, we will promote measures to reduce such risks. At the same time, we will continuously reinforce our initiatives by reporting progress to the Risk & Compliance Committee and Board of Directors as well as review our human rights risk evaluation every year, taking into consideration the state of our initiatives and changes in the social situation.



Measures for Fostering Greater Awareness within Group Companies

We conduct human rights and compliance training for all employees of RIKEN TECHNOS and our consolidated subsidiaries in Japan to improve our employees' awareness. For FY2024, we raised awareness about our Human Rights Policy from the perspective of business and human rights, and at the same time, explained discrimination, harassment, and such that can easily occur at workplaces using specific examples.

In addition, the RIKEN TECHNOS GROUP Compliance Manual sets forth the rules that officers and employees of Group companies must comply with. It provides explanations of human rights violations such as discrimination and harassment and makes everyone aware that these actions are strictly prohibited.

Procurement Initiatives

The RIKEN TECHNOS GROUP is creating a sustainable supply chain based on its Procurement Policy. Based on the RIKEN TECHNOS GROUP Human Rights Policy, in our Procurement Policy, we declare our respect for human rights and our dedication to eliminating unfair discrimination. We do not procure or engage in transactions involving raw materials that contribute to conflicts or which are obtained through unlawful labor (such as child labor or labor which involves the infringement of human rights) in all regions, even if they are not conflict or high-risk regions.

In FY2024, we administered an online questionnaire on the environment, society, and governance (ESG) and the Sustainable Development Goals (SDGs) to 307 business partners centered on our raw material suppliers in and outside Japan to investigate their state of responding to sustainability. For FY2025, we are using an external agency to administer the questionnaire in accordance with ESG standards. We will continue to strive for the creation and enhancement of a sustainable supply chain.

Coexistence with Local Communities

The RIKEN TECHNOS GROUP is involved in various activities to promote harmonious coexistence with local communities as well as a better understanding of our business activities. This section introduces initiatives being taken in Japan and overseas.

Initiatives in Japan

■ Donation of Supplies to a Children's Center

The Mie Factory, located in Kameyama City, Mie Prefecture, donated supplies—including an electronic piano, educational toys, illustrated reference books, and an liquid crystal display television set—to Kameyama Children's Center. The factory has so far donated audio-visual materials to Kameyama City Library. Food packaging wraps produced by RIKEN TECHNOS had also been donated as emergency items. In recognition of the Mie Factory's contributions toward enhancing library services and strengthening disaster-prevention measures, Kameyama City presented the factory with a letter of commendation at the ceremony commemorating the 20th anniversary of the city's establishment held in January 2025.



■ Weeding Volunteer Activity at Nursery School

We carried out weeding at a nursery school in Fukaya City, Saitama Prefecture where the Saitama Factory is located.



■ Support for Environmental Beautification Activities

We support the environmental beautification activities organized by the association of the Konan Industrial Estate, where the Head Office and Shiga Factory of RIKEN CHEMICAL PRODUCTS CO., LTD. are located. These activities include cleaning up the river that flows through the town and cleaning the roads around the factory, along with performing regular inspections of facilities such as wastewater and liquid waste facilities within the town and industrial estate.

Initiatives Overseas

■ PT. RIKEN INDONESIA Construction of Restroom and Renovation of Kindergarten

Weninggalih Village in Jonggol District faced an issue with hygiene in public restrooms. PT. RIKEN INDONESIA constructed a restroom that can be used by the neighboring residents and donated it to the village. In another part of the village, the company also renovated a kindergarten where the building was at risk of collapsing. Through the restroom construction and kindergarten renovation, the company interacted with the neighboring residents and children, distributed school supplies and daily necessities, and provided scholarships to children with financial difficulties.



■ RIKEN ELASTOMERS (THAILAND) CO., LTD. Donation of Supplies and Meals to Elementary Schools

RIKEN ELASTOMERS (THAILAND) CO., LTD. donated things such as learning materials, snacks, and seasonings to several neighboring elementary schools. The company also made food for the children.



■ RIKEN VIETNAM CO., LTD. Support Activity at Orphanage

RIKEN VIETNAM CO., LTD. visited an orphanage in the Thuong Tan Ward of Ho Chi Minh City and donated table chairs, stationery, food, kitchen supplies, and such. The company also interacted with the children there.

