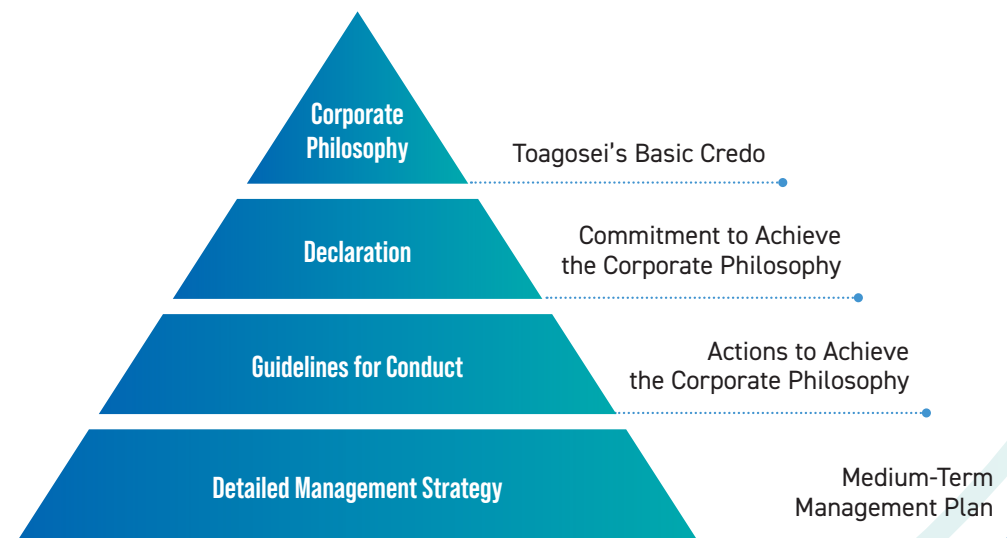


# Toagosei Group's Corporate Philosophy System

## Corporate Philosophy

Through the endless possibilities of chemistry,  
we bring happiness created by highly functional  
materials.



## Declaration

New possibilities for society and future happiness for everyone—these are the things that we will deliver through our highly functional materials.

We will continue to challenge ourselves.  
Utilizing the technologies we have acquired thus far, we will strive to enter new fields to provide the sort of value that only we can offer.

We will never stop moving.  
We will recognize the various changes in the world around us and be a societal leader through the power of chemistry, conducting ourselves as a company that co-exists with the people of society.

## Guidelines for Conduct

### Vision

Have a vision for the future while creating superior key materials.

### Challenges

Push new boundaries with a strong will and imaginative ideas.

### Cooperation

Create new businesses together with our customers and partners.

## Code of Conduct

### 1. Mission

We will develop and provide socially useful and safe products and services that contribute to the creation of a comfortable living environment and to the development of a sustainable society.

### 2. Respect for Human Rights

We respect the human rights of all people.

### 3. Compliance with Norms

We will comply with domestic and foreign laws and regulations including their spirit, and with internal rules as we act in accordance with high ethical standards, common sense and responsibility. We will maintain sound relationships with politics and government, follow proper business practices in our relationships with business partners, and engage in fair and free competition.

### 4. Communication

We will disclose information that is necessary for society in a timely and easy-to-understand manner, and strive to maintain and develop relationships of trust through constructive dialogue with all stakeholders.

### 5. Coexistence with the International Community

As a member of the international community, we will comply with the laws and regulations of each country in which we operate, respect cultures and customs, and contribute to the sustainable development of local communities.

### 6. Confrontation with Antisocial Forces

We will resolutely confront any antisocial forces or groups that threaten the order and safety of civil society.

### 7. Social Contribution

We will take a global perspective and, as a good corporate citizen, actively promote contributions that are closely tied to the countries and communities in which we are located.

### 8. Harmony with the Environment

We will voluntarily and proactively address environmental issues for the sustainable development of society as a whole.

### 9. Work Environment

We respect the diversity, personality and individuality of our employees, and achieve work styles that enable them to maximize their abilities. In addition, we will strive to create a safe and comfortable work environment that affords comfort and prosperity for our employees.

### 10. Crisis Management

We furnish an organized crisis management system to prepare for crises that may be anticipated in the course of our corporate activities. In the event of a crisis, we will act in accordance with internal regulations and strive to minimize damage.

### 11. Actualization of this Charter

Recognizing that it is their role to actualize this Charter, members of management shall prepare an effective governance system and ensure that corporate ethics are thoroughly implemented throughout the Group. In the event that a violation of this Charter occurs, we will endeavor to resolve the situation, determine the cause, and prevent recurrence in a manner that is fully understood by society.



## Corporate Slogan

We have expressed our belief that chemistry is becoming increasingly indispensable in various fields, and that the power of chemistry can contribute to the sustainable development of the earth and the happiness of humankind.

## Slogan Logo

The corporate slogan of "Unending planet, united through chemistry" is expressed with symbols that indicate infinity (with the planet on the left, and chemical structure formula on the right). The corporate colors of blue and green have been used to create a bright and refreshing feel.

## About Our Corporate Logo

Our corporate logo combines the letters "T" for TOA and "G" for GOSEI. The emphasis placed on "T" articulates the words "TRUST" and "TECHNOLOGY." The corporate logo symbolizes our commitment to rich creativity based upon trust and technology. The "T" element expresses "power," the "G" loop expresses "emotion" and the three circles new possibilities generated from this combination.

