

Focus Area	Sustainability Initiatives	
Procurement	<ul style="list-style-type: none"> <li>① <b>Vanilla</b></li> <li>② <b>Palm Oil</b></li> <li>③ <b>Essential Oil</b></li> <li>④ <b>Supply Chain</b></li> </ul>	<ul style="list-style-type: none"> <li>-Reducing risks of weather and conflict through diversifying procurement regions.</li> <li>-Supporting stable economic growth of raw material producers through sustainable procurement of raw materials.</li> <li>-Certified by The Roundtable on Sustainable Palm Oil (RSPO), which contributes to prevention of rainforest destruction and wild life conservation in July 2019.</li> <li>-Economic growth of raw material producers through confirming traceability, providing technical support, and sustainable procurement of raw materials.</li> <li>- Established procurement policies and supplier selection policies for raw materials and packaging materials throughout the supply chain, and their dissemination both internally and externally.</li> </ul>
Environment	<ul style="list-style-type: none"> <li>① <b>Environmental Principles</b></li> <li>② <b>ISO14001</b></li> <li>③ <b>Reduction in energy consumption</b></li> <li>④ <b>Reduction in CO<sub>2</sub> emission</b></li> <li>⑤ <b>Reduction and Effective utilization of waste products</b></li> </ul>	<ul style="list-style-type: none"> <li>-Established in June 2001.</li> <li>-Acquired in November 2001.</li> <li>-Energy Saving Law Periodic Report (submitting annual report of energy use to The Ministry of Economy, Trade and Industry Japan) .</li> <li>-Having received the “S” Class rating (the highest rating) for six consecutive years.</li> <li>-Monitoring of emission amounts, setting of reduction targets by the Environment Safety Committee.</li> <li>-Equity investment in Koumi Compose Co.,Ltd., which produces compost from botanical residue from our factories, contributing to reduction in waste.</li> </ul>
Human Rights and Labor	<ul style="list-style-type: none"> <li>① <b>Work environment measurement</b></li> <li>② <b>Support system for acquiring qualifications</b></li> <li>③ <b>Supporting work-life balance &amp; supporting promotion opportunities of female employees</b></li> <li>④ <b>Providing employment opportunities</b></li> <li>⑤ <b>Supporting healthy life style</b></li> <li>⑥ <b>Supporting employee training</b></li> <li>⑦ <b>Eradication of discrimination and harassment</b></li> <li>⑧ <b>Creating better working environment</b></li> </ul>	<ul style="list-style-type: none"> <li>-Conducted semi-annual basis.</li> <li>-Hazardous Objects Handler, High Pressure Gas Production Safety Management Certificate, etc.</li> <li>-Paid-leave system for employees taking care of elderly parents and children, staggered working hours, etc.</li> <li>-Paying higher than legal minimum over time wage rate, etc.</li> <li>-Promoting smoking cessation activities, subsidizing employees’ medical checkup.</li> <li>-Training for newly hired, employees with more than 3 year work experience, etc.</li> <li>-Established Harassment Investigation Committee, conducting harassment prevention trainings.</li> <li>-Regular discussion with labor union, carrying out stress check tests.</li> </ul>
Quality and Safety	<ul style="list-style-type: none"> <li>① <b>ISO9001</b></li> <li>② <b>FSSC22000</b></li> <li>③ <b>Quality/Food Safety Policy</b></li> <li>④ <b>Formed Safety Evaluation Committee</b></li> </ul>	<ul style="list-style-type: none"> <li>-Acquired in December 1998.</li> <li>-Acquired in May 2012.</li> <li>-Established in November 2012.</li> <li>-Promoting flavors and fragrances accommodating with high safety standard.</li> </ul>

Focus Area	Sustainability Initiatives	
<p>Governance and Fair Business Activities</p>	<p>①Improvement in Corporate Governance</p> <p>②Intellectual Properties</p> <p>③Claiming new intellectual property rights developed in-house</p> <p>④Risk Management</p>	<ul style="list-style-type: none"> <li>-Board of Directors functions its' role properly to enhance our corporate values.</li> <li>-Gathering and sharing information of relevant intellectual properties of other companies, collecting information on intellectual property regulations and providing internal training.</li> <li>-Filing approximately twenty to thirty patents per year since the 1960s.</li> <li>-Risk associated with Business Continuity Plan, and Risk associated with overseas subsidiaries, establishment and operation of Risk Management Committee.</li> </ul>
<p>Innovation</p>	<p>①Solutions for an aging society</p> <p>②Solutions for shortages of food resources</p> <p>③Carbonation Enhancer®</p> <p>④HASEAROMA®</p> <p>⑤Marukajiri®</p> <p>⑥Masking Flavors</p> <p>⑦BOOSTRACT®</p> <p>⑧HASELATTE®</p> <p>⑨HASELOCK®</p> <p>⑩Aquaspace Aroma®</p> <p>⑪Utility Flavors®</p> <p>⑫ReplaTH®</p> <p>⑬ MILK COLLOID®</p> <p>⑭Natural Light Degradation Inhibitor</p> <p>⑮Participate in the tree planting program and the product development program hosted by the "Harumeki Foundation"</p>	<ul style="list-style-type: none"> <li>-Developing unpleasant odor masking agents to improve the environment in hospitals and nursing homes.</li> <li>-Adding palatability and taste to nursing care food.</li> <li>-Reduction of meat consumption through the use of meat flavors in plant-based protein-derived materials as a countermeasure to the anticipated shortage of food resources in the future.</li> <li>-Enhancing the fizzy feeling of carbonated drinks, allowing for thinner PET bottles.</li> <li>-Series of flavors rich in natural characteristics as a result of detailed research of the aroma of real food sources.</li> <li>-Fruit flavoring replicating the distinctive taste of biting into a whole fruit.</li> <li>-Materials improving the flavor of high-intensity sweeteners and suppressing acidic tastes/smells &amp; bitterness.</li> <li>-Materials that give richness and mouthfulness to flavor.</li> <li>-Materials that give the flavor of milk.</li> <li>-Powdered flavoring agent with excellent preservation stability.</li> <li>-Captures, analyzes and recreates scents without collecting the actual plants. Natural and fresh fragrances.</li> <li>-Flavor modifying ingredients to enhance oily and milk fat features.</li> <li>-Flavor enhancing materials that can replace natural savory ingredients with soaring prices and instability in quality.</li> <li>- Emulsified flavoring agent that can give thickness of milk fat without using milk ingredients. Providing a solution in case of shortage in milk.</li> <li>-Meeting requirements to make PET bottles lighter in weight.</li> <li>-We participate in the tree planting program and the product development program hosted by the "Harumeki Foundation" established to support the visually impaired.</li> </ul>