Corporate Philosophy

The Nitto Way Concrete Thoughts and Actions

- **We place safety before everything else**
  - Achieve zero accidents and injuries.
  - All employees must work together to establish a safe and secure workplace.
- **Amaze and inspire our customers**
  - Exceed customers' expectations to have them say, "This is exactly what we wanted!"
  - Work with customers and create new societal values.
  - Customer satisfaction brings value to our stakeholders.
- **Anticipate and leverage change**
  - Go to the field to sense changes in society and the market.
  - Rapidly link sensed changes to actions.
  - Refine our strengths, and aim to become the company customers want to consult with first.
- **Take on challenges for new value creation**
  - Continue to take on challenges, even if we fail in the short-term, rather than do nothing for fear of failure.
  - Embrace change, exercise curiosity, and take the first step forward.
- **Act promptly and follow through on your decisions with determination**
  - Take the first step forward and then think while advancing.
  - Share information openly, have equal and fair discussions, and if a decision is made, work together as a team to bring out the best possible result.
  - Always make efforts to ensure frank and open communication beyond organizational boundaries and roles.
- **Transform ourselves constantly**
  - Anticipate challenges, implement reforms, and bring about growth in the spirit of Mu-Gen-Dai.
  - Keep changing. Change leads to opportunity and growth.
  - Challenge ourselves to improve our future. Changes in each of us lead to growth of the entire organization.
- **Have an attitude of integrity, and understand and respect diversity**
  - Take actions based on integrity and modesty to build relationships of respect and trust with stakeholders.
  - Appreciate the diversity of our global team. Accept and respect others.

Editing Policy

Editing Policy

The Nitto Group compiles its financial and non-financial information in the form of the Nitto Group Report, which is then published to inform every stakeholder of the overall picture of the Group and its business undertakings over the previous fiscal year. Since this volume is compiled with a diverse readership in mind, only the topics deemed most important are covered. Please refer to our corporate website for more details and relevant information.

To celebrate the first centennial of our founding in October 2018, we have once again included the proud history of our company and messages for the future in the *Nitto Group Report 2018*. We would be delighted if this report helps readers to understand how the Nitto Group became what it is today and where it is headed going forward.

This report is available in Japanese, English, and Chinese, and can be found on our website.

Scope

The report covers the business activities of the 102 companies of the Nitto Group, which include 95 consolidated subsidiaries and 6 equity-method affiliates, as of March 31, 2018.

Time Period

Fiscal 2017 (April 1, 2017 - March 31, 2018)

Some performance figures and activities from periods other than the above are also included.

Reference Guidelines

- This report has been prepared in accordance with the Core option of the GRI Standards issued by the Global Reporting Initiative (GRI).
- The International Integrated Reporting Framework of the International Integrated Reporting Council (IIRC) has also been referred to.