

To Be the Kind of Company Customers Choose

We Will Fulfill Our Social Responsibility in All Our Activities, Keeping Our Promise

Tatsunosuke Fujiwara

Director – Board member
Nitto Denko Group CFO
CSR Committee Chairman



Tetsuo Horiuchi

Executive Corporate Vice President
Deputy General Manager of Corporate
Technology Sector
General Manager of QES Management Center
CSR Committee member



I will make all 27,000 employees aware of the importance of complying with laws, regulations, and ethical requirements

For a company to fulfill its social responsibility, it is necessary for its employees to be highly aware of the importance of complying with laws and regulations and having high ethical standards.

At present, there are approximately 27,000 people working for the Nitto Denko Group throughout the world, and this number is increasing year after year. It is not easy to have this many employees committed to complying with laws, regulations, and ethical requirements, but we will attempt to do so based on the Nitto Denko Group Business Conduct Guidelines, which we plan to implement worldwide in fiscal 2006. As for CSR promotion activities, we will disclose relevant information on a continuous basis in our CSR report so that we can help more stakeholders understand the CSR activities conducted by the Nitto Denko Group.

Companies must always keep their promise to fulfill their social responsibilities, and those that can do this will be chosen by the public. In this CSR report, the commitments of the Nitto Denko Group's CSR Committee members and those of the top executives in charge of the four regions are introduced, including my own commitment as described above. The Nitto Denko Group will conduct all activities in consideration of CSR.

I will implement measures that address environmental, safety, and quality issues with the prevention of errors in mind

It is essentially necessary for manufacturers to promote environmental management for the creation of a recycling-based sustainable society, while ensuring the safety of local communities and employees as well as maintaining quality to provide safe and reliable products. To this end, we avoid producing unnecessary losses by developing and manufacturing highly productive resource- and energy-saving products, providing a safe workplace for workers and creating high-quality products to be chosen by customers.

With the prevention of all avoidable errors in mind, we will work together toward environmental, safety, and quality issues.

Masakazu Ozawa

Corporate Vice President
Deputy General Manager of Corporate Sector
General Manager of Corporate Planning Dept.
and Human Resources Management Dept.
CSR Committee member



Yoshimi Matsuhashi

Officer
General Manager of CSR Assurance Dept.
CSR Committee member



Yoshihiko Chikuma

Corporate Vice President
Nitto Denko (China) Investment President
East Asian Office Management



I will provide employees with a working environment where they can fully display their abilities

People make the company. The Nitto Denko Group therefore has high regard for employees, believing that it can achieve sustainable growth by maximizing the ability of each employee.

To this end, it is necessary to provide a working environment where employees can fully display their abilities. We will take active measures against labor problems involving employees, including overwork, sexual harassment, and power abuse. Also, regarding forced labor and child labor, which are becoming a global concern, we will comply with local laws and regulations and respect human rights in every country where we conduct business.

I will familiarize all employees with the Nitto Denko Group Business Conduct Guidelines so that they can make appropriate decisions based on the guidelines

In the June 21, 2006, issue of *Newsweek* (Japanese edition), the *Newsweek* Global 500 companies were announced, and the Nitto Denko Group was ranked 96 among the selected 500 companies. *Newsweek* ranked companies in terms of financial and CSR indicators, which implies that companies are now being evaluated not only by their financial performance but also by their fulfillment of CSR. The Nitto Denko Group was chosen as one of the top 500 companies, but its specific ranking shows that there is still room for the Group to improve its CSR activities.

From now on, I will familiarize all employees of the Nitto Denko Group with the Nitto Denko Group Business Conduct Guidelines in order for them to be able to make proper decisions based on a common understanding among all employees.

I will commit myself to the development of local human assets and the creation of a corporate culture that truly takes root in local communities

I am in charge of East Asia, which is composed of countries with different laws, cultures, and customs. Taking this into consideration, I would like to combine the good points of corporate culture that the Nitto Denko Group has established in Japan and those of local cultures in order to create a corporate culture that firmly takes roots in the local communities.

To achieve this, we will need human assets. Accordingly, I will commit myself to developing local human assets, creating a new corporate culture, and making East Asia a region that can drive the Nitto Denko Group towards becoming a global excellent company.

Commitment from Executives

Yoichiro Sakuma

Corporate Vice President
Nitto Americas President
American Office Management



Hideo Takasaki

Officer
Nitto Europe President
European Office Management



Masahiko Arimoto

Officer
Nitto Denko Material (Thailand) President
South Asian Office Management



I will be committed to the establishment of a sound financial structure and the fulfillment of CSR in the Americas

Nitto Americas supervises six companies that are engaged in different businesses (as of the time when this report was created). These companies provide important footholds for the Nitto Denko Group to develop businesses in each market sector in the Americas. At present, Nitto Americas is undergoing a dramatic transformation to improve its financial situation, aiming to become a strong, competitive, and financially healthy company. I believe that Nitto Americas should fulfill its CSR while promoting these financial reforms.

CSR cannot be simply a slogan or program! It must be our way of life—coming natural to us in our day-to-day dealings.

I will focus on establishing a flexible corporate structure and reforming employees' way of thinking

We are expanding our business in the European area to include Russia, Turkey, and South Africa in addition to the European Union. The area is made up of many countries with different languages and laws. We therefore need to understand the local laws and customs of a place before starting business there.

Our goal is to establish a corporate culture that ensures the manufacturing of safe, reliable products for customers in different European countries. In particular, we need to be able to flexibly respond to social changes, including changes in environmental regulations. With this in mind, I will focus on establishing a flexible corporate structure and reforming the way employees think.

I will promote the fulfillment of CSR through small-group activities based on compliance with laws and regulations

In the South Asian area, the Nitto Denko Group has local subsidiaries in ASEAN countries and Australia, and the total number of employees working for these subsidiaries amount to approximately 3,000.

The area is achieving rapid economic growth but has not yet established sufficient social infrastructures. As a result, labor issues (strikes, etc.) as well as issues concerning the environment and safety may become significant in the region. In consideration of these possibilities and based on compliance with local laws and regulations, I will promote social contributions by Nitto Denko Group companies in the region while focusing on educating employees on corporate brands and CSR through small-group activities conducted throughout the South Asian region. Also, we have a goal that all our sites, especially production sites, acquire ISO certification on environmental management, safety, and quality and we will achieve it in the immediate future.