

Aiming to create sustainable value by strengthening our business foundation and resolving social issues

Hiroyuki Susaki

Director, Managing Executive Officer
in charge of Sustainability and
Corporate Strategy



To achieve sustainable growth into the future, the Sanyo Chemical Group is reforming its business portfolio, shifting to two areas: contributing to carbon neutrality and improved QOL. Believing that reinforcement of the corporate base is essential to achieving this business strategy, we are working on a variety of measures, with “Initiatives to support growth” and “Solutions to social issues” as basic policies of the MTP 2025.

In FY2022, the Group established the Basic Sustainability Policy, outlining its management stance of “aiming to achieve sustainable growth into the future by improving both economic and social value while collaborating with our stakeholders,” and is committed to sustainability management.

In FY2025, to increase the effectiveness of our initiatives, we integrated the CSR Promotion Management Committee into the Sustainable Management Committee. This new Sustainable Management Committee will examine the process for creating social and economic value with stakeholders and will further accelerate its efforts to make our existing decision-making mechanism and personnel system more transparent and contribute to improving employee engagement.

To comprehensively and exhaustively understand the Group’s risks and respond appropriately to company-wide risks, we have established a Risk Management Committee by integrating the former Internal Control Committee, Compliance Committee, and Export Administration Committee. In cooperation with the Internal Audit Office, which reports directly to the President, we will implement company-wide risk management and respond to the rapidly changing business environment surrounding the Group.

Strengthening our business foundation: “Initiatives to support growth”

The most important aspect of reinforcing the corporate

base is our human capital initiatives to develop human resources and improve the work environment. We are taking all possible measures, such as expanding our training programs to ensure that each employee is profit-conscious and contributes to value creation, promoting health and productivity management as well as safe and stable operations, and ensuring diversity, including diverse work styles. Since human resource development and corporate culture reform take time, we are still only halfway there, but these efforts will provide a strong foundation for supporting the sustainable growth of our business in the medium to long term.

Growing with society through “Solutions to social issues”

The Group is determined to grow with society by contributing to a sustainable society and has identified six material issues. The MTP 2025 focuses on two of these: “a decarbonized society” and “respect for human rights.” We are making steady progress from a medium- to long-term perspective to extend our reach across the entire Group and our global supply chain.

Although the Integrated Report 2025 has simplified the ESG section due to space constraints, we have separately published a sustainability website and sustainability report, aiming to provide comprehensive disclosure. We encourage stakeholders to review both of these and provide comments.