

Declaration of Health and Productivity Management Created

Denka Company Limited (headquarters: Chuo-ku, Tokyo; president: Toshio Imai; hereinafter "Denka") has created its Declaration of Health and Productivity Management, which is another advancement of its continuing efforts to encourage our employees and their families to stay healthy.

Encouraging our employees and their families to stay healthy is an important issue faced by Denka in its business management, and it is engaged in efforts to ensure their health. One example is last year's formulation of company-wide principles for new workstyles looking forward to a post-covid era. To become a company that is genuinely needed by society, Denka will stay committed to enhancing the health and well-being of our employees and their families.

Declaration of Health and Productivity Management

- ◆ Denka established The Denka Value, its corporate philosophy and pursues its mission, "Taking on the challenge of expanding the possibilities of chemistry to create new value and contribute to sound social development." Leveraging the advantages Denka wields in its specialties, it pursues sound, sustainable growth.
- ◆ In the pursuit of sound growth, Denka believes that its employees are important assets. Accordingly, Denka is actively committed to creating an environment where each individual employee is able to fully demonstrate their capabilities, and to enhancing the health and well-being of its employees and their families.
- ◆ As part of this commitment, Denka declares its determination to practice "health and productivity management" that organizationally supports the well-being of its employees to ensure they are able to maintain their physical and mental health and continue working energetically.
- ◆ Through the healthcare business which is one of its businesses, Denka also contributes to the enhancement of the health and QOL of our employees and people around the world.

Denka Company Limited

Toshio Imai, President and Chief Executive Officer

Denka Principles

- ◆ To protect the well-being of our human resources and their families, the entire Denka Group comes together to implement activities for health and productivity management including encouraging employees and their families to stay healthy. These activities are based on our offices' existing labor safety and health systems and also involve the cooperation of health insurance associations and labor unions, with the new Health Promoting Sec. playing a central role.
- ◆ Denka will stay focused on the creation of an environment where each one of its employees is committed to the enhancement of their health to enrich their own lives and truly represent "The Denka Value."

Action Goal

◆ Among the health challenges faced by employees, Denka selected (1) lifestyle-related diseases, (2) cancer and (3) mental health as priority challenges, and Denka is committed to enhancing the health of all of its employees. Quantifiable targets will be set and announced at a later date.

About Denka

Denka is a chemical manufacturer headquartered in Chuo-ku, Tokyo. The company specializes in developing business activities on a global scale across a wide range of fields, from inorganic and organic chemicals, to electronic materials and pharmaceuticals. Founded in 1915, Denka has steadily continued to develop and manufacture products that contribute to the development of society by fully utilizing its unique concepts and technological capabilities. Upholding its corporate slogan, “Possibility of chemistry” the company and its president, Toshio Imai are committed to contributing to the sound development of the society while sincerely tackling the challenges that the society is now confronting.

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