



Nissho Sangyo Co., Ltd.

4-3-13 Toranomon Minato-ku, Tokyo 105-8567, Japan

Tel : +81-3-5472-1676 Fax : +81-3-5472-1683

Our Company's Belief

Promises to Our Customers

In order to provide our customers with reliable and valuable products/services, we will continuously do our utmost efforts to pursue better quality and reduce costs through quality management.

We will respond promptly and appropriately to customer requests.

We work in cooperation with business partners who share this Promise to Our Customers to achieve customer satisfaction and promote mutual interests.

Respect for Employees and Employee Responsibilities

We value each employee as an individual, recognize each other's humanity, and ensure that everyone has an equal opportunity to demonstrate their abilities. We encourage everyone to express their own opinions and suggestions, regardless of age, position, gender, or nationality. With due regard for work-life balance, we provide a work environment that is both mentally and physically healthy and where safety and security are ensured.

Employees are rewarded for the results and achievements of their efforts based on fair evaluations and treatment. All employees have equal opportunities for promotions based on their contributions and abilities.

Employees should strive to continuously develop their skills by acquiring various knowledge and gathering necessary information and in this way find fulfillment through their work.

Contribution to Society

As citizens and members of our local community, we will strive to live in harmony with our neighbors. We will provide employment opportunities to those who are willing and able to work. We will fulfill our tax obligations and otherwise contribute as much as possible to the development of the region and nation.

Our equipment and resources should be kept in good condition through proper maintenance. We will promote environmental management activities and reduce the burden on the environment as much as possible.

Return to Stakeholders

We will provide appropriate returns to our many stakeholders, including business partners, in the form of tangible and intangible benefits generated through our business processes, and to our shareholders in the form of dividends from retained earnings. We will always keep good relationships with all stakeholders based on mutual trust.



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Reason for Existence of Our Company

Regardless of the business environment, we will create new value with innovative ideas, develop new products and services, pursue reasonable profits through competitive businesses, and continue the sound development of the company.

By upholding the ideals set forth in this Philosophy in our relationships with customers, employees, society, and stakeholders, we will be able to sustain the sound development of the company. We believe that the purpose of our company is to pursue and realize the ideal company through our business activities.

September 2016

Nissho Sangyo Co., Ltd.