Our Value Creation Story

# **Creating a Future That Supports Society Creating New Value towards a Sustainable Society**

Nippon Pillar Packing will create unique value based on the principles of CLEAN, SAFETY, and FRONTIER, and will strive for new possibilities.

# **CLEAN**

### Achieving a clean global environment

Controlling fluids helps to conserve energy and resources, leading to a clean global environment. Nippon Pillar Packing contributes to this endeavor by using its technology to control fluids for semiconductor and LCD manufacturing equipment and for major industrial equipment.



### Contributing to a safe and secure society

Safety takes precedence over everything else when it comes to improving the quality of work and keeping our workforce energized. Controlling fluids helps to control flammable, toxic, and other harmful fluids in a consistent, regular, and precise manner.

Nippon Pillar Packing contributes to a safe and secure society with our fluid control technologies.



## Expanding into new fields that develop the leading edge of

### the industry

Since our founding, Nippon Pillar Packing has produced original, high-quality products through research and development always one step ahead of our competitors. Nippon Pillar Packing will continue to take up the challenge of pioneering cutting-edge fluid control technologies and new fields of business.

### Contents

Management	Our Mission	3	ESG	Governance	
Strategy	A Record of Growth	5	Initiatives	<ul> <li>— Special Feature: Message from the Outside</li> </ul>	35
	Message from the President	7		Directors	
				<ul> <li>— Corporate Governance</li> </ul>	37
Our Value	Value Creation Process	11		<ul> <li>— Stakeholder Engagement</li> </ul>	43
Creation Story	The Unique Value of Nippon Pillar Packing	13		Society	44
	New Medium-Term Management Plan "One2025"	15		— Human Capital (HR Strategy)	
	Message from the CFO	21		Environment	49
Business Overview	Segment Overview			<ul> <li>Information Disclosure Based on the TCFD Recommendations</li> </ul>	50
	<ul> <li>— Electronic Equipment Business</li> </ul>	23	Data		
	<ul> <li>Industrial Equipment Business</li> </ul>	25		Financial and Non-Financial Summaries	
	Group Network	27		— Financial Summaries	53
	Mother Factories that Underpin Our Business	29		- Non-Financial Summaries	55
	R&D	31		External Evaluations and Activities	57
	Financial and Non-Financial Highlights	33		Company Information	58

Integrated Report 2023 covers fiscal 2022 (April 2022 to March 2023). Some information postdating April 2023 is also included. The report introduces the Group's environmental and social initiatives, governance and other non-financial areas while also providing some information on its medium- and long-term strategy and financial performance. This report is intended to enhance our communication with stakeholders and further improve the Group's initiatives. This report was edited with reference to the International Integrated Reporting Framework published by the Value Reporting Foundation (VRF) and the Guidance for Collaborative Value Creation formulated by the Ministry of Economy, Trade and Industry in May 2017.

Reporting period: April 1, 2022 through March 31, 2023 Note: Also includes some information outside of the reporting period.

Reporting scope: Nippon Pillar Packing Co., Ltd. and its Group companies



Corporate **Principles** 

pharmaceuticals.



Management Philosophy

As a manufacturer of fluid leak prevention and control equipment, we are contributing to the emergence of a society committed to sustainability.

Since our founding in 1924, we have been utilizing technologies for controlling fluids to provide a range of innovative and high-quality products that includes mechanical seals, gland packings, gaskets, and Pilaflon™ (fluorocarbon polymers) products. As indispensable high-performance components, our products are actively used in a wide range of industrial applications that include electric power, petroleum, automobiles, chemicals, marine vessels, semiconductors, and

Working guickly to respond to changes in our business environment, we aim to contribute to creating a resourceefficient, safe and clean global environment, while also complying with legal and social norms and engaging in fair, sound business practices, acting as a good corporate citizen to contribute to the development of richer communities.

Looking ahead to the upcoming 100th anniversary of our founding, we will remain committed to delivering products that offer greater contentment and contribute to the emergence of a society committed to sustainability in the spirit of our corporate principles: "Quality First, Cooperation and Harmony, Steady Research."

Chairman & CEO

Danami

Quality First / Cooperation and Harmony / Steady Research

1 To contribute to the creation of a world that is pleasant to live in, with an affluent social climate.

2 To offer original, high-quality products, and strive to be a company that is essential to customers.

3 To comply with legal and social norms, and engage in proper, sound business practices.