



Nikko Chemicals Co., Ltd.

Providing information and raw materials in the fields of personal care, pharmaceuticals and chemicals. Customized customer support through our Open Laboratory.



Nippon Surfactant Industries Co., Ltd.

Manufacture of raw materials for cosmetics, pharmaceuticals, food and other industries.



Bergerac Japon Co., Ltd.

Contract and manufacturing nail enamel and nail care products.



Nikoderm Research Inc.

Safety/efficacy evaluation of cosmetics/pharmaceutical raw materials and preparations. Proposal of appropriate evaluation methods.



Nikko Chemicals Shanghai Corporation

Import and sales of raw materials to the Chinese personal care market (surfactants, oil based Ingredients, active ingredients, vegetable oils, plant extracts, surface treatment powders, etc.).



NIKKO CHEMICALS (SINGAPORE) PTE LTD

Production and sale of surfactants/ester oil.



NIKKO CHEMICALS (INDIA) PRIVATE LIMITED

Research, procurement, manufacturing, evaluation, consulting and marketing services, as well as the buying and selling of chemical raw materials mainly for cosmetics, foods and pharmaceuticals, etc.



CSR Report 2025-2026



The NIKKOL GROUP's CSR

The origin of the products and services offered by the NIKKOL GROUP can be traced back to the "real responsibility" that our founder, Masami Sekine, set out to achieve.

The ideas that have been passed down over the past 70 years have been strengthened by the merger of Nikko Chemicals and the Group's R&D lab in 2022.

Under the slogan "NIKKOL 25 for 2030," we will continue to strive for the realization of a sustainable society while considering the interests of our stakeholders.



Response

"Be aware of your true responsibilities in all aspects of your social life and have the courage to carry them out."

Masami Sekine, Founder, "joint" November 9, 1970

How do we apply technology and make progress for humanity?

How to become a factory that does not place a burden on the natural environment?

Future

How do you enable working people to take an active role?

How can we become a company that continues to be loved by the local community?

How can we contribute to the sustainable development of the entire industry?

Message from the CEO

Our environment is at a major turning point. Consumer needs are diversifying with the development of technology and changing lifestyles. It is precisely because we live in an era in which there are no "right answers," that the social responsibilities of suppliers who support our daily lives are so important.

The NIKKOL GROUP is no exception. We have been involved in our own "CSR" and "sustainability" efforts even before the terms became as relevant as they are today.

Our activities cover a wide range of areas, but their ultimate goal is "the people's joy and happiness." Our more than 4,000 products are proof of our sincere commitment to society.

The NIKKOL GROUP will continue to provide new value based on our company policy, "Fostering of Creativity."



Hideyuki Nakahara
CEO
Nikko Chemicals Co., Ltd.

Giving back to the world from the chemistry of beauty.

NIKKOL 25 for 2030

The 25 dreams that the NIKKOL GROUP wants to realize by 2030

"Colloid chemistry and skin science are creating a new future for the world." In order to become a company that can contribute more deeply to society, we have formulated 25 dreams and are striving to realize them.

EARTH

Thinking of the Earth as we look to the future

- Deliver to the world materials that use only renewable resources.
- Develop new recycling technologies for energy and resources.
- Become a company that people trust by engaging in activities consistent with a recycling-oriented society.
- Engage in fair transactions to ensure the sustainable development of regional industries.
- Contribute to regional societies not only through the delivery of materials, but also through education and other services.

TECHNOLOGY

Being a technology leader in society

- Change the world through surfactants that only the NIKKOL GROUP can create.
- Apply next-generation manufacturing technologies, such as smart cell and synthetic biology technologies.
- Build the NIKKOL GROUP brand with elements from Japan.
- Become a desirable company worldwide by applying our strengths in the development of innovative new products.
- Use our knowledge in the area of colloid research to contribute to the advancement of society.

BUSINESS

Forging a new way forward in business

- Offer greater support for the value of increasingly diverse definitions of what it means to be beautiful.
- Go beyond personal care to create new value in the area of healthcare.
- Make advances not only in the sale of materials, but also in the areas of solutions and trading.
- Contribute to society in unfamiliar areas, such as in the preservation of cultural heritage and in space development.
- Create new fans of the NIKKOL GROUP through business expansions and communications.

TEAM

Building a better future for our employees

- Continue to act as a human-centric company at all times, even as our technology advances.
- Build a future that combines both the company's vision and our employee's dreams.
- Act as a company that is receptive to the true needs of our employees.
- Go beyond the boundaries of what it means to be a company, to become a place where individuals with shared values can congregate and emerge.
- Leave behind categorizations by gender and nationality, to build an environment where each person is allowed to freely choose how they want to work.

SOCIETY

Establishing the NIKKOL GROUP globally

- Build a network capable of delivering products to every corner of the world.
- Become known as the leader in dermatology and colloid chemistry in Asia.
- Achieve a business approach that accounts for the different needs, business practices, and social diversification of other countries.
- Become a reliable, trusted partner to other companies around the world.
- Share growth between the NIKKOL GROUP and all people of the world.

The NIKKOL GROUP's CSR

The NIKKOL GROUP companies have implemented more than 150 CSR activities, both large and small. Underlying all of these activities is a commitment to fulfill our responsibilities as a member of society. The 25 Dreams set forth in NIKKOL 25 for 2030 are the driving force behind these activities, which culminate in our company policy, "Fostering of Creativity."

Company Policy Fostering of Creativity

Nurtured since our founding
Contributing to society,
the NIKKOL GROUP's DNA

Vision NIKKOL 25 for 2030

25 dreams formulated by
all employees to realize
the "Fostering of Creativity"
in today's society

Commitment

Corporate Governance

Internal Auditing

Information Disclosure

Accountability

Risk Management

Distribution of Corporate Value

The NIKKOL GROUP's commitment to contribute to people around the world as a socially responsible entity

CSR Promotion Structure

In January 2022, the NIKKOL GROUP established the Sustainability Committee, which consists of representatives from each Group company. By creating an environment in which information and activities are brought back to the Group companies for horizontal development or disseminated outside the company, we are building a foundation for new CSR activities to emerge.



BCP (Business Continuity Plan)

The NIKKOL GROUP continuously examines its BCP countermeasures for further improvement, and the Group's manufacturing and sales companies cooperate with each other in this regard.

Nikko Chemicals

Nikko Chemicals is responsible for the BCP of manufacturing, sales, and information security for the entire Group. For example, the Global Purchasing Division searches for and evaluates raw materials to ensure the stability of product procurement. The SCM Division supports stable supply in terms of logistics. The IT Planning and Promotion Division manages information security measures in preparation for crises.

Nippon Surfactant Industries

In addition to the continuation of strengthening safety measures (such as earthquake-reinforcement of manufacturing facilities), the company is working to ensure the stable manufacture and sale of products by collaborating with external manufacturing contractors. In addition, the company has a multiple number of warehouses to ensure a stable inventory. Furthermore, the company is strengthening relationships with partners to enable mutual supply in case of disaster and other emergency situations.

Bergerac Japon

In addition to decentralizing its manufacturing processes for nail enamel and nail care products, which are the company's core business, backup manufacturing locations have been established to minimize the impact on supply in case of an emergency.

Nikoderm Research

In cooperation with Nikko Chemicals, we collaborate with research institutes in Japan and overseas so that cosmetics, pharmaceuticals, quasi-drugs, and food products can be evaluated and studied even in emergency situations.

Nikko Chemicals Shanghai

As a supply base for businesses operating cosmetics businesses in the Chinese market, Nikko Chemicals Shanghai maintains a stable inventory of products procured from Nikko Chemicals and various raw material manufacturers.

Nikko Chemicals (Singapore)

The company has secured multiple contract manufacturing partners and established an emergency manufacturing system. In addition, the company has established a system for some important products that allows it to mutually complement Nippon Surfactant Industries.

SDGs Contribution to the realization of a sustainable society

The NIKKOL GROUP will promote efforts to address nine key issues through its business activities in order to contribute to the achievement of the Sustainable Development Goals (SDGs).

SUSTAINABLE DEVELOPMENT GOALS



Environment

The NIKKOL GROUP recognizes that protecting the global environment is a shared challenge for all humankind and strives to manufacture products with low environmental impact. We proactively improve our manufacturing processes and have them evaluated by third-party organizations to conserve energy. In addition, we are working to effectively use resources, for example, by reducing and reusing waste, to address the resource issues that arise through our business. As a specialty company, we strive to promote responsible environmental management throughout the Group.



Initiatives to Reduce Environmental Impact



Tochigimaru-kun
©Tochigi Prefectural Government



CO₂ emission reduction targets and emissions monitoring

The Paris Agreement came into force in 2016, setting a goal of limiting the rise in average temperatures to 1.5°C compared to pre-industrial levels. Japan has also announced a 46% reduction in greenhouse gas emissions by 2030 (compared to 2013), and is considering making it mandatory for Prime-listed companies to disclose emissions, indicating calls for action at a national level. The NIKKOL GROUP has set a CO₂ emission reduction target of 30% in the Manufacturing Division and 15%–25% in other divisions (compared to FY2019) by FY2025 and monitors CO₂ emissions at each group company every month to promote reduction activities. We achieved a 2,968 t-CO₂ reduction in January–December 2024 (37% reduction compared to fiscal 2019).

Reduction of CO₂ emissions in 2024

37%

All NIKKOL GROUP

Aiming for zero CO₂ emissions from electricity at three domestic factories

In October 2023, Nippon Surfactant Industries' Utsunomiya and Nasu factories and the Nasu Factory of Bergerac Japon switched to CO₂-free electricity, resulting in zero CO₂ emissions from electricity. This switch will decrease approximately 2,752 tons of CO₂ per year (compared to 2019). Furthermore, from April 2025, we introduced "Tochigi Furusato Denki," provided by TEPCO Energy Partner, Incorporated. "Tochigi Furusato Denki" is a plan that utilizes renewable energy sources within Tochigi Prefecture. It helps reduce environmental impact, support local power-generation businesses, and revitalize the economy. Through the use of renewable energy, we aim to realize a decarbonized society and promote sustainable growth in partnership with the local community.

Reducing CO₂ emissions **2,752t**



Nippon Surfactant Industries Utsunomiya Factory



Nippon Surfactant Industries Nasu Factory



Bergerac Japon Nasu Factory

Energy-saving

Nippon Surfactant Industries is changing the equipment installed in its factories to energy-saving electric motors that have a smaller environmental impact, and is also actively promoting inverter control. In addition, lighting equipment is being switched from fluorescent lights to LEDs. One example of inverter control is the blower at the wastewater treatment plant, which consumed a lot of electricity during 24-hour continuous operation. By installing a dissolved oxygen meter at the wastewater treatment plant and inverter controlling the blower based on the dissolved oxygen value, the blower output can be adjusted according to the amount of oxygen required, reducing unnecessary power consumption and promoting energy conservation.



Eco-Action 21



エコアクション21
認証番号0008695

Eco-Action 21 is a unique Japanese environmental management system established by Japan's Ministry of the Environment. Companies that adopt the system are required to improve the environmental performance of the products they produce, sell, and provide, and to improve their services. The results of these efforts are annually published in an environmental management report. Nippon Surfactant Industries has acquired this certification every year since 2012, and in August 2021, the company was recognized by the Eco-Action 21 Central Secretariat as a "certified permanent business."

Solar power generation

Nippon Surfactant Industries has installed solar power generation systems to reduce the environmental impact of our facilities, resulting in our Utsunomiya Factory generating 29,574 kWh per year (fiscal 2024 results). In addition, our Nasu Factory added a solar power generation facility in 2024 to provide up to another 600 kWh of power generation capacity. As a result, annual power generation at our facilities (including the Nasu Factory and Bergerac Japon Nasu Factory) has reached 670,485 kWh (fiscal 2024 results). This is approximately 29.8% of purchased electricity. Going forward, we will continue to promote the use of renewable energy sources.

Utsunomiya factory
annual power generation:
29,574kWh
(fiscal 2024 results)



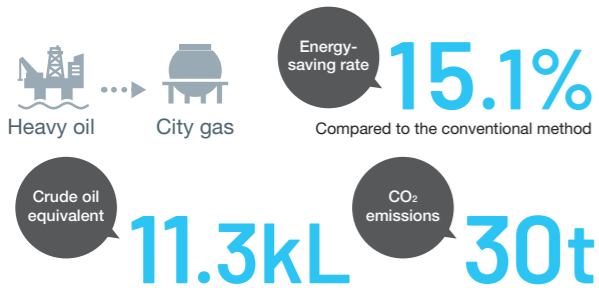
Annual power generation
at Nasu Factory
670,485kWh
(fiscal 2024 results)



Initiatives to Reduce Environmental Impact

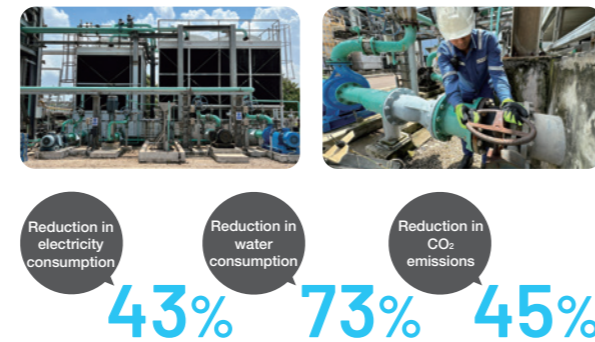
Energy efficient gas cogeneration

Nippon Surfactant Industries' Utsunomiya factory has installed a gas cogeneration system. The electricity produced by this system is used for in-factory processes, and the heat is used for the water supply's steam boiler. The use of the cogeneration system has achieved an energy saving rate of 15.1% (compared to conventional systems). This has reduced 11.3 kL/year in crude oil equivalents and approximately 30 t/year in CO₂ emissions. (Installed in 2015)



Reducing environmental impact at overseas factories

Nikko Chemicals Singapore has optimized its operations by shutting down the cooling tower every time production is finished. The cooling tower was previously in operation 24 hours a day, so this measure has reduced electricity usage by 540,000 kWh (43%), water usage by 18,000 m³ (73%), and CO₂ emissions by 250 tons (45%) per year.



Tochigi Zero Carbon Company



Nippon Surfactant Industries is working on particularly outstanding initiatives toward realizing carbon neutrality in Tochigi Prefecture, where the company's factories are located. We were recognized as the Fiscal 2024 Tochigi Zero Carbon Company. This award is given to small and medium-sized enterprises with particularly outstanding initiatives.

ZEB Ready (An energy-saving system for buildings)

"ZEB" (Net Zero Energy Building) is a certification system for buildings that aim to achieve both a comfortable indoor environment and energy savings. The Nikko Chemicals R&D Center was rebuilt in 2022, and a new office building was constructed at Nippon Surfactant Industries' Nasu Factory in 2025. Both buildings received ZEB Ready certification in an external evaluation using the Building-Housing Energy-efficiency Labeling System (BELS). The buildings' energy requirements were reduced to less than 50% of their previous levels.



Environmentally friendly manufacturing

Nikko Chemicals has long been committed to environmentally friendly manufacturing through the application of bioengineering. We are building bio-based technologies by applying fermentation technology using microorganisms, developing original enzymes, and deploying enzyme reaction technology. We have also been participating in the MATSURI initiative* as a Silver Partner since August 2022. In this project, various companies from a wide variety of industries work together with government agencies to develop sustainable products using algae.

*A cross-industry initiative to promote the bio-economy.



Effective Resource Use

NIKKOL ECO ACTION

To contribute to the realization of a sustainable society, Nikko Chemicals devised its NIKKOL ECO-Friendly Policy, and has been implementing NIKKOL ECO ACTION since 2023 as a measure to reduce industrial waste by shipping and selling products with only minor damage to the exterior or container of the product and that meet the existing quality standards.



Reusing water and wastewater treatment

At Nippon Surfactant Industries' Utsunomiya factory, we have introduced water recycling equipment in some processes carried out within the facility. In addition, by installing a 1,4-dioxane removal device in the wastewater treatment process, we are achieving the target values and are working to reduce our environmental impact. This device is the first of its kind used by a private company in Japan that can treat industrial wastewater, and it is also the first in Japan to use a multi-stage series system (excluding experimental models). We strive to protect the environment by reusing water and reducing wastewater from the facility.



Using environmentally friendly materials

Sample container, pallet, cushioning material, bundling band, shipping mark

We actively use environmentally friendly materials not only in our manufacturing processes for sample containers, pallets, cushioning materials, cable ties, and shipping marks, but also in the various materials we use in our business. Starting in 2023, when holding expos and promoting sales to customers,



Nikko Chemicals' Personal Care International Business Unit uses formulation sample containers made from intermediate resins that were previously discarded. Starting in 2023, Nippon Surfactant Industries has also turned its attention to reducing its environmental impact on the ocean by introducing OBP (Ocean Bound Plastic) pallets made from recycled plastic waste that would otherwise present a high risk of leakage into the environment. In addition, the cushioning materials and cable ties used to transport products and samples are highly biodegradable.

Reusing rainwater

At Bergerac Japon, we flush toilets using rainwater collected in an underground rainwater storage tank. Rainwater runs down the roof of the factory through gutters and is stored in the tank, where it is passed through a rainwater treatment filtration system to remove impurities so that it can be used as flushing water. By using this rainwater to flush all the toilets at Factories 1 and 2 at Bergerac Japon, we are contributing to reducing the amount of tap water used.



Sustainable Material Procurement

Currently, companies are expected by society as a whole to ensure sustainability in their supply chains. As a company that provides specialty chemicals globally, the NIKKOL GROUP has been actively working toward sustainable material procurement. We have a longstanding belief that this is an important aspect of corporate responsibility, since even before it became something that is expected of companies.

Unique Procurement Policy

Purchasing Policy

In cooperation with our business partners, the NIKKOL GROUP aims to procure sustainable and traceable raw materials and supplies in its purchasing programs. Therefore, in order to realize a sustainable business structure, we have formulated and publicized our Purchasing Policy. We ask our business partners to comply with laws and regulations. We aim to establish an equitable supply chain for all our domestic and overseas business partners. We aim for appropriate quality, price, and delivery conditions in a supply chain that emphasizes management systems and corporate social responsibility.

- 1 Compliance with laws and regulations
- 2 Initiatives for compliance with regulations, certification, and action on environmental issues
- 3 Highest quality standards
- 4 Setting fair prices to enable competition in the global market
- 5 Stable supply and appropriate packaging
- 6 Requests in response to changes
- 7 Technology
- 8 Basic terms of purchase and sale (for contracts)

Scan here for details on purchasing policy.



NDPE Policy



Nikko Chemicals formulated and published an NDPE Policy (No Deforestation, No Peat, No Exploitation) in December 2023. We are committed to procuring sustainable palm oil-related products by eliminating deforestation, respecting human rights, and supporting local communities. We strive to build and maintain supply chains based on this ethos. Based on this policy, we work closely with stakeholders to comply with regulations and laws related to the protection of forests, peatlands, human rights, and local communities. As a downstream user of palm derivatives, we aim to promote and implement the NDPE policy throughout our supply chain.

Sustainability Policy

NIKKOL ECO-Friendly Policy and Product Definitions



The NIKKOL GROUP considers sustainability a key management issue. In 2022, we established the "NIKKOL ECO-Friendly Policy" as our highest-level policy. This policy aims to reduce environmental impact and promote sustainable business activities from both social and economic perspectives. It is structured around the themes of "Ethical," "Climate," and "Origin." Based on this policy, we define products that contribute to the environment and society as "ECO-Friendly products" and strive to promote their use. We have set minimum requirements, such as Roundtable on Sustainable Palm Oil (RSPO) certification and palm-free standards. Furthermore, we categorize our products under the themes of "Ethical," "Climate," and "Origin." This approach allows us to offer our customers products with added value, including traceability, high biodegradability, and environmentally friendly manufacturing methods. Through this policy, the NIKKOL GROUP will contribute to the realization of a sustainable society, together with our suppliers and stakeholders.

Ethical (ethical corporate activities) : With an awareness of an ethical and sustainable society, we aim to achieve responsible raw material procurement and fair business practices that reflect the diversity of society.

Climate (addressing climate change) : We aim to contribute to preventing global warming and combating climate change by reducing CO₂ emissions and waste, and by complying with environmental laws and regulations.

Origin (utilization of sustainable resources) : We will develop technologies and products using biotechnology and renewable materials to help create a circular society.

For more information on the NIKKOL Eco-Friendly Policy and product definitions, click here.



Global Certification

RSPO Certification



RSPO is an international non-profit organization focused on sustainable production and use of palm oil. The NIKKOL GROUP aims to maintain a sustainable supply system and conserve biodiversity. As part of this approach, Nippon Surfactant Industries and Nikko Chemicals (Singapore) have acquired RSPO Supply Chain Certification to manufacture RSPO Mass Balance (MB) products. As of 2024, 97.97% of palm derivatives purchased and manufactured by NIKKOL GROUP are RSPO MB certified.



EFfCI GMP Certification



In February 2013, Nippon Surfactant Industries' Utsunomiya Factory became the first in Japan to receive EFfCI GMP certification, the European standard for cosmetic ingredients. This certification reinforces hygiene control items not covered by ISO 9001 and enables quality control specifically for the production of cosmetic ingredients. In December of the same year, the company passed the maintenance audits for EFfCI GMP and ISO 9001:2008 (updated since to ISO 9001:2015). The Nasu Factory also received certification in February 2025. With this, all Nippon Surfactant Industries' facilities are now EFfCI GMP certified.

Permits and Licenses within Japan

Food Additive Manufacturing License



Nippon Surfactant Industries' Utsunomiya Factory is licensed to manufacture food additives for the Japanese market in accordance with administrative procedures.

Participation in ASD



"ASD" (Action for Sustainable Derivatives) is an alliance of palm and soybean derivatives' user companies in the personal care industry. By strictly managing the entire supply chain, including production areas (farms and plantations), processing facilities, oleochemical producers and final manufacturers of cosmetics, ASD is pursuing transparency and reducing environmental and social risks (such as deforestation, human rights violations, etc.). Nikko Chemicals is the first company in Japan to join ASD. As of February 2025, the traceability of palm oil derivatives handled by NIKKOL GROUP is 95% up to the refineries, 93% up to the mills, and 72% up to the plantations.



EcoVadis



EcoVadis is a corporate sustainability assessment system provided by EcoVadis SAS, an independent assessment organization. It complies with major standards such as ISO26000 and evaluates companies' CSR activities from the perspectives of "environment," "labor and human rights," "ethics," and "sustainable material procurement." Nippon Surfactant Industries was awarded the "Committed" badge in October 2025.

*This badge is awarded to companies based on the score requirements that represent "established" performance in the EcoVadis' evaluation methodology.

Pharmaceutical Manufacturing License



Nippon Surfactant Industries' Utsunomiya Factory is licensed to manufacture high-quality, safe, and reliable pharmaceutical products for the Japanese market in accordance with administrative procedures.

Human Rights and Ethics

At NIKKOL GROUP, we are working to foster an organizational climate and corporate culture that anticipates the needs of the next generation, striving to achieve new ways of working. In addition to enhancing work-life balance, creating a remote work environment, promoting childcare leave for male employees, and diversifying our workforce (multinational talent), we are also working to promote “true fulfillment” as advocated in NIKKOL 25 for 2030, and establish measures to strengthen compliance and other related initiatives.



Talent and HR Initiatives



Valuing diversity



Safe and healthy working environments



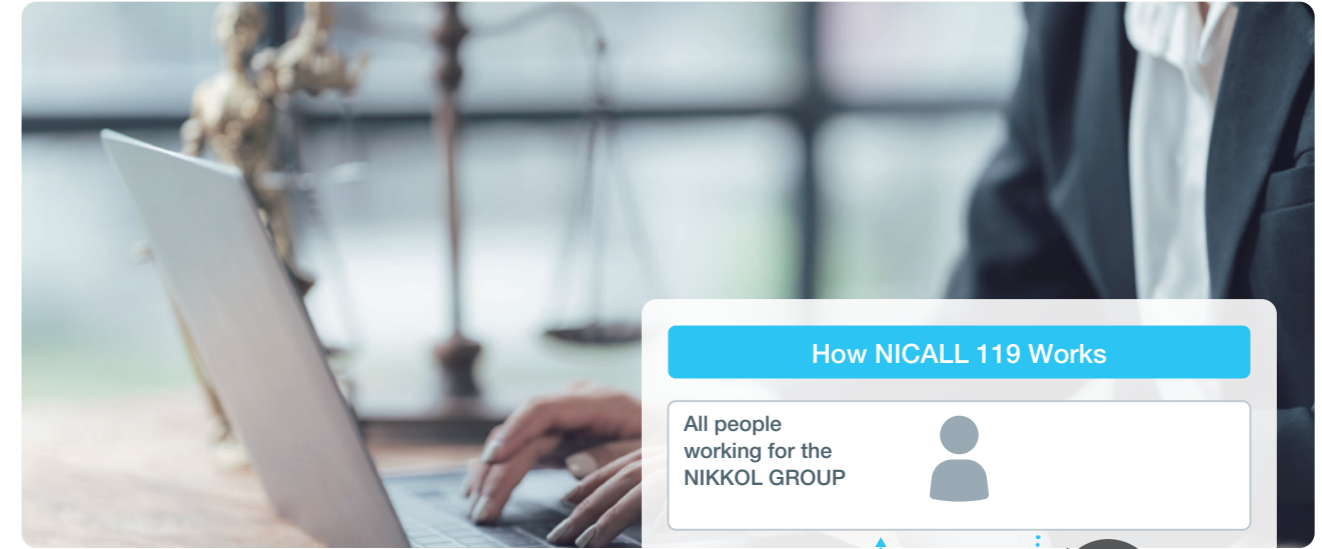
Dialogue with stakeholders

Scan here for our human rights policy commitment.



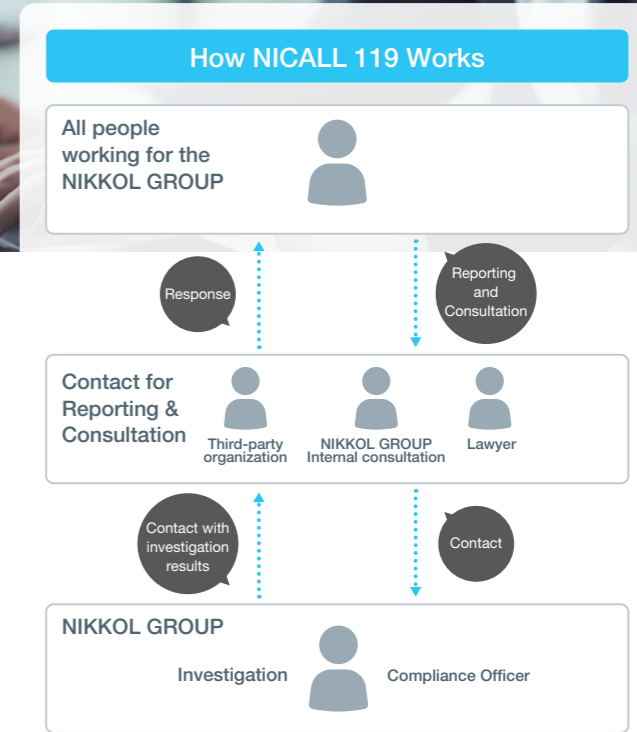
Respect for human rights

In recent years, there has been a growing awareness of the importance of human rights in Japan and overseas, and a respect for human rights has become a vital focus for companies and their business activities. Nikko Chemicals has formulated and published “The Nikko Chemicals Co., Ltd. Human Rights Policy” to further advance its human rights initiatives. Our commitment under this policy is based on the principles of fundamental rights set out in the International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. This is in line with the United Nations’ “Guiding Principles on Business and Human Rights,” and the International Labor Organization’s “Declaration on Fundamental Principles and Rights at Work.” Our policy was also formulated with reference to the rights of children and women as described in the United Nations Convention on the Rights of the Child and the United Nations Convention on the Elimination of All Forms of Discrimination against Women. In addition, Nikko Chemicals complies with the “OECD Guidelines for Multinational Enterprises” and the “Children’s Rights and Business Principles.” Nikko Chemicals will comply with the domestic laws of each country and uphold internationally recognized human rights standards in all regions where we operate. In cases where the two are in conflict, we will comply with the domestic laws of the country while seeking ways to respect international human rights as much as possible. We also prohibit discrimination, forced labor, human trafficking, and child labor, and strive to ensure a safe and healthy working environment, with individual dignity for all workers. Furthermore, we strive to maintain an environment that ensures workers receive all appropriate information and facilitates effective discussion between the company and employees.



Internal reporting system NICALL 119

A contact point for reporting and consulting on internal compliance violations or suspected violations is essential to the healthy growth of a company. The NIKKOL GROUP has established an internal reporting system known as NICALL 119 to provide a solid foundation for this. The system covers all personnel engaged in group operations, including directors, regular employees, contract employees, and part-time workers. If a report is found to be true, the violator is subject to strict disciplinary action in accordance with company rules, and the informant is notified of the results.



Wide Range of Reporting & Consultation

We accept reports and consultations based on our philosophy of “Keep the door wide open, being accessible and reliable.” In addition to a hotline for legal or company rule violations, we also place importance on a helpline for consultation on problems.

Three Reporting & Consultation Counters

In addition to our in-house team of experts, lawyers and third-party organizations that are available for consultation, consultations are possible in Japanese, English and Chinese, and multilingual staff members can be called in for interpretation and three-way calls.

Four Ways to Report & Consult

There are four ways to report or consult with a third-party organization : online, telephone, e-mail, and by post. The name and affiliation of the person reporting or consulting will not be reported within the company without their consent.

1on1 system

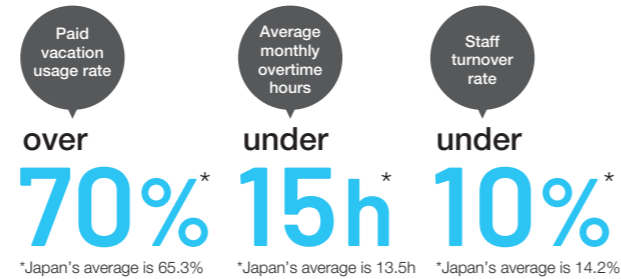
The 1on1 system facilitates regular one-on-one conversations between management and employees. The NIKKOL GROUP started using this system throughout the group in 2020 and continues to actively use it. Unlike business meetings and interviews for progress checks and evaluations, the purpose of these one-on-one conversations is to promote mutual understanding between managers and the teams they manage, and to support the employees’ medium- to long-term growth. This system gives employees a space to share their feelings, and any challenges or worries they may be experiencing, enabling them to receive encouragement and support from their managers. In this way, the 1on1 system facilitates good relationships between managers and their team members, and provides opportunities for employees to experience growth and development.



Work Styles

Diverse work styles and work-life balance

The NIKKOL GROUP offers various work styles so that employees can choose to work in a way that best suits their individual life stages. Nikko Chemicals has introduced a flexible time system to improve work-life balance and foster employee autonomy. We have seen results in our efforts to improve productivity by promoting the use of remote work/teleworking, in addition to optimizing work hours (reducing overtime hours) and encouraging employees to take paid leave. Furthermore, promoting diverse working styles has also proven effective in reducing employee turnover.



Relaxed dresscodes

Our relaxed dresscode initiative encourages self-management by permitting employees to freely choose their own clothing to wear to work throughout the year, allowing them to adopt a more flexible approach. Nikko Chemicals introduced a relaxed dresscode in 2021, aiming not only to save energy throughout the year but also to stimulate communication between employees, generate flexible and new ideas, and increase motivation and work efficiency.



Healthy management

Maintaining and improving the health of employees is an important issue. The entire NIKKOL GROUP promotes health management through a range of activities. We take measures to ensure not only the physical health of employees but also their mental health. We encourage employees to undergo regular health checkups, medical examinations, and follow-up examinations, in addition to providing guidance on daily diet and encouraging appropriate exercise. Furthermore, we conduct mental health check-ins and offer lectures by health experts, as well as install health-related measuring devices (such as blood pressure monitors) at each company.



Empowering women

At Nikko Chemicals, 25% of managers are women. At Nikoderm Research, the figure is 20%, and at Nikko Chemicals (Singapore), it is 33%. In addition, Nikko Chemicals and Nippon Surfactant Industries have formulated a general employer action plan based on Japan's Act on Advancement of Measures to Support the Development of the Next Generation and the Act on Promotion of Women's Participation and Advancement in the Workplace. The NIKKOL GROUP has launched a project to promote the advancement of women throughout the group and aims to operate as a diverse company that promotes talent regardless of gender.



Promoting paternity leave for men

The NIKKOL GROUP is working on a project to promote childcare leave for not only female employees, but also male employees. We work to raise awareness by providing information and distributing pamphlets to encourage employees to take childcare leave. Because of these initiatives, the number of men taking childcare leave has increased every year since 2021, with 8 employees taking it in FY2024-2025. We are working to establish the necessary culture and environment so that employees feel able to take childcare leave in the sales, research, and administrative departments, in addition to in the manufacturing department.



Providing spaces for multinational employees

With our aim of providing spaces for diverse values to come together, at the NIKKOL GROUP, we are proactive in hiring employees from outside Japan. We are engaged in projects on a Group-wide basis that facilitate international hiring. The number of nationalities of employees is increasing annually. As of October 2025, we have employees of 14 nationalities, including Japanese, Chinese, American, Indian, and Vietnamese.



Ethics and Social Contribution

Basic information security policy

At the NIKKOL GROUP, we aim to elevate corporate management to a higher level by appropriately managing all intelligence assets, including the information entrusted to us, in terms of both utilization and storage. To properly and safely achieve this and live up to the trust placed in us, we strive to implement information security management in a manner that is both sophisticated and consistent, and to ensure it is based on our basic policy.



Summer vacation parent-child events

Nikko Chemicals holds events for elementary school students and their parents to participate in over the summer vacation in our showroom and open laboratory. The aim of these events is to give children opportunities to become familiar with the raw materials that go into cosmetics, mainly surfactants, which are our main products. Through simple experiments and quizzes, exploring participants' favorite skin care creams, and making their own skin care creams, we provide an opportunity for children to enjoy learning about the special features of surfactants, which are useful in various aspects of our daily lives.



International Contribution Linked to Business: Donation of Seedlings to Laotian Coffee Farmers Through JILAF

The NIKKOL Cafe Series, marketed by Nikko Chemicals, is a range of cosmetic ingredients made by upcycling coffee grounds (coffee powder) after extraction. From the sales of the NIKKOL Café Series in fiscal 2024, we donated 5,000 coffee seedlings to coffee growers in Itou Village, Champasak Province, Laos, through the Japan International Labour Foundation (JILAF). The seedlings were grown from seeds and planted at a local farm in June 2025. Nikko Chemicals will continue to support the development of the coffee industry in Laos.

