

DNP Group

CSR Report 2008

Information and Data

April 2007-March 2008

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Creating New Values with Honesty Assumed

DNP Group Code of Conduct

1. Contributing to the development of society

We shall contribute to the development of society by offering new values through our business.

2. Social contribution as a good corporate citizen

We, as good corporate citizens living in harmony with society, shall deepen our ties with society and make social contributions through our solutions to various social issues and through our cultural activities.

3. Compliance with the law and social ethics

We shall contribute to the sustainable development of free and orderly market competition while assuming a fair and honest attitude at all times, in compliance with the law and social ethics.

4. Respect for human dignity and diversity

The dignity of humanity is of supreme importance to us. We shall respect diversity in the culture, nationality, creed, race, ethnicity, language, religion, gender, age and ways of thinking of all persons, and conduct ourselves in a disciplined manner.

5. Environmental conservation and the realization of a recycling-oriented society

We shall strive for the effective utilization of resources, without destroying or contaminating the global environment, so that we can pass on our beautiful planet to the generations that follow.

6. Realization of a “universal society”

We shall work on the development and diffusion of easy-to-use functional products, services and systems so that everyone can live in safety and comfort, and thus contribute to the realization of a “universal society” in which all kinds of people can lead pleasant lives.

7. Ensuring the safety and quality of our products and services

We shall strive to win over the satisfaction and trust of consumers in general and of our corporate clients by ensuring the safety and quality of our products and services.

8. Ensuring information security

We shall strive to ensure thorough security measures to protect information assets entrusted to us by our clients as well as those retained by the DNP Group itself (industrial secrets, personal information, intellectual property, etc.).

9. Proper disclosure of information

We shall take the initiative to disclose information in a timely and appropriate manner so as to have our own business and activities properly understood by our various stakeholders with the goal of maintaining a high degree of transparency.

10. Realization of a safe and vibrant workplace

We shall exert ourselves for the maintenance and improvement of the safe and hygienic conditions of our workplace and shall always endeavor to seek ways to implement new improvements. At the same time, we shall respect working styles suited to the diversity of our employees and make efforts to create a safe, healthy and vibrant working environment.

Communication

Examples of Communications with Different Types of Stakeholder

Stakeholder	Means of Communication	Communication Tools
Shareholders and Investors	General Shareholders Meeting Individual meetings with investors Plant tours Strategy / Technical Seminars, etc.	Website Video news (DNP NEWS CHANNEL) Shareholder reports (DNP Report) Annual Report CSR Report, etc.
Customers (consumers)	PR efforts Information exchange through business talks Plant tours Solution seminars (Seminars offering optimum solutions for communication issues between corporations and consumers) Exhibitions at business shows Client surveys, etc.	Website Video news (DNP NEWS CHANNEL) Corporate brochure CSR Report Pamphlets about products and services Showrooms Marketing dispatch (Information magazine that approaches marketing from a "corporate and consumer communication" perspective) Solution dispatch (Information magazine that presents optimal solutions for corporate and consumer communication issues), etc.
Employees	Interviews with superiors (Management by Objective System) Employee surveys Consultation desks for life planning, mental health, etc. Labor-Management Friendly Conferences Open Door Room, etc.	Intranet DNP Group Vision for the 21st Century/DNP Group Code of Conduct "Message from the President" "DNP Spirit" Pamphlet CSR Report In-house magazine "Healthy Life" Mental Health Guidebook and DVD In-house magazine "Second Life Design Book" In-house magazine "Corporate Pension Fund Guide," etc.
Trading Partners	Trade talks and information exchanges during auditing DNP Group CSR Procurement Criteria Compliance Survey Testing of chemical content in materials, etc.	Website Video news (DNP NEWS CHANNEL) Basic Procurement Policy DNP Group CSR Procurement Criteria Request from the DNP Group to its Suppliers CSR Report Green Purchasing Policy DNP Group Management Criteria for Chemicals, etc.
Local communities	Plant tours / acceptance of apprenticeships Dispatch of lecturers to educational institutions Local cleanups Local environmental conservation activities Participation in local events Local anti-disaster, anti-crime, and fire safety activities Renting of facilities CSR Seminars for job-hunters Internships ggg, ddd, CCGA, Louvre - DNP Museum Lab, etc.	Website Video news (DNP NEWS CHANNEL) Corporate brochure New Employee Guide CSR Report Graphic Design Annual, etc.



CSR Report



Annual Report



Corporate Brochure



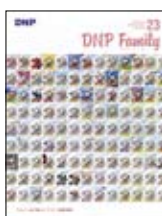
New Employee Guide



Website



Video news (DNP NEWS CHANNEL)



In-house magazines



Graphic Design Annual



Shareholder reports (DNP Report)



Plant tours

Disclosure Policy

(1) Information Disclosure Standards

Our company promptly discloses information in accordance with the Financial Products Exchange Law and other related laws, as well as the "timely disclosure rules" established by the Tokyo Stock Exchange. We also promptly and proactively disclose information even if it does not apply to the timely disclosure rules, as long as we believe that the information is considered necessary and helpful to shareholders and investors to promote further understanding of our company.

(2) Methods of Information Disclosure

In accordance with the timely disclosure rules, after briefing the TSE in advance, we publicly disclose important information that applies to those rules through TDNet (a system for the timely disclosure of information provided by the Tokyo Stock Exchange) and to the press. At the same time we post this information in a timely manner on our website. We also provide information considered useful in enhancing the understanding of our company by posting this information on our website and/or the press websites.

(3) Period of Silence

Before the announcement of our financial statements, we have a "period of silence," during which we refrain from responding to comments and inquiries regarding settlement, in order to ensure fairness. However, even during a period of silence, we promptly disclose any information that would incur major changes in our business results. Furthermore, we will respond to any questions regarding information that has already been disclosed.

Management Supporting Value Creation

Information Security and Efforts to Guard Personal Information

DNP is entrusted with the storage of personal information from a wide variety of companies and organizations, and we assist in the provision of many kinds of services and products offered to consumers. In addition, we have as part of our own business been developing many kinds of services and products that use personal information effectively. Through such business we have come to understand very well the importance of personal information, and we believe that the appropriate protection of information is unquestionably our duty. We safeguard the rights and interests of individuals by handling personal information properly in accordance with our Personal Information Protection Policy.

We continue in FY2008 to operate and maintain strict, comprehensive data security controls and personal information protection systems. We believe that having all of our employees participate in the PDCA Cycle for security helps us to realize an energetic workplace and to create new values. What this means in real terms is that we are continuing to streamline our workforce and improve efficiency through the use of IT, and that our IT know-how and technology also leads to the further development of our security solutions.

Personal Information Protection Policy

<http://www.dnp.co.jp/about/privacy.html>

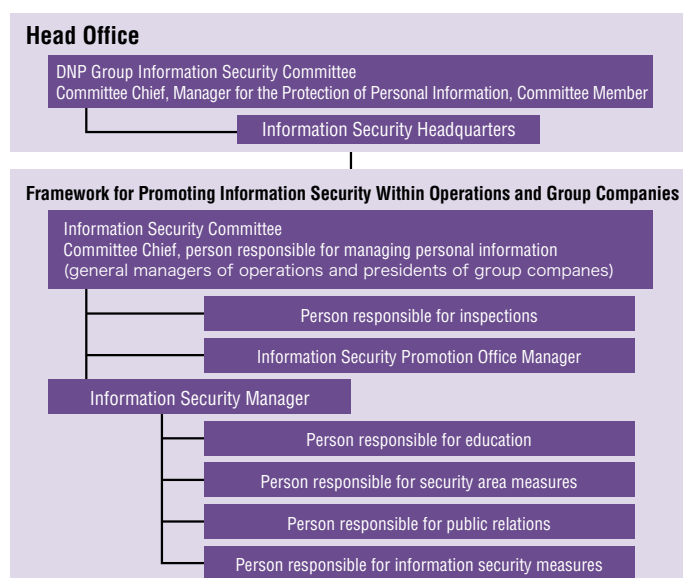
Management Supporting Value Creation

Information Security and Efforts to Guard Personal Information

Organizational Measures

1. System Maintenance

Beginning with the establishment of the Office for the Protection of Personal Information in April 1999, we have made changes in Japan and abroad, and conducted reviews for the purpose of further strengthening our information security measures. Currently the DNP Group Information Security Committee is established at headquarters as an umbrella organization for the entire company. Furthermore, a Information Security Committee has been established in each of the operations and Group companies that make up the core of our business. Each company committee consists of a Committee Chief and a person responsible for managing personal information (the head of each operation). Managers, auditors, and inspection managers will be appointed for each issue, such as education, security regions, and computer measures. We established the Information Security Headquarters under the management of the Headquarters DNP Group Information Security Committee in FY 2007. We have broadly increased the number of personnel in this Operation, strengthening the auditing and control structure for the business operations and group companies.



Auditing for Personal Information Protection Management Systems

2. Maintaining Internal Procedures and Rules

In addition to maintaining the Personal Information Protection Rules (implemented in 1999, revised in 2005), the DNP Group has established firm standards for personal information protection that apply to the entire Group. All rules pertaining to information security were revised in 2002, and the Basic Information Security Rules (established in 2002, revised in 2005) have been developed as new systems, under which 7 standards, including those for document control, computer use, areas from which non-DNP employees are restricted from entry, etc., are stipulated.

We rapidly send out notices and establish or revise our rules accordingly in response to new threats and risks, and we make sure that employees are thoroughly informed about them.

In FY2007, we established Group-wide rules covering the handling of personal information in data processing offices, the handling of the personal information of our employees and job applicants, and the handling of notebook computers and mobile phones.

Management Supporting Value Creation

Information Security and Efforts to Guard Personal Information

3. Establishment of a Management System

DNP has been promoting the establishment of a management system based on the Japanese Industrial Standards, “Personal Information Protection Management Systems-Requirements” (JISQ15001), which is a standard for thorough compliance with laws and the management of the protection of personal information at all offices which handle personal information. Also, DNP has been actively seeking the acquisition of “Privacy Marks,” which are given to offices which maintain operation procedures and management systems in line with JISQ15001, as well as of ISO and IEC27001, which are standards for the implementation of information security management.

1 operation division acquired Privacy Mark in FY2007. In addition, DNP has applied as a company for Privacy Mark certification. We expect to receive that certification in FY2008.

Business Operations and Divisions that have acquired certification (As of March 31, 2008)



Divisions that have acquired the Privacy Mark

Dai Nippon Printing, IPS Operations
Dai Nippon Printing, C&I Operations
Dai Nippon Printing, Information
Communication Kansai Operations
Dai Nippon Printing,
Commercial Printing Operations
Dai Nippon Printing, CHUBU Operations
DNP Digitalcom
DNP Uniprocess
DNP Logistics
DNP Media Create Kansai
DNP Information Systems
DNP Tokai
DNP Data Techno Kansai
DNP Hokkaido
DNP Media Create
DNP Tohoku
DNP Data Techno
DNP Total Process Warabi
Direc
DNP Nishinippon



Acquisition of ISO and IEC27001 (JIS Q 27001) certification

Dai Nippon Printing, IPS Operations
DNP Facility Services
DNP Digitalcom
DNP Data Techno Kansai

Management Supporting Value Creation

Information Security and Efforts to Guard Personal Information

Measures for Human Resources

We conduct training programs for educating and enlightening each employee, through pamphlet distribution, group education, and network learning.

In FY2007, we held Personal Information Management Systems (PMS) education, Information Security courses, and conferences and lectures nationwide for staff employees.

Training and conferences in fiscal 2007

Personal information management systems education	
July 2007 - March 2008	Increase understanding by distributing PMS handbooks, network learning, etc. Approx. 41,000 in all received credit
Information security courses for technicians (5 in total)	
November - December 2007	“Information Security Technology, and its Precise Management” “Changes in Corporate Networks and Future Needs” “Realizing a Comprehensive ID Control Base Through an Active Directory” “Building a Secure and Efficient Business Environment through the Mac OS X Leopard” “Information Security Through ‘Thin Client’” Total of 350 attendees
Nationwide conferences and information sessions for information Security Promotion Office Managers	
August 2007	Nationwide conferences on information security For Information Security Promotion Office Managers



Information security courses for technicians

Textbook
(Japanese edition)



(English edition)



Management Supporting Value Creation

Information Security and Efforts to Guard Personal Information

Physical Measures

Various measures are in place at the Data Processing Offices which handle personal information, so as to prevent data theft. These include entry/exit controls using biometrics to ensure that unauthorized persons cannot access the facilities, surveillance cameras that keep unauthorized behavior in check, and pocket-free uniforms for on-site workers. We also have enhanced information controls by separating the locations where information is written to media and employing checks using metal detectors. We continued to strengthen these measures and enhance our facilities in FY2007.

Also, the Data Entry Center and Call Center functions and bases that require a high level of security for Campaign Bureau Representative Work have been concentrated.

Regular DNP Group operational bases also underwent various upgrades in FY2007. Entry/exit controls using Smart cards for employee identification have been newly installed at 29 operational bases. In addition to having already installed these at operational bases, we are also steadily expanding their installation to include business offices and other locations. Locking bags for the sole use of main operational bases have been newly introduced for the in-company transfer of confidential documents. We are also proceeding with the fitting of PC screens with “Anti-Peeping Filters” to prevent information leaks.



Locking bag for confidential documents

Management Supporting Value Creation

Information Security and Efforts to Guard Personal Information

Technology-related Measures

Access logs are recorded at the Data Processing Offices. The accuracy of checks of data recording media access logs has been strengthened by reducing the number of employees engaged in writing to recording media and restricting such work to DNP Group employees, thereby strengthening the controls.

Also, when the personal information of customers is transferred via networks, the DNP-developed “Gendarme” system uses the electronic certificates stored on both parties’ Smart cards for verification, ensuring security.

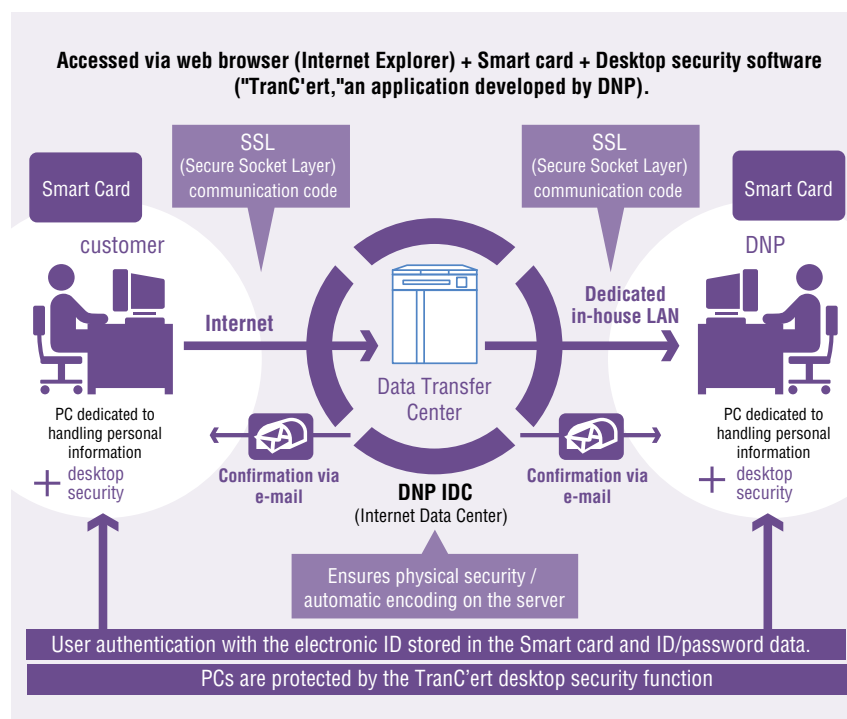
In FY2007, DNP also developed and began selling its “Dreadnought” CD-R loaded with software that automatically encrypts data received on recording media. Not only does Dreadnought encrypt personal information when exchanged between DNP and the customer, it also encrypts important information at the customer’s location.

Anti-virus software installation and OS vulnerability prevention measures identical to those at domestic sites were implemented in PCs used at overseas bases in 2007, where concentrated control systems were also constructed.



“Dreadnought” encryption software CD-R

■ Outline of the “Gendarme” system



Management Supporting Value Creation

Social Responsibilities in the Supply Chain

DNP Group Purchasing Policy

DNP seeks the cooperation of our suppliers of materials, equipment, construction supplies, and other items so that society, DNP, and the suppliers can all achieve sustainable growth. To this end, in March 2006 we amended our Basic Procurement Policy, and established our Group-wide DNP Group CSR Procurement Criteria.



Basic Procurement Policy

Fairness: In choosing suppliers, we follow fair competitive principles based on comprehensive judgment encompassing quality, price advantage, assurance of delivery, follow-up services, reliability, and technical capabilities.

Equal Opportunity: As regards procurement, we believe in being positive in purchasing materials that meet our financial- and quality-related criteria, without adhering to our existing suppliers regardless of whether a supplier is based in Japan or abroad.

Mutual Development: Through fair business transactions, while endeavoring to build mutually trusting relationships with the suppliers with whom we conduct business, it is our hope to maintain relationships that contribute to mutual development.

Social Responsibility: Through mutual understanding and respect for all laws, regulations, and business customs in our business transactions, our company and the suppliers, with whom we conduct business, believe that we must fully live up to our social responsibility, without neglecting to give due consideration to labor conditions, conservation of natural resources and the environment.

Management Supporting Value Creation

Social Responsibilities in the Supply Chain



DNP Group CSR Procurement Criteria

At all of their branches and collaborating companies, DNP and the suppliers that provide DNP with raw materials, machinery, buildings, and other items, domestically as well as abroad, shall carry out CSR (corporate social responsibility) efforts in the areas described below.

(1) Compliance with Laws and Social Norms

- Establish corporate ethics policies and regulations, and promote measures to ensure compliance with laws and social norms.

(2) Preservation of the Environment and Product Safety

- Provide a safe, healthy, and sanitary environment for employees and neighboring residents.
- Comply with related laws and regulations to strictly control all steps leading up to the final disposal of wastes.
- Put priority on purchasing items that have a minimal environmental burden, including parts, raw materials, equipment and materials, and office supplies.

* DNP Group Green Purchasing Policy <http://www.dnp.co.jp/procurement/jp/policy.html>

- Proper management of chemical substances is conducted in compliance with various laws related to protecting the environment as well as the DNP Group Management Criteria for Chemicals.

* DNP Group Chemical Management Criteria <http://www.dnp.co.jp/procurement/jp/standard.html>

(3) Compliance Regarding Labor-Related Matters

- Equal opportunities for all employees, elimination of discrimination, and respect for and consideration of human rights are put into practice.
- A system is in place and in effect to prevent inhumane labor practices, such as child labor and forced labor.

(4) Compliance Regarding Information Security

- A very thorough system has been set up, comprised of a basic policy, internal regulations and other measures, as well as an educational and training program for the employees, to prevent the unauthorized release of information, such as personal information or confidential information obtained in the process of conducting business with other companies.

(5) Protection of Inside Informants

- An internal help desk has been set up where employees can bring their concerns, making it possible to prevent problems from occurring or to detect them in the early stages. Moreover, measures have been established to ensure that employees who bring up these problems do not suffer any retaliation.

(6) Compliance with Rules for Fair Competition

- DNP carries out its corporate activities in compliance with the relevant laws and regulations as well as in accordance with the rules for fair competition.

Note: The DNP Group believes the above-mentioned CSR Procurement Criteria to be an essential requirement for carrying out business transactions. We will be checking periodically to ascertain to what degree these criteria are being observed. It is our sincere wish that all of our suppliers have a clear understanding of our CSR Procurement Criteria and make every effort to carry out their activities in accordance with the Criteria.

Management Supporting Value Creation

Social Responsibilities in the Supply Chain

[Requests from the DNP Group to its Suppliers]

In addition to the DNP Group CSR Procurement Criteria, a set of requests made of suppliers by the DNP Group has also been established, so as to move our CSR activity another step forward. In addition to already existing procurement requirements, such as competitive cost, superior quality, and reliable delivery, these include the creation of a BCP (Business Continuity Plan) as part of a risk management system, contributions to society, the creation of a sound corporate climate, and others.

While these requests do not require the same level of compliance as the CSR Procurement Criteria, meeting them helps to achieve the goal of mutually maintaining and improving the corporate competitiveness of the DNP Group and the suppliers.



Requests from the DNP Group to its Suppliers

- Competitive Prices
- Superior Quality
- Safety and Stability of Products
- Reliability and Speed of Delivery
- Establish a Risk Management System to Deal With Disasters and Other Emergencies
- Stable Management
- Provide Information Promptly
- Nurturing Human Resources
- Create a Sound Corporate Culture
- Social Contributions

<http://www.dnp.co.jp/procurement/jp/demand.html>

Management Supporting Value Creation

Research and Development Conducive to the Realization of an Emergently Evolving Society

Research & Development to Contributions to an Emergently Evolving Society

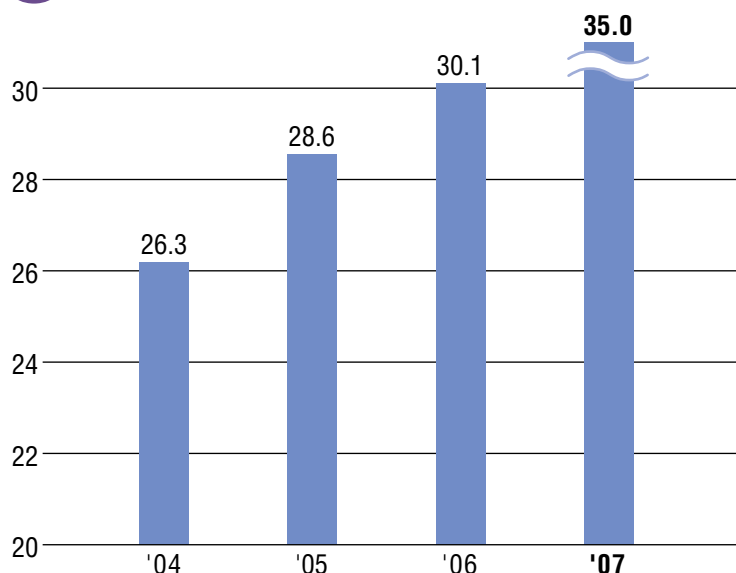
[Research & Development System]

Our Research & Development Division develops the seeds of solutions in a broad range of R&D fields, and creates systems that take the commercialization of these seeds into the market. The Research & Development Division consists of the Research & Development Centers (8 specialized laboratories), the Nano-Science Research Centers (two specialized laboratories), the Media Technology Research Center, the Electronic Module Development Center, the Technology Development Center, and seven business specific laboratories (Packaging, Lifestyle Materials, Opto-materials, Information Media Supplies, Display Components, and Electronics Devices). They all work closely with our business operations in seeking to create new values.

		Controlled by Head Office						Controlled by Operations							
		Development support	Production technologies; equipment development		R&D on new products and technologies			Improvement of existing products and technologies/Development of products and technologies for the division							
Information Communication	Books and Magazines	Advanced Technology & Business Development Division	Technology Development Center	Research & Development Center	Electronic Module Development Center	Nano Science Research Center	Media Technology Research Center	Technical section of each operation							
	Commercial Printing														
	IPS/Business Forms														
	Communication and Information														
Lifestyle and Industrial Supplies	Packaging														Packaging Laboratory/ Industrial Supplies Laboratory
	Lifestyle Materials														Lifestyle Materials Laboratory
	Opto-Materials/Industrial Supplies														Opto-Materials Laboratory
	Information Media Supplies														Information Media Supplies Laboratory
Electronics	Display Components														Displays Components Laboratory
	Electronics Devices														Electronic Devices Laboratory
New Business Fields			Commercialization projects												



Investment of Research and Development (billions of Yen)



Management Supporting Value Creation

Research and Development Conducive to the Realization of an Emergently Evolving Society

DNP's R&D

DNP seeks to solve the issues faced by our customers and consumers and to create new values through a synthesis of the printing technology (PT) and information technology (IT) that we have cultivated over many years. We believe that contributing to society through our business is fundamental to our CSR efforts. During a time of great changes in market trends and technologies, we maintain the trust of our customers by spurring our R&D Division to develop our own technologies, creating the seeds of new solutions and offering higher-quality solutions.



What is PT (Printing Technology)?

PT is the core reproduction technology that makes information or functions take shape.

- Materials technology: Synthesis of new materials and dispersion/mixing technologies.
[Examples] Planning and manufacturing technologies for inks and adhesives, photosensitive materials, coatings, etc.
- Patterning technologies: Technology that causes letters, pictures, or patterns to take form on a base.
[Examples] printing technology, typeset/offset/gravure printing, lithography, inkjet and other non-solid printing technologies
- Conversion technologies: Technology for changing the form of materials, or materials processing such as by combining materials.
[Examples] Processing technologies for film, paper, and other materials, such as membrane manufacturing, coating, lamination, excipient, transfer, cutting, polishing, bag manufacturing/forming, and book technologies



What is IT (Information Technology)?

IT is the core technology that makes human communications rich and rewarding.

- Information processing technologies: Input/output, conversion, synthesis, compilation, and transmission technologies.
[Examples] Text and picture processing, editing technologies, database compilation technologies, CG technologies
- Human Media Interaction (HMI) technologies: Technologies related to the interaction of humans with information.
[Examples] Font design, expressive technologies such as color matting, IF technologies, natural language processing technologies
- Information security technologies: Technologies for the accurate transmission of the correct subject, retention, and improper use prevention.
[Examples] Code processing technologies, personal data processing, control technologies, copyright maintenance, biometrics

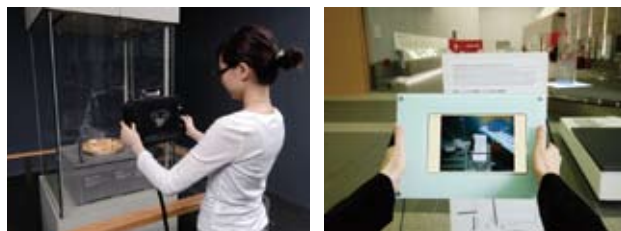
Management Supporting Value Creation

Research and Development Conducive to the Realization of an Emergently Evolving Society

DNP's Technology Development

1) Increased information processing sophistication

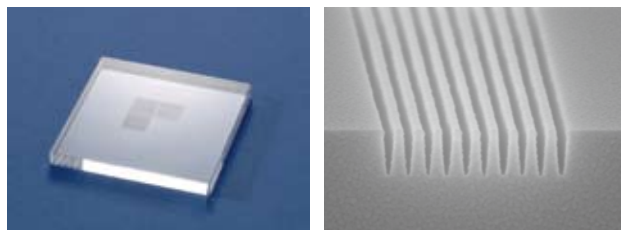
Information processing, which was fostered through printing technology as a communication medium, is becoming more and more sophisticated as the networking society develops. We are developing digital printing technology that brings personalized elements to mass production, security technologies for improved information security, and processors such as Smart Cards and RFIDs that further modularize information processing.



(Left) An artwork appreciation system using Augmented Reality (AR) Technology; (Right) Viewing route guidance system
(4th Louvre – DNP Museum Lab Presentation: "The city of Susa and its ceramics in the first centuries of Islam")

2) Precision patterning

Printing, which is the mass-production of precise patterns, is a manufacturing technology for which we seek thoroughgoing improvements and advances. We are, for example, developing semiconductor photo-masks that require ever smaller nano-scale circuits, as well as ultra-miniature three-dimensional structured Micro Electro Mechanical Systems (MEMS), Ink Jet Technology, and manufacturing innovations for display components using printing technologies.



Quartz glass template used in circuit patterning on a substrate in our nano-imprint technology, which is getting a lot of attention as a new semiconductor manufacturing technology for semiconductor and nano-device miniaturization. This is used for semiconductor manufacturing at the 18-nm (nanometer) level.
(Right) Enlarged view

3) Increasingly intelligent materials

Incorporating more sophisticated nanomaterials technology in printing techniques make products with more sophisticated and complex functions. Other areas of interest include gas-barrier packaging that will enable the long-term storage of processed foods, safe and environmentally-conscious building materials, advanced optical film for clearer displays, and digital photo materials. We are also beginning to turn our attention to the bio and energy areas.

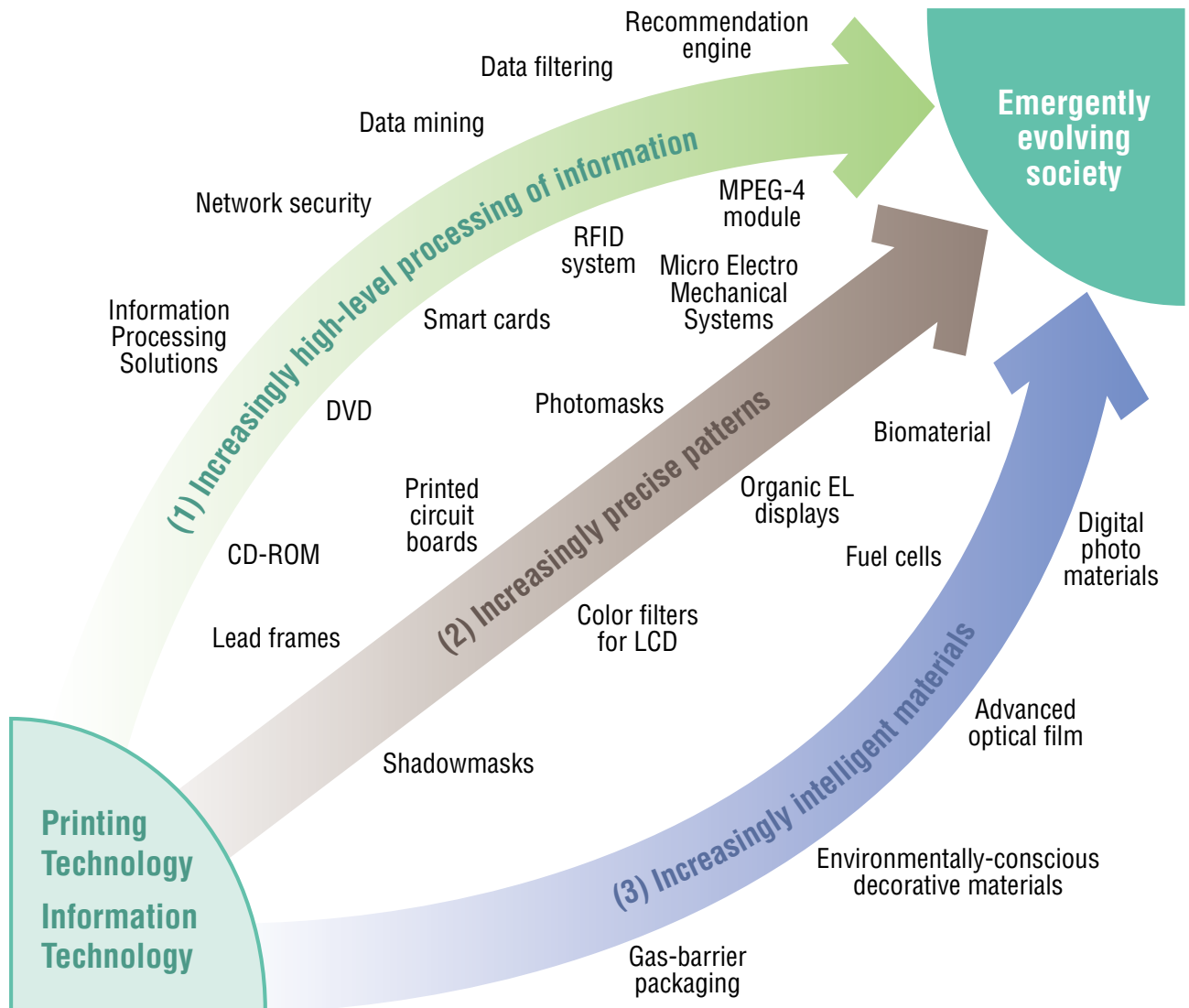


"Cytograph," a cell pattern culture substrate, used in key cell research for medical treatment and health care. Allows the stable culturing of cells in a variety of patterns. First such product commercialized in Japan.
(Right) Microscopic view of cells cultured in a pattern.

Management Supporting Value Creation

Research and Development Conducive to the Realization of an Emergently Evolving Society

■ DNP Technology: Advancement seeking an emergently evolving society



Management Supporting Value Creation

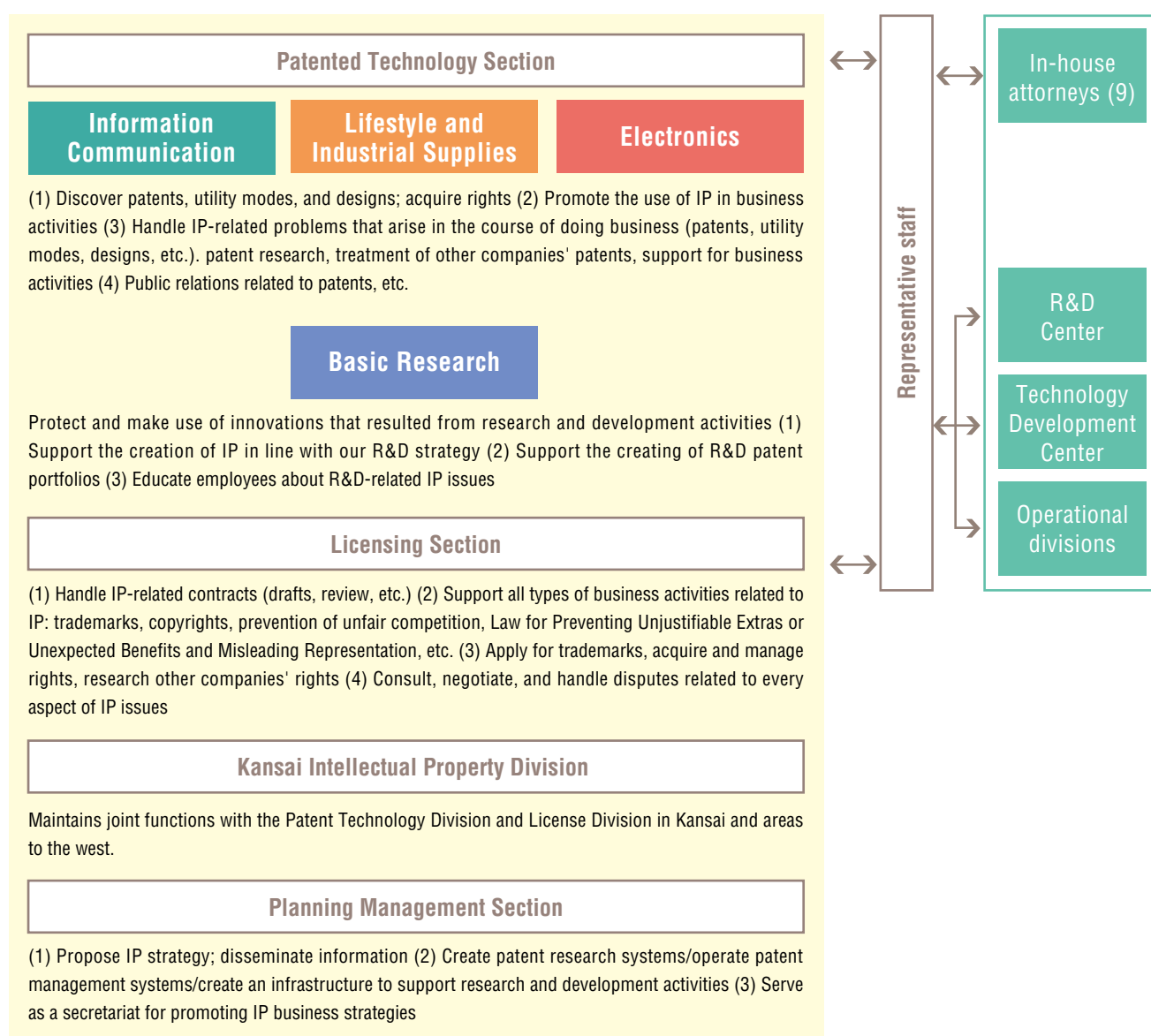
Intellectual Property Rights Management Efforts

Framework for Promoting Intellectual Property

DNP's IP-protection framework consists of four sections and employs nine in-house attorneys. The Patented Technology Section addresses IP related to basic research and DNP's main business segments: Information Communication, Lifestyle and Industrial Supplies, and Electronics. The Licensing Section handles contracts and legal issues related to IP. The Kansai Intellectual Property Section handles both patent and license related functions for Kansai and the rest of western Japan, combining the functions of the first two sections. The Planning Management Group proposes IP strategies and operates DNP's patent information management system.



IP Framework



Management Supporting Value Creation

Intellectual Property Rights Management Efforts

Intellectual Property

DNP aims to create and nurture intellectual property with strong business values, and also to improve its quality, so as to make P&I Solutions a reality. We have created a structure for the acquisition, management, and protection of intellectual property, such as patents, while at the same time ensuring that we do not infringe on the patents of other companies.

We educate and enlighten our employees about intellectual property so as to create a corporate culture in which all laws and regulations pertaining to intellectual property are upheld.



Outline of Activities -1-

- 1) We maintain and operate an intellectual property training system to improve our intellectual property generation and application skills.
- 2) We encourage intellectual property generation and its application by our employees through an appropriate intellectual property compensation system.
- 3) We promote preliminary technology studies and database usage education necessary to generating intellectual property while preventing the infringement of the rights of existing patent owners.
- 4) We evaluate the quality of inventions and implement various measures for acquiring patent rights in regard to important applications.
- 5) We have constructed and operate a system for properly maintaining rights we have acquired.
- 6) We shore up inventions by evaluating and improving each important intellectual property owned by our company, and support business operations in the achievement of their targets.
- 7) We have constructed patent portfolios for the themes of each business domain, and apply these in our patent right maintenance strategy.
- 8) We hold lectures concerning intellectual property laws as they relate to our clients (copyrights, premium and representation rules, trademarks, etc.), and support the business of our clients.

Management Supporting Value Creation

Intellectual Property Rights Management Efforts



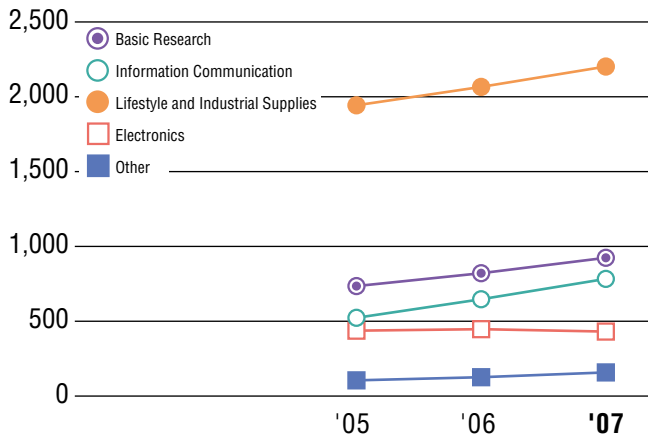
Outline of Activities -2-

- 9) We provide our business operations with the results of the examination of each agreement, to ensure that they present no compliance issues and are meritorious from a business perspective; the operations are instructed to comply with all rules and agreements.
- 10) We cultivate a fair corporate culture by educating and enlightening our employees about intellectual property so that they will properly advance our rights while respecting the rights of other parties.
- 11) We dispatch committee members to all intellectual property organizations (Japan Intellectual Property Association, Japan Fair Trade Commission, Licensing Executives Society JAPAN), so as to contribute to improving the status of the industry by offering positive recommendations.

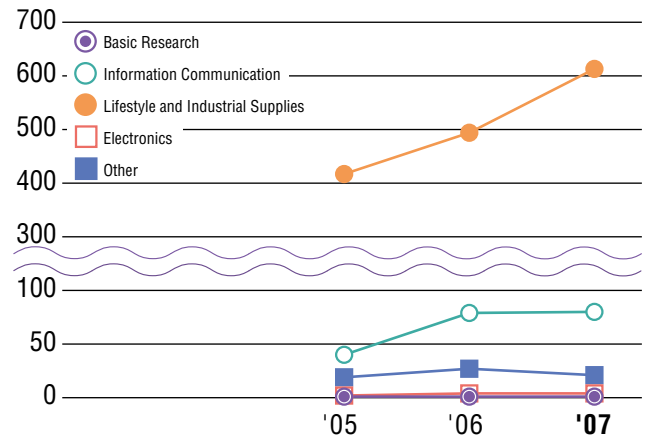
Management Supporting Value Creation

Intellectual Property Rights Management Efforts

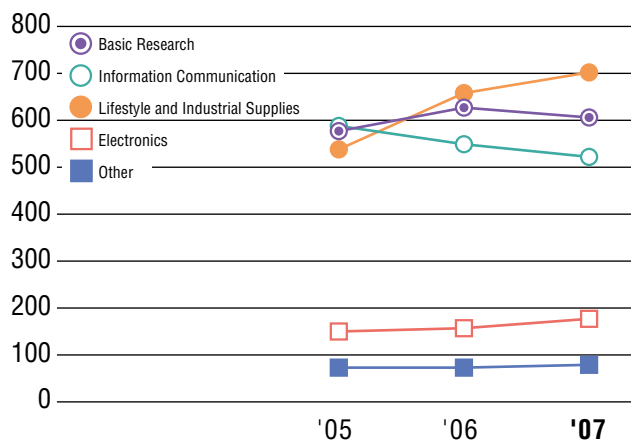
Number of patents and utility model rights held



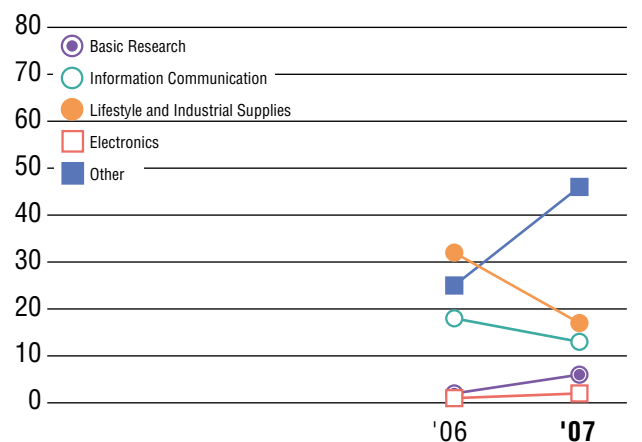
Number of design rights held



Number of patent disclosures

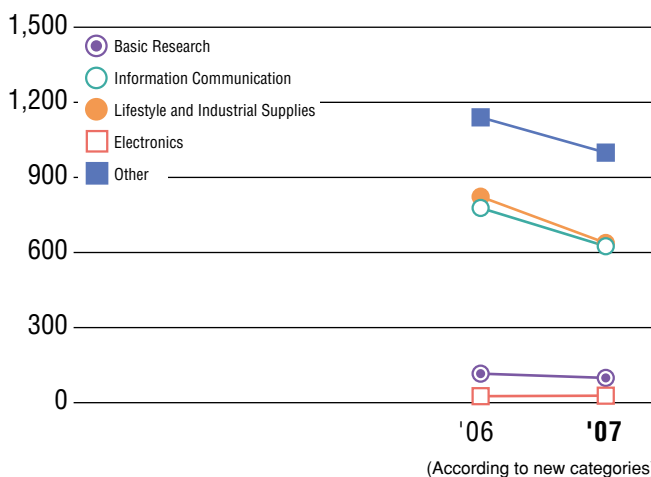


Number of trademark applications



(According to new categories)

Number of trademarks held



(According to new categories)

Management Supporting Value Creation

Delivering Products and Services with the Highest Standard of Quality in the World

Promoting "Manufacturing 21"

We at DNP believe that as a corporation our primary social responsibility lies in providing products and services that actually exceed the expectations of our customers and consumers. In order to focus on maintaining and enhancing a level of manufacturing that produces safe goods with the highest standard of quality in the world, in 2005 DNP created the "Quality Policy," with all DNP Group units and employees participating in "Manufacturing 21." While activating the production process, we continue to make efforts at the points of contact with the customer, such as Planning & Development, Sales, etc., so as to fully optimize the process from the ordering stage through distribution and delivery. We have quantified activity targets and result indicators for quality, cost, delivery, and environmental aspects, and we seek to achieve these targets and eliminate all waste by opening this system up to all employees. We also seek to encourage *TAIWA** not only within each business operation, but across operations as well, while at the same time continuously working to provide solutions to client issues by maintaining daily *TAIWA* with them.

* Manufacturing 21:

This is a Group-wide project to create a muscular manufacturing structure responsive to changes in the marketplace, with the goal of realizing the DNP Group's Vision for the 21st Century. We are creating a manufacturing structure capable of constant improvement and continuous, sustainable strength, so as to improve profitability and asset efficiency in our manufacturing.

* What we mean by "TAIWA"

The DNP Group has embraced the concept of *TAIWA* (a Japanese word meaning "dialogue") as one of our core principles. Rather than simply having a conversation, engaging in *TAIWA* means finding out about the issues and dreams of others and thereby giving careful consideration to finding ways to help resolve those issues and realize those dreams.

Acquiring certification for quality assurance

We are making all efforts to acquire a variety of certifications so as to continuing making steady progress in quality improvement. All of our business operations have acquired the ISO9000 series certification for quality management, as well as the HACCP9000 certification for food safety and quality systems in our packaging operations. We are currently proceeding in the area of information management with the acquisition of IT security certification (ISO/IEC15408) for the handling of credit cards, securities, and other business documents, "privacy marks" for personal information, and Information Security Management Systems (ISO27001/ISMS).



Quality Policy

1. We synthesize printing technology and IT under the "P&I Solutions DNP" banner, offering products and services with the highest standard of quality in the world as solutions to issues facing our customers, and gaining the trust of our customers by maintaining and exceeding that level.
2. Our mission is to provide products and services that are safe and environmentally-conscious, and we seek to minimize environmental impact.
3. We shall develop the world's leading edge production technologies, and the highest global standard of efficiency in our manufacturing system.
4. All employees shall be united in seeking to maintain and continuously improve a quality system that consistently satisfies our customers, through *TAIWA* both inside and outside the company and our "Observe, Listen and Think Carefully" policy.

Management Supporting Value Creation

Delivering Products and Services with the Highest Standard of Quality in the World



ISO9000 Certification Status

Operations/Group companies	Factory	Obtained in:
Commercial Printing Operations, DNP Media Create	Enokicho, Oji, Akabane, Utsunomiya	Aug. 2002
Information Communication Kansai Operations / DNP Data Techno Kansai / DNP Media Create Kansai	Osaka, Ono, Nara	Dec. 1999
IPS Operations, DNP Data Techno	Warabi, Enokicho, Ushiku, Kamiya	Nov. 1997
DNP Seihon	Akabane	Oct. 2002
DNP Digitalcom	Warabi, Kamiya	Dec. 1999
Information Media Supplies Operations, DNP IMS	Sayama, Okayama, Odawara	Nov. 1994
DNP Fine Chemicals	Tokyo, Fukushima	Aug. 1996
Opto-Materials Operations, DNP Opto-Materials	Okayama, Mihara	Feb. 2003
Lifestyle Materials Operations, DNP Lifestyle Materials	Tokyo, Kobe, Okayama	Nov. 1997
Lifestyle Materials Operations, DNP Ellio	Tokyo, Osaka	Sep. 1998
DNP Technopack Yokohama	Yokohama, Sayama	Mar. 1998
DNP Technopack Tokai	Nakatsugawa	Nov. 1999
Packaging Operations, DNP Technopack	Sayama, Izumizaki	Apr. 1998
Packaging Operations, DNP Techno Polymer	Kashiwa, Kansai	May 1999
Packaging Operations, DNP Techno Film	Kashiwa, Izumizaki	Mar. 2002
Packaging Operations, DNP Technopack Kansai	Kyoto, Tanabe	Jun. 1998
Electronics Devices Operations, DNP Fine Electronics	Kamifukuoka, Kyoto, Kuki	Nov. 1994
Display Components Operations, DNP Precision Devices	Mihara, Otone, Kurosaki	Dec. 1997
DNP LSI Design	Sapporo, Akabane, Kansai, Fukuoka	Dec. 2004
DT Fine Electronics	Kawasaki, Kitakami	Oct. 2002
DNP Hokkaido	Sapporo	Oct. 2000
DNP Tohoku	Sendai	Nov. 2000
DNP Shikoku	Tokushima	Jan. 2002
DNP Nishinippon	Chikugo	Feb. 2000
DNP Information Systems	Sapporo, Yamagata, Tokyo, Nagoya, Osaka, Fukuyama, Fukuoka, Others	Apr. 1999
DNP Facility Services	Tokyo	Aug. 2001
The Inctec	Tokyo, Kasaoka	Jun. 2003
DNP IMS America	U.S.A. (Concord)	Apr. 1997
DNP Indonesia	Indonesia (Jakarta)	May 2002
DNP Photomask Europe	Italy (Agrate)	Jan. 2005



HACCP9000 Certification Status

Operations/Group companies	Factory	Obtained in:
Packaging Operations, DNP Technopack Yokohama	Yokohama	Oct. 2000
DNP Facility Services	Cafeteria at C&I Building	Mar. 2000
DNP Hoso	Akabane	Mar. 2002

Management Supporting Value Creation

Delivering Products and Services with the Highest Standard of Quality in the World

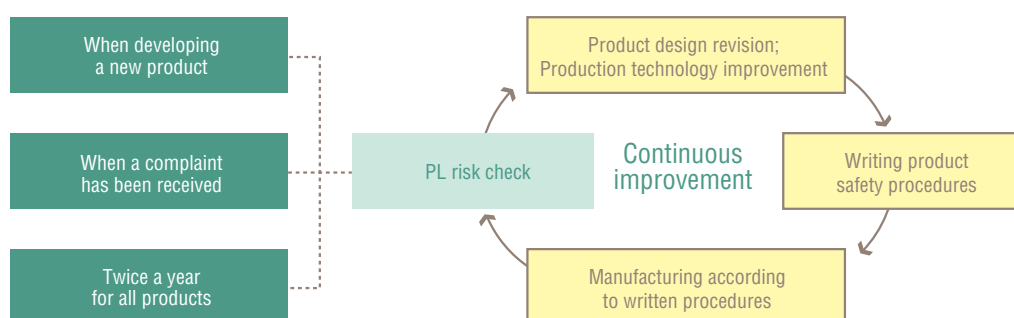
Product Safety Management System

Our basic policy regarding product safety is to work to fulfill our social responsibility by not only producing products consistent with the relevant standards and laws, but also exceeding the needs and expectations of customers.

Continuity is important in product safety efforts. We conduct a risk evaluation of all product lines twice a year, and based upon the results we make design changes and technological improvements to ensure safety.

Our Product Safety Standards are set out in document form for application. In addition, we have been conducting PL training seminars since 1994, and began employing our Intranet network for this purpose in fiscal 2000. 15,600 employees have completed the network seminars in total.

■ Product safety management model



The Consumer Products Safety Law was passed in May 2007 with the goal of preventing the recurrence of product accidents by accumulating and disclosing product accident information concerning products that consumers use in their daily lives. DNP has established the Product Safety Committee as the body in charge of the safety of DNP Group products. In the rare event of a product accident, all information about that accident is consolidated by the Committee. The DNP Group Product Safety Regulations stipulate the operation that is to create a strategy for handling the accident, to publish information, and other measures for ensuring a timely and appropriate response that will prevent the damage from spreading. The DNP Group extends the Product Safety Management System to cover all products, not just consumer products.

Management Supporting Value Creation

Delivering Products and Services with the Highest Standard of Quality in the World

Efforts to Create a Crisis Action Plan

The long-term loss of our functions and ability to conduct business during a crisis caused by, for example, a largescale natural disaster or fire could seriously affect and cause trouble for our clients and our many stakeholders. DNP would as a result lose not only sales, but could also lose trust and suffer brand damage; the impact of such an event could even threaten the continued existence of the company. As part of our overall crisis management, DNP has therefore created a BCP (Business Continuity Plan) to serve as the action plan in the event of a crisis and minimize risk.

We attempt to postulate what the scale of an earthquake, which is the scenario of greatest concern, would be at our bases of operation according to the Survey on Earthquake Risk, and in 2006, BCP (Business Continuation Plan) Creation Teams were established within the central Disaster Prevention Councils and tasked with devising business continuity measures. A great deal of our business is international, and it would be difficult to contract our production to other companies, so the impact on society would be large. Therefore, we have completed a BCPs for the Display Components Operations and Electronic Devices Operations, which experience heavy demand from customers, as well as the IPS Operations, the Information Systems Division, and some materials supply divisions, and are making the transition to BCM (Business Continuity Management).

We have created systems for establishing BCPs, which would be part of the ongoing drive for ISO conformity, for other divisions as well, and BCP establishment is planned for 5 Operations in 2008, including the Packaging Operations, Lifestyle Materials Operations, and CHUBU Operations.

* Survey on Earthquake Risks

DNP promotes a survey on earthquake risks which assesses potential impacts based on the intensity and structure of buildings and specifications of production and utility facilities, from the ground and earthquake environment of each production site across the country. The surveys were conducted from February 2005, and separately implemented in three periods. They will be done at 69 sites for regional inspections and completed by March 2009. By making improvements at each site after prioritization along with the survey, we can develop a management consistently prepared for earthquakes.

Special Report: Solutions for Food

Making Eating Easier

Packaging Design Guidelines - USE•ULL[®] Packaging -

We are continuing to pursue efforts in life-related packaging, such as foods, beverages and daily items.

“USE•ULL[®]” stands for DNP’s packaging design guideline, which focuses on “gentle” designs from consumers’ view points. Having three key words; “Universal Design” (gentle for people), “Symphony of Function”(gentle for products) and “Ecology” (gentle for the environment), we put efforts into various socially conscious packaging designs.

Packaging Design Guidelines - USE•ULL[®] Packaging

DNP's five criteria for Universal Design

- 1) Easy expression of necessary information
- 2) Use in simple intuitively understood ways
- 3) Flexible and safe when used
- 4) Appropriate weight and size
- 5) Usable without excessive force or movement

DNP's five basic environmentally conscious rules

- 1) Reduce
Promotion of the reduced use of packaging material / volume reduction
- 2) Reuse
Promotion of reuse / refilling
- 3) Recycling
Promotion of the recycling of materials as resources
- 4) Sustainability
Use of renewable resources
- 5) Reduce the effect on the environment
Use of LCA methods

Universal Design
Gentle for people

Symphony of Function
Gentle for products

Ecology
Gentle for the environment

Basic packaging Functions

- 1) Preserve the contents
- 2) Provide ease of use
- 3) Provide information

Special Report: Solutions for Food

Making Eating Easier

DNP's five criteria for Universal Design in Packaging Design Guidelines - USE•ULL® Packaging -

Universal Design in Packaging

The UD Concept: Packaging that enables the comfortable use of products for as many people as possible.

DNP's Five criteria for Universal Design

Principle 1) Easy expression for necessary information

User information, such as expiry dates and ingredients, is in simple language and is expressed with appropriate and easy-to-understand features such as color, letter size, layout, and embossing.

[Examples] packages with easy-to-understand opening designs, Braille using embossing techniques, illustrations using pictograms and other similar expressions.



Principle 2) Use in simple intuitively understood ways

Products can be used properly without being influenced by factors such as experience, knowledge, or visibility.

[Examples] packages with openings big enough to grasp with your fingers, packages that are easy to hold, and packages that can be distinguished by their shape.



Principle 3) Flexible and safe when used

Offers consumers choice in use and has a safety-oriented design for users.

[Examples] packages that do not easily transmit heat, packages made of materials that are easy on the hands, and packages that are easy to store.



Principle 4) Appropriate weight and size

Products that have a certain degree of freedom in choice with a variation of size and volume for carrying, storage, and so forth.

[Examples] package sizes according to use, packages that can be repacked into smaller portions, importance given to mobility by being lightweight and compact.



Principle 5) Usable without excessive force or movement

Can be handled with minimum strength and without resorting to unnatural postures or movements

[Examples] Packages that can be opened from either side, easy-to-pour bottles, and products placed in easy-to-remove packages.



Option 1) Products with attractive shapes and expressions

The overall package is appealing and has pleasant designs and shapes

Option 2) Easy to separate and discard

Products with shapes and structures that are easy to dispose of and separate for garbage collection

For a Safe and Energetic Workplace

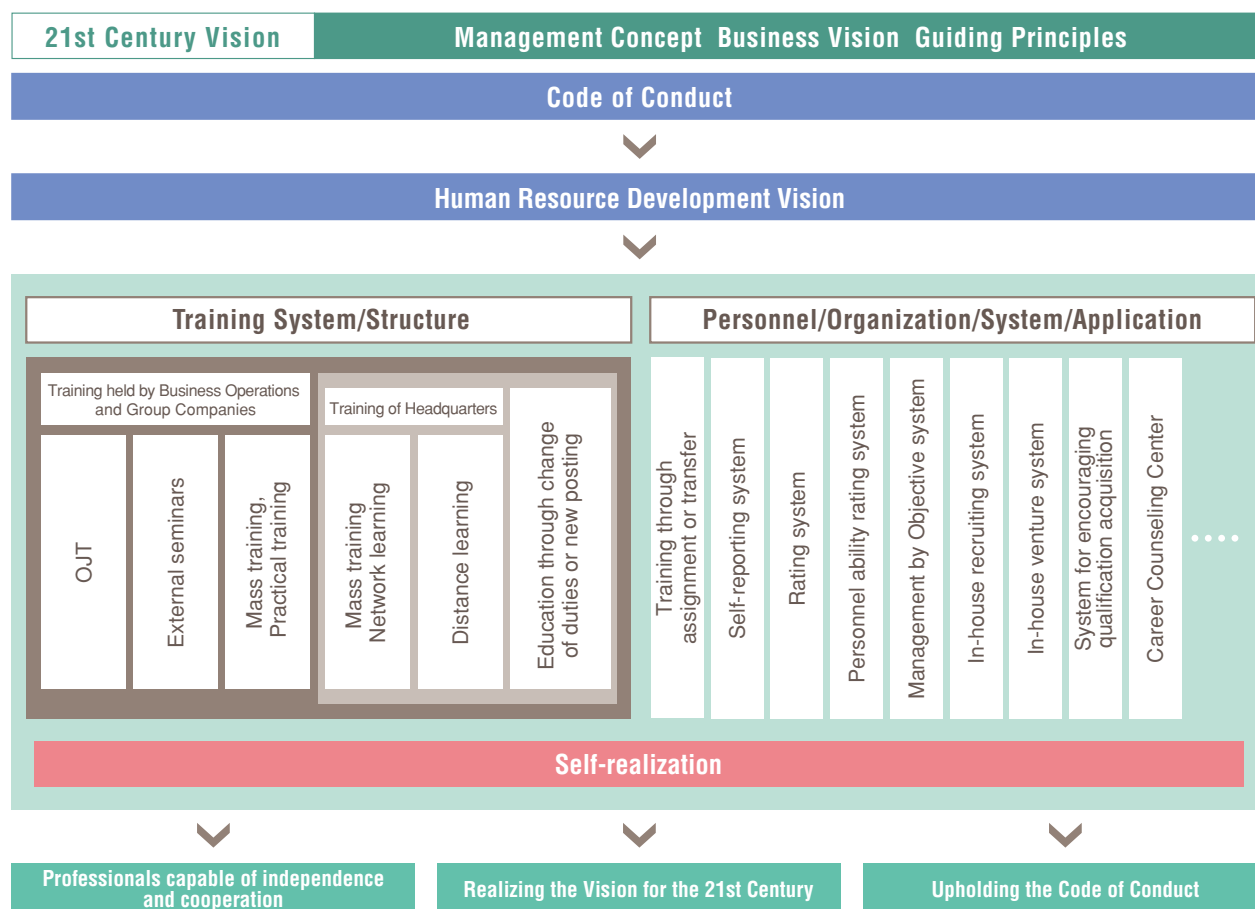
For an Inspiring Workplace -1-

Personnel and Employment Guideline

Each DNP employee strives to gain specialized knowledge and skills, to act as a self-reliant individual according to the Guiding Principles (5 Principles) and the DNP Group Code of Conduct, which have at their core the *TAIWA** proclaimed in the DNP Group 21st Century Vision, to realize our Business Vision, and furthermore, to achieve personal growth and self-realization.

The company seeks to construct structures, systems, and a work environment even more conducive to nurturing the emergently evolving corporate culture that will form the foundation for each employee to play his or her role to the fullest and achieve personal growth and self-realization as a self-reliant individual.

Personnel and Human Resources Development Efforts for Realizing our Vision



* What we mean by "TAIWA"

The DNP Group has embraced the concept of *TAIWA* (a Japanese word meaning "dialogue") as one of our core principles. Rather than simply having a conversation, engaging in *TAIWA* means finding out about the issues and dreams of others and thereby giving careful consideration to finding ways to help resolve those issues and realize those dreams.

For a Safe and Energetic Workplace

For an Inspiring Workplace -1-

Personnel Data

DNP (as of March 2008)

Number of directors on the Board (Non-consolidated)	Male: 28 persons	Female: None	Total: 28 persons		
Senior Expert (Leadership position level 2 and above) (Non-consolidated)	Male: 1,346 persons	Female: 17 persons	Total: 1,363 persons		
Number of employees (Non-consolidated)	Male: 8,070 persons	Female: 1,326 persons	Total: 9,396 persons		
Average age (Non-consolidated)	Male: 38.3 years old	Female: 30.1 years old	Total: 37.2 years old		
Average number of years continuously employed (Non-consolidated)	Male: 15.2 years	Female: 8.3 years	Total: 14.3 years		
Number of employees (Consolidated)	Male: 32,332 persons	Female: 6,325 persons	Total: 38,657 persons		
Executive officers in overseas Group companies (Consolidated)	Local: 30 persons	Japan: 74 persons	Total: 104 persons		
Number of Overseas Group Company Employees (consolidated)	Asia: 4,871 persons	America: 348 persons	Europe: 208 persons	Oceania: 3 persons	Total: 5,430 persons

Average Annual Compensation (DNP only)

FY2007	FY2006	FY2005
JPY6,945,465	JPY7,110,982	JPY7,192,042

Number of Withdrawals from Service (according to reason) and Annual Turnover Rates (DNP only)

(Unit: Persons)

	FY2007			FY2006			FY2005		
	Voluntary	Retirement age	Personnel at end of 3/07	Voluntary	Retirement age	Personnel at end of 3/06	Voluntary	Retirement age	Personnel at end of 3/05
Number of individuals	258	84	9,003	251	83	8,597	274	43	9,013
Turnover rate*	2.9%	0.9%		2.9%	1.0%		3.0%	0.5%	

*Turnover rate: Number of withdrawals from service/ number of personnel at the end of previous fiscal year

New Employees Remaining at the Company (Number of personnel still employed 3 years after joining the company)

88% (those who joined in 2004)

For a Safe and Energetic Workplace

For an Inspiring Workplace -1-

Part-timers and Temporary Staff (DNP only)

FY2007	FY2006	FY2005
402 persons	383 persons	464 persons

Transparent and Fair Hiring Practices

We provide opportunities equally to anyone who shares our corporate vision and wants to work with us to realize their potential. We use equitable methods to select and hire employees. We also actively participate in internship programs.

Type of Hiring	This Year Results	Previous Year Results
New hiring We inform candidates of the type of person we are looking for, the steps in our hiring process, the timing of each step, and what we are looking for in each interview. In order to avoid mismatches, we assign young employees as recruiting partners to give candidates a real-life picture of our company.	FY2008 new hires (DNP only) · Regular employees: 168 persons (110 males, 58 females) · Technical staff: 267 persons (212 males, 55 females)	FY2007 new hires (DNP only) · Regular employees: 150 persons (99 males, 51 females) · Technical staff: 260 persons (208 males, 52 females)
Mid-career hiring We advertise broadly via the Internet, with no age restrictions. We explain clearly and specifically the job duties of the positions we seek to fill.	FY2007 mid-career hires (DNP only): 74 persons	FY2006 mid-career hires (DNP only): 57 persons
Internships (arranged jointly with affiliates) In response to requests from schools and students seeking experience in the working world, we provide students with opportunities to gain work experience. These opportunities do not necessarily lead to regular employment.	During August - September 2007: 104 interns were accepted in 83 categories	During August - September 2006: 105 interns were accepted in 74 categories

For a Safe and Energetic Workplace

For an Inspiring Workplace -2-

Fair Evaluation and Treatment

System	Program	This Year Results	Previous Year Results
Ranking and salary	Individual performance is evaluated according to his/her current role and results and ranked accordingly. Monthly salary and bonus standards are interlocked, while seniority is excluded from evaluation.	No change	Introduction of the following monthly salary systems: "Role learning salary and role basic salary," which are evaluated based on employee's learning status for the general staff and development status for managers of each ranking. "Role performance salary," which is evaluated based on the employee's ranking and performance during the period.
Evaluation / compensation systems (management by objective system, etc.)	At regular intervals, employees sit down with their supervisors to set future performance targets and their evaluate past performance. Employees and supervisors increase mutual understanding through discussions and counseling. Evaluation results are directly reflected in salaries and bonuses.	No change	
Award system	This system includes awards for job performance, achievement of goals, and years of service (25 years) - based on results achieved semiannually and annually.	FY2007 (June 2007 commendations) · For job performance (special annual award): 37 awards · For the achievement of goals (special annual award): 22 awards · For years of service: 486 persons	FY2006 (June 2006 commendations) · For job performance (special annual award): 47 awards · For the achievement of goals (special annual award): 26 awards · For years of service: 461 persons

For a Safe and Energetic Workplace

For an Inspiring Workplace -2-

Flexible Work Styles

System	Program	This Year Results	Previous Year Results
Employment system	Flexible employment system incorporating: <ul style="list-style-type: none"> • Flex time system • Discretionary working system • Part-time working hours 	Applied to over 63.0% of our employees overall (DNP only)	Applied to over 63.3% of our employees overall (DNP only)
Leave system	Diverse leave systems that accommodates individual lifestyles. <ul style="list-style-type: none"> • Annual paid vacation (maximum of 20 days a year) • Childcare leave • Life-support leave 	2007: Percentage of employees who took an annual paid leave: 34.4% (DNP only)	2006: Percentage of employees who took an annual paid leave: 34.4% (DNP only)
Family nursing care leave	Up to 366 days per eligible family member; no limit on the number of times	2007: 2 persons took leave under this system (DNP only)	2006: 0 persons took leave under this system (DNP only)
Consultation office	Consultation with specialists for the topics of housing (financial planning, housing selection, design and construction), legal issues (inheritance, family matters, and accidents), taxes, and sexual harassment.	FY2007: The office handled 1,638 cases Total of 24 business trip consultations at 6 national locations	FY2006: The office handled 1,535 cases Conducted on site clinics at 6 sites since January 2007.
Life Plan Consulting Center	Provides information about pensions, employment insurance, motivation for living, lifelong education, etc. to assist individuals with planning for life after retirement.	Approximately 1,800 responses to issues involving the recording of pensions	FY2006: 718 consultations

For a Safe and Energetic Workplace

For an Inspiring Workplace -2-

Flexible Work Styles

System	Program	This Year Results	Previous Year Results
Life planning promotion system	Joint labor-management programs, such as the distribution of magazines and holding seminars	<ul style="list-style-type: none"> Preparation guidance for 55-year-olds Briefing sessions are held regarding public pensions and employment insurance for people of the ages of 58 and 59. FY2007: guidance 844 persons attended guidance and briefing sessions 	<ul style="list-style-type: none"> Distribution of design books to 45-year-olds Preparation guidance for 55-year-olds Briefing sessions are held regarding public pensions and employment insurance for people of the ages of 58 and 59. FY2006: guidance 939 persons attended guidance and briefing sessions
Career counseling center	Provides counseling and guidance regarding career development	<ul style="list-style-type: none"> FY2007: 196 persons used the center Career design development course 30 persons (conducted four times) 	<ul style="list-style-type: none"> FY2006: 136 persons used the center Career design development course 25 persons (conducted three times)
Mutual relief association	The continuous creation of independent structures for mutual relief efforts funded jointly by the company and the labor unions.	FY2007 <ul style="list-style-type: none"> Congratulatory or condolence benefit: 8,005 cases Loans: 122 cases Children's scholarships (student grants and pension): 62 cases 	FY2006 <ul style="list-style-type: none"> Congratulatory or condolence benefit: 7,595 cases Loans: 121 cases Children's scholarships (student grants and pension): 54 cases

For a Safe and Energetic Workplace

For an Inspiring Workplace -2-

Respecting Diversity

System	Program	This Year Results	Previous Year Results
Hiring people with disabilities	<p>We achieved the legally mandated ratio of disability employment, based on the premise that people with disabilities should be able to function normally in society. We educate workplace leaders so they can understand employees' special needs.</p> <ul style="list-style-type: none">• Workplaces and facilities are adapted to allow people with disabilities to work• Hiring throughout the year• Normalization training for managers of workplaces with people with disabilities	FY2007: disabled employee rate 1.74% (DNP only)	FY2006: disabled employee rate 1.87% (DNP only)
Hiring seniors	<p>Employees who want to continue working as seasoned professionals after reaching their mandatory retirement age may be hired as a "senior officer".</p>	Rate of users of this system in FY2007: 77.3%	Rate of users of this system in FY2006: 65.8%
"re-work" System	<p>This makes it possible, under certain conditions, for former employees who, having been forced to stop work for childcare or nursing care purposes, find that their life circumstances have changed and would like to become employees again.</p>	67 registered as of March 2008 Cases of re-work effected in FY2007: 2	As of March 2007, 45 persons were registered as candidates

For a Safe and Energetic Workplace

For an Inspiring Workplace -2-

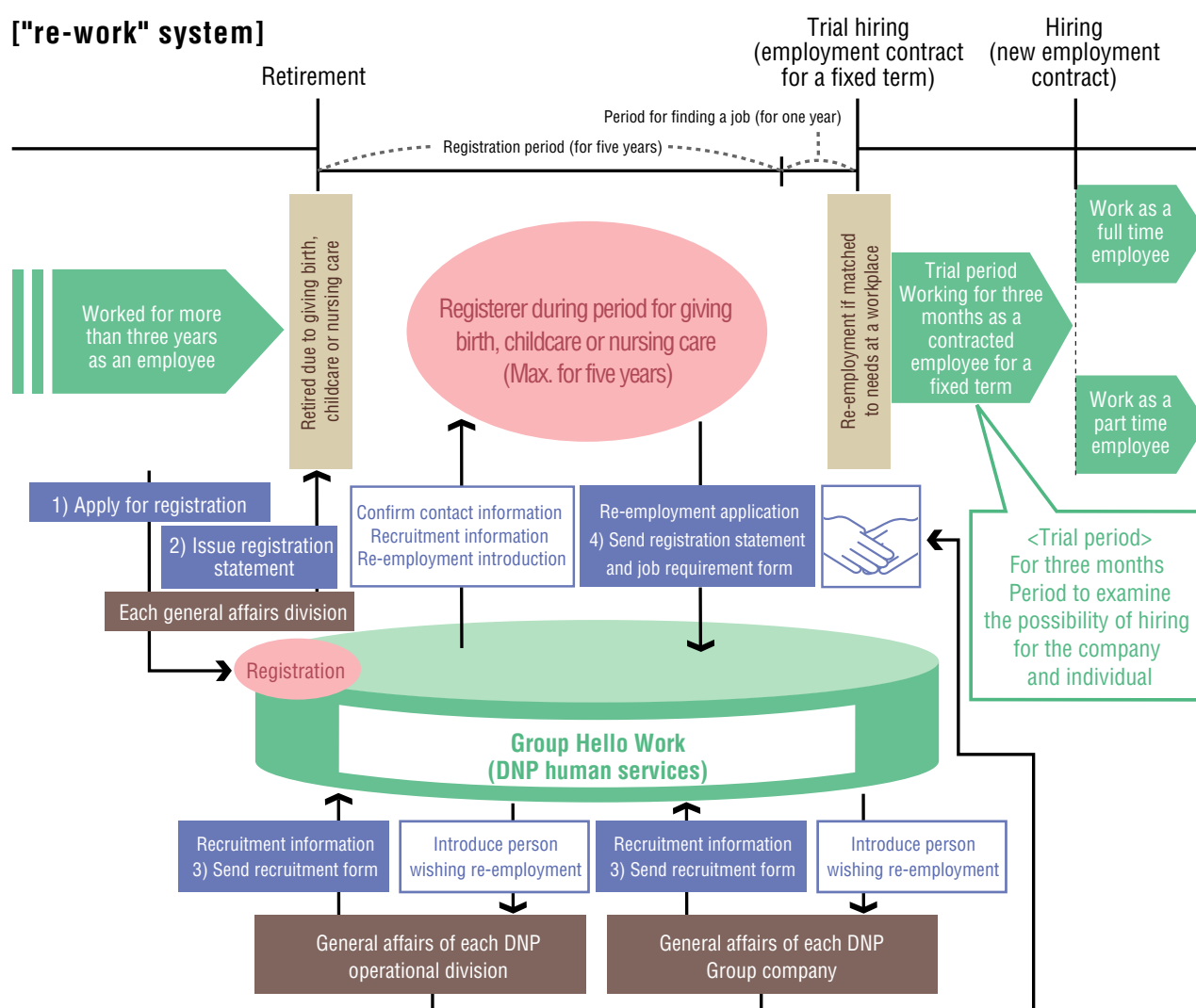
"re-work" System

While DNP continues to expand programs such as the "Workplace Return Program" and the "Part-Time Work System" as support for the "Support for the Development of the Next Generation" and "balancing life and work," there are also cases in which leaving work is unavoidable due to marriage, childbirth, childrearing, and nursing care. Some such workers find later that they would like to use the experience they have gained and work again, and the Group created this structure two years ago to meet their needs. Around 70 persons have registered through this program up to now.

We can meet a diversity of needs by using the "Group Hello Work" organization, which functions as the information organizer/provider and consultation desk for both parties, to manage DNP Group recruitment information comprehensively. This makes for a smooth transition from leaving work through re-employment.

We use the "Group Hello Work" system, which functions as the information organizer/provider and a consultation desk for both parties, to manage DNP Group recruitment information comprehensively. This makes for a smooth transition from leaving work through re-employment.

["re-work" system]



For a Safe and Energetic Workplace

For an Inspiring Workplace -2-

Active Support of Female Employees

System	Program	This Year Results	Previous Year Results
Active Support of Female Employees	<ul style="list-style-type: none"> • Holding of seminars Kick-Off Meetings attended by female employees and their superiors and Network Meetings for the consideration of career formation taking into consideration the particular life events of female employees • e-Learning "Active Support for Female Employees Course" held for management-level staff 	<ul style="list-style-type: none"> • FY2007 seminars Participants: Management staff: 223 persons Female employees: 266 persons • e-Learning Number of enrollees in "Active Support for Female Employees Course" - Management-level staff: 2,038 persons (Cumulative total since June 2003) 	<ul style="list-style-type: none"> • e-Learning Number of enrollees in "Active Support for Female Employees Course" - Management-level staff: 1,825 persons (Cumulative total since June 2003)

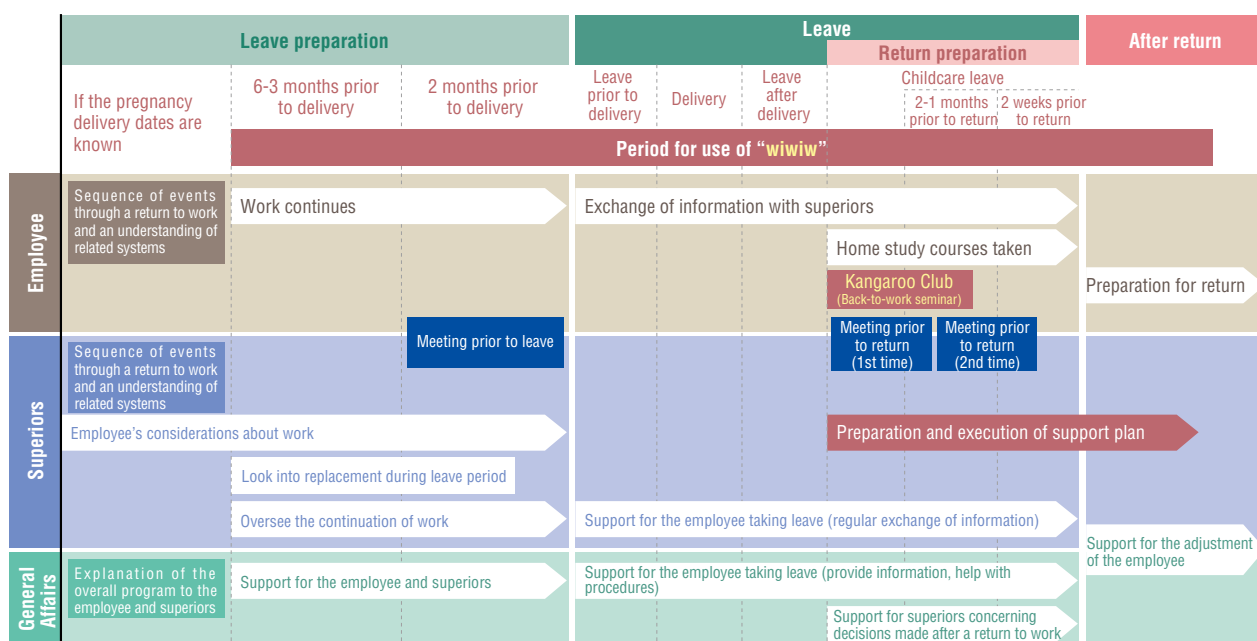
For a Safe and Energetic Workplace

For an Inspiring Workplace -3-

Support for the Development of the Next Generation

System	Program	This Year Results	Previous Year Results
Childcare leave	<ul style="list-style-type: none"> Until April 30 of the child's second year, or until a child is 18 months old An employee can take childcare leave up to twice per child during the childcare leave period. 	2007: 86 persons took leave under this system (DNP only)	2006: 77 persons took leave under this system (DNP only)
Back-to-Work from Childcare Program	This system is designed to create an environment in which employees facing childbirth and childcare duties can feel secure about taking leave and then returning to the workplace smoothly, and also so that they can display their full abilities while balancing work and home duties. It includes an Internet program, "wiwiw", for support for returning to work after childcare, and a back-to-work seminar, the Kangaroo Club.	Registered wiwiw members as of March 2008: 84 Kangaroo Club members in January 2008: Tokyo, 40; Osaka, 6	Registered wiwiw members as of March 2007: 54 Kangaroo Club members in January 2007: Tokyo, 27; Osaka, 10

■ Back-to Work from Childcare Program



For a Safe and Energetic Workplace

For an Inspiring Workplace -3-

Maintaining and Improving Health

System	Program	This Year Results	Previous Year Results
Health management system	"Health examination management system" on the Intranet makes it possible to access one's own health examination results, including past results, via a personal computer.	January to December 2007: Ratio of employees receiving the general health exam- 97.73%	January to December 2006: Ratio of employees receiving the general health exam- 99.39%
Clinics	16 clinics throughout Japan. In addition to employees covered by medical insurance, these clinics treat the nonworking dependents of those employees (up to the age of 16).	2007: 84,012 persons visited the clinics	2006: 83,544 persons visited the clinics
Smoking measures	Smoking measures conducted based on the Group Guideline at each worksite to protect nonsmokers from secondhand smoke.	No change	Creation and implementation of the "DNP Group Smoking Guideline" that stipulates standards for separate smoking areas and smoking regulations.
Health consultation office	Consultation system for employees and their families to provide advice from medical specialists about disease or medical therapy. It also provides support for health maintenance through nutrition consultation and exercise consultation.	January to December 2007	January to December 2006
Telephone health consultation (including family members)		Telephone health consultation (including family members)	Telephone health consultation (including family members)
Mental health consultation		Mental health consultation	Mental health consultation
Nutrition consultation and exercise consultation		Nutrition consultation and exercise consultation Total of 6,172 cases	Nutrition consultation and exercise consultation Total of 6,077 cases

For a Safe and Energetic Workplace

For an Inspiring Workplace -3-

Maintaining and Improving Health

System	System Program	This Year Results	Previous Year Results
Mental Health	DNP is shoring up educational programs and expanding in-house consultation opportunities so as to support and improve employee mental health. We have continued in implementing mental health education by distributing our guide-book, holding lectures, using our own videos and intranet-based courses. We also offer checkups by specialists at the Tokyo Ichigaya medical clinic and at health insurance union clinics in the Kansai area.		

For a Safe and Energetic Workplace

For an Inspiring Workplace -3-

Workplace Safety

| Creating Healthy and Safe Workplaces

All of our employees want to work in a safe and pleasant environment, so we conduct our own health and safety activities. Our basic policy is to support the creation of comfortable and pleasant working environments and working styles that make room for family life. Accordingly, we created a system of health and safety activities for all employees to participate in, and we attach great importance to this system.

The Central Health and Safety Committee has been established at Headquarters through joint labor-management cooperation, as well as in each operation and affiliate company.

System	This Year Results	Previous Year Results
Standards and guidelines Management and employees together established the Central Health and Safety Committee within the head office. Each Operation and the Group company has a similar system for discussing and promoting health and safety related activities.	Major standards and guidelines 1) Workplace environment improvement <ul style="list-style-type: none"> • Workplace environment standards • guidelines for preventing noise in the workplace • guidelines for tobacco smoking 2) Preventing work-related accidents <ul style="list-style-type: none"> • Guidelines for preventing industrial accidents caused by machinery, etc. 	
Skill improvement Promotes activities that are tailored to each workplace, and seeks to improve employees' skills when necessary to allow the Health and Safety Committees to function effectively.	Persons holding qualifications as of March 2008 Industrial sanitation administrator: 437 Operation chief: 2,581 Completed technical course for restricted work operations: 6,403 Completed special educational course: 2,692	Persons holding qualifications as of March 2007 Industrial sanitation administrator: 385 Operation chief: 2,367 Completed technical course for restricted work operations: 6,051 Completed special educational course: 1,955
Accident prevention We analyze potential hazards and take steps to prevent accidents involving revolving machinery, which is a major cause of industrial accidents.	DNP's accident rate is low compared to the industry average and even compared to the average for all types of printing industries Jan - Dec 2007: Industrial accident rate (rate of lost-worktime injuries)*: 0.47%	DNP's accident rate is low compared to the industry average and even compared to the average for all types of printing industries Jan - Dec 2006: Industrial accident rate (rate of lost-worktime injuries)*: 0.55%

* Industrial accident rate: Victims of accidents accompanied by lost worktime / cumulative total of working hours

For a Safe and Energetic Workplace

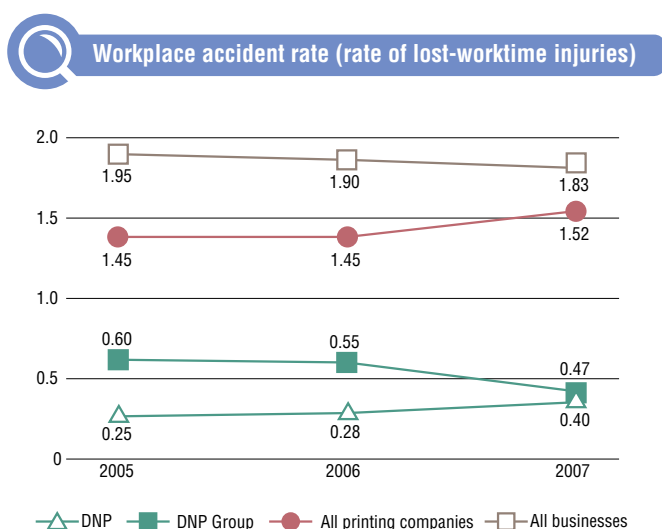
For an Inspiring Workplace -3-

Workplace Safety

We practice risk assessments for the prevention of workplace accidents.

We follow risk evaluation standards based on the analyses we have performed up to now to identify areas of risk in the production process during the course of daily safety activities. The workplace is then made safer by repeating the risk reduction cycle that is determined according to the evaluation and subsequent measures are taken. Our basic safety maintenance philosophy is "Focus all knowledge on maintaining and enhancing workplace safety, and always seek improvement." Operating from the perspective of safety specialists in addition to that of our workers, as well in consideration of the facilities, we seek to eliminate risk that has not yet been rooted out, as well as to conduct thorough risk reduction measures. We also seek to improve in terms of management through analysis of the basic risk generation factors.

In FY2007, there was an implementation rate of 96.6% at all manufacturing sites nationwide. Risk levels were categorized based upon the selected risk evaluation results, from the highest level of risk at Level IV to the lowest at Level I. Level II and above and Level III and above sites that completed risk elimination measures were 13.1% and 23.6%, respectively. Risk reduction activities are proceeding in FY2008. In addition, the 5 major accident risks faced by the Group as a whole have been selected and achievement goals established for them, with individual safety measures underway.



For a Safe and Energetic Workplace

For an Inspiring Workplace -3-

Secure Working Environment

DNP has created an earthquake response outline and a central disaster prevention basic plan, in order to secure employees' safety, restore functioning to workplaces, and support employees' families and local residents in the event of a disaster. We established "Disaster Prevention Councils" in operations and Group companies at our headquarters and in outlying areas. In the event of an earthquake, these councils are prepared to automatically begin functioning as response headquarters. Six action teams are to take specific disaster prevention measures and earthquake response measures, with each team taking responsibility for human rescue, care of buildings, asset protection, business operations, PR, or community aid.

Beginning in 2006, BCP (Business Continuation Plan) Creation Teams were established within the central Disaster Prevention Councils, and they have begun establishing measures for high-priority businesses. By 2007 we had completed BCPs for 5 operations, which are making the transition to BCM (Business Continuity Management). BCP establishment is planned for 5 Operations in 2008. Furthermore, by shoring up the emergency communications network system, which consists of disaster wireless systems at 29 business sites in the Kanto area and satellite phone facilities at 42 sites nationwide, we are able to provide prompt and appropriate assistance not only for the business affected by the disaster, but also to regional residents and businesses. In certain areas we also use the Emergency Earthquake Information* provided by the Japan Meteorological Agency. This system provides an alert that major seismic activity is anticipated, activating our damage control measures.

*Emergency Earthquake Information

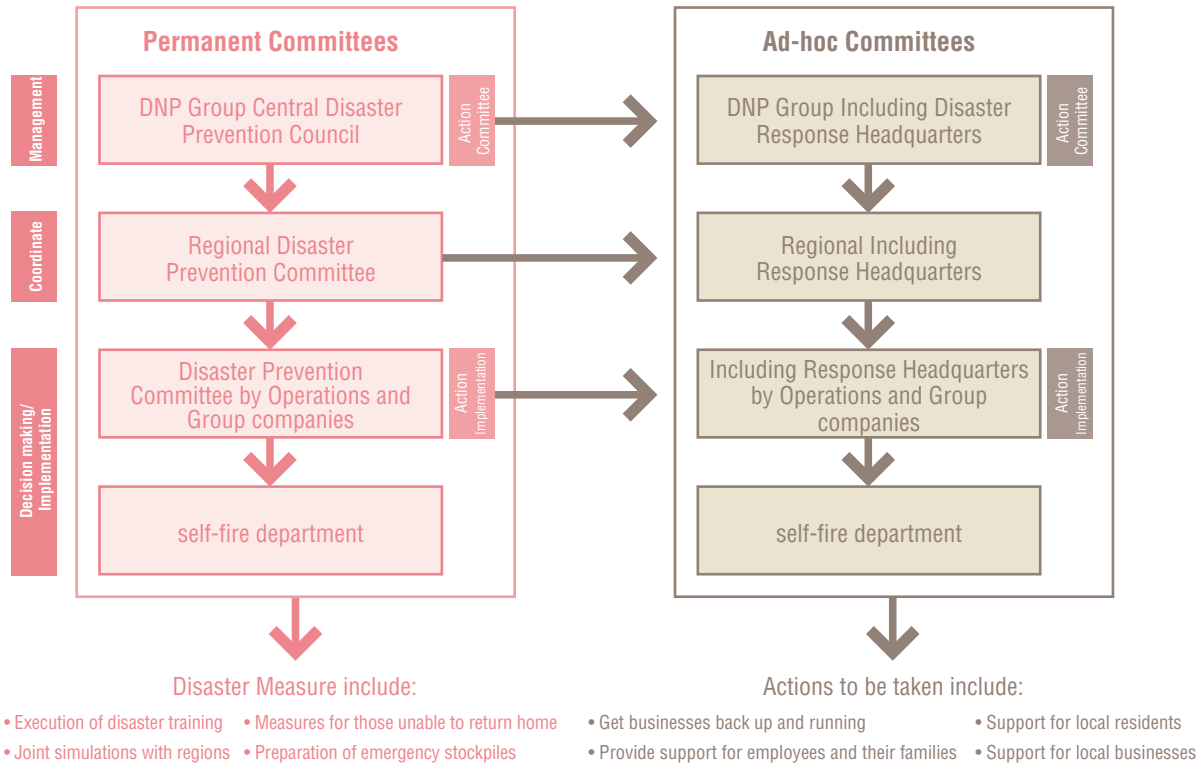
This is information reported as quickly as possible; magnitude and scale are determined according to the observed data recorded immediately after an earthquake occurs, and based upon this the time of shock occurrences and the magnitude at each location are estimated.

For a Safe and Energetic Workplace

For an Inspiring Workplace -3-



DNP Group Natural Disaster Organization



For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Support for Employees Seeking Career Advancement

System	Program	This Year Results	Previous Year Results
In-house recruiting system	We advertise positions requiring specialized knowledge and positions in new businesses or new product development. Anyone with ability, experience, and the desire to be challenged is free to apply. The purpose is a connection within the company to discover talented human resources and to let employees realize their potential.	[FY2007] Number of Applicants: 119 Number of transfer-ees: 47	[FY2006] Number of Applicants: 120 Number of transfer-ees: 51
In-house venture system	We provide training, financing, and other types of support for employees who have entrepreneurial aspirations and want to start an independent new business. Generally, we appoint the person who proposed the idea for a new company to be its president.	FY2007: 0 companies	FY2006: 0 companies
In-House Learning in a Different Department	The employee gains experience in another department or office for a fixed term and then returns to his or her original position, with the goal of improving work skills (the program was introduced by an employee's suggestion).	FY2007: 0 persons	FY2006: 3 persons
Qualification support program	This program pays incentives to employees who acquire specialized knowledge, skills, or qualifications needed for their job (covers about 90 types of qualification, up to 100,000 yen).	Increase in employees with qualifications for specialized knowledge and technology necessary for work, primarily IT-related work FY2007: 783 persons (DNP only: 279 persons)	Increase in employees with qualifications for specialized knowledge and technology necessary for work, primarily IT-related work FY2006: 593 persons (DNP only: 270 persons) completed
Meister system	Employees with valuable production skills are designated as "Meisters" and we train, appraise and position them for the succession of their technical skills, which is the basis of manufacturing. Meisters take on roles for the whole organization as well as in each division that they belong, so as to cultivate successors by passing on their talents.	FY2007: 0 designated Cumulative total through the end March 2008: 47	FY2006: 0 designated Cumulative total through the end March 2007: 47

For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Support for Employees Seeking Career Advancement

System	Program	This Year Results	Previous Year Results
Special skills recognition program	Employees with advanced specialties, whose talents are recognized particularly widely both inside the company and outside, receive special compensation.	<ul style="list-style-type: none">• Chief researcher / Chief planner FY2007: 3 designated Cumulative total through the end March 2008: 16• Fellow FY2007: 1 designated	<ul style="list-style-type: none">• Chief researcher / Chief planner FY2006: 1 designated Cumulative total through the end March 2007: 13
Self-reporting system	We ask employees whether they want to change positions or workplaces in order to further their careers, and for any other requests they may have related to their life plans. When the company agrees, steps are taken to realize the employee's wishes.	FY2007 Persons participating in self-reporting system interviews: 150 transferred out of 312	FY2006 Persons participating in self-reporting system interviews: 120 transferred out of 302

Meister System

We introduced our "Meister System" in 2001, which is focused on our production technicians who possess valuable professional skills. This system is geared toward getting back to the roots of industry by recognizing the importance of professional skills, and thereby providing training, evaluation, and benefits.

A "Meister" is expected to pass along his or her superior skills not only within his or her own division, but also within the Group overall. Those granted the title "Meister" are recognized as having met all criteria in the following three categories: Specialized knowledge, skills, and creativity; Degree of recognition and confidence received from colleagues; Leadership ability. The ability to lead is given particular weight because the system is intended to provide for the passing down of skills.

For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Special Skills Recognition Program

Employees with a particularly advanced level of specialized skills, whose talents are recognized particularly widely both inside the company and outside, receive special compensation.

There are two titles corresponding to the level of specialized skill:

(1) Chief Researcher / Chief Planner

We take certification applications once a year from people using their specialized skills in a technical R&D, systems development, or planning, both through self-recommendation or the recommendation of other(s). These applications are evaluated and certified based upon the Certification Criteria.

(2) Fellow

Chief Researchers and Chief Planner are certified as Fellows when they are deemed to have an outstanding character and have either been recognized as authorities through public acclaim or have been responsible for striking business results

The Certification Criteria are established for each of the following evaluation categories: Results, Public Acclaim, In-House Acclaim, Competency. These Criteria are announced to all DNP Group employees.

DNP seeks to have employees working in technical R&D and planning targets for their career development based upon the achievement of these Certification Criteria.

For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Chart of Training According to Level

Level	Staff	Sales	Planning and development	Research and development	Technical Engineering	Production Management	Production
Leadership							
Operation General Manager	Division General Manager training, Organizational skill enhancement training / Work streamlining management training						
Division General Manager							Plant Manager training
General Manager	General Manager training / advanced management training						
					Technical General Manager training	Production Control General Manager training	
Manager	Management foundation training						Manager training
	New management-level employee training / New management-level follow-up training						
Assistant Manager							Assistant Manager training
General employee							
Foreman							Foreman training
5~6 years after joining the company	Step-up seminar						
2 years after joining the company	Second-year follow-up education						
	Second-year follow-up education (Operation)						
1 year after joining the company	First-year follow-up education						
	First-year follow-up education (Operation)						
	Operation introductory education						
Upon joining the company	New employee guidance education						Operation introductory education

*CSR and compliance courses are always included in the training described below.

For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Training Programs (Overview)

Staff	Sales	Planning and Development	Research and Development	Technical Engineering	Production Management	Production			
Labor management education		Planning enforcement training		IE experts training					
Work streamlining expert training									
		Technical seminars (90 courses)							
New entry staff education	Solution business training					Leader's expertise training			
	Networking with external entities								
	Pricing training								
	Sales and planning seminar								
	Project management training								
	Sales and planning intellectual properties basic		Engineering intellectual properties basic						
	Sales and planning intellectual properties advanced		Engineering intellectual properties advanced						
	Preparatory course for Promotional Marketer Examination		Mechatronics training						
	IT experts training								
	Seminar for administrator qualification								
	Seminar for information security administrator qualification								
			Training for the third type lead electric technician qualification						
			Training for the second type lead electric technician qualification						
	New business development support seminar								
	New career design training								
Business manner instructor training									
Instructor guidance training									
New entry employee instructor education									
Normalization seminar									
Sign language course (regular, advanced)									
International communication skills (English, Chinese, Korean)									
Inter-cultural management training									
Global human resource development training, Global human resource development follow-up training									
Computer literacy education									
Seminar to support women's careers									

For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Training Programs (Overview)

	Staff	Sales	Planning and Development	Research and Development	Technical Engineering	Production Management	Production
Network learning		Law for the prevention of Delays in the Payment of Subcontracting Charges and Related Matters				Law for the prevention of Delays in the Payment of Subcontracting Charges and Related Matters	Health and safety management
	Environmental issues and business					Environmental issues and business	
		Beginner's course of contract					
	Management indicators						
	Key financial figures						
	Beginner's course in cost and profit						
	Beginner's course in export management						
	Product Liability Act						
	Antitrust law						
	Insider trading regulations						
	Personal information protection						
	Beginner's course in information security						
	Computer virus check course						
	CSR						
	Mental health course (Managers)						
	Mental health course (Leadership)						
	Active Support for Female Employees Course (Managers)						
	Sexual harassment prevention course (Managers / Leadership)						
	Beginner's course in career design (Managers, Leadership / General Employees)						
	Beginner's course in printing technology (First or second year after joining the Company)						
	About colors (First or second year after joining the Company)						
Correspondence courses (CAPA)	Staff	Sales	Planning and Development	Research and Development	Technical Engineering	Production Management	Production
	200 courses						



Mandatory for all employees



Mandatory for first and second year entry employees

For a Safe and Energetic Workplace

Support for Employees Seeking Career Advancement

Estimated Education Costs (DNP only)

(JPY100 millions)

FY2007	FY2006	FY2005
1,038	980	1,132

As a Good Corporate Citizen

The DNP Group Social Contribution Policy

Social Contribution Policy

The DNP Group seeks to solve the various issues facing society while contributing to sustainable growth and the realization of a rich society. Our social contributions are propelled by our provision of valuable goods and services through our business. We also seek the effective employment of our management resources (personnel, knowledge, technology, facilities, etc.) and to contribute to the realization of a better society through solid labor management relations as well as strong ties and cooperation with organizations outside our Group.

We also believe that the voluntary participation of employees in social contribution activities is valuable not only to society, but also to the personal development and self-realization of the individual employee. The DNP Group therefore supports the participation of employees in activities that contribute to society.

We at the DNP Group shall continue to engage in steady efforts to contribute to society as a good corporate citizen.

As a Good Corporate Citizen

The DNP Group Social Contribution Policy

Themes

• Maintaining a love for nature

Environmental conservation is an important global concern. The DNP Group is engaged in a wide variety of environmental conservation efforts, such as reforestation and river cleanups, because we feel gratitude toward the Earth, which has rewarded us with its rich bounty, and we want to leave behind a beautiful planet for coming generations.

→ Category: Environmental conservation

• Maintaining a broad perspective

The DNP Group works together with members of each local community so as to foster safety, convenience, and richness in local community life. We have strong ties to all of our local communities, not only in Japan but in countries around the globe, so we are taking an ever more global perspective in contributing to the realization of safe, convenient, and rich local communities.

→ Category: Contribution to local communities and the international community

• For next-generation development

The promotion of superior scholarship and education is vital to the creation of a sustainable society for future generations. The DNP Group seeks to contribute to the development of future generations by re-investing the printing and IT technology strengths, as well as the know-how and experience, we have developed over the years back into society and the children who comprise the next generation.

→ Categories: Academia, education, development of the next generation; development of the information society

• For a society rich in culture

Art and culture are indispensable factors in realizing a "Society Rich in Culture" that will inspire joy and awe in the lives of people. The DNP Group supports the proliferation of art and culture, focusing on the graphic arts which are a part of what we do as a printing company, as well as on the preservation and diffusion of artworks and cultural properties through the use of our printing technologies.

→ Category: Promotion of the arts and culture

• From the standpoint of humanity

The DNP Group offers rapid humanitarian relief to victims of large-scale disasters and conflict.

→ Category: Humanitarian aid and disaster relief

As a Good Corporate Citizen

DNP's Corporate Philanthropy, with a Focus on Art

Gallery

I ggg (Ginza Graphic Gallery)

- 1F, DNP Ginza Bldg., 7-7-2 Ginza, Chuo-ku, Tokyo
- Established: 1986
- Graphic art exhibitions:
[FY2007] No. of exhibitions: 12; No. of visitors: Approx. 54,000
[Cumulative] No. of exhibitions: 261; No. of visitors:
Approx. 869,000
- Events such as Gallery Talks: Cumulative no. of events:
163; cumulative no. of attendees: 12,700



I ddd Gallery

- 1F, Namba SS Bldg., 1-17-28 Minamihorie, Nishi-ku, Osaka
- Established: 1991
- Graphic art exhibitions:
[FY2007] No. of exhibitions: 6; No. of visitors: Approx. 7,400
[Cumulative] No. of exhibitions: 158; No. of visitors:
Approx. 228,000
- Events such as Gallery Talks: Cumulative no. of events:
134; cumulative no. of attendees: 11,500



* The ddd Gallery in Dojima closed its doors in September 2006 and reopened in May 2007 in Namba. It has deepened its ties with the local community through the local Art Festival and other activities.

I CCGA (Center for Contemporary Graphic Art)

- 1, Miyata, Shiota, Sukagawa-shi, Fukushima
- Established: 1995
- Exhibitions:
[FY2007] No. of exhibitions: 3; No. of visitors: Approx. 2,300
[Cumulative] No. of exhibitions: 44; No. of visitors:
Approx. 61,000
- Lectures and other events:
Cumulative total: 9 events
Cumulative attendees: 1,600



As a Good Corporate Citizen

DNP's Corporate Philanthropy, with a Focus on Art

Gallery

I Louvre - DNP Museum Lab

- DNP-Gotanda Bldg, Ground floor, Nishi Gotanda, 3-5-20, Shinagawa-ku, Tokyo
- Established: 2006
- Exhibitions:
[FY2007] No. of exhibitions: 2; No. of visitors: Approx. 15,000
[Cumulative] No. of exhibitions: 3; No. of visitors: Approx. 21,000
- Lectures and other events:
Cumulative total: 27 events
Cumulative attendees: 889



I MMF (Maison des Musées de France)

Offers information about French art galleries and museums, and sells museum goods.

- DNP Ginza Annex, 7-7-4 Ginza, Chuo-ku, Tokyo
- Established: 2003
- Lectures and other events: Opened in 2003; no regular events. Approx. 38 events, approx. 1,700 attendees.



Topics

- “Testimonies from Twenty Pioneers of the Graphic Design Era” opened in February 2008 at the ggg. It was presented by the DGA (DNP Graphic Design Archive) as part of the “Archives of People Project” (40 Interviews With Famous Designers by Hiroshi Kashiwagi).”
- As its 20th anniversary exhibition, the Ginza Graphic Gallery is held an exhibition entitled “EXHIBITIONS: Graphic Messages from ggg & ddd 1986-2006.” The exhibition received the Ministry of Economy, Trade and Industry Grand Prize at the 49th Annual Nationwide Catalog and Poster Exhibition. The exhibition gathered representative works produced by about 166 designers from 25 nations, who have exhibited at the two galleries over the past two decades.

As a Good Corporate Citizen

DNP's Corporate Philanthropy, with a Focus on Art

Web Sites of Our Philanthropy

I DNP Gallery (ggg, ddd, CCGA, Graphic Design Archive)



http://www.dnp.co.jp/gallery/index_e.html

I Maison des Musées de France (MMF)



<http://www.museesdefrance.org/top.html>

I Louvre - DNP Museum Lab



<http://museumlab.jp/english/index.html>

I DNP Museum Information Japan-artscape



<Japanese>

<http://www.dnp.co.jp/artscape>

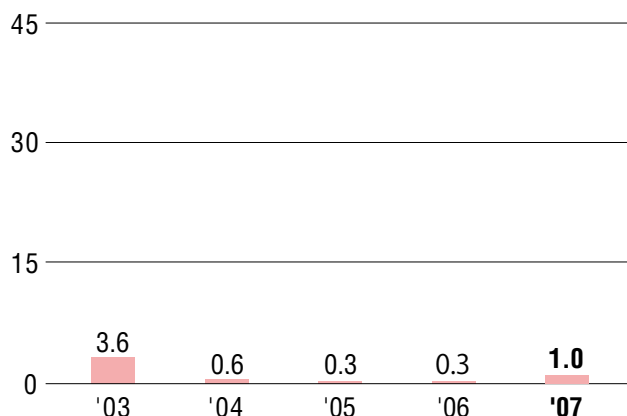
<International>

<http://www.dnp.co.jp/artscape/eng/>

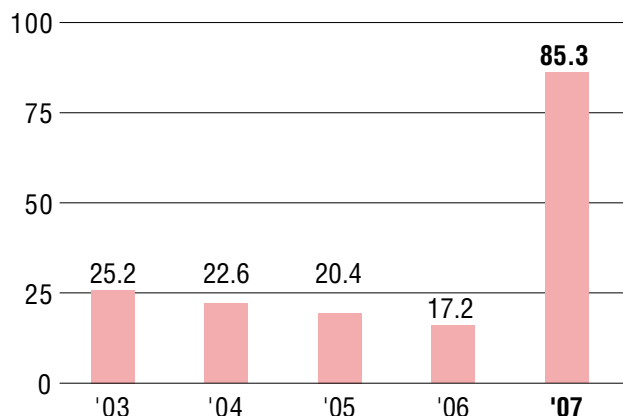
For Environmental Conservation and a Sustainable Society

Reducing Environmental Pollutants

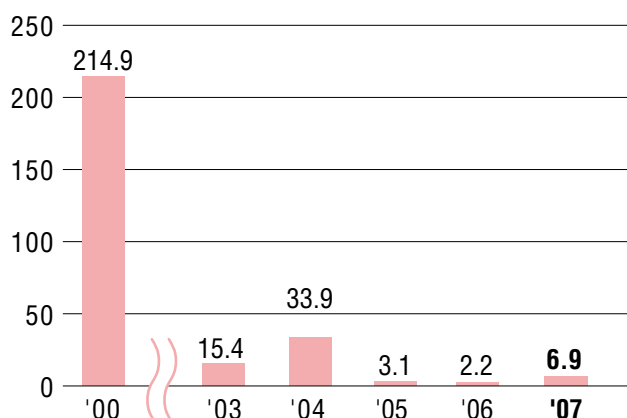
Transition of Dichloromethane emissions (tons)



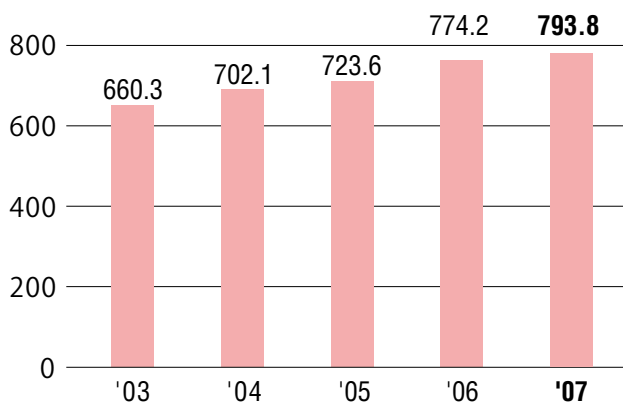
Transition of SOx emissions (tons)



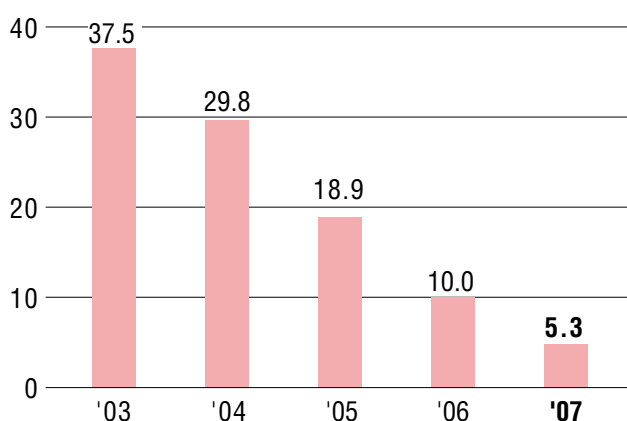
Transition of Dioxin emissions (mg-TEQ)



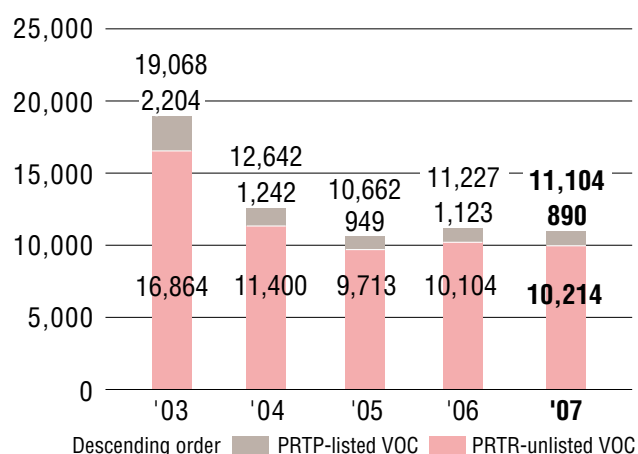
Transition of NOx emissions (tons)



Transition of CFC substitute emissions (tons)

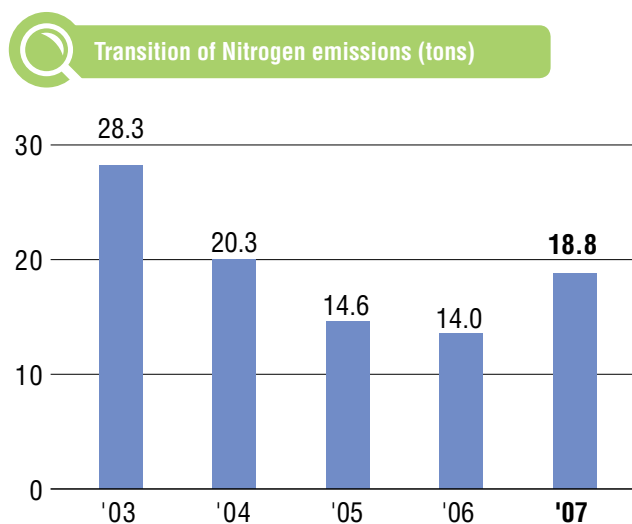
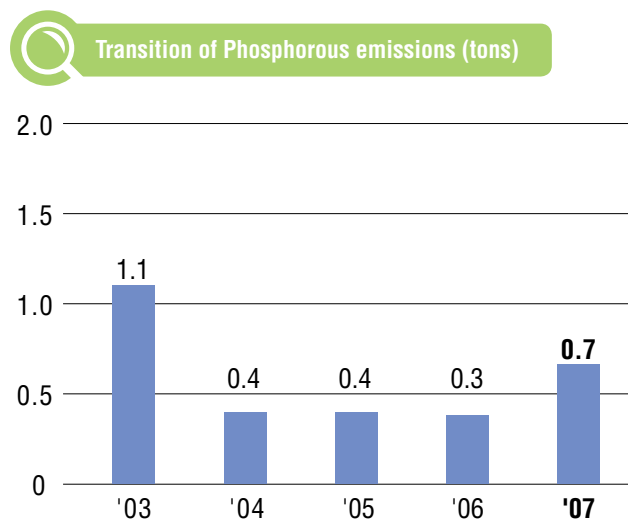
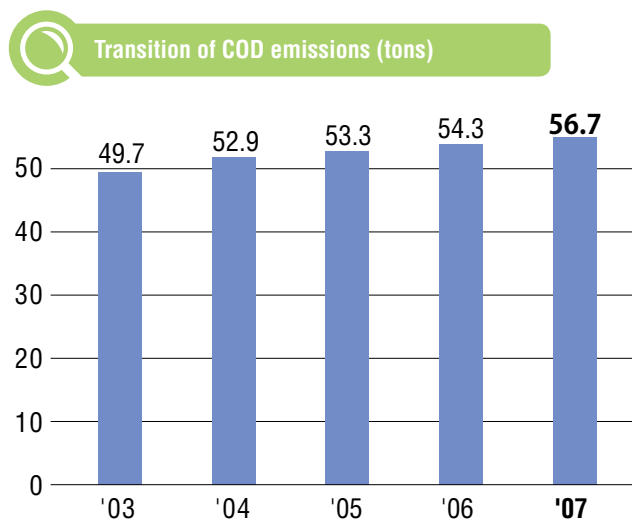


Transition of VOC emissions (tons)



For Environmental Conservation and a Sustainable Society

Reducing Environmental Pollutants



For Environmental Conservation and a Sustainable Society

Reducing Environmental Pollutants



Chemical Substances Subject to the PRTR Law (tons; dioxins: mg-TEQ)

Substance	Handled	Emissions to Air	Emissions to Public Waters	Transferred to the Sewer System	Transferred as Waste	Recycled	Consumed	Removed/ Consumed
Zinc compound (water-soluble)	4.5	0.0	0.0	0.0	4.5	0.0	0.0	0.0
Bis (2-ethylhexyl) adipate	1.1	0.0	0.0	0.0	0.2	0.0	0.9	0.0
acetonitrile	120.2	6.9	0.0	0.0	87.5	0.0	0.0	25.9
2-Aminoethanol	41.7	0.0	0.0	25.1	16.7	0.0	0.0	0.0
Isophorone-di-isocyanate	19.6	0.0	0.0	0.0	0.0	0.0	19.6	0.0
bisphenol A type epoxy resin	1.1	0.0	0.0	0.0	0.0	0.0	1.1	0.0
Ethyl-benzene	175.8	1.2	0.0	0.0	1.9	42.2	53.5	76.9
Ethylene glycol	1.1	0.0	0.0	0.0	0.0	0.0	1.0	0.0
Ethylene glycol monoethyl ether	23.9	0.9	0.0	0.0	5.2	0.0	4.5	13.3
Ethylene glycol monomethyl ether	30.9	0.8	0.0	0.0	2.4	0.0	16.8	10.8
Epsilon-caprolactam	18.9	0.0	0.0	0.0	1.5	0.0	17.4	0.0
Xylene	246.8	5.2	0.0	0.0	6.8	46.7	61.9	126.2
Silver and its water soluble compounds	85.3	0.0	0.0	0.1	2.0	11.8	67.0	4.4
Chromium & chromium (III) compounds	136.3	0.1	0.0	0.0	40.9	55.3	39.8	0.2
Hexavalent chromium compounds	30.9	0.0	0.0	0.0	0.4	0.0	19.3	11.2
Cobalt and its compounds	4.0	0.0	0.0	0.0	1.3	0.6	2.2	0.0
Acetic acid 2-ethoxyethyl	1.3	0.0	0.0	0.0	0.2	0.0	1.1	0.0
Inorganic cyanide compound	1.8	0.2	0.0	0.0	0.9	0.0	0.0	0.7
1,1 Dichloro-1-fluoroethane	5.3	5.3	0.0	0.0	0.0	0.0	0.0	0.0
Dichloromethane	6.4	1.0	0.0	0.0	0.4	0.0	0.0	5.0
N,N- dimethylformamide	26.9	0.0	0.0	0.0	26.5	0.0	0.0	0.3
Dioxins	0.0	6.9	0.0	0.0	274.5	0.0	0.0	0.0
Water soluble copper salts	633.1	0.0	0.0	0.0	145.4	211.8	89.8	186.2
1,3,5-trimethylbenzene	11.1	0.2	0.0	0.0	1.1	3.9	3.1	2.7
Toluene	21,250.9	866.4	0.0	0.0	1,799.1	2,831.6	6,413.4	9,332.5
Lead and its compounds	39.3	0.0	0.0	0.0	29.2	0.0	10.1	0.0
Nickel	381.8	0.0	0.0	0.0	0.0	139.3	239.3	3.3
Nickel compounds	112.6	0.0	0.0	0.0	61.7	50.6	0.0	0.3
Hydrazine	7.0	0.0	0.0	0.0	0.2	0.0	0.0	6.8
Hydroquinone	3.4	0.0	0.0	3.4	0.0	0.0	0.0	0.0
Pyridine	2.3	0.0	0.0	0.0	2.2	0.0	0.0	0.0
Phenol	2.2	0.0	0.0	0.0	0.0	0.0	2.1	0.0
Di-n-butyl phthalate	1.4	0.0	0.0	0.0	0.0	0.0	1.3	0.1
Bis (2-ethylhexyl) phthalate	14.8	0.1	0.0	0.0	1.5	0.0	11.6	1.6
1,2,4-Benzenetricarboxylic acid-1,2-anhydride	8.5	0.0	0.0	0.0	0.5	0.0	8.0	0.0
Boron and its compounds	16.1	0.0	0.0	0.0	10.2	0.0	5.8	0.0
Poly (oxyethylene) = alkyl ether	5.9	0.0	0.0	0.0	0.1	0.0	5.8	0.0
Octylphenyl ether	5.3	0.0	0.0	0.1	0.0	0.0	5.2	0.0
Formaldehyde	1.6	1.6	0.0	0.0	0.0	0.0	0.0	0.0
Manganese compounds	9.5	0.0	0.0	0.6	2.4	1.0	5.5	0.0
	23,490.6	889.9	0.0	29.3	2,252.9	3,394.8	7,107.2	9,808.4

* Above figures include substances over 0.5t annually for special first class substances and over 1t for other substances, except dioxin, in accordance with the PRTR Law (40 substances and 41 plants).

For Environmental Conservation and a Sustainable Society

Offering Environmentally-conscious Products



Environmentally Conscious Product Development Guidelines

1) Reduction of environmental pollutants

Elimination of ozone layer-damaging substances, heavy metals, volatile organic compounds, and prevention of release into the environment of nitrous oxides and other substances

2) Resource and energy conservation

Reduce the use of metals and fossil fuels

3) Sustainable use of resources

Utilize natural resources in a sustainable way

4) Long-term usability

Make considerations for the ease of repair and parts replacement, length of maintenance and repair service, and the expandability of functions

5) Reusability

In the case of sites and parts, considerations regarding disassembly, cleaning, and refilling; establishment of a collection and reuse system that is easy for the purchaser to use

6) Recyclability

Consideration of materials used in the product as easy to recycle, design to allow for easy breakdown, disassembly, and separation of materials, collection and a recycling system that is easy for the purchaser to use

7) Use of recycled materials, etc.

Use as many collected and recycled materials and parts as possible

8) Ease of treatment and disposal

Attempt to place as little burden as possible on incinerator facilities and landfill sites

For Environmental Conservation and a Sustainable Society

Environmental Label Certification

CoC and EPD Certification Acquisition Status

Certification Type	Acquired By Acquisition	Registration	Date* Organization
FSC* ¹ -CoC	DNP Tokai	Oct. 2002	SGS* ³
FSC-CoC	Commercial Printing Operations	Aug. 2003	SGS
FSC-CoC	DNP Media Create Kansai	Sep. 2003	SGS
FSC-CoC	DNP Trading	Dec. 2003	SGS
FSC-CoC	Yokohama Plant, Packaging Operations	Dec. 2005	SGS
FSC-CoC	DNP Tohoku	Mar. 2006	SGS
FSC-CoC	Ichigaya Publication Printing Operations	Mar. 2006	SGS
FSC-CoC	DNP Multi print	Apr. 2007	SGS
FSC-CoC	DNP Hokkaido	Nov. 2007	SGS
FSC-CoC	DNP Data Techno Kansai	Jan. 2008	SGS
FSC-CoC	IPS Operations	May 2008	SGS
FSC-CoC	Tien Wah Press (PTE) Ltd (Singapore)	May 2008	DNV* ⁴
PEFC* ² -CoC	Packaging Operations	Jan. 2004	JIA* ⁵
PEFC-CoC	DNP Tokai	Sep. 2005	SGS
PEFC-CoC	DNP Hokkaido	Nov. 2007	SGS
PEFC-CoC	IPS Operations	May 2008	SGS
EPD* ⁶	Dye-sublimation transfer materials (2 types)	Mar. 2003	JIA
EPD	Fused thermal transfer materials (8 types)	Jun. 2005	JIA

*Date of initial registration

*1 [FSC] Forest Stewardship Council

*2 [PEFC] Program for the Endorsement of Forest Certification Schemes

*3 [SGS] SGS ICS Japan

*4 [DNV] Det Norske Veritas (Norway)

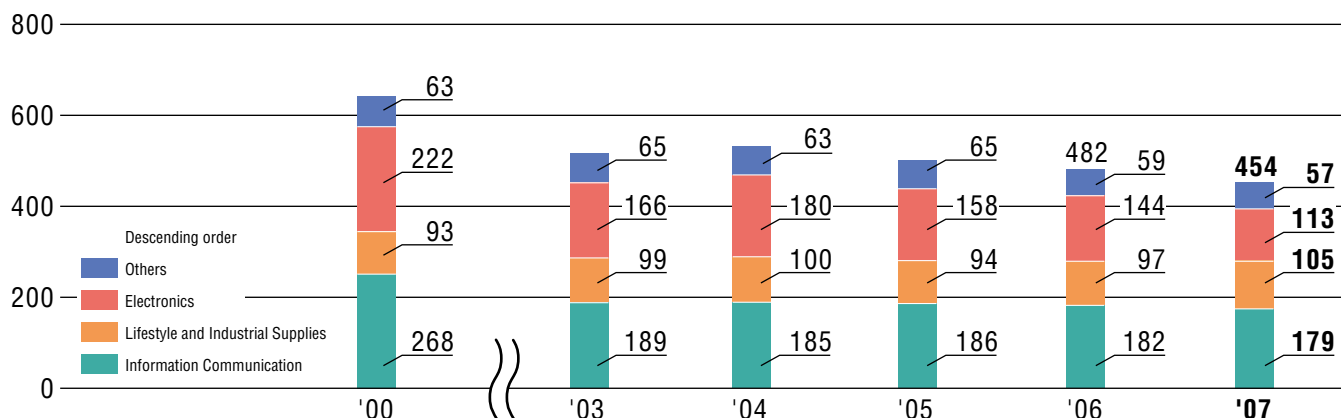
*5 [JIA] Japan Gas Appliances Association

*6 [EPD] Environmental Product Declarations

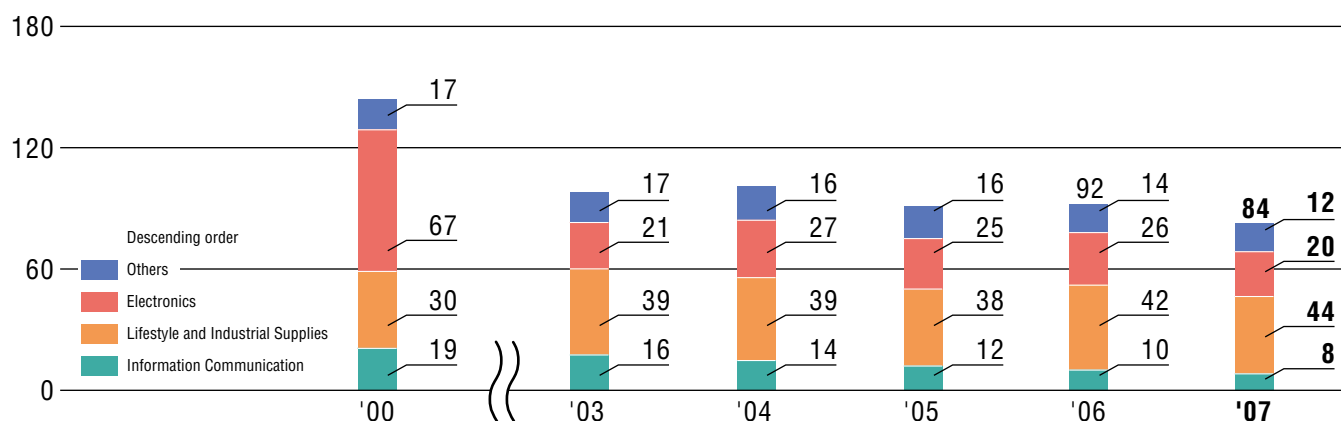
For Environmental Conservation and a Sustainable Society

Use of Recycled Materials

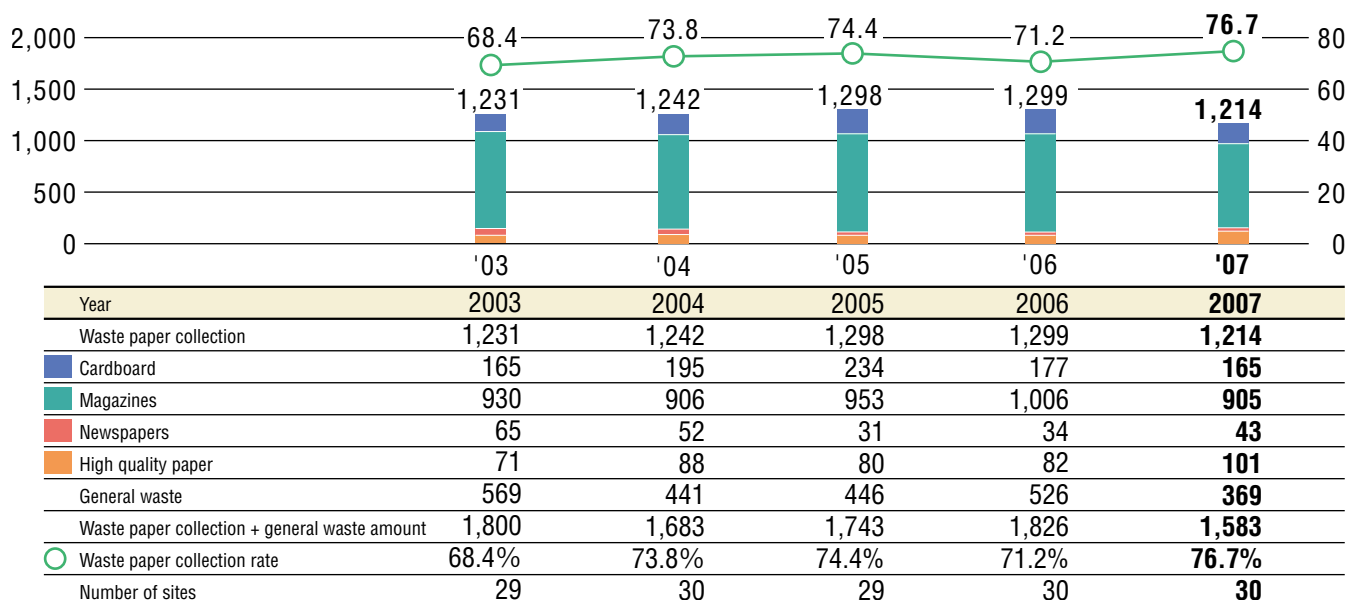
Transition of waste emissions (1,000 tons)



Transition of total waste generation (1,000 tons)



Wastepaper collection/Wastepaper collection rate (tons %)

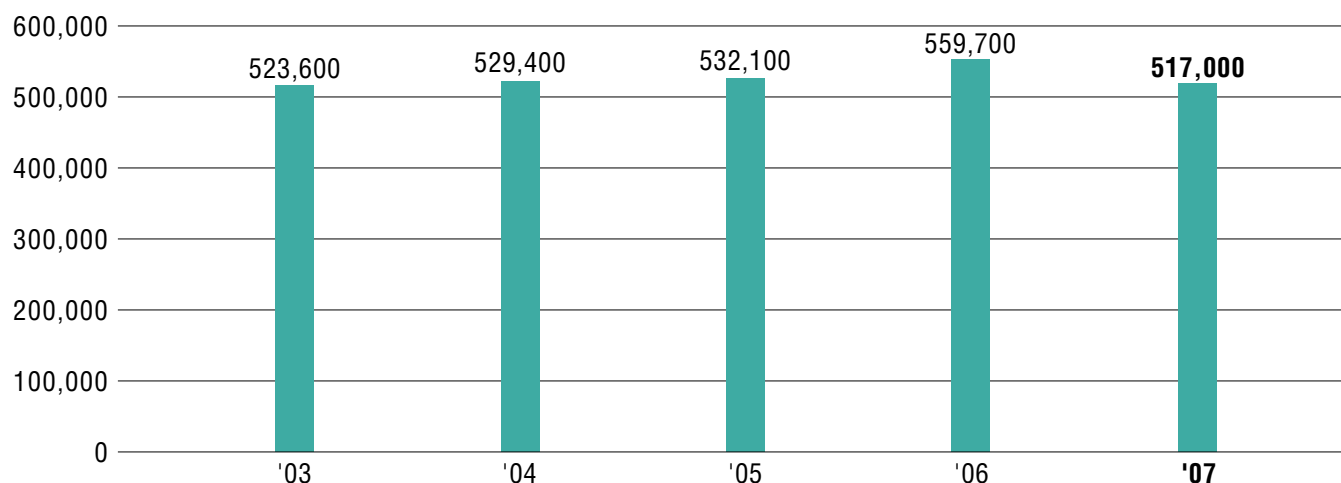


* Compiled from data obtained at sites where relevant information was available.

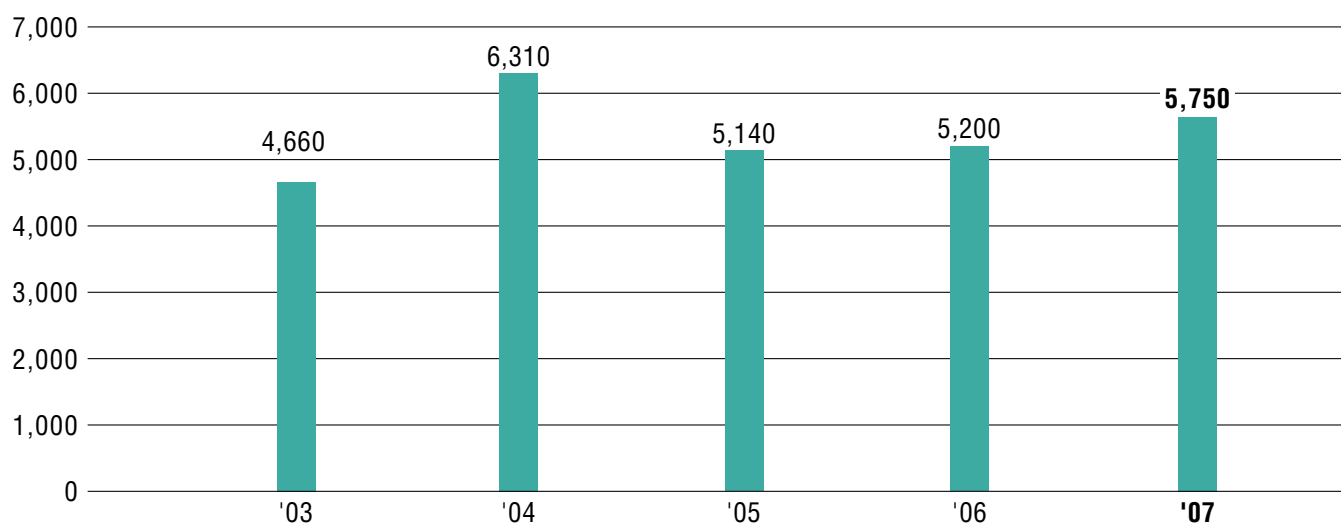
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Use of Recycled Materials

Q Transition of the amount of recycled water (1,000 m³)

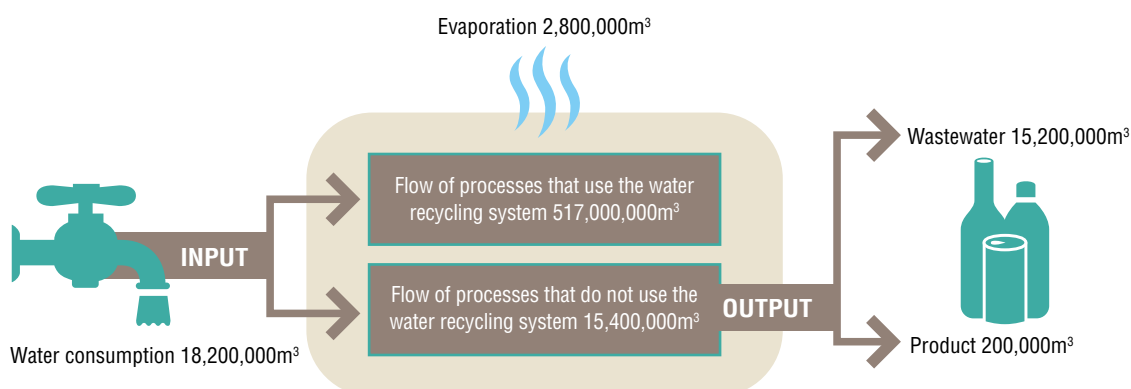


Q Transition of the amount of rainwater used (m³)



Q Water Input-Output

(The total amount for the DNP Group in FY 2007)



Hokkaido Coca-Cola Bottling and the The Inctec use a portion of its water consumption amount in products.

For Environmental Conservation and a Sustainable Society

Environmental Policy

DNP Group Environmental Policy

The DNP Group's efforts are directed towards the continuous prosperity of a world economy with limited resources and for the development of a society that recirculates resources. The DNP Group is making every effort to minimize the impact our business operations have on the environment, and this includes compliance with environmental laws and regulations as well as recognizing the relationship that each of our business activities has with the environment.

- (1) Each member of the DNP Group establishes and periodically reviews its own environmental policies and environmental targets, and puts into effect continuous improvement of its activities and the prevention of environmental pollution.
- (2) For all construction projects, and before designing and commissioning new facilities, we carry out a full and detailed environmental survey to assess the impact that the project will have on the environment to make proper efforts to protect the environment. We shall also make aggressive efforts to use renewable energy.
- (3) When carrying out research, development and design for a new product, we consider the impact of the product on the environment throughout its life cycle, including the ordering of raw materials, production, distribution, use, and disposal. We give special consideration to energy conservation, resource conservation, and reducing the use of harmful chemicals.
- (4) When purchasing raw materials, stationery, and equipment, we choose items that are ecologically-friendly and easy to recycle.
- (5) In manufacturing a product, we aim to comply with environmental laws and regulations, and moreover we set up more stringent standards to reduce the emissions of pollutants into the air, watershed, and soil, and to prevent unpleasant odors, noise, vibration, and land subsidence. We are constantly improving facilities, techniques and manufacturing processes to promote the targets of energy conservation, resource conservation and the reduction of industrial waste.
- (6) When generating waste from business operations, we strive to achieve zero emissions by separating and recycling waste as much as possible.

DNP Environmental Committee (March 2000, Revised November 2007)

For Environmental Conservation and a Sustainable Society

Sites for Environmental Disclosure

The following consolidated manufacturing sites are subject to disclosure in this report.

Hokkaido/Higashi-ku, Sapporo

- DNP Hokkaido
Plate-making/printing/bookbinding/manufacturing of packaging (Others^{*1})

Kiyota-ku, Sapporo

- Sapporo Plant, Hokkaido Coca-Cola Bottling
Beverage manufacturing (Others)

Miyagi/Miyagino-ku, Sendai

- DNP Tohoku
Plate-making/printing/bookbinding/manufacturing of packaging (Others)

Fukushima/Minami Souma

- DNP Fine Chemicals
Photographic materials and medical supplies manufacturing (Lifestyle and Industrial Supplies)

Izumizaki, Nishi Shirakawa

- Izumizaki Plant, DNP Technopack
Plate-making/printing plate/printing (Lifestyle and Industrial Supplies)

Tochigi/Nishikatacho, Kamitsuga

- DNP Graphica
Printing/bookbinding (Information Communication)

Ibaraki/Ushiku

- DNP Data Techno
The manufacturing of various types of Smart cards (Information Communication)

Saitama/Otone, Kita Saitama

- Otone Plant, DNP Precision Devices
The manufacturing of electronic parts for displays (Electronics)

Shiraoka, Minami Saitama

- Shiraoka Plant, DNP Offset
Offset printing (Information Communication)

Kawaguchi

- Kawaguchi Plant, DNP Offset
Offset printing (Information Communication)

Miyoshi, Iruma

- Tsuruse Plant, Ichigaya Publication Printing Operations
Plate-making/printing plate/printing/bookbinding (Information Communication)
- Tokyo Plant, DNP Lifestyle Materials
Plate-making/printing plate/printing/processing (Lifestyle and Industrial Supplies)

Warabi

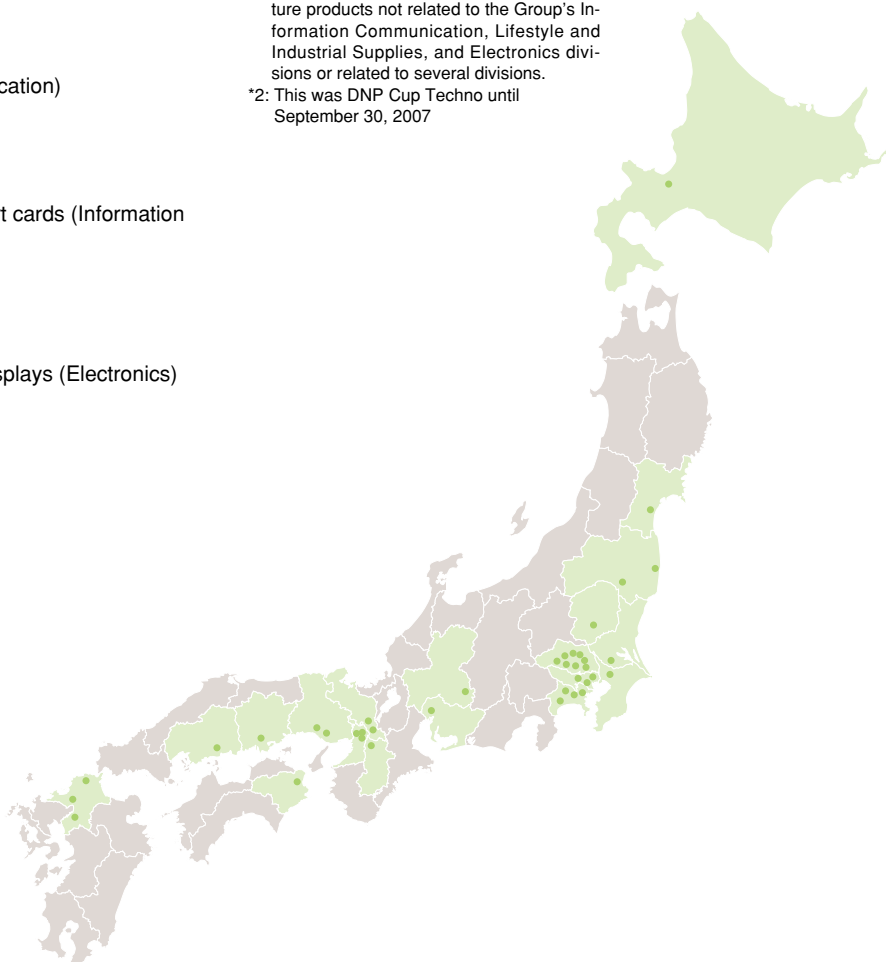
- Warabi Plant, IPS Operations
Plate-making/printing/processing (Information Communication)

Sayama

- Sayama Plant, DNP Technopack
Plate-making/printing plate/printing (Lifestyle and Industrial Supplies)
- Sayama Plant, DNP Technopack Yokohama^{*2}
Molding and processing various types of paper containers (Lifestyle and Industrial Supplies)
- Sayama Plant, DNP IMS
Manufacturing thermal transfer carbon ribbons (Lifestyle and Industrial Supplies)

^{*1} [Others]: Group companies that manufacture products not related to the Group's Information Communication, Lifestyle and Industrial Supplies, and Electronics divisions or related to several divisions.

^{*2}: This was DNP Cup Techno until September 30, 2007



For Environmental Conservation and a Sustainable Society

Sites for Environmental Disclosure

Saitama/Fujimino

- Kamifukuoka Plant, DNP Fine Electronics
DNP Precision Devices
Manufacturing electronic precision parts (Electronics)

Kuki

- Kuki Plant, Ichigaya Publication Printing Operations
Printing/bookbinding (Information Communication)
- Kuki Plant, DNP Fine Electronics
DNP Precision Devices
Manufacturing electronic precision parts (Electronics)
- Saitama Plant, DNP Opto-Materials
Manufacturing electronic parts, etc. (Lifestyle and Industrial Supplies)

Chiba/Kashiwa

- Kashiwa Plant, DNP Techno Polymer
Molding, processing and printing plastic containers (Lifestyle and Industrial Supplies)
- DNP Techno Film
Manufacturing and processing synthetic resin films (Lifestyle and Industrial Supplies)

Tokyo/Shinjuku-ku

- Ichigaya Plant, Ichigaya Publication Printing Operations
Plate-making/printing plate/printing/bookbinding (Information Communication)
- DNP Facility Services
Meal services, etc.
- Enokicho Plant, Commercial Printing Operations
Plate-making/printing/bookbinding (Information Communication)

Shinagawa-ku

- DNP SP Tech
Manufacturing various advertising and promotional materials (Others)

Kita-ku

- Akabane Plant, DNP Offset
Printing (Information Communication)
- Akabane Plant, Commercial Printing Operations
Plate-making/printing/bookbinding (Information Communication)
- DNP Seihon
Bookbinding (Others)
- DNP Logistics
Packaging/shipping (Others)
- DNP Hosono
Processing filling and packaging (Others)
- D.N.K.
Printing and manufacturing machine tools (Others)

Kanagawa/Tsuzuki-ku, Yokohama

- Yokohama Plant, DNP Technopack Yokohama
Plate-making/printing plate/printing (Lifestyle and Industrial Supplies)

Kanagawa/Midori-ku, Yokohama

- Tokyo Plant, The Inctec
Manufacturing ink, varnish, pigments and dyes (Others)

Odawara

- Sagami Yoki
Manufacturing laminated tubes (Lifestyle and Industrial Supplies)
- DNP IMS Odawara
Photographic materials manufacturing (Lifestyle and Industrial Supplies)

Aikawa, Aiko

- Tokyo Plant, DNP Ellio
Printing and processing metal sheets (Lifestyle and Industrial Supplies)

Gifu/Nakatsugawa

- DNP Technopack Tokai
Manufacturing/printing/processing packaging (Lifestyle and Industrial Supplies)

Aichi/Moriyama-ku, Nagoya

- DNP Tokai
Printing/bookbinding/manufacturing packaging (Others)

Kyoto/Minami-ku, Kyoto

- Kyoto Plant, DNP Fine Electronics
Manufacturing electronic precision parts (Electronics)

Ukyo-ku, Kyoto

- Kyoto Plant, DNP Technopack Kansai
Plate-making/printing plate/printing (Lifestyle and Industrial Supplies)

Kyotanabe

- Tanabe Plant, DNP Technopack Kansai
Printing plate/printing (Lifestyle and Industrial Supplies)

Nara/Kawanishi, Shiki

- DNP Data Techno Kansai
Plate-making/printing/processing (Information Communication)

Osaka/Hirakata

- Kansai Plant, The Inctec
Manufacturing ink, varnish, pigments and dyes (Others)

For Environmental Conservation and a Sustainable Society

Sites for Environmental Disclosure

Osaka/Neyagawa

- Neyagawa Plant, DNP Media Create Kansai
Printing (Information Communication)
- Kansai Plant, DNP Techno Polymer
Molding, processing and printing plastic containers (Lifestyle and Industrial Supplies)
- Osaka Plant, DNP Ellio
Printing and processing metal sheets

Hyogo/Kita-ku, Kobe

- Kobe Plant, DNP Lifestyle Materials
Printing/processing (Lifestyle and Industrial Supplies)

Ono

- Ono Plant, DNP Media Create Kansai
Plate-making/printing/bookbinding (Information Communication)

Okayama/Okayama

- Okayama Plant, DNP IMS
Manufacturing dye-sublimation transfer materials (Lifestyle and Industrial Supplies)
- Okayama Plant, DNP Lifestyle Materials
Plate-making/printing plate/printing/processing (Lifestyle and Industrial Supplies)
- Okayama Plant, DNP Opto-Materials
Manufacture electronic parts, etc. (Lifestyle and Industrial Supplies)

Hiroshima/Mihara

- Mihara Plant, DNP Precision Devices
Manufacturing electronic precision parts (Electronics)
- Mihara Plant, DNP Opto-Materials
Manufacturing electronic parts, etc. (Lifestyle and Industrial Supplies)

Tokushima/Tokushima

- DNP Shikoku
Plate-making/printing/manufacturing packaging (Others)

Fukuoka/Yahatanishi-ku, Kitakyushu

- Kurosaki Plant No. 1 and Plant No. 2, DNP Precision Devices
Manufacturing color filters (Electronics)

Tobata-ku, Kitakyushu

- DAP Technology
Manufacturing rear panels for plasma (Electronics)

Minami-ku, Fukuoka

- Fukuoka Plant, DNP Nishinippon
Plate-making/printing/bookbinding/manufacturing packaging (Others)

Chikugo

- Chikugo Plant, DNP Nishinippon
Plate-making/printing/bookbinding/manufacturing packaging (Others)

I Other Domestic Consolidated Affiliates

- DNP Media Art, DNP Uniprocess, and DNP Techtas Ichigaya are covered under a portion of the Ichigaya Plant, Ichigaya Publication Printing Operations.
- DNP Butsuryu Systems Ichigaya is covered as a division of the plants under the Ichigaya Publication Printing Operations. (Ichigaya Plant, Tsuruse Plant, Kuki Plant)
- DNP Media Create and DNP Butsuryu Systems Shouin are covered as a division of the Enokicho Plant, Commercial Printing Operations.
- DNP Total Process Warabi and DNP Techtas Warabi are covered as a division of the Warabi Plant, IPS Operations.
- DNP Micro Technica is covered as a division of the Kamifukuoka Plant, DNP Fine Electronics.
- Three companies- DT Fine Electronics, DNP Fine Electronics Sagamihara, and DNP Color Techno Kameyama- engage in manufacturing within their customers' plants, and therefore are excluded.
- Of the companies treated as consolidated companies under financial accounting practice, we excluded 23 companies without manufacturing divisions, such as DNP Trading.

I Overseas Consolidated Manufacturing Affiliates

- DNP IMS America (US, processing thermal transfer ribbons)
- DNP Electronics America (US, manufacturing and sales of precision electronics parts)
- DNP Denmark (Denmark, manufacturing and sales of precision electronics parts)
- Tien Wah Press (Singapore/Malaysia, plate-making/printing/bookbinding)
- DNP Indonesia (Indonesia, plate-making/printing/bookbinding, manufacturing and sales of packaging)
- DNP Photomask Europe (Italy, manufacturing and sales of precision electronics parts)

For Environmental Conservation and a Sustainable Society

Independent Review Report Comments by an Independent Institution

The environmental accounting data was acquired through a third-party audit performed by Ernst & Young ShinNihon Sustainability Institute Co., Ltd. (which changed its name from "ShinNihon Environmental and Quality Management Research Institute Co., Ltd." as of July 1), and is entirely independent of the data found in the environmental sections of the CSR Report.
http://www.dnp.co.jp/csr/2008/kankyo_e.pdf

Environmental Accounting

Purpose

(1) Use as an environmental management tool for the DNP Group

- Environmental accounting produces a breakdown of environmental conservation costs that can be used as a reference for determining the effectiveness of environmental conservation activities.
- Environmental accounting data is used to determine the cost of individual environmental facilities, the Group's overall budget for environmental conservation, and the amount of investment in environmental activities.
- Environmental accounting is used to monitor and evaluate the effects and achievements of activities performed throughout the year in order to ensure continuous improvement in our environmental performance.

(2) Use as a tool for communicating with society

- Environmental accounting provides the means for the public release of our environmental conservation efforts and their results.
- We use the reception concerning our environmental accounting reports as received from shareholders, clients, and local communities as a reference for improving our approach to environmental conservation.

Environmental Accounting Calculation Bases

- Period covered: April 1, 2007 through March 31, 2008 (Environmental conservation facilities are those considered as of March 31, 2008)
- Scope of coverage: Of companies subject to our consolidated financial accounting, environmental accounting was applied to the Group's domestic manufacturing companies (45 companies), one distribution company, one in-house food catering company.
- Monetary unit: All monetary figures are expressed in billions of yen, rounded off to the nearest million.
- Announcement format: We used the format designated in the Ministry of the Environment "Environmental Accounting Guideline" 2005 edition.
- Basis for the environmental conservation cost
 - The environmental conservation costs include depreciation expenses for investments. Depreciation expenses are calculated using the declining balance method with residual book value at 10%.
 - Personnel costs for full-time workers were calculated at the average labor cost per person, while personnel costs for workers holding two or more posts were calculated at 1/10 or 1/5 the average personnel cost per person, depending on the worker's assigned duty.
 - R&D costs are the total costs incurred by our 11 R&D centers in the development of environmentally conscious products and manufacturing equipment
- Basis for environmental conservation benefits
 - DNP uses consumption per added-value as an indicator for the volume of resources (energy and water) spent on business activities, as well as for the volume of waste materials and CO₂ emissions.
 Furthermore, the DNP Group uses the added-value total of the company concerned as an indicator of the volume of business activities, given that companies within the Group perform product transactions. The added-value amount is calculated pursuant to the "Management Analysis of Japanese Corporations" issued by the Ministry of the Economy, Trade and Industry.
 - The benefit from atmospheric environmental pollutant emissions volume corresponding to business area costs from this period refers to the total volume of VOCs, including those not covered by the PRTR Law.
 - The benefit related to goods produced by business activities is the benefit of the reduction of CO₂ emissions when disposing of or recycling containers or packaging.
 - The benefit corresponding to the transportation environmental impact is converted to the energy usage reduction benefit at the time the goods, etc., are transported as freight.
- Bases for the calculation of the economic benefit of environmental conservation activities
 - The benefit corresponding to resource circulation costs is calculated as the benefit from savings on waste disposal costs.
 The reduction amount is calculated as follows: ((Benchmark period unit consumption - unit consumption for the current period) x business activity amount for the current period).
 - The calculation of business activities was performed using the added-value indicated in Item 6 of the above benefit calculation basis.
 - For unit consumption, we use (waste disposal cost/added-value).
 - The benchmark period unit consumption is the gross average value for the three-year period up to and including the previous term.

Results of Our Environmental Accounting

Table (1) Environmental conservation costs (Categories corresponding to business activities)

(Unit: billion yen)

Category	Investment		Expense		Details of Major Efforts	Page(s) on which data is listed
	2006	2007	2006	2007		
(1) Business area cost						
• Pollution prevention cost	0.794	0.618	2.583	2.552	Increase in deodorizing equipment and VOC processing equipment, expansion of wastewater treatment facilities, sound abatement shield installation	47,57,59
• Global environmental conservation cost	0.139	0.526	0.615	0.518	Energy conversion (LPG → LNG), inverter installation, insulation installation	45,46,59,60-61
• Resource circulation costs	0.148	0.030	3.130	2.649	Increase in compressors, separation recycling, zero emissions (conversion to RPF / cement ingredients), use of recycled water	52,53,58-59,60-61
(Total business area costs)	1.081	1.174	6.327	5.720		
(2) Up/downstream cost	0	0	0.004	0.216	Container and packaging recycling expense burden, recycling system development	50
(3) Administration cost	0	0.020	2.004	2.045	ISO14001 inspection and registration costs, environmental measurement costs, environmental report composition costs, tabulation system	50,54-57
(4) R&D cost	0	0	2.465	2.385	Research and development into environmentally conscious products and production methods	48-49
(5) Social activities cost	0	0	0.013	0.018	Cleanup of areas outside the plant compound, support for activities of environmental conservation groups	56
(6) Environmental remediation cost	0	0	0.238	0		57
Total	1.081	1.194	11.051	10.383		

Environmental conservation costs to total costs ratio

(Unit: billion yen)

Category	Consolidated Total Costs	Costs	Ratio	Details of Major Environmental Conservation Costs	Page(s) on which data is listed
Investment of current period	116.139	1.194	1.03%	Deodorizing equipment and VOC processing equipment, expansion of wastewater treatment facilities, switch to gas for fuel, insulation installation	60-61
R&D cost of current period	35.556	2.385	6.71%	Non-PVC decorative sheets, Biomass materials, product weight reduction, materials for charging photovoltaic cells waterbased inks, etc.	48-49

For Environmental Conservation and a Sustainable Society



Table (2) Environmental Conservation Benefits

Category	Category of indicator showing benefit	Value			Remarks	Page(s) on which data is listed
		2006	2007	Difference		
(1) Environmental conservation benefit related to resources input into business activities						
• Benefit arising from supplied resources						
Total energy input volume	Energy consumption (TJ)	21,260	21,810	550	All consumed energy was converted into average value in calories	44-46 58-59
	Added-value unit consumption for the above (TJ/1 billion yen)	0.436	0.464	0.027	Energy increased by 0.27TJ per 100 billion yen in added value	44-46 58-59
Input volume of water	Water usage (in thousands of tons)	17,100	18,200	1,100	Water supply, industrial water, and well water	58-59
	Added-value unit consumption for the above (1,000 tons/1 billion yen)	0.351	0.387	0.036	Water increased by 360m ³ per 100 million yen	58-59
Input volume of main raw materials (paper, plastic, metal, etc.)	Supplied amount (in thousands of tons)	2,732	2,662	-70	Total weight of paper, plastic, ink and metals	58-59
	Amount of undesired materials generated/supplied (%)	12.6	12.9	0.3	Ratio of unwanted materials that are main raw materials	52-53 58-59
(2) Environmental conservation benefit related to waste or environmental impact originating from business activities						
Emissions to the air	SOx emissions (tons)	17	85	68	Calculated from supplied energy	47 58-59
	NOx emissions (tons)	774	794	20	Calculated from supplied energy	47 58-59
	Environmental pollutant emissions volume (VOC emissions volume) (tons)	11,227	11,100	-127	Including 12 substances covered by the PRTR report	47 58-59
Water quality	COD discharge (tons)	54.3	56.7	2.4	Calculated from the amount of discharged water and average concentration	47 58-59
	Emissions of environmental pollutants (354 PRTR substances) (tons)	0.0	0.0	0.0	Emissions of 2 substances, ethylene glycol and phenol	47
Water emission volume	Generated undesired materials (1,000 tons)	482.1	453.3	-28.8	Including undesired materials other than main raw materials	52-53 58-59
	Discharged waste (1,000 tons)	92.3	84.7	-7.6	Total waste subcontracted to waste disposal companies	52-53 58-59
	Added-value unit consumption for the above (ton/1 million yen)	0.189	0.180	-0.009	Reduction of 9 kg per JPY1 million of added value	52-53 58-59
	Recycle rate (%)	98.9	99.0	0.1	Not achieved for waste plastics (95.8%) and glass (75.7%)	52-53 58-59
	Emissions of environmental pollutants (354 PRTR substances) (tons)	2,084	2,253	169	Total for 30 substances reported	47
Volume of green gas emissions	Emissions of greenhouse gasses (1,000 t-CO ₂)	1,057	1,025	-32	Total GHG including emissions by incinerators and drying furnaces	44-46 58-59
	Added-value unit consumption for the above (ton-CO ₂ /1 billion yen)	21.7	21.8	0.1	Increased 1 tons of emissions per 100 million yen added-value	44-46 58-59

For Environmental Conservation and a Sustainable Society



Table (2) Environmental Conservation Benefits

Category	Category of indicator showing benefit	Value			Remarks	Page(s) or which data is listed
		2006	2007	Difference		
(2) Environmental conservation benefit related goods and services produced from business activities						
• Benefit related to goods produced by business activities						
CO ₂ emissions after product shipment	CO ₂ emissions (1,000 t-CO ₂)	361.4	291.1	-70.3	Emitted at incineration and recycling of used containers and packaging	50
	CO ₂ emissions / volume of products (t-CO ₂ /t)	1.25	1.12	-0.13	Reduction of CO ₂ emissions of 0.13t per 1t of product	50
(3) Other environmental conservation benefit						
• Benefit related to the environmental impact of transportation						
	Energy usage amount during shipment of goods, etc.	33,500	32,000	-1,500	Energy usage during transport as freight	46
	Energy usage amount during transport/gross sales (kl/JPY1 billion)	0.215	0.198	-0.017	0.17 kl reduction per JPY100 million of sales	46



Table (3) Economic Benefits of Environmental Conservation Activities

(Unit: billion yen)

Economical benefits of environmental conservation activities	Amount			Remarks	Page(s) on which data is listed	
	2006	2007	Difference			
(1) Increased sales						
• Economic benefit of R&D costs						
	Sales of environmentally conscious products	265.800	315.400	49.600	Sales up 18.7% over 2006	48-49
(2) Increased income						
• Benefit of resource recycling costs income from recycling undesired materials						
	income from recycling undesired materials	3.086	3.816	0.729	Increased due to increase in used paper price	52-53
(3) Cost saving						
• Benefit corresponding to resource circulation costs						
	Saving disposal costs by resource conservation	0.270	0.274	0.004	JPY4 million increase over the previous fiscal year	52-58

For Environmental Conservation and a Sustainable Society

Evaluation of 2007 Environmental Accounting Performance Data

Environmental conservation cost and environmental conservation activities

- (1) Investment in environmental facilities increased by JPY112 million (10.4%) over the previous year due to the switch to liquid natural gas (LNG) at the Okayama Plant and other measures taken.
- (2) Business area costs decreased in comparison to the previous year, due to reduced depreciation expenses and cost cutting.

Environmental conservation benefit

- (1) A JPY160 million investment (JPY1.34 billion over the past three years) in solvent VOC collection and elimination facilities was made in 2007, reducing atmospheric emissions.
- (2) There were increases in the overall energy input, water input, and SO_x / NO_x emissions due to an increase in the data tabulation range resulting from the construction of new facilities and our M&A activities. Similarly, when the data tabulation range is matched up with the previous year, our energy conservation and resource conservation efforts have resulted in reductions of GHG emissions of 524TJ, 2.420 million m³, 0t, and 25t, respectively.
- (3) Per-unit energy and water usage worsened in comparison to last year due to the increase in the data tabulation range, resulting in a worsening in specific consumption from the output since the previous fiscal year.
- (4) As a result of measures such as the optimization of distribution and transport routes, the shift in transport modes, and the introduction of hybrid vehicles, the amount of energy used during transport has been reduced, broadly improving specific consumption.

Economic benefit of environmental conservation measures

- (1) Sales of environmentally conscious products broadly exceeded targets due the increase in sales of display products.
- (2) Income from the recycling of undesired materials increased in comparison with the previous year, due to market recovery as well as better separation and collection resulting in an increase in valuable materials recovered.
- (3) The cost reduction benefit is calculated according to “Environmental Accounting Calculation Bases” (7) noted on the previous page. An economic benefit of JPY274 million due to improvements in gaining valuable materials through recycling and other means.

Issues Henceforth

- (1) Make further improvements in eco-efficiency through “Manufacturing 21” activities and eliminate all waste from production processes.
- (2) Continue fuel conversions (fuel oil → gas, LPG → LNG) so as to improve per unit greenhouse gas emissions.

For Environmental Conservation and a Sustainable Society

ISO14001 / Eco Action 21 Certificates



ISO14001 Certificates

Site	Date Registration*	Organization
Okayama Plant, Information Media Supplies Operations	Nov. 1997	JIA-QA*
Mihara Plant, Display Components Operations	Jul. 1998	DNV*
DNP Facility Services*	Apr. 2000	AJA*
Okayama Plant, Lifestyle Materials Operations	Jul. 2000	JIA-QA
DT Fine Electronics*	Mar. 1997	JACO*
Sayama Plant, DNP Technopack	Dec. 2001	DNV
Kobe Plant, Lifestyle Materials Operations	Jan. 2002	JIA-QA
Tokyo Plant, The Inctec	Jan. 2002	JCQA*
Kansai Plant, The Inctec	Jan. 2002	JCQA
Utsunomiya Plant, The Inctec	Jan. 2002	JCQA
Ushiku Plant, IPS Operations	Mar. 2002	DNV
DNP Technopack Tokai	Mar. 2002	JCQA
Tien Wah Press (Singapore)	May 2002	PSB*
Chikugo Plant, DNP Nishinippon	Jun. 2002	DNV
Kyoto Plant, Electronics Devices Operations	Jul. 2002	DNV
Sayama Plant, Information Media Supplies Operations	Oct. 2002	JIA-QA
DNP Media Create Kansai	Mar. 2003	JIA-QA
Kurosaki Plant No. 2, DNP Precision Devices	Jan. 2004	JCQA
Tokyo Plant, Lifestyle Materials Operations	Jan. 2004	JIA-QA
Kamifukuoka Plant, Electronics Devices Operations	Mar. 2004	AJA
Fukuoka Plant, DNP Nishinippon	Jun. 2004	DNV

* Indicates the first registration date.

* DNP Facility Services acquired the certificate as part of a comprehensive management system for quality, environment, labor safety and food sanitation; the initial registration organ was JIC-QA (JIC Quality Assurance Ltd.)

* DT Fine Electronics registered as part of Toshiba Corporation (Semiconductor Company) (Kawasaki, Kanagawa Pref.)

* [JIA-QA]: Japan Gas Appliances Inspection Association, QA Center

* [DNV]: Det Norske Veritas AS (Norway)

* [AJA]: Anglo Japanese American Registrars Ltd.

* [JACO]: Japan Audit and Certification Organization for Environment and Quality

* [JCQA]: Japan Chemical Quality Assurance Ltd.

* [PSB]: PSB Certification Pte Ltd. (Singapore)

For Environmental Conservation and a Sustainable Society

ISO14001 / Eco Action 21 Certificates



ISO14001 Certificates

Site	Date Registration*	Organization
Itabashi Area, DNP Logistics	Oct. 2004	AJA
Tokyo Plant, DNP Ellio	Jan. 2005	LRQA*
Osaka Plant, DNP Ellio	Jan. 2005	LRQA
Warabi Plant, IPS Operations	Mar. 2005	DNV
Nara Plant, DNP Data Techno Kansai	Jun. 2005	DNV
Tien Wah Press (Johor Bahru)	Nov. 2005	PSB
Otone Plant, Display Components Operations	Mar. 2006	DNV
Kashiwa Plant, DNP Techno Polymer	Mar. 2006	JACO
Kansai Plant, DNP Techno Polymer	Mar. 2006	JACO
DNP Photomask Europe	Apr. 2006	CISQ*
DNP Fine Chemicals	Mar. 1997	JCQA
Akabane Area, DNP Logistics	Dec. 2006	AJA
Kashiwa Plant, DNP Techno Film	Mar. 2007	DNV
Izumizaki Plant, DNP Techno Film	Mar. 2007	DNV
DNP IMS Odawara	Mar. 2007	JQA*
DNP Technopack Yokohama Yokohama Plant	Dec. 2007	JIA-QA

* [LRQA]: Lloyd's Register Quality Assurance Ltd.

* [CISQ]: Federazione Certificazione Italiana dei Sistemi Qualit Aziendali (Italy)

* [JQA]: Japan Quality Assurance Organization



Eco Action 21 Certificates

Site	Date* Registration	Organization
Tokyo Head Office, Dai Nippon Trading	Jan. 2006	IGES*

* [IGES]: The Institute for Global Environmental Strategies

For Environmental Conservation and a Sustainable Society

Environmental Education Overview

Type of Training	Course Name	Description	Held in	Eligibility	Time of year	No. in attendance in 2007 (Total Participants)
Education for New Recruits	Environmental Activity Overall (required)	Basic environmental knowledge and conservation efforts of the DNP Group	1994	All new recruits	When joining the company	580 persons (4,790 persons)
Technical Seminar	Environment (optional)	Environmental laws and regulations	1999	Technicians	At irregular intervals	66 persons (451 persons)
Network Learning	Environmental Issues and Business (required)	Environmental information to be used when presenting customers with proposals concerning environment oriented businesses	2000	Employees with more than 2 years experience in the sales and planning divisions	Employees can decide for themselves	1,567 persons (13,049 persons)
Correspondence Course	(optional)	Beginners class on ISO 14001 and the LCA Program	Scheduled every year	All employees of the DNP Group	Semiannual	
Eco-report Training	Environmental Issues of the Group (required)	Domestic & international trends in environmental issues, revisions in environmental laws, degree of achievement of environmental targets, new targets, issues concerning specific sites	1993	Site members and factory related personnel of the operations' group environmental committee	Twice a year upon issuing the Eco-Report	

For Environmental Conservation and a Sustainable Society

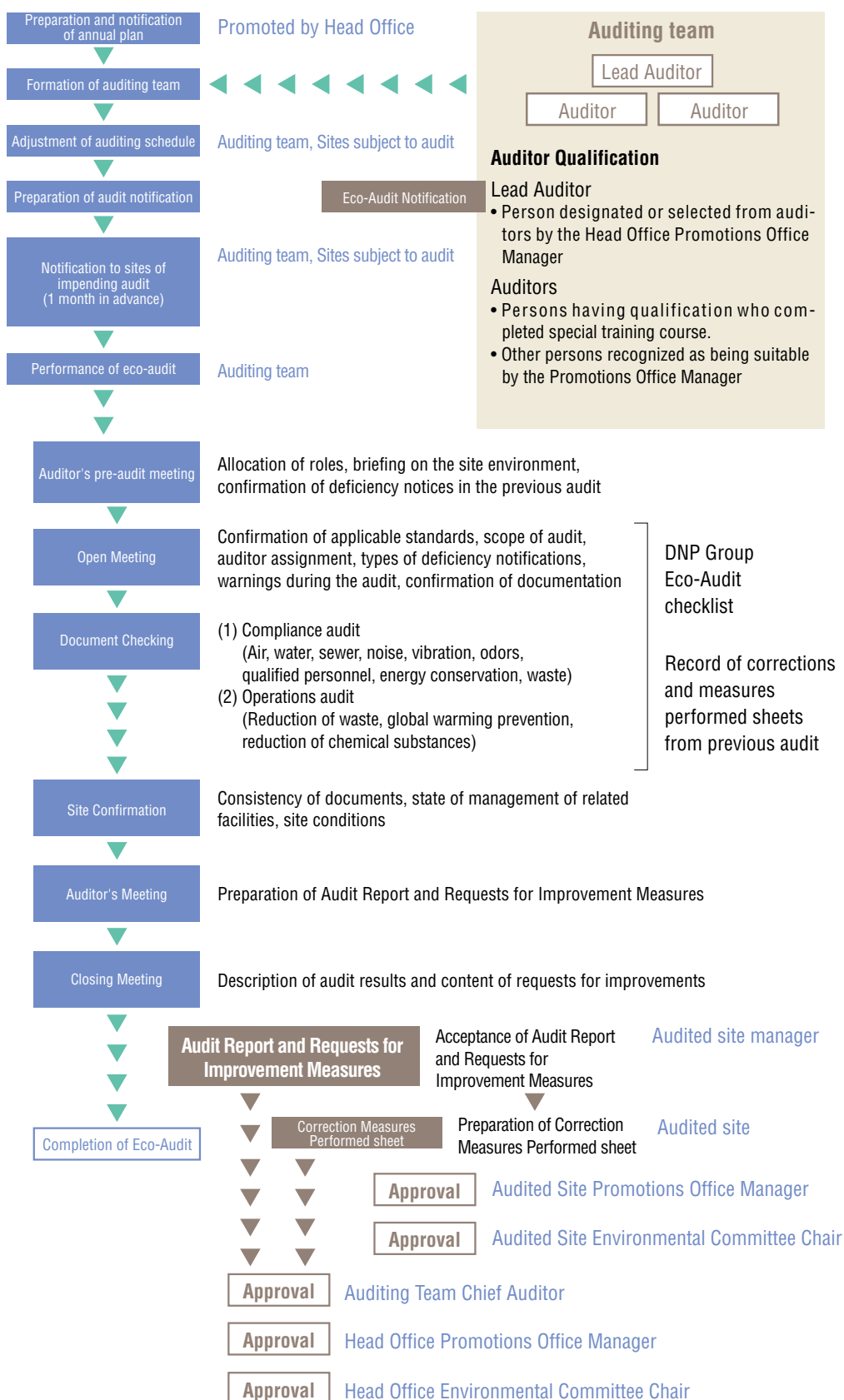
Results of Environmental Issue Resolution Efforts by Year

- 1972** ● Establishes the Environment Department within the head office to promote pollution prevention measures and communication with local residents
- 1990** ● Makes new efforts to deal with global environmental issues by establishing the Eco-Plan Promotion Office within the Environment Department
- 1992** ● Establishes the DNP Group Corporate Pledge and Code of Conduct for DNP Group Employees
● Establishes the Eco-Plan Promotion Targets, the fundamental voluntary plan based on the Environmental Declaration of the Codes of Conduct, and starts activities by 4 sub-committees
- 1993** ● Starts the Eco-Report System, which is part of the DNP Group environmental management system
- 1994** ● Remodels and expands the Environment Department into the Environment & Product Liability Department to strengthen our efforts towards environmental issues, including taking responsibility for the disposal of products we produce
- 1995** ● DNP wins the International Trade and Industry Minister's Prize in the "Fourth Global Environmental Awards", which commend companies and groups that contribute to the conservation of the global environment. (The Awards were established in 1991 by the Japan Industrial Journal and the Fuji Sankei Communications Group, with special support by WWF Japan and sponsorship by the Ministry of the Environment, the Ministry of the Economy, Trade and Industry, and the Japan Federation of Economic Organizations.)
- 1996** ● Begins performing the Eco-Audit, the internal environmental audit performed by the Eco-Plan Promotion Office to upgrade the Eco-Report System
- 1997** ● Okayama Plant, Information Media Supplies Operations becomes the first in the printing industry to acquire ISO 14001 certification
- 1998** ● Mihara Plant, Display Components Operations acquires ISO 14001 certification
● Publish the DNP Group Environmental Activity Report
- 2000** ● The Eco-Plan Promotion Office is dismantled and replaced with DNP Environmental Committee to strengthen the system for promoting environmental activities
● The affiliate DNP Facility Services becomes the first in the world to be certified as a comprehensive system with quality, environment, office safety and HACCP
● Okayama Plant, Decorative Interiors Operations acquires ISO 14001 certification
- 2001** ● DNP Tokai, and Sayama Plant, DNP Technopack acquires ISO 14001 certification
- 2002** ● DNP Tokai acquires FSC-CoC certification
● Acquisition of ISO 14001 certification by: Kobe Plant, Decorative Interiors Operations, The Inctec (Tokyo, Kansai, and Utsunomiya Plants), Ushiku Plant, BF Operations, DNP Technopack Tokai, Tien Wah Press, Chikugo Plant, DNP Nishinippon, Kyoto Plant, Electronics Devices Operations, Sayama Plant, Information Media Supplies Operations, Ono Plant, DNP Media Create Kansai
- 2003** ● Environmental Report Division receives the "6th Environmental Report Grand Prize" for superior reporting
● Acquisition of ISO 14001 certification by: Advanced Colortech, Tokyo Plant, Decorative Interiors Operations, Kamifukuoka Plant, Electronics Devices Operations
● Commercial Printing Operations, DNP Media Create Kansai, DNP Trading acquire FSC-CoC certification, while Packaging Operations acquires PEFC-CoC certification.
● Two types of fused thermal transfer materials of the Information Media Supplies Operations receive EPD "Type III" environmental labeling certification and registration.
- 2004** ● The "14th Global Environment Grand Prize" awarded by the Minister for the Environment
● The "7th Environmental Report Prize" awarded for Excellence
● Fukuoka Plant, DNP Nishinippon, DNP Logistics, DNP Erio (Tokyo and Osaka Plants), Warabi Plant, BF Operations acquire ISO14001.
● Eco-Report System implemented at overseas sites.
- 2005** ● "8th Environmental Report Prize / Sustainability Report Prize" awarded for Excellence
● DNP Data Techno Kansai, Johore Bahru Plants, Tien Wah Press, Otone Plants, Display Components Operations, DNP Techno Polymer (Kashiwa and Kansai Plants) acquire ISO14001.
● Ichigaya Publication Printing Operations, DNP Tohoku, Yokohama Plant, Packaging Operations acquire FSCCoC certification, and DNP Tokai acquires PEFC-CoC certification.
- 2006** ● DNP Photomask Europe, Akabane Area, DNP Logistics, DNP Techno Film (Kashiwa Plant and Izumisaki Plant), DNP IMS Odawara acquire the certification of ISO14001.
- 2007** ● "PRTR 2007 Awards" PRTR Honorable Mention (Tsuruse Plant)
● DNP Gotanda Building wins "Green Grand Prize" in the Shinagawa-ku "Green Award System."
● DNP Technopack Yokohama (Yokohama Plant) and DNP Fine Chemicals acquire ISO14001 certification.
● DNP Hokkaido and DNP Data Techno Kansai acquire FSC-CoC certification, and DNP Hokkaido also acquires PEFC-CoC certification.

For Environmental Conservation and a Sustainable Society

DNP's Own Environmental Management System

Step in Eco-Audit and Contents



<Eco-Audit Contents>

Compliance Audit

(1) Document Audit

- Site location
- Type and number of statutory facilities
- Types of waste
- Energy Consumption
- Exhaust and wastewater channels
- Changes in facilities, production processes since the last audit
- Applicable laws
- State of improvement of notifications of deficiencies in previous audit
- State of submission of statutory notifications, reports, and changes
- Frequency of measurement, validity of measured data, traceability of data
- Changes in management personnel due to internal transfers

(2) On-site Inspections

- Site location and relationship with surrounding sites
- Conformity to statutory facility document audit (type, number, scale, etc.)
- State of management of individual facilities and equipment, existence of abnormalities
- Emergency containment in case of abnormality or emergency
- Site picture taking
- Appropriateness of actual work performed

Operations Audit

(1) Confirmation of validity of site policy and established targets

- Performance in the previous term
- Consistency with DNP Group policies
- Continuity with last year's results
- Validity of established targets

(2) Confirmation of the validity of implementation programs

- Consistency between targets and programs
- Effectiveness of the programs
- Possibilities of the programs
- Possibilities of fulfillment of the programs
- Promotion system and schedule

(3) Confirmation of the achievement of implementation items, performance and targets

- Records of activities performed
- State of progression of the programs
- Effects of the programs and performance regarding indicators
- Achievement of targets

For Environmental Conservation and a Sustainable Society

DNP's Own Environmental Management System



Features Regarding the Expertise and Independence of Eco-Audits

Type of Audit	Expertise of auditors regarding products and manufacturing processes	Independence of auditors (sites)
Eco-Audit	○	○
ISO14001 External Audit	△	○
ISO14001 Internal Audit	○	—

(We promote ISO14001 certificates for each site.)



Types of Notifications and Corrections Issued in the Eco-Audit

Types of Notifications	Improvement required
Improvement required	Submission of a written description of correction measures performed or improvement plans
Improvement consideration & examination	Submission as necessary of a written description of results of consideration/examination or improvement plans

For Environmental Conservation and a Sustainable Society

Environmental Risk Management

Legal compliance situation

While we make all efforts to comply with environmental laws and regulations, over the past three years we have experienced 4 incidents of water quality abnormalities in wastewater, 1 case of inadequacy of qualified personnel, and 1 case of odor in excess of standards. There are no ongoing legal disputes involving environmental issues. We have unfortunately had some complaints from areas neighboring our plants concerning noise and odors. Whenever we receive such complaints, we launch a thorough investigation into the cause of the problem and work to make improvements to prevent a recurrence.

I July 27, 2005/ Ushiku Plant, DNP Data Techno

An inspection plate cover accidentally came off of a wastewater pipe, discharging wastewater, but the wastewater gate was immediately closed and the wastewater pumped out. Although the wastewater contained no toxins, about 500 liters escaped into public water, so we filed an accident report with the authorities. We changed the method for fastening the inspection plate cover under the guidance of the authorities.

I February 9, 2006/ Ushiku Plant, DNP Data Techno

An on-site inspection by the public authorities revealed that the BOD and COD values of the plant's final effluent were in excess of the standard. The cause of this turned out to be an excess volume of injections of methanol used in testing to improve our sludge processing ability. Under the guidance of the authorities we took measures to prevent recurrence by installing a control system that adjusts the amount of methanol injected based on the wastewater throughput burden.

I February 24, 2006/ Tanabe Plant, DNP Technopack Kansai

Despite being a Type 1 Designated Electricity Management Plant, an Energy Manager had not yet been appointed. Therefore, the authorities issued a warning upon conducting an on-site inspection. We reported the appointment of an Energy Manager the following March, which was acknowledged by the authorities.

I October 17, 2006/ Tanabe Plant, DNP Technopack Kansai

An onsite inspection by the authorities revealed that the BOD value for water discharged into the sewer was above the standard. The cause was the inadvertent discharge of dampening water (containing alcohol) used cyclically in the planographic printing process into the sewer instead of the collection tank. We took steps to prevent recurrence by thoroughly re-training the workers handling the changing of the dampening water, and fastening an operating bulb that cannot be opened up easily.

For Environmental Conservation and a Sustainable Society

Environmental Risk Management

Legal compliance situation

I February 14, 2007/ Izumizaki Plant, DNP Technopack

An onsite inspection by the authorities revealed that the BOD value for water finally discharged into the sewer was above the standard. Further measurement was conducted but no abnormal values were noted. The authorities ordered us to continue to look into the cause of the initial excess BOD measurement so as to prevent recurrence.

I February 26, 2007/ Ichigaya Plant, Ichigaya Publication Printing Operations

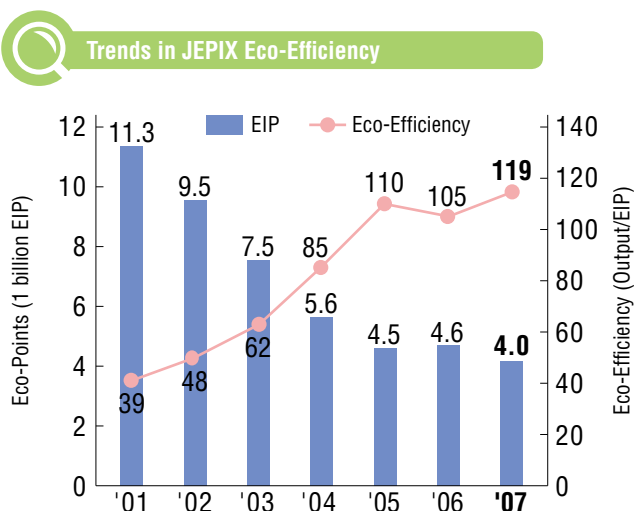
An onsite inspection by the authorities of odor levels revealed that emission concentrations from offsetting rotary presses at two locations were above the standard. The cause was fissures that developed in the deodorization equipment due to heat exhaustion, or possibly that the deodorizing medium had degraded. The fissures were repaired, and the medium replaced. We revised the inspection criteria for the deodorization equipment for the early detection of abnormalities, so as to prevent recurrence.

For Environmental Conservation and a Sustainable Society

Current Status of Environmental Impact

Eco-Efficiency

The DNP Group evaluates eco-efficiency using JEPIX*. We improved our environmental impact point score and increased our environmental efficiency in FY2007 by reducing VOC (Volatile Organic Chemical) emissions, greenhouse gas emissions, and landfill waste in comparison with the previous fiscal year.



*[JEPIX]: Environmental Policy Priorities Index for Japan is a single index environmental evaluation system developed in Japan, which calculates the degree of overall environmental impact according to a single numeric value expressed as Eco-Points. The JEPIX Forum for the application of the JEPIX methodology was held as part of the Ministry of Education, Culture, Sports, Science and Technology's COE Project (International Christian University), and our company participated in the project.

【Comparative Table with GRI Guidelines】

DNP Group CSR Report 2008 is edited by referring the GRI Sustainability Reporting Guidelines, Version 3.0.

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
1. Strategy & Profile			
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	P2~3: Top Message	Websites (Message from Management) Corporate Information DNP Annual Report 2007
1.2	Description of key impacts, risks, and opportunities.	None	Quarterly Financial Report DNP Annual Report 2007
2. Organizational Profile			
2.1	Name of the organization.	P5: DNP Corporate Profile	Websites (Corporate Information) Quarterly Financial Report Corporate Information DNP Annual Report 2007
2.2	Primary brands, products, and/or services.	P5: Results of Each Segment	Websites (Corporate Information) Quarterly Financial Report Corporate Information DNP Annual Report 2007
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	P12~13: Corporate Governance	Websites (Corporate Information) Quarterly Financial Report DNP Annual Report 2007
2.4	Location of organization's headquarters.	P4~5: DNP Corporate Profile	Websites (Corporate Information) Corporate Information DNP Annual Report 2007
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	P62: Integrity at Our Overseas Operations	Websites (Corporate Information) Corporate Information
2.6	Nature of ownership and legal form.	None	Quarterly Financial Report DNP Data Book 2007
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	P5: Results of Each Segment	DNP Annual Report 2007
2.8	Scale of the reporting organization, including: * Number of employees; * Net sales (for private sector organizations) or net revenues (for public sector organizations); * Total capitalization broken down in terms of debt and equity (for private sector organizations); and * Quantity of products or services provided.	P4~5: 2007 Financial Data/DNP Corporate Profile/Results of Each Segment	Quarterly Financial Report DNP Annual Report 2007 DNP Data Book 2007
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: * The location of, or changes in operations, including facility openings, closings, and expansions; and * Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations).	Not applicable	Not applicable * Disclosure required in case of any changes
2.10	Awards received in the reporting period.	P64: 2007 CSR Awards and Evaluations	Websites (Award record)

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
3. Report Parameters			
REPORT PROFILE			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	P1 : Editorial Policy	None
3.2	Date of most recent previous report (if any).	August 2008	None
3.3	Reporting cycle (annual, biennial, etc.)	Back spin : Next issue	None
3.4	Contact point for questions regarding the report or its contents.	Back spin	None
REPORT SCOPE AND BOUNDARY			
3.5	Process for defining report content, including: * Determining materiality; * Prioritizing topics within the report; and * Identifying stakeholders the organization expects to use the report.	P7 : Themes of This Year's Report	None
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	P1 : Editorial Policy Further information : State for Environmental Disclosure	None
3.7	State any specific limitations on the scope or boundary of the report	P1 : Editorial Policy	None
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Not applicable	Not applicable
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	P10~11 : FY2008 Goals P60~61 : 2007 Targets and Results	None
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	Not applicable	Not applicable
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Not applicable	Not applicable
GRI CONTENT INDEX			
3.12	Table identifying the location of the Standard Disclosures in the report.	None	Websites (CSR/Environment)
ASUURANCE			
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	P63 : Independent Review Report Comments by an Independent Institution P65 : Third Party Opinion	None

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
4. Governance, Commitments, and Engagement			
GOVERNANCE			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	P12~13:Corporate Governance	DNP Annual Report 2007
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	P12~13:Corporate Governance	DNP Annual Report 2007
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	P12~13:Corporate Governance	Websites(Corporate Information) DNP Annual Report 2007
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	P12~13:Corporate Governance P29:Enhancing Labor-Management Consultations	DNP Annual Report 2007
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	P12~13:Corporate Governance	DNP Annual Report 2007
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	P12~13:Corporate Governance	DNP Annual Report 2007
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	None	None
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	P6~7:First and Foremost, Acting with Integrity Creating New Values Further information:DNP Group Code of Conduct	DNP Annual Report 2007
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	P12~13:Corporate Governance	DNP Annual Report 2007
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	None	None
COMMITMENTS TO EXTERNAL INITIATIVES			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization. Article 15 of the Rio Principles introduced the precautionary approach.	P12~13:Corporate Governance P14~15:Compliance with Laws and Social Ethics P16~17:Management Supporting Value Creation P18~23:[Special Report] Solution for Food P48:Offering Environmentally-conscious Products P49~50:Environmentally-Conscious Product Example	DNP Annual Report 2007
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Back spin:The Global Compact 【CSR Report 2007】P11:Endorsement of the Global Compact	Websites(Top site)

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
4. Governance, Commitments, and Engagement			
COMMITMENTS TO EXTERNAL INITIATIVES			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	P10~11:FY2008 Goals (Realization of a 'universal society' 【CSR Report 2005】P31~32:Universal Design	None
STAKEHOLDER ENGAGEMENT			
4.14	List of stakeholder groups engaged by the organization.	P8:Communication P24~27:Roundtable Discussion P65:Third Party Opinion P36・39・50:Third-Party Commentary P32:Industrial Health Physician Commentary P20・23・31・32・33・35・40・45・49:Employee Commentary Further information:Examples of Communications with Different Types of Stakeholder	None
4.15	Basis for identification and selection of stakeholders with whom to engage.		None
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		None
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.		None
5. Management Approach and Performance Indicators(○:Core indicators)			
Economic			
ECONOMIC PERFORMANCE			
○EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	None	DNP Annual Report 2007
○EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	None	None
○EC3	Coverage of the organization's defined benefit plan obligations.	None	DNP Annual Report 2007 Quarterly Financial Report
○EC4	Significant financial assistance received from government.	None	None
MARKET PRESENCE			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	None	None
○EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Further information:Social responsibilities in the supply chain	Websites(Material procurement)
○EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Further information:Personnel data	None
INDIRECT ECONOMIC IMPACTS			
○EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	P36~41:As a Good Corporate Citizen	Websites(Gallery) DNP Annual Report 2007
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Further information:Environmental Accounting (Will be released in August)	None

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
5. Management Approach and Performance Indicators(○:Core indicators)			
Environmental			
MANAGEMENT APPROACH			
EN	Organization-wide policies that defines the organization's overall commitment	P6:DNP Group Code of Conduct P55:Comments of the Director in Charge of the Environment Further information:DNP Group Code of Conduct Further information:Environmental Policy	None
EN	The most senior position with operational responsibility	P55~56:Environmental Management Structure	DNP Annual Report 2007
MATERIALS			
○EN1	Materials used by weight or volume.	P58~59:Current Status of Environmental Impact	None
○EN2	Percentage of materials used that are recycled input materials.	None	None
ENERGY			
○EN3	Direct energy consumption by primary energy source.	P44~46:Greenhouse Gas Emissions Reduction P58~59:Current Status of Environmental Impact P60~61:2007 Targets and Results	None
○EN4	Indirect energy consumption by primary source.	P58~59:Current Status of Environmental Impact	None
EN5	Energy saved due to conservation and efficiency improvements.	Further information:Environmental Accounting	None
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	None	None
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	None	None
WATER			
○EN8	Total water withdrawal by source.	Further information:Reuse of undesired materials	None
EN9	Water sources significantly affected by withdrawal of water.	Not applicable	Not applicable
EN10	Percentage and total volume of water recycled and reused.	P53:Use of Recycled Materials P58~59:Current Status of Environmental Impact Further information:Reuse of undesired materials	None
BIODIVERSITY			
○EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not applicable	Not applicable
○EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not applicable	Not applicable
EN13	EN13 Habitats protected or restored.	【CSR Report 2007】 P56:Biotope of Sagami Yoki	None
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	【CSR Report 2006】 P80:Efforts Supporting Biodiversity	None
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not applicable	Not applicable
○EN16	Total direct and indirect greenhouse gas emissions by weight.	P44~47:Greenhouse Gas Emissions Reduction P58~59:Current Status of Environmental Impact	None

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
5. Management Approach and Performance Indicators(○:Core indicators)			
Environmental			
EMISSIONS, EFFLUENTS, AND WASTE			
○EN17	Other relevant indirect greenhouse gas emissions by weight.	None	None
○EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	P45:Greenhouse Gas Emissions Reduction	
○EN19	Emissions of ozone-depleting substances by weight.	P47:Reduction Environmental Pollutants Further information:Reduction Environmental Pollutants	None
○EN20	NOx, SOx, and other significant air emissions by type and weight.	P47:Reduction Environmental Pollutants Further information:Reduction Environmental Pollutants	None
○EN21	Total water discharge by quality and destination.	P47:Reduction Environmental Pollutants Information and Data:Reduction Environmental Pollutants Further information:Reuse of undesired materials	None
○EN22	Total weight of waste by type and disposal method.	P52~53:Use of Recycled Materials Further information:Reuse of undesired materials	None
○EN23	Total number and volume of significant spills.	P57:Environmental Risk Management	None
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not applicable	Not applicable
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not applicable	Not applicable
PRODUCTS AND SERVICES			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	P48~50:Offering Environmentally-conscious Products P60~61:2007 Targets and Results Further information:Environmentally-Conscious Products Development Guideline Further information:Environmental Accounting	None
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	None	None
COMPLIANCE			
○EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	P57:Environmental Risk Management Further information:Environmental Risk Management Further information:Environmental Accounting	None
TRANSPORT			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	P46:Greenhouse Gas Emissions Reduction Further information:Environmental Accounting	None
OVERALL			
EN30	Total environmental protection expenditures and investments by type.	Further information:Environmental Accounting	None

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
5. Management Approach and Performance Indicators(○:Core indicators)			
Labor Practices and Decent Work			
MANAGEMENT APPROACH			
LA	Organization-wide policies that defines the organization's overall commitment	P6~7:First and Foremost, Acting with Integrity Creating New Values P28:Officer Comment Further information:DNP Group Code of Conduct Further information:Policies for personnel measures	None
LA	The most senior position with operational responsibility	None	DNP Annual Report 2007
EMPLOYMENT			
○LA1	Total workforce by employment type, employment contract, and region.	Further information:Personnel data	None
○LA2	Total number and rate of employee turnover by age group, gender, and region.	Further information:Personnel data	None
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	None	None
LABOR/MANAGEMENT RELATIONS			
○LA4	Percentage of employees covered by collective bargaining agreements.	None	DNP Annual Report 2007
○LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	None	None
OCCUPATIONAL HEALTH AND SAFETY			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Further information:Ensuring Safety at the Workplace	DNP Annual Report 2007
○LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Further information:Ensuring Safety at the Workplace	DNP Annual Report 2007
○LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	P33:Health Maintenance Promotion Further information:Health Maintenance Promotion Further information:Flexible Work Habits	None
○LA9	Health and safety topics covered in formal agreements with trade unions.	Further information:Ensuring Safety at the Workplace	None
TRAINING AND EDUCATION			
○LA10	Average hours of training per year per employee by employee category.	None	None
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	P35:Practical and Diversified Training Programs Further information:Flexible Work Habits Further information:Practical and Diversified Training Programs	DNP Annual Report 2007
LA12	Percentage of employees receiving regular performance and career development reviews.	P30:Fair Evaluation and Assignment Further information:Fair Evaluation and Assignment	DNP Annual Report 2007
DIVERSITY AND EQUAL AOPPORTUNITY			
○LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Further information:Personnel data	DNP Annual Report 2007
○LA14	Ratio of basic salary of men to women by employee category.	None	None

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
5. Management Approach and Performance Indicators(○:Core indicators)			
Human Rights			
MANAGEMENT APPROACH			
HR	Organization-wide policies that defines the organization's overall commitment	P6~7:First and Foremost, Acting with Integrity Creating New Values P28:Officer Comment Further information:DNP Group Code of Conduct Further information:Policies for personnel measures	DNP Annual Report 2007
HR	The most senior position with operational responsibility	None	DNP Annual Report 2007
INVESTMENT AND PROCUREMENT PRACTICES			
○HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	None	None
○HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	P17:Social Responsibility in the Supply Chain Further information:Social Responsibility in the Supply Chain	None
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	None	Implemented training of The DNP Group Code of Conduct, including human rights issues, for all employees* of DNP Group. *: Directors, auditors, corporate officers, full-time advisors, staff having employment relation, and part-time employees under contract.
NON-DISCRIMINATION			
○HR4	Total number of incidents of discrimination and actions taken.	Not applicable	Not applicable
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
○HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	P29:Enhancing Labor-Management Consultations 【CSR Report 2007】P16~19:[Special Report] Joint Labor-Management Declaration	DNP Annual Report 2007
CHILD LABOR			
○HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	P17:Social Responsibility in the Supply Chain Further information:Social Responsibility in the Supply Chain Further information:DNP Group Code of Conduct	Websites(Material procurement)
FORCED AND COMPULSORY LABOR			
○HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	P17:Social Responsibility in the Supply Chain Further information:Social Responsibility in the Supply Chain Further information:DNP Group Code of Conduct	Websites(Material procurement)
SECURITY PRACTICE			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	P6~7:First and Foremost, Acting with Integrity Creating New Values Further information:DNP Group Code of Conduct Further information:Personal and Employment Guideline	DNP Annual Report 2007
INDIGENOUS RIGHTS			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not applicable	Not applicable

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
5. Management Approach and Performance Indicators (○: Core indicators)			
Society			
MANAGEMENT APPROACH			
SO	Organization-wide policies that defines the organization's overall commitment	P6~7: First and Foremost, Acting with Integrity Creating New Values Further information: DNP Group Code of Conduct Further information: The DNP Group Social Contribution Policy	DNP Annual Report 2007
SO	The most senior position with operational responsibility	None	DNP Annual Report 2007
COMMUNITY			
○SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	P10~11: FT2008 Goals P57: Environment Risk Management P60~61: 2007 Targets and Results	DNP Annual Report 2007
CORRUPTION			
○SO2	Percentage and total number of business units analyzed for risks related to corruption.	P14~15: Compliance with Laws and Social Ethics	DNP Annual Report 2007
○SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	P14~15: Compliance with Laws and Social Ethics	Implemented training of The DNP Group Code of Conduct, including human rights issues, for all employees* of DNP Group. *: Directors, auditors, corporate officers, full-time advisors, staff having employment relation, and part-time employees under contract.
○SO4	Actions taken in response to incidents of corruption.	None	Not applicable (No cases of corruption)
PUBLIC POLICY			
○SO5	Public policy positions and participation in public policy development and lobbying.	P46~47: Anti-global warming measures at offices and homes	None
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	None	None
ANTI-COMPETITIVE BEHAVIOR			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not applicable	Not applicable
COMPLIANCE			
○SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not applicable	Not applicable
Product Responsibility			
Management Approach			
PR	Organization-wide policies that defines the organization's overall commitment	P6~7: First and Foremost, Acting with Integrity Creating New Values Further information: DNP Group Code of Conduct Further information: Quality Policy	DNP Annual Report 2007
PR	The most senior position with operational responsibility	None	DNP Annual Report 2007

Disclosure	Description	Related Pages on DNP Group CSR Report 2008	Other media (Posted all information on DNP's Websites)
5. Management Approach and Performance Indicators(○:Core indicators)			
Product Responsibility			
CUSTOMER HEALTH AND SAFETY			
○PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Further information:Delivering products and services with the highest standard of quality in the world	None
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not applicable	Not applicable
PRODUCT AND SERVICE LABELING			
○PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	P48:Offering Environmentally-conscious Products P49~50:Environmentally-Conscious Product Example P50:Environmental Label Certification P60~61:2007 Targets and Results	DNP Annual Report 2007
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	None	None
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	P9:Communication Further information:Examples of Communication with Different type of Stakeholder	None
MARKETING COMMUNICATIONS			
○PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	None	None
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not applicable	Not applicable
CUSTOMER PRIVACY			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	【CSR Report 2007】 P4~5:Efforts toward Creating Highly Secure Personal Information Protection	None
COMPLIANCE			
○PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not applicable	Not applicable