DNP Group

CSR Report 2009 Information and Data

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Fundamental CSR Philosophy

DNP Group Code of Conduct

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.

Fundamental CSR Philosophy

For a High Degree of Corporate Transparency

Examples of Communications with Different Types of Stakeholder

Stakeholder	Means of Communication		
Shareholders and Investors	General Shareholders Meeting Individual meetings with investors	Plant tours Strategy / Technical Seminars, 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 Customer surveys, etc. 	
Employees	 Interviews with superiors (Management by Objection Employee surveys) Consultation desks for life planning, mental hear Labor-Management Friendly Conferences Open Door Room, etc. 	,	
Trading Partners	Trade talks and information exchanges during auditing DNP Group CSR Procurement Criteria Compliance Survey Testing of the chemical content in materials, 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. 	



General Shareholders Meeting display



Business show



"Second life" preparation guidance



Employee Survey



2 - 1

On-site audit of CSR Procurement Criteria compliance



Louvre - DNP Museum Lab Event

Fundamental CSR Philosophy

For a High Degree of Corporate Transparency

Examples of Communications with Different Types of Stakeholders

2	-	2

Stakeholder	Stakeholder Communication Tools		
Shareholders and Investors	Website Video news (DNP NEWS CHANNEL) Shareholder reports (DNP Report)	Annual Reports CSR Reports, etc.	
Customers (consumers)	Website Video news (DNP NEWS CHANNEL) Corporate brochures 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	Internet Company news bulletin / Company news in video 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	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	Website Video news (DNP NEWS CHANNEL) Corporate brochures	 New Employee Guide CSR Report Graphic Design Annual, etc.	



Homepage *To be renewed July 1, 2009



Video news (DNP NEWS CHANNEL)



CSR Report



Annual Report



Corporate Brochure



New Employee Guide



In-house magazines



Graphic Design Annual



Shareholder reports (DNP Report)

Internal Control System

DNP's Systems for Ensuring Proper Business

5 - 1

- (1) A system for ensuring that the work executed by directors and employees conforms to all laws, regulations, and articles of incorporation.
 - 1) To deepen consideration of the DNP Group's Vision for the 21st Century on the 130th anniversary of the Company's founding, the DNP Group has established DNP Group Guidelines for Conduct by revising and expanding the DNP Group Corporate Pledge and DNP Group Employee Code, the code of conduct for all employees (including directors). The Group provides all employees with a copy of the guidelines and conducts training to familiarize them with it.
 - 2) The Board of Directors meets once a month, in principle. Based on the Company's Board of Directors Regulations, the directors ensure that operations are appropriately run and mutually supervise day-to-day operations. By naming outside directors with no relationships or interest within in DNP, the Company has established a way to ensure that the work of the directors is in compliance with the laws and the Articles of Incorporation. In addition, directors with day-to-day business responsibilities preempt acts in violation of laws or the Articles of Incorporation by supervising the conduct of the heads of the various operating units, including corporate officers. DNP has in place a Board of Statutory Auditors that consists of auditors, including outside statutory auditors. In accordance with the auditors' prescribed audit criteria and responsibilities, the statutory auditors conduct audits of the directors' management of day-to-day operations.
 - 3) The Corporate Ethics Committee, which consists of the directors in charge of each head office division, oversees the establishment and management of arrangements for ensuring the propriety of operations in the DNP Group according to the DNP Group's Basic Compliance Management Regulations.
 - 4) Under the oversight of the Corporate Ethics Committee, including an Information Disclosure Committee, Insider Trading Prevention Committee, Information Security Committee, Product Safety Committee, Environmental Committee, Complaint Handling Committee, Central Disaster Prevention Council, and each head office division in charge of specific laws and regulations, conduct reviews, provide guidance, and offer training for operating units and Group companies in their areas of responsibility.
 - 5) The heads of the divisions autonomously determine, implement, inspect, review and improve the required arrangements and procedures for their divisions, based on the DNP Group's Basic Compliance Management Regulations of the DNP Group and in light of the specific operations of each division.
 - 6) Based on internal audit regulations, the Auditing Department, which is independent of the operating units, conducts internal audits and provides guidance to the divisions and group companies regarding the establishment and management of arrangements for ensuring the propriety of operations.
 - 7) The Open Door Room, a gateway for internal notifications within the DNP Group established within the Corporate Ethics Committee, receives and responds to reports from Group employees concerning legal violations.

Internal Control System

DNP's Systems for Ensuring Proper Business

5 - 2

(2) Loss exposure management regulations and other systems

- 1) To manage risks that could have a material impact on business, such as those related to compliance, the environment, disasters, product safety, insider trading and export management, the Corporate Ethics Committee, other special committees and other head office divisions develop rules and conduct training as risk-related preemptive efforts, and respond promptly to avert or minimize losses to the DNP Group. Certain organizational units and directors are promptly established and appointed for responding to risks that have newly developed.
- 2) The Company regularly tries to manage information security risks mainly through its Information Security Committee and by reviewing how personal information is managed, expanding its Information Security Headquarters, expanding and revising rules and regulations, expanding training, controlling who comes into and goes out of company property with biometric verification systems, expanding the installed base of surveillance cameras, and minimizing the number of workers.
- 3) For managing financial reporting-related risks (the development and management of internal controls for ensuring the reliability of the Company's financial reports), DNP has established an arrangement for the timely and appropriate assessment and disclosure of the effectiveness of internal controls. Specifically, necessary adjustments with the auditor are made, and under the oversight of the Corporate Ethics Committee, business processes with a material impact on the Company's consolidated financial reports (sales, manufacturing, purchasing, asset management, and accounting) and related divisions (including consolidated subsidiaries) are appropriately identified and selected based on disclosed internal control development and evaluation criteria. Rules for managing related operations, manuals, and checklists are documented; self-inspections are conducted on the divisions subject to evaluation; and internal audit reports are compiled.
- 4) Under the oversight of the Corporate Ethics Committee, risks are regularly inventoried. For any new risks that could have a material impact on business, units and directors are designated to respond properly.

Internal Control System

DNP's Systems for Ensuring Proper Business

5 - 3

(3) Systems for ensuring efficient work execution by directors

- 1) The basic system for ensuring efficient work execution by directors shall be the Board of Directors meeting, which is held once a month or additionally as necessary. Also, so as to contribute to efficient decision making by management, a Management Committee composed of directors of the rank of senior or above shall as a rule be convened once monthly for the examination and discussion of important management matters; in addition, Executive Committee Meetings shall be held monthly so that directors can exchange management information.
- 2) The execution of work based on Board of Directors meeting decisions shall be conducted by the persons responsible in accordance with their authority as stipulated in the Organization Rules, Work Authority Regulations, Proposal System Regulations, and other company rules. Also, directors executing work shall strive for efficient execution by delegating appropriate authority to corporate officers.

(4) System for the retention and control of information pertaining to work executed by directors

Information pertaining to work executed by directors shall be documented or recorded in paper or electronic form, such as Board of Directors meeting minutes, special committee meeting minutes, proposal documents, or in other formats.

Also, such information documented or recorded in paper or electronic form shall be appropriately and safely retained and controlled, in an easily searchable manner, for 10 years or more in accordance with the Basic Information Security Rules, Document Control Standards, and Electronic Data Control Standards.

Internal Control System

DNP's Systems for Ensuring Proper Business

5 - 4

(5) Systems for ensuring proper business by the DNP Group

- 1) To ensure the proper conduct of business by members of the DNP Group, each DNP Group company shall conduct business in compliance with the DNP Group Code of Conduct, which governs the conduct of all employees (including directors). Additionally, each DNP Group company shall seek to make all personnel thoroughly familiar with the Code of Conduct, as well as construct and operate systems as stipulated in the DNP Group Basic Compliance Regulations. Moreover, each Group company shall establish and maintain their rules using the above as the foundation for establishing and maintaining the various rules and regulations of their companies.
- 2) Each DNP Group company shall determine autonomously the necessary systems and procedures appropriate to the content of each operation, and shall execute, inspect, evaluate, and implement improvements for these systems and procedures, based upon the policy outlined in 1) above.
- 3) The Auditing Department, the Corporate Ethics Committee, each Special Committee, and each Headquarters operation shall audit, check, and conduct guidance and training concerning the status of the items described in 1 and 2 above.

(6) Items concerning systems for employees assisting auditors in their work, and the independence from directors of those employees

- 1) An Auditing Department with dedicated staff shall be established to assist the auditors.
- 2) Auditing Department staff shall conduct their work under the direction of the auditors. Any personnel evaluation, transfer, or disciplining of Auditing Department staff shall require the consent of the Board of Statutory Auditors.

Internal Control System

DNP's Systems for Ensuring Proper Business

5 - 5

- (7) A system for directors and employees to report to the auditors, a system for other reporting to auditors, and a system for ensuring that auditors can conduct audits effectively
 - 1) Auditors may at any time they deem it necessary request that directors or employees report on the execution of their business, and DNP Group directors or employees shall respond promptly to such requests.
 - 2) In the event that a director discovers a legal infraction that could potentially cause another company to sustain a significant loss, the said fact shall be promptly reported to the auditors.
 - 3) The Auditing Department and/or the Corporate Ethics Committee shall report to the auditors regularly concerning the audit content and the construction or operational status of systems for ensuring proper business conduct.
 - 4) The President shall conduct regular exchanges of opinion with the Board of Statutory Auditors.

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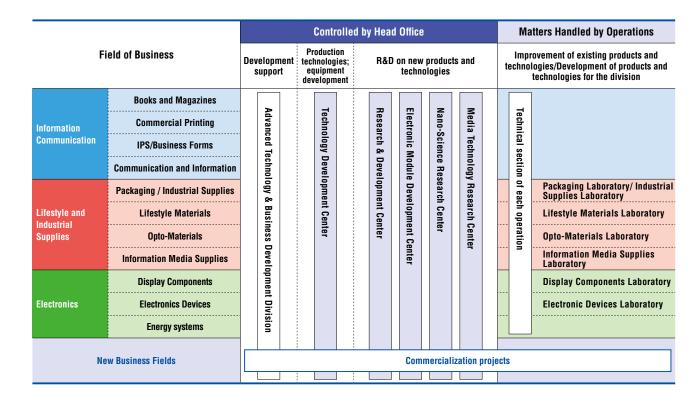






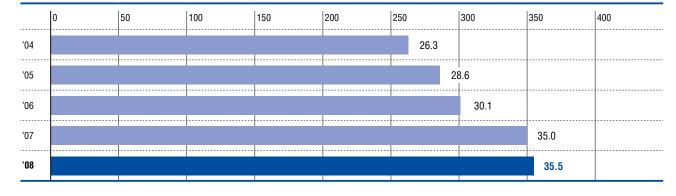
Research & Development System

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, the Nano-Science Research Centers, the Media Technology Research Center, the Electronic Module Development Center, the Technology Development Center, and seven business specific laboratories (Packaging, Industrial Supplies, 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.



Investment of Research and Development

(Unit: JPY1 billion)



► The Limitless Possibilities for Expanding Printing Technology 11 2 3







Printing Technology (PT) and Information Technology (IT)

DNP seeks to solve the issues faced by our customers and consumers and to create new values through a synthesis of the printing technologies (PT) and information technologies (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

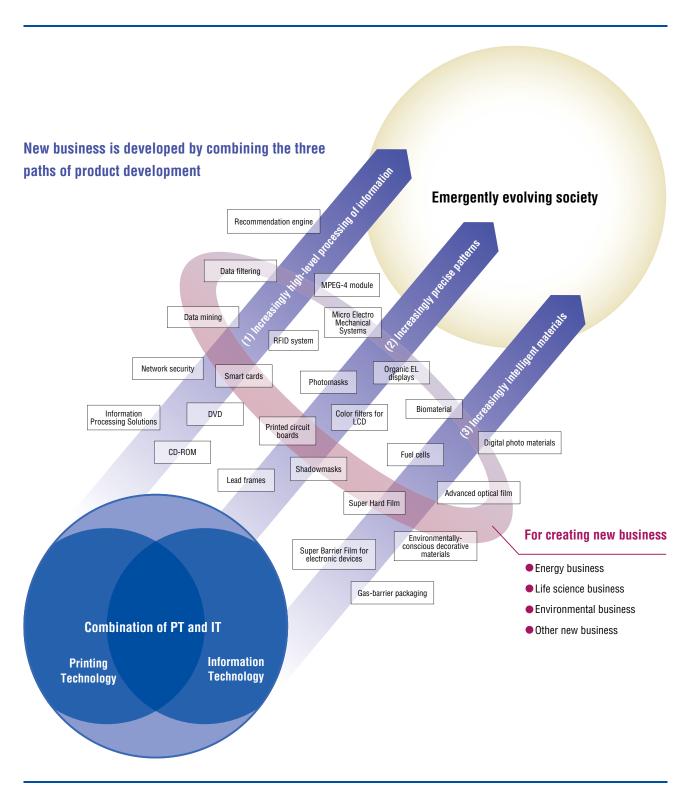
Technologies for the accurate transmission of the correct subject, retention, and improper use prevention.

Examples: Code processing technologies, personal data processing, control technologies, copyright maintenance, biometrics

► The Limitless Possibilities for Expanding Printing Technology
1 2 3



DNP Technology: Advancement Seeking an Emergently Evolving Society



► The Limitless Possibilities for Expanding Printing Technology





DNP Technology: Advancement Seeking an Emergently Evolving Society 2 - 2

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.

"Visualization" of word-of-mouth content "Future Vision (sakimi) ™) service



We have begun our "Future Vision (sakimi) TM) service, which "visualizes" word-of-mouth consumer information from blogs and SNS (social networking services) in a highly readable way.

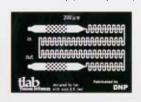
2) Precision patterning

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 photomasks 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.

Micro flow channel chip applicable to semiconductor technologies

Micro flow channel chip (size comparison)





This adds a low-cost option to our lineup of micro flow channel chips for use in Micro Electro Mechanical Systems (MEMS). We are actively developing bio-MEMS prototypes and mass production services for universities and research institutions, medical equipment makers, pharmaceutical companies, and electronic equipment makers.

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.

Surface film for flat display use with hardness equal to any in the world





DNP has developed a hard-coat surface film for flat displays with hardness equal to any in the world, in order to prevent the scratching or soiling of PC and touch panel displays. The hard-coat film developed by DNP comes in two formats; one based on TAC film employed in polarizers for LCDs, and the other on PET film used as a part in touch panels. By optimizing the development of a variety of materials used to coat the film and the manufacturing process, DNP has successfully achieved a hardness capable of competing on the international stage.

Our Basic Compliance Stance

Corporate Ethics Compliance Efforts History

1991	Start of the first corporate ethics training
1992	Establishment of the Corporate Ethics Committee
	Establishment of the DNP Group Corporate Pledge
1993	Establishment of the DNP Group Employees Code of Conduct
1994	Establishment of Group Company Corporate Ethics Committees at each Group company
1997	Introduction of a self-inspection system for the compliance system
1998	Revision of the DNP Group Employees Code of Conduct
1999	Inauguration of the Corporate Ethics Committee Secretariat Conference
2002	Revision of the DNP Group Corporate Pledge
	Establishment of the Open Door Room
2003	Introduction of self-directed ethics training
2004	Priority execution plan adopted
2005	Introduction of the Compliance Evaluation System
	Inauguration of the Internal Control Project Team
2006	Establishment of the DNP Group Basic Compliance Regulations
	Establishment of the Open Door Room Operating Standards
2007	The "DNP Group Code of Conduct" established through a revision of the DNP Group Corporate Pledge and the Employee Code of Conduct
2008	Introduction of self-directed ethics training at overseas Group companies

Intellectual Property Efforts 1 2 3



Outline of Our Intellectual Property Efforts

Intellectual property education and awareness

We conduct intellectual property training that extends from the basics to practical use, so as to improve our intellectual property generation and application skills. Also, we cultivate fairness in our corporate culture so that the rights of others are respected as are ours by creating a compliance culture and by seeking to acquire strong rights.

Support for business activities

We seek to enhance our own patent portfolio, provide guidance for strategic patent applications and evaluation of patent specifications, and generate strong patents, so as to create and nurture intellectual property with high business values.

We also provide the results of analysis of the merits to the business segment and compliance-related issues of all agreements to show compliance with laws and existing agreements.

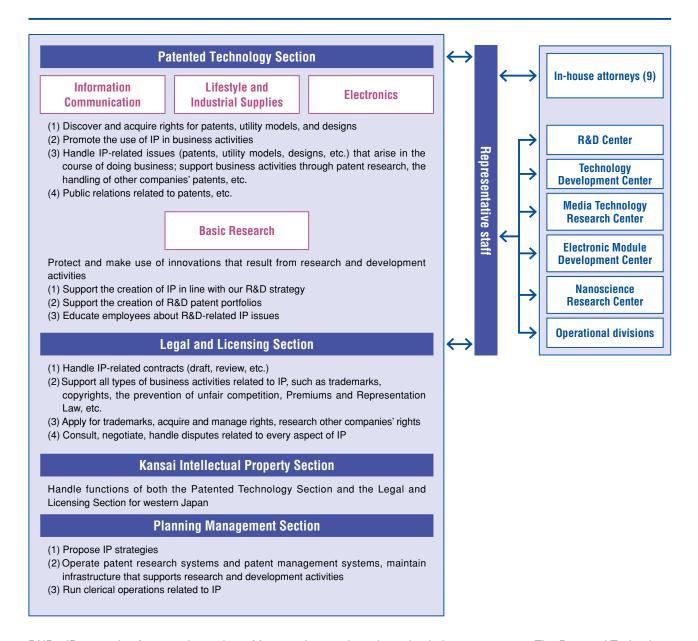
Ties with customers and society

We dispatch representatives to all intellectual property organizations (Japan Intellectual Property Association, Fair Trade Institute, Licensing Executives Society Japan), so as to contribute to the creation of an advantageous environment in the industry by offering positive recommendations.

We engage in active legal support of our clients by making design proposals that take intellectual property laws (copyrights, premium and representation rules, trademarks, etc.) into consideration and conducting training workshops.

Intellectual Property Efforts | 1 | 2 | 3

IP Promotion Framework



DNP's IP promotion 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 IP-related agreements and legal support. 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.

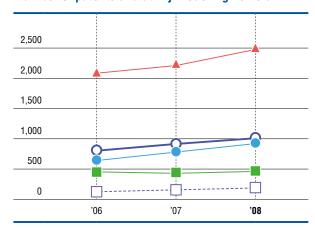
Intellectual Property Efforts 1 2 3



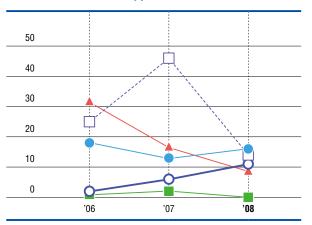




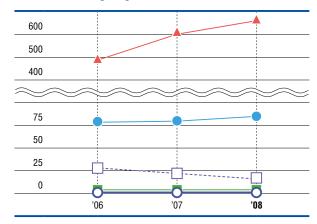
Number of patents and utility model rights held



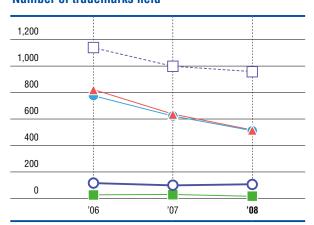
Number of trademark applications



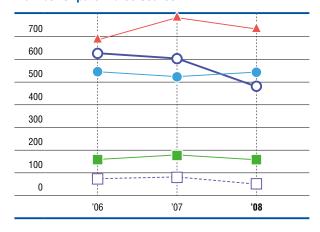
Number of design rights held



Number of trademarks held



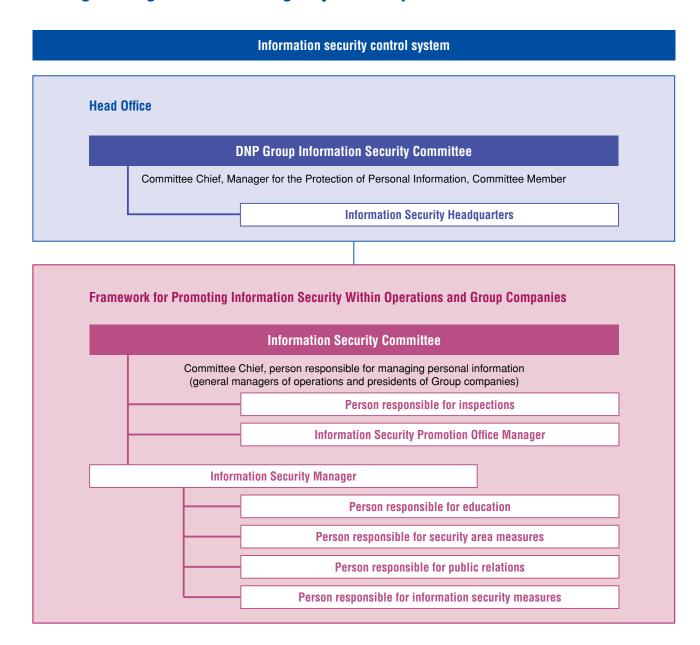
Number of patent disclosures



► Maintaining/Sustaining Information Controls and their Further Expansion 1 2



Strengthening Policies through System Improvements



► Maintaining/Sustaining Information Controls and their Further Expansion 1 2

Establishment of Internal Rules and Regulations

1999	Personal Information Protection Rules established	
2002	Revision of all rules pertaining to information security	
	Basic Information Security Policy established Basic Information Security Rules established	
2005	Revision of Basic Information Security Rules	
2006	Revision of Personal Information Protection Rules	

Establishment of a Management System

	Operations and Divisions		

(As of March 31, 2009)

Divisions that have acquired the Privacy Mark

Dai Nippon Printing

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

TRC, Inc.

DNP Data Techno

DNP Total Process Warabi

Direc

DNP Nishinippon

Kyoiku-Shuppan Co., Ltd.

MARUZEN Co., Ltd.

Acquisition of ISO and IEC27001 (JIS Q 27001) certification

Dai Nippon Printing, IPS Operations

DNP Electronics Device Operations

DNP Facility Services

DNP Digitalcom

DNP Data Techno Kansai

DNP ID Systems

► Important Information Security Measures 🚹 2



Measures at Offices Handling Personal Data

Examples of measures at data processing offices Entry/exit controls using biometrics preventing access by unauthorized persons Surveillance cameras that keep improper behavior in check **Physical** Pocket-free uniforms for on-site workers that prevent measures data from being taken out Separating the locations where information is written Finger vein authentication Iris verification turnstile gate onto media Checks using metal detectors Implementation of access logs **Technological** Minimal number of employees engaged in the work of writing on recording media measures Limiting work of writing on recording media to DNP Group employees Increased the frequency of recording media writing log checks

Physical Measures at Operational Bases

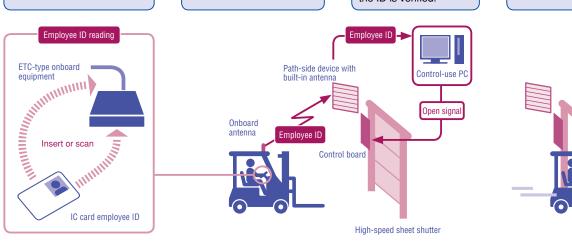
Forklift entry/exit system using ETC-type onboard equipment

The forklift operator inserts his employee ID in the onboard equipment, or scans it with an IC card reader.

The onboard antenna transmits a signal to the path-side device antenna so it can acquire employee ID information.

Employee ID verification is performed by the control-use PC. The shutteropen signal is sent to the control board after the ID is verified.

The forklift can pass after ID verification is complete and the shutter-open signal is transmitted to the shutter control board.

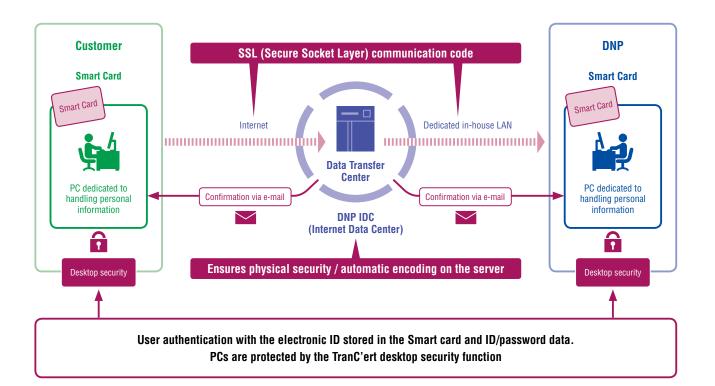


► Important Information Security Measures 1 2

Efforts toward Safe Data Transfer

Outline of the "Gendarme" system service for the safe transfer of personal data via networks

Accessed via web browser (Internet Explorer) + Smart card + Desktop security software ("TranC'ert," an application developed by DNP).



Sincere Dealings with Suppliers

▶ DNP Group CSR Procurement Standards 1 2 3

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 the DNP Group CSR Procurement Criteria covering all Group members.

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.

Sincere Dealings with Suppliers

► DNP Group CSR Procurement Standards | 1 | 2 | 3 |

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. *1
- 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. *2
 - *1 DNP Group Green Purchasing Policy http://www.dnp.co.jp/procurement/jp/policy.html *2 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.

Sincere Dealings with Suppliers

► DNP Group CSR Procurement Standards 1 2 3



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.

Requests from the DNP Group to All of Our Suppliers

1. Competitive Prices	Promote cost reductions by reviewing raw materials and making improvements in such areas as the efficiency of the manufacturing process.
2. Superior Quality	Manufacture products that have outstanding properties and design, and are friendly to the environment.
3. Safety and Stability of Products	Complying with laws related to environmental issues as a given, carry out product safety management that goes a step beyond the parameters of social responsibilities. Moreover, continue manufacturing products of consistently stable quality, regardless of changes that may occur to the manufacturing base, production line, or environment.
Reliability and Speed of Delivery	Properly maintain inventories and locate distribution bases appropriately to ensure that products are supplied in a reliable and speedy manner.
5. Establish a Risk Management System to Deal With Disasters and Other Emergencies	Have a risk management system in place, such as a BCP (Business Continuity Plan), that is functional even before any emergency situation occurs, and lay out a system capable of coping with any supply situation.
6. Stable Management	Enhance the management monitoring function and create a system to prevent management crises from occurring. Furthermore, maintain management conditions to ensure that ongoing business relationships are sustained.
7. Provide Information Promptly	Promptly provide information regarding such matters as new products, developed products, and low-priced products. And establish a system to immediately respond to inquiries regarding or requests to investigate the environmental, safety, price, or other aspects of products.
8. Nurturing Human Resources	Actively promote the nurturing of human resources by creating educational programs aimed at ensuring that knowledge of the company's technology and business operations is acquired by the employees efficiently and as early as possible.
Create a Sound Corporate Culture	Create a corporate culture where the employees are cheerful and have a positive attitude toward their work, and they are able to freely speak out about in-house issues.
10. Social Contributions	Actively promote efforts to make social contributions through the development, manufacture, sale of products, and other corporate activities.

Promoting Prompt Disclosure and Communication

Enhancing IR Efforts

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 actively 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 promoting 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 TD-Net (a system for the timely disclosure of information provided by the Tokyo Stock Exchange) and to the news media. We also promptly post such information on our website In addition, we provide information considered useful in enhancing the understanding of our company by posting this information on our website and/or in the news media.
(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 our settlement, in order to ensure fairness. However, even during that period of silence, we promptly disclose any information anticipated to cause major changes in our business results. Furthermore, we will respond to any questions regarding information that has already been disclosed.

Efforts to Realize a Safe and Convenient Society

The DNP Group's UD

Universal Design Declaration

A company such as DNP, which is closely tied to the business of information and developed "Shueitai" as its original typeface, is of course dedicated to print that is beautiful and easy to read. We have responded to an ever-changing Japanese language environment in which character types have increased and decreased, along with a transition from vertical to horizontal writing, and the use of coding and European languages, and we are always seeking to develop easy to read characters as we meet the increasing need for diversity in media and expression. Shueitai has never lost its shine since its birth during the Meiji Period, and continues today to meet the demand for beauty and ease of legibility for all readers of Japanese.

DNP's business has by now expanded from publication printing to commercial printing and Smart cards, and even further into packaging, living space materials, and electronics, so much so that it can be said that "Everyone, everyday, has some contact with DNP's products and services." We have expanded our "dedication to print that is beautiful and easy to read," which has been with us since our founding, to include "dedication to creating secure, safe and convenient products and services that are easy to use by every individual consumer."

Our determination to consider everyone is the source of our DNP Group UD. We have been striving to make all DNP products and services usable to as many people as possible. So as to make our UD efforts more fruitful, we established the DNP Group 5 Universal Design Principles. We blend a Universal Design perspective into every segment of our business, so as to meet the diverse needs of consumers and our over 30,000 client companies. Our UD efforts are a part of our goal of contributing to the realization of a universal society in which all can live comfortably and safely.

October 2008 Takashi Toida, Managing Director Chairman, UD Promotion Committee

Efforts to Realize a Safe and Convenient Society







5 Universal Design Principles in Packaging

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

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 intuitive, easy to open, embossed Braille, illustrations using pictograms



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

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Efforts to Realize a Safe and Convenient Society

UD Efforts 1 2 3







Packaging Design Guidelines - USE-FULL® Packaging -

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

"USE·FULL®" 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.

- 5 UD Principles in Packaging
- 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

Universal Design

Gentle for people

Gentle for products

Symphony of Function

Basic Packaging Functions

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

5 Environmental Response Principles in Packaging 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

Ecology

Gentle for the

Efforts to Realize a Safe and Convenient Society







Environmental Enhancement for Problem Solving

Outline of the Human Research Lab

The Human Research Lab is a specialized facility dedicated to examining the psychology and behavior of consumers, from product recognition through selection, purchase, and use. It has created its own methods for evaluating the degree to which brand value is correctly communicated to consumers, so that such evaluations can be used in proposals.

The Lab uses IT and other methods to survey items such as product recognition from ad tools such as posters and commercials, the effect on purchasing of storefront POP and package design, and the ease of use of package design and user manuals. Using a consumer behavior processing module systematized exclusively by DNP, the Lab conducts analysis and evaluation of communications media such as packaging and advertising so as to create a brand strategy that most closely fits with consumer values.

The Human Research Lab works closely with the PUL (Packaging Usability Laboratory), a facility that evaluates package usability, enabling a comprehensive evaluation of use-accessibility and product appeal

Consumer behavior processing module

This consumer behavior processing module systematized exclusively by DNP divides consumer behavior into three processes: Recognition, Selection and Purchase, and Use (including storage and disposal). Comprehensive brand evaluation is achieved through the detailed unearthing of issues in each of these processes.

The three analysis methods shown on the right are combined corresponding to the survey details, and a comprehensive evaluation is performed in which the degree to which the brand message of the product or service is being correctly communicated to the consumer.

Brand Analysis Methods

Psychological analysis	Analysis relying on interviews and questionnaires.
Behavioral analysis	Analysis of the actual experience of the product or service, such as what kind of product designs found on store shelves are often available.
Physiological analysis	Analysis that measures human physical response, such as line of sight, etc.

Providing the World's Highest Quality Products and Services

Providing the Highest Standard of Quality



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.
- 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.

Acquiring Certification for Quality Assurance

Certified food safety and quality management system for packaging HACCP certification status			
Operations/Group companies Factory Obtained in:			
Packaging Operations, DNP Technopack Yokohama	Yokohama	Oct. 2000	
DNP Facility Services	Cafeteria at the C&I Building	Mar. 2000	
DNP Hoso	Akabane	Mar. 2002	

Providing the World's Highest Quality Products and Services

Providing the Highest Standard of Quality 1 2



Acquiring Certification for Quality Assurance

Quality management system ISO9000 series acquisition 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	Nov. 2002	
DNP Digitalcom	Warabi, Kamiya	Dec. 1999	
Information Media Supplies Operations, DNP IMS	Sayama, Okayama	Jul. 1995	
Information Media Supplies Operations, DNP IMS Odawara	Odawara	Dec. 2007	
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	
Hokkaido Coca-Cola Bottling	Sapporo	Feb. 2007	
DNP IMS America	U.S.A. (Concord)	Apr. 1997	
DNP IMS Netherlands	Holland (Badhoevedorp)	Mar. 2009	
DNP Indonesia	Indonesia (Jakarta)	May 2002	
DNP Photomask Europe	Italy (Agrate)	Jan. 2005	





Diversity Promotion Meetings

	First meeting (December 22, 2008)			
Theme	"A Male-oriented society" and "A Diversity-oriented society (society in which diversity is respected)" ~ Female employees feel they are not accepted			
Lecture	"Realizing female employee potential brings success" Inemi Akita, President, Ms Co., Ltd.			

	Second meeting (January 19, 2009)				
Theme	What constitutes fair and just personnel development and hiring for women? ~ The need for role models				
Lecture	"My career" Minako Miyama, General Manager, C&I Operations				
Lecture	"What we can see from career examples" Masanobu Suzuki, General Manager, Career Counseling Center				

Third meeting (February 23, 2009)			
Theme	Creating a workplace environment that takes advantage of our systems ~ Work-life balance perspective		
Lecture	Akio Doteuchi, Chief Researcher, NLI Research Institute		

Respect for Diversity 1 2

Flexible Work Styles

2 - 1

It is important for everyone seeking their full potential as professionals to achieve a balance between hours spent working and those spent pursuing self-awareness and a rich personal life, while considering both one's career plan and life plan. It is similarly important to respect the time resources of others. DNP has established a variety of systems based on this thinking, and is developing their use.

Results of efforts		FY2008	FY2007	FY2006
Employment system Flexible employment system incorporating: • Flex time system • Discretionary working system • Part-time working hours, etc	Coverage (simple)	58.6%	63.0%	63.3%
Leave system Diverse leave systems that accommodates individual lifestyles. • Annual paid vacation (maximum of 20 days a year) • Childcare leave • Life-support leave Annual paid leave	% taking leave (simple)	34.3%	34.4%	34.4%
Family nursing care leave Up to 366 days per eligible family member, no limit on the number of times	Participants (simple)	4	2	0
Consultation office Consultation with specialists about the topics of housing (financial	No. of consultations	1,878	1,638	1,535
planning, housing selection, design and construction), legal issues (inheritance, family matters, and accidents), taxes, and sexual harassment.	On-site consultation	Nationwide 11 locations Total 28	Nationwide 6 locations Total 24	Nationwide 6 locations (January 2007~)
Life Plan Consulting Provides information about pensions, employment insurance, motivation for living, lifelong education, etc. to assist individuals with planning for life after retirement.	No. of consultations	Around 300	Around 1,800 (respones to pension record issues)	718

Respect for Diversity 1 2

Flexible Work Styles

2 - 2

Results of efforts		FY2008	FY2007	FY2006
Life planning promotion system Joint labor-management programs, such as the distribution of magazines and holding seminars	Results of guidance/ explanatory meetings held	"Preparatory guidance" for 55 and 54-year-olds Explanatory meeting about public pensions, employment insurance for 57-year-olds	"Preparatory guidance" for 55-year-olds Explanatory meeting about public pensions, employment insurance for 58 and 59-year-olds	Distribution of "Design Book" to 45-year-olds "Preparatory guidance" for 55-year-olds Explanatory meeting about public pensions, employment insurance for 58 and 59-year-olds
	Participants (including spouses)	977	844	939
		Persons seeking consultation 217	Persons seeking consultation 196	Persons seeking consultation 136
<u> </u>	Career counseling center Provides counseling and guidance regarding career		Practical Course In Career Design	
development		(Diversity Promotion Meetings, New Employee Training)	Held 4 times, 30 participants	Held 3 times, 25 participants
	Congratulatory/ Condolence benefit	8,912	8,005	7,595
Mutual relief association The continuous creation of independent structures for mutual relief efforts funded jointly by the company and the labor unions.	All loan types	133	122	121
	Children's scholarship (scholarship, stipend)	63	62	54

Support for Success of Personnel Diversity 1 2



Female Employee Active Support Meetings

Results of efforts	FY2008	FY2007	FY2006
Female Employee Active Support Seminars No. of enrollees (cumulative total since FY2006)	675	393	148
Network learning participants "Female Success Support Course" (cumulative total since June 2003)	2,288	2,038	1,825

Efforts to Employ the Physically-Challenged

Results of efforts	FY2008	FY2007	FY2006
 Enhancing facilities and work development so as to provide for success for the physically-challenged Implementation of ongoing recruitment Implementation of normalization training for supervisors where physically-challenged employees are located 	Hiring rate: 1.81%	Hiring rate: 1.74%	Hiring rate: 1.87%
	(simple)	(simple)	(simple)

Efforts to Employ Senior Citizens

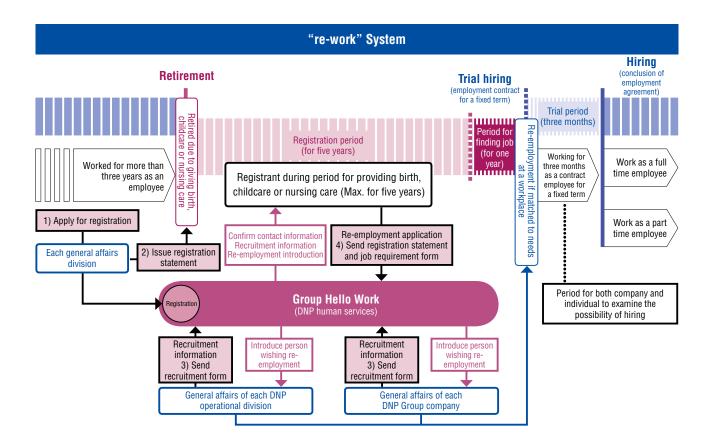
Results of efforts	FY2008	FY2007	FY2006
Senior officer system Employees who want to continue working as seasoned professionals after reaching their mandatory retirement age may continue as a "Senior officer" after consulting with the company.	Employees using the system 81.5% (simple)	Employees using the system 77.3%	Employees using the system 65.8%

Support for Success of Personnel Diversity

1 2

Efforts to Re-employ People who Left Work

Results of efforts	FY2008	FY2007	FY2006
"re-work" System 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 put their experience to work again and become employees.	As of March 2009 Registrants 80 Number re-employed 0	As of March 2008 Registrants 67 Number re-employed 2 As of March 2007	As of March 2007 Registrants 45



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 this "Group Hello Work" system for the re-employment of registrants, and anticipate an increase in re-employees in the future.

For an Inspiring Workplace

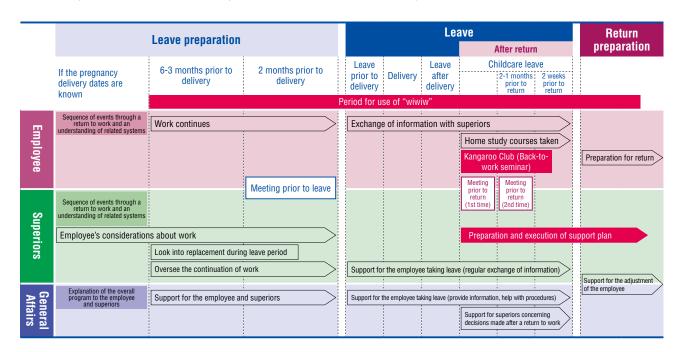
Support for the Development of the Next Generation

Childcare Leave

Results of efforts	FY2008	FY2007	FY2006
Childcare leave • 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.	Participants 109	Participants 86	Participants 77
	(simple)	(simple)	(simple)

Back-to-Work from the Childcare Program

This system supports employees so they can feel secure about taking leave for childbirth or childcare and smoothly return to the workplace afterward while seeking a balance between work and family life.



Results of efforts	FY2008	FY2007	FY2006
Registrants for Internet program "wiwiw", for support for returning to work after childcare	As of March 2009 125 (simple)	As of March 2008 84 (simple)	As of March 2007 54 (simple)
Participants in the "Kangaroo Club" back-to-work seminar	January 2009 Tokyo 56 persons (12 males) Osaka 8 persons	January 2008 Tokyo 40 person Osaka 6 persons	January 2007 Tokyo 27 persons Osaka 10 persons

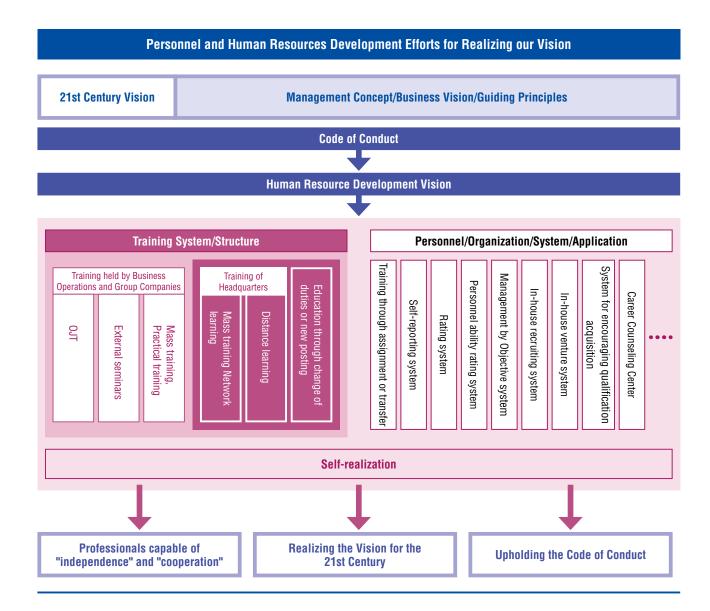
Creating a Creative and Energetic Corporate Culture
1
2
3



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.





Creating a Creative and Energetic Corporate Culture

1	2	3
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Personnel Data

For DNP (simple) as of March 2009

Simple	Simple Director		Senior Expert (Leadership position level 2 and above)	Employees	Average age	Average number of years continuously employed
Male		24	1,418	8,396	38.0	14.8
Female		0	18	1,456	30.6	8.8
Total		24	1,436	9,852	37.0	14

Consolidated	Overseas Group companies Directors	Overseas Group companies Employees	Employees
	Local: 29	Asia: 4,835 America: 452	Male: 33,467
	Japan: 76	Europe: 299 Oceania: 2	Female: 6,850
	Total: 105	Total: 5,588	Total: 40,317

Work status data

	Number of employees retiring, according to reason			Annual turnover ratio* (simple)		New employee settlement	No. of part-time
	Personal reasons	Reached retirement age	Number of employees at end of previous year	Personal reasons	Reached retirement age	status (percentage still at company after 3 years)	/ non-regular employees (simple)
FY2008	221	81	9,396	2.35%	0.86%	86.5% (joined DNP in 2005)	891
FY2007	258	84	9,003	2.90%	0.90%	88.0% (joined DNP in 2004)	402
FY2006	251	83	8,597	2.90%	1.00%	87.1% (joined DNP in 2003)	383

^{*}Turnover rate: Number of employees that left service/ number of personnel at the end of previous fiscal year

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Creating Pleasant Workplaces that Increase Group Dynamism

Creating a Creative and Energetic Corporate Culture

1	2	3
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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.

Results of efforts		FY2008	FY2007	FY2006	
New hiring (Simple)		Accepted in FY2009	Accepted in FY2008	Accepted in FY2007	
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	Clerical	Male 122 Female 65 Total 187	Male 110 Female 58 Total 168	Male 99 Female 51 Total 150	
ployees as recruiting partners to give candidates a real-life picture of our company.	Technical	Male 183 Female 58 Total 241	Male 212 Female 55 Total 267	Male 208 Female 52 Total 260	
Mid-career hiring (Simple) 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.		Accepted in FY2008 31	Accepted in FY2008 74	Accepted in FY2006 57	
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 2008: 85 interns were accepted in 45 categories	During August – September 2007: 104 interns were accepted in 83 categories	During August – September 2006: 105 interns were accepted in 74 categories	

► Fair Evaluation and Treatment

Development of Various Systems

Results of efforts		FY2008	FY2007	FY2006
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. 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.	JPY6,818,780	JPY6,945,465	JPY7,110,982	
Evaluation/compensation systems (management by objective system, etc.)				
At regular intervals, employees sit down with their su ture performance targets and their evaluate past performance targets and their evaluate past performance supervisors increase mutual understanding thro counseling. Evaluation results are directly reflected nuses. This expanded to nearly all employees in October of from personnel evaluation results expanded to generating with the 2005 winter bonus.	ormance. Employees ugh discussion and in salaries and bo- 2003, with feedback			
Award system	For job performance (special annual award)	37 awards	37 awards	47 awards
This system includes awards for job performance, achievement of goals, and years of service (25 years) - based on results achieved semiannually	For achievement of goals (special annual award)	23 awards	22 awards	26 awards
and annually.	For years of service	495 persons	486 persons	461 persons

Human Resources Development Support

Support for Employees Seeking Career Advancement

2 - 1

In-house recruiting system

Personnel with specialized skills capable of bringing about the realization of new solutions, business development, technological development, or product development in line with the DNP Group's business strategy are recruited from within the Group, so as to achieve the effective use of personnel and the enlivening of organizations. The employee is given the opportunity to choose his or her workplace independently, which supports career formation. DNP has had this system in place for more than 10 years, and so far approximately 450 employees have been selected out of a total of 1700 applicants.

Results of efforts

Self-reporting system

Employees fill out a "Self-Reporting Form" once annually, in which they describe the form they would like their career to take and note the kind of self-realization steps and workplace transfers they desire toward that end. The report is then submitted to the employee's superiors, who can then offer guidance and training to their subordinates through communication, promoting a free and vigorous atmosphere and deepening the relationship of trust while hastening the building of the employee's awareness of self-realization. It also develops a consciousness of guidance and development in both the supervisor and the subordinate.

In-house venture system

Shifts in business models continue apace in a management environment that is experiencing rapid changes, such as digitalization, networking, personalization, and globalization, so the rapid creation of new business has become necessary. This system, inaugurated in 2000, is a program we have implemented to unearth the seeds of new businesses buried within our company and to make active use of the ideas of our employees. Under this system, an employee submits a new business idea, and if it passes an in-house examination DNP provides a variety of forms of support, such as funds, personnel, and facilities, with the employee that came up with the idea of running the business as a manager. This system provides career formation opportunities for employees and enlivens the corporate culture. Six companies which successfully underwent the examination process have been established since the introduction of this system.

In-House Learning in a different department

Under this system, an employee can take the initiative in requesting the opportunity to accumulate experience in another department or office for a fixed term, after which the employee returns to his or her original position and puts the new knowledge and skills into practice. This system expands the range of work that the employee can undertake, and also improves quality. During the employee's tenure at the transfer department, the superiors there provide support for the visiting employee's goal attainment, and afterward both the employee and the superiors at both the employee's original and transfer departments discuss the situation thoroughly so as to ensure appropriate reassignment after the employee has returned.

► Human Resources Development Support

Support for Employees Seeking Career Advancement

2 - 1

Results of efforts	FY2008	FY2007	FY2006
Qualification support program This program pays incentives to employees who acquire specialized	Recipients 745 (Simple: 362)	Recipients 783 (Simple: 279)	Recipients 593 (Simple: 270
knowledge, skills, or qualifications needed for their job (covers about 130 types of qualification, up to 100,000 yen).		rees with qualification hnology necessary f	
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 to 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 the following three qualifications: Specialized knowledge, skills, and creativity; Recognition and confidence received from colleagues; Leadership ability. Leadership ability is especially important because the passing on of skills is at the core of this system.	Designees: 2 Cumulative total of recipients at end of March 2009: 49	Designees: 0 Cumulative total of recipients at end of March 2008: 47	Designees: 0 Cumulative total of recipients at end of March 2007: 47
Special skills recognition program This system rewards Employees with an exceptionally high level of specialization as technology researchers, developers and planners, whose talents are recognized widely both inside and outside the company. There are two reward levels corresponding to the specialization level.			
(1) Chief Researcher/Chief Planner	Designees: 0	Designees: 3	Designees: 0
We take certification applications once a year from people using their specialized skills in 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.	Cumulative total of recipients at end of March 2009: 16	Cumulative total of recipients at end of March 2008: 16	Cumulative total of recipients at end of March 2007: 13
(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 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 set targets for their career development based upon the achievement of these Certification Criteria.	Designees: 0 Cumulative total of recipients at end of March 2009: 1	Designees: 1	-

Promoting Human Resources Development 1 2



Chart of Training According to Level

	Level	Staff	Sales	Planning and development	Research and development	Technical engineering	Production management	Production	
	Operation General Manager Division General		Divisi	on General Mana Wor	ger training, Org k streamlining n			aining/	
_	Manager							Plant Manager training	
_ead	General Manager		Ger	neral Manager tra	ining/advanced r	management tra	ining		
Leadership						Technical General Manager training	Production Control General Manager training		
	Manager			Management for	undation training			Manager training	
		Ne	ew managemer	nt-level employee	training/New ma	anagement-level	follow-up traini	ng	
	Assistant Manager							Assistant Manager training	
	Foreman							Foreman training	
	5~6 years after joining the			Step-up	seminar				
General employee	company 2 years after								
rale	joining the			Second-year foll					
mpl	company		Seco	nd-year follow-up	· ·	ration)			
oyee	1 year after joining the company		First-year follow-up education						
	First-year follow-up education (Operation)								
	Upon joining the company			Operation introd	uctory education				
				New employee gı	uidance educatio	n		Operation introductory education	

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

Promoting Human Resources Development 1 2

Training Programs (Overview)

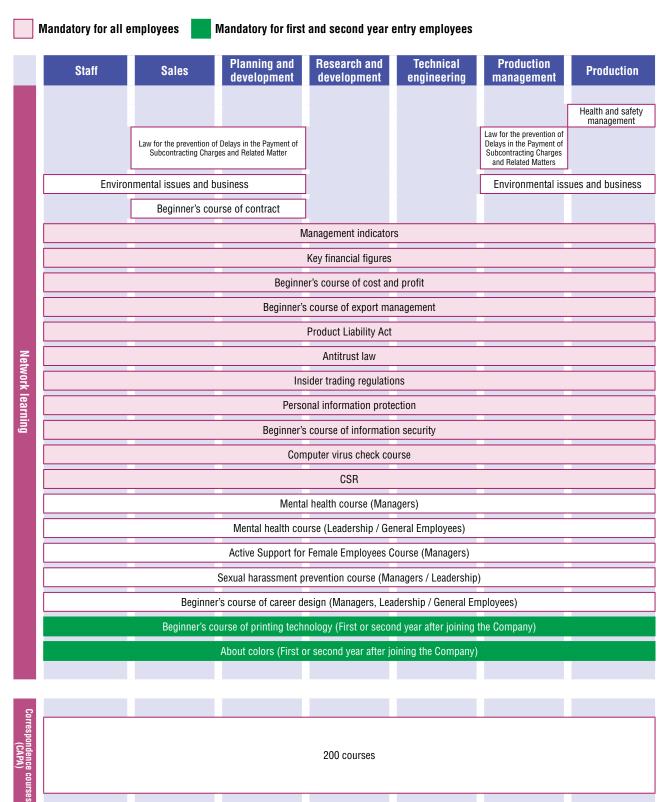
2 - 1

Staff	Sales	Planning and development	Research and Development	Technical engineering	Production management	Production
Labor m anagement education]	Planning enforcement training			IE experts training	
	Work streamlinii	ng expert training				
			Tech	nical seminars (90 cou	irses)	
New entry staff education	S	olution business traini	ng			Leader's expertise training
	Netw					
	Sa	les and planning semi	nar			
	Pro	ject management trair	ning			
	Sales and planning inte	ellectual properties basic	Engineering intelled	etual properties basic		
	Sales and planning intelle	ectual properties advanced	Engineering intellectu	al properties advanced		
	Preparatory course fo Exam	r Promotional Marketer ination		Mechatronics training		
			IT experts' training			
		Seminar	for administrator qua	alification		
		Seminar for inform	nation security admini	strator qualification		
			Training for the thir	d type lead electric tec	hnician qualification	
			Training for the seco	nd type lead electric te	chnician qualification	
		New busine	ess development supp	ort seminar		
		Ne	ew career design train	ing		
		Busine	ss manner instructor	training		
			Trainer education			
			Normalization semina	r		
		Sign lang	uage course (regular,	advanced)		
		International comm	unication skills (Englis	sh, Chinese, Korean)		
		Inter-c	cultural management t	raining		
	Global human res	ource development tra	nining, Global human	resource development	follow-up training	
		Co	mputer literacy educa	tion		
		Semina	r to support women's	careers		

Promoting Human Resources Development 1 2

Training Programs (Overview)

2 - 2









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.

We have also established the DNP Group Health & Safety Liaison Council at the center of the DNP Group Health & Safety Promotion System, to work together with each Operations and Group company Health & Safety Liaison Council, as well as with the Health & Safety Committees at each worksite, to improve the health and safety standards of the Group.

Results of efforts	S	FY2008	FY2007	FY2006
Standards and guidelines Improving the DNP Group's overall health and safety standards is vital to solving health and safety issues. Therefore, we have established shared Health & Safety Control Regulations for the entire DNP Group to serve as the foundation for Group activities, and are also creating the necessary bylaws and guidelines.	Major standards and guidelines established	DNP Group Health & Safety Control Regulations DNP Group 1st Work Accident Prevention Basic Plan DNP Group 1st Health Maintenance Improvement Basic Plan DNP Group Health & Safety Committee Bylaws DNP Group Health & Safety Education Guideline DNP Group Risk Assessment Guideline Other regulations and guidelines are being composed, and will number 21 in all.	Workplace environment standards Guidelines for preventing noise in the workplace Guidelines for tobacco smoking Guidelines for preventing industrial accidents caused by machinery, etc.	
Okill immunation	Qualification holders	End March 2009	End March 2008	End March 2007
Skill improvement	Industrial sanitation administrator	432 persons	437 persons	385 persons
Promotes activities that are tailored to each workplace, and seeks to	Operation chief	2,676 persons	2,581 persons	2,367 persons
improve employees' skills when necessary to allow the Health and Safety Committees to function ef-	Completed technical course for restricted work operations	6,352 persons	6,403 persons	6,051 persons
fectively.	Completed special educational course	2,887 persons	2,692 persons	1,955 persons
Accident prevention We analyze potential hazards and take steps to prevent accidents involving revolving machinery, which is a major cause of industrial accidents.	Work Accident Occurrence Rate (rate of accidents accompanied by lost worktime)	January ~ December 2008 0.49%	January ~ December 2007 0.47% DNP's Work Accident Occomparison to that of all within the printing indus	industries as well as

^{*} Work Accident Occurrence Rate (rate of accidents accompanied by lost worktime): victims of accidents accompanied by lost worktime/ cumulative total of working hours (Unit: 1 million hours)

➤ Worksite Safety | 1 | 2



DNP Group 1st Work Accident Prevention Basic Plan Numerical Targets

The 11th Work Accident Prevention Plan issued by the Ministry of Health, Labor and Welfare calls for a 20% or greater reduction in fatal accidents and a 15% or greater reduction in worksite injury accidents in 2012 in comparison to 2007.

The DNP Group has set the following targets, which take the 2005 ~ 2007 trend rates as well as the 2008 results into consideration. These are to be achieved by continuous efforts to reduce worksite accidents through the synergistic effects of our increasingly strengthened measures.

(1) Reduction of serious accidents

Rate of accidents accompanied by lost worktime of 0.30 or less in 2011 (61% or less in comparison to 2008)

(2) Reduction of worksite accident occurrence

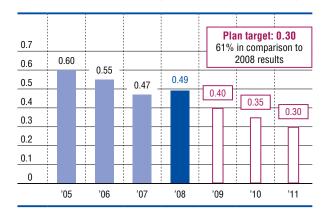
Overall Work Accident Occurrence Rate, including accidents not accompanied by lost worktime, of 2.00 or less (66% or less in comparison to 2008)

While it is not indicative of the rate at which measures are being strengthened, the target level is 0.1 or less, which is premised upon prevention of fatal accidents.

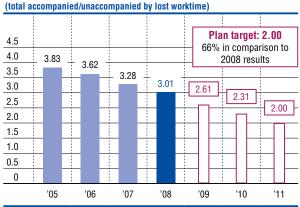
Trends in DNP Groun	atore	Period and targets of the 11th Work Accident Prevention Plan							
Trends in DNP Group Work Accident Indicators					DNP Group 1st Basic Plan			Comparison with 2007	
Group work accident results	2005	2006	2007	2008	2009	2010	2011	2012	; WIGH 2007
Number of accidents accompanied by lost worktime (occurrences)	38	40	36	39	(33)	(29)	(25)		
Number of accidents not accompanied by lost worktime (occurrences)	204	224	316	202	(185)	(164)	(142)		
Total for both (occurrences)	242	264	252	241	(218)	(193)	(167)		i ! !
Work Accident Occurrence Rate (accompanied by lost worktime)	0.60	0.55	0.47	0.49	0.40	0.35	0.30	0.38	20% reduction
Total Accident Rate (accompanied/ unaccompanied by lost worktime)	3.83	3.62	3.28	3.01	2.61	2.31	2.00	2.79	15% reduction
Rate of strengthening of measures	0.016	0.017	0.204	0.106	0.1 or less	0.1 or less	0.1 or less		

^{*}The DNP Group 1st Work Basic Plan numerical targets (number of occurrences) are based on 2008 cumulative work hours.

Work Accident Occurrence Rate (accompanied by lost worktime)







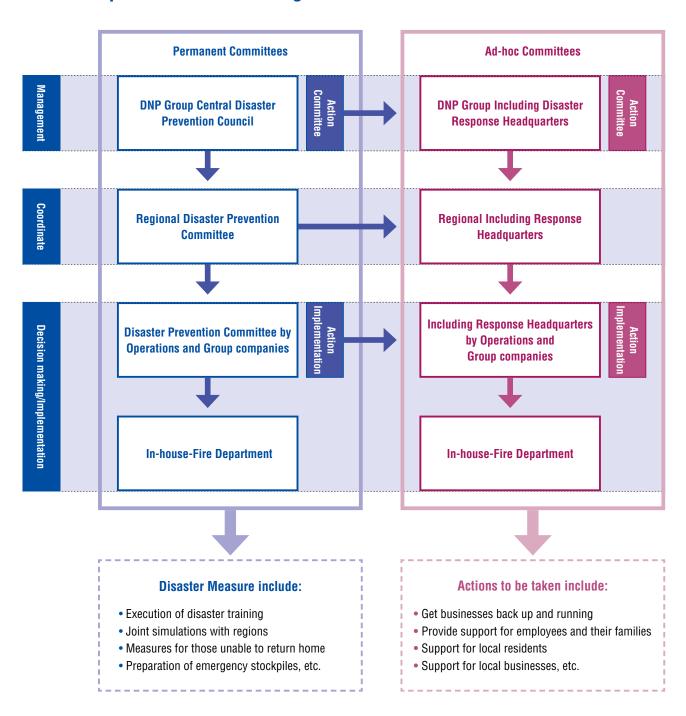
Nurturing Active Health Maintenance Improvement

Systems and Structures

Results of efforts	FY2008	FY2007	FY2006	
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.	Ratio of employees receiving the general health exam	January to December 2008: 99.64%	December 2008: December 2007:	
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).	Number of employees receiving checkups	82,752 persons	84,012 persons	83,544 persons
Smoking measures Smoking measures conducted based on each worksite to protect nonsmokers from		No change	No change	Creation and implementation of the "DNP Group Smoking Guideline" that stipulates standards for separate smoking areas and smoking regulations.
Various health consultation services We provide a consultation system for employees and their families to get advice from medical specialists about disease or medical therapy, and also provide support for health maintenance through nutrition consultation and exercise consultation.	Health consultation office Telephone health consultation (including family members) Mental health consultation Nutrition consultation and exercise consultation	January to December 2008: Total number of consultations 5,672	January to December 2007: Total number of consultations 6,172	January to December 2006: Total number of consultations 6,077
Mental health DNP is shoring up educational programs a consultation opportunities so as to support mental health. We have continued in impleducation by distributing our guidebook, our own videos and intranet-based courses by specialists at the Tokyo Ichigaya medical surance union clinics in the Kansai area.	t and improve employee ementing mental health holding lectures, using . We also offer checkups	"Power Up Course" for General Affairs (Total 3 sessions) Mental health checkups for all employees		

Secure Working Environment

DNP Group Natural Disaster Organization



► DNP's Unique Corporate Philanthropy 1 2 3



The DNP Group 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.

DNP's Unique Corporate Philanthropy | 1 | 2 | 3 |





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 reinvesting 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

► DNP's Unique Corporate Philanthropy 11 | 2 | 3





Supporting Culture by Providing Art

2 - 1

Art Sources



ggg (Ginza Graphic Gallery)

Location: 1F, DNP Ginza Bldg., 7-7-2 Ginza, Chuo-ku, Tokyo

Established: 1986

The ggg is a gallery specializing in graphic design. Exhibitions featuring Japanese and foreign artists, groups, and organizations are held.



ddd Gallery

Location: 1F, Namba SS Bldg., 1-17-28 Minamihorie, Nishi-ku, Osaka

Established: 1991

The ddd brings exhibitions first held at the ggg to the Kansai area, and also holds exhibitions of art originating in Kansai.





CCGA (Center for Contemporary Graphic Art)

Location: 1, Miyata, Shiota, Sukagawa-shi, Fukushima

Established: 1995

The CCGA is a base for graphic arts exhibitions and research, centering on the works in the Tyler Graphics Archive, which it holds in storage.







LOUVRE - DNP

LDML (Louvre - DNP Museum Lab)

Location: DNP-Gotanda Bldg, Ground floor, Nishi Gotanda, 3-5-20,

Shinagawa-ku, Tokyo Established: 2006

The LDML is a joint project between DNP and the Louvre for finding

"new ways of art appreciation."





MMF (Maison des Musées de France)

Location: DNP Ginza Annex, 7-7-4 Ginza, Chuo-ku, Tokyo

Established: 2003

The MMF provides information about French exhibitions and art museums to the general public, and sells museum goods.

► DNP's Unique Corporate Philanthropy 1 2 3





Supporting Culture by Providing Art

2 - 2

Art Information Sources (websites)



DNP Gallery

http://www.dnp.co.jp/foundation/

- This site introduces the graphic arts and design-themed exhibitions held at the three main DNP art locations.
- CCGA Graphic Design Archive



Maison des Musees de France (MMF)

http://www.museesdefrance.org/

This site introduces the mission and activities of the MMF, as well as art galleries and museums in France.



Louvre - DNP Museum Lab (LDML)

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

This site helps visitors enjoy the LDML twice as much by providing a guide to exhibitions and lectures, as well as to make viewing appointments or to relive the LDML experience.



DNP Museum Information Japan-artscape

Japanese: http://artscape.jp/

This site, well-known to art fans, offers information about Japanese art museums and exhibitions, and is updated twice a month.

International: http://www.dnp.co.jp/artscape/eng/

This site provides monthly updates by native English speaking researchers and critics on art museums and exhibitions in Japan.

Contribution to Communities

Inquiries

Support for Child Education through Kidzania Exhibits



DNP is an official sponsor of Kidzania Tokyo and Kidzania Koshien.

0570-06-4646

Urban Dock LaLaport Toyosu

2-4-9 Toyosu, Koto -ku, Tokyo Kidzania Tokyo

> Hours (Entrance covers both areas) Area 1: 9:00 ~ 15:00 Area 2: 16:00 ~ 21:00

Kidzania Tokyo Information Center

LaLaport Koshien

1-100 Hachiban-cho, Nishinomiya City, Hyogo Kidzania Koshien

Hours (Entrance covers both areas)

Area 1: 9:00 ~ 15:00 Area 2: 16:00 ~ 21:00

0570-06-4343 **Inquiries** Kidzania Koshien Information Center

► DNP Group Environmental Action 1 2 3 4 5 6 7

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)

► DNP Group Environmental Action | 1 | 2 | 3 | 4 | 5 | 6 |

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., and is entirely independent of the data found in the environmental sections of the CSR Report.

Environmental Accounting

Purpose

1. Use as an environmental management tool for the DNP Group

- (1) Environmental accounting produces a breakdown of environmental conservation costs that can be used as a reference for determining the effectiveness of environmental conservation activities.
- (2) 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.
- (3) 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

- (1) Environmental accounting provides the means for the public release of our environmental conservation efforts and their
- (2) 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

- (1) Period covered: April 1, 2008 through March 31, 2009 (Environmental conservation facilities are those considered as of March 31, 2009)
- Scope of coverage: Of companies subject to our consolidated financial accounting, environmental accounting was applied to the Group's domestic manufacturing companies (44 companies), one distribution company, one in-house food catering company.
- (3) Monetary unit: All monetary figures are expressed in billions of yen, rounded off to the nearest million.
- (4) Announcement format: We used the format designated in the Ministry of the Environment "Environmental Accounting Guideline" 2005 edition.
- (5) Basis for the environmental conservation cost
 - 1) The environmental conservation costs include depreciation expenses for investments.
 - 2) 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.
 - 3) R&D costs are the total costs incurred by our 12 R&D centers in the development of environmentally conscious products and manufacturing equipment
- (6) Basis for environmental conservation benefits
 - 1) 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.
 - 2) 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.
 - 3) 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.
 - 4) The benefit corresponding to the transportation environmental impact is converted to the energy usage reduction benefit to the shipper at the time the goods, etc. are transported.
- (7) Bases for the calculation of the economic benefit of environmental conservation activities
 - 1) 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).
 - 2) The calculation of business activities was performed using the added-value indicated in Item 6 of the above benefit calculation basis.
 - 3) For unit consumption, we use (waste disposal cost/added-value).
 - 4) The benchmark period unit consumption is the gross average value for the three-year period up to and including the previous term.

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Environmental Controls through Management Systems

► DNP Group Environmental Action 1 2 3 4 5 6 7

Results of our Environmental Accounting

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Table (1) Environmental conservation costs (Categories corresponding to business activities) (Unit: million yen)										
Octorow	Inves	tment	Expense		Dataile of Maior Effects	CSR Report				
Category	2007	2008	2007	2008	- Details of Major Efforts	webpage				
(1) Business area cost										
1) Pollution prevention costs	618	1,081	2,552	2,399	Deodorizing equipment, VOC collection and disposal equipment, installation of wastewater treatment facilities, sound abatement shield installation	56, 58, 64				
2) Global environmental conservation costs	526	226	518	524	Inverter installation, insulation installation	58-62				
3) Resource circulation costs	30	258	2,649	2,238	Increase in compressors, separation recycling, zero emissions (conversion to RPF / cement ingredients), use of recycled water	57-60, 65-66				
(Total business area costs)	1,174	1,565	5,720	5,161						
(2) Up/downstream costs	0	0	216	190	Container and packaging recycling expense burden, recycling system development	67-69				
(3) Administration costs	20	0	2,045	2,073	ISO14001 inspection and registration costs, environmental measurement costs, environmental report composition costs	54-56, 67				
(4) R&D costs	0	0	2,385	2,755	Research and development into environmentally conscious products and production methods	67-69				
(5) Social activities costs	0	0	18	21	Cleanup of areas outside the plant compound, support for activities of environmental conservation groups	55				
(6) Environmental remediation costs	0	0	0	0		56				
Total	1,194	1,565	10,383	10,200						

Environmental conservation costs to total costs ratio										
Category	Consolidated Total Costs	Costs	Ratio	Details of Major Environmental Conservation Costs	CSR Report webpage					
Investment of current period	96,100	1,565	1.63%	Deodorizing equipment, VOC collection and disposal equipment, expansion of wastewater treatment facilities, insulation installation, etc.	59-60					
R&D cost of current period	34,111	2,755	8.08%	Non-PVC decorative sheets, Biomass materials, product weight reduction, materials for charging photovoltaic cells waterbased inks, etc.	67-69					

DNP Group Environmental Action 1 2 3 4 5 6 7

Results of our Environmental Accounting

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Table (2) Environmental Conservation Benefits							
	Category of indicator		Value			Page(s) on	
Category	showing benefit	2007	2008	Difference	Remarks	which data is listed	

(1) Environmental conservation benefit related to resources input into business activities

1) Benefit arising from supplied resources

Total energy input volume	Energy consumption (TJ)	21,810	20,601	-1,209	All consumed energy was converted into average value in calories	57-58
	Added-value unit consumption for the above (TJ/100 million yen)	4.64	4.94	0.30	Energy increased by 0.30TJ per 100 million yen in added value	61-63
Input volume of	Water usage (1,000 m ³)	18,200	15,900	-2,300	Water supply, industrial water, and well water	
water	Added-value unit consumption for the above (1,000 m³/100 million yen)	3.87	3.81	-0.06	Water decreased by 60m³ per 100 million yen	57-58
Input volume of main raw materials (paper, plastic, metal, etc.)	Supplied amount (1,000 tons)	2,662	2,487	-175	Total weight of paper, plastic, ink and metals	57-58
	Amount of undesired materials generated/supplied (%)	12.9	13.4	0.5	Ratio of unwanted materials that are main raw materials	57-58, 65

2) Environmental conservation benefit related to waste or environmental impact originating from business activities

	SOx emissions (tons)	85	16	-69			
Emissions to the	NOx emissions (tons)	794	735	-59	Calculated from supplied energy	57-58. 64	
air	Environmental pollutant emissions volume (VOC emissions volume) (tons)	11,100	10,570	-530	Including 15 substances covered by the PRTR report	0, 00, 0.	
Water quality	COD discharge (tons)	56.7	45.4	-11.3	Calculated from the amount of discharged water and average concentration	- 57-58. 64	
water quality	Emissions of environmental pollutants (354 PRTR substances) (tons)	0.0	0.1	0.1	Emissions of substances, ethylene glycol, phenol and Boron	37-30, 04	
	Generated undesired materials (1,000 tons)	453.3	410.6	-42.7	Including undesired materials other than main raw materials	57-58, 65	
	Discharged waste (1,000 tons)	84.7	70.6	-14.1	Total waste subcontracted to waste disposal companies		
Water emission volume	Added-value unit consumption for the above (ton/1 million yen)	0.180	0.169	-0.011	Reduction of 11kg per JPY1 million of added value		
	Recycle rate (%)	99.0	99.1	0.1	Not achieved for waste plastics (95.9%) and glass (65.1%)		
	Emissions of environmental pollutants (354 PRTR substances) (tons)	2,253	2,193	-60	Total for 30 substances reported	64	
Volume of green gas emission	Emissions of greenhouse gasses (1,000 t-CO ₂)	1,091	1,012	-79	Total GHG including emissions by incinerators and drying furnaces	57-58	
	Added-value unit consumption for the above (ton/100 million yen)	232	243	11	Increased 11 tons of emissions per 100 million yen added-value	61-63	

► DNP Group Environmental Action 1 2 3 4 5 6 7

Results of our Environmental Accounting

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	Table (2) Environmental Conservation Benefits								
0-4	Category of indicator	Value	Dde	Page(s) on					
Category	showing benefit	2007 2008 Difference	Remarks	which data is					

(2) Environmental conservation benefit related goods and services produced from business activities

1) Benefit related to goods produced by business activities

CO ₂ emissions after product shipment	CO ₂ emissions (1,000 t-CO ₂)	291.1	313.1	22.0	Emitted at incineration and recycling of used containers and packaging	67
	CO ₂ emissions / volume of products	1.12	1.10	-0.02	Reduction of CO ₂ emissions of 0.02t per 1t of product	07

(3) Other environmental conservation benefit

1) Benefit related to the environmental impact of transportation

Energy usage amount during shipment of goods (kl)	32,000	29,200	-2,800	Energy usage during transport as freight	63
Energy usage amount during transport/gross sales (kl/100 million yen)	1.98	1.84	-0.14	0.14 kl reduction per JPY100 million of sales	03

Table (3) Economic Benefits of Environmental Conservation Activities

Economical benefits of environmental		Amount			Page(s) on
conservation activities	2007	2008	Difference	Remarks	which data is listed

(1) Increased sales

1) Economic benefit of R&D costs

(million ven)	Sales of environmentally conscious products (million ven)	315,400	308,100	-7,300	down 23% from 2007	67-69
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(2) Increased income

2) Benefit of resource recycling costs income from recycling undesired materials

Income from recycling undesired materials (million yen)	3,816	4,626	810	Increased due to increase in used paper price	65-66
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(3) Cost saving

3) Benefit corresponding to resource circulation costs

Saving disposal costs by resource conservation (million yen)	274	210	-64	JPY64 million decrease from the previous fiscal year	57-58 65-66
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ightharpoonup DNP Group Environmental Action |1||2||3||4||5||6||7

Evaluation of 2008 Environmental Accounting Performance Data

Environmental conservation cost and environmental conservation activities

- (1) Investment in environmental facilities increased by JPY371 million (31.1%) over the previous year due to the installation of VOC collection and disposal equipment and water reuse equipment.
- (2) Business area costs decreased in comparison to the previous year because the lower volume of waste resulted in reduced processing costs, and also due to a reduction in depreciation expenses.

Environmental conservation benefit

- (1) Energy consumption volume and water input volume decreased in comparison to the previous fiscal year because of the decrease in production volume due to reduced demand in the latter half of the fiscal year.
- (2) A JPY990 million investment in VOC collection and disposal equipment (JPY1.57 billion over the past three years) resulted in reduced atmospheric emissions. Waste per unit of production improved over the previous year as a result of reducing waste emissions by eliminating waste from all production processes through "Manufacturing 21" activities, as well as by converting undesired materials to valuable resources.
- (3) As a result of measures such as the optimization of vehicle assignments and transport routes, the "modal shift," and other measures, the amount of energy used during transport has been reduced, broadly improving specific consumption.

Economic benefit of environmental conservation measures

- (1) The amount of sales of environmentally conscious products was lower than the previous year due to a unit price reduction caused by the global economic slowdown. Nevertheless, we achieved our target.
- (2) Income from the recycling of undesired materials increased in comparison with the previous year, due to thorough separation and collection contributing to improved conversion of undesired materials to valuable resources, as well as because the economy was good in the first half of FY2008.
- (3) The economic benefit calculated according to item (7) in the "Environmental Accounting Calculation Bases" was negative due to a reduction in added value, despite improvements made in waste emissions reduction through "Manufacturing 21" activities, as well in the conversion of undesired materials to valuable resources.

Issues Henceforth

- (1) Make further improvements in eco-efficiency through activities such as "Manufacturing 21" "Energy Conservation," and eliminate all waste from production processes.
- (2) Continue to install more VOC collection and disposal equipment so as to reduce emissions of VOCs into the atmosphere.
- (3) In addition to improving energy use efficiency, proceed with fuel conversions (fuel oil \rightarrow city gas, LPG \rightarrow LNG) so as to improve per unit greenhouse gas emissions.

► DNP Group Environmental Action 1 2 3 4 5 6 7

ISO14001 Certificates

2 - 1

Site	Date Registration*1	Organization	
Okayama Plant, Information Media Supplies Operations	Nov. 1997	JIA-QA	[JIA-QA] Japan Gas Appliances Inspection
Mihara Plant, Display Components Operations	Jul. 1998	DNV	Association, QA Center [DNV]
Okayama Plant, Lifestyle Materials Operations	Jul. 2000	JIA-QA	Det Norske Veritas AS (Norway)
DT Fine Electronics*2	Mar. 1997	JACO	 [JACO] Japan Audit and Certification
Sayama Plant, DNP Technopack	Dec. 2001	DNV	Organization for Environment and Quality
Kobe Plant, Lifestyle Materials Operations	Jan. 2002	JIA-QA	— [JCQA] Japan Chemical Quality Assurance Ltd.
Tokyo Plant, The Inctec	Jan. 2002	JCQA	[PSB]
Kansai Plant, The Inctec	Jan. 2002	JCQA	PSB Certification Pte Ltd. (Singapore)
Utsunomiya Plant, The Inctec	Jan. 2002	JCQA	[AJA] Anglo Japanese American Registrars Ltd
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	
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	
Itabashi Area, DNP Logistics	Oct. 2004	AJA	_

^{*2} DT Fine Electronics registered as part of Toshiba Corporation (Semiconductor Company) (Kawasakishi, Kanagawa Pref.)

► DNP Group Environmental Action 1 2 3 4 5 6 7

ISO14001 Certificates

2 - 2

Site	Date Registration*1	Organization	
Tokyo Plant, DNP Ellio	Jan. 2005	LRQA	[LRQA] Lloyd's Register Quality Assurance Ltd.
Osaka Plant, DNP Ellio	Jan. 2005	LRQA	[DNV] Det Norske Veritas AS (Norway)
Warabi Plant, IPS Operations	Mar. 2005	DNV	[PSB]
Nara Plant, DNP Data Techno Kansai	Jun. 2005	DNV	PSB Certification Pte Ltd. (Singapore)
Tien Wah Press (Johor Bahru)	Nov. 2005	PSB	[JACO] Japan Audit and Certification Organization for Environment and Qualit
Otone Plant, Display Components Operations	Mar. 2006	DNV	[CISQ]
Kashiwa Plant, DNP Techno Polymer	Mar. 2006	JACO	Federazione Certificazione Italiana dei Sistemi Qualit Aziendali (Italy)
Kansai Plant, DNP Techno Polymer	Mar. 2006	JACO	[JCQA]
DNP Photomask Europe	Apr. 2006	CISQ	Japan Chemical Quality Assurance Ltd. [AJA]
DNP Fine Chemicals	Mar. 1997	JCQA	Anglo Japanese American Registrars Lt
Akabane Area, DNP Logistics	Dec. 2006	AJA	[JQA] Japan Quality Assurance Organization
Kashiwa Plant, DNP Techno Film	Mar. 2007	DNV	[JIA-QA] Japan Gas Appliances Inspection
Izumizaki Plant, DNP Techno Film	Mar. 2007	DNV	Association, QA Center
DNP IMS Odawara	Mar. 2007	JQA	_
Yokohama Plant, DNP Technopack Yokohama	Dec. 2007	JIA-QA	
Izumizaki Plant, DNP Technopack	Aug. 2008	DNV	_
Kasaoka Plant, The Inctec	Jan. 2009	JCQA	
Okayama Plant, Opto-Materials Operations	May 2009	DNV	

Eco Action 21 Certificates

Site	Date Registration*1 Organization		[IGES]	
Tokyo Head Office, Dai Nippon Trading	Jan. 2006	IGES	The Institute for Global Environmental Strategies	

^{*1} Indicates the first registration date.

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Environmental Controls through Management Systems

► DNP Group Environmental Action 1 2 3 4 5 6 7

Environmental Education

Type of Training	Course Name/Description	Held in	Eligibility	Time of year	No. in attendance in 2008 (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	570 persons (5,360 persons)
Technical Seminar	Environment (optional) Environmental laws and regula- tions	1999	Technicians	At irregular intervals	57 persons (508 persons)
Network Leaning	Environmental Issues and Business (required) Environmental information to be used when presenting customers with proposals concerning envi- ronment oriented businesses	2000	Employees with more than 2 years experience in the sales and planning divisions	Employees can decide for themselves	Participants completed the course cycle, so the course was not held in FY2008. (13,049 persons)
Correspondence Course	(Optional) Beginners class on ISO 14001 and 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	

FY 2002

DNP Tokai acquires FSC-CoC certification

Plant, DNP Media Create Kansai

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

Environmental Controls through Management Systems

► DNP Group Environmental Action 1 2 3 4 5 6 7

Results of Environmental Issue Resolution Efforts by Year

FY 1972	Establishes the Environment Department within the head office to promote pollution prevention measures and communication	FY 2003	Environmental Report Division receives the "6th Environmental Report Grand Prize" for superior reporting
FY 1990	with local residents Makes new efforts to deal with global environmental issues by establishing the Eco-Plan Promotion Office within the Environ-		Acquisition of ISO 14001 certification by: Advanced Colortech, Tokyo Plant, Decorative Interiors Operations, Kamifukuoka Plant, Electronics Devices Operations
	ment Department		Commercial Printing Operations, DNP Media Create Kansai,
FY 1992	Establishes the DNP Group Corporate Pledge and Code of Conduct for DNP Group Employees		DNP Trading acquire FSC-CoC certification, while Packaging Operations acquires PEFC-CoC certification.
	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		Two types of fused thermal transfer materials of the Informa- tion Media Supplies Operations receive EPD "Type III" environmental labeling certification and registration.
FY 1993	Starts the Eco-Report System, which is part of the DNP Group environmental management system	FY 2004	The "14th Global Environment Grand Prize" awarded by the Minister for the Environment
FY 1994	Remodels and expands the Environment Department into the		The "7th Environmental Report Prize" awarded for Excellence
	Environment & Product Liability Department to strengthen our efforts towards environmental issues, including taking responsibility for the disposal of products we produce		Fukuoka Plant, DNP Nishinippon, DNP Logistics, DNP Erio (Tokyo and Osaka Plants), Warabi Plant, BF Operations acquire ISO14001.
FY 1995 DNP wins the International Trade and Industry Minister's Prize in the "Fourth Global Environmental Awards", which commend			Eco-Report System implemented at overseas sites.
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	companies and groups that contribute to the conservation of	FY 2005	"8th Environmental Report Prize / Sustainability Report Prize" awarded for excellence
		DNP Data Techno Kansai, Johore Bahru Plants, Tien Wah Press, Otone Plants, Display Products Operations, DNP Tech- no Polymer (Kashiwa and Kansai Plants) acquire ISO14001.	
FY 1996	of Economic Organizations.) Begins performing the Eco-Audit, the internal environmental		Ichigaya Publication Printing Operations, DNP Tohoku, Yoko- hama Plant, Packaging Operations acquire FSCCoC certification, and DNP Tokai acquires PEFC-CoC certification.
	audit performed by the Eco-Plan Promotion Office to upgrade the Eco-Report System	FY 2006	DNP Photomask Europe, Akabane Area, DNP Logistics, DNP'
FY 1997	Okayama Plant, Information Media Supplies Operations becomes the first in the printing industry to acquire ISO 14001	FT 2000	Techno Film (Kashiwa Plant and Izumisaki Plant), DNP IMS Odawara acquire the certification of ISO14001.
	certification Mihara Plant, Display Components Operations acquires ISO	FY 2007	"PRTR 2007 Awards" PRTR Honorable Mention (Tsuruse Plant)
FY 1998	14001 certification		DNP Gotanda Building wins the "Green Grand Prize" in the Shinagawa-ku "Green Award System."
	Publish the DNP Group Environmental Activity Report		DNP Technopack Yokohama (Yokohama Plant) and DNP Fine
FY 2000	The Eco-Plan Promotion Office is dismantled and replaced with DNP Environmental Committee to strengthen the system		Chemicals acquire ISO14001 certification.
	for promoting environmental activities		DNP Hokkaido and DNP Data Techno Kansai acquire FSC-CoC certification, and DNP Hokkaido also acquires PEFC-CoC certi-
	The affiliate DNP Facility Services becomes the first in the world to be certified as a comprehensive system with quality,		fication.
	environment, office safety and HACCP	FY 2008	ISO14001 certification acquired by Izumisaki Plant, DNP Techno Pack, Kasaoka Plant, The Inctec, Okayama Plant, Opto-
	Okayama Plant, Decorative Interiors Operations acquires ISO 14001 certification		Materials Operations.
FY 2001	DNP Tokai, and Sayama Plant, DNP Technopack acquires ISO 14001 certification		

Environmental Management Structure

Sites for Environmental Disclosure

3 - 1

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

* [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.

Location		Site	Work content	Operation
Hokkaido	Higashi-ku, Sapporo	DNP Hokkaido	Plate-making/printing/bookbinding/ manufacturing of packaging	Others*
romardo	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
i ukusiiiiia	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
	Otone, Kita Saitama	Otone Plant, DNP Precision Devices	The manufacturing of electronic parts for displays	Electronics
	Shiraoka, Minami Saitama	Shiraoka Plant, DNP Offset	Printing/bookbinding	Information Communication
	Kawaguchi	Kawaguchi Plant, DNP Offset	Printing	Information Communication
	1	Miyoshi, Iruma	Tsuruse Plant, Ichigaya Publication Printing Operations	Plate-making/printing plate/printing/ bookbinding
	Milyosiii, Iruilia	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
Saitama		Sayama Plant, DNP Technopack	Plate-making/printing plate/printing	Lifestyle and Industrial Supplies
	Sayama	Sayama Plant, DNP Technopack Yokohama	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
	Fujimino	Kamifukuoka Plant, DNP Fine Electronics/ DNP Precision Devices	Manufacturing electronic precision parts	Electronics
		Kuki Plant, Ichigaya Publication Printing Operations	Printing/bookbinding	Information Communication
	Kuki	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 Supplie

Environmental Management Structure

Sites for Environmental Disclosure

3 - 2

Location		Site	Work content	Operation
Chiha	Vool:	Kashiwa Plant, DNP Techno Polymer	Molding, processing and printing plastic containers	Lifestyle and Industrial Supplies
Chiba	Kashiwa	DNP Techno Film	Manufacturing and processing synthetic resin films	Lifestyle and Industrial Supplies
	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
		Akabane Plant, DNP Offset	Printing	Information Communication
Гокуо		Akabane Plant, Commercial Printing Operations	Plate-making/printing/bookbinding	Information Communication
		DNP Seihon	Bookbinding	Information Communication
	Kita-ku	DNP Logistics	Packaging/shipping	Others
		DNP Hoso	Processing filling and packaging	Others
		D.N.K	Printing and manufacturing machine tools	Others
		Kamiya Plant, IPS Operations	Printing/processing	Information Communication
	Tsuzuki-ku, Yokohama	Yokohama Plant, DNP Technopack Yokohama	Plate-making/printing plate/printing	Lifestyle and Industrial Supplies
	Midori-ku, Yokohama	Tokyo Plant, The Inctec	Manufacturing ink, varnish, pigments and dyes	Others
Kanagawa	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
Shiga	Koga	Shiga Plant, DNP IMS	Thermal transfer recording materials productions	Lifestyle and Industrial Supplies
	Minami-ku, Kyoto	Kyoto Plant, DNP Fine Electronics	Manufacturing electronic precision parts	Electronics
Kyoto	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
	Hirakata	Kansai Plant, The Inctec	Manufacturing ink, varnish, pigments and dyes	Others
Osaka	Neyagawa	Kansai Plant, DNP Techno Polymer	Molding, processing and printing plastic containers	Lifestyle and Industrial Supplies
	, agama	Osaka Plant, DNP Ellio	Printing and processing metal sheets	Lifestyle and Industrial Supplies
Jugae	Kita-ku, Kobe	Kobe Plant, DNP Lifestyle Materials	Printing/processing	Lifestyle and Industrial Supplies
Hyogo	Ono	Ono Plant, DNP Media Create Kansai	Plate-making/printing/bookbinding	Information Communication

Environmental Management Structure

Sites for Environmental Disclosure

3 - 3

Location		Site	Work content	Operation
		Okayama Plant, DNP IMS	Manufacturing dye-sublimation transfer materials	Lifestyle and Industrial Supplies
Okayama Okayama	Okayama	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
Himakina	B d i b a u a	Mihara Plant, DNP Precision Devices	Manufacturing electronic precision parts	Electronics
Hiroshima	Mihara	Mihara Plant, DNP Opto-Materials	Manufacturing electronic parts, etc	Lifestyle and Industrial Supplies
Tokushima	Tokushima	DNP Shikoku	Plate-making/printing/manufacturing packaging	Others
	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
Fukuoka	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

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, DNP Color Techno Kameyama DNP Color Techno Sakai, engage in manufacturing within their customers' plants, and therefore are excluded.
- Of the companies treated as consolidated companies under our financial accounting practice, we excluded 23 companies without manufacturing divisions, such as DNP Trading.

Overseas Consolidated Manufacturing Affiliates

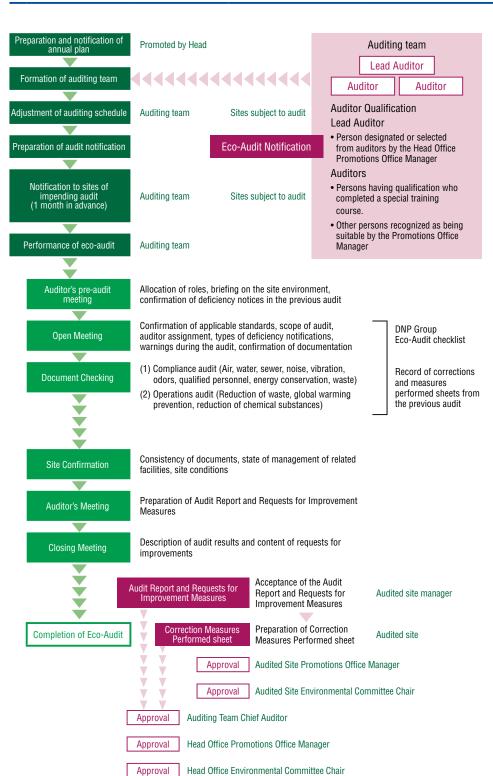
ue.	DNP IMS America	Processing thermal transfer ribbons
US	DNP Electronics America	Manufacturing and sales of precision electronics parts
Denmark	DNP Denmark	Manufacturing and sales of precision electronics parts
Singapore/Malaysia	Tien Wah Press	Plate-making/printing/bookbinding
Indonesia	DNP Indonesia	Pplate-making/printing/bookbinding, manufacturing and sales of packaging
Italy	DNP Photomask Europe	Manufacturing and sales of precision electronics parts

Environmental Management System 1 2





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 regardin indicators
- · Achievement of targets

Environmental Management System 📑

1	2

Features Regarding the Expertise and Independence of Eco-Audit

Tune of Audit	Eco-Audit	ISO14001			
Type of Audit	EGO-Adult	External Audit	Internal Audit		
Auditor specialization in products and processes	0	Δ	0		
Independence of auditors in regard to the audit range (at each site)	0	0	_		

^{*} 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			

Environmental Risk Management

Legal Compliance Situation

2 - 1

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.

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.

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.

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. A 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.

Environmental Risk Management

Legal Compliance Situation

2 - 2

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.

September 11, 2008 Research & Development Center

An inspection by the authorities revealed that the standards for suspended particle content had been exceeded, and an Improvement Completion Report was submitted. The cause of the problem was a large amount of fallen leaves in the reservoir and sludge accumulation in the drain, so cleaning was performed. Regular cleaning has been implemented to prevent recurrence. Measurement by the company afterwards has shown that standards are not being exceeded.

January 15, 2009 Tokyo Plant, DNP Erio

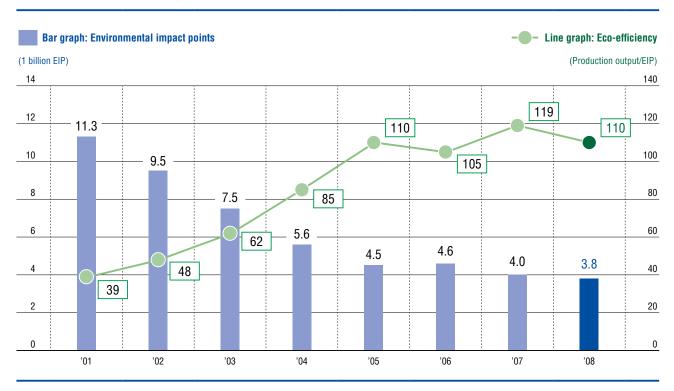
An inspection by the authorities revealed that the standards for hexavalent chrome had been exceeded, and an Improvement Completion Report was submitted. The cause of the problem was diminished capacity of the curate resin in the wastewater treatment facilities, which is replaced regularly (every three months), so it was replaced. To prevent recurrence, the twice monthly measurement conducted by the operators was changed to once a week, and when the control values are found to have been exceeded the curate resin is replaced.

Current Status of Environmental Impact

Eco-Efficiency

The DNP Group evaluates eco-efficiency using JEPIX*. While landfill waste and NOx, as well as nitrogen emitted into marine environments, were reduced in FY2008 in comparison to the previous year, there was in an increase in toluene emissions, and in addition added value decreased, so eco-efficiency worsened.

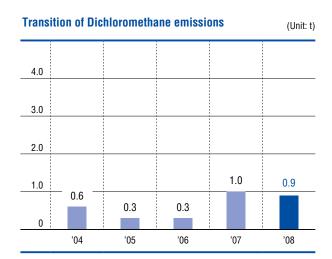
Trends in JEPIX Eco-Efficiency

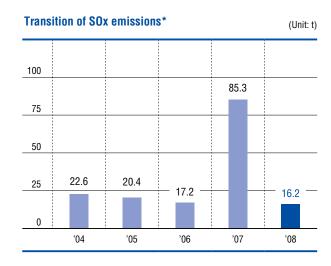


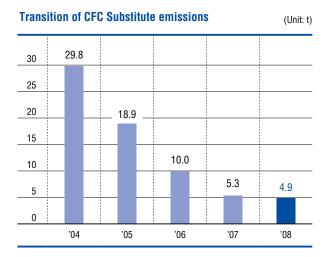
*[JEPIX]: Environmental Policy Priorities Index for Japan is a "single index environmental evaluation system" developed in Japan, which calculates the degree of the overall environmental impact according to a single numeric value expressed as Environmental Impact Points (EIP). The JEPIX Forum for the 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), in which DNP participated.

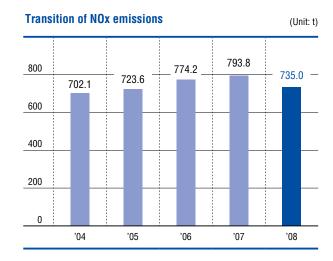
Efforts to Reduce Environmental Pollutants

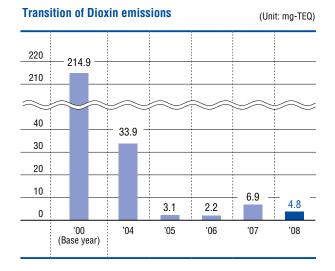
Reducing Atmospheric Pollutants







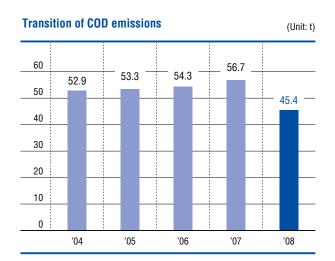


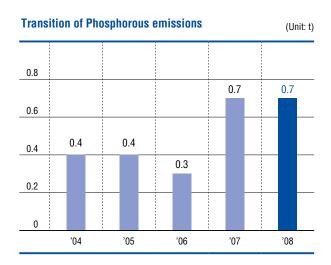


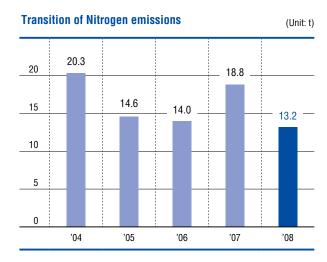
* SOx emissions volume was calculated based on the energy consumption amount through FY2007, but in FY2008 we switched to calculation per boiler unit operating hour so as to improve accuracy.

Efforts to Reduce Environmental Pollutants

Reducing Water Pollutants







Efforts to Reduce Environmental Pollutants

▶ Reducing VOC Emissions

Chemical Substances Subject to the PRTR Law

(Unit: t/mg dioxin only-TEQ)

Substance	Handled	Emissions to Air	Emissions to Public Waters	Trans- ferred to the Sewer System	Transferred as Waste	Recycled	Consumed	Removed/ Consumed	Soil
Zinc compound (water-soluble)	1.3	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0
Acetonitrile	70.4	4.0	0.0	0.0	51.2	0.0	0.0	15.1	0.0
2-Aminoethanol	55.8	0.0	0.0	27.9	27.9	0.0	0.0	0.0	0.0
Isophorone-di-isocyanate	21.1	0.0	0.0	0.0	0.4	0.0	20.7	0.0	0.0
Ethyl-benzene	163.5	1.2	0.0	0.0	2.1	46.4	40.5	73.3	0.0
Ethylene glycol	1.1	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.0
Ethylene glycol monoethyl ether	19.2	0.6	0.0	0.0	5.0	0.0	4.0	9.5	0.0
Ethylene glycol monomethyl ether	19.6	0.4	0.0	0.0	1.7	0.0	11.4	6.1	0.0
Epsilon-caprolactam	14.6	0.0	0.0	0.0	1.3	0.0	13.3	0.0	0.0
Xylene	222.6	3.4	0.0	0.0	9.2	51.6	48.0	110.4	0.0
Silver and its water soluble compounds	73.4	0.0	0.0	0.1	1.5	9.2	59.3	3.3	0.0
Chromium & chromium (III) compounds	98.5	0.0	0.0	0.0	29.8	36.7	31.9	0.0	0.0
Hexavalent chromium compounds	18.3	0.0	0.0	0.0	0.2	0.0	10.6	7.4	0.0
Cobalt and its compounds	2.9	0.0	0.0	0.0	0.9	0.3	1.7	0.0	0.0
Acetic acid 2-ethoxyethyl	1.1	0.0	0.0	0.0	0.2	0.0	0.9	0.0	0.0
Inorganic cyanide compound (excluding complex salts and cyanate)	1.5	0.1	0.0	0.0	0.9	0.0	0.0	0.5	0.0
1,1 Dichloro-1-fluroethane	4.9	4.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dichloromethane	4.8	0.9	0.0	0.0	0.4	0.0	0.0	3.5	0.0
N.N- dimethylformamide	19.9	0.0	0.0	0.0	19.6	0.0	0.0	0.3	0.0
Dioxins	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0
Water soluble copper salts (excluding complex salts)	891.7	0.0	0.0	0.0	110.5	507.3	93.3	180.5	0.0
1,3,5-trimethylbenzene	5.7	0.0	0.0	0.0	0.1	3.3	0.0	2.2	0.0
Toluene	19,073.6	993.6	0.0	0.0	1,867.2	2,336.7	5,945.0	7,931.0	0.0
Nickel	174.5	0.0	0.0	0.0	0.0	29.2	144.2	1.1	0.0
Nickel compounds	53.1	0.0	0.0	0.0	50.9	1.3	0.6	0.3	0.0
Hydrazine	6.3	0.0	0.0	0.0	0.2	0.0	0.0	6.2	0.0
Hydroquinone	2.6	0.0	0.0	2.6	0.0	0.0	0.0	0.0	0.0
Pyridine	1.6	0.0	0.0	0.0	1.5	0.0	0.0	0.0	0.0
Di-n-butyl phthalate	5.6	0.4	0.0	0.0	0.0	0.0	0.0	5.2	0.0
Bis (2-ethylhexyl) phthalate	11.7	0.1	0.0	0.0	1.0	0.0	9.1	1.5	0.0
1,2,4-Benzenetricarboxylic acid-1,2-anhydride	9.1	0.0	0.0	0.0	0.5	0.0	8.5	0.0	0.0
Boron and its compounds	12.9	0.0	0.0	0.0	4.7	0.8	7.4	0.0	0.0
Poly (oxyethylene) = alkyl ether (excluding alkaryls of carbon 12 through 15 or their compounds)	5.2	0.0	0.0	0.0	0.1	0.0	5.1	0.0	0.0
Formaldehyde	3.7	2.1	0.0	0.0	0.0	0.0	1.6	0.0	0.0
Manganese and its compounds	6.7	0.0	0.0	0.3	2.0	0.7	3.7	0.0	0.0
PRTR-listed substances	21,078.6	1,011.7	0.1	31.0	2,192.7	3,023.5	6,461.8	8,357.6	0.0

^{*} 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 (35 substances and 41 plants).

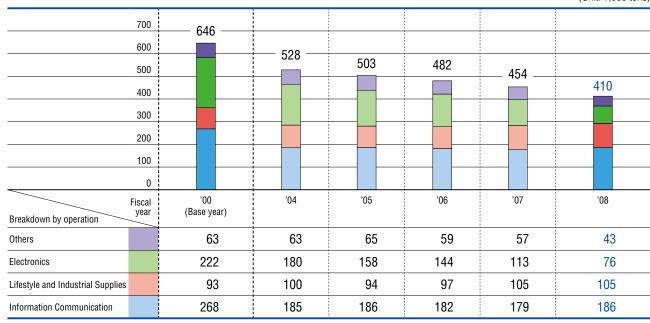
Building a Recycling Society

Use of Recycled Resources 1 2



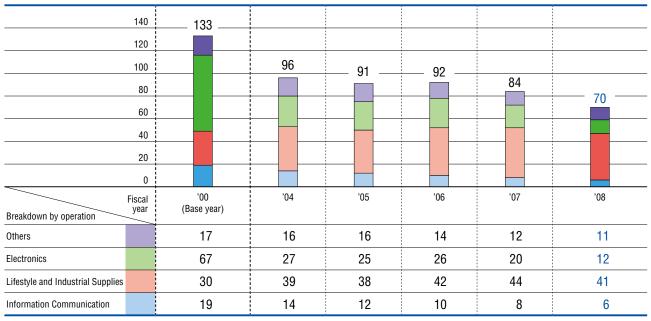
Transition of Waste emissions

(Unit: 1,000 tons)



Transition of Total Waste generation

(Unit: 1,000 tons)



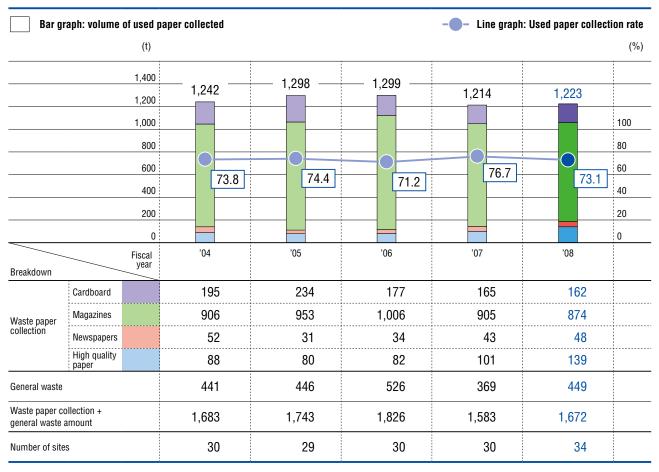
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Building a Recycling Society

Use of Recycled Resources 1 2



Wastepaper collection/Wastepaper collection rate



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

Building a Recycling Society

Proper Provision of Product Environmental Information

CoC and EPD Certification Acquisition Status

Certification Type	Acquired By Acquisition	Registration*	Date Organization	
	DNP Tokai	Oct. 2002	SGS	Certification Type
	Commercial Printing Operations	Aug. 2003	SGS	[FSC] Forest Stewardship Council
	DNP Media Create Kansai	Sep. 2003	SGS	[PEFC] Programme for the Endorsement of
	DNP Trading	Dec. 2003	SGS	Forest Certification Schemes
	Yokohama Plant, Packaging Operations	Dec. 2005	SGS	[EPD] Environmental Product Declarations
	DNP Tohoku	Mar. 2006	SGS	Date Organization
FSC-CoC	Ichigaya Publication Printing Operations	Mar. 2006	SGS	[SGS] SGS ICS Japan
	DNP Multi print	Apr. 2007	SGS	[DNV]
	DNP Hokkaido	Nov. 2007	SGS	Det Norske Veritas (Norway)
	DNP Data Techno Kansai	Jan. 2008	SGS	[JIA] Japan Gas Appliances Association
	IPS Operations	May. 2008	SGS	
	Tien Wah Press (Singapore)	May. 2008	DNV	
	Packaging Operations	Jan. 2004	JIA	
DETO 0 - 0	DNP Tokai	Sep. 2005	SGS	
PEFC-CoC	DNP Hokkaido	Nov. 2007	SGS	
	IPS Operations	May. 2008	SGS	
	Duo aublimation transfer materials (0 to	Max 0000	11.0	
EPD	Dye-sublimation transfer materials (2 types)	Mar. 2003	JIA	
	Fused thermal transfer materials (8 types)	Jun. 2005	JIA	

^{*} Date of initial registration