

Sustainability Management

Based on its management philosophy, “Organo continues to serve as a valuable partner company by leveraging its leading-edge technologies cultivated through long experience with water treatment, by contributing to the industries that create the future, and by playing a key role in the development of societal infrastructure,” the Organo Group has established the Organo Group Company Code of Conduct as a guideline that officers and employees of the entire Group must follow. It is also carrying out group-wide CSR initiatives.



Basic Precepts of the Organo Group Company Code of Conduct

- I. Building trust by meeting the expectations of customers, business partners, and stockholders
- II. Ensuring a comfortable workplace where all employees can realize their full potential
- III. Contributing to the sound development of society

• Basic Concept

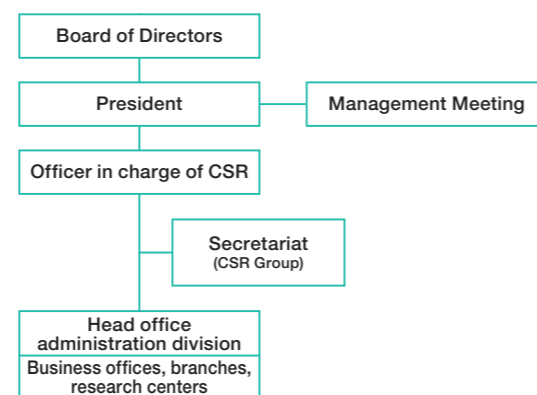
The company has prescribed the basic code of conduct that officers and employees of the Organo Group should follow to fulfill corporate social responsibilities to achieve a sustainable society.

In order to honor the trust of stakeholders and to promote social and environmental responsibilities and business ethics, it is important not only to comply with the relevant laws of Japan and other countries and internal rules, but also to respect social norms and work to conduct corporate activities in an honest and fair manner.

To create a comfortable workplace where employees can demonstrate their abilities, the Group will strive to put in place measures for safety and hygiene and prepare for times of emergency; prevent work-related accidents and diseases; eliminate various forms of harassment and discrimination, and respect the human rights, diversity and individuality of each individual, thereby maintaining and improving work-friendly environments. Furthermore, to minimize the impact on communities, the environment, and natural resources, the Group works to preserve the environment and reduce energy and waste while ensuring the quality and safety of products and services. While promoting the aforementioned endeavors, the Group aims to co-exist and co-prosper with other members of society.

• CSR Promotion System

CSR activities carried out as part of business are overseen by the President, who serves as the Chief CSR Promotion Officer, and an Officer in charge of CSR appointed by the President. The CSR Group, a staff office overseen by the Officer in charge of CSR, promotes CSR activities in a comprehensive and cross-disciplinary manner. The CSR Group serves as a secretariat. It receives reports from related committees and business offices within the Group and compiles a summary of group-wide CSR activities. The CSR Group also disseminates information externally, such as via the integrated report. Important matters concerning CSR promotion are reported in a timely and appropriate manner to the Board of Directors and the Management Meeting.



• Connection with Stakeholders

The Organo Group fulfills its corporate social responsibility to the five types of stakeholders with whom it is closely connected in order to achieve sustainable growth.

Stakeholders	Organo's role and mission	Engagement
Shareholders	Appropriate disclosure, stable and appropriate dividends, and sustainable improvement of corporate value	IR activities (financial results presentations, IR meetings), General Meeting of Shareholders, Organo's website
Customers	Provision of high quality products that are useful for society at reasonable prices	Communication through sales activities
Suppliers	Fair and impartial transactions	Communication through purchasing activities
Employees	Stable employment, cultivation of human resources, appropriate compensation, sharing of information and issues	Employee meetings, labor-management consultations, various training programs, intranet, intra-group announcements, health consultation office
Community, society and government	Appropriate payment of taxes, stable and fair employment, dialogue with local communities	Organo's website, Organo Group Report

• Stakeholder Engagement

As one of the measures against COVID-19 infection, the company livestreamed its financial results presentation meeting in May 2020. The target audience for previous financial results presentations was investors only, but livestreaming the presentation enabled it to be viewed by a broader audience. The meeting can be viewed from the Investor Relations Information page of Organo's website (Japanese only).



Governance

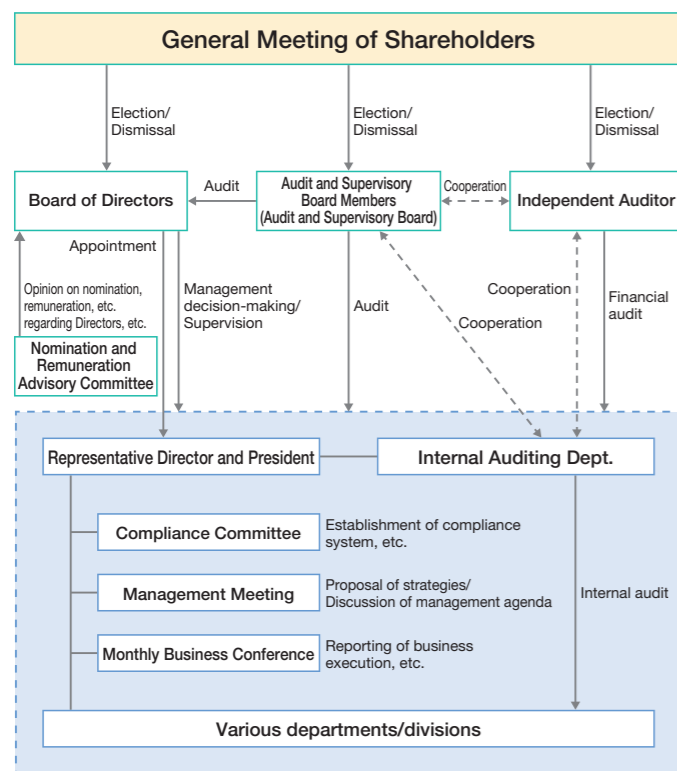
The company is working to enhance corporate governance in line with the following basic policies in order to realize fair and trustworthy management and improve management efficiency.

● Basic Stance on Corporate Governance

- (1) The company will respect the rights of shareholders and ensure equality.
- (2) The company will take into account the benefits for a wide range of stakeholders including shareholders, investors, consumers, customers, suppliers, employees, and local communities, and cooperate with these stakeholders appropriately.
- (3) The company will disclose corporate information in a timely and proper manner, and ensure transparency.
- (4) The directors, Audit and Supervisory Board members, and executive officers will be aware of their fiduciary responsibilities, and effectively fulfill their required roles and duties.
- (5) The company will hold constructive dialogue with shareholders.

● Corporate Governance Structure

○ Corporate Governance Structure



Board of Directors

The Board of Directors consists of nine directors (including three independent outside directors). To strengthen corporate governance, independent outside directors comprise at least one-third of the members of the Board of Directors.

Audit and Supervisory Board

The Audit and Supervisory Board consists of three members (including two outside Audit and Supervisory Board members), all three of whom have appropriate knowledge relating to finance and accounting, and one of whom has appropriate knowledge of legal matters.

Selection/ Compensation Committee

The company established the Selection/ Compensation Committee as a non-statutory advisory body to the Board of Directors. The committee reviews matters relating to the selection of officers including the election and dismissal of directors and executive officers as well as compensation for directors, and reports the results to the Board of Directors. The committee consist of four directors (including three independent outside directors), one of whom serves as the committee chairman.

● Assessment of the Overall Effectiveness of the Board of Directors

The company conducts a survey for all directors and Audit and Supervisory Board members every April. Based on the results of the survey, the Board of Directors analyzes and assesses its overall effectiveness and discusses measures to maintain and improve the function of the Board.

Status of initiatives for main issues based on effectiveness assessment

Main issues	FY2016	FY2017	FY2018	FY2019	FY2020
Selection of directors, succession plan	- Establishment of qualifications required for directors and the President		- Establishment of criteria for considering dismissal of directors	- Establishment of Selection/Compensation Committee - Establishment of council between the company's Selection/Compensation Committee and the parent company's Selection/Compensation Committee	
Director compensation incentives, transparency of decision-making process	- Increase in proportion of short-term performance-linked compensation - Establishment of Compensation Committee		- Introduction of mid- and long-term performance-linked compensation (stock-based compensation)		
Composition of Board of Directors					- At least one-third of the members are independent outside directors

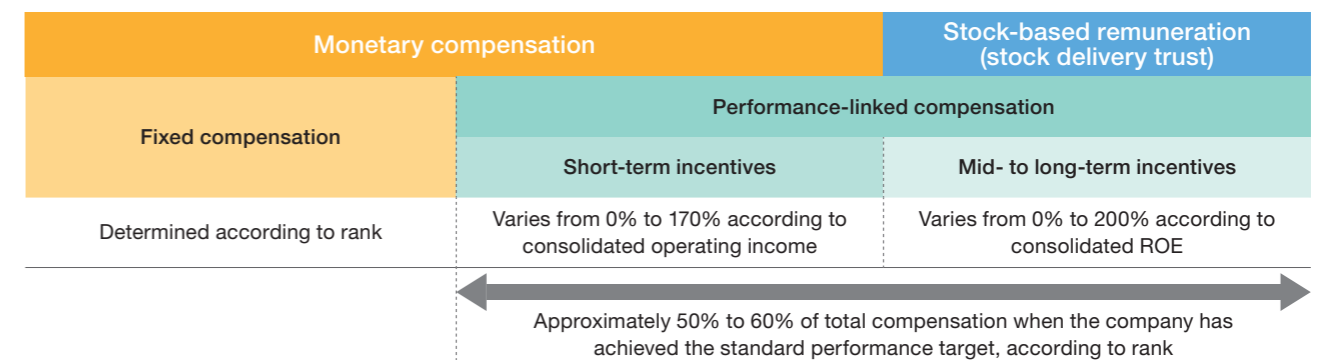
● Compensation for Directors and Other Officers

Basic Policy on Compensation

The compensation system for executive directors encourages business execution in line with management policies and objectives and establishes a compensation structure and standards which provide strong incentive for the achievement of short-term and mid- to long-term management targets in order to achieve sustainable growth and improve the corporate value of the Group.

Compensation Structure

○ Executive directors



○ Non-executive directors and Audit and Supervisory Board members

Fixed compensation according to position

Governance

Compliance

Based on the idea that safety and compliance are necessary for the survival of the business, the company places priority on safety and compliance in its corporate activities, and the President delivers messages periodically, such as during meetings for all employees.

In addition, the company has established the Organo Group Company Code of Conduct as the basic action guidelines that the Group's officers and employees must follow. It has also created English and Chinese translations of the original Japanese version so that it is shared by all officers and employees of the Group. The company also conducts a biennial survey for its officers and employees to confirm the degree of implementation and observance of the Company Code of Conduct. The results are reported to the Board of Directors and employees in an effort to foster compliance awareness.

The Compliance Committee, which was established as an organization for promoting compliance, formulates and implements a compliance education plan for Group employees, investigates compliance issues, and considers corrective measures.

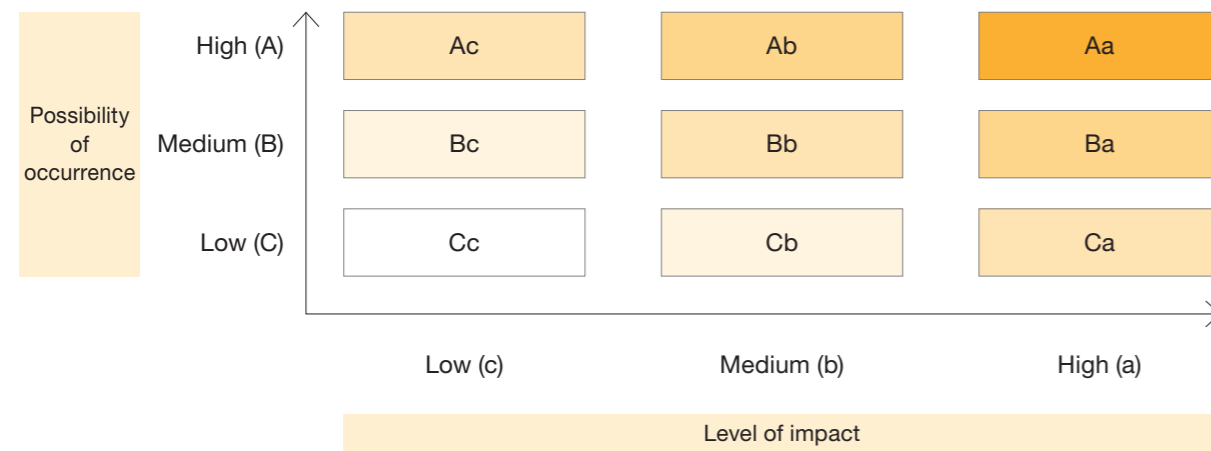
The company established a whistleblowing system to ensure the effectiveness of compliance through the early detection and correction of improper acts. And, in addition to the company's internal contact point, it has established contact points with Audit and Supervisory Board members and external lawyers to receive reports and requests for consultations from employees.

Risk Management

Determining risk

The company evaluates risk based on two evaluation criteria: "possibility of occurrence" and "level of impact." The Board of Directors identifies particularly important risks and considers measures to handle those risks.




Risk evaluation diagram



Appropriate Risk-taking

In the Water Treatment Engineering Business Unit, the Group's core area of business, most of the business is for individual orders and production, and the profitability of large-scale projects can have a significant impact on operating results. Therefore, according to the monetary value and other aspects of large-scale projects, the company submits bids and estimates after the contracts, technologies, costs, delivery dates, financial matters, and geographical and other risks are evaluated by the Management Meeting and the Board of Directors.

Officers (as of December 31, 2020)

	Masaki Uchikura President Representative Director President and Executive Officer		Hitoshi Hori Director Managing Executive Officer President of Performance Products Business		Haruki Myouga Director Managing Executive Officer President of R & D and Engineering
	Yasutoshi Nakayama Director Managing Executive Officer President of Industrial Plant Business and Senior General Manager of Plant Division		Nobuyoshi Suda Director Managing Executive Officer President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept.		Masayuki Yamada Director
	Motoo Nagai Outside Director		Keikou Terui Outside Director		Kenji Hirai Outside Director
	Masahiko Toyoda Audit and Supervisory Board Member (Full-time)		Masao Wada Outside Audit and Supervisory Board Member Certified Public Accountant		Wataru Higuchi Outside Audit and Supervisory Board Member Certified Public Accountant Lawyer

Message • Message from Outside Director

Achieving sustainable development is the mission of both executive directors and outside directors

Since being elected to serve as an independent outside director in 2015, I have kept two important matters in mind. The first is strengthening governance. The company established the Selection/Compensation Committee and has worked to strengthen governance, such as stipulating that outside directors will comprise one-third of the Board of Directors. In order to be truly dedicated to these efforts, it is necessary to proceed with the creation of a risk management structure within the company. The Board of Directors is committed to providing advice and opinions on whether various operations are being managed appropriately.

The second is the separation of supervision and execution functions. Amid the current situation where it is said that 20 years of change will occur in two years, management that is not carried out with a sense of speed will not be able to cope with the change. Although we monitor management decisions to confirm that they are made from a strategic perspective with a clear awareness of risk, we must also entrust execution to the management side.

I believe that these two points are the result of relationships that have the appropriate balance of tension and trust between the executives and outside directors.

This year, the company is celebrating its 75th anniversary. There is no difference between executive directors and outside directors in their commitment to maximizing corporate value by fully utilizing Organo's technology capabilities cultivated in water, and they will continue working together to contribute to the sustainable development of the company.



Outside Director
Motoo Nagai

Environment

● Environmental Philosophy

Recognizing that the preservation of the earth's environment is of the greatest importance for every human being, Organo contributes to human coexistence and symbiosis with Earth's beautiful environment in every facet of its business operations.

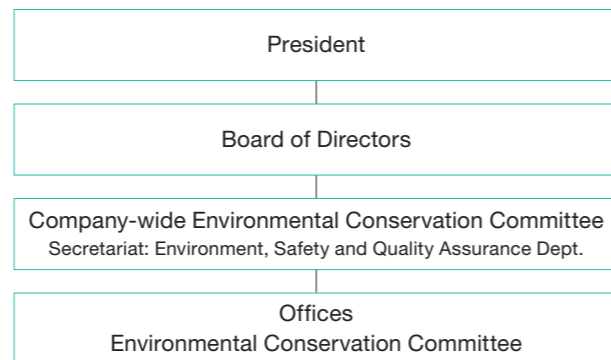
● Basic Environmental Policy

Continuous improvement	We will be aware of the environment surrounding all industrial activities and continue to preserve and improve the environment through all technical and economic means possible.	Product environment	We will develop product manufacturing technologies that will reduce the burden on the environment.
Observance of laws and establishment of our own standards	We will observe laws, regulations and agreements concerning the environment. We will also establish our own standards and do our best to preserve the environment in accordance with these standards.	Environmental monitoring	We will inspect the environment within our company and work to improve our environmental preservation activities.
Production environment	We will strive to conserve resources and energy, to minimize waste and to recycle the waste produced in every aspect of our business activities.	Comprehensive involvement	We will educate our staff and encourage in-house publicity concerning environmental issues to promote understanding and awareness of the environment and of our own basic environmental policy.

Environmental Management Structure

● Environmental Conservation Promotional Structure

The company's policies, targets, and measures for environmental preservation are discussed and decided by the company-wide Environmental Conservation Committee. At each business site in Japan, the Environmental Conservation Committee establishes policies, targets, and measures for the office based on the company's targets and measures, as well as specific issues, and carries out its activities accordingly.



● Environmental Management System

Our environmental management system is based on the international standard ISO 14001. Our Tsukuba Factory, where ion exchange resins are purified, has acquired ISO 14001 certification.

Environmental Education

● Promotion of Internal Education

As part of the curriculum for new employee training and engineering technology training, the company offers courses on pollution prevention laws and regulations. It also encourages employees to obtain national Pollution Control Manager certification, and provides support by offering correspondence courses and covering examination fees.

Number of qualified Pollution Control Managers in FY2019*
Cumulative: 184

*Total of water quality-related Classes 1 to 4, air quality-related Class 1, noise and vibration-related, and dioxin-related

The Organo Group's Approach to Climate Change Issues

● Basic Stance

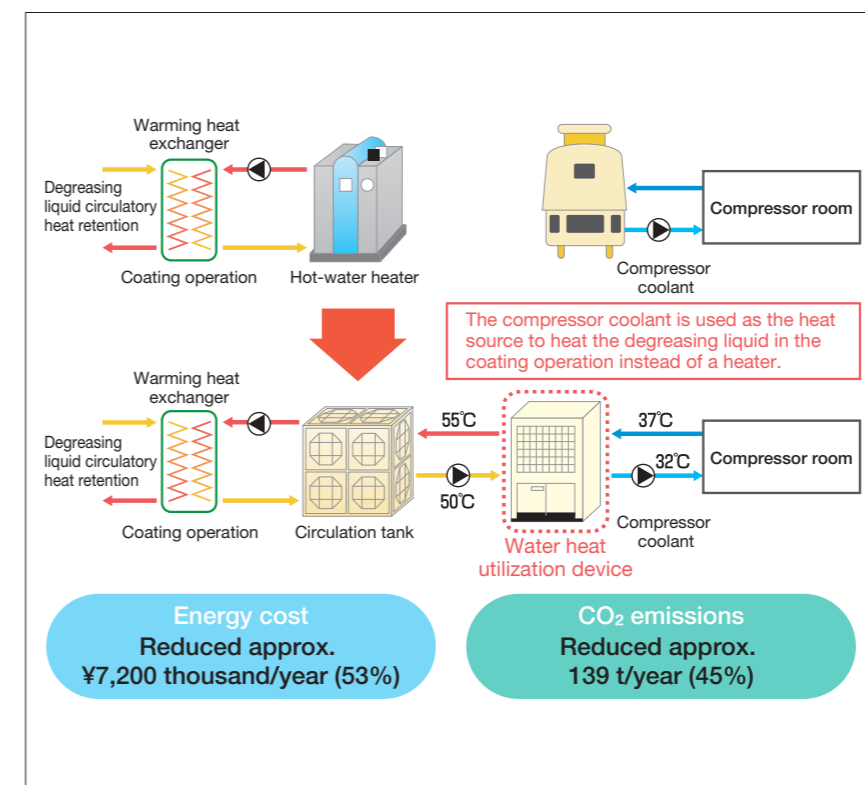
Climate change is a threat to the stability of society and the environment on a global scale. As an organization heavily involved in water resources, Organo considers it a risk it should pay close attention to. The company has established the Organo Group Company Code of Conduct, which states that "We will develop environment-friendly products and technologies as well as products and services that will help solve environmental problems." Organo is also striving to reduce energy consumption in the water treatment process by improving the efficiency of water transfer, increasing the efficiency of plant operation through the use of ICT, preventing the deterioration of heat transfer efficiency through the use of water treatment chemicals, and recovering and reusing the heat energy contained in wastewater. The company is also working to curb greenhouse gas emissions generated by its business activities through the introduction of solar power generation systems in some of its equipment and offices.

● Specific Initiatives

Water heat utilization systems - highly efficient recovery and utilization of water heat

At factories and other facilities, heat energy in wastewater, cooling water, and groundwater is not recovered and is discarded out of the system. Water heat utilization systems use heat pump technology to enable heat transfer from the low temperature end to the high temperature end, which was not possible with conventional heat exchangers. This allows the highly efficient recovery of heat energy in water. In addition, this system recovers and uses the waste heat from cooling cold water to heat warm water, enabling simultaneous supply of hot and cold water. Compared to conventional systems, which required separate heat source units for hot and cold water supply, this system enables significant reductions in energy consumption and CO₂ emissions.

○ Trial calculation for introduction (machine parts factory)



○ Awards

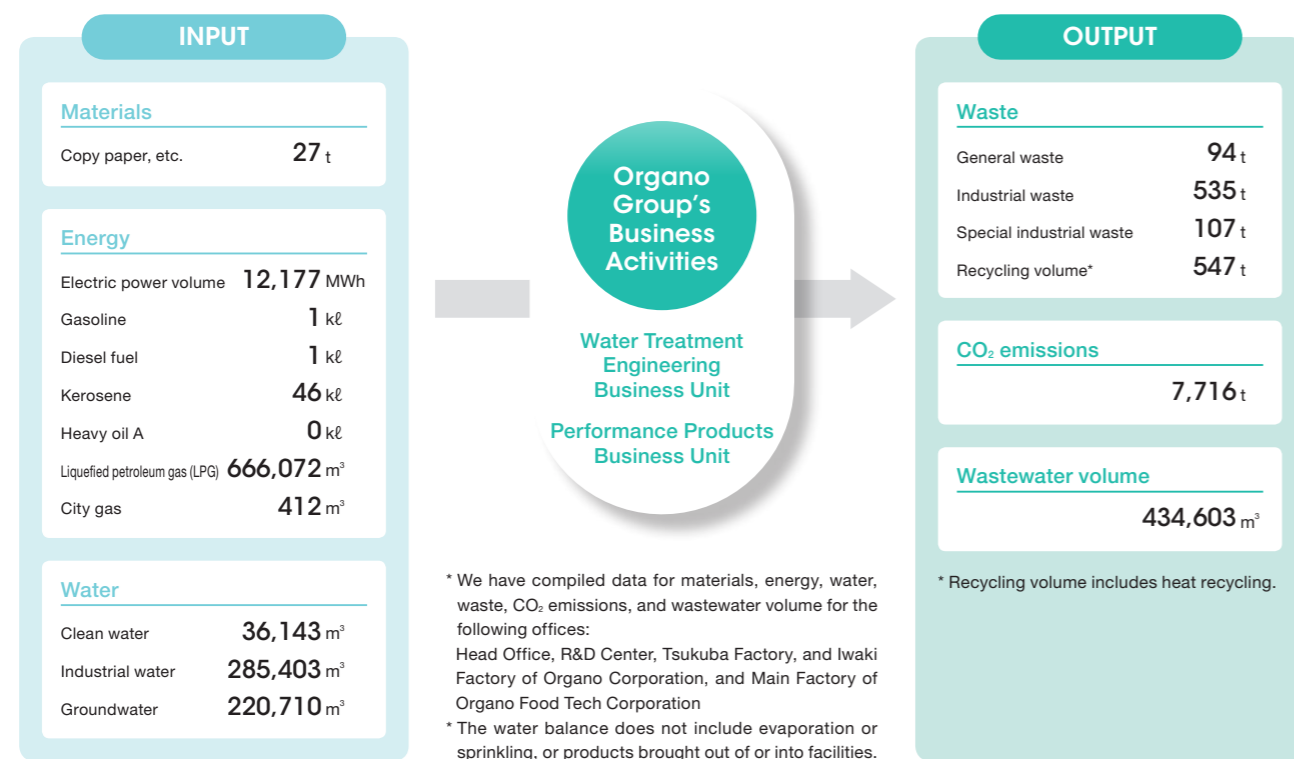


Environment

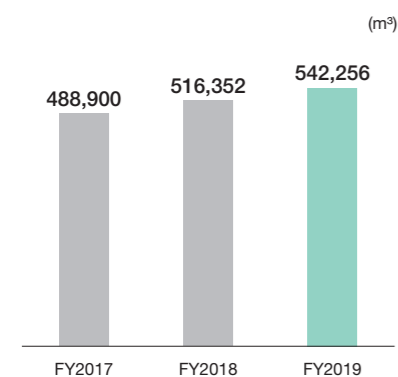
Energy and Waste

The main environmental impacts of the Group's business activities include energy use and waste discharge. Organo will continue its efforts to reduce the degree of environmental impact.

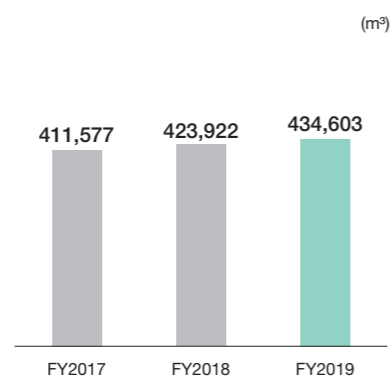
Input and output of the Organo Group's environmental impact in FY2019



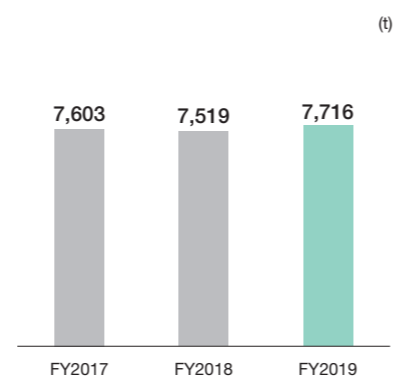
Changes in water usage volume



Changes in wastewater volume



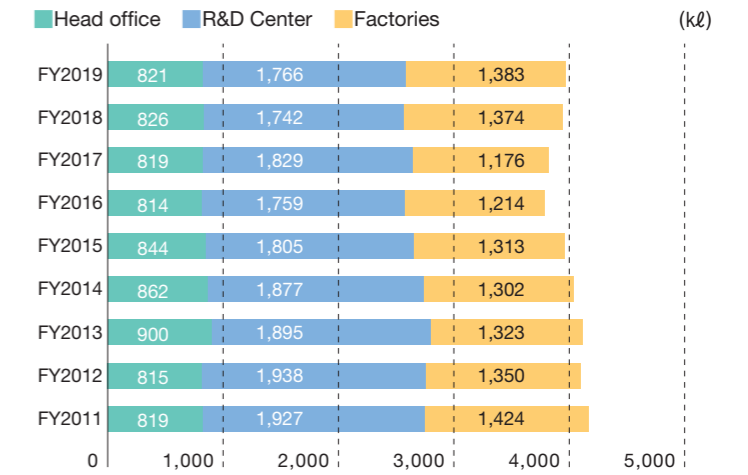
Changes in amount of CO₂ emissions



Energy Consumption (crude oil equivalent)

The energy consumption of Organo's major offices for the period between FY2011 and FY2019 is as shown on the right. The company falls under the category of a Specified Business Operator under the Act on the Rational Use of Energy, and the R&D Center falls under the category of Type 2 Designated Energy Management Factory. Organo will continue to undertake energy conservation activities at all of our offices.

Energy consumption



Note: The figures for factories are the totals of the Tsukuba Factory, Iwaki Factory, and Main Factory of ORGANO FOOD TECH CORPORATION.

Volume of Waste Generated

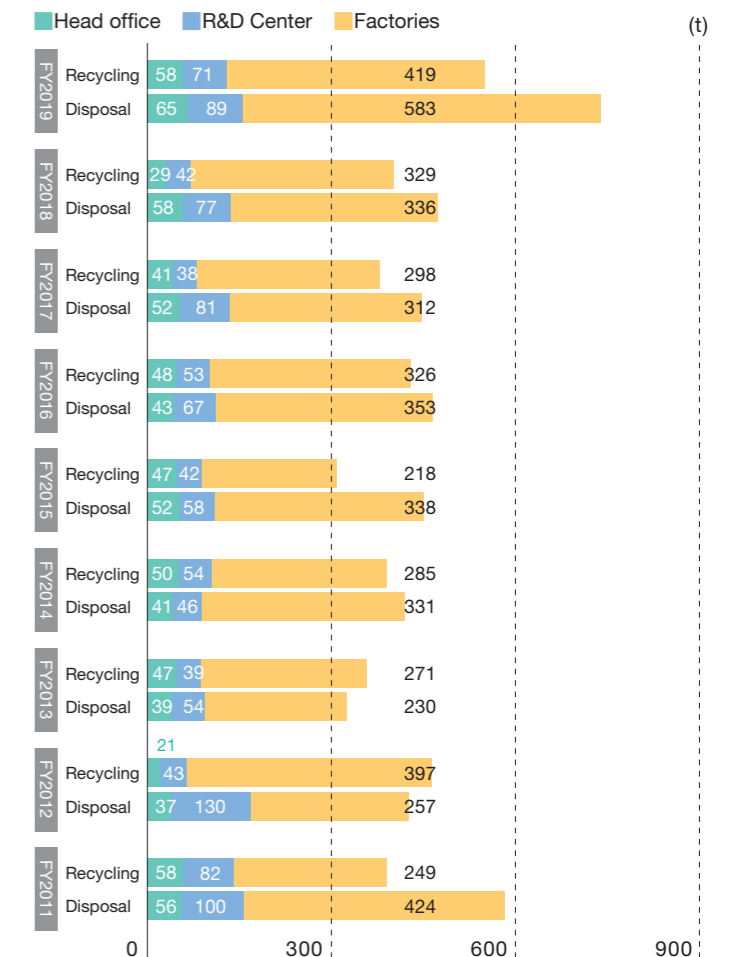
The volume of waste generated at our major offices for the period between FY2011 and FY2019 is as shown on the right.

Organo maintains a high recycling rate. The company will continue to work to further reduce the volume of waste generated and improve the recycling rate at each of the Group's offices.



Waste sorting at the R&D Center

Volume of waste generated and recycling volume



Notes:

- The figures for factories are the totals of the Tsukuba Factory, Iwaki Factory, and Main Factory of ORGANO FOOD TECH CORPORATION.
- The disposal amounts are the totals of non-recycled general waste, industrial waste and special industrial waste.

Society

● Basic Stance on Human Rights

The Organo Group declares that it shall respect human rights and prohibit discrimination, and accordingly aims to act as a company that respects individuals and diversity, without discrimination based on nationality, gender, creed, physical condition, or social status. Based on this foundation and as stated in Organo's Long-term Management Vision, the company is working to "proactively contribute to a better tomorrow by cultivating people today who will improve upon the way things were done yesterday, as a company where all employees are energetic and passionate about their work."

● Initiatives Related to Human Rights Issues

RBA Initiatives

The Organo Group Company Code of Conduct, sets forth clear guidelines on respecting human rights, prohibiting discrimination, and forbidding harassment. Going forward, the company will promote human rights initiatives while fortifying its CSR activities in adherence with the Sustainable Development Goals (SDGs) and the Responsible Business Alliance (RBA) Code of Conduct.

What is RBA?

Consisting of more than 150 companies mainly in the electronics industry from Japan and overseas, the Responsible Business Alliance (RBA) aims to ensure that companies serve in a socially, ethically and environmentally responsible manner across global supply chains. It accordingly sets standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Initiatives to Address Human Rights Issues Across the Supply Chain

In 2015, the company formulated the "Organo Group Supply Chain CSR Promotion Guidebook" (Japanese only) to promote CSR initiatives throughout the supply chain and work with suppliers to make the notion of a sustainable society a reality. Having accordingly stipulated seven categories in that regard, including respect for human rights, ensuring safety and hygiene, legal compliance, and environmental awareness, the company has been taking steps to instill these concepts across the supply chain.

● Policy on the Conflict Minerals Issue

The Organo Group appropriately addresses the issue of conflict minerals which stands as an international concern. In so doing, it promotes initiatives to eliminate the use of conflict minerals mined in the Democratic Republic of the Congo and surrounding nations and associated with human rights violations and environmental destruction. These minerals include coltan, cassiterite, gold, and wolframite along with their respective derivatives tantalum, tin and tungsten.

● Personal Information Protection Policy

The Organo Group may obtain personal information necessary for the company's business operations, such as names, addresses and telephone numbers. Organo will properly handle personal information in accordance with the basic policy described below.

1. Organo will comply with the Act on Protection of Personal Information and other relevant laws and regulations.
2. Organo will institute internal regulations on personal information to build and continuously maintain and improve its management system for the protection of personal information.
3. Organo will handle personal information solely for the purposes specified.
4. Organo will not disclose or offer personal information to third parties without the consent of the individual or any other justifiable reason.

● Occupational Safety and Health

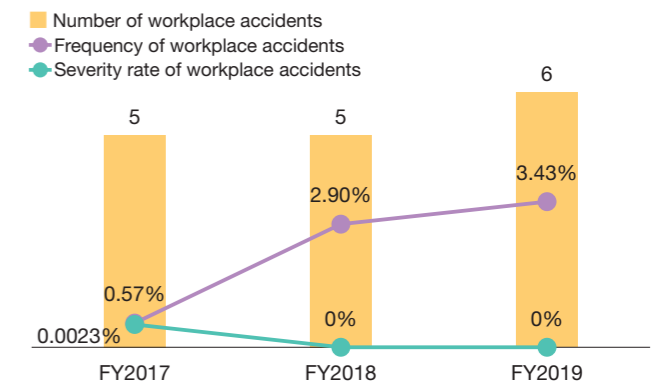
The Organo Group regards the notion of ensuring occupational safety and health as a matter of utmost importance. It continuously promotes initiatives that enable our group companies and business partners to work with peace of mind. For plant installation work and handling of chemicals, Organo prepares documented instructions, performs verification using checklists, and conducts scheduled safety patrols at construction sites and factories. The company's safety patrols involve providing guidance on immediately taking corrective action with respect to safety concerns, and ensuring that safety education is properly conducted. Organo further strengthens safety management practices by providing guidance on voluntary safety activities including hazard prediction prior to performing tasks, and risk assessments. The company also strives to create safe workplaces by posting safety newsletters to the intranet, disseminating reports on the occurrence of disasters and remedial measures, and conveying the message that safety is its highest priority by means such as an awards program for its suppliers.

Creating Safe Workplaces

In order to ensure the safety and health of our employees and to promote the creation of a comfortable work environment, Organo has established a structure for safety and health management and its role pursuant to company regulations on safety and health management. The company is committed to properly maintaining workplace environments, preventing occupational accidents and taking emergency measures, and conducting relevant education and training.

Organo employees undergo screening for lifestyle-related diseases every five years in conjunction with periodic health checkups. The company also provides for periodic consultations performed by occupational health physicians on an elective basis. Female spouses of employees are also eligible for health checkups.

○ Number, frequency, and severity rate of workplace accidents



Calculation methods:
 • Frequency: Number of incidents ÷ Total number of hours worked × 1 million
 • Severity rate: Number of workdays lost ÷ Total number of hours worked × 1,000

Mental Health Care

All employees are eligible for annual stress level checkups and mental health training via an e-learning platform. Organo employees have access to counseling provided by specialists and registered nurses through the company's in-house consultation center for when they have concerns about themselves, their colleagues, or their subordinates.

Creating Comfortable Workplace Environments

○ Creating Workplaces Where Human Rights are Respected

Organo provides e-learning education on corporate ethics, compliance, and harassment prevention for all employees in order to ensure that all employees have a correct understanding of human rights and to promote workplaces where human rights are respected.

○ Engagement with Labor Unions

The company enters into collective bargaining agreements with Organo's labor union and maintains harmonious labor-management relations. Through regularly scheduled labor-management meetings with the participation of top management, Organo strives to disseminate its management policies and ensure that opinions of union members are reflected in the company's management strategies and policies.

Society

● Diversity Initiatives

Given that Organo's workforce consists of a diverse range of employees possessing a variety of personalities and backgrounds, the company aims to develop an environment where all employees are able to fulfill their potential and realize growth.

Employment of people with disabilities

Organo is working to expand its employment of people with disabilities who, as of March 2020, accounted for 2.31% of the company's workforce.

Utilizing global human resources

As Organo expands its operations overseas, it is promoting the employment and training of global human resources to take advantage of diverse values and experiences in different cultures.

Employing senior citizens

The company has introduced a re-employment program whereby it is possible to rehire employees up to the age of 65 so they can continue to work by leveraging the skills and expertise they cultivated even after reaching the mandatory retirement age of 60.

Childcare support and reduced working hours for employees with childcare responsibilities

The company has introduced leave accessible to male and female employees alike aligned with their stages in life, and a reduced working hour system for childcare that covers children up through the third grade of elementary school.

Encouraging employees to take annual paid leave

In order for employees to achieve proper work-life balance, Organo encourages them to take their paid leave combined with summer vacation and special paid leave offered after 15 years and 25 years of service.

Workstyle reforms (flexible employment practices)

Organo has introduced flextime options and half-day paid leave systems to enable flexible and efficient work styles, and is promoting the use of web conferencing systems to improve work efficiency.

Acquisition of Eruboshi Three-star Rating

Japan's Minister of Health, Labour and Welfare has granted the company certification as a leading enterprise in recognition of its efforts to promote women's participation and advancement in the workplace.

The Eruboshi certification is a certification system related to Japan's Act on Promotion of Women's Participation and Advancement in the Workplace. It aims to realize a society in which women are able to fully draw on their distinctive qualities and capabilities. Evaluation is conducted based on five criteria: 1) Competitive rate at time of hiring, 2) Years of service, 3) Working hours, 4) Ratio of women in managerial positions, and 5) Diversity of career options.

The company was granted the certification upon having met every requirement stipulated under the five categories.

To help enable employees to balance childcare and their careers, the company has introduced support systems that exceed statutory requirements, and implementing a scheme that enables employees to change career paths geared toward career advancement. Organo has also formulated a general business action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace. It will further promote the creation of an environment that enable our female workforce to demonstrate their capabilities actively in the workplace, taking into account the need for work-life balance.



● Work-life Balance

To enhance the work-life balance of its employees, Organo has holiday and leave systems, leave for childbirth and childcare, and other such systems. Organo has established a childcare leave system that exceeds legal requirements. Employees are guaranteed full salary during their terms of prenatal and postnatal leave (six weeks before and eight weeks after childbirth), and during periods of childcare leave. The rate of female employees with children who take childcare leave is 100%, and most employees opt to keep working by utilizing reduced working hours for childcare. Some of Organo's female employees have even taken on managerial positions after having taken childcare leave, evidence of the fact that the company offers a stable environment conducive to women building their careers.

Types of systems	Overview
Childcare leave	An employee may take childcare leave any time until the day prior to a child's first birthday in order to achieve a balance between professional and family life. The company has also introduced a system for reduced working hours for childcare, which covers children up through the third grade of elementary school.
Maternity leave	In addition to prenatal and postnatal leave, employees may take 15 days off in increments or consecutively if they suffer from morning sickness or other pregnancy-related illness.
Family care leave	Employees may take a total of 365 days' leave when necessary for them to care for a spouse, parent, or other family member.

● Promotion of Human Resource Development

Organo implements rank-specific training and function-specific training to enable employees to improve their skills and advance their careers. Moreover, the company has introduced a system to support employees' self-development, such as a qualification acquisition support system and Organo University, a system under which correspondence courses are subsidized.

○ Main Training Programs

Types of Programs	Overview
Group training for new employees	Over the course of roughly one month of group-based training, employees learn general knowledge as a member of society and about Organo's technologies. They then gain knowledge necessary for them to perform practical tasks through training at construction sites and in factories.
Follow-up training	Follow-up training is implemented in November of the first year of employment. The training enables employees to deepen their understanding of Organo by providing them with a forum to build knowledge through interaction with their contemporaries assigned to respective departments and divisions, and to ask questions regarding their jobs.
Engineering Seminar Basic Course (ESB)	The ESB course involves technology field-specific training concerning Organo's basic technologies. Participants are able to equip themselves for future career opportunities by gaining extensive knowledge on technologies that are not directly related to their work.
Third-year training	Participants cultivate the ability to independently plan their professional growth by learning to take an autonomous approach to career development.

Qualification Acquisition Support System

The company subsidizes a portion of the costs employees incur when acquiring one of approximately 300 different formal qualifications. This encompasses popular qualifications across a wide range of subject areas such as technology, linguistics, and information processing, with certifications that include professional engineer, assistant professional engineer, pollution control manager, health supervisor, chief electrical engineer, the Test of English for International Communication (TOEIC), and Japan Chamber of Commerce and Industry (JCCI) bookkeeping exam.

Organo University (correspondence course subsidy system)

The Organo University correspondence course platform features 174 courses across nine fields of study including technology and sales courses necessary for business, as well as management skills required at different levels of the corporate hierarchy. Employees enrolled in courses are eligible for incentive remuneration to cover a portion of their course fees upon having met certain criteria.

● Support Activities Related to Developing Water Environment Conservation Technology

The Organo Group actively engages in support activities related to water environment technologies and education while also contributing to environmental conservation through its water treatment business.

Organo Awards to Support Young Researchers in China

In recent years, people in China have been becoming increasingly aware of the environment as the nation's industry develops. In line with this, the Chinese government has been promoting policy on water environment conservation.

Since fiscal 2007, the company has been conducting a scholarship program in China known as the Organo Awards for recognizing and supporting graduate students who have achieved outstanding research results in the field of water quality and water environment conservation in China. The Organo Awards are implemented in partnership with the Research Center for Eco-Environmental Sciences of the Chinese Academy of Sciences and Suzhou Industrial Park. Organo again solicited research topics from graduate students based in China in fiscal 2019, and subsequently in July selected and recognized outstanding researchers in Suzhou, China.



Awards ceremony for the fiscal 2019 Organo Awards (Suzhou, China)

Support for Studies of Young Researchers in Water Environment Field Japan Society on Water Environment (JSWE)- ORGANO Doctoral Research Awards

The JSWE-ORGANO Doctoral Research Awards were established with the aim of widely introducing outstanding research results of graduate students in doctoral programs and other young researchers and supporting their development of further research in the field of water environment. The company provides assistance in the form of contributions that support the objectives of the JSWE-ORGANO Doctoral Research Awards.

In 2019, its 13th year, research presentations, selection, and awards ceremony were held at the JSWE symposium at Hokkai Gakuen University in September, and three students received awards.



Awards ceremony for the fiscal 2019 JSWE-ORGANO Doctoral Research Awards (Hokkai-Gakuen University)