

OUR STAKEHOLDERS	WHAT THEY EXPECT FROM US	COMMUNICATION Channels and Frequency of Engagement
Investors: Parent Company Mitsui	Expect the organization to manage its risks and opportunities that can affect an investment; Expect the organization to follow procedures and requirements	<ul style="list-style-type: none"> <li>• Board Meetings</li> <li>• Annual Reports</li> <li>• Routine Audits</li> </ul>
Customers	Expect product quality, safety and reliability, sales and distributions, supply and demand for products, ethical business practices, data protection and privacy, issues related to products, packaging, product end of life, pricing, manufacturing processes	<ul style="list-style-type: none"> <li>• Direct Contact Through Sales/ Marketing, Technical Service, Customer Service</li> <li>• Industry Meetings</li> <li>• Annual Survey</li> <li>• Social Media</li> <li>• Annual Newsletter</li> </ul>
Community- Lenawee Intermediate School District; Community Representatives; First Responders; Lenawee County Chemical Manufacturers	Expect socially acceptable performance, honesty, and integrity; Expect a safe and healthy environment	<ul style="list-style-type: none"> <li>• Social Media</li> <li>• Neighbors (Biennial Surveys- Hazardous Waste Collection Event)</li> <li>• First Responder Training Events</li> <li>• LCCM – Quarterly Meetings</li> <li>• Schools – Annual Education Events</li> </ul>
Employees	Expect ethical business practices, business performance, sustainable innovation, workplace health and safety, human capital development, diversity and inclusion, human rights, access to and affordability of medicines, data protection and privacy	<ul style="list-style-type: none"> <li>• Direct Management Contact</li> <li>• Routine Gemba Walks</li> <li>• Open Door Policy</li> <li>• Conflict Resolution Policy</li> <li>• Annual Performance Reviews</li> <li>• Social Media</li> <li>• Quarterly Employee Meetings</li> <li>• Quarterly Newsletter</li> <li>• Training Program</li> <li>• Employee Assistance Program</li> </ul>
Industry membership organizations	Expect collaboration on EHSS issues (Ethical business practices; Community Engagement/Impact; Sustainable Sourcing/Procurement)	<ul style="list-style-type: none"> <li>• Membership</li> <li>• Annual Conferences</li> <li>• Quarterly &amp; Biannual Meetings</li> <li>• Social Media</li> </ul>
Regulatory or statutory agencies	Expect demonstration of legal compliance	<ul style="list-style-type: none"> <li>• Direct Engagement; Meetings</li> </ul>
Contractors	Expect to work in a safe and healthy environment	<ul style="list-style-type: none"> <li>• Annual Safety Training</li> <li>• Daily direct engagement</li> </ul>
Suppliers	Expect unbiased meeting of Supply and Demand; Ethical Business Practices	<ul style="list-style-type: none"> <li>• Surveys and Direct Contact Through Procurement</li> </ul>
Vendors / Transporters	Expect safe handling and delivery of raw materials and products	<ul style="list-style-type: none"> <li>• Daily Direct Engagement;</li> <li>• Vendors: Annual Contractor Safety Training</li> </ul>