

Dear FUTURE

Achilles Corporate Profile





Dear
FUTURE

Bringing new winds to the future.

To listen carefully to the voices of society and respond to its needs, we will work together as a company to create and deliver new value.

Like a windmill spinning in the wind.

We at Achilles bring new winds to the future. Together with you.

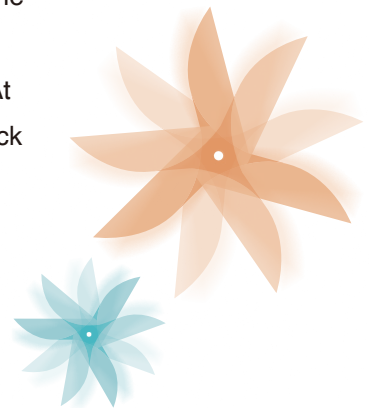


Keep thinking, and be creative.

If it doesn't work, start over.

Never give up until the very end.

Since our founding in 1947, we at Achilles have dedicated ourselves to the art of manufacturing. We've delivered many products and services to society over the years, but none of them were without their challenges. At times, we experienced setbacks and failures, but each time we stood back up and overcame each obstacle. The spirit of "never giving up" is an important asset of Achilles.

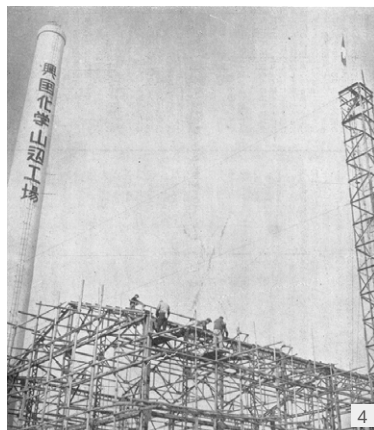


1. Headquarters at the time of its founding (1947)
2. A mobile billboard touring the Hokuriku and Kinki regions, mainly around Osaka (1955)
3. Coined the name "Vinistar" to refer to all our vinyl chloride products (1949)

**From people close to you to every corner of the world.
We look, listen, and understand.
The seeds of manufacturing are always within us.**



At Achilles, our "Customer First" philosophy is the starting point of our approach to manufacturing. We continue to think about what our customers need and what is behind those needs, and are always working to develop products from the customer's perspective. We believe that meeting expectations will also contribute to solving environmental and social issues, leading to a more prosperous future.



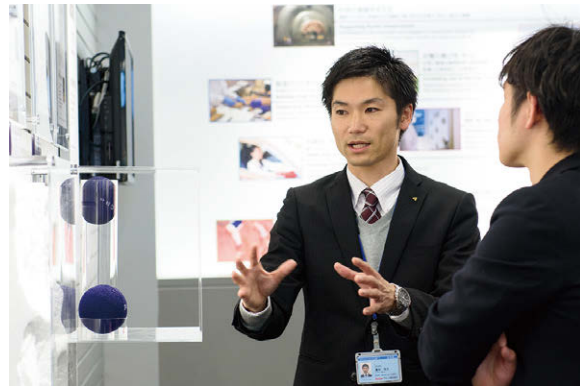
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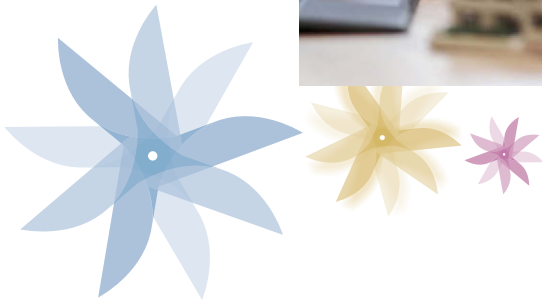
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アキレス 新世紀へ飛翔。
興国化学工業株式会社からアキレス株式会社へ

今年、創立35周年を迎えるアキレスの興国化学工業株式会社は、昭和57年2月1日からアキレス株式会社に社名変更いたしました。

7



Two people are better than one. And better yet is all of us working together.

To create new value, it's important to connect ideas and technologies.

From resources and materials that support various industries to household items that add color to our lives, we provide various types of products to society. One of our strengths is our manufacturing know-how that leverages the combined capabilities that we've harnessed across a wide range of business domains. Without being bound by conventional ideas, we focus on cross-departmental collaboration and the fusion of different technologies to create new value.

- 4. Yamabe Factory (Ashikaga Factory No. 1) built in Ashikaga, Tochigi Prefecture (1957)
- 5. Birth of the ACHILLES BOAT (1960)
- 6. Representative office opened in New York (1960)
- 7. Company name changed from Kohkoku Chemical Industry to Achilles Corporation (1982)
- 8. Started sales of Air tents (1991)
- 9. Achilles Technical Center (ATC) opened in Ashikaga Factory No. 1 (2005)
- 10. Started sales of Achilles Airlon FR-FO, an on-site rigid foaming urethane foam system (2014)



With the well-being of people in mind, we look to the future to deliver new value to society.
Yesterday, today, and in the future.

always with you...Achilles

Corporate Philosophy

“Living with Society” = “Customer First”

The philosophy of "Putting customers first" underpins our contribution to realizing an affluent society by creating products and providing excellent services that satisfy and inspire our customers.



TOP Message

Toward a society full of smiles

Under our corporate philosophy of "Living with Society = Customer First," we at Achilles have delivered many products and services to society based on the plastic processing technology we've cultivated over many years. Among these business activities, our focus in recent years has been on the pursuit of "high social utility." We believe that creating products and services that contribute to solving social issues and promoting initiatives toward a sustainable society is our mission based on our corporate philosophy of "Living with Society."

The key to succeeding in our mission is our "Customer First" philosophy. Who are our customers? What kind of products and services are they looking for? These are the questions we always ask from the customer's perspective, and we focus on finding the answers in our business activities.

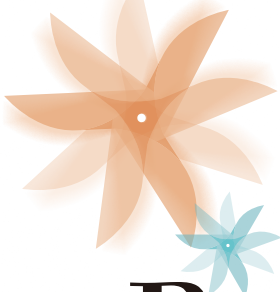
In addition, we want to continue to be a company that does its best for our customers, while also valuing our employees. We respect the diversity of our employees and promote the creation of a workplace where each employee can demonstrate their full potential and take pride in their daily work.

Toward a society full of smiles. We at Achilles will continue to aim to be an indispensable part of society, and create new value that contributes to the creation of a prosperous and comfortable society.

President

Shiro Nishige





Business Domains of Achilles

**Expanding into nine diverse markets
Creating new value through
our integrated strengths**

Achilles operates in a wide range of domains and provides products and services in various fields of society. In addition to the technical expertise we've cultivated in each market, we also have contact with a wide variety of customers, which is an asset to our company. We aim to accurately grasp changes in the market and the needs of our customers, and utilize the synergy among our business divisions to make concerted efforts to create new value.

Organizational Framework



Infrastructure



Supporting the foundations of society
Repair work for roads, tunnels, bridges, revetments, etc.
Contributing to disaster prevention and mitigation through measures against deterioration.



Construction and Engineering



Friendly to people and the planet
Environmentally friendly insulation materials
We create comfortable living spaces with housing materials.



Agriculture, Husbandry and Fishery



Enhancing the joy of harvesting
We support producers with environmentally friendly products that maintain an optimal growing environment.



Manufacturing and Facilities

Supporting professionals in manufacturing

We improve the quality and safety at manufacturing sites by providing a diverse range of materials and products.



Interior and Living

Bringing comfort to your day-to-day

We propose new lifestyles with high-performance interior materials, bedding, and interior products.



Electric and Electronics

Contributing to electronics

We support the manufacture of precision machinery such as electric appliances and equipment, as well as medical and analytical instruments.



Medical and Disaster Prevention

Connecting lives

We provide safety and security to each and every customer through products ranging from tents for disaster preparedness and medical use, to rescue boats and evacuation center support.



Vehicles

Pursuing both comfort and safety

We provide a wide range of interior materials of reliable quality for use in automobiles, railways, and aircraft.



Sports and Leisure

Healthy and joyful living

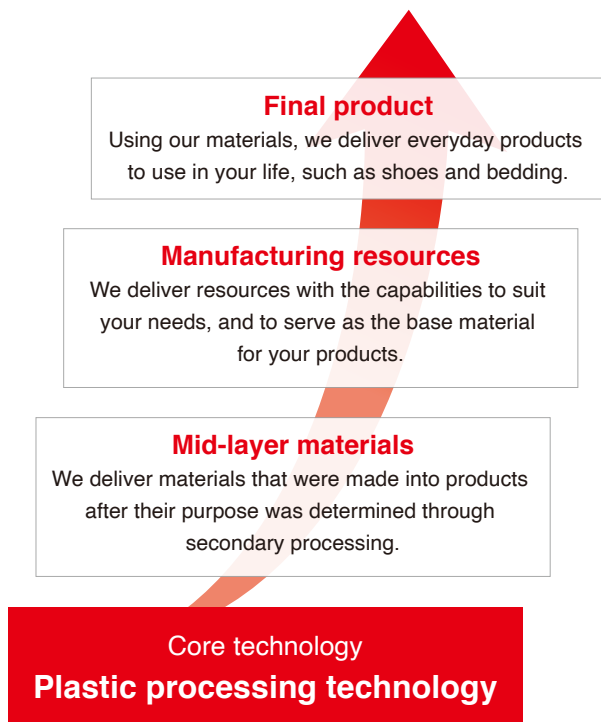
We provide sports shoes, leisure boats, and other products that support joy and good health.

Our Products and Services

From everyday items and industrial products to the front lines of saving lives

Another factor distinguishing Achilles from our competitors is the diversity and extensiveness of our product lineup. Our eight business divisions offer a wide range of products, including materials and construction methods that support social infrastructure and industry, everyday items that add color to our lives, and disaster prevention products that save lives. We will continue to enforce our philosophy of "Customer First" manufacturing and provide environmentally friendly products and services that are truly valuable to society.

Product classification in industrial processes



Shoes Business Division



Junior sports shoes:
"SYUNSOKU"



Leather shoes:
"ACHILLES SORBO"



Running shoes:
"BROOKS"

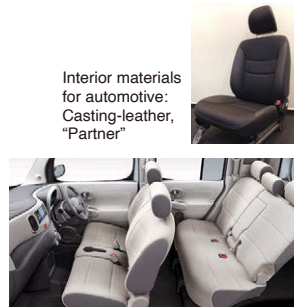


School shoes:
"SYUNSOKU@SCHOOL"

Automotive Materials Division



Sheet material for airplanes and trains
Synthetic leather: "Flame-resistant CABRON"



Interior materials for automotive:
Casting-leather, "Partner"



Laminated products

Chemical Products Division



High-performance film for use in various industries



High-performance film for agricultural use:
"Platinum Coat"

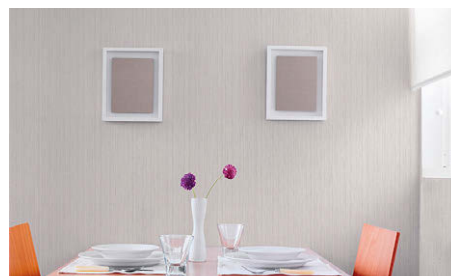


Antistatic flame-retardant film:
"ACHILLES SEIDEN-F"



Biodegradable film: "BIOFLEX Multi"

Floor and Wall Coverings Division



Wall covering collection for overseas markets



Low adhesive kitchen mat



Adhesive wall coverings:
"Kabe-STRY"

We pursue a level of comfort that combines functionality and fashion. Using the technology cultivated in this process, we make shoes that meet the needs of our customers by pursuing the fusion of sensibility and technology that allows us to achieve our goal of functional beauty. We also focus on the social aspect of our businesses, such as awareness activities around "Sokuiku" that promote the correct development of feet.

Disaster Response Division



Air tents for medical use and camping



Infrastructural civil engineering method: "Juten-bag method"



Rescue boat: Water rescue boats

We combine our technology and know-how as a materials manufacturer to provide a wide range of products and services related to disaster prevention. In addition to air tents and rescue boats, an area in which we have many years of experience, we offer disaster prevention materials and equipment for professionals and products that support evacuation centers. We also contribute to corporate BCP measures and countermeasures for aging infrastructure. We aim to protect people's lives and livelihoods and realize a safe and secure society.

Using the manufacturing technologies of PVC leather and synthetic leather, we've achieved the durability and weight reduction required for interior materials used in vehicles. We also have the capacity for integrated in-house production from surface materials to lamination, including interior and furniture materials not only for automobiles, but also for railways and aircraft.

Urethane Division



Environmentally friendly foam: "CRIIN FOAM"



Bed mattress: "Freabell"



Open cell foam: "Mumak"

Achilles Airlon, a soft urethane foam, is used in a wide range of fields. Based on advanced compounding technology, we've achieved extensive functionality and variety. We offer materials for a wide range of applications, including bedding, interior design, packaging, automobiles, and industrial products, while also focusing on environmental friendliness.

Since the first successful development and commercialization of soft PVC sheets in Japan, we've been providing products to a wide range of fields. We have a diverse lineup of films, including general-purpose films for use in daily life, high-performance films that improve the on-site work environment with their high performance, and agricultural films that contribute to improving productivity in agriculture.

Heat Insulation Materials Division



High-performance heat insulating material for detached houses: "Q1 Board"



Spray foam insulation applied on site



Insulation material for use in agriculture and stockbreeding: "Triton"

Since developing and launching Japan's first rigid urethane foam insulation board, we've contributed to energy conservation by improving the performance of the outer surface of buildings. As efforts toward the decarbonization of society accelerate, we're working on the development and manufacture of high-performance insulation materials to achieve ZEH (net zero energy house) and top-tier performance.

We manufacture interior materials with a wide variety of designs and colors that suit specific environments to create comfortable living spaces. We offer wall coverings that combine good design and functionality to customers in Japan and overseas. Among them, we offer wall covering products for overseas markets proposed as new brands of high-quality wall covering, and are attracting attention as interior materials for decorating hotels and offices.

Industrial Materials Division



Semiconductor wafer shipping case: "Protos Carrier"



Conductive workbench mat: "PF Color Anti-static Mat" (RoHS II compliant)



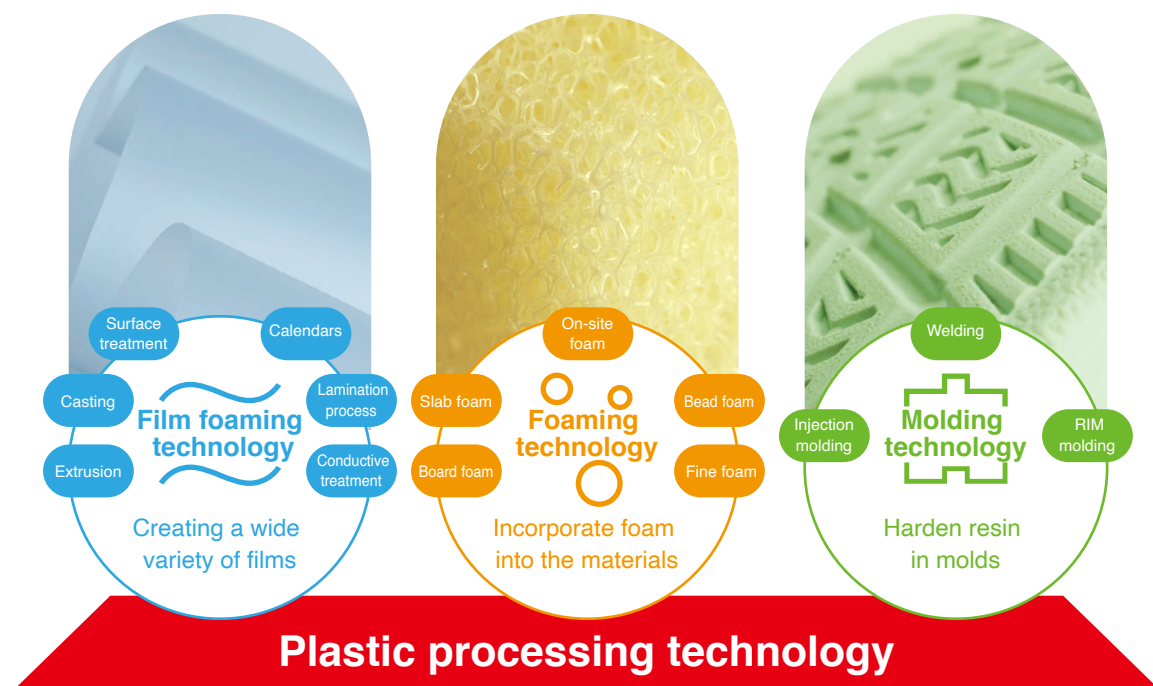
Heat-resistant conductive adhesive tape: "ST Chuck Tape"

Using the conductive plastic based on our proprietary "ST Poly" technology, we propose solutions and manufacture static electricity countermeasure products in a wide range of fields, such as electronics and mobility. In addition, "Achilles Tafron," our RIM molding solution, is well-received in a wide range of applications, including in medical, robotics, and infrastructure fields for large-scale plastic molding.

Our Strengths

Three core technologies

We possess a variety of elemental technologies based on the core technologies of film formation, foaming, and molding. Combining these technologies in an intricate manner allows us to manufacture products with various characteristics and shapes. This technology for developing high-quality products forms the foundation of our business activities.



Examples of combined technologies

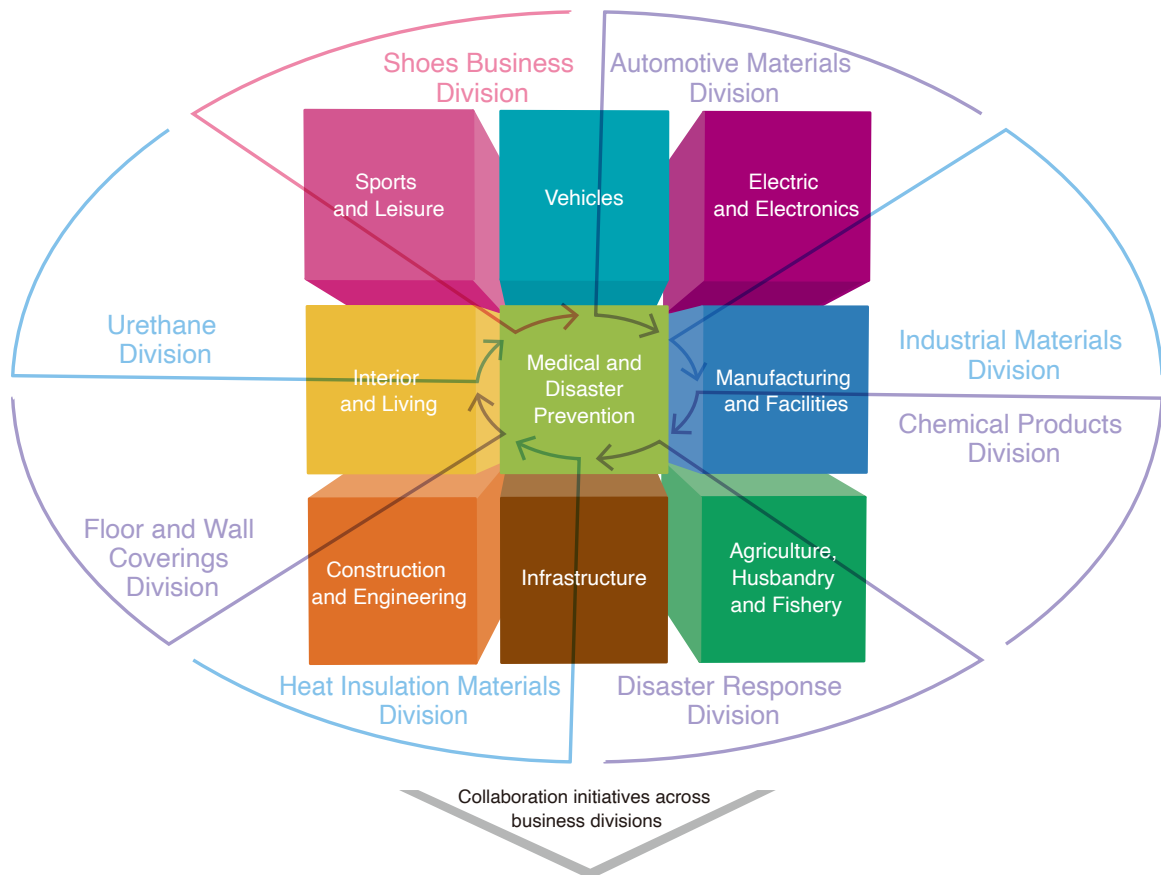
 ×   <p>Conductive skin material We develop "Conductive skin materials", a collaborative product based on conductive plastic technology and synthetic leather manufacturing technology for vehicles. When used on the driver's seat, it disperses the static electricity that accumulates on and around the driver to reduce the amount of electrification, letting you drive comfortably.</p>	 ×    <p>ACROFOAM "ACROFOAM" is a new material that takes the polyurethane foaming and molding technologies to the next level to achieve the contradictory properties of both rebound elasticity and shock absorption. It also allows manufacturers to adjust the shape, rebound elasticity, and hardness according to specific applications and needs. Taking advantage of these properties, we develop products such as shoes, exercise play mats for children, and mats that reduce fatigue when working while standing.</p>
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Maximize core competencies and strengthen business foundations

Based on our unique strengths in the three core technologies, we aim to strengthen our foundation for value creation by maximizing business synergy.

Business synergy

Leveraging the extensive range of our business domains in eight business divisions and nine markets, we promote the horizontal, application-expanding, and multi-use development of products and technologies. We aim to enhance our integrated strengths through collaboration across business divisions, and develop value-added products and services in each market.



Achilles THE NEXT

"Achilles THE NEXT (Materials & Product Exhibition)" is an integrated exhibition that introduces products and technologies developed across Achilles, beyond the boundaries of business divisions. In addition to exhibiting the products of each division, products and technologies developed through technological collaboration between business divisions are also introduced, providing an opportunity to demonstrate our integrated strength.



An aerial photograph of a busy city intersection with many pedestrians crossing the street. A large, stylized teal leaf graphic is overlaid on the right side of the image. The text 'Contribute to Society' is written in white, sans-serif font on the left side.

Contribute to Society

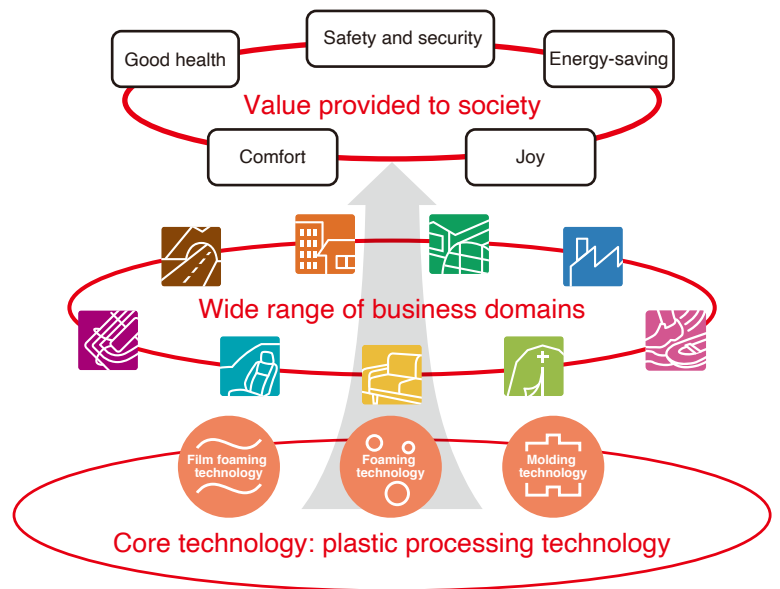
Urban development through manufacturing.

We create the pieces that contribute to a better society.

Pursuit of "High Social Utility"

As a company, we advocate high social utility, and aim to expand our businesses with the goal of solving social issues.

An important key term for our business strategy is "high social utility." Currently, Japan is facing various issues, such as the emergence of a hyper-aged society, frequent natural disasters, a long-term decline in the food self-sufficiency rate, and global environmental conservation. In addition to products related to disaster prevention and medical care, we're developing a number of products that contribute to solving social issues from both tangible and intangible perspectives, such as initiatives for a sustainable society and awareness activities that contribute to good health. Going forward, we will continue to provide new value to society by understanding the needs and concerns of society and our customers, with a focus on solving social issues.



Examples of related products and initiatives

Negative and positive-pressure air tents for infectious disease control

(Disaster Response Division)



Our negative and positive-pressure air tents for infectious disease control inhibit the spread of viruses and other infections, and can be installed outdoors at medical institutions as the reception area for patients with fevers, helping reduce the risk of hospital-acquired infections.



Semiconductor wafer shipping cases

(Industrial Materials Division)



Semiconductors support society in fundamental ways. This product protects silicon wafers, which are the foundation of semiconductors, from static electricity and shock, and transports them safely and compactly. By building a network for collecting and reusing silicon wafers worldwide, we also help reduce the environmental impact of disposal.



Emergency compression mattresses

(Disaster Response Division)



Taking advantage of our urethane foam manufacturing technology and extensive experience, this product was developed as a mattress for use in evacuation centers. It provides strong support for the body even on the hard floors of evacuation centers, helping evacuees sleep and rest better, and reducing their physical burden.



"Sokuiku" awareness activities

(Shoes Business Division)



"Sokuiku" is an initiative for promoting awareness activities focusing on the health and growth of children's feet. We're working to spread the concept of "Sokuiku" through foot measurement sessions held at mass retailers throughout Japan, as well as foot measurement and counseling sessions held at our head office showroom. We also visit elementary and junior high schools to deliver lectures.



PICK UP

Agreements with local governments on disaster preparedness

We've entered agreements related to disaster preparedness with local governments in various regions. Based on these agreements, in the event of a disaster, we will supply various products to be used in evacuation centers, such as air tents, rescue boats, life jackets, backpack-type fire extinguishing water bags, and urethane foam mattresses upon request from local governments. In recent years, as major disasters have occurred frequently across Japan, we will continue to support those working at disaster sites and those affected by disasters, including diversifying these supply methods.

Signing ceremony with the city of Ashikaga, Tochigi Prefecture (February 2022)





Toward a world where the next generation

can continue to live with peace of mind.

Products that are friendly to both people and the planet.

Sustainability

Sustainability

We strive to continue to be a company that contributes to the creation of a prosperous and comfortable society.

At Achilles, our basic sustainability management policy is as follows: "As a member of society, the Achilles Group strives to expand its activities aimed at helping to solve social problems, and contributes to the sustainable development of society through dialog with stakeholders." Based on this policy, we've identified eight issues as "Achilles' Materiality," and are promoting business activities that align with them. The eight themes are not independent of each other, but are interconnected. In addition, at the center of all

of the themes is the welfare of people. In order to grow our company and solve social issues, we strive to acquire and develop diverse human talent and create an organization that fosters innovation. We will continue to respond to the needs of society and deliver products and services that contribute to a sustainable society.

For more information on Achilles' sustainability activities, please see the Achilles Report.



Achilles' Materiality	E	S	G
Strengthen business foundations and promote growth		●	●
Governance/Risk Management			●
Provide true satisfaction and inspiration through products and services		●	
Environmental initiatives	●		
Safe and healthy workplace environments conducive to work		●	
Respect human rights and make effective use of diverse human talent		●	
Collaboration with business partners		●	
Community engagement and social contribution activities		●	

Sustainable products and initiatives

Biodegradable film
(Chemical Products Division)



This is an agricultural film that is ultimately decomposed into water and carbon dioxide by microorganisms in the soil. In addition to reducing our footprint on the global environment, it also eliminates the need for stripping after use, thereby contributing to improved work efficiency and reducing the burden on farmers.



Environmentally friendly soft urethane foam
(Urethane Division)



VOC emissions into the atmosphere related to product manufacturing are reduced by using carbon dioxide gas as a foaming agent. In addition, the carbon dioxide gas used in the foaming agent is synthesized by chemical recycling of plastic waste, which also reduces CO₂ emissions during plastic disposal.



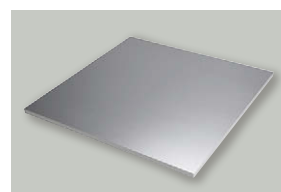
Biomass plasticizer used desk mat
(Chemical Products Division)



By using plant-derived biomass materials as part of the raw materials, we've developed environmentally friendly soft PVC sheets that contribute to the promotion of resource conservation by reducing the amount of petroleum-derived raw materials used. We're now developing biomass desk mats using this product.



High-performance rigid urethane foam
(Heat Insulation Materials Division)



We've developed high-performance rigid urethane foam that maintains excellent thermal insulation performance over time. In addition to contributing to the promotion of energy conservation in homes by demonstrating long-term heat insulation performance, it also reduces the risk of heat shock by reducing indoor temperature differences, contributing to healthy living.





The whole world is the stage.

Promoting partnerships that transcend national borders

to spread the circle of smiles.

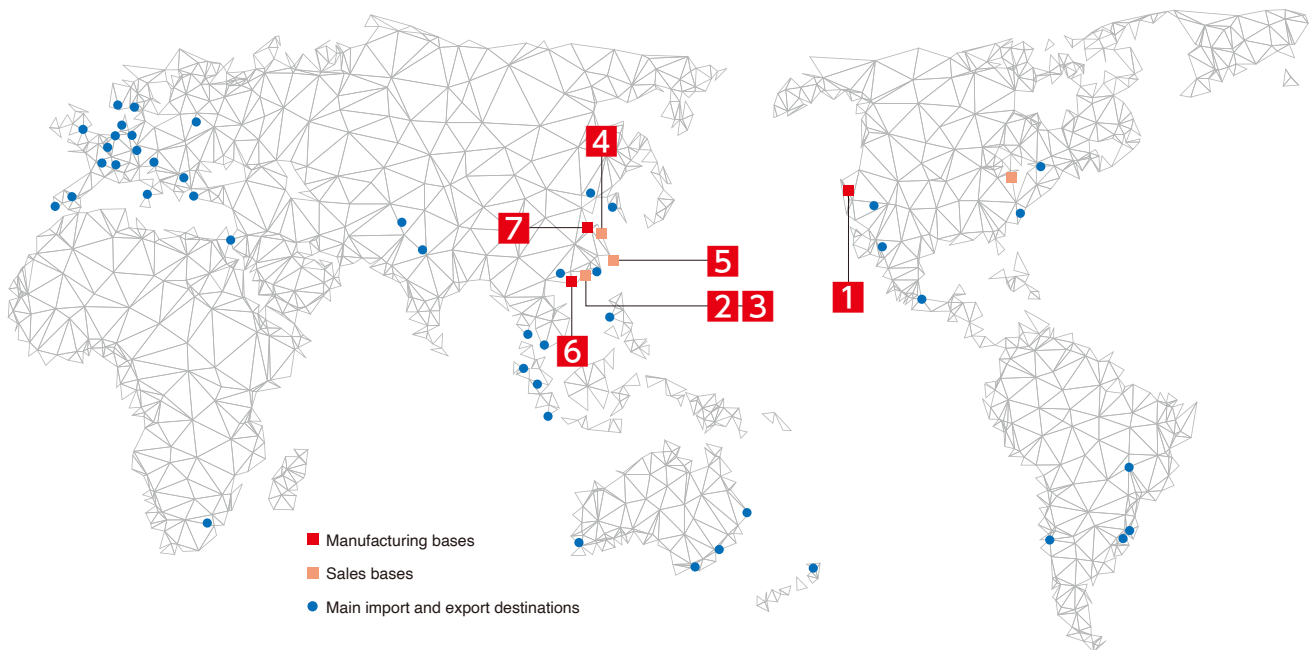
Global Expansion

Global Expansion

We've built a global supply chain and are expanding our businesses on the international stage.

Achilles' share of the market isn't limited to Japan but also extends throughout the world. To develop our businesses on a global scale, we've established sales and manufacturing bases in the United States and China. Our products, which utilize the technology and know-how cultivated mainly in Japan, are exported to North America, Europe, Southeast Asia, and other regions around the world, and are well-received. Going forward, in order to provide more peace of mind and joy to the world than ever before, we

aim to expand our markets and discover new businesses, and further strengthen our global expansion by utilizing M&A and alliances. We aim to expand the fanbase of Achilles on a global scale by proposing solutions to global issues such as environmental problems, as well as developing products that meet the needs of each country and region, such as disaster prevention measures and support for medical fields.



Overseas subsidiaries and affiliates



1 ACHILLES USA, INC.
Established: November 1973
Products handled: Manufacture and sales of chemical products, and sales of vehicle materials, disaster prevention support, and industrial materials
 *We also have a sales office in Detroit.



2 ACHILLES HONG KONG CO., LIMITED
Established: February 1973
3 WINFAST TECHNOLOGY LIMITED
Established: June 2001
Products handled: Sales of shoes, chemical products, floor and wall coverings, urethane products, industrial materials, and Sorbo products



4 ACHILLES (SHANGHAI) INTERNATIONAL TRADING CO., LTD.
Established: October 2002
Products handled: Sales of vehicle materials, urethane products, industrial materials, chemical products, floor and wall coverings, and Sorbo products



5 ACHILLES ADVANCED TECHNOLOGY CO., LTD.
Established: February 2008
Products handled: Sales of industrial materials



6 ACHILLES (FOSHAN) NEW MATERIALS CO., LTD.
Established: May 2019
Products handled: Manufacture of vehicle materials



7 KUNSHAN ACHILLES NEW MATERIAL TECHNOLOGY CO., LTD.
Established: December 1993
Products handled: Manufacture of vehicle materials



Research • And Development

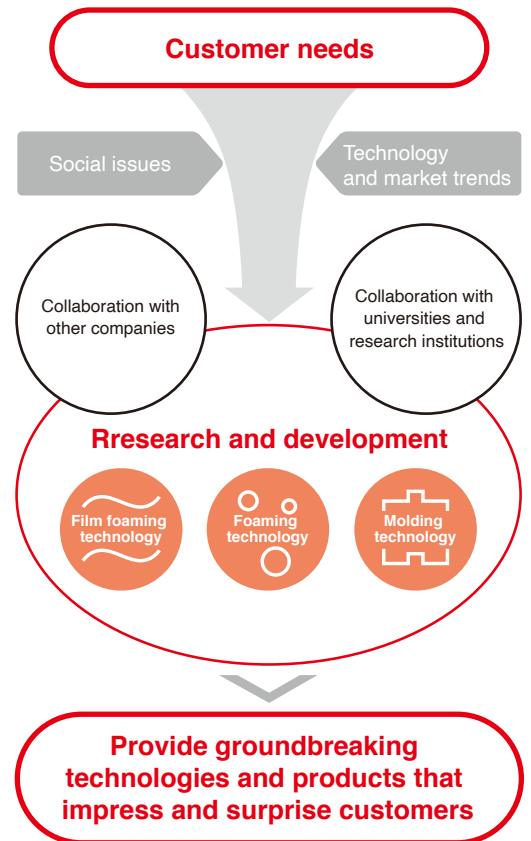
Contributing to society through technology.

We believe in the infinite possibilities of plastic.

Research And Development

We're pursuing all the possibilities of plastic, a material that can be freely transformed, and are working on the deep cultivation and application of related technologies.

One of the main goals of our efforts in manufacturing is to continue to create new value for people, society, the planet, and the future. In order to achieve this, our Research and Development Division is working on the deep cultivation and application of related technologies based on plastic processing technology, and is leading efforts in the development of new technologies and products that are difficult to achieve in a single business unit. In recent years, we've focused on the development of technologies and products that are friendly to people and the environment, with special priority on the areas of "environment" and "comfort." We're also promoting digital transformation, and are making manufacturing processes and development operations smarter.




Major initiatives in priority areas



Environment

We're promoting the development of polyurethane foam using biomass and recycled raw materials, the development of biodegradable films, and the development of recycling technologies to reduce waste.



Comfort

We're promoting the development of circuit formation technology that makes thinner devices and high-speed communication possible, the development of high-performance heat insulation materials, and the development of PVC leather to create comfortable spaces for vehicles.

Initiatives to promote research and development

Achilles Technical Center (ATC)

The Achilles Technical Center (ATC) is at the core of our research and development activities. We combine a wide range of technologies to create groundbreaking products and technologies that meet the diverse needs of our customers. Going forward, ATC will continue to foster synergy between human resources and technology to create unique products.



Joint research with universities and research institutions

In order to create high added value through our diverse product lineup, we're conducting joint research with various universities and public research institutions. Our topics of research are wide-ranging, from basic research such as the elucidation of the principles behind the expression of physical properties, to applied research for the development of products that will support the company in the future.



Award system for employee inventions

We've established a reward system to improve incentives for inventors and creators. Under this system, in addition to rewards for the application and registration of ideas, incentive rewards are also provided according to performance over a certain period of time after registration. In addition, special achievement awards are also given to inventions that have achieved exceptional results.



Doctor system for working adults

This system is intended for employees who aim to obtain a doctoral degree in fields related to research and development. We will support tuition and other related expenses for employees selected from among those who wish to obtain a doctoral degree. Several employees have already obtained their doctoral degrees under this system.





Building a company starts with human talent.

**To achieve a society full of smiles,
we must start with the smiles within the company.**

Human Resource Development

Human Resource Development

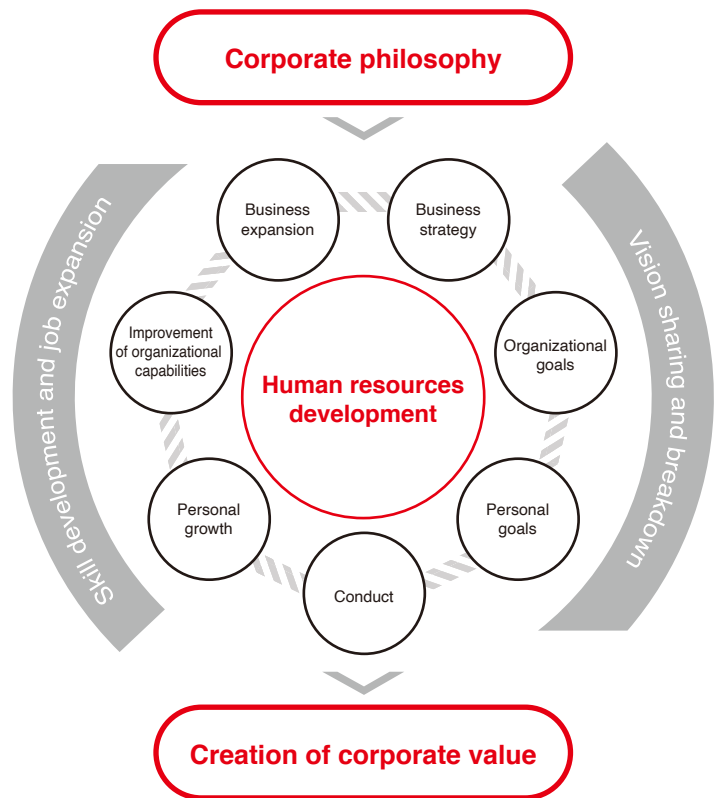
We respect the diversity and individuality of our employees, and support the growth and self-actualization of each individual.

At Achilles, our employees are important stakeholders and our greatest asset. We believe that allowing each individual to fully demonstrate their abilities and motivation, and encouraging them to work with enthusiasm and peace of mind will lead to increased value and sustainable growth of the company. In addition to respecting the diversity and individuality of our employees, we're also implementing ongoing human resource development programs to enhance individual abilities, and are working to create an environment that supports the growth and self-actualization of each individual.

Basic policy for human resource development

1 Cultivate human talent that is capable of outlining a clear vision and demonstrating appropriate leadership to realize this vision.

2 Cultivate human talent that is capable of identifying problems that may affect the realization of the vision outlined by the organization's leaders and taking steps to solve these problems, while increasing the added value generated by their work.



Major initiatives related to human resource development

Training systems to support employee growth

Our training systems consist of a variety of programs, including management skill development training to nurture the next generation of executives, rank-specific training conducted in parallel with advancing in the personnel system, training related to quality and safety, and communication training to support self-development.



Nurturing of global human talent

To achieve our goal of expanding our overseas businesses, we conduct training aimed at improving practical business skills with the aim of continuously discovering and nurturing human talent who will play an active role in a global environment.



Employment support for life events

We've established a leave system and a shortened working hour system so that employees can choose from various work styles during times when regular work is not possible, such as childbirth, childcare, nursing care, and treatment for illnesses, and are promoting their use.



Health management initiatives

Employee health management is essential for creating a healthy and sustainable organization. To support the health maintenance of employees, we hold regular walking campaigns and exercise seminars.





always with you...

Achilles ACHILLES CORPORATION

Shinjuku Front Tower, 2-21-1, Kita-Shinjuku, Shinjuku-ku, Tokyo 169-8885

<https://www.achilles.jp>

As of August 2023