

Our Response to COVID-19 Pandemic

Making collaborative efforts with partner companies in Japan and overseas through spider web management to solve issues and create opportunities by implementing infection control measures and through businesses

NPHD's initiatives

In response to the COVID-19 pandemic, NPHD is implementing appropriate measures based on the business continuity plan (BCP), with the highest priority placed on the safety of its employees, and in accordance with the guidelines established by the governments of various countries and organizations concerned. We will continue to fulfill our social responsibility in supplying Nippon Paint products that are crucial in supporting social infrastructures and industries. In addition, we will focus our utmost efforts on the development of paint and coatings technologies, and push forward with our social contribution initiatives and business activities by offering new products and services.

Europe

- Conducted close communication between management and employees and between the management of each partner company to confirm and ensure the safety of employees during the lockdown periods enforced by the government of each country
- Maintained communication with customers and flexibly responded to changes in customers' production levels
- In February and March, shipped masks from Europe to Japan; in March shipped masks from Singapore to Europe; and in April and May, shipped medical gloves and masks from Japan to Europe to be distributed to employees
- Donated 2,000 masks to neighboring public hospitals (France)
- Made masks and disinfectant solutions internally and distributed them to employees (Czechia)

China

- Jun. Shipped 800,000 masks to Japan
- Apr. Established six types of COVID-19 response guidelines and thoroughly communicated them to employees
- Feb. NPC donated anti-viral and anti-bacterial coatings to hospitals in Hubei Province
- Feb. Donated a total of 2 million RMB to the Red Cross Society of China and the Shanghai Red Cross Society from Japan
- Feb. Additionally shipped 40,000 masks from Japan
- Feb. Shipped a total of over 200,000 masks from Betek Boya and Nippon Paint India, etc
- Jan. Shipped 60,000 masks from Japan
- Jan. NPC donated 2 million RMB to the Red Cross in Xianning, Hubei Province
- Jan. Nippon Paint China (NPC), the Group's local subsidiary in China, and NIPSEA Management Company (NMC), the Group's local subsidiary overseeing operations in China and Asia, each established an Emergency Response Task Force

United States

- Management: Working under remote work arrangements that rely heavily on IT devices, they proactively shifted toward focusing on business continuity and communication
- Stores: Reinforced measures for preventing infections to decrease the risk of infection among customers, and adjusted business hours and number of staff according to demand
- Production and logistics: Prioritized infection control measures and organically adjusted production and logistics according to changing demand
- Functional division: Managed credit limit effectively by understanding customers' cash flows

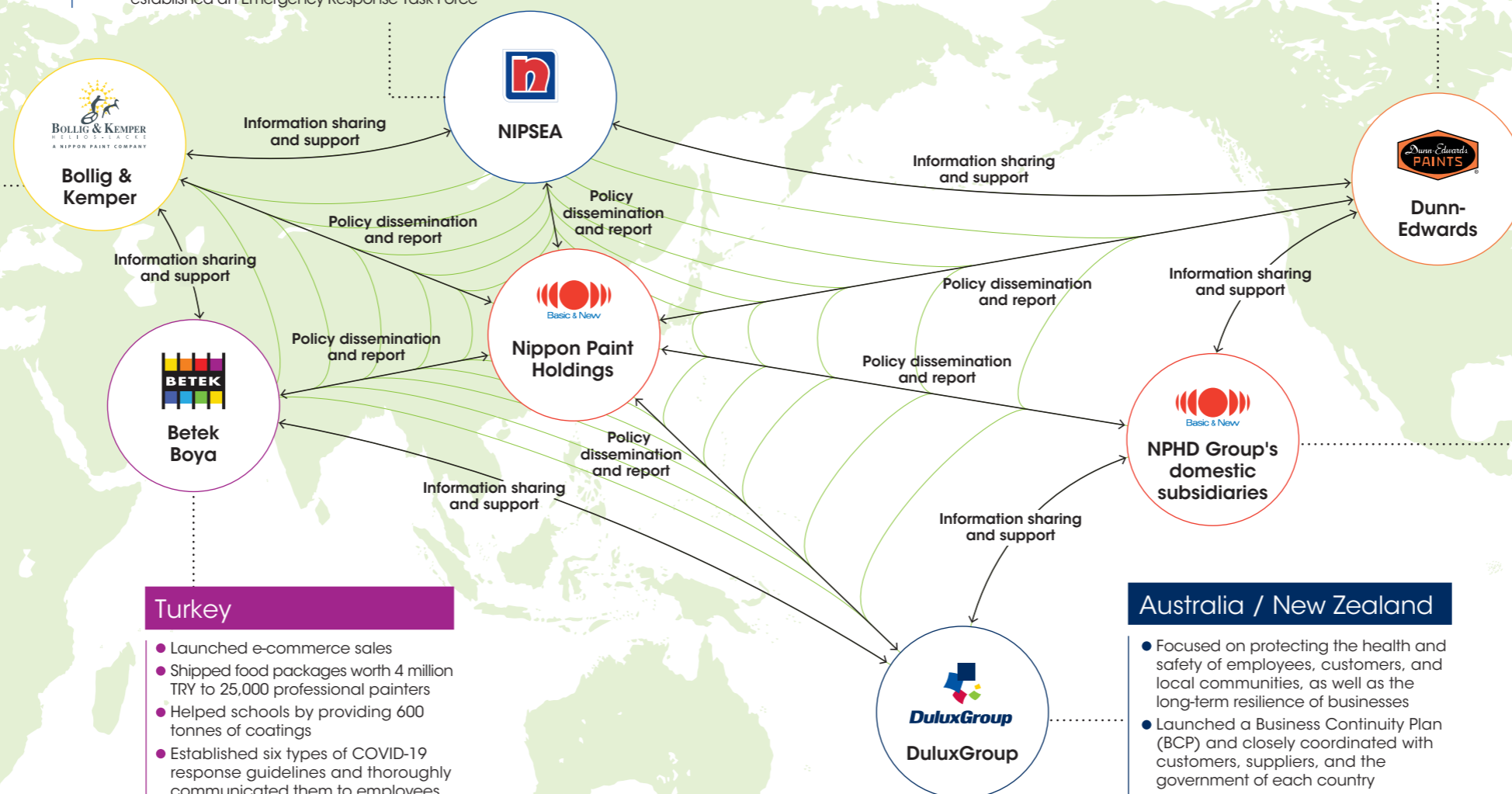
Three basic policies in response to the coronavirus outbreak

- To protect employees and their families from coronavirus infections
- To secure funds to protect the Group's businesses around the world
- To have a business continuity plan (BCP) firmly in place

For our latest response to the coronavirus outbreak, please see "Our Response to the Coronavirus Outbreak" on our website at the following address:
https://www.nipponpaint-holdings.com/en/global_topics/2020050801

Japan

- Sep. Donated 1,920 liters of disinfectant solutions to domestic medical institutions
- Jul. Conducted PCR testing on all employees requesting such at the Group companies, including dispatched employees, to create a safe and secure workplace environment that protects employees (implemented successively from the end of July)
- Jun. Donated 1,700 liters of disinfectant solutions to domestic medical institutions
- Jun. Donated approx. 140,000 masks obtained from China to domestic medical institutions
- Jun. Made the decision to provide Perfect Interior Air Clean, an anti-viral and anti-bacterial coating product, to public facilities free of charge
- Apr. Signed a contract with financial institutions to borrow ¥50 billion of funds, set with a commitment line (borrowing limit) of ¥180 billion
- Mar. Donated approx. 40,000 medical masks obtained from Group companies globally to domestic medical institutions
- Mar. Donated approx. 4,300 SS-sized masks to Kita-ku, Osaka, for children living in the area
- Feb. Updated the Domestic Employee Handling Guidelines (published on February 21) and distributed them to all employees in Japan
- Jan. Established a Coronavirus Emergency Headquarters



Turkey

- Launched e-commerce sales
- Shipped food packages worth 4 million TRY to 25,000 professional painters
- Helped schools by providing 600 tonnes of coatings
- Established six types of COVID-19 response guidelines and thoroughly communicated them to employees

Australia / New Zealand

- Focused on protecting the health and safety of employees, customers, and local communities, as well as the long-term resilience of businesses
- Launched a Business Continuity Plan (BCP) and closely coordinated with customers, suppliers, and the government of each country
- Business operations were smoothly administered overall by appropriately responding to changing circumstances