

Attractive Report Sent 2010

Showa Kako Corporation

< Showa Kako Corporation >



< Kyushu Kako Co., Ltd. >



< Satsuma Kako Co., Ltd. >



< S.K.Bio Co., Ltd. >

Showa Group to support any industries of functional material, food, pharmaceutical, etc. with single mindly through chemicals of Citric acid, Tartaric acid, etc.

A message from our CEO

Our living and working environments are undergoing rapid changes. Natural and national borders mean less and less as technological developments accelerate us toward over increasing globalization. At the same time environmental protection has become a shared social responsibility. These rapid changes are challenging us to respond in a positive and decisive manner.

Since it was established in 1918, Showa Kako has committed to manufacturing quality chemical products. As we enter new century, it is clear that science, which is the base for a myriad of technologies, still has much to contribute to enriching the world in which we live. The mission of Showa Kako is to continue to provide the chemical products the world demand and to do so in a socially responsible manner. Building on the skills and experience gained during the past ninety years. Showa Kako will proceed by focusing on the needs of this changing era.

Guided by the motto “Caring Attention and Creativity” and by the action slogan “Thinking, then Making Actions” as a coined word internal, Showa Kako strives to be an enterprise that is “Friendly to People and the Earth”. Using our experience and positive attitude we continue to create and introduce new ideas and technologies.

Hironosuke Ogura
Chief Executive Officer
Showa Kako Corporation

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1. Company Data on 90 years history to have been pursued new values

(1) Basic Data

Trade name Showa Kako Co., Ltd.
 CEO Hironosuke Ogura
 Address 18-23, Yoshinocho, Suita,
 Osaka
 Foundation 1918
 Business Developing & manufacturing, organic
 acids, inorganic chemicals, dyestuffs and dyeing aids,
 functional materials, pharmaceuticals, reagents,
 bioengineered product, etc.
 Capital JPY100MM
 Employee 122(2010 March)
 Major Facility Head Office, Tokyo Branch
 Affiliated Concerns
 Showa Enterprise Co., Ltd., Kyushu Kako Co., Ltd.,
 Satsuma Kako Co., Ltd., S. K. Bio. Co., Ltd., Sanwayuko
 Co., Ltd.

<HQ Plant>

※Licensed relating chemicals at
 beginning Showa era

※Showa Kako founded
 in those times



(2) History

1918	Ogura Seiyakusho established in Osaka, and started manufacturing any chemicals.
1924	Tartar emetic produced the first in Japan and Stannous Chloride, etc. started.
1928	Tartaric Acid successfully manufactured.
1932	Showa Seiyaku established with joint investment of Miki Sangyo in Suita.
1934	Ogura Seiyakusho moved to Juhachijo, now Mikuni Plant. Showa Seiyaku started up the production of Citric acid.
1937	Showa Seiyaku started producing Lactic acid.
1939	Showa Seiyaku merged by Ogura Seiyaku, then company name changed Showa Kako Co. Ltd.
1959	Shin Kamimura Kagaku, now Satsuma Kako, boosting the production of Citric acid by a new fermentation process.
1960	Kyushu Kako established to expand the business of Citric acid.
1967	Opened Tokyo Business Office.
1980	Built a building for office and R&D at Suita
1985	Multi purpose pilot plant erected at Suita for new product developing.
1992	Amikakosyo established as JV in Shanghai producing various types of intermediate.
1996	Built facility, medical intermediates, Suita
1999	Asia Citrix established in Thailand through JV with Mitsubishi Co.
2006	Established Nichigai Analytical Center as 100% JV at Shanghai. Introduce to use discretionary labor system at R&D.
2007	Attend as deputy representative, industry-university-government cooperation
2008	Three business unit arranged as organic acid, inorganic chemicals and organic synthetic chemicals. 90 th anniversary.
2010	Launch out freshly as Showa Group.

(3) Management Principle – Enterprise principle inherited from the founder

Company principle

- Caring attention
- Creativity



At Showa Kako we are still guided by the motto of our founder. “Caring Attention and Creativity”. We use this as a guide to human resource development and corporate action.



(4) Certification, etc. – Action made to acquire ISO

Showa Kako has been focused on actively developing technology to create environmentally sound products. This genuine awareness has motivated our development activities. Our commitment to fully realize ISO recognition for all our products and facilities. The Suita facilities passed ISO9001 in July 1997 and our other plants, affiliated concerns, are shown in the following Table in details.

Going further, we are establishing a rigorous control system based on ISO and GMP standards for product quality and environmental protection.

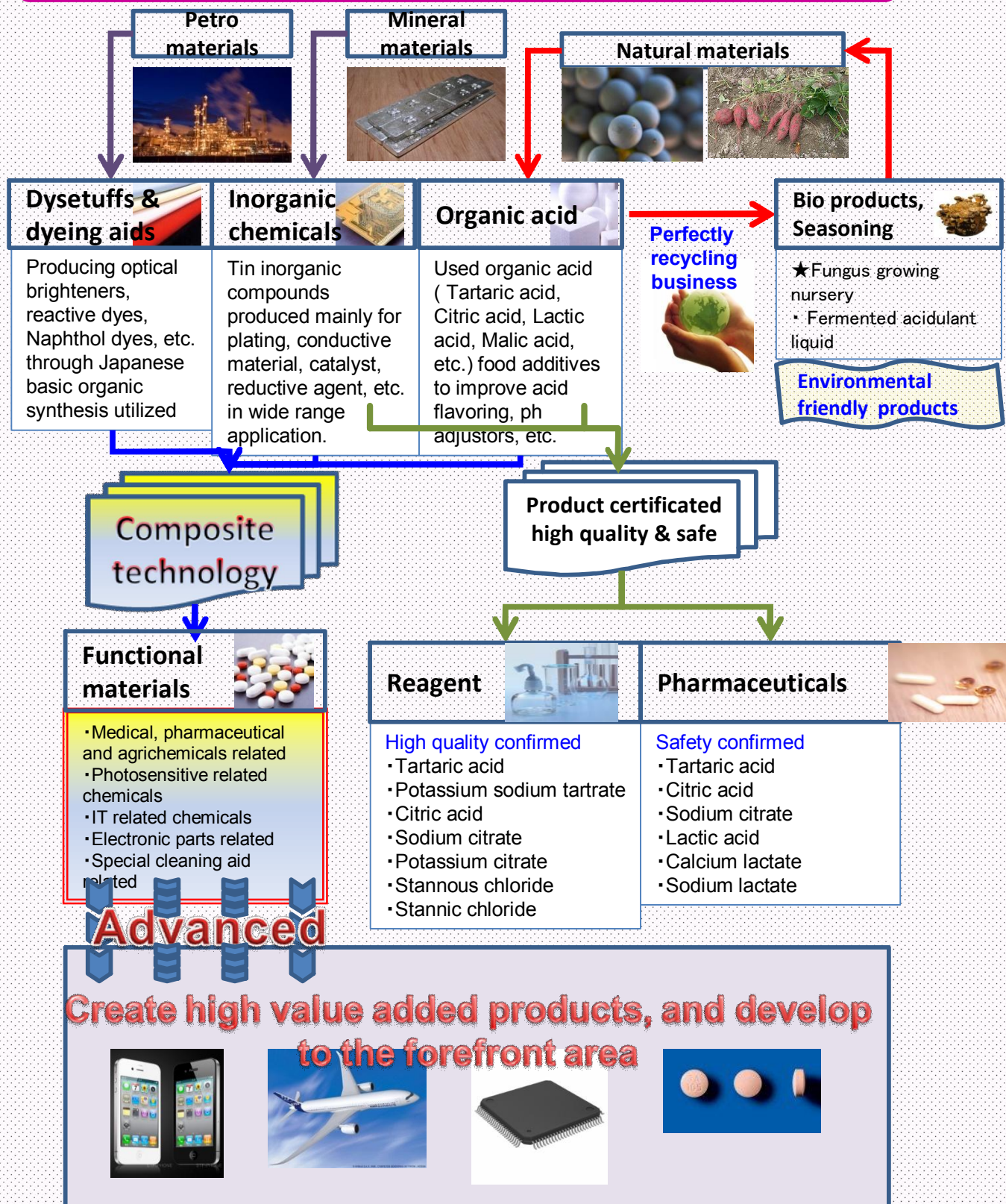
【ISO Cerfitied Records】



Company name	Specification	Acquired date
Showa Kako Corp.	ISO9001	1997/7
	ISO14001	2005/9
	GMP (Medical, Pharmaceuticals)	1946/2
Kyusyu Kako Co., Ltd.	ISO9001	2004/8
Satsuma Kako Co., Ltd.	ISO9001	2004/8
	ISO14001	2008/3
	GMP (Medical, Pharmaceuticals)	1972/12

2. Characteristics of business and products supporting any industries from raw materials

(1) Mainly handled product (Organic acid • Inorganic chemicals • developed intermediates)



The Goods at End from our Handling Products

1. Citric acid

【Isotonic drink】



2. Citric acid, Fermented lactic acid, Tri-Sodium citrate

【Household】



3. Lactic acid, Sodium lactate, Tri-Sodium citrate

【Transfusion・Injection】



4. Organic acid

Citric acids・lactic acids・Tartaric acids

【Drink-Jelly-Ice lolly, etc.】



5. Inorganic Tin compounds

【Industrial various plating】



6. Developed Intermediates

【Medical, Pharmaceutical】



【Semiconductor】



【Crosslinker】



【Printing】



7. The retail goods by one's company

【Shiitake Deru Deru】



【Hanabiradake】

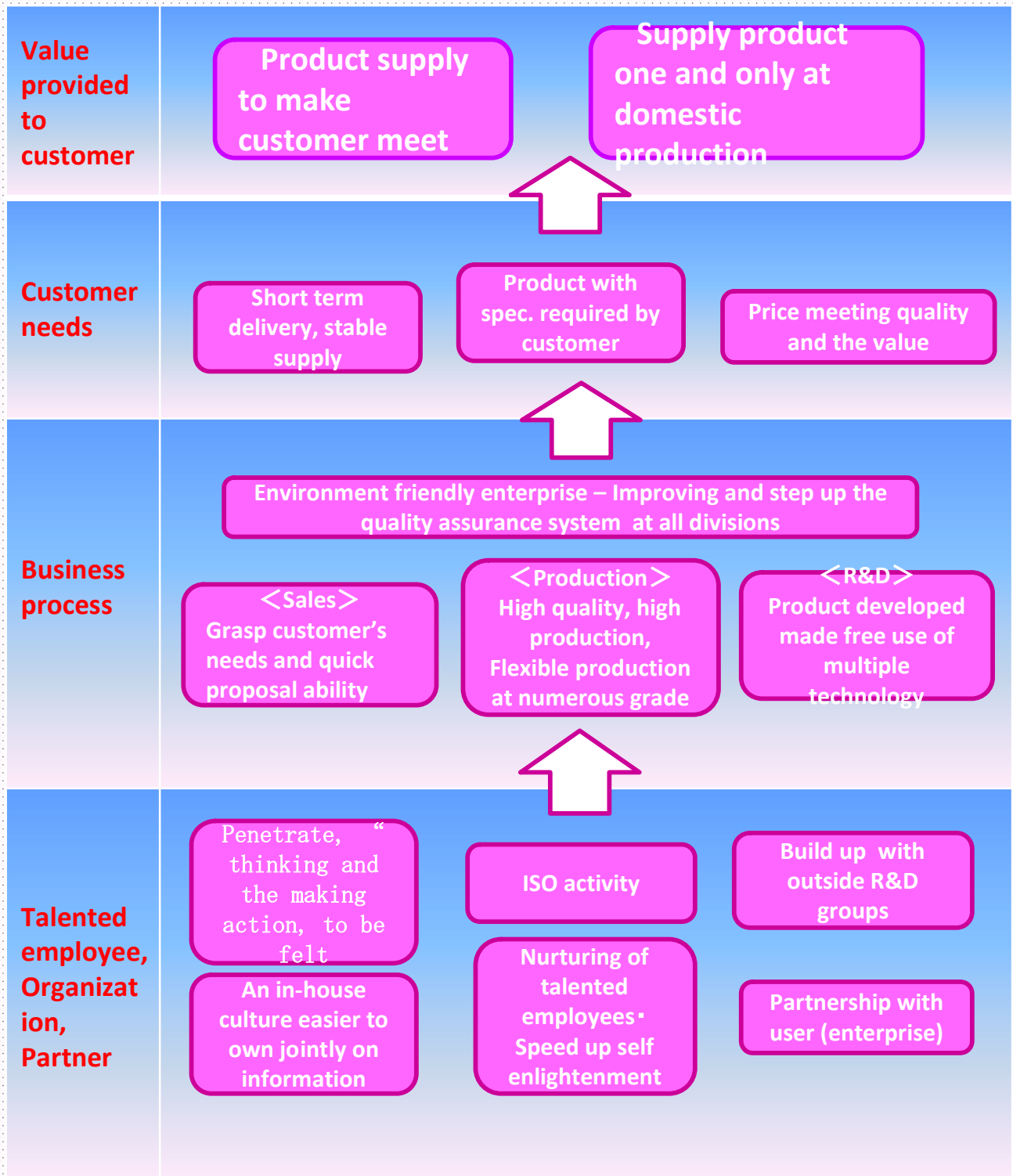


【Citric Acid -C】

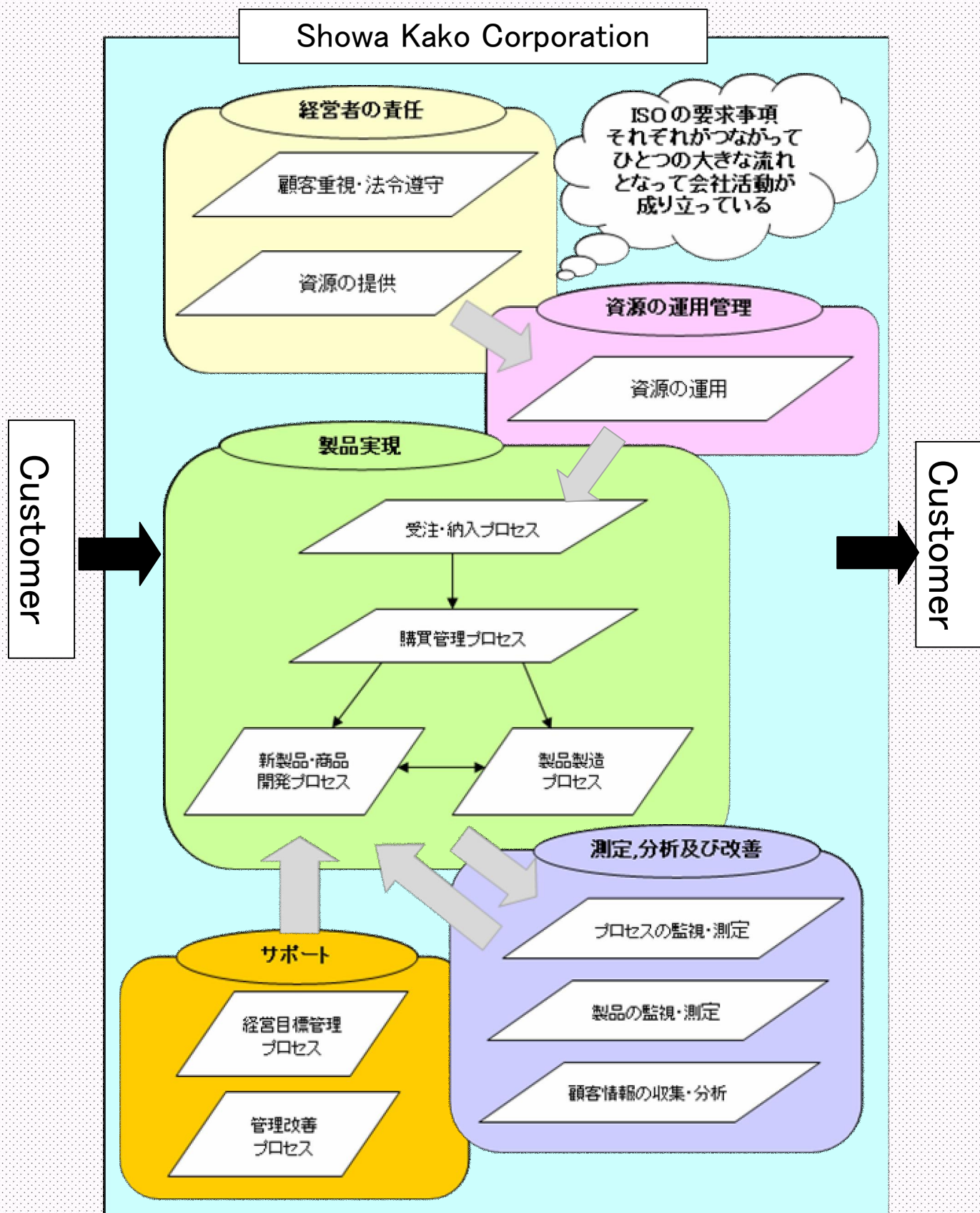


(2) Strength

Organization for the Strength



Business Process – Improvement Propulsion of Work Quality
based on ISO Activity



ISO Activity to Proceed with

“SKAP DAY” every month to educate ISO relating information to all divisions. The right side referred but in Japanese.

Also, to educate Labor Safe Health Regulation related to OHSHS 18001 obtained, plant tour of inspection and 3S activity to strive promoting more quality, environmental, environmental friendly to people.

3S (Rearrange, Order, Clean) Valuable

1. Have safe office life more
2. Stable quality more
3. Waste expense
4. Build up better human relationship
5. Make easier circumstance to work

Plant tour for inspection



よく話し、「やる気」を持って進めよう。3Sはみんなのスローガン！

平成22年 安全衛生教育計画

月	重点項目	教育種目	対象者	担当者	教育内容	行事	検診・測定
1	整理	平成22年目標 3S全般	全職場	安衛管理室 担当上司	平成22年基本目標、安全衛生教育計画の説明と周知 3Sに関する重点教育	3 オアシス運動強化月間 3S(整理・整頓・清掃)運動強化月間	
2		安全衛生管理規定 薬品取扱 メンタルヘルス	全職場 全職場 全職場	担当上司 担当上司 担当上司	安全衛生管理規定の勉強(1回目) 化学物質等の健康への影響 メンタルヘルス教育	作業服点検強化月間 薬品取扱教育強化月間	
3	整頓	機器・器具取扱 保護具 職場異動者教育	全職場 全職場 異動者	保全課 担当上司 担当上司	機械・器具の取扱い教育(1回目) 保護具の教育 職場異動者に対する安全衛生教育	S 設備機器の総点検 保護具点検強化月間 春の全国火災予防運動(3/1~7)	環境測定 (有機溶剤、騒音、特化物、照度、有害ガス)
4		新入社員教育 安全作業心得	対象者 全職場	総務課他 担当上司	新入社員に対する安全衛生教育 安全作業心得の学習 重大事故フィードバック教育	安全作業強化月間 産業医による現場巡視	
5	清掃	電気 危険予知	全職場 全職場	施設課 担当上司	電気災害予防教育 危険予知教育(1回目)	除害装置整備月間 春の全国交通安全運動(5/11~20)	特殊健康診断
6		危険物 緊急処置訓練 3Sの総括	全職場 全職場 全職場	担当上司 担当上司 担当上司	危険物に関する教育 緊急処置訓練(消防訓練を含む)(1回目) 上期3S活動の反省	安全週間準備月間(6/1~30) 危険物安全週間(6/4~10) 安全衛生管理室 上期反省	
7	整理	薬品取扱 製品標準書	全職場 全職場	担当上司 担当上司	各職場の薬品取扱いについて(MSDS) 製品標準書教育(1回目)	安全週間(7/1~7) 安全ルール厳守月間	
8	安全	フォークリフト 安全衛生管理規定 製品標準書	全職場 全職場 全職場	総務課 担当上司 担当上司	フォークリフト教育(ビデオ教育) 安全衛生管理規定の勉強(2回目) 製品標準書教育(2回目)	保管、運搬、取扱いの管理	
9	整頓	衛生教育 機器・器具取扱 緊急処置訓練	全職場 全職場 全職場	衛生管理者 保全課 担当上司	健康管理教育 機械器具の取扱教育(2回目) 緊急処置訓練(2回目)	衛生週間準備月間(9/1~30) 秋の全国交通安全運動(9/21~30) 緊急処置訓練(2回目)	環境測定 (有機溶剤、騒音、特化物、照度、有害ガス)
10		保護具 重大事故 メンタルヘルス	全職場 全職場 全職場	担当上司 安衛管理室 担当上司	保護具の教育 重大事故フィードバック教育 メンタルヘルス教育	全国労働衛生週間(10/1~7) 保護具点検強化月間 高圧ガス保安活動促進週間(10/23~29) 産業医による現場巡視	
11	清掃	防火教育 危険予知 製品標準書	全職場 全職場 全職場	総務課 担当上司 担当上司	防火教育(ビデオ教育) 危険予知教育(2回目) 製品標準書教育(3回目)	火災予防月間 秋の全国火災予防運動(11/9~15)	定期健康診断 特殊健康診断
12		消防訓練 3S及び安全衛生 活動の反省	全職場 全職場	自衛消防隊 担当上司	消防隊活動実施 3S及び安全衛生活動の年間反省	3S運動強化月間 安全衛生管理課 年間反省	

※ 重点項目は1ヶ月目には計画を立て実施し、2ヶ月目には実施後の反省をして次回に活用する。教育種目については各部署で計画を立て、毎月実施する。

安全衛生管理課

Three technical bases of support for R&D



●Organic synthesis

Experience with the manufacture of dyestuffs has established our expertise in organic synthesis, which forms the core area of our R&D effort. Our experienced researchers make use of heterocyclic and other compounds to create pharmaceutical intermediates, photosensitive agents, and many other types of fine chemical.

●Inorganic synthesis

Working many with Tin, we have been producing metallic compounds, including those based on Antimony and Titanium. We are focusing on developing applications for these inorganic substances, which are already being used in diverse field, including electronic devices, dielectric materials, plating, and glazes.

●Biotechnology

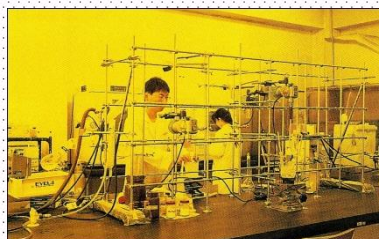
Using enzymes and microbes, biotechnology is gentle on the environment. Our basic expertise is in the production of Citric acid. We have successfully found a commercial application for the dregs left over after fermentation to produce Citric acid: they are used to grow Shiitake and other mushrooms. Using Tartaric acid for asymmetric synthesis and asymmetric splitting, in active R&D we are currently making good progress towards EL-grade organic acids with very little metal content,

Multipurpose pilot plants support R&D

To support R&D the company has 4 Multipurpose pilot plants. Established in 1985 and 1989 the two plants regularly undergo modification and expansion as the company enhances its research capability.

Consideration for safety and the environment

Many and varied raw materials are used by the company. Among these are numerous compounds, such as Cyanide salt and Carbon bisulfide, that require great care in handling. Right from the R&D stage to manufacturing processes the company is committed to doing its utmost to ensure the safety of booth the employees and people who live near the facilities.

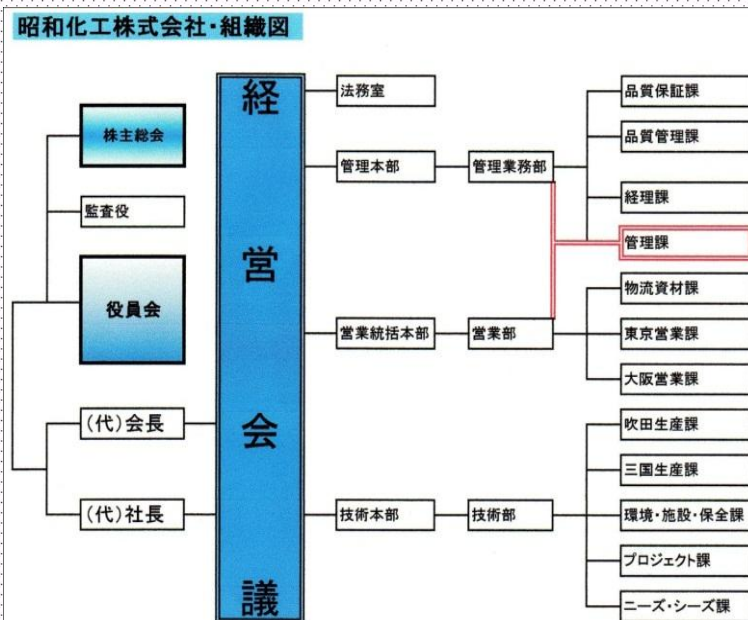


Making Internal Culture to Share Easier Information More

Our organization has three divisions, such as control/administration, sales and technical division. The right side referred but in Japanese.

The place, at Suita, to gather the same area for exchanging information easier.

Management meeting to have quick and smooth decision for operation of the organization.



Name	Top	Member	Times	Purpose
Management meeting	President	Over senior mgr.	2/mo	①Present monthly budget result, making measurements ②Profit plan, ③Request from all divisions
Technical reporting	Technical head	President, all department mgr., others	1/yr	①Reconfirm each project result through R&D activity ②Presentation
Safe, hygiene committee	Committee head	The related people	2/mo	①Safe, hygiene to check at plant ②The contents discussed ③Answer to be answered from company
Technical department meeting	Technical section mgr.	The related section mgr.	2/mo	①Project content confirmed ② Confirm synthetic route ③Discussion to be settled through projects
Collective bargaining, etc.	The top	Related people	Several /yr	①Negotiation any payment
Project 004	Tech. head	Chosen	1/mo	Energy
Project 005	Tech. head	Chosen	2/mo	Plant facility, production efficiency
Project 007	Tech. head	Tech, Sales	1/mo	Tin compounds to be yielded up
Project 008	Tech. head	Tech, Sales	1/mo	Tartaric acid
Project 009	Tech. head	Tech, Sales	1/mo	Medical & pharmaceutical intermediates



Beside the above meeting, there are any activities such as ISO related, training, etc.

Interview to have every year with President and/or division manager like being able to tell various topics in circumstance at home.



3. Business Analysis - Expand to market share by choice and concentration

(1) SWOT Analysis

Strength

- High quality at domestic production
- Brand power
 - Domestic only & one (Citric acid, Tartaric acid)
 - Two major producers domestic (Tin compounds)
- Multi pilot plants
- Tie up sales and R&D
- Stable quality on develop versions
- Cooperation with university & government

Weak

- Price competition oversea
- Limited capacity & space
- Through trading firms
- Limited global development

Opportunity

- Growth forecast at domestic/oversea (Citric acid, Lactic acid, Tin compounds)
- New product developed with end customer
- Develop optical resolution by use of Tartaric acid derivatives

Threat

- Price competition, especially overseas
- Low priced Chinese products
- Domestic shrinkage in a part of product
- Rapid technical evolution & demand changed
- High quality at Chinese product
- Increase raw material

今後の方向

● Expand to market share by choice and concentration

While keeping and improving Citric acid/Tartaric acid to have strength, especially reinforcing to distribute operating cost to develop division.

● Expand by sales with “package”

Selling to exiting customers as a package together with other products.

● Sales increase responding to globalization

Not utilizing trading firms but directly. Expand oversea's business and production site at oversea to be strengthened.

● Profit improved by concentration

Make concentrations more such as customers, trading firms, etc. to improve profit.

(2) Business Map (Business Trend)

Organic Acid Business—Citric Acid

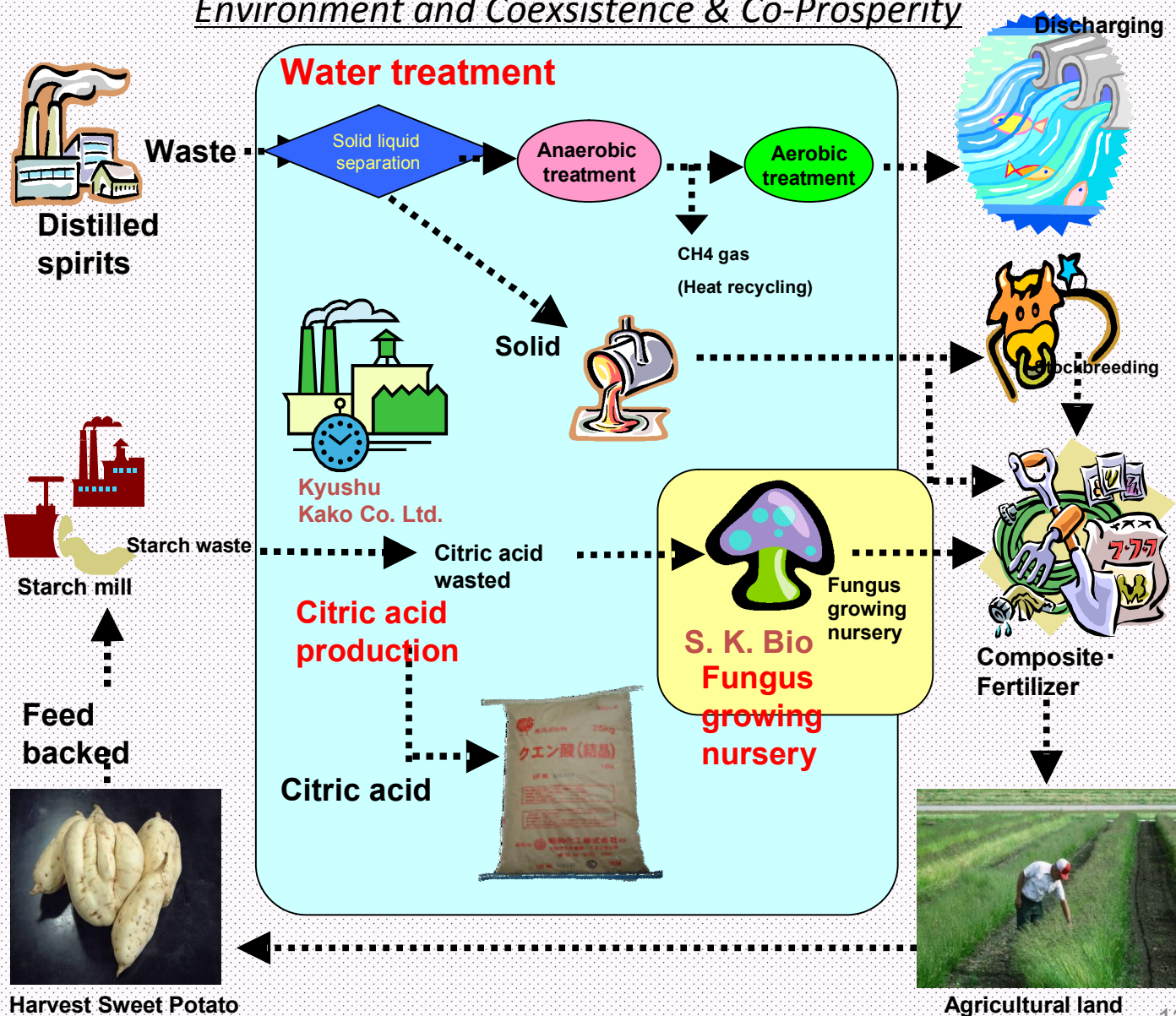
World market 1,080KT/YR, and future 1,400KT grown.

Domestic 40KT, JPY10,000MM

Future ca. 3% growth up due to environmental issue from inorganic acid to organic acid changed.

Citric acid and their salts are used as food additives to adjust acidity, for seasoning, stabilization, as reinforcing agents, and for other purposes. Such compounds are also widely used in industrial chemicals, such as detergents for electronic related materials, plating, in detergents for all kinds of manufacturing facilities, etc.

Showa Group – Citric Acid Business – Environment and Coexistence & Co-Prosperity



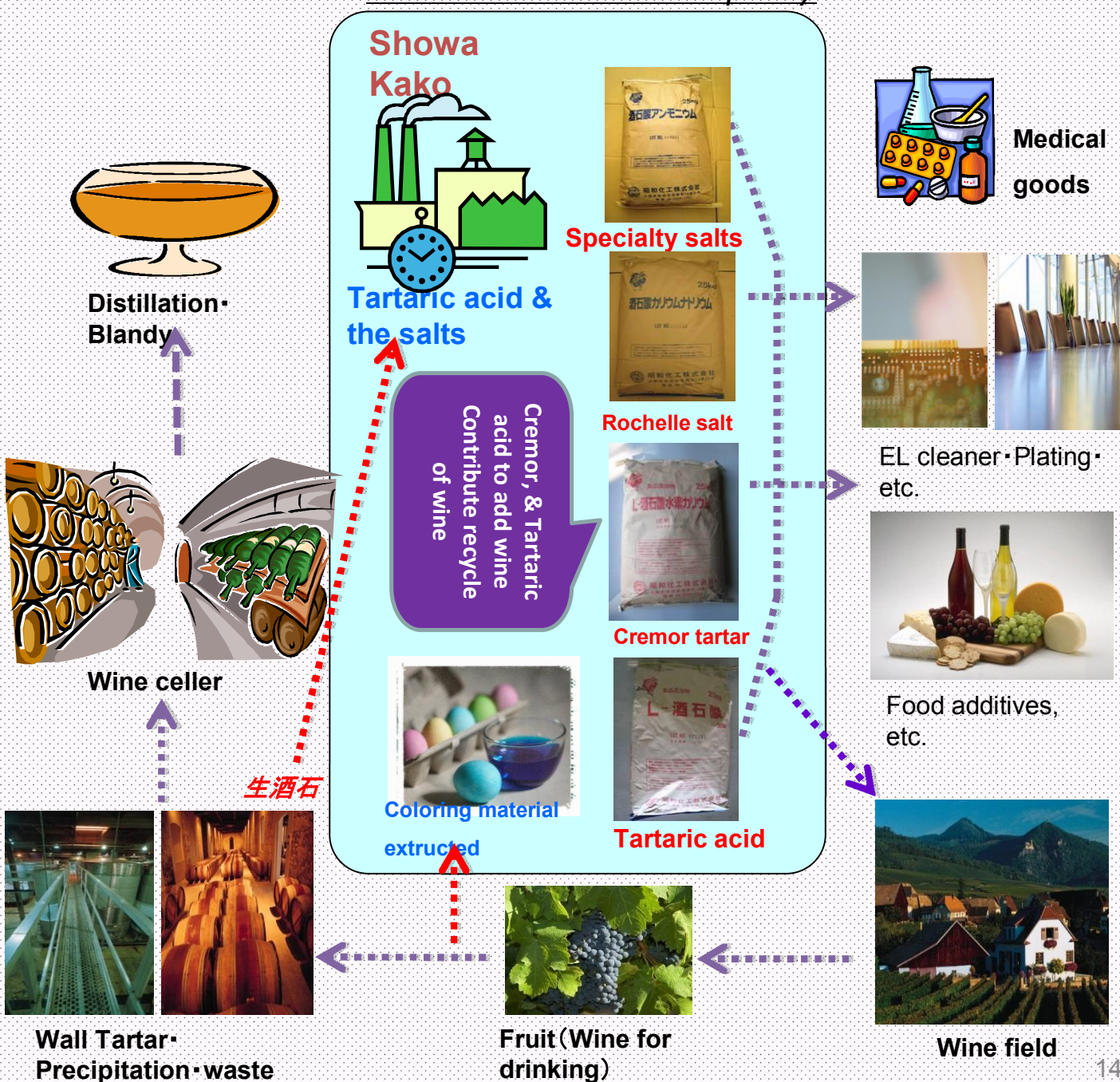
有機酸事業－酒石酸

World market 35KT, Domestic 3KT, JPY1,200/YR

Showa Kako to be delivered:1.5KT, only domestic producer.

Tartaric acid and their salts are used as food additives to adjust acidity, for seasoning, stabilization, as reinforcing agents, and for other purposes. Such compounds are also widely used in industrial chemicals, such as optical splitters, plating, etc.

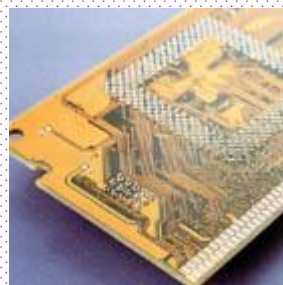
Showa Group – Citric Acid Business – Environment and Coexistence & Co-Prosperity



Inorganic Chemicals—Tin Compounds

World market 130KT, Future growth forecasted beyond +2.0%
Domestic 2.3KT, JPY2,300-3,500MM to be forecasted the same as world market beyond +2.0%

Inorganic compounds, especially the salts of Tin, are used in a wide range of industrial applications such as plating, reducing agents, catalysts, electro-conductive materials, glazes, and surface treatments. Future expanded IT relating products, touch panel, battery cells.



【Industrial plating goods】

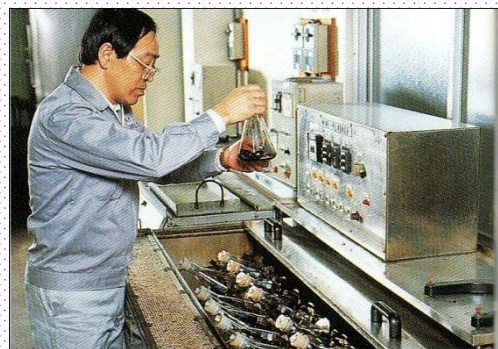
開発類

Showa Kako has used our accumulated expertise in synthetic organic engineering to develop high value-added intermediates. To the most advanced sectors of technology, we provide many vital compounds such as products for pharmaceuticals and agrichemicals, chemicals for photosensitive printing agents, photographic agent, intermediates, and chemicals for electronic devices.

For example, medical pharmaceutical intermediate for world top maker to supply 130T in 150T, printing area 15T in 30T and air plane for one in 2 major producers almost 100% .



【Medium scale pilot plant supported R&D】

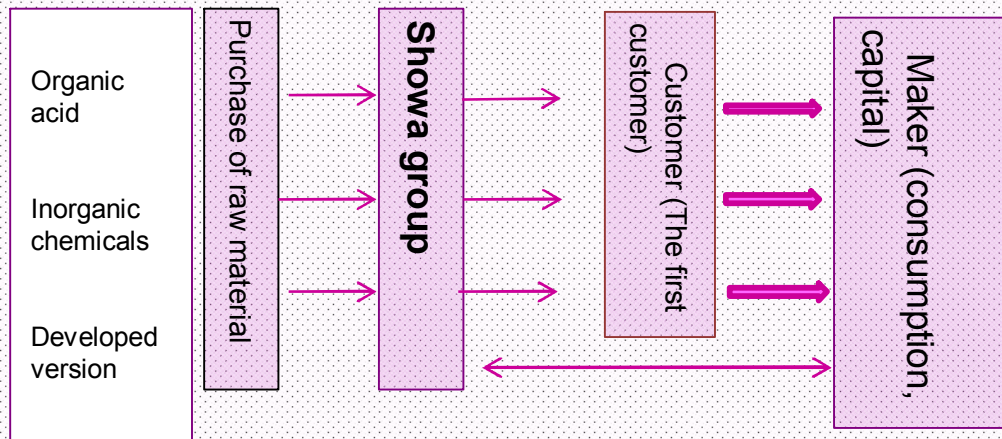


【R&D in laboratory】

4. Business Model & Positioning

(1) Business Model

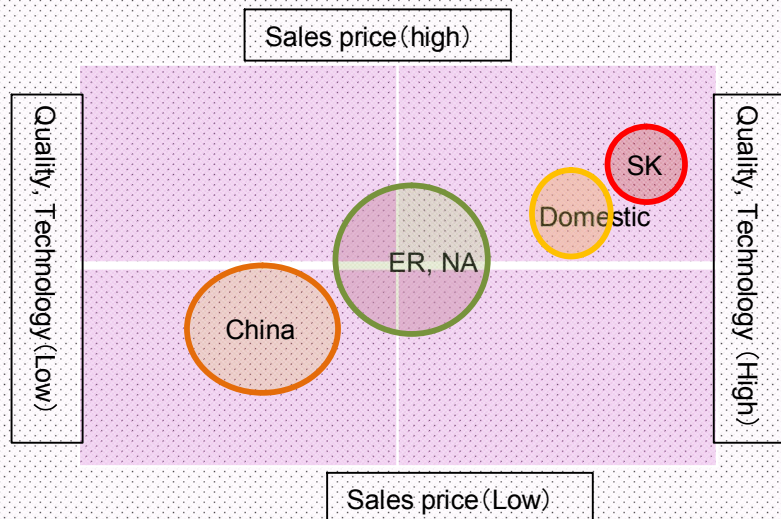
Build up supplied system to customers smoothly for the production through cooperated relation with source of supply, raw material.



(2) Positioning

Showa Kako positioning on business of Citric acid, Tartaric acid and Tin compounds to show in right graph.

Quality evaluated, at the same time domestic only and one producer for organic acid, and 2 major domestic producer only on Tin compounds.



Continue to produce high quality product and to strengthen new product developed for gaining competitive predominance further. Additionally, by production improved and the reduced cost, the position kept also ensure position not only domestic but also overseas.

5. Business Development to the Future, 100 years

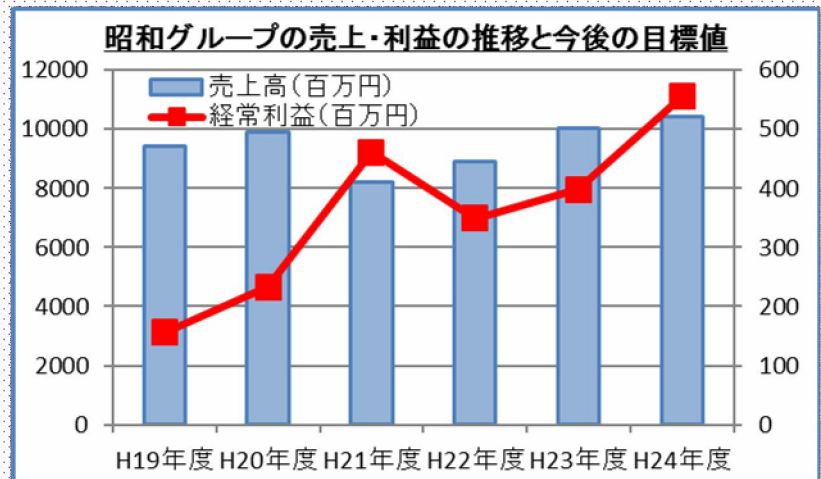
(1) Actual Performance so far

Business Performance

2006ACT to 2011BP

Gained profit distributing to employee and society based on equality.

Making newly activity further for profit up.



Performance Evaluation Internal

For attaining sales and profit, the following items should be carried on:

- ISO activity: quality and environmental objectives
- Improve productivity: quality control, SPC, cost control, safe hygiene control
- Strengthen sales capability: propose 100 subject matters

(2) Future Vision

Make the ground as stead faster rock to 100 years history

For enhancing the value of company, the following items are carried on:

- Restructuring Showa group
- Assets to utilize available
- Management efficient to improve profit through internal adjustment
- Business choice and concentration expanding the sales and improve productivity

Action Plan – A Medium Range Management Plan

2009 ACT

Sale	8,196百万円
Sales profit	741百万円
Profit	460百万円
After tax	153百万円

2012 PLN

Sales	10,397百万円
Sales profit	880百万円
Profit	555百万円
After tax	311百万円

Practice of action plan

1. Improve profit by choice and concentration
2. Package sales
3. Improve productivity, etc.
4. Make production site overseas
5. Strengthen management
6. Improve profit by concentration
7. Utilize assets available

Main contents on action plan

1. Improve profit by choice and concentration

While keeping and improving Citric acid/Tartaric acid to have strength, especially reinforcing to distribute operating cost to develop division.

2. Package sales to improve and increase sales

Selling to exiting customers as a package together with other products.

3. Improve productivity and get proper sales control cost

Process control by SPC.

Reduced raw material cost.

Reduced wasted cost, etc.

4. Make production site overseas

Not utilizing trading firms but directly. Expand overseas business and production site at overseas to be strengthened.

5~7. Strengthen management,

Improve profit by concentration,

Utilize assets available

●Exports & Imports

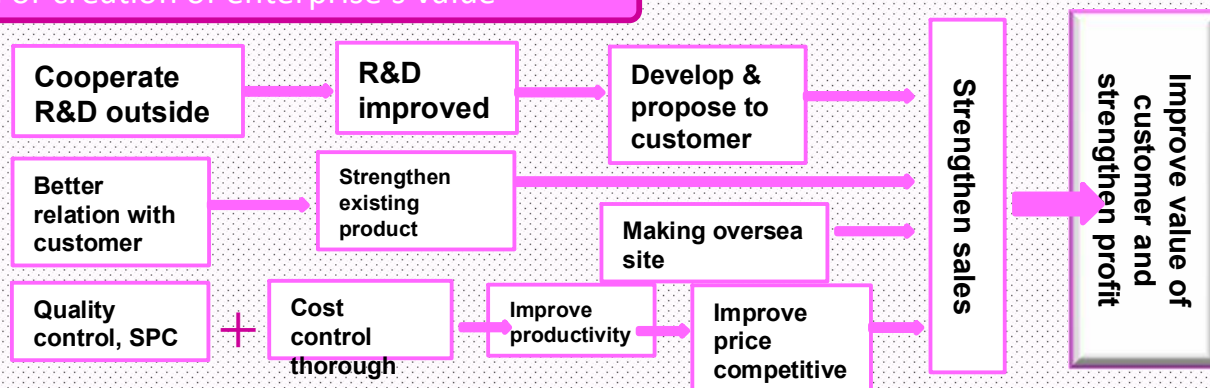
Our market presence is all over the World, especially in Southeast Asia, Europe, and North America.

Our excellent quality products enjoy the confidence of users because they are backed by our exclusive technology. Companies in different countries have Benefited greatly through joint projects using Showa Kako expertise to create Process materials.

Business of customers in 27 countries

Asia	Europe	Africa	America
India	British	South Africa	North America
Indonesia	Italia		Argentina
Singapore	Switzerland		Canada
Thailand	Sweden		Chili
Philippines	Spain		Brazil
South Korea	Germany		
Taiwan	Turkey		
China	France		
Hong Kong	Belgium		
9	9	1	5

For creation of enterprise's value



Major performance evaluation (KPI)

Major performance evaluation (KPI)		
Productivity Improved	Yield	Improve more than 1.0% per a year
	S P C targeted	6 products⇒ 13 products⇒All products
	Reduce material cost	Reduced 1.5% per a year
	Updated manual	Within 30 days for treatment of trouble
Strengthen overseas sales	Domestic vs. oversea	D 85%, O海外15%, 3 yrs D70%, O30%
	Production site oversea	After 3 years, 1 place in SE Asia
Cooperation	Partner enterprise	After 3 years, 10 companies/3 universities
Reduced wasted Cost	Customer concentrated	Selling 5 %、Purchasing 3 %
	Lease concentrated	After 5 years, within 5 companies
	Accounting concentrated	To 6 Banks
	Number of file deleted	3,500 to 2,500 files after 5 years
	Printed file reduced	Ca. 400 to 250 sorts after 5 years
	Members reduced	30 members after 3 years

6. Guide to Human Resource Development, Caring Attention & Creativity

(1) Culture



【Ogura Hironosuke, CEO】

Showa Kako is chemicals related manufacturer. But idea has been creating more from area of, except for chemicals. We don't ask you your major if you could be full of drive, share our objective, significance, value and make actions after thinking.
Please don't hesitate to contact us.
Also, please utilize as we have an internships' system accepted.

For our employees, their qualification acquisition is encouraged, and pays provided a pay for the value.. This means to improve one's motivation for career.

For this request you could see, I greatly appreciate it if you can understand and be interested in our company.

(2) Training, Professional Skill

A new member of the staff

These are various types of training and the course for a new member of the staff. Especially, ISO related, labor safe and basic knowledge gained. After that, any professional training by each division, and after assignment, OJT and any training should be also continued.

Training	Training contents
Orientation	Basic information on our company
Manner	Business, 3S, etc.
Business rules	Internal/business
Internal rules, etc.	Internal system
Internal working rule	The rule in daily working
Business, Plant tour	Business products, use, etc.
ISO training	ISO related knowledge and information
Safe hygiene rules	Safe hygiene related exact information
Training by division, etc.	Working information by divisions and the qualification

Daily Education, Training Activity

In Showa Kako, any training & course are as following detail information:

●SKAP DAY (every month)

“SKAP DAY” every month to educate about ISO relating information to all divisions.

Also, as for ISO, any training for manager and non manager are carried on.

●Safe hygiene education (every month)

3S (rearrange, order, clean), mental health etc. are carried on.

●GMP education (periodically)

GMP is rule to produce the medical/instrument, pharmaceutical, food safe, and producer must keep it. Accordingly, production, quality control and sales should be trained

●Of course, except for above, any training course and/or qualification needed newly have been found out.

A Pay for Qualification Acquisition

For employees, the qualification acquisition is encouraged, and pays provided a pay for the value.. This means to improve one's motivation for career. The subject of the qualification at the present time is as follows:

必要資格・免許		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
	対象者人数	種別	食品衛生管理者	飼料製造管理者	安全管理者	衛生管理者	防火管理者	水質公害防止管理者第一種	大気公害防止管理者第一種	毒物劇物取扱責任者	電気主任技術者	自家用電気工作物主任技術者	電気工事士	特定化学物質取扱主任者 酸素・ケミカル・流化水素	危険作業主任者 甲種	高圧ガス製造保安責任者 乙種	高圧ガス保安責任者 丙種	作業環境測定士	Pharmacist	ボイラー取扱作業者	ボイラー技士 一級	ボイラー整備士（溶接工）	溶接・ガス	溶接・アーク	
	国家資格		○	○		○	○	○		○			○	○	○	○	○	○	○	○	○	○			
必要資格・免許			24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
	対象者人数	種別	クレーン運転	玉掛け作業主任者	はい作業主任者	有機溶剤取扱作業主任者	第一種圧力容器取扱主任者	車両系建設機械運転シヨベル コーダー	フォークリフト運転	危険物取扱主任者・甲種	危険物取扱主任者・乙種1類	危険物取扱主任者・乙種2類	危険物取扱主任者・乙種3類	危険物取扱主任者・乙種4類	危険物取扱主任者・乙種5類	危険物取扱主任者・乙種6類	計量管理主任者	消防設備士	特別管理産業廃棄物管理責任者	計量士 一般	計量士 環境	エネルギー管理士（熱管理者）	技術士	通関士	簿記二級
	国家資格		○	○	○	○	○	○	○	○	○	○	○	○	○	○		○	○	○	○	○	○	○	

(3)先輩社員の声

【Accounting, 2 yrs】



Accounting belonged. I am responsibility with money paid and received, but not only this but also other jobs. Various jobs such as cost calculation, financial analysis like from point of management. In such, it is very important to learn and train daily for me. I feel I can grow as much harder as I work.

【Administrative, 1yrs】



Administrative section belonged. It is easy to get various type of information relating to my jobs. Since I can get the information easier from people of veteran. Also, if I have any question through my jobs, any people including supervisor tell me close and attractive training how to resolve it kindly.

【Sales 6yrs】



Showa Kako has “caring attention and creativity” guided by the motto of our founder. Our products can be sold to not only domestic but also overseas through our jobs. I feel I can step up, and have capability, professional skill and knowledge more through my jobs. I am looking forward to working together with you.

【営業部 入社1年目】



All sorts of circumstance surrounding us have now been changing globally. So in such a trend, Showa Kako is now waiting for your power and motivation. I think you can touch your heart through your job here.

【Technical 4 yrs】



Needs seeds section belonged.
I have wide range area's jobs such as from R&D to production at plant.
Also, I have some opportunity to attend the seminar on outside to gain recent R&D information and qualification acquired by back up from company.
So, I feel I can grow through learning and studying.

【Technical 3yrs】



Production control belonged.
It's very hard to control quality of various products, but I feel that it is challenging worthwhile job.
Seeing this report, I appreciate it if you feel an attraction on Showa Kako.
Please join us and let's extend at Showa Kako.

【Technical 7yrs】



Technical department belonged.
It is very important to get our customers' reaction fully for me, through R&D activity. If the customer is very much satisfied with my performance, I can have infinite pleasure.
Also, I can have any discussion with technician oversea and see laboratory/plant oversea, so I can enlarge more my experience and career.

(4) Inquiry on employment (Contact)

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