Sustainability Long-term Vision and Sustainability Medium-term Plan

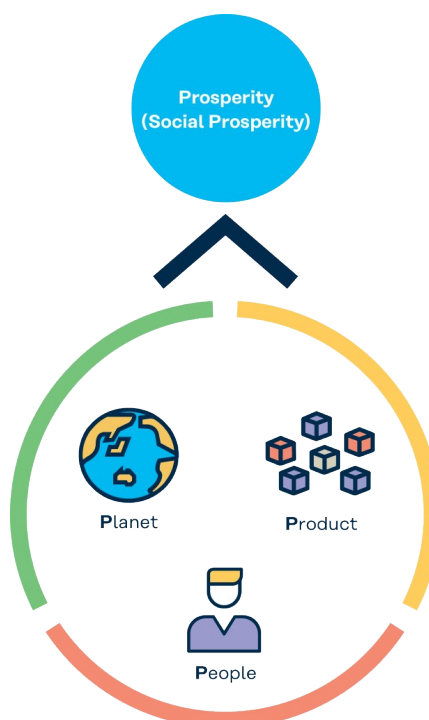| Sustainability Long-term Vision | **New** | Sustainability Promotion Structure | **New** |
| Sustainability Medium-term Plan 3P Model and Priority Measures | **New** | Sustainability Medium-term Plan for Planet | **New** |
| Sustainability Medium-term Plan for Product | **New** | Sustainability Medium-term Plan for People | **New** |

Sustainability Medium-Term Plan

Sustainability-related measures formulated in the Medium-Term Management Plan "PASSION 2026" are summarized in the Sustainability Medium-Term Plan. All members of the Group will work steadily to carry out these measures and take on the challenge of realizing our Sustainability long-term vision.

Under "PASSION 2026" the various measures set out in the Sustainability Medium-Term Plan are grouped together under 3 "P"—which are Planet, Products, and People. We will pursue to engage with our various stakeholders by using this "3P model."

By moving forward steadily with the measures in the "3P model," we will aim to achieve a prosperity not only for Kuraray Group but for the society as well.

The priority measures in the Sustainability Medium-Term Plan are as follows.

Priority Measures Table

			Benchmarks	2024	2026	2027 and beyond
Planet	GHG emissions	Scope 1+2	Year 2019: 3.2 million tons	No increase in emissions compared to 2019		● 2030: 30% reduction compared to 2019 ● 2050: Carbon Net Zero
		Scope 3	Year 2019: 0.9 million tons (Japan)	● Target the entire Group and identify the category dominates for more than two-thirds of emission ● In fiscal 2023, formulate numerical reduction targets for fiscal 2024 and fiscal 2026		
Product	Revenue Ratio of Natural Environment / Living Environment Contributing Products (Of which, Revenue Ratio of Natural Environment Contributing Products) (Of which, Revenue Ratio of Living Environment Contributing Products)		Fiscal 2020: 46% (16%) (30%)	55% (23%) (32%)	60% (27%) (33%)	
People	Occupational Injury	A, B rank injuries[1]	Fiscal 2021: 3 cases	0 cases	0 cases	
		Frequency rate of total occupational injuries[2]	Fiscal 2021: 2.89	1.7 cases or fewer	1.3 cases or fewer	
	Process Accident	A, B, C rank process accidents[3]	Fiscal 2021: 3 cases	0 cases	0 cases	
		D1, D2 rank accidents[3]	Fiscal 2021: 7 cases	3 cases or fewer	3 cases or fewer	
	Diversity and Inclusion	Global measures	–	● Human resource development from a long-term perspective and promotion of global mobility ● HR measures to promote diversity (personnel database, personnel recruitment, etc.)		
		Ensuring Diversity of Core Human Resources (Japan[4])	End-September 2021: 12%	16%	20%	Fiscal 2030: 25%

*1 Classification by Kuraray's original occupational injuries evaluation index: severe A > B > C > D light.
*2 The frequency rate of all occupational injuries: The number of all occupational injuries per million working hours.
*3 Classification by Kuraray's original process accidents evaluation index: severe A > B > C > D1 > D2 light.
*4 Japan excluding Production sites.

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