

# Sustainability Medium-term Plan for People

Corporate Statements

The Kuraray Group  
Code of Conduct

TOP STATEMENT

Sustainability Long-term  
Vision and Sustainability  
Medium-term Plan

Sustainability Long-  
term Vision

Sustainability  
Promotion Structure

Sustainability Medium-  
term Plan 3P Model  
and Priority Measures

Sustainability  
Medium-term Plan  
for Planet

Sustainability  
Medium-term Plan  
for Product

Sustainability  
Medium-term Plan  
for People

Materiality of Kuraray  
Group

Planet

Product

People

Governance

GRI Standards  
Content Index

Kuraray Report  
(integrated report) /  
Sustainability website

Initiatives, etc.

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**

- Occupational Safety, Process Safety and Disaster Prevention **New**
- Diversity and Inclusion **New**
- Talent Development **New**
- Social Contribution Activities **New**
- Past Activities

## Occupational Safety, Process Safety

Our Guiding Principle state that “Safety is the cornerstone of everything we do.” Guided by this principle, we have set the following numerical safety targets to ensure that Kuraray is a safe workplace and a company in which everyone can work with confidence for all Group employees.

Our goal for occupational safety is zero serious (A or B rank) occupational injuries . We also tackle to prevent minor injuries at sites in Japan and overseas, aiming for total occupational injuries frequency rate of 1.3 or less (less than half of the benchmark) by 2026.

Our goal for process safety is to achieve zero serious (A, B, C rank) process accidents / troubles. We also aim to reduce the number of minor (D1, D2 rank) process accidents, such as very small leaks of flammable liquids, less than 3 cases (less than half of the benchmark) by 2026. To this end, we promote understanding process safety risks and taking countermeasures for them at each site of both Japan and overseas.

Targets for Occupational Injury	Targets for Process Accident
<b>A, B rank occupational injuries<sup>※1</sup></b> (Benchmark : Fiscal 2021 :3 cases) Fiscal 2024 0 cases Fiscal 2026 0 cases	<b>A, B, C rank accidents<sup>※3</sup></b> (Benchmark : Fiscal 2021 :3 cases) Fiscal 2024 0 cases Fiscal 2026 0 cases <sup>※4</sup>
<b>Frequency rate of all occupational injuries<sup>※2</sup></b> (Benchmark : Fiscal 2021 :2.89) Fiscal 2024 1.7 or less Fiscal 2026 1.3 or less	<b>D1, D2 rank accidents<sup>※3</sup></b> (Benchmark : Fiscal 2021 :7cases) Fiscal 2024 3 cases or less Fiscal 2026 3 cases or less

※ 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 In 2026, Kuraray Group aims for "Zero A, B, and C rank process accidents and process troubles", including process troubles.

About Us	Product Information	R&D	Sustainability	Investor Relations
Corporate Overview	Search by Business	Basic Policy	Corporate Statements	Management Policies
Message from the President	Search by Product Name	Technologies and Products	Kuraray Group Code of Conduct	IR News
Corporate Statements	Search by Key Word	Organization	Kuraray Group Human Rights Policy	Learn about Kuraray
Executives		Progress	TOP STATEMENT	Results and Financial Information
Organization Chart		Highlights	Sustainability Long-term Vision and Sustainability Medium-term Plan	IR Library
History			Materiality of Kuraray Group	Stock Data
Awards and Accolades			Planet	IR Calendar
Main Group Locations			Product	FAQ
Corporate Profile Video			People	
covid19			Governance	
			GRI Standards Content Index	
			Kuraray Report (integrated report) / Sustainability website	
			Initiatives, etc.	