

# Sustainability Medium-term Plan for People

Corporate Statements	Sustainability Long-term Vision <b>New</b>	Sustainability Promotion Structure <b>New</b>
The Kuraray Group Code of Conduct	Sustainability Medium-term Plan 3P Model and Priority Measures <b>New</b>	Sustainability Medium-term Plan for Planet <b>New</b>
TOP STATEMENT	Sustainability Medium-term Plan for Product <b>New</b>	Sustainability Medium-term Plan for People <b>New</b>
Sustainability Long-term Vision and Sustainability Medium-term Plan	<ul style="list-style-type: none"> <li>Occupational Safety, Process Safety and Disaster Prevention <b>New</b></li> <li>Diversity and Inclusion <b>New</b></li> <li>Talent Development <b>New</b></li> <li><b>Social Contribution Activities</b> <b>New</b></li> <li>Past Activities</li> </ul>	
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.		

## Social Contribution Activities

The Kuraray Group carries out ongoing social contribution activities based on our Social Contribution Policy. Under the Medium-Term Management Plan “PASSION 2026” we will continue the following activities globally.

Since 1992, the Kuraray Group has held “Chemistry Classes for Boys and Girls” of elementary school students who are responsible for the next generation in Japan. The purpose is to experience the joy of chemistry through experiments. We have extended similar activities to Kuraray America, Inc. in the United States and Kuraray Europe GmbH in Europe. Since 2020 onward, COVID-19 concerns meant that classes had to be suspended, but we consider ways to hold classes under current COVID-19 situation and aim to resume this activity.

Kuraray produces CLARINO, a man-made leather used to make school backpacks. In the “Sending School Backpacks Across the Sea” program, we send backpacks that have been used by Japanese children during their six years of elementary school, along with school supplies and messages, to children in Afghanistan, a region that continues to experience conflicts. By 2021, in its 18th year since its start in 2004, more than 140,000 backpacks had been sent across the sea.

This vital activity provides children in Afghanistan with a chance to experience the joy of learning and also it’s a good opportunity for Japanese Children to learn the significance of reuse and volunteering activity. Although the political situation in Afghanistan is unstable, we will continue this program under Medium-Term Management Plan “Passion 2026”.

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			Initiatives, etc.	