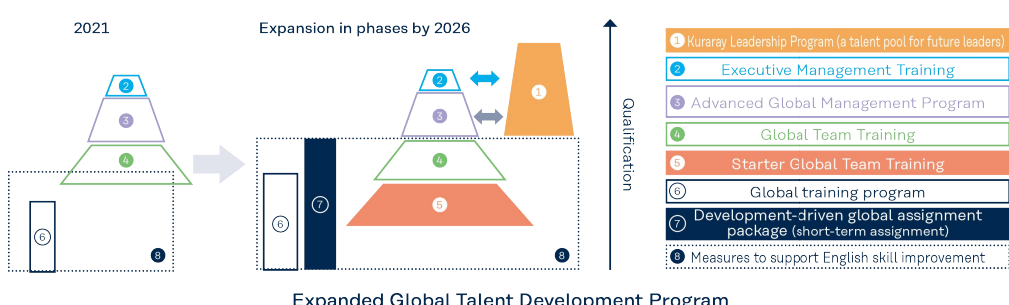


Sustainability Medium-term Plan for People

Corporate Statements	Sustainability Long-term Vision	Sustainability Promotion Structure
The Kuraray Group Code of Conduct	Sustainability Medium-term Plan 3P Model and Priority Measures	Sustainability Medium-term Plan for Planet
TOP STATEMENT	Sustainability Medium-term Plan for Product	Sustainability Medium-term Plan for People
Sustainability Long-term Vision and Sustainability Medium-term Plan	<ul style="list-style-type: none"> Occupational Safety, Process Safety Diversity and Inclusion Talent Development Social Contribution Activities Past Activities 	
Sustainability Long-term Vision	<h2>Talent Development</h2> <p>The Kuraray Group respects the values and career aspirations of each individual and provides opportunities to develop the skills and abilities needed for employees and the Group to grow together. In addition to enhancing Kuraray's values and philosophy education and to ensure that a diverse range of personnel can take on more active roles globally, we are expanding the scope of eligibility for the Starter Global Team Training program and broadening our Global Talent Development Program as well as providing more opportunities to work overseas through a Development-driven global assignment package (short-term assignment). We will also solidify our business operations by building a pool of human resources through an executive candidate development program from a long-term perspective.</p>  <p>Expanded Global Talent Development Program</p>	
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		
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GRI Standards Content Index		
Kuraray Report (integrated report) / Sustainability website		
Initiatives, etc.		

Target for Talent Development

Ratio of Global Talent Training Hours to Total Training Hours※

(※:Employees in Japan; not including
department training hours.)

Fiscal 2024

4%

Fiscal 2026

10%

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