

People

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People priority measures in the Sustainability Medium-Term Plan

			Benchmarks	2024	2026
People	Occupational Injury	A, B rank injuries ^{※1}	2021:3cases	0 case	0 case
		Frequency rate of all occupational injuries ^{※2}	2021:2.89	1.7 or less	1.3 or less
	Process Accident	A, B, C rank accidents ^{※3}	2021:3cases	0 case	0 case
		D1, D2 rank accidents ^{※3}	2021:7cases	3 cases or less	3 cases or less
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 of September 2021:12%	16%	20%

Targets for 2022

			2022
People	Occupational Injury	A, B rank injuries ^{※1}	0 case
		Frequency rate of all occupational injuries ^{※2}	2.0 or less
	Process Accident	A, B, C rank accidents ^{※3}	0 case
		D1, D2 rank accidents ^{※3}	3 cases or less
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}	13%

※ 1 Classification by Kuraray's original occupational injuries evaluation index: severe A > B > C > D light.

※ 2 The number of all occupational injuries per million working hours, including occupational injuries that did not result in lost time.

※ 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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Interaction with Society

We in the Kuraray Group consider the sound and sustainable advancement of society to be a precondition for corporate growth and prosperity, as well as the ultimate objective of corporate activities. It goes without saying that we see it as our duty to contribute to society through provision of products with genuine value to the people. Beyond this, we consider assistance with the resolution of social issues to be another important form of social contribution in our capacity as a corporate citizen.

The Kuraray Group carries out activities focusing on culture, science, environment and social welfare in accordance with its policy for social contribution activities.

Goals and Actual Results in Social Interaction

Kuraray Group Policy for Social Contribution Activities

To fulfill its responsibilities as a member of society, the Kuraray Group shall make vigorous approaches to social contribution activities in accordance with the following

Types of Activities

- Activities that lead to a resolution of social issue
- Activities rooted in local communities where Kuraray's establishments are based
- Activities emphasizing participation by employees on their own initiative
- Activities that are sustainable in the long term

Areas of Activities : Priority areas: culture, science, environment, and social welfare

Amid the global expansion of the businesses and market presence of the Kuraray Group, the Kuraray Foundation was established in April 2016 with contributions from Kuraray to pursue sustainable social activities. The Kuraray Foundation carries out creative activities informed by the history of Kuraray to contribute to society even more broadly and with greater impact.

➤ [Kuraray Foundation Web](#)

Goals and Actual Results in Social Interaction

Goal	Actual results	Evaluation and challenges	Fiscal 2022 goals
Science Steady implementation of "Sending School Backpacks Across the Sea" campaign	<ul style="list-style-type: none"> • Delivered 7,813 backpacks • Called for donations of school backpacks through the Kuraray website and elementary schools near Kuraray sites 	<ul style="list-style-type: none"> • Carried out as planned. To be hosted again in the next fiscal year. 	<ul style="list-style-type: none"> • "Sending School Backpacks Across the Sea" campaign will be steadily implemented
Science Hosting "Chemistry Classes for Boys and Girls" more than once a year	<ul style="list-style-type: none"> • In line with crisis management standards (response to COVID-19), the event was not held on-site. • Held remotely at a local elementary school near the Kashima Plant • Held at a local cultural facility near the Tsurumi Plant 		<ul style="list-style-type: none"> • Sponsoring events more than once a year at each plant (excluding Osaka) • Sponsoring events outside the Group
Social Welfare Operating workshops for people with intellectual disabilities	<ul style="list-style-type: none"> • Number of people employed Intellectually and physically disabled people: 42 Instructors: 15 (Results are total for Niigata, Saijo, Kurashiki, Kashima, and Okayama.) 	<ul style="list-style-type: none"> • The targeted number of people were hired as planned. 	<ul style="list-style-type: none"> • Continuing to employ the same number of people at workshops
Culture · Science · Environment · Social Welfare • Steadfastly undertaking existing activities at plants, sites, and affiliated companies focusing on the relationship with local communities • Comprehensively grasping the status of activities undertaken by the entire Group including overseas operations	<ul style="list-style-type: none"> • Ongoing activities were steadfastly undertaken 	<ul style="list-style-type: none"> • Activities that have been undertaken in the past could be steadfastly continuously conducted. • The status of activities undertaken by the overseas operations was comprehensively grasped. 	<ul style="list-style-type: none"> • Continuously carrying out the activities • Continuously grasping the status of activities undertaken by the entire Group including overseas operations

Culture

The Kuraray Group continues supporting the Ohara Museum of Art, which was established by Magosaburo Ohara, the first president of the company. The Group also supports cultural activities at its plants and sites.



The Ohara Museum of Art



Contest on Painting and Calligraphy at the Okayama Plant

Okayama Plant has been holding the Elementary School Student Painting and Calligraphy Contest annually since 2005. Having been well recognized in the local community thanks to its ongoing successes, this contest received 554 artwork entries, including paintings, pictures, and calligraphy, from five elementary schools near the plants in fiscal 2021. This contest will be continuously sponsored.

Science

Kuraray plants sponsor “Chemistry Classes for Boys and Girls” and participate in outside events and sponsored sports tournaments to foster healthy juniors and teenagers by continuously supporting on-going activities.

Kuraray conducts the “Chemistry Classes for Boys and Girls” program with the goal of enabling elementary school students to experience the fun of chemistry through experimental work. In this program, employee volunteers of Kuraray serve as lecturers and assistants in dedicated classrooms in Kuraray plant premises, as well as in elementary schools and public facilities in the area. This program has been sponsored every year since 1992 at Kuraray plants in Japan.

In 2021, we refrained from holding in-person events at business sites in accordance with the events policy formulated in response to the COVID-19 pandemic. However, we held remote classes at business sites and local elementary schools (once at Kashima Plant) and at local cultural facilities outside the company (twice at Tsurumi Plant).



Fun Chemistry Class at the Kurashiki Plant



Booth at the Bizen Industrial Festa by the Tsurumi Plant

Plant	Class name	Number of classes	Number of participants
Kurashiki Plant	Fun Chemistry House	75	1,951
Saijo Plant	Exciting Chemistry Class	80	2,336
Okayama Plant	Fun Chemistry Class	49	1,479
Niigata Plant	Wondrous Laboratory	61	1,659

Plant	Class name	Number of classes	Number of participants
Kashima Plant	Fun Chemistry Class	30	1,644
Tsurumi Plant	School visits and other classes	6	393
Total		301	9,462

Various Kuraray plants are sponsoring sports events from the standpoint of fostering healthy juniors and teenagers. Various sports and other events were hosted at Kuraray plants. (In 2021, we refrained from holding in-person events at business sites in accordance with the events policy formulated in response to the COVID-19 pandemic.)

Kuraray is offering its baseball parks, gymnasiums, and tennis courts to neighbors for the promotion of sports in neighboring areas. These activities will be continued in the future.



Kuraray Cup sports event at the Okayama Plant



Fureai Recreation event at the Kashima Plant

Environment

The Niigata Plant undertakes the “MIRABAKESSO Forest Creating Activity.” 43 volunteers, including employees and their families, joined the activities in FY2021. Also all the plants undertake continued volunteer cleaning work. The Group companies also periodically undertake voluntary environmental work such as cleaning of areas around their plants.

At each Kuraray plant, employee volunteers engage in cleaning parks, roads and mowing gardens in childcare centers in cooperation with local governments and NPOs.



MIRABAKESSO Forest Creating Activity by the Niigata Plant



The Tamegawa River volunteer cleaning work by the Kurashiki Plant

Kuraray Europe GmbH (KEG) donated 10,000 euros to help victims in the Ahrtal region of Germany, where a flood disaster in July 2021 caused extensive damage along the river. In addition, employees belonging to Kuraray Europe collected and donated 4,115 euros for reconstruction work.

Kuraray America, Inc. has partnered the foundation since 2014. Trash Bash® is one of the foundation's largest cleanup events in Texas for Galveston Bay. The Galveston Bay Foundation is a conservation nonprofit that has served as guardian of Galveston Bay since 1987. Since 2015, Kuraray America, Inc. has participated in the Trash Bash® event each year. In March 2021, Trash Bash® was switched



Kuraray America: Trash Bash event

to a “virtual” event in accordance with COVID-19 safety guidelines; participants cleared neighborhood, park, and sewer lines instead of Galveston Bay, and Kuraray employees and their families participated in local cleanup activities.

MonoSol, LLC, La Porte plant in Indiana, USA. employees volunteer in horticulture (tomatoes, peppers, strawberries, etc.). Freshly harvested fruits and vegetables are distributed to a local food bank (an organization that distributes free of charge to those in need due to lack of access to food).

Social Welfare

Kuraray Kurashiki, Saijo, Okayama, Niigata and Kashima plants operate workshops and donate money raised in the campaign which aim to support and continue the employment of people with intellectual disabilities and to undertake the Kuraray Fureai (Rapport) Fund-Raising Campaign. Also, cherry blossom viewing parties are held at the Saijo and Niigata Plants tuned to the cherry blossoming season. Regrettably these events could not be carried out due to the continuing COVID-19 pandemic in 2021 but these activities will be continued in the future.

In cooperation with Nakajo Town (currently Tainai City) and Niji no le (meaning “Rainbow House”, operated by a social welfare corporation, Nanaho-kai), the Kuraray Workshop of Kuraray’s Niigata Plant opened in 1997 for people with intellectual disabilities. Participants in the workshop sort plastic waste generated in the production process for recycling and manufacture supplies and fittings. In 2007, the Himawari Sunflower Workshop opened at Kuraray’s Saijo Plant. In 2011, the Kashima Plant opened its Aozora Blue Sky Works assisted by a social welfare corporation, Kamisu Keiai-en. In 2017, Okayama Plant opened cleaning center ALESCO, assisted by the same organization. Currently, 15 instructors and 42 workers work at five of Kuraray’s plants to accomplish a variety of job assignments, including those employees at Kuraray’s Kurashiki Plant engaged in cleaning uniforms and labeling Kuraray products. They mingle with Kuraray’s employees through sports events and other occasions. We will continue to hold these workshops and employ persons with intellectual disabilities.



Cherry blossom viewing party held at the Saijo Plant



Kuraray Workshop of the Niigata Plant



Aozora Blue Sky Works of the Kashima Plant

	Types of work
Kurashiki	Cleaning uniforms, labeling products
Saijo	Product recycling, cleaning uniforms
Okayama	Cleaning uniforms and production tools

Types of work	
Niigata	Product recycling, manufacture of pot stands and aprons, cleaning uniforms
Kashima	Making double-layer product packing bags, separating foreign matter in products

We established a matching gift program, the “Kuraray Fureai Fund,” in July 1992. Under this fund, companies make donations consisting of those made by their employees and the same amount by the company. Employees endorsing the fund agree to donate amounts of less than 100 yen from their salaries. Funds collected in this way are used for social welfare programs. We undertake activities that contribute to local communities, such as donating nursing care supplies, books and other articles mainly to welfare facilities, local governments and schools in the neighborhoods of Kuraray plants. The fund will be continuously used for the sake of social welfare.

On May 15 and November 6, 2021, Kuraray America, Inc. employees in Houston volunteered with Habitat for Humanity Baytown to help build homes for disadvantaged people. Habitat for Humanity is a nonprofit organization that helps to provide housing for disadvantaged people. Their mission is to supply affordable housing for people who are not financially well off but play an important role in their communities. We were able to build quality, safe, and energy-efficient homes at affordable prices for the people we supported at the event, and everyone who attended had a great time.

MonoSol, LLC made an emergency donation to provide food for those who lost their jobs as a result of COVID-19. With the support of the Kuraray headquarters, MonoSol, LLC, secured masks for hospitals and nursing homes and provided non-contact thermometers to local police and fire departments. MonoSol, LLC also doubled the budget for its employee matching gift program to better support local charities.

At the same time, MonoSol, LLC provided support to local businesses in a variety of ways. As a specific example, the Health and Safety team advised local manufacturers on new safety protocols as part of its support for local businesses. The finance team provided advance payments to help small vendors with cash flow. Additionally, to help small and medium-sized local restaurants maintain operations, MonoSol, LLC initiated a "take-out and take-over" program to provide to-go meals to their employees. MonoSol, LLC also became a founding sponsor of the Business Recovery Fund, which provides microloans to small business owners in the Indianapolis area.

Although the pandemic has put constraints on activities, MonoSol, LLC, is devising support activities that all employees can participate in. Initiatives include outdoor service activities (cleaning local beaches, highways, and



Kuraray Library financed by Kuraray Fureai Fund by the Saijo Plant



Kuraray America: Habitat for Humanity



MonoSol: Donation to local communities



Kuraray Europe: Christmas in a shoebox

other areas), donating equipment to local schools, and donating to women's associations in need of assistance.

In EVAL Europe N.V., a team of volunteer cyclists participated in a 1,000 km bike ride organized by the Kom Op Tegen Kanker (KOTK: a Belgian "organization that defends the rights of cancer patients, establishes care centers and provides financial support for scientific research, education, and prevention") and raised 5,668 euros. The COVID-19 pandemic is affecting everyone, but those whose lives were already precarious before the spread of COVID-19 are suffering greatly. We hope to ease these affects.

In addition, as in many previous years, Kuraray Europe GmbH (KEG) colleagues again supported "Christmas in a shoebox" by filling and packing giftboxes with toys and sweets, treating deprived children to a lovely Christmas surprise.

Focus: "Sending School Backpacks Across the Sea" Campaign

"Sending School Backpacks Across the Sea" is an international contribution activity in which school backpacks used in elementary schools in Japan are sent to children in Afghanistan and other areas, who are deprived of education opportunities by war. The backpacks are donated every year together filled with stationery and letters. Up to now, these backpacks have been sent to Afghanistan, Mongolia, Nepal and Cambodia.

On the 18th anniversary of the campaign that was launched in 2004, 7,813 school backpacks were donated in fiscal 2021 from various parts of Japan. The school backpacks were sent with school supplies to elementary schools in Nangarhar Province, Afghanistan from October to December. Many volunteers cooperated in shipping them via oceans. So far, a total of 141,816 school backpacks have been sent as presents. Kuraray wishes to expand this contribution activity to other countries in the future.



FY	Number of backpacks	FY	Number of backpacks
2004	8,514	2013	6,396
2005	12,076	2014	7,908
2006	5,504	2015	7,111

FY	Number of backpacks	FY	Number of backpacks
2007	6,894	2016	7,732
2008	7,022	2017	6,857
2009	7,522	2018	8,076
2010	8,973	2019	7,938
2011	11,144	2020	6,010
2012	8,326	2021	7,813
		Cumulative total	141,816

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