

Sustainability Long-term Vision and Sustainability Medium-term Plan

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 Mddium-
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

Sustainability Promotion Structure

Sustainability Medium-term Plan 3P Model
and Priority Measures

Sustainability Medium-term Plan for Planet

Sustainability Medium-term Plan for Product

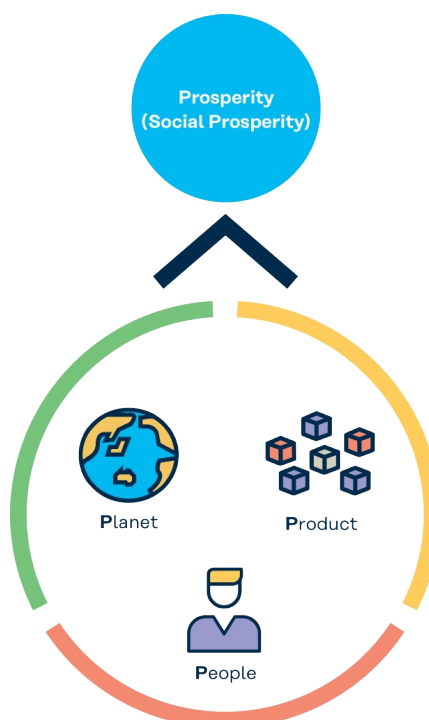
Sustainability Medium-term Plan for People

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 and Progress Table

"PASSION 2026" Targets

Planet			
GHG emissions			
Scope1+2		Scope3	
Benchmarks		Benchmarks	
FY2019: 3,230 thousand tons-CO ₂ e		FY2019: 946 thousand tons-CO ₂ e (Japan)	
FY 2024 Target	FY 2026 Target	FY 2024 Target	FY 2026 Target
No increase in emissions compared to 2019 (2030: 30% reduction compared to 2019, 2050: Net-zero carbon)		<ul style="list-style-type: none"> Target the entire Group and identify categories that account for more than two-thirds of emission In 2023, formulate reduction targets for 2024 and 2026 	

Product			
Sales ratio of products that contribute to the natural and living environments		Ratio of PSA-screened products to total sales	
Benchmarks		Benchmarks	
FY 2020: 46%		—	
FY 2024 Target	FY 2026 Target	FY 2024 Target	FY 2026 Target
55%	60%	80%	—
Sales ratio of products that contribute to the natural environments		Sales ratio of products that contribute to the living environments	
Benchmarks		Benchmarks	
FY 2020: 16%		FY 2020: 30%	
FY 2024 Target	FY 2026 Target	FY 2024 Target	FY 2026 Target
23%	27%	32%	33%

People			
Occupational injuries			
A, B rank injuries ^{*1}		Frequency rate of total occupational injuries ^{*2}	
Benchmarks		Benchmarks	
FY2021:3 cases		FY2021:2.89	
FY 2024 Target	FY 2026 Target	FY 2024 Target	FY 2026 Target
0 cases	0 cases	1.7 cases or less	1.3 cases or less
Process accidents			

People			
Occupational injuries			
A, B rank injuries ^{*1}		Frequency rate of total occupational injuries ^{*2}	
A, B, C rank process accidents ^{*3}		D1, D2 rank accidents ^{*3}	
Benchmarks		Benchmarks	
FY2021:3 cases		FY2021:7 cases	
FY 2024 Target	FY 2026 Target	FY 2024 Target	FY 2026 Target
0 cases	0 cases	3 cases or less	3 cases or less
Diversity and inclusion			
Global measures		Ensuring diversity of core human resources(Japan ^{*4})	
Benchmarks		Benchmarks	
—		End-September 2021:12%	
FY 2024 Target	FY 2026 Target	FY 2024 Target	FY 2026 Target
<ul style="list-style-type: none"> Human resource development from a long-term perspective and promotion of global mobility HR measures to promote diversity (personnel database, personnel recruitment, etc.) 		16%	20% (FY 2030: 25%)

^{*1} Evaluation ranking of occupational injuries using Kuraray's proprietary systema. Four ranks in order of seriousness: A > B > C > D.

^{*2} Frequency rate of all occupational injuries: Number of all occupational injuries (lost-time and no losttime injuries) per million working hours.

^{*3} Evaluation ranking of process accidents using Kuraray's proprietary system. Five ranks in order of seriousness: A > B > C > D1 > D2.

^{*4} Japan excluding production sites.

Fiscal 2022 targets, results and evaluations, and Fiscal 2023 targets

Planet					
GHG emissions					
Scope1+2			Scope3		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
Target of maintaining below 3,230 thousand tons-CO ₂ e	2,896 thousand tons-CO ₂ e	Target achieved	—	1,002 thousand tons-CO ₂ e (Japan)	—
FY 2023 Target			FY 2023 Target		
No increase in emissions compared to 2019 (3,230 thousand tons-CO ₂)			<ul style="list-style-type: none"> Target the entire Group and identify categories that account for more than two-thirds of emission In 2023, formulate reduction targets for 2024 and 2026 		

Product					
Sales ratio of products that contribute to the natural and living environments			Ratio of PSA-screened products to total sales		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
—	54%	—	60%	58%	Target not achieved
FY 2023 Target			FY 2023 Target		
—			70%		
Sales ratio of products that contribute to the natural environments			Sales ratio of products that contribute to the living environments		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
—	20%	—	—	34%	—
FY 2023 Target			FY 2023 Target		
—			—		

People					
Occupational injuries					
A, B rank injuries *1			Frequency rate of total occupational injuries *2		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
0 cases	5 cases	Target not achieved	2.0 or less	2.4	Target not achieved
FY 2023 Target			FY 2023 Target		
0 cases			1.9 or less		
Process accidents					
A, B, C rank process accidents *3			D1, D2 rank accidents *3		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
0 cases	5 cases	Target not achieved	3 cases	3 cases	Target not achieved
FY 2023 Target			FY 2023 Target		
0 cases			3 cases or less		
Diversity and inclusion					
Global measures			Ensuring diversity of core human resources(Japan *4)		

People					
Occupational injuries					
A, B rank injuries *1			Frequency rate of total occupational injuries *2		
People					
Occupational injuries					
A, B rank injuries *1			Frequency rate of total occupational injuries *2		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
0 cases	5 cases	Target not achieved	2.0 or less	2.4	Target not achieved
FY 2023 Target			FY 2023 Target		
0 cases			1.9 or less		
Process accidents					
A, B, C rank process accidents *3			D1, D2 rank accidents *3		
FY 2022			FY 2022		
Targets	Results	Evaluation	Targets	Results	Evaluation
—	—	—	13%	13%	Target achieved
FY 2023 Target			FY 2023 Target		
• Human resource development from a long-term perspective and promotion of global mobility • HR measures to promote diversity (personnel database, personnel recruitment, etc.)			14%		

^{*1} Evaluation ranking of occupational injuries using Kuraray's proprietary systema. Four ranks in order of seriousness: A > B > C > D.

^{*2} Frequency rate of all occupational injuries: Number of all occupational injuries (lost-time and no losttime injuries) per million working hours.

^{*3} Evaluation ranking of process accidents using Kuraray's proprietary system. Five ranks in order of seriousness: A > B > C > D1 > D2.

^{*4} Japan excluding production sites.

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		IR Library
History			Sustainability Long-term Vision and Sustainability Medium-term Plan	Stock Data
Awards and Accolades			Materiality of Kuraray Group	IR Calendar
Main Group Locations				FAQ
Corporate Profile Video				

covid19

- Planet
- Product
- People
- Governance
- GRI Standards Content Index
- Kuraray Report (integrated report) / Sustainability website
- Initiatives, etc.