

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	• Occupational Safety, Process Safety • Diversity and Inclusion • Talent Development • Social Contribution Activities • Past Activities	
Sustainability Long-term Vision	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.	
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Targets for Occupational Injury	Targets for Process Accident
A, B rank occupational injuries^{※1} (Benchmark : Fiscal 2021 :3 cases) Fiscal 2024 0 cases Fiscal 2026 0 cases	A, B, C rank accidents^{※3} (Benchmark : Fiscal 2021 :3 cases) Fiscal 2024 0 cases Fiscal 2026 0 cases ^{※4}
Frequency rate of all occupational injuries^{※2} (Benchmark : Fiscal 2021 :2.89) Fiscal 2024 1.7 or less Fiscal 2026 1.3 or less	D1, D2 rank accidents^{※3} (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.

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