Sustainability Long-term Vision and Sustainability Medium-term Plan

Sustainability Long-term Vision	Sustainability Promotion Structure
Sustainability Medium-term Plan 3P Model	Setting New Targets for GHG Emission Reduction and Priority Measures **New**
Sustainability Medium-term Plan for Planet	Sustainability Medium-term Plan for Product
Sustainability Medium-term Plan for People	

- Setting New Targets for GHG Emission Reduction
- Priority Measures and Progress

Priority Measures and Progress

The Kuraray Group has set a goal of achieving net zero carbon emissions by 2050. To further reduce GHG emissions, we have set new targets to reduce Scope 1 and Scope 2 emissions by 63% and Scope 3 Category 1 emissions by 37.5% by 2035 compared to 2021 levels.

The targets of priority measures and progress in the Sustainability Medium-Term Plan, as well as the new targets for GHG emission reductions are as follows.

Establishment of a new roadmap to reduce GHG emissions

Planet		Benchmarks	Medium- to Long-Term Targets
GHG emissions	Scope 1 + 2	2021 emissions 3,020 thousand tons-CO₂e	- 2035: 63% reduction compared to 2021 - 2050: Carbon Net Zero
	Scope 3 (Category1)	2021 emissions 2,941 thousand tons-CO₂e	- 2035: 37.5% reduction compared to 2021

"PASSION 2026" Priority Issue Targets and Fiscal 2023 Results

			Benchmarks	FY2023 Targets	FY2023 Results	FY2024 Targets	FY2026 Medium-Term Plan
Planet	GHG emissions	Scope 1 + 2	2021 emissions 3,020 thousand tons-CO₂e	3,230 thousand tons-CO₂e or less*¹	2,700 thousand tons-CO₂e	3,020 thousand tons-CO₂e or less	
		Scope 3	—	- Identify sources accounting for two-thirds or more of Group-wide emissions - Set numerical reduction targets for 2024-2026	- Under way to identify sources accounting for two-thirds or more of Group-wide emissions	- Identify sources accounting for two-thirds or more of Group-wide emissions - Set emission reduction targets	—
Product	Sales ratio of products that contribute to the natural and living environments		2020: 46%	—	56%	57%	60%
	(Of which, Revenue ratio of natural environment contributing products)		(16%)	—	(24%)	(25%)	(27%)
	(Of which, Revenue ratio of living environment contributing products)		(30%)	—	(32%)	(32%)	(33%)
	Ratio of PSA-screened products to total sales		—	70%	80%	80%	—
People	Occupational injury	A and B rank occupational injuries*²	2021: 3 cases	Zero	7 cases	Zero	Zero
		Frequency rate of all occupational injuries*³	2021: 2.89	1.9 or less	3.17	1.8 or less	1.3 or less
	Process safety	A, B, and C rank accidents*⁴	2021: 3 cases	Zero	7 cases	Zero	Zero
		D₁ and D₂ rank accidents*⁴	2021: 7 cases	3 cases or less	9 cases	3 cases or less	3 cases or less
	Diversity and inclusion	Global measures	—	—	—	- Develop personnel database and promote personnel recruitment (To visualize human resource status, leverage resources efficiently) - Promote global mobility (To expand career opportunities, invigorate human resource exchanges)	
		Ensuring diversity of core human resources*⁵	End September 2021: 12%	14%	16%	16%	20%

*1 Regardless of the new target setting, FY2023 target is based on the 2019 emissions, which were used as a benchmark at the formulation of "PASSION 2026"
*2 Evaluation ranking of occupational injuries using Kuraray's proprietary system. Four ranks in order of seriousness: A > B > C > D.
*3 Frequency rate of all occupational injuries: Number of all occupational injuries (lost time and no lost time injuries) per million working hours.
*4 Evaluation ranking of process accidents using Kuraray's proprietary system. Five ranks in order of seriousness: A > B > C > D₁ > D₂.
*5 Ratio of managers in Japan who are women, foreign nationals and mid-career hires, excluding production sites

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