

Sustainability Medium-term Plan for People

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Updated

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New

Sustainability Medium-term Plan for Product

- **Occupational Safety, Process Safety**
- HR Strategy
- Diversity and Inclusion
- Talent Development
- Social Contribution Activities
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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.

> Occupational Safety and Process Safety

“PASSION 2026” Priority Issue Targets and Fiscal 2023 Results

		Benchmarks	FY2023		FY2024	FY2026
			Target	Results	Targets	Medium-Term Plan
	Occupational injury	A and B rank occupational injuries*1 Frequency rate of all occupational injuries*2	2021 3 cases 2021 2.89	0 3.17	7 cases 3.17	Zero 1.8 or less
	Process safety	A, B, and C rank accidents*3 D1 and D2 rank accidents*4	2021 3 cases 2021 7 cases	0 3 cases or less	7 cases 9 cases	Zero 3 cases or less
	Diversity and inclusion	Global measures	—	—	—	—
		Ensuring diversity of core human resources**	End September 2021: 12%	16%	16%	20%

*1 Evaluation ranking of occupational injuries using Kuraray's proprietary system. 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 lost time 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 Ratio of managers in Japan who are women, foreign nationals and mid-career hires, excluding production sites

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