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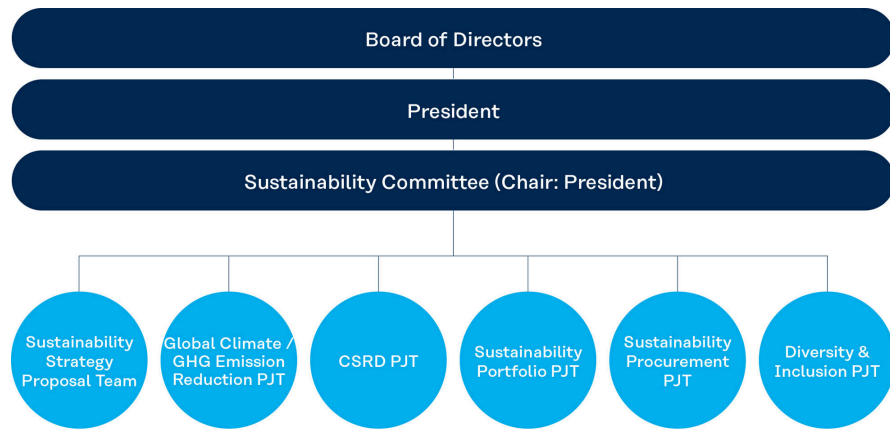
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Sustainability Medium-term Plan for People

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Sustainability Promotion Structure

In January 2022, the Kuraray Group formed the Sustainability Committee, which took place of the former CSR Committee. Chaired by the President, the Sustainability Committee is tasked with making swift decisions on issues of sustainability at the management level, formulating and implementing response measures in a timely manner, and reinforcing the Kuraray Group's sustainability promotion. The Sustainability Committee will also report on the range of its activities to the Board of Directors and reflect the Board's directives in ongoing efforts to promote sustainability.



* PJT stands for Project Team

The Sustainability Committee is composed of six project teams (Sustainability Strategy Proposal, Global Climate / GHG Emission Reduction Project, Corporate Sustainability Reporting Directive (CSRD) Project, Sustainability Portfolio Project, Sustainability Procurement Project, and Diversity & Inclusion Project), and Carbon dioxide Capture, Utilization and Storage (CCUS) Project Team as a corporate theme. The Sustainability Committee manages the progress and issues to promote steady implementation. The Sustainability Strategy Proposal Team is composed of cross-organizational and global members who analyze global trends in sustainability and propose necessary strategies for the Kuraray Group. The project teams are not fixed, but it will be flexibly realigned according to the progress of the various measures. In 2024, following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we had disclosed the business impacts of major risks and opportunities based on climate change scenarios. Since the TCFD Project Team has fulfilled its roll, we concluded its activities and formed a new working team, the CSRD Project Team, to respond to the CSRD. This Committee also manages the progress of Plan-Do-Check-Action related to the Responsible Care activities.

The Kuraray Group held four Sustainability Committee meetings in 2024 to report on the progress of each project team's activities and deliberate on measures. The main topics of discussion are as follows; setting new GHG emission reduction targets, considering measures for the introduction of renewable energy, progress on the CCUS Project,

evaluation results of products that contribute to natural and living environment using the Kuraray Portfolio Sustainability Assessment (PSA) system, plans for compliance with CSRD, and progress on sustainable procurement, and so on.