

Kumiai Chemical Group Basic Policy on Human Capital Management

1. Creating rewarding workplaces

The Kumiai Chemical Group believes human capital is the most important factor in and indispensable for sustainable corporate growth, and actively builds working environments where employees can work enthusiastically as they enjoy work-life balance. We also foster a culture that offers employees steady validation, a sense of accomplishment, and hope for the future, so that they can achieve self-fulfillment and maximum happiness through their work.

2. Creating safe and healthy working environments

The Kumiai Chemical Group prevents industrial accidents and diseases as well as promoting the creation of safe and healthy working environments by ensuring that employees are aware of legal requirements related to safety, health, and disaster prevention, reflecting discussions at the Safety and Health Committee, which includes employee representatives.

3. Ensuring fair working conditions

The Kumiai Chemical Group respects fundamental rights related to labor, including freedom of association and the right to collective bargaining. Through constructive labor-management dialogue in councils with the labor union, we ensure fair working conditions by complying with labor-related laws and regulations, such as rules on minimum wages and working hours, as well as maintaining a well-balanced personnel system and working to further improve the treatment of employees.

4. Fair and equitable human capital management

The Kumiai Chemical Group trains highly ethical human capital capable of acting in accordance with its Corporate Philosophy and with a high level of expertise and a global perspective, using systems that support fair and equitable human capital management and development.

5. Promotion of diversity

The Kumiai Chemical Group achieves diversity and inclusion that enables its diverse human capital to make the most of their individual values and abilities.