

Initiatives and KPIs for Materiality

Our group established the management vision and the Ultimate Goals as a 100-year-old company based on its corporate philosophy. Our group identifies materiality and sets KPIs to achieve the vision and the Ultimate Goals. We are promoting initiatives while confirming results of KPIs as indicators of progress of sustainability management.

To identify materiality, we first identified keywords related to social issues and social changes. The keywords were sorted into “Resolving social issues through our core business,” “Environmental,” “Social,” or “Governance” to extract proposed materiality items. After evaluating the proposed materiality items based on “Importance to our group” and “Importance to stakeholders,” we gathered the opinions of the management, outside experts, and younger and mid-career employees, revised and added proposed materiality items, and formulated a materiality matrix. The management again held discussions based on the materiality matrix to identify materiality items, and they were resolved at a Board of Directors meeting.

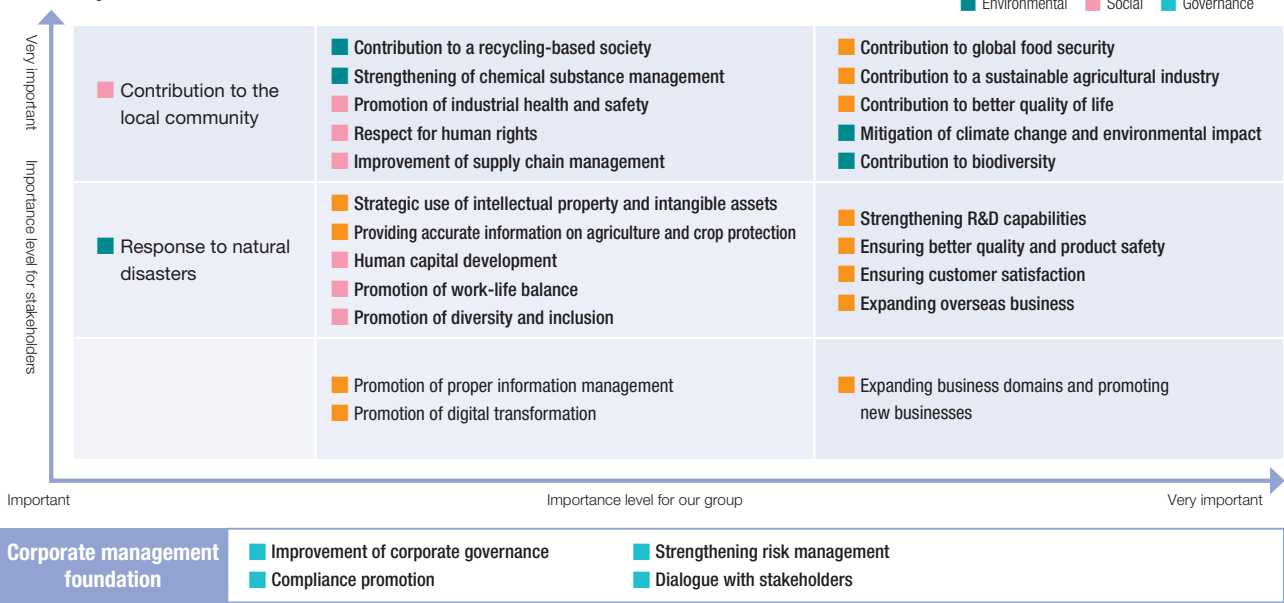
For details of the process for identifying materiality, please see the company's official website:  
<https://www.kumiai-chem.co.jp/english/sustainability/management/materiality/>






















### Ultimate Goals

A corporate group with flexibility and a strong presence that enriches the lives of people through its unique technologies, and that contributes to sustainable development of society in harmony with nature

Materiality Issues to be addressed to achieve the Ultimate Goals



	Materiality	Initiatives	FY2024 results	FY2026 targets	FY2030 targets	Related SDGs	Related pages
Resolving social issues through our core business	Contribution to a sustainable agricultural industry	● Contribution to smart agriculture through products that help reduce energy and labor	● Products that contribute to smart agriculture: Greater lineup of MAMETSUBU® products ● Number of new products launched: 1 MAMETSUBU® product ● Agricultural land area where MAMETSUBU® was used: 114,000 ha, 8.5% of land used for paddy rice cultivation in Japan	● Products that contribute to smart agriculture: Greater lineup of MAMETSUBU® products ● Number of new products launched: 5 MAMETSUBU® products (Total from FY2022) ● Agricultural land area where MAMETSUBU® is used: 1% increase in land used for paddy rice cultivation in Japan (Compared to FY2022)	● Products that contribute to smart agriculture: Greater lineup of MAMETSUBU® products ● Number of new products launched: 2 MAMETSUBU® products (Total from FY2027) ● Agricultural land area where MAMETSUBU® is used: 2% increase in land used for paddy rice cultivation in Japan (Compared to FY2022)	 	 
	Strengthening R&D Capabilities	● Strengthening R&D Capabilities	● Number of patent applications: 83	● Number of patent applications: 100	● Number of patent applications: 120		
Environmental	Mitigation of Climate Change and Environmental Impact	● Reducing greenhouse gas emissions for the whole group	● Greenhouse gas emissions from seven group companies (Scope 1+2): 52,071 t-CO <sub>2</sub> (22% reduction compared to FY2019)	● Greenhouse gas emissions from seven group companies (Scope 1+2): 30% reduction by FY2030 compared to FY2019	● Greenhouse gas emissions from seven group companies (Scope 1+2): 30% reduction by FY2030 compared to FY2019	    	
	Contribution to biodiversity	● Contributing to biodiversity through forest conservation ● Contribution to biodiversity	● Forest maintenance in Fukushima Town, Hokkaido	● Support for forest tree-fostering activities in Fukushima Town, Hokkaido: Once a year ● Creation and maintenance of biotope	● Forest infrastructure development in Fukushima Town, Hokkaido ● Creation and maintenance of biotope		
	Contribution to a recycling-based society	● Reduction of industrial waste	● Total amount of industrial waste generated: 5.3 thousand tons ● Amount of landfill waste: 0.08 thousand tons (Landfill rate: 1.6%) ● Amount of waste recycled: 1.4 thousand tons (Recycling rate: 26.2%)	● Waste reduction ● Promotion of zero waste emissions: Landfill disposal rate of 1% or less	● Waste reduction ● Promotion of zero waste emissions: Landfill disposal rate of 1% or less		
Social	Promotion of industrial health and safety	● Preventing occupational accidents	● Number of accidents with lost time: 8	● Number of accidents with lost time: 0	● Number of accidents with lost time: 0		
	Respect for human rights	● Greater awareness of human rights	● Basic human rights training: Twice for all employees (99.7% coverage)	● Implementation status of human rights education and training • Employee coverage rate: 100% • At least once a year for each employee	● Implementation status of human rights education and training • Employee coverage rate: 100% • At least once a year for each employee		
		● Eliminating all forms of harassment	● Harassment training: Once for all employees (95.2% coverage)	● Implementation status of harassment training • Employee coverage rate: 100% • At least once a year for each employee	● Implementation status of harassment training • Employee coverage rate: 100% • At least once a year for each employee		
	Human capital development	● Implementing education for the continuous growth of all employees	● Training time per employee: 41.7 hours/year	● Training time per employee: 25 hours/year	● Training time per employee: 25 hours/year	   	
	Promotion of work-life balance	● Creating a comfortable working environment	● Average rate of employees taking annual paid leave: 69.2%	● Average rate of employees taking annual paid leave: 70%	● Average rate of employees taking annual paid leave: 80%		
		● Achieve KENKO Investment for Health	● Certified Outstanding Organizations of KENKO Investment for Health: Not yet certified	● Certified KENKO Investment for Health Outstanding Organization: Gain certification	● Certified KENKO Investment for Health Outstanding Organization: Maintain certification		
	Promotion of diversity and inclusion	● Promotion of active participation of women	● Percentage of female managers: 2.2% (3 out of 134)	● Percentage of female managers: 4.9%	● Percentage of female managers: 8.2%		
		● Promotion of support for next-generation development	● Percentage of male employees who take childcare leave: 63.6% (Employees who took childcare leave: 14 / Eligible employees: 22)	● Rate of male employees who take childcare leave: 100%	● Rate of male employees who take childcare leave: 100%		