

Materiality

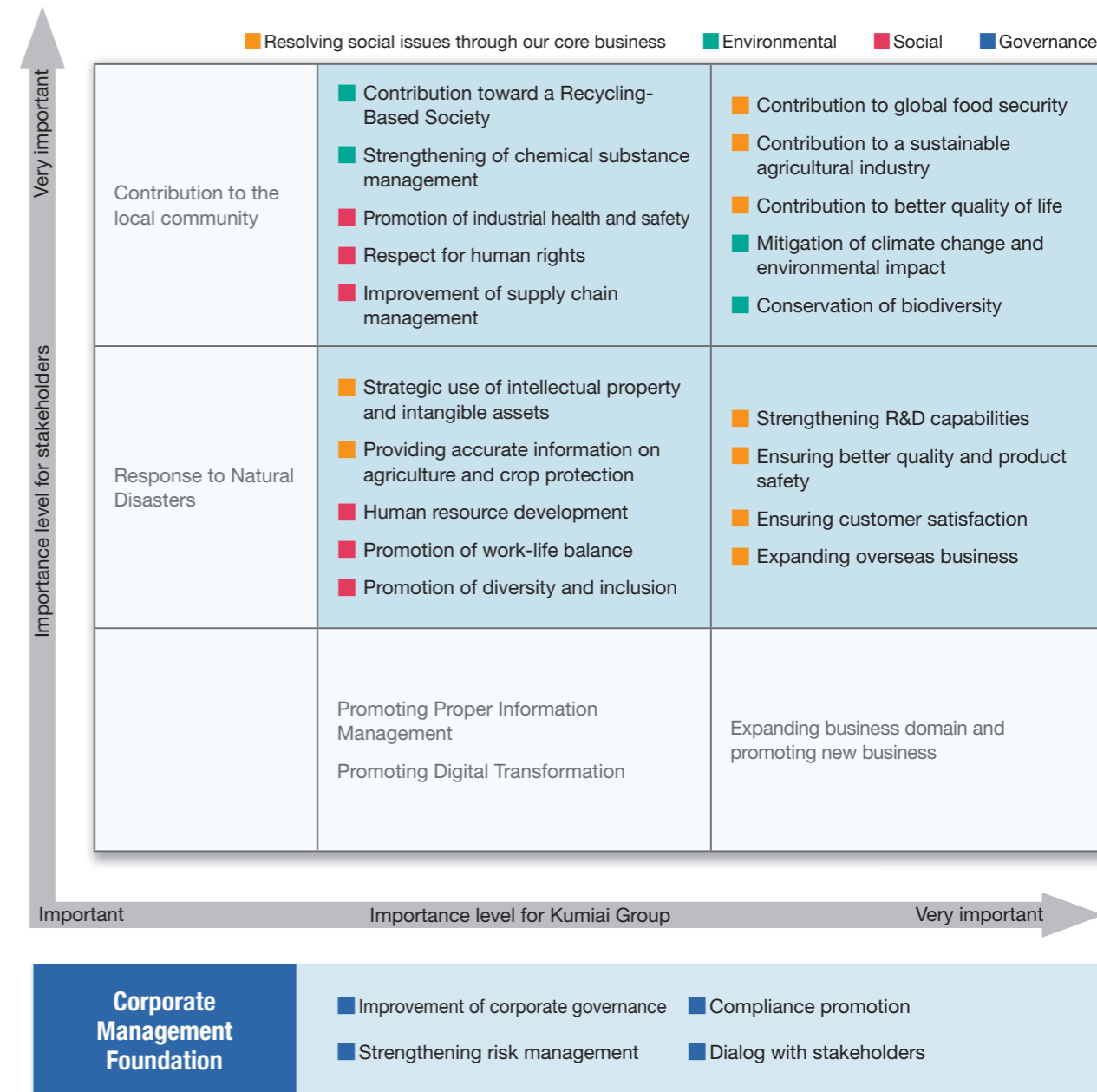
Kumiai Group has set “Company group that is able to adapt flexibly to support affluent lifestyles through unique technologies and that contributes toward the sustainable development of a society in harmony with nature” and “Advanced chemical manufacturer that contributes to agriculture, which supports stable food supply, and develops innovative technologies and unique business domains” as our Ultimate Goals in the next 20 to 30 years later, and have specified materialities (important issues) as initiatives that need to be taken to achieve these.

Process for Identifying Materiality






Materiality Matrix

We evaluated “Importance to Kumiai Group” and “Importance to stakeholders” on a three-point scale, and formulated a matrix for each proposed materiality.



Initiatives and KPIs for Materiality

	Materiality	Initiatives	FY2022 results	FY2026 targets	FY2030 targets	Relationship with SDGs
Resolving social issues through our core business	Contribution to a sustainable agricultural industry	<ul style="list-style-type: none"> Contribution to smart agriculture through products that help reduce energy and labor 	<ul style="list-style-type: none"> Products that contribute toward smart agriculture: Expansion of MAMETSUBU Number of new launched products: 1 MAMETSUBU product Agricultural land area where MAMETSUBU was used: 119,000 ha, 7.7% of rice paddy land in Japan 	<ul style="list-style-type: none"> Products that contribute toward smart agriculture: Expansion of MAMETSUBU Number of new launched products: 5 MAMETSUBU products (Total from FY2022) Agricultural land area where MAMETSUBU is used: 1% increase in paddy rice cultivation land in Japan (Compared to FY2022) 	<ul style="list-style-type: none"> Products that contribute toward smart agriculture: Expansion of MAMETSUBU Number of new launched products: 2 MAMETSUBU products (Total from FY2027) Agricultural land area where MAMETSUBU is used: 2% increase in paddy rice cultivation land in Japan (Compared to FY2022) 	
	Strengthening R&D capabilities	<ul style="list-style-type: none"> Strengthening R&D capabilities 	<ul style="list-style-type: none"> Number of patent applications: 80 	<ul style="list-style-type: none"> Number of patent applications: 100 	<ul style="list-style-type: none"> Number of patent applications: 120 	
Environmental	Mitigation of climate change and environmental impact	<ul style="list-style-type: none"> Reducing greenhouse gas emissions for the whole Kumiai Group 	<ul style="list-style-type: none"> Greenhouse gas emissions from seven group companies (Scope 1 and 2): 66,124 t-CO₂ 	<ul style="list-style-type: none"> Greenhouse gas emissions from seven group companies (Scope 1 and 2): 30% reduction by FY2030 compared to FY2019 	<ul style="list-style-type: none"> Greenhouse gas emissions from seven group companies (Scope 1 and 2): 30% reduction by FY2030 compared to FY2019 	
	Conservation of Biodiversity	<ul style="list-style-type: none"> Contributing to biodiversity through forest conservation Contribution to biodiversity 	<ul style="list-style-type: none"> Forest preservation in Fukushima, Hokkaido 	<ul style="list-style-type: none"> Support for forest tree-planting activities in Fukushima, Hokkaido: Once a year Creation and maintenance of biotope 	<ul style="list-style-type: none"> Forest infrastructure development in Fukushima, Hokkaido Creation and maintenance of biotope 	
	Contribution toward a Recycling-Based Society	<ul style="list-style-type: none"> Reducing industrial waste 	<ul style="list-style-type: none"> Total amount of generated industrial waste: 2,097 t Amount of landfill waste: 45 t (Landfill rate: 2.2%) Amount of waste recycled: 803 t (Recycling rate: 94.7%) 	<ul style="list-style-type: none"> Waste reduction Promoting zero waste emissions: Landfill disposal rate of 1% or less 	<ul style="list-style-type: none"> Waste reduction Promoting zero waste emissions: Landfill disposal rate of 1% or less 	
Society	Promotion of Industrial Health and Safety	<ul style="list-style-type: none"> Preventing occupational accidents 	<ul style="list-style-type: none"> Number of accidents with lost time: 1 (Among occupational accidents, number of cases with at least one work day lost by a Kumiai employee) 	<ul style="list-style-type: none"> Number of accidents with lost time: 0 	<ul style="list-style-type: none"> Number of accidents with lost time: 0 	
	Respect for Human Rights	<ul style="list-style-type: none"> Greater awareness of human rights 	<ul style="list-style-type: none"> Human rights education and harassment training: For all managers: Once 	<ul style="list-style-type: none"> Implementation status of human rights education and training Employee coverage rate: 100% At least once a year for each employee 	<ul style="list-style-type: none"> Implementation status of human rights education and training Employee coverage rate: 100% At least once a year for each employee 	
		<ul style="list-style-type: none"> Eliminating all forms of harassment 		<ul style="list-style-type: none"> Implementation status of harassment training Employee coverage rate: 100% At least once a year for each employee 	<ul style="list-style-type: none"> Implementation status of harassment training Employee coverage rate: 100% At least once a year for each employee 	
	Promoting Diversity and Inclusion	<ul style="list-style-type: none"> Promoting active participation of female 	<ul style="list-style-type: none"> Percentage of female managers: 1.6% (2 out of 122) 	<ul style="list-style-type: none"> Percentage of female managers: 4.9% (6 out of 122) 	<ul style="list-style-type: none"> Percentage of female managers: 8.2% (10 out of 122) 	
		<ul style="list-style-type: none"> Promoting support for next-generation development 	<ul style="list-style-type: none"> Percentage of male employees who take childcare leave: 24.1% (Employees who took childcare leave: 7 / Eligible employees: 29) 	<ul style="list-style-type: none"> Rate of male employees who take childcare leave: 100% 	<ul style="list-style-type: none"> Rate of male employees who take childcare leave: 100% 	
	Promotion of Work-Life Balance	<ul style="list-style-type: none"> Create a comfortable working environment 	<ul style="list-style-type: none"> Average rate of employees taking annual paid leave: 60.6% 	<ul style="list-style-type: none"> Rate of employees taking annual paid leave: 70% 	<ul style="list-style-type: none"> Rate of employees taking annual paid leave: 80% 	
<ul style="list-style-type: none"> Health Focused Management 		<ul style="list-style-type: none"> Certified Health & Productivity Management Outstanding Organization: Not yet certified 	<ul style="list-style-type: none"> Health Management (White 500) certification 	<ul style="list-style-type: none"> Continuous certification of Health Management (White 500) 		
Human Resource Development	<ul style="list-style-type: none"> Implementing education for the continuous growth of all employees 	<ul style="list-style-type: none"> Training time per employee: 12.8 hours 	<ul style="list-style-type: none"> Training time per employee: 18 hours 	<ul style="list-style-type: none"> Training time per employee: 20 hours 		