

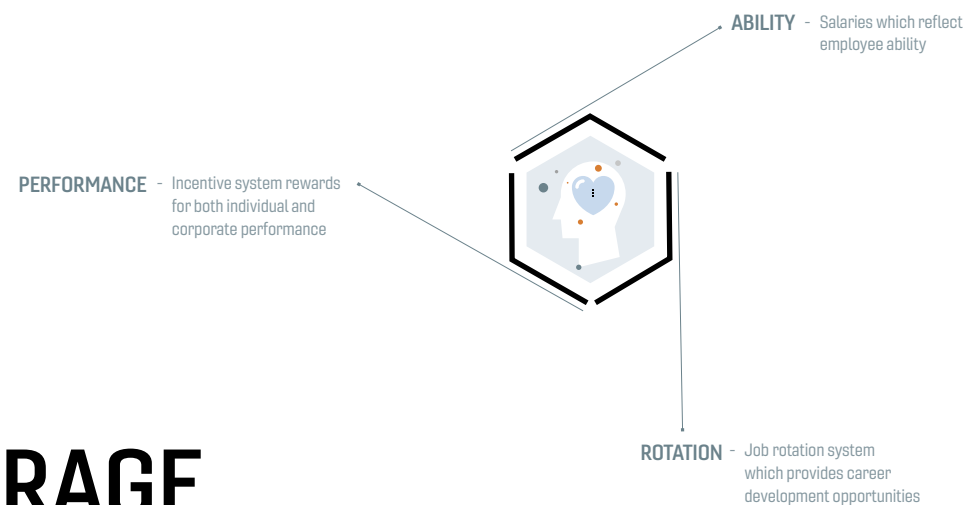
Sharing values and common goals

Everyone at KKPC is committed to the same core values — a passion to become the best, innovation to satisfy customers, communication and collaboration to build trust, and a sense of responsibility towards society and the company — and they work in unison to realize the company's vision. Employees perform their roles with maximum effort, based on common sense and principles, and in return, KKPC evaluates them impartially, using transparent and fair HR and salary systems. Moreover, we make the utmost effort to create an optimal working environment for the best talent, offering a safe and clean workplace and helping them achieve the right work-life balance.

KKPC's labor and management enjoy excellent cooperation and communications, which is our competitiveness and pride. Since 2001, we have had a one-company, three-labor union system through which we collect and reflect various opinions at each plant site. As a result, we have benefitted from dispute-free wage negotiations and collective agreements for 31 years. In 2018, an agreement was reached to adopt flexible working hours, enabling employees to plan their working hours autonomously and flexibly, and discussions on how to put this agreement into practice are on-going.



KKPC PERSONNEL SYSTEM



ENCOURAGE and challenge

Our people are best assets, and also vital to our future growth. KKPC develops talent with expertise and leadership, and supports them as they take on the challenges that will realize our vision of becoming a 'Global Leading Chemical Group'





Fostering global leaders

KKPC continually reviews and adapts our HR development and management processes, helping our employees improve their skills so that they can become a 'global leader who takes on challenges'. In addition, we help new employees successfully settle in through a mentoring system, with new staff receive mentoring advice and help for a year after joining the company.

KKPC helps our employees to grow into top global talents in their respective fields. We have been running a job qualification system since 2010, and encourage employees to earn nationally- and internationally-recognized certificates and technical qualifications. Under this system, the company, provides financial support for all educational and testing fees, as well as book costs and other related incidental expenses. Support has been offered to help staff qualify as American Institute of Certified Public Accountants, Financial Risk Managers, Chartered Financial Analysts, Certified in Production and Inventory Management, and Project Management Professionals. In addition, we provide in-depth training content and events to help employees with their self-development through the 'WinK Academy', an internal online training system that was independently developed by KKPC and has been operating since 2011. Lectures are available on a wide range of subjects, including the humanities, international business culture and etiquette, foreign languages and reading management. Lectures on around 15 foreign languages, including English, Chinese and Japanese, are available for free.



EMPLOYEE TRAINING

