

## KURARAY - MY COMPANY



Ricarda K.  
PVB Commercial  
Customer Service Germany

»I appreciate the fact that the company does a lot outside “its own four walls” - it gets involved in charity work and organizes events like summer and Christmas parties for employees as well as giving them the chance to take part in big local events.«



Klaus E.  
POVAL Resin Operations  
Shift supervisor

»I appreciate the fact that Kuraray invests in our site. Besides, employees are still valued here! You can get involved and help shape things. What's more, the pay is good.«



Simon L.  
PVB Film  
Apprentice process  
mechanic

»When I was choosing an apprenticeship, Kuraray offered internships for school students. That helped me decide what I wanted to do. And Troisdorf has good transport connection - that's also important.«



# kuraray

## VISIT OUR CAREER WORLD

You will find plenty more information on our career website:

- Information on joining Kuraray and job profiles
- A blog with interesting news about Kuraray and fascinating insights into working for us
- An overview of current vacancies
- Access to our recruitment portal



[www.kuraray.eu/karriere](http://www.kuraray.eu/karriere)

## PLEASE CONTACT US IF YOU HAVE ANY QUESTIONS.

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# kuraray



# TOGETHER WE

TOGETHER WE MAKE THE  
WORLD A LITTLE  
BETTER.

Explore your options  
at Kuraray

- the global speciality chemicals company  
with Japanese roots.

EMPLOYEE BENEFITS

## Kuraray - The speciality chemicals company with Japanese roots

Kuraray was founded in 1926.

Today it is a fast-growing global speciality chemicals group headquartered in Tokyo, Japan.

We are one of the largest suppliers of polymers and synthetic microfibres and an international leader in the development and use of innovative high-performance materials.

Kuraray currently has around 10,000 employees worldwide, including about 1,000 in Europe.



### KEY PRODUCTS:

- Polyvinyl alcohol (KURARAY POVAL™)
- Polyvinyl butyral (Mowital®/ Pioloform®)
- Films for laminated safety glass in vehicles and buildings (e.g. Trosifol®)
- Thermoplastic elastomers (e.g. SEPTON™)
- Chemical specialities
- Carbon Materials
- Synthetic fibres (e.g. Vectran®)
- Manmade leather (e.g. Clarino™)
- Dental products (e.g. CLEARFIL™)

## WORKING AT KURARAY OPENS UP PERSPECTIVES.

We give our employees freedom in their work - the freedom to question established solutions and to put their own ideas into practice. Respect and cooperation are the key elements of our working relationships. We have a long tradition of responsibility and social commitment, and they have a firm place in our corporate culture.

Our employees make the company what it is. That is very important to Kuraray and we are convinced that we can only move forward as a company if our employees are able to develop their potential.

We support the people who work for us, personally and individually - so their careers develop in line with their aspirations.

### PERSONNEL DEVELOPMENT



- An extensive, individually tailored system of development activities: continuing professional development, training and coaching
- Vocational training, internships, supervision of bachelor's dissertations and master's theses, student jobs
- Early opportunities to take on responsibility
- Regular appraisals
- Opportunities for interdepartmental project work
- Talent management
- Foreign assignments

### REMUNERATION



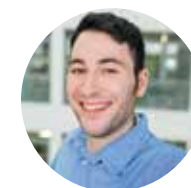
- Attractive remuneration
- Company pension plan
- Profit-related bonus payments
- Annual bonus
- Subsidised canteens
- Deferred compensation plan for managers and AT-grade employees
- Company car for sales reps and managers
- Vacation pay
- Long-service benefits



Stephanie W.  
POVAL Resin Operations  
Deputy shift supervisor



Jörg B.  
Director, Global Business -  
Technical Resin



Nikolaos T.  
Apprentice chemical  
production technician

### HEALTH



- Occupational medical service
- Extensive occupational safety measures
- Occupational health management
- Preventive health care
- Employee Assistance Program: external counselling for employees in all situations
- Free swimming pool use
- Reduced price gym use (Troisdorf only)
- Burn-out counselling
- Fruit baskets/fruit weeks (Hattersheim, Troisdorf)

### CAREER AND FAMILY



- Flexible worktime models
- Long-term accounts for AT-grade and non-managerial employees
- Emergency childcare (Frankfurt and Hattersheim only)
- Special parent-and-child office (Hattersheim only)

### COMMUNITY AND SOCIETY



- Employee events: summer party, Christmas party, long-service anniversaries
- Quarterly employee magazine (with employee input)
- Joint participation in sports events: J.P. Morgan Corporate Challenge, corporate race in Bonn, dragon boat races
- Charity work: "Malteser Social Day", Christmas in a shoebox, ad-hoc charity collections, support for employees who take on voluntary work
- Company suggestion plan