

This is a list of the major indexes of E (Environment), S (Social activities) and G (Corporate Governance) of Kansai Paint Group.

KPI2030 target

**Environment Data**

**GHG Emissions (Scope 1 & 2)**

			Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	KPI2030
Non consolidated	Location-based	Scope1	t-CO <sub>2</sub> eq	17,043	16,820	17,044	14,983		
		Scope2	t-CO <sub>2</sub> eq	22,009	22,087	20,690	19,397		
		Scope1+2	t-CO <sub>2</sub> eq	39,052	38,906	37,734	34,380		
		Scope1+2 Changes	%	based	Δ0.4%	Δ3.4%	Δ12.0%	20% reduction	30% reduction (vs. FY2021)
	Market-based	Scope1	t-CO <sub>2</sub> eq	17,043	16,820	17,044	14,983		
		Scope2	t-CO <sub>2</sub> eq	20,065	20,631	19,693	18,766		
		Scope1+2	t-CO <sub>2</sub> eq	37,109	37,450	36,737	33,749		
		Scope1+2 Changes	%	based	+0.9%	Δ1.0%	Δ9.1%		
Consolidated	Location-based	GHG Emissions Intensity	kg-CO <sub>2</sub> eq/kg	0.210	0.209	0.202	0.193		
		Scope1	t-CO <sub>2</sub> eq	70,633	70,185	67,818	72,187		
		Scope2 Location-based	t-CO <sub>2</sub> eq	140,299	137,920	142,583	128,522		
		Scope1+2 Location-based	t-CO <sub>2</sub> eq	210,932	208,105	210,401	200,709		
		Scope1+2 Changes Location-based	%	based	Δ1.3%	Δ0.3%	Δ4.8%	20% reduction	30% reduction (vs. FY2021)

**GHG Emissions (Scope 3)**

		Category	Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	Note
Non consolidated	Subject	Cat.1 Purchased Goods & Services	t-CO <sub>2</sub> eq	664,674	634,924	625,519	650,065		Emissions related to Raw Material Production, Under investigation (Package related)
		Cat.2 Capital Goods	t-CO <sub>2</sub> eq	12,707	12,575	24,146	34,646		
		Cat.3 Fuel-and Energy-Related Activities	t-CO <sub>2</sub> eq	7,568	7,726	7,755	7,091		
		Cat.5 Waste Generated in Operation	t-CO <sub>2</sub> eq	7,818	7,879	7,101	5,921		
		Cat.6 Business Travel	t-CO <sub>2</sub> eq	255	249	253	245		
		Cat.7 Employee Commuting	t-CO <sub>2</sub> eq	2,710	2,329	2,360	2,386		
		Cat.9 Downstream Transportation and Distribution	t-CO <sub>2</sub> eq	9,853	10,638	9,786	8,937		Calculated product transportation only
		Cat.12 End-of-life Treatment of Sold Products	t-CO <sub>2</sub> eq	5,252	5,497	4,616	5,077		Under investigation (disposal of product package)
		Cat.15 Investment	t-CO <sub>2</sub> eq	18,209	16,891	16,621	16,815		Emissions of "Equity Method Companies"
		その他 Inter-plant logistics	t-CO <sub>2</sub> eq	7,742	7,383	7,551	7,285		
	Optional※1	Cat.4 Upstream Transportation and Distribution	t-CO <sub>2</sub> eq	Under investigation					Under investigation (include the ones controlled by suppliers)
	Exempt※2	Cat.10 Processing of Sold Products	t-CO <sub>2</sub> eq	2,226,574	2,109,711	2,042,783	1,972,865		Optional, as customers' process
		Cat.8 Upstream leased assets	t-CO <sub>2</sub> eq	0	0	0	0		Not applicable
		Cat.11 Use of Sold Products	t-CO <sub>2</sub> eq	0	0	0	0		Used as a coating
		Cat.13 Downstream leased assets	t-CO <sub>2</sub> eq	0	0	0	0		Not applicable
Consolidated	Subject	Cat.1 Purchased Goods & Services	t-CO <sub>2</sub> eq	2,524,200	2,447,771	2,510,399	2,433,509		Emissions related to Raw Material Production, Under investigation (package related)
		Cat.2 Capital Goods	t-CO <sub>2</sub> eq	55,558	45,637	69,828	92,487		
		Cat.3 Fuel-and Energy-Related Activities	t-CO <sub>2</sub> eq	50,223	49,663	51,533	50,127		
		Cat.5 Waste Generated in Operation	t-CO <sub>2</sub> eq	35,279	42,773	35,640	39,773		
		Cat.6 Business Travel	t-CO <sub>2</sub> eq	2,833	3,926	4,591	5,436		
		Cat.7 Employee Commuting	t-CO <sub>2</sub> eq	20,885	18,980	19,892	19,056		
		Cat.9 Downstream Transportation and Distribution	t-CO <sub>2</sub> eq	47,544	48,771	55,879	60,143		Calculated product transportation only
		Cat.12 End-of-life Treatment of Sold Products	t-CO <sub>2</sub> eq	22,785	23,816	24,241	26,232		Under investigation (disposal of product package)
		Cat.15 Investment	t-CO <sub>2</sub> eq	18,395	17,055	16,773	16,952		Emissions of "Equity Method Companies"
		その他 Inter-operation logistics	t-CO <sub>2</sub> eq	Under investigation					
	Optional※1	Cat.4 Upstream Transportation and Distribution	t-CO <sub>2</sub> eq	Under investigation					Under investigation (include the ones controlled by suppliers)
	Exempt※2	Cat.10 Processing of Sold Products	t-CO <sub>2</sub> eq	6,559,969	6,523,001	6,520,302	6,969,512		Optional, as customers' process
		Cat.8 Upstream leased assets	t-CO <sub>2</sub> eq	0	0	0	0		Not applicable
		Cat.11 Use of Sold Products	t-CO <sub>2</sub> eq	0	0	0	0		Used as a coating
		Cat.13 Downstream leased assets	t-CO <sub>2</sub> eq	0	0	0	0		Not applicable
		Cat.14 Franchises	t-CO <sub>2</sub> eq	0	0	0	0		Not applicable

※1 GHG emissions from painting & drying process are classified to Cat. 10, and optional emission along with Cat. 4  
※2 Cat. 8,11, 13 and 14 all have low contribution, and are exempted

**Energy Consumption**

		Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	KPI2030
Non consolidated	Primary Energy Consumption		GJ	778,422	796,456	788,247	728,987	
	Final (Secondary) Energy Consumption		MWh	133,163	135,608	136,502	123,910	
	Final (Secondary) Energy Consumption Changes		%	based	+1.8%	+2.5%	Δ7.0%	10% reduction
	Energy Mix	Fuel Oil	MWh	10,324	9,893	6,058	5,151	
		City Gas	MWh	74,255	75,632	82,214	72,795	
		Purchased Electricity (non-renewable)	MWh	48,584	50,083	48,230	45,964	
		Externally supplied heat source	MWh	0	0	0	0	
		Green Energy	MWh	0	0	0	0	
Consolidated	Final (Secondary) Energy Intensity		kWh/t	755.2	755.7	751.9	707.6	
	Use of Renewable Energy		%	0.0%	0.0%	0.0%	0.0%	15%
	Final (Secondary) Energy Consumption		MWh	693,305	699,548	708,197	724,734	
	Final (Secondary) Energy Consumption Changes		%	based	+0.9%	+2.2%	+4.5%	10% reduction
	Energy Mix	Fuel Oil	MWh	52,525	62,068	51,397	60,121	
		City Gas	MWh	308,759	290,139	290,413	305,596	
		Purchased Electricity (non-renewable)	MWh	266,823	260,198	277,841	247,672	
		Externally supplied heat source	MWh	20,574	16,823	9,702	11,296	
		Green Energy	MWh	44,624	70,321	78,844	100,050	
	Final (Secondary) Energy Intensity		kWh/t	471.7	485.3	476.5	486.2	
	Use of Renewable Energy		%	6.4%	10.1%	11.1%	13.8%	15% or higher

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KPI2030 target

**Environment Data**

**Water Usage**

			Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	KPI2030
Non consolidated	Non Water Stress Area	Water Withdrawal	m	558,978	533,098	525,171	474,089		
		Water Withdrawal Changes	%	based	Δ4.8%	Δ6.2%	Δ15.6%	15% reduction	20% reduction (vs. FY2021)
		Water Withdrawal Intensity	m/t	3.17	2.97	2.89	2.71		
		Water Consumption	m	30,309	31,219	32,254	31,456		
		Water Consumption Intensity	m/t	0.172	0.174	0.178	0.180		
Consolidated	Water Stress Area	Water Discharge	m	528,669	501,879	492,917	442,633		
		Water Withdrawal	m	341,414	418,860	326,840	307,774		
		Water Withdrawal Changes	%	based	+22.7%	Δ4.3%	Δ9.9%		20% reduction (vs. FY2021)
		Water Withdrawal Intensity	m/t	0.232	0.290	0.220	0.206		
		Water Consumption	m	136,101	146,122	139,206	145,909		
	Non Water Stress Area	Water Consumption Intensity	m/t	0.093	0.101	0.094	0.098		
		Water Discharge	m	205,313	267,414	182,282	156,428		
		Water Withdrawal	m	4,127,906	3,995,438	4,157,381	3,967,825		
		Water Withdrawal Changes	%	based	Δ3.2%	+0.7%	Δ3.9%		20% reduction (vs. FY2021)
		Water Withdrawal Intensity	m/t	13.004	12.888	13.000	12.808		
	Total	Water Consumption	m	490,134	497,608	508,509	498,885		
		Water Consumption Intensity	m/t	0.333	0.345	0.342	0.334		
		Water Discharge	m	3,628,877	3,491,890	3,640,295	3,458,408		
		Water Withdrawal	m	4,469,320	4,414,298	4,484,221	4,274,969		
		Water Withdrawal Changes	%	based	Δ1.2%	+0.3%	Δ4.3%	15% reduction	20% reduction (vs. FY2021)
		Water Withdrawal Intensity	m/t	2.499	2.519	2.482	2.373		
		Water Consumption	m	626,235	643,729	647,715	644,794		
		Water Consumption Intensity	m/t	0.213	0.223	0.218	0.216		
		Water Discharge	m	3,834,190	3,759,304	3,822,576	3,614,836		

**Waste**

			Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	KPI2030
Non consolidated	Hazardous	Waste Oil (flammable)	ton	2,169	2,178	1,757	1,347		
		Waste Acid and Alkali (corrosive)	ton	0	0	0	1		
		Others (Specified Hazardous Industrial Waste)	ton	0	1	4	0		
		Hazardous Waste Total	ton	2,169	2,179	1,761	1,348		
	Non-hazardous	Waste Oil	ton	988	950	919	913		
		Sludge	ton	674	591	651	615		
		Waste Acid and Alkali	ton	625	622	740	954		
		Waste Plastics	ton	702	753	759	605		
		Waste Metal	ton	31	11	8	7		
		Cinders (Incineration Ash, Dust)	ton	0	0	0	0		
		Others (Glass, Paper, Woods, etc.)	ton	196	149	179	182		
		Non-hazardous Waste Total	ton	3,216	3,076	3,256	3,276		
		Total Amount of Waste	ton	5,385	5,255	5,017	4,624		
		Amount of Waste Changes	%	based	Δ2.4%	Δ6.9%	Δ14.3%	15% reduction	30% reduction (vs. FY2021)
Consolidated	Hazardous Waste		ton	21,842	24,906	23,024	24,105		
		Non-hazardous Waste	ton	20,112	23,526	20,302	23,888		
	Total Amount of Waste ※3		ton	41,954	48,432	43,325	47,993		
		Amount of Waste Changes	%	based	+15.4%	+3.3%	+14.4%	15% reduction	30% reduction (vs. FY2021)

※3 Last fiscal year, containers that were collected and subsequently recycled were also counted as waste.

**Recyclable Containers**

			Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	KPI2030
Non consolidated	Recyclable Containers	Open Dram	%	15.8%	20.4%	10.9%	29.5%		
		Cleaning Reuse	%	15.7%	11.8%	16.8%	6.9%		
		Closed Dram	%	4.5%	5.2%	6.9%	4.4%		
		Cleaning Reuse	%	23.4%	31.3%	12.1%	24.7%		
		Metal Container	%	36.9%	28.0%	51.6%	30.3%		
		Oil Can, etc.	%	2.9%	2.1%	0.6%	2.6%		
Consolidated	Non-recyclable Containers	Recycled Plastic Container (incl. IBC Container)	%	99.2%	98.8%	99.0%	98.4%		
		Recyclable Container Purchase Value Total	%	0.0%	0.0%	0.0%	0.0%		
		Non-recycled Metal Container	%	0.7%	0.8%	0.6%	1.3%		
		Non-recycled Plastic Container	%	0.2%	0.4%	0.4%	0.4%		
		Others	%	0.8%	1.2%	1.0%	1.6%		
		Non-recyclable Container Purchase Value Total	%	100.0%	100.0%	100.0%	100.0%		
	Product Container Total Purchased Value		%	99.2%	98.8%	99.0%	98.4%	60% or more (Upward revision)	50% or more
		Ratio of Recyclable Containers	%	60.3%	62.2%	60.2%	60.3%	60% or more (Upward revision)	50% or more
		Ratio of Recyclable Containers	%	39.6%	37.8%	39.7%	39.7%		
		Ratio of Non-recyclable Containers	%						

**Environmentally Hazardous Subs**

		Unit	FY2021	FY2022	FY2023	FY2024	Note	2030年目標
Non consolidated	Ozone-depleting Substance	ton		No track record				No track record
	SOx Emissions	ton	4.12	5.35	0.58	0.00		Complete abolition by FY2030
	NOx Emissions	ton	1.87	1.99	1.94	1.55		50% reduction (vs. FY2021)
	Dust Emissions	kg	20.7	28.5	26.4	25.5		Keep less than 0.1t (voluntary regulation)
	COD Emissions	ton	0.89	1.17	0.72	0.67		Keep less than 1.1t (voluntary regulation)
	PRTR substances: emission volume	ton	73.4	71.2	82.3	81.7		
	Amount of Lead in sold products	ton		No track record				Continuation of ban
	Amount of hexavalent chromium contained in sold products	ton	7.4	7.6	7.4	8.0		Achieving total elimination
	Amount of Toluene, Xylene and Ethylbenzene contained in sold products	ton	21,400.0	20,300.0	20,000.0	19,448		Keep monitoring
	Amount of Nonyl Phenyl contained in sold products	ton	0.32	0.02	0.02	0.01	Complete abolition by mid-FY2024	Complete abolition by FY2024 Summer
Consolidated	Ozone-depleting Substance	ton		No track record				No track record
	SOx Emissions	ton	22	19	17	36		
	NOx Emissions	ton	166	165	158	163		

**Operations with ISO 14001 certification**

	Unit	FY2021	FY2022	FY2023	FY2024	Note	2030年目標
Nonconsolidated	%	100.0%	100.0%	100.0%	100.0%		-
Consolidated	%	70.9%	72.8%	73.8%	73.6%		-

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KPI2030 target

Environment Data								
Environmental Accounting / Environmental Regulations								
Non consolidated			Unit	FY2021	FY2022	FY2023	FY2024	Note
	Environmental Conservation Cost Total		JPY-M	2,107	2,412	2,349	2,406	
	Capital Investment Total		JPY-M	337	395	406	416	
	Cost Total		JPY-M	1,770	2,017	1,943	1,990	
	Pollution Prevention Costs		JPY-M	308	300	308	354	
	Capital Investment		JPY-M	91	104	99	113	
	Cost		JPY-M	217	196	209	241	
	Global Environmental Conservation Costs		JPY-M	422	469	442	518	
	Capital Investment		JPY-M	98	108	107	117	
	Cost		JPY-M	324	361	335	401	
	Resource Circulation Costs		JPY-M	342	357	343	335	
	Capital Investment		JPY-M	0	0	0	0	
	Cost		JPY-M	342	357	343	335	
	Management Activity Costs		JPY-M	111	144	150	139	
	Capital Investment		JPY-M	76	94	107	99	
	Cost		JPY-M	35	50	43	40	
	R&D Costs		JPY-M	834	1,034	1,003	976	
	Capital Investment		JPY-M	32	25	28	28	
	Cost		JPY-M	802	1,009	975	948	
	Social Activity Costs		JPY-M	90	108	103	84	
	Capital Investment		JPY-M	40	64	65	58	
	Cost		JPY-M	50	44	38	26	
	Environmental Damage Costs		JPY-M	0	0	0	1	
	Capital Investment		JPY-M	0	0	0	1	
	Cost		JPY-M	0	0	0	0	
Any Penalties or Fines for violating environmental regulation		Y / N	No	No	No	No		
Consolidated	Any Penalties or Fines for violating environmental regulation		Y / N	No	No	No	Y/ 2 cases <sup>※4</sup>	

※4 Fines for environmental law violations (each under USD 10,000) were incurred, but the impact was not significant, and corrective actions and preventive measures have already been completed.  
We will continue to strive to thoroughly comply with laws and regulations and strengthen our internal control system.

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KPI2030 target

**Environment Data**  
**Social Data**

		Unit	FY2021	FY2022	FY2023	FY2024	KPI2027	KPI2030
Non consolidated	Number of Employees	Total	person	1,531	1,537	1,566	1,507	—
		Female	person	170	181	194	214	—
		Male	person	1,361	1,356	1,372	1,293	—
		Ratio of Female	%	11.1%	11.8%	12.4%	14.2%	—
	Number of Managers	Total	person	440	446	432	344	—
		Female	person	15	14	17	15	—
		Male	person	425	432	415	329	—
		Ratio of Female	%	3.4%	3.1%	3.9%	4.4%	25%
	Number of New Recruits (new college graduate employees)	Total	person	25	19	28	32	—
		Female	person	4	3	9	14	—
		Male	person	21	16	19	18	—
		Ratio of Female	%	16.0%	15.8%	32.1%	43.8%	—
	Number of New Recruits (inc. mid-carriers, high school and technical college graduates)	Total	person	45	69	103	70	—
		Female	person	5	16	27	22	—
		Male	person	40	53	76	48	—
		Ratio of Female	%	11.1%	23.2%	26.2%	31.4%	—
	Average years of Employment	Total	years	20.7	20.5	20.0	19.5	—
		Male	years	20.8	20.8	20.5	20.2	—
		Female	years	19.4	18.3	16.7	15.0	—
	Average Overtime / month	hours		6.1	7.1	8.0	8.6	—
	Number of Paid Leave took	days		12.9	13.7	15.1	14.0	—
	Employment Rate of people with Disabilities	%		2.3%	2.3%	2.3%	2.2%	—
	Number of Employees taking Maternity Leave	Total	person	30	19	28	38	—
		Female	person	4	4	5	4	—
	Number of Employees taking Family Care Leave	Total	person	26	15	23	34	—
		Male	person	0	0	0	0	—
	Number of Employees taking Nursing Care Leave	Total	person	0	1	1	1	—
		Male	person	0	0	0	0	—
	Separation Rate	Total Separation Rate	%	3.2%	5.5%	4.1%	8.6%	—
		Voluntary Separation Rate	%	0.7%	2.5%	1.9%	5.4%	—
	Occupational Accidents	Occupational accidents	cases	2	1	1	1	—
		Fatal Accidents	cases	0	0	0	0	—
	Full-time Employees & Fixed-term Employees	Serious Accidents	cases	0	0	0	0	—
		Requiring Time Off	cases	2	1	1	1	—
	Accident Frequency Rate (ILO Standard) Work Accident Severity Rate	-		0.59	0.30	0.29	0.30	1.7
	Severity of occupational accidents	-		0.03	0.05	0.00	0.00	—
	Number of Employees taking Safety Training	person		1,721	1,808	1,625	1,639	—
	Sustainability-related Products	Sales Ratio	%	TBD				20%
	Development Themes related to Sustainability	% of contributing themes	%	TBD				60%
	Patent held	Total	cases	1,323	1,285	1,287	1,301	—
		Japan	cases	783	730	713	710	—
		Oversea	cases	540	555	574	591	—
	Connecting to the Future Program	cases		—	—	—	21	—
	Employee Engagement Survey	%		100%	100%	100%	100%	100% participation
	Disseminate Employee about the KP way	%		TBD				75%
	Health Management Adaption	%		—	—	—	100%	100% participation
Consolidated	Number of Employees	Total	person	15,670	16,236	16,844	17,414	—
		Female	person	2,655	2,775	2,829	2,978	—
		Male	person	13,015	13,461	14,015	14,436	—
		Ratio of Female	%	16.9%	17.1%	16.8%	17.1%	—
	Number of Managers	Total	person	2,115	2,284	2,193	2,169	—
		Female	person	308	344	313	313	—
		Male	person	1,807	1,940	1,880	1,856	—
		Ratio of Female	%	14.6%	15.2%	14.3%	14.4%	25%
	Occupational Accidents	Occupational accidents	cases	161	179	210	122	—
		Fatal Accidents	cases	1	0	0	1	—
		Serious Accidents	cases	5	3	4	1	—
		Requiring Time Off	cases	68	75	73	63	—
	Full-time Employees & Fixed-term Employees	Non requiring Time Off	cases	87	101	133	57	—
		Accident Frequency Rate (ILO Standard) Work Accident Severity Rate	-	2.4	2.4	2.1	2.1	1.7
	Sustainability-related Products	Sales Ratio	%	TBD				20%
	Development Themes related to Sustainability	% of contributing themes	%	TBD				60%
	Connecting to the Future Program	cases		—	—	—	224 cases	500 cases or more
	Amount of Donation	JPY		44,609,780	44,090,009	70,750,958	290,657,612	1000 cases or more
	Employee Engagement Survey <sup>※5</sup>	%		10%	10%	32%	66%	75%
	Disseminate Employee about the KP way	%		TBD				75%
	Health Management Adaption <sup>※5</sup>	%		—	—	—	60%	85%

※5 The engagement survey and health management implementation status are calculated by dividing the number of employees at each base by the number of employees at the consolidated company.

**Governance Data**

		Unit	FY2021	FY2022	FY2023	FY2024	Note	KPI2030
Non consolidated	Board of Directors	Total	person	12	12	13	11	—
		Female	person	1	1	2	3	—
		Male	person	11	11	11	8	—
		Ratio of Female	%	8.3%	8.3%	15.3%	27.2%	30%
	Compensation on by type of Directors	Directors (excluding Audit and Supervisory Committee Member Directors)	JPY-M				498(40)	( ) Outside Directors
		Base Compensation	JPY-M				198(40)	( ) Outside Directors
		Performance-linked Compensation	JPY-M				214	—
		Performance-linked Compensation	JPY-M				85	—
		Audit and Supervisory Committee Member Director	JPY-M				42(18)	( ) Outside Directors
		Auditors(exclude Outside Directors)	JPY-M				21(5)	( ) Outside Directors
		Total Compensation	JPY-M	283	333	342		—
		Base Compensation	JPY-M	111	125	120		—
		Performance-linked Compensation	JPY-M	137	151	157		—
		Performance-linked Compensation	JPY-M	35	57	65		—
		Stock-based Compensation	JPY-M	64	64	64		—
	Compensation on by type of Directors	Auditors	JPY-M	55	55	45		—
		Outside Directors	JPY-M	56	58	65	89	—
	Fees paid to the auditor		JPY-M	56	58	65	89	—
	Claw-back or Malus Provision exists for remuneration		Y/N	Yes	Yes	Yes	Yes	—
	Periodic evaluation of board effectiveness		Y/N	Yes	Yes	Yes	Yes	—
	Fines and penalties relating to corruption		JPY	0	0	0	0	—
	Any Political Donations during the period		Y/N	No	No	No	No	—
Consolidated	Any Political Donations during the period		Y/N	No	No	No	No	—