

KANSAI PAINT ESG DATA



KPI2030 Target

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

Environment Data

GHG Emissions (Scope 1 & 2)

			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	KPI2027	KPI2030
Non Consolidated	Location-based	Scope1	t-CO ₂ eq	17,329	16,849	16,999	15,048	11,539		
		Scope2	t-CO ₂ eq	21,768	21,100	19,789	18,487	18,444		
		Scope1+2	t-CO ₂ eq	39,096	37,949	36,789	33,534	29,983		
		Scope1+2 fluctuation	%	based	Δ2.9%	Δ5.9%	Δ14.2%	Δ23.3%		30% reduction (vs. 2021)
		GHG Emissions Intensity	kg-CO ₂ eq/kg	0.222	0.211	0.203	0.192	0.169		
	Market-based	Scope1	t-CO ₂ eq	17,329	16,849	16,999	15,048	11,539		
		Scope2	t-CO ₂ eq	19,657	19,421	18,543	17,643	16,560		
		Scope1+2	t-CO ₂ eq	36,986	36,269	35,543	32,690	28,099		
		Scope1+2 fluctuation	%	based	Δ1.9%	Δ3.9%	Δ11.6%	Δ24.0%		30% reduction (vs. 2021)
		GHG Emissions Intensity	kg-CO ₂ eq/kg	0.210	0.202	0.196	0.187	0.158		
Consolidated ^{*1}	Location-based	Scope1	t-CO ₂ eq	61,366	61,429	60,729	63,907	57,751		
		Scope2 Location-based	t-CO ₂ eq	138,961	139,506	140,942	125,395	115,283		
		Scope1+2 Location-based	t-CO ₂ eq	200,327	200,936	201,671	189,301	173,034		
		Scope1+2 fluctuation Location-based	%	based	Δ0.3%	Δ0.3%	Δ5.5%	Δ13.6%		30% reduction (vs. 2021)
		GHG Emissions Intensity	kg-CO ₂ eq/kg	0.210	0.202	0.196	0.187	0.158		

*1 Emission factors: In principle, the emission factors defined by the IEA are applied.

*2 The data covers more than 90% of consolidated sites

GHG Emissions (Scope 3)

	Category		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	KPI2027	Note
Non Consolidated	Subject	Cat.1	Purchase Goods & Services	t-CO ₂ eq	396,538	384,597	383,080	402,800	376,774	Emissions related to Raw Material Production, Under investigation (Package related)
		Cat.2	Capital Goods	t-CO ₂ eq	12,707	12,575	24,146	34,646	62,757	
		Cat.3	Fuel and Energy-Related Activities	t-CO ₂ eq	7,614	7,572	7,589	6,951	6,422	
		Cat.5	Waste Generated in Operation	t-CO ₂ eq	9,269	9,790	8,699	7,171	6,935	
		Cat.6	Business Travel	t-CO ₂ eq	255	249	253	245	238	
		Cat.7	Employee Commuting	t-CO ₂ eq	2,710	2,329	2,360	2,386	2,254	
		Cat.9	Downstream Transportation and Distribution	t-CO ₂ eq	9,853	10,638	9,786	8,937	9,067	Calculated product transportation only
		Cat.12	End-of-life Treatment of Sold Products	t-CO ₂ eq	5,252	5,497	4,616	5,077	6,958	Under investigation (disposal of product package)
		Cat.15	Investment	t-CO ₂ eq	18,209	16,891	16,621	18,024	15,970	Emissions of "Equity Method Companies"
	Optional ^{*1}	Others	Inter-plant logistics	t-CO ₂ eq	7,742	7,383	7,551	7,285	7,390	
		Cat.4	Upstream Transportation and Distribution	t-CO ₂ eq	Under Investigation					Under investigation (include the ones controlled by suppliers)
	Exempt ^{*2}	Cat.10	Processing of Sold Products	t-CO ₂ eq	2,226,574	2,109,711	2,042,783	1,972,865	1,866,800	Optional, as customers' process
		Cat.8	Upstream leased assets	t-CO ₂ eq	0	0	0	0	0	Not applicable
		Cat.11	Use of Sold Products	t-CO ₂ eq	0	0	0	0	0	Used as a coating
		Cat.13	Downstream leased assets	t-CO ₂ eq	0	0	0	0	0	Not applicable
Consolidated	Subject	Cat.1	Purchase Goods & Services	t-CO ₂ eq	2,524,200	2,447,771	2,510,399	2,433,509	2,540,832	Emissions related to Raw Material Production, Under investigation (Package related)
		Cat.2	Capital Goods	t-CO ₂ eq	73,829	52,439	74,400	102,205	120,956	
		Cat.3	Fuel and Energy-Related Activities	t-CO ₂ eq	46,058	46,789	48,162	45,885	41,843	
		Cat.5	Waste Generated in Operation	t-CO ₂ eq	35,311	35,006	34,743	37,777	34,156	
		Cat.6	Business Travel	t-CO ₂ eq	2,818	3,911	4,576	5,445	4,938	
		Cat.7	Employee Commuting	t-CO ₂ eq	20,290	18,381	19,286	20,802	20,211	
		Cat.9	Downstream Transportation and Distribution	t-CO ₂ eq	47,544	48,771	55,879	60,143	59,283	Calculated product transportation only
		Cat.12	End-of-life Treatment of Sold Products	t-CO ₂ eq	22,447	23,462	23,839	25,983	33,157	Under investigation (disposal of product package)
		Cat.15	Investment	t-CO ₂ eq	18,395	17,055	16,773	18,161	16,073	Emissions of "Equity Method Companies"
	Optional ^{*1}	Others	Inter-plant logistics	t-CO ₂ eq	Under Investigation					Under investigation (include the ones controlled by suppliers)
		Cat.4	Upstream Transportation and Distribution	t-CO ₂ eq	Under Investigation					Under investigation (include the ones controlled by suppliers)
	Exempt ^{*2}	Cat.10	Processing of Sold Products	t-CO ₂ eq	6,843,856	6,835,796	6,846,747	7,310,923	7,377,630	Optional, as customers' process
		Cat.8	Upstream leased assets	t-CO ₂ eq	0	0	0	0	0	Not applicable
		Cat.11	Use of Sold Products	t-CO ₂ eq	0	0	0	0	0	Used as a coating
		Cat.13	Downstream leased assets	t-CO ₂ eq	0	0	0	0	0	Not applicable
		Cat.14	Franchises	t-CO ₂ eq	0	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	FY2025	KPI2027	KPI2030
Non Consolidated	Energy Mix	Primary Energy Consumption	GJ	779,493	775,252	766,766	709,221	586,233	
		Final (Secondary) Energy Consumption	MWh	134,372	133,547	134,130	122,110	105,283	
		Final (Secondary) Energy Consumption fluctuation	%	based	Δ0.6%	Δ0.2%	Δ9.1%	Δ21.6%	20% reduction (vs. 2021)
		Fuel Oil	MWh	10,324	9,893	6,058	5,235	4,692	
		City Gas	MWh	75,996	75,808	81,944	73,068	59,288	
		Purchased Electricity	MWh	48,052	47,846	46,128	43,807	41,151	
		Externally supplied heat source	MWh	0	0	0	0	0	
		Green Energy	MWh	0	0	0	0	152	
		Final (Secondary) Energy Intensity	kWh/t	745.4	708.2	665.5	627.1	543.9	
		Use of Renewable Energy	%	0.0%	0.0%	0.0%	0.0%	0.1%	15% or higher
Consolidated ^{*1}	Energy Mix	Final (Secondary) Energy Consumption	MWh	637,797	645,428	665,484	671,797	618,979	
		Final (Secondary) Energy Consumption fluctuation	%	based	+1.2%	+4.3%	+5.3%	Δ3.0%	20% reduction (vs. 2021)
		Fuel Oil	MWh	54,828	64,277	53,637	62,421	43,067	
		City Gas	MWh	140,307	227,400	238,820	245,973	239,908	
		Purchased Electricity	MWh	258,259	266,296	268,899	232,755	209,901	
		Externally supplied heat source	MWh	20,584	16,831	9,708	11,304	10,731	
		Green Energy	MWh	61,836	70,624	94,420	119,345	115,372	
		Final (Secondary) Energy Intensity	kWh/t	420.6	435.2	440.4	444.2	411.3	
		Use of Renewable Energy	%	9.7%	10.9%	14.2%	17.8%	18.6%	15% or higher
		Final (Secondary) Energy Intensity	kWh/t	420.6	435.2	440.4	444.2	411.3	

*1 The data covers more than 90% of consolidated sites

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*1 The results exceed the initial target, leading to an upward revision of the target to 60% or more

*1 Aggregated sites : All production sites of the Kansai Paint Group

Environment Data

Environmental Accounting / Environmental Regulations

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	KPI2027	Note
Non Consolidated	Environmental Conservation Cost Total	JPY-M	2,107	2,412	2,349	2,406	1,802	
	Capital Investment Total	JPY-M	337	395	406	416	429	
	Cost Total	JPY-M	1,770	2,017	1,943	1,990	1,373	
	Pollution Prevention Costs Total	JPY-M	308	300	308	354	327	
	Capital Investment	JPY-M	91	104	99	113	131	
	Cost	JPY-M	217	196	209	241	196	
	Global Environmental Conservation Costs Total	JPY-M	422	469	442	518	550	
	Capital Investment	JPY-M	98	108	107	117	110	
	Cost	JPY-M	324	361	335	401	440	
	Resource Circulation Costs Total	JPY-M	342	357	343	335	261	
	Capital Investment	JPY-M	0	0	0	0	0	
	Cost	JPY-M	342	357	343	335	261	
	Management Activity Costs Total	JPY-M	111	144	150	139	145	
	Capital Investment	JPY-M	76	94	107	99	110	
	Cost	JPY-M	35	50	43	40	35	
	R&D Costs Total	JPY-M	834	1,034	1,003	976	438	
	Capital Investment	JPY-M	32	25	28	28	14	
	Cost	JPY-M	802	1,009	975	948	424	
	Social Activity Costs Total	JPY-M	90	108	103	84	80	
	Capital Investment	JPY-M	40	64	65	58	63	
	Cost	JPY-M	50	44	38	26	17	
	Environmental Damage Costs Total	JPY-M	0	0	0	1	1	
	Capital Investment	JPY-M	0	0	0	1	1	
	Cost	JPY-M	0	0	0	0	0	
	Any Penalties or Fines for violating environmental regulation	Y / N	No	No	No	No	No	
	Any Penalties or Fines for violating water sanitation management regulation	Y / N						
Consolidated	Any Penalties or Fines for violating environmental regulation	Y / N	No	No	No	Y / 2 cases ^{*1}	No	
	Any Penalties or Fines for violating water sanitation management regulation	Y / N						

*1 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.

Social Data

		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	KPI2027	KPI2030
Non Consolidated	Number of Employees	Total	person	1,531	1,537	1,566	1,507	1,536	
		Female	person	170	181	194	214	239	—
		Male	person	1,361	1,356	1,372	1,293	1,297	—
		Ratio of Female	%	11.1%	11.8%	12.4%	14.2%	15.6%	—
	Number of Managers	Total	person	440	446	432	344	322	—
		Female	person	15	14	17	15	18	—
		Male	person	425	432	415	329	304	—
		Ratio of Female	%	3.4%	3.1%	3.2%	4.4%	5.6%	25% 30%
	Number of New Recruit (new college graduated employees)	Total	person	25	19	28	32	30	—
		Female	person	4	3	9	14	17	—
		Male	person	21	16	19	18	13	—
		Ratio of Female	%	16.0%	15.8%	32.1%	43.8%	56.7%	—
	Number of New Recruits (inc. midcarriers, high school and technical college graduates)	Total	person	45	69	103	70	50	—
		Female	person	5	16	27	22	24	—
		Male	person	40	53	76	48	26	—
		Ratio of Female	%	11.1%	23.2%	26.2%	31.4%	48.0%	—
	Average years of Employment	Total	years	20.7	20.5	20.0	19.5	19.1	—
		Male	years	20.8	20.8	20.5	20.2	19.9	—
		Female	years	19.4	18.3	16.7	15.0	14.5	—
		Average Overtime / month	hours	6.1	7.1	8.0	8.6	12.9	—
	Gender Wage Gap	Total	%	—	73.6%	75.0%	75.8%	74.3%	—
		Number of Paid Leave took	days	12.9	13.7	15.1	14.0	14.4	—
		Employees Rate of Taking Paternity Leave	%	—	31.3%	74.2%	63.5%	65.7%	—
		Employment Rate of people with Disabilities	%	2.3%	2.3%	2.3%	2.2%	2.9%	—
	Number of Employees taking Maternity Leave	Total	person	30	19	28	38	31	—
		Female	person	4	4	5	4	4	—
		Male	person	26	15	23	34	27	—
		Number of Employees taking Family Care Leave	person	0	0	0	0	0	—
	Number of Employees taking Nursing Care Leave	Total	person	0	1	1	1	1	—
		Separation Rate	%	3.2%	5.5%	4.1%	8.6%	5.6%	—
		Voluntary Separation Rate	%	0.7%	2.5%	1.9%	5.4%	3.4%	—
		Occupational Accidents	cases	2	1	1	1	2	—
	Full-time Employees & Fixed-term Employees	Fatal Accidents	cases	0	0	0	0	0	—
		Serious Accidents	cases	0	0	0	0	0	—
		Requiring Time Off	cases	2	1	1	1	2	—
		Accident Frequency Rate (ILO Standard) Work Accident Severity Rate		0.03	0.05	0.00	0.00	0.00	1.7 1.5 or less
	Number of Employees taking Safety Training ¹	Total	person	1,721	1,808	1,625	1,639	0	—
		Japan	cases	1,323	1,285	1,287	1,301	1,282	—
		Overseas	cases	783	730	713	710	704	—
		Patent held	cases	540	555	574	591	578	—
	Connecting to the Future Program ²	Employee Engagement Survey	%	100%	100%	100%	100%	100%	100% execution
		Disseminate Employee about the KP way	%	—	—	—	21	32	—
		Health Management Adoption ³	%	—	—	—	100%	100%	—
		Health Management Adoption ⁴	%	—	—	—	100%	100%	—
Consolidated	Number of Employees	Total	person	15,670	16,236	16,844	17,414	16,704	—
		Female	person	2,655	2,775	2,829	2,978	2,869	—
		Male	person	13,015	13,461	14,015	14,436	13,835	—
		Ratio of Female	%	16.9%	17.1%	16.8%	17.1%	17.2%	—
	Number of Managers	Total	person	2,115	2,284	2,193	2,169	2,107	—
		Female	person	308	344	313	313	301	—
		Male	person	1,807	1,940	1,880	1,856	1,806	—
		Ratio of Female	%	14.0%	15.1%	14.8%	14.4%	14.5%	30% or more
	Occupational Accidents	Total	cases	161	179	210	122	164	—
		Fatal Accidents	cases	1	0	0	1	0	—
		Serious Accidents	cases	5	3	4	1	2	—
		Requiring Time Off	cases	68	75	73	63	66	—
	Full-time Employees & Fixed-term Employees	Non requiring Time Off	cases	87	101	133	57	96	—
		Accident Frequency Rate (ILO Standard) Work Accident Severity Rate		2.3	2.4	2.1	1.9	1.8	1.7 1.5 or less
		Development Themes related to Sustainability	% of contributing themes	—	—	—	—	—	80% or more
		Connecting to the Future Program ²	cases	—	—	—	224	367	1000 cases or more
	Amount of Contribution	JPY		44,609,780	44,090,009	70,750,958	290,657,612	301,733,224	—
		Employee Engagement Survey	%	10%	10%	32%	66%	66%	100% execution
		Disseminate Employee about the KP way	%	—	—	—	60%	60%	100% execution
		Health Management Adoption ³	%	—	—	—	60%	78%	100% execution

¹ In FY2025, the timing of safety education was revised, resulting in zero participants.

² Social contribution activities deployed as one of the non-financial targets, under our aspiration of "Enrich Lives with Happiness."

³ Physical health, Mental health, Satisfaction with work, and Safety—as the foundation promoting our health management.

⁴ Sustainability products are defined based on our originality evaluation criteria.

Governance Data

		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	KPI2027	KPI2030
Non Consolidated	Board of Directors	Total	person	12	12	13	11	10	—
		Female	person	1	1	2	3	3	—
		Male	person	11	11	11	8	7	—
		Ratio of Female	%	8.3%	8.3%	15.3%	27.2%	30.0%	30% or more
	Compensation by type of Directors	Directors (excluding Audit and Supervisory Committee)	JPY-M	—	—	—	498(40)	409(42)	() Outside Directors
		Base Compensation	JPY-M	—	—	—	198(40)	183(42)	() Outside Directors
		Performance-linked	JPY-M	—	—	—	214	163	—
		Performance-linked	JPY-M	—	—	—	85	62	—
	Compensation by type of Directors	Audit and Supervisory Committee	JPY-M	—	—	—	42(18)	64(27)	() Outside Directors
		Member Director	JPY-M	—	—	—	—	—	—
		Auditors(exclude Outside Directors)	JPY-M	—	—	—	21(5)	—	() Outside Directors
		Total Compensation	JPY-M	—	—	—	—	—	—
	Compensation by type of Directors	Directors (excluding Outside Directors)	JPY-M	283	333	342	—	—	—
		Base Compensation	JPY-M	111	125	120	—	—	—
		Performance-linked	JPY-M	137	151	157	—	—	—
		Performance-linked	JPY-M	35	57	65	—	—	—
	Auditors	Total Compensation	JPY-M	64	64	64	—	—	—
		Outside Directors	JPY-M	55	55	45	—	—	—
		Fees paid to the auditor	JPY-M	56	58	65	89	81	—
		Claw-back or Malus Provision exists for remuneration	Yes	Yes	Yes	Yes	Yes	Yes	—
	Periodic evaluation of board effectiveness	Yes	Yes	Yes	Yes	Yes	Yes	Yes	—
		Fines and penalties relating to corruption	JPY	0	0	0	0	0	—
		Any Political Donations during the period	Y / N	No	No	No	No	No	—
		Any Political Donations during the period	Y / N	No	No	No	No	No	—