

# ESGData

## Environment

Last updated : March 28, 2024

Environment Investments								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Environmental conservation costs (investment)	1,000,000 JPY	233	177	172	404	85	Kewpie only	
Environmental conservation costs (cost)	1,000,000 JPY	632	622	611	682	636	Kewpie only	
Economic effect of environmental conservation measures	1,000,000 JPY	1,199*	589*	811*	821*	1,163*	Kewpie Group domestic production plants	
Environmental Management								
	Unit	FY2023					Notes	
Third-Party Certification (ISO14001)	NO. of aquired plants	-	24 of the 71 plans				Kewpie Group domestic production plants	
	Aquired rate of plants	%	33.8%				Kewpie Group domestic production plants	
No. of environmental law violations	No.	0	0	0	0	0	Kewpie Group domestic production plants	
Number of fines for violations of environmental laws and regulations	No.	0	0	0	0	0	Kewpie Group domestic production plants	
Number of serious environmental accidents	No.	0	0	0	0	0	Kewpie Group domestic production plants	
Effective Use and Recycling of Resources								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Food waste reduction rate (compared to FY2015)	%	18.2	30.9	39.0	46.6	59.6	Kewpie Group domestic production plants	
Effective utilization rate of unused portions of vegetables Main vegetables: Cabbage, etc.	%	21.2	40.0	62.1	77.5	82.7	Kewpie Group domestic production plants	
Reduction rate in volume of product waste (compared to FY2015)	%	29.9	11.6	61.3	74.8	75.5	Sales department of Kewpie Corporation, Aohata Corporation	
Reduction rate in volume of plastic waste (compared to FY2018)	%	-	-	10.8	13.8	20.9	Kewpie Group domestic production plants and offices Reviewed base year results in FY2023	
Material Waste Produced	Total	1,000 tons	50.8	45.9	41.6	39.8	33.5	Kewpie Group domestic production plants
	Intensity	kg/production tons	62.8	59.4	54.0	52.4	48.1	
Total material waste, etc. produced	1,000 tons	72.4	69.2	66.4	65.1	57.2	Kewpie Group domestic production plants	
Final amount of material waste, etc. disposed (landfill)	1,000 tons	2.4	2.0	1.7	1.6	1.6	Kewpie Group domestic production plants	
Recycling rate	%	97.0	97.0	97.4	97.5	97.2	Kewpie Group domestic production plants	

Environmental data covers Kewpie Corporation and its consolidated subsidiaries unless otherwise stated, and results cover the Kewpie fiscal year (December to November of the following year).

The "\*" mark indicates that some of the data has been revised due to a review of calculation definitions and other factors.

# ESGData

## Environment

Last updated : March 28, 2024

Sustainable Use of Water Resources									
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Water intake by area	Global	1,000m <sup>3</sup>	826	1,042	661	675	694	Actual results from October to September of the following year	
	Basic unit in global	m <sup>3</sup> /Production ton	4.4	5.4	3.7	3.8	4.0	Actual results from October to September of the following year	
	Japan	1,000m <sup>3</sup>	8,509	8,301	8,091	8,075	7,367	Actual results from December to November of the following year	
	Basic unit in Japan	m <sup>3</sup> /Production ton	10.5	10.8	10.5	10.6	10.6	Actual results from December to November of the following year	
	China	1,000m <sup>3</sup>	205	225	237	190	185	Actual results from October to September of the following year	
	Asia(Excluding China)	1,000m <sup>3</sup>	386	422	383	458	464	Actual results from October to September of the following year	
	North America·Europe	1,000m <sup>3</sup>	235	395	41	42	44	Actual results from October to September of the following year	
Water intake by source	Fresh Water	1,000m <sup>3</sup>	9,335	9,343	8,542	8,765	8,061		
		%	100	100	100	100	100		
	Tap water	1,000m <sup>3</sup>	1,501	1,369	1,258	1,288	1,110		
		%	16.1	14.7	14.7	14.7	13.8		
	Industrial water	1,000m <sup>3</sup>	848	1,161	921	912	822		
		%	9.1	12.4	10.8	10.4	10.0		
	Rivers	1,000m <sup>3</sup>	328	354	95	366	366		
		%	3.5	3.8	1.1	4.2	4.6		
	Groundwater	1,000m <sup>3</sup>	6,659	6,459	6,268	6,199	5,763		
		%	71.3	69.1	73.4	70.7	71.7		
	Rain Water	1,000m <sup>3</sup>	0	0	0	0	0		
		%	0	0	0	0	0		
	Water usage (basic unit) reduction rate (compared to FY2020)		%	–	–	2.5	1.7	2.1	Kewpie Group domestic production plants
	Sustainable Procurement								
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Sustainable palm oil procurement	Percentage switching to certified palm oil	%	37	60	95	100	100	Switchover to RSPO Book & Claim system completed, while switchover to mass balance in progress	
Biodiversity									
Existence of a Biodiversity Protection Policy			Yes:Kewpie Group Biodiversity Policy (Formulated in December 2022)						
Existence of land managed, owned, or rented by the group inside a biodiversity protection area or area connected to such land			None						

Data under "Environment" are for the Kewpie Group and consolidated subsidiaries unless stated otherwise.

ESGData

Environment

Last updated : March 28, 2024

CO <sub>2</sub> Emissions Reductions									
			Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes
CO <sub>2</sub> Emissions	Inside Japan	Scope 1	1,000 tons-CO <sub>2</sub>	68.4	65.5	64.5	63.6	Preparing for disclosure	Kewpie Group production plants and offices
		Scope 2	1,000 tons-CO <sub>2</sub>	106.5	100.3	97.5	93.6	Preparing for disclosure	
		Scope 1+2	1,000 tons-CO <sub>2</sub>	174.9	165.8	162.0	157.2	Preparing for disclosure	
		Intensity	Kg-CO <sub>2</sub> / production tons	211.5	210.2	205.2	206.7	Preparing for disclosure	
	Overseas	Scope 1	1,000 tons-CO <sub>2</sub>	12.9	14.1	1.3	5.0	Preparing for disclosure	Kewpie Group production plants
		Scope 2	1,000 tons-CO <sub>2</sub>	31.7	32.3	29.6	30.8	Preparing for disclosure	
		Scope 1+2	1,000 tons-CO <sub>2</sub>	44.6	46.4	30.9	35.8	Preparing for disclosure	
		Intensity	Kg-CO <sub>2</sub> / production tons	236.3	241.5	167.6	201.9	Preparing for disclosure	
	Inside Japan	Scope 3 Total	1,000 tons-CO <sub>2</sub>	392.7	314.3	293.9	1,229.1	Preparing for disclosure	2019-2021:Kewpie only 2022: Major domestic group companies (Kewpie Corporation,Aohata Corporation,Kewpie Egg Corporation,Salad Club, Inc.,Kewpie Jyozo Co., Ltd.,Deria Foods Co., Ltd.,Kpack Co., Ltd.,Co-op Foods Co., Ltd.)
		1. Purchased goods and services	1,000 tons-CO <sub>2</sub>	234.4	215.4	167.8	987.2	Preparing for disclosure	
		2. Capital goods	1,000 tons-CO <sub>2</sub>	28.1	20.3	22.4	96.7	Preparing for disclosure	
		3. Initiatives related to fuel and energy consumption (not included in Scope 1 & 2)	1,000 tons-CO <sub>2</sub>	6.0	4.4	8.1	5.8	Preparing for disclosure	
		4. Transportation and delivery (upstream)	1,000 tons-CO <sub>2</sub>	40.8	37.8	33.4	45.1	Preparing for disclosure	
		5. Material waste produced from business activities	1,000 tons-CO <sub>2</sub>	2.6	2.3	0.5	10.2	Preparing for disclosure	
		6. Business trips	1,000 tons-CO <sub>2</sub>	0.3	0.3	0.3	1.4	Preparing for disclosure	
		7. Employee commuting	1,000 tons-CO <sub>2</sub>	1.2	1.1	1.1	4.9	Preparing for disclosure	
		8. Lease assets (upstream)	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	
		9. Transportation and delivery (downstream)	1,000 tons-CO <sub>2</sub>	4.0	4.2	9.9	20.7	Preparing for disclosure	
		10. Manufacturing products sold	1,000 tons-CO <sub>2</sub>	2.6	1.7	0.0	35.8	Preparing for disclosure	
11. Use of products sold		1,000 tons-CO <sub>2</sub>	8.8	9.8	1.8	Not applicable	Preparing for disclosure		
12. Disposal of products sold		1,000 tons-CO <sub>2</sub>	17.2	16.8	14.0	21.2	Preparing for disclosure		
13. Lease assets (downstream)		1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable		
14. Franchises		1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable		
15. Investments	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable			
Electricity purchased	Inside Japan	Mwh	228,618	226,292	221,861	219,987	210,105	Kewpie Group production plants and offices	
	Overseas	Mwh	40,662	40,342	33,668	31,404	28,410	Kewpie Group production plants	
Renewable energy	Inside Japan	Mwh	4,361	4,155	4,461	4,749	6,445	Kewpie Group production plants and offices	
	Overseas	Mwh	1,362	2,362	2,668	3,539	5,515	Kewpie Group production plants	
NOx emissions	Inside Japan	tons	43.0	40.9	39.8	37.9*	33.6	Kewpie Group production plants	
SOx emissions	Inside Japan	tons	8.9	8.5	8.3	8.1	6.7	Kewpie Group production plants	

Data under "Environment" are for the Kewpie Group and consolidated subsidiaries unless stated otherwise.  
The "\*" mark indicates that some of the data has been revised due to a review of calculation definitions and other factors.

# ESGData

## Environment

Last updated : March 28, 2024

Scope 3 Calculation Methods		
Category	Calculation method	Target emission intensity, etc.
1. Goods purchased and services	Standard quantity per weight	Raw material / material purchase weight
2. Capital goods	Intensity per investment cost	Amount of capital investment
3. Fuel and energy initiatives not included in Scope 1 & 2	CFP-DB, SC-DB	Usage by energy type
4. Transportation and delivery (upstream)	Ton-Kilo method / emission intensity during transportation	Shipper transportation / transportation scenario activities for each procurement item
5. Material waste produced from business activities	Standard quantity per weight	Weight of wasted material
6. Business trips	Consumption per no. of employees	No. of employees
7. Employee commuting	Consumption per no. of employees and working days	No. of employees and no. of business days
8. Lease assets (upstream)	Included in Scope 1 & 2	Included in Scope 1 & 2
9. Transportation and delivery (downstream)	Emission intensity during transport	The scenario is shipment weight and product transportation
10. Manufacturing products sold	Energy consumed indirectly by each product	Sales volume for each product family
11. Use of products sold	Energy consumed indirectly by each product	Sales volume for each product family
12. Disposal of products sold	Standard quantity per weight	Weight of packaging materials used for products
13. Lease assets (downstream)	Not applicable	Not applicable
14. Franchises	Not applicable	Not applicable
15. Investments	Not applicable	Not applicable

# ESGData

## Social

Last updated : March 28, 2024

Human resources								Notes
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023		
No. of group employees	People	24,856	25,271	15,885	15,785	15,453	Kewpie Group *Figures have been revised due to K.R.S. Corporation being changed to an equity-method affiliate. (From 2021)	
No. of permanent employees	Total	People	15,452	16,003	10,719	10,696	10,642	Kewpie Group
	Male	People	9,549	9,838	5,348	5,280	5,299	
	Female	People	5,903	6,165	5,371	5,416	5,343	
Average no. of temporary employees	People	9,404	9,268	5,166	5,089	4,811	Kewpie Group	
No. of employees	Total	People	3,185	2,995	2,931	2,946	2,831	Employees at Kewpie only
No. of permanent employees	Total	People	2,447	2,426	2,394	2,408	2,332	Kewpie only
	Male	People	1,335	1,308	1,296	1,271	1,232	
	Female	People	1,112	1,118	1,098	1,137	1,100	
Average no. of temporary employees	Total	People	738	569	537	538	499	Kewpie only
	Male	People	233	179	169	176	182	
	Female	People	505	390	368	362	317	
No. of new employees	Total	People	50	53	24	24	34	Only for new graduates in general positions who are registered at Kewpie
	Male	People	24	35	13	14	21	
	Female	People	26	18	11	10	13	
Average no. of years employed	average	Year	15.1	15.3	16	16.2	16.2	Employees at Kewpie only
	Male	Year	17.8	18	18.6	18.8	18.4	
	Female	Year	11.9	12.2	13	13.4	13.7	
Average age	average	Age	40.3	40.5	41.2	41.6	41.7	Kewpie employees
	Male	Age	43.3	43.3	43.9	44.3	44.1	
	Female	Age	36.6	37.1	38	38.6	39.1	
Ratio of mid-career recruitment	%	30.7	24.6	30.6	35.7	42.4	Kewpie only	
Turnover rate (for new graduates working for less than three years)	%	7.3	20.4	10.2	6.0	15.1	Only for new graduates in general positions at Kewpie	
No. of employees hoping to work beyond retirement age	People	25	25	27	36	33	Registered Kewpie employees *Retirement age was extended in FY2016 from 60 to 63 (in FY2017, two employees chose a full retirement and became senior employees at the age of 60)	
Rate of reemployment after retirement	% (%)	83 (100)	78 (100)	73 (100)	86 (100)	72 (100)	Registered Kewpie employees ( ) is the re-employment rate of employees who wanted to continue working *The retirement age was extended in FY2016 (from 60 to 63) Only those who wanted to retire did so	
Ratio of female directors	%	13.3	18.8	21.4	28.6	21.4	Kewpie only Including outside directors, outside corporate auditors, and audit & supervisory board members	
Ratio of female managers	% (%)	9.2 (7.9)	10.2 (8.5)	10.9 (9.1)	12.5 (10.0)	14.5 (11.4)	Kewpie only ( ) is the domestic food business	
NO. of Female leaders	People (People)	59 (111)	65 (121)	72 (132)	82 (145)	94 (164)	Kewpie only ( ) is the domestic food business	
Employee training costs	100,000,000 JPY	211	189	172	144	82	Including Kewpie Group employees	
Participants in human rights training	People	9,010	7,964	14,463	14,793	Preparing for disclosure	*Excluding the number of questionnaire response collected for the purpose of job training	
Total training Time	Time	-	-	-	-	18,662	Registered Kewpie employees	
Rate of employment of persons with disabilities	%	3.60	3.67	3.76	3.73	3.70	Domestic Food Business *As of December 1, 2022	

Data under "Social" are for Kewpie Corporation only unless stated otherwise.

ESGData

Social

Last updated : March 28, 2024

Labor								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Average overtime working hours (per employee)	Hours/Month	20.5 (26.2)	16.1 (18.9)	16.6 (18.7)	16.2 (18.7)	16.9 (17.9)	Kewpie only ( ) is only for general work in the Japanese food products industry	
No. of annual paid leave days used	Day	13.4 (11.0)	11.1 (9.5)	12.2 (10.6)	14.1 (11.9)	14.4 (13.8)	Kewpie only ( ) is only for employees in the Japanese food products industry Lists the average number of days taken	
Employees who took parental leave	Total	People	200	221	223	188	158	Registered Kewpie employees
	Male	People	57	70	73	66	34	
	Female	People	143	151	150	122	124	
Employees who work for reduced hours for childcare	Total	People	165	187	195	192	213	Registered Kewpie employees
	Male	People	0	0	1	0	1	
	Female	People	165	187	194	192	212	
Percentage of employees who returned from childcare leave	%	100	100	100	100	100	Kewpie only	
Employees who took short-term nursing care leave	People	48	78	87	118	112	Kewpie Group	
Employees who took nursing care leave	People	15	13	11	12	7	Kewpie Group	
Employees who took paid leave for volunteer activities	People	7	0	1	0	25	Kewpie only	
No. of work-related accidents resulting in injury leave	No.	13	12	17	9	Preparing for disclosure	71 Kewpie Group locations in Japan *April 30, 2024	
Ratio of work-related accidents resulting in injury leave	%	0.62	0.60	0.90	0.46	Preparing for disclosure	71 Kewpie Group locations in Japan *Ratio = number of work-related deaths and injuries / total actual working hours × 1,000,000 *April 30, 2024	
Severity rate of accidents resulting in injury leave	%	0.038	0.020	0.031	0.027	Preparing for disclosure	Kewpie Group domestic plants (Japan) *Severity rate = number of working days lost due to accidents / total actual working hours *April 30, 2024	
Social								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Food education events	No. of events	315	62	39	56	106	Including online	
	Participants	14,125	2,938	1,972	4,588	5,617	Including online	
Public lectures	No. of events	179	56	58	99	100		
	Attendees	8,315	3,000	2,013	4,013	4,635		
No. of people joining factory visits and facility tours	People	88,147	21,016	24,857	25,417	44,266	Goka, Fujiyoshida(Until 2021), Koromo, Tosu - Kobe - Mayo-Terrace, Nakagawara, Izumisano, Hashikami Including online	
Matching Gift system (Qpeace)	No. of groups receiving	Organizations	14	12	10	11	10	Kewpie Corporation-Hashikami Kewpie Co.,Ltd.-Fujiyoshida Kewpie Co., Ltd. (Until November 2021) -Tosu Kewpie Co., Ltd.-Denta Foods Co., Ltd.-Ishikari Delica Co., Ltd.-Kisakami Delica Co., Ltd.-Shunsei Deli Co., Ltd.-Seto Delica Co., Ltd.-Harehin Delica Co., Ltd.-Tosu Delica Co., Ltd.-K-System Co., Ltd.-Sanei Provisions Co., Ltd.-Dispen Pak Japan Co., Inc.-Kewpie Jyozo Co., Ltd.-Kewpie Egg Corporation-Saled Club, Inc.-NAKASHIMATO CO., LTD.-TO SOLUTIONS CO.,LTD.- Tsu Kewpie Co., Ltd.-TO AO KEWPIE CO., LTD.-nakato CO., LTD.-TOHKA CO., LTD.-Kpack Co., Ltd.-Co-op Foods Co., Ltd.-Green Message Co., Ltd.-nakato CO., LTD
	Total amount of assistance funds	10,000 JPY	652	650	649	667	662	
Kewpie Miraitamago Foundation	No. of groups receiving funds	Organizations	70	132	102	131	150	
	Total funds	10,000 JPY	2,651	3,981	3,800	4,052	4,614	

Data under "Social" are for Kewpie Corporation only unless stated otherwise.

ESGData

Governance

Last updated : March 28, 2024

Independence of the Board of Directors											
			Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
Directors	Inside directors	Male	People	9	9	6	6	7	6	As of February 22, 2024	
		Female		0	0	0	0	0	0		
		Total		9	9	6	6	7	6		
	Independent outside directors	Male		1	1	2	1	1	2		
		Female		1	1	1	2	2	2		
		Total		2	2	3	3	3	4		
	Total				11	11	9	9	10	10	
	Independent outside director ratio			%	18.2	18.2	33.3	33.3	30.0	40.0	
No. of sessions			Times	12	11	12	12	12	February 2025 Scheduled to be disclosed		
Audit & Supervisory Board Meetings											
			Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
Audit & Supervisory Board Members	Inside Audit & Supervisory Board Members	Male	People	2	2	2	2	2	2	As of February 22, 2024	
		Female		0	0	0	0	0	0		
		Total		2	2	2	2	2	2		
	Independent Outside Corporate Auditor	Male		1	1	1	1	1	2		
		Female		1	2	2	2	2	1		
		Total		2	3	3	3	3	3		
	Total				4	5	5	5	5	5	
	No. of sessions			Times	12	12	13	13	13	February 2025 Scheduled to be disclosed	

ESGData

Governance

Last updated : March 28, 2024

Nomination and Compensation Committee								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Nomination and Compensation Committee	People	6	6	7	7	7	8	As of February 22, 2024
Inside directors		3	3	3	3	3	3	
Outside directors and corporate auditors		2	2	4	4	4	5	
Officer Compensation								
		FY2024				Notes		
		No. of people to be paid	Amount paid (in 1,000,000 JPY)	Bonuses	Total amount (in 1,000,000 JPY)			
Director	Inside directors	8	185	74	259	As of February 22, 2024		
	Outside directors	3	37	-	37			
	Total	11	222	74	296			
Audit & Supervisory Board	Inside Audit & Supervisory Board Members	3	42	-	42			
	Independent Outside Corporate Auditor	4	30	-	30			
	Total	7	73	-	73			
Total		18	295	74	369			
Shareholder rights								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Existence of measures against takeover bids	-	Yes	Yes	Yes	Yes	No	No	
Informative sessions for shareholders, investors, and analysts								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Regular General Meeting of Shareholders	Times / year	1	1	1	1	1	1	
Financial results briefing for analysts	Times / year	2	2	2	2	2	February 2025 Scheduled to be disclosed	
Compliance								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
No. of reports and consultations with the helpline (internal reporting system)	No.	28	38	20	28	37	February 2025 Scheduled to be disclosed	
Response rate from awareness survey given to all employees	%	-	89.3	-	84.5	-	May 2024 Scheduled to be disclosed	Held every two years
Corporate taxes paid								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Total consolidated amount	1,000,000 JPY	10,203	8,664	8,329	6,774	5,851	February 2025 Scheduled to be disclosed	