

# ESGData

## Environment

Last updated : April 27 2026

Environment Investments								
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Environmental conservation costs (investment)	1,000,000 JPY	172	404	85	105	45	Kewpie only	
Environmental conservation costs (cost)	1,000,000 JPY	611	682	636	658*	761	Kewpie only	
Economic effect of environmental conservation measures	1,000,000 JPY	811	821	1,163	1,150	1,553	Kewpie Group domestic production plants	
Environmental Management								
	Unit	FY2025					Notes	
Third-Party Certification (ISO14001)	NO. of aquired plants	-	15 of the 65 plans					Kewpie Group domestic production plants
	Aquired rate of plants	%	23.1					
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
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	

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).

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Effective Use and Recycling of Resources								
		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Material Waste Produced	Total	1,000 tons	41.8*	37.7*	32.7*	34.5*	34.5*	Kewpie Group domestic production plants
	Intensity	kg/product ion tons	54.5*	50.9*	47.5*	48.6*	47.8	
Total material waste, etc. produced		1,000 tons	66.4	65.1	57.2	56.0	58.5	Kewpie Group domestic production plants
Final amount of material waste, etc. disposed (landfill)		1,000 tons	1.7	1.6	1.6	1.7	1.6	Kewpie Group domestic production plants
Recycling rate		%	97.4	97.5	97.2	96.9	95.4	Kewpie Group domestic production plants
Food waste reduction rate (compared to FY2015)		%	39.0	46.6	59.6	60.6	61.4	Kewpie Group domestic production plants
Effective utilization rate of unused portions of vegetables Main vegetables: Cabbage, etc.		%	62.1	77.5	82.7	85.3	84.3	Kewpie Group domestic production plants
Reduction rate in volume of product waste (compared to FY2015)		%	61.3	74.8	75.5	65.9	53.1	Sales department of Kewpie Corporation,Aohata Corporation
Reduction rate in volume of plastic waste (compared to FY2018)		%	10.8	13.8	20.9	22.3	26.9	Kewpie Group domestic production plants and offices
Sustainable Procurement								
		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Sustainable palm oil procurement	Percentage switching to certified palm oil	%	95.3*	100.0	100.0	100.0	100.0	Switchover to RSPO Book & Claim system completed, while switchover to mass balance in progress
Biodiversity								
		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
100% sustainable paper procurement by 2025(Containers and packaging, booklets, promotional products, office supplies)	Percentage switching to certified palm oil	%	-	-	-	98.4	100.0	Kewpie Group domestic
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						
Emission into the atmosphere								
		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
NO <sub>x</sub> emissions		tons	39.8	37.9	33.7	33.1	33.1	Kewpie Group production plants
SO <sub>x</sub> emissions		tons	8.3	8.1	6.7	6.1	5.4	Kewpie Group production plants

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Sustainable Use of Water Resources									
		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Water intake by area	Japan	1,000m <sup>3</sup>	8,091	8,075	7,367	6,999*	6,938		
	Basic unit in Japan	m <sup>3</sup> /Production ton	10.5	10.6	10.6	9.9*	9.8		
	Global	1,000m <sup>3</sup>	451	690	694	731	757		
	Basic unit in global	m <sup>3</sup> /Production ton	2.4	3.8	3.9	3.7	3.8		
	China	1,000m <sup>3</sup>	237	190	185	213	217		
	Asia(Excluding China)	1,000m <sup>3</sup>	173	458	464	475	492		
	North America · Europe	1,000m <sup>3</sup>	41	42	44	43	48		
Wastewater by area	Japan	1,000m <sup>3</sup>	6,269	6,241	5,815*	5,644	5,259		
	Basic unit in Japan	m <sup>3</sup> /Production ton	8.2	8.2	8.4	8.0	7.4		
	Global	1,000m <sup>3</sup>	269	167	193	233	238		
	Basic unit in global	m <sup>3</sup> /Production ton	1.5	0.9	1.1	1.2	1.2		
	China	1,000m <sup>3</sup>	180	99	120	151	149		
	Asia(Excluding China)	1,000m <sup>3</sup>	57	56	58	64	74		
	North America · Europe	1,000m <sup>3</sup>	32	12	15	19	15		
Water intake by source	Fresh Water	1,000m <sup>3</sup>	8,542	8,765	8,061	7,730*	7,695		
		%	100.0	100.0	100.0	100.0	100.0		
	Tap water	1,000m <sup>3</sup>	1,258	1,288	1,110	1,075*	1,040		
		%	14.7	14.7	13.8	14.0*	13.5		
	Industrial water	1,000m <sup>3</sup>	922	912	822	925*	1,012		
		%	10.8	10.4	10.2	12.0*	13.2		
	Rivers	1,000m <sup>3</sup>	95	366	366	358	364		
		%	1.1	4.2	4.5	4.6	4.7		
	Groundwater	1,000m <sup>3</sup>	6,268	6,199	5,763	5,372*	5,279		
		%	73.4	70.7	71.5	69.5*	68.6		
	Rain Water	1,000m <sup>3</sup>	0	0	0	0	0		
		%	0	0	0	0	0		
	Wastewater by source	Wastewater total	1,000m <sup>3</sup>	6,537	6,407	6,009	5,877	5,498	
			%	100.0	100.0	100.0	100.0	100.0	
Sewer		1,000m <sup>3</sup>	3,084	2,987	2,711	2,624	2,441		
		%	47.2	46.6	46.6	44.7	44.4		
River outflow		1,000m <sup>3</sup>	3,273	3,246	3,106	3,069	2,883		
		%	50.0	50.8	51.7	52.2	52.4		
Ocean outflow		1,000m <sup>3</sup>	185	175	191	184	174		
		%	2.8	2.7	3.2	3.1	3.2		
Water usage (basic unit) reduction rate (compared to FY2020)		%	2.5	1.7	2.1	7.8	9.7	Kewpie Group domestic production plants	

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Last updated : April 27 2026

CO <sub>2</sub> Emissions Reductions									
			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
CO <sub>2</sub> Emissions	Inside Japan	Scope 1	1,000 tons-CO <sub>2</sub>	64.5	63.6	53.6	51.7	Preparing for disclosure	Kewpie Group production plants and offices
		Scope 2	1,000 tons-CO <sub>2</sub>	97.5	93.6	85.2	82.3	Preparing for disclosure	
		Scope 1+2	1,000 tons-CO <sub>2</sub>	162.0	157.2	138.7	133.9	Preparing for disclosure	
		Intensity	kg-CO <sub>2</sub> / production tons	205.2	206.7	196.2	190.1	Preparing for disclosure	
	Overseas	Scope 1	1,000 tons-CO <sub>2</sub>	1.3	5.0	4.9	2.8	Preparing for disclosure	Kewpie Group production plants
		Scope 2	1,000 tons-CO <sub>2</sub>	29.6	30.8	23.1	25.6	Preparing for disclosure	
		Scope 1+2	1,000 tons-CO <sub>2</sub>	30.9	35.8	28.0	28.4	Preparing for disclosure	
		Intensity	kg-CO <sub>2</sub> / production tons	167.6	201.9	150.9	145.0	Preparing for disclosure	
Energy-related									
			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Electricity purchased	Inside Japan	MWh	221,867*	220,505*	210,311*	206,638*	Preparing for disclosure	Kewpie Group production plants and offices	
	Overseas	MWh	34,666*	30,985*	29,905*	33,989*	Preparing for disclosure	Kewpie Group production plants	
Renewable energy	Inside Japan	MWh	551*	4,032*	15,482*	18,211*	50,979	Kewpie Group production plants and offices	
	Overseas	MWh	2,328*	3,416*	5,102*	5,675*	8,447	Kewpie Group production plants	

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CO <sub>2</sub> Emissions Reductions										
		Calculation method	Target emission intensity, etc.	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
CO <sub>2</sub> Emissions	Scope 3 Total			1,000 tons-CO <sub>2</sub>	293.9	1,229.1	1,485.0	1,734.3	Preparing for disclosure	
	1. Purchased goods and services	Standard quantity per weight	Raw material / material purchase weight	1,000 tons-CO <sub>2</sub>	167.8	987.2	1,126.2	1,337.0	Preparing for disclosure	
	2. Capital goods	Intensity per investment cost	Amount of capital investment	1,000 tons-CO <sub>2</sub>	22.4	96.7	46.6	48.4	Preparing for disclosure	
	3. Initiatives related to fuel and energy consumption (not included in Scope 1 & 2)	CFP-DB, SC-DB	Usage by energy type	1,000 tons-CO <sub>2</sub>	8.1	5.8	24.2	29.8	Preparing for disclosure	
	4. Transportation and delivery (upstream)	Ton-Kilo method / emission intensity during transportation	Shipper transportation / transportation scenario activities for each procurement item	1,000 tons-CO <sub>2</sub>	33.4	45.1	127.7	168.2	Preparing for disclosure	
	5. Material waste produced from business activities	Standard quantity per weight	Weight of wasted material	1,000 tons-CO <sub>2</sub>	0.5	10.2	21.8	20.7	Preparing for disclosure	
	6. Business trips	Consumption per no. of employees	No. of employees	1,000 tons-CO <sub>2</sub>	0.3	1.4	1.4	1.4	Preparing for disclosure	
	7. Employee commuting	Consumption per no. of employees and working days	No. of employees and no. of business days	1,000 tons-CO <sub>2</sub>	1.1	4.9	2.4	2.3	Preparing for disclosure	
	8. Lease assets (upstream)	Included in Scope 1 & 2	Included in Scope 1 & 2	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure	
	9. Transportation and delivery (downstream)	Emission intensity during transport	The scenario is shipment weight and product transportation	1,000 tons-CO <sub>2</sub>	9.9	20.7	22.4	24.7	Preparing for disclosure	
	10. Manufacturing products sold	Energy consumed indirectly by each product	Sales volume for each product family	1,000 tons-CO <sub>2</sub>	0.0	35.8	72.6	72.5	Preparing for disclosure	
	11. Use of products sold	Energy consumed indirectly by each product	Sales volume for each product family	1,000 tons-CO <sub>2</sub>	1.8	Not applicable	Not applicable	Not applicable	Preparing for disclosure	
	12. Disposal of products sold	Standard quantity per weight	Weight of packaging materials used for products	1,000 tons-CO <sub>2</sub>	14.0	21.2	39.8	29.4	Preparing for disclosure	
	13. Lease assets (downstream)	Not applicable	Not applicable	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure	
	14. Franchises	Not applicable	Not applicable	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure	
15. Investments	Not applicable	Not applicable	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure		

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Scope of coverage; 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.) , 2023 Kewpie Group (Domestic and overseas combined)

# ESGData

## Social

Last updated : April 27 2026

Employee									
		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Kewpie Group	No. of employees		People	15,885	15,785	15,453	14,830	14,981	
	No. of permanent employees	Total	People	10,719	10,696	10,642	10,517	10,773	
		Male	People	5,348	5,280	5,299	5,253	5,406	
		Female	People	5,371	5,416	5,343	5,264	5,367	
	Average no. of temporary employees		People	5,166	5,089	4,811	4,313	4,208	
	NO. of foreign employees		People	39	39	40	40	39	
Kewpie Corp.	No. of employees		People	2,931	2,946	2,831	2,766	2,815	
	No. of permanent employees	Total	People	2,394	2,408	2,332	2,327	2,388	
		Male	People	1,296	1,271	1,232	1,232	1,258	
		Female	People	1,098	1,137	1,100	1,095	1,130	
	Average no. of temporary employees	Total	People	537	538	499	439	427	
		Male	People	169	176	182	179	166	
		Female	People	368	362	317	260	261	
	NO. of foreign employees		People	18	19	21	19	24	
	No. of new employees	Total	People	24	24	34	46	49	Only for new graduates in general positions who are registered at Kewpie
		Male	People	13	14	21	26	25	
		Female	People	11	10	13	20	24	
	Turnover rate (for new graduates working for less than three years)		%	10.2	6.0	15.1	16.7	4.2	Only for new graduates in general positions at Kewpie
	Average no. of years employed	Average	Year	16.0	16.2	16.2	16.1	16.1	
		Male	Year	18.6	18.8	18.4	17.9	17.7	
		Female	Year	13.0	13.4	13.7	14.0	14.2	
	Average age	Average	Age	41.2	41.6	41.7	42.0	42.1	Kewpie employees
		Male	Age	43.9	44.3	44.1	43.9	43.8	
Female		Age	38.0	38.6	39.1	39.8	40.2		
Average salary	Average	JPY	6,131,534	6,131,717	6,393,356	6,878,377	6,888,822	Kewpie employees	
	Male	JPY	7,473,442	7,519,575	7,697,220	8,238,994	8,193,705		
	Female	JPY	4,547,641	4,580,294	4,933,028	5,347,528	5,436,128		
Ratio of mid-career recruitment		People	9*	15*	21*	34*	41	Registered Kewpie employees	
		%	37.5*	62.5*	61.8*	73.9*	83.7		
No. of employees hoping to work beyond retirement age		People	27	36	33	34	31	Registered Kewpie employees	
Rate of reemployment after retirement		% (%)	73 (100)	86 (100)	72 (100)	83 (100)	84 (100)	Registered Kewpie employees ( ) is the re-employment rate of employees who wanted to continue working	

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## Social

Last updated : April 27 2026

Diversity								
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Number of female managers	People	132	145	164	181	217	Entire Food Business of the Kewpie Group	
	People	72	82	94	104	136		
(Of which, female general managers and above)	People	4	6	6	7	11		
Ratio of female managers	%	9.1	10.0	11.4	12.6	14.5	Entire Food Business of the Kewpie Group	
	%	10.9	12.5	14.5	15.9	19.9		
(Of which, Ratio of female general managers and above)	%	2.9	4.6	4.3	4.6	7.1		
Ratio of female directors	%	21.4	28.6	21.4	20.0	21.4	Including outside directors and Audit & Supervisory Board members.	
Rate of employment of persons with disabilities	%	3.72	3.78	3.66	3.74	3.47	Entire Food Business of the Kewpie Group (As of June 1, 2025)	
Training								
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Employee training costs(Total)	1,000,000 JPY	172	144	82	91	117	Kewpie Group employees	
Employee training costs (Per employee)	JPY	-	-	12,000	13,000	16,000		
Participants in human rights training	People	14,463	14,793	14,913	13,968*	9,284	Kewpie Group employees *FY2025: Decrease due to consolidation of 2 programs.	
Total training Time	Time	-	-	18,662	23,750	40,173	Kewpie Group employees	
Labor								
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Total working hours (per employee)	Hours/Year	1,995.9	1,967.6	1,967.0	1,908.7	1,897.6	Kewpie general office workers	
	Hours/Year	1,937.6	1,895.7	1,879.3	1,837.7	1,824.1		Domestic food business general office workers
Average overtime working hours (per employee)	Hours/Month	18.7	18.7	17.9	19.6	19.1	Kewpie general office workers	
	Hours/Month	16.6	16.2	16.9	17.0	16.6		Domestic food business general office workers
No. of annual paid leave days used	Day	10.6	11.9	13.8	12.7	13.7	Kewpie only Lists the average number of days taken	
	Day	12.2	14.1	14.4	13.3	14.4		Domestic food business Lists the average number of days taken
Employees who took parental leave	Total	People	223	188	158	157	Kewpie employees	
	Male	People	73	66	34	52		43
	Female	People	150	122	124	105		105
Employees who work for reduced hours for childcare	Total	People	195	192	213	234	Kewpie employees	
	Male	People	1	0	1	1		1
	Female	People	194	192	212	233		192
Percentage of employees who returned from childcare leave	%	100.0	100.0	100.0	100.0	100.0		
Employees who took short-term nursing care leave	People	87	118	112	141	168	Kewpie Group	
Employees who took nursing care leave	People	11	12	7	15	9	Kewpie Group	
Employees who took paid leave for volunteer activities	People	1	0	25	41	34	Kewpie only	
No. of work-related accidents resulting in injury leave	No.	17	10	11	11	13	66 Kewpie Group locations in Japan	
Ratio of work-related accidents resulting in injury leave	%	0.87	0.52	0.59	0.6	0.74	66 Kewpie Group locations in Japan *Ratio = number of work-related deaths and injuries / total actual working hours × 1,000,000	
Severity rate of accidents resulting in injury leave	%	0.037	0.032	0.035	0.014	0.044	Kewpie Group domestic plants (Japan) *Severity rate = number of working days lost due to accidents / total actual working hours	

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## Social

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Social contribution activities								
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes	
Food education events	No. of events	39	56	106	170	144	Including online	
	Participants	1,972	4,588	5,617	9,447	8,854		
Public lectures	No. of events	58	99	100	123	117		
	Attendees	2,013	4,013	4,635	5,282	4,331		
No. of people joining factory visits and facility tours	People	24,857	25,417	44,266	64,385	73,058	Factory (Goka, Koromo (until 2022), Tosu, Kobe), - Mayo-Terrace Including online	
Matching Gift system (Q P e a c e)	No. of groups receiving	Organizations	10	11	10	10	13	
	Total amount of assistance funds	10,000JPY	649	667	662	656	680	
Kewpie Miraitamago Foundation	No. of groups receiving funds	Organizations	102	131	150	177	269	
	Total funds	10,000JPY	3,800	4,052	4,614	5,088	5,212	

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Nomination and Compensation Committee									
	Unit	FY2022	FY2023	FY2024	FY2025	FY2026	Notes		
Nomination and Compensation Committee	People	7	7	8	7	7	As of February 26, 2026		
Inside directors		3	3	3	3	3			
Outside directors and corporate auditors		4	4	5	4	4			
Officer Compensation									
		FY2025				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	6	155	84	265				
	Outside directors	4	54	-	54				
	Total	10	210	84	320				
Audit & Supervisory Board	Inside Audit & Supervisory Board Members	2	48	-	48				
	Independent Outside Corporate Auditor	3	38	-	38				
	Total	5	87	-	87				
Total		15	297	84	407				
Shareholder rights									
		FY2022	FY2023	FY2024	FY2025			FY2026	Notes
Existence of measures against takeover bids		Yes	No	No	No			No	
Informative sessions for shareholders, investors, and analysts									
	Unit	FY2022	FY2023	FY2024	FY2025	FY2025	Notes		
Regular General Meeting of Shareholders	Times / year	1	1	1	1	1			
Financial results briefing for analysts	Times / year	2	2	2	2	Preparing for disclosure			
Compliance									
	Unit	FY2022	FY2023	FY2024	FY2025	FY2026	Notes		
No. of reports and consultations with the helpline (internal reporting system)	件	28	37	33	38	Preparing for disclosure	Japan only		
Response rate from awareness survey given to all employees	Inside Japan	%	84.5	-	78.6	-	Preparing for disclosure Held every two years		
	Overseas	%	-	-	-	63.1			
Corporate taxes paid									
	Unit	FY2022	FY2023	FY2024	FY2025	FY2026	Notes		
Total consolidated amount	1,000,000 JPY	6,774	5,851	9,083	12,730	Preparing for disclosure			
Political contribution expenditures									
	Unit	FY2022	FY2023	FY2024	FY2025	FY2026	Notes		
expenditures	1,000,000 JPY	0.24	0.11	0.00	0.00	Preparing for disclosure			

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## Governance

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Independence of the Board of Directors									
			Unit	FY2022	FY2023	FY2024	FY2025	FY2026	Notes
Directors	Inside directors	Male	People	6	7	6	5	5	
		Female		0	0	0	0	0	
		Total		6	7	6	5	5	
	Independent outs	Male		1	1	2	2	2	
		Female		2	2	2	2	2	
		Total		3	3	4	4	4	
	合計				9	10	10	9	9
Independent outside director ratio			%	33.3	30.0	40.0	44.4	44.4	
No. of sessions			Times	12	12	12	11	Preparing for disclosure	
Audit & Supervisory Board Meetings									
			Unit	FY2022	FY2023	FY2024	FY2025	FY2026	Notes
Audit & Supervisory Board Members	Inside Audit & Supervisory Board Members	Male	People	2	2	2	2	2	
		Female		0	0	0	0	0	
		Total		2	2	2	2	2	
	Independent Outside Corporate Auditor	Male		1	2	2	2	2	
		Female		2	1	1	1	1	
		Total		3	3	3	3	3	
	合計				5	5	5	5	5
No. of sessions			Times	13	13	13	12	Preparing for disclosure	