

Kewpie Group ESG Data

Environment

Last updated : August 29, 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.

Kewpie Group ESG Data

Environment

Last updated : August 29, 2024

Sustainable Use of Water Resources									
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes	
Water intake by area	Global	1,000m ³	826	1,042	661	675	694	Actual results from October to September of the following year	
	Basic unit in global	m ³ /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 ³	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 ³ /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 ³	205	225	237	190	185	Actual results from October to September of the following year	
	Asia(Excluding China)	1,000m ³	386	422	383	458	464	Actual results from October to September of the following year	
	North America・Europe	1,000m ³	235	395	41	42	44	Actual results from October to September of the following year	
Water intake by source	Fresh Water	1,000m ³	9,335	9,343	8,542	8,765	8,061		
		%	100	100	100	100	100		
	Tap water	1,000m ³	1,501	1,369	1,258	1,288	1,110		
		%	16.1	14.7	14.7	14.7	13.8		
	Industrial water	1,000m ³	848	1161	921	912	822		
		%	9.1	12.4	10.8	10.4	10.0		
	Rivers	1,000m ³	328	354	95	366	366		
		%	3.5	3.8	1.1	4.2	4.6		
	Groundwater	1,000m ³	6,659	6,459	6,268	6,199	5,763		
		%	71.3	69.1	73.4	70.7	71.7		
	Rain Water	1,000m ³	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, In addition, the company obtained a certificate of acceptance using the mass balance methods.	
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.

Kewpie Group ESG Data

Environment

Last updated : August 29, 2024

CO ₂ Emissions Reductions										
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Notes		
CO ₂ Emissions	Inside Japan	Scope 1	1,000 tons-CO ₂	68.4	65.5	64.5	63.6	53.6	Kewpie Group production plants and offices	
		Scope 2	1,000 tons-CO ₂	106.5	100.3	97.5	93.6	85.2		
		Scope 1+2	1,000 tons-CO ₂	174.9	165.8	162.0	157.2	138.7		
		Intensity	Kg-CO ₂ / production tons	211.5	210.2	205.2	206.7	196.2		
	Overseas	Scope 1	1,000 tons-CO ₂	12.9	14.1	1.3	5.0	4.9	Kewpie Group production plants	
		Scope 2	1,000 tons-CO ₂	31.7	32.3	29.6	30.8	23.1		
		Scope 1+2	1,000 tons-CO ₂	44.6	46.4	30.9	35.8	28.0		
		Intensity	Kg-CO ₂ / production tons	236.3	241.5	167.6	201.9	150.9		
		Scope 3 Total		1,000 tons-CO ₂	392.7	314.3	293.9	1,229.1	1,485.0	2019-2021 Kewpie only 2022 Major domestic group companies (Kewpie Corporation, Aohata 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)
		1. Purchased goods and services		1,000 tons-CO ₂	234.4	215.4	167.8	987.2	1,126.2	
		2. Capital goods		1,000 tons-CO ₂	28.1	20.3	22.4	96.7	46.6	
		3. Initiatives related to fuel and energy consumption (not included in Scope 1 & 2)		1,000 tons-CO ₂	6.0	4.4	8.1	5.8	24.2	
		4. Transportation and delivery (upstream)		1,000 tons-CO ₂	40.8	37.8	33.4	45.1	127.7	
		5. Material waste produced from business activities		1,000 tons-CO ₂	2.6	2.3	0.5	10.2	21.8	
		6. Business trips		1,000 tons-CO ₂	0.3	0.3	0.3	1.4	1.4	
7. Employee commuting		1,000 tons-CO ₂	1.2	1.1	1.1	4.9	2.4			
8. Lease assets (upstream)		1,000 tons-CO ₂	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable			
9. Transportation and delivery (downstream)		1,000 tons-CO ₂	4.0	4.2	9.9	20.7	22.4			
10. Manufacturing products sold		1,000 tons-CO ₂	2.6	1.7	0.0	35.8	72.6			
11. Use of products sold		1,000 tons-CO ₂	8.8	9.8	1.8	Not applicable	Not applicable			
12. Disposal of products sold		1,000 tons-CO ₂	17.2	16.8	14.0	21.2	39.8			
13. Lease assets (downstream)		1,000 tons-CO ₂	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable			
14. Franchises		1,000 tons-CO ₂	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable			
15. Investments		1,000 tons-CO ₂	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.

Kewpie Group ESG Data

Environment

Last updated : August 29, 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

Kewpie Group ESG Data

Social

Last updated : August 29, 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	14,913	*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.

Kewpie Group ESG Data

Social

Last updated : August 29, 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	Registered Kewpie employees
	Male	People	57	70	73	66	
	Female	People	143	151	150	122	
Employees who work for reduced hours for childcare	Total	People	165	187	195	192	Registered Kewpie employees
	Male	People	0	0	1	0	
	Female	People	165	187	194	192	
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	13	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	0.69	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	0.036	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 (Q P e a c e)	No. of groups receiving	Organizations	14	12	10	11	Kewpie Corporation-Hashikami Kewpie Co.,Ltd.-Fujiyoshida Kewpie Co., Ltd. (Until November 2021) -Tosu Kewpie Co., Ltd.-Denia Foods Co., Ltd.-Ishikari Delica Co., Ltd.-Kakami Delica Co., Ltd.-Shunsei Deli Co., Ltd.-Seto Delica Co., Ltd.-Hashin Delica Co., Ltd.-Tosu Delica Co., Ltd.-K.System Co., Ltd.-San-ei Provisions Co., Ltd.-Dispen Pak Japan Co., Inc.-Kewpie Jyozai Co., Ltd.-Kewpie Egg Corporation-Salad Club, Inc.-NAKASHIMATO CO., LTD.-TO SOLUTIONS CO.,LTD.-Tou Kewpie Co., Ltd.-TO AD KEWPIE CO., LTD.-nakato CO., LTD.-TOHKA CO., LTD.-Ipack 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	
Kewpie Miraitamago Foundation	No. of groups receiving funds	Organizations	70	132	102	131	
	Total funds	10,000 JPY	2,651	3,981	3,800	4,052	

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

Kewpie Group ESG Data

Governance

Last updated : August 29, 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	

Kewpie Group ESG Data

Governance

Last updated : August 29, 2024

Nomination and Compensation Committee								
	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Nomination and Compensation Committee		6	6	7	7	7	8	As of February 22, 2024
Inside directors	People	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 analyst								
	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	