



Kumon Group Environmental Management

In February 2012, the Kumon Group established its Environmental Philosophy and Environmental Policy, in order to be fully involved in environmental management activities. We, as the Kumon Europe & Africa region, a member of the Kumon Group, have been striving to reduce our environmental burden and preserve the environment, based on this group philosophy and policy.

Kumon Group Environmental Philosophy

In order to solve global environmental problems it is necessary to combine the knowledge of people from all around the world. The Kumon Group strives to develop individuals who make a contribution to society. Accordingly, the Kumon Group believes that one of our core values is to fulfill our responsibilities and obligations in regard to solving global environmental problems.

The Kumon Group views the preservation of the global environment as an important challenge to be met as we carry out our business activities. We will incorporate this environmentally-friendly vision into our business planning and will work on a permanent basis to protect our precious planet and sustain its natural resources for current and future generations.

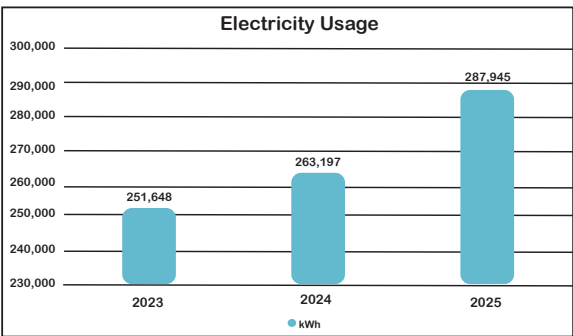
Kumon Group Environmental Policy

The Kumon Group will endeavor, throughout all our business activities, to conserve natural resources and to preserve the natural environment through the development of our human resources.

1. The Kumon Group will strive to recognise how our business activities impact the environment. We will work to conserve energy and resources, as well as carry out recycling, in order to reduce the amount of waste we produce. Our overriding aim is to prevent damage to the environment and to reduce pollution.
2. The Kumon Group will work together with associated parties and business partners in order to reduce the impact of our activities on the environment. At the same time, we will act positively to protect the environment by promoting activities aimed at forest regeneration.
3. The Kumon Group will operate in compliance with the applicable laws and regulations in all of the countries and regions in which we have business activities, and will permanently work to preserve the environment.
4. The Kumon Group will strive to make each and every Kumon Associate more conscious of environmental issues through educational and awareness-raising activities. At the same time, as a responsible corporate citizen, we will make information related to the environment publicly available.

Electricity Usage

Electricity usage may have increased due to higher office occupancy, increased warehouse activity, and the greater use of IT equipment and automation systems. Warmer weather in summer and colder weather in winter may also have driven higher demand for air conditioning and heating. Overall, increased operational activity seems to be the primary driver of higher electricity use each year.

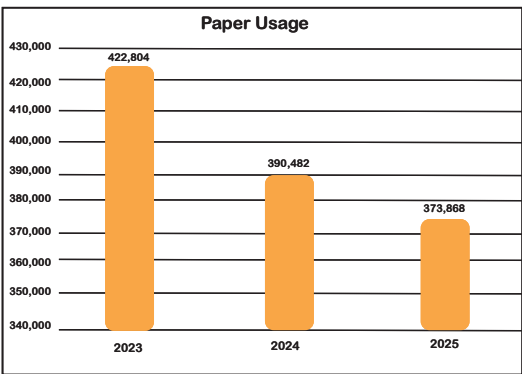


	2023	2024	2025
Electricity Usage (sheets)	251,648	263,197	287,163
Compared with the previous year	93.3%	104.6%	109.1%

Paper Usage

The steady reduction in paper usage is likely due to increased digitisation of business processes, including electronic document management and digital approvals. Greater adoption of hybrid working and paperless initiatives has also reduced the need for printing. Overall, improved digital tools and sustainability efforts have contributed to lower paper consumption across KEA.

*Kumon Germany have been taking part in their building recycling initiative; therefore, their figures are not included in the recycling data.

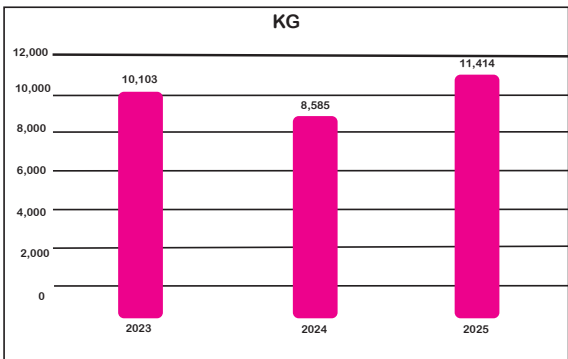


	2023	2024	2025
Paper Usage (sheets)	422,804	390,482	373,868
Compared with the previous year	99.0%	92.4%	95.7%

Paper Recycling

Paper recycling increased compared with the previous year despite lower overall paper consumption. This is likely due to improved recycling practices, greater employee awareness, and more effective waste segregation processes, resulting in a higher proportion of paper waste being diverted from general waste streams and recycled.

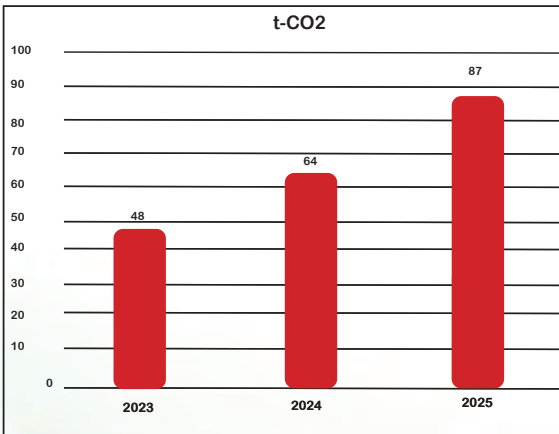
*Kumon Germany have been taking part in their building recycling initiative; therefore, their figures are not included in the recycling data.



	2023	2024	2025
Paper Recycling (Kg)	10,103	8,585	11,414
Compared with the previous year	58.8%	85.0%	133.0%

CO2 emissions

CO₂ emissions increased from 64 to 87 tonnes, primarily driven by higher electricity consumption across offices and warehouses. Although paper usage decreased and paper recycling increased, the emissions savings achieved from these improvements were outweighed by the rise in electricity-related emissions.



	2023	2024	2025
CO2 Emissions (t-CO2)	48	64	87
Compared with the previous year	78.7%	133.3%	135.9%

Environmental Awareness and Sustainable Practices at Kumon Spain

Over the past year, we have continued to strengthen our commitment to sustainability by implementing a series of initiatives aimed at increasing environmental awareness among our associates and promoting responsible practices in our daily operations. These actions build on previous efforts focused on energy efficiency and reflect our ongoing intention to contribute positively to the environment.

Sustainable Materials at the KEA Congress

During last year's KEA Congress, an important step was taken towards more sustainable event management. All participants received an eco-friendly notebook made from recycled paper as part of the welcome pack. In addition, other materials used throughout the congress—such as worksheets, document folders, and storage boxes—were also produced using recycled materials. This initiative not only reduced the environmental impact of the event but also helped raise awareness among attendees about the importance of making more sustainable choices in everyday professional contexts.



KEA Environmental Article - KES

Promoting Recycling in the Workplace

At our central office in Spain, we have reinforced our recycling practices by installing additional paper recycling bins across the office. These are managed by an external specialised company, ensuring that all collected paper is properly treated and reintroduced into the recycling cycle. This measure aims not only to facilitate recycling but also to encourage all employees to adopt more responsible habits in their daily work routines.



Waste Separation and Responsible Disposal

To further support sustainable practices, we have introduced a comprehensive waste separation system within our facilities. Recycling bins have been installed to allow the proper disposal of different types of waste, including organic matter, glass, packaging, and coffee capsules. This initiative makes it easier for employees to separate waste correctly and contributes to reducing the overall environmental impact of our operations.



A Step Forward

All these actions are part of a broader strategy to foster a culture of environmental responsibility within the organisation. By combining practical measures with awareness initiatives, we aim to involve all associates in the collective effort to protect the environment. We are confident that these steps are helping us move towards a more sustainable future and reduce our environmental footprint.



KEA Environmental Article - KUKI

UK Environmental Laws Affecting Workplaces in 2026

As environmental sustainability continues to move up the business agenda, UK workplaces are facing increased responsibilities to reduce waste and improve recycling practices. While 2026 has not seen a major new workplace-specific environmental law introduced across the UK, several regulations are having a significant impact on how organisations manage their environmental obligations.

One of the most important requirements for workplaces is England's Simpler Recycling legislation. Businesses, charities and public sector organisations must separate recyclable materials, food waste and general waste before collection. The rules apply to most workplaces, including offices, retail premises, schools, healthcare settings and manufacturing sites. These measures are designed to increase recycling rates and reduce the amount of waste sent to landfill or incineration.

Businesses are also seeing greater scrutiny of waste management practices through developing digital waste-tracking initiatives and stronger enforcement activity by regulators. Organisations are expected to maintain accurate waste records and ensure their waste contractors comply with environmental requirements. For employers, these developments highlight the growing importance of environmental compliance in everyday workplace operations. Providing clearly labelled recycling facilities, educating staff on waste segregation and reviewing waste management arrangements can help organisations meet legal obligations while supporting wider sustainability goals



Key Actions for Employers

- Ensure separate bins are available for recyclable waste, food waste and general waste.
- Review existing waste collection contracts to ensure compliance with current regulations.
- Educate staff on correct waste segregation procedures.
- Introduce processes for recycling electrical equipment where required.
- Maintain accurate records of waste management and disposal practices.

How this has been implemented in Kumon UK & Ireland

Every single office/ warehouse location has put measures in place to comply with this law

Kumon Head Office:



Ealing Dickens Yard Centre (Office Class)



Birmingham Office:



Kumon Distribution Centre:



Manchester Office:

We realised whilst getting information for this article that the Manchester office did not have bins that allow for the proper separation of rubbish. This may be because they are in serviced offices. We are however going to look into this again to make sure we are fully compliant with the legislation.

Bristol Office:

They do not have bins as they are in a communal office and the operator provides these.

KEA Environmental Article – KUKI

Big Office Clear Out

In line with our ongoing efforts to be paperless in Kumon UK & I Head Office, last November we had a large clear out as the Ealing Head Office was increasingly cluttered, with items no longer needed.

Each team organised and cleared their work areas, identifying and disposing of redundant files and items.

We liaised with a recycling supplier making sure they were committed to sustainability, recycling and disposing of waste responsibly. They collected our old IT equipment, electrical items, large amount of cardboard boxes and unwanted stationery items.

- We recycled 5 cubic yards at Head Office
- And 2 cubic yards at our Ealing Dickens Yard Centre

Confidential documents requiring shredding were kept separate. At Head Office we recycled about 2,400 litres of worksheets, brochures, legal documents, general correspondence.



Paper and card were then processed and transformed into new, high quality paper products, supporting a circular and sustainable economy.

It brought a sense of team accomplishment and set the stage for a fresh start. By clearing away the old, we created a physical and mental space for new opportunities making the HO and EDY a more peaceful working environment.

