



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.

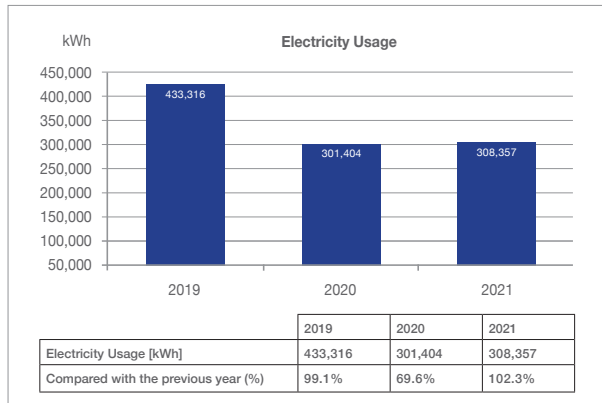
Kumon Group Environmental Policy

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.

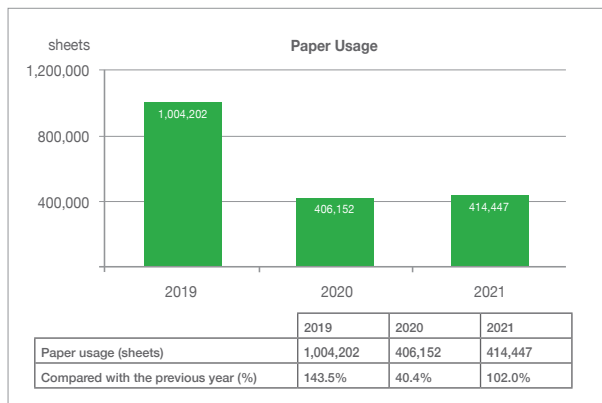
Electricity Usage

Whilst our electricity consumption has increased, which was to be expected with the return to the office, we are still down significantly from 2019 by 28.8%. So as predicted we are seeing more accurate figures 2021 and a definite reduction in electricity usage in the whole of KEA.



Paper Usage

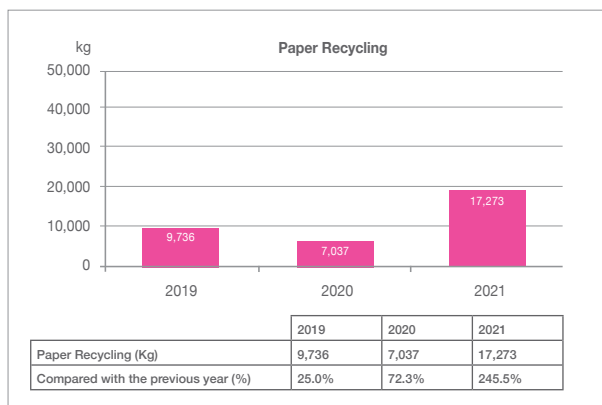
We are seeing a similar trend with our paper usage. Whilst we are up from 2020, we have had a considerable reduction in the usage of paper in the KEA region. Our continued effort in this area can be seen in the 58.7% paper usage reduction from 2019.



Paper Recycling

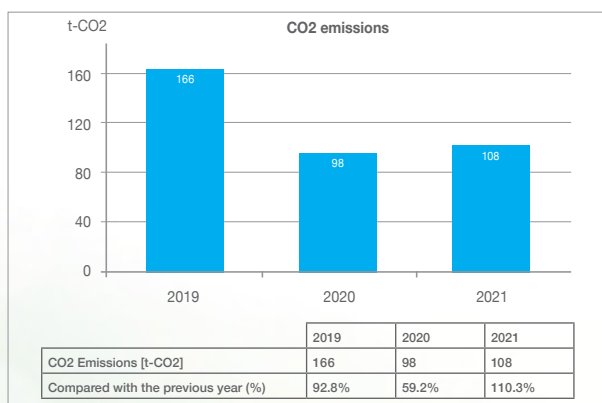
We have made huge strides in this area. With a huge increase of 77.4% from the recycling recorded in 2019. This can definitely be seen as a positive increase.

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



CO2 emissions

We have further reduced our emission throughout the KEA region. We are up from 2020, which was to be expected, but we are still down 34.9% from 2019, showing that we as a region are continuing to reduce our CO2 emissions. We are very conscious of our carbon footprint as a region and are continuing to make every effort to further improve in this area.



Kumon Environmental Activities around the World

KEA Environmental Article - Kumon Germany

In December 2021, our Germany office moved to another office building in the neighbourhood. Our old office was 346m². We had 24 desks and 2 meeting rooms. Now our office got smaller – it's 206m². The space was reduced by 40.46%. To cope with this limited space, we introduced a “hot desking system”. Eventually, we have 12 desks for the Associates due to the current working style that more than the half of the Associates are working from home usually. In addition to the desks, we have one training room and a small meeting room.

The background for this change is the Corona pandemic – in previous years, all the Associates used to come to the office every day. However, under this unprecedented situation, we offered them the opportunity to work from home where possible to protect their health. In terms of office organisation, it was a good chance to think about our needs and office supply. Our intention was not only to reduce the directly related costs for the office, but also to contribute to our environment.

Speaking of accompanying effects of our office downsizing, it is expected that we will reduce the use of paper and electricity.

Regarding Paper use, there has already been a positive trend among the Associates.

The average number of paper use from 2018 to 2020 was 122,267.

The average number of paper use in the year 2021 was 73,829.

This means that our copy machine use in the year 2021 was reduced by 40%.

Presumably, we have got accustomed to work together digitally – mainly due to the pandemic situation. We use not only Zoom and Microsoft Teams Meeting App to meet online, but also share digital data by using Microsoft application such as SharePoint and OneDrive. With the help of digital devices and IT technologies, we made it possible not to print everything.

In the meantime, we decided to cancel one of three copy machines we had leased. We believe that it is of significance that we use more of the latest technologies and develop our environmental awareness as global citizens.

Building and raising continuous awareness for environment plays an important role in the environmental protection.

Therefore, we have the following message in our email signature:

“Before you print please think about the ENVIRONMENT”.

Regarding the electricity, we are sure that there will be a positive result which we will be able to report in March 2023.



KEA Environmental Article – Kumon UK&I

KEA Conference 2021 – Instructor Gifts with the Environment in Mind

At our last conference at the end of 2021, we gave out gifts to all our Instructors as we do every year. This year we chose our gifts with the environment in mind. All participating countries sourced the same or similar items locally resulting in less if an environmental impact usually caused by overseas posting.

1. The bags are made out of 3 recycled plastic bottles and have this printed on them on the back with the Kumon logo at the front. These shoppers are foldable and of course re-usable.
2. As tablet study has become a big topic in KEA we decided a nice gift would be a branded tablet sleeve for our Instructors. The case is of really good quality and should last Instructors a long time.
3. Lastly, we always give our Instructors a notebook and a pen. Again, we made sure to chose high quality items that would still allow us to do our part for the environment.

The notebook is made out of natural coloured paper with a hardback cover made from kraft paper. The pen, whilst not recycled is made out of aluminium and not plastic, making it still very durable and of high quality.



1. Bags



2. Tablet sleeve



3. Notebook and pen



KEA Environmental Article – Kumon Spain

Since the start of the COVID19 pandemic, presence in the offices has been limited, with the consequent energy savings. We are now in a hybrid format where we have a partial presence which saves considerably on electricity consumption. In addition, switches have been installed that turn on the lights in the office in phases, which contributes to energy savings as there are areas of the office that do not need to be lit or cooled with air-conditioning.

On the other hand, we reached an agreement with the electricity supply companies and we have contracted less power than we had before the pandemic, when there was 100% attendance in the offices and all the staff coincided at the same time.

All this has meant that we have made considerable savings in electricity and reduced pollution and the carbon footprint of our service.

Finally, the successive implementation of tablets has led to significant savings in paper printing and paper transport, which also reduces the carbon footprint. We expect this to increase exponentially over the coming years and to reduce our carbon footprint in the same way.

