



PAINTING THE WAY FORWARD

BEYOND COATINGS BEYOND ASIA



NIPSEA LFG
SUSTAINABILITY REPORT 2021

About the Report

This Sustainability Report (“SR2021”) marks the third consecutive year of sustainability reporting by NIPSEA Group, covering the sustainability performance of our operations spanning 22 geographical locations we operate in, for the financial year of 1st January to 31st December 2021. This year, we have expanded our reporting scope to include 9 additional entities – 5 of which fall under the Europe Group.

SR2021 articulates NIPSEA Group’s strategies, performances and initiatives with regard to Environmental, Social and Governance (“ESG”) issues that are identified to be the most relevant and critical to our operations and valued stakeholders. All data and information disclosed in this report are in relation to all of the Group’s entities across the 22 geographical locations unless stated otherwise. Due to changes in methodologies and assumptions for certain topics, there are some restatements made in this report.

GRI Standards

The report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards (“GRI Standards”), which provides a systematic framework for organisations to disclose their economic, environmental, and social performance and impacts. We have also updated our sustainability disclosures and reporting line to align with the 2021 revision of GRI’s Universal Standards. Please refer to the GRI Content Index at the end of this report for additional information on the relevant topics and references.

External Assurance

Data and information disclosed in this report are not externally assured at this current point in time. Nonetheless, NIPSEA Group will explore options to externally assure sections of high materiality when a higher level of maturity in reporting has been established.

Feedback

NIPSEA Group deeply values the views of its stakeholders. We are happy to receive any suggestions on how we can improve our sustainability reporting and practices. To share your thoughts on how we can further our sustainability commitments, contact NIPSEA Group’s Sustainability Working Group at: sustainability@nipsea.com.sg.

We will continue to closely monitor the management of our business activities to ensure that the Group drives long-term value creation for our business and valued stakeholders in a transparent and strategic manner.

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Chapter 1

ABOUT NIPSEA GROUP



A Message from the Group

Chief Executive Officer, NIPSEA Group

“We work towards our goal of strengthening these connections by harnessing our robust resources to **accelerate change and devise solutions** toward meeting our stakeholders’ needs.”

WEE SIEW KIM
Group Chief Executive Officer,
NIPSEA Group



As the world was ravaged by the pandemic over the last year, our people did their part, especially in applying our know-how to develop paint and coating solutions while extending assistance to the communities we are associated with. While the global economy slowly recovers from the aftermath of the COVID-19 pandemic, we remain committed to providing innovative solutions that cater to our customers, partners and local communities.

In 2021, we extended our COVID-19 support across the region by stepping up on value-added community initiatives that have proven to bring about positive and sustainable impact. Through collaboration with local governments, business partners, and NGOs, we strived toward making a tangible social impact by ramping up our efforts to aid groups most affected by the pandemic. Our teams rallied together to contribute more than US\$3.3 million in the form of financial support, provision of paint materials, and distribution of necessities to support needy communities.

The migrant worker community was one of the more vulnerable groups we extended relief to during this period. Many of them had been stranded in different countries without employment for extended periods and faced tough challenges with securing safe return home, taking a toll on their mental health too. We partnered with several local charities and organisations to provide daily essentials such as food, water, masks, and hand sanitisers to support them through the pandemic.

By leveraging our technical and logistical capabilities, we also reached out to hospitals and schools with our anti-viral and protective paints to provide a safe and conducive space for the more vulnerable groups. These community-focused initiatives embody our belief that the mission of maximising shareholder value (“MSV”) went hand in hand with a thriving community and environment.

Long-term commitment to sustainability

Our customers, communities we work with, and employees are our top priorities. At NIPSEA Group, we work towards our goal of strengthening these connections by harnessing our robust resources to meet our stakeholders’ needs. Our sustainability approach is anchored by five key pillars – People & Community, Environment, Customers, Technical Capability and Organisational Health. Even though much has changed as the economy transitions into a post-pandemic normal, we believe that our focus on the five pillars continues to be highly relevant.

In the third edition of our Sustainability Report, we will demonstrate how NIPSEA Group has continued to leverage our technical capabilities, our people’s passion for sustainability, and our strategic collaborations with other organisations to drive sustainable value. For example, the “Anatolian Meetings” organised by Nippon Paint Turkey throughout the country sought to raise awareness of thermal insulation by educating key opinion leaders from public institutions, local governments, non-governmental organisations, academia, and the media. Such engagement would go a long way toward galvanising concrete climate action on accelerating the transition to a more sustainable future.

Over the course of the past 2 editions of our Sustainability Report, NIPSEA Group continues to place emphasis and drive progress on the material topics that we had identified in 2020. Year-on-year we pride ourselves on exceeding customer expectations in delivering excellent functional coatings, whilst also providing a wider range of products and services catered to safeguarding customer health and well-being. This Sustainability Report not only records our achievements of the year but further emphasises our resolve to fulfil the commitments to our stakeholders and the environment in the pursuit of MSV in a meaningful way.

2021 Highlights

2021 marks another year as we celebrate NIPSEA Group's growth and achievements in delivering sustainable business value while we transition to a post-pandemic normal. Much like other companies with international operations, we have not been completely immune to supply chain disruptions caused by the COVID-19 pandemic which affects both downstream and upstream processes.

However, we have observed an increasing demand for our growing category of sealants, adhesives, and fillers ("SAF") as a result of our advancements in product and service innovation. At the same time, we ensured that our architectural, automotive, industrial, marine, and protective coatings segments remain strong. The diversification of our portfolio and increased focus on adjacent businesses is expected to contribute significantly to our revenue growth over the next few years.

During this year, we have made considerable progress on the environment and social sustainability front through emphasising research and development in formulating innovative and environmentally friendly products for our consumers. Moving forward, NIPSEA Group will continue optimising its assets and resources to best serve the immediate needs of the community. Below, we share our FY2021 achievements as we continue to identify and work on key sustainability-related issues and opportunities while operating in today's business context.

Business Achievements

Direct Economic Value Generated (USD'mil)

2021
\$5,613

2020
\$3,812*

Economic Value Distributed (USD'mil)

2021
\$5,126

2020
\$3,311*

Economic Value Retained (USD'mil)

2021
\$487

2020
\$501*

2021 **\$5,518** 2020 **\$3,736***
Asia's No.1 paint and coatings company (in terms of net revenue; USD'mil)

2021 **94** 2020 **83**
Number of manufacturing facilities

- Global presence across **22** geographical locations
- 25,870** employees in NIPSEA Group, an increase of more than 11% compared to 2020.
- 4.3 billion** litres of paint produced in the year, an increase of more than 12% production volume as compared to FY2020 figure.

*These economic values differ from those disclosed in SR2020 as NIPSEA Group updated its computation methodology this year as follows:
Direct Economic Value Generated: Revenues = Net sales + revenues from financial investments, sales of assets & other income
Economic Value Distributed = Sum (Operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, community investment)
Economic Value Retained = Direct Economic Value Generated - Economic Value Distributed
Net Revenue = Gross sales from products and services - (returns + discounts + allowances)

Sustainability Achievements

Environmental

Energy intensity decreased by **2.3%**.

Emissions intensity decreased by **1.9%***.

Social

>57% of senior managers hired from the local community.

New hire rate of **26.0%** and turnover rate of **18.7%**.

Governance

99.4% of significant product and service categories for which health and safety impacts were assessed for improvement.

No substantiated complaints concerning breaches of customer privacy and no cases of customer information leaks/thefts.

* The emissions conversion factor used in FY2020 for one of the sub-entities under BETEK Turkey was amended to reflect a more reasonable representation for the emissions data. As a result, the FY2020's Scope 1 and 2 GHG emissions should be revised to 184,038.1 tCO₂e from 181,246.6 tCO₂e in SR2020, while the FY2020's emissions intensity should be revised to 41.4 kgCO₂e/tonne from 40.6 kgCO₂e/tonne in SR2020.

Business Legacy

NIPSEA Group was established in 1962 as a partnership between Nippon Paint – our parent company – and Wuthelam Holdings Pte Ltd. As a leading paint and coatings solutions company that serves a diverse range of sectors in Asia, we have rapidly accelerated our growth in the region through expansion into 22 geographical locations to date.

In 2007, we witnessed the beginning of a new era for NIPSEA Group following our acquisition of consolidated subsidiaries across the Asia Pacific. Today, the company continues to forge ahead as the 4th largest paint and coatings solutions company in the world.

Since its inception by Mr. Moteki Jujiro in 1881, Nippon Paint has grown to become Asia's No.1 coatings manufacturer after pioneering Japan's first paint plant. As of last year (2021), NIPSEA Group has been a wholly-owned subsidiary of Nippon Paint Holdings.

The NIPSEA Brand

Today, the NIPSEA Group is a global industry leader working towards a sustainable future through customer-centric growth. Inspired by the needs and ambitions of the people we serve, we're coming together and leveraging our strengths to bring you Innovation with Heart, and People at our Core.

At Nippon Paint, we're **Inspired by You.**



NIPSEA Group Logo

Our logo has evolved over the years, but it has always represented the same guiding philosophy; we always focus on innovations that put customers at our core in the geographies that we operate.

This is why the red "n" in the center of our symbol represents the attention we give to our diverse customers, while the blue represents the world of opportunity.

Brand Personality

Friendly, Warm and Caring

We're open and approachable, always smiling and willing to welcome others in! We value the meaning of relationships above all else, and put in the effort to maintain them, especially the ones that have stuck with us through thick and thin.

Our colleagues and partners hold us in high regard as we're loyal and honest, striving to work towards win-win situations for everyone.

Brand Tagline

Our tagline captures succinctly the NIPSEA Group brand promise in a catchy and memorable way. Use the tagline in the copywriting for various marketing and communications materials to reinforce our branding.

Take inspiration from the tagline and leverage concepts of innovation, customer-centricity and quality to convey various key brand messages.

Key Industries and Global Presence

In 2021, we maintained focus on three core business areas to spearhead our transition toward operating in a sustainable economy spanning 22 geographical locations of operations. The identified locations are where we believe we can create the biggest impact through leveraging our capabilities in coatings solutions of over 130 years.



Transforming Spaces

We are constantly pushing new frontiers in technological development and product innovation to deliver green and safe products for consumer homes, and high-performance, protective solutions to help cities preserve their value and identity.



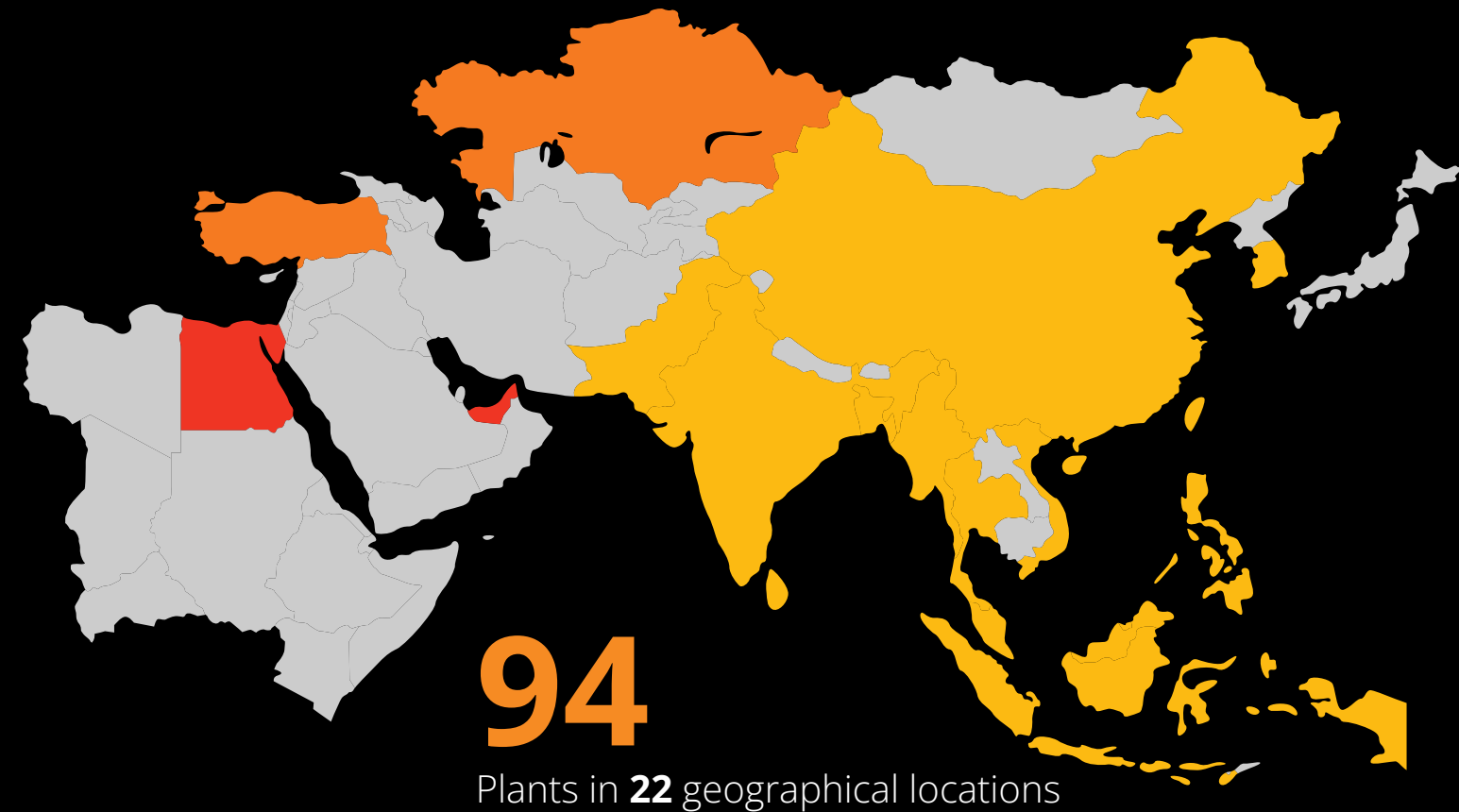
Reimagining Mobility

We steer industry standards in a competitive automotive segment by continually refining our Total Service Solution that balances design and performance.



Steering Innovation

Our research and development work are rooted in in-depth market understanding to produce specialised and distinctive solutions for industrial applications.



ASIA

South East Asia			South Asia		East Asia	Central Asia
Indonesia	Malaysia	Myanmar	Bangladesh	India	China (incl. Hong Kong and Taiwan)	Kazakhstan
3 6,946	7 1,055	1 157	1 258	5 1,527	52 10,263	0 5
Philippines	Singapore	Thailand	Pakistan	Sri Lanka	Korea	
1 282	1 276	4 1,060	1 369	1 629	1 53	
Vietnam						
3 830						

EUROPE

Europe Group*
Includes Czech Republic, France, Germany, Slovakia, and United Kingdom.
6 [^] 362
Turkey
6 1,724

MIDDLE EAST

Egypt	United Arab Emirates
1 65	0 8

No. of manufacturing facilities

No. of employees

* Due to its small presence, Romania is not counted as a geographical location. It accounts for 1 employee and 0 manufacturing facilities.
[^]Currently, there are 5 manufacturing facilities in Europe that have shut down in February 2022.

Chapter 2

SUSTAINABILITY AT NIPSEA GROUP



Management Philosophy

The philosophy of “Mutual Prosperity” lies at the heart of our sustainability agenda. NIPSEA Group believes that business success has to be measured by both the achievement of continued commercial viability and also the realisation of our commitments to our Planet and People. ESG considerations are deeply embedded into our business operations to ensure and safeguard continued growth for both NIPSEA Group and the environment.

By drawing on the diverse competencies of our companies, we are able to maximise impact across ESG areas of material importance to us. In doing so, we are well-positioned toward achieving sustainable growth in the long run.

Management Structure

NIPSEA Group’s sustainability commitments are spearheaded by our Group Chief Executive Officer (“GCEO”). The Sustainability Steering Committee also oversees initiatives managed at the corporate group level. The committee comprises heads of departments from our five core business functions: Research & Development, Marketing & CSR, Human Resources, Finance and Business Excellence. These advisors provide insights on ESG strategies which ultimately influence the organisation’s efforts across **6 broad themes**: (1) People, (2) Environment, (3) Customers, (4) Community, (5) Technical Capability, and (6) Organisational Health.

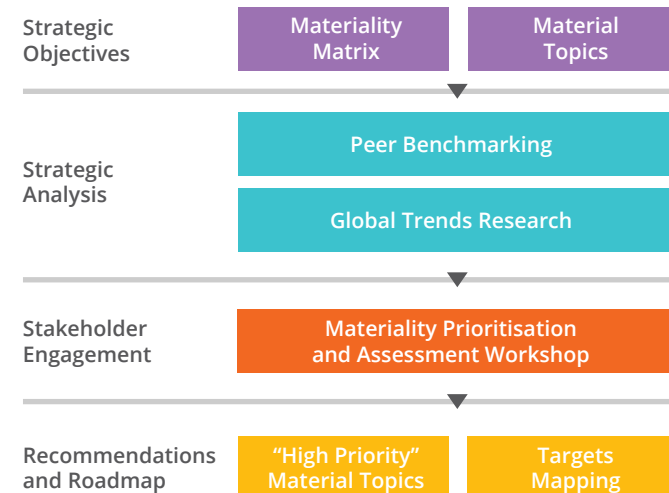


Materiality Proposition

A materiality prioritisation exercise was conducted in FY2020 to identify ESG topics of relevance to NIPSEA Group and our stakeholders. Doing so allowed us to narrow the scope of our sustainability strategy to areas where we can create the biggest positive impact, whilst also ensuring that the strategy reflects the changing needs of our valued stakeholders.

The exercise incorporated a peer benchmarking and global trends evaluation, followed by a materiality assessment and prioritisation workshop with primary stakeholders. Through this exercise conducted in FY2020, we identified 17 “High Priority” material topics.

This year, we promoted two topics – GRI 405 Diversity and Equal Opportunity and GRI 414 Supplier Social Assessment – from “Emerging Priority” to “High Priority” category. The 19 “High Priority” material topics were ultimately validated and approved by the Board.



Materiality Matrix

The “High Priority” category refers to topics of utmost significance to us. Accordingly, we aspire to lead the way in effecting change regarding areas concerning these subjects, with essential targets implemented to monitor the progress of our efforts. Currently, there are **19 “High Priority” topics** that the report emphasises.

The “Emerging Priority” category refers to topics to be considered by NIPSEA Group in the short term as part of our commitment to fulfilling rising stakeholder expectations and changes in regulatory trends. Topics under this category can later be classified in subsequent reports as “High Priority” when they are of greater significance to us and our stakeholders. Currently, there are **5 “Emerging Priority” topics**.

Based on the GRI principles, all the topics have been categorised according to the Economic, Environment and Social categories. The colour legend provides a reference to the categorisation of topics according to GRI standards.



Ref	High Priority Topics
1	GRI 201 - Economic Performance
2	GRI 202 - Market Presence
3	GRI 203 - Indirect Economic Impacts
4	GRI 301 - Materials
5	GRI 302 - Energy
6	GRI 303 - Water
7	GRI 305 - Emissions
8	GRI 306 - Effluents and Waste
9	GRI 308 - Supplier Environmental Assessment
10	GRI 401 - Employment Assessment
11	GRI 402 - Labour/Management
12	GRI 403 - Occupational Health & Safety
13	GRI 404 - Training & Education Relations
14	GRI 413 - Local Communities
15	GRI 416 - Customer Health & Safety
16	GRI 417 - Marketing & Labelling
17	GRI 418 - Customer Privacy
18	GRI 405 - Diversity & Equal Opportunity
19	GRI 414 - Supplier Social Assessment

Ref	Emerging Priority Topics
20	GRI 204 - Procurement Practices
21	GRI 205 - Anti-Corruption
22	GRI 304 - Biodiversity
23	GRI 408 - Child Labour
24	GRI 409 - Forced Compulsory Labour

Sustainability Pillars

NIPSEA Group's "High Priority" topics are further categorised into business themes to effectively communicate our sustainability commitments in a manner that meets our stakeholder's expectations. Our sustainability strategy comprises five comprehensive pillars – People & Community, Environment, Customers, Technical Capability, and Organisational Health. Through actively investing in three enablers - Digitalisation, Talent and People, and Technological Development - we are able to effectively drive innovation and operational transformation across our supply chain. At the same time, it also allows us to capture greater societal and environmental sustainability outcomes in our five pillars.



Digitalisation

Improving the way we interact with our customers while staying abreast of market development.

We are currently in the process of exploring digitalisation tools and adopting e-commerce in our operations.

Talent and People

To broaden the technical skills of our employees within the paints and coatings ecosystem, emphasis is placed on training and skills development to ensure that high-quality products and services that meet customer requirements are continually provided.

NIPSEA Group also focuses on ingraining soft skills in our people to ensure that the impact they deliver through our products and services goes beyond its functional benefits.



Technological Development

We envision the organisation's expansion to deliver complementary services that supplement our core expertise in paints and coatings.

At the moment, we leverage on technological resources of our sister companies in Japan and Australia as well as the expertise of academic institutions to create greater value for our customers.

While the global economy gradually recovers from the COVID-19 pandemic, we have successfully increased the speed and degree to which we localise and adjust our capabilities to meet the requirements of conducting business in the countries we operate in. This ensures that NIPSEA Group is well-positioned to capture future growth while we continue to operate optimally and deliver the greatest positive impact possible.

NIPSEA Group's Sustainability Pillars

Creating sustainable value for all stakeholders



People & Community

Investing in the well-being of our employees, and building and enabling better communities

- Indirect Economic Benefits
- Market Presence
- Employment
- Training and Education
- Diversity and Equal Opportunity
- Occupational Health and Safety
- Labour / Management Relations
- Local Communities



Environment

Minimising our environmental footprint

- Materials
- Energy
- Water
- Emissions
- Effluents and Waste
- Supplier Environmental Assessment



Customers

Prioritising the needs of our customers

- Supplier Social Assessment
- Customer Privacy
- Marketing and Labelling



Technical Capability

Innovating to drive progress and betterment for society

- Customer Health and Safety



Organisational Health

Ensuring continued economic viability

- Economic Performance

Sustainability Goals and Stakeholder Engagement

In FY2021, NIPSEA Group finalised and set medium-term sustainability targets across 7 “High-Priority” material topics where we can create the most impact. We first conducted a peer benchmarking assessment against seven industry peers that are comparable in terms of material topics and priorities to evaluate our current performance within the paint industry and allow us to set strategic targets. Next, we analysed the quality of targets set by the selected peers across the 7 “High-Priority” topics using the SMART Framework. Based on the SMART analysis of the seven selected industry peers, we developed and finalised 11 targets, which were subsequently mapped to relevant United Nations Sustainable Development Goals (“UN SDGs”) and ultimately approved by the Board.

UN SDGs	Material Topics	Sub-categories	Targets
	GRI 302 Energy	Energy Intensity (GRI 302-2)	Reduce energy intensity by 8% by 2025 against a 2021 baseline, with a yearly reduction target of 2%.
	GRI Water and Effluents	Water Intensity (non-GRI metric)	Reduce water intensity by 8% by 2025 against a 2021 baseline, with a yearly reduction target of 2%.
	GRI 305 Emissions	Emissions Intensity (GRI 305-4)	Reduce GHG emissions intensity (Scope 1 and 2) by 15% by 2025 against a 2021 baseline, with a yearly reduction target of 4%.
	GRI 403 Occupational Health and Safety	Number of Fatalities and Work-Related Injuries (GRI 403-9)	Achieve zero cases of recordable work-related injuries.
		Occupational Health and Safety Management System (GRI 403-1)	Ensure that the OHS management system adheres to the latest versions of international OHS standards (i.e., ISO 45001:2018 and OHSAS 18001).
	GRI 404 Training and Education	Average Hours of Training Per Employee (GRI 404-1)	Increase average employee training hours by 20% by 2025 against a 2021 baseline, with a yearly improvement target of 5%.
	GRI 416 Customer Health and Safety	Assessment of the health and safety impacts of products and service categories (GRI 416-1)	Assess the health and safety impacts of at least 80% of significant products and service categories by 2025.
	GRI 203 Indirect Economic Impacts	Initiatives in Innovation (non-GRI metric)	Develop a definition for “sustainably advantaged products” to classify products and services, and establish a baseline for revenue generated from “sustainably advantaged products” in 2022.
 	GRI 203 Indirect Economic Impacts	Infrastructure investments and services supported (GRI 203-1)	Make a meaningful impact on the lives of at least 10 million individuals across the three main pillars - <i>Education, Empowerment and Engagement</i> - under the strategic CSR Framework from 2019 to 2025.
 		Dollar value of investments into community initiatives (non GRI metric)	Invest at least US\$5 million to CSR initiatives each year to make a meaningful impact across the 3 main pillars – <i>Education, Empowerment and Engagement</i> – under the strategic CSR framework.
			

Stakeholder Engagement

We regularly connect with our stakeholders through various engagement mechanisms.

In doing so, NIPSEA Group stays ahead of the challenges encountered and alongside trends occurring in today's increasingly complex sustainability landscape. The table on the right also lists the frequency in which different stakeholder groups are engaged using each method.

Stakeholders	Engagement Mechanisms	Frequency of Engagement
Employees	Internal Communication channels Teambuilding activities Employee welfare reviews	On a regular basis On a regular basis On a regular basis
Customers	Client meetings Forums, seminars, and conferences Customer service surveys	On a regular basis On a regular basis Annually
Suppliers	Site audits Sustainability performance questionnaires Tender process	Annually Annually As and when needed
Investors	Shareholder meetings Planning with Board and senior management committees Shareholder sustainability performance surveys	Quarterly Quarterly Annually
Government and Regulators	Compliance review and audits Collaborative projects Forums, seminars, and conferences	As and when needed As and when opportunities arise As and when opportunities arise
Business Partners	Client meetings Customer service survey Sustainability performance questionnaires	On a regular basis Annually Annually
NGOs and Industry Groups	Performance outcome surveys Collaborative projects Sustainability performance questionnaires	Annually As and when opportunities arise Annually

Chapter 3

NIPSEA GROUP'S FOCUS



PEOPLE



Harnessing the collective genius of our valued employees

Our people are the key driving force towards ensuring NIPSEA Group's long-term success and growth. We endeavor to support and strengthen them in their professional and personal development through means of providing diverse opportunities for career advancement and ensuring an inclusive work environment that fulfils their needs.

People Development

Our people-first approach lies at the heart of our sustainable business strategy. We strive towards being a workplace of choice which attracts and retains young talent, professionals, and industry experts by emphasizing three core dimensions targeted at developing our employees.

Doing so ensures that NIPSEA Group continues to remain driven by our immensely skilled talent pool. In turn, this helps us leverage emerging business opportunities and manage challenges that arise from an ever-changing business landscape.



Ensuring Fair Employment Practices

NIPSEA Group is committed to ensuring that all employment policies and practices are aligned with the guidelines established by local authorities. We take pride in advocating for a diverse and inclusive workforce that encompasses different genders, generations, nationalities, and expertises across countries working collaboratively to produce better business outcomes for both our customers and the communities that we operate in.

By including and valuing our multi-generational workforce for their years of valued experience, we also look towards offering re-employment contracts to employees before their retirement date approaches for the opportunity to mentor the next generation of employees. In FY2021, the Group's **new hire rate** measured **26.0%**, which was higher compared to 2020. On the other hand, the Group's turnover rate was 18.7%, which was also higher than last year's number due to an increasingly competitive job market.

Furthermore, the **proportion of senior management** hired from local communities measured at **57.1%**. Hiring local talents in the countries we operate in is critical to developing a competitive edge in capturing market share whilst creating job opportunities in these markets.

In FY 2021, the **proportion of senior management** hired from local communities measured at

57.1%

	Return to work rate of employees that took parental leave	Retention rate of employees that took parental leave
Male	99.4 %	89.3 %
Female	94.7 %	88.4 %

To ensure that our employees are well-supported, we offer a wide range of benefits during their term of employment which may vary by country. This includes:

- Group Term Life Insurance
- Medical Coverage (inpatient and outpatient care, private or specialist treatment, treatment for personal accidents, etc.)
- Paid Parental Leave
- Retirement Provision (provident fund, social insurance, retirement pay-out, etc.)
- Allowances (performance bonuses, meal, and transport reimbursements, etc.)

In the event of operational changes that may affect our employees, the notice period given differs among different entities under NIPSEA Group, with most entities providing a notice period of 1-3 months. A longer notice period may also be applied depending on the seniority of the employee within NIPSEA Group.

Pursuing Continuous Training & Education

At NIPSEA Group, we adopt a group-level learning framework that ensures the holistic development of our employees through upskilling their capabilities and competencies required at differing job levels. Training and educational programmes are uniquely tailored at the country level depending on the needs identified from our annual training needs analysis.

NIPSEA Group's provision of diverse training and educational programmes ranges from technical to leadership upskilling to better equip our employees with the necessary skills in today's ever-evolving business landscape.

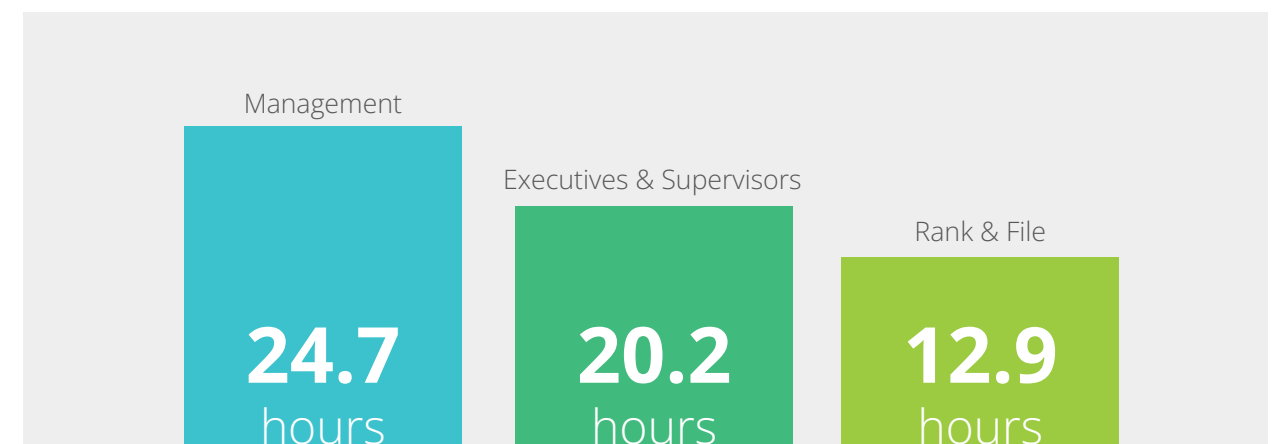
In FY2021, we clocked a total of **387,243 hours** for our employees, with an average of 15.0 hours per employee.

In FY2021, we increased our employee training hours by

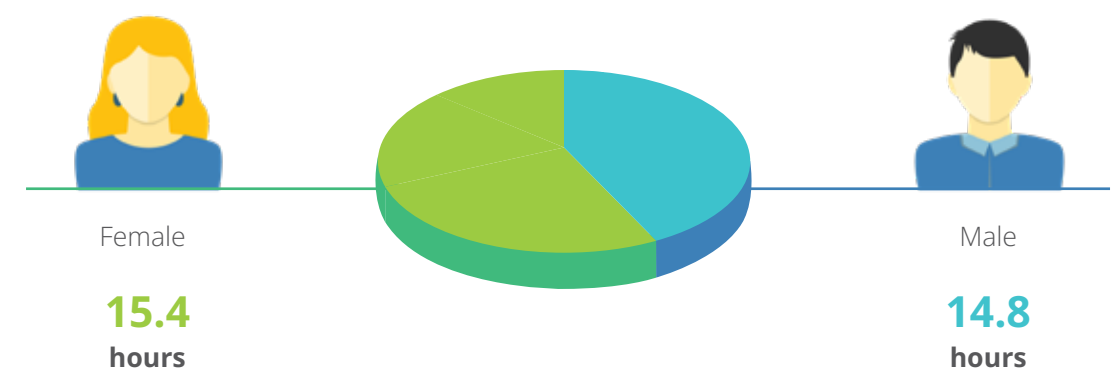
>13%

as compared to FY2020's training hours.

Average Training Hours Per Year, Per Employee Category



Average Training Hours Per Year, Per Employee Category



Emphasising Workforce Safety and Well-Being

Employee safety is NIPSEA Group's number one priority and we place great emphasis on the physical and mental well-being of our people. We achieve this through the enforcement of safe behaviours and the provision of good health and working conditions under local laws and regulations, as well as the Group's Quality, Environment, Safety and Health ("QESH") protocol. These policies form the health and safety foundation that governs actions within the Group, including the interactions we have with our suppliers, customers, or any other related third party. Occupational health and safety committees, chaired directly by Senior Management, oversee the management of workplace safety.

Preventing Work-Related Incidents

Our occupational health and safety ("OHS") system measures focus on the prevention of safety and hygiene hazards that could potentially arise from crucial manufacturing and operational activities such as chemical use and storage, production and manufacture of paints and allied products, waste disposal machine use, or forklift truck use in factories.

We adhere to international safety management systems to facilitate compliance and continuous improvement of safety standards across our operations, in particular, OHSAS 18001 and ISO 45001:2018. If an entity does not certify to the above two standards, it will adhere to the safety management systems of NIPSEA Group instead. We ensure that our health, safety, and environmental ("HSE") efforts cover the following areas:

- 1 Raising employee awareness on the importance of health and safety measures**
 NIPSEA Group utilises a variety of communication tools to raise employee awareness of health and safety measures, as well as the roles and responsibilities of top Management, the HSE committee, Heads of Departments, and employees themselves.

 We also ensure that employees are well-informed on the relevant HSE precautions through workshops and briefings held on subject matters like chemical and PPE safety, machine use, and lifesaving and occupation first-aid techniques that are taught by internal or external professionals.

 A customised training calendar is developed annually for each site based on competency assessments held specific to work scope activities, site hazards, and safety standards. At select sites, occupational health centres are equipped with 10 trained first-aid providers and medical essentials where immediate assistance can be provided in the event of emergencies.
- 2 Objective and target setting on key HSE performance indicators ("KPIs")**
 Objectives and targets are planned and monitored on a regional database to ensure that we continuously work towards our KPIs. This database also contains industry best practices and recommended solutions to common difficulties encountered.
- 3 Regular reviewing of HSE performance**
 Yearly management review meetings and monthly occupational health and safety board meetings are organised to review HSE performance and allocate responsibilities to oversee potential areas for improvement where necessary.
- 4 Resource planning for HSE implementation, maintenance, and improvement**
 To ensure that HSE performance is either maintained or improved, we allocate budgets for special talents, human resources, and research and development. These budgets oversee business activities such as conducting safety inspections, permit-to-work systems, training programmes, safety checklists, response plans, and investigations.
- 5 Availing grievance mechanisms**
 In alignment with the Union's requirements, grievance channels are availed to all employees in the form of email, face-to-face opportunities with the safety department or even abnormal or near-miss applications to report irregularities or hazardous conditions. In relation to the reported issue, employees are permitted to stop work until precautionary steps are taken.

	All employees (including contractors)	Contractors only
Number of fatalities as a result of work-related injury	3	2
Rate of fatalities as a result of work-related injury per 200,000 hours worked	0.01	0.05
Number of high-consequence work-related injuries (excluding fatalities)	40	12
Rate of high-consequence work-related injuries (excluding fatalities) per 200,000 hours worked	0.17	0.33
Number of recordable work-related injuries	118	16
Rate of recordable work-related injuries per 200,000 hours worked	0.51	0.44

Taking Proactive Corrective Action

In the event of a potential safety hazard is being highlighted, the OHS team will commence investigations into the reported incident. We ensure that employees involved in the reporting of the incident will not be penalised. If necessary, findings will be shared with the Safety Committee during monthly management meetings with precautionary action taken to deter recurrences.

The Safety Committee comprises both management and employee representatives to enable collaborative discussions. These incidences would also be shared at bi-annual town-halls and would be included in HSE training materials as case studies. In our activities, we manage workplace hazards through effectively tracking and monitoring performance, operational control, and compliance to standards through diverse processes. These include:

In FY2021, we report **0** cases of recordable work-related ill health

- 
Monitoring Activities
 This includes hazard assessments, evaluations, line and professional self-assessments, peer reviews, third-party validation testing, and internal audits.

 In addition, the assessment of control postures and subsequent reports generated help inform us of key measurements, process owners, control points, validation testing, and action plans for any corrective actions required.
- 
Conducting Risk Assessments
 Persons leading safety related activities are trained by certified training institutions to assess workplace risks using a 5x5 risk scoring matrix or a Fine-Kinney method.

 In response to these assessments, action plans are developed to tackle considerable risks for compliance obligations while leveraging on opportunities for continual improvement.
- 
Encouraging Employee Participation
 At NIPSEA Group, we advocate a consultative approach in encouraging employees to openly voice safety concerns or propose ideas to enhance existing HSE policies or programmes.

 Their feedback is mostly garnered through channels such as an annual employee survey, safety suggestion boxes, open discussions on social media platforms, or notice boards.
- 
Conducting External & Internal Audits
 We carry out a NIPSEA Group corporate-guided safety diagnosis and engage third-party companies to conduct surveillance audits to ascertain that our OHS standards are regularly re-certified.

Improving Health and Wellness at the Workplace

NIPSEA Group organises Employee Total Wellness programmes comprising e-courses and workshops to support employees holistically, covering topics such as mental health and physical wellness. However, ensuring employee health and wellness goes beyond just what occurs in the workplace at NIPSEA Group. We also organise recreational clubs that encourage employees to unwind and enjoy a variety of activities together ranging from sporting events to arts, music, and CSR-related activities.

As the nature of operations varies per country, a range of medical services are also made available to our employees, such as health counselling and an annual in-house health check-up for all employees. Moreover, employees can seek treatment at a list of panel clinics and select employee groups that work with hazardous chemicals are frequently scheduled to receive health check-ups.

In FY2020, we set up a NIPSEA Safety and Sustainability Council ("NSSC") to lead safety audits and ensure that safety standards are adhered to across all Group factories. NSSC meetings are held quarterly with the HSE managers of respective factories to discuss safety targets, workplans, and sharing of updates or latest best practices.

In September 2021, we launched the NIPSEA Online Incident Reporting System. Incidents can now be instantly reported using the webpage or App version of the system. Reports will be automatically shared with the NSSC members. This reporting system also allows for further analysis of reported incidents to provide the NSSC members with the insights needed to take effective preventative measures in the future.



ENVIRONMENT

Achieving a sustainable future for people and nature

NIPSEA Group believes that businesses should play a key role in conserving natural resources and protecting our planet. We are committed to meeting our environmental targets and working towards a more sustainable future for all.



Key Environmental Aspects

NIPSEA Group strives to incorporate sustainability initiatives within our operations and work with our key stakeholders such as our people, suppliers and customers to minimise our environmental impact.

Our environmental approach focuses on six key aspects where we can drive progress and advance our environmental agenda.



NIPSEA Group's Environment Focus	Highlights
 Materials	In seeking to increase circularity within our production processes, we strive to improve our recycling practices and lower the overall material intensity of our processes. We are currently trialing the use of recyclable pallets embedded with digital technology to provide analysable data that would advance our efforts to shift away from the current non-recyclable wooden pallets.
 Energy & Emissions	To reduce the amount of Volatile Organic Compounds (“VOCs”) as compared to our current oxidation methods, we are collaborating with research centres to develop non-burn technology through electrolysis. In parallel, to reduce VOC volatilisation, we continue to optimise our product composition towards water-based and solvent-free paint products. This involves investing in treatment facilities to improve our technological capabilities in recycling and reusing unavoidable VOCs.
 Water	We are co-developing better wastewater recycling systems with our industry partners to achieve zero discharge to the environment. This includes looking into the reuse of treated wastewater, enhancing wastewater treatment activities, and even into sanitisation levels of the wastewater that leaves our plants.
 Waste	To ensure that waste material from our factories does not contribute to land pollution in surrounding areas, we implement lifecycle land assessments in key factories, coupled with regular periodic checks.
 Supplier Engagement	Throughout our supplier management process, we consider factors such as environmental protection and sustainable development. In China, we ensure that our factories adhere to local “green factory” accreditation guidelines on production and logistical matters. This ensures that our supplier actions are accounted for and continue to uphold the “green standard” required.

Responsible Material Use

NIPSEA Group aims to adopt more sustainable approaches to material usage throughout our operational processes without compromising process efficiency. Our material usage includes renewables and non-renewables, and we adopt a twin-focused approach of Replace and Reduce.



We leverage technological innovation to not only develop alternative sustainable materials but also to reformulate products to become less material-intensive to produce.

We also look to reduce the amount of non-renewables in our manufacturing processes, wherever practicable.

Our policies and processes are developed in line with global standards such as ISO 9001:2015 and ISO 14001:2015. Additionally, in Nippon Paint China, we abide by our Green Procurement Principles that encourage the purchase of environmental-friendly raw materials, the re-use of materials, and the practice of less packaging. Wherever possible we procure unpackaged raw materials and have transition to the usage of reusable barrels and bags to minimise material consumption.

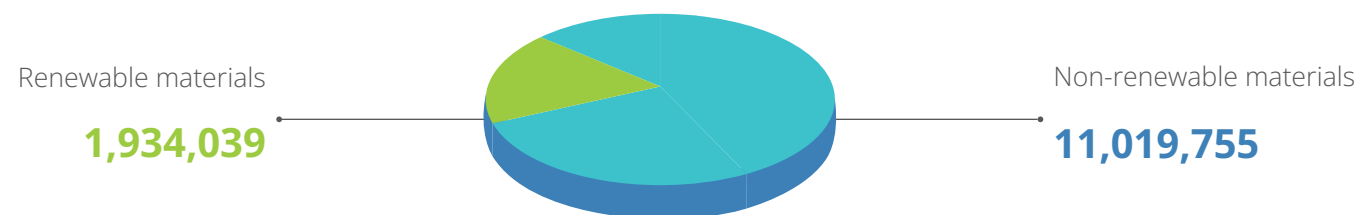
We use Systems, Methods and Procedures (“SMP”) management systems to monitor our material usage efficiency – in particular tracking the usage of renewables and non-renewables. We then review our progress by comparing data collected against the organisational targets determined at the beginning of each year. We are in the midst of developing policies to incorporate material usage input from suppliers.

As at FY2021, our production processes utilise a notable proportion of **renewable raw materials**, accounting for **14.9%** of our overall material usage.

As at **FY2021**, our production processes utilise a significant proportion of non-renewable raw materials, accounting for

85.1%






Materials Used By Weight (Tonnes)



Effective Energy and Emissions Management

NIPSEA Group, being a part of the chemicals manufacturing industry, recognises that a significant portion of our environmental footprint is constituted by greenhouse gas (“GHG”) emissions that stem from energy use. In seeking to improve energy efficiency, we adopt an integrated risk and opportunity approach in rethinking and reinventing process applications that occur in our manufacturing operations.

Our actions are guided by the Green Plan, a whole-of-company movement to advance the agenda on sustainable development – Profit, People, Planet, and reduce both direct and indirect energy consumption within our business value chain. We strive to inculcate a culture of environmental responsibility in the Group to ensure that our energy conservation efforts go beyond regulatory compliance where possible through the following activities.

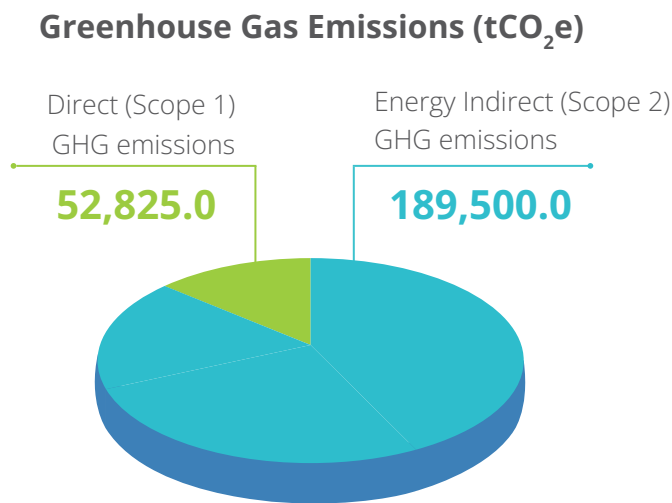
Activities	Description
 Skills Training	We provide employee skills training in the area of design innovation and energy-related procurement topics ranging from machinery, tools and production equipment to enable proactive management of energy efficiency in current processes.
 Maintenance and Monitoring Programmes	We put in place programmes that keep track of electrical power consumed per equipment per unit of output.
 Management Reviews and Meetings	We set up an Independent Energy Management Committee to review and renew environmental work plans and targets every financial year. In addition, monthly management meetings discussing energy and emissions performances allow for quick course revisions, whenever necessary.
 Impact Assessments	We develop assessments that identify inefficient energy users across the facilities’ process chain. Depending on facility, we use Incoming Quality Control programmes to flag up such machinery or processes, and an annual capital expenditure budget is specifically set aside for capital upgrades or replacements.
 Clear Communication	We communicate the energy conservation responsibilities of all employees, from executive to management levels, in complying with the measures and targets drafted.

We currently use a combination of renewable (hydro turbines and solar panels) and non-renewable (petrol and diesel) sources of electric energy to power both operations-related and non-production related activities.

In FY2021, our **total energy consumption** as a Group totalled **1,511,119.4 GJ**, an increase of 31.1% as compared to the FY2020 measurement. This is due to a 34.1% increase in production volume from the previous year, together with the inclusion of new entities in this reporting year. On the other hand, our **energy intensity ratio** measured **253.1 MJ/tonne**, which is a decrease of 2.3% from the FY2020.

NIPSEA Group manages GHG emissions directly at the operating facilities under ISO 14001:2015 environmental management systems, where we carry out an environmental impact control check for GHG emissions at each stage of the product life cycle.

We endeavour to minimise our emissions intensity where possible, such as by utilising battery-operated forklifts instead of diesel-powered ones. In FY2021, our **Scope 1 and 2 GHG emissions** totalled **242,325.0 tCO₂e**, an increase of 33.7% as compared to the FY2020 measurement, while our **emissions intensity** measured **40.6 kg CO₂e/tonne**, a decrease of 1.9%* as compared to the previous year.



In FY2021, our Scope 1 and 2 GHG emissions intensity measured **40.6 kgCO₂e/tonne**, a decrease of **1.9%** as compared to the previous year.

We also conduct Ambient Air Quality Monitoring to manage emissions through a systematic, long-term assessment of pollutants. Biannually, we measure and collect information on ambient air quality, stack emissions, VOCs level and chemicals emitted. We also installed air pollution control devices such as wet scrubbers, dust collectors, and spray paint booths to reduce the amount of chemical pollutants released into the air.

Progressively, to develop energy-efficient solutions and reduce our overall emission levels, we will expand energy consumption monitoring activities to include buildings and more types of machinery used in key manufacturing.

We project that through increasing the use of greener technology, adopting decentralised generation models, and optimising our production, we will be able to reduce our energy and emissions intensity by 20-30%. Concurrently, we are also developing plans to expand the role of solar in our energy mix and to increase the use of electric vehicles in our operations.






We aim to **reduce our energy intensity by 8% by 2025** against a 2021 baseline, with a **yearly reduction target of 2%**. Similarly, we also aim to **reduce our emissions intensity (Scope 1 and 2) by 15% by 2025**, with a **yearly reduction target of 4%**.

* The emissions conversion factor used in FY2020 for one of the sub-entities under BETEK Turkey was amended to reflect a more reasonable representation for the emissions data. As a result, the FY2020's Scope 1 and 2 GHG emissions should be revised to 184,038.1 tCO₂e from 181,246.6 tCO₂e in SR2020, while the FY2020's emissions intensity should be revised to 41.4 kgCO₂e/tonne from 40.6 kgCO₂e/tonne in SR2020.

Responsible Water Management

NIPSEA Group recognises that water is an important raw material that not only powers machinery but is also used for general cleaning purposes in our manufacturing process. In FY2021, our **total water consumption** measured **2,074.1 megalitres**, while our **water consumption intensity** measured **347.5 litres/tonne**. We are continually looking into enhancing our water efficiency measures as part of our process optimisation and re-engineering efforts.

NIPSEA Group adopts the 3Rs – Reduce, Reuse and Recycle – in the management of our water-related activities.


Reducing Usage	Encouraging Reuse and Recycle
<p> Feedback System Internal communication and reporting systems are in place for employees to report any ideas or suggestions for improvement.</p> <p> Self-Initiated Campaigns Individual organisations are encouraged to initiate self-starter wider saving campaigns.</p> <p> Use of Management Systems and Regulations Under ISO14001:2015 and local laws such as the Sewerage and Drainage (Trade Effluent) Regulations in Singapore, we use Systems, Applications and Products ("SAP") to monitor status of aspects such as machinery life cycle and water usage at consumption points across operation processes. Infrastructural areas that can improve water efficiency are identified and rectified on a priority basis.</p>	<p> Leveraging Technology We adopt technology that uses ultra-violet light and reverse osmosis to filter Effluent Treatment Plant ("ETP") water to be reused. Sewage Treatment Plant ("STP") water is also recycled via the same process and used for gardening purposes.</p> <p> Coordination Amongst Facilities We facilitate close cooperation across different production plants to enable cross-production recycling activities. For example, the wastewater of the binder production facility can be used as the raw water for the formation of certain water-based paints.</p>

We ensure that any wastewater that leaves our facilities is adequately treated to prevent environmental pollution to our operating surroundings. We also conduct checks such as soil testing around our sites to detect and mitigate potential pollution issues that arise from water seepage. Furthermore, spill kits and emergency response teams are readily on hand in the event of a chemical spill. Depending on the type of wastewater discharged we specify different wastewater discharge treatment requirements at our manufacturing sites.

<p></p> <p>Wastewater that cannot be reused or recycled</p> <p>Such wastewater are disposed as industrial waste and collected by a licensed collector for further treatment in accordance with local laws.</p>	<p></p> <p>Wastewater that requires treatment before disposal</p> <p>Wastewater from lab basins are first treated in a dilution tank and tested by a third-party assessor, before they can be released as public sewage.</p>	<p></p> <p>Wastewater that can be disposed directly</p> <p>Wastewater from toilets and wash basins are linked directly to public sewage.</p>
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Holistic Waste Management

NIPSEA Group, being cognizant of the scale of our production in the region and our heavy dependence on chemicals, places great emphasis on waste disposal. We prioritise action in four areas as part of our long-term strategy for managing our hazardous and non-hazardous waste efficiently.




Disposal Treatment

Depending on the type of waste, different treatments are accorded. Recyclable materials such as metal and wooden pallets are reused and recycled by third-party contractors or done in-house. Other types of waste that cannot be recycled will be sent to landfills, composted or incinerated.




Product Labelling

We provide clear labelling on our end products that advises the proper disposal method after the product has left our premises. This is in addition to minimising waste generation throughout the product development cycle.



Employee Awareness

We design programmes that promote a Reduce, Reuse and Recycle mindset at work to cultivate a circular mentality amongst our employees.



Checks and Awareness

Under ISO:14001 and local waste disposal laws regulation, we conduct impact assessments to identify and track sources of waste generation to put in place procedures to manage them efficiently.

Our monitoring processes track our waste generation and disposal efficiency in all our manufacturing plants. Yearly reviews are conducted to track our progress. Subsequently, we strive to improve efficiency through maintaining and upgrading our technology. We track three sets of data in particular:

1. Amount of waste generated
2. Efficiency rates of the treatment process
3. Amount of recyclable material regenerated

As of FY2021, we generated **43,017.3 tonnes of waste material**, out of which 24.3% was directed from disposal for reuse, recycling or energy recovery purposes and 75.7% was directed to disposal. Waste disposal methods employed include incineration, deposit at landfill or other methods such as waste sorting, fuel blending and disposal by the municipality.

Currently, Nippon Paint China accounts for a significant proportion of the Group's total waste generated, measuring 50.8% of the overall waste materials generated. To manage this effectively, we have an information management system that enables us to carry out environmental performance assessments and pollutant emission index forecasting to identify areas for improvement. The system also keeps us up to date with annual pollutant discharge statistics, coupled with an automated function to calculate environmental taxes, in accordance with the latest guidelines and information released by the Chinese government.

We evaluate the effectiveness of our waste management programmes against targets that have been determined at the beginning of the financial year. Suggestions regarding improving our waste management processes will be implemented after a round of management meetings to review and develop action plans.

Environmentally Friendly Supply Chain

NIPSEA Group remains committed to operating as a responsible business that is held to high standards and strives to create a positive impact on sustainable development. Our Supplier Code of Conduct, which outlines clear business conduct expectations for new and existing suppliers, ensures that our business partners uphold the same high standards that we do.

The **Supplier Code of Conduct** covers three main areas:



Our Procurement department evaluates our suppliers on an annual basis. This supplier evaluation exercise includes an environmental assessment to ensure that they meet our required Standard Operating Procedures (“SOPs”) in managing environmental matters. In the event that suppliers fall short of the expectations we have of them, we provide solutions and guidance to help them improve their processes.

In FY2021, we subjected **591 out of 1,466 new suppliers to environmental screening criteria**, accounting for 40.3% of our new suppliers. On the other hand, we also subjected **568 out of 1,466 new suppliers to social screening criteria**, accounting for 38.7% of our new suppliers.

We also encourage our suppliers to attain additional accreditations by local advocacy groups that cover a wider range of green assessments that include water, material, and power management.

In FY2021,

40.3%

of new suppliers were subject to screening based on environmental criteria

CUSTOMERS

Upholding customer trust and confidence

Ensuring responsible business practices has been of paramount importance to the customers we serve.

In this aspect, NIPSEA Group remains committed to adopting safe and ethical business practices throughout our operations and supply chain to assure customers of our product quality and ultimately maintain their satisfaction and trust in us.



Customer Trust

NIPSEA Group's culture of integrity ensures our line of product offerings live up to customer satisfaction and experience. At the same time, we seek to minimise any unintended negative implications that may arise from their usage. Two aspects of material focus to our customers have since been identified – Health and Safety and Data and Privacy – across the customer value chain.

By focusing on these primary aspects, we remain committed to building trust and engaging with our customers, which has solidified our reputation as the leading paint solution for almost 60 years.

Health & Safety



Data Privacy



Prioritising Customer Health and Safety

Ensuring customer health and safety remains at the forefront of our priorities when it comes to product and service consumption. As such, NIPSEA Group strictly adheres to internal and external health and safety regulations while also leveraging technological advancements to strengthen product performance. Our product safety and legal compliance standards cover the entire product lifecycle – from product conceptualisation to product application. Where the former emphasises product safety as the primary consideration, the latter involves orientating and equipping end-users with the necessary knowledge for product utilisation.

As such, we have been adopting the Raw Material Safety and Regulatory Compliance review process when introducing our products to our customers to reduce the related health and safety risks from the start of the product lifecycle. Our participation in the worldwide Responsible Care program likewise helps improve the safety of our chemical products during their usage.

Health and safety impact assessments were conducted on

99.4%

significant products and services

Our product and services development and manufacturing processes are guided by the following international health and safety standards — ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

At NIPSEA Group, annual reviews are conducted to ensure our practices are congruent with international standards and best practices. Furthermore, we actively solicit customer feedback and takes special care in ensuring that their concerns are addressed. In working closely with our suppliers, carriers, distributors and customers across the product life cycle, we are able to provide technical support alongside health, safety, and environmental advice towards reducing safety and health-related risks.



Chromium (“Cr”) free primer for the construction industry

With the recent issuance of different regulations regarding pollution control for VOCs and heavy metals, environmental protection has been gaining currency in the construction industry. NIPSEA Group Technology has developed a Cr-free primer for coil coatings, which has now become an important element in industrial applications. This environmentally friendly coating can be widely applied to large areas of metal for decoration or protection.

Occupational Safety and Health Administration (“OSHA”) studies have determined that hexavalent chromium poses significant medical risks to users. Not only is it considered a potential lung carcinogen, but it can also cause nose, throat and lung irritation, with prolonged exposure resulting in ulcers and perforation of the septum. With this new Cr free coil coating primer, NIPSEA Group can help to eliminate the medical risks to users and meet the relevant regulatory requirements. This new technology also boasts excellent corrosion resistance and mechanical properties, surpassing industrial oil-based primers.

Protecting Customer Data and Privacy

Respecting and protecting our customers’ data and privacy is of utmost importance to us. NIPSEA Group takes utmost care and precaution to ensure that any customer data shared with us is protected against unauthorized and/or unintended use, access, or disclosure. Any customer data can only be used in strict adherence to data protection laws across the markets we operate in.

All customer information is retained only for as long as there is a business or legal need. In cases where additional precaution is required, NIPSEA Group also encrypts and anonymizes the information collected. Organisations overseas are also mandated to observe similar confidentiality and data protection obligations if cross-border sharing of information occurs.



What information do we collect?

- **Personal information** (e.g., address, telephone number, email address, etc.).
- **Interactions with us** (e.g., a note or recording of a call or email to us).
- **Information on our products or network** (e.g., product feedback on public sites).
- **Indication of preferences** (e.g., how a customer would like to be contacted).
- **Information from other organisations** (e.g., fraud-prevention agencies, business directories, credit reference agencies, etc.).



How do we collect the information?

- **Subscribing to our services**
- **Registering for our product or service**
- **Signing up for our alerts or products**
- **Contacting us with a question or request for assistance**
- **Participation in a competition, lucky draw, or survey.**



Who do we share the information with?

- **Companies in the NIPSEA Group**
- **Business partners and vendors, we work with to deliver services customers have engaged to**
- **Industry regulators or other government organisations, as mandated by local law and regulations**
- **Financial institutions** (e.g., for purposes such as facilitating GIRO payments).
- **Research institutions for market analysis purposes**

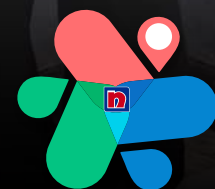
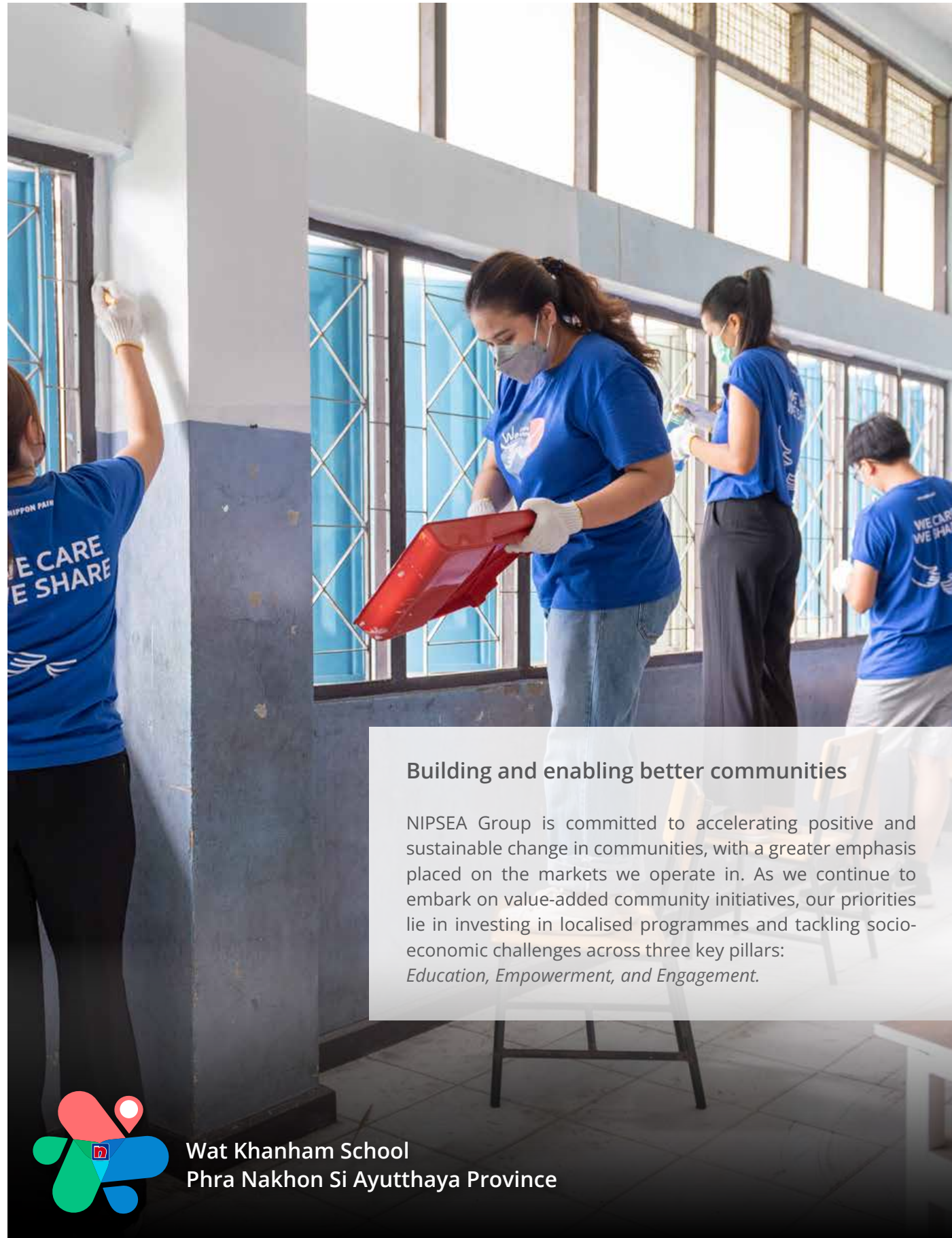
In FY2021, we recorded 0 substantiated complaints concerning breaches of customer privacy and 0 cases of identified leaks, thefts, or loss of customer data.

In the event of a breach of privacy, customers are immediately notified and are constantly updated on developments by our employees. Regular internal audits are likewise carried out to ensure the safety and security of our data information properties and systems.

In FY2021, we recorded

- 0 substantiated complaints concerning breaches of customer privacy
- 0 cases of identified leaks, thefts, or loss of customer data

COMMUNITY



Wat Khanham School
Phra Nakhon Si Ayutthaya Province

Community Impact

To maximise our regional impact, we consolidated our CSR initiatives under one CSR Umbrella that is made up of the three key approaches:

Approach #1

We understand 'colouring' to mean 'making things better and more beautiful'. We achieve this not just by using our paints, but also through our 3 CSR pillars – Education, Empowerment and Engagement.

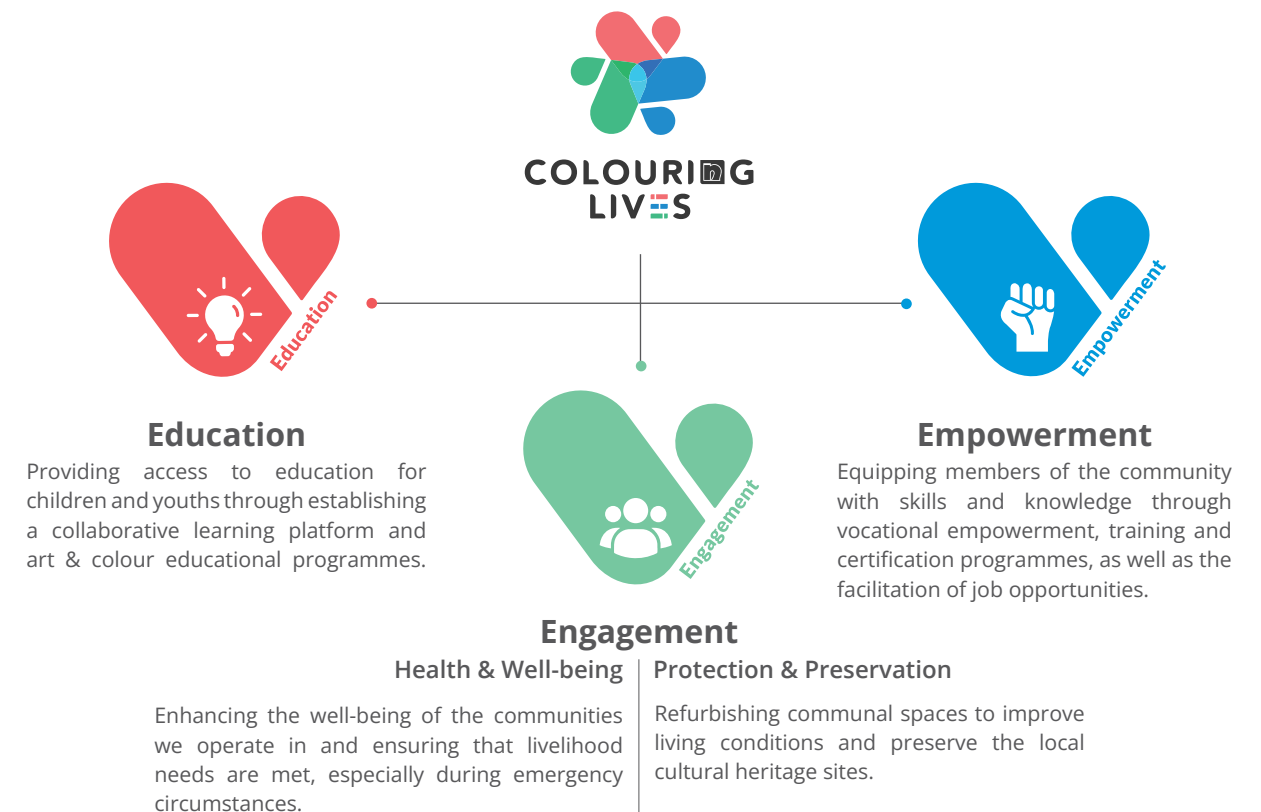
Approach #2

We understand that 'lives' encompasses all living beings. Our 3 CSR pillars guide the way we impact lives – beautifying spaces through our paints to positively impact all lives that inhabit those spaces.

We also celebrate lives by championing diversity and inclusivity in the communities we operate in.

Approach #3

Colouring is the present participle of the verb 'colour'. Articulating our commitment to 'colour' in the present continuous tense represents our commitment to continuous action towards colouring lives through our CSR initiatives.



Community Impact at a Glance (2019 - 2021)



* All monetary values reported in this Community chapter (i.e., pages 38 to 49) are in USD, unless otherwise stated.

Our Continued COVID-19 Support Across Asia

3,251

Number of **healthcare workers** impacted

6,378

Number of **patients** lives impacted



Protecting Frontline Healthcare Workers

Nippon Paint Indonesia and a government-owned construction firm (Wijaya Karya) worked together to protect the well-being of healthcare workers at *Wisma Atlet COVID-19 Emergency Hospital* in Central Jakarta. We refurbished the hospital towers using 800 litres of Anti-Microbial Silver-Ion paint spanning 3,487 square metres.

Through the provision of anti-microbial paint, we sought to provide frontline workers with an added layer of protection against the virus, as healthcare workers play a vital role in ensuring a functioning healthcare system. All of this occurred amidst the state's exponential increase in COVID-19 cases in July 2021, reaching a daily count of 13,000.

NPI also sponsored the painting of the COVID-19 treatment ward at the *Tzu Chi Hospital* in Jakarta. The project spanned a total area of 8,300 square metres, requiring 2,900 litres of anti-microbial paint – *NIPPON VIRUSGUARD* and *VINILEX SILVER-ION*.

Supporting Our Migrant Workers

Nippon Paint Singapore worked together with Legardia and Expedia to launch a combined programme '*Mighty with ARTSe*' to provide relief for migrant workers who have been most affected by the COVID-19 pandemic.

For these migrant workers in Singapore, the possibility of travelling or returning home during the pandemic has been close to none; hence, this project provided them with care packs and a free suitcase to lift their spirits and encourage them to stay hopeful during this tough and uncertain period.

80

Number of **migrant workers** reached



Overcoming The Fear of COVID-19 Together

Nippon Paint Vietnam was the main sponsor and co-organiser with Tien Giang Provincial Youth Union and Ben Tre Provincial Youth Union to launch the contest of composing a video with the theme – *Overcome the fear of nCoV*. This contest was targeted at students, youths, union members, and other community members in the Tien Giang and Ben Tre provinces, with the aim to spread awareness about the benefits of exercising and the importance of leading a healthy and spiritual life for all Vietnamese people.

1,370

Number of **lives** reached

\$6,521

Total project execution cost



24

Number of **contractors** impacted

\$1,000

Total project execution cost

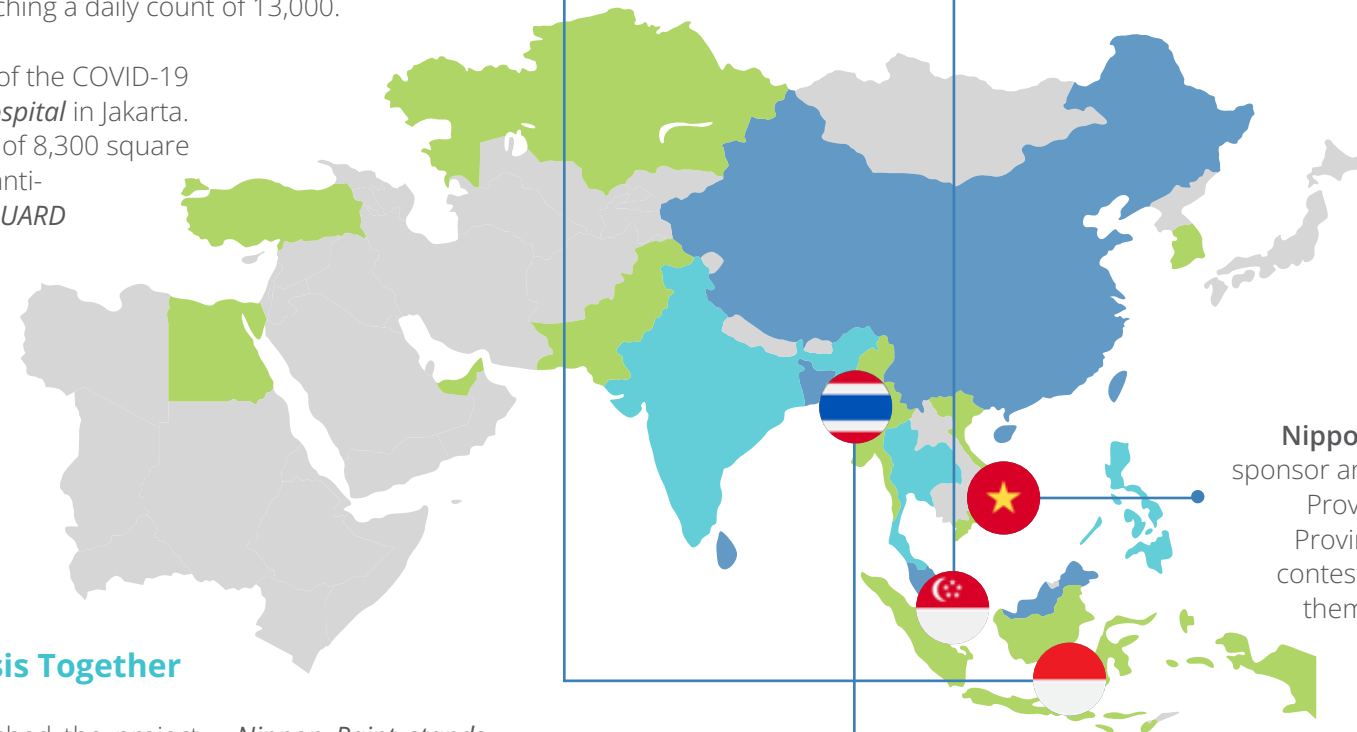


Getting Through The Crisis Together

Nippon Paint Thailand established the project – *Nippon Paint stands with you, let's get through this COVID-19 crisis together* – to alleviate the burden of our partners in the construction landscape and motivate community members whose lives have been affected by the persistence of the COVID-19 virus.

This project was launched in view of Thailand government's announcement that construction and transformation sites would be closed temporarily due to the pandemic.

Our volunteer team packed and distributed survival kits to workers in the 24 construction sites of our partners, with each survival kit containing bottled water, instant noodles, canned fish, rice and other essential items.



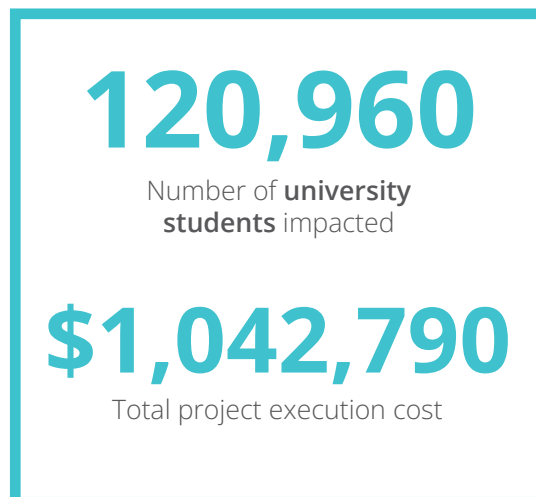
Education

Nurturing The Next Generation of Talents

NIPSEA Group launched its first *Asia Young Designers Awards*, now known as the AYDA Awards, in 2008 as part of our vision to nurture the next generation of Architectural and Interior Design talents.

It serves as a platform to inspire young talents to develop their skills through cross-learning opportunities and networking with renowned industry players, as well as their fellow peers in the region. As our flagship programme, AYDA Awards has grown to become one of the top premier student design awards, receiving more than 47,000 entries from over 1,200 tertiary education institutions every year across 16 geographical locations globally since its inception.

In FY2021, NIPSEA Group attracted the highest number of entries since 2008, expanding our platform for participants to gain first-hand industry knowledge and receive coaching by experienced professionals. This year, Turkey also became the 16th country to join the AYDA Awards.



Inspiring The Minds Of Youths and Children

Each year, **Nippon Paint China** organises 100 teams of college students from more than 50 colleges and universities to venture into the countryside and conduct research on traditional village architecture and cultural heritage at rural schools. In the process, students were also tasked to carry out “colour” art classes and provide colour-picking activities.

This initiative was developed in response to the 19th National Congress to build a “Beautiful China” by encouraging college students to help less advantaged children while promoting rural education and economic development.

Despite the challenges faced during the project implementation phase due to the COVID-19 pandemic, the college students were able to overcome the challenges faced by adapting existing practices. At the end of the year, awards were given to selected university teams during the awards ceremony.



Refurbishing Learning Environments

Together with the Jane Goodall Institute Taiwan, **Nippon Paint Taiwan** worked on a classroom repaint project to refurbish 6 classrooms in Longshan elementary school which is more than a century old.

Through sponsoring anti-viral paint in this project, we were delighted to have provided students with a refreshing new environment to learn and grow in.



Empowerment

Encouraging Women To Pursue Financial Independence

Nippon Paint India established an extensive training programme – *nShakthi* – to empower women living in rural areas. A total of 15 women between the ages of 18 – 35 were shortlisted and employed under Nippon Paint's PROceed training academy, where they underwent a 12-day wall painting course from professional trainers.

Upon graduation, the newly trained painters were awarded with appropriate certification and introduced to contractors and dealers for future job opportunities.

Through this project, we sought to be changemakers in creating a new generation of women painters in Tamilnadu, where women feel empowered to achieve financial independence and be the breadwinners in their families.

Nippon Paint Pakistan launched a CSR initiative – *Nippon-Nisa* – to empower underprivileged women in Pakistan by training them to become painters in what was previously considered a male-dominated industry.

We collaborated with The Hunar Foundation, which assisted with identifying eligible candidates and provided their facility for training. The training session encompassed surface preparation (i.e. sealer, sandstone, putty) and top coats (i.e. water and solvent), as well as methods to paint on an already painted surface, or on wood and metal surfaces.

At the end of this programme, a graduation ceremony was also held for the women at the Nippon Paint Plant on 16 December 2021 to celebrate their achievement and journey towards gaining financial independence.



Making A Meaningful Impact One Step At A Time

Upon receiving a request from the mother who sought to enhance the living environment of her child suffering from neuroblastoma, **Nippon Paint Hong Kong** sponsored *Eco Essence Kid's Interior Emulsion Paint* for repainting their home. Despite being small-scale in nature, the project was meaningful where we were able to renew the patient's home under professional recognition from his doctor and create a positive impact on his life.



Promoting Rural Revitalisation

Nippon Paint China and its employees worked on the rural revitalisation project in Chengde County in Hebei province. We repainted all the exterior walls of villagers' homes in an effort to improve their living conditions and encourage them to pursue job opportunities in the construction industry.



Engagement

HEALTH AND WELL-BEING

Educating Children On Good Hygiene Practices

Nippon Paint Vietnam was honoured to become the main sponsor for the publishing and printing of Japanese EHON comic books called *Ban voi nuoc rao rao*, which published 5,000 hard copies.

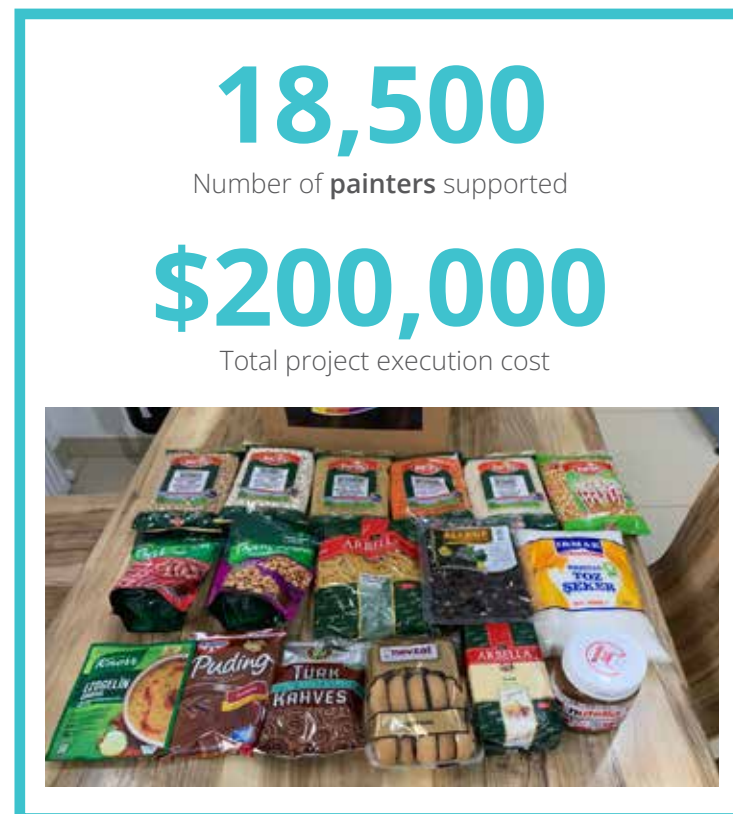
These Japanese EHON comic books educated children on how to wash their hands in the proper manner with colourful and creative images. All employees Nippon Paint Vietnam, Nippon Paint Vinh Phuc and business partners received this comic book for free and were encouraged to take a picture with their child and the comic book and post it on their Facebook accounts with the hashtags – #SonNippon #Baovesuckhoe #Banvoinuocraorao – to spread awareness and engage a wider audience.



Supporting Painters' Livelihoods

Nippon Paint Turkey sought to support the livelihood of painters through the provision of food packages and workwear on occasion throughout the year.

Doing so allowed us to interact and engage with our painters to find out more about their needs and how we can address them.

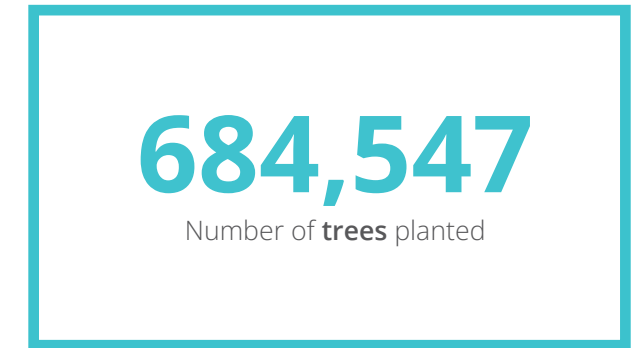


PROTECTION AND PRESERVATION

Promoting Environmental Awareness

Nippon Paint Vietnam worked alongside Mekong One, Ben Tre Provincial People's Committee, and Tam Long Vang Foundation to launch the project of planting 10 million trees in Ben Tre province to raise awareness about environmental protection.

The ongoing project was established in support of the Prime Minister Nguyen Xuan Phuc's initiative to plant one billion trees in 2021 – 2025. This project required synchronous implementation of planting green trees alongside urban development and technical infrastructure development planning to take measured steps in protecting against land encroachment.



In collaboration with Vellore Police Department for over three months, Nippon Paint India worked towards beautifying the National Highway near Ranipet of 47,341 square ft. through murals of eminent artists.

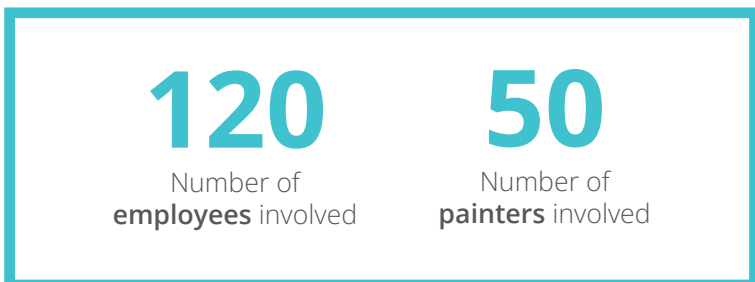
The project aimed to convey the importance of eco-friendliness, sustainability, and cherishing our flora and fauna, and was thereby themed – *Living in Harmony with Nature*. Paintings of agriculture, wildlife, and portraits of people from all walks of life lined the highway among many others.



Refurbishing Facilities For Highly Vulnerable Groups

Nippon Paint China encouraged our employees to participate in projects involving refurbishing the residences of vulnerable groups, such as nursing homes and children's hospitals.

120 employees joined in our effort to repaint the interior and exterior walls of such residences close to our factories.



Nippon Paint Singapore also sponsored 1,170 litres of paint to volunteers from Amazon Singapore who identified organisations and charities that needed a fresh coat of paint to refresh, protect, and beautify their premises.

These included North West CDC, Willing Hearts Charity, Early Intervention Programme for Infants and Children (EIPIC) and Centre for Children of Special Needs.



Safeguarding Cultural Heritage Sites

Nippon Paint China collaborated with mural artists and designers all over the world to create murals within cities and schools in rural areas.

The theme of murals was '*Child Care and Animal Protection*', with the aim to garner students' appreciation of art and bring joy to the rural communities. In FY2021, we created a total of 24 murals, together with support from 120 of our employee volunteers.



Nippon Paint Sri Lanka partnered with the Central Environmental Authority to launch *Surakimu Ganga*, a National Programme on the Conservation of Rivers in Sri Lanka. We sponsored and distributed 20,000 Jasmine flower plants to low-income families, creating a potentially viable revenue stream for them through the sale of flowers to vendors at Katharagama, a sacred pilgrimage town.

Nippon Paint Myanmar also directly delivered paint to two Buddhist Monasteries and another Christian Church in the Bago Region to support refurbishment efforts.

We also delivered daily necessities (e.g. food, water, masks, etc.) to a Nun's School and Magway Monastery.

This programme would also reduce the environmental pollution of *Menik Ganga*, a sacred river in Katharagama where many people would usually conduct their rituals with plastic flower garlands.



TECHNICAL CAPABILITY

Customer first innovation for a better life

Through expanding and leveraging on our R&D capabilities, NIPSEA Group catalyses product and process innovation while driving value creation as sustainability becomes increasingly salient in today's landscape. Doing so allows us to be better positioned to meet our customers' needs and allows us to create lasting impact for the future.



Customer–Centric Innovation

At NIPSEA Group, we are committed to co-creating with our customers and for them by unlocking opportunities that deliver lasting value towards improving their daily lives. In the past year, we have continued to build on this commitment by optimising our resources to steer our competitive advantage in product innovation and process efficiency.

NIPSEA Group's R&D Innovation Centre situated in Shanghai forefronts our approach toward customer-inspired innovations. Through housing around 300 experienced professionals across different fields of expertise, we emphasise two core features of our innovation agenda – *Product Innovation and Divisional Operations*.

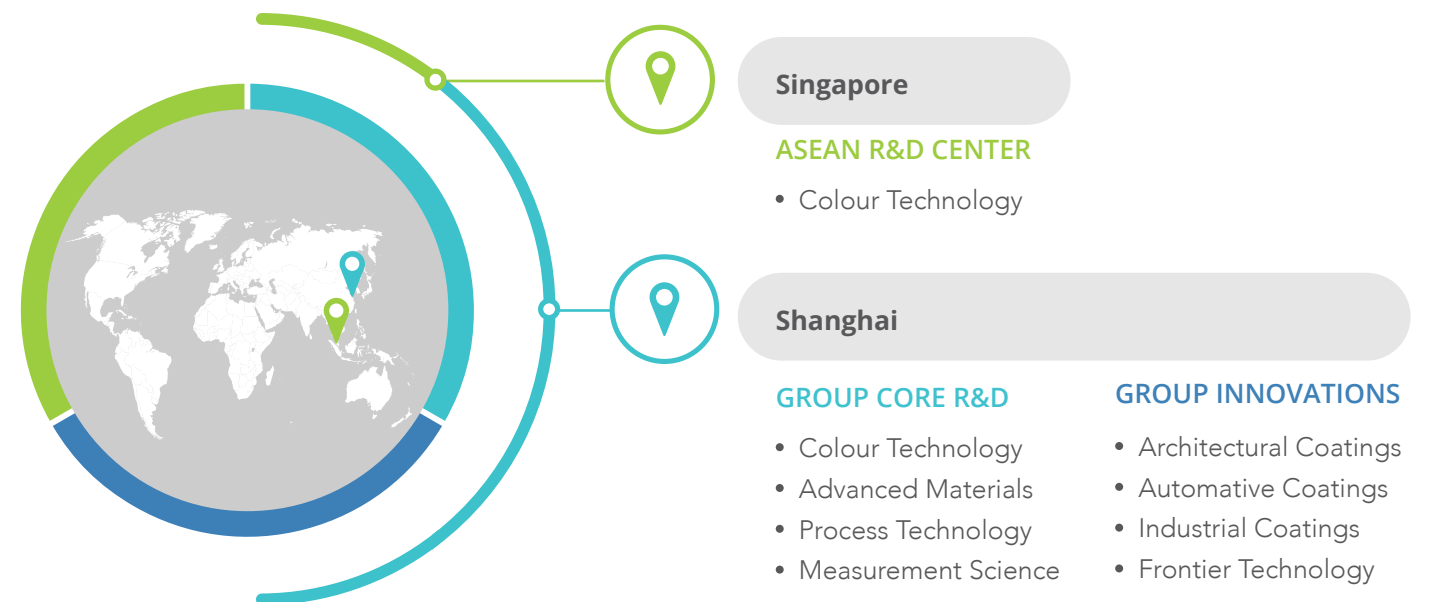
The R&D Innovation Centre also serves as a knowledge hub by providing our employees, partners, and customers with a means to connect and grow through our company-wide network.

In doing so, the platform propels our ability to collectively scale up our proficiency in idea-generation and addressing prospective challenges through rapid design and prototyping.

Currently, we are in the process of building a campus in the R&D Innovation Centre in Shanghai. NIPSEA Group also has an R&D Centre situated in Singapore that anchors our innovation strategy on colour technology, primarily catering to the needs of the Association of Southeast Asian Nations ("ASEAN") market.



NIPSEA Group R&D Innovation



Environmentally Responsible Products

In FY2021, we continued making progress in three innovation areas that delivered business, community, and environmental benefits.

Waterborne Polyacrylate

A key step in NIPSEA Group's commitment to a green future is realised by the successful commercialisation of our waterborne polyacrylate dispersion resin platform.

With the aim of reducing solvent emissions, improving air condition, and bringing a healthier home to everyone, NIPSEA Group has been providing waterborne paints and coatings to the world for many years. Building on years of dedicated research, NIPSEA Group has gone one step further: In 2021, we have successfully commercialised a resin platform of waterborne polyacrylate dispersion. This raw material platform provides new technology, new material, less solvent, and better performance to many of our coatings.

This new waterborne resin platform builds on the success of our waterborne polyurethane dispersion platform, and has greatly improved our in-house waterborne resin capability. It has also formed the foundation of our transition from solvent-borne coatings to waterborne coatings.



Reducing energy consumption and ensuring minimal product waste

One of NIPSEA Group's most exciting new developments, the ACECRON® 130TF E-coat, is an industry-leading electrophoretic paint that cures at 130°C without the addition of heavy metals such as lead and tin.

ACECRON® 130TF provides excellent film appearance, workability, bath stability and outstanding corrosion resistance. It has been successfully adopted by one of China's largest compressor providers. It helps customers to reduce energy consumption and increase productivity without oven upgrading and reconstruction. ACECRON® 130TF E-coat achieves REACH and RoHS Compliance and helps meet the requirements of customers all over the world.

Reducing energy consumption with ACECRON 130TF

Ultra-low curing temperature powder coating was developed to save energy and boost production for Agricultural, construction and equipment ("ACE").

When compared to the traditional coatings with standard curing temperatures of 180-200°C for 10-15 minutes, this innovative product NPD ACE ULT can be cured at as low as 130 °C for 30 minutes or 140 °C for 20 minutes, or only 5-6 minutes with standard curing temperatures of 180 °C, achieving excellent appearance, storage stability and protection against chemicals, corrosion, and weathering.

The reduction in temperature allows coating applicators to reduce their energy consumption and increase line outputs. Moreover, powder coatings contain no solvent and the application process results in minimal product waste.



Performance and Functionality

Colour Technology

Colour Technology is committed to leading research and innovation on colour material, colourant, and colour science. It seeks to render colour diversity and differentiation while reducing VOC emission, energy consumption, and significantly improving productivity.

By creatively designing and employing versatile colour materials, NIPSEA brings more colours to the world. We have developed 10 colourant platforms which have revitalised traditional offering portfolios, and also provide a powerful impetus to enable green technology and colour innovation across a variety of application areas such as automotive coatings, general industrial coatings, coil coatings, and decorative paints.

The integration of flourishing artificial intelligence with colour science in 2021 has presented an opportunity to transform traditional colour matching into a data-driven process than can better meet the needs of our customers.



Hybrid engine powered technology decomposing formaldehyde

Formaldehyde-Buster 3in1 interior latex paint utilises Hybrid-Engine independent-technology. Distinct from the traditional product, this product effectively scavenges free formaldehyde in the air using both anti-formaldehyde emulsions and agent. The VOC emission level meets both A+(France) and the US Green Guard Certification and also has properties such as mildew resistance, alkali resistance, and scrub resistance, making it suitable for indoor areas, commercial area decoration, and renovation.



Chapter 4

APPENDIX

ESG Performance Data

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
GRI 201: Economic Performance												
201-1	Direct economic value generated and distributed	Direct economic value generated: revenues	USD million	Not applicable – calculated at the NIPSEA Group level								5,613
		Economic value distributed	USD million	Not applicable – calculated at the NIPSEA Group level								5,126
		Economic value retained	USD million	Not applicable – calculated at the NIPSEA Group level								487
201-4	Financial assistance received from government	Estimated total monetary value of financial assistance	USD million	Not applicable – calculated at the NIPSEA Group level								27
GRI 202: Market Presence												
202-2	Proportion of senior management hired from the local community	Total number of senior managers at significant locations of operation	-	90	13	56	9	11	27	7	18	231
		Number of senior managers at significant locations of operation hired from local community	-	4	13	56	4	10	24	4	17	132
		Percentage of senior managers at significant locations of operation hired from local community	%	4.4	100.0	100.0	44.4	90.9	88.9	57.1	94.4	57.1
GRI 203: Indirect Economic Impacts												
203-1	Infrastructure investments and services supported	Qualitative information not available in this table	-	Refer to "Chapter 3: Community" for details								
GRI 301: Materials												
301-1	Materials used by weight or volume	Total weight of non-renewable materials used	Tonnes	9,730,385.0	14,441.5	1,094,176.1	67,617.1	39,479.0	73,656.5	*Unavailable	NA	11,019,755.2
		Total weight of renewable materials used	Tonnes	1,663,867.0	20,922.6	205,375.3	21,792.1	2,195.8	19,886.4		NA	1,934,039.2
301-2	Recycled input materials used	Total weight of input materials	Tonnes	11,394,252.0	35,364.1	1,299,551.4	89,409.2	41,674.8	93,542.9		NA	12,953,794.4
		Total weight of recycled input materials	Tonnes	300.0	50.0	11,631.4	210.1	6.3	27.4		NA	12,225.2
		Percentage of recycled input materials	%	0.0	0.1	0.9	0.2	0.0	0.0		NA	0.1

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GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group	
GRI 302: Energy													
302-1	Energy consumption within the organization	Total energy consumption and a breakdown of this total by the following categories:	GJ	681,221.2	7,844.7	688,729.0	42,389.1	69,028.8	21,906.6	*Unavailable	NA	1,511,119.4	
		Fuel consumption (non-renewable)	GJ	150,126.5	2,808.5	472,329.1	18,143.5	14,643.6	2,725.6		NA	660,776.8	
		Fuel consumption (renewable)	GJ	5,212.3	0.0	0.0	2,036.0	0.0	3,157.1		NA	10,405.4	
		Electricity consumption	GJ	525,882.4	5,036.2	216,399.9	22,209.6	54,385.2	16,023.9		NA	839,937.2	
302-3	Energy intensity	Total production output	Tonnes	4,736,376.9	30,763.0	980,698.9	87,151.2	37,204.8	97,133.0	*Unavailable	NA	5,969,327.8	
		Energy intensity ratio for the organization	MJ / Tonnes	143.8	255.0	702.3	486.4	1,855.4	225.5		NA	253.1	
302-4	Reduction of energy consumption	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	GJ	Not applicable – calculated at the NIPSEA Group level								NA	Increase of 358,418.6 GJ due to the increase in production volume

*The 9 new entities (including the entire Europe Group) currently do not collect data for environmental topics, but are working towards collecting and featuring it in the subsequent Sustainability Report.

GRI 303: Water and Effluents													
303-1	Interactions with water as a shared resource	Qualitative information not available in this table	-	Refer to "Chapter 3: Environment" for details									
303-2	Management of water discharge-related impacts	Qualitative information not available in this table	-	Refer to "Chapter 3: Environment" for details									
303-3	Water withdrawal	Total water withdrawal from all areas and a breakdown of this total by the following sources:	Megalitres	2,385.7	40.5	327.8	60.5	97.4	27.0	*Unavailable	NA	2,938.9	
		Surface water	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0		NA	0.0	
		Groundwater	Megalitres	408.4	0.0	4.9	1.0	0.0	2.0		NA	416.3	
		Produced water	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0		NA	0.0	
		Third-party water	Megalitres	1,977.3	40.5	322.9	59.5	97.4	25.0		NA	2,522.6	
		A breakdown of total water withdrawal by the following categories:											
		Freshwater (≤1,000 mg/L total dissolved solids)	Megalitres	2,385.7	40.5	327.8	60.5	97.4	27.0	*Unavailable	NA	2,938.9	
		Other water (>1,000 mg/L total dissolved solids)	Megalitres	1,977.3	0.0	0.0	0.0	0.0	0.0		NA	0.0	
303-4	Water discharge	Total water discharge from all areas and a breakdown of this total by the following sources:	Megalitres	738.1	13.0	66.3	26.8	7.9	12.7	*Unavailable	NA	864.8	
		Surface water	Megalitres	0.0	10.1	10.9	0.8	7.1	0.0		NA	28.9	
		Groundwater	Megalitres	1.4	0.0	1.4	1.0	0.0	0.0		NA	3.8	
		Produced water	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0		NA	0.0	
		Third-party water	Megalitres	736.7	2.9	54.0	25.0	0.8	12.7		NA	832.1	
		A breakdown of total water discharge by the following categories:											
		Freshwater (≤1,000 mg/L total dissolved solids)	Megalitres	738.1	13.0	66.3	26.8	7.9	12.7	*Unavailable	NA	864.8	
		Other water (>1,000 mg/L total dissolved solids)	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0		NA	0.0	
303-5	Water consumption	Total water consumption from all areas	Megalitres	1,647.6	27.5	261.5	33.7	89.5	14.3	*Unavailable	NA	2,074.1	
		Total water consumption from all areas with water stress	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0		NA	0.0	

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GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group	
GRI 305: Emissions													
305-1	Direct (Scope 1) GHG emissions	Total direct (Scope 1) GHG emissions in metric tonnes of CO2 equivalent	tCO ₂ e	8,509.6	121.1	42,051.5	1,174.0	849.1	119.7	*Unavailable	NA	52,825.0	
305-2	Energy indirect (Scope 2) GHG emissions	Total energy indirect (Scope 2) GHG emissions in metric tonnes of CO2 equivalent	tCO ₂ e	151,870.5	963.2	25,363.5	2,609.7	6,390.2	2,302.9		NA	189,500.0	
305-4	GHG emissions intensity	Total GHG emissions (Scope 1 and 2)	tCO ₂ e	160,380.1	1,084.3	67,415.0	3,783.7	7,239.3	2,422.6		NA	242,325.0	
		Total production output	Tonnes	4,736,376.9	30,763.0	980,698.9	87,151.2	37,204.8	97,133.0		NA	5,969,327.8	
		GHG emissions intensity ratio (Scope 1 and 2) for the organization	kgCO ₂ e / Tonnes	33.9	35.2	68.7	43.1	194.6	24.9		NA	40.6	
305-5	Reduction of GHG emissions	GHG emissions reduced as a direct result of reduction initiatives	tCO ₂ e	Not applicable – calculated at the NIPSEA Group level									Increase of 58,286.9 tCO ₂ e ^a due to the increase in production volume

*The 9 new entities (including the entire Europe Group) currently do not collect data for environmental topics, but are working towards collecting and featuring it in the subsequent Sustainability Report.

^aThe emissions conversion factor used in FY2020 for one of the sub-entities under BETER Turkey was amended to reflect a more reasonable representation for the emissions data. As a result, the FY2020's Scope 1 and 2 GHG emissions should be revised to 184,038.1 tCO₂e from 181,246.6 tCO₂e in SR2020, while the FY2020's emissions intensity should be revised to 41.4 kgCO₂e/tonne from 40.6 kgCO₂e/tonne in SR2020.

GRI 306: Waste												
306-1	Waste generation and significant waste-related impacts	Qualitative information not available in this table	-	Refer to "Chapter 3: Environment" for details								
306-2	Management of significant waste-related impacts	Qualitative information not available in this table	-	Refer to "Chapter 3: Environment" for details								
306-3	Waste generated	Total weight of waste generated and a breakdown of this total by the following categories:	Tonnes	21,854.2	215.3	14,069.5	3,967.5	1,454.7	1,456.1	*Unavailable	NA	43,107.3
		Hazardous waste	Tonnes	7,794.6	169.5	7,539.9	1,582.7	1,378.7	836.1		NA	19,301.5
		Non-hazardous waste	Tonnes	14,059.6	45.8	6,529.6	2,384.8	76.0	620.0		NA	23,715.8
306-4	Waste diverted from disposal	Total weight of waste diverted from disposal and a breakdown of this total by the following recovery operations:	Tonnes	463.3	86.4	5,310.6	2,940.8	757.8	907.6	*Unavailable	NA	10,466.5
		Reuse	Tonnes	79.1	25.0	123.8	783.0	0.0	451.0		NA	1,461.9
		Recycle	Tonnes	384.2	61.4	5,186.8	2,157.8	757.8	282.6		NA	8,830.6
		Other recovery operations	Tonnes	0.0	0.0	0.0	0.0	0.0	174.0		NA	174.0
306-5	Waste directed to disposal	Total weight of waste directed to disposal and a breakdown of this total by the following disposal operations:	Tonnes	21,390.9	128.9	8,758.9	1,026.7	696.9	548.4	*Unavailable	NA	32,550.7
		Incineration	Tonnes	21,390.2	128.9	2,158.5	859.0	107.7	4.0		NA	24,648.3
		Landfilling	Tonnes	0.7	0.0	5,686.9	165.2	589.2	0.0		NA	6,442.0
		Deep well injection	Tonnes	0.0	0.0	0.0	0.0	0.0	0.0		NA	0.0
		Other disposal operations	Tonnes	0.0	0.0	913.5	2.5	0.0	544.4		NA	1,460.4

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GRI 308: Supplier Environmental Assessment												
308-1	New suppliers that were screened using environmental criteria	Total number of new suppliers selected / contracted within the reporting period	-	460	13	432	450	66	45	*Unavailable	NA	1,466
		Total number of new suppliers selected / contracted that were subjected to screening using environmental criteria	-	460	13	32	46	17	23		NA	591
		Percentage of new suppliers selected / contracted that were subjected to screening using environmental criteria	%	100.0	100.0	7.4	10.2	25.8	51.1		NA	40.3

*The 9 new entities (including the entire Europe Group) currently do not collect data for environmental topics, but are working towards collecting and featuring it in the subsequent Sustainability Report.

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
GRI 401: Employment												
401-1	New employee hires and employee turnover	Total number of employees	-	10,080	226	10,973	1,839	754	1,535	400	63	25,870
		Total number of new employee hires by gender and age group:										
		New hires (male under 30 years old)	-	962	13	1,395	136	15	174	15	1	2,711
		New hires (male between 30 and 50 years old)	-	966	22	699	125	26	216	25	8	2,087
		New hires (male above 50 years old)	-	12	0	21	7	1	7	11	1	60
		New hires (female under 30 years old)	-	297	4	910	40	4	39	4	3	1,301
		New hires (female between 30 and 50 years old)	-	257	1	222	27	21	12	8	2	550
		New hires (female above 50 years old)	-	1	0	9	1	0	0	2	0	13
		Overall employee new hire rate	%	24.8	17.7	29.7	18.3	8.9	29.2	16.3	23.8	26.0
		Total number of employee turnover by gender and age group:										
		Turnover (male under 30 years old)	-	640	8	795	124	7	128	15	0	1,717
		Turnover (male between 30 and 50 years old)	-	559	14	578	124	31	195	22	3	1,526
		Turnover (male above 50 years old)	-	46	0	78	39	11	4	12	2	192
		Turnover (female under 30 years old)	-	286	1	582	30	1	18	6	1	925
		Turnover (female between 30 and 50 years old)	-	149	0	206	24	19	15	4	7	424
		Turnover (female above 50 years old)	-	13	0	21	8	4	0	0	0	46
Overall employee turnover rate	%	16.8	10.2	20.6	19.0	9.7	23.5	14.8	20.6	18.7		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Qualitative information not available in this table	-	Qualitative information not available in this table								

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
401-3	Parental leave	Total number of employees that were entitled to parental leave, by gender:										
		Male	-	241	0	182	57	4	21	9	0	514
		Female	-	110	1	58	49	3	3	4	0	228
		Total number of employees that took parental leave, by gender:										
		Male	-	241	0	182	57	4	21	5	0	510
		Female	-	110	1	58	49	3	2	4	0	227
		Total number of employees that returned to work in the reporting period after parental leave ended, by gender:										
		Male	-	239	0	181	57	4	21	5	0	507
		Female	-	106	0	54	48	3	2	2	0	215
		Total number of employees that returned to work after parental leave ended and were still employed 12 months after their return to work, by gender:										
		Male	-	218	0	160	45	4	21	5	0	453
		Female	-	91	0	49	44	3	1	2	0	190
		Return to work rate of employees that took parental leave, by gender:										
		Male	%	99.2	-	99.5	100.0	100.0	100.0	100.0	100.0	-
Female	%	96.4	0.0	93.1	98.0	100.0	100.0	50.0	-	94.7		
Retention rate of employees that took parental leave, by gender:												
Male	%	91.2	-	88.4	78.9	100.0	100.0	100.0	-	89.3		
Female	%	85.8	-	90.7	91.7	100.0	50.0	100.0	-	88.4		

GRI 402: Labor/Management Relations

402-1	Minimum notice periods regarding operational changes	Qualitative information not available in this table	-	Refer to "Chapter 3: People" for details								
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GRI 403: Occupational Health and Safety

403-1	Occupational health and safety management system	Qualitative information not available in this table	-	Refer to "Chapter 3: People" for details								
403-2	Hazard identification, risk assessment, and incident investigation	Qualitative information not available in this table	-									
403-3	Occupational health services	Qualitative information not available in this table	-									
403-4	Worker participation, consultation, and communication on occupational health and safety	Qualitative information not available in this table	-									
403-5	Worker training on occupational health and safety	Qualitative information not available in this table	-									
403-6	Promotion of worker health	Qualitative information not available in this table	-									

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Qualitative information not available in this table	-									
403-8	Workers covered by an occupational health and safety management system	Total number and percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an OHS system	-	10,132	233	6,349	1,976	731	1,715	*Unavailable	NA	21,136
			%	100.0	100.0	100.0	100.0	100.0	100.0		100.0	NA
		Total number and percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an OHS system that has been internally audited	-	10,132	233	6,349	1,976	731	1,715		NA	21,136
			%	100.0	100.0	100.0	100.0	100.0	100.0		100.0	NA
		Total number and percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an OHS system that has been externally audited	-	0	0	0	0	0	0		NA	0
			%	0.0	0.0	0.0	0.0	0.0	0.0		0.0	NA
403-9	Work-related injuries	For all employees (including contractors):										
		Total number of fatalities as a result of work-related injury	-	1	0	2	0	0	0	*Unavailable	NA	3
		Total number of high-consequence work-related injuries (excluding fatalities)	-	9	0	21	7	1	2		NA	40
		Total number of recordable work-related injuries	-	22	0	79	12	3	2		NA	118
		Total number of hours worked	Hours	23,156,224	487,942	12,595,712	4,504,565	1,520,480	3,998,931		NA	46,263,854
		Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	0.01	0.00	0.03	0.00	0.00	0.00		NA	0.01
		Rate of high-consequence work-related injuries (excluding fatalities)	Per 200,000 hours worked	0.08	0.00	0.33	0.31	0.13	0.10		NA	0.17

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
		Rate of recordable work-related injuries	Per 200,000 hours worked	0.19	0.00	1.25	0.53	0.39	0.10		NA	0.51
		For contractors only:										
		Total number of fatalities as a result of work-related injury	-	1	0	1	0	0	0	*Unavailable	NA	2
		Total number of high-consequence work-related injuries (excluding fatalities)	-	2	0	7	1	0	2		NA	12
		Total number of recordable work-related injuries	-	3	0	9	1	1	2		NA	16
		Total number of hours worked	Hours	1,696,862	0	2,369,068	558,584	266,240	2,278,576		NA	7,347,170
		Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	0.12	-	0.08	0.00	0.00	0.00		NA	0.05
		Rate of high-consequence work-related injuries (excluding fatalities)	Per 200,000 hours worked	0.24	-	0.59	0.36	0.00	0.18		NA	0.33
		Rate of recordable work-related injuries	Per 200,000 hours worked	0.35	-	0.76	0.36	0.75	0.18		NA	0.44
403-10	Work-related ill health	For all employees (including contractors):										
		Total number of fatalities as a result of work-related ill health	-	0	0	0	0	0	0	*Unavailable	NA	0
		Total number of recordable work-related ill health	-	0	0	3	0	0	0		NA	3
		For contractors only:										
		Total number of fatalities as a result of work-related ill health	-	0	0	0	0	0	0	*Unavailable	NA	0
		Total number of recordable work-related ill health	-	0	0	0	0	0	0		NA	0
*The 9 new entities (including the entire Europe Group) currently do not collect data for environmental topics, but are working towards collecting and featuring it in the subsequent Sustainability Report.												
GRI 404: Training and Education												
404-1	Average hours of training per year per employee	Average hours of training per year per employee	Hours	24.3	6.5	4.9	19.1	9.4	27.5	4.2	5.7	15.0
		By gender:										
		Male	Hours	22.3	6.7	5.3	19.4	8.0	27.9	4.6	6.9	14.8
		Female	Hours	30.7	5.9	3.9	18.1	13.0	19.5	3.1	3.7	15.4
		By employee category:										
		Rank and File	Hours	23.7	10.9	4.1	10.7	8.1	12.9	3.2	2.3	12.9
		Executives and supervisors	Hours	21.5	3.6	7.9	25.9	15.9	43.5	9.6	12.8	20.2
		Management	Hours	27.9	6.0	14.5	27.8	9.2	29.7	4.3	2.2	24.7
404-2	Programs for upgrading employee skills and transition assistance programs	Qualitative information not available in this table	-	Refer to "Chapter 3: People" for details								

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group	
GRI 405: Diversity and Equal Opportunity													
405-1	Diversity of governance bodies and employees	For Board members only:											
		Percentage of males	%	NIPSEA Group currently does not collect data on gender and age group for our Board members, but is working towards collecting and featuring it in the subsequent Sustainability Report.									
		Percentage of females	%										
		Percentage of Board members under 30 years old	%										
		Percentage of Board members between 30 and 50 years old	%										
		Percentage of Board members above 50 years old	%										
	For all employees:												
	Percentage of males	%	75.4	81.9	71.2	80.6	71.2	95.2	78.0	63.5	75.1		
	Percentage of females	%	24.6	18.1	28.8	19.4	28.8	4.8	22.0	36.5	24.9		
	Percentage of Board members under 30 years old	%	26.4	12.4	41.8	26.4	9.9	28.4	8.8	20.6	32.2		
	Percentage of Board members between 30 and 50 years old	%	68.1	76.5	51.2	65.2	71.2	67.5	50.0	55.6	60.5		
Percentage of Board members above 50 years old	%	5.5	11.1	7.0	8.4	18.8	4.1	41.3	23.8	7.3			
GRI 413: Local Communities													
413-1	Operations with local community engagement, impact assessments, and development programs	Qualitative information not available in this table	-	Refer to "Chapter 3: Community" for details									
GRI 414: Supplier Social Assessment													
414-1	New suppliers that were screened using social criteria	Total number of new suppliers selected / contracted within the reporting period	-	460	13	432	450	66	45	*Unavailable	NA	1,466	
		Total number of new suppliers selected / contracted that were subjected to screening using social criteria	-	460	4	18	46	17	23		NA	568	
		Percentage of new suppliers selected / contracted that were subjected to screening using social criteria	%	100.0	30.8	4.2	10.2	25.8	51.1		NA	38.7	
*The 9 new entities (including the entire Europe Group) currently do not collect data for environmental topics, but are working towards collecting and featuring it in the subsequent Sustainability Report.													

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
GRI 416: Customer Health and Safety												
416-1	Assessment of the health and safety impacts of product and service categories	Total revenue of significant product and service categories	USD million	3,388.2	48.2	901.3	265.9	173.8	224.6	115.4	0.0	5,117.4
		Total revenue of significant product and service categories for which health and safety impacts are assessed for improvement	USD million	3,388.2	45.5	901.3	265.9	173.8	199.1	115.4	0.0	5,089.2
		Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	%	100.0	94.4	100.0	100.0	100.0	88.7	100.0	-	99.4
GRI 417: Marketing and Labeling												
417-1	Requirements for product and service information and labeling	Total revenue of significant product and service categories	USD million	3,388.2	48.2	901.3	265.9	173.8	224.6	115.4	0.00	5,117.4
		Total revenue of significant product and service categories covered by and assessed for compliance with procedures for product and service information and labeling	USD million	3,388.2	48.2	840.8	265.9	173.8	199.1	115.4	0.00	5,031.5
		Percentage of significant product and service categories covered by and assessed for compliance with procedures for product and service information and labeling	%	100.0	100.0	93.3	100.0	100.0	88.7	100.0	-	98.3
GRI 418: Customer Privacy												
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of substantiated complaints received concerning breaches of customer privacy	-	0	0	0	0	0	0	0	0	0
		Total number of substantiated complaints received concerning breaches of customer privacy	-	0	0	0	0	0	0	0	0	0

GRI Content Index

General Disclosure		
GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
The Organisation and its Reporting Practices		
2 - 1	Organisational details	NIPSEA Group was established in 1962 as a partnership between Nippon Paint – our parent company – and Wuthelam Holdings Pte Ltd. As a leading paint and coatings solutions company that serves a diverse range of sectors in Asia, we have rapidly accelerated our growth in the region through expansion into 22 geographical locations to date. About NIPSEA Group, pages 6-9
2 - 2	Entities included in the organisation's sustainability reporting	This report covers the sustainability performance of our operations spanning 22 geographical locations we operate in, for the financial year of 1st January to 31st December 2021. This year, we have expanded our reporting scope to include 9 additional entities – 5 of which fall under the Europe Group. About NIPSEA Group, pages 8-9
2 - 3	Reporting period, frequency and contact point	Financial period from 1st January to 31st December 2021 Annual Sustainability Report Contact point: sustainability@nipsea.com.sg
2 - 4	Restatement of information	Due to changes in methodologies and assumptions for certain topics, there are some restatements made in this report. NIPSEA Group updated its computation methodology this year for the following economic metrics: (1) Direct Economic Value Generated: Revenue, (2) Economic Value Distributed, (3) Economic Value Retained, and (4) Net Revenue. (Please refer to About NIPSEA Group, page 6) NIPSEA Group also amended the emissions conversion factor used in FY2020 for one of the sub-entities under BETEK Turkey to reflect a more reasonable representation for the emissions data. (Please refer to NIPSEA Group's Focus – Environment, page 32)
2 - 5	External assurance	Data and information disclosed in this report are not externally assured at this current point in time. Nonetheless, NIPSEA Group will explore options to externally assure sections of high materiality when a higher level of maturity in reporting has been established.
Activities and Workers		
2 - 6	Activities, value chain and other business relationships	About NIPSEA Group, pages 5-9
2 - 7	Employees	25,870 employees across 22 geographical locations in NIPSEA Group ESG Performance Data, pages 64-65, 72-73
2 - 8	Workers who are not employees	N.A.

General Disclosure		
GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
Governance		
2 - 9	Governance structure and composition	Refer to the Corporate Governance section of our Annual Report 2021
2 - 10	Nomination and selection of the highest governance body composition	Board of Directors
2 - 11	Chair of the highest governance body	Wee Siew Kim
2 - 12	Role of the highest governance body in overseeing the management of impacts	Refer to the Corporate Governance section of our Annual Report 2021
2 - 13	Delegation of responsibility for managing impacts	
2 - 14	Role of the highest governance body in sustainability reporting	
2 - 15	Conflicts of interest	
2 - 16	Communication of critical concerns	
2 - 17	Collective knowledge of the highest governance body	
2 - 18	Evaluation of the performance of the highest governance body	
2 - 19	Remuneration policies	
2 - 20	Process to determine remuneration	
2 - 21	Annual total compensation ratio	

General Disclosure		
GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
2 - 22	Statement on sustainable development strategy	A Message from the Group Chief Executive Officer, NIPSEA Group, pages 4-5
2 - 23	Policy commitments	Sustainability at NIPSEA Group, pages 12-17
2 - 24	Embedding policy commitments	
2 - 25	Processes to remediate negative impacts	
2 - 26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, page 17
2 - 27	Compliance with laws and regulations	Instances of non-compliance at the Group-level: 0
2 - 28	Membership associations	Science and Technology in Society ("STS") Forum World Federation of Advertisers ("WFA")
Stakeholder Engagement		
2 - 29	Approach to stakeholder engagement	Stakeholder Engagement, page 17
2 - 30	Collective bargaining agreements	N.A.

Material Topics

GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
3 - 1	3-1 Process to determine material topics	Sustainability at NIPSEA Group, pages 12-13
3 - 2	3-2 List of material topics	Materiality Matrix, page 13
GRI 201: Economic Performance		
3 - 3	Management of material topics	About NIPSEA Group, pages 6-9
201 - 1	Direct economic value generated and distributed	ESG Performance Data, pages 58-59
201 - 4	Financial assistance received from government	

Material Topics		
GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
GRI 202: Market Presence		
3 - 3	Management of material topics	Ensuring Fair Employment Practices, page 22
202 - 2	Proportion of senior management hired from the local community	ESG Performance Data, pages 58-59
GRI 203: Indirect Economic Impacts		
3 - 3	Management of material topics	NIPSEA Group's Focus - Community, pages 40-51
203 - 1	Infrastructure investments and services supported	
GRI 301: Materials		
3 - 3	Management of material topics	Responsible Material Use, page 30
301 - 1	Materials used by weight or volume	ESG Performance Data, pages 58-59
301 - 2	Recycled input materials used	
GRI 302: Energy		
3 - 3	Management of material topics	Effective Energy and Emissions Management, pages 31-32
302 - 1	Energy consumption within the organisation	ESG Performance Data, pages 60-61
302 - 3	Energy intensity	
302 - 4	Reduction of energy consumption	
GRI 303: Water and Effluents		
3 - 3	Management of material topics	Responsible Water Management, page 33
303 - 1	Interactions with water as a shared resource	
303 - 2	Management of water discharge-related impacts	

Material Topics

GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
303 - 3	Water withdrawal	ESG Performance Data, pages 60-61
303 - 4	Water discharge	
303 - 5	Water consumption	
GRI 305: Emissions		
3 - 3	Management of material topics	Effective Energy and Emissions Management, pages 31-32
305 - 1	Direct (Scope 1) GHG emissions	ESG Performance Data, pages 62-63
305 - 2	Energy indirect (Scope 2) GHG emissions	
305 - 4	GHG emissions intensity	
305 - 5	Reduction of GHG emissions	
GRI 306: Waste		
3 - 3	Management of material topics	Holistic Waste Management, page 34
306 - 1	Waste generation and significant waste-related impacts	ESG Performance Data, pages 62-63
306 - 2	Management of significant waste-related impacts	
306 - 3	Waste generated	
306 - 4	Waste diverted from disposal	
306 - 5	Waste directed to disposal	
GRI 308: Supplier Environmental Assessment		
3 - 3	Management of material topics	Environmentally Friendly Supply Chain, page 35
308 - 1	New suppliers that were screened using environmental criteria	ESG Performance Data, pages 62-63

Material Topics

GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
GRI 401: Employment		
3 - 3	Management of material topics	Ensuring Fair Employment Practices, page 22
401 - 1	New employee hires and employee turnover	ESG Performance Data, pages 64-67
401 - 2	Benefits provided to full-time employees that are not provided to temporary or part time employees	
401 - 3	Parental leave	
GRI 402: Labor/Management Relations		
3 - 3	Management of material topics	Ensuring Fair Employment Practices, page 22
402 - 1	Minimum notice periods regarding operational changes	
GRI 403: Occupational Health and Safety		
3 - 3	Management of material topics	Emphasising Workforce Safety and Well-Being, pages 24-25 Improving Health and Wellness at the Workplace, page 26
403 - 1	Occupational health and safety management system	
403 - 2	Hazard identification, risk assessment, and incident investigation	
403 - 3	Occupational health services	
403 - 4	Worker participation, consultation, and communication on occupational health and safety	
403 - 5	Worker training on occupational health and safety	
403 - 6	Promotion of worker health	
403 - 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	

Material Topics		
GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
403 - 8	Workers covered by an occupational health and safety management system	ESG Performance Data, pages 68-71
403 - 9	Work-related injuries	
403 - 10	Work-related ill health	
GRI 404: Training and Education		
3 - 3	Management of material topics	Pursuing Continuous Training & Education, page 23
404 - 1	Average hours of training per year per employee	ESG Performance Data, pages 70-71
404 - 2	Programs for upgrading employee skills and transition assistance programs	
GRI 405: Diversity and Equal Opportunity		
3 - 3	Management of material topics	Ensuring Fair Employment Practices, page 22
405 - 1	Diversity of governance bodies and employees	ESG Performance Data, pages 72-73
GRI 413: Local Communities		
3 - 3	Management of material topics	NIPSEA Group's Focus – Community, pages 40-51
413 - 1	Operations with local community engagement, impact assessments, and development programs	
GRI 414: Supplier Social Assessment		
3 - 3	Management of material topics	Environmentally Friendly Supply Chain, page 35
414 - 1	New suppliers that were screened using social criteria	ESG Performance Data, pages 72-73
GRI 416: Customer Health and Safety		
3 - 3	Management of material topics	Prioritising Customer Health and Safety, page 38
416 - 1	Assessment of the health and safety impacts of product and service categories	ESG Performance Data, pages 74-75

Material Topics		
GRI Standards	Disclosure	Page Number(s) and/or Remark(s)
GRI 417: Marketing and Labeling		
3 - 3	Management of material topics	Prioritising Customer Health and Safety, page 38
417 - 1	Requirements for product and service information and labeling	ESG Performance Data, pages 74-75
GRI 418: Customer Privacy		
3 - 3	Management of material topics	Protecting Customer Data and Privacy, page 39
418 - 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Performance Data, pages 74-75



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