

BEYOND COATINGS, BEYOND ASIA

NIPSEA | SUSTAINABILITY REPORT 2022



*Inspired
by you*

NIPSEA Group's fourth consecutive Sustainability Report, SR2022, encompasses the sustainability performance of our operations in 22 locations from January 1st to December 31st, 2022. SR2022 highlights our strategies, performance, and initiatives regarding Environmental, Social, and Governance ("ESG") issues that are significant to our operations and stakeholders. Unless otherwise specified, all data and information presented in this report apply to 46 reporting units⁽¹⁾ across the 22 geographical locations⁽²⁾. There are also no restatements made in this report.

GRI Standards

In adherence to the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standards"), this report has been prepared, offering a structured framework for organisations to disclose their economic, environmental, and social performance and impacts. Our sustainability disclosures and reporting line have been updated to align with the 2021 revision of GRI's Universal Standards. For further information on the related topics and references, please refer to the GRI Content Index under the Appendix section of this report.

SASB Standards

In addition to following the GRI Standards, we have integrated the use of the Sustainability Accounting Standards Board ("SASB") Standards into our reporting framework. The SASB standards enable us to identify, manage, and report on financially material sustainability information, specifically within our industry. Our sustainability disclosures have been updated to align with both GRI and SASB standards. For additional information on the relevant topics and references, please refer to the GRI Content Index and the SASB disclosure mapping table located at the end of this report.

External Assurance

All data and information presented in this report have not undergone external assurance at present. NIPSEA Group will evaluate possibilities to externally assure sections of significant materiality once a more advanced level of reporting maturity has been attained.

Feedback

At NIPSEA Group, we place significant importance on the opinions and feedback of our stakeholders. We welcome any suggestions that can help us enhance our sustainability reporting and practices. If you would like to share your thoughts on how we can further our sustainability commitments, please reach out to NIPSEA Group's Sustainability Working Group at sustainability@nipsea.com.sg. We remain committed to monitoring our business activities closely, ensuring that the Group creates long-term value for our business and stakeholders in an open and strategic manner.

⁽¹⁾ Reporting units are neither legal entities nor business units.

⁽²⁾ The 22 geographic locations are Bangladesh, Czech Republic, Egypt, France, Germany, Greater China (including Hong Kong and Taiwan), India, Indonesia, Kazakhstan, Korea, Malaysia, Myanmar, Pakistan, Philippines, Singapore, Slovakia, Sri Lanka, Thailand, Turkiye, United Arab Emirates ("UAE"), United Kingdom, and Vietnam

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A MESSAGE FROM THE GROUP CHIEF EXECUTIVE OFFICER

"WE BELIEVE THE CAREFUL CHOICE AND COMMITTED FOCUS ON OUR **LONG-TERM SUSTAINABILITY** OBJECTIVES GO HAND IN HAND WITH **BUSINESS SUCCESS.**"

WEE SIEW KIM



Dear Valued Partners and Stakeholders,

After 3 years, the world has declared that the pandemic is behind us. Over this past period, beyond the usual expected challenges, organisations wrestled with supply chain disruptions, geopolitical conflicts, run-away inflation and now, the looming threat of a recession. At NIPSEA Group, we should not let these challenges detract us from our long-term sustainability objectives. We believe the careful choice and committed focus on our long-term sustainability objectives go hand in hand with business success. As the Group Chief Executive Officer, I am proud to share our unwavering commitment to our employees, communities, and customers as our top priorities. Our sustainability approach is anchored on five key pillars: (1) Environment, (2) People, (3) Community, (4) Innovation, and (5) Customers.

NIPSEA GROUP'S SUSTAINABILITY PILLARS

 ENVIRONMENT	 PEOPLE	 COMMUNITY	 INNOVATION	 CUSTOMERS
Safeguarding the Environment	Creating a Safe, Diverse, and Skilled Workforce	Developing Sustainable Communities	Driving Innovation for a Better World	Delivering Safe and High-quality Products
Energy and Emissions Reduction Strategy Water Conservation Strategy Waste Management Strategy	Workforce Safety and Well-being Diversity and Inclusion Training and Development	Community Impact	Sustainably Advantaged Products	Product Safety Design

This year, the NIPSEA Group has adopted the SASB Standard to enhance our commitment to sustainability. Through this alignment, we transparently report our progress on sustainability matters, including our efforts to mitigate environmental risks, promote diversity and inclusion, ensure workplace safety, and contribute to the well-being of our communities. Effective communication of our sustainability performance to all our partners and stakeholders is important as we work together to make informed decisions to drive positive changes and business success.

In FY2022, we made significant progress in different areas. We installed more solar panels across our sites and generated a total of 8,502.1 MWh of electricity, reducing our reliance on fossil fuels and decreasing our carbon footprint. In addition, our water conservation initiatives resulted in a 6.4% reduction in total water consumption even as our operations intensity grew. Furthermore, 23.9% of the waste generated has been directed toward reuse, recycling, and other recovery operations. Nonetheless, we can still do more toward our commitment to the circular economy and reduction of waste generation.

Investing in the development of our workforce is a priority for us, and in FY2022, NIPSEA Group clocked a total of 1,626,370 training hours for all employees, with an average of 59.7 hours per employee. This underscores our commitment to building a safe, diverse, and skilled workforce that is equipped to tackle the challenges of the future. We are also proud of our progress in Green Design Review, with almost 60% of projects completing it by the end of 2022. Out of those that completed this review, 53% were identified as sustainable products. This ensures that our products are developed with sustainability in mind, and we are constantly striving to improve the environmental performance of our products and processes.

This year, we have invested over \$4.2 million in our CSR initiatives. The Group's global CSR vision focused on "Growth with Communities" directs our inclusive business approach to create tangible social impact in communities by "Colouring Lives" in countries where we operate. Our continued business success must go hand-in-hand with the improvements to the quality of life in these countries. Through targeted localised programmes, we intend to tackle socioeconomic challenges across three key CSR pillars: Education, Empowerment, and Engagement. However, success can only be assured through close collaborations with local governments, business partners, and NGOs.

At NIPSEA Group, we recognise that sustainability cannot be approached from short-term considerations but with real measured steps through long-term commitment. As we navigate the current challenges in the global landscape, we remain committed to harnessing the power of innovation to create sustainable and meaningful solutions. We continue to be inspired by our stakeholders, including our customers, employees, and communities, to continue pushing the boundaries of what is possible and to make a positive impact on the world.

Thank you for your continued support on this journey.

Adopted SASB Standards for the first time.

ENVIRONMENT

Generated **8,502.1MWh** of solar energy.

Achieved a **6.4%** reduction in total water consumption.

Diverted **23.9%** of waste generated to recovery operations.

PEOPLE

Achieved **0 cases** of fatalities as a result of work-related injuries.

Introduced the goal of achieving **35% female representation** in both management and emerging leader categories.

Clocked a total of **over 1.6 mil** training hours.

COMMUNITY

108 CSR initiatives carried out globally, the highest number to date.

Invested **over \$4.2 million** in CSR initiatives.

Committed **109,793** man-hours and **182,395** litres of paint

INNOVATION

Formed a Group-level **ESG-Innovation Committee**

Developed the definition of **“sustainably advantaged products”**

Generated **\$557.81 million** in revenue from sustainably advantaged products

CUSTOMERS

Assessed **99.5%** of significant product and service categories for improvement on health and safety impacts.

NIPSEA Group, formed in 1962 through a partnership between Nippon Paint, our parent company, and Wuthelam Holdings Pte Ltd, has grown to become a prominent paint and coatings solutions company serving various sectors in Asia. Our growth in the region has been substantial, with expansions into 22 locations to date. A new era for NIPSEA Group began in 2007 when we acquired consolidated subsidiaries across the Asia Pacific, enabling us to advance as the fourth-largest paint and coatings solutions company worldwide. Nippon Paint, established in 1881 by Mr. Moteki Jujiro and known for pioneering Japan's first paint plant, has evolved into Asia's leading coatings manufacturer. NIPSEA Group has been a wholly-owned subsidiary of Nippon Paint Holdings since 2021.

The NIPSEA Brand

At present, the NIPSEA Group holds a position of leadership in the industry on a global scale and is committed to pursuing sustainable growth by placing the needs of customers at the forefront. We are driven by the aspirations and requirements of the people we serve, and as a collective, we harness our capabilities to deliver innovative solutions with compassion and prioritise our employees as an integral part of our organisation. At Nippon Paint, we draw inspiration from our customers, and their needs remain the cornerstone of our endeavours.

60+ YEARS OF EXPERIENCE

in the paint & coatings industry

Headquartered in
Singapore



More than 135 NIPSEA
companies spread through
22 geographical locations.

Asia Pacific's No. 1
Paint and Coatings
manufacturer



in both production and
sales revenue.

Over 27,000
employees



with 102 manufacturing
facilities and operations.

Our unyielding drive to focus on our customers and provide innovation that works best for all our stakeholders is demonstrated at NIPSEA Group, where we maximise value by pushing boundaries to deliver high-quality solutions.



CHAPTER 2

OUR APPROACH TO SUSTAINABILITY



Stakeholder Engagement

We actively engage with our stakeholders through multiple channels to ensure that NIPSEA Group stays ahead of the challenges and trends in today's rapidly evolving sustainability landscape. The table below provides information on the frequency with which different stakeholder groups are engaged through each mechanism.

STAKEHOLDERS	ENGAGEMENT MECHANISMS	FREQUENCY OF ENGAGEMENT
OUR EMPLOYEES	<ul style="list-style-type: none"> • Internal communication channels • Team-building activities • Employee welfare reviews 	On a regular basis On a regular basis On a regular basis
OUR CUSTOMERS	<ul style="list-style-type: none"> • Client meetings • Forums, seminars, and conferences • Customer service surveys 	On a regular basis On a regular basis Annually
OUR SUPPLIERS	<ul style="list-style-type: none"> • Site audits • Sustainability performance questionnaires • Tender process 	Annually Annually As and when required
OUR INVESTORS	<ul style="list-style-type: none"> • Shareholder meetings • Planning with Board and senior management committees • Shareholder sustainability performance surveys 	Quarterly Quarterly Annually
GOVERNMENT AND REGULATORS	<ul style="list-style-type: none"> • Compliance review and audits • Collaborative projects • Forums, seminars, and conferences 	As and when required As and when opportunities arise As and when opportunities arise
OUR BUSINESS PARTNERS	<ul style="list-style-type: none"> • Client meetings • Customer services survey • Sustainability performance questionnaires 	On a regular basis Annually Annually
NGOS AND INDUSTRY GROUPS	<ul style="list-style-type: none"> • Performance outcome surveys • Collaborative projects • Sustainability performance questionnaires 	Annually As and when opportunities arise Annually

Management Philosophy

NIPSEA Group’s sustainability agenda is anchored in the philosophy of "Mutual Prosperity," which prioritises not only the sustained commercial viability of our business but also the company’s commitments to the planet and our people. To this end, we have integrated ESG considerations into every aspect of our operations, thereby ensuring that both our business and the environment can thrive together. By leveraging the diverse competencies of our companies, we can make a meaningful impact in areas that are material to us in terms of ESG, and position ourselves for long-term sustainable growth.

Our sustainability commitments are led by NIPSEA Group’s Chief Executive Officer ("GCEO"), while initiatives managed at the corporate group level are overseen by the Sustainability Steering Committee. This committee is composed of the heads of departments from our five core business functions: Marketing & CSR, Business Excellence, Human Resources, Finance, and Research & Development ("R&D").

These departmental leaders serve as advisors and provide valuable insights on ESG strategies that ultimately shape the organisation's efforts across five Sustainability Pillars:

(1) Environment, (2) People, (3) Community, (4) Innovation, and (5) Customers




GRI-SASB Materiality Assessment

In 2022, we re-evaluated our existing topics through management interviews and conducted a double materiality assessment using both GRI and SASB Standards to identify and prioritise the most significant ESG issues relevant to our business. The materiality assessment mapped the existing 19 “High Priority” topics identified in the previous year using the GRI Standards against the newly introduced SASB Chemical Industry Standards for this year. Based on the results of this GRI-SASB materiality assessment, we narrowed down the ESG issues that are most relevant to our business and key stakeholders such as investors, employees, customers, and communities. This allows us to prioritise ESG issues that matter most to us and our stakeholders and develop critical ESG strategies to manage risks effectively and seize opportunities.

Material Topics




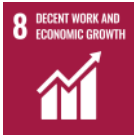

Through this year’s double materiality assessment, we identified 9 material topics which are of utmost significance to us. This list of 9 material topics was reviewed by the Sustainability Steering Committee and management, as well as ultimately approved by the Board. All the identified topics have been classified under the five Sustainability Pillars mentioned above and mapped to their corresponding GRI and SASB disclosures in the table below.

Sustainability Pillar	Material Topics for FY2022	GRI Disclosures	SASB Accounting Metrics
 <p>Environment</p>	<p>Energy and Emissions Reduction Strategy</p>	<ul style="list-style-type: none"> • GRI 302-1: Energy consumption within the organisation • GRI 302-3: Energy intensity 	<ul style="list-style-type: none"> • (1) Total energy consumed, • (2) Percentage grid electricity, • (3) Percentage renewable, • (4) Total self-generated energy
		<ul style="list-style-type: none"> • GRI 305-1: Direct (Scope 1) GHG emissions • GRI 305-2: Energy indirect (Scope 2) GHG emissions • GRI 305-4: GHG emissions intensity • GRI 305-7: Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions 	<ul style="list-style-type: none"> • Gross global Scope 1 emissions • Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (“VOCs”), and (4) hazardous air pollutants (“HAPs”) • Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets
	<p>Water Conservation Strategy</p>	<ul style="list-style-type: none"> • GRI 303-3: Water withdrawal • GRI 303-4: Water discharge • GRI 303-5: Water consumption 	<ul style="list-style-type: none"> • (1) Total water withdrawn, • (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress • Description of water management risks and discussion of strategies and practices to mitigate those risks

Sustainability Pillar	Material Topics for FY2022	GRI Disclosures	SASB Accounting Metrics
 Environment	Waste Management Strategy	<ul style="list-style-type: none"> • GRI 306-3: Waste generated • GRI 306-4: Waste diverted from disposal • GRI 306-5: Waste directed to disposal 	<ul style="list-style-type: none"> • Amount of hazardous waste generated, percentage recycled
 People	Workforce Safety and Well-being	<ul style="list-style-type: none"> • GRI 403-9: Work-related injuries 	<ul style="list-style-type: none"> • Total recordable incident rate ("TRIR") and (2) fatality rate for (a) direct employees and (b) contract employees
	Diversity and Inclusion	<ul style="list-style-type: none"> • GRI 405-1: Diversity of governance bodies and employees • GRI 401-3: Parental leave 	<ul style="list-style-type: none"> • Topic excluded from SASB Guidelines
	Training and Development	<ul style="list-style-type: none"> • GRI 404-1: Average hours of training per year per employee 	<ul style="list-style-type: none"> • Topic excluded from SASB Guidelines
 Community	Community Impact	<ul style="list-style-type: none"> • GRI 413-1: Operations with local community engagement, impact assessments, and development programs 	<ul style="list-style-type: none"> • Discussion of engagement processes to manage risks and opportunities associated with community interests
 Innovation	Sustainably Advantaged Products	<ul style="list-style-type: none"> • GRI 203-1: Infrastructure investments and services supported 	<ul style="list-style-type: none"> • Revenue from products designed for use-phase resource efficiency
 Customers	Product Safety Design	<ul style="list-style-type: none"> • GRI 416-1: Assessment of the health and safety impacts of product and service categories 	<ul style="list-style-type: none"> • Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact

Sustainability Goals

In 2021, NIPSEA Group set medium-term sustainability targets across 7 "High-Priority" material topics, which we have identified as areas where we can create the most impact. To determine these targets, we conducted a peer benchmarking assessment against seven comparable industry peers, evaluating our current performance within the paint industry and enabling us to establish strategic targets. Using the SMART ("Specific", "Measurable", "Achievable", "Relevance", and "Time-bound") Framework, we analysed the quality of targets set by our selected peers across the 7 "High-Priority" topics, leading us to develop and finalise 10 targets that are aligned with the relevant United Nations Sustainable Development Goals ("UN SDGs"). These targets have been approved by the Board and will guide our sustainability efforts in the coming years.

UNSDGs	Material Topics	Sub-categories	Targets	Progress
	Energy and Emissions Reduction Strategy	Energy Intensity (GRI 302-3)	Reduce energy intensity by 8% by 2025 against a 2021 baseline, with a yearly reduction target of 2%.	In progress – interim target not met; 25.2% increase from 2021 due to significant decrease in total production output.
		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%.	In progress – interim target not met; 18.3% increase from 2021 due to significant decrease in total production output.
	Water Conservation Strategy	Water Intensity (non-GRI metric)	Reduce water intensity by 8% by 2025 against a 2021 baseline, with a yearly reduction target of 2%.	In progress – interim target not met; 10.2% increase from 2021 due to significant decrease in total production output.
	Workforce Safety and Well-being	Number of Fatalities and Work-Related Injuries (GRI 403-9)	Achieve zero cases of recordable work-related injuries.	In progress – target not met; 101 recordable work-related injuries, reduced from 118 cases in 2021.
		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).	Achieved – ISO 45001:2018 and OHSAS 18001.
	Training and Development	Average Hours of Training Per Year 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%.	Achieved – 59.7 hours per employee, a 298% increase against the 2021 baseline.



UNSDGs	Material Topics	Sub-categories	Targets	Progress
 	Community Impact	<p>Infrastructure investments and services supported (GRI 203-1)</p> <p>Dollar value of investments into community initiatives (non-GRI metric)</p>	<p>Make a meaningful impact on the lives of at least 10 million individuals across the three main pillars - Education, Empowerment and Engagement - under the strategic CSR Framework from 2019 to 2025.</p> <p>Invest at least US\$5 million in CSR initiatives each year to make a meaningful impact across the 3 main pillars - Education, Empowerment and Engagement - under the strategic CSR framework.</p>	<p>Achieved - >15 million lives impacted from 2019 to 2025.</p> <p>In progress - target not met; invested US\$4.2 million in CSR initiatives in 2022.</p>
	Sustainably Advantaged Products	<p>Infrastructure investments and services supported (GRI 203-1)</p>	<p>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.</p>	<p>Achieved - a baseline of USD 557.81 million in terms of revenue derived from sustainably advantaged products.</p>
	Product Safety Design	<p>Assessment of the Health and Safety Impacts of Products and Services (GRI 416-1)</p>	<p>Assess the health and safety impacts of at least 80% of significant products and service categories by 2025.</p>	<p>Achieved - 99.5% of significant products and service categories assessed.</p>

An aerial photograph of a large solar farm at sunset. The solar panels are arranged in neat rows, reflecting the warm orange and yellow light of the setting sun. In the background, a tall wind turbine stands against a sky with soft, colorful clouds. A teal semi-transparent rectangle is overlaid on the upper half of the image, containing the chapter title.

CHAPTER 3






SAFEGUARDING THE ENVIRONMENT



Energy and Emissions Reduction Strategy

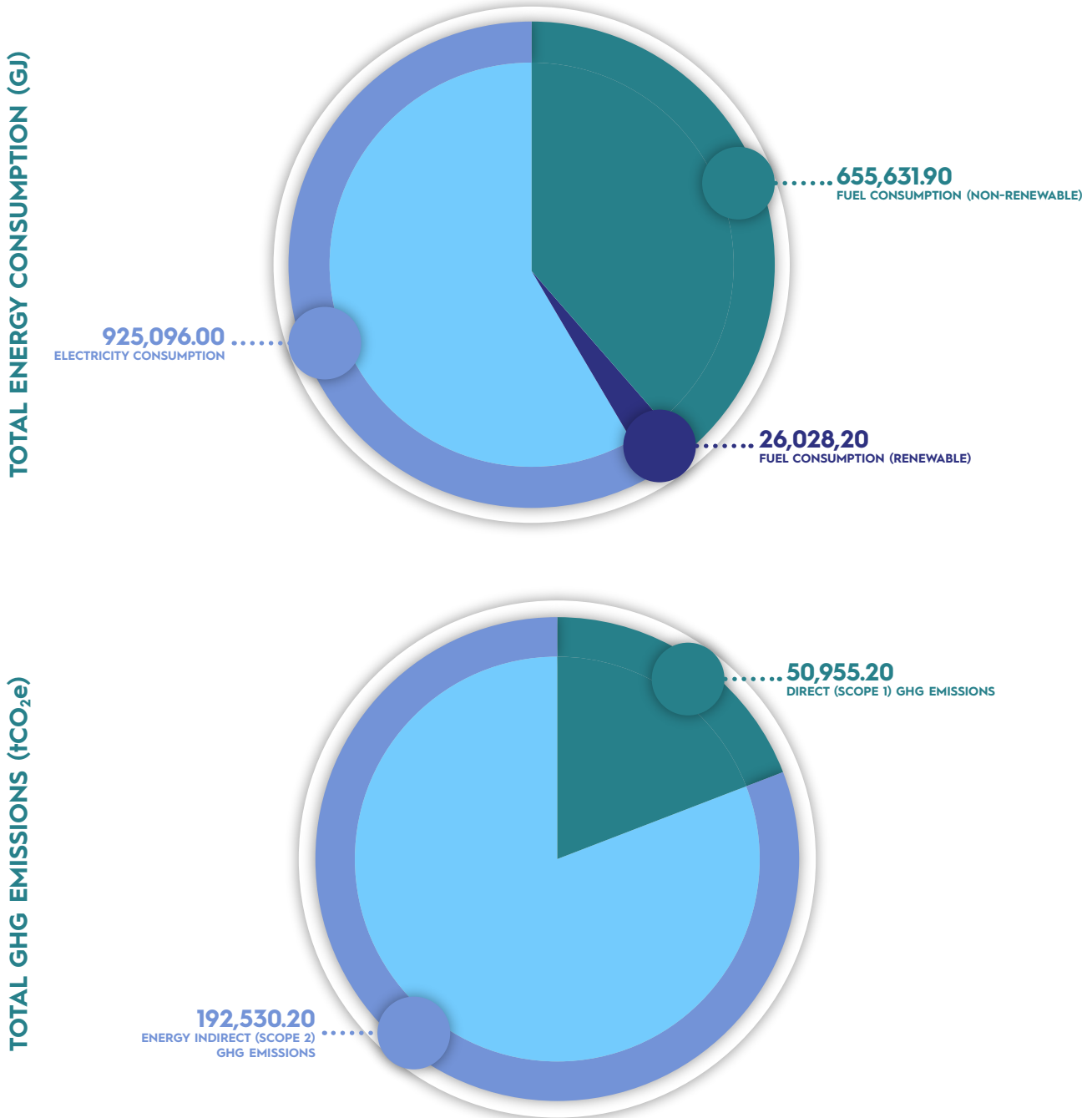
As a part of the chemical manufacturing industry, NIPSEA Group recognises that a significant portion of our environmental footprint comes from greenhouse gas (“GHG”) emissions resulting from energy use. To improve energy efficiency, we adopt an integrated risk and opportunity approach by rethinking and reinventing process applications in our manufacturing operations.

Our actions are guided by the Green Plan, a company-wide movement to advance the sustainable development agenda by prioritising Profit, People, and Planet. We aim to reduce both direct and indirect energy consumption in our business value chain and foster a culture of environmental responsibility within the Group. Our energy conservation efforts go beyond regulatory compliance through various activities.

ACTIVITIES	DESCRIPTION
 Skills Training	<p>We offer employee skills training in the areas of design innovation and energy-related procurement, covering topics that range from machinery, tools, and production equipment. Our training enables proactive management of energy efficiency in current processes.</p>
 Maintenance and Monitoring Programs	<p>We implement programmes to track the electrical power consumption of each piece of equipment per unit of output.</p>
 Management Reviews and Meetings	<p>We established an Independent Energy Management Committee to review and update environmental work plans and targets on a yearly basis. Additionally, monthly management meetings are held to discuss energy and emission performance, allowing for quick adjustments when necessary.</p>
 Impact Assessments	<p>We conduct assessments that identify inefficient energy users in each facility's process chain. Depending on the facility, we measure the Overall Equipment Effectiveness (“OEE”) and engage with external vendors to flag problematic machinery or processes. An annual capital expenditure budget is set aside specifically for upgrading or replacing these inefficiencies.</p>
 Clear Communications	<p>We communicate the responsibility for energy conservation to all employees, from executives to management levels, ensuring compliance with the drafted measures. We also send out quarterly ‘Safety and Sustainability’ newsletters on a NIPSEA Group level to all relevant stakeholders, informing them through the Safety and Sustainability dashboard about key metrics such as electricity usage, CO2 emissions per tonne, hazardous waste per tonne, personal injury cases, etc.</p>

The NIPSEA Group manages GHG emissions directly at the operating facilities under ISO 14001:2015 environmental management systems. We conduct an environmental impact control check for GHG emissions at each stage of the product life cycle to minimise emissions intensity, such as by using battery-operated forklifts instead of diesel-powered ones. 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, VOC levels, and chemicals emitted. We have 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.

In 2022, our total energy consumption was 1,606,756.1 GJ, a 6.3% increase from the 2021 level, while our energy intensity measured 316.8 MJ/tonne, a 25.2% increase from the previous year. Similarly, our Scope 1 and 2 GHG emissions increased by 0.5% as compared with 2021, totalling 243,485.4 tCO₂e, while our emissions intensity measured 48.0 kg CO₂e/tonne, an 18.2 % increase from the previous year. This was likely due to the inclusion of new entities in this reporting year, particularly the Europe Group, given that the data was unavailable last year. Our total production output also reduced by 15.0% due to a market demand slowdown, leading to an increase in both energy and emissions intensities.



Consequently, we did not achieve our yearly reduction targets of 2% and 4% for energy intensity and emissions intensity respectively. We will continue to monitor our progress and strive to meet our overall goal of reducing our energy intensity by 8% and emissions intensity (Scope 1 and 2) by 15% by 2025 against a 2021 baseline.

Nippon Paint China's Transformation into a Carbon-Neutral Industrial Green Park

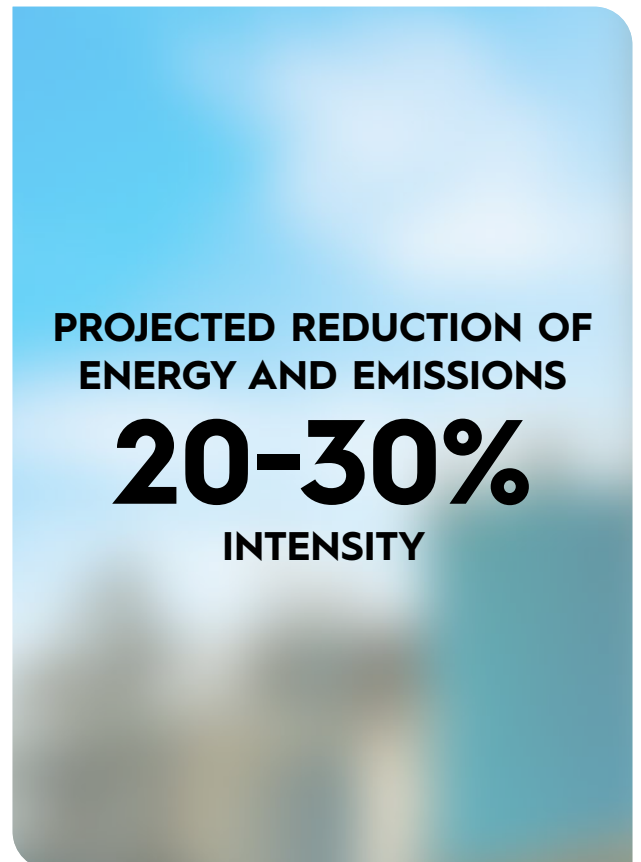
NIPSEA Group's Nippon Paint Jinshan facility is dedicated to transforming into a carbon-neutral industrial green park. As part of our commitment to supporting the green movement in China, Nippon Paint (Shanghai) Company Limited's Regenerative Thermal Oxidiser ("RTO") project has successfully treated volatile organic compounds ("VOCs"), meeting China's regulatory standards and consistently maintaining low emission levels.

This effort has not gone unnoticed, as the Jinshan district news agency reported on 25th June 2022 that air quality around the park has significantly improved, as confirmed by nearby residents. One resident commented, "there is no longer any strong chemical smell," a testament to the green initiatives implemented by factories operating within the industrial park, including Nippon Paint Jinshan. Despite encountering some unsuccessful attempts to find alternative solutions, the factory invested over 20 million RMB in upgrading its VOC system. In April 2022, the RTO system achieved initial operational capabilities, with an average emission figure of 35 mg/cubic, well below the standard of <50 mg/cubic. The RTO system uses a zeolite runner system that effectively adsorbs organic solvents in waste gas with a purification efficiency of over 98%.

NIPSEA Group is committed to developing energy-efficient solutions and reducing our overall emissions. To achieve this, we will expand our energy consumption monitoring activities to include buildings and various types of machinery used in key manufacturing processes.

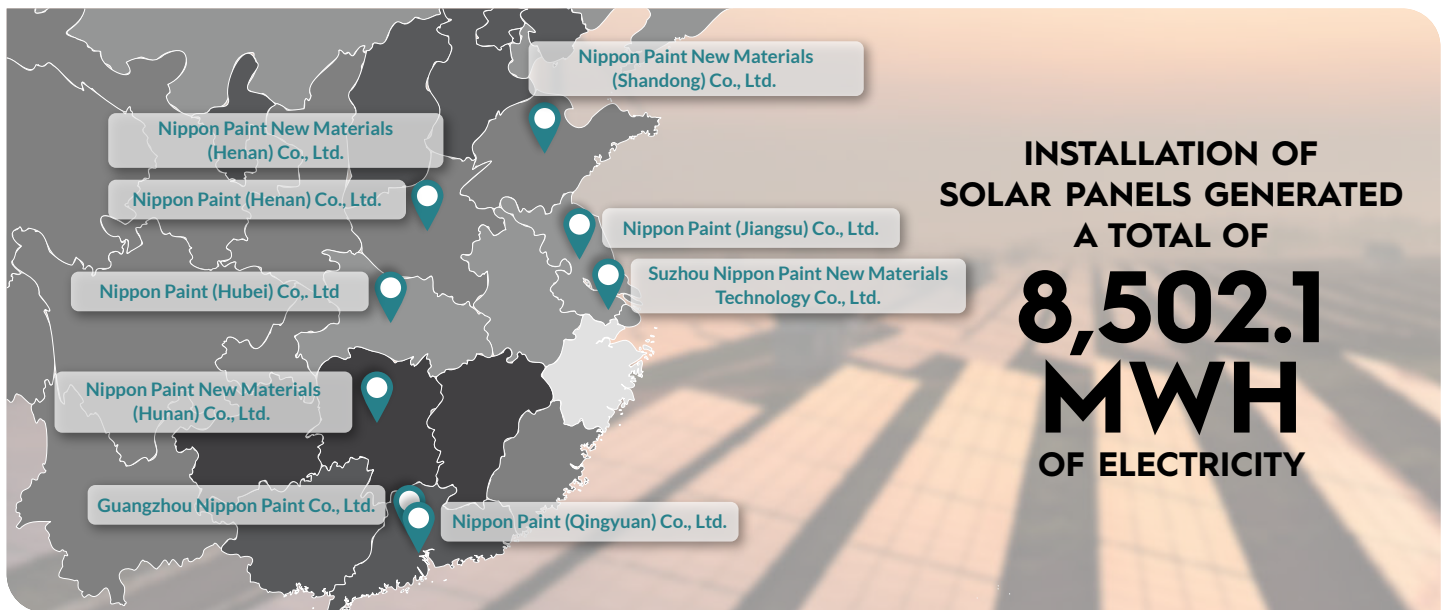
We are increasing the use of greener technology, adopting decentralised generation models, and optimising our production. Additionally, we are developing plans to expand the role of solar energy in our energy mix and increase the use of electric vehicles in our operations.

Our efforts are aimed at reducing our environmental impact and supporting the transition to a more sustainable future. We will continue to explore and implement innovative solutions to improve our energy efficiency and reduce emissions throughout our operations.



Green Energy Projects by Nippon Paint China

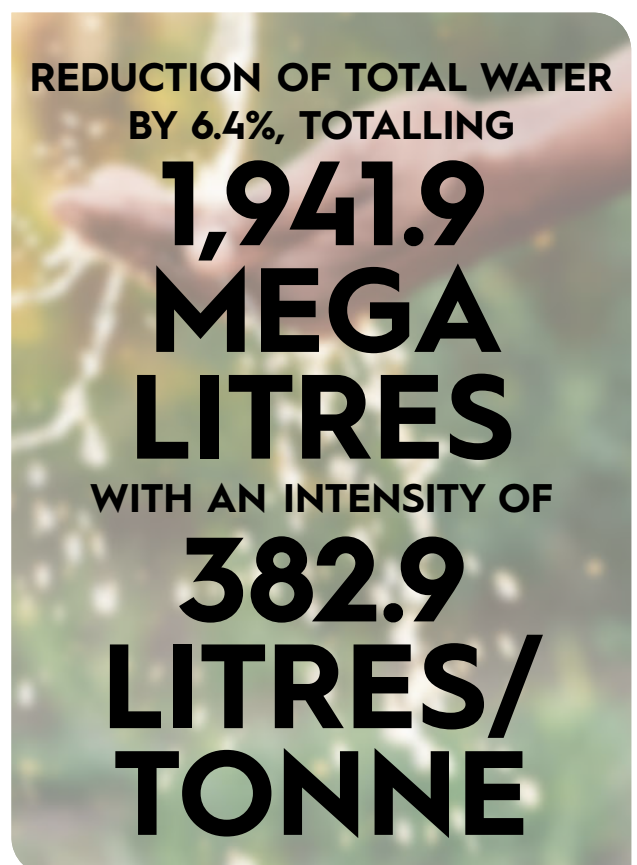
2022-2023, the Group installed solar panels in 9 factories located in China (refer to the map below). These installations have resulted in a total electricity generation of 8,502.1 MWh. Additionally, 13 more factories are set to follow suit and get solar panels installed in 2023, estimated to generate 26,900.5 MWh of electricity. The Group is also exploring alternative energy-sourcing methods for high energy-consuming systems. One initiative involves the use of air-sourced heat pump systems, which replace electricity-sourced water heating. Another proposal is to replace fuel forklifts with electric forklifts, which will significantly reduce carbon emissions. Through the adoption of green energy solutions, NIPSEA Group aims to further its commitment to sustainability and reducing carbon emissions in its operations.



Water Conservation Strategy

NIPSEA Group values water as a vital resource for our manufacturing processes. We continually optimise our processes to enhance water efficiency and treat all wastewater leaving our facilities to prevent environmental pollution. Soil testing and spill kits are in place to mitigate potential issues, and our treatment requirements vary depending on the wastewater type.

In 2022, our total water consumption reduced by 6.4%, totalling 1,941.9 megalitres with an intensity of 382.9 litres/tonne. This represented a 10.2% increase in water intensity due to the decrease in total production output; hence, we did not achieve our yearly reduction target of 2% for water intensity. We will enhance our water conservation efforts to achieve our overall goal of reducing our water intensity by 8% by 2025 against a 2021 baseline.



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 the 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 raw water for the formation of certain water-based paints.</p>

Discharge Treatment Requirements by Wastewater type

- 1. Wastewater that cannot be reused or recycled**
Such wastewater is disposed of as industrial waste and collected by a licensed collector for further treatment in accordance with local laws.
- 2. Wastewater that requires treatment before disposal**
Wastewater from lab basins is first treated in a dilution tank and tested by a third-party assessor before it can be released as public sewage.
- 3. Wastewater that can be disposed directly**
Wastewater from toilets and wash basins is linked directly to public sewage.

NIPSEA Group is committed to operating sustainably and adhering to local regulations and guidelines for wastewater management. In collaboration with our industry partners, we are working towards achieving zero discharge to the environment through better wastewater recycling systems. We are also co-developing various initiatives aimed at enhancing wastewater treatment activities, reusing treated wastewater, and improving the sanitisation levels of the wastewater that leaves our plants.

BETEK Nippon Paint Turkiye's Ongoing Water Mobilization Projects

1. RO Unit Waste Water Recycling: Our R&D, Production, and HSE team members have started trial studies for the reuse of an average of 5,000 m³ of water per year.
2. Polymer Waste Water Recovery: Our R&D, Production, and HSE team members are conducting trial studies for the annual average of 2,000 m³ of water and the recovery of approximately 150 tonnes of polymer.
3. Recycling of Water-Based Waste Water: Our R&D, Production, and HSE team members are conducting trial studies for the annual average of 20,000 m³ of water and water-based paint recovery.
4. Recycling of Domestic Use Waste Water: A study has been initiated for the use of 15,000 m³ of wastewater per year in garden irrigation, urinals, and toilet bowls.
5. Rainwater Recovery: Based on our precipitation regime and area calculations, we anticipate that we can retain approximately 30,000m³ of water annually. We plan to invest in this initiative after preliminary studies and trials.
6. Reuse of Treatment Plant Discharge Water: We are also exploring the possibility of reusing approximately 26,500 m³ of wastewater as washing water.

We have established a Water Mobilisation Committee to oversee all these initiatives, and our team is actively monitoring progress. These initiatives are aimed at reducing our water footprint and promoting sustainable water management practices.

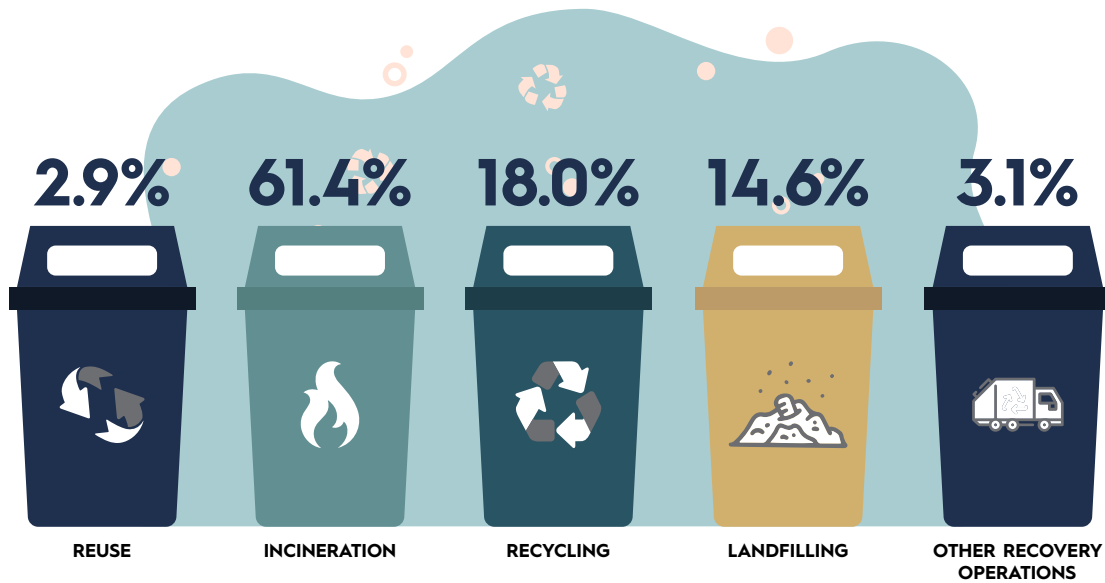
Waste Management Strategy

NIPSEA Group is aware of the size of our production in the region and our heavy reliance on chemicals, which is why we give significant attention to waste disposal. As part of our long-term strategy for managing hazardous and non-hazardous waste efficiently, we prioritise action in four areas: Disposal Treatment, Product Labelling, Employee Awareness, and Checks & Awareness.

In 2022, we generated 53,350.6 tonnes of waste material. 24.0% of the waste generated was directed for reuse, recycling and other recovery operations, while the rest was directed to disposal. Waste disposal operations included incineration, landfill deposit, waste sorting, fuel blending and municipal disposal.



Breakdown of Waste Management Operations (%)



Currently, Nippon Paint China accounts for a significant portion of the Group's total waste generated, measuring 52.4% of the overall waste generated. To manage this effectively, we have an information management system that enables us to conduct environmental performance assessments and forecast pollutant emission index to identify areas for improvement. The system also provides us with updated annual pollutant discharge statistics, coupled with an automated function to calculate environmental taxes in line with the latest guidelines and information released by the Chinese government.

Waste Reduction Efforts by Nippon Paint China

To further enhance our efforts in waste management, Nippon Paint China has implemented two key initiatives:

A HIGH-PRESSURE CLEANING SYSTEM THAT REDUCES WASTEWATER VOLUME	TARGET SETTING FOR WASTE REDUCTION AND COMPREHENSIVE WORK PLAN
<p>By utilising this system, we can significantly reduce the amount of wastewater generated during our operations, thereby minimising our impact on the environment.</p>	<ol style="list-style-type: none"> 1. Implement non-hazardous waste data infrastructure for data collection and monitoring. This will allow us to better track our waste generation, identify areas where we can improve, and implement effective waste reduction measures. 2. Implemented a monthly close monitoring of waste data to track our progress towards achieving waste reduction targets. This will ensure that we stay on track and make necessary adjustments to our waste management strategies if needed.

Other initiatives include waste heat recovery operations (targeting Regenerative Catalytic Oxidiser (“RCO”), air compressors, and thermal fume exhaust), equipment & machinery control management, and “green transportation”. They are all part of our ongoing efforts to reduce waste and operate in an environmentally responsible manner.

We monitor our waste generation and disposal efficiency in all manufacturing plants and conduct yearly reviews to track progress. We aim to improve efficiency by maintaining and upgrading our technology. Specifically, we track three types of data:

- Waste generated
- Treatment process efficiency rates, and
- Recyclable material regenerated.

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.



EMPLOYEE AWARENESS

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

Waste Reduction Efforts

PRODUCT LABELLING

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



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.



Waste Management by Nippon Paint India

NIPSEA Group is committed to responsible hazardous waste management in all its manufacturing sites, including India. In India, hazardous waste is classified into six categories, and the site teams employ different methods for their disposal.

- Plastic bags are classified and segregated before approved vendors collect them for recycling according to the approved procedure for secondary application.
- Plastic containers and cans are cleaned, recycled by approved vendors as per the local compliance procedures. NPI-DECO site is using the recycled containers in line with government regulations as part of efforts to practise responsible plastic waste recycling.
- Metal waste containers are decontaminated and sent to approved vendors for recycling of open-top drums or reconditioned drums for secondary use in the industry or for steel recovery.
- Waste solvents or wash solvents are collected and sent to approved reprocess vendors to recover solvent. The recovered solvent is purchased and used at our sites, and vendors also sell this solvent for less demanding product applications.
- Sludge waste from the ETP plant is recovered from the filter bed and sent for energy recovery at a cement plant.
- Wooden pallets used for hazardous material storage are recovered and recycled post completing repair and reuse at site. Pallets which are not recoverable are sent to incineration units like cement kilns or refractory units for energy recovery via authorised vendors.

Site teams in India ensure that all hazardous waste is managed efficiently and responsibly, utilising established industries for recycling and recovery, and adhering to government regulations for responsible waste management.

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.



A close-up shot of a person's hands using a roller to apply paint to a wall. The roller is yellow and is being moved vertically along a white wall. The person is holding the roller with a black handle.

CHAPTER 4

CREATING A SAFE, DIVERSE AND SKILLED WORKFORCE





Workforce Safety and Well-being

At NIPSEA Group, the safety and well-being of our employees is our top priority. To ensure this, we enforce safe behaviours and provide good health and working conditions in compliance with local laws and regulations, as well as our own Quality, Environment, Safety, and Health (“QESH”) protocol. These policies serve as the foundation for health and safety standards within our organisation and apply to all interactions with suppliers, customers, and third parties. Our Senior Management chairs the occupational health and safety committees, which oversee the management of workplace safety.

Preventing Work-Related Incidents

Our occupational health and safety (“OHS”) system focuses on preventing safety and hygiene hazards that may arise from important manufacturing and operational activities. These include chemical use and storage, production of paints and allied products, waste disposal, and the use of forklift trucks in factories.

To ensure compliance and continuous improvement of safety standards across our operations, we adhere to international safety management systems such as OHSAS 18001 and ISO 45001:2018. If an entity does not certify to these standards, they will follow NIPSEA Group's safety management systems instead. We strive to ensure that our health, safety, and environmental (“HSE”) efforts cover the following necessary areas:

1. Raising awareness on the importance of health and safety measures

NIPSEA Group uses 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 about relevant HSE precautions through workshops and briefings on subject matters such as chemical and PPE safety, machine use, and life-saving and occupational first-aid techniques taught by internal or external professionals. A customised training calendar is developed annually for each site based on competency assessments specific to work scope activities, site hazards, and safety standards. At select sites, occupational health centres are equipped with ten 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 that cover 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 available to all employees in the form of email, face-to-face opportunities with the safety department, or reports of abnormal incidents or near-miss events 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	0	0
Rate of fatalities as a result of work-related injury per 200,000 hours worked	0.0	0.0
Number of high-consequence work-related injuries (excluding fatalities)	5	0
Rate of high-consequence work-related injuries (excluding fatalities) per 200,000 hours worked	0.02	0.00
Number of recordable work-related injuries	101	10
Rate of recordable work-related injuries per 200,000 hours worked	0.41	0.30

NIPSEA Group is committed to maintaining a safe and healthy workplace for all employees. The company's goal is to achieve zero cases of recordable work-related injuries, which is a testament to their dedication to the well-being of their staff. To achieve this, NIPSEA Group places great emphasis on adhering to the latest international OHS standards.

We have implemented a comprehensive HSE management framework and Laboratory HSE Handbook to ensure that all employees are aware of precautions to take when handling hazardous chemicals. Additionally, NIPSEA Group strictly monitors the air quality in their factory compound to ensure that it meets local regulations.



To further safeguard their employees, NIPSEA Group requires the use of personal protective equipment (“PPE”) and provides relevant training on respiratory protection. This includes the use of breathing apparatus such as dust masks and gas masks. By taking these measures, NIPSEA Group strives to create a safe and healthy working environment for all employees, and to continuously improve their OHS management system.

Improving Health and Wellness at the Workplace

To improve the health and wellness of our employees, NIPSEA Group provides a range of programmes and services. Our Employee Total Wellness programmes, which include e-courses and workshops, cover various topics such as mental health and physical wellness. We also organise recreational clubs for employees to unwind and engage in activities together, from sports to arts, music, and CSR-related events.

Medical services are available to our employees, including health counselling and an annual in-house health check-up for all staff. Employees can also seek treatment at a list of panel clinics, and select groups working with hazardous chemicals to receive regular health check-ups.

In FY2020, we established the NIPSEA Safety and Sustainability Council (“NSSC”) to conduct safety audits and ensure that safety standards are upheld across all Group factories. Quarterly NSSC meetings are held with HSE managers to discuss safety targets, work plans, and share updates on best practices. Recently, we launched the NIPSEA Online Incident Reporting System in September 2021. This system enables employees to report incidents instantly using the webpage or App version, which is automatically shared with NSSC members. We can also analyse the reported incidents to identify trends and take preventative measures to improve safety in the future.

Taking Proactive Corrective Action

In the event of a potential safety hazard 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, and precautionary action will be taken to deter recurrences.

The Safety Committee comprises both management and employee representatives to enable collaborative discussions. These incidents 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 by effectively tracking and monitoring performance, operational control, and compliance to standards through diverse processes. These include:

<p>MONITORING ACTIVITIES</p>	<p>This includes hazard assessments, evaluations, line and professional self-assessments, peer reviews, third-party validation testing, and internal audits. Additionally, 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.</p>
<p>CONDUCTING RISK ASSESSMENTS</p>	<p>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 opportunities for continual improvement.</p>
<p>ENCOURAGING EMPLOYEE PARTICIPATION</p>	<p>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 programs. 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.</p>
<p>CONDUCTING EXTERNAL AND INTERNAL AUDITS</p>	<p>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.</p>

Diversity and Inclusion

NIPSEA Group takes pride in fostering a diverse and inclusive workforce that embraces people of different genders, generations, nationalities, and expertise. We recognise the importance of having a diverse team in producing better business outcomes for its customers and the communities it operates in. As part of its commitment to Diversity & Inclusion (“D&I”), we have formed a dedicated committee that champions initiatives around 'People and Community'. This committee plays a vital role in ensuring that the company's D&I policies and programmes align with its overall commitment and approach to D&I.

D&I Global Pillars

NIPSEA Group's 'Diversity and Inclusion' policy outlines our aspiration for D&I, which is anchored in two global pillars. These pillars enable us to integrate D&I into its core people processes, where relevant and possible.

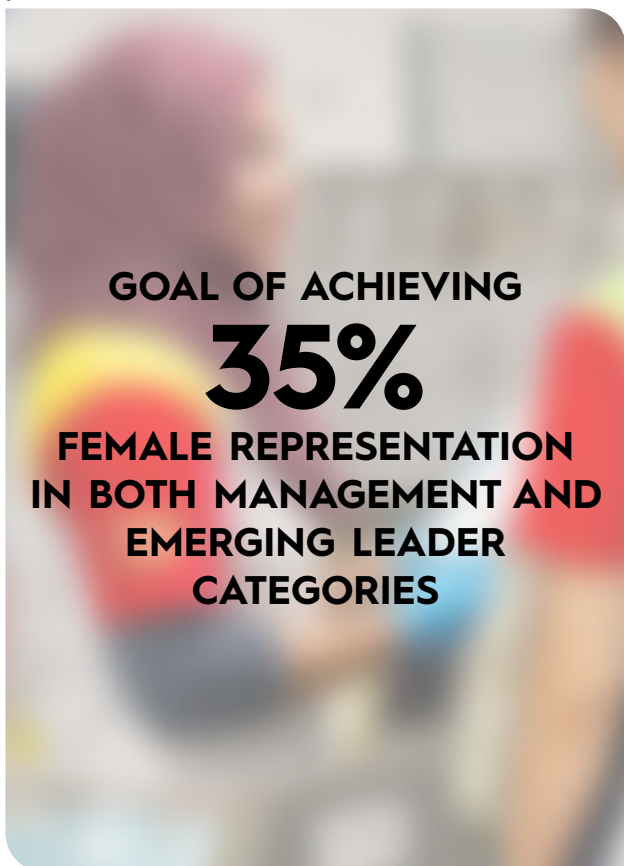
The first global pillar is 'Celebrating Diversity'. Through this pillar, we recognise and celebrate the diversity that exists within its workforce. We value the unique perspectives, backgrounds, and experiences of its employees and believe that this diversity helps to drive innovation and creativity.

The second global pillar is 'Building & Enabling Local Communities'. Through this pillar, we support and work closely with our charity partners to implement community outreach initiatives that serve the needs of families, students, teachers, elderly people and people with disabilities. NIPSEA Group is committed to making a positive impact on the communities it operates in by supporting education, healthcare, and environmental sustainability initiatives.

Our commitment to Diversity & Inclusion is reflected in our policies and programmes. We recognise that embracing diversity and creating an inclusive work environment is not only the right thing to do but also essential for achieving the business goals. By Celebrating Diversity, and Building and Enabling Local Communities, NIPSEA Group is creating a workplace culture that values and respects all individuals, regardless of their differences.

Achieving Gender Balance

NIPSEA Group is working towards the goal of achieving 35% female representation in both management and emerging leader categories. To achieve this goal, we have created a supportive work environment that aims to attract, retain, and develop female talents across the organisation. These initiatives include mentorship programmes, coaching, and leadership development opportunities.



In addition, gender balance metrics will be incorporated into the standard HR reporting across the Group. These metrics will be aligned with the company's diversity and inclusion goals and will be regularly reviewed and updated by Country HR as necessary. This will enable us to track our progress towards achieving gender balance and identify areas that require improvement. We believe that having a diverse workforce, including gender diversity, leads to better decision-making, increased innovation, and improved business performance.

Training and Development

NIPSEA Group recognises the importance of training and development in the overall growth and success of the organisation. To ensure the holistic development of our employees, our learning and development plans are designed at country level to meet the specific needs of local workforce. Through the annual Training Needs Analysis exercise, we are able to create a more effective learning experience that focus on upskilling their capabilities and competencies required at different job levels.

Employee Training

To further enhance the learning capabilities of its employees, NIPSEA Group has progressively introduced a Learning Management System in FY2021/2022. This system interface supports multiple languages, which enables countries to customise their learning needs accordingly. This provision of diverse training and educational programmes ranges from technical to leadership upskilling, equipping employees with the necessary skills in today's ever-evolving business landscape. These programmes cover topics including but not limited to NIPSEA Leadership Competencies (AGILE), functional trainings, health safety & environment, information technology, and physical & mental wellness.

Each country is responsible for the development and execution of employee learning plans. In FY2022, NIPSEA Group clocked a total of 1,626,370 training hours for all employees, with an average of 59.7 hours per employee. This represented a 300% increase from FY2021 in terms of the average training hours per employee.

The increase in training hours compared to FY2021 may be attributed to the easing of COVID-19 measures in the respective countries. Digitalisation of training has also helped to increase the engagement of remote employees, with employees in sales able to access product knowledge immediately using the Learning Management System on mobile devices. Employees are also required to complete tests or quizzes after a course to ensure that they fully understand the content. Furthermore, instructors can track the retention of knowledge of learners by utilising the 'Test' feature in the Learning Management System.

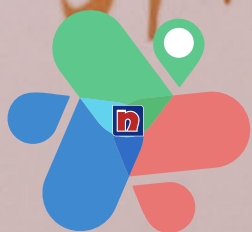
Our localised learning approach and the introduction of the Learning Management System have helped to provide a comprehensive and customised training experience for its employees. By continuing to focus on employee training and development, NIPSEA Group can ensure the long-term success of the organisation while also providing opportunities for employee growth and development.





CHAPTER 5

DEVELOPING SUSTAINABLE COMMUNITIES



Singapore WildCat Mural Exposure
Singapore

Community Impact

NIPSEA Group is committed to driving positive and sustainable changes in the communities we operate in. To maximise our efforts, we focus our corporate social responsibility (“CSR”) initiatives to tackle socioeconomic challenges across three key pillars – Education, Engagement and Empowerment. These pillars are consolidated under one umbrella – Colouring Lives – guided by 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.**

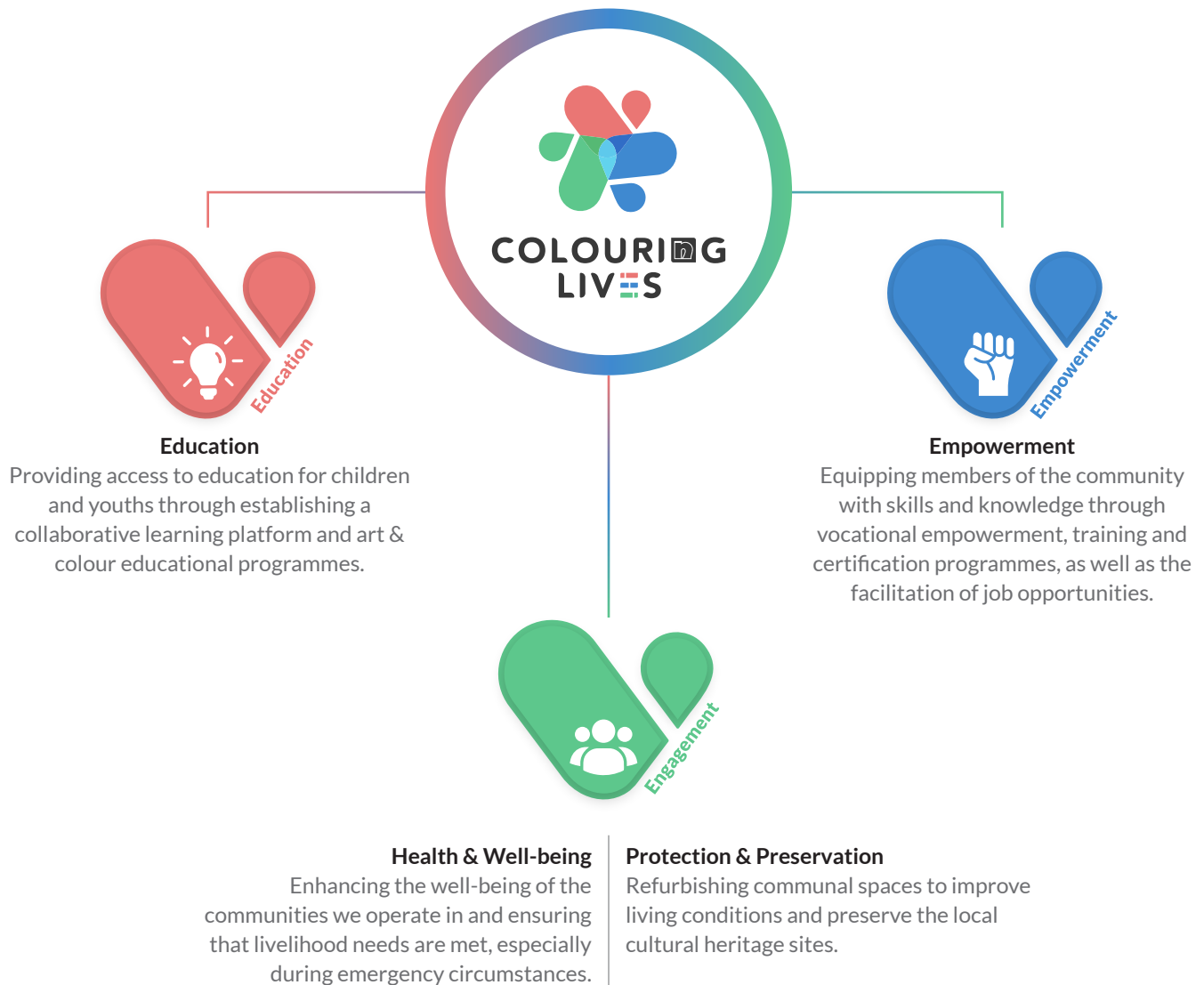
Approach #2

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 | 2022



108

CSR INITIATIVES
CONDUCTED



**>US\$4.2
MILLION**

INVESTED IN
CSR INITIATIVES



**>10
MILLION**

LIVES IMPACTED



32,735

EMPLOYEES INVOLVED



109,793

HOURS COMMITTED



182,395

LITRES OF PAINT
CONTRIBUTED

Vu A Dinh Scholarship

As one of the primary co-sponsors of the Vu A Dinh Scholarship Fund's Scholarship Award in 2022-23, Nippon Paint Vietnam's contribution provides financial assistance to students studying in primary, secondary, high school, and universities from ethnic minority groups, as well as children of soldiers and provincial border guards in Vietnam and students who were affected by the COVID-19 epidemic. Students will receive scholarships ranging from VND1,000,000 - VND1,500,000 per student, which will help them pursue their academic aspirations and create a brighter future for themselves and their communities.



We are proud to support this initiative and contribute to promoting education among underprivileged students who may not have had the opportunity to pursue their academic aspirations otherwise. Besides raising awareness about our brand among students and parents, this scholarship programme also provides a platform for Nippon Paint Vietnam to collaborate with other partners of the Vu A Dinh Fund and explore potential business opportunities in the future. This partnership allows us to demonstrate the positive impact of public-private partnerships and how they can contribute to creating a more equitable and prosperous society.

Scholarships for Employees' Children

This initiative involves offering scholarships to the children of NIPSEA Group employees (i.e., Nippon Paint Malaysia and Thailand), with a focus on those who have demonstrated good academic performance. By alleviating some of the financial stress faced by our employees and their families, we believe that this is likely to lead to increased engagement and productivity among employees, ultimately benefiting both the company and its workforce.



AYDA Awards

NIPSEA Group's AYDA Awards is a prestigious interior design and architectural competition in Asia that fosters global stakeholder relationships, promotes sustainable design, and encourages collaboration among designers. The Awards go beyond transactional interactions to build personal relationships with stakeholders and differentiate the brand from competitors. It extends to employee volunteers, who develop a sense of purpose and teamwork by working towards a common goal.

Since 2008, the goal of the AYDA Awards is to inspire budding designers to design sustainably and contribute to global issues and engage with stakeholders. Through this initiative, we hope to inspire and encourage designers to create designs that serve a relevant cause in societies globally.

The Awards are executed in 15 countries and regions, with Gold Winners representing their country at the AYDA International Finale and competing for a coveted Design Discovery Programme with Harvard University's Graduate School of Design. The AYDA Awards provide a platform for networking and collaboration among designers in Asia, fostering greater synergy in the design industry. In 2022, over 5,314 budding designers have been inspired to use their skills for positive impact, while more than 140 professionals have gained fresh ideas from the future generation of designers through the Awards. Overall, the AYDA Awards have proven to be a successful initiative that contributes to the growth of NIPSEA Group and the development of the design industry, inspiring designers, promoting sustainability and building meaningful stakeholder relationships



4 QUALITY EDUCATION



Countries and Regions Involved

Bangladesh, China, Hong Kong, Indonesia, India, Japan, Malaysia, Pakistan, Philippines, Sri Lanka, Singapore, Thailand, Taiwan, Turkiye, and Vietnam

NO. OF HOURS COMMITTED

25,690

NO. OF LIVES IMPACTED

66,010

UNIVERSITY STUDENTS FROM 1,277 UNIVERSITIES

145



PROFESSIONAL ARCHITECTS & INTERIOR DESIGNERS

TOTAL PROJECT EXECUTION COST (USD)

\$925,547.17



Education Packages for Painters' Children

Supporting each other and helping others have an important place in Turkish culture. We want to support our paint masters, make them feel that we are with them on special occasions, and meet their wishes and needs. As part of Betek Boya's initiative, we selected 5,000 of the most engaged painters in Türkiye and sent them food packages for Ramadan in March 2022. On top of food packages, we also sent 1,500 Filli Boya painters' children education packages, which were obtained at a 50% discount sponsored by Betek Boya. Not only did we hope to increase their loyalty and love for our brand, but we also wanted to support their children and send a heart-warming message that "we are a big family, and your children are my concern too".



450.000 puan yerine
200.000 puan*

**Okullar Açılırken
Çocuklarımızın
İhtiyaçlarının
Yarısı Bizden**

* Kampanyadan faydalanmak için 1-15 Eylül tarihleri arasında 2 adet büyük ambalaj ürün alımı yeterlidir.


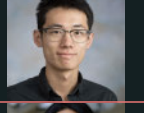

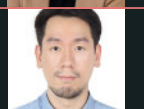
\$258,000
INVESTED

**16,000
LIVES
IMPACTED**

\$60,000
INVESTED IN 2022
TOWARDS THE FUND

Gennosuke Obata Fellowship Fund

As part of NIPSEA Group's commitment to fostering young design talents in Asia, the Gennosuke Obata Fellowship Fund was established in 2018 to provide financial aid to students from Asian countries pursuing design education at Harvard University's Graduate School of Design ("GSD"). Since its launch, the Fund has supported 5 recipients to date and will continue to support one recipient every year. This partnership allows NIPSEA Group to tap into Harvard GSD's expertise and network for potential collaborations with the AYDA Awards community. NIPSEA Group's commitment to nurturing young design talents in Asia reflects its vision to invest in the future of design leadership in the region.

DATE	CLASS	RECIPIENT	COUNTRY OF ORIGIN	
Feb-19	MUP '20 Master in Urban Planning concentrating in urban analytics (Harvard GSD accidentally funded Safeer for 2 terms)	Safeer Shersad	India Dubai London	
Feb-20				
Dec-20	MLA '22 Master in Landscape Architecture	Dongtian "Oliver" Shi	Zibo, Shandong, China	
2021 - 2022	MLA '24 Master in Design Ecologies	Harshika Bisht	Dehli, India	
2022 - 2023	MLA '24 Master in Landscape Architecture	Petch Peewsook	Bangkok, Thailand	



NIPPON PAINT CHINA
CHINA STUDENTS
EDUCATION
SUPPORT AWARD UNDER
COLOUR WAY OF LOVE

NIPPON PAINT HONG KONG
THE ZUBIN FOUNDATION

OVER 1,500
STUDENTS FROM ETHNIC MINORITY
GROUPS SUPPORTED



NIPPON PAINT THAILAND
SCHOLARSHIP FOR
CHILDREN AT
CHONBURI SCHOOL FOR
THE DEAF

NIPPON PAINT VIETNAM
"TIẾP SỨC ĐẾN TRƯỜNG"
SCHOLARSHIP IN TIEN
GIANG AND BEN TRE
PROVINCE





Colour Way of Love – ART+

Colour Way of Love – ART+ is a meaningful and successful project by Nippon Paint China that promotes the importance of art and colour in people's lives. We aim to inject art and colour into people's lives while nurturing the beauty of rural areas through murals. To achieve this goal, we invite mural artists and designers from all over the world to create murals in cities and schools in rural areas with a focus on childcare and animal protection.



OVER
\$140,000
INVESTED

OVER
4,300
HOURS COMMITTED

To ensure the smooth implementation of the project, we carefully select 10-15 walls in Shanghai and Chengdu and negotiate with the government in advance. In 2022, we completed 14 murals in these cities, bringing joy and beauty to the citizens. We are delighted that the project has received recognition from the party media, which has enhanced our branding impact. Additionally, since the development of ART+, we have received an overwhelming response from mural artists and designers who are eager to join Colour Way of Love. Our charity partners have also grown, making the project more impactful.



TOTAL PROJECT EXECUTION COST (USD)	\$207,369
NO. OF HOURS COMMITTED	4,320
NO. OF EMPLOYEES INVOLVED	100
PAINT USED (IN LITRES)	2,280
AREA IN REFURNISHED SPACES (IN SQ.FT)	12,917
NO. OF LIVES IMPACTED	2,674

2,400 PRIMARY SCHOOL STUDENTS
50 UNIVERSITY STUDENTS
200 ELDERLY PEOPLE
24 PAINTERS/ARTISTS

Gapura Merah Putih 2022

In 2022, Nippon Paint Indonesia achieved a significant milestone in our Gapura Merah Putih CSR programme. We broke the 3rd Indonesian World Records Museum (“MURI”) record by donating 91,390 litres of paint to paint 18,189 Gapura (red and white arches) across Indonesia. We are honoured to be the only company in Indonesia that holds the Gapura Merah Putih event and has painted the most massive arches with the colours of the Indonesian flag across the country.

Through Gapura Merah Putih, we have demonstrated our commitment to Indonesia's Independence Day and the spirit of gotong royong (or mutual assistance). We believe that through mutual assistance, we can build a stronger and more united community. We are honoured to contribute to this important tradition and look forward to continuing our support in the future.



OVER
90,000
LITRES OF PAINT DONATED

OVER
3.6MILLION
LIVES IMPACTED



TOTAL PROJECT EXECUTION COST (USD)	\$317,854
NO. OF HOURS COMMITTED	5,760
NO. OF EMPLOYEES INVOLVED	30,000
PAINT USED (IN LITRES)	91,390
AREA IN REFURNISHED SPACES (IN SQ.FT)	90,950
NO. OF LIVES IMPACTED	3,637,992 3,637,800 COMMUNITY RESIDENTS 192 DEALER SHOPS

Fishermen Community

Nippon Paint Indonesia has collaborated with the fishermen communities in several regions of Indonesia for works relating to boat maintenance at least every 6 months. This includes painting to prevent corrosion, slime, weeds, barnacles, and other damage to the boats. Apart from paint donations, this initiative also served as a good opportunity for product-trial and product education.



REGION	PAINT DONATED	NO. OF BOATS
DESA BANDENGAN CIREBON	507 LITRES	100
DESA ALASDOWO PATI	797 LITRES	191
SADENG BEACH YOGYAKARTA	675 LITRES	43
DESA BANDENGAN KENDAL	654 LITRES	60
DESA MULYOREJO PEKALONGAN	675 LITRES	158
TOTAL	3,308 LITRES	552



NO. OF HOURS COMMITTED **3,360**

NO. OF EMPLOYEES INVOLVED **39**

PAINT USED (IN LITRES) **3,308**

NO. OF BOATS REFURBISHED **552**


NO. OF LIVES IMPACTED **4,440**

Renovation and Refurbishment of Living Environment for Autism Spectrum Disorder (“ASD”)

Nippon Paint Taiwan's sponsorship of paint and tools, and teaching ASD children to paint the living environment is an initiative that not only improves the quality of living but also enables autistic children to gain achievement and self-confidence. The project is in line with our brand's values of sharing, caring for the disadvantaged, creating joy, and refreshing life.

The project was carried out in a halfway house for people with disabilities that had been in disrepair for a long time, affecting the health of the occupants. Nippon Paint Taiwan contacted the unit to propose the renovation idea and sponsored 100 litres of paint and painting tools to teach them to paint and build a better home together. It took four weekends from preparation to completion, with a total of 25 manpower, to complete the painting of four exterior walls and five interior walls.

This initiative conveys that Nippon Paint is committed to improving the living conditions of people with disabilities. This project has also created awareness about our products. Many houses in the traditional community are over 40 years old, and the inquiries we received through this project demonstrate that there is a market for our products in this segment.

	TOTAL PROJECT EXECUTION COST (USD)	\$4,300	
	NO. OF HOURS COMMITTED	24	
	NO. OF EMPLOYEES INVOLVED	2	
	PAINT USED (IN LITRES)	100	
	AREA IN REFURNISHED SPACES (IN SQ.FT)	288	
	NO. OF LIVES IMPACTED	36	13 PRIMARY SCHOOL STUDENT 5 YOUTHS



School Light Project of Hope Foundation

Nippon Paint Vietnam’s collaboration with the Hope Foundation on their School Light Project aims to paint and rebuild 10 schools in four different provinces of Vietnam. The goal of this project is to provide new and improved learning environments for underserved children, giving them a better chance to succeed in their studies.

Through this partnership, Nippon Paint Vietnam is able to enhance its relationship with the Hope Foundation, which is a well-respected non-profit organisation in Vietnam, as well as showcase its commitment to social responsibility and community development.



1,026
LIVES IMPACTED

OVER
165,000
SQ.FT REFURNISHED

The new colourful learning spaces created through this project will provide a strong encouragement for both students and teachers to study and teach well, respectively. By providing children with a safe and comfortable environment, we hope to inspire a love for learning and help to bridge the gap in education inequality.



TOTAL PROJECT EXECUTION COST (USD)	\$16,120
NO. OF HOURS COMMITTED	18
PAINT USED (IN LITRES)	3,083
AREA IN REFURNISHED SPACES (IN SQ.FT)	165,344
NO. OF LIVES IMPACTED	1,026 679 SECONDARY SCHOOL STUDENTS 288 KINDERGARTENS 59 TEACHERS

Other Prominent Projects

Tiger Trail @ Chinatown is a project aimed at raising awareness about the conservation of tigers. As the official paint partner for painting life-size fibreglass tigers, our partnership (with Temenggong Artists, WWF and Chinatown organisers) has enabled us to use our products and branding to support this important cause. By showcasing these beautifully painted tigers, we have successfully drawn the attention and focus of the general masses to the plight and challenges of extinction faced by tigers in today's environment of urban development, climate change, and human exploitation.



NIPPON PAINT SINGAPORE
TIGER TRAIL @ CHINATOWN

OVER
280,000
LIVES IMPACTED



NIPPON PAINT PAKISTAN
CHILDREN'S HEART
HOSPITAL MURAL

210 LIVES IMPACTED
138 LITRES OF PAINT DONATED

Nippon Paint Pakistan collaborated with the renowned Japanese artist Mr. Kensuke Miyazaki in creating a mural that promotes the theme of safety, protection, and hope. The mural, located next to the National Institute of Child Health in Karachi, features a green sea turtle with eggs surrounded by colourful flowers and people, conveying the message that these future children will grow up to fulfil their dreams and bring happiness to all. Moreover, the collaboration has also provided a valuable opportunity for young artists to learn from a master and participate in creating a historical piece of art.



NIPPON PAINT CHINA
RURAL CAMPUS REFRESHING
UNDER COLOUR WAY OF LOVE

OVER
\$700,000 INVESTED

OVER
34,000 LITRES OF PAINT DONATED

OVER
600,000 SQ.FT REFURBISHED



NIPPON PAINT INDONESIA
BECA KAYUH (PEDICABS)
PASAR GEDE

184 LITRES OF PAINT FOR
77 TRICYCLES IN SOLO, INDONESIA.
308 LIVES IMPACTED



300 LITRES OF PAINT DONATED | **50,000** LIVES IMPACTED

NIPPON PAINT INDIA
SDAT - NEHRU STADIUM

NIPPON PAINT INDONESIA
MOSQUE REVITALISATION
#RAMANDANLEBIHBERWARNA



OVER **\$29,000** INVESTED | **8,400** LITRES OF PAINT DONATED | **51** MOSQUES REVITALISED



OVER **30,000** LIVES IMPACTED

NIPPON PAINT SINGAPORE
SINGAPORE WILD CAT
MURAL@ BOAT QUAY

NIPPON PAINT THAILAND
DRAW FOR SEA,
DUGONG PILOT PROJECT



OVER **728** LITRES OF PAINT DONATED | **32,000** SQ.FT REFURBISHED



OVER **\$39,000** INVESTED | **1,600** STUDENTS IMPACTED

NIPPON PAINT VIETNAM
"BEAUTIFUL VIETNAM"
MURAL PAINTING

NIPPON PAINT VIETNAM
PLANT 10 MILLION TREES
IN BEN TRE PROVINCE



OVER **700,000** TREES PLANTED

WeCareWeShare by Nippon Paint

Nippon Paint Thailand is committed to supporting the local reporters and volunteer rescue hubs in the Prapradang community. By contributing to this initiative, Nippon Paint sought to create a beautiful and clean atmosphere that will make the working hub more enjoyable, thereby raising morale and improving the quality of work, especially for those who need it most.



OVER
500
LIVES IMPACTED

216
LITRES OF PAINT
DONATED

This partnership provided an opportunity for volunteers to learn basic knowledge of paint and gain experience in painting skills. The initiative also built a strong relationship between local reporters, volunteer rescue, and people in the community. In doing so, the project reinforces brand awareness of Nippon Paint as a company that cares for society and provides support and knowledge for the solution of coating.



TOTAL PROJECT EXECUTION COST (USD) **\$5,762**

NO. OF HOURS COMMITTED **60**

NO. OF EMPLOYEES INVOLVED **4**

PAINT USED (IN LITRES) **216**

AREA IN REFURNISHED SPACES (IN SQ.FT) **3,229**

NO. OF LIVES IMPACTED **530**
10 LOCAL REPORTERS
20 LOCAL RESCUE VOLUNTEERS
500 MEMBERS OF THE PUBLIC



ENGAGEMENT (HEALTH & WELL-BEING)

SAHYOG – Blanket Drive

Nippon Paint India Auto Refinish’s Blanket Drive initiative was targeted at providing help to homeless people and families, especially from the underserved section of society, who were struggling to find shelter during the severe cold waves hitting Delhi. The initiative was a part of their SAHYOG programme, which is focused on adding colours, happiness, and warmth to countless lives.

More than 150 employees of Nippon Paint India came together as a team and carried out the campaign in 5 cities during the severe cold waves in Delhi. The team distributed over 600 blankets, sweaters, and mufflers to people sleeping on the streets of New Delhi railway station, from little children to people with disabilities.

The company successfully led this initiative in 2022, setting an example for other companies to follow. The impact of the initiative was directly seen in the lives of those 600 families who were living in unsafe environmental conditions. The Blanket Drive initiative helped in meeting their essential needs then, providing them with warmth and comfort during the harsh winter.

   <p>#SpreadingDeLight INSPIRED BY YOU.</p> <p>At Nippon Paint, we are inspired by humanity and all our products, backed by our deeper appreciation of diversity, are unique and special. Our journey is inclusive, and we aim to give back to the society, through our 3 pillars of education, empowerment, and engagement.</p> <p>This is one of the reasons why we are Asia’s No. 1 Paint and Coatings Company.</p> <p>We are proud to partner Tamana Special School, and we walk on the path to add colours to countless lives and indeed draw inspiration from them.</p>	<p>TOTAL PROJECT EXECUTION COST (USD) \$1,525</p>
<p>NO. OF HOURS COMMITTED 36</p>	
<p>NO. OF EMPLOYEES INVOLVED 150</p>	
<p>NO. OF LIVES IMPACTED 600 RESIDENTS</p>	
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	

Upskilling Programs for Painters

PROceed: Painter Training & Development Academy

At Nippon Paint India, we recognise that the painter community plays a critical role in growing our business. We believe that a professional certification programme not only imparts essential knowledge and skills to our prospective painters, but also cultivates a strong work ethic and improves other soft skills that will translate to additional positive effects.

In India, painting has always been seen as a semi-skilled job that can be done by anyone, but we feel that our training programme should be viewed as a great opportunity to upskill existing painters. We aim to make the Decorative Painting Profession a highly skilled and respectable one by enabling painters to become “Pro” and developing them to be an entrepreneur of their own. In that regard, Nippon Paint India has collaborated with Paints & Coating Skill Council (“PCSC”) & Tamil Nadu Skill Development Corporation (“TNSDC”) to provide Recognition of Prior Learning (“RPL”) certificates. We have certified more than 23,000 painters across Tamil Nadu and Karnataka.



EMPOWERMENT



INVESTED OVER
\$110,000
 35,000
 HOURS COMMITTED
30,000
 LIVES IMPACTED
23,000
 OF WHOM RECEIVED
 GOVERNMENT CERTIFICATES



PROceed: Painter Training & Development Academy (con't)

We source candidates through our stakeholders, sales teams and PROChamps (our Painter Membership App). On top of a comprehensive 12-hour training programme, we also conduct training for RPL-certified painters and young adults to compete in "the IndiaSkill National Competition".

Through this initiative, we created an emotional connection with the painter community, helping them become more confident in their skills and talents, and grow economically in their profession. We also built good relationships with architect/interior design colleges by conducting Paint Workshops/training. We take great pride in providing opportunities for reducing inequalities by privileging certain forms of knowledge over others, issuing Government Certificates, Identity Cards, and Visiting Cards to the painters. Our RPL Graduation Day celebrations, Canter Activities, and Festival celebrations help create an emotional bond with the painters.



**TOTAL PROJECT
EXECUTION COST
(USD)** **\$118,700**

**NO. OF
HOURS
COMMITTED** **35,000**

**NO. OF
EMPLOYEES
INVOLVED** **16**

**PAINT USED
(IN LITRES)** **1,620**

**NO. OF
LIVES
IMPACTED** **30,000**
23,000 OF WHOM RECEIVED
GOVERNMENT CERTIFICATES

Basic Painting Technique Training Class

Nippon Paint Vietnam, in collaboration with Tien Giang Provincial Youth Union and Go Cong Tay Youth Union, organised a Basic Painting Technique Training Class to provide painting knowledge and skills to the youths in Go Cong Tay Ward, Tien Giang Province. This initiative aims to create opportunities for the youths to find jobs in the future. As a part of the programme, participants will learn and execute painting skills, and also contribute to painting houses for the poor in Go Cong Tay Ward. This effort is aimed at raising awareness about Nippon Paint Vietnam and its products among the youths in Tien Giang province, with the support of Go Cong Tay Youth Union for project advertisement.



20
YOUTHS SUPPORTED

Empowering Female Painters

nShakti

Nippon Paint India's programme, nShakti, is aimed at empowering unskilled women in rural and urban areas by providing them with training to become professional decorative painters. This initiative is designed to not only provide a sustainable livelihood for these women and their families but also expand the pool of skilled painters for Nippon Paint.

Through partnerships with dealers, contractors, sales teams, NGOs, and self-help groups, Nippon Paint sources candidates for the training programme. The 'nShakti' professional training is conducted by an expert trainer over a 12-day period in which trainees undergo a comprehensive curriculum to meet the present industry demands. Upon successful completion of the programme, the women trainees are awarded professional certificates which qualify them as professional decorative painters.



\$52,000
INVESTED

2,000
WOMEN IMPACTED

780
OF WHOM BECAME
TRAINEES

To further support the start of their professional careers, the 'nShakti' Employment connects trained painters with dealers, contractors, interior designers, and architects who can provide them with painting opportunities. This year, the 'nShakti' programme trained a total of 780 women in Tamil Nadu, as well as provided additional benefits to contractors through the PROChamp membership app.

nShakti is not only a socially impactful project, but also beneficial to Nippon Paint's business as it expands its reach in rural and urban areas to create a larger pool of skilled painters, and even encourages some participants to become entrepreneurs with their paint dealerships in the future. Nippon Paint India is proud to support women empowerment through our 'nShakti' programme and create a positive change in the lives of unskilled women labourers through skill development and livelihood opportunities.



**TOTAL PROJECT
EXECUTION COST
(USD)** **\$52,000**

**NO. OF
HOURS
COMMITTED** **11,000**

**NO. OF
EMPLOYEES
INVOLVED** **5**

**PAINT USED
(IN LITRES)** **480**

**NO. OF
LIVES
IMPACTED** **2,000**
(780 OF WHOM BECAME TRAINEES)

Women Painting Volunteer Team

Nippon Paint Hong Kong's Women Painting Volunteer Team project aims to utilise the skills of the volunteer team set up in collaboration with the Hong Kong Federation of Women's Centres ("HKFWC") to provide painting and renovation services to disadvantaged communities. The project renovates one to two units every month for six months, demonstrating our commitment to supporting the needs of the community. At the same time, it provides an opportunity for women to gain practical experience in painting, further consolidate their skills and contribute to the company's CSR pillars.



4,000
SQ.FT REFURBISHED

32
RESIDENCE IMPACTED

To ensure the project's success, the team carefully recruited and selected suitable units for painting and renovation. Site inspections were conducted on the selected units to provide renovation instructions and guidelines, ensuring that the team can complete the work to the highest standards. Over six months, the Women Painting Volunteer Team renovated a total of eight selected units, making a positive impact on those living in these communities.



TOTAL PROJECT
EXECUTION COST
(USD) **\$2,564**

NO. OF
HOURS
COMMITTED **12**

NO. OF
EMPLOYEES
INVOLVED **4**

PAINT USED
(IN LITRES) **48**

AREA IN
REFURNISHED
SPACES (IN SQ.FT) **4,000**

NO. OF
LIVES
IMPACTED **38**
32 RESIDENTS
6 WOMEN TRAINED BY NPHK

4 QUALITY
EDUCATION



Nippon Nisa – NipponXHunar Foundation

Nippon Paint Pakistan takes pride in its initiative, Nippon Nisa - NipponXHunar Foundation, which aims to promote and train female painters in Pakistan. In a male-dominated industry where the workforce is currently 100% men, we are determined to change this narrative by empowering and encouraging women to pursue careers as professional painters. This ground-breaking initiative has not only created a positive brand image for Nippon Paint in the industry but has also garnered support from the female workforce. Our trained female painters confidently apply and recommend Nippon Paint products to their clients, further endorsing the quality and reliability of our paints..

30
WOMEN CERTIFIED
THROUGH NIPPON
NISA PROGRAM



In collaboration with Hunar Foundation Pakistan, Nippon Paint Pakistan provided on-ground training for over 30 female painters from Lahore. They were educated about Nippon Paint products and their application methods on various surfaces. Upon completion of the training, these painters were connected with paint contractors to include them in their regular workforce, providing them with an opportunity to earn a better livelihood. Through this project, we have made a positive impact on the careers and lifestyles of women in Pakistan, offering them an alternative pathway to excel and thrive as professional painters.



TOTAL PROJECT EXECUTION COST (USD)	\$1,205
MONETARY DONATION TO BENEFICIARIES (USD)	\$295
NO. OF HOURS COMMITTED	528
NO. OF EMPLOYEES INVOLVED	2
PAINT USED (IN LITRES)	128
AREA IN REFURNISHED SPACES (IN SQ.FT)	200
NO. OF LIVES IMPACTED	30 <small>WOMEN CERTIFIED FOR PAINT TRAINING THROUGH NIPPON NISA</small>

SAHYOG – Women Empowerment

Nippon Paint India Auto Refinish’s latest project – SAHYOG – aims to empower underprivileged women and ensure they live with dignity. As a brand committed to community development and supporting women, we have collaborated with Yuva NGO based in Bengaluru to positively change the lives of children and youths in need.



150
SECONDARY AND
HIGH SCHOOL
STUDENTS IMPACTED

One of the key initiatives under SAHYOG is a classroom session that educates underserved women about the importance of menstrual hygiene. The session aims to raise awareness and change negative social norms surrounding menstruation, so that women and girls feel empowered to manage their periods safely, hygienically, with confidence and without embarrassment. By providing safe and affordable sanitary materials, we hope to decrease their risk of infections and ensure that no woman or girl is limited by something as natural and normal as menstruating.

We believe that it is essential to help break the silence surrounding menstrual hygiene and bring awareness to the issue. We hope to contribute to a nation where women and girls have access to safe and affordable menstrual products and are not limited by their menstrual cycles. SAHYOG is a testament to our commitment to community development and supporting women's empowerment, and we look forward to positively impacting the lives of many women through this initiative.



TOTAL PROJECT EXECUTION COST (USD)	\$1,300
NO. OF HOURS COMMITTED	100
NO. OF EMPLOYEES INVOLVED	15
NO. OF LIVES IMPACTED	150 SECONDARY / HIGH SCHOOL STUDENTS

SAHYOG – Fashion Beyond Boundaries

Nippon Paint India Auto Refinish is proud to have collaborated with Tamana, our NGO partner for the past 4 years, on an initiative called "Fashion Beyond Boundaries". The objective of this initiative was to create an equitable society for all, by supporting and making a contribution to people with intellectual, developmental, multiple disabilities, and those on the autism spectrum. This unique fashion show aimed to highlight how people with disabilities are equal members of our community and deserve a chance to reach their full potential and participate effectively in all walks of life.

We strongly believe that our journey is inclusive, where everyone is welcomed, and we want to send a message to society that we must respect differences and celebrate beauty in diversity. The fashion show garnered 46k views on YouTube and was not just an appeal to ensure full and effective participation and inclusion of the neurodiverse, but also a confident showcase of their abilities.

To support this cause, 12 leading Indian fashion designers including Anju Modi, Rajesh Pratap Singh, Payal Jain, Namrata Joshipura, Asha Gautam, and others participated. Their collections were showcased not just by established models, but also by the differently abled students of Tamana. The event was a resounding success and demonstrated our commitment to building an equitable society where everyone is treated with respect and given equal opportunities.



TOTAL PROJECT EXECUTION COST (USD)	\$3,125
NO. OF HOURS COMMITTED	140
NO. OF EMPLOYEES INVOLVED	4
NO. OF LIVES IMPACTED	40 DIFFERENTLY-ABLED STUDENTS

DecoMaster Women Painters

Due to the success of our DecoMaster training programme for male painters, Betek Boya launched one for women painters too. As a company, we are aware of our responsibilities to shape young women and support them to take on more active roles in the business. Through our DecoMaster programme, we aim to provide specialised training and enable women masters to have a stronger footing in the paint and construction industry. This year, we successfully trained and certified 28 women, as well as provided support to help them secure jobs in their neighbourhoods.



TOTAL PROJECT EXECUTION COST (USD) \$27,800

NO. OF HOURS COMMITTED 510

NO. OF EMPLOYEES INVOLVED 20

NO. OF LIVES IMPACTED 28 **WOMEN TRAINED AND CERTIFIED**



CHAPTER 6

DRIVING INNOVATION FOR A BETTER WORLD

We are committed to driving innovation and expanding our R&D capabilities to improve lives and create a better future for all. As of 2022, we have 28 R&D technical centres across the world to serve our domestic and global customers. NIPSEA Group's R&D Innovation Centre in Shanghai is our gateway to customer-inspired innovations. The Centre houses more than 150 experienced professionals across various fields and serves as a knowledge hub. We are building a campus in the R&D Innovation Centre in Shanghai, in which we aim to employ more than 300 R&D and Innovation professionals by 2025. We also have an R&D Centre in Singapore that focuses on colour technology innovation, primarily serving the Association of Southeast Asian Nations (ASEAN) market.

Sustainably Advantaged Products

Moving forward, NIPSEA Group has made the development of sustainable products a strategic goal. We aim to create sustainable products that meet customer needs, comply with social and environmental regulations, and ensure the long-term and sustainable development of the company. In pursuit of this objective, we comprehensively consider our business strategy and market needs, formulate sustainable development plans and policies, optimise resources and innovation, and continually improve product quality and service levels. We also plan to strengthen brand awareness and market communication, establish long-term customer relationships, and ensure the sustainable and long-term development of the company.

To ensure that future technology and product development programmes align with our strategy, NIPSEA Group has developed the Green Design Review in the Project and Portfolio Management ("PPM") tool. As of the end of 2022, almost 60% of the projects in the PPM system completed the Green Design Review, with 53% of those reviewed projects identified as sustainable products.

AS OF THE END OF 2022,
ALMOST 60% OF PROJECTS
COMPLETED THE GREEN
DESIGN REVIEW, WITH **53%**
OF THOSE REVIEWED
PROJECTS IDENTIFIED AS
SUSTAINABLE PRODUCTS.

Defining Sustainably Advantaged Products

NIPSEA Group is proud to announce the formation of our group-level ESG-Innovation committee, a collaborative effort from our team members from various countries, regions, and businesses. We are also grateful for the support and guidance provided by subject matter experts at Project Safety & Regulatory Affairs ("PS&RA"), Project and Portfolio Management. One of the main objectives of the committee was to develop a definition for sustainably advantaged products. After extensive discussions and consultations, we have come up with the following definition: sustainably advantaged products refer to products that offer sustainability advantages over the mainstream products in the respective market segments.

GENERATED **\$557.81 MILLION**
IN REVENUE FROM SUSTAINABLY ADVANTAGED
PRODUCTS IN 2022

This definition serves as a framework for NIPSEA Group to promote sustainable practices and innovation in our product offerings. We believe that by prioritising the development of sustainably advantaged products, we can make a meaningful impact on the environment and the communities we serve.

The definition is based on a variety of criteria, including:

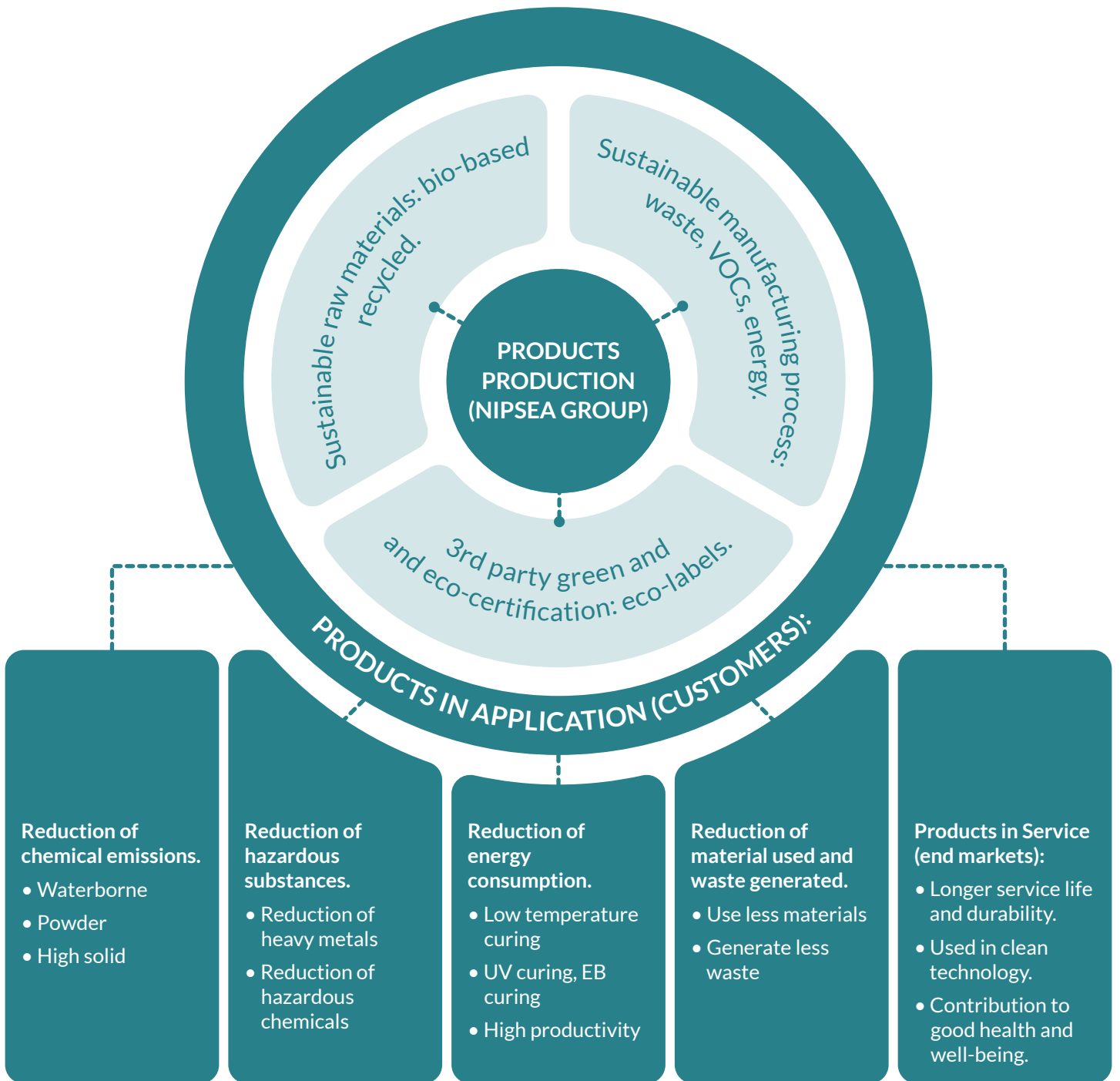
- **Eco-Friendly Ingredients:** Companies that use environmentally friendly ingredients and materials are more likely to create sustainable products.
- **Energy-Efficient Manufacturing Processes:** Companies that use energy-efficient manufacturing processes and equipment are more likely to create sustainable products.
- **Waste Minimization:** Companies that minimise waste and recycle materials are more likely to create sustainable products.
- **Customers' Feedback:** Companies that listen to customers' feedback and use customer satisfaction as a guide for product development are more likely to create sustainable products.

In addition, NIPSEA Group uses sustainability metrics such as environmental impact, social impact, and resource efficiency to determine the sustainability of the product offerings. The impacts of sustainable products for NIPSEA are considered as follows:

POSITIVE IMPACT	NEGATIVE IMPACT
<ol style="list-style-type: none"> 1. Service differentiation: A company that provides sustainable products to downstream Key Opinion Leaders (“KOLs”) can support their sustainability and carbon-related targets. 2. Market leadership: A company that has sustainable products that are recognised by the market and customers can gain market leadership and drive sales growth. 3. Corporate responsibility: Companies that create sustainable products are more likely to be held to a higher standard of corporate responsibility, which can increase brand recognition and corporate reputation. 	<ol style="list-style-type: none"> 1. Environmental impact: Creating sustainable products requires companies to use more resources and energy than traditional products, which may have a negative impact on the environment. 2. Legal liability: Some companies may be responsible for product releases or have legal disputes related to their product quality or manufacturing processes, which may have a negative impact on the company’s reputation. 3. Costly production: Creating sustainable products requires companies to use more resources and energy than traditional products, which may increase production costs and reduce their profit margin.

To further operationalise this definition, we have identified 16 categories of sustainably advantaged products. These categories cover a broad range of industries and product types, including eco-friendly coatings, renewable energy solutions, and sustainable packaging materials. We believe that by defining and prioritising sustainably advantaged products, NIPSEA Group can position ourselves as a leader in sustainable business practices. We are committed to continually improving our product offerings to meet the evolving needs of our customers and the world around us.

In the process of developing the 16 categories for sustainably advantaged products, several chemists and technology leaders brainstormed and contributed ideas. The final definition was a collective effort of the entire organisation. When selecting Chemicals of Concern and developing a phase-out plan, we organised communications and training sessions with technical leaders from all countries, regions, and businesses.



As a paint and coatings company, NIPSEA Group also recognises that other challenges sustainably advantaged products face include difficulty in certification, marketing, and vulnerability to innovation by competitors or market changes. Therefore, NIPSEA Group is committed to taking effective measures to create sustainable products that are both environmentally friendly and market competitive.

To prove the sustainability of our products, we prioritise compliance with relevant laws and regulations while implementing marketing strategies to increase the recognition of sustainable products in the market. We also prioritise innovation to create competitive advantages and ensure the sustainability of our products in the long run. By carefully considering these challenges and taking proactive steps, we are committed to creating sustainable products that meet the needs of present and future generations.

Official Certification from BMW Group

We are proud to announce that NIPSEA Group has set a new benchmark in the field of automotive paint segmentation by officially obtaining the global certification of BMW waterborne paint. This makes us the world's leading supplier of automotive paint to receive official certification from the BMW Group, winning product certification for the relevant five colours at once.

Currently, white has already been mass-produced at the BMW Munich factory in Germany, and blue and black will also be applied to the mass production of X3, 5 series, X5, and other models at the Brilliance BMW NEX factory. This marks the official start of our cooperation with BMW Group on IPP waterborne paint products and demonstrates our automotive paint R&D strength and cutting-edge resources recognised by international automotive brands represented by BMW. This new certification will provide strong revenue for our global automotive paint business and bring breakthroughs and growth to the booming Chinese market.



As one of the leading enterprises in the automotive industry, BMW Group has independent testing standards and detailed comprehensive testing requirements for global certification. We are proud that our product has met these high-quality standards, ensuring that we can supply high-quality products that meet the demands of BMW customers' continuous improvement with our high-level quality specifications and core technologies.

We have continued to improve our technology, process, aesthetics, service, and other aspects in the face of rapidly changing new trends and demands in the automotive paint market. Through years of dedicated development and continuous optimisation of our product system, we have been able to fully meet the quality requirements of BMW and provide excellent coating performance such as chip resistance and UV resistance. Our IPP process helps reduce paint consumption during the coating process, achieving the effect of reducing comprehensive costs and energy conservation and emission reduction, fully responding to the national "dual carbon" goal. This global certification of BMW waterborne paint will inject new momentum into our competition in the automotive paint market.

With the gradual full production of the BMW Lydia factory and the increase of new production lines of Brilliance BMW NEX factory, we expect the market scale of IPP waterborne paint to further increase. Our global certification of BMW waterborne paint not only means that we have successfully expanded our market share in the European and American automotive markets but also that we will soon achieve a share breakthrough and organic growth in the Chinese market.

Bio-based Alternative

The key to achieving both aesthetics and low carbon emissions is through the alternative use of "bio-based" materials. The use of oil as a medium for most paints has been in practice for over 2000 years, with tung oil being used as a film-forming agent by China to blend various colours and form coatings. However, the traditional natural collection of raw lacquer has become inadequate in the industrial era. The addition of curing agents has become an inevitable choice for the development of the automotive industry. This technology is based on the use of petroleum as a raw material, leading to pollution from the waste paint films which cannot be degraded easily.

To upgrade our technology, we must first address the biggest "pain points". In recent years, NIPSEA Group has focused on the "Renaissance" bio-based technology. As a representative of its global technology integration, NIPSEA Group has selected some bio-based curing agents developed by Covestro in Germany as the foundation to develop a new generation of automotive coating solutions.

NIPSEA Group has innovatively used bio-based curing agents that contain nearly 70% of bio-based raw materials instead of petroleum-based curing agents. The bio-based curing agents can be converted into final products through biological or chemical transformation, effectively reducing carbon emissions during the production process. With its profound technological accumulation, NIPSEA Group quickly applied bio-based technology to the research and development of varnishes and ultimately formed the final product through deep integration of large formulations and industrial manufacturing.

This is the real innovation behind the environmental protection of NIPSEA Group's bio-based coating solution: achieving environmental protection goals without compromising performance. In laboratory tests, NIPSEA Group uses bio-based varnishes that remain stable in hardness, appearance, ageing tests, and chemical resistance tests, and even exhibit better performance in some tests.



CHAPTER 7

DELIVERING SAFE AND HIGH-QUALITY PRODUCTS





Product Safety Design

At NIPSEA Group, we place great importance on adhering to both internal and external health and safety regulations, and continuously leverage technological advancements to enhance product performance. We abide by the entire life cycle of the product management and safety evaluation process, with compliance management overseeing the entire process from product design to application, ensuring each link in the production process, from raw materials to waste management, follows a specific process.

We take feedback and inquiries from our stakeholders seriously and make necessary adjustments to our technology and production process to meet actual situations and objective needs. We are committed to making continuous progress in compliance in the future.



Morgan Stanley Capital International (“MSCI”) highlighted the need for improvement in the controls of chemicals of concern (“COC”) last year, while the International Agency for Research on Cancer (“IARC”) has recently classified hexavalent chromium as a category 1 carcinogen, with the potential to cause lung cancer and nose, throat, and lung irritation. Prolonged exposure to hexavalent chromium can even lead to ulcers and perforation of the septum. In response to these developments, NIPSEA Group took immediate action by convening technical teams from multiple countries, regions, and businesses to identify substances of high concern in our products across different countries and compare them against international regulations. We then determined a priority list of substances that needed to be controlled. During our investigation, we found lead and hexavalent chromium in our products in Vietnam, India, Turkiye, Thailand, the Philippines, and Malaysia. As a result, NP Thailand has banned SUPER BECKAMINE/AMIDIR L-117-60, while NPAC has successfully found an alternative to Dioctyltin Oxide (“DOTO”) with the assistance of our colleagues in Japan. We are committed to continuously improving our products and processes to meet the highest health and safety standards for the benefit of our customers, employees, and the environment.

When it comes to our products and services, ensuring customer health and safety is always our top priority. We closely monitor the laws and regulations of the regions where we operate and formulate group policies accordingly. In addition, when customers have specific needs, we promptly investigate the mainstream market direction and tailor our products to meet their requirements while also striving to protect the environment and human welfare. We believe in providing our customers with high-quality products that not only meet their needs but also exceed their expectations in terms of safety and performance.

Phase-out of Lead-chromate Pigments in Coil Coatings

In 2022, many countries and areas imposed highly strict restrictions on the use of lead chromate pigments in coil coatings, particularly lead chrome yellow and Molybdate orange, due to their harmful effects on health and the environment.

At NIPSEA Group, the chromate-free policy from our key customers has made it a top priority to develop and launch environmentally friendly solutions for the existing colours that fully consider performance and cost. As a result, we have successfully developed 5 pigments to phase out lead-chromate pigments in coil coatings in China. The flexible combination of this pigment portfolio has addressed the long-standing challenges of reproducing colour hue, colour saturation, and heat resistance of lead-chromate pigments. We are committed to providing our customers with high-quality, safe, and eco-friendly products while also protecting the health and well-being of our employees and the environment.

We are committed to making significant contributions to human health, product safety, and the environment and strive to continually improve our practices. We conduct internal audits every year to ensure that our practices align with international standards and best practices. We also provide technical support and health and safety advice to our stakeholders, including suppliers, carriers, distributors, and customers. Furthermore, we value and seek feedback from them to ensure that their concerns are addressed in a timely manner.

HEALTH AND SAFETY
IMPACT ASSESSMENTS
WERE CONDUCTED ON
99.5% OF SIGNIFICANT
PRODUCTS AND SERVICES



CHAPTER 8

APPENDIX

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
Energy and Emissions Reduction Strategy*												
302-1	Energy consumption within the organisation	Total energy consumption and a breakdown of this total by the following categories:										
		Fuel consumption (non-renewable)	GJ	140,147.6	2,647.0	434,809.8	21,925.0	10,021.7	2,103.7	43,977.2	N.A.	655,631.9
		Fuel consumption (renewable)	GJ	10,489.6	0.0	8,040.8	4,024.3	0.0	3,473.5	0.0	N.A.	26,028.2
		Electric consumption	GJ	504,967.1	5,979.2	289,794.6	22,383.3	49,924.2	19,827.4	32,220.2	N.A.	925,096.0
		Total energy consumption	GJ	655,604.3	8,626.2	732,645.2	48,332.6	59,945.9	25,404.6	76,197.3	N.A.	1,606,756.1
302-3	Energy intensity	Total production output	Tonne	3,821,904.6	30,720.3	955,971.2	100,051.0	36,547.0	110,530.0	15,886.5	N.A.	5,071,610.5
		Energy intensity ratio for the organisation	MJ/Tonne	132.1	280.8	766.4	1,413.9	1,640.2	229.8	4,796.4	N.A.	316.8
305-1	Direct (Scope 1) GHG emissions	Total direct (Scope 1) GHG emissions in metric tonnes of CO ₂ equivalent	tCO ₂ e	7,993.0	159.3	38,503.9	1,413.9	628.8	154.9	2,101.4	N.A.	50,955.2
305-2	Energy indirect (Scope 2) GHG emissions	Total direct (Scope 2) GHG emissions in metric tonnes of CO ₂ equivalent	tCO ₂ e	145,472.3	1,227.7	30,764.5	2,630.0	5,866.1	2,331.3	4,238.3	N.A.	192,530.2

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
305-4	GHG emissions intensity	Total GHG emissions (Scope 1 and 2)	tCO ₂ e	153,465.3	1,387.0	69,268.3	4,043.9	6,494.9	2,486.3	6,339.7	N.A.	243,485.4
		Total production output	Tonne	3,821,904.6	30,720.3	955,971.2	100,051.0	36,547.0	110,530.0	15,886.5	N.A.	5,071,610.5
		GHG emissions intensity ratio (Scope 1 and 2) for the organisation	kgCO ₂ e/tonne	40.2	45.1	72.5	40.4	178.3	22.5	399.1	N.A.	48.0
305-7 [*]	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	NO _x	Tonne	4.4	0.1	192.1	0.5	0.1	3.7	2.2	N.A.	203.1
		SO _x	Tonne	0.1	0.0	53.1	0.8	0.0	2.5	0.0	N.A.	56.5
		Volatile organic compounds (VOCs)	Tonne	54.7	0.2	218.6	4.0	1.7	5.2	6.3	N.A.	290.6
<p><i>*15 out of 46 reporting units are mostly sales offices that do not contribute to production output; hence, they are deemed insignificant and thus excluded.</i></p> <p><i>[^]Besides the 15 reporting units, there are 6 more reporting units that are unable to provide the data due to the lack of data collection process in place.</i></p>												
Water conservation strategy*												
303-3	Water withdrawal	Total water withdrawal from all areas and a breakdown of this total by the following sources:										
		Surface water	Mega-litre	0.0	0.0	0.0	22.7	0.0	4.4	2.8	N.A.	29.9
		Groundwater	Mega-litre	222.0	0.0	103.6	0.6	0.0	0.0	2.1	N.A.	328.3
		Produced water	Mega-litre	0.0	0.0	0.0	0.0	0.0	0.0	0.0	N.A.	0.0
		Third-party water	Mega-litre	1,570.9	36.7	465.6	46.7	84.0	35.9	17.7	N.A.	2,257.5
		Total water withdrawal	Mega-litre	1,792.8	36.7	569.1	70.0	84.0	40.3	22.7	N.A.	2,615.6
		A breakdown of total water withdrawal by the following categories:										
Freshwater (≤1,000mg/LTTS)	Mega-litre	1,792.8	36.7	569.1	70.0	84.0	40.3	22.7	N.A.	2,615.6		

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
303-3	Water withdrawal	Other water (>1,000mg/LTTS)	Mega-litre	0.0	0.0	0.0	0.0	0.0	0.0	0.0	N.A.	0.0
303-4	Water discharge	Total water withdrawal from all areas and a breakdown of this total by the following sources:										
		Surface water	Mega-litre	1.6	5.2	60.0	2.5	0.0	0.0	2.2	N.A.	71.4
		Groundwater	Mega-litre	0.0	0.0	1.5	0.0	0.0	0.0	1.6	N.A.	3.1
		Produced water	Mega-litre	0.0	0.0	0.0	1.9	0.0	0.0	0.0	N.A.	1.9
		Third-party water	Mega-litre	301.9	2.3	190.6	20.5	71.0	6.8	4.3	N.A.	597.3
		Total water discharge	Mega-litre	303.5	7.5	252.1	24.9	71.0	6.8	8.1	N.A.	673.8
		A breakdown of total water discharge by the following categories:										
		Freshwater (≤1,000mg/LTTS)	Mega-litre	303.5	7.5	252.1	24.9	71.0	6.8	8.1	N.A.	673.8
Other water (>1,000mg/LTTS)	Mega-litre	0.0	0.0	0.0	0.0	0.0	0.0	0.0	N.A.	0.0		
303-5	Water consumption	Total water consumption from all areas	Mega-litre	1,489.3	29.2	317.0	45.1	13.1	33.5	14.6	N.A.	1,941.9
		Total water consumption from all areas with water stress	Mega-litre	0.0	0.0	0.0	0.6	0.0	0.0	0.0	N.A.	0.6
<p><i>*15 out of 46 reporting units are mostly sales offices that do not contribute to production output; hence, they are deemed insignificant and thus excluded.</i></p>												
<p>Waste Management strategy*</p>												
306-3	Waste generated	A breakdown of total water discharge by the following categories:										
		Hazardous waste	Tonne	9,350.3	563.0	8,294.1	2,006.4	645.0	684.8	1,484.8	N.A.	23,028.5
		Non-hazardous waste	Tonne	18,612.3	44.0	7,317.5	2,564.3	1.2	1,059.6	723.2	N.A.	30,322.1

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
306-3	Waste generated	Total weight of waste generated	Tonne	27,962.5	607.1	15,611.6	4,570.7	646.3	1,744.4	2,208.0	N.A.	53,350.6
306-4	Waste diverted from disposal	Total weight of waste diverted from disposal and a breakdown of this total by the following categories:										
		Hazardous waste	Tonne	401.1	52.6	4,704.1	839.9	69.7	654.1	892.9	N.A.	7,614.4
		Non-hazardous waste	Tonne	23.3	8.9	1,582.5	2,194.4	0.4	1,059.6	278.8	N.A.	5,148.0
		Total weight of waste diverted from disposal	Tonne	424.4	61.5	6,286.6	3,034.3	70.1	1,713.7	1,171.7	N.A.	12,762.4
		Total weight of hazardous waste diverted from disposal and a breakdown of this total by the following recovery operations:										
		Reuse	Tonne	63.6	36.4	28.1	591.5	0.0	28.6	0.0	N.A.	748.2
		Recycling	Tonne	337.5	14.1	3,473.4	247.9	69.7	625.5	884.3	N.A.	5,652.4
		Other recovery operations	Tonne	0.0	2.1	1,202.6	0.5	0.0	0.0	8.5	N.A.	1,213.7
		Total weight of non-hazardous waste diverted from disposal and a breakdown of this total by the following recovery operations:										
		Reuse	Tonne	23.3	1.1	36.4	102.6	0.0	564.9	66.3	N.A.	794.5
		Recycling	Tonne	0.0	0.0	1,546.2	2,090.7	0.4	82.3	212.5	N.A.	3,932.1
		Other recovery operations	Tonne	0.0	7.9	0.0	1.1	0.0	412.4	0.0	N.A.	421.4
306-5	Waste directed to disposal	Total weight of waste directed to disposal and a breakdown of this total by the following categories:										
		Hazardous waste	Tonne	8,949.1	510.4	3,590.0	1,166.5	575.4	30.7	591.9	N.A.	15,414.1
		Non-hazardous waste	Tonne	18,589.0	35.1	5,735.0	369.9	0.8	0.0	444.4	N.A.	25,174.1
		Total weight of waste directed to disposal	Tonne	27,538.1	545.5	9,325.0	1,536.4	57	30.7	1,036.3	N.A.	40,588.2
		Total weight of hazardous waste directed to disposal and a breakdown of this total by the following disposal operations:										
		Incineration	Tonne	8,949.1	499.0	2,229.6	1,166.5	0.0	30.5	520.3	N.A.	13,395.0
		Landfilling	Tonne	0.0	11.5	1,360.5	0.0	575.4	0.2	71.6	N.A.	2,019.1

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
306-5	Waste directed to disposal	Other disposal operations	Tonne	0.0	0.0	0.0	0.0	0.0	0.0	0.0	N.A.	0.0
		Total weight of non-hazardous waste diverted from disposal and a breakdown of this total by the following recovery operations:										
		Incineration	Tonne	18,587.8	35.1	219.2	108.2	0.0	0.0	422.8	N.A.	19,373.1
		Landfilling	Tonne	1.3	0.0	5,515.7	259.9	0.8	0.0	9.0	N.A.	5,786
		Other disposal operations	Tonne	0.0	0.0	0.0	1.8	0.0	0.0	12.6	N.A.	14.4
<p><i>*15 out of 46 reporting units are mostly sales offices that do not contribute to production output; hence, they are deemed insignificant and thus excluded.</i></p>												

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group	
Workforce Safety and Well-being*													
403-9	Work-related injuries	For all employees (including contractors):											
		Total number of fatalities as a result of work-related injury	Number	0	0	0	0	0	0	0	0	N.A.	0
		Total number of high-consequence work-related injuries (excluding fatalities)	Number	0	0	5	0	0	0	0	0	N.A.	5
		Total number of recordable work-related injuries	Number	27	0	49	4	0	1	20	N.A.	101	
		Total number of hours worked	Hours	23,553,464.0	503,807.3	13,603,305.9	3,677,135.6	1,231,672.0	6,256,576.0	684,640.0	N.A.	49,510,600.7	
		Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	0.00	0.00	0.00	0.00	0.00	0.00	0.00	N.A.	0.00	
		Rate of high-consequence work-related injuries (excluding fatalities)	Per 200,000 hours worked	0.00	0.00	0.07	0.00	0.00	0.00	0.00	N.A.	0.02	
		Rate of recordable work-related injuries	Per 200,000 hours worked	0.23	0.00	0.72	0.22	0.00	0.03	5.84	N.A.	0.41	
		For contractors only:											
		Total number of fatalities as a result of work-related injury	Number	0	0	0	0	0	0	0	N.A.	0	
		Total number of high-consequence work-related injuries (excluding fatalities)	Number	0	0	0	0	0	0	0	N.A.	0	
		Total number of recordable work-related injuries	Number	6	0	4	0	0	0	0	N.A.	10	

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group	
Workforce Safety and Well-being*													
403-9	Work-related injuries	For contractors only:											
		Total number of hours worked	Hours	471,328.0	0.0	2,623,803.2	345,713.5	101,128.0	3,115,594.0	19,143.5	N.A.	6,676,710.2	
		Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	N.A.	0.00
		Rate of high-consequence work-related injuries (excluding fatalities)	Per 200,000 hours worked	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	N.A.	0.00
		Rate of recordable work-related injuries	Per 200,000 hours worked	2.55	0.00	0.30	0.00	0.00	0.00	0.00	N.A.	0.30	
<i>*15 out of 46 reporting units are mostly sales offices that do not contribute to production output; hence, they are deemed insignificant and thus excluded.</i>													
Diversity and Inclusion													
405-1	Diversity of governance bodies and employees	For Board members only:											
		<i>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 subsequent Sustainability Reports.</i>											
		For all employees:											
		Percentage of males	%	74.8	82.3	71.3	81.3	73.2	95.6	78.5	61.8	75.0	
		Percentage of females	%	25.2	17.7	28.7	18.7	26.8	4.4	21.5	38.2	25.0	
		Percentage of employees under 30 years old	%	24.3	9.3	41.8	23.3	13.9	26.3	13.8	13.2	31.4	
		Percentage of employees between 30 and 50 years old	%	69.3	78.3	51.3	67.4	70.7	69.1	48.1	57.4	61.0	
		Percentage of employees above 50 years old	%	6.4	12.4	6.9	9.3	15.4	4.6	38.1	29.4	7.6	

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	Number	211	21	216	47	0	5	6	0	506
		Female	Number	81	4	61	36	3	6	6	1	198
		Total number of employees that took parental leave, by gender:										
		Male	Number	209	1	207	44	0	5	6	0	472
		Female	Number	80	4	57	33	3	6	6	1	190
		Total number of employees that returned to work in the reporting period after parental leave ended, by gender:										
		Male	Number	208	1	199	43	0	5	6	0	462
		Female	Number	79	2	54	32	2	4	4	1	178
		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	Number	176	1	199	41	0	1	4	0	422
		Female	Number	72	2	54	29	2	0	4	1	164
		Return to work rate of employees that took parental leave, by gender:										
		Male	%	99.5	100.0	96.1	97.7	-	100.0	100.0	-	97.9
		Female	%	98.8	50.0	94.7	97.0	66.7	66.7	66.7	100.0	93.7
		Retention rate of employees that took parental leave, by gender:										
		Male	%	84.6	100.0	100.0	95.3	-	20.0	66.7	-	91.3
Female	%	91.1	100.0	100.0	90.6	100.0	0.0	100.0	100.0	92.1		
Training and Development												
404-1	Work-related injuries	Average hours of training per year per employee	Hours	144.4	25.4	5.3	35.6	14.9	8.0	12.4	8.4	59.7
		By gender:										
		Male	Hours	125.1	26.1	5.7	36.6	13.9	7.9	12.3	8.2	52.9
		Female	Hours	201.7	21.9	4.5	31.3	17.6	10.9	12.6	8.5	80.2
		By employee category:										
		Rank and file	Hours	116.4	32.1	4.1	22.1	7.7	8.0	12.9	2.4	43.9
		Executives and supervisors	Hours	181.2	19.8	7.5	59.3	46.4	7.9	17.8	14.2	75.7
Management	Hours	209.8	26.8	24.8	29.7	14.9	8.4	5.2	6.5	141.0		

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
413-1	Operations with local community engagement, impact assessments, and development programs	Qualitative information not available in this table	-	Refer to "Chapter 5: Community" for details								
Non-GRI	CSR Projects	Number of CSR projects	Number	Not applicable - reported at the NIPSEA Group level							108	
		Amount spent on the CSR projects	USD								4,237,303	
		Time spent on the CSR projects	Hour								109,739	
		Number of employees who participated in the CSR projects	Number								32,735	
		Amount of paint used in the CSR projects	Liter								182,395	
		Total number of people impacted	Number								10,329,927	

GRI Topic	GRI Disclosure	Description	Metric	Greater China Group	Korea Group	Malaysia Group	Singapore Group	Thailand Group	India Group	Europe Group	Others	NIPSEA Group
Sustainably Advantaged Products												
203-1	Infrastructure investments and services supported	Revenue derived from sustainably advantaged products	USD Million	414.66	11.23	43.51	18.82	13.21	56.39	0.0	0.0	557.81
		Number of R&D technical centres	Number	Not applicable – reported at the NIPSEA Group level								28
Product Safety Design												
416-1	Assessment of the health and safety impacts of product and service categories	Total revenue of significant product and service categories	USD Million	3,886.82	55.96	1,253.06	271.24	173.60	251.28	-	-	5,891.95
		Total revenue of significant product and service categories for which health and safety impacts are assessed for improvement	USD Million	3,886.82	55.96	1,253.06	271.24	173.60	281.16	-	-	5,921.83
		Revenue derived from sustainably advantaged products impacts are assessed for improvement	%	100.0	100.0	100.0	100.0	100.0	89.4	-	-	99.5

SASB Topic	SASB Code	Accounting Metric	Unit of Measure	NIPSEA Group
Greenhouse Gas Emissions*	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	tCO ₂ e	Scope 1 emissions: 50,955.2 tCO ₂ e Data on percentage covered under emissions-limiting regulations was not available.
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N.A.	Please refer to pages 18 - 19 of this report.
Air Quality^	RT-CH-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds ("VOCs"), and (4) hazardous air pollutants ("HAPs")	Tonne	NO _x emissions: 203.1 tonnes SO _x emissions: 56.5 tonnes VOC emissions: 290.6 tonnes HAP emissions: data was not available.
Energy Management*	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	GJ, %	Total energy consumed: 1,606,756.1 GJ Percentage electricity: 57.6% Percentage renewable: 1.6% Percentage self-generated energy: 0.0%
Water Management*	RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Megalitre	Total energy consumed: 1,606,756.1 GJ Percentage electricity: 57.6% Percentage renewable: 1.6% Percentage self-generated energy: 0.0%
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	Total water withdrawn: 2,615.6 megalitres Percentage of water withdrawn from regions with High or Extremely High Baseline Water Stress: 0.0% Total water consumed: 1,941.9 megalitres Percentage of water consumed from regions with High or Extremely High Baseline Water Stress: 0.0%
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	N.A.	Data on the number of incidents of non-compliance was not available.
Hazardous Waste Management*	RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Tonne, %	Hazardous waste generated: 23,028.5 tonnes Percentage of hazardous waste recycled: 24.5%
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	N.A.	Please refer to pages 36 - 61 of this report.

SASB Topic	SASB Code	Accounting Metric	Unit of Measure	NIPSEA Group
Workforce Health & Safety*	RT-CH-320a.1	(1) Total recordable incident rate ("TRIR") and (2) fatality rate for (a) direct employees and (b) contract employees	Rate as per 200,000 hours worked	Rate of recordable work-related injuries (all employees): 0.41 Rate of fatalities as a result of work-related injury (all employees): 0.00 Rate of recordable work-related injuries (contractors only): 0.30 Rate of fatalities as a result of work-related injury (contractors only): 0.00
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	N.A.	Please refer to pages 28 - 33 of this report.
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	USD million	Revenue derived from sustainably advantaged products: USD 557.81 million
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonised System of Classification and Labeling of Chemicals ("GHS") Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	%	Data on products that contain GHS Category 1 and 2 Health and Environmental Hazardous Substances was not available.
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	N.A.	Please refer to pages 62 - 71 of this report.
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms ("GMOs")	%	This topic is deemed to be irrelevant to NIPSEA Group's business segments.
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	N.A.	Please refer to pages 16 - 33, pages 62 - 71 of this report.
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Process Safety Incidents Count ("PSIC"), Process Safety Total Incident Rate ("PSTIR"), and Process Safety Incident Severity Rate ("PSISR")	Number, rate	Data on PSIC, PSTIR and PSISR was not available.
	RT-CH-540a.2	Number of transport incidents	Number	Data on the number of transport incidents was not available.

**15 out of 46 reporting units are mostly sales offices that do not contribute to production output; hence, they are deemed in significant and thus excluded.
^Besides the 15 reporting units, there are 6 more reporting units that are unable to provide the data due to the lack of data collection process in place.*

Organisation	Relevant Reporting Unit	Significance to NIPSEA Group	Website
Chinese Industry Association for Antimicrobial Materials & Products	Nippon Paint China	Participate in industry academic and technical meeting and obtain the latest trends of the industry; Our company's products have the priority to apply for antibacterial mark.	https://www.kjj.com.cn/
Life Cycle Assessment & Management Committee	Nippon Paint China	Participate in industry academic and technical meeting and obtain the latest trends of the industry; Our company's products have the priority to obtain certification.	https://www.weblca.net/home
Waterborne Platform	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.wbplatform.org/
RadTech China	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.radtechchina.com/
China National Furniture Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.cnfa.com.cn/
China Building Materials Market Association, Human Health in Residential Environment Sub-committee	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.cbmma.cn/
China Building Materials Federation, Floor Coatings Branch Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.cbf.org/
China Building Materials Federation, Ecological Building Materials Branch Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.cbf.org/
China Building Materials Federation, Gypsum Building Materials Branch Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.cbf.org/
China Building Materials Federation, Pre-mixed Mortar Branch Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.cbf.org/
China Association of Building Energy Efficiency	Nippon Paint China	Participate in industry academic and technical meeting and obtain the latest trends of the industry; Our company's products have the priority to obtain certification.	https://www.cabee.org/
China Association of Building Energy Efficiency, Technical Committee for Passive Building	Nippon Paint China	Participate in industry academic and technical meeting and obtain the latest trends of the industry; Our company's products have the priority to obtain certification.	https://www.cabee.org/

Organisation	Relevant Reporting Unit	Significance to NIPSEA Group	Website
China Association of Building Energy Efficiency, Ultra-low Energy Consumption Building Branch Association	Nippon Paint China	Participate in industry academic and technical meeting and obtain the latest trends of the industry; Our company's products have the priority to obtain certification.	https://www.cabee.org/
China Ceramic Industrial Association, Technical Committee for Caulking	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://chinacta.net.cn
China Ceramic Industrial Association, Technical Committee for Tiling	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://chinacta.net.cn
China National Coatings Industry Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.chinacoatingnet.com/
China National Coatings Industry Association, Art Paint Branch Association	Nippon Paint China	Participate in the development of industry standards and obtain the latest trends of the industry.	https://www.chinacoatingnet.com/
Indian Green Building Council ("IGBC")	Nippon Paint India	<p>IGBC was formed with vision to enable a sustainable built environment for all and facilitate India to be one of the global leaders in sustainable built environment by 2025.</p> <p>We are the founding member and executive board member. We participate in the green movement in India along with IGBC, which helps us to be recognised as eco-friendly on a range of products. It will develop Operation capacity and to drive our product to become global leader.</p>	https://www.igbc.in
Indian Paint Association	Nippon Paint India	Obtain Indian paint industry-related government policy and regulation, national economic updates.	https://www.ipaindia.org
Confederation of Indian Industry	Nippon Paint India	Understand best practices, allow exchange of ideas, and pursue bilateral business opportunities.	https://www.cii.in
Madras Management Association	Nippon Paint India	Connect with industries, students and academicians and policy makers, innovators to propagate management movement in Tamil Nadu.	https://www.mmachennai.org
Madras Chamber of Commerce and Industry	Nippon Paint India	<p>Identify, develop, establish, and standardise national skill qualification framework aligned skill competency standards, qualification and curriculum requirements of the paint and coating industry, through significant industry involvement.</p> <p>Contribute to the capacity building through certification of trainers and assessors and facilitation of learner assessment and certification.</p>	https://www.pcsc.in

Organisation	Relevant Reporting Unit	Significance to NIPSEA Group	Website
Taloja Manufacturers' Association	Nippon Paint India	Protect interest of all the member entities before Government agencies.	https://tmataloja.com
Surface Coating Society	Nippon Paint India	Impart training and update on technology through seminars and facilitate new research development in paint technology.	Website under preparation
Business Council for Sustainable development Turkey	Betek Boya	We are the first in the paint industry to join the council for reporting & target setting in sustainability.	https://www.skdturkiye.org/en
Zero Energy and Passive House Association	Betek Boya	Increase the awareness about nZEB buildings and regulations in Turkey and also to obtain latest information about nZEB policies from the world.	https://sepev.org
Association for Energy Efficiency in Buildings	Betek Boya	Increase the awareness of energy efficiency in buildings and ETICS and to make impacts on policy regulations.	https://www.verimder.org.tr
Association of Advertisers	Betek Boya	Participate in advertiser association and be compatible with ethical developments.	https://www.rvd.org.tr
Turkish Construction Materials Sector ("IMSAD")	Betek Boya	Tayfun Kucukoglu, the GM of Betek Boya, is the chairman of IMSAD. Participate in making changes in policy regulations.	https://www.imsad.org/en
Association of Thermal Insulation, Waterproofing, Sound Insulation and Fireproofing	Betek Boya	Participate in making changes in policy regulations.	https://www.cii.in
Association of EPS Industry	Betek Boya	Participate in making changes in policy regulations.	https://www.mmachennai.org
Association of EPS Industry	Betek Boya	Participate in making changes in policy regulations.	https://epsder.org.tr
Association of Paint Industry	Betek Boya	Participate in making changes in policy regulations.	https://epsder.org.tr

GENERAL DISCLOSURES		
GRI Standards	Disclosure	Page number(s) and/or Remark(s)
The Organisation and its Reporting Practices		
2-1	Organisational details	NIPSEA Group, formed in 1962 through a partnership between Nippon Paint, our parent company, and Wuthelam Holdings Pte Ltd, has grown to become a prominent paint and coatings solutions company serving various sectors in Asia. Our growth in the region has been substantial, with expansions into 22 locations to date.
2-2	Entities included in the organisation's sustainability reporting	Data and information presented in this report apply to 46 reporting units across the 22 geographic locations.
2-3	Reporting period, frequency and contact point	Financial period from 1st January to 31st December 2022 Annual Sustainability Report Contact point: sustainability@nipsea.com.sg
2-4	Restatement of information	There are no restatements made in this report.
2-5	External assurance	All data and information presented in this report have not undergone external assurance at present. However, NIPSEA Group will evaluate possibilities to externally assure sections of significant materiality once a more advanced level of reporting maturity has been attained.
Activities and Workers		
2-6	Activities, value chain and other business relationships	Business Brand and Legacy, page 7
2-7	Employees	27,243 employees across 22 geographical locations in NIPSEA Group ESG Performance Data, pages 74 - 93
2-8	Workers who are not employees	N.A.
Governance		
2-9	Governance structure and composition	Management Philosophy, page 11 For more information, please refer to the Nippon Paint Holdings' website on The Board of Directors.

GENERAL DISCLOSURES		
Governance		
2-10	Nomination and selection of the highest governance body	<p>Currently, this comprises the two Co-Presidents and Mr Goh (Chairman of the NPHD Board).</p> <p>We ensure that the Board of Directors are comprised of people with a suitable background to demonstrate supervisory functions in a sustainable manner in an ever-changing business environment. We consider the relevant experience/skills to ensure that the Board comprise of members that are well balanced in terms of experience in corporate management, global business operations, M&A, Finance, Legal affairs, IT/Digital and Manufacturing/Technology/R&D.</p> <p>For more information, please refer to the Nippon Paint Holdings' website on Election and dismissal of Directors and Executive Officers.</p>
2-11	Chair of the highest governance body	<p>Wee Siew Kim was appointed as the Representative Executive Officer & Co-President on April 28, 2021 and as a Director of Nippon Paint Holdings in March 2022. He is concurrently the Group Chief Executive Officer of NIPSEA Group, a wholly owned partner company of the Nippon Paint Group.</p> <p>For more information, please refer to the Nippon Paint Holdings' website on The Board of Directors.</p>
2-12	Role of the highest governance body in overseeing the management of impacts	Please refer to the Nippon Paint Holdings' website on Overview of Corporate Governance.
2-13	Delegation of responsibility for managing impacts	Please refer to the Nippon Paint Holdings' website on Overview of Corporate Governance.
2-14	Role of the highest governance body in sustainability reporting	Please refer to the Nippon Paint Holdings' website on ESG statement • ESG management.
2-15	Conflicts of interest	Please refer to the Nippon Paint Holdings' website on Overview of Corporate Governance.
2-16	Communication of critical concerns	Please refer to the Nippon Paint Holdings' website on ESG statement • ESG management.
2-17	Collective knowledge of the highest governance body	Please refer to the Nippon Paint Holdings' website on ESG statement • ESG management.
2-18	Evaluation of the performance of the highest governance body	Please refer to the Nippon Paint Holdings' website on Analysis and evaluation of the effectiveness of the Board of Directors.
2-19	Remuneration policies	Please refer to the Nippon Paint Holdings' website on Remuneration and Other Matters Concerning Directors and Executive Officers.
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	N.A.

GENERAL DISCLOSURES		
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	A Message from the Group Chief Executive Officer, pages 4 - 5
2-23	Policy commitments	Safeguarding the Environment, pages 16 - 27 Creating a Safe, Diverse, and Skilled Workforce, pages 28 - 35 Developing Sustainable Communities, pages 36 - 61 Driving Innovation for a Better World, pages 62 - 67 Delivering Safe and High-quality Products, pages 68 - 71
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	
2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, page 10
2-27	Compliance with laws and regulations	Instances of non-compliance at the Group-level: 0
2-28	Membership associations	Membership Associations, page 98 - 103
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 10
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	GRI-SASB Materiality Assessment, pages 12 - 13
3-2	3-2 List of material topics	
Energy and Emissions Reduction Strategy		
3-3	Management of material topics	Energy and Emissions Reduction Strategy, pages 18 - 21
302-1	Energy consumption within the organisation	Energy and Emissions Reduction Strategy, pages 18 - 21 ESG Performance Data, pages 74 - 83.
302-3	Energy intensity	
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	
305-4	GHG emissions intensity	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	
Water Conservation Strategy		
3-3	Management of material topics	Water Conservation Strategy, pages 21 - 23
303-1	Interactions with water as a shared resource	
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	Energy and Emissions Reduction Strategy, pages 18 - 21 ESG Performance Data, pages 74 - 83.
303-4	Water discharge	
303-5	Water consumption	

MATERIAL TOPICS		
GRI Standards	Disclosure	Page number(s) and/or Remark(s)
Waste Management Strategy		
3-3	Management of material topics	Waste Management Strategy, pages 23 - 27
306-1	Waste generation and significant waste-related impacts	
306-2	Management of significant waste-related impacts	
306-3	Waste generated	Waste Management Strategy, pages 23 - 27 ESG Performance Data, pages 74 - 93
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	
Workforce Safety and Well-being		
3-3	Management of material topics	Workforce Safety and Well-being, pages 30 - 33
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	
403-9	Work-related injuries	Workforce Safety and Well-being, pages 30 - 33 ESG Performance Data, pages 74 - 83

MATERIAL TOPICS		
GRI Standards	Disclosure	Page number(s) and/or Remark(s)
Diversity and Inclusion		
3-3	Management of material topics	Diversity and Inclusion, pages 33 - 34
405-1	Diversity of governance bodies and employees	Diversity and Inclusion, pages 33 - 34 ESG Performance Data, pages 74 - 83
401-3	Parental leave	
Training and Development		
3-3	Management of material topics	Training and Development, page 35
404-1	Average hours of training per year per employee	Training and Development, page 35 ESG Performance Data, pages 74 - 83
Community Impact		
3-3	Management of material topics	Community Impact, pages 37 - 61
413-1	Operations with local community engagement impact assessments, and development programs	
Sustainably Advantaged Products		
3-3	Management of material topics	Sustainably Advantaged Products, pages 63 - 67
203-1	Infrastructure investments and services supported	Sustainably Advantaged Products, pages 63 - 67 ESG Performance Data, pages 74 - 83
Product Safety Design		
3-3	Management of material topics	Product Safety Design, pages 70 - 71
416-1	Assessment of the health and safety impacts of product and service categories	Product Safety Design, pages 70 - 71 ESG Performance Data, pages 74 - 83



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NIPPON PAINT HOLDINGS SINGAPORE PTE LTD,
1 KIM SENG PROMENADE #10-04/05/06 GREAT WORLD CITY EAST TOWER,
SINGAPORE 237994