

KUMON NORTH AMERICA GO GREEN WITH KUMON

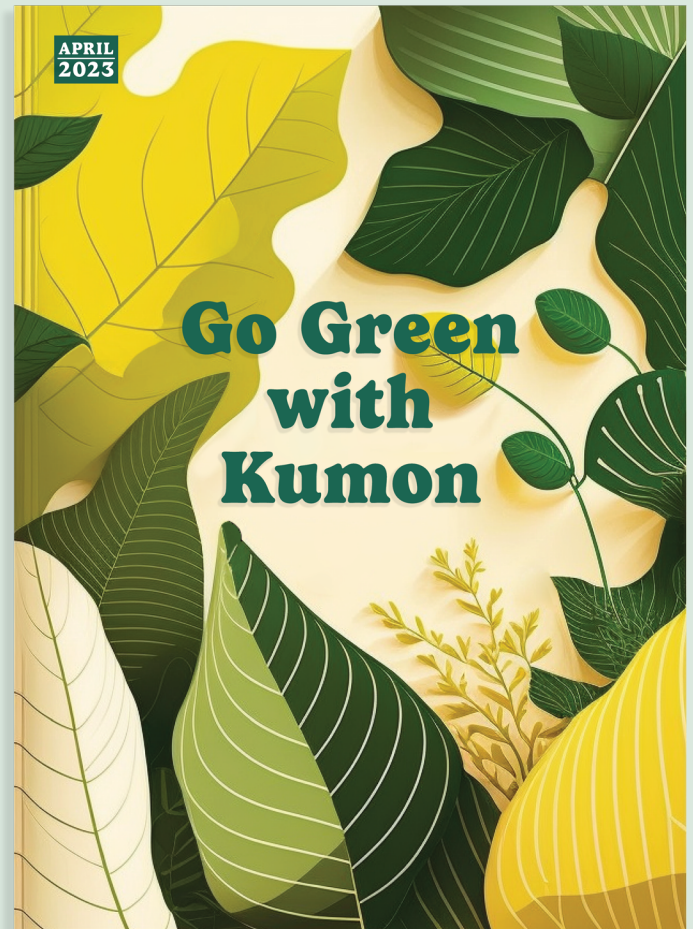
AT Kumon North America we have a voluntary Green Team comprised of Kumon Associates who want to encourage an environmentally friendly lifestyle amongst Kumon Associates and Instructors. After a bit of a pandemic hiatus, we were pleased to revitalize our Green Team beginning in 2021 and relaunch environmental awareness across all of KNA. We have expanded our Green Team's membership beyond our headquarters office in New Jersey, to include representatives from the various regions where our Kumon Centers are located, including Mexico.

Each month, the Green Team continues to meet virtually and proactively educate Kumon Associates and Instructors by writing newsletter articles. Green Team members take turns to write brief articles that shed light on current environmental issues and/or provide green tips.

In the past, the Green Team's focus has been on Kumon Associate engagement activities, like hosting coat drives in the office and inviting staff to participate in nature preserve cleanups. This year, however, we wanted to expand our scope and target our Kumon Instructors more directly.

Towards the end of 2022 the Green Team began brainstorming and worked for several months to develop a new "Go Green with Kumon" digital handbook. It was created in both English and Spanish so that Instructors from all our KNA countries (US, Canada, Mexico, Panama, Costa Rica and now Guatemala!) could benefit. The digital handbook was emailed to Instructors in celebration of Earth Day, which was recognized on April 22, 2023. The handbook features tips on how Instructors can keep their Kumon Centers green through sustainable center practices. It also highlights a few Instructors who are already incorporating environmental practices into their center operations.

To complement the digital handbook, Instructors received a few limited-edition pencils made from recycled materials in their regular monthly shipments. We hope that this handbook inspires our Kumon Instructors to think green at their centers. After the release of the handbook, the Green Team received positive feedback from Instructors and sparked conversations about additional ways to be environmentally mindful. We hope to continue the conversation and be able to share more in the future.



"Go Green" digital handbook



limited-edition "Go Green" pencils