

Period: (Japan) April 1 to March 31, (Non-Japan) January 1 to December 31

## Environment

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Scope	
Scope 1		kt-CO <sub>2</sub>	88.7	82.3	81.5	83.7	78.9	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries <sup>1, 2, 3</sup>
	Japan		80.2	75.6	73.6	73.4	69.0	
	Non-Japan		8.5	6.7	8.0	10.3	9.9	
Scope 2		kt-CO <sub>2</sub>	159.9	142.4	134.3	130.8	85.7	
	Japan		155.4	138.6	129.7	125.5	81.1	
	Non-Japan		4.5	3.8	4.5	5.3	4.6	
Scope 1+2		kt-CO <sub>2</sub>	248.6	224.7	215.8	214.5	164.6	
	Japan		235.6	214.2	203.3	199.0	150.1	
	Non-Japan		13.0	10.5	12.5	15.5	14.6	
6.5 Greenhouse Gases (Included in Scope 1)		kt-CO <sub>2</sub>	35.6	37.1	36.4	34.3	11.5	
	Japan		35.6	37.1	36.4	34.3	11.5	
	Non-Japan		-	-	-	0.0	0.0	
Scope 3	All categories	kt-CO <sub>2</sub>	-	-	3,663.0	7,155.7	6,436.2	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries <sup>4, 5</sup>
	Category 1 Purchased goods and services		-	-	1,912.0	4,487.9	4,375.7	
	Category 4 Upstream transportation and distribution		-	-	685.0	889.8	733.2	
	Category 10 Processing of sold products		-	-	507.0	726.4	431.0	
	Category 12 End-of-life treatment of sold products		-	-	413.0	946.2	824.2	
	Other categories		-	-	146.0	105.4	72.0	
Energy Consumption		TJ	2,435.3	2,187.0	2,141.0	2,343.6	2,048.1	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries
	Japan		2,435.3	2,187.0	2,141.0	2,126.4	1,855.4	
	Non-Japan		-	-	-	217.1	192.7	
	Ratio of renewable energy used	%	-	-	-	48.3	56.1	
Electricity consumption		GWh	245.0	229.6	220.4	227.1	213.3	Five consolidated paper manufacturing subsidiaries in Japan
	Japan		245.0	229.6	220.4	215.3	201.7	
	Non-Japan		-	-	-	11.77	11.6	
	Ratio derived from renewable energy sources	%	-	-	-	11.8	29.4	
Wastepaper consumption	kt	476.2	441.8	432.2	404.9	399.9	Five consolidated paper manufacturing subsidiaries in Japan	
Industrial waste generated		kt	74	66	60	57	65	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan
	Quantity effectively utilized		61	56	52	48	56	
	Quantity for final disposal		13	10	8	9	9	
Environmental law and regulation violations resulting in administrative penalties	Cases	-	-	-	-	0		
Total annual costs of environment-related fines and penalties	JPY	-	-	-	-	0		
Water withdrawn	Million m <sup>3</sup>	22.0	21.8	21.7	21.4	21.2	Five consolidated paper manufacturing subsidiaries in Japan	
Water emissions	Million m <sup>3</sup>	22.3	22.2	22.1	21.4	21.0		
Release and transfer of chemical substances subject to the PRTR system	tons	809.6	753.6	764.0	532.9	2.5		
Number of business establishments that have acquired ISO14001	Number of Locations	-	-	14	14	13	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries	

\*1: Emission factors used in Scope 1 &amp; 2 calculations are based on the Act on Promotion of Global Warming Countermeasures, emission factors by electric utilities, IGES, IRENA, and other sources.

\*2: From FY2021 onwards, Scope 1 &amp; 2 greenhouse gas emissions for Japan Pulp &amp; Paper Co., Ltd. (non-consolidated) have already received third-party verification from the Japan Management Association GHG Certification Center (JMACC).

\*3: Non-Japan Scope 1 &amp; 2 for FY2019-FY2021 were calculated as a ratio of revenue (in local currencies) based on FY2022 calculations.

\*4: The Scope 3 calculation is based on the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

\*5: Only Japan Pulp &amp; Paper Co., Ltd. on a non-consolidated basis in FY2021, and combined with its consolidated subsidiaries from FY2022.

Employees

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Scope		
Total number of consolidated employees <sup>1</sup>	Total	Persons	4,298	4,042	4,097	4,338	4,157	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries	
	Male <sup>2</sup>		-	-	-	3,285	3,144		
	Female <sup>2</sup>		-	-	-	1,053	1,012		
	Number of employees by segment	Japan Wholesaling	Persons	829	822	839	826		829
		Non-Japan Wholesaling		1,656	1,431	1,518	1,694		1,701
		Paper Manufacturing & Processing		1,197	1,161	1,136	1,221		1,049
		Raw Materials & Environment		452	462	441	433		408
		Real Estate Leasing		7	7	6	7		6
		Total (All segments)		157	159	157	157		164
	Number of employees by region	Japan	Persons	2,193	2,160	2,160	2,237		2,226
		Asia/Middle East (Excluding Japan)		666	647	711	729		596
		North & Central America		426	409	384	371		296
Europe			532	429	438	539	592		
Oceania			481	397	404	462	447		
Number of employees (Average age in years) <sup>3</sup>	Total	Persons	709(42.1)	705(42.5)	697(43.1)	701(43.6)	713(44.0)	Japan Pulp & Paper Co., Ltd.	
	Male		448(42.6)	444(42.8)	434(43.3)	432(43.9)	437(44.3)		
	Female		261(41.3)	261(41.9)	263(42.7)	269(43.3)	276(43.5)		
Number of career-track employees	Persons	483	481	475	476	489	Japan Pulp & Paper Co., Ltd.		
Ratio of females employees in career-track positions	%	7.4	7.9	8.8	9.5	10.8			
Number of managers	Persons	277	269	266	279	284			
Ratio of women in management positions		%	-	-	-	0.4	0.4	Certain consolidated subsidiaries in Japan <sup>4</sup>	
			-	-	-	1.8	2.8		
Number of new-graduate recruits	Total	Persons	8	15	12	13	16	Japan Pulp & Paper Co., Ltd.	
	Male		5	11	9	10	10		
	Female		3	4	3	3	6		
Number of mid-career recruits	Total	Persons	5	3	4	14	9	Japan Pulp & Paper Co., Ltd.	
	Male		3	1	2	6	3		
	Female		2	2	2	8	6		
Ratio of employees with disabilities	%	2.2	2.2	2.0	2.3	2.1			
Average years of service	Total	Years	18.4	18.8	19.3	19.7	20.0	Japan Pulp & Paper Co., Ltd.	
	Male		18.7	18.9	19.3	19.8	20.3		
	Female		17.9	18.6	19.3	19.6	19.6		
Turnover ratio (Due to voluntary resignations)	%	2.3	1.3	1.8	1.9	1.8			
Turnover ratio within three years for new-graduate recruits	%	0.0	11.0	0.0	0.0	0.0			
Average monthly overtime hours	Hours per month	13hrs 39min	13hrs 54min	14hrs38min	14hrs 38min	12hrs 43min			
Paid leave acquisition rate	%	76.0	67.7	69.7	75.0	79.0			
Ratio of employees joining the employees' association <sup>5</sup>	%	100.0	100.0	100.0	100.0	100.0			
Number of employees taking maternity leave	Persons	6	18	8	7	10			
Number of employees taking childcare leave	Total	Persons	6	18	8	19	24	Japan Pulp & Paper Co., Ltd. and certain consolidated subsidiaries <sup>5</sup>	
	Male		0	0	0	6	8		
	Female		6	18	8	13	16		
Japan Pulp & Paper Co., Ltd.	Total	Persons	6	18	8	11	14	Japan Pulp & Paper Co., Ltd. only	
	Male	Persons	0	0	0	5	5		
	Female	Persons	6	18	8	6	9		
Ratio of employees returning to work (After taking childcare leave)	%	93	100	100	92	100	Japan Pulp & Paper Co., Ltd.		
Number of employees taking family care leave	Persons	0	0	1	0	0			
Education and training expenses	Million JPY	35	10	28	28	32			
Ratio of employees taking annual health checkups	%	99.5	99.0	99.3	100.0	100.0			
Ratio of employees taking stress check screenings	%	96.1	98.2	99.1	99.0	99.3			
Ratio of employees who regularly exercise <sup>6</sup>	%	-	24.9	24.0	26.9	27.3			
Employee engagement rating	Rating	-	-	-	-	B/B			
Number of fatal accidents	Cases	0	0	0	0	0	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries <sup>7</sup>		
Number of occupational accidents <sup>8</sup>	Cases	0	1	0	1	6	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan		
Occupational accident frequency rate	Frequency rate	0.82	0.82	0.00	0.00	0.85			
Lost time injury frequency rate	Frequency rate	0	0	0	0	0	Japan Pulp & Paper Co., Ltd.		
Occupational Accident Intensity Rate	Intensity rate	0	0	0	0	0			
Number of executives and employees trained in occupational health and safety standards	Persons	-	-	-	-	139	Paper Manufacturing & Processing segment and Raw Materials & Environment segment		
Number of business establishments that have acquired ISO45001	Number of Locations	-	-	-	-	4	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries		

## Society

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Scope
Social contribution activity expenses	Million JPY	-	-	-	-	42.2	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries

## Governance

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Scope
Number of internal whistleblower reports	Cases	26	15	16	13	30	Japan Pulp & Paper Co., Ltd. and group companies in Japan <sup>*9</sup>
Number of serious noncompliance incidents	Cases	1	0	0	0	1	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries
Compliance test participation rate	%	-	98.9	94.6	96.8	99.3	Japan Pulp & Paper Co., Ltd. and group companies in Japan <sup>*9</sup>
Political contributions	Thousand JPY	0	0	0	0	0	Japan Pulp & Paper Co., Ltd.

\*1: The number of employees is the figure as of the end of March including consolidated subsidiaries outside of Japan.

\*2: The difference between the number of consolidated employees and the combined number of male and female employees includes employees who identify as nonbinary. The term "nonbinary" refers to individuals who do not consider their gender identity and gender expression to fit into a "male/female" binary framework.

\*3 : Excluding seconded employees

\*4 : This covers Japan-based consolidated subsidiaries that employ between 101 and 300 workers on a regular basis.

\*5: Employee associations are composed of non-managerial employees and, unlike labor unions, do not have the right to conclude labor agreements. Instead, representatives elected from among its members represent employees in labor-management negotiations, including proposals for improvements in labor and benefit programs, bonuses, base wage increases, and other matters.

\*6: Employees who exercise at least twice a week, for at least 30 minutes per session, for at least one year.

\*7: The number of incidents at consolidated subsidiaries in Japan has been included since FY2022, and those at consolidated subsidiaries outside of Japan have also been included since FY2023.

\*8: The number of occupational accidents covers occupational accidents requiring one or more days of absence from work. Since FY2022, this number has also included occupational accidents at consolidated subsidiaries inside Japan.

\*9: This covers Japan Pulp & Paper Co., Ltd. and certain group companies inside Japan.

**Forest Certification Status**

\*Holders of multiple sites

**FSC® Chain of Custody (CoC) Certification**

Group Companies - Japan	
Company Name	Certification Number
Japan Pulp & Paper Co., Ltd.	SGSHK-COC-001165
JP Household Supply Co., Ltd.	SGSHK-COC-011272
Kyoto Kami Shoji Co., Ltd.	SGSHK-COC-003718
Koyosha Co., Ltd.	SGSHK-COC-002906
Gokura Co., Ltd.	SGSHK-COC-003027
Cosmo Paper Trading Co., Ltd.	SGSHK-COC-002796
Fuchikami Co., Ltd. - Head Office	SGSHK-COC-350605
Fuchikami Co., Ltd. - Okinawa Office	SGSHK-COC-350539
Maruni Chikiriya Co., Ltd.	SGSHK-COC-002769
Corelex Shin-Ei Co., Ltd.*	SA-COC-006892
Corelex San-Ei Co., Ltd.	SA-COC-007596
Corelex Doh-Ei Co., Ltd.	SA-COC-007596
Eco Paper JP Co., Ltd.	SA-COC-005417
Taiho Paper Co., Ltd.	SA-COC-005309
Showa Packaging Industry Co., Ltd.	SGSHK-COC-350126
Misuzushigyo Co., Ltd.	SA-COC-006012
Mikunishiko Co., Ltd.	SGSHK-COC-350727
Osaka Paperware Mfg. Co., Ltd.	SGSHK-COC-350232

Group Companies - Non-Japan		
Region	Company Name	Certification Number
North America	Japan Pulp & Paper (U.S.A.) Corp.	SCS-COC-001121
	Gould Paper Corporation(OVOL USA)*	TT-COC-006318
	Bosworth Papers, Inc.	
	Western-BRW Paper Co., Inc.- High Point	
	Price & Pierce International Inc.	
	Contract Paper Group, Inc.	
	Talico, S.A. de C.V.	GFA-COC-007507
Europe	Japan Pulp & Paper GmbH	GFA-COC-001722
	Gould International UK Limited*	INT-COC-002366
	Gould Publication Papers U.K. Limited	
	Gould Paper Sales UK Limited	
	Gould Papiers France	
	Harlech PPM Limited	
Southeast Asia	OVOL Fiber Europe B.V.	INT-COC-002103
	Premier Paper Group Limited	INT-COC-002103
	Japan Pulp & Paper (M) Co., Ltd.	CU-COC-894468
	OVOL Malaysia Sdn.Bhd.	SCS-COC-001581
	Fine Paper Takeo (M) Sdn. Bhd.	SCS-COC-001818
	OVOL New Energy Sdn. Bhd.	CU-COC-884666
	OVOL Singapore Pte. Ltd.	BV-COC-015534
East Asia	PT. Oriental Asahi JP Carton Box	SGSHK-COC-440007
	Japan Pulp & Paper Co., (H.K.) Ltd.	SGSHK-COC-004214
	Tai Tak Paper Co., Ltd.	RINA-COC-000297
	Tai Tak Paper (Shenzhen) Co., Ltd.	SAI-COC-002933
	Japan Pulp & Paper (Shanghai) Co., Ltd.	SGSHK-COC-010811
	Japan Pulp & Paper (Korea) Co., Ltd.	SGSHK-COC-007972
Oceania	Ball & Doggett Group Pty Ltd*	SAI-COC-001146
	Ball & Doggett Pty Ltd	
	BJ Ball Limited	
	Kirby International Pty.Ltd.	

**PEFC Chain of Custody (CoC) Certification**

Group Companies - Japan	
Company Name	Certification Number
Japan Pulp & Paper Co., Ltd.	SGSJP-PCOC-0219

Group Companies - Non-Japan		
Region	Company Name	Certification Number
North America	Gould Paper Corporation (OVOL USA)	BMT-PEFC-1577
Europe	Gould International UK Limited*	INT-PEFC-COC-002366
	Gould Papers Sales UK Limited	
	Gould Papiers France	
	Gould Publication Papers UK Limited	
	Harlech PPM Ltd	
	OVOL Fiber Europe B.V.	INT-PEFC/COC-002103
	Premier Paper Group Limited	INT-PEFC/COC-002103
Southeast Asia	OVOL Malaysia Sdn. Bhd.	SIRIM-COC 0053
	OVOL Singapore Pte. Ltd.	BV/CDC/3369723
Oceania	Ball & Doggett Group Pty Ltd*	ITKUS-PEFC-COC-1615664
	Ball & Doggett Pty Ltd	
	BJ Ball Limited	
	Kirby International Pty Ltd	