

ESG Data

	Indicator	Unit	FY2019	FY2020	Scope		
Labor & Employment	Total number of consolidated employees	Persons	3,893	4,298	Japan Pulp & Paper Co., Ltd. and its domestic and overseas consolidated and non-consolidated subsidiaries		
	Number of employees by segment	Japan Wholesaling	Persons	772		829	
		Non-Japan Wholesaling	Persons	1,306		1,656	
		Paper Manufacturing & Processing	Persons	1,197		1,197	
		Raw Materials & Environment	Persons	457		452	
		Real Estate Leasing	Persons	7		7	
		Total (All segments)	Persons	154		157	
	Number of employees by region	Japan	Persons	2,133		2,197	
		Asia/Middle East (Excluding Japan)	Persons	674		662	
		North & South America	Persons	470		426	
		Europe	Persons	90		532	
		Oceania	Persons	526		481	
	Number of employees (Average age)	Male	Persons	448 (42.6y.o.)		444 (42.8y.o.)	Japan Pulp & Paper Co., Ltd.
		Female	Persons	261 (41.3y.o.)		261 (41.9y.o.)	
		Total	Persons	709 (42.1y.o.)	705 (42.5y.o.)		
	Employees in career-track positions	Persons	483	481			
	Ratio of female employees in career-track positions	%	7.4	7.9			
	Average years of service	Years	18.4	18.8			
	Ratio of employees with disabilities	%	2.2	2.2			
	Number of new recruits	Male	Persons	5	11		
		Female	Persons	3	4		
	Number of career recruits	Male	Persons	3	1		
		Female	Persons	2	2		
	Turnover ratio (Including retirees)	%	2.1	1.4			
	Turnover ratio within three years for new recruits	%	0.0	11.0			
	Average monthly overtime hours	Hours per month	13hrs 39min	13hrs 54min			
	Paid leave acquisition rate	%	76.0	67.7			
Number of employees taking maternity leave	Persons	6	18				
Number of employees taking childcare leave (Including male employees)	Persons	6	18				
Ratio of employees returning to work (After taking childcare leave)	%	93.0	100.0				
Number of employees taking nursing leave	Persons	0	0				
Number of workplace accidents	Cases	1	1				
Rate of annual health checkups	%	99.5	99.0				
Stress check screening rate	%	96.1	98.2				

ESG Data

	Indicator	Unit	FY2019	FY2020	Scope
Inputs	Energy consumption	GJ	1,775,974	1,539,819	Japan Pulp & Paper Co., Ltd. and its domestic consolidated and non-consolidated subsidiaries
	Electricity consumption	Thousand kwh	230,236	229,759	
	Water consumption	Thousand m ³	22,158	21,865	
	Wastepaper consumption	t	476,256	441,808	Domestic consolidated paper manufacturing subsidiaries
	Release and transfer of chemical substances subject to the PRTR system	t	810	754	
Output	Scope 1	t-CO2	86,967	83,225	Japan Pulp & Paper Co., Ltd. and its domestic consolidated and non-consolidated subsidiaries
	Scope 2	t-CO2	106,713	96,045	
	Scope 1+2	t-CO2	193,680	179,269	
	6.5 greenhouse gases	t-CO2	40,177	42,620	
	Water emissions	Thousand m ³	22,314	22,289	
	Industrial waste generated	Thousand t	74	66	
		Quantity effectively utilized	Thousand t	61	
	Quantity for final disposal	Thousand t	13	10	

Note: The "Major criteria and coefficients for Scope 1 and 2 calculations" criteria are based on the control criteria of the GHG Protocol Corporate Accounting and Reporting Standard. Coefficients used are calculated based on the Law Concerning the Promotion of the Measures to Cope with Global Warming and the Emission Coefficients by Electric Utility.

FSC Certification

Feb-22

* Holders of multiple sites

Group Companies - Japan	
Company Name	Certification Number
Japan Pulp & Paper Co., Ltd.	SGSHK-COC-001165
Eco Paper JP Co., Ltd.	SA-COC-005417
Taiho Paper Co., Ltd.	SA-COC-005309
Showa Packaging Industry Co., Ltd.	SGSHK-COC-350126
Corelex Shin-Ei Co., Ltd.*	SA-COC-006892
Corelex San-Ei Co., Ltd.	
Corelex Doh-Ei Co., Ltd.	SA-COC-007596
JP Household Supply Co., Ltd.	SGSHK-COC-011272
Koyosha Inc.	SGSHK-COC-002906
Gokura Co., Ltd.	SGSHK-COC-003027
Cosmo Paper Trading Co., Ltd.	SGSHK-COC-002796
Kyoto Kami Shoji Co., Ltd.	SGSHK-COC-003718
Maruni Chikiriya Co., Ltd.	SGSHK-COC-002769
Honshu Electrical Materials Sales Co., Ltd. - Nagoya Office	SGSHK-COC-004933
Fuchikami - Head Office	SGSHK-COC-350605
Fuchikami - Okinawa Branch	SGSHK-COC-350539

Group Companies - Outside Japan		
Region	Company Name	Certification Number
Asia	Japan Pulp & Paper (Shanghai) Co., Ltd.	SGSHK-COC-010811
	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 (Korea) Co., Ltd.	SGSHK-COC-007972
	OVOL Singapore Pte. Ltd.	SGS-COC-003361
	OVOL Malaysia Sdn.Bhd.	SCS-COC-001581
	PT. Oriental Asahi JP Carton Box	SGSHK-COC-440007
	JP Corelex (Vietnam) Co., Ltd.	SCS-COC-006514
	Fine Paper Takeo (M) Sdn. Bhd.	SCS-COC-001818
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	
Europe	Japan Pulp & Paper GmbH	GFA-COC-001722
	Gould Publication Papers U.K. Limited *	TT-COC-005279
	Gould Paper Sales UK Limited	
	Gould Papiers France	
	Harlech PPM Limited	
	OVOL Fiber Europe B.V.	
Premier Paper Group Limited	INT-COC-002103	
Oceania	Ball & Doggett Group Pty Ltd*	SAI-COC-001146
	Ball & Doggett Pty Ltd - Brisbane	
	Ball & Doggett Pty Ltd - Perth - Western Australia	
	Ball & Doggett Pty Ltd - Sydney - New South Wales	
	Ball & Doggett Pty Ltd - Adelaide (Beverley)	
	Ball & Doggett Pty Ltd - Melbourne, Victoria	
	BJ Ball Limited - Christchurch Branch	
	BJ Ball Limited - Dunedin Branch	
BJ Ball Limited - Wellington Branch		

PEFC Certification

Feb-22

* Holders of multiple sites

Group Companies - Japan	
Scope of Certification	Certification Number
Japan Pulp & Paper Co., Ltd.	SGSJJP-PCOC-0219

Group Companies - Outside Japan		
Region	Scope of Certification	Certification Number
Asia	OVOL Singapore Pte. Ltd.	BV/CDC/3369723
	OVOL Malaysia Sdn. Bhd.	SIRIM-COC 0053
North America	Gould Paper Corporation (OVOL USA)	BMT-PEFC-1577
Europe	Gould International UK Limited *	BMT-PEFC-1422
	Gould Papers Sales UK Limited	
	Gould Papiers France	
	Gould Publication Papers UK Limited	
	Harlech PPM Limited	
	OVOL Fiber Europe B.V.	
	Premier Paper Group Limited	INT-PEFC/COC-002103
Oceania	Ball & Doggett Pty Ltd (Melbourne)	SAI-CERT-0130216
	Ball & Doggett Pty Ltd (Perth)	
	Ball & Doggett Pty Ltd (Sydney)	
	Ball & Doggett Group Pty Ltd (Auckland Branch)*	
	BJ Ball Limited (Christchurch Branch)	
	BJ Ball Limited (Dunedin)	
	BJ Ball Limited (Wellington Branch)	