

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

Environment

Indicator		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope
Scope 1		kt-CO2	94.7	91.4	92.5	82.8	85.6	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries*1, *2, *3
	Japan		78.6	76.5	75.8	67.6	71.2	
	Non-Japan		16.2	14.8	16.6	15.2	14.5	
Scope 2		kt-CO2	142.8	134.5	130.8	85.6	68.3	
	Japan		138.8	130.0	125.5	80.9	63.9	
	Non-Japan		3.9	4.6	5.3	4.8	4.4	
Scope 1 & 2		kt-CO2	237.5	225.9	223.3	168.5	153.9	
	Japan		217.4	206.5	201.3	148.5	135.1	
	Non-Japan		20.1	19.4	21.9	20.0	18.8	
6.5 Greenhouse Gases (Included in Scope 1)		kt-CO2	37.1	39.2	368.7	103.9	10.9	
	Japan		37.1	39.2	36.9	10.4	10.9	
	Non-Japan		-	-	0.0	0.0	0.0	
Scope 3	All categories	kt-CO2	-	3,662.3	7,155.7	9,330.8	12,146.4	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries*4, *5, *6
	Category 1 Purchased goods and services		-	1,911.6	4,487.9	7,564.3	7,734.5	
	Category 2 Capital goods		-	1.9	10.3	13.9	12.2	
	Category 3 Fuel- and energy-related activities		-	44.3	47.5	23.7	36.1	
	Category 4 Upstream transportation and distribution		-	684.0	889.8	789.9	1,400.1	
	Category 5 Waste generated in operations		-	0.0	0.5	0.5	0.4	
	Category 6 Business travel		-	0.1	0.2	0.2	0.3	
	Category 7 Employee commuting		-	0.3	1.7	1.9	1.9	
	Category 8 Upstream leased assets		-	0.0	0.0	0.0	0.0	
	Category 9 Downstream transportation and distribution		-	8.8	13.4	14.1	23.0	
	Category 10 Processing of sold products		-	507.2	726.4	421.9	425.0	
	Category 11 Use of sold products		-	75.2	7.1	0.9	115.6	
	Category 12 End-of-life treatment of sold products		-	413.2	946.2	479.3	2,377.7	
	Category 13 Downstream leased assets		-	15.8	24.7	20.1	19.9	
	Category 14 Franchises		-	0.0	0.0	0.0	0.0	
	Category 15 Investments		-	0.0	0.0	0.0	0.0	
Energy Consumption		TJ	2,187.0	2,141.0	23,435.7	20,480.9	1,914.9	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries
	Japan		2,187.0	2,141.0	2,126.4	1,855.4	1,735.0	
	Non-Japan		-	-	217.1	192.7	180.0	
	Ratio of renewable energy used	%	-	-	48.3	56.1	55.5	
Electricity consumption		GWh	229.6	220.4	227.1	213.3	224.1	
	Japan		229.6	220.4	215.3	201.7	196.6	
	Non-Japan		-	-	11.8	11.6	27.5	
	Ratio derived from renewable energy sources	%	-	-	11.8	29.4	39.6	
Wastepaper usage		kt	441.8	432.2	404.9	399.9	397.3	Five consolidated paper manufacturing subsidiaries in Japan
Industrial waste generated		kt	65.6	60.0	57.4	65.0	55.1	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan
	Quantity effectively utilized		56.0	52.0	48.3	56.3	46.9	
	Quantity for final disposal		9.6	8.0	9.1	8.7	8.2	
Environmental law and regulation violations resulting in administrative penalties		Cases	-	-	-	0	0	
Total annual costs of environment-related fines and penalties		Million JPY	-	-	-	0.0	0.0	
Water withdrawn		Million m3	21.8	21.7	21.4	21.2	21.4	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries*7
	River water		2.2	2.2	2.2	2.2	2.2	
	Groundwater		10.2	10.4	10.1	10.2	10.3	
	Industrial water		9.4	9.1	9.2	8.9	8.9	
Water emissions		Million m3	22.2	22.1	21.4	21.0	21.0	
	Rivers		13.6	13.9	13.0	12.8	12.6	
	Marine areas		8.6	8.2	8.4	8.2	8.5	
Release and transfer of chemical substances subject to the PRTR system		tons	753.6	764.0	532.9	2.5	2.2	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan
Number of sites establishments that have acquired ISO14001		Number of Locations	-	14	14	13	13	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries
Number of group companies with FSC® CoC Certification		Number of companies	-	41	50	47	48	
Number of group companies with PEFC® CoC Certification		Number of companie	-	14	18	15	20	

Employees

Indicator			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	
Total number of consolidated employees*8			Number of persons	4,042	4,097	4,338	4,157	4,831	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries	
Male*9		-		-	3,285	3,144	3,530			
Female*9		-		-	1,053	1,012	1,301			
Female ratio		%		-	-	24.3	24.3	26.9		
Number of employees by segment	Japan Wholesaling	Number of persons	822	839	826	829	837			
	Non-Japan Wholesaling		1,431	1,518	1,694	1,701	2,388			
	Paper Manufacturing & Processing		1,161	1,136	1,221	1,049	1,049			
	Raw Materials & Environment		462	441	433	408	379			
	Real Estate Leasing		7	6	7	6	6			
	Corporate Divisions		159	157	157	164	172			
Number of employees by region	Japan	Number of persons	2,160	2,160	2,237	2,226	2,202			
	Asia/Middle East (Excluding Japan)		647	711	729	596	612			
	North & Central America		409	384	371	296	259			
	Europe		429	438	539	592	1,243			
	Oceania		397	404	462	447	515			
Temporary employee			Number of persons	402	420	431	459	480		Japan Pulp & Paper Co., Ltd.
Number of employees (Average age in years)*10			Number of persons	705(42.5)	697(43.1)	701(43.6)	713(44.0)	728(44.4)		
Male		444(42.8)		434(43.3)	432(43.9)	437(44.3)	439(44.7)			
Female		261(41.9)		263(42.7)	269(43.3)	276(43.5)	289(44.0)			
Number of career-track employees			Number of persons	481	475	476	489	498		
Ratio of females career-track employees			%	7.9	8.8	9.5	10.8	12.0		
Number of managers			Number of persons	269	266	279	284	337		
Ratio of female managers			%	-	-	0.4	0.4	1.2		
				-	-	1.8	2.8	3.0		
Male-female pay gap*12			%	-	-	-	51.9	52.1	Certain consolidated subsidiaries in Japan*11	
Number of new-graduate recruits*13			Number of persons	15	12	13	28	33	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan	
Male		-		-	-	20	26			
Female		-		-	-	8	7			
Female ratio		%		-	-	-	28.6	21.2		
Japan Pulp & Paper Co., Ltd.		Number of persons	15	12	13	16	16	Japan Pulp & Paper Co., Ltd. (non-consolidated)		
	Male		11	9	10	10	12			
	Female		4	3	3	6	4			
	Female ratio		%	26.7	25.0	23.1	37.5		25.0	
Number of mid-career recruits*13			Number of persons	3	4	14	66	73	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan	
Male		-		-	-	47	50			
Female		-		-	-	19	23			
Female ratio		%		-	-	-	28.8	31.5		
Japan Pulp & Paper Co., Ltd.		Number of persons	3	4	14	9	10	Japan Pulp & Paper Co., Ltd. (non-consolidated)		
	Male		1	2	6	3	3			
	Female		2	2	8	6	7			
	Female ratio		%	66.7	50.0	57.1	66.7		70.0	
Ratio of employees with disabilities			%	2.2	2.0	2.3	2.1	2.3	Japan Pulp & Paper Co., Ltd.	
Average years of service			Number of years	18.8	19.3	19.7	20.0	20.4		
Male		18.9		19.3	19.8	20.3	20.7			
Female		18.6		19.3	19.6	19.6	20.0			
Voluntary turnover rate and number of voluntary leavers*13			%	1.3	1.8	1.9	3.7	3.6	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan	
			Number of persons	15	18	17	94	82		
Male		-		-	-	79	69			
Female		-		-	-	15	13			
Japan Pulp & Paper Co., Ltd.		%	1.3	1.8	1.9	1.8	0.7	Japan Pulp & Paper Co., Ltd. (non-consolidated)		
			15	18	17	15	6			
	Male		11	13	11	11	6			
	Female		4	5	6	4	0			
Retention rate after three years for new-graduates*14			%	89.0	100.0	100.0	100.0	100.0	Japan Pulp & Paper Co., Ltd.	
Average monthly overtime hours			Hours per month	13hrs 54min	14hrs 38min	14hrs 38min	12hrs 43min	13hrs 20min		
Paid leave acquisition rate			%	67.7	69.7	75.0	79.0	79.7		
Ratio of employees joining the employees' association*15			%	100.0	100.0	100.0	100.0	100.0		

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope
Number of employees taking maternity leave	Number of persons	18	8	7	10	10	Japan Pulp & Paper Co., Ltd.
Number of employees taking childcare leave	Number of persons	18	8	19	24	26	Certain consolidated subsidiaries in Japan*11
	Male	-	-	6	8	8	
	Female	-	-	13	16	18	
	Number of persons	18	8	11	14	16	Japan Pulp & Paper Co., Ltd. (non-consolidated)
	Male	0	0	5	5	7	
	Female	18	8	6	9	9	
Percentage of eligible male employees taking childcare leave	%	-	-	29.4	38.5	63.6	
Ratio of employees returning to work (After taking childcare leave)	%	100.0	100.0	92.0	100.0	100.0	
Number of employees on reduced hours as of end of March (excl. contractors)	Number of persons	42	43	46	47	50	
Number of employees taking nursing care leave	Number of persons	0	1	0	0	1	
Education and training expenses	Million JPY	10	28	28	32	65	Japan Pulp & Paper Co., Ltd.
Ratio of employees taking annual health checkups	%	99.0	99.3	100.0	100.0	100.0	
Ratio of employees taking stress check screenings	%	98.2	99.1	99.0	99.3	99.8	
Percentage of employees with high stress	%	-	8.2	8.7	8.8	9.1	
Ratio of employees who regularly exercise*16	%	24.9	24.0	26.9	27.3	27.8	
Employee engagement rating*17	Rating	-	-	-	B/B	BB/BBB	
Number of fatal accidents	Cases	0	0	0	0	0	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries*18
Number of occupational accidents*19	Cases	-	-	-	-	1	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan
Occupational accident frequency rate	Frequency rate	0.82	0.00	0.00	0.85	0.79	
Lost time injury frequency rate	Frequency rate	0.00	0.00	0.00	0.00	0.00	Japan Pulp & Paper Co., Ltd.
Occupational Accident Intensity Rate	Intensity rate	0.00	0.00	0.00	0.00	0.00	
Number of executives and employees trained in occupational health and safety standards	Number of persons	-	-	-	139	187	Paper Manufacturing & Processing segment and Raw Materials & Environment segment
Number of business establishments that have acquired ISO45001	Number of Locations	-	-	-	1	1	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries

Society

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope
Social contribution activity expenses	Million JPY	-	-	-	42.2	59.2	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries

Governance

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope
Number of internal whistleblower reports	Cases	15	16	13	30	16	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan
Number of serious noncompliance incidents	Cases	0	0	0	1	0	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries
Compliance test participation rate	%	98.9	94.6	96.8	99.3	99.4	Japan Pulp & Paper Co., Ltd. and certain domestic consolidated and unconsolidated subsidiaries
Political contributions	Million JPY	0.0	0.0	0.0	0.0	0.0	Japan Pulp & Paper Co., Ltd.

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

*2: From FY2021 onwards, Scope 1 & 2 greenhouse gas emissions for Japan Pulp & Paper Co., Ltd. (non-consolidated) have already received third-party verification from the Japan Management Association GHG Certification Center (JMACC). The evaluation for the fiscal year 2024 is currently underway.

*3: Non-Japan Scope 1 & 2 for FY2020-FY2021 were calculated as a ratio of revenue (in local currencies) based on FY2022 calculations.

*4: In the calculation of Scope 3 emissions, we use the 'GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.'

For the fiscal year 2024, we are calculating some categories using coefficients from IDEA ver. 3.5.

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

*6: The Scope 3 emissions for Japan Pulp & Paper Co., Ltd. and certain consolidated subsidiaries for the fiscal year 2023 have been verified by the Japan Management Association's Global Warming Prevention Headquarters. Verification for the fiscal year 2024 is currently underway.

*7: Water withdrawn and discharge volumes at business sites using public water supply and sewage systems are excluded from the aggregation target.

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

*9: The difference between the number of consolidated employees and the combined number of male and female employees includes employees who identify as nonbinary.

*10: Excluding seconded employees

*11: This covers Japan-based consolidated subsidiaries that employ more than 100 workers on a regular basis.

*12: Salaries for both regular and non-regular employees are calculated based on the annual wage. The number of part-time workers is converted to a full-time equivalent based on working hours. The wage disparity between male and female regular employees at our company reflects the shorter average years of service of women in career-track positions and the higher proportion of women in clerical positions.

*13: Until FY2022, only Japan Pulp & Paper Co., Ltd. was covered, from 2023 onwards, the scope includes our company and domestic consolidated subsidiaries.

*14: This indicates the retention rate three years after hiring (e.g., FY2024 retention reflects the status of FY2022 new-graduate hires as of April 1, 2025).

*15: Employees 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.

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

*17: The engagement rating score consists of 11 levels (DD < DDD < C < ... < BBB < A < AA < AAA).

Engagement surveys are conducted twice a year, and the scores are shown for each period: the first half and the second half

*18: Cases include Japanese subsidiaries from FY2022 and non-Japan subsidiaries from FY2023 as well.

*19: This covers work-related injuries requiring more than four days of leave.