

## ESG Data

### Labor & Employment

Indicator		Unit	FY2019	FY2020	FY2021	FY2022	Scope
Total number of consolidated employees *1		Persons	4,298	4,042	4,097	4,338	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries
	Male		-	-	-	3,285	
	Female	-	-	-	1,053		
Number of employees by segment*1	Japan Wholesaling	Persons	829	822	839	826	
	Non-Japan Wholesaling		1,656	1,431	1,518	1,694	
	Paper Manufacturing & Processing		1,197	1,161	1,136	1,221	
	Raw Materials & Environment		452	462	441	433	
	Real Estate Leasing		7	7	6	7	
	Total (All segments)		157	159	157	157	
Number of employees by region*1	Japan	Persons	2,193	2,160	2,160	2,237	
	Asia/Middle East (Excluding Japan)		666	647	711	729	
	North & Central America		426	409	384	371	
	Europe		532	429	438	539	
	Oceania		481	397	404	462	
Number of employees (Average age in years)	Total	Persons	709 (42.1)	705 (42.5)	697 (43.1)	701 (43.6)	Japan Pulp & Paper Co., Ltd.*2
	Male		448 (42.6)	444 (42.8)	434 (43.3)	432 (43.9)	
	Female		261 (41.3)	261 (41.9)	263 (42.7)	269 (43.3)	
Number of career-track employees	Persons	483	481	475	476		
Ratio of females employees in career-track positions	%	7.4	7.9	8.8	9.5		
Number of managers	Persons	277	269	266	279		
Ratio of women in management positions	%	-	-	-	0.4		
		-	-	-	1.8	Certain consolidated subsidiaries in Japan*3	
Ratio of employees with disabilities	%	2.2	2.2	2.0	2.3	Japan Pulp & Paper Co., Ltd.	
Number of new-graduate recruits	Total	Persons	8	15	12		
	Male		5	11	9		10
	Female		3	4	3		3
Number of mid-career recruits	Total	Persons	5	3	4		14
	Male		3	1	2		6
	Female		2	2	2		8
Average years of service	Years	18.4	18.8	19.3	19.7		
Turnover ratio (Due to voluntary resignations)	%	2.3	1.3	1.8	1.9		
Turnover ratio within three years for new-graduate recruits	%	0.0	11.0	0.0	0.0		
Average monthly overtime hours	Hours per month	13hrs 39min	13hrs 54min	14hrs 38min	14hrs 38min		
Paid leave acquisition rate	%	76.0	67.7	69.7	75.0		
Number of employees taking maternity leave	Persons	6	18	8	7		
Number of employees taking childcare leave	Total	Persons	6	18	8	19	Japan Pulp & Paper Co., Ltd. and certain consolidated subsidiaries*3
	Male	Persons	0	0	0	6	
	Female	Persons	6	18	8	13	
Japan Pulp & Paper Co., Ltd.	Total	Persons	6	18	8	11	Japan Pulp & Paper Co., Ltd. only
	Male	Persons	0	0	0	5	
	Female	Persons	6	18	8	6	
Ratio of employees returning to work (After taking childcare leave)	%	93	100	100	92	Japan Pulp & Paper Co., Ltd.	
Number of employees taking nursing leave	Persons	0	0	1	0		
Number of fatal accidents	Cases	0	0	0	0	Consolidated subsidiaries in Japan	
	Cases	-	-	-	0		
Number of occupational accidents	Cases	1	1	0	0	Japan Pulp & Paper Co., Ltd.	
	Cases	-	-	-	24	Consolidated subsidiaries in Japan	
Occupational accident frequency rate	Frequency rate	0.82	0.82	0.00	0.00	Japan Pulp & Paper Co., Ltd.	
Lost time injury frequency rate	Frequency rate	0	0	0	0		
Occupational Accident Intensity Rate	Intensity rate	0	0	0	0		
Ratio of employees taking annual health checkups	%	99.5	99.0	99.3	100.0		
Ratio of employees taking stress check screenings	%	96.1	98.2	99.1	99.0		

Environment

Indicator		Unit	FY2019	FY2020	FY2021	FY2022	Scope
Energy Consumption		TJ	2,426.4	2,177.7	2,132.0	2,329.0	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries *4 *5
	Japan		2,426.4	2,177.7	2,132.0	2,093.6	
	Overseas		-	-	-	235.1	
Electricity consumption (Including renewable energy)		GWh	274.5	255.9	247.1	239.9	
	Japan		274.5	255.9	247.1	239.9	
	Overseas		-	-	-	0.02	
Scope 1		kt-CO2	86.0	82.3	74.0	82.3	
	Japan		86.0	82.3	74.0	72.0	
	Overseas		-	-	-	10.3	
Scope 2		kt-CO2	155.6	138.6	129.8	134.5	
	Japan		155.6	138.6	129.8	125.2	
	Overseas		-	-	-	9.3	
Scope 1+2		kt-CO2	241.6	220.9	203.8	216.8	
	Japan		241.6	220.9	203.8	197.2	
	Overseas		-	-	-	19.6	
6.5 greenhouse gases (Included in Scope 1)			40.2	42.6	35.7	32.2	
	Japan	kt-CO2	40.2	42.6	35.7	32.1	
	Overseas		-	-	-	0.0	
Scope 3	All Categories	kt-CO2		-	3,663	Being calculated	Japan Pulp & Paper Co., Ltd.*6
	Category 1 Purchased goods and services		-	-	1,912	Being calculated	
	Category 4 Upstream Transportation and distribution		-	-	685	Being calculated	
	Category 10 Processing of sold products		-	-	507	Being calculated	
	Category 12 End-of-life treatment of sold products		-	-	413	Being calculated	
	Other Categories		-	-	146	Being calculated	
Water consumption		Million m3	22.1	21.8	21.7	21.4	Five consolidated paper manufacturing subsidiaries in Japan
Water emissions		Million m3	22.3	22.2	22.1	21.4	
Wastepaper consumption		kt	476.2	441.8	432.2	404.9	
Release and transfer of chemical substances subject to the PRTR system		Tons	810	754	764	533	
Industrial waste generated		kt	74	66	60	57	Japan Pulp & Paper Co., Ltd. and its consolidated subsidiaries in Japan
	Quantity effectively utilized		61	56	52	48	
	Quantity for final disposal		13	10	8	9	

Period: (Japan) April 1 to March 31 of each fiscal year, (Overseas) January 1 to December 31 of each fiscal year

\*1: As of the end of March for each fiscal year

\*2: Excluding seconded employees

\*3: This covers Japan-based consolidated subsidiaries that employ between 101 and 300 workers on a regular basis.

\*4: The main criteria and factors for Scope 1 and 2 calculations are based on the GHG Protocol Corporate Accounting and Reporting Standard's control criteria. Factors used are calculated based on the "Law Concerning the Promotion of the Measures to Cope with Global Warming" and "Emission Factors by Electric Utility Industry".

\*5: Scope 1 and 2 greenhouse gas emissions in 2021 for Japan Pulp & Paper Co., Ltd. (non-consolidated) have already received third-party verification from the Japan Management Association GHG Certification Center (JMACC).

\*6: The Scope 3 calculation is based on the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

**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.	
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

Group Companies - Outside 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.	
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	
	OVOL Fiber Europe B.V.	
Premier Paper Group Limited	INT-COC-002103	
Southeast Asia	JP Corelex (Vietnam) Co., Ltd.	SCS-COC-006514
	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
	PT. Oriental Asahi JP Carton Box	SGSHK-COC-440007
East Asia	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
Oceania	Japan Pulp & Paper (Korea) Co., Ltd.	SGSHK-COC-007972
	Ball & Doggett Group Pty Ltd*	SAI-COC-001146
	Ball & Doggett Pty Ltd (Melbourne)	
	Ball & Doggett Pty Ltd (Braeside)	
	Ball & Doggett Pty Ltd (Sydney)	
	Ball & Doggett Pty Ltd (Brisbane)	
	Ball & Doggett Pty Ltd (Perth)	
	Ball & Doggett Pty Ltd (Adelaide)	
	Ball & Doggett Pty Ltd (Hobart)	
	BJ Ball Limited (Christchurch)	
BJ Ball Limited (Wellington)		
BJ Ball Limited (Dunedin)		

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

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

Group Companies - Outside 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.	
Southeast Asia	Premier Paper Group Limited	INT-PEFC/COC-002103
	OVOL Malaysia Sdn. Bhd.	SIRIM-COC 0053
	OVOL Singapore Pte. Ltd.	BV/CDC/3369723
Oceania	Ball & Doggett Pty Ltd (Melbourne)	ITKUS-PEFC-COC-1615664
	Ball & Doggett Pty Ltd (Braeside)	
	Ball & Doggett Pty Ltd (Sydney)	
	Ball & Doggett Pty Ltd (Brisbane)	
	Ball & Doggett Pty Ltd (Perth)	
	Ball & Doggett Pty Ltd (Adelaide)	
	Ball & Doggett Pty Ltd (Hobart)	
	Ball & Doggett Group Pty Ltd (Auckland Branch)*	
	BJ Ball Limited (Christchurch Branch)	
BJ Ball Limited (Wellington Branch)		
BJ Ball Limited (Dunedin)		