

















































# ESG (Environmental, Social, Governance) Data











## ● Environmental data

-   P23 Forest Certification
-   P27 GHG Emissions (Scope 3)
-   P27 Ratio of Fossil Energy Usage
-   P42 Waste Generated and Final Waste Disposal
-   P49 Environmental Accounting
-   P50 Balance of Materials
-   P50 GHG Emissions (Scope 1 and 2)
-   P50 Emissions by type of greenhouse gas (Scope 1)
-   P50 Energy Input
-   P50 Water Intake (Water Consumption) / Waste Water
-   P50 COD / BOD

## ● Social data






-   P23 Forest Certification
-   P60 Status of Use of Systems Related to Childbirth, Childcare, and Nursing Care
-   P60 Total Working Hours / Rate of Taking Annual Paid Leave
-   P61 Employment Rate of People with Disabilities
-   P62 Number of Employees
-   P62 Number of Overseas Employees / Number of Employees by Region
-   P62 Number of Employees by Age Group
-   P62 Average Age of Employees / Average Years of Employment
-   P62 Number of Hires / Turnover Rate / Retention Rate after Joining the Company
-   P63 Ratio of Female Employees in Management
-   P63 The wage gap between male and female regular employees
-   P65 Training Time / Training Costs
-   P69 Lost-time Injury Frequency Rate / Occupational Accident Severity Rate
-   P72 Social Contribution Activity Expenses

## ● Governance data

-   P03 Number of Board of Directors Meetings Held / Average Rate of attendance
-   P05 Number of Female directors / Number of Female audit & supervisory board members
-   P05 Number of Outside Directors / Number of Outside Audit & Supervisory Board Members
-   P07 Remuneration for Directors
-   P12 IR Activities

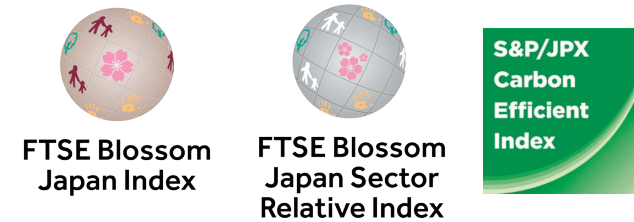
## Other Data

### Main External Evaluation (Nippon Paper Industries)

Evaluations	Acquisition year	Organizers, evaluation groups, and others
"Kurumin" mark acquired 	2016	Ministry of Health, Labour and Welfare
Eruboshi Certification (Stage 2 certification) acquired 	2022	Ministry of Health, Labour and Welfare
Awarded EcoVadis gold medal 	2021 2022 2023	EcoVadis
DBJ Environmental Rating: "Efforts in consideration of the environment are particularly advanced"* 	2018	Development Bank of Japan Inc.
ESG / SDGs evaluation-type found procurement Top level "AAA" 	2018	Sumitomo Mitsui Banking Corporation

\* In November 2018, the Company received an environmental rating loan from the Development Bank of Japan (DBJ), and the rating result was evaluated as "Efforts in consideration of the environment are particularly advanced."

### Main ESG Indices Adopted (As of June 2024)



### 2024 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)



Nikkei Climate 1.5°C Target Index  
Morningstar Japan ex-REIT Gender Diversity Tilt Index  
S&P Japan 500 ESG Index

#### (Disclaimer)

- FTSE Russell confirms that Nippon Paper Industries has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE Blossom Japan Index and the FTSE Blossom Japan Sector Relative Index. Created by the global index and data provider FTSE Russell, these indices are designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices, and are used by a wide variety of market participants to create and assess responsible investment funds and other products.
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### Participation in Initiatives

Initiatives	Organizer	Year of participation
United Nations Global Compact	—	2004
GX League Basic Concept	Ministry of Economy, Trade and Industry of Japan	2022
TCFD (Task Force on Climate-related Financial Disclosures)	—	2021
Committee on Nature Conservation	KEIDANREN (Japan Business Federation)	1992
Japan Partnership for Circular Economy	KEIDANREN (Japan Business Federation)	2021
Initiative for Biodiversity Conservation	KEIDANREN (Japan Business Federation)	2021

### Principal Organization Memberships (As of July 2024)

Organization	Position
Japan Paper Association	Chairman
Japan Technical Association of the Pulp and Paper Industry	President
Forest Management Association of Japan	Director
Japan Woody Bioenergy Association	Director
Agricultural Resource Certification Council	Director
Paper Recycling Promotion Center	Vice President
Japan Paper Exporters' Association	President
Japan Paper Importers' Association	Director
Japan Association of Milk Packaging and Machinery	Vice Chairman
Committee for Milk Container Environmental Issues	Vice Chairman
Association of Large-scale On-site Power-plant Owners	Director
Japan Clean Ocean Material Alliance	Executive Secretary

### Political Contribution Amount (Nippon Paper Industries)

	FY2021	FY2022	FY2023
Political contribution amount (thousand yen)	100	7	16

## Other Data

## Status of CoC Certification Acquisition at Main Production Sites (As of July 31, 2024)

Company name	FSC®		PEFC	
	Mill, production company	License no.	Mill, production company	License no.
Nippon Paper Industries	Asahikawa Mill	FSC®C001751	—	—
	Shiraoi Mill		Shiraoi Mill	PEFC/31-32-1515
	Akita Mill		—	—
	Ishinomaki Mill		Ishinomaki Mill	PEFC/31-32-1515
	Iwanuma Mill		—	—
	Fuji Mill		Fuji Mill	PEFC/31-32-1515
	Iwakuni Mill		Iwakuni Mill	
	Yatsushiro Mill		Yatsushiro Mill	
	Ashikaga Mill	FSC®C133163	—	
	Soka Mill		—	—
Gotsu Mill	FSC®C154187	—	—	
Otake Mill	FSC®C132226	Otake Mill	PEFC/31-32-1515	

Company name	FSC®		PEFC			
	Mill, production company	License no.	Mill, production company	License no.		
Other NIPPON PAPER GROUP Companies	Nippon Paper Papylia Harada Mill, Kochi Mill		FSC®C005984	Nippon Paper Papylia Harada Mill, Kochi Mill	PEFC/31-32-1540	
	Nippon Paper Crecia Kaisei Mill, Koyo Mill, Kyoto Mill, Tokyo Mill, Miyagi Mill		FSC®C124287	—	—	
	Crecia Kasuga					
	Nippon Paper Liquid Package Product Egawa Mill, Miki Mill, Ishioka Mill		FSC®C128733	Nippon Paper Liquid Package Product Egawa Mill, Miki Mill, Ishioka Mill	PEFC/31-31-171	
	Nippon Dynawave Packaging		FSC®C131932	Nippon Dynawave Packaging	PEFC/29-31-336	
	Siam Nippon Industrial Paper		FSC®C135609	—	—	
	Jujo Thermal		FSC®C012566	Jujo Thermal	PEFC/02-31-124	
	Opal	Opal Bag Solutions Thomastown	FSC®C127957	Opal Bag Solutions Thomastown	PEFC/21-31-08	
		Opal Functional Coatings Campbellfield		Opal Functional Coatings Campbellfield		
		Opal Cartons NZ Auckland		Opal Cartons NZ Auckland		
		Opal Cartons NZ Christchurch		Opal Cartons NZ Christchurch		
		Opal Cartons Botany		Opal Cartons Botany		
		Opal Cartons Heidelberg		Opal Cartons Heidelberg		
		Opal Cartons Regency Park		Opal Cartons Regency Park		
		Opal Fibre Packaging Brooklyn		Opal Fibre Packaging Brooklyn		
		Opal Fibre Packaging Scoresby		Opal Fibre Packaging Scoresby		
		Opal Fibre Packaging Launceston		Opal Fibre Packaging Launceston		
		Opal Fibre Packaging Revesby		Opal Fibre Packaging Revesby		
		Opal Fibre Packaging Bibra Lake		Opal Fibre Packaging Bibra Lake		
		Opal Fibre Packaging Townsville		Opal Fibre Packaging Townsville		
		Opal Fibre Packaging Rocklea		Opal Fibre Packaging Rocklea		
		Opal Fibre Packaging Athol Park		Opal Fibre Packaging Athol Park		
		—		—		Opal Fibre Packaging Wodonga
		Opal Australian Paper Maryvale Mill		FSC®C002059		Opal Australian Paper Maryvale Mill
		Opal Packaging Australia Botany Mill*		FSC®C113466		—
	—	—	Opal Kiwi Packaging Auckland	PEFC/21-31-08		
	—	—	Opal Kiwi Packaging Christchurch			
	—	—	Opal Kiwi Packaging Hastings			
	TS Packaging		FSC®C181943	—	—	

\* Opal Paper and Recycling Botany Mill site