

Sustainability Management

1 Basic Policy

Nippon Paper Industries signed and joined the United Nations Global Compact in 2004. The Company promotes sustainability management that pursues both social and environmental sustainability and the future growth of the Company by realizing the Group Mission based on the Ten Principles of the United Nations Global Compact in four areas (human rights, labor, environment, and anti-corruption).

In 2023, the Japan Paper Association, of which the Company is a member, established the "Japan Paper Association Basic Principles for Sustainability" based on discussions among member companies. The Company will adhere to these principles and fulfill our social responsibility through business activities.

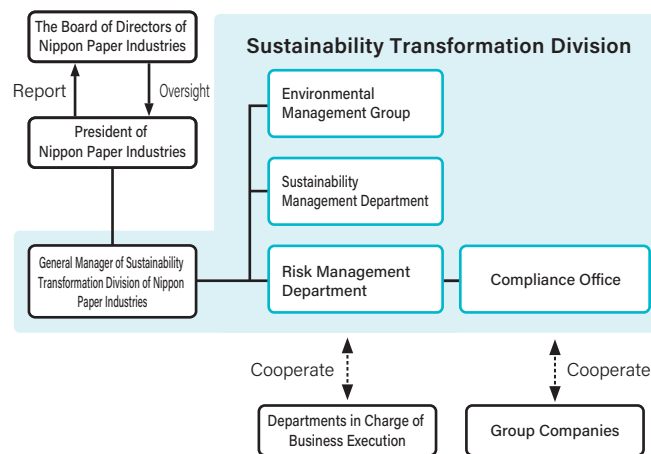
[Participation in the United Nations Global Compact \(Japanese only\)](https://www.nipponpapergroup.com/csr/admin/ungc/)

<https://www.nipponpapergroup.com/csr/admin/ungc/>

[Japan Paper Association Basic Principles for Sustainability \(Japan Paper Association Sustainability Report 2024, P.5\)](https://www.jpaa.jp/sustainability/report/pdf/en_report2024.pdf)

https://www.jpaa.jp/sustainability/report/pdf/en_report2024.pdf

2 Promotion Structure



- Under the oversight of the Board of Directors of Nippon Paper Industries, a Sustainability Transformation Division was established directly under the Company's President and Representative Director to promote environmental management, enhance risk management, share ESG-related information, and strengthen relationships with stakeholders.
- The Sustainability Transformation Division has previously reported to the Board of Directors on sustainability-related activities, and in FY2024 the division presented four reports on climate change, crisis response training, the status of evaluations by ESG rating agencies, and other matters.
- Since 2011, the Company has been conducting CSR surveys once a year at Group companies in Japan and overseas in order to confirm the status of the companies' responses to issues such as the environment, human rights, and regulatory compliance. In FY2024, as in the previous fiscal year, the survey analysis results were reported at the [Group CSR Liaison Meetings](#) [→ P10](#) to share issues with the CSR representatives of Group companies.

3 Employee and other Personnel Training and Development

Achievements in Sustainability-related Training and Development (FY2024)

	Target participants	Number of participants	Number of events (frequency)
e-Learning	Employees of NIPPON PAPER GROUP	9,615	1 (once a year)
Sustainability training	New employees of NIPPON PAPER GROUP	98	1 (once a year)
	New managers of Nippon Paper Industries	49	1 (once a year)
Sustainability lectures	NIPPON PAPER GROUP employees and Nippon Paper mill contractors	3,715	1 (once a year)
The School of Friendship for Forests and Paper → P78	Elementary and middle school students and their guardians	58	2 (twice a year)

CASE STUDY

Human Rights Awareness-raising (Nippon Paper Industries)

The Company regularly holds lectures from experts and conducts internal training to provide opportunities for raising stakeholder awareness regarding sustainability. In FY2024, the Company provided all Group employees with e-learning and an on-demand lecture on the theme of human rights. The e-learning presented opportunities for employees to learn the fundamentals of business and human rights. In the lecture, attorney Emi Omura (partner at CLS Hibiya Tokyo Law Office) talked about the impact that respect for human rights has on workplaces and companies and introduced some of the Company's initiatives. Attendees and online viewers shared a great deal of feedback, such as saying that they learned that human rights are involved in each and every one of the Company's business activities, that they wanted to improve their workplace environments by paying mutual attention to their words and behavior, or that they wanted to make sure that they didn't make unreasonable requests of business partners.



Lecture in session