

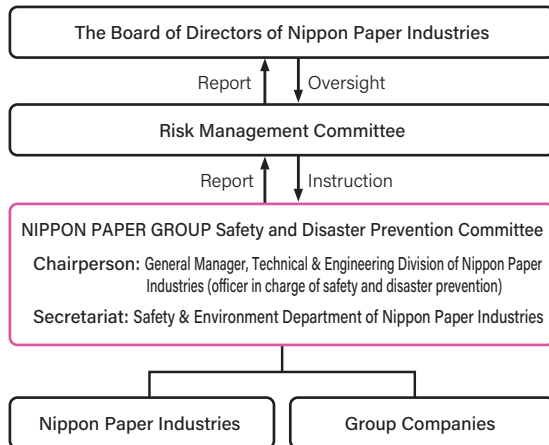
Promotion of Occupational Health and Safety

1 Basic Policy

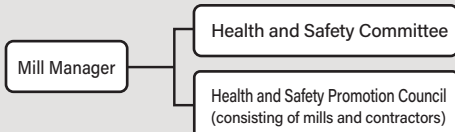
📖 → P97 Philosophy and Basic Policy on Safety and Disaster Prevention

- The policy also applies to contractors and temporary site visitors working on the Company's premises.

2 Promotion Structure



Example of a Mill's Health and Safety Organization Structure (Nippon Paper Industries)



1. Occupational Health and Safety Promotion Structure

- Nippon Paper Industries regularly holds health and safety meetings attended by both labor and management including health and safety personnel from the head office, mills, and labor unions, where the opinions of employees are represented.

- Meetings of the Health and Safety Committee and Health and Safety Promotion Council (consisting of mills and contractors) are held separately at each location including mills and offices, once a month.
- The Company promotes health and safety management activities by cooperating and collaborating with labor and management, as well as contractors and temporary site visitors working at each location.
- The Company has established a communication system between the mills and the head office, as well as between departments within the head office, to report necessary information in the event of a disaster to the NIPPON PAPER GROUP Safety and Disaster Prevention Committee and its management.

2. Reporting to the Board of Directors

- The Group's occupational health and safety and disaster prevention activities are overseen by the NIPPON PAPER GROUP Safety and Disaster Prevention Committee, chaired by the officer in charge of safety and disaster prevention, and reports to the Board of Directors through the Risk Management Committee.
- In FY2024, the committee reported to the Board of Directors on risks and examples of safety and disaster prevention, as well as the status of occupational accidents.

3 Occupational Safety and Health Management System

- The Group operates its own Nippon Paper Occupational Safety and Health Management System (NPSS*).

* The NPSS was established under the "Guidelines on Occupational Safety and Health Management Systems" presented by the Minister of Health, Labour and Welfare

NPSS (Nippon Paper Occupational Safety and Health Management System)

NPSS incorporates specific, ongoing, and voluntary activities at each mill and business site as health and safety plans, following company policies and measures relating to health and safety. The system is helping to improve health and safety levels by preventing occupational accidents, promoting worker health, and creating comfortable working environments. It also implements measures to predict and prevent health and safety risks, not only for existing work but also for new work and where changes in work have been made.

- The Company formulates annual plans for Occupational Safety and Health Management Systems at all manufacturing and research sites (18 sites) and conducts risk assessment and training.

- The Company has a system for reviewing and improving the content of education and the target employees, as necessary.
- The Group formulates and promotes health and safety plans for each mill, business site, and Group company and conducts "Mill Safety Audits" at least once a year as part of its drive to maintain and improve safety standards.
- The Company also incorporates into its safety activities any advice from external experts on ways to improve its standards, including safety diagnoses conducted by the Japan Industrial Safety and Health Association.

4 Acquisition of Occupational Safety Certifications and Awards

Acquisition of ISO 45001 Certification (As of March 31, 2025)

Company name	Number of certified sites
Opal	18 sites
Jujo Thermal	1 site

* 2 out of 54 in Japan and overseas consolidated companies certified (Consolidated companies in Japan: 0 out of 28 companies, overseas consolidated companies: 2 out of 26 companies)

External Awards for Safety Activities (FY2024)

Company (office) name	Award
Nippon Paper Industries (Nakoso Mill)	64th National Conference of the Pulp and Paper Industry on Safety and Health (Safety Excellence Award 1st Class)
Nippon Paper Papylia (Kochi Mill)	64th National Conference of the Pulp and Paper Industry on Safety and Health (Safety Excellence Award 1st Class)
Nippon Paper Industries (Iwanuma Mill, Iwakuni Mill)	64th National Conference of the Pulp and Paper Industry on Safety and Health (Safety Excellence Award)
Nippon Paper Industries (Ishinomaki Mill Health and Safety Cooperation Association, Iwanuma Mill Health and Safety Cooperation Association, Gotsu Mill Health and Safety Cooperation Association)	64th National Conference of the Pulp and Paper Industry on Safety and Health (Safety Excellence Award)

Promotion of Occupational Health and Safety

5 Efforts regarding Health and Hygiene

- In cooperation with the health insurance union, the Group implements the following initiatives to promote employees' health and prevent and detect illness early.
 - Regular physical examinations and lifestyle-related disease checkups at all Group companies that are members of the Nippon Paper Industries Health Insurance Union
 - Improve work environments based on the results of regular workplace visits by industrial physicians
 - Health examinations for spouses of employees
 - Walking events and providing health-related information using health promotion apps
 - Quit smoking program (health insurance support project)
- The Company implements the following mental health initiatives for our employees.
 - Mental health counseling for all employees and their families in collaboration with external EAP (Employee Assistance Program)
 - Consultation by a specialist for employees who are judged to require care in a "stress check" (conducted once a year)
 - Rehabilitation work system when returning to work (a system that allows employees to come to work and work on a trial basis before fully returning to work)
- The Company implements the following initiatives for employees posted abroad regarding global health issues such as infectious diseases.
 - Regular physical examinations, lifestyle-related disease checkups, and complete medical examinations at the time of assignment and return for employees stationed overseas and their accompanying spouses
 - Vaccinations as required, according to the situation of the overseas posting/business trip destination

6 Initiatives Related to Safety and Disaster Prevention

1. Ensuring Safety within Mills

Medium-term Safety Activity Plan (Established July, 2020)

Plan pillars	(1) Developing safe working environments, (2) Managing risks, (3) Training personnel to work safely
Ultimate environment	Ensuring that nobody*1 is injured within the premises of its mills
The goal	To build a foundation for achieving zero disasters based on an independent safety-conscious climate
Plan duration	2020-2025
Performance indicators*2	2020-2022 Serious occupational accident eradication measures period (Serious occupational accidents: 0, Lost-time injury frequency rate: 0.4)
	2023-2025 Period for preparing for zero occupational accidents (Serious occupational accidents: 0, Lost-time injury frequency rate : 0.1)

*1 This ultimate environment includes all stakeholders on NIPPON PAPER GROUP premises including Group employees, employees of contractors of mills working on site, and visitors from outside

*2 Mill management indicators are determined every 12 months

- With its mission of "Ensuring that nobody is injured within the premises of its mills," the Company conducts safety patrols in collaboration with labor unions and contractors, and gives instructions and guidance to correct unsafe practices.
- Provide personal protective equipment and other safety equipment for health and safety-related work.
- Safety inspections of equipment are conducted for employee health and safety.
- Provide guidance to contractors and promote voluntary safety activities, including risk prediction and risk assessments.

2. Other Safety and Disaster Prevention Countermeasures

- The Group implements the following measures for operations with a high risk of injury.
 - Manage facilities in accordance with the Industrial Safety and Health Act and other laws and regulations, and regularly evaluate workplace environments
 - In locations where chemical substances are handled, the Group investigates the dangers and toxicity of these substances and uses what it learns to take appropriate risk reduction measures and manage residual risks
 - Special medical examinations for employees engaged in certain types of hazardous work
- The Group implements the following measures to prepare for emergencies such as natural disasters and fires.
 - Create disaster preparedness manuals reflecting local hazard map information
 - Participation in regular disaster drills and lifesaving courses in collaboration with local fire departments and other public safety agencies
 - Undergo regular disaster prevention surveys by specialist risk assessment companies (Nippon Paper Industries)
- The Group implements the following initiatives aimed at raising awareness of traffic safety.
 - Traffic safety training and lectures
 - Participate in traffic safety campaigns hosted by local police stations

Promotion of Occupational Health and Safety

7 Occurrence of Occupational Accidents

Occurrence of Occupational Accidents (Calendar year)

		2020	2021	2022	2023	2024
Lost-time injury frequency rate* ¹	Nippon Paper Industries	0.39	0.51	0.95	0.98	0.71
	NIPPON PAPER GROUP* ³	0.37	0.46	0.86	0.78	0.68
	NIPPON PAPER GROUP* ³ contractor	1.10	0.62	0.52	0.69	0.95
	Manufacturing industry	1.21	1.31	1.25	1.29	1.30
	Pulp, paper and converted paper product manufacturing industry	1.54	1.85	1.59	1.33	2.07
Occupational Accident Severity Rate* ²	Nippon Paper Industries	0.01	0.04	0.12	0.04	0.03
	NIPPON PAPER GROUP* ³	0.01	0.03	0.09	0.03	0.03
	NIPPON PAPER GROUP* ³ contractor	1.10	0.09	0.11	0.64	0.05
	Manufacturing industry	0.07	0.06	0.08	0.08	0.06
	Pulp, paper and converted paper product manufacturing industry	0.39	0.06	0.19	0.05	0.08
Number of work-related employee/ contractor fatalities	Nippon Paper Industries	0	0	0	0	0
	NIPPON PAPER GROUP* ³	0	0	0	0	0
	NIPPON PAPER GROUP* ³ contractor	2	0	0	1	0

*1 Indicates how often occupational accidents occur in terms of the number of accidents causing injuries or deaths per million work hours

*2 Indicates the seriousness of occupational accidents in terms of the number of workdays lost per 1,000 work hours

*3 Scope: Manufacturing locations of Nippon Paper Industries, Nippon Paper Crecia, Nippon Paper Papylia, and Nippon Paper Liquid Package Product

Number of Violations of the Labor Standards Act* (Nippon Paper Industries)(Calendar year)

2020	2021	2022	2023	2024
0	0	0	0	0

* Number of cases subject to judicial disposition for violations of the Labor Standards Act

8 Training and Education for Employees, etc.

- The Group promotes the dissemination and establishment of health and safety awareness by conducting safety training for employees, contractors, and temporary site visitors.
- The Company provides e-learning training on safety for employees. In FY2024, training was held on "safety education for elderly employees" and "fall accident prevention."
- The Company ensures providing the education mandated under the Industrial Safety and Health Act based on the Guidelines on Safety and Health Education established by the Ministry of Health, Labour and Welfare.
- The Company also provides training on emergency lifesaving, heat stroke prevention, and traffic safety, as well as safety education for its contractors, including temporary site visitors.
- The Company encourages participation in safety-related qualifications (e.g., RST*) and external training to gain specialized knowledge.
* Roudosyo (Ministry of Labour in Japanese) Safety and Health Education Trainer
- The Company conducts a survey once a year to keep abreast of the status of health and safety education at each of its mills and offices.