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● Environmental data

-   P25 Forest Certification Acquisition Rate
-   P29 GHG Emissions (Scope 3)
-   P29 Ratio of Fossil Energy Usage
-   P45 Waste Generated and Final Waste Disposal
-   P56 Environmental Accounting
-   P57 Balance of Materials
-   P57 GHG Emissions (Scope 1 and 2)
-   P57 Emissions by type of greenhouse gas (Scope 1)
-   P57 Energy Input
-   P57 Water Intake (Water Consumption) / Wastewater
-   P57 COD/BOD

● Social data

-   P25 Forest Certification Acquisition Rate
-   P67 Status of Use of Systems Related to Childbirth, Childcare, and Caregiving
-   P67 Total Working Hours / Rate of Taking Annual Paid Leave
-   P68 Employment Rate of People with Disabilities
-   P69 Number of Employees
-   P69 Number of Overseas Employees / Number of Employees by Region
-   P69 Number of Employees by Age Group
-   P69 Average Age of Employees / Average Years of Employment
-   P69 Number of Hires / Turnover Rate / Retention Rate after Joining the Company
-   P70 Ratio of Female Employees in Management
-   P70 The wage gap between male and female regular employees
-   P72 Training Time / Training Costs
-   P76 Lost-time Injury Frequency Rate / Occupational Accident Severity Rate
-   P79 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
-   P13 IR Activities

Other Data

Main External Evaluation (Nippon Paper Industries)

<Main ESG Indices Adopted> (As of June 2025)



FTSE Blossom
Japan Index



FTSE Blossom
Japan Sector
Relative Index



2025



Sompo Sustainability 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.

<Other Main Evaluations>

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
DBJ Environmental Rating: "Efforts in consideration of the environment are particularly advanced"* 	2018	Development Bank of Japan Inc.

* 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"

Participation in Initiatives

Initiatives	Organizer	Year of participation
United Nations Global Compact	—	2004
GX League	Ministry of Economy, Trade and Industry	2022
TCFD	—	2021
30by30 Alliance	Ministry of the Environment	2022
Nature Positive Management Promotion Platform	Ministry of the Environment	2025
TNFD Adopter	—	2025
International Sustainable Forestry Coalition	—	2025
Keidanren Nature Conservation Council	KEIDANREN (Japan Business Federation)	1992
Japan Partnership for Circular Economy	KEIDANREN (Japan Business Federation)	2021
Keidanren Initiative for Biodiversity Conservation	KEIDANREN (Japan Business Federation)	2021

Principal Organization Memberships (As of July 2025)

Organization	Position
Japan Paper Association	Chairman
Japan Technical Association of the Pulp and Paper Industry	Director
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	Director
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)

	FY2022	FY2023	FY2024
Political contribution amount (thousand yen)	7	16	38

Other Data

Status of CoC Certification Acquisition at Main Production Sites (As of July 31, 2025)

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		—	—
	Ashikaga Mill		—	—
	Soka Mill		—	—
	Fuji Mill		Fuji Mill	PEFC/31-32-1515
	Otake Mill		Otake Mill	
	Iwakuni Mill	Iwakuni Mill		
	Yatsushiro Mill	Yatsushiro Mill		
Gotsu Mill	FSC®C154187	—	—	

Company name	FSC®		PEFC				
	Mill, production company	License no.	Mill, production company	License no.			
Other NIPPON PAPER GROUP Companies	Nippon Paper Papyrus Harada Mill, Kochi Mill		FSC®C005984	Nippon Paper Papyrus 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	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 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 Rocklea			Opal Fibre Packaging Rocklea		
		Opal Fibre Packaging Athol Park			Opal Fibre Packaging Athol Park		
		Opal Fibre Packaging Wodonga			Opal Fibre Packaging Wodonga		
		Opal Australian Paper Maryvale Mill			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