

Training Results

Category	Aggregation Target	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of participants	Consolidated companies	persons	–	–	–	14,037	11,394
	Non-consolidated	persons	–	–	–	7,646	6,970
Participation time	Consolidated companies	hours	–	–	–	30,803	25,452
	Non-consolidated	hours	–	–	–	20,320	16,703
Attendance fees	Consolidated companies	thousands of yen	–	–	–	29,610	32,722
	Non-consolidated	thousands of yen	–	–	–	22,117	24,349

* The number of participants and the participation time include free training.

Number of ISO 45001-certified workplaces (total number of locations)

Category	FY2020	FY2021	FY2022	FY2023	FY2024
Number of ISO 45001 certified workplaces (total number of locations)	1(30)	9(30)	9(30)	9(29)	23(29)

* Scope of aggregation: Consolidated companies

Donations, etc.

Category	Aggregation Target	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Social contribution donations	Consolidated companies	thousands of yen	5,400	3,512	18,012	15,528	13,309
Political contributions	Consolidated companies	thousands of yen	–	–	–	–	–

Harmonious Coexistence with the Local Communities

Major Initiatives

Area of Initiatives	FY2024 Results
Education-Related	Accepted tours of mills: 1,962 people accepted
	Visiting lectures to local universities, high schools, junior high schools, and elementary schools, accepted internships
	Marathons: First-aid stations, beverages
	Sponsoring music competitions
	Scholarships for indigenous people, local high school students, and university students: Approximately 4,287 thousand yen

Area of Initiatives	FY2024 Results
Welfare-Related	Support for medical institutions
	Cooperation in funding activities by WWF Japan
	Sponsorship of events for social welfare organizations
Local Community-Related	Cleanup and beautification activities around mills: 1,747 people participated
	Cooperation with community-sponsored events near mills
	Holding of Bon Dance Festival
	Cooperation with trail running race course
	Shizuoka Prefecture parasports supporter corporate sponsor
Environment-Related	South Africa: Logistics cooperation for Kyu-Can-Cho project (A project to deliver relief supplies to disaster areas and areas suffering from food shortages)
	Obtained Eco-Rail Mark certification (corporate, paper products)
	Registered as a wood-related business entity (Type 1 and 2) under the Clean Wood Act
	Acquired ISO 14001 (environmental management system)
	Manufacturing of paper cutlery
	Japan and South Africa: sustainable forest management
	Canada: Conservation of consigned managed forests
	Canada: Wetlands and waterfowl conservation
	Canada: Participation in biodiversity monitoring activities
	Canada: Caribou (reindeer) conservation
	Participation in the 30by30 Biodiversity alliance
	Giant salamander habitat conservation
	Cooperated with research related to black bear ecology
	Registration of a biosphere reserve (UNESCO Eco-Park) buffer zone
	Cooperation with improving environments for the conservation of fireflies and other flora and fauna
	Exhibits at environmental fairs, etc.
	Sponsoring the Zero Carbon Challenge Cup
	Sponsorship of Niigata Decarbonization Project
Safety, Health and Quality-Related	Certified as an 2025 Outstanding Organizations of KENKO Investment for Health (Large Enterprise Category)
	Acquired ISO 45001 (occupational health and safety management system)
	Acquired ISO 9001 (quality management system)
	Commendation as an exemplar of support for vocational health by a small and medium-sized enterprise in Shanghai