



HOKUETSU
GROUP

ESG Data 2023

October 2023

Hokuetsu Corporation

<https://www.hokuetsucorp.com/>

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Environment

1. Environmental Accounting for FY2022

(Hokuetsu Corporation (non-consolidated))

(1) Environmental conservation costs

(Unit: Millions of yen)

Major initiatives and their results			Investment	Cost
1	Environmental conservation costs to control environmental impact that results from key business operations within the business area		1,156	8,050
	Composition	(1) Environmental conservation costs	419	3,594
		(2) Global environmental preservation costs	422	2,311
		(3) Resource circulation costs	315	2,145
2	Environmental preservation costs to control the environmental impact that results from key business operations upstream and downstream	—	431	
3	Environmental conservation costs related to administrative activities	—	244	
4	Environmental conservation costs related to R&D activities	—	160	
5	Environmental preservation costs related to social activities	1	68	
6	Environmental remediation costs	—	90	
Total			1,156	9,043

(2) Economic benefits associated with environmental conservation measures

(Unit: Millions of yen)

Results of effects	Amount
Income in company-owned forests	36
Cost savings through energy conservation	89
Reduction of disposal costs through effective utilization of waste	54
Profits on sales of waste as effective resources	35
Total	214

2. GHG Emissions (Hokuetsu Corporation (non-consolidated))

(1) Scope 1, 2

(Unit: Thousand t-CO₂e)

Composition	FY2020	FY2021	FY2022
Scope 1 emissions	657	680	728
Scope 2 emissions	57	64	62
Scope 1+2 emissions	714	744	790

(2) Scope 3

(Unit: Thousand t-CO₂e)

Composition	FY2020	FY2021	FY2022
Purchased goods and services	548	627	589
Capital goods	39	37	34
Fuel and energy-related activities not included in Scope 1 and 2	55	61	61
Transportation, distribution (upstream)	236	286	274
Waste generated from business	2	2	2
Business trips	0.2	0.2	0.2
Employee commuting	1	1	1
Leased assets (upstream)	5	5	5
Transportation, distribution (downstream)	30	40	46
Processing of sold products	290	334	325
Use of sold products* ¹	0	0	0
Disposal of sold products* ²	0	0	0
Leased assets (downstream)	0	0	0
Franchise chains* ³	0	0	0
Investment	4	4	4
Total	1,210	1,397	1,341

*1) Since our paper products do not use energy during use, CO₂ emissions from product use are considered zero.

*2) Our paper products emit CO₂ when disposed, however, since the raw material, trees, absorb CO₂, the emissions are offset and deemed zero.

*3) Since we are not the franchiser, we believe none of our emission sources fall under this category.

(3) Environmental burden substances from emitted gas

(Unit: t)

Composition	FY2020	FY2021	FY2022
SOx emissions	405	388	355
NOx emissions	2,031	2,000	2,008
Dust	79	83	113
VOC emissions	0	0	0

(4) Emission intensity per paper product ton during production

Composition	FY2020	FY2021	FY2022
Scope 1 (kg-CO ₂ e/t-product)	524	453	497
Scope 2 (kg-CO ₂ e/t-product)	45	43	42
Scope 1+2 (kg-CO ₂ e/t-product)	569	495	539
SOx (kg-SOx/t-product)	0.32	0.26	0.24
NOx (kg-NOx/t-product)	1.60	1.32	1.37
Dust (kg/t-product)	0.06	0.06	0.08
VOC (kg/t-product)	0	0	0

3. Waste and PRTR Chemical Substances

(Hokuetsu Corporation (non-consolidated))

(1) Industrial waste generated, disposal and effective utilization

	FY2020	FY2021	FY2022
Industrial waste generated (thousand tons)	224	257	302
Effective utilization amounts (thousand tons)	219	252	300
Final disposal volume (thousand tons)	5	5	4
PRTR chemical substances emitted and transferred (t)	1.2	1.4	1.4

(2) PRTR chemical substances emitted and transferred amounts (substances to be reported in FY2022)

Government Ordinance Number	Substance name	Volume handled (inc. volume generated) kg	Emitted kg	Transferred kg
80	Xylene		1	
154	Cyclohexylamine	2,152	15	
243	Dioxins (mg-TEQ)		11	16,130
395	Water-soluble salts of peroxodisulfuric acid	3,900		
400	Benzene	17,760	89	
411	Formaldehyde	2,398	1,270	
438	Methylnaphthalene	8,800	44	

4. Water Resources (Hokuetsu Corporation (non-consolidated))

(1) Water consumption, etc.

	FY2020	FY2021	FY2022
Water intake (thousand m ³)	88,829	95,707	94,900
Rivers	88,829	95,707	94,900

(2) Environmental burden substances in wastewater

	FY2020	FY2021	FY2022
BOD emissions (t)	336	410	399
COD emissions (t)	862	952	1,184
SS emissions (t)	525	644	693

(3) Emission intensity per paper product ton during production

	FY2020	FY2021	FY2022
Water consumption (m ³ /t-product)	70.1	63.2	64.8
BOD emissions (kg/t-product)	0.27	0.27	0.32
COD emissions (kg/t-product)	4.37	4.10	5.13
SS emissions (kg/t-product)	0.42	0.43	0.47

5. Energy (Hokuetsu Corporation (non-consolidated))

(1) Mill energy input (FY2022)

(Unit: TJ)

	Niigata mill	Kishu mill	Kanto mill (Katsuta)	Kanto mill (Ichikawa)	Nagaoka mill	Osaka mill	Total	Proportion
Biomass, etc.	15,972	5,507	2,496	0	0	0	23,975	69.0%
Gas	3,492	3	0	1,283	520	25	5,324	15.3%
Purchased electricity	339	579	59	19	258	24	1,278	3.7%
Heavy oil	2,767	945	60	0	0	0	3,773	10.9%
Coal	0	159	192	0	0	0	351	1.0%
Other fossil fuels	8	12	9	3	1	0	33	0.1%
Total	22,578	7,205	2,816	1,305	779	50	34,734	100%

(2) Electric power amounts

(Unit: GWh)

	FY2020	FY2021	FY2022
Electricity generated	1,596	1,752	1,753
Electricity consumed	1,478	1,652	1,639

6. Environmental Management System (Hokuetsu Corporation (non-consolidated))

Acquisition of ISO14001 certification (as of the end of March 2023)

Company name	Mill/Workplace
Hokuetsu Corporation	Niigata Mill, Kishu Mill, Kanto Mill (Ichikawa, Katsuta), Nagaoka Mill, Osaka Mill

*Certification acquisition rate at mills --- 100%

7. Primary Raw Materials (all consolidated companies)

(1) Usage amounts

(Unit: thousand tons)

	FY2020	FY2021	FY2022
Wood chips	2,932	3,371	2,722
Recovered paper	464	536	469
Pulp	781	794	895

(2) Countries from which wood chips for paper product are procured

(Unit: thousand tons)

Country of procurement	Primary raw materials	FY2020	FY2021	FY2022
Canada	Re-growth	1,570	1,656	1,116
South Africa	Afforestation	324	513	509
Vietnam	Afforestation	410	488	503
Chile	Afforestation	442	450	305
Australia	Afforestation	176	264	306
Japan	Re-growth	10	0	0
Total		2,932	3,371	2,739

8. Production Volume of Main Products (all consolidated companies)

(Unit: thousand tons)

	FY2020	FY2021	FY2022
Paper	974	1,119	1,078
Paperboard	512	599	534
Pulp	1,394	1,548	1,420

9. Forest Resources (all consolidated companies)

Owner	Location	Classification	Estimated area (ha)	Forest certification acquisition rate (%)	CO ₂ absorption (thousand tons/year)
Hokuetsu Corporation and others	Within Japan	Company-owned forests	11,170	38	Approx. 11* ²
Hokuetsu Corporation	Within Japan	Profit sharing forestry	1,000	0	
Freewheel* ¹	South Africa	Company-owned tree farms	2,800	95	Approx. 11* ²
Government of Alberta	Canada	Management agreement	6,400,000	96	Approx. 7,000* ³

*1) Freewheel Trade and Invest 7 Pty Ltd (company not accounted for by equity method)

*2) Calculation method for CO₂ absorption in Japan and South Africa is as follows

Amount of CO₂ absorption = Amount of CO₂ fixation in FY2021 - Amount of CO₂ fixation in FY2020

Amount of CO₂ fixation = Accumulated amount x biomass expansion factor x (1 + underground ratio) x volumetric density x carbon content rate x CO₂ conversion factor (44/12)

*3) CO₂ absorption in Canada (Al-Pac) is based on the approximate values calculated by Al-Pac

1. Employees

(Unit: persons)

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Consolidated companies	Number of consolidated employees	4,714	4,688	4,545	4,270	4,163
	Of which are women*	493	505	491	468	462
	Of which are regular employees	4,684	4,636	4,501	4,239	4,112
	Of which are non-regular employees	30	52	44	31	51
	Of which are domestic Japanese employees	3,841	3,817	3,685	3,398	3,304
	Of which are overseas employees	873	871	860	872	859
Domestic Consolidated	Employment rate of physically disabled individuals	1.8%	2.0%	2.2%	2.3%	2.3%
Non-consolidated	Employment rate of physically disabled individuals	2.2%	2.3%	2.6%	2.9%	2.5%

*Female employees in some overseas countries are not included due to the inability to aggregate by gender.

2. Continuous Service

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Domestic Consolidated	Average years of service (years)	17.6	17.6	18.2	18.7	19.5
	Of which are men (years)	18.0	18.2	18.7	19.3	20.2
	Of which are women (years)	13.2	13.0	13.5	13.8	13.8
	Average age (years)	43.7	43.9	44.1	44.7	45.4
	Of which are men (years old)	43.9	44.2	44.3	44.9	45.6
	Of which are women (years old)	42.3	42.3	42.5	43.2	43.4

3. Recruitment

(Unit: persons)

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Domestic Consolidated	New graduate hires	62	37	63	14	15
	Of which are men	51	29	49	13	10
	Of which are women	11	8	14	1	5
	Mid-career hires	97	171	60	27	65
	Of which are men	79	142	47	17	52
	Of which are women	18	29	13	10	13

4. Managerial Personnel

(Unit: persons)

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Consolidated companies	Number of managers	463	467	450	426	420
	Of which are women*	16	15	14	14	15

*Female managers in some overseas countries are not included due to the inability to aggregate by gender.

5. Working hours, Accrued leave, etc.

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Non-consolidated	Total hours worked annually (hours/person)	1,946	1,911	1,807	1,784	1,828
	Percentage of annual leave taken (%)	54.3	57.5	56.1	46.7	64.0
Domestic Consolidated	Number of employees taking childcare leave (persons)	11	10	17	18	17
	Of which are men (persons)	1	0	9	12	9
	Of which are women (persons)	10	10	8	6	8
	Number of employees taking nursing care leave (persons)	1	1	1	3	2

6. Occupational Accidents

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Consolidated companies	Frequency rate of occupational accidents (%)	0.63	0.79	0.38	2.46	1.80
Domestic Consolidated	"	0.63	0.79	0.33	2.24	1.79
Consolidated companies	Occupational accident severity rate (%)	0.06	1.21	0.04	0.08	0.07
Domestic Consolidated	"	0.06	1.21	0.05	0.09	0.06
Consolidated companies	Lost time due to accidents (cases)	6	6	3	19	14
Domestic Consolidated	"	4	5	2	13	10
Consolidated companies	Fatalities (cases)	0	0	0	0	0

7. Wage disparity between Men and Women

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Non-consolidated	All employees	—	—	—	—	63.2%
Non-consolidated	Regular employees among them	—	—	—	—	63.3%

* Average wage of female employees compared to average wage of male employees (%)

8. Number of participants in Safety and Health Education Programs (Unit: persons)

Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Company-wide and Safety Management Committee	—	65	148	168	132
Health and Safety Committee	4,601	4,613	3,881	3,657	3,954
Mill Health and Safety Convention	411	375	253	160	156
Hokuetsu Group Health and Safety Convention	170	161	155	211	171
Disaster Prevention Council	1,420	3,997	1,114	1,178	1,463
Special training (training prescribed in Article 62 of the Industrial Safety and Health Act)	194	346	241	1,072	288
Risk assessment training	152	128	138	82	11
Skill training (includes machine safety training and technical training)	185	538	331	194	221
Training related to machine safety (Hokuetsu Group equipment safety guidelines)	0	0	307	224	3
Training related to chemical substance management	58	169	51	28	85
Health and safety education for workers engaged in hazardous work (excludes work requiring special training)	190	226	218	247	195
Safety training for forklift and other heavy equipment use	183	385	849	832	999
Experiential training on hazards and safety	86	110	135	128	87
Electrical safety training and training for persons responsible for handling switches	465	486	510	540	519
Health and safety training for working with ionizing radiation	131	133	120	141	117
Training for newly appointed safety managers	22	2	11	34	4
Training for health managers	1	1	2	9	2
Health and safety promoter training (at workplaces with less than 50 employees)	1	2	1	2	1
Mid-level mutual safety exchange workshop	31	44	29	36	13
Training for supervisors and training for persons responsible for health and safety (includes skills-enhancement training)	257	92	125	108	83
Training at time of hiring (training for new employees etc.)	164	227	142	34	88
Training for transferred and relocated workers	20	58	56	85	47
Health and safety training for general staff	840	1,000	1,211	1,326	1,919
First aid and life-saving training (AED)	385	236	1	20	79
Heat stroke prevention training	415	223	138	177	487
Mental health, health building	241	357	113	141	417
Traffic safety lectures	3,140	3,454	375	284	447
Firefighting and earthquake evacuation drills	1,631	1,669	1,503	1,602	1,930

9. Donations, etc.

(Unit: thousand yen)

Aggregation Target	Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Consolidated companies	Social contribution donations	18,429	24,822	5,400	3,512	18,012
Consolidated companies	Political contributions	30	0	0	0	0

1. Directors (as of June 30, 2023)

(1) Director name

Status	Name	Attendance at Board of Directors meetings in FY2022
President and CEO	Sekio Kishimoto	100% (13/13)
Senior Managing Director	Shigeru Wakamoto	100% (13/13)
Senior Managing Director	Shigeharu Tachibana	100% (13/13)
Director CFO	Makoto Yanagisawa	(Newly appointed in June 2023)
Director	Yutaka Ishizuka	(Newly appointed in June 2023)
Director	Tomoyuki Iida	(Newly appointed in June 2023)
Director (Outside Director)	Mitsuyasu Iwata	100% (13/13)
Director (Outside Director)	Kazuo Nakase	100% (13/13)
Director (Outside Director)	Hikomitsu Kuramoto	100% (13/13)
Director (Outside Director)	Hiroko Nihei	100% (10/10)

(2) Structure of Board of Directors

Number of Directors	10
Of which are Outside Directors	4
Of which are Independent Directors	4
Of which are women	1

(3) Skills matrix (updated June 2023)

	Corporate management	Internationality minded	Industry knowledge	ESG/ sustainability	Finance and accounting	Technology/ IT	Sales and marketing	Human resources and labor	Purchasing and procurement
Sekio Kishimoto	●	●	●	●	●		●	●	●
Shigeru Wakamoto	●		●	●		●			
Shigeharu Tachibana	●	●	●	●			●		
Makoto Yanagisawa			●	●	●			●	
Yutaka Ishizuka			●	●		●			
Tomoyuki Iida	●	●	●	●					●
Mitsuyasu Iwata	●	●		●	●				
Kazuo Nakase	●		●	●			●		
Hikomitsu Kuramoto	●	●		●					●
Hiroko Nihei		●		●				●	

2. Nomination and Compensation Committee (voluntary)

	Name	Committee Attendance in FY2022
Chairman	Mitsuyasu Iwata	100% (7/7)
Member	Kazuo Nakase	100% (7/7)
Member	Sekio Kishimoto	100% (7/7)

3. Audit & Supervisory Board Members

Status	Name	Attendance at the Audit & Supervisory Board in FY2022
Standing Audit & Supervisory Board Member	Manabu Ueno	100% (13/13)
Outside Audit & Supervisory Board Member (Independent Director)	Jun Itoigawa	100% (13/13)
Outside Audit & Supervisory Board Member (Independent Director)	Keiji Watanabe	92.3% (12/13)

4. Amount of Compensation for Directors and Audit & Supervisory Board Member (FY2022)

(Unit: Millions of yen)

Classification	Applicable Individuals	Basic Compensation	Performance Linked Bonuses	Stock Based Compensation SO*	Total
Director	10	181	29	29	240
Of which are Outside Directors	4	27	—	—	27
Audit & Supervisory Board Member	3	26	—	—	26
Of which are Outside Audit & Supervisory Board Member	2	13	—	—	13
Total	13	208	29	29	266

*SO: Stock Options

5. Accounting Auditor Status (FY2022)

(1) Name of Accounting auditor

KPMG AZSA LLC

(2) Amount of compensation, etc.

Amount of compensation for accounting auditors paid by the Company	87 million yen
Total amount of cash and other financial benefits paid by the Company and its subsidiaries	96 million yen

6. Shares (as of March 31, 2023)

(1) Number of shares

Number of shares authorized	500,000,000 shares
Number of shares issued	188,053,114 shares
Total amount of treasury stock	19,392,132 shares

(2) Number of shareholders

9,509

(3) Distribution of shares by shareholders

(excluding 299 thousand fractional shares)

	Number of shares (thousand shares)	Percentage of shares (%)
Financial institutions	55,391	29.5
Japanese corporations	48,405	25.7
Non-Japanese corporations	44,151	23.5
Treasury stock	19,392	10.3
Individual	18,803	10.0
Securities companies	1,620	0.9

(4) Major shareholders (excluding treasury stock)

Name	Number of shares held (thousands of shares)	Shareholding ratio (%)
Misuga Kaiun Co., Ltd.	18,806	11.15
The Trust Bank of Japan, Ltd. (Trust Account)	13,281	7.87
MLI FOR CLIENT GENERAL OMNI NON COLLATERAL NON TREATY-PB	11,963	7.09
Daishi Hokuetsu Bank, Ltd.	8,332	4.94
Hokuetsu Corporation Ownership Association	6,884	4.08
NOMURA CUSTODY NOMINEES LIMITED OMNIBUS-FULLY PAID (CASHPB)	6,476	3.84
Sumitomo Realty & Development Co., Ltd.	6,066	3.60
CGML PB CLIENT ACCOUNT/COLLATERAL	5,997	3.56
OASIS JAPAN STRATEGIC FUND LTD.	5,615	3.33
Custody Bank of Japan, Ltd. (Trust Account)	4,903	2.91

7. IR / SR Activities

(Unit: times)

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Financial Results Briefing	2	2	1	2	2
Sell-Side Analyst Meeting	4	4	4	4	4
IR/SR Meetings, etc.	61	54	35	59	60

8. Compliance

(1) Hotline usage

(Unit: cases)

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
In-Group whistleblowing/consultations	12	13	17	27	24
Whistleblowing/consultations outside the group	3	6	0	6	2

(2) Compliance training

	Main Subjects of Training
Group Corporate Philosophy and Code of Conduct	Employee Roles and Missions
	Cases of violation of laws and regulations and corporate bankruptcy
	Scandals and loss of corporate trust
	Personal values and responsibilities
	Preventing bribery, etc.
Better working environments	Elimination of harassment and discrimination
	Labor Measures Comprehensive Promotion Act
	Labor management, etc.
Corporate compliance	Antimonopoly Act
	Unfair Competition Prevention Act
	Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors
	Industrial Waste Disposal Act, etc.
	Data falsification concerning quality and the environment, etc.

Our Primary ESG Activities

Area of Initiatives	Specific Example
Education	Accepted tours of mills
	Visiting lectures to local universities, high schools, junior high schools, and elementary schools, accepted internships
	Marathons: First-aid stations, beverages
	Participating in initiatives to support female researchers through regional and corporate collaboration
	Support for operating dormitories exclusively for unmarried people from rural areas
	Sponsoring music competitions
Welfare	Scholarships for indigenous communities, etc.
	Support for medical institutions
	Cooperation in funding activities by WWF Japan
Local Community	Sponsorship of events for social welfare organizations
	Cleanup and beautification activities around mills
	Cooperation in various community-sponsored events
	Holding of Bon Dance Festival
	Cooperation as venue of international cycling road races
	Cooperation with trail running race course
	Donating sawdust for insect breeding
	South Africa: Logistics cooperation for Kyo-Can-Cho project (A project to deliver relief supplies to disaster areas and areas suffering from food shortages)
South Africa: Logistics cooperation for used clothing donation project	
Environmental	Received the 2021 Cellulose Society of Japan Technology Award
	Received the Chairman's Encouragement Award from the Japan Air Cleaning Association
	Received the Jury's Special Prize in the Zero Carbon Challenge Cup
	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
	Began operating the Southern Ace, a fuel-efficient woodchip transport ship
	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.	
Converted lighting to LED at all workplaces	
Won the 21st Logistics Environment Grand Prize: Award for Logistics Environment Conservation Activities	
Others	Certified as an Outstanding Health and Productivity Management Organization for FY2023 (Large Enterprise Category)
	Acquired ISO 45001 (occupational health and safety management system)
	Acquired ISO 9001 (quality management system)
	Declaration of partnership building