

Fiscal 2021 CSR Activities

In fiscal 2021, we established “enhancing activities to ensure safety and health” and “product development centered on harmony with society” as our two top priority issues, and undertook activities aimed at improving corporate value. In terms of initiatives to reduce greenhouse gas emissions and products, we worked to expand environmentally conscious products to contribute to the UN Sustainable Development Goals (SDGs).

ISO 26000 Core Subjects 1. Organizational Governance 2. Fair Operating Practices

Key Issues	Action Plan	Activity Results	Evaluation
· Ensuring the effectiveness of corporate governance	· Ensure good governance based on the Basic Policies on Corporate Governance · Review governance functions	· Implemented initiatives based on the Basic Policies on Corporate Governance and held meetings of the Nomination and Remuneration Committee · Evaluated the effectiveness of the Board of Directors, to generate a positive spiral for enhancing the effectiveness	○ ○
· Establishing a risk management structure	· Enhance structural preparations and our risk map in the interest of Group management · Discuss ways of improving simulation and training	· Conducted semiannual risk map reviews and updated risk assessments and evaluations · Conducted training on backing up information disclosure during emergencies · Conducted training on safety check system notification	○ ○
· Thoroughly familiarizing employees with our Corporate Code of Conduct and the Compliance Conduct Standards	· Improve employees' understanding of the Corporate Code of Conduct, the Compliance Conduct Standards, and related laws and regulations through more robust compliance education	· Education that broadly confirms the fields related to corporate compliance is carried out in a way that suits the situation of coronavirus pandemic.	○
· Ensuring strict legal compliance	· Build effective legal functions · Promote a better understanding of laws applicable to our operations, and enforce compliance (includes responses to updated changes in laws and regulations, such as the revision of the Civil Code)	· Screened contracts and handled legal consultations · Conducted the education on legal affairs focused on the subcontracting law and general Antimonopoly Act · Regularly published Compliance News newsletter to raise awareness of compliance	○ ○
· Promoting communication with stakeholders	· Further improve the IR information we provide on our website, etc. · Disseminate information about new products, etc. (sharing information about affiliated companies) · Enhance and make use of the Head Office gallery · Enhance our corporate reports	· Disseminated information on the financial results briefings, the General Meeting of Shareholders, the Corporate Report, the Annual Report, earnings briefings, and the dividend of surplus · Sales of products related to the novel coronavirus infection (alcohol disinfectant, splash prevention partition, anti-virus functional filter, disposable mask case, melt blow non-woven fabric and new mask manufacturing equipment, etc.) · For coping with COVID-19, cancelled exhibitions, but improved our permanent displays · Issued Corporate Report 2020 in August in an integrated report format	○ ○ ○
· Expanding initiatives out to affiliated Group companies	· Step up efforts at continually promoting CSR activities	· Conducted awareness raising activities using corporate reports and better familiarized Group employees with CSR policy	○

ISO 26000 Core Subjects 3. Human Rights 4. Labor Practices

Key Issues	Action Plan	Activity Results	Evaluation
· Enhancing activities to ensure safety and health	· Improve the level of safety awareness of Mitsubishi Paper Mills Group employees (1) Thorough danger prediction (2) Enhancement of collaborative activities with partner companies, affiliates, etc.	· (1)Promoted one-point danger prediction before work, specified the month for enhancing danger prediction, carried out experience-based education, and so on. (2)Made efforts suited for each business site (e.g., joint meetings and workplace patrols)	△
· Promoting various measures to improve human resource performance	· Revise and consolidate HR systems based on workstyle reform · Secure human resources by stepping up recruitment activities and develop human resources by revising training programs	· Introduced staggered commuting system and work-from-home system. · Established “Welcome Back System” · Utilized teleconference systems and increased opportunities to come into contact with students living far away · Training system review postponed to next term due to the coronavirus pandemic.	○ —

ISO 26000 Core Subjects 5. The Environment

Key Issues	Action Plan	Activity Results	Evaluation
· Promoting activities to prevent global warming	· Continue reducing CO ₂ emissions in our business activities and investigate becoming low-carbon or carbon-free in the future · Support and get involved in renewable energy projects	· Determined the target reduction amount of CO ₂ emissions for the next term and long-term visions · Discussed the potential of the new renewable energy business	○ ○
· Promoting activities to preserve biodiversity	· Increase the percentage of FSC®-certified wood we procure · Conduct ecosystem studies in company-owned forests · Take measures to address microplastic waste in the oceans · Participate in the Japan Business Initiative For Biodiversity (JBIB)	· Strived to procure FSC®-certified chips · Conducted a survey on the ecosystem (tree planting and growth, soil animals, wild birds, and animals) in the forest owned by Shirakawa Site · Sold recyclable barrier paper for packaging (barricote®) Developed water-repellent, oil-proof paperboard as base paper for paper containers as alternatives to plastic containers · Gathered information via regular meetings, etc.	○ ○ ○ ○
· Improving and enlarging our environmentally conscious product lineup	· Promote environmentally conscious products such as FSC®-certified paper · Develop and roll out new environmentally conscious products	· Released bleached kraft paper and Margari Light, which are new FSC®-certified paper products · Registered two new environmentally conscious products	○ ○
· Reducing environmental risk and impact	· Reduce industrial waste · Expand environmental evaluation activities · Improve environmental communication	· Apr.-Jan. final disposal volume: 4,883 t, final landfill waste percentage: 1.00% · Gathered information on rating agencies · Sluggish, because many events were cancelled due to the coronavirus pandemic	△ ○ —

ISO 26000 Core Subjects 6. Consumer Issues

Key Issues	Action Plan	Activity Results	Evaluation
· Ensuring product safety	· Enhance chemical substance management · Enrich the activities of the Product Liability (PL) Subcommittee	· Updated chemical substance database as needed and shared the latest information · Swiftly shared information on laws and regulations by holding meetings of the PL Subcommittee and distributing monthly reports	○ ○
· Ensuring product quality	· Promote thorough adherence to ISO 9001 management and improve customer satisfaction (reducing complaints, etc.); continue to conduct quality audits (1)Step up Monitoring of repeat complaints (2)Review efforts to prevent data falsification (manage contractors and control published data such as labels and SDS)	· Conducted extraordinary quality audit	△
· Product development centered on harmony with society	· In product areas with high potential, aim to develop highly-useful products that reflect customer demands and that target end-users	· Developed barrier paper for packaging, which would enable us to reduce or do away with plastics · Developed and commercialized water-repellent, oil-proof paperboard which is more water-resistant than conventional water- and oil-proof paperboard	△

ISO 26000 Core Subjects 7. Community Involvement and Development

Key Issues	Action Plan	Activity Results	Evaluation
· Promoting community support activities	· Take part in local activities at each business site and continue good relations with communities	· Tried to blend in with local communities at each business site by cleaning, donating blood, providing products, distributing braille calendars, etc.	○
· Promoting cultural contribution activities	· Implement ongoing support focusing on Mitsubishi and related industry groups	· Participated in the project for commemorating the 150th anniversary of establishment of Mitsubishi · Made donations to and sponsored various related groups and their plans	○
· Promoting activities of the Ecosystem Academy	· Ensure these activities become established and developed as ongoing collaborations with society	· Acquired accreditation of “the place of the opportunity of for experience in Fukushima” · Conducted experiential forest environment education · Carried out “the 5th forestation” in the forest owned by Shirakawa Site	○

Top priority issues

(Evaluation) ○: Target met △: Target not met —: Not evaluated due to COVID-19