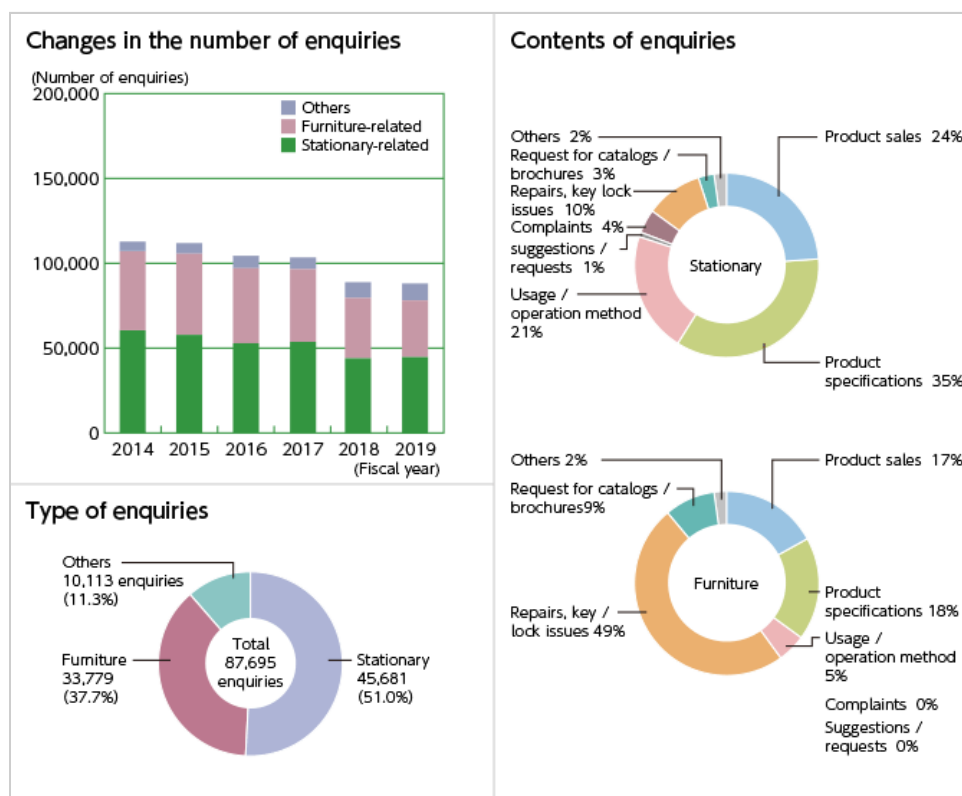


Society

■ Reporting period

January 1 to December 31 of the applicable year (The results are current as of December 31)

■ Reflecting the views of customers



■ Employee composition (by position)

		Subject	2015	2016	2017	2018	2019
Number of Executives and Directors	Inside	Non-consolidated	5	5	5	5	4
	Outside	Non-consolidated	3	3	3	4	3
	Total	Non-consolidated	8	8	8	9	7
Number of Auditors	Inside	Non-consolidated	2	2	0	0	0
	Outside	Non-consolidated	2	2	3	3	3

		Subject	2015	2016	2017	2018	2019
	Total	Non-consolidated	4	4	3	3	3
Number of employees	Male	Non-consolidated	1,501	1,509	1,514	1,498	1,631
	Female	Non-consolidated	486	490	500	521	583
	Total	Non-consolidated	1,987	1,999	2,014	2,019	2,214

Employee composition (by gender)

		Subject	2015	2016	2017	2018	2019
Number of employees (KOKUYO Group)	Male	Consolidated	4,877	4,811	4,864	4,865	4,946
	Female	Consolidated	1,791	1,785	1,835	1,919	2,015
	Total	Consolidated	6,668	6,596	6,699	6,784	6,961

Employee composition (by contract type and by gender)

		Subject	2015	2016	2017	2018	2019
Total number of employees (KOKUYO Group)		Consolidated	6,668	6,596	6,699	6,784	6,961
Number of non-regular employees		Consolidated	2,232	2,244	3,399	1,854	1,832
Non-regular employee percentage		Consolidated	25.07	25.38	33.66	21.46	20.83
Regular employees	Male	The KOKUYO Group's five major companies	—	—	2,565	2,499	2,494
	Female	The KOKUYO Group's five major companies	—	—	732	780	829
	Total	The KOKUYO Group's five major companies	—	—	3,297	3,279	3,323

		Subject	2015	2016	2017	2018	2019
Senior employees	Male	The KOKUYO Group's five major companies	—	—	201	248	253
	Female	The KOKUYO Group's five major companies	—	—	4	7	10
	Total	The KOKUYO Group's five major companies	—	—	205	255	263
Contracted employees	Male	The KOKUYO Group's five major companies	—	—	145	159	135
	Female	The KOKUYO Group's five major companies	—	—	97	91	95
	Total	The KOKUYO Group's five major companies	—	—	242	250	230
Part-time/casual employees	Male	The KOKUYO Group's five major companies	—	—	124	112	111
	Female	The KOKUYO Group's five major companies	—	—	159	170	163

		Subject	2015	2016	2017	2018	2019
	Total	The KOKUYO Group's five major companies	—	—	283	282	274
Temporary employees	Male	The KOKUYO Group's five major companies	—	—	167	169	186
	Female	The KOKUYO Group's five major companies	—	—	316	340	347
	Total	The KOKUYO Group's five major companies	—	—	483	509	533

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd.,.

Employee composition (by contract type and by region)

		Subject	2015	2016	2017	2018	2019
Regular employees	Within Japan	Consolidated	—	—	3,982	3,991	4,090
	Overseas	Consolidated	—	—	2,045	2,443	2,475
	Total	Consolidated	—	—	6,027	6,434	6,565
Senior employees	Within Japan	Consolidated	—	—	238	284	300
	Overseas	Consolidated	—	—	8	3	4
	Total	Consolidated	—	—	246	287	304
Contracted employees	Within Japan	Consolidated	—	—	514	573	594
	Overseas	Consolidated	—	—	115	59	45
	Total	Consolidated	—	—	629	632	639

		Subject	2015	2016	2017	2018	2019
Part-time/casual employees	Within Japan	Consolidated	—	—	606	602	584
	Overseas	Consolidated	—	—	1,713	23	37
	Total	Consolidated	—	—	2,319	625	621
Temporary employees	Within Japan	Consolidated	—	—	550	578	589
	Overseas	Consolidated	—	—	0	1,642	1,401
	Total	Consolidated	—	—	550	2,220	1,990

■ Employee composition (by age group), average age, and average length of continuous service

		Subject	2015	2016	2017	2018	2019
Number of employees by age group	Under 30	The KOKUYO Group's five major companies	280	288	318	376	423
	30s	The KOKUYO Group's five major companies	676	654	619	605	579
	40s	The KOKUYO Group's five major companies	1,550	1,524	1,443	1,326	1,233
	50s	The KOKUYO Group's five major companies	800	826	917	971	1086
	60s or older	The KOKUYO Group's five major companies	148	182	205	256	265

		Subject	2015	2016	2017	2018	2019
Average age (years)	Male	The KOKUYO Group's five major companies	45.46	45.87	46.15	46.35	46.57
	Female	The KOKUYO Group's five major companies	38.35	38.82	39.24	39.36	39.33
	Average	The KOKUYO Group's five major companies	44.02	44.42	44.7	44.8	44.87
Average length of continuous service (years)	Male	The KOKUYO Group's five major companies	19.74	20.12	20.31	20.52	20.7
	Female	The KOKUYO Group's five major companies	13.96	14.32	14.52	14.3	14.06
	Average	The KOKUYO Group's five major companies	18.57	18.93	19.09	19.14	19.14

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd.,.

Employee composition (by nationality)

		Subject	2015	2016	2017	2018	2019
Number of employees	Foreign nationals in the KOKUYO Group	The KOKUYO Group's five major companies	17	16	13	12	12
	Foreign nationals at KOKUYO	Non-consolidated	16	15	12	12	12

Employee composition (persons with disabilities)

	Subject	2015	2016	2017	2018	2019
Number of employees with disabilities	Special subsidiaries	107	106	106	122	128
Percentage of employees with disabilities	Special subsidiaries	2.1	2.11	2.03	2.26	2.31

Breakdown of new employees

		Subject	2015	2016	2017	2018	2019
Number of graduate employees	Male	The KOKUYO Group's five major companies	35	40	42	47	33
	Female	The KOKUYO Group's five major companies	26	18	30	28	37
	Total	The KOKUYO Group's five major companies	61	58	72	75	70
Number of mid-career employees	Male	The KOKUYO Group's five major companies	13	24	28	27	32
	Female	The KOKUYO Group's five major companies	5	13	12	22	21
	Total	The KOKUYO Group's five major companies	18	37	40	49	53

		Subject	2015	2016	2017	2018	2019
Turnover rate	Male	The KOKUYO Group's five major companies	1.38	1.15	1.43	2.38	1.60
	Female	The KOKUYO Group's five major companies	3.87	2.16	3.11	2.73	2.95
	Total	The KOKUYO Group's five major companies	1.89	1.36	1.79	2.46	1.92

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (by gender)

		Subject	2015	2016	2017	2018	2019	
Number of post appointments	Executives and higher	Male	The KOKUYO Group's five major companies	20	23	21	20	20
		Female	The KOKUYO Group's five major companies	2	1	0	0	1
	Department heads	Male	The KOKUYO Group's five major companies	122	122	82	62	63
		Female	The KOKUYO Group's five major companies	3	3	3	3	4

		Subject	2015	2016	2017	2018	2019	
	Section chiefs	Male	The KOKUYO Group's five major companies	733	723	742	747	750
		Female	The KOKUYO Group's five major companies	33	38	43	48	54
	Sub-section chiefs	Male	The KOKUYO Group's five major companies	1,083	1,100	1,024	1,112	1,118
		Female	The KOKUYO Group's five major companies	182	206	229	254	273
		Total	The KOKUYO Group's five major companies	2,178	2,216	2,144	2,246	2,283

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (percentage of female employees)

		Subject	2015	2016	2017	2018	2019
Percentage of female employees in management positions (department heads, section chiefs)		The KOKUYO Group's five major companies	4.04	4.63	5.29	5.93	6.66
Percentage of female employees ranked sub-section chief or higher	Executives and higher	The KOKUYO Group's five major companies	9.09	4.17	0.00	0.00	4.76

		Subject	2015	2016	2017	2018	2019
	Department heads	The KOKUYO Group's five major companies	2.40	2.40	3.53	4.62	5.97
	Section chiefs	The KOKUYO Group's five major companies	4.31	4.99	5.48	6.04	6.72
	Sub-section chiefs	The KOKUYO Group's five major companies	14.39	15.77	18.28	18.59	19.63
	Total	The KOKUYO Group's five major companies	10.10	11.19	12.83	13.58	14.54

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (number of non-Japanese employees)

		Subject	2015	2016	2017	2018	2019
Number of non-Japanese employees ranked sub-section chief or higher	Executives and higher	The KOKUYO Group's five major companies	0	0	0	0	0
	Department heads	The KOKUYO Group's five major companies	0	0	0	0	0
	Section chiefs	The KOKUYO Group's five major companies	2	1	2	2	3

		Subject	2015	2016	2017	2018	2019
	Sub-section chiefs	The KOKUYO Group's five major companies	4	6	5	7	7
	Total	The KOKUYO Group's five major companies	6	7	7	9	10

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Post appointments (percentage of non-Japanese employees)

		Subject	2015	2016	2017	2018	2019
Percentage of non-Japanese employees ranked sub-section chief or higher	Executives and higher	The KOKUYO Group's five major companies	0.00	0.00	0.00	0.00	0.00
	Department heads	The KOKUYO Group's five major companies	0.00	0.00	0.00	0.00	0.00
	Section chiefs	The KOKUYO Group's five major companies	0.26	0.13	0.25	0.25	0.37
	Sub-section chiefs	The KOKUYO Group's five major companies	0.32	0.46	0.40	0.51	0.50
	Total	The KOKUYO Group's five major companies	0.28	0.32	0.33	0.4	0.44

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

Working time, and number of employees taking paid leave

	Subject	2015	2016	2017	2018	2019
Total working time (years)	The KOKUYO Group's five major companies	—	2134.8	2129.8	2089.1	2053.1
Non-prescribed work time (years)	The KOKUYO Group's five major companies	—	307.2	298.7	274.9	253.7
Long-time worker rate (over 360 hours of total annual overtime)	The KOKUYO Group's five major companies	—	31.3	23	28.7	21.3
Paid leave acquisition rate (%)	The KOKUYO Group's five major companies	46.28	48.20	48.00	53.69	61.40
Yearly education and training costs per employee (yen)	The KOKUYO Group's five major companies	35,570	41,914	38,297	37,156	37,408

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

Number of employees who taking childcare leave (by gender)

		Subject	2015	2016	2017	2018	2019
Number of employees taking child-care leave	Male	The KOKUYO Group's five major companies	0	4	4	4	6
	Female	The KOKUYO Group's five major companies	80	83	68	52	60

		Subject	2015	2016	2017	2018	2019
	Total	The KOKUYO Group's five major companies	80	87	72	56	66

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Number of employees taking nursing-care leave (by gender)

		Subject	2015	2016	2017	2018	2019
Number of employees taking nursing-care leave	Male	The KOKUYO Group's five major companies	1	1	0	0	3
	Female	The KOKUYO Group's five major companies	0	1	1	2	1
	Total	The KOKUYO Group's five major companies	1	2	1	2	4

* "The KOKUYO Group's five major companies" includes KOKUYO Co., Ltd., Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., and KOKUYO Logitem Co., Ltd..

■ Health management

	Subject	2015	2016	2017	2018	2019
Regular health checkup attendance rate (%)		—	97.6	99.0	98.9	99.6
Voluntary checkup attendance number (breast cancer, colorectal cancer checkups)		—	557	269	346	1,222
Regular health checkup finding rate (%)		—	40.1	39.0	28.0	27.5
Lifestyle-related disease occurrence/specific health checkup attendance rate (%)		—	95.0	93.2	98	98

	Subject	2015	2016	2017	2018	2019
Lifestyle-related disease occurrence/specific health guidance rate (proactive support) (%)		—	30	39	35	34
Lifestyle-related disease occurrence/lifestyle-related disease medical costs (including health insurance dependents) (million yen)		—	130	133	143	139
Stretch check implementation response rate (%)	All companies that carried out employee surveys	—	94.0	94.0	96.0	94.8
Stretch check score (deviation value)	All companies that carried out employee surveys	—	54	54	54	54
Number of employees with poor mental health (proportion with high stress) (%)	All companies that carried out employee surveys	—	4.2	4.9	4.9	5.5
Number of employees who took leave due to poor mental health	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	13	15	11	10
Number of employees who took leave due to other illnesses	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	4	5	6	11
Number of employees who retired due to poor mental health	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	5	6	8	3
Number of employees who retired due to other illnesses	KOKUYO Co., Ltd. (including former-KET), Kaunet Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Marketing Co., Ltd.	—	0	3	5	6
Employee engagement score (Deviation value)	All companies that carried out employee surveys	—	49	49	49	49

■ Labor Health and Safety

Subjects: KOKUYO Co., Ltd. Mie Factory and Shibayama Factory, KOKUYO Product Shiga Co., Ltd., KOKUYO MVP Co., Ltd., IWAMI Paper Industry Co., Ltd.

		2015	2016	2017	2018	2019
Number of work-related accident cases	Consolidated production factories	11	4	2	5	2
	Mie Factory	6	2	1	2	1
	Shibayama Factory	0	1	0	0	0
	KOKUYO Product Shiga	4	0	0	0	0
	KOKUYO MVP	1	1	1	3	1
	IWAMI Paper Industry	0	0	0	0	0
Work-related accident frequency rate *1 (%)	Consolidated production factories	5.04	1.87	0.87	2.10	0.85
	Mie Factory	9.94	3.27	1.56	2.82	1.37
	Shibayama Factory	0	1.78	0	0	0
	KOKUYO Product Shiga	9.44	0	0	0	0
	KOKUYO MVP	2.13	2.14	2.02	5.90	2.16
	IWAMI Paper Industry	0	0	0	0	0
Work-related accident severity rate *2 *3 (%)	Consolidated production factories	0.00	0.01	0.01	0.14	0.05
	Mie Factory	0	0.02	0.02	0.20	0.15
	Shibayama Factory	0	0	0	0	0
	KOKUYO Product Shiga	0.01	0	0	0	0
	KOKUYO MVP	0.01	0.00	0.00	0.39	0
	IWAMI Paper Industry	0	0	0	0	0
Number of work-related accident days of absence	Consolidated production factories	7	20	15	415	132
	Mie Factory	0	16	14	173	130
	Shibayama Factory	0	3	0	0	0

		2015	2016	2017	2018	2019
	KOKUYO Product Shiga	4	0	0	0	0
	KOKUYO MVP	3	1	1	242	2
	IWAMI Paper Industry	0	0	0	0	0

*From 2016, the work-related accident case calculations are limited to accidents requiring one or more days absence from work (excluding commuting accidents). (Including accidents resulting in time off work in 2014 and 2015)

*1 Work-related accident frequency rate =

$$\frac{\text{Number of employees involved in accidents requiring absence from work}}{\text{Total number of working hours}} \times 1,000,000$$

*2 Work-related accident severity rate =

$$\frac{\text{Number of work-days lost}}{\text{Total number of working hours}} \times 1,000$$

*3 The work-related accident rate is shown with the third decimal place rounded off

"0"Indicates that there were no deaths due to work-related accidents.

"0.00" ... Shows that when the third decimal place was rounded off, the number was smaller than two decimal places.

Environmental Performance Data

■ **Reporting Period**

Fiscal 2019 (January 1 to December 31, 2019)

■ **Guidelines Used for Reference**

Ministry of the Environment, Environmental Report Guidelines (2012 Edition)
 Ministry of the Environment, Environmental Accounting Guidelines (2005 Edition)
 Global Reporting Initiative (GRI), Sustainability Reporting Guidelines

■ **Organizational Units Covered**

From 2012, the scope of coverage was extended to all consolidated subsidiaries.

	Consolidated Subsidiaries	Other Subsidiaries and Affiliates
Japan	KOKUYO Co., Ltd.	KOKUYO K Heart Co., Ltd., Heartland Co., Ltd., IWAMI Paper Industry Co., Ltd., KOKUYO Hokkaido Sales Co., Ltd., KOKUYO Tohoku Sales Co., Ltd., KOKUYO Kitakanto Sales Co., Ltd., KOKUYO Tokai Sales Co., Ltd., KOKUYO Hokuriku-Niigata Sales Co., Ltd., KOKUYO Sanyo-Shikoku Sales Co., Ltd.
	Kaunet Co., Ltd., KOKUYO Marketing Co., Ltd., KOKUYO Supply Logistics Co., Ltd., KOKUYO Logitem Co., Ltd., KOKUYO Product Shiga Co., Ltd., KOKUYO MVP Co., Ltd., LmD International Co., Ltd., Actus Co., Ltd., KOKUYO Finance Co., Ltd, KOKUYO & Partners Co., Ltd.	
Overseas	KOKUYO Vietnam Co., Ltd., KOKUYO Malaysia Sdn. Bhd., KOKUYO (Shanghai) Management Co., Ltd., KOKUYO Commerce (Shanghai) Co., Ltd., KOKUYO Furniture (China) Co., Ltd., KOKUYO Design Consultants (Shanghai) Co., Ltd., KOKUYO International Asia Co., Ltd., KOKUYO International (Malaysia) Sdn Hbd, KOKUYO Vietnam TRADING Co.,Ltd., Kokuyo Camlin Limited	KOKUYO-IK(Thailand) Co., Ltd.

Scope of Report: KOKUYO Co., Ltd., 20 consolidated subsidiaries, and 10 affiliates
 KOKUYO Engineering & Technology was integrated with KOKUYO Co., Ltd. in July 2019, but there has been no impact on the environmental performance data disclosed

 2019 Results

Environmental Policy	Goals and Results for 2019		Evaluation
	Goals	Results	
Prevention of global warming	Reduction of CO2 emissions Total year-on-year reduction in volume: +0.5% (Excluding impact of production: -1.9%)	-8.2% (Excluding impact of production: -2.4%)	○
	Reduction of unit energy consumption Year-on-year reduction: -1.0%	Per unit of sales: -2.7%	○
Resource Conservation and Recycling	Improve recycling rate in relation to total waste volume <ul style="list-style-type: none"> Business offices: 96.6% and over Construction sites: 88.0% and over 	<ul style="list-style-type: none"> Business offices: 96.4% Construction sites: 85.2% 	×
Procurement, development, and provision of eco-friendly products	Maintain eco x zero	Maintained	○
Information disclosure and communication	Publication of CSR report 2020	Publication of CSR report 2020	○
Environmental management	ISO 14001: Regular inspection in 2015	Regular inspection results <ul style="list-style-type: none"> Strong point: 1 cases Good points: 5 cases Matters pointed out for improvement: 0 cases Opportunities for improvement: 21cases 	○

*1 Targets are applicable to the following companies:

KOKUYO Co., Ltd.; Kaunet Co., Ltd.; KOKUYO Marketing Co., Ltd.; KOKUYO Engineering & Technology Co., Ltd.; KOKUYO Supply Logistics Co., Ltd.; KOKUYO Logitem Co., Ltd.; KOKUYO Product Shiga Co., Ltd.; KOKUYO MVP Co., Ltd.; KOKUYO K Heart Co., Ltd.; KOKUYO VIETNAM Co., Ltd.; KOKUYO (MALAYSIA) Sdn. Bhd.; and KOKUYO-IK (THAILAND) Co., Ltd.

Environmental Friendliness Efficiency Indicators

The KOKUYO Group designates unique environmental friendliness efficiency indicators as indices to comprehensively evaluate financial performance and impact on the global environment.

These indicators show the extent to which products and services are being offered to society with respect to specific environmental load and correspond to the following four items.

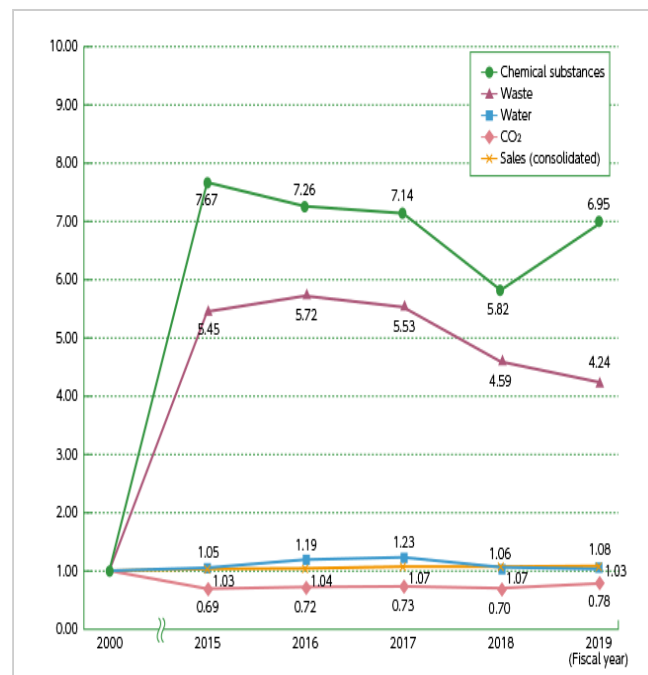
1. CO₂emissions
2. Final waste disposal
3. Usage of chemical substances subject to PRTR regulations
4. Water usage

Using fiscal 2000 as the baseline for each indicator, the progress status for each fiscal year can be determined.

Environmental friendliness efficiency indicator =

$$\frac{\text{Current fiscal year (Sales / Environmental load data)}}{\text{Baseline fiscal year (Sales / Environmental load data)}}$$

Environmental Friendliness Efficiency Indicators



* Chemical substances were calculated according to the amount of PRTR Law Class I Designated Chemical Substances used and handled by the business establishments subject to notification under the PRTR Law.

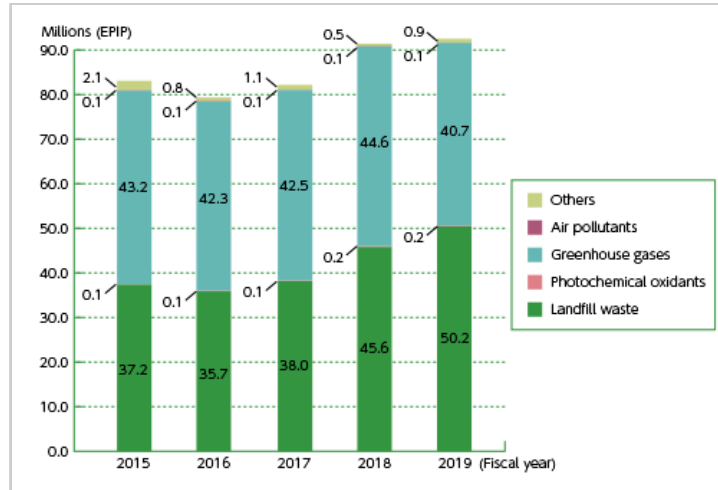
* The third party verification pointed out that a part of the data on waste materials of KOKUYO Vietnam was omitted from the report calculations. From 2015, this data is included in the report.

JEPIX

JEPIX (Japan Environmental Policy Priorities Index) is a method of quantifying the individual amount of different types of environmental loads, such as greenhouse gas emissions and air pollutants, as single indicators called Environmental Impact Points (EIP). The EIP is calculated by multiplying the environmental load of each environmentally harmful chemical by the integrated coefficient, which is calculated from the ratio between Japan's environmental policy target and the actual amount of emissions (environmental friendliness factor), and then obtaining the sum total of them all.

$$\text{Environmental impact point (EIP)} = \sum (\text{environmental loads} \times \text{environmentally friendliness factors})$$

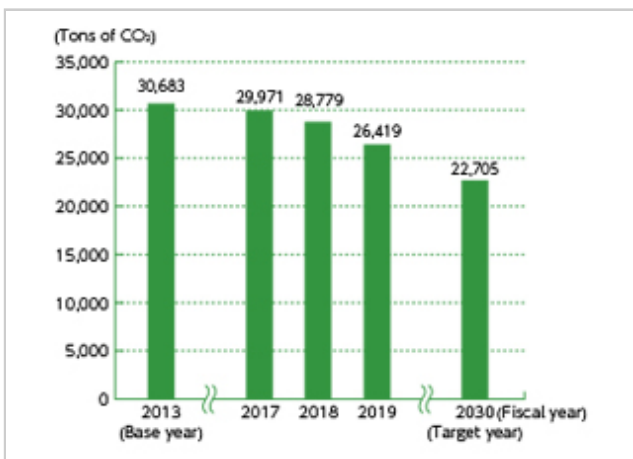
JEPIX



* The third party verification pointed out that a part of the data on waste materials of KOKUYO Vietnam was omitted from the report calculations.

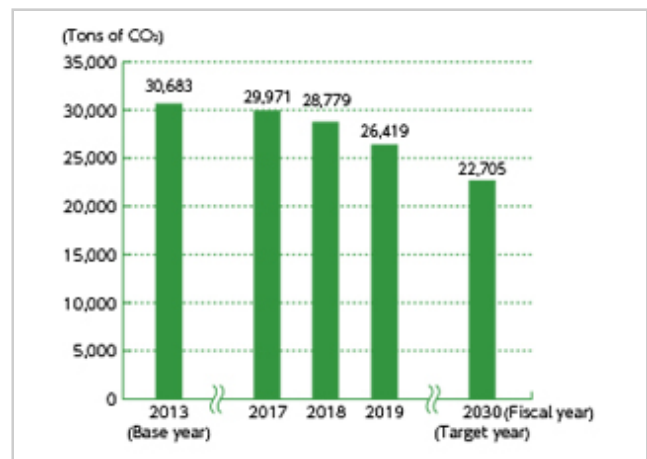
Global Warming Preventive Measures

CO2 Emission Transitions



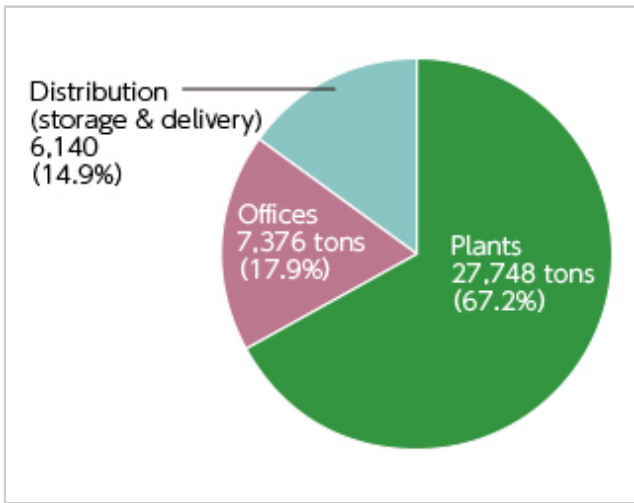
* Electricity-based emission factors are calculated using the basic emission factors of the relevant electrical power companies for each given year

CO2 emission transitions



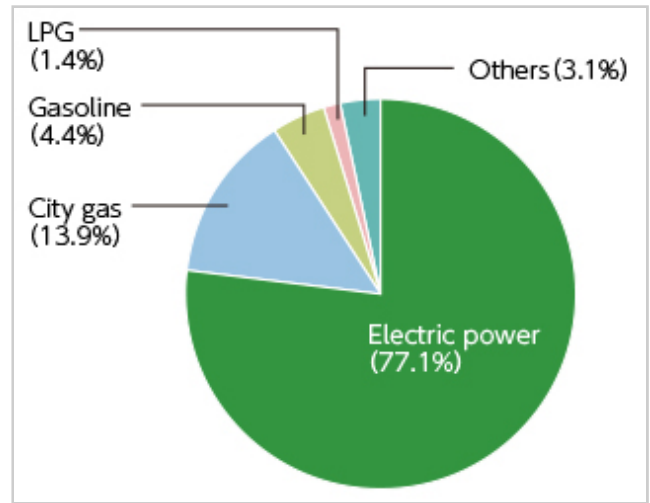
* Differences due to changes in emission factors are calculated using the average emission factors of all power sources in 2000 (0.378kg-CO₂/kwh).

CO2 emission by source



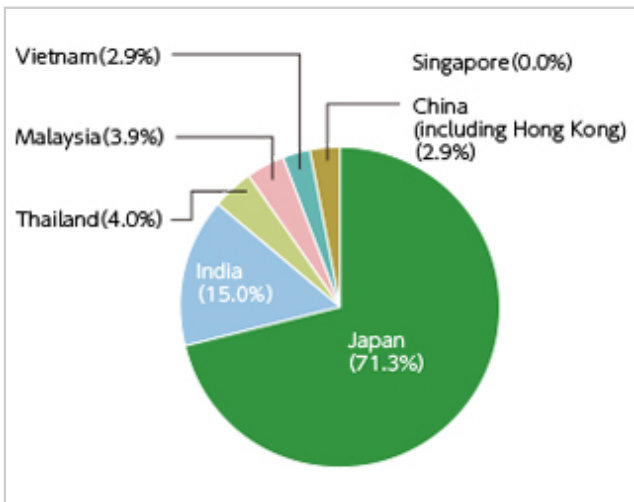
* Market-based

CO2 emission by source



* Market-based

CO2 emissions by country



* Calculations were made according to the standard electrical power emission factors of each country (location-based).

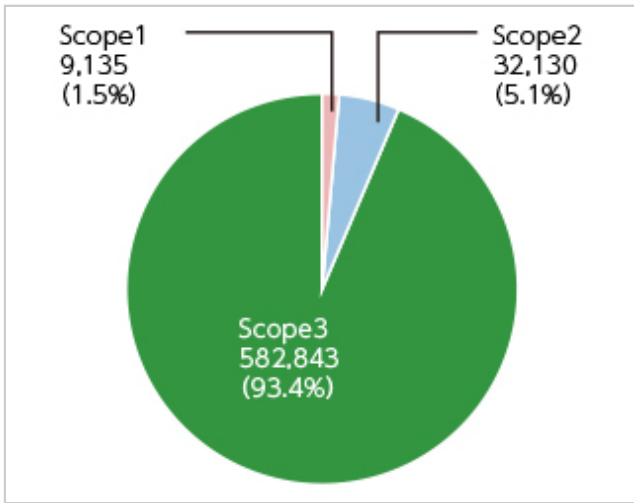
CO2 emissions by country

	Tons of CO2 emissions	Percentage of total
Japan	29,106	71.3%
India	6,112	15.0%
Thailand	1,653	4.0%
Malaysia	1,583	3.9%
Vietnam	1,183	2.9%
China (including Hong Kong)	1,178	2.9%
Singapore	9	0.0%
Total	40,825	100.0%

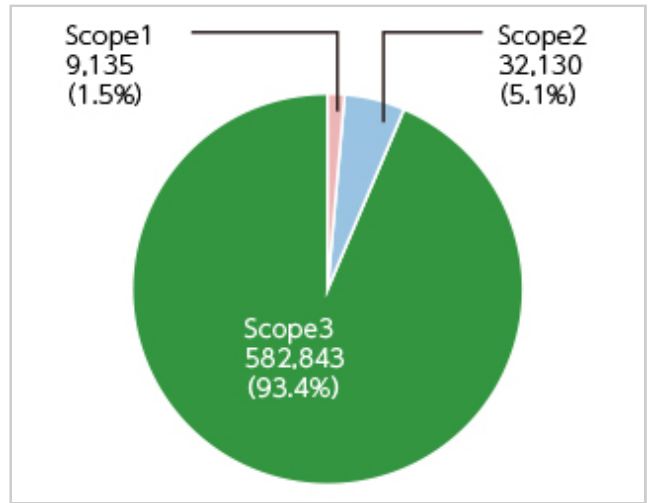
Scope 3 categories and emissions

Category		Applicable/ Not applicable	Reason for Non- applicability	Scope 3 Emissions	As Percentage of Total	As Percentage of Total Emissions
Category 1	Purchased products / services	Applicable	-	485,785	83.3%	77.8%
Category 2	Capital goods	Applicable	-	7,987	1.4%	1.3%
Category 3	Fuel not included in Scope 1 or 2 and energy-related activities	Applicable	-	4,004	0.7%	0.6%
Category 4	Shipping and delivery (upstream)	Applicable	-	23,232	4.0%	3.7%
Category 5	Waste materials generated by businesses	Applicable	-	4,449	0.8%	0.7%
Category 6	Business trips	Applicable	-	905	0.2%	0.1%
Category 7	Commuting by workers	Applicable	-	2,414	0.4%	0.4%
Category 8	Leased assets (upstream)	Not applicable	Included in Scope 1 / 2	-	0.0%	0.0%
Category 9	Shipping and delivery (downstream)	Not applicable	Included in Category 4	-	0.0%	0.0%
Category 10	Processing of sold products	Not applicable	KOKUYO is a manufacturer of completed products and does not deal with intermediate products	-	0.0%	0.0%
Category 11	Use of sold products	Applicable	-	3,295	0.6%	0.5%
Category 12	Discarding of sold products	Applicable	-	49,842	8.6%	8.0%
Category 13	Leased assets (downstream)	Applicable	-	931	0.2%	0.1%
Category 14	Franchises	Not applicable	No franchises	-	0.0%	0.0%
Category 15	Investments	Not applicable	No investments	-	0.0%	0.0%
Total	-	-	-	582,843	-	-

Greenhouse gases emitted by the supply chain (by scope) (Tons of CO₂)

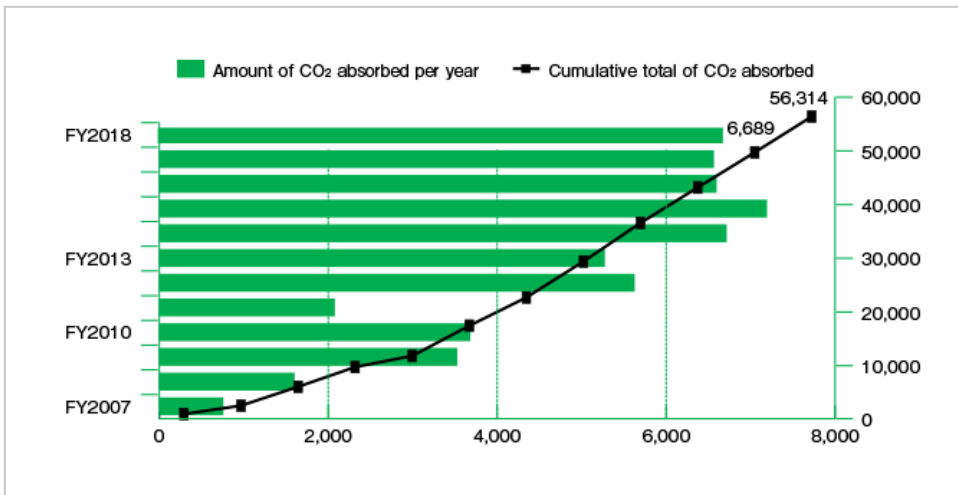


Greenhouse gases emitted by the supply chain (for Scope 3)

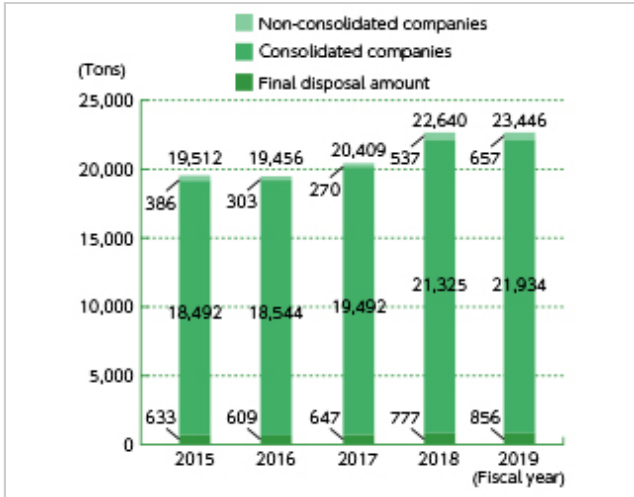


Amount of CO₂ absorbed by Yui no Mori

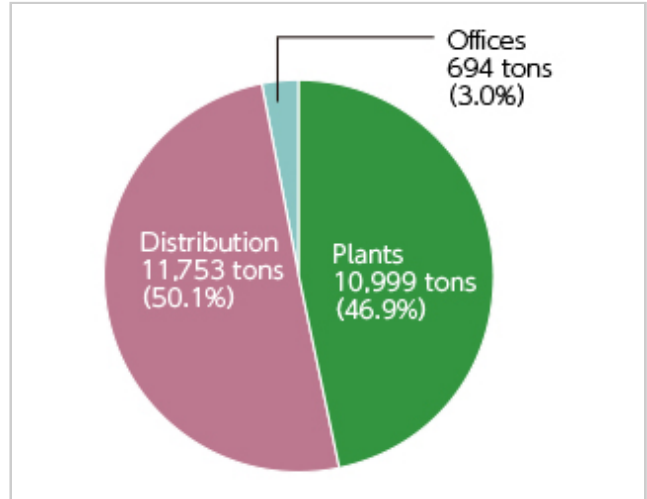
Amount of CO₂ absorbed by Yui no Mori (cumulative total)



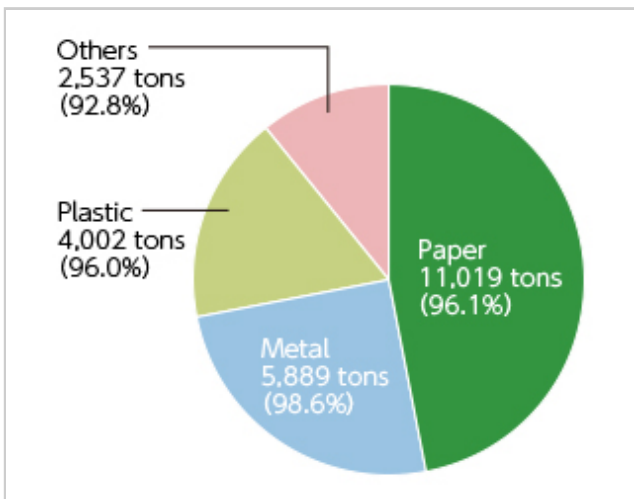
Waste Materials: Recycling and Final Disposal Amounts



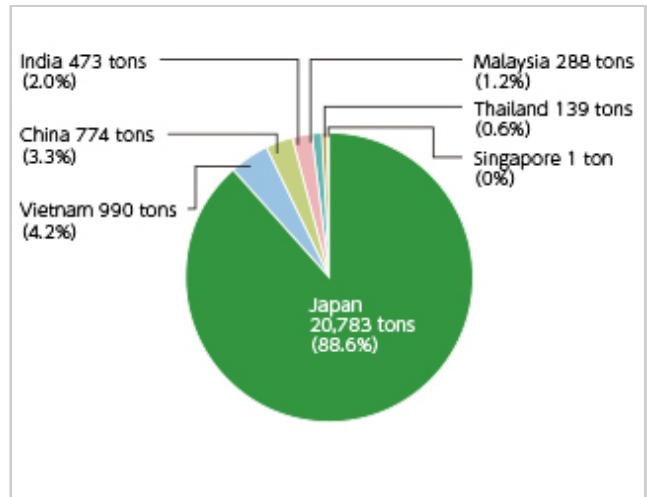
Waste Materials by Activity



Waste material types (Recycling rate in brackets)



Emissions by Country



 Chemical Substances Subject to PRTR Law

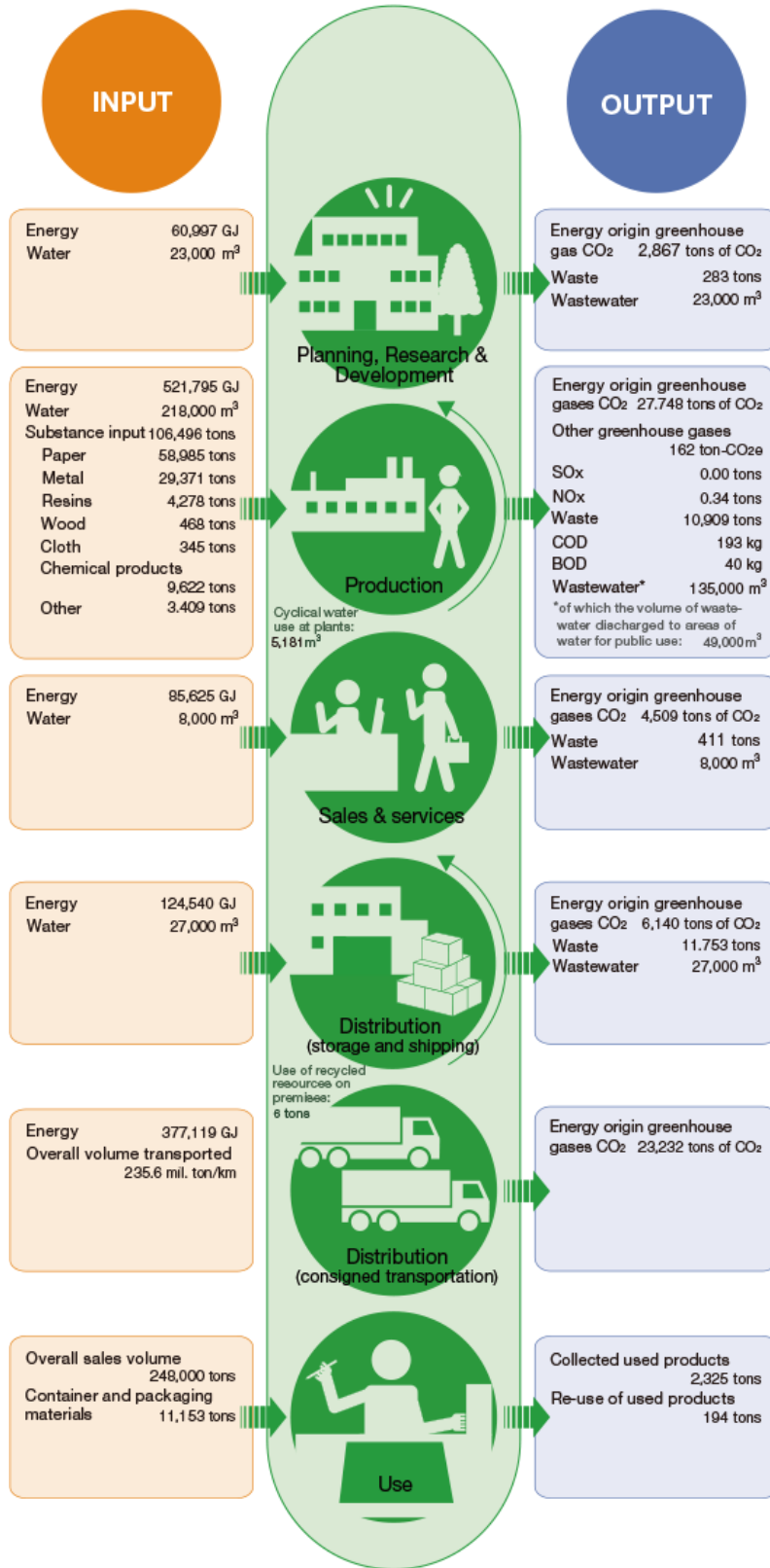
Official No.	Chemical name	Vol. handled (kg)	Vol. Released					Vol. Treated (kg)	Vol. Consumed (kg)
			Vol. Released into Air (kg)	Vol. Released into Public Bodies of Water (kg)	Vol. Released into Sewers (kg)	Vol. Sent to Landfill (kg)	Sub-total (kg)		
1	Zinc compounds (water-soluble)	115.2	0.0	0.0	0.0	0.0	0.0	115.2	0.0
20	2-aminoethanol	170.8	162.3	8.5	0.0	0.0	170.8	0.0	0.0
53	Ethylbenzene	9.2	9.2	0.0	0.0	0.0	9.2	0.0	0.0
57	Ethylene glycol monoethyl ether	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
71	Ferric chloride	16,224.0	0.0	0.0	0.0	0.0	0.0	16,224.0	0.0
80	Xylene	43.8	43.7	0.0	0.0	0.0	43.7	0.0	0.1
87	Chromium and trivalent chromium compounds	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.2
125	Chlorobenzene	16.0	13.0	0.0	0.2	0.2	13.5	0.0	2.6
134	Vinyl acetate	219.4	21.7	14.2	11.7	13.1	60.6	0.0	158.8
181	Dichlorobenzene	0.6	0.6	0.0	0.0	0.0	0.6	0.0	0.0
235	Water-soluble salts of bromic acid	677.0	0.0	0.0	0.0	0.0	0.0	677.0	0.0
296	1,2,4-trimethylbenzene	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.0
297	1,3,5-trimethylben	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
300	Toluene	340.8	25.4	5.4	4.7	9.7	45.2	137.0	158.6
302	Naphthalene	5.5	0.0	0.0	0.1	0.1	0.3	0.0	5.3
306	Hexamethylene diacrylate	342.0	0.0	0.0	0.0	0.0	0.0	0.0	342.0
309	Nickel compounds	6.7	0.0	0.0	0.0	4.7	4.7	0.0	2.0
354	Di-n-butyl phthalate	321.5	0.0	5.4	3.0	8.4	16.9	0.0	304.6
392	N-hexane	7.3	4.6	0.0	0.0	0.0	4.6	0.0	2.7
403	Benzophenone	13.4	0.0	0.0	0.0	0.4	0.4	0.0	13.0
407	Poly(oxyethylene)alkyl ether(alkyl C=12-15)	1,189.4	0.7	0.0	0.0	159.6	160.3	568.0	461.1
410	Poly(oxyethylene)nonylphenyl ether	15.9	0.0	0.0	0.0	0.3	0.3	0.0	15.6

Official No.	Chemical name	Vol. handled (kg)	Vol. Released					Vol. Treated (kg)	Vol. Consumed (kg)
			Vol. Released into Air (kg)	Vol. Released into Public Bodies of Water (kg)	Vol. Released into Sewers (kg)	Vol. Sent to Landfill (kg)	Sub-total (kg)		
412	Manganese and its compounds	19.0	19.0	0.0	0.0	0.0	19.0	0.0	0.0
448	Methylenebis(4,1-cyclohexylene)diisocyanate	452.1	0.0	0.0	0.0	0.0	0.0	0.0	452.1
453	Molybdenum and its compounds	813.2	0.0	0.0	0.0	0.0	0.0	0.0	813.2
Total		21,003.0	300.2	33.5	19.8	196.6	550.0	17,721.2	2,731.8

- * The volume of PRTR Law Class I Designated Chemical Substances that were used, handled, released, transferred, disposed, recycled, and consumed by the business establishments (in Japan) subject to notification under the PRTR Law. For the calculation methods, see the Ministry of the Environment/Ministry of Economy, Trade and Industry's PRTR Release Estimation Methods Manual, version 4.1 (March 2011).
- * "Volume treated" refers to those PRTR designated substances that were treated on site by incineration, neutralization, breaking down, reactive process, etc.
- * "Volume consumed" refers to the volume of PRTR designated substances that were modified by way of reaction into other substances, incorporated into products or moved off-site with products.



Environmental Load Material Flow



Input items

Indicator	Unit	Calculation method
Volume of energy used	GJ	Power, gas (city gas, LPG, natural gas), oil (gasoline, light oil, kerosene, fuel oil A), heat (hot water, cold water) The power unit calorific values are the daytime and nighttime power values stated in the Enforcement Regulations of the Act on the Rational Use of Energy (effective from April 1, 2008). The unit calorific values of gas, oil, and heat are those values presented in the Greenhouse Gas Emission Calculation and Reporting Manual, Ver. 4.4 (July 2019 (Ministry of the Environment, Ministry of Economy, Trade and Industry)).
Water	1,000 m ³	Tap water, water for industrial use
Substance Input	Tons	The volume of raw materials used to manufacture KOKUYO products
Overall Sales Volume	10,000 tons	Data from furniture and stationery products
Container and Packaging Materials	Tons	The volume of packaging materials used to package products

Output Items

Indicator	Unit	Calculation Method
CO2 Emissions from Energy Use	Tons of CO2	<p>CO2 emissions from the use of electricity, gas, oil, and heat. * See Global Warming Preventive Measures.</p> <p>Coefficients based on the Act on Promotion of Global Warming Countermeasures (adjusted emission coefficients for each power company for fiscal 2016 and 2017) were used to calculate the CO2 emissions from power consumption in Japan.</p> <p>Coefficients for each country covered on the GHG Protocol website, released by the World Business Council For Sustainable Development (WBCSD) and the World Resources Institute (WRI), were used to calculate the CO2 emissions from power consumption overseas.</p> <p>Values presented in the Greenhouse Gas Emission Calculation and Reporting Manual, Ver. 4.4 (July 2019) (Ministry of the Environment, Ministry of Economy, Trade and Industry) were used to calculate CO2 emissions from the use of gas, oil, and heat. The ton/kilo method and the fuel consumption method were both used to calculate the distribution (consigned transportation) CO2 emissions.</p>
Other Greenhouse Gases	Tons of CO2e	<p>Emissions of greenhouse gases (CO2, CH4, N2O) related to production activities, (in Japan), but excluding such emissions from energy sources, have been converted to a CO2 basis. Emission coefficient values were taken from the Ministry of the Environment and the Ministry of Economy, Trade and Industry's Greenhouse Gas Emission Calculation and Reporting Manual, Ver. 4.4 (July 2019).</p>
SOx, NOx	Tons	<p>Emissions from smoke- and soot-producing facilities at manufacturing plants (in Japan)</p>
Waste	Tons	<p>The volume of discharged waste (emissions) is the total amount of waste and valuable substances discharged from business establishments.</p> <p>The recycle volume is the total of the volume of discharged waste (emissions) that has been recycled through material or thermal recycling, and the volume of valuable substances.</p> <p>The final waste volume is the combined total of the recycling residue and the volume of waste directly disposed of in landfills, out of the total volume of discharged waste (solid waste). * See Resource Saving and Recycling.</p> <p>If industrial waste has been calculated by cubic measurement, conversion factors (reference) for converting cubic measurements of industrial waste into weights as stated in a notice released by the Ministry of the Environment (December 27, 2006; Env. Ind. Waste Issue No. 061227006) were used.</p>
Wastewater	1,000 m ³	<p>Wastewater discharged to areas of water for public use and into the sewage system</p>
COD, BOD	kg	<p>Of plants in Japan, the volume of effluent discharged to areas of water for public use by plants with a legal obligation to measure water quality</p>

Other items

Indicator	Unit	Calculation Method
Overall Transportation Volume	Tons/km	The total of the following outsourced transportation volumes: total domestic transportation in Japan including the transportation of furniture products, store fixtures, stationery products, transportation of catalog sales by Kaunet, and transportation of Actus products; and transportation of products between overseas sites and within Malaysia.
Cyclical Water Use at Plants	m ³	The volume of water used in a cyclical way (i.e. recycled) on business premises
Cyclical Resource Use on Sites	Tons	The volume of recycled resources, such as packaging materials, on the business premises of KOKUYO Logitem Co., Ltd. and KOKUYO Supply Logistics Co., Ltd.
Collected Used Products	Tons	The volume of used products collected from customers by KOKUYO Logitem Co., Ltd.
Re-use of Used Products	Tons	The volume of re-used products from the used products collected from customers by KOKUYO Logitem Co., Ltd.

Environmental Accounting

Environmental Accounting

(Unit: Ten thousand of yen)

Item	Environment-related Investments			Costs			Effects			Total		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Pollution prevention	0	0	0	3,352	2,095	5,549	0	0	0	3,352	2,095	5,549
Global warming prevention	0	2,784	6,477	1,740	2,875	11,642	▲110	▲2,472	▲2,052	1,630	403	9,589
Resource saving and recycling	0	0	0	31,339	34,235	34,826	▲18,055	▲29,254	▲19,359	13,284	4,981	15,466
Procurement and provision of eco-friendly products	0	0	0	8,663	8,684	4,016	0	0	0	8,663	8,684	4,016
Survey and research into environmental technology	0	0	0	2,190	26	167	0	0	0	2,190	26	167
Environmental communication	0	0	0	1,445	1,793	1,836	0	0	0	1,445	1,793	1,836
Setting up management structures	0	0	0	3,605	4,904	6,551	0	0	0	3,605	4,904	6,551
Environmental damage response	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	2,784	6,477	52,334	54,613	64,586	▲18,165	▲31,726	▲21,412	34,169	22,887	43,175

Breakdown of economic effects

Item	Content of countermeasures	2017	2018	2019
Global warming prevention	Effects of introducing energy-saving facilities	▲ 110	▲ 1,344	▲ 1,043
	Effects of solar power generation		▲ 990	▲ 980
	Effects of improving operations		▲ 138	▲ 29
Resource saving and recycling	Cost reductions achieved through the use of recycled items	▲ 18,055	▲ 29,254	▲ 19,318
	Cost reductions achieved through the promotion of recycling			▲ 41
Total		▲ 18,165	▲ 31,726	▲ 21,412



Sites with ISO 14001 Certification

No.	Company Name	Site Name	
1	KOKUYO	Head Office (including XT and WS)	
2		Tokyo Shinagawa Office	
3		Tokyo Shinagawa SST Office	
4		Tokyo Kasumigaseki Office	
5		Osaki Office	
6		Sendai Office	
7		Nagoya Office	
8		Osaka Umeda Office	
9		Fukuoka Office	
10		Mie Factory	
11		Shibayama Factory	
12	KOKUYO K Heart	Head Office	
13	KOKUYO	Tottori Factory	
14	MVP	Aoya Factory	
15	KOKUYO Product Shiga	Head Office	
16	KOKUYO Logitem	Head Office	
17		Sendai Distribution Center	
18		Gunma Distribution Center	
19		Central Japan Delivery and Distribution Center	
20		Central Japan Delivery Center	
21		Shin Chiba Distribution Center	
22		Shiga Distribution Center	
23		Mie Distribution Center	
24		Ina Distribution Center	
25		Chubu Delivery and Distribution Center	
26		Toyama Distribution Center	
27		Fujiwara Distribution Center	
28		Komono Distribution Center	
29		Kansai Delivery and Distribution Center	
30		Okayama Distribution Center	
31		Saga Office	
32		KOKUYO Supply Logistics	Head Office
33			Ibaraki Distribution Center
34			Metropolitan Area Integrated Distribution Center
35			Kyushu Integrated Distribution Center
36	Chubu Integrated Distribution Center		
37	Shiga National Distribution Center		
38	Kinki Integrated Distribution Center		
39	Osaka Nanko Distribution Center		

No.	Company Name	Site Name	
40	Kaunet	Head Office	
41		Sapporo Distribution Center	
42		East Japan Distribution Center	
43		Central Japan Distribution Center	
44		West Japan Distribution Center	
45		Fukuoka Distribution Center	
46		KOKUYO Marketing	Head Office
47			Tachikawa Office
48	Chiba Office		
49	Saitama Office		
50	Yokohama Office		
51	Nagano Office		
52	Matsumoto Office		
53	Nagoya Office		
54	Shizuoka Office		
55	Umeda Office		
56	Kyoto Office		
57	Kobe Office		
58	Wakayama Office		
59	Hiroshima Office		
60	Yamaguchi Office		
61	Matsue Office		
62	Fukuoka Office		
63	Nagasaki Office		
64	Miyazaki Office		
65	Kagoshima Office		
66	Kumamoto Office		
67	Oita Office		
68	Okinawa Office		
69	KOKUYO (Malaysia)	Head Office	
70	KOKUYO-IK Thailand	Head Office	
71	KOKUYO Camlin	Patalganga Plant	
72		Tarapur Plant	
73	Samba Factory		
74	KOKUYO Commerce (Shanghai)	Head Office	
75		Shanghai Factory	
76		Beijing Office	
77		Shenzhen Office	

Reports by Business Sites

KOKUYO measures the impact on the natural environment of the activities of its principal business sites in Japan and overseas and uses this information when considering appropriate policies, setting objectives, and carrying out other activities.

Reports on Business Sites in Japan

KOKUYO discloses such information on five manufacturing plants in Japan.

※ In the tables featured in this report, the figure "0" indicates that numbers have been rounded off to zero. Also, "-" indicates that there are no figures corresponding to the given item.

※ CO₂ emissions were calculated by applying the emission coefficient for each power company.

※ Wastewater emissions are disclosed herein only for those business sites where measurements of such emissions are required by law; however, since abnormal pH values were detected at the KOKUYO Product Shiga site in fiscal 2007, its emissions have been measured and disclosed voluntarily.

▷ KOKUYO(Mie Plant)	▷ KOKUYO (Shibayama Plant)	▷ KOKUYO Product Shiga
▷ KOKUYO MVP (Tottori Factory)	▷ KOKUYO MVP (Aoya Factory)	
IWAMI Paper Industry ▷ Co., Ltd. (Headquarters Factory)	IWAMI Paper Industry ▷ Co., Ltd. (Ato Factory)	

Reports on Business Sites Overseas

Information on 9 plants located in Thailand, Malaysia, Vietnam, China, and India (5 plants) are hereby disclosed. CO₂ emissions increased due to higher production at plants in Malaysia and India for fiscal 2016.

※ CO₂ emissions were calculated by applying the emission coefficient for each country.

▷ KOKUYO-IK (Thailand)	▷ KOKUYO (Malaysia)	▷ KOKUYO Vietnam
KOKUYO COMMERC ▷ (SHANGHAI) CO.,LTD Shanghai Factory	▷ KOKUYO Camlin (Tarapur Factory, India)	▷ KOKUYO Camlin (Taloja Factory, India)
▷ KOKUYO Camlin (Samba Factory, India)	▷ KOKUYO Camlin (Jammu Factory, India)	▷ KOKUYO Camlin (Patalganga Factory, India)

KOKUYO (Mie Plant)

Location	2012 Nishitawara, Nabari-shi, Mie
Principal products	Steel desks, low partitions, etc.
Commencement of operations	May 1993
Site area	145,977 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	99,464	113,465	115,536
	Fuel	36,972	44,272	45,574
	Electricity	62,493	69,193	69,962
Water resources (m ³)	City/well water	37,345	44,200	62,624
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	5,051	5,953	5,567
	SO _x	0.01	0.03	0
	NO _x	0.15	0.48	0.34
Waste emissions (t)	Total waste volume	1,321	1,386	1,568
	Reuse/heat recovery	1,321	1,385	1,565
	Final disposal	1	1	4
Emissions into bodies of water (m ³)	Volume of effluent	34,091	34,971	37,361
	Emissions into public water areas	34,091	34,971	37,361
	Emissions into sewage systems	-	-	-
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.2~7.7	6.6~7.9	7.0~7.6
	COD (mg / L)	22	20	10
	BOD (mg / L)	9	2	3
	SS (mg / L)	7.0	10.0	2.0

KOKUYO (Shibayama Plant)

Location	3155-4 Ohdai, Shibayama-machi, Sanbu-gun, Chiba
Principal products	Room dividers, low partitions, cabinets, etc.
Commencement of operations	June 1994
Site area	73,734 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	123,128	120,215	119,547
	Fuel	63,116	61,358	61,296
	Electricity	60,011	58,857	58,251
Water resources (m ³)	City/well water	15,746	15,011	15,593
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	6,135	5,920	5,838
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	2,647	2,694	2,455
	Reuse/heat recovery	2,647	2,694	2,455
	Final disposal	0	0	0
Emissions into bodies of water (m ³)	Volume of effluent	10,537	9,879	10,462
	Emissions into public water areas	5,093	4,285	4,787
	Emissions into sewage systems	5,444	5,594	5,675
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.0	7.2/6.9	7.4/6.9
	COD (mg / L)	3.7	2.2	4.6
	BOD (mg / L)	1.0	2.0	0.8
	SS (mg / L)	10.9	2.6	8.8

KOKUYO Product Shiga

Location	312 Kamigano, Aisho-cho, Echi-gun, Shiga
Principal products	Notebooks, plain paper copy paper, carbon duplication books, loose-leaf supplies, etc.
Commencement of operations	October 1980
Site area	114,294 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	61,706	60,413	57,477
	Fuel	1,222	1,258	1,129
	Electricity	60,483	59,154	56,348
Water resources (m ³)	City/well water	6,330	6,869	6,123
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	3,164	2,788	2,196
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	2,536	2,549	2,436
	Reuse/heat recovery	2,536	2,549	2,436
	Final disposal	0	0	0
Emissions into bodies of water (m ³)	Volume of effluent	6,267	6,819	6,076
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	6,267	6,819	6,076
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	6.6~9.0	7.0~8.2	7.1~9.3
	COD (mg / L)	3.3	8.2	12.0
	BOD (mg / L)	7.2	7.4	6.0
	SS (mg / L)	11	3.4	5.8

KOKUYO MVP (Tottori Factory)

Location	2-201 Minami, Koyama-cho, Tottori-shi, Tottori
Principal products	Custom-made stationery
Commencement of operations	September 2007 (Predecessor company, KOKUYO Office Supplies Industrial, began operations in December 1962)
Site area	38,389 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	17,530	16,949	15,959
	Fuel	1,243	958	952
	Electricity	16,287	15,991	15,007
Water resources (m ³)	City/well water	7,113	8,331	10,500
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	1,216	1,150	1,018
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	938	943	946
	Reuse/heat recovery	925	928	932
	Final disposal	13	15	14
Emissions into bodies of water (m ³)	Volume of effluent	7,113	8,331	10,500
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	7,113	8,331	10,500
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	COD (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	BOD (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	SS (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation

KOKUYO MVP (Aoya Factory)

Location	1114 Aoya, Aoya-cho, Tottori-shi, Tottori
Principal products	Custom made stationery
Commencement of operations	September 2007 (Predecessor company, KOKUYO Office Supplies Industrial, Aoya Factory, began operations in April 2000)
Site area	34,607 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	13,938	14,324	12,898
	Fuel	858	1,694	882
	Electricity	13,081	12,630	12,016
Water resources (m ³)	City/well water	4,282	4,696	4,755
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	960	957	813
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	440	428	399
	Reuse/heat recovery	440	428	399
	Final disposal	0	0	1
Emissions into bodies of water (m ³)	Volume of effluent	4,282	4,696	4,755
	Emissions into public water areas	4,282	4,696	4,755
	Emissions into sewage systems	-	-	-
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	COD (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	BOD (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	SS (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation

IWAMI Paper Industry Co., Ltd. (Headquarters Factory)

Location	I-378 Ushiroda, Tsuwano-cho, Kanoashi-gun, Shimane
Principal products	Letter paper, receipt, vocabulary notebook, memo pad, etc.
Commencement of operations	October 1918
Site area	5,382m ²



Inputs		2018	2019
Energy (GJ)	Volume of energy inputs	3,096	3,359
	Fuel	489	482
	Electricity	2,607	2,877
Water resources (m ³)	City/well water	467	524
Outputs		2018	2019
Atmospheric emissions (t)	CO ₂	200	202
	SO _x	-	-
	NO _x	-	-
Waste emissions (t)	Total waste volume	58	113
	Reuse/heat recovery	58	112
	Final disposal	0	0
Emissions into bodies of water (m ³)	Volume of effluent	467	524
	Emissions into public water areas	-	-
	Emissions into sewage systems	467	524
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	6.3~7.5	6.4~8.0
	COD (mg / L)	Not subject to regulation	Not subject to regulation
	BOD (mg / L)	Not subject to regulation	Not subject to regulation
	SS (mg / L)	Not subject to regulation	Not subject to regulation

IWAMI Paper Industry Co., Ltd. (Ato Factory)

Location	586-3 Atotokusa, Yamaguchi-shi, Yamaguchi
Principal products	Resume form, manuscript paper, slip pad, report paper, etc
Commencement of operations	October 1918



Inputs		2018	2019年
Energy (GJ)	Volume of energy inputs	7,580	7,707
	Fuel	486	263
	Electricity	7,093	7,444
Water resources (m ³)	City/well water	845	664
Outputs		2018	2019
Atmospheric emissions (t)	CO ₂	361	158
	SO _x	-	-
	NO _x	-	-
Waste emissions (t)	Total waste volume	146	297
	Reuse/heat recovery	146	297
	Final disposal	0	0
Emissions into bodies of water (m ³)	Volume of effluent	845	664
	Emissions into public water areas	845	664
	Emissions into sewage systems	-	-
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.2~7.6	6.9~7.4
	COD (mg / L)	Not subject to regulation	Not subject to regulation
	BOD (mg / L)	Not subject to regulation	Not subject to regulation
	SS (mg / L)	Not subject to regulation	Not subject to regulation

KOKUYO-IK (Thailand)

Location	529 Moo 4 Bangpoo Industrial Estate Soi 8C, T. Praksa, A. Muang, Samutprakam 10280 Thailand
Principal products	Clear books (transparent document holders), PP (plain paper) files, tape adhesives, etc.
Commencement of operations	December 1996
Site area	12,679 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	35,765	35,574	34,666
	Fuel	594	529	481
	Electricity	35,171	35,044	34,184
Water resources (m ³)	City/well water	18,411	16,857	18,545
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	1,803	1,792	1,653
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	157	218	139
	Reuse/heat recovery	128	185	106
	Final disposal	30	33	33
Emissions into bodies of water (m ³)	Volume of effluent	14,726	13,488	14,836
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	14,726	13,488	14,836
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.2	6.9	7.1
	COD (mg / L)	105.5	189	252.2
	BOD (mg / L)	22.1	59.5	15.0
	SS (mg / L)	40.5	48.5	8.8

KOKUYO (Malaysia)

Location	Lots 79 & 83, Persiaran Bunga Tanjung 1, Senawang Industrial Park 70400 Seremban, Negeri Sembilan Darul Khusus, Malaysia
Principal products	Steel desks, low partitions, cabinets, etc.
Commencement of operations	October 1999
Site area	58,000 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	25,300	25,531	24,194
	Fuel	7,948	8,186	8,186
	Electricity	17,352	17,345	16,008
Water resources (m ³)	City/well water	12,852	14,067	16,470
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	1,591	1,604	1,479
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	287	342	288
	Reuse/heat recovery	233	244	237
	Final disposal	54	97	51
Emissions into bodies of water (m ³)	Volume of effluent	2,539	2,548	2,562
	Emissions into public water areas	1,173	1,061	1,090
	Emissions into sewage systems	1,366	1,487	1,472
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.8	7.7	7.5
	COD (mg / L)	32.7	24.3	22.7
	BOD (mg / L)	8.7	7.6	7.3
	SS (mg / L)	8.9	8.6	12.9

KOKUYO Vietnam

Location	Land Plot B2-B7, Nomura-Haiphong IZ, An Duong Dist., Haiphong City, Vietnam
Principal products	Notebooks, flat files, files for thick covers, tack labels, etc.
Commencement of operations	November 2006
Site area	51,544 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	33,452	31,292	32,320
	Fuel	581	574	559
	Electricity	32,872	30,718	31,761
Water resources (m ³)	City/well water	9,699	10,339	11,731
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	1,192	1,116	1,181
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	1,217	1,034	990
	Reuse/heat recovery	975	827	616
	Final disposal	242	206	374
Emissions into bodies of water (m ³)	Volume of effluent	7,759	8,271	9,397
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	7,759	8,271	9,397
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.3	7.0	7.3
	COD (mg / L)	183.5	135.73	131.3
	BOD (mg / L)	121.5	68.2	52.475
	SS (mg / L)	83	80.13	88.15

KOKUYO COMMEREC (SHANGHAI) CO.,LTD Shanghai Factory

Location	No.128 RenJie RD, FengXian District, Shanghai,P.R,China 201402
Principal products	Adhesive-bound notebooks, spiral notebooks, twinning notebooks, report pads, etc.
Commencement of operations	August 2012
Site area	27,457.7 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	11,049	10,677	11,009
	Fuel	554	523	669
	Electricity	10,494	10,153	10,340
Water resources (m ³)	City/well water	1,457	2,742	1,975
Output		2017	2018	2019
Atmospheric emissions (t)	CO ₂	810	783	691
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	584	564	774
	Reuse/heat recovery	542	519	737
	Final disposal	42	45	37
Emissions into bodies of water (m ³)	Volume of effluent	1,311	1,893	1,778
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	1,311	1,893	1,778
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	Not subject to measurement	Not subject to measurement	Not subject to measurement
	COD (mg / L)	Not subject to measurement	Not subject to measurement	Not subject to measurement
	BOD (mg / L)	Not subject to measurement	Not subject to measurement	Not subject to measurement
	SS (mg / L)	Not subject to measurement	Not subject to measurement	Not subject to measurement

KOKUYO Camlin (Tarapur Factory, India)

Location	MIDC Tarapur, Tal- Palghar, Dist- Thane, Pin- 401506
Principal products	Art supplies, poster colors, crayons, lead for mechanical pencils, etc.
Commencement of operations	April 1974
Site area	10,045 m ²



Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	35,651	40,810	37,657
	Fuel	1,202	745	903
	Electricity	34,450	40,065	36,754
Water resources (m ³)	City/well water	23,058	31,589	25,158
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	3,279	3,769	2,706
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	87.0	104.4	138.5
	Reuse/heat recovery	84.5	104.4	138.5
	Final disposal	2.5	0	0
Emissions into bodies of water (m ³)	Volume of effluent	9,620	31,589	25,158
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	9,620	31,589	25,158
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	6.6	8.2	7.13
	COD (mg / L)	87.0	12.0	43.0
	BOD (mg / L)	15.0	3.0	10.0
	SS (mg / L)	13.0	10.0	16.0

KOKUYO Camlin (Taloja Factory, India)

Location	M.I.D.C Taloja Navi Mumbai - 410 208
Principal products	Ink, stick glue, etc.
Commencement of operations	April 1996
Site area	3,801 m ²

Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	2,580	3,085	2,554
	Fuel	120	1,289	1,240
	Electricity	2,460	1,796	1,314
Water resources (m ³)	City/well water	9,376	7,628	6,140
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	237	255	180
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	0	52.6	28.3
	Reuse/heat recovery	0	52.6	28.3
	Final disposal	0	0	0
Emissions into bodies of water (m ³)	Volume of effluent	9,376	7,628	6,140
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	9,376	7,628	6,140
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.4	7.1	7.1
	COD (mg / L)	76.0	40.0	40.0
	BOD (mg / L)	25.0	14.0	14.0
	SS (mg / L)	13.0	5.0	5.0

KOKUYO Camlin (Samba Factory, India)

Location	Lane No. 9, Sidco, Phase - 1 I.G.C., Samba- 184 121
Principal products	Art supplies
Commencement of operations	January 2008
Site area	10,040 m ²

Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	12,120	10,489	9,512
	Fuel	1,584	1,118	1,013
	Electricity	10,536	9,371	8,499
Water resources (m ³)	City/well water	4,594	3,288	3,870
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	1,087	947	681
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	94.4	111.1	86.9
	Reuse/heat recovery	94.4	104.6	86.9
	Final disposal	0	6.5	0
Emissions into bodies of water (m ³)	Volume of effluent	4,594	3,288	3,870
	Emissions into public water areas	-	-	-
	Emissions into sewage systems	4,594	3,288	3,870
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.3	7.4	7.2
	COD (mg / L)	113.0	144.0	69.0
	BOD (mg / L)	18.0	18.0	16.0
	SS (mg / L)	22.0	84.1	19.0

KOKUYO Camlin (Jammu Factory, India)

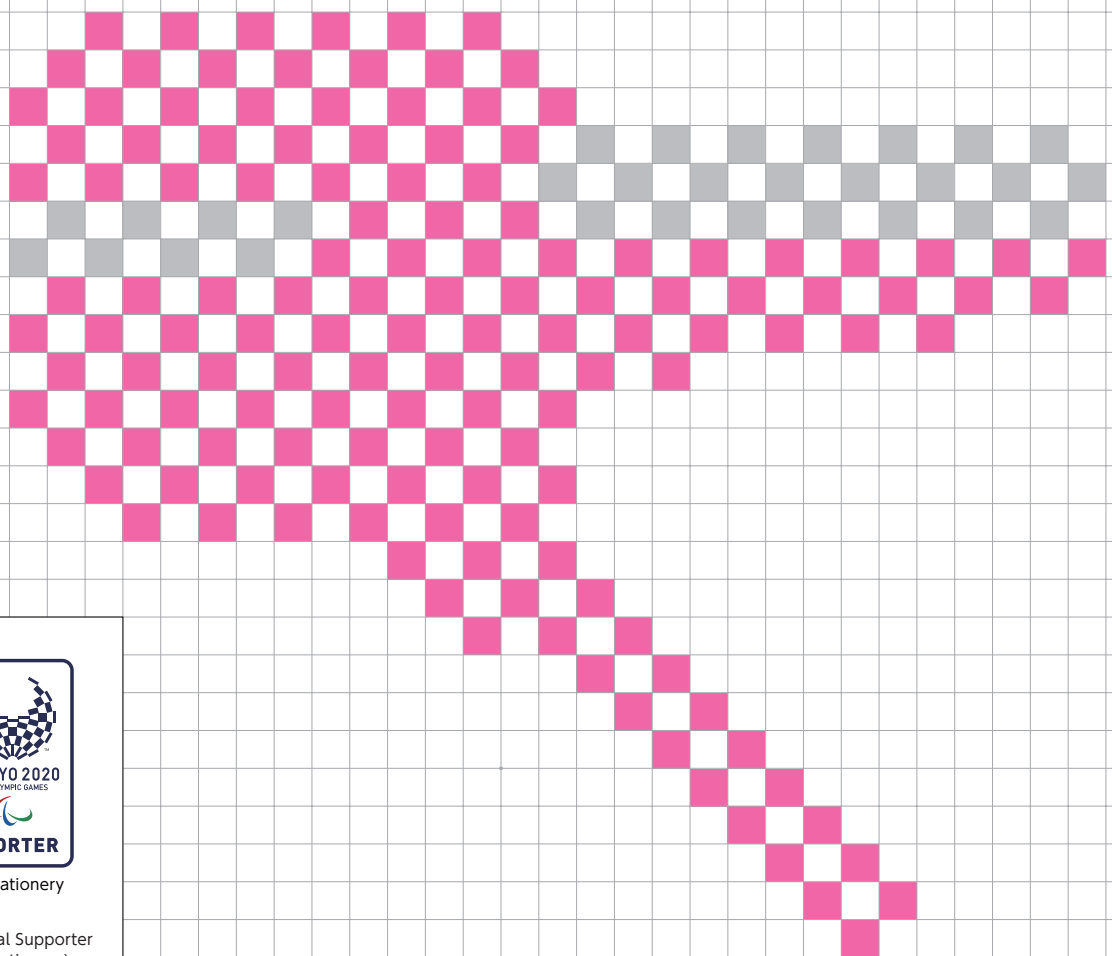
Location	101, Gangyal Industrial Area Phase II Jammu - 180 004
Principal products	Art supplies
Commencement of operations	April 2012
Site area	-

Inputs		2017	2018	2019
Energy (GJ)	Volume of energy inputs	6,264	5,212	817
	Fuel	187	187	34
	Electricity	6,077	5,026	783
Water resources (m ³)	City/well water	3,000	3,000	429
Outputs		2017	2018	2019
Atmospheric emissions (t)	CO ₂	577	480	59
	SO _x	-	-	-
	NO _x	-	-	-
Waste emissions (t)	Total waste volume	13.3	17.3	0.6
	Reuse/heat recovery	13.3	17.3	0.6
	Final disposal	0	0	0
Emissions into bodies of water (m ³)	Volume of effluent	3,000	3,000	429
	Emissions into public water areas	3,000	3,000	429
	Emissions into sewage systems	-	-	-
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	COD (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	BOD (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation
	SS (mg / L)	Not subject to regulation	Not subject to regulation	Not subject to regulation

KOKUYO Camlin (Patalganga Factory, India)

Location	MIDC, Village-Chavane, Taluka-Panvel, Dist-Raigad-410 220, Maharashtra, India
Principal products	Writing instrument (Marker, pencil pen, correction pen, Gel pen, sketch pen) Ink, crayon
Commencement of operations	April 2017
Site area	10,040 m ²

Inputs		2018	2019
Energy (GJ)	Volume of energy inputs	26,630	30,787
	Fuel	2,084	2,360
	Electricity	24,546	28,427
Water resources (m ³)	City/well water	27,963	29,726
Outputs		2018	2019
Atmospheric emissions (t)	CO ₂	2,422	2,209
	SO _x	-	-
	NO _x	-	-
Waste emissions (t)	Total waste volume	277.7	218.2
	Reuse/heat recovery	277.7	218.2
	Final disposal	0	0
Emissions into bodies of water (m ³)	Volume of effluent	0	0
	Emissions into public water areas	-	-
	Emissions into sewage systems	-	-
Restricted items emitted into bodies of water	Hydrogen ion concentration (PH)	7.3	7.2
	COD (mg / L)	8.0	81.6
	BOD (mg / L)	3.0	20.0
	SS (mg / L)	22.0	65.0



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