

Human Resources Data

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Scope of survey	
"Group"	Toyo Seikan Group Holdings and its consolidated subsidiaries
"Nine"	Nine main group companies, including Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging, Toyo Aerosol Industry, TOMATEC and Toyo Seikan Group Holdings
"Seven"	Seven main group companies, including Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging and Toyo Seikan Group Holdings

Definitions of terms	
Period of survey	The fiscal year (FY) is a twelve-month period from April 1 through March 31 of the following year. Several figures indicate the results for a period less than twelve months as described in the notes below the relevant table.
The number of employees	The number of employees excludes employees re-employed after retirement, contract employees, part-time workers, temps from staffing agencies and employees seconded to outside organizations, and includes employees seconded from outside organizations to the Group. Several figures are calculated based on different classification methods, as described in the notes below the relevant table.

Employee statistics

■ Number of Toyo Seikan Group employees

		Scope of survey	Unit	FY2019	FY2020	FY2021
Number of Employees by Region ⁽¹⁾	Total	Group	Person	19,307	19,552	19,758
	Male			15,567	15,659	15,690
	Female			3,740	3,893	4,068
	Ratio of female to total employees		%	19.4	19.9	20.6
	Japan		Person	13,880	13,939	13,737
	Male			12,052	12,038	11,814
	Female			1,828	1,901	1,923
	Ratio of female to total employees			%	13.2	13.6
	Asia (excluding Japan)		Person	4,219	4,294	4,399
	Male			2,478	2,477	2,473
	Female			1,741	1,817	1,926
	Ratio of female to total employees		%	41.3	42.3	43.8
	United States		Person	710	779	926
	Male			609	676	804
	Female			101	103	122
	Ratio of female to total employees		%	14.2	13.2	13.2
	Europe		Person	332	369	443
	Male			289	322	378
	Female			43	47	65
	Ratio of female to total employees		%	13.0	12.7	14.7
Other regions	Person	166	171	253		
Male		139	146	221		
Female		27	25	32		
Ratio of female to total employees	%	16.3	14.6	12.6		

Note: 1. As of March 31 of each year

■ Union membership rate

	Scope of survey	Unit	FY2019	FY2020	FY2021
Union membership rate	Group	%	53.8	53.9	51.9

Employee statistics

Human Resource Distribution and Related Data

		Scope of survey	Unit	FY2019	FY2020	FY2021	FY2022
Number of Employees by Age ⁽¹⁾	Total	Nine	Person	8,576	8,774	8,696	8,668
	Male			7,403	7,536	7,447	7,372
	Female			1,173	1,238	1,249	1,296
	Under 30		Person	2,284	2,308	2,244	2,191
	Male			1,878	1,885	1,825	1,782
	Female			406	423	419	409
	Percentage to total		%	26.6	26.3	25.8	25.3
	30 to 39		Person	2,172	2,233	2,194	2,174
	Male			1,849	1,893	1,872	1,853
	Female			323	340	322	321
	Percentage to total		%	25.3	25.5	25.2	25.1
	40 to 49		Person	2,537	2,518	2,417	2,397
	Male			2,212	2,189	2,074	2,026
	Female			325	329	343	371
	Percentage to total		%	29.6	28.7	27.8	27.7
	50 to 59		Person	1,552	1,692	1,787	1,893
	Male			1,434	1,546	1,626	1,698
	Female			118	146	161	195
	Percentage to total		%	18.1	19.3	20.5	21.8
	60 and over		Person	31	23	54	13
Male	30	23		50	13		
Female	1	0		4	0		
Percentage to total	%	0.4	0.3	0.6	0.1		
Number of recruits	New graduates ⁽²⁾	Nine	Person	297	321	296	245
	Male			223	243	230	184
	Female			74	78	66	61
	Ratio of female to total employees		%	24.9	24.3	22.3	24.9
	Mid-career recruits		Person	169	129	111	120 ⁽⁶⁾
	Male			141	103	97	94 ⁽⁶⁾
	Female			28	26	14	26 ⁽⁶⁾
	Ratio of female to total employees		%	16.6	20.2	12.6	21.7 ⁽⁶⁾
Ratio of mid-career to total recruits ⁽⁴⁾	%	36	30	31	33 ⁽⁶⁾		
Average length of service ⁽²⁾	Total	Nine	Year	16.0	15.9	16.2	16.5
	Male			16.5	16.5	16.6	17.0
	Female			12.9	12.8	13.3	14.0
	Female			-3.6	-3.7	-3.3	-2.9
Percentage of non-regular employees ^{(2) (3)} (Ratio of non-regular employees to the total of regular and non-regular employees)	%	20.7	20.6	21.1	19.9		
Regular employee turnover ⁽⁵⁾	%	2.2	2.6	2.5	2.5		
Ratio of employees re-employed after retirement to total employees reaching retirement age	%	77.2	74.5	78.9	— ⁽⁷⁾		

Note: 1. As of July 1 of each year

2. As of April 1 of each year

3. Non-regular employees consist of workers re-employed after retirement, contract employees and part-time workers.

4. Including mid-career recruits seconded to outside organizations and excluding workers seconded from outside organizations.

5. The ratio is based only on the number of workers who voluntarily resigned from the company.

6. From April 1, 2022 to January 1, 2023

7. To be determined at the end of FY2021.

Statistics Related to Employee Health Management at Group Companies

Regular health check-up

Unit: Percent

	FY2018	FY2019	FY2020
Regular check-up participation rate⁽¹⁾			
Toyo Seikan Group Holdings	100.0	100.0	100.0
Toyo Seikan	98.8	100.0	100.0
Toyo Kohan	100.0	100.0	100.0
Tokan Kogyo	100.0	100.0	100.0
Nippon Closures	100.0	99.9	99.6
Toyo Glass	100.0	100.0	100.0
Mebius Packaging	100.0	100.0	100.0
Detailed inspection participation rate (% of applicable check-up participants)			
Toyo Seikan Group Holdings	95.7	91.2	73.3
Toyo Seikan	11.2	48.4	32.9
Toyo Kohan	70.5	82.5	82.6
Tokan Kogyo	22.9	42.3	58.4
Nippon Closures	96.5	76.5	82.8
Toyo Glass	66.1	65.0	78.0
Mebius Packaging	68.2	64.9	67.8
Participants with any abnormal results⁽²⁾			
Toyo Seikan Group Holdings	55.3	62.6	65.2
Toyo Seikan	63.0	65.8	67.9
Toyo Kohan	74.7	56.8	58.5
Tokan Kogyo	71.5	69.0	73.2
Nippon Closures	54.0	59.6	60.7
Toyo Glass	61.4	72.6	73.8
Mebius Packaging	61.4	60.7	65.6
Participants with an ideal body weight⁽³⁾			
Toyo Seikan Group Holdings	67.3	70.5	64.4
Toyo Seikan	65.9	69.8	69.2
Toyo Kohan	63.1	65.8 ⁽⁶⁾	66.4 ⁽⁶⁾
Tokan Kogyo	62.7	62.0	61.9
Nippon Closures	62.7	50.0 ⁽⁶⁾	60.1
Toyo Glass	61.5	68.5 ⁽⁶⁾	61.9 ⁽⁶⁾
Mebius Packaging	66.8	54.2	61.3
Participants who smoke			
Toyo Seikan Group Holdings	10.2	9.3	8.7
Toyo Seikan	35.5	34.5	31.9
Toyo Kohan	31.0	31.5 ⁽⁶⁾	30.6 ⁽⁶⁾
Tokan Kogyo	32.8	31.0	30.4
Nippon Closures	37.4	34.0 ⁽⁶⁾	40.0
Toyo Glass	40.0	40.0 ⁽⁶⁾	38.1 ⁽⁶⁾
Mebius Packaging	37.1	43.7	34.1
Participants having an exercise habit⁽⁴⁾			
Toyo Seikan Group Holdings	21.0	20.8	20.8
Toyo Seikan	23.8	17.5	19.4
Toyo Kohan	29.5	27.4 ⁽⁶⁾	26.5 ⁽⁶⁾
Tokan Kogyo	17.9	17.9	22.6
Nippon Closures	—	14.0 ⁽⁶⁾	16.2
Toyo Glass	26.6	27.3 ⁽⁶⁾	20.9 ⁽⁶⁾
Mebius Packaging	17.2	21.2	20.8
Participants getting a good night's rest			
Toyo Seikan Group Holdings	61.9	59.3	68.6
Toyo Seikan	44.4	52.0	54.0
Toyo Kohan	75.1	53.5 ⁽⁶⁾	62.1 ⁽⁶⁾
Tokan Kogyo	49.7	46.0	51.2
Nippon Closures	—	41.0 ⁽⁶⁾	56.5
Toyo Glass	56.7	54.7 ⁽⁶⁾	58.3 ⁽⁶⁾
Mebius Packaging	45.5	52.9	55.4
Participants with hypertension risk (180 mm Hg or higher systolic blood pressure or 110 mm Hg or higher diastolic blood pressure)			
Toyo Seikan Group Holdings	0.6	0.2	0.2
Toyo Seikan	0.3	0.7	0.5
Toyo Kohan	3.0	0.7 ⁽⁶⁾	0.3 ⁽⁶⁾
Tokan Kogyo	0.7	0.6	0.8
Nippon Closures	—	0.0 ⁽⁶⁾	0.4
Toyo Glass	0.8	1.4 ⁽⁶⁾	0.9 ⁽⁶⁾
Mebius Packaging	4.6	5.2	1.3
Participants with high blood sugar risk (200 mg/dl or higher fasting blood sugar)			
Toyo Seikan Group Holdings	0.3	0.2	0.2
Toyo Seikan	0.1	0.4	0.4
Toyo Kohan	0.0	0.1 ⁽⁶⁾	0.3 ⁽⁶⁾
Tokan Kogyo	0.5	0.3	0.3
Nippon Closures	—	0.7 ⁽⁶⁾	0.6
Toyo Glass	0.3	0.5 ⁽⁶⁾	1.0 ⁽⁶⁾
Mebius Packaging	8.8	1.1	1.1
Participants under treatment for hypertension⁽⁵⁾			
Toyo Seikan Group Holdings	7.9	8.9	
Toyo Seikan	9.3	9.4	
Toyo Kohan	6.3	10.5 ⁽⁶⁾	
Tokan Kogyo	6.7	7.5	
Nippon Closures	—	8.8	
Toyo Glass	14.2	8.7	
Mebius Packaging	1.8	8.1	
Participants with hypertension and under treatment⁽⁷⁾			
Toyo Seikan Group Holdings	—	—	100.0
Toyo Seikan	—	—	83.7
Toyo Kohan	—	—	76.3
Tokan Kogyo	—	—	73.0
Nippon Closures	—	—	90.2
Toyo Glass	—	—	65.0
Mebius Packaging	—	—	86.4

- Note: 1. The rate is calculated excluding employees under overseas assignment and/or taking childcare leave or sick leave.
2. Percentage of check-up participants who received any abnormal results for the items to be reported to the Labor Standards Inspection Office.
3. Percentage of check-up participants whose BMI (body mass index) is 18.5 or higher and below 25.
4. Percentage of check-up participants who do a 30-minute or longer exercise twice a week.
5. Calculation formula: (Participants who answered in the questionnaire that they use antihypertensives) / (All participants)
6. The percentages are calculated based only on data from employees aged 40 and older.
7. Since FY2020, we have been using a new calculation formula instead of the one in Note 5 above:
(Number of participants under treatment for hypertension*) / (Number of participants under treatment for hypertension* + Number of participants with hypertension** who are NOT under treatment)
* Check-up participants who answered in the questionnaire that they use antihypertensives
** Check-up participants having a 160 mmHg or higher systolic blood pressure or a 100 mmHg or higher diastolic blood pressure

Stress check test

	FY2018	FY2019	FY2020
Test participation rate			
Toyo Seikan Group Holdings	97.2	96.8	99.8
Toyo Seikan	97.1	97.4	96.6
Toyo Kohan	93.1	92.9	93.8
Tokan Kogyo	94.5	94.8	94.3
Nippon Closures	86.7	97.8	97.6
Toyo Glass	90.9	90.4	97.9
Mebius Packaging	94.9	94.9	97.4

Data Related to Diversity and Work Style Reform

Education and training

	Scope of survey	Unit	FY2019	FY2020	FY2021
Annual expenses for training programs ⁽¹⁾	Seven	million yen	409	222	314

Diversity Promotion

	Scope of survey	Unit	FY2020	FY2021	FY2022
Percentage of female managers ⁽¹⁾	General manager level Manager level Assistant manager level	%	2.0	2.5	2.8
			2.9	2.9	3.2
			6.1	4.8	5.2
Ratio of handicapped employees ⁽²⁾		%	2.2	2.2	2.2

Note: 1. As of April 1 of each year

2. As of June 1 of each year

Work-Life Management

Utilization of systems to support employees to balance work and family		Scope of survey	Unit	FY2019	FY2020	FY2021	
Childcare	Use of maternity leave	Nine	Person	-	-	45	
	Use of maternity/childcare leave			161	201	119	
	Male		Person	54	92	66	
	Female			107	109	53	
	Employees eligible for childcare leave			-	-	260	
	Male		Person	-	-	207	
	Female			-	-	53	
	Childcare leave usage rate						
	Male		%	-	-	31.9	
	Female			-	-	100.0	
	Return-to-work rate after taking childcare leave			%	99.0	97.1	100.0
	Male				100.0	100.0	100.0
	Female				98.0	91.3	100.0
	Use of child nursing leave			Person	119	80	101
	Male				20	20	13
	Female				99	60	88
	Use of shorter working hours system			Person	137	151	196
Male			14	1	6		
Female			123	150	190		
Nursing care	Use of long-term nursing care leave		Person	1	2	1	
	Male			0	1	0	
	Female			1	1	1	
	Use of short-term nursing care leave		Person	9	10	10	
	Male			2	2	3	
	Female			7	8	7	
	Use of shorter working hours system		Person	1	1	2	
	Male			0	0	1	
	Female			1	1	1	
Rate of paid leave days taken to those granted during the year		%	66.7	47.7	61.6		
Average days of paid leave taken per employee		Day	12.7	9.9	11.5		
Average annual hours actually worked per employee		Hour	2,045	1,995	2,024		
Average monthly overtime work hours per employee			23.2	21	21.8		

Data Related to Diversity and Work Style Reform

Work-Life Balance Support Systems of Toyo Seikan Group

Childcare Support

As of October 1, 2022

	Toyo Seikan Group Holdings	Toyo Seikan	Toyo Kohan	Token Kogyo	Nippon Closures	Toyo Glass	Mebius Packaging	Toyo Aerosol Industry	TOMATEC
Maternity/childcare leave	✓	✓	✓	✓	✓	Until the child reaches Three years old		✓	✓
Child nursing leave	10 days/year (paid) (Until the child reaches the end of sixth grade)	10 days/year (paid) (Until the child reaches the end of sixth grade)	10 days/year (paid) (Until the child enters elementary school)	10 days/year (paid) (Until the child reaches the end of sixth grade)	10 days/year (paid) (Until the child reaches the end of sixth grade)	10 days/year (non-paid) (Until the child reaches the end of sixth grade)		10 days/year (paid) (Until the child reaches the end of sixth grade)	✓ (non-paid) (Until the child reaches the end of third grade)
Shorter working hours system for childcare	Up to 2 hours shorter than regular hours (Until the child reaches the end of third grade)	Up to 2 hours shorter than regular hours (Until the child reaches the end of third grade)	Up to 2 hours shorter than regular hours (Until the child reaches the end of sixth grade)	Up to 2 hours shorter than regular hours (Until the child reaches the end of third grade)	Up to 2 hours shorter than regular hours (Until the child reaches the end of sixth grade)	Up to 6 hours shorter than regular hours (Up to 1.75 hours shorter at head office) (Until the child reaches the end of third grade)	Subject to rules of the group company from which the applicant is seconded	Up to 2 hours shorter than regular hours (Until the child reaches the end of third grade)	Up to 6 hours shorter than regular hours (Up to 1.75 hours shorter at head office) (Until the child reaches the end of third grade)
Late start/early finish of work for childcare	Until the child reaches the end of sixth grade	Until the child reaches the end of sixth grade	Until the child reaches the end of sixth grade	Until the child reaches the end of third grade	None (Flexible working time system is available.)	Until the child reaches the end of third grade		Until the child reaches the end of sixth grade	Until the child reaches the end of third grade

Note: The check mark "✓" means that the system is available as stipulated by relevant laws.

Nursing Care Support

	Toyo Seikan Group Holdings	Toyo Seikan	Toyo Kohan	Token Kogyo	Nippon Closures	Toyo Glass	Mebius Packaging	Toyo Aerosol Industry	TOMATEC
Long-term nursing care leave	Up to 365 days	Up to 365 days	Up to 365 days	Up to 365 days	Up to 365 days	✓		Up to 365 days	✓
Short-term nursing care leave	10 days/year (paid)	10 days/year (paid)	10 days/year (paid)	10 days/year (paid)	10 days/year (paid)	10 days/year (non-paid)		10 days/year (paid)	✓ (non-paid)
Shorter working hours system for nursing care	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 1.75 hours shorter than regular hours (At least 6 hours of work)	Subject to rules of the group company from which the applicant is seconded	Up to 2 hours shorter than regular hours	Up to 1.75 hours shorter than regular hours (At least 6 hours of work)
Late start/early finish of work for nursing care	Available	Available	Available	Available	None (Flexible working time system is available.)	Available		Available	None

Note: The check mark "✓" means that the system is available as stipulated by relevant laws

Data Related to Diversity and Work Style Reform

Work-Life Balance Support Systems of Toyo Seikan Group

As of April 1, 2022

Other Leave Systems

	Toyo Seikan Group Holdings	Toyo Seikan	Toyo Kohan	Tokan Kogyo	Nippon Closures	Toyo Glass	Mebius Packaging	Toyo Aerosol Industry	TOMATEC
Half day paid leave	No limitation	Up to 40 times (20 days equivalent)/year	No limitation	No limitation	Up to 16 times (8 days equivalent)/year	Up to 20 times (10 days equivalent)/year	Subject to rules of the group company from which the applicant is seconded	Up to 20 times (10 days equivalent)/year	Up to 24 times (12 days equivalent)/year
Hourly paid leave	-	-	Available (only at head office; in hourly units) Up to total regular hours of 5 days a year	-	-	Available (only at head office; in hourly units) Up to total regular hours of 5 days a year		-	-
Expired paid leave reserve system	Up to 50 days	Up to 50 days	Up to 70 days	Up to 50 days (Valid for 5 years from the expiration date)	Up to 50 days	Up to 50 days		Up to 50 days	-
Spouse accompaniment leave	Up to 3 years	Up to 3 years	Up to 3 years	-	-	Up to 3 years		-	-
Volunteering leave	Available using expired paid leave	Available using expired paid leave	Available using expired paid leave	-	-	Available using expired paid leave		-	-

Note: The mark "-" means that such system is not available.

Systems to support diverse work styles

	Toyo Seikan Group Holdings	Toyo Seikan	Toyo Kohan	Tokan Kogyo	Nippon Closures	Toyo Glass	Mebius Packaging	Toyo Aerosol Industry	TOMATEC
Flexible working time system	Flexible during 6:00–22:00 with core hours (11:30–13:30)	Flexible during 6:00–22:00 with core hours (10:00–15:00)	Flexible during 7:30–22:00 with core hours (10:00–15:00)	Flexible during 5:00–22:00 without core hours	Flexible during 5:00–22:00 with core hours (10:00–15:00)	-	Flexible during 6:30–22:00 with core hours (10:00–15:00)	Flexible during 7:00–22:00 with core hours (10:00–15:00)	-
Telework system	Available	Available	Available	Available	Available	Available	Available	Available	Available

Note: The mark "-" means that such system is not available.

Occupational Health and Safety Data

Occupational accidents

	Scope of survey	Unit	FY2019	FY2020	FY2021
Number of occupational accidents	Nine	Case	53	60	78
Number of casualties in occupational accidents		Person	53	60	78
Number of death among the above			0	0	0

Note: We aim for zero serious occupational accidents every year, as we achieved the target for fiscal 2019, 2020 and 2021. We continue with our efforts to maintain zero cases for fiscal 2022.

Frequency and Severity of Occupational Accidents

Item	Scope of survey	FY2017 ⁽⁵⁾	FY2018 ⁽⁵⁾	FY2019 ⁽⁵⁾	FY2020	FY2021
Frequency rate ⁽¹⁾	Toyo Seikan Group Holdings and its domestic consolidated subsidiaries ⁽³⁾⁽⁶⁾	0.46	0.55	0.36	1.74	1.73
	All industries surveyed ⁽⁷⁾	1.66	1.83	1.80	1.95	2.09
	All manufacturing industry ⁽⁷⁾	1.02	1.20	1.20	1.21	1.31
Severity rate ⁽²⁾	Toyo Seikan Group Holdings and its domestic consolidated subsidiaries ⁽³⁾⁽⁶⁾	0.01	0.01	0.01	0.08	0.14
	All industries surveyed ⁽⁷⁾	0.09	0.09	0.09	0.09	0.09
	All manufacturing industry ⁽⁷⁾	0.08	0.10	0.10	0.07	0.06
Coverage of data collection among all employees of the Group ⁽⁴⁾		21%	24%	44%	72%	71%

Note: 1. Frequency rate (how often incidents occurred) is indicated by the number of casualties per million work hours, calculated by the formula below:

$$(\text{Number of casualties} / \text{Total hours worked}) \times 1,000,000$$

2. Severity rate (incident severity level) is indicated by the number of workdays lost per 1,000 work hours, calculated by the formula below:

$$(\text{Total workdays lost} / \text{Total hours worked}) \times 1,000$$

3. Frequency and severity rates are the weighted averages of those of the following companies based on the numbers of their employees.

FY 2021 and 2020: Toyo Seikan Group Holdings and all its domestic consolidated subsidiaries

FY 2019: Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging, Toyo Aerosol Industry, TOMATEC and Toyo Seikan Group Holdings

FY2018: Toyo Kohan, Tokan Kogyo, Toyo Glass, Mebius Packaging, Toyo Aerosol Industry, and TOMATEC

FY2017: Toyo Kohan, Tokan Kogyo, Toyo Glass, Toyo Aerosol Industry, and TOMATEC

4. The coverage ratio is based on the numbers of employees as of April 1 of each year.

5. The data for Toyo Kohan, Toyo Glass and TOMATEC are on a calendar year basis since their fiscal-year based figures are currently not available, as we present the statistics for the first time in this report. The data collection may be changed to a fiscal year basis in the future report.

6. The numbers of employees of Toyo Seikan, Nippon Closures, Toyo Glass and Mebius Packaging exclude temps from staffing agencies, except for the numbers of casualties and lost workdays of Toyo Seikan and Mebius Packaging, which are counted including temps.

7. Source: The Ministry of Health, Labor and Welfare's Survey on Industrial Accidents