



Toyo Seikan Group

SUSTAINABILITY REPORT 2023

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Editorial Policy

With the Long-Term Management Vision 2050 “The Future, Wrapped for All,” the Toyo Seikan Group will go beyond its traditional field of packaging manufacturing to be a corporate group that creates a new value that changes society.

This report has three major parts: Environmental, Social, and Governance sections, and each section mainly describes activities we conducted during fiscal 2022, for better understanding of our specific measures and initiatives. Please visit our website for information such as ‘policies, systems, and data’ not included in this report.

[Toyo Seikan Group Holdings, Ltd. > Sustainability](#)

Please refer to the websites listed below for detailed activities of each group company.
(Reports marked with an asterisk (*) are available only in Japanese.)

[Toyo Seikan Co., Ltd.: Environmental information](#)

[Toyo Kohan Co., Ltd.: CSR*](#)

[Tokai Kogyo Co., Ltd.: CSR](#)

[Nippon Closures Co., Ltd.: Sustainability](#)

[Toyo Glass Co., Ltd.: Sustainability](#)

[Mebius Packaging Co., Ltd.: CSR](#)

[Toyo Aerosol Industry Co., Ltd.: Environmental policy*](#)

[TOMATEC CO., LTD.: CSR](#)

Report Profile

Scope of the report:	Domestic and overseas group companies including Toyo Seikan Group Holdings, Ltd.
Period covered:	April 1, 2022 to June 30, 2023
Numerical data:	April 1, 2022 to March 31, 2023
Published in:	December 2023
Referenced guidelines:	GRI Sustainability Reporting Standards

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Management Philosophy

Management Policy

We will constantly create new and innovative values, aspire to achieve a sustainable society and contribute to people's happiness.

Creed

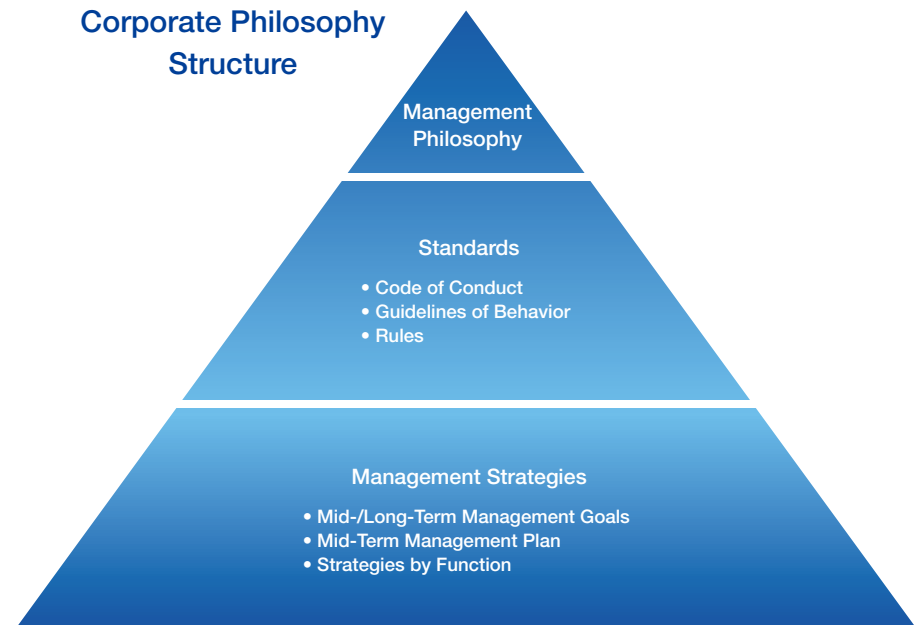
We will honor dignity and always strive to be fair and unbiased in every way.

All of us will fully demonstrate our own strengths and expertise, and contribute to social prosperity while we grow and thrive as an individual, a corporation and a group.

Vision

We will aim to become a group that can provide unique and innovative technologies and products that will meet global expectations.

Corporate Philosophy Structure



Toyo Seikan Group Code of Conduct

1. Sustainable economic growth and solutions to social issues

Through innovation that transcends traditional ideas and existing perspectives, we will develop safe and useful products, systems and services to offer them to the society, thereby seeking sustainable economic growth and solutions to social problems.

2. Fair business practices

We will never forget our past mistakes. We do not pursue only short-term profits; we promote fair and free competition, conduct transactions properly, and engage in responsible procurement activities. We also maintain sound relationships with politicians and governments.

3. Appropriate disclosure of information and constructive communication with stakeholders

For further improvement of corporate value, we proactively disclose corporate information in an effective and appropriate manner and hold constructive communication with our wide range of stakeholders.

4. Respect for human rights

We respect all human rights across our operations.

5. Mutual trust with consumers and customers

To gain the trust of consumers and customers and ensure their satisfaction, we provide appropriate information on our products, systems and services and communicate honestly.

6. Reform of work styles, improvement of work environment

We provide opportunities for employees to develop their abilities, respect their diversity and their different personalities, and ensure fair personnel management and appropriate human resource allocation. We also establish new work styles that allow employees to balance their work and personal lives while developing a worker-friendly environment which focuses more on health and safety.

7. Commitment to environmental issues

Commitment to environmental issues is a critical issue common to all mankind and is also essential for our existence as a corporation and for our business activities. Based on this point of view, we proactively address environmental issues.

8. Participation in the community and contribution to community development

We, as good corporate citizens, make active participation in the community and contribute to community development.

9. Comprehensive risk and crisis management

We ensure that our crisis management system works effectively to prepare for potential risks, such as hazards to life and health, actions committed by organized crime groups, terrorism, cyberattacks and natural disasters.

10. Roles of management and complete understanding of the Code of Conduct

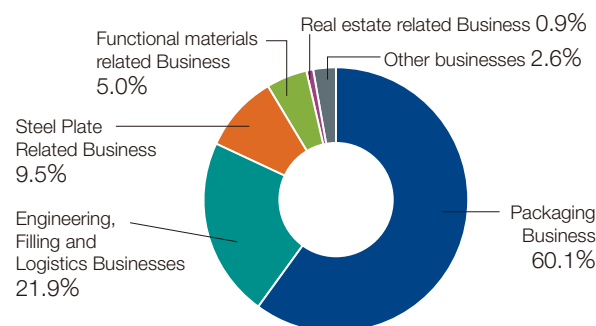
In executing its duties, the top management of each group company recognizes that it is responsible for demonstrating the spirit of the Code of Conduct (the "Code"), and fully informs its employees and group companies about the Code by establishing effective governance. The management is also responsible for encouraging members of the entire supply chain to behave in accordance with the spirit of the Code. If there is an event that is against the spirit of the Code and could result in the loss of social trust, the management must fulfill its duty by taking the initiative to identify causes of, and solutions to, the problem and to prevent its recurring.

Company Profile (as of March 31, 2023)

Toyo Seikan Group Holdings, Ltd.

Founded: June 25, 1917
 Representative: Ichio Otsuka,
 President and Representative Director
 Capital: 11,094 million yen
 Head Office: Osaki Forest Bldg., 2-18-1 Higashi-Gotanda,
 Shinagawa-ku, Tokyo 141-8627, Japan
 Number of Employees: 488 (19,976 on a consolidated basis)

Net sales by business segment



Business Segments



Packaging Business

We supply packaging containers that are essential for our daily life, including food and beverage cans, plastic bottles and pouches, caps, paper containers, and glass bottles.



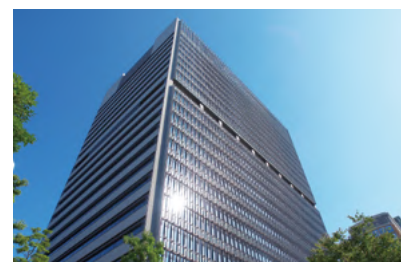
Functional Materials Related Business

We provide materials with various functional properties, such as magnetic disk aluminum substrates, optical functional films, glazes, pigments, gel coats and micronutrient fertilizers.



Engineering, Filling and Logistics Businesses

Aiming to expand our value chain beyond packaging and reduce environmental impact, we are engaged in manufacturing of can and can end making machinery and beverage filling equipment; contract filling of beverages, aerosol products and general liquid-filled products; and trucking and warehousing services.



Real Estate Related Business

We are engaged in leasing of office buildings and commercial properties.



Steel Plate Related Business

We supply various types of steel plates for cans and other products that are used in every aspect of our daily life, including electrical and electronic components, automotive and industrial machinery parts, consumer electronics, and construction materials.



Other businesses

We also conduct manufacturing of automotive press dies, machinery and appliances, hard alloys and agricultural-use materials; sales of petroleum products; and non-life insurance agency business.

Sustainability Management of Toyo Seikan Group

Toyo Seikan Group CSR Policy

The Toyo Seikan Group defines CSR as “continuous contribution to the happiness and prosperity of mankind through fair and honest business activities.”

All employees of the Group understand its CSR commitment and work for all stakeholders.



Sustainability Promotion Framework of Toyo Seikan Group

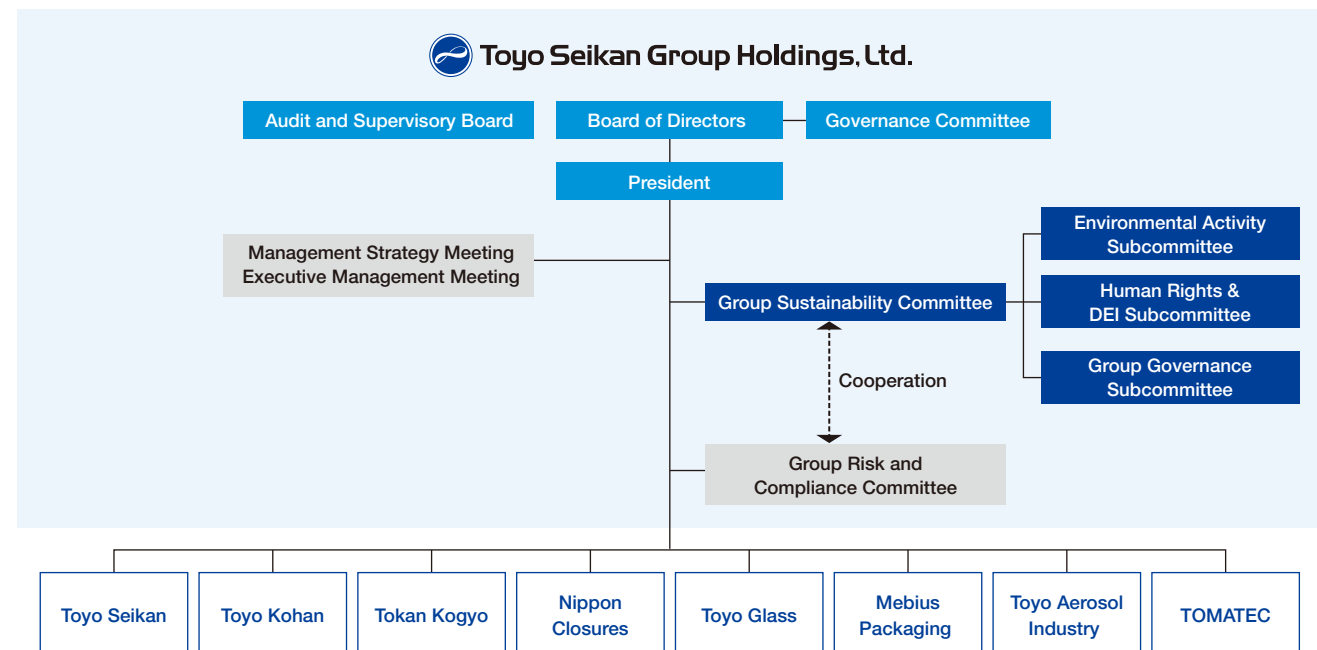
We have established the Group Sustainability Committee for sustainability management across the Group.

The committee meets once a year in principle, chaired by the president of Toyo Seikan Group Holdings and attended by operating officers in charge of business management and corporate functions in the Group.

The committee's activities are immediately reported to and supervised by the Board of Directors. The issues discussed by the committee are also reported to the

Management Strategy Meeting and the Executive Management Meeting, as appropriate, to be reflected in our corporate strategies.

Starting from fiscal 2023, we have established subcommittees for each ESG category and built a framework for the Group Sustainability Committee to promote our sustainability-related initiatives through cooperation with individual departments in Toyo Seikan Group Holdings and its group companies.




Co-Creating Value with Stakeholders

The Toyo Seikan Group exists through its stakeholders on the basis of their trust. With the customers who honor us by using our products and services, with suppliers, and with local communities, we endeavor to resolve social issues through our business. Furthermore, we can sharpen our competitive edge by supporting the diversity of our workforce, being an enjoyable place to work, and developing talent that leads to new value creation.

In addition, in response to the increasing interest in ESG investments, we actively engage in dialogue with shareholders and investors.

Stakeholders	Providing value to stakeholders	Curiosity and interest	Engagement examples (FY2022)
Customers	We provide safe and reliable products, systems, and services that earn the trust of our customers.	<ul style="list-style-type: none"> • Providing reliable and safe products and services • Building long-term relationships of trust 	<ul style="list-style-type: none"> • Sales and marketing activities • Joining exhibitions/holding Collaboration Fair • Innovation Gallery at the Head Office building • Information disclosure on websites
Business partners	We always conduct our business activity with fairness and transparency, founded on high ethical standards.	<ul style="list-style-type: none"> • Building fair business relationships • Smooth communication to share information for better partnerships • Supply chain sustainability 	<ul style="list-style-type: none"> • Procurement activities • Suppliers' self-assessment regarding Toyo Seikan Group CSR Guidelines for Suppliers and their feedback (672 responses from 768 suppliers) • Self-checks conducted at each group company using the Sedex platform (52 locations at 14 companies)
Shareholders and investors	While working to raise corporate value, we make sure to practice suitable information management and disclosure.	<ul style="list-style-type: none"> • Reflecting viewpoints of shareholders and investors in management • Appropriate disclosure of information • Gaining understanding and support for our operations and management policies 	<ul style="list-style-type: none"> • General Meeting of Shareholders (annual) • Financial results briefing (semiannual) • Investor relations tools (integrated report, etc.) • Disclosure for shareholders and investors on website • Individual meetings with institutional investors and financial analysts (120 meetings)
Employees	We create safe and hygienic workplaces brimming with energy.	<ul style="list-style-type: none"> • Building an inclusive workplace that is supportive to all • Advancing occupational health and safety 	<ul style="list-style-type: none"> • Initiatives related to health promotion management and diversity development • Thirteen group companies certified as "Excellent Corporations in Health Management 2023" • Information sharing through intranet • Internal newsletters • Employee satisfaction surveys • Personnel evaluation systems and career development meetings
Local communities	Aspiring for co-creation with local communities, we place great importance on communication exchange at the local level.	<ul style="list-style-type: none"> • Sharing benefits with local communities • Fulfilling responsibilities as corporate citizens 	<ul style="list-style-type: none"> • Disaster reconstruction support activities • Environmental protection activities • On-site classes provided by our employees for students of elementary and junior and senior high schools (4,329 students from 51 schools) • Volunteer activities by employees • Next generation fostering activities (1,600 local middle school students invited to culture and arts concerts) • Admitted for off-site learning at the Museum of Package Culture (325 people at 16 schools)
Global environment	We engage in proactive initiatives to preserve and make qualitative improvements to the local environment.	<ul style="list-style-type: none"> • Providing products and services that contribute to the preservation of the Earth's environment. • Reducing environmental impact in business activities. 	<ul style="list-style-type: none"> • Periodic disclosure of information on environmental impact (integrated report, sustainability report, etc.) • Business activities in line with Eco Action Plan 2030 to contribute to environmental protection • Efforts to achieve a horizontal recycling system for metal cans • Offering environmentally friendly products, including aTULC

Materiality of Toyo Seikan Group

 Materiality of Toyo Seikan Group

We identify key issues to prioritize as our Materiality of Toyo Seikan Group in order to contribute to the creation of a sustainable society. We have set the following six key issues as our materiality in light of mid- to long-term strategies and goals stated in the Group's Long-Term Management Vision 2050 ("The Future, Wrapped for All") and Mid-Term Management Plan 2025.

Details on our process for identifying Materiality, key initiatives for addressing these issues, and risks and opportunities associated with them can be found on our website.

Materiality	Outline	Key goal indicators (KGIs)		Target FY	Fiscal 2022 results
Developing and offering products and services that support various lifestyles	Aiming to achieve one of the pillars of the Long-Term Management Vision 2050: "Responding to diversity," we will provide products and services that focus on diversified lifestyles and needs of consumers and thereby contribute to addressing social issues.	Sales ratio of certified products and services	30% or greater	2030	17.1% (Eco-friendly products)
Developing and offering products and services that are environmentally sound	Aiming to achieve one of the pillars of the Long-Term Management Vision 2050: "Creating a sustainable society," we will provide products and services that support environmental protection and thereby contribute to addressing social issues.				
Contributing to environmental protection	We will implement various initiatives to reduce environmental impact for the realization of a zero-carbon, zero-waste society that coexists with nature, which is the goal we set in our Environmental Vision and Eco Action Plan 2030.	GHG emissions from operations (Scope 1 and 2)	50% cut (vs FY2019)	2030	16.0% reduction (vs FY2019)
		GHG emissions from supply chain (Scope 3)	30% cut (vs FY2019)	2030	7.5% increase (vs FY2019)
		Use of exhaustible resources	30% cut (vs FY2013)	2030	16.0% reduction (vs FY2013)
		Use of fossil resources for plastic products	40% cut (vs FY2013)	2030	15.5% reduction (vs FY2013)
		Water consumption for operations*	30% cut (vs FY2013)	2030	2.7% reduction (vs FY2013)
Respect for human rights	We will ensure that there is no discrimination, forced labor, harassment or abuse or any other human rights violations in the Group as well as in the entire supply chain and will prevent such violations.	Implementation rate of human rights due diligence in the Group	100.0%	2030	<ul style="list-style-type: none"> Using the SEDEX platform, 52 facilities of 14 group companies conducted their risk self-assessments. Mebius Packaging's Ibaraki Plant conducted a survey on the human rights of their foreign workers at their facilities through cooperation with The Global Alliance for Sustainable Supply Chain (ASSC).
		Implementation rate of supply chain due diligence in the Group	100.0%	2030	Eight major group companies asked their 454 suppliers for a self-assessment questionnaire on our CSR procurement guideline. (Prior to this, in fiscal 2021, Toyo Seikan Group Holdings' procurement divisions asked its suppliers for the questionnaire.)
		Implementation rate of educational program for human rights in the Group	100.0%	2025	A total of 966 employees from 28 domestic group companies took e-learning courses with dedicated educational materials containing topics about the human rights of foreign workers.
Respect for employees	We will build a rewarding work environment that cares about the health and safety of employees and their diversity and will secure and develop talent who will continuously take on challenges for new value creation, thereby aiming to maintain and boost our competitiveness.	Ratio of female managers	Higher than 6%	2030	3.4% (as of April 1, 2023)
		Ratio of female hires	Higher than 30%	2025	22.4%
		Male-female difference in average years of continuous employment	3 years or less	2025	3.4 years (Male: 18.7 years / Female: 15.3 years) as of March 31, 2023
		Retention rates for both female and male workers who were hired around 10 years (9 to 11 years) ago	Higher than 70%	2025	Male: 64.5% / Female: 50.0% (All workers: 61.8%) as of March 31, 2023
Ensuring thorough compliance	We will ensure compliance with laws and regulations, corporate ethics, and norms and take preventive measures against corruption and anti-competitive behavior.	Compliance with laws and regulations, corporate ethics, and norms			

* We will replace the existing target with a new target from fiscal 2023.



Environmental

This section focuses on “Contributing to environmental protection,” one of the key issues of our Materiality.

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Toyo Seikan Group Environmental Policy

Environmental Philosophy

We clearly understand that the protection and improvement of the global environment is one of the most important issues common to all mankind. Based on this point of view, we will contribute to more fulfilling daily lives with careful consideration to the environment in every aspect of our business operation.

Toyo Seikan Group Environmental Vision

Combining our proprietary technologies and tapping into technologies across the world, we will contribute to achieving a sustainable society from three perspectives in the value chain of our products, services and systems.



Toyo Seikan Group Environmental Management System

The Toyo Seikan Group has established the Group Sustainability Committee (chaired by the President of Toyo Seikan Group Holdings) to promote sustainability management on a group-wide basis. With respect to the environmental aspect of sustainability management, the Environmental Activity Subcommittee oversees the environmental activities across the Group.

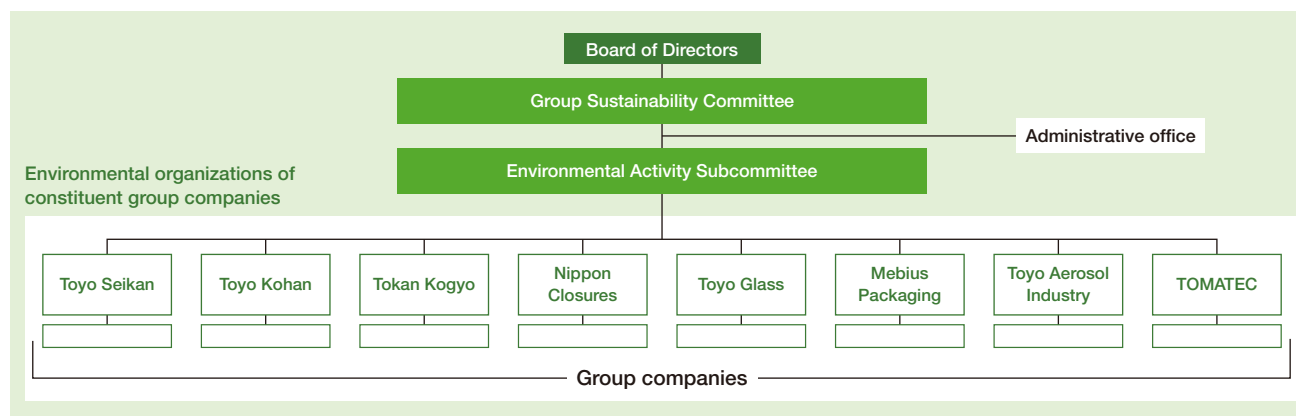
The matters discussed by the subcommittee are shared with group companies that implement their environmental management activities based on these matters.

Environmental Action Policy

1. Reduce our carbon footprint through conserving energy and increasing the ratio of renewable energy sources.
2. Provide products, services and systems that have a lower environmental impact throughout their lifecycles by pursuing a product design that allows for more use of recycled and renewable materials and improved recyclability of products.
3. Make effective use of resources by cutting material input, reducing the amount of waste and turning waste into resources.
4. Reduce the use and discharge of materials and substances that could have an adverse impact on the environment, and switch to alternative ones.
5. Prevent environmental pollution and commit ourselves to addressing the global problem of marine plastic litter.
6. Engage in mutual understanding with stakeholders through proactive communication regarding environmental issues.

Long-Term Goals toward 2050

1. We aim to substantially reduce CO₂ emissions to achieve carbon neutrality.
2. We will reduce the amount of virgin resources used in our products and replace them with recycled and renewable materials.
3. We will contribute to the creation of a society that allows humans and all other creatures on the planet to continue to coexist with one another, taking into consideration the lifecycles of our products and services.



2030 Targets and FY2022 Results

Based on Eco Action Plan 2030, the progress on group-wide targets as of FY2022 is stated below.

Evaluation: ★★★ Target achieved ★★ Slightly below target ★ Initiative falls short of target

Environmental Vision FY2030 targets (Eco Action Plan 2030)	FY2022 results	Evaluation
Zero-carbon society		
1) Reduce GHG emissions from operations (scope 1 & 2) by 50% (compared to FY2019)	1) In GHG emissions from operations (Scope 1 and 2), reduction versus the FY2019 base year was 16.0%. Target was achieved. Our efforts in energy conservation and renewable energy continue apace, including modernization and replacement of facilities.	★★★
2) Reduce GHG emissions from upstream and downstream activities in the supply chain (scope 3) by 30% (compared to FY2019)	2) GHG emissions from supply chain (Scope 3) have increased 7.5% compared with the base year of FY2019. This is due to increases in production and an expansion of the scope for data collection. We are bolstering our efforts in resource recycling including weight reduction and the adoption of recycled materials.	★
Zero-waste society		
1) Reduce the use of exhaustible resources ⁽¹⁾ by 30% (compared to FY2013) 2) Reduce the use of fossil resources ⁽²⁾ for plastic products by 40% (compared to FY2013) • Reduce by 15% by moving to lighter weight plastic products and converting materials (compared to FY2013) • Increase use of recycled materials and plant-based resins by 30% (compared to FY2013) 3) Make all packaging products recyclable or reusable	1) We reduced usage of exhaustible resources by 16.0% compared with the base year of FY2013. Target was achieved. We will proceed further on initiatives toward lightening weight and yield improvement (lowering the rejection rate), mainly in packaging. 2) We reduced the use of fossil resources in plastic products by 15.5% versus the base year of FY2013, but the target was not achieved. We will move forward on reducing the use of fossil resources by means such as reuse of recyclable materials from used PET bottles and use of plant-based resins in plastic containers.	★★
Society coexisting with nature		
1) Reduce environmental risk and environmental pollutant • Reduce the emission and transfer of substances covered by the PRTR Act by 15% by FY2022 (compared to FY2013)	1) Emission and transfer of chemical substances covered by the PRTR Act were reduced by 16.9% compared with the base year of FY2013. Target was achieved. Although we diverged from the target items in Eco Action Plan 2030, we will continue our efforts to reduce the volume of applicable chemical substances emitted or transferred.	★★★
2) Promote biodiversity conservation • Reduce water consumption from operations by 30% (compared to FY2013, target through FY2022) ⁽³⁾	2) We reduced the volume of water use (intake volume) by 2.7% versus the base year of FY2013, but did not achieve the target. In FY2023 and after, we will proceed with our activity to switch to intensity (per-unit) targets that lend themselves better to evaluating the effectiveness of measures.	★
3) Promote external communications • Take action and publish information related to resolving the marine plastics problem (prevention of environmental littering)	3) We will move forward on drafting group-wide guidelines to prevent leakage of resin pellets from operating sites and in applying them to such sites in Japan and overseas.	★★★

Note: 1. Exhaustible resources are natural resources that are not replenished by natural processes within a human timescale.

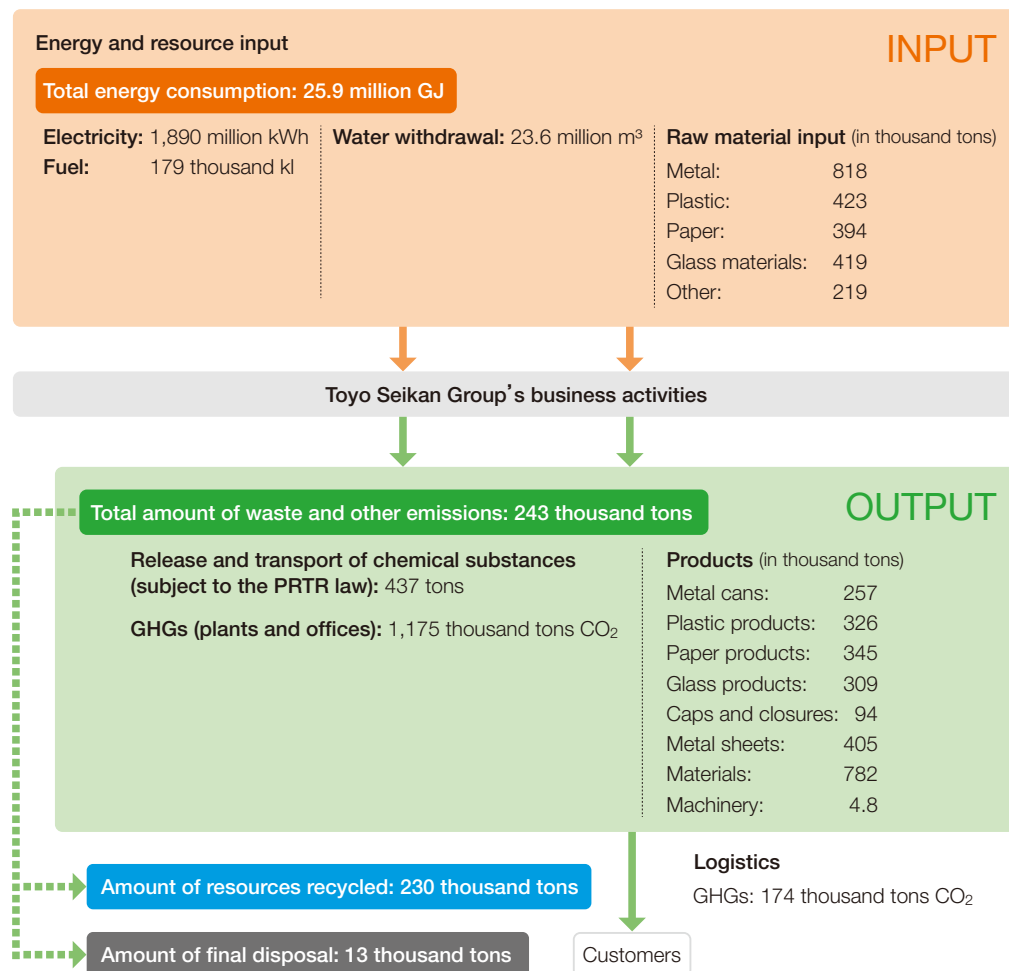
2. Fossil resources include crude oil and natural gas.

3. We will replace the existing target with a new target from fiscal 2023.

Environmental Impact of Business Activities

We strive to monitor the material balance of the entire group in an effort to reduce the environmental impact of our business activities.

FY2022 material flows of Toyo Seikan Group



Note: Products, parts and subsidiary materials that cannot be measured by weight are not included in the material flow chart above.

Toward a Zero-Carbon Society

The progress of global warming with higher levels of greenhouse gases (GHGs) in the atmosphere has a significant negative impact on people's lives and society. We are committed to reducing GHG emissions from both our business activities and our products and services for transition to a zero-carbon society.

Our revised 2030 environmental targets were approved by SBTi as aligned with 1.5°C climate goal

The Group has revised its mid- to long-term environmental targets, the Eco Action Plan 2030, to reinforce its commitment to achieving carbon neutrality by 2050. The 2030 GHG reduction target for emissions from our operations was raised from 35% to 50% below FY2019 levels, and that for emissions from the supply chain from 20% to 30% below FY2019 levels. The revision is ambitious as it intends to achieve our initial 2030 target of a 35% reduction by 2027, three years ahead of the initial plan. The revised targets have been certified by the Science Based Targets initiative (SBTi)*, meeting its new criteria to validate companies' GHG reduction targets that align with the 1.5°C goal of the Paris Agreement.

Through rigorous energy-saving activities and increased use of renewable energy, we aim to continuously reduce GHG emissions in line with our 1.5°C-aligned targets, striving to achieve our 2050 carbon neutrality goal and contribute to a zero-carbon society.

* Science Based Targets initiative (SBTi) is a global environmental initiative to validate companies' GHG emissions reduction targets that are consistent with scientific evidence.



Toward a Zero-Carbon Society

Disclosures Based on the TCFD Recommendations

To help realize a sustainable society, we have formulated quantitative and qualitative management targets to be achieved by 2030 as Mid- to Long-Term Management Goals 2030, stepping up efforts to be carbon neutral by 2050. In July 2021, we announced our support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This section shows our climate change initiatives in line with the TCFD framework for disclosure, focusing on “Strategy” and “Indicators and targets”

Strategy

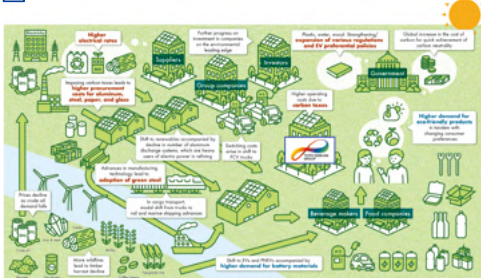
Selecting climate change scenarios

We referred to the climate change scenarios published by the International Energy Agency (IEA), among others, and chose the 1.5–2°C and 4°C warming scenarios.

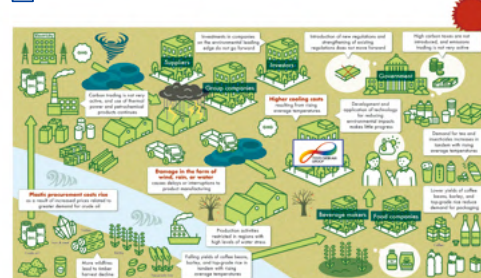
We have analyzed the impact of climate change over the period through 2030, as we understand that such impact becomes gradually apparent over the medium to long term. For FY2023 under review, we have added some business domains that were not considered in FY2022, so that our analysis now covers the major domestic and overseas businesses.

Businesses analyzed: Packaging Business; Engineering, Filling and Logistics Businesses; Steel Plate Related Business; Functional Materials Related Business

☞ To the Worldview of the 1.5–2°C Scenario



☞ To the Worldview of the 4°C Scenario



Results of analysis

Transition risks

- For climate change measures implemented under a 1.5–2°C scenario, we have identified the risk, among others, that operating costs may increase due to the imposition of carbon taxes on GHGs.
- Our examination of proposed measures found that a certain amount of negative impact would be reduced by achieving targets in Eco Action Plan 2030. While making use of the internal carbon pricing system (ICP) introduced in FY2022, we are also taking action to invest in GHG reduction. In addition, as we move forward on activities to achieve our targets, we aim to give higher resolution to the financial aspects of individual measures including their integration with financial plans.

Physical risks

- The mounting risk of water shortages in regions with high levels of water stress or, at the other extreme, flooding due to the development of extreme climate conditions, which are both offshoots of our changing climate, have been identified for their large impact on running a business.
- We are lessening the adverse impact from this water risk, including the risk of suffering from water shortages or flooding, through such efforts as building an integrated management system, scheduled to start operations in 2024.

Opportunities

- In the 1.5–2°C scenario, we have also identified opportunities created by the rising demand for battery components and materials for EVs and PHEVs and for eco-friendly manufactured products.
- After taking a closer look at this coming demand, we are taking the necessary steps to bolster our production system, thereby ensuring that opportunities like these lead to the growth of the Toyo Seikan Group.

Toward a Zero-Carbon Society

Chart of analysis results Financial impact: Positive, 10 billion yen or more: Positive, less than 10 billion yen: Positive/negative, less than 1 billion yen: Negative, less than 10 billion yen: Negative, 10 billion yen or more:

Significant risks and opportunities			Time frame	1.5–2°C scenario		4°C scenario		Actions by the Toyo Seikan Group
Transition risks	Policies & regulations	Carbon tax burden	Medium	¥10.1bn increase in operating costs from a new carbon tax ⁽¹⁾		New carbon tax not introduced		• Cut GHG emissions from business activities by 50% (vs FY2019) by 2030. ⁽²⁾
		Electricity price fluctuations	Short	Increase in operating costs due to higher electricity rates		Decrease in operating costs from electricity rates		• Introduce solar power generation systems. • Accelerate energy saving investment by using ICP.
		Plastic taxes are imposed on packaging made of virgin plastic.	Medium	Reduced net sales if the portion for new tax levies is deducted from unit prices		New tax not introduced	—	• Convert all packaging products to recyclable/reusable ⁽²⁾ . • Increase the ratio of recycled materials used in products.
		Required use of recycled plastics in beverage bottles	Medium	Cost increases from proportionately higher content of reused plastics		Required use of recycled plastics in beverage bottles not introduced	—	• Reduce the use of fossil resources for plastic products by 40% (vs FY2013) by 2030. ⁽²⁾
		Fluctuating paper prices due to taxes on harvested timber	Medium	Increase in paper costs from taxes on harvested timber levied on paper suppliers		No levying of taxes on harvested timber on paper suppliers	—	• Implement program to raise recycling percentage in paper packaging.
	Raw material prices	Rise in petrochemical material prices due to higher crude oil prices	Short	Decreased procurement costs for petrochemicals due to falling crude oil demand		Increase in petrochemical procurement costs from higher crude oil prices		• Reduce the use of fossil resources. ⁽²⁾
		Fluctuations in raw material prices due to carbon taxation	Medium	Higher procurement costs for petrochemicals, steel, aluminum, paper, and glass from a new carbon tax ⁽¹⁾		New carbon tax not introduced		• Reduce the use of fossil resources. ⁽²⁾ • Use biomass materials. • Use low-carbon steel and aluminum
		Impact from green steel adoption	Medium	Higher steel procurement costs due to adoption of green steel		Green steel not adopted	—	• Reduce volume of steel used by using lower-gauge cans.
	Low-carbon / next-gen technology	Switch to FCV trucks, less cargo by motor vehicle	Medium	Lower profits resulting from the cost of shifting to FCVs and modal shift		No progress in shift to FCVs and modal shift	—	• Make use of financial assistance to reduce the burden of switching quickly to FCVs.
Physical risks	Climate change	Halt to water intake during water shortages	Medium	Restrictions on production activities in regions of elevated water stress		Restrictions on production activities in regions with high levels of water stress		• Build an integrated management system to address water risk and facilitate risk reduction.
		Impact on air conditioning from rising temperatures	Medium	Higher operating costs due to increased electric power consumption for summer air conditioning		Higher operating costs due to increased electric power consumption for summer air conditioning		• Install rooftop solar panels. • Use energy-saving heat pumps.
		Wildfire impact on pulp and paper supply	Long	Increase in raw material procurement costs resulting from having more wildfires		Increase in raw material procurement costs resulting from having more wildfires		• Implement program to raise recycling percentage in paper packaging.
		Lower yields of agricultural produce	Long	Decline in net sales from lower yields of barley (for beer), coffee beans, and top-grade rice (for sake)		Decline in net sales from lower yields of barley (for beer), coffee beans, and top-grade rice (for sake)		• Assuming a moderation of the impact from lower agricultural yields, keep a watch on any future risk that develops.
	More extreme climate conditions	Incurrence of property damage and lost profits	Short	Greater occurrence of property damage and lost profit due to higher risk of flooding		Greater occurrence of property damage and lost profit due to higher risk of flooding		• Build an integrated management system to address water risk and facilitate risk reduction. • Conduct BCP drills.
		Higher insurance premiums	Short	Higher insurance costs in tandem with an increase in floods and typhoons		Higher insurance costs in tandem with an increase in floods and typhoons		• Review insurance contracts to improve their cost-effectiveness.

Note: 1. Financial impact under the 1.5°C scenario. 2. Targets in Eco Action Plan 2030.

Toward a Zero-Carbon Society

Chart of analysis results Financial impact: Positive, 10 billion yen or more: Positive, less than 10 billion yen: Positive/negative, less than 1 billion yen: Negative, less than 10 billion yen: Negative, 10 billion yen or more:

Significant risks and opportunities			Time frame	1.5–2°C scenario		4°C scenario		Actions by the Toyo Seikan Group
Opportunities	Changes in consumer behavior	Increased demand for eco-friendly products	Medium	Increased sales of eco-friendly products		Demand for eco-friendly products does not rise		<ul style="list-style-type: none"> Expanded lineup and sales of eco-friendly products. Accelerated investment in the high-growth realm of eco-friendly products.
		Increased demand for insecticides	Long	Sales increase in the aerosol filling business as demand for insecticides increases due to rising average summertime temperatures		Sales increase in the aerosol filling business as demand for insecticides increases due to rising average summertime temperatures		<ul style="list-style-type: none"> Augment the ability to take action in the insecticide filling business.
	Expansion of low-carbon products	Adoption of EVs and PHEVs	Medium	As demand increases for battery materials used in EVs and PHEVs, so do their sales		As demand increases for battery materials used in EVs and PHEVs, so do their sales		<ul style="list-style-type: none"> Build a system for increased production of battery materials used in EVs and PHEVs.

Indicators and targets

Amount of GHG emissions reduced

As a long-term goal for 2050, we aim to significantly reduce GHG emissions to realize carbon neutrality. To this end, we have set GHG emissions reduction targets for 2030 in Eco Action Plan 2030 as shown below.

These targets have been approved by the Science Based Targets initiative (SBTi) under its updated target validation criteria for the 1.5°C scenario.

GHG emissions from operations
(Scope 1 and 2)

Less 50%

Compared to FY2019

GHG emissions from supply chain
(Scope 3)

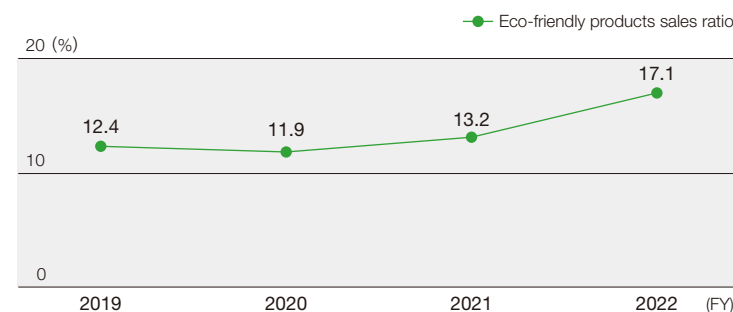
Less 30%

Compared to FY2019

Sales of eco-friendly products as a per cent of total sales

In order to contribute to the realization of a sustainable society, the Toyo Seikan Group has set “developing and offering products and services that are environmentally sound” as one of its material issues.

In our analysis of climate change scenarios, we have identified increased sales of eco-friendly products as a result of changes in consumer behavior as a growth opportunity. We consequently track the proportion of such sales as a ratio of total sales as an indicator for grasping progress in this area.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Toward a Zero-Carbon Society

GHG Emissions from Operations (scope 1 & 2)

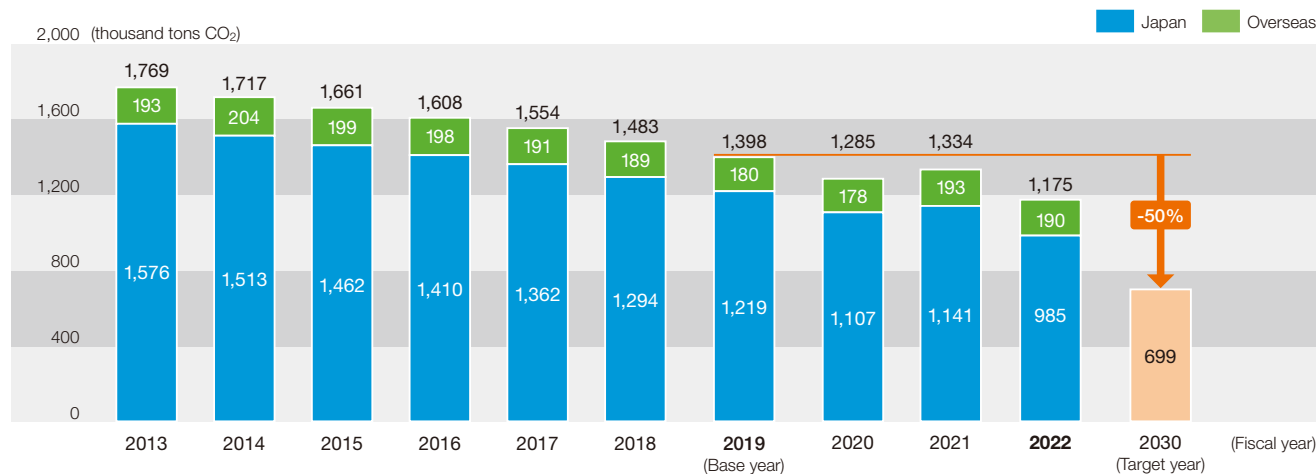
Total greenhouse gas (GHG) emissions from our operations for fiscal 2022 decreased 12% from the previous year to 1,175 thousand tons CO₂★.

Emissions from domestic operations decreased by 159 thousand tons CO₂ from the previous year as a result of energy saving activities, such as the replacement of air compressors and minor repairs to melting furnaces, and the purchase of non-fossil certificates. Meanwhile, emissions from overseas operations were largely unchanged from the year earlier.

In fiscal 2023, we will continue with our efforts to save energy, including replacing equipment, consolidation of production lines and improving production efficiency, in order to reduce our carbon footprint.

The figure marked with a star (★) has been assured by KPMG AZSA Sustainability Co., Ltd.

Changes in GHG emissions from operations



Note: The figures for past periods have been retrospectively corrected due to double-counted at some overseas facilities.

GHG Emissions from Supply Chain (scope 3)

The Group calculates GHG emissions from its own operations, which consist of direct emissions from fuel combustion (Scope 1) and indirect emissions related to electricity consumption (Scope 2), as well as those from upstream and downstream activities in the supply chain (Scope 3). Under the Eco Action Plan 2030, we aim to reduce Scope 3 emissions by 30% from fiscal 2019 levels by 2030.

In fiscal 2022, Scope 3 emissions accounted for 85% of total GHG emissions (Scope 1, 2 and 3 emissions). Of the total Scope 3, emissions from purchased goods and services (category 1) accounted for 66%, followed by use of sold products (category 11) and end-of-life treatment of sold products (category 12). This indicates

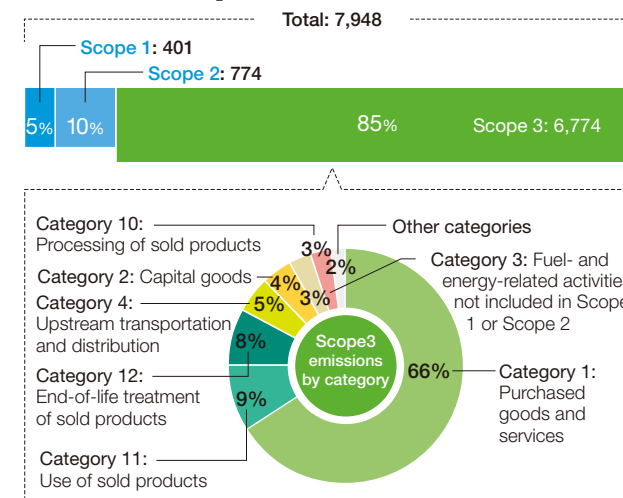
that reducing emissions related to purchased products, or material procurement, is becoming more important. We will continue to work, together with material suppliers, to reduce product weight and increase the use of recycled and plant-based materials.



Please refer to [P. 45](#) for the calculation methods of GHG emissions shown on page 11 and 15.

GHG emissions from supply chain (FY2022)

Unit: thousand tons CO₂



Toward a Zero-Carbon Society

Activities in FY2022

Participating in the Kawasaki Carbon Neutral Industrial Complex Council

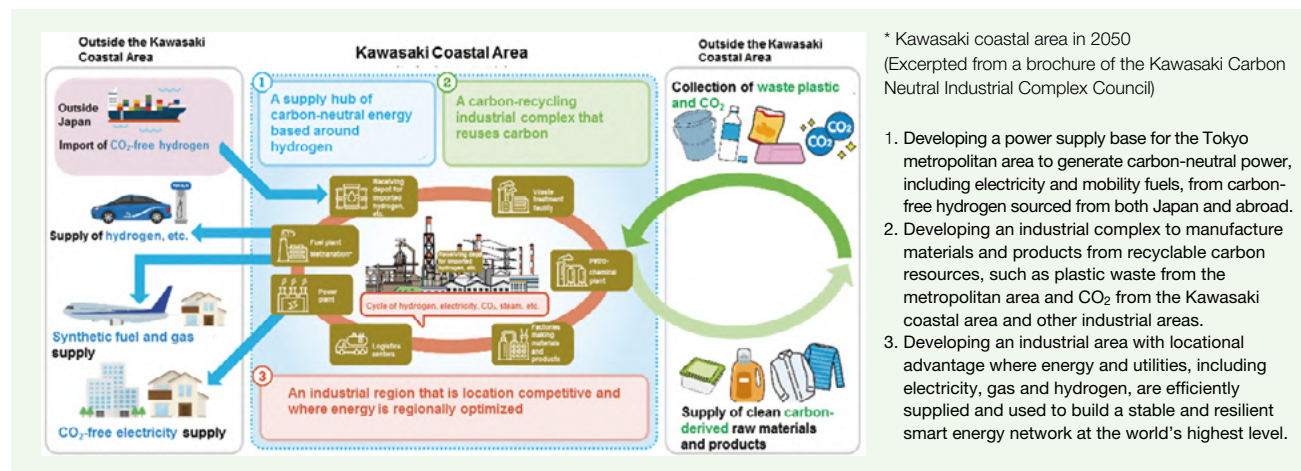
Mebius Packaging has participated in the Kawasaki Carbon Neutral Industrial Complex Council, which was established by Kawasaki City aiming to achieve carbon neutrality in its coastal area through collaboration with private sectors.

The city has formulated the concept of the Kawasaki Carbon Neutral Industrial Complex and established the council in order to present a future vision of its coastal area and strategies toward the realization of a carbon neutral society by 2050.

Mebius Packaging has set its environmental targets as the MPG Eco Action Plan 2030 to reduce GHG emissions from its operations (scope 1 and 2) by 50% from 2019 levels by 2030, thereby contributing to achieving a zero-carbon society.

The Kawasaki Plant, one of the company's major plants, is located in the Kawasaki coastal area. The company intends to actively contribute to the Kawasaki carbon-neutral industrial complex concept, as it aligns with the MPG Eco Action Plan 2030.

As part of its long-term initiatives by 2050, the company has launched a project that aims to use plastic waste from its plant as a raw material for hydrogen production and started consideration of introducing a hydrogen fuel cell power generation system to the plant, working with Kawasaki City and other companies participating in the council. Through these efforts, the company aims to gradually reduce GHG emissions from its production activities, with the goal of transitioning toward sustainable manufacturing.



Reference: Kawasaki carbon neutral complex concept, Kawasaki City's website

Promoting a Modal Shift from Road to Rail

In response to the anticipated 2024 issue in the logistic industry, where securing transportation capacity is expected to become more challenging than ever, and in an effort to reduce GHG emissions, Tokan Kogyo and Tokan Logitech are actively promoting a modal shift from truck to rail transport. In addition to the conventional 12-foot containers, the two companies have started using 31-foot containers, which are roughly as large as the bed of a large truck. The use helps the companies cut their GHG emissions from transport to about one-thirteenth of the current levels without changing their freight volume per shipment. In fiscal 2022, the companies switched a portion of their long-distance truck transport from Kyushu to Kanto region to rail containers. They plan to further expand the sections subject to this modal shift in the future.

Introducing Solar Power Generation Systems

We have been introducing solar power generation systems to our facilities as part of our efforts to reduce GHG emissions from operations. Toyo Mebius' Kumagaya Logistics Center, which started operation in April 2023, has launched a solar power generation system. A total of 688 solar panels are mounted on the rooftop of the warehouse to produce approximately up to 160 kW per hour. Generating 270 thousand kWh of electricity per year from the panels, the warehouse aims to partially offset its power consumption of 700 thousand kWh per year to achieve a renewable energy ratio of 40%.

The solar power system is equipped with a substation built on a platform which is 2.6 m high from the ground floor of the warehouse to avoid flood damage. The system is also partially equipped with autonomous functions that work as an emergency power source in the event of a power outage.

Toward a Zero-Waste Society

The business of the Toyo Seikan Group involves manufacturing packaging containers and steel plates by processing raw materials derived from exhaustible resources such as metal and petroleum. As such, we consider it a significant mission of our group to effectively utilize resources by reducing input materials, minimizing waste generation, and promoting recycling. Particularly, packaging waste has been found to comprise 66% of household waste by volume, according to a 2021 survey conducted by the Ministry of the Environment.

In our “Eco Action Plan 2030”, we have set a goal to reduce the use of exhaustible resources by 30% toward a zero-waste society. In addition to our ongoing efforts to lightweight our packaging containers, we are also actively working on expanding the use of recycled materials. Improving the usage rate of recycled materials in metal cans and increasing the utilization rate of recycled materials and plant-derived resins in plastic containers will help us achieve the targets of “Eco Action Plan 2030” and eventually contribute to solving societal issues. These initiatives not only promote the effective use of resources but also contribute to energy reduction during material manufacturing, which we believe is an important measure in combating global warming. Furthermore, we are also working on developing product designs that are suitable for waste sorting and creating systems to encourage the collection of used containers, thereby contributing to the realization of a circular economy.

Co-Hosting the 'SDG Academy Indonesia' with UNDP Indonesia

Nippon Closures, in collaboration with the United Nations Development Programme (UNDP) Indonesia and other partners, has co-hosted the SDG Academy Indonesia, a capacity-building program aimed at nurturing Indonesian talents who will lead the circular economy. A total of 600 individuals from the Indonesian central government, private companies and civic organizations participated in the program.

In the first half session “Circular Economy Dialogue,” Nippon Closures shared its knowledge of eco-friendly

packaging and sorted waste collection, which it has accumulated through its experience as a closure manufacturer, and engaged in discussing with the participants. In cooperation with businesses and organizations in Japan that are leading circular economy initiatives, the company provided various case studies for discussion.

In the second half session “Leadership Program” from May 2023, the company has conducted demonstrative research for the realization of a circular economy, exploring future actions through practical applications. As a leading company in the closure industry, Nippon Closures will continue to work together with other participants aiming to realize a circular economy in Indonesia.



Launching a Consortium to Realize Closed-Loop (Cap-to-Cap) Recycling of PET Bottle Caps

Since January 2023, Nippon Closures has been working with Asahi Group Japan and Sojitz Pla-Net Corporation on technical verification of a realization of closed-loop recycling system for PET bottle caps.

While closed-loop recycling for PET bottles in the soft drink industry is being promoted, the current state of cap recycling is not well understood, making the establishment of collection and recycling methods a challenge. The consortium will take advantage of each company's strength to overcome these challenges across the entire value chain through designing a cap collection scheme, verifying recycling technologies, and establishing quality standards for recycled resin and products, all aimed at addressing societal issues related to plastic resource circulation.



“BREW at the ZOO” —Cup Recycling Challenge

Tokan Kogyo, in collaboration with Nippon Paper Group's companies and event planning agency Kids Promotion, joined the Cup Recycling Challenge, an event to raise awareness of paper cup recycling. The program was held as part of BREW at the ZOO, a craft beer and music event held at the Chiba Zoological Park, sponsored by Chiba City.

Visitors who enjoyed beer served in paper cups washed and sorted their used cups using Re-CUP WASHER, a cup washing machine developed by Tokan Kogyo. The collected cups were then recycled by Nippon Paper Industries into base paper for corrugated cardboard.

Typically, used paper cups are incinerated as general waste. In response to recent market needs for paper container recycling, Tokan Kogyo and the Nippon Paper Group are working to develop a new scheme to collect used paper containers as resources.

The partnership in this project was designed to encourage consumers to have a correct understanding of paper container recycling. Participation in this new recycling activity, washing their own cups, consumers can gain a tangible sense of involvement, thereby -promoting the establishment of a recycling system for paper containers.



Toward a Zero-Waste Society

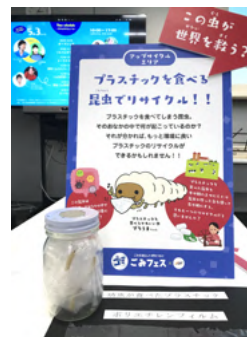
Opening Event of “Zero Waste Fest 2023”

The Group partnered with the Takizawa Garbage Club, organized by garbage collector and comedian Shuichi Takizawa (a member of comedy duo Machine Guns) on a waste reduction initiative to raise public awareness.

The Takizawa's club held the Zero Waste Fest 2023, a month-long campaign from May 3, 2023 (“Garbage Day”) to May 30, 2023 (“Zero Garbage Day”), in various locations across Japan. On May 3, the first day, we co-hosted the opening event of the Fest at the Group's head office building in Osaka, Tokyo, under the theme of “Embrace the SDGs not out of obligation, but out of desire.” The event was designed to create an opportunity for participants to find fun in recycling activities through various small programs that are linked to everyday life.

Admission was granted in exchange for recyclable waste containers brought by the visitors. At the venue, we arranged interactive exhibits with products developed by the Group, including a prefabricated cardboard tent that is recyclable; Captain Box, game-like equipment to collect used PET bottle caps; Re-CUP WASHER, a cup washer to promote paper cup recycling; and Loopiece, craft materials “upcycled” from used glass bottles. The stage featured a talk session with Mr. Takizawa, other comedians and guest speaker Ken Noguchi, an alpinist and environmental activist, as along with a picture-story show and music performance themed around waste issues and the SDGs.

The event was attended by around 300 individuals from the neighborhood and other areas.



Insect that eats plastic!? (one of the exhibits at the opening event)

Achieving a Society Coexisting with Nature

Facility Risk Management

We strive to prevent accidents that could negatively impact the quality of public water bodies (such as rivers and oceans) and groundwater. These accidents could be caused by incidents such as oil leaks from plants or discharge of abnormal wastewater due to issues with wastewater treatment. To achieve this, we adhere to the environmental management systems of each company within our group. In particular, we have established “Toyo Seikan Group Facility Environmental Risk Management Guidelines” in 2021, which we use to regularly manage the degradation of damage of equipment, pipes, tanks, and valves that have a high risk of causing environmental accidents. We will continue to make improvements by implementing the PDCA (Plan-Do-Check-Act) cycle based on each company's environmental management system.

Promoting Cleanup Activities Through the Litter Picking App “PIRIKA”

We are using a litter picking app “PIRIKA” to share the progress of our cleanup activities across our group companies.

In fiscal 2022, we had 509 participants in total, who collected 9,536 liters of waste. The most active participant was Toyo Seikan's Kiyama Plant, with 122 employees joining the effort.

We will continue to work on our cleanup activities, together with local communities and business partners.



Nippon National Seikan



Ryukyu Seikan Kaisha

[PIRIKA activity report on website \(In Japanese\)](#)

Achieving a Society Coexisting with Nature

Addressing Marine Plastic Pollution

Engagement through Clean Ocean Material Alliance

Marine plastic pollution is a pressing global issue. To tackle this problem, it is essential for both public and private sectors to collaborate in promoting more sustainable use of plastic products, as well as in the development and introduction of alternative materials. In light of such circumstances, in January 2019, the Clean Ocean Material Alliance (CLOMA) was established with a wide range of business operators involved in the supply chain. As of April 2023, it consists of 486 companies and organizations from various industries. Toyo Seikan Group Holdings has been involved since the preparatory stage as a managing partner and has been actively participating as a key member of the Dissemination & Promotion Working Group, fostering information sharing and collaboration across different industries.

Furthermore, the Group has been actively involved in all five working groups of CLOMA, which were established to implement the Action Plan launched in 2020. The Group has been contributing to the planning of demonstration tests among other tasks. Through these activities, we will continue to contribute to the solution of marine plastic pollution.

 Japan Clean Ocean Material Alliance (CLOMA)

Developing Environmental DNA (eDNA) Chip to identify Alien Fishes in Dams

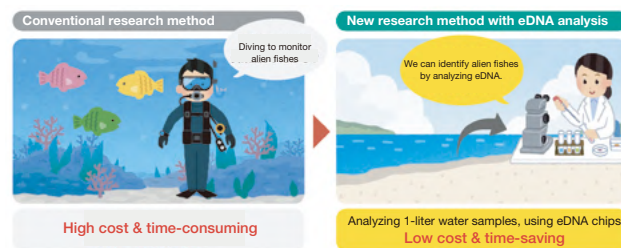
Through a joint research with Yamaguchi University and Nippon Koei, Toyo Kohan has found that its gene analysis system with DNA chips developed for medical use can be applied in environmental fields.

To monitor alien fishes in dam reservoirs, researchers have generally dived into the reservoirs and caught fishes with a net, which requires costs, time and efforts.

With eDNA chips provided by Toyo Kohan, researchers can easily identify what kind of alien species are in dam reservoirs simply by analyzing a liter of water collected from the reservoirs. Alien species are organisms that are non-native to a particular environment and can significantly harm the existing ecosystem as a result of their invasions.

The eDNA chip can detect even a very small amount of environmental DNA (eDNA) shed by alien fishes into the water of dam reservoirs through their feces and scales. Findings of the joint research with the eDNA chip were published in *Landscape and Ecological Engineering*, an international academic journal, in June 2022.

While expanding applications of its DNA chips for medical purposes, Toyo Kohan will also promote the use of the chips for environmental conservation, including in rivers and dam reservoirs. This contributes to solving environmental issues and achieving the SDGs.



Joining Japan Blue Carbon Network

Interest in blue carbon has increased in recent years from the perspectives of Sustainable Development Goals (SDGs) of “climate action” (goal 13) and “life below water” (goal 14). As well as plants on land, seagrasses and seaweeds absorb CO₂ when they grow. The carbon stored in coastal and marine ecosystems is known as blue carbon.

Toyo Glass, possessing the technology of sustained-release water-soluble glass*, has been contributing to the promotion of blue carbon ecosystems, including the restoration of seaweed beds, by utilizing the characteristic of the active ingredients in the glass slowly dissolving into water.

Toyo Seikan Group Holdings has recently become a supporting member of the Japan Blue Carbon Network, a non-profit organization.

We have been actively involved in sharing information about domestic and international initiatives related to blue carbon and seaweed bed restoration, as well as providing support for these initiatives.

Additionally, we have been disseminating information about climate change and marine ecosystems. In October 2022, we participated in a seminar and an on-site workshop held by the Japan Blue Carbon Network in Atami City, Shizuoka. In February 2023, we also discussed new approaches to blue carbon issues with other members. We will continue to protect marine biodiversity and combat climate change, cooperating with diverse research institutions, organizations and companies engaged in blue carbon activities.



 * Please see the details of sustained-release water-soluble glass.



Social

This section discusses our activities related to “Open Up! Products & Services” as well as “Respect for human rights” and “Respect for employees,” two key issues of our Materiality, and solutions to social issues.

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Respect for Employees	24
Responsible Procurement	32
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Participation in the Communities	34

Open Up! Products & Services—Our Sustainability Initiative

The Sustainability Committee of the Group has recognized 21 products and services (as of March 2023) as “Open Up! Products & Services” under our sustainability initiative. These items align with our Materiality’s two key issues: “developing and offering products and services that support various lifestyles” and “developing and offering products and services that are environmentally sound.” Details of these certified products are shown on our website.

Developing and Offering Products and Services that Support Various Lifestyles



Finger Fitting Tab

Toyo Seikan

A new tab that is gentle on the finger and easy to open. The opening tab of the easy-open end for food cans adopts a concave shape that fits the finger.



DNA chip

Toyo Kohan

This DNA chip for genetic analysis can measure multiple genes on a single chip, contributing to more effective medical treatment and longer healthy life expectancy. It can also be applied in the healthcare, food and environment fields.

Developing and Offering Products and Services that are Environmentally Sound



Heat shielding pigment (Near infrared reflective pigment)

TOMATEC

A black pigment that absorbs near-infrared light contained in sunlight, etc., to suppress temperature rise.



Bottles made from recycled materials

Mebius Packaging

Using recycled resin in stretch blow molded bottles can help create a circular society and reduce greenhouse gas emissions from plastic material production.



By utilizing the Bag-on-Valve (BOV) system, where the inner pouch is integrated with the valve, we are able to use environmentally-friendly nitrogen gas as a propellant. Furthermore, with a use of a specialized discharge device (SABOT), the aerosol can be mounted on drones. This enables the execution of tasks in high or hazardous location where scaffolding or human intervention was previously required.

Next-generation aerosol (for drones application)

Toyo Aerosol Industry



Easy-open container

Nippon Closures

We have developed easy-open closures, including a spout cap with an outer ring on its side wall to enlarge its outer diameter for easy grip and opening.



Re-CUP WASHER

Tokan Kogyo

A consumer-participatory cup washing machine that addresses the issue of food residue in material recycling, and turns combustible waste into resources.



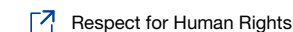
Ecology Bottle

Toyo Glass

The product is made with 90% or more glass cullet recycled from used glass bottles. As glass bottles can be infinitely recycled back into themselves, higher cullet usage rates will further contribute to recycling to save energy and resources.



Respect for Human Rights



Participation in the UN Global Compact

The United Nations Global Compact (UNGC) is a worldwide initiative for realizing sustainable growth that ties together the United Nations and the private sector (corporations and organizations). Signatory companies and organizations are asked to support and implement Ten Principles related to human rights, labour, the environment, and anti-corruption.

The Group, which signed up to support the UN Global Compact in October 2022, follows the Ten principles in conducting its business, and takes actions toward achieving SDGs. By doing this, it contributes the realization of a sustainable society.

We participate in Global Compact Network Japan, which is a local network of the UN Global Compact. Each working group* studies from implementation examples of other companies, discusses approaches and initiatives on sustainability, and exchanges information. Also, participating companies and organizations jointly produce and publish output and issue communications.

* Participating working groups in fiscal 2022: ESG, reporting research, supply chain, GC company-internal penetration research, human rights education, human rights due diligence (HRDD), WEPs, environmental management, circular economy, disaster risk reduction (DRR), anti-corruption



Implementing E-learning to Deepen Understanding of Human Rights Issues

The Group bans all forms of discrimination and harassment in its Toyo Seikan Group Guidelines of Behavior, which cover all employees of the domestic group. We promote respect for human rights through activities to spread knowledge and use of these standards.

As educational and awareness activities on human rights, 5,806 people attended e-learning instruction on business and human rights over the three years from fiscal 2019 to 2021. Using the materials, Respecting People E-learning Essential Edition (Published by Asia-Pacific Human Rights Information Center (HURIGHTS Osaka), Amnesty International Japan), attendees learned about the ties between business activity and human rights as well as international standards such as the World Declaration of Human Rights and Guidelines on Business and Human Rights.

In fiscal 2022, we created our own e-learning materials consisting of the four sections listed below and offered instruction on them.

Section	1	What are human rights: business and human rights
	2	Human rights due diligence
	3	Toyo Seikan Group Human Rights Policy
	4	Issues concerning foreign workers

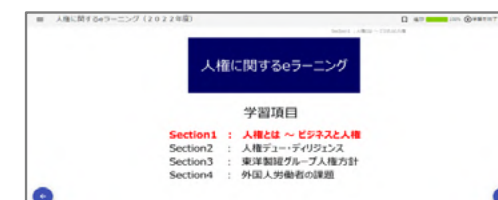
Instruction using this e-learning covered 979 people (99% completion rate), consisting of directors and officers as well as employees, in work areas (including employment, contracts, and compliance) having a strong relationship with foreign workers from an operations perspective. In order to spread understanding within the Company on issues revolving around foreign workers, the Toyo Seikan Group's human rights policy was designed with contents from our own company. By coming into close contact with human rights issues, respect for human rights has been the subject of deep study at our company.

So that respect for human rights can become entrenched in our corporate culture, we have initiated a set of activities to further familiarization with human rights.

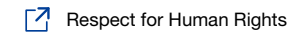
Companies enforcing the human rights policy in FY2022

Toyo Seikan Group Holdings	
Toyo Seikan	<ul style="list-style-type: none"> • Honshu Seikan • Nippon National Seikan • Ryukyu Seikan Kaisha • Toyo Seikan Group Engineering • Toyo Mebius
Toyo Kohan	<ul style="list-style-type: none"> • Fuji Technica & Miyazu • KOHAN SHOJI • KOHAN KOGYO • TOYO PAX • KYODO KAIUN • TOYO PARTNER • Kudamatsu Unyu
Tokan Kogyo	<ul style="list-style-type: none"> • Nippon Tokan Package • Tokan Kosan • Tokan Takayama • Tokan Logitech • Sunnap • Shosando
Nippon Closures	
Toyo Glass	
Mebius Packaging	
Toyo Aerosol Industry	
TOMATEC	
Tokan Kyoei	

* The table above shows companies that conducted the e-learning program in fiscal 2022. The list of all companies conducting the program during the three years from fiscal 2019 is available on our website.



Respect for Human Rights



Survey on the Human Rights Conditions of Foreign Employees and Technical Interns

The quantitative survey of human rights issues we conducted in 2019 showed that the most urgent human rights issues for the Group existed in areas of “occupational health and safety,” “appropriate wages and working hours” and “the rights of indigenous peoples.” In response to the results, we carried out another survey on the actual human rights conditions of foreign workers including foreign technical interns at our group companies in Japan. Supported by the Global Alliance for Sustainable Supply Chains (ASSC), a general incorporated association, the survey was conducted at Mebius Packaging’s Ibaraki Plant and Toyo Aerosol Industry’s Mie Plant. It reviewed labor contracts and other documents, checked on site the living environment of foreign workers, and interviewed with 12 workers in their native languages. Based on the latest results, we will conduct checks on human rights issues at other group companies as well and strive for improvement.



Participating in Stakeholder Engagement Program

The Group participated in the 2022 Human Rights Due Diligence Workshop, a Stakeholder Engagement Program hosted by the non-profit organization Caux Round Table Japan. Due to the impact of COVID-19, the program was conducted in a hybrid format, combining in-person and online participation via Zoom.

In the first half session for the “Issues Raised by Experts,” there were discussions on ten issues related to human rights, including issues of internally displaced persons and refugees, starting with those from Ukraine; global concern over plastic pollution; issues of migrant workers (including foreign technical interns) in Japan; and the issue of the vulnerability of personal data in cyber space, which is increasingly being used for business purposes. These discussions helped deepen our understanding of human rights issues.

In the second half session, members from the Group worked together with other participants from the manufacturing industry on a review of the “sector-specific human rights issues,” which were identified by the Nippon CSR Consortium in 2021 based on the Human Rights Guidance Tool created by United Nations Environment Programme Finance Initiative (UNEP FI) (issued in 2011 and revised in 2014).

Moving forward, we will apply the insights gained from this program to enhance our response to human rights issues.



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Workshop on Corporate Human Rights Issues

In October 2022, TOMATEC invited an external lecturer to hold a workshop on corporate human rights issues as part of the Group’s month-long compliance promotion campaign. More than 100 employees attended the workshop to learn and discuss the links between human rights and the SDGs as well as human rights issues on the Internet and social media, which allow individuals to connect with the rest of the world.



Respect for Employees

[Toyo Seikan Group Personnel Policy](#)

Developing Human Capital

The Group is committed to promoting the development and empowerment of its employees acting across the Group. Since establishing the Toyo Seikan Group Personnel Policy in 2018, we have been engaged in fostering an internal environment that furthers our Management Philosophy built upon four supports: “Achieving self-sustaining growth (Human resource development)”, “Co-creation of diverse talent”, “Work style reform”, and “Health and productivity management.” In addition, for the twin purposes of reinforcing the full power of the group and directing human capital toward improvement in corporate value, in fiscal 2023 we drew up policies on developing human resources and fostering the internal environment. These actions to augment human capital will lead to greater corporate value.

1. Human resource development policy

1) Group's corporate and organizational strategies

As the core of our corporate strategy, we aim to increase earnings in new business areas by leveraging the Group's resources while maintaining the profitability of its existing operations. To achieve the strategy, we transitioned in 2013 to a holding company structure, **i)** establishing and expanding departments responsible for implementing the corporate strategy, **ii)** streamlining and consolidating operations, and **iii)** building a governance structure for the entire group. In 2021, we formulated the Group's long-term management vision and have been working to raise awareness of the vision among group members.

2) Talent we seek

Capabilities we need to achieve our corporate and organizational strategies are largely classified into the following three categories:

- a) Managing and maintaining the operations of our existing businesses at higher levels (in terms of quality, costs, delivery time and ESG perspectives)
- b) Building new schemes from the perspective of total optimization for the Group based on the expertise in our existing businesses
- c) Creating new products, technologies and businesses by leveraging the Group's resources

Our challenge is to first obtain or develop staff who fulfill category **a)** and then increase those who are qualified for category **b)** and **c)**.

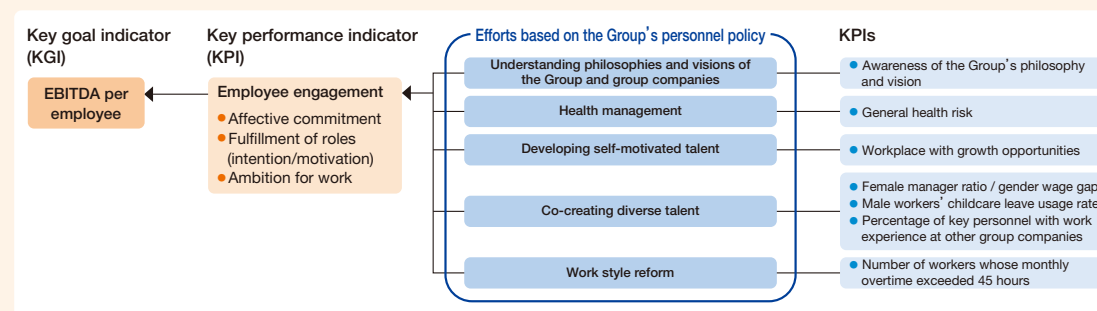
3) Human resource strategy

We have been implementing our human resource strategy to develop the talent we need by taking measures aiming to:

- a) Increase both the sense of fulfillment of employees (employee engagement) and productivity by promoting human resource management based on the Group's personnel policy.
- b) Create a work environment that allows us to secure human resources for our manufacturing division.
- c) Maintain a group-wide system for periodic recruitment of new college graduates for major group companies to strengthen competitiveness in recruiting and increase the sense of unity across the Group.
- d) Promote the sense of unity and the creation of new perspectives through collaborative activities and personnel exchanges across group companies.
- e) Promote mid-career recruitment to obtain talent with diverse knowledge.

4) Key performance indicators

We have set key performance indicators (KPIs) as shown below to realize our human resource strategy.



The scores of “employee engagement,” “general health risk,” and “workplace with growth opportunities” are measured with the HoPE Survey, which is provided by HOKENDOHJIN-FRONTIER Inc. The indicator of “employee engagement” consists of three elements: “affective commitment,” “fulfillment of roles (intention/motivation),” and “ambition for work.”

Since we have found correlations between EBITDA per employee of group companies and many of the KPIs, including “employee engagement,” we will improve each KPI with our ongoing efforts based on the Group's personnel policy to increase EBITDA per employee, the key goal indicator.

[For the details, please refer to our Annual Securities Report.](#)

2. Creating better internal conditions for human resource development

- 1) We have conducted the Next-Generation Management Training Program for general managers and the Toyo Seikan Group Business College (TSGBC) for managers, standardized personnel management among group companies, and built up IT infrastructure (including a talent management system and a mental health evaluation system). From our 2021 recruitment, we have implemented a group-wide system for periodic recruitment of new college graduates for major group companies, which had previously recruited new graduates individually, aiming to secure talent and foster our future leaders.
- 2) In line with our human resource development policy, we will review shift working, invest in labor-saving equipment, and change the conditions to pay family and housing allowance. We will also conduct career development programs designed for each generation, provide more opportunities for open internal recruitment and career self-assessment, and promote workforce planning to enhance human resources in each category of occupations.

Respect for Employees

Development of Self-Motivated Talent (Human Resource Development)

Coordinated Human Resource Development across the Group

The Group places great emphasis on developing its workforce through collaborative efforts within the group. A Logical Thinking Training Program for younger workers, Managers Training Programs for newly appointed managers, and a Technical Leaders Program (TLP) for young leaders in technology using a Management of Technology (MoT) approach are held in the same form across the group. These are being used to facilitate the exchange of personnel within the group, to foster a group-wide awareness that transcends individual companies, and to build human networks.

To support employees pursuing individual educational paths, we pay full reimbursement of course fees for those completing classes over remote learning. In fiscal 2022, there were a total of 3,431 applications across the entire group of companies. With the aim of bolstering language skills, we introduced a full reimbursement program for class fees related to the Test of English in International Communications (TOEIC).

In a program aimed at developing the Group's next generation of leaders, we hold the Next-Generation Management Training Program (for general managers) and the Toyo Seikan Group Business College (TSGBC, for managers), with the goals of acquiring the knowledge needed for management and establishing the governing principles needed for being a leader.

In fiscal 2021, we launched a group-wide periodic recruitment system for new college graduates*. We are deepening the collaboration in human resources within the Group and actively working to build a human resource foundation through various opportunities for talent development.

* The group-wide recruitment system covers seven group companies: Toyo Seikan Group Holdings, Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass and Mebius Packaging.

Start an Internal Side Job System that supports employees' career independence

Toyo Seikan Group Holdings introduced its internal side job system in June 2023. The aim is to increase their engagement through improvement of their skills and motivation, facilitated by mechanisms that allow employees to voluntarily engage in tasks from different departments, thereby fostering career autonomy.

Also, the departments receiving these employees anticipate benefits. For work where there is lacking expertise or manpower among existing members, the participation of new members provides an opportunity to gain new insights and sensitivities, thereby improving work efficiency. We look forward to the emergence of a new ideas and values stemming from this diversity.

Human Resource Development Initiative at Our Plant

At TOMATEC's Kyushu Plant, regular workshops are held for young employees, focusing on equipment and everyday examples from the manufacturing process. These workshops are led by experienced colleagues, who provide practical education in a relaxed and friendly atmosphere, making the content more accessible for the younger staff. An added benefit of this approach is that it also serves as a learning experiences for the instructors and it fosters improved communication between the older and younger employees. In a manufacturing environment where danger is always present, acquiring the correct knowledge is paramount for ensuring safety and improving quality, while also contributing to the creation of a more comfortable workplace.



Group-wide internal training programs (FY2022)

Category	Program	Study period (Number of sessions)	Total number of participants	Total training hours*
Programs for selected candidates	Next-Gen. Management Training (9th)	Jan.–Jul. 2022	20	1,562
	TSGBC (9th)	Oct. 2021–Dec. 2022	20	3,200
	TLP (15th)	Jul. 2022–Feb. 2023	30	3,255
Programs for specific positions	Training for new senior managers	5 sessions over 2 nights and 3 days	35	814
	Training for new managers	7 sessions over 3 days online	81	1,883
	Training for new assistant managers	8 sessions over 3 days online	97	2,255
	Logical Thinking Training	6 sessions over 3 days online	84	1,953
Total			367	14,922

* Calculated at 1 day = 7.75 hours; rounded to nearest whole number

Respect for Employees

Co-Creation of Diverse Talent

Promoting Diversity, Equity, and Inclusion (DE&I)

For the Group to enhance its competitiveness and achieve sustainable growth, it is essential that everyone make the most of their own abilities, achieve self-growth, and contributes to the growth of the Group. Therefore, diversity should not only encompass visible differences such as gender, nationality and disability, but also embrace the invisible diversity that includes differences in thought and approach. It is thus essential that the Group develop a

culture that is mutually respected and acknowledged by every employee.

The Group puts forward “Responding to diversity” as one of the two pillars of its Long-term Management Vision 2050 and is developing a human resources platform that induces the creation of new value.

Expanding the Ways in which Women Play an Active Role

The Group, in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act on Raising the Next Generation, has prepared its general employer action plan and put it into operation.

In order to create an environment where all employees can maximize their potential, we have been implementing the following initiatives since fiscal 2021. We are proceeding with detailed measures that align with each career stage when entering the company or taking childcare leave by sharing information with each company centered on the

Human Resources Department. We are also raising the communication skills of managers who supervise others and creating a scheme that leads to awareness of career paths by female employees themselves.

In order to expand the ratio of female hires, continuing from previous plans, we will introduce plant and equipment for lightening the physical work at manufacturing sites and build out and improve the system so that it can respond to diverse workstyles.

Key goal indicators (KGIs) of Materiality items		KGIs	Target FY	Results ⁽¹⁾	
				FY2021	FY2022
1	Ratio of Female managers ⁽²⁾	Higher than 6%	2030	3.1%	3.4%
2	Ratio of female hires (includes both mid-career and new graduates hires)	Higher than 30%	2025	17.6%	22.4%
3	Male-female difference in average years of continuous employment ⁽³⁾	3 years or less	2025	3.9 years (Male: 17.9 years / Female: 14.0 years)	3.4 years (Male: 18.7 years / Female: 15.3 years)
4	Retention rates both for male and female workers who were hired between 9 to 11 years ago ⁽³⁾	Higher than 70%	2025	Male: 66.4% / Female: 53.1% (All workers: 63.7%)	Male: 64.5% / Female: 50.0% (All workers: 61.8%)

Note: 1. Covered companies: Toyo Seikan Group Holdings, Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging.

2. As of April 1 of the following fiscal year

3. As of March 31 of each fiscal year

The Kagayaki (Shine) Project: An Initiative to Empower Women in the Workplace

At Toyo Seikan, we strive to foster diversity with the goal of creating a workplace where individuals of all backgrounds can fully utilize their unique skills and abilities. In particular, the company is implementing its women's empowerment activities called “Kagayaki (Shine) Project.”

Defining fiscal 2022 as the year of progress on women's empowerment, it conducted an unconscious bias training for managers, issued the second number of internal magazine for female empowerment, *Shine*, and provided a training program for those returning from childcare leave to balance career and parenting.

We will persist in our efforts to become a company where women can truly shine, and ultimately, a company where everyone can thrive.



Reducing Workload

At TOMATEC's Komaki Plant, an air balancer was introduced utilizing a subsidy from the Ministry of Health, Labour and Welfare. This machine uses air pressure to assist in the transportation of 18-liter metal drums that weigh around 20 kg, which were previously carried manually. This has significantly reduced the workload on operators, greatly contributing to the creation of a work environment that is more accommodation for all employees, including those of advanced age.



Respect for Employees

Co-Creation of Diverse Talent

Online Talk Event “Striking a Balance Between Work and Parenting”

In November 2022, Toyo Seikan Group Holdings hosted an online event titled “Striking a Balance Between Work and Parenting” as part of our initiative to support employees juggling these two responsibilities. We were delighted have Taso, a comic artist and illustrator with 70,000 Instagram followers, known for her insights parenting cartoons, as our guest speaker. The event was open to all employees across the Group, who participated online. Those who had returned to work after taking childcare leave shared their experiences and responded to questions from expectant employees. The conversation also covered the topic of paternity leave, with Taso sharing a shared a personal anecdote about how her husband’s decision to take paternity had strengthened their family bonds. The event was recorded and made available for later viewing to accommodate employees working reduced hours and those currently on maternity or childcare leave.



© Illustration by Taso

Initiatives for Foreign Employment

We are committed to recruiting talent capable of contributing to the further expansion of our overseas operations. We welcome applications from all candidates, including international students and returnees, without any restrictions. In addition, in accordance with the objectives of Japan’s Technical Intern Training Program for foreigners, we also accept technical interns from primarily Southeast Asia. This not only helps us secure a workforce for our factories, but also allows us to provide technical support to developing countries.

Promoting Active Participation of Senior Employees

In accordance with the law, the Group sets the mandatory retirement age at 60, but we ensure employment up to the age of 65 through our re-employment system. The re-employment rate has been steady at 86.4%.

We continuously carry out the transmission of skills and knowledge by assigning veteran employees who have been re-employed to educational roles. In addition, we are striving to create a work environment where anyone can work for a long time by promoting automation, such as the transportation of heavy objects in the manufacturing field.

FY2022 Re-employment: 95 persons
(total from seven companies)
Re-employment rate: 86.4%

Note: The scope of data includes Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging and Toyo Seikan Group Holdings.

Initiatives for Sexual Minorities (LGBTQ)

Based on our management creed stating that “we will honor dignity and always strive to be fair and unbiased in every way,” we aim to create a workplace where the rights and individuality of all our employees are respected. As emphasized in the Group’s Guidelines of Behavior, we respect human rights, accept diversity, and prohibit discrimination and harassment in the workplace.

Specifically, The Guidelines, which all our executives and employees are expected to adhere to, explicitly state that “we do not discriminate on the grounds of nationality, race, ethnic group, religion, belief, gender, age, disability or sexual orientation”. This is shared with all employees.

In addition, each group company’s employment rule also prohibits “actions that cause mental distress or disadvantage to other workers, or harm the working environment due to comments or behavior related to sexual orientation or gender identity.” We are committed to preventing discriminatory treatment from both a behavioral and regulatory perspective.

Furthermore, we have established hotlines, both internally and externally, where any concerns, including various forms harassment such as sexual harassment, power harassment, and maternity harassment, can be discussed anonymously.

Efforts for Employment of persons with Disabilities

We strive to create a workplace environment where all employees, regardless of disability, can work comfortably. For example, in the head office building, we have made efforts to improve facilities, such as barrier-free access and multi-functional restrooms on each floor, and have introduced a voice-to-text app for the hearing impairments.

In terms of employment, we have several business locations and factories that accept internships and employ graduates from local special needs schools. Additionally, There is a group company that employs persons with disabilities to provide an opportunity to work on contracted farms to help revitalize local communities. As of June 30, 2022, the employment rate of persons with disabilities across seven of our group companies* was 2.2%. We will continue our efforts to meet the legally mandated employment rate for persons with disabilities.

Note: The scope of data includes Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging and Toyo Seikan Group Holdings.

Respect for Employees

Reforming Work Styles

Initiatives to Reduce Long Working Hours

Our work regulations, which are based on the labor-related laws of each country and labor-management agreements, set rules for appropriate working hours, rest periods, overtime, and leave. We are implementing various measures to reduce long working hours, with the goal of improving each employee's work-life balance and productivity.

Specifically in Japan, we have improved our attendance management systems, which has allowed us to enhance the accuracy of attendance management. We have also introduced and promoted the use of flexible work hours and teleworking systems to support diverse work styles. Additionally, we have designated specific days to encourage employees to take annual leave as well as “no overtime work” days to prevent long working hours.

Promoting Paternity Leave

We are actively promoting the uptake of paternity leave. We have implemented systems and shared real-life examples to support men in balancing their work with household chores and childcare, making it easier for them to take advantage of these provisions. Furthermore, we publish testimonials and interviews from both male and female employees who have taken parental leave in our internal newsletters. This is part of our ongoing efforts to foster a culture where all employees, regardless of gender, can choose diverse working styles while raising their children.

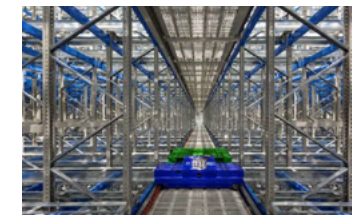


Support for Government-Led “White Logistics” Campaign⁽¹⁾

In February 2022, Toyo Seikan Group Holdings expressed its support for the White Logistics campaign, an initiative advocated by Japan's Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Economy, Trade and Industry, and Ministry of Agriculture, Forestry and Fisheries, submitting a declaration on voluntary action toward a sustainable logistics industry. Thirteen companies⁽²⁾ within the Group, spanning manufacturing, logistics and logistics partners, have endorsed the declaration after careful consideration and are actively working together to achieve its objectives.

Toyo Mebius' Kumagaya Logistics Center, which began operation in April 2023, is building a base for leveled operations, higher efficiency, and cooperative services with other parties. Its high-density warehouse has adopted “Magic Rack,” an automated warehouse system developed by Sumitomo Heavy Industries Material Handling Systems, whose deep storage method has improved storage efficiency. Through automation of receiving, shipping and sorting processes, the new warehouse reduces manual forklift operations. These automation and labor-saving efforts will reduce burdens on operators and increase safety of the workplace.

Kumagaya Center is also establishing a logistics network that located near delivery destinations. This will enable a shift from high-frequency small-lot delivery to high-density large-lot delivery, which will improve the efficiency of services on major routes and allow more female and elderly workers to join logistics operations.



Magic Rack deep-storage automated warehouse system

- Note: 1. In order to address the severe shortage of truck drivers, the Ministry of Land, Infrastructure, Transport and Tourism, the Ministry of Economy, Trade and Industry, and the Ministry of Agriculture, Forestry and Fisheries are urging companies to join efforts 1) enhance the productivity of truck transportation and streamline logistics and 2) establish a work environment that is conducive for female drivers and those aged 60 and above.
2. The scope of data includes Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging, Toyo Aerosol Industry, TOMATEC, Nippon Tokan Package, Toyo Mebius, Tokan Logitech, Kudamatsu Unyu and Toyo Seikan Group Holdings.

“Positive Smile” Initiative at Our Factory

Since 2022, Tokan Kogyo's Komaki Plant has been engaging in an initiative called “Positive Smile”. This initiative is led by a group of volunteers, primarily women from the production and administrative departments, who are committed to “Create joy in the workplace.” They actively and enthusiastically brainstorm ideas to bring to life the suggestions made by employees from various department.

In 2022, they achieved several milestones, including inviting a local food truck to sell unique sweets and installing free Wi-Fi environment in the rest area. Despite the weakening of interpersonal connections due to the COVID-19 pandemic, they hope that these modest efforts will stimulate communication and continue to do so in the future.



Respect for Employees

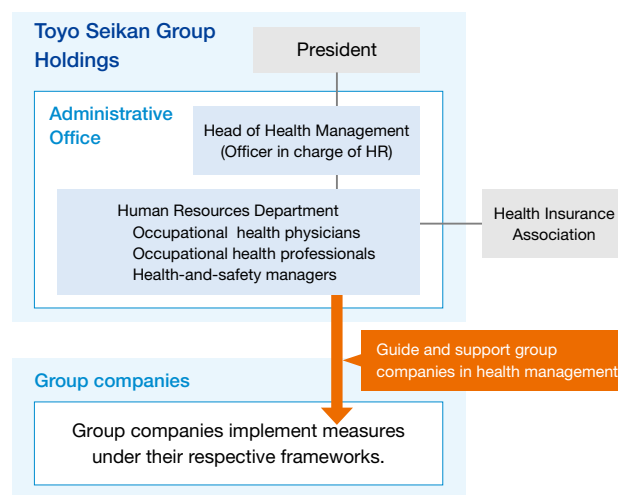
 Toyo Seikan Group Health Management Declaration

Health Management

Protecting employees' health is the top priority in our health management. Based on this policy, we aim to create a workplace where everyone can work in good health and with energy.

The Group's Health Management Promotion Framework

We implement key measures to maintain and improve employees' health by driving health management under the supervision of the Group's operating officer in charge of human resources, cooperating with the Human Resources Department, occupational health physicians, occupational health professionals, and health-and-safety managers.



The Group's Common Health Management Indicators

As a common measure across the Group, we have established health management indicators based on the "Health Management Survey" conducted by Toyo Seikan Group Holdings and six other major group companies. We are working on a three-year plan launched in 2021 to address the health issues identified within the Group.

Group Common Indicators (Three Year Targets)

- 1) Increase the proportion of employees maintaining an ideal body weight to 70% or more to prevent the onset and severity of lifestyle diseases.
- 2) Increase the non-smoking rate compared to the previous year (Decrease the smoking rate compared to the previous year)

Health Management Data for Group Companies

Company name	Ratio of individuals maintaining ideal body weight		Smoking rate	
	Target: 70% or more		Target: Lower than previous year	
	FY2021	FY2022	FY2021	FY2022
Toyo Seikan Group Holdings	68.1%	67.2%	9.3%	9.6%
Toyo Seikan	68.0%	67.6%	30.3%	30.5%
Toyo Kohan	67.6%	67.7%	29.0%	27.9%
Tokan Kogyo	62.0%	60.7%	28.8%	28.6%
Nippon Closures	62.2%	60.0%	33.8%	32.7%
Toyo Glass	59.7%*	64.1%	37.9%*	33.7%
Mebius Packaging	64.2%	65.3%	35.0%	35.2%

* Data was collected from employees aged 40 and above.

Group Health Management Promotion Meeting

The Group's Health Management Promotion Meeting is held twice a year in principle. In fiscal 2022, the meetings took place in September and February, with the latter attended by officers in charge of human resources from each company within the Group. The meetings serve as a platform to share the importance and significance of health management across the group, discuss health-related issues, and outline the strategy map. Our Group's approach to health management has primarily focused on safeguarding employee health, incorporating aspects such as legal compliance and safety obligations. However, as health management is now positioned within the broader context of human capital management, it necessitates a stronger commitment from the top management level. In addition to fostering the vital intangible ability such as creativity and productivity that people possess, we aim to realize health management that addresses managerial challenges, and will continue to work toward this as a group.



2023 Outstanding Enterprise in Health and Productivity Management

In March 2023, nine of the group companies (Toyo Seikan Group Holdings, Toyo Seikan, Toyo Kohan, Tokan Kogyo, Nippon Closures, Toyo Glass, Mebius Packaging, Toyo Aerosol Industry and Nippon Tokan Package) were certified as outstanding organizations in health and productivity management in the large enterprise category of the Excellent Health and Productivity Management Corporation 2023 managed by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi.

Meanwhile, four group companies, TOMATEC, Nippon National Seikan, Ryukyu Seikan Kaisha and Tokan Takayama, were certified in the small and medium-sized enterprise category of the program.

Respect for Employees

Health Management

Silver Recipient of the 2022 Cancer Ally Award

As part of the “Toyo Seikan Health Management Declaration” initiated in 2017, Toyo Seikan is committed to creating an environment where employees can focus on their treatment without worry, even when they fall ill. The company also promotes a “Work and Treatment Balance Support” program to assist employees in maintaining their employment during their recovery.

In recognition of these efforts, including subsidizing medical check-up costs, collaborating with the health insurance association for disease prevention awareness, and creating a “Work and Treatment Balance Support Handbook” to alleviate concerns when illness strikes, Toyo Seikan was awarded the Silver prize for the second consecutive year at the “2022 Cancer Ally Award”. This award is hosted by the Cancer Ally Project, a private initiative tackling issues related to cancer and employment.



Quit-Smoking Support at our Group

Our group companies are actively implementing measures to prevent secondhand smoke and support our employees' effort to quit smoking. These measures include the phased elimination of designated smoking areas within our facilities and subsidy program for smoking cessation outpatient services.

Every year, May 31st is recognized as World No Tobacco Day. We have designated this day as the Toyo Seikan Group's No Smoking Day as an opportunity to review and improve our lifestyle habits. In addition, we provide various information related to smoking through our intranet and internal newsletters.



Registered as a “Gifu Health Management Declaration Company” in the Land of Clear Streams

In Gifu Prefecture, initiatives are being implemented to create a society where everyone thrive in good health. Tokan Takayama, a company of the Tokan Kogyo Group, has made a health management declaration, expressing its commitment to actively promote the health of its employees. As a result, it was registered as a Gifu Health Management Declaration Company on May 20, 2022.

In recognition of its activities based on the health management declaration, it was also certified as an “the Excellent Health and Productivity Management Corporation 2023 in the small and mid-sized enterprise category.”

At Tokan Takayama, we view this health management declaration as a long-term commitment. We will strive to raise employee's awareness of health issue and improve health performance indicators.

Holding a Mental Health Seminar

At Nippon Closures, we are committed to promoting the autonomous health of our employees by providing health information and opportunities for health conscious behaviors. As part of our mental health initiatives, we held a “Mental Health Seminar – Stress Management Techniques” on February 10, 2023. The seminar focused on self-care and provided basic knowledge about mental health, as well as practical tips for managing stress. We also conducted stress-relieving exercises during the seminar. We will continue to foster health literacy to ensure that each employee can thrive in both their professional and personal lives, based on a foundation of physical and mental health.

Health and Safety Initiatives

Recipient of the Encouragement Award at the Fukuoka Labour Bureau Director-General's Commendation for Health and Safety

On October 7, 2022, Nippon Tokan Package's Fukuoka Plant was honored with the Encouragement Award at the 2022 Fukuoka Labour Bureau Director-General's Commendation for Health and Safety, presented by the Fukuoka Labour Bureau of the Ministry of Health, Labour and Welfare. The award is bestowed upon workplaces that demonstrate exceptional standards and practices in health and safety of their employees and fostering a comfortable work environment. The Fukuoka Plant was particularly commended for its long-standing record of operating without any workplace accidents.

Moving forward, the company will continue to enhance its health and safety management systems, and further promote the creation of a more comfortable and safer work environment.



Received the Gold Award for Outstanding Safe Driving Workplace

On November 10, 2022, Tokan Logitech's Atsugi Office was honored with the Gold Award for Outstanding Safe Driving Workplace, a recognition program sponsored by the Kanagawa Prefectural Police and the Japan Safe Driving Center. The award is bestowed upon business offices and that have demonstrated a commitment to safe driving and accident prevention, as evidenced by their flawless driving records.

Motivated by this recognition, our entire team will continue to prioritize safety, striving to maintain our record of zero accidents and zero violations.



Respect for Employees

Health and Safety Activities

Commendation from Komaki City's Hazardous Materials Safety Association

A contract employee of TOMATEC's Komaki Plant was awarded a special commendation for his years of dedication by the Association for Safety of Hazardous Materials in Komaki City. The Komaki Plant also received a letter of appreciation from the Mayor of Komaki City for its contribution to the development of the association and raising awareness of safety management of hazardous materials.



Health and Safety Training for New Employees

At TOMATEC, we conduct health and safety, and compliance training for our new employees through various programs such as initial orientation, on-site factory training, and follow-up sessions. These programs serve as opportunities for our employees to understand the history, products and systems of TOMATEC and the Toyo Seikan Group, as well as the values we uphold. We place particular emphasis on sharing case studies of occupational accidents and near-miss incidents to enhance our employees' awareness and understanding of workplace safety.



Promotion of Risk Assessment Activities

At Nippon Tokan Package, we determine the main theme for our annual health and safety activities and carry them out accordingly. The theme for fiscal 2022 was "Promoting adherence to workplace rules and risk assessment activities to eradicate work-related accidents and aim for intrinsic safety." Learning from incidents that occurred in the previous fiscal year, we reviewed and added to our activity items and carried out our health and safety activities.

To strengthen the foundation of our health and safety activities, we initiated the internal deployment of risk assessment methods, and utilized a database to plan an annual cycle of education, operation, verification and review of workplace rules. We also implemented initiatives such as compliance with laws and hierarchical education.

In addition, as part of our ongoing health and safety activities, we conducted factory tours and efforts to improve the workplace, and held discussions on workplace issues and requests with the aim of revitalizing the Health and Safety Committee. In the case of work-related accidents, we ensure the sharing of case information, including information from other companies, and strive for thorough recurrence and continuous improvement.

For fiscal 2023, we are also planning initiatives to enhance physical strength, aiming for the safety and health of our employees.

Safety Training Using the "KYT 4-Round" Method

At Toyo Seikan's Ishioka Plant, a safety training program is conducted using the KYT 4-Round* method. This training was attended by a total of 113 individuals, including 33 employees in their second or third year of employment, primarily from the manufacturing section, as well as 80 part-time and temporary workers. During the training,

participants engaged in group discussion to identify potential hazards in the workplace and to develop solutions and goals for each of the four stages of hazard control.

This process helped to enhance safety awareness and promote a culture of accident-free operations.



* The KYT 4-Round method is a technique used in Japan for prediction training. KYT stands for "Kiken Yochi Training," which translates to "Hazard Prediction Training." Participants form teams and collaborate to identify risk factors, and then establish solutions and goals in four stages: 1) understanding the current situation, 2) identifying the core issues, 3) establishing countermeasures, and 4) setting goals.

Implementation of Virtual Reality Safety Sensitization Training

At TOMATEC we have implemented safety sensitization training using virtual reality. This allows participants to simulate workplace accidents, thereby enhancing their awareness and sensitivity toward potential hazards. They were able to experience more realistic accidents and disasters, and reflect on their learnings. This innovation approach, which was experienced by employees from not only from the manufacturing department but also various other departments, is expected to contribute to more proactive health and safety initiatives within the company.



Responsible Procurement

 [Toyo Seikan Group Procurement Policy](#)


Toyo Seikan Group CSR Guidelines for Suppliers

The Group is committed to contributing to the realization of a sustainable society not only within our own operations, but also in collaboration with our suppliers, who are our crucial business partners, across the entire supply chain. These guidelines outline the fundamental principles we expect our suppliers to adhere to in their pursuit of a sustainable society alongside us.

These principles are based on the Toyo Seikan Group Procurement Policy, which covers compliance with laws, quality and safety assurance, respect for human rights, occupational health and safety, environmental conservation, and information management.

Toyo Seikan Group Corporate Social Responsibility Guidelines for Suppliers

- Complying with Relevant Laws and Regulations and Social Norms
- Safety and Quality Assurance
- Respect for Human Rights
- Occupational Health and Safety
- Commitment to Environmental Protection
- Information Management and Protection

 [Please see the full guidelines here.](#)

Supplier Self-Assessment of CSR Guidelines

Based on the Toyo Seikan Group Procurement Policy, we have established the Toyo Seikan Group CSR Guidelines for Suppliers. These guidelines communicate the importance of CSR within the supply chain, our group's approach to CSR, and the basic principles we expect our suppliers to adhere to (including compliance, quality and safety, human rights, occupational health and safety, environment, and information management). To ensure that our suppliers understand and comply with these guidelines, we ask them to conduct a self-assessment using a questionnaire we provide.

In fiscal 2022, we requested self-assessments from suppliers through eight major operating companies within the Group. We received responses from 672 out of the 768 suppliers we contacted (this number includes suppliers who conducted the self-assessment in fiscal 2021). After analyzing the results, we followed up with certain suppliers that we identified as potentially risky.

In fiscal 2023, we plan to expand the number of suppliers we ask to conduct self-assessments, with the aim of strengthening communication with our suppliers.

Participation in Sustainability Information Sharing Platforms

For a business to achieve sustainable growth, it is crucial to manage environmental and social risks across the entire supply chain.

We utilize globally recognized sustainability information sharing platforms, Sedex⁽¹⁾ and EcoVadis⁽²⁾, to disclose our sustainability efforts within the supply chain. We have adopted Sedex as the standard tool for self-checks across our group companies. In the fiscal year 2022, self-checks were carried out at 52 facilities across 14 group companies.

Note:

1. Sedex is a non-profit organization headquartered in London, established with the aim of promoting ethical and responsible business practices within the global supply chain. It conducts a universal survey on labor, health and safety, environment, and business ethics, and discloses the results on its platform.
2. EcoVadis is a French company founded with the objective of enhancing the environmental and social sustainability performance of supplier companies. It evaluates in four areas: environment, labor and human rights, ethics, and sustainable procurement.

Quality Assurance

Ensuring quality

Quality Assurance Policy

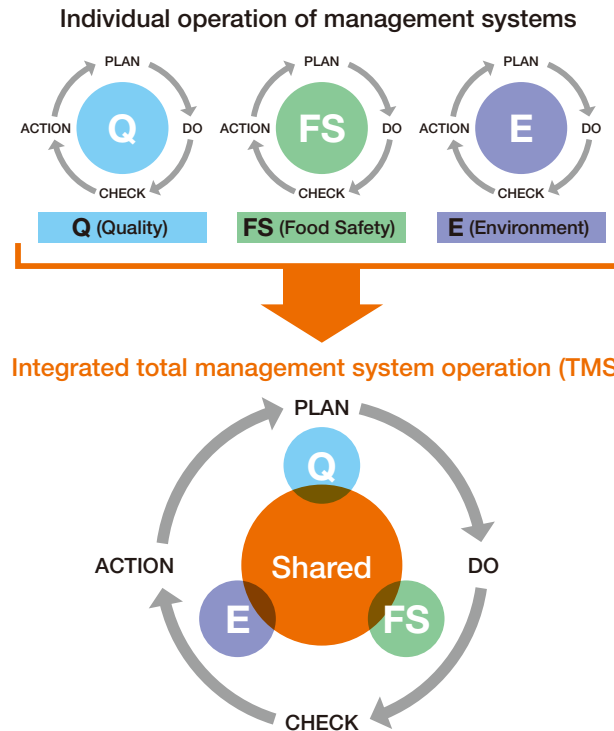
Our quality assurance policy focuses on i) providing customers and society with products, systems and services that are safe and reliable and ii) implementing appropriate practices as a corporate group that deserves the trust of customers and society. Based on this policy, we are engaged in quality enhancement activities to maximize the value of all stakeholders.

Enhancing Quality Assurance and Product Safety

Construction of Quality Management Systems

Operating companies of the Group have constructed quality management systems to maintain and continuously improve the quality of their products, systems and services in accordance with the ISO 9001 standards. Among them, companies manufacturing and sell food containers have also established food safety management systems based on the FSSC 22000 standards, in order to provide safer products and increase reliability in the food supply chain.

Toyo Seikan, Toyo Glass and Mebius Packaging, in particular, operate a Total Management System (TMS), which integrates three management systems for quality (ISO 9001), food safety (FSSC 22000) and environment (ISO 14001). The system integration allows the companies to reduce overlaps in operations and expand their focus from sub-optimization to total optimization. Using the dynamic system that links their management systems closely with actual business activities, they are committed to promoting manufacturing that earns the trust of customers.



Quality Assurance Education

Operating companies of the Group provide their staff with quality assurance training programs according to the characteristics of their operations and products. They are also engaged in quality enhancement activities using quality control methods to maintain and improve quality awareness among staff members.

Addressing Common Quality Risks for Group Companies

We collaborate across our group companies to address various quality risks, including major product defects, quality fraud, intentional product contamination, legal and contractual violations, product guarantees during severe disasters, and crisis management for quality emergencies. The quality assurance officers and department heads from both the holding company and each business company convene in the Group Quality Meeting to align the group's direction and activities.

We place particular emphasis on preventing quality fraud, which could significantly undermine the trust of stakeholders. In addition to fostering awareness in accordance with the Group's Guidelines of Behavior, we are also working to reduce the reliance on individuals in inspection and measurement tasks. Furthermore, we conduct group quality audits led by the quality administration department of Toyo Seikan Group Holdings to inspect the current status of each factory and prevent quality fraud.

Participation in the Communities

Educational Support Programs

We offer educational support programs such as “Environmental Education for Elementary School Students,” “Career Education for Middle and High school Students,” and “Field Trips to the Museum of Packaging Culture.” In these on-site classes, we incorporate active learning and use “packaging” as a topic to help the next generation of children think about the future. In response to the COVID-19 pandemic, we have also started offering classes online.

In fiscal 2022, we conducted these classes at a total of 51 schools for 4,329 students. Although we had suspended field trips to the Museum of Packaging Culture due to the pandemic, we resumed them in November 2022 and accepted 325 students from 16 schools.



Factory Tours and Workplace Experiences

Starting from 2022, Toyo Kohan's Kudamatsu Plant has reopened its doors for factory tours, which had been suspended due to the COVID-19 pandemic. We welcomed elementary and middle school students from various parts of Yamaguchi Prefecture. The Q&A sessions were filled with unique questions from the children, continuing until ran out of time.

Furthermore, we hosted middle school students from Kudamatsu City for a workplace experience program. This program provided them with a variety of experiences, including hazard simulations, hands-on maintenance tasks, and tours of our research labs. Through these experiences, we believe the students gained a deeper appreciation for the joy of manufacturing and developed a stronger interest in Toyo Kohan.



Conducting On-site Classes at Elementary and Middle Schools

At Toyo Kohan's Kudamatsu Plant, we initiated on-site classes in fiscal 2021 as an alternative to factory tours, which were suspended due to the COVID-19 pandemic. The initiative was continued into fiscal 2022. During the classes for elementary school students, we utilized slides and quizzes to discuss the plant's recycling efforts, environmental initiatives, and safety measures. For middle school students, the classes focused on the challenges and rewards of work, as well as the instructor's past dreams and reasons to choose the current career. We received appreciation from teachers and numerous thank-you letters from students, which greatly contributed to strengthening the bond between our company and the local community.



Next-Generation Fostering Support

Toyo Kohan makes donation every year to next-generation fostering activities of Kudamatsu City, where its Kudamatsu Plant operates.

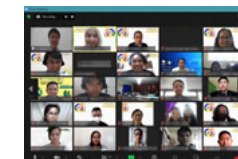
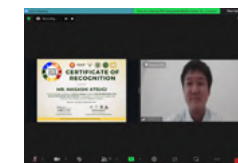
Until fiscal 2021, during the COVID-19 outbreak, the company donated musical instruments, books, and other educational materials to the city's elementary and middle schools. In fiscal 2022, the company's donation was used for a theater performance for the first time in three years. Around 1,600 students from the city's middle schools were invited to a concert by mixed a cappella choir RAGSPI.



Sponsoring a Program for ASEAN University Students

Toyo Seikan is committed to fostering talent in the food industry in ASEAN countries. In line with this, we have endorsed the “Japan-ASEAN Public-Private Partnership Project for Human Resource Development in the Food Industry” implemented by the Ministry of Agriculture, Forestry and Fisheries. As part of this initiative, we have been delivering lectures on food packaging to university students.

In 2022, we conducted an online lecture for students of Visayas State University in the Philippines. The lecture was attended by around 80 individuals, including students and university officials, and government representative. The lecture covered the history of food containers, the process from filling the containers with food to consumption, and the technical aspects involved, thereby deepening their understanding of food containers.



Scene from the lecture in September 2022

Supporting the Production of Canned Mackerel Sourced Entirely from Miyagi Prefecture

Toyo Seikan has shown its support for a joint project by second-year students of Miyagi Prefectural Fisheries High School and STI Food Holdings, a seafood processing company, to produce canned mackerel. The company provided cans and lids for project and delivered lectures to the students on the process of canning. All ingredients and materials, including mackerel, water, salt, miso, cans and lids, were sourced entirely from Miyagi Prefecture. The finished products were sold at Aeon stores in throughout Tohoku region.



Participation in the Communities

Our Social Contributions Abroad

The operations of the Toyo Seikan Group are deeply intertwined with the lives of people in the local communities, making our role as community members a crucial aspect of our communication efforts. We strive to contribute to these communities by leveraging the unique features of each of our facilities and by understanding and respecting the social conditions, cultures, and customs of each country. Here, we present some of the social contribution activities we have undertaken abroad.

<Asia>

Bangkok Can Manufacturing Co., Ltd. (Thailand)

- Donated consumer goods, home appliances, drinking water, and gifts supporting National Children's Day, to a local government.
- Organized a cleanup activity at temples near Rangsit Plant and on streets and public sites around the area.
- Donated computers and fire extinguishers to schools; provided school meals.
- Conducted blood donation activities at hospitals and medical centers.

Next Can Innovation Co., Ltd. (Thailand)

- Planted trees in the industrial park where it is located.
- Conducted blood donation activities.
- Accepted interns.
- Donated to temples and schools.

Toyo Seikan (Thailand) Co., Ltd. (Thailand)

- Donated to a marathon event.
- Donated to Department of Labour Protection and Welfare.
- Donated to a robe offering ceremony to monks.
- Donated to a safety manager memorial event of Bureau of Occupational Safety and Health.

Global Eco-can Stock (Thailand) Co., Ltd. (Thailand)

- Donated tables to school cafeterias.

Toyo Filling International Co., Ltd. (Thailand)

- Donated to humanitarian activities in Ukraine (toothbrushes and toothpaste as relief supplies to evacuees in Poland).
- Collected used PET bottles to recycle into a new material, by mixing with water hyacinth, to produce bags that were donated to local schools.
- Donated buffer sheets to schools and clinics (for use as partitions to prevent infection and as educational materials).
- Donated food, clothing and daily necessities to disability support organizations.
- Conducted blood donation activities.

Toyo Pack (Changshu) Co., Ltd. (China)

- Donated beverages to fire departments, police stations, etc.
- Accepted interns from local universities.

<Europe>

Stolle EMS Group Limited (United Kingdom)

- Hosted a Macmillan Coffee Morning* event.

* A fundraising event organized by Macmillan Cancer Support, a cancer care charity founded in UK in 1911. The funds raised at the event were donated to Macmillan Cancer Support to be used for cancer care.

- Joined a charity walk event organized by a hospice.

<South America>

Stolle Machinery do Brasil Industria e Comercio Equipamentos Ltda. (Brazil)

- Its employees served meals on Children's Day (October 12).

Participation in TABLE FOR TWO

Since February 2018, we have participated in the TABLE FOR TWO program. When employees purchase a designated healthy meal at our company cafeteria located in the head office building, 20 yen from each meal is automatically donated to support school meal programs in developing countries. As of the end of fiscal 2022, our cumulative donation to this initiative has 302,130 yen. We also keep our employees informed about this initiative through display panels.

In fiscal 2022, we partnered with the company that operates our canteen to support a charity event called "Onigiri (rice ball) Action" in conjunction with World Food Day. During this event, we sold rice balls and donated a portion of the proceeds equivalent to the number of rice balls sold to school meal programs.



Received the Kanagawa Prefectural Governor's Award for Outstanding Contributions to Blood Donation Promotion

Tokan Kogyo's Atsugi Plant was recognized for its long-standing commitment to blood donation activities and was awarded the "2022 Kanagawa Prefectural Governor's Award for Outstanding Contributions to Blood Donation Promotion". At the award ceremony held on November 9, 2022, 14 organizations from Kanagawa, including our plant, were honored with certificates of commendation.

Since 1973, the Atsugi Plant has been actively involved in blood donation activities, conducting them twice a year. Over the course of 50 years, approximately 2,000 individuals have participated in these activities. Despite the challenges posed by the COVID-19 pandemic, the plant has continued its blood donation efforts, taking necessary precautions to prevent the spread of the virus.





Governance

This section shows our commitment to “Ensuring thorough compliance,” one of the key issues of our Materiality.

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Corporate Governance

Our Perspective on Corporate Governance

Under the Group's management philosophy (i.e., the management policy, creed, and vision), We aims to increase its corporate value and will continue to develop and evolve while contributing to society through business activities. We consider that enhancing corporate governance is one of the most important management issues to achieve such goals, and have formulated the Corporate Governance Policy to address the issue.

Following the market reorganization of the Tokyo Stock Exchange on April 4, 2022, the Corporate Governance Code has been applied to our company for the prime market. Recognizing the importance of this development, we will further enhance our corporate governance to achieve continuous growth and increase corporate value.

Structures of Outside Directors and Auditors

The Company's Board of Directors (the "Board") is composed of nine Directors, four of whom are independent outside Directors, representing more than one-third of the Board. The Board generally meets once a month and holds extraordinary meetings as necessary to make important decisions on management matters. There were 13 board meetings in fiscal 2022 (ended March 2023). The term of office for Directors is set at one year in order to clarify Directors' management responsibility and to flexibly establish a management framework that can swiftly respond to changes in business environment. The Audit and Supervisory Board is composed of four auditors, two of whom are independent outside auditors. The Audit and Supervisory Board generally meets once a month and holds extraordinary meetings as needed. There were 16 meetings of the Audit and Supervisory Board in fiscal 2022.

Outside directors and auditors stimulate active discussions at board meetings. They also monitor the management team from an objective standpoint, ensuring effective oversight of the company's management structure.

Executive Structure

The Company has implemented an executive officer system to enhance management efficiency and agility, and to clearly delineate responsibilities for decision-making/supervision and business execution. To develop the basic management policy and take necessary measures swiftly and appropriately to enhance management, it regularly conducts Management Strategy Meeting and Executive Management Meeting; the former is held on a monthly basis and comprised of full-time Directors, Heads in charge of key organizational functions, Executive Officers, and the Chief of Corporate R&D, while the latter is scheduled twice a month in principle and attended by full-time Directors, Heads in charge of key organizational functions, the Chief of Corporate R&D, and presidents of major group companies.

The Company provides its directors and officers with training opportunities as needed to support them in acquiring and continuously updating necessary knowledge for appropriate performance of their duties.

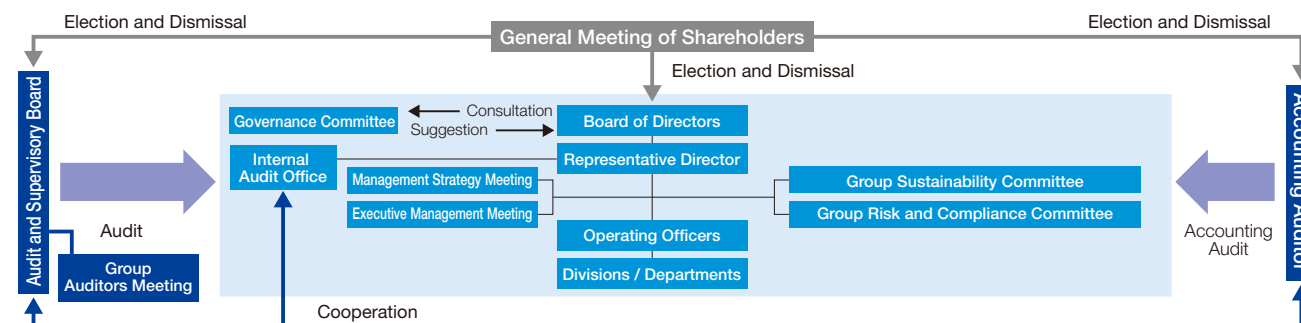
The Company has also set up a Governance Committee, an advisory body voluntarily composed of the representative director and four independent outside directors. The committee is designed for more objective, transparent and timely decision-making of the Board

regarding such issues as the appointment of representative directors and director and auditor candidates and the remuneration of directors and officers. In fiscal 2022, the committee held a total of seven meetings.

Structure for Operating the Internal Control System

The Company and its group companies operate their internal control system primarily through their legal departments. To ensure thorough compliance with laws and regulation in business activities and enhance management efficiency, the status of the system's development, operation, and compliance with laws and regulations are regularly reviewed through internal audits conducted by the Internal Audit Office, a department directly under the President. Based on the results of these audits, improvements are made as necessary.

Corporate Governance Structure



Ensuring Thorough Compliance

 Group Risk & Compliance Promotion Framework

Acting Honestly and Responsibly

We have established and disclosed Toyo Seikan Group Code of Conduct and Guidelines of Behavior, which serve as the common standards of behavior that all officers and employees in the Group must adhere to. These standards include preventive measures against bribery and corruption. By distributing a booklet to each employee and through the intranet, we have been working on their dissemination across all group members.

Formulation of Group Regulations to Prevent Bribery Involving Public Officials

Since September 2018, we have been conducting our business in line with the Group Regulations to Prevent Bribery Involving Public Officials, ensuring that we comply with both domestic and international anti-bribery laws. When deciding on a merger, acquisition or joint venture involving a non-group company, we conduct an appropriate assessment of such company's business to check for present and past violations of anti-bribery laws.

Declaration of Complete Separation from Cartel Involvement

The boards of directors of Toyo Seikan Group Holdings and Toyo Seikan adopted the "Declaration of Complete Separation from Cartel Involvement" in fiscal 2019 to ensure compliance with the Antimonopoly Act.

Declaration of Complete Separation from Cartel Involvement

The Group is committed to conducting business in a manner that promotes free and fair competition in accordance with the Antimonopoly Act (the "Act"). We will not engage in any activity that violates or could potentially violate the Act with any competing business operator.

Main Activities in FY2022

Toyo Seikan Group Holdings and its domestic and overseas group companies conducted the following activities during fiscal 2022.

Establishing a Compliance Framework for the Antimonopoly Act

We are implementing measures to establish a unified framework across the group for compliance with the Antimonopoly Act.

Establishment of Internal Regulations to Comply with Antimonopoly Act

We have established internal regulations to comply with the Antimonopoly Act in order to ensure that all group companies comply with the Act and that the Company as the holding company conducts business activities based on fair and open competition. In fiscal 2022, we updated the regulations following changes in our business environment. We also issued reminders about the increased likelihood of contact with competitors in the course of responding to environmental policies and implementing new business initiatives.

Educational Programs for Newly Appointed General Managers, Managers and Assistant Managers

The Legal Department conducted educational programs for newly appointed general managers, managers and assistant managers of major group companies. In fiscal 2022, these programs were provided both in person and online to avoid the risk of COVID-19 infection. There were 302 participants for the programs. They learned about the topics related to the themes for each level as well as about the effective use of the Group's internal reporting system.

We will continue to conduct these programs to further enhance compliance.

- Program for newly appointed assistant managers (3-day session), attended by 135 participants

Theme: How to prepare documents that can avoid any risk of violating Antimonopoly Act

- Program for newly appointed managers (2-day session), attended by 111 participants

Theme: Case study for preventing Antimonopoly Act violation

- Program for newly appointed general managers (1-day session), attended by 56 participants, including participants in the video-recorded program

Theme: Important tips for general managers to prevent violations of Antimonopoly Act

Other Activities

- On-site learning course on risk management under Antimonopoly Act, provided for 41 officers in charge of the sales of major domestic group companies
- E-learning course on Antimonopoly Act (Advanced), conducted with 1,717 attendees from sales departments across major domestic group companies
- E-learning course on competition law, provided for 438 managers from overseas subsidiaries
- Hearings planned and conducted by the Legal Department for newly appointed presidents of group companies to prevent the experiences of violation from being forgotten and to grasp the status of compliance framework of group companies.
- Written pledge to comply with the Antimonopoly Act submitted by all staff in sales departments
- Constant carrying of Antimonopoly Act Compliance Card(Sales department)

Ensuring Thorough Compliance

Main Activities in FY2022

Prevention of Bribery and Corruption

The Toyo Seikan Group Guidelines of Behavior, which are common standards for all officers and employees in the Group to adhere to, establish rules to prevent all forms of corruption. This includes bribery involving domestic and foreign government officials, customers, or suppliers, as well as misappropriation, and money laundering.

To manage the risk of bribery and corruption, including commercial bribery, we have established the Group Regulations to Prevent Bribery Involving Public Officials and accompanying guidelines. The regulations and guidelines have been translated into English, Chinese, Thai and Indonesian to be disseminated to all group members inside and outside Japan. In fiscal 2022, in response to the Ministry of Economy, Trade and Industry's revision of the Guidelines for the Prevention of Bribery of Foreign Public Officials, we updated our regulations and guidelines. We also raised employees' awareness to ensure their full understanding of these revised regulations and guidelines. We checked the status of management of domestic subsidiaries and major foreign group companies, and confirmed that they were properly managing bribery and corruption risks in accordance with the regulations and guidelines.

Since fiscal 2018, we have also been conducting e-learning programs on the prevention of bribery and corruption for all managers and employees, pursuant to the Guidelines of Behavior and the bribery prevention regulations. In fiscal 2022, we provided an e-learning course on bribery involving public officials for 2,434 managers from domestic major group companies; meanwhile, an e-learning course on anti-corruption law was attended by 445 managers from overseas subsidiaries.

Based on the Guidelines of Behavior and the bribery prevention regulations, we will continue to conduct our e-learning programs on the prevention of bribery and corruption for domestic and overseas group companies.

 Group companies joining the e-learning programs

Promoting Understanding of the Group's Code of Conduct and Guidelines of Behavior

We have established the Group's Code of Conduct ("Code") and Guidelines of Behavior ("Guidelines") as the standard of behavior that all officers and employees working at each company should practice and comply with. To ensure widespread understanding of these standards, they are posted on our website and internal bulletin boards, allowing employees to check their content at any time. Furthermore, we distribute explanatory booklets of the Group's Code of Conduct and Guidelines of Behavior to all new members of the group, regardless of whether they are new graduates or mid-career hires, and explain their content to deepen their understanding. In fiscal year 2022, we will continue to raise awareness by conducting education in line with the content of the Corporate Behavior Charter and Code of Conduct in stratified training for new employees, newly appointed section chiefs, department heads, and directors.



Month-Long Group Compliance Promotion Campaign (every October)

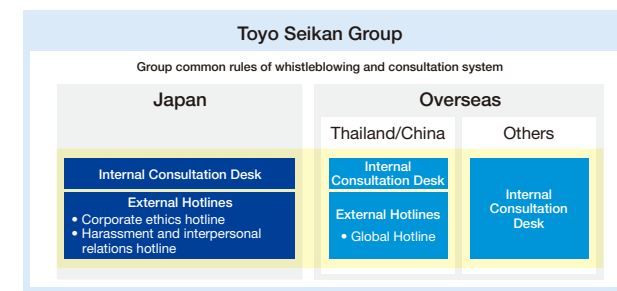
- Activities related to Group's common campaign theme
 - 1) Preventing power abuse
 - 2) Advising caution on the use of social media
- Group compliance training seminar
- Submission of the written pledge to comply with ethics and laws and regulations



Whistleblowing and Consultation System (Internal Reporting System)

We have implemented an internal reporting system across our domestic and international group companies. This system allows us to quickly detect and correct any compliance violations, including unfair business practices, human rights abuses, workplace misconduct, harassment, legal violations, and corruption.

Structure of Our Internal Reporting System



 Protection of hotline users

Ensuring Thorough Compliance

Whistleblowing and Consultation System (Internal Reporting System)

Enhancing Internal Reporting System

We have established an internal reporting system for our domestic group companies called “Toyo Seikan Group Compliance Consultation Desk.” To make it easier for reporters, the reporting system is divided into internal and external channels, each with contact points for reporting on “compliance” and “harassment and interpersonal relations.” The domestic service is available to officers, employees (including contract employees, part-time workers, temps, and employees of contractors), and former employees. Meanwhile, the reporting system for overseas group members is intended for officers and employees.

During fiscal 2022, there were 108 contacts in Japan and overseas, none of which led to material non-compliance or human rights violation.

When there is a contact to the system, we promptly respond to it in accordance with our internal rules. On April 1, 2021, we formulated the Rules for Management of Group Compliance Whistleblowing and Consultation System, group-wide rules to operate the internal reporting system in a unified manner. We continue to improve the system, revise relevant rules and update educational materials in order to prevent recurrence of reported incidents.

Furthermore, we distribute posters and self-check cards, and post information on the intranet to raise awareness and promote the utilization of the system.

Additionally, in our “Compliance Newsletter” issued to group companies, we share information on the internal reporting system to clarify its purpose and significance, and to increase understanding of how to use it, as part of our ongoing efforts to enhance the effectiveness of the system.

Educational and Training Programs for Group Members

Domestic group companies conducted various educational programs and activities, including the following.

Legal Training Program for Newly Appointed Group Officers

In May 2022, we invited an external lawyer as a lecturer to conduct a training program designed for newly appointed officers of the Group. There were 27 participants in the program (attending one of two days).

Theme: Liability and responsibility of directors, auditors and officers

Group Compliance Training Seminar

On October 19, 2022, we invited an external professional as a lecturer to conduct a group compliance training seminar for 160 officers from group companies.



**Theme: Compliance with Information Security:
The Role of Management**

Various Training Programs and Support for Internal Education

During fiscal 2022, we held 27 training sessions on laws and regulations pertinent to our company and the group companies. These sessions were led by our Legal Department staff and external experts.

In addition, we have created and shared educational content aimed at explaining compliance and legal matters across all group companies, as part of our ongoing commitment to support internal education.

Main themes

Antimonopoly Act	9 sessions
Subcontract Act	6 sessions
Contract practices	5 sessions

Collecting and Sharing Compliance-Related Information

To promote compliance awareness, the Legal Department has created a compliance risk map to comprehensively identify and assess compliance risks in business management. We then prioritize these risks to ensure more effective efforts. We are also working to share information about group companies' compliance activities and accidents and events occurring in society to enhance compliance consciousness throughout the entire group.

Main Activities Planned for FY2023

- Creating compliance risk maps at group companies
- Promoting compliance activities at group companies
- Month-long group compliance promotion campaign

Ensuring Thorough Compliance

Company-wide Efforts Toward Thorough Compliance

Hosting Discussions to Prevent Harassment

Tokan Kogyo is committed to various initiatives aimed at preventing harassment in the workplace. In response to the results of a work environment survey conducted in fiscal 2019, the company has recognized a strong need for improvements in the workplace environment. Consequently, on September 8 and 13, 2022, we convened meetings with managers from all our locations to discuss harassment prevention.

These meetings were designed with two main objectives: to share a common understanding of the issues surrounding harassment prevention, and to identify and discuss potential solutions, encouraging everyone to take personal responsibility for these issues. We identified challenges in three key areas: 1) knowledge and education, 2) communication, and 3) corporate culture, and discussed the root causes and potential solutions for these issues.

Based on the feedback received during these meetings, we will continue to strive for a workplace free from harassment.



Compliance Training

Nippon Closures has been conducting ongoing compliance training. In fiscal 2022, from November to December, we conducted training for managers at various locations within the company. The training covered a wide range of topics, including the prevention of power abuse, precautions for using social media and eradication of drunk driving. Going forward, we will continue to raise awareness among our employees' about social norms and legal compliance, in collaboration with Group companies.

Promoting the Penetration of Power Harassment Prevention Guidelines

In fiscal 2020, the Toyo Kohan group set the Toyo Kohan Group Power Abuse Prevention Guidelines. In April 2022, Toyo Kohan established its corporate philosophy, which states that the company values “acting with good ethics” and “embracing diversity and mutual respect.” Based on the philosophy, the company has been engaged in the creation of a safe and comfortable workplace without power abuse.

In fiscal 2022, based on the results of an internal survey conducted in the past, we focused on “building a workplace that deepens mutual understanding among employees” and “providing opportunities to learn about power harassment”, which were frequently mentioned as effective ways to eliminate power harassment. We conducted power harassment prevention training, which included watching a DVD on power harassment prevention and explaining the contents of the guidelines. In addition, we conducted the Reflection Round Table®* program in the headquarters area where remote work is predominant. The program targets three levels: department heads, group leaders, and members, with the aim of activating communication, deepening mutual understanding, and changing behavior based on this.

We recognize power abuse as a serious issue in our business activities, and will continue to work persistently to eliminate it.

* Reflection Round Table® is a training program that allows you objectively analyze your own behavior through introspection and dialogue, and acquire more sound and thoughtful management. Reflection Round Table® is a registered trademark of J.Feel Inc.

Risk Management

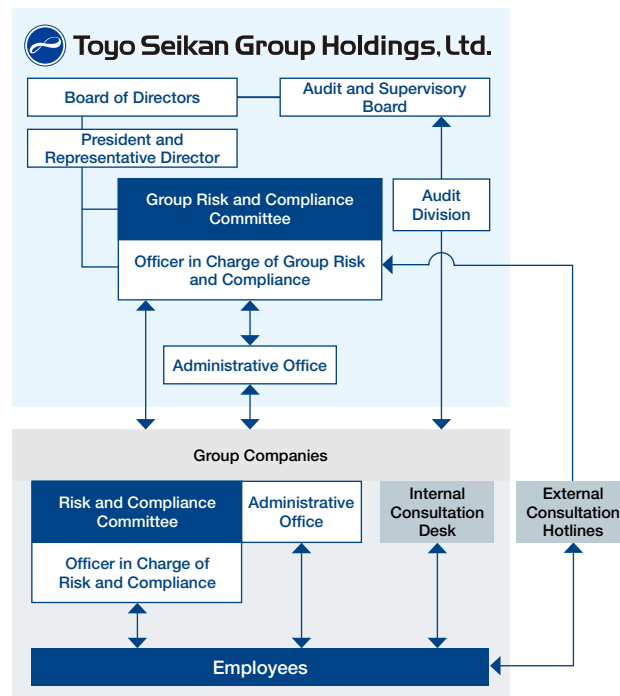
Risk Management System

We have been implementing risk management based on the Group Risk and Crisis Management Rules.

The Group Risk and Compliance Committee and other relevant parties monitor the status of the group-wide risk management and take improvement and preventive measures.

Each group company, under its own risk management promotion framework, formulates its risk management policy and basic plan and compiles the status of risk management throughout the company.

Risk and Compliance Framework



Enhancing Risk and Crisis Management Framework

To address risks and crises that may affect the Group and to prevent risks that could disrupt our ongoing business, we have established the Risk Management Committee as an organization to strengthen group's risk and crisis management structure. We have also established the Group Risk and Compliance Committee to oversee risk and crisis management and compliance across the Group. In addition, we have set up the Risk Management Administration Office as the secretariat for these committees. Both committees are responsible for verifying information related to significant risks and implementing improvement and preventive measures. Furthermore, in order to stabilize the management base, Toyo Seikan Group Holdings and its group companies individually develop crisis management rules and crisis response manuals and summarize their risk management situation under each management system.

Moreover, the companies reinforce their risk management systems based on their business continuity plans (BCPs), which have been formulated to quickly resume and maintain operations in the event of a crisis.

Addressing COVID-19 Pandemic

In addressing the COVID-19 pandemic, we focus primarily on preventing infection and ensure the health and safety of all stakeholders, including employees and their families, suppliers and customers. To prevent the spread of COVID-19, we hold a group-wide COVID-19 crisis management committee when required. We are also taking comprehensive measures for the entire group, including foreign subsidiaries, by sharing information about the current situation of infection and governmental measures through the Group's internal database on a daily basis.

On May 8, 2023, the Japanese government re-classified COVID-19 from Category 2 to less-severe Category 5 of the five levels of legally designated infectious diseases. Following the government policy, we have suspended most of our preventive measures; however, we are maintaining certain measures to control the spread of COVID-19 and to protect individuals at high risk of infection. In the event of a resurgence of COVID-19, we will strengthen our infection control measures again, as necessary.

Activities Planned for FY2023

We will place high priority on the following five items in the Group's risk and crisis management activities for the current year.

- 1) Implement risk management activities (including BCPs)
- 2) Conduct risk and crisis response drills
- 3) Formulate and disseminate our risk management policy
- 4) Take measures after the re-classification of COVID-19 as Category 5
- 5) Raise managers' awareness of harassment and abuse

Risk Management

Risk Management Activities of Group Companies

BCP Drill at Toyo Kohan

Toyo Kohan has established rules for risk and crisis management, and regularly conducts drills to test its business continuity plan (BCP). After a three year hiatus due to the COVID-19 pandemic, the company resumed the training in fiscal 2022. The drill simulated a scenario where a fire at the plant would force a suspension of production for 45 days.

The head office and Kudamatsu Plant worked together to verify the procedures for an emergency, using a web conference system to share information on damage to equipment and product inventories and delivery schedules for customers. Following the drill, they identified issues to address and reviewed the existing rules and manuals for deficiencies. We will continue with the training to enhance its capability of emergency response.



Formulating BCP and Conducting Drill to Prepare for Nankai Trough earthquake

Toyo Seikan has developed a BCP in anticipation of a potential megathrust earthquake in the Nankai Trough, which could cause simultaneous damage to multiple company plants. The BCP is designed to identify and prioritize tasks that would need to be addressed first in the event of such a disaster, thereby reducing the time required for recovery and ensuring the continuation of operations.

In March 2023, the company conducted a company-wide drill based on the scenario of a Nankai Trough earthquake to test the effectiveness of its BCP. The drill involved setting up a virtual emergency headquarters,

which communicated with all offices and plants via a web conference system and an online chat tool. Following instructions from the headquarters, each office and plant reported on their initial responses and the extent of damage to their facilities immediately after the simulated earthquake.

Training on Quality Emergency Response

At the Group, we have established guidelines to ensure a swift and organized response to quality-related emergencies, such as the distribution of products with significant defects or violations of quality compliance. To test the effectiveness of these guidelines, we conducted a simulated training exercise in collaboration with Toyo Seikan Group Holdings and selected operating companies.

The training was attended by relevant officers and department heads from both companies. They focused on checking the communication system during the initial response, the matters to be investigated, and the responsible departments, reviewing the entire process from the activation of the crisis response to the decision to disclose the issue. Any areas identified for improvement during the training were incorporated into the guidelines and shared across the Group.

Implementation of Information Security Education

As part of our risk management, The Group has been implementing education on information security since fiscal 2022.

To protect the group companies from increasing cyberattacks, each member must raise their awareness of information security. We have provided all employees who have an email address with basic e-learning courses for information security management and simulation training for targeted e-mail attacks. With these programs,

we are aiming to improve information security literacy in the workplace, such as increasing awareness in daily operations, to be more protected against cyberattacks.

In October 2022, during our month-long compliance promotion campaign, we invited a lecturer from TIS Inc., an IT service provider, to hold a training seminar for top management on information security compliance. The lecturer discussed the theme by referring to examples of compliance issues that actually happened, which helped the participants deepen their understanding.

We will continue to promote the importance of information security and carry out ongoing education.

Workshops on the Hazards of Chemical Substance at TOMATEC

At TOMATEC, we conducted workshops titled "Hazards of Chemical Substances Handled at TOMATEC", connecting the head office, Osaka plant, and other operational bases online. Additionally, under the auspices of the Health and Safety Committee at the company's Kyushu Plant, we held workshops on the raw materials used in the pigment products, which were attended by many participants, including those in charge of manufacturing. In June 2022, during its "Hazardous Materials Safety Week", we carried out internal patrols with a focus on verifying the management status of hazardous and toxic substances.



Independent Assurance Report

Independent Assurance Report

To the President and Representative Director of Toyo Seikan Group Holdings, Ltd.

We were engaged by Toyo Seikan Group Holdings, Ltd. (the “Company”) to undertake a limited assurance engagement of the environmental performance indicators marked with a star ★ (the “Indicators”) for the period from April 1, 2022 to March 31, 2023 included in its SUSTAINABILITY REPORT 2023 (the “Report”) for the fiscal year ended March 31, 2023.

The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the Report.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ and the ‘ISAE 3410, Assurance Engagements on Greenhouse Gas Statements’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Report, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the Report and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Visiting the Ibaraki Plant of Toyo Seikan Co., Ltd. selected on the basis of a risk analysis.
- Evaluating the overall presentation of the Indicators.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Report are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the Report.

Our Independence and Quality Management

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

/s/ Kazuhiko Saito

Kazuhiko Saito, Partner, Representative Director
KPMG AZSA Sustainability Co., Ltd.
Tokyo, Japan

December 14, 2023

Notes to the Reader of Independent Assurance Report:

This is a copy of the Independent Assurance Report and the original copies are kept separately by the Company and KPMG AZSA Sustainability Co., Ltd.

Independent assurance

The Toyo Seikan Group has engaged KPMG AZSA Sustainability Co., Ltd. to conduct an assurance engagement of certain environmental performance data since fiscal 2021.

The indicators with a star (★) on pages 15 and 45 of this report have been assured by the firm.

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Accounting for GHG emissions

Total GHG emissions for FY2022

GHG emissions from operations (Scope 1 and 2)	Scope 1	1,175 thousand tons CO ₂ ★
	Scope 2	401 thousand tons CO ₂ ★
GHG emissions from supply chain (Scope 3)		774 thousand tons CO ₂ ★
		6,774 thousand tons CO ₂
	Category 1 (Purchased goods and services), excluding Stolle Group	4,158 thousand tons CO ₂ ★
	Category 1 (Purchased goods and services) for Stolle Group	341 thousand tons CO ₂
	Other categories	2,274 thousand tons CO ₂

Boundary

	Group companies	Operational sites
GHG emissions from operations (Scope 1 and 2)	Toyo Seikan Group Holdings and all its consolidated subsidiaries ⁽¹⁾	The head office, branches, sales offices, plants and all other business locations of the group companies are included in the scope
GHG emissions from supply chain (Scope 3)	Toyo Seikan Group Holdings and all its consolidated subsidiaries ⁽¹⁾	

Note 1: Please refer to the list of Toyo Seikan Group Companies at the end of this report for the information of consolidated subsidiaries.

Calculation methods

Scope 1	The emissions are calculated by multiplying fuel consumption by the relevant emission factor set forth in Japan's Act on Promotion of Global Warming Countermeasures.
Scope 2	Emissions from purchased electricity of the Company and its domestic consolidated subsidiaries are calculated as follows: multiply electricity consumption by the adjusted emission factor for each electric utility company, minus the emissions corresponding to the non-fossil certificates we purchased that are calculated based on the Act on Promotion of Global Warming Countermeasures. Emissions from purchased electricity of overseas consolidated subsidiaries are generally calculated by multiplying electricity consumption by an emission factor in IDEA database ⁽²⁾ . Emissions associated with purchased steam are calculated by multiplying steam consumption by the relevant emission factor set forth in the Act on Promotion of Global Warming Countermeasures.
Scope 3 Category 1	Emissions of Category 1 are primarily calculated by multiplying the amount of raw materials purchased for production by an emission factor in IDEA database ⁽²⁾ . The calculation also uses emission factors provided by Japan's carbon footprint system and input-output tables. For certain purchased raw materials, emissions are calculated using actual measurement emission factors. The emissions related to the Stolle Group are calculated by multiplying the combined value of materials for in-house parts and purchased parts by an emission factor based on the input-output tables.

Note 2: IDEA Database (for supply chain emissions accounting) version 2.3

Toyo Seikan Group Companies

(as of June 30, 2023)

● : Consolidated subsidiary

Toyo Seikan Group Holdings, Ltd. Holding Company

Toyo Seikan Co., Ltd.

Manufactures and sells various packaging containers

- Honshu Seikan Co., Ltd.
Manufactures and sells 18 liter cans, metal cans and general line cans
- Nippon National Seikan Co., Ltd.
Manufactures and sells beverage cans
- Ryukyu Seikan Kaisha, Ltd.
Manufactures and sells PET bottles and sells various packaging containers
- Toyo Seihan Co., Ltd.
Manufactures and sells printing plates for printing metal and film
- Fukuoka Packing Co., Ltd.
Manufactures and sells sealant for metal, plastic and glass containers
- Japan Bottled Water Co., Ltd.
Manufactures and sells bottled water related materials for delivery service
- T&T Enertechno Co., Ltd.
Manufactures and sells packaging material mainly for lithium-ion secondary batteries
- Toyo Seikan Group Engineering Co., Ltd.
Manufactures and sells canning machinery, bottling machinery, packaging machinery and food processing machinery
- TM Pack Co., Ltd.
Contract filling of PET-bottled beverage products
- TOYO PACK KIYAMA Co., Ltd.
Contract filling of beverage products
- Toyo Mebius Co., Ltd.
Trucking, warehousing and others
- Bangkok Can Manufacturing Co., Ltd. (Thailand)
Manufactures and sells 2-piece aluminum cans and aluminum ends
- Next Can Innovation Co., Ltd. (Thailand)
Manufactures and sells 2-piece steel and aluminum cans
- Toyo Seikan (Thailand) Co., Ltd.
Manufactures and sells general plastic products; manufactures and sells beverage PET bottles; contract filling; technical support; administrative services for group companies

- Global Eco-can Stock (Thailand) Co., Ltd.
Manufactures and sells resin-coated aluminum materials
- Yangon Can Manufacturing Co., Ltd. (Myanmar)
Manufactures and sells welded cans
- Asia Packaging Industries (Vietnam) Co., Ltd.
Manufactures and sells 2-piece aluminum cans and ends
- Kanagata (Thailand) Co., Ltd.
Manufactures and sells molds for plastic products and parts for injection molding machines
- Toyo Pack (Changshu) Co., Ltd. (China)
Provides contract filling; manufactures and sells beverage PET bottles and caps
- Toyo Mebius Logistics (Thailand) Co., Ltd.
Trucking and warehousing

Toyo Kohan Co., Ltd.

Manufactures and sells tin plates, thin plates, and various surface-treated steel sheets and various functional materials

- Fuji Technica & Miyazu Inc.
Manufactures and sells stamping dies for car bodies and various molds
- KOHAN SHOJI CO.,LTD.
Sells steel sheets and their processed products
- KOHAN KOGYO CO.,LTD.
Manufactures and sells steel bands, automatic binders, hard alloys and manufactures magnetic disk aluminum substrates
- TOYO PAX CO., LTD.
Manufactures and sells packing materials and packing work
- KYODO KAIUN CO.,LTD.
Marine transport and harbor transport services, custom agent services
- TOYO PARTNER CO., LTD.
Services related to employee welfare facilities and others
- Kudamatsu Unyu Co., Ltd.
Land and ocean transport services and warehousing
- TOYO-MEMORY TECHNOLOGY SDN.BHD. (Malaysia)
Manufactures and sells aluminum substrates for magnetic disks

- TOYO KOHAN SHANGHAI CO., LTD. (China)
Sells steel sheet related products, hard materials and automatic binders and provides related services
- TOYO KOHAN JIANGSU CO., LTD. (China)
Manufactures laminated steel sheet for cans
- YANTAI FUJI TECHNICA & MIYAZU TRADING INC. (China)
Trading stamping dies and other products & services for customers in China
- YANTAI FUJI WILSON ENGINEERING CO., LTD. (China)
Stamping die and jig design for the body, NC data creation
- KOHAN KOGYO KOREA CO.,LTD. (Korea)
Manufactures and sells automatic binders
- TOSYALI TOYO CELIK ANONIM SIRKETI (Turkey)
Production and sales of cold rolled steel sheet and surface treated steel sheet
- Polytech America, LLC (USA)
Develops, manufactures manufactures and sells laminated steel sheet in North America
- FUJI TECHNICA & MIYAZU AMERICA INC. (USA)
Die and body technology facilities order intermediation, procurement of a die design, an inspection jig, the proto panel of the order product
- PT. FUJI TECHNICA INDONESIA (Indonesia)
Auto parts production, and design, production and sales of the dies

Tokan Kogyo Co., Ltd.

Manufactures and sells paper and plastic packaging container products

- Nippon Tokan Package Co., Ltd.
Manufactures and sells cardboard products and paper container products
- Tokan Kosan Co., Ltd.
Manufactures and sells agricultural films
- Tokan Takayama Co., Ltd.
Manufactures and sells paper packaging container products and lid products
- Tokan Logitech Co., Ltd.
Trucking
- Sunnap Co., Ltd.
Plans and sells paper and plastic dishwares

Toyo Seikan Group Companies

- **Shosando Co., Ltd.**
Manufactures and sells paperwares
- **Tokan (Changshu) High Technology Containers Co., Ltd. (China)**
Manufactures and sells plastic products
- **TAIYO PLASTIC CORPORATION OF THE PHILIPPINES**
Manufactures and sells plastic products
- **T.K.G. CORPORATION (Philippines)**
Land leasing
- **TAIWAN TOKAN CORPORATION**
Manufactures and sells paper packaging containers products

Nippon Closures Co., Ltd.

Manufactures and sells metal and plastic closures

- **Shin-Sankyo-Pd.**
Trucking business
- **Crown Seal Public Co., Ltd. (Thailand)**
Manufactures and sells metal and plastic closures and crown closures
- **Riguan Closure (Changshu) Co., Ltd. (China)**
Sells metal and plastic closures
- **NCC Europe GmbH (Germany)**
Manufactures and sells metal closures
- **PT. INDONESIA CAPS AND CLOSURES (Indonesia)**
Manufactures and sells plastic closures
- **NCC Crowns Private Ltd. (India)**
Manufactures and sells metal closures

TOYO GLASS CO., LTD.

Manufactures and sells glass bottles

- **TOYO-SASAKI GLASS CO., LTD.**
Manufactures and sells glassware
- **Toyo Glass Machinery Co., Ltd.**
Manufactures and sells molds for glass and plastic bottles, and glass bottle manufacturing machinery
- **TOHOKU KEISYA CO., LTD.**
Manufactures and sells silica sand
- **TOSHO GLASS CO., LTD.**
Sells glass products
- **TOYO GLASS LOGISTICS CO., LTD.**
Trucking business, various yard operation contracting
- **ICHINOSE-TRADING CO., LTD.**
Sells glass bottles and accessories

Mebius Packaging Co., Ltd.

Manufacturing and sales of plastic products

Toyo Aerosol Industry Co., Ltd.

Contract manufacturing and sales of aerosol and general filling products

- **TOYO FILLING INTERNATIONAL CO., LTD. (Thailand)**
Contract manufacturing and sales of aerosol and general filling products

TOMATEC CO., LTD.

Manufactures and sells glass frits, complex inorganic color pigments, gel coats and micronutrient fertilizers

- **ISHIKAWA INK CO.,LTD.**
Manufactures synthetic resin and sells FRP materials
- **TOMATEC (Shanghai) Fine Materials Co., Ltd. (China)**
Manufactures and sells complex inorganic color pigments; sells glass frits
- **TOMATEC (Xiamen) Fine Material Co., Ltd. (China)**
Manufactures and sells glass frits
- **TOMATEC America, Inc. (USA)**
Imports and sells complex inorganic color pigments and glass frits
- **PT. TOMATEC INDONESIA (Indonesia)**
Manufactures and sells glass frits and complex inorganic color pigments

Can Machinery Holdings, Inc. (USA)

Holding Company

- **Stolle Holdings, Inc. (USA)**
Holding Company
- **Stolle Machinery Company, LLC (USA)**
Develops, manufactures and sells can and end manufacturing machines and provides related services
- **Stolle Europe Ltd. (U.K.)**
Sells can and end manufacturing machines and provides related services
- **Stolle Machinery do Brasil Industria e Comercio Equipamentos Ltda. (Brazil)**
Manufactures and sells can and end manufacturing machines and provides related services
- **Stolle Asia Pacific Co., Ltd. (Vietnam)**
Sells can and end manufacturing machine parts and provides related services
- **Stolle Machinery (Shanghai) Co., Ltd. (China)**
Sells can and end manufacturing machine parts
- **Stolle Machinery (Guangdong) Co., Ltd. (China)**
Manufactures and sells can manufacturing machine parts
- **Stolle EMS Group Limited (U.K.)**
Holding Company
- **Stolle European Manufacturing Solutions Limited (U.K.)**
Manufactures and sells can manufacturing machines and provides related services
- **Stolle EMS Precision Limited (U.K.)**
Manufactures and sells can manufacturing machine parts
- **Stolle EMS Polska Sp. z o.o. (Poland)**
Manufactures and sells can manufacturing machines and provides related services

Tokan Trading Corporation

Sells packaging materials, petrochemical products and food machinery, equipment & parts

Tokan Kyoei Kaisha, Ltd.

Offers insurance products, real estate rental management services, and tourism services



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