

Human Resources Data

■ Employee Statistics

- Number of Toyo Seikan Group Employees
- Human Resource Distribution and Related Data
- Union Membership Rate

■ Statistics Related to Employee Health Management at Group Companies

■ Data Related to Diversity and Work Style Reform

- Education and Training
- Diversity Promotion
- Work-Life Management
- Work-Life Balance Support Systems of Toyo Seikan Group

■ Occupational Health and Safety Data

- Occupational Accidents
- Frequency and Severity of Occupational Accidents

Scope of survey (companies)				
"Group"	"Twelve"	"Nine"	"Seven"	Company Name
Toyo Seikan Group Holdings and its consolidated subsidiaries	✓	✓	✓	Toyo Seikan
	✓			Toyo Mebius
	✓	✓	✓	Toyo Kohan
	✓			KOHAN KOGYO
	✓			TOYO PAX
	✓	✓	✓	Tokan Kogyo
	✓			Nippon Tokan Package
	✓	✓	✓	Nippon Closures
	✓	✓	✓	TOYO GLASS
	✓	✓	✓	Mebius Packaging
		✓		Toyo Aerosol Industry
	✓	✓		TOMATEC
	✓	✓	✓	Toyo Seikan Group Holdings

Definitions of terms

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

Employee Statistics

■ Number of Toyo Seikan Group Employees

		Scope of Survey	Unit(s)	FY2020	FY2021	FY2022
Number of Employees by Region ⁽¹⁾	Total	Group		19,552	19,758	19,976
	Male		Person(s)	15,659	15,690	15,891
	Female			3,893	4,068	4,085
	Ratio of female to total employees		%	19.9	20.6	20.4
	Japan			13,939	13,737	13,750
	Male		Person(s)	12,038	11,814	11,786
	Female			1,901	1,923	1,964
	Ratio of female to total employees		%	13.6	14.0	14.3
	Asia (excluding Japan)			4,294	4,399	4,485
	Male		Person(s)	2,477	2,473	2,614
	Female			1,817	1,926	1,871
	Ratio of female to total employees		%	42.3	43.8	41.7
	United States			779	926	950
	Male		Person(s)	676	804	817
	Female			103	122	133
	Ratio of female to total employees		%	13.2	13.2	14.0
	Europe			369	443	514
	Male		Person(s)	322	378	438
	Female			47	65	76
	Ratio of female to total employees		%	12.7	14.7	14.8
	Other regions			171	253	277
	Male		Person(s)	146	221	236
	Female			25	32	41
	Ratio of female to total employees		%	14.6	12.6	14.8

Note: 1. Data as of March 31 of each fiscal year for Japan and as of December 31 of each fiscal year for overseas.

■ Union Membership Rate

	Scope of survey	Unit	FY2020	FY2021	FY2022
Union membership rate	Group	%	53.9	51.9	49.6

Employee statistics

Human Resource Distribution and Related Data

		Scope of Survey	Unit(s)	FY2020	FY2021	FY2022
Number of Employees by Age ⁽¹⁾	Total	Nine	Person(s)	8,719	8,661	8,702
	Male			7,451	7,372	7,381
	Female			1,268	1,289	1,321
	Under 30		Person(s)	2,256	2,179	2,241
	Male			1,830	1,767	1,832
	Female			426	412	409
	Percentage to total		%	25.9	25.2	25.8
	30 to 39		Person(s)	2,204	2,210	2,099
	Male			1,879	1,885	1,771
	Female			325	325	328
	Percentage to total		%	25.3	25.5	24.1
	40 to 49		Person(s)	2,478	2,405	2,398
	Male			2,119	2,042	2,028
	Female			359	363	370
	Percentage to total		%	28.4	27.8	27.6
	Over 50		Person(s)	1,781	1,867	1,964
	Male			1,623	1,678	1,750
	Female			158	189	214
	Percentage to total		%	20.4	21.6	22.6
Number of recruits ⁽⁵⁾	New graduates ⁽²⁾	Nine	Person(s)	321	296	245
	Male			243	230	184
	Female			78	66	61
	Ratio of female to total employees		%	24.3	22.3	24.9
	Mid-career recruits		Person(s)	129	111	151
	Male			103	97	122
	Female			26	14	29
	Ratio of female to total employees		%	20.2	12.6	19.2
	Ratio of mid-career to total recruits		%	30	31	36
Average length of service ⁽³⁾	Male	Seven	Year	17.7	17.9	18.7
	Female			13.4	14.0	15.3
	Male-female difference in average years of continuous employment			4.3	3.9	3.4
Percentage of non-regular employees ^{(2) (4)} (Ratio of non-regular employees to the total of regular and non-regular employees)		Nine	%	21.1	19.9	19.2
Regular employee turnover ⁽⁶⁾			%	2.5	2.5	3.4
Ratio of employees re-employed after retirement to total employees reaching retirement age			%	74.5	78.9	76.6

Note: 1. Data as of April 1 of each subsequent fiscal year.

2. Data as of April 1 of each fiscal year.

3. Data as of March 31 of each fiscal year.

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

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

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

Statistics Related to Employee Health Management at Group Companies

Unit: Percent

	FY2020	FY2021	FY2022
Regular check-up participation rate ⁽¹⁾			
Toyo Seikan Group Holdings	100.0	100.0	100.0
Toyo Seikan	100.0	100.0	100.0
Toyo Kohan	100.0	100.0	100.0
Tokan Kogyo	100.0	100.0	100.0
Nippon Closures	99.6	100.0	100.0
Toyo Glass	100.0	100.0	100.0
Mebius Packaging	100.0	100.0	100.0
Detailed inspection participation rate (% of applicable check-up participants)			
Toyo Seikan Group Holdings	73.3	82.5	84.3
Toyo Seikan	32.9	71.3	57.2
Toyo Kohan	82.6	84.3	93.0
Tokan Kogyo	58.4	39.2	32.8
Nippon Closures	82.8	78.5	98.9
Toyo Glass	78.0	46.0	65.0
Mebius Packaging	58.7	77.1	80.4
Participants with any abnormal results ⁽²⁾			
Toyo Seikan Group Holdings	65.2	64.9	69.3
Toyo Seikan	67.9	65.4	63.0
Toyo Kohan	58.5	54.7	58.0
Tokan Kogyo	73.2	76.4	83.5
Nippon Closures	60.7	55.7	59.2
Toyo Glass	73.8	59.4	72.1
Mebius Packaging	64.4	63.0	68.3
Participants with an ideal body weight ⁽³⁾			
Toyo Seikan Group Holdings	64.4	69.6	66.8
Toyo Seikan	69.2	67.4	67.6
Toyo Kohan	66.4 ⁽⁶⁾	65.1 ⁽⁶⁾	65.7 ⁽⁶⁾
Tokan Kogyo	61.9	62.0	60.9
Nippon Closures	60.1	61.8	60.7
Toyo Glass	61.9 ⁽⁶⁾	69.9	63.6
Mebius Packaging	64.2	64.8	65.3
Participants who smoke			
Toyo Seikan Group Holdings	8.7	9.4	9.2
Toyo Seikan	31.9	30.3	30.6
Toyo Kohan	30.6 ⁽⁶⁾	28.4 ⁽⁶⁾	26.2 ⁽⁶⁾
Tokan Kogyo	30.4	29.3	29.2
Nippon Closures	40.0	36.4	31.2
Toyo Glass	38.1 ⁽⁶⁾	34.7	33.6
Mebius Packaging	32.6	31.5	35.2

Statistics Related to Employee Health Management at Group Companies

	Unit: Percent		
	FY2020	FY2021	FY2022
Participants having an exercise habit ⁽⁴⁾			
Toyo Seikan Group Holdings	20.8	22.3	27.3
Toyo Seikan	19.4	20.3	20.5
Toyo Kohan	26.5 ⁽⁶⁾	26.4 ⁽⁶⁾	29.4 ⁽⁶⁾
Tokan Kogyo	22.6	19.4	20.3
Nippon Closures	16.2	20.7	22.1
Toyo Glass	20.9 ⁽⁶⁾	28.7	32.8
Mebius Packaging	19.0	21.9	21.2
Participants getting a good night's rest			
Toyo Seikan Group Holdings	68.6	72.5	56.7
Toyo Seikan	54.0	48.9	58.4
Toyo Kohan	62.1 ⁽⁶⁾	57.5 ⁽⁶⁾	58.7 ⁽⁶⁾
Tokan Kogyo	51.2	54.4	51.7
Nippon Closures	56.5	59.3	58.8
Toyo Glass	58.3 ⁽⁶⁾	54.3	53.0
Mebius Packaging	51.4	57.4	57.5
Alcohol consumption rate			
Toyo Seikan Group Holdings	14.3	16.6	13.2
Toyo Seikan	17.7	13.0	14.6
Toyo Kohan	10.2 ⁽⁶⁾	10.8 ⁽⁶⁾	11.3 ⁽⁶⁾
Tokan Kogyo	32.0	11.3	15.0
Nippon Closures	32.5	21.0	18.5
Toyo Glass	24.3 ⁽⁶⁾	18.3	18.6
Mebius Packaging	13.7	10.5	12.8
Participants with high blood sugar risk (200 mg/dl or higher fasting blood sugar)			
Toyo Seikan Group Holdings	0.2	0.2	0.0
Toyo Seikan	0.4	0.1	0.2
Toyo Kohan	0.3 ⁽⁶⁾	0.6 ⁽⁶⁾	0.1 ⁽⁶⁾
Tokan Kogyo	0.3	0.2	0.2
Nippon Closures	0.6	0.1	1.4
Toyo Glass	1.0 ⁽⁶⁾	0.1	0.2
Mebius Packaging	1.1	0.5	0.5
Rate of poorly managed diabetes patients (Percentage of people with HbA1c of 8.0 or higher)			
Toyo Seikan Group Holdings	1.0	0.9	0.1
Toyo Seikan	1.1	0.7	1.0
Toyo Kohan	0.6 ⁽⁶⁾	1.0 ⁽⁶⁾	0.8 ⁽⁶⁾
Tokan Kogyo	1.4	1.2	1.4
Nippon Closures	0.8	0.6	1.2
Toyo Glass	1.2 ⁽⁶⁾	0.7	0.7
Mebius Packaging	1.7	0.7	1.0

Statistics Related to Employee Health Management at Group Companies

Unit: Percent

	FY2020	FY2021	FY2022
Participants with hypertension risk (180 mm Hg or higher systolic blood pressure or 110 mm Hg or higher diastolic blood pressure)			
Toyo Seikan Group Holdings	0.2	0.2	0.0
Toyo Seikan	0.5	0.5	0.5
Toyo Kohan	0.3 ⁽⁶⁾	0.6 ⁽⁶⁾	0.5 ⁽⁶⁾
Tokan Kogyo	0.8	1.1	0.8
Nippon Closures	0.4	0.3	1.6
Toyo Glass	0.9 ⁽⁶⁾	1.8	1.5
Mebius Packaging	1.3	0.4	1.0
Participants under treatment for hypertension			
Toyo Seikan Group Holdings	5.6	3.4	4.2
Toyo Seikan	11.2	12.0	11.0
Toyo Kohan	6.6	8.7	8.5
Tokan Kogyo	11.3	11.2	12.0
Nippon Closures	22.3	12.4	11.8
Toyo Glass	13.9	12.1	10.7
Mebius Packaging	14.0	7.0	9.4
Participants with hypertension and under treatment ⁽⁵⁾			
Toyo Seikan Group Holdings	100.0	100.0	100.0
Toyo Seikan	83.7	86.4	96.1
Toyo Kohan	76.3	78.4	75.0
Tokan Kogyo	73.0	78.3	75.7
Nippon Closures	90.2	85.5	92.9
Toyo Glass	65.0	69.6	75.8
Mebius Packaging	86.4	92.8	95.7
Control rate among hypertension			
Toyo Seikan Group Holdings	95.7	100.0	75.0
Toyo Seikan	45.8	49.6	57.4
Toyo Kohan	43.0	49.6	53.2
Tokan Kogyo	53.4	52.2	47.9
Nippon Closures	61.5	59.0	75.1
Toyo Glass	45.8	40.2	56.0
Mebius Packaging	58.4	65.2	63.0

Statistics Related to Employee Health Management at Group Companies

Unit: Percent

	FY2020	FY2021	FY2022
Stress check examination rate			
Toyo Seikan Group Holdings	99.8	100.0	99.8
Toyo Seikan	96.6	98.1	97.2
Toyo Kohan	93.8	94.2	99.5
Tokan Kogyo	90.6	92.6	95.5
Nippon Closures	97.6	93.3	98.1
Toyo Glass	97.9	95.9	92.0
Mebius Packaging	96.0	100.0	99.1
Stress check high stress rate			
Toyo Seikan Group Holdings	6.9	6.5	9.6
Toyo Seikan	14.8	16.1	16.4
Toyo Kohan	10.3	11.6	11.9
Tokan Kogyo	19.4	19.2	20.6
Nippon Closures	13.3	14.9	14.4
Toyo Glass	12.6	16.0	18.2
Mebius Packaging	18.3	17.4	17.3
Presenteeism ⁽⁷⁾			
Toyo Seikan Group Holdings	74.0	81.0	86.0
Toyo Seikan	73.0	75.0	83.0
Toyo Kohan			82.3
Tokan Kogyo	76.0	78.0	83.7
Nippon Closures	73.0	74.0	82.0
Toyo Glass	77.0	76.0	85.0
Mebius Packaging	76.0	74.0	83.0
Absenteeism mental health leave rate			
Toyo Seikan Group Holdings	0.0	0.2	2.0
Toyo Seikan	1.4	1.3	1.2
Toyo Kohan	0.8	0.5	0.7
Tokan Kogyo	0.9	1.4	1.0
Nippon Closures	0.5	0.8	1.1
Toyo Glass	0.1	0.1	0.4
Mebius Packaging	1.9	1.6	1.8
Absenteeism non-mental health leave rate			
Toyo Seikan Group Holdings	0.0	0.4	0.2
Toyo Seikan	1.2	0.8	0.4
Toyo Kohan	1.9	0.3	0.2
Tokan Kogyo	0.4	0.5	0.3
Nippon Closures	1.1	1.0	0.5
Toyo Glass	0.5	0.3	0.7
Mebius Packaging	0.0	0.5	0.7

Statistics Related to Employee Health Management at Group Companies

Note: 1. The rate is calculated excluding employees who are on overseas assignments, childcare leave, or on leave due to illness or injury.

2. The ratio of individuals who had any findings in the health examination results submitted to the Labor Standards Inspection Office.

3. Individuals with a BMI (Body Mass Index) of 18.5 to less than 25.

4. Percentage of individuals engaging in 30 minutes or more of exercises at least twice a week.

5. The calculation formula for the number of people undergoing treatment for hypertension has been changed from the fiscal year 2020.

The number of people undergoing treatment for hypertension / (The number of people undergoing treatment for hypertension + The number of people with hypertension (systolic blood pressure of 160mmHg or more or diastolic blood pressure of 100mmHg or more) but not treated)

Being under treatment means those who answered 'I am using medicine to lower my blood pressure' in the questionnaire of regular health check-ups.

6. The data is collected and calculated for individuals aged 40 and above.

7. Presenteeism measurement method: Until fiscal year 2021, it was a proprietary survey by Humanage, Inc.'s Co-Labo.

Data Related to Diversity and Work Style Reform

■ Education and Training

	Scope of Survey	Unit	FY2020	FY2021	FY2022
Annual expenses for training programs	Seven	million yen	222	314	338

■ Diversity Promotion

	Scope of Survey	Unit	FY2020	FY2021	FY2022
Percentage of female managers ⁽¹⁾	(2)	%	2.9	3.2	3.5
Ratio of handicapped employees ⁽³⁾	Nine	%	2.2	2.2	2.2

Note:

1.2. The data as of April 1 of each following fiscal year is published. For fiscal years 2020 and 2021, the data was calculated for 9 companies, and for fiscal year 2022, it was calculated for 12 companies that are disclosing in accordance with the provisions of the Act on Promotion of Women's Participation and Advancement in the Workplace (Act No. 64 of 2015). In calculating the data, seconded workers from our company to outside companies are excluded, while seconded workers from outside companies to our company are included.

3. As of June 1 of each year

■ Work-Life Management

Utilization of systems to support employees to balance work and family		Scope of Survey	Unit(s)	FY2020	FY2021	FY2022
Childcare	Use of maternity leave	Nine	Person(s)	-	45	38
	Use of maternity/childcare leave			201	119	180
	Male		Person(s)	92	66	144
	Female			109	53	36
	Employees eligible for childcare leave			-	260	230
	Male		Person(s)	-	207	192
	Female			-	53	38
	Childcare leave usage rate					
	Male		%	-	31.9	75.0
	Female			-	100.0	94.7
	Return-to-work rate after taking childcare leave			97.1	100.0	97.6
	Male		%	100.0	100.0	100.0
	Female			91.3	100.0	92.6
	Use of child nursing leave			80	101	107
	Male		Person(s)	20	13	14
	Female			60	88	93
	Use of shorter working hours system			151	196	214
	Male		Person(s)	1	6	9
	Female			150	190	205
	Nursing care		Use of long-term nursing care leave	Nine	Person(s)	2
Male			1		0	1
Female			1		1	0
Use of short-term nursing care leave			10		10	16
Male		Person(s)	2		3	8
Female			8		7	8
Use of shorter working hours system			1		2	2
Male		Person(s)	0		1	1
Female			1		1	1
Rate of paid leave days taken to those granted during the year		%	47.7	61.6	73.0	
Average days of paid leave taken per employee		Day(s)	9.9	11.5	13.7	
Average annual hours actually worked per employee		Hour(s)	1,995	2,024	2,015	
Average monthly overtime work hours per employee			21.0	21.8	20.9	

Data Related to Diversity and Work Style Reform

■ Work-Life Balance Support Systems of Toyo Seikan Group

Childcare Support

As of April 1, 2023

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

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

Nursing Care Support

	Toyo Seikan Group Holdings	Toyo Seikan	Toyo Kohan	Tokan Kogyo	Nippon Closures	Toyo Glass	Mebius Packaging	Toyo Aerosol Industry	TOMATEC
Long-term nursing care leave	Up to 365 days	Up to 365 days	Up to 365 days company bears the social insurance premiums on behalf of its employees.	Up to 365 days	Up to 365 days	✓	Up to 365 days	Up to 365 days	✓
Short-term nursing care leave	10 days/year	10 days/year	10 days/year	10 days/year	10 days/year	10 days/year	10 days/year	10 days/year	✓
Shorter working hours system for nursing care	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 1.75 hours shorter than regular hours (At least 6 hours of work)	Up to 2 hours shorter than regular hours	Up to 2 hours shorter than regular hours	Up to 1.75 hours shorter than regular hours (At least 6 hours of work)
Late start/early finish of work for nursing care	Available	Available	Available	Available	None (Flexible working time system is available.)	Available	Available	Available	None

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

Data Related to Diversity and Work Style Reform

■ Work-Life Balance Support Systems of Toyo Seikan Group

Other Leave Systems

As of April 1, 2023

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

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

Systems to Support Diverse Work Styles

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

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

Occupational Health and Safety Data

Occupational Accidents

	Scope of Survey	Unit(s)	FY2020	FY2021	FY2022
Number of occupational accidents	Nine	Case(s)	60	78	69
Number of casualties in occupational accidents		Person(s)	60	78	54
Number of death among the above			0	0	0

Note: We aim for zero serious occupational accidents every year, as we achieved the target for fiscal 2020, 2021 and 2022. We continue with our efforts to maintain zero cases for fiscal 2023.

Frequency and Severity of Occupational Accidents

Item	Scope of Survey	FY2018 ⁽⁵⁾	FY2019 ⁽⁵⁾	FY2020	FY2021	FY2022
Frequency rate ⁽¹⁾	Toyo Seikan Group Holdings and its domestic consolidated subsidiaries ⁽³⁾⁽⁶⁾	0.55	0.36	1.37 ⁽⁸⁾	1.29 ⁽⁸⁾	1.72
	All industries surveyed ⁽⁷⁾	1.83	1.80	1.95	2.09	2.06
	All manufacturing industry ⁽⁷⁾	1.20	1.20	1.21	1.31	1.25
Severity rate ⁽²⁾	Toyo Seikan Group Holdings and its domestic consolidated subsidiaries ⁽³⁾⁽⁶⁾	0.01	0.01	0.02 ⁽⁸⁾	0.03 ⁽⁸⁾	0.02
	All industries surveyed ⁽⁷⁾	0.09	0.09	0.09	0.09	0.09
	All manufacturing industry ⁽⁷⁾	0.10	0.10	0.07	0.06	0.08
Coverage of data collection among all employees of the Group ⁽⁴⁾		24%	44%	72%	71%	69%

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

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

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

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

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

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

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

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

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

5. The data for Toyo Kohan, Toyo Glass and TOMATEC were on a calendar year basis since their fiscal-year based figures were not available.

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

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

8. Revised due to a review of the figures