

# Toyo Seikan Group Social Data

## ■ Employee Statistics

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- Union Membership Rate
- Human Resource Distribution and Related Data

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- Education and Training
- Diversity Promotion
- Work-Life Management
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## ■ Occupational Health and Safety Data

- Occupational Accidents
- Frequency and Severity of Occupational Accidents

## ■ Main Social Contribution Activities Results (Including Donations)

Scope of survey (companies)					Company Name
"Group"	"Thirteen"	"Twelve"	"Nine"	"Seven"	
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
	✓	✓	✓	✓	Mebius Packaging
	✓	✓	✓	✓	TOYO GLASS
	✓		✓		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)	FY2021	FY2022	FY2023
Number of Employees by Region <sup>(1)</sup>	Total	Group	Person(s)	19,758	19,976	19,673
	Average number of temporary staff in addition to the employees above <sup>(2)</sup>			(2,934)	(2,843)	(2,756)
	Male			15,690	15,891	15,515
	Female			4,068	4,085	4,158
	Ratio of female to total employees		%	20.6	20.4	21.1
	Japan		Person(s)	13,737	13,750	13,651
	Average number of temporary staff in addition to the employees above <sup>(2)</sup>			(2,802)	(2,743)	(2,627)
	Male			11,814	11,786	11,628
	Female			1,923	1,964	2,023
	Ratio of female to total employees		%	14.0	14.3	14.8
	Asia (excluding Japan)		Person(s)	4,399	4,485	4,517
	Average number of temporary staff in addition to the employees above <sup>(2)</sup>			(66)	(55)	(64)
	Male			2,473	2,614	2,602
	Female			1,926	1,871	1,915
	Ratio of female to total employees		%	43.8	41.7	42.4
	United States		Person(s)	926	950	810
	Average number of temporary staff in addition to the employees above <sup>(2)</sup>			(8)	(9)	(15)
	Male			804	817	701
	Female			122	133	109
	Ratio of female to total employees		%	13.2	14.0	13.5
	Europe		Person(s)	443	514	479
	Average number of temporary staff in addition to the employees above <sup>(2)</sup>			(46)	(31)	(50)
	Male			378	438	402
	Female			65	76	77
	Ratio of female to total employees		%	14.7	14.8	16.1
	Other regions		Person(s)	253	277	216
	Average number of temporary staff in addition to the employees above <sup>(2)</sup>			(12)	(5)	(0)
	Male			221	236	182
	Female			32	41	34
	Ratio of female to total employees		%	12.6	14.8	15.7

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

2. The annual average number of temporary employees is not included in the total number of employees. The number of temporary employees includes contract employees, associate employees, and part-time workers, and excludes dispatched employees.

## ■ Union Membership Rate

	Scope of survey	Unit	FY2021	FY2022	FY2023
Union membership rate	Group	%	51.9	49.6	49.5

# Employee statistics

## Human Resource Distribution and Related Data

		Scope of Survey	Unit(s)	FY2021	FY2022	FY2023
Number of Employees by Age <sup>(1)</sup>	Total	Nine	Person(s)	8,661	8,702	8,706
	Male			7,372	7,381	7,355
	Female			1,289	1,321	1,351
	Under 30		Person(s)	2,179	2,241	2,230
	Male			1,767	1,832	1,805
	Female			412	409	425
	Percentage to total		%	25.2	25.8	25.6
	30 to 39		Person(s)	2,210	2,099	2,054
	Male			1,885	1,771	1,738
	Female			325	328	316
	Percentage to total		%	25.5	24.1	23.6
	40 to 49		Person(s)	2,405	2,398	2,316
	Male			2,042	2,028	1,953
	Female			363	370	363
	Percentage to total		%	27.8	27.6	26.6
	Over 50		Person(s)	1,867	1,964	2,106
	Male			1,678	1,750	1,859
	Female			189	214	247
	Percentage to total		%	21.6	22.6	24.2
Number of recruits <sup>(5)</sup>	New graduates <sup>(2)</sup>	Nine	Person(s)	296	245	267
	Male			230	184	213
	Female			66	61	54
	Ratio of female to total employees		%	22.3	24.9	20.2
	Mid-career recruits		Person(s)	111	151	146
	Male			97	122	115
	Female			14	29	31
	Ratio of female to total employees		%	12.6	19.2	21.2
	Ratio of mid-career to total recruits		%	31.3	33.9	33.9
Average length of service <sup>(3)</sup>	Male	Seven	Year	17.9	18.7	18.3
	Female			14.0	15.3	15.2
	Male-female difference in average years of continuous employment			3.9	3.4	3.1
Percentage of non-regular employees <sup>(2) (4)</sup> (Ratio of non-regular employees to the total of regular and non-regular employees)		Nine	%	19.9	19.2	18.0
Regular employee turnover <sup>(6)</sup>	Total		%	2.5	3.4	3.6
	Male			2.2	3.2	3.4
	Female			4.1	4.7	4.4
Ratio of employees re-employed after retirement to total employees reaching retirement age			%	78.9	76.6	80.8

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

	The Group's Common Health Management Indicators		FY2021	FY2022	FY2023
	FY2021 - FY2023	FY2024 – FY2026			
Regular check-up participation rate <sup>(1)</sup>					
Toyo Seikan Group Holdings	—	100%	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			100.0	100.0	100.0
Mebius Packaging			100.0	100.0	100.0
Toyo Glass			100.0	100.0	100.0
Detailed inspection participation rate (% of applicable check-up participants)					
Toyo Seikan Group Holdings	—	100%	82.5	84.3	89.8
Toyo Seikan			71.3	57.2	69.5
Toyo Kohan			84.3	93.0	98.8
Tokan Kogyo			39.2	32.8	67.4
Nippon Closures			78.5	98.9	92.9
Mebius Packaging			77.1	80.4	81.4
Toyo Glass			46.0	65.0	72.0
Participants with any abnormal results <sup>(2)</sup>					
Toyo Seikan Group Holdings	—	Lower than the previous year	64.9	69.3	53.7
Toyo Seikan			65.4	63.0	60.2
Toyo Kohan			54.7	58.0	59.2
Tokan Kogyo			76.4	83.5	72.5
Nippon Closures			55.7	59.2	60.0
Mebius Packaging			63.0	68.3	63.4
Toyo Glass			59.4	72.1	78.4
Participants with an ideal body weight <sup>(3)</sup>					
Toyo Seikan Group Holdings	70% or more	70% or more	69.6	66.8	66.7
Toyo Seikan			67.4	67.6	67.5
Toyo Kohan			67.6	67.7	67.5
Tokan Kogyo			62.0	60.9	61.5
Nippon Closures			61.8	60.7	60.7
Mebius Packaging			64.8	65.3	63.9
Toyo Glass			69.9	63.6	59.1
Participants who smoke					
Toyo Seikan Group Holdings	Lower than the previous year	Lower than the previous year	9.4	9.2	9.2
Toyo Seikan			30.3	30.6	31.3
Toyo Kohan			29.0	27.9	27.7
Tokan Kogyo			29.3	29.2	29.1
Nippon Closures			36.4	31.2	33.9
Mebius Packaging			31.5	35.2	34.4
Toyo Glass			34.7	33.6	33.8

# Statistics Related to Employee Health Management at Group Companies

Unit: Percent

	The Group's Common Health Management Indicators		FY2021	FY2022	FY2023
	FY2021 - FY2023	FY2024 – FY2026			
Participants having an exercise habit <sup>(4)</sup>					
Toyo Seikan Group Holdings	—	Not lower than the previous year	22.3	27.3	28.0
Toyo Seikan			20.3	20.5	21.7
Toyo Kohan			26.5	28.6	31.0
Tokan Kogyo			19.4	20.3	18.9
Nippon Closures			20.7	22.1	20.5
Mebius Packaging			21.9	21.2	21.9
Toyo Glass			28.7	32.8	31.5
Participants getting a good night's rest					
Toyo Seikan Group Holdings	—	60% or more	72.5	56.7	63.7
Toyo Seikan			48.9	58.4	56.6
Toyo Kohan			64.9	64.7	63.5
Tokan Kogyo			54.4	51.7	53.0
Nippon Closures			59.3	58.8	63.2
Mebius Packaging			57.4	57.5	49.2
Toyo Glass			54.3	53.0	61.5
Alcohol consumption rate					
Toyo Seikan Group Holdings	—	Not higher than the previous year	16.6	13.2	16.7
Toyo Seikan			13.0	14.6	16.0
Toyo Kohan			9.5	9.8	10.0
Tokan Kogyo			11.3	15.0	13.5
Nippon Closures			21.0	18.5	14.6
Mebius Packaging			10.5	12.8	16.3
Toyo Glass			18.3	18.6	18.0
Participants with high blood sugar risk (200 mg/dl or higher fasting blood sugar)					
Toyo Seikan Group Holdings	—	0%	0.2	0.0	0.2
Toyo Seikan			0.1	0.2	0.3
Toyo Kohan			0.3	0.2	0.2
Tokan Kogyo			0.2	0.2	0.3
Nippon Closures			0.1	1.4	0.1
Mebius Packaging			0.5	0.5	0.5
Toyo Glass			0.1	0.2	0.4
Rate of poorly managed diabetes patients (Percentage of people with HbA1c of 8.0 or higher)					
Toyo Seikan Group Holdings	—	0%	0.9	0.1	1.4
Toyo Seikan			0.7	1.0	0.9
Toyo Kohan			0.5	0.4	0.6
Tokan Kogyo			1.2	1.4	1.0
Nippon Closures			0.6	1.2	0.5
Mebius Packaging			0.7	1.0	1.0
Toyo Glass			0.7	0.7	0.9

## Statistics Related to Employee Health Management at Group Companies

Unit: Percent

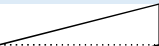
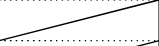
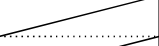
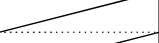
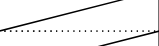
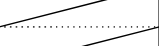
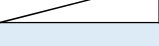
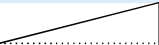

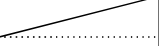
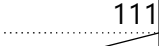
	The Group's Common Health Management Indicators		FY2021	FY2022	FY2023
	FY2021 - FY2023	FY2024 – FY2026			
Participants with hypertension risk (180 mm Hg or higher systolic blood pressure or 110 mm Hg or higher diastolic blood pressure)					
Toyo Seikan Group Holdings	—	0%	0.2	0.0	0.2
Toyo Seikan			0.5	0.5	0.3
Toyo Kohan			0.3	0.3	0.5
Tokan Kogyo			1.1	0.8	1.2
Nippon Closures			0.3	1.6	0.2
Mebius Packaging			0.4	1.0	1.5
Toyo Glass			1.8	1.5	0.8
Participants under treatment for hypertension					
Toyo Seikan Group Holdings	—	Not higher than the previous year	3.4	4.2	10.2
Toyo Seikan			12.0	11.0	12.3
Toyo Kohan			8.7	8.5	10.0
Tokan Kogyo			11.2	12.0	12.6
Nippon Closures			—	11.8	11.4
Mebius Packaging			7.0	9.4	15.0
Toyo Glass			12.1	10.7	14.7
Participants with hypertension and under treatment <sup>(5)</sup>					
Toyo Seikan Group Holdings	—	100%	100.0	100.0	96.0
Toyo Seikan			86.4	96.1	93.6
Toyo Kohan			78.4	75.0	85.3
Tokan Kogyo			78.3	75.7	73.7
Nippon Closures			—	92.9	87.0
Mebius Packaging			92.8	95.7	90.3
Toyo Glass			69.6	75.8	88.1
Control rate among hypertension					
Toyo Seikan Group Holdings	—	100%	100.0	75.0	76.0
Toyo Seikan			49.6	57.4	65.5
Toyo Kohan			49.6	53.2	53.3
Tokan Kogyo			52.2	47.9	49.7
Nippon Closures			—	75.1	67.2
Mebius Packaging			65.2	63.0	51.0
Toyo Glass			40.2	56.0	82.6

## Statistics Related to Employee Health Management at Group Companies

Unit: Percent

	The Group's Common Health Management Indicators		FY2021	FY2022	FY2023
	FY2021 - FY2023	FY2024 – FY2026			
Stress check examination rate					
Toyo Seikan Group Holdings	—	100%	100.0	99.8	100.0
Toyo Seikan			98.1	97.2	96.0
Toyo Kohan			94.2	99.5	99.4
Tokan Kogyo			92.6	95.5	98.3
Nippon Closures			93.3	98.1	98.9
Mebius Packaging			100.0	99.1	99.8
Toyo Glass			95.9	92.0	93.7
Stress check high stress rate					
Toyo Seikan Group Holdings	—	10% or less	6.5	9.6	8.9
Toyo Seikan			16.1	16.4	16.0
Toyo Kohan			11.6	11.9	10.8
Tokan Kogyo			19.2	20.6	19.7
Nippon Closures			14.9	14.4	17.9
Mebius Packaging			17.4	17.3	17.9
Toyo Glass			16.0	18.2	21.6
Presenteeism <sup>(6)</sup>					
Toyo Seikan Group Holdings	—	85% or more	81.0	84.8	85.9
Toyo Seikan			75.0	82.6	83.1
Toyo Kohan			78.0	82.3	81.4
Tokan Kogyo			78.0	83.7	84.2
Nippon Closures			74.0	81.5	81.5
Mebius Packaging			74.0	82.7	82.7
Toyo Glass			76.0	85.2	85.1
Absenteeism mental health leave rate					
Toyo Seikan Group Holdings	—	0.9% or less	0.2	2.0	2.6
Toyo Seikan			1.3	1.2	1.0
Toyo Kohan			0.5	0.7	0.5
Tokan Kogyo			1.4	1.0	1.3
Nippon Closures			0.8	1.1	0.9
Mebius Packaging			1.6	1.8	1.0
Toyo Glass			0.1	0.4	0.5
Absenteeism non-mental health leave rate					
Toyo Seikan Group Holdings	—	0.5% or less	0.4	0.2	0.4
Toyo Seikan			0.8	0.4	0.6
Toyo Kohan			0.3	0.2	0.5
Tokan Kogyo			0.5	0.3	0.5
Nippon Closures			1.0	0.5	0.4
Mebius Packaging			0.5	0.7	0.6
Toyo Glass			0.3	0.7	0.3

## Statistics Related to Employee Health Management at Group Companies

		The Group's Common Health Management Indicators		FY2021	FY2022	FY2023
		FY2021 - FY2023	FY2024 – FY2026			
Work engagement <sup>(7)</sup>						
Toyo Seikan Group Holdings		—	52.7 or more		54.7	54.8
Toyo Seikan					50.7	50.8
Toyo Kohan					52.4	52.3
Tokan Kogyo					49.4	49.9
Nippon Closures					49.8	49.4
Mebius Packaging					50.3	49.8
Toyo Glass					49.4	49.9
General health risk						
Toyo Seikan Group Holdings		—	100 or less		86	83
Toyo Seikan				104	104	105
Toyo Kohan					94	90
Tokan Kogyo				111	114	112
Nippon Closures					101	102
Mebius Packaging				102	106	108
Toyo Glass					102	102

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 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. Presenteeism measurement method: Until fiscal year 2021, it was a proprietary survey by Humange, Inc.'s Co-Labo, and from fiscal year 2022, the Single-Item Presenteeism Question was used.

7. Work Engagement Measurement Methods: The scores are measured with the HoPE Survey, which is provided by HOKENDOHJIN-FRONTIER Inc.



# Data Related to Diversity and Work Style Reform

## Education and Training

	Scope of Survey	Unit	FY2021	FY2022	FY2023
Annual expenses for training programs	Seven	million yen	314	338	422

## Diversity Promotion

	Scope of Survey	Unit	FY2021	FY2022	FY2023
Percentage of female managers <sup>(1)</sup>	(2)	%	3.2	3.5	4.1
Ratio of handicapped employees <sup>(3)</sup>	Nine	%	2.2	2.2	2.4

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)	FY2021	FY2022	FY2023
Childcare	Use of maternity leave	Nine	Person(s)	45	38	42
	Use of maternity/childcare leave			119	180	197
	Male		Person(s)	66	144	159
	Female			53	36	38
	Employees eligible for childcare leave			260	230	257
	Male		Person(s)	207	192	214
	Female			53	38	43
	Childcare leave usage rate					
	Male		%	31.9	75.0	74.3
	Female			100.0	94.7	88.4
	Return-to-work rate after taking childcare leave		%	100.0	97.6	100.0
	Male			100.0	100.0	100.0
	Female			100.0	92.6	100.0
	Use of child nursing leave			101	107	108
	Male		Person(s)	13	14	24
	Female			88	93	84
	Use of shorter working hours system			196	214	154
	Male		Person(s)	6	9	8
	Female			190	205	146
	Nursing care		Use of long-term nursing care leave	Nine	Person(s)	1
Male		0	1			1
Female		1	0			2
Use of short-term nursing care leave		Person(s)	10		16	23
Male			3		8	12
Female			7		8	11
Use of shorter working hours system		Person(s)	2		2	2
Male			1		1	0
Female			1		1	2
Rate of paid leave days taken to those granted during the year		%	61.6	73.0	75.9	
Average days of paid leave taken per employee		Day(s)	11.5	13.7	14.4	
Average annual hours actually worked per employee		Hour(s)	2,024	2,015	2,010	
Average monthly overtime work hours per employee			21.8	20.9	21.1	

# Data Related to Diversity and Work Style Reform

## ■ Work-Life Balance Support Systems of Toyo Seikan Group

### Childcare Support

As of October 31, 2024

	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 October 31, 2024

	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	-	-	Up to a total of 5 days (40 hours) in hourly units.
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

## Frequency of Occupational Accidents

	Scope of Survey	Unit(s)	FY2021	FY2022	FY2023
Number of occupational accidents	Nine	Case(s)	78	69	46
Number of injuries due to occupational accidents		Person(s)	78	54	41
Number of casualties among the injured			0	0	0

## Frequency and Severity of Occupational Accidents

Item	Scope of Survey	FY2021	FY2022	FY2023
Frequency rate <sup>(1)</sup>	Toyo Seikan Group Holdings and its domestic consolidated subsidiaries	1.29	1.72	1.09
	All industries surveyed <sup>(4)</sup>	2.09	2.06	2.14
	All manufacturing industry <sup>(4)</sup>	1.31	1.25	1.29
Severity rate <sup>(2)</sup>	Toyo Seikan Group Holdings and its domestic consolidated subsidiaries	0.03	0.02	0.02
	All industries surveyed <sup>(4)</sup>	0.09	0.09	0.09
	All manufacturing industry <sup>(4)</sup>	0.06	0.08	0.08
Coverage of data collection among all employees of the Group <sup>(3)</sup>		71%	69%	69%

Note: 1. Frequency rate: The number of fatalities and injuries caused by occupational accidents resulting in at least one day of absence from work or the loss of a body part or function / Total hours worked × 1,000,000

2. Severity rate: Total workdays lost / Total hours worked × 1,000

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

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

## Main Social Contribution Activities Results (Including Donations)

Item		Scope of Survey	Unit(s)	FY2021	FY2022	FY2023
Harmonious coexistence with local communities	Disaster Relief Support	Seven	Million yen	0	30	15
	Community Activities		Million yen	3	3	4
Development of the next generation	International Exchange and Education		Million yen	1	1	3
	Arts, Culture, and Sports		Million yen	1	1	0
	Academic Research		Million yen	23	13	35
	Education		Million yen	3	3	4
	Number of Outreach Classes Conducted		School(s)	38	51	74
	Number of Students in Outreach Classes		Person(s)	3,033	4,329	6,165
Environmental conservation	Environmental Conservation		Million yen	0	1	1
	Number of Participants in Environmental Month Events		Person(s)	679	509	1,546
Total amount of the above			Million yen	41	42	62

Note: The total amount of the donation for tax purposes.

However, "Community Activities" expenses include expenses related to the Museum of Package Culture.

It does not include donations, volunteer work, or other activities personally undertaken by employees, nor does it include actual political contributions.