

Recognition (as of September 2024)

Inclusion in ESG Investing Indexes

Dow Jones Sustainability World Index (DJSI World)

We were named to the 2023 Dow Jones Sustainability World Index (DJSI World). We have been included in DJSI World six times and were the only Japan-based company in the Commercial & Professional Services industry group in the 2023 index. A total of 321 companies were selected overall, including 38 from Japan.

DJSI World is an environmental, social, and governance (ESG) investing index provided by S&P Global. As one of the longest-running and best-known sustainability indexes, it is widely recognized and trusted by experts the world over. The ESG performance of companies is evaluated based on a stringent Corporate Sustainability Assessment (CSA) of more than 13,500 listed entities around the world, with those demonstrating outstanding sustainability practices being selected to the index.



CDP Climate Change A List

CDP Supplier Engagement Leader

We were named to CDP's 2023 Climate Change A List. A total of 346 companies scored an A for Climate Change in the 2023 assessment, including 109 from Japan. We were also recognized as a Supplier Engagement Leader for the third consecutive year in the 2023 Supplier Engagement Rating (SER) conducted by CDP.



MSCI Japan ESG Select Leaders Index

Provided by MSCI Inc. of the U.S., the MSCI Japan ESG Select Leaders Index is an ESG investing index composed of Japanese companies in each industry sector with high ESG ratings. We were named to the index for the first time in 2024.

2024 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX

<https://www.holdings.toppan.com/en/sustainability/evaluation.html>

MSCI Japan Empowering Women Index (WIN)

An ESG investment index provided by MSCI Inc. of the U.S. The index is composed of companies recognized for their excellence in gender diversity in the workplace based on various gender-equality metrics, including the percentages of women among new hires and management. We were listed on the index in 2024, as we were in the previous year.

2024 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

<https://www.holdings.toppan.com/en/sustainability/evaluation.html>

FTSE4Good Index Series

FTSE Blossom Japan Index

FTSE Blossom Japan Sector Relative Index

The FTSE4Good Index Series is a group of ESG investment indexes developed by FTSE Russell of the U.K. In 2024, we continued to be listed on the FTSE4Good Index Series, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index.



Sompo Sustainability Index

This index was established by Sompo Asset Management Co., Ltd. of Japan as an investment index composed of around 300 companies with records of outstanding performance in ESG metrics. The companies listed on the index make up the long-term investment portfolio managed by Sompo Sustainable Asset Management. As of 2023, we have been listed on the Sompo Sustainability Index for 13 years running.



S&P/JPX Carbon Efficient Index

The S&P Dow Jones and Tokyo Stock Exchange (TSE) jointly recognize Japanese companies with a sound record of environmental disclosure and a high level of carbon efficiency (low carbon emissions per unit of sales).



Morningstar Japan ex-REIT Gender Diversity Tilt Index

An index from Morningstar, Inc. of the U.S., composed of companies highly rated for their commitment to gender diversity in the workplace. The index divides companies in the Japanese market into five groups based on their gender equality scores. We have been ranked in Group 2.

Recognition for ESG

EcoVadis

This is a France-based ratings platform that evaluates corporate efforts for sustainability in the supply chain based on four themes: the environment, labor and human rights, ethics, and sustainable procurement. We have been awarded the Bronze medal, a recognition granted to companies rated in the top 35% of entities assessed in the evaluation.

DX Stock 2024

We have been included in the Digital Transformation Stocks (DX Stocks) 2024 selected by Japan's Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE).

TOPPAN Holdings Inc. was recognized for its outstanding capabilities in executing DX strategy enabled by Groupwide human asset development and its accomplishments in leveraging its DX capabilities to drive business transformation for client companies.



2024 Health & Productivity Management Organization “White 500”

METI has established a Certified Health & Productivity Management Organization Recognition Program in Japan to recognize enterprises of various sizes that exhibit outstanding performance in employee healthcare initiatives from a management perspective. Under this program, companies are assessed for their engagement in initiatives to address healthcare-related issues in communities and to practice the health-promotion measures recommended by the Nippon Kenko Kaigi (Japan Health Conference). TOPPAN Holdings Inc. and TOPPAN Inc. were named as health and productivity management organizations for the eighth consecutive year in 2024.

TOPPAN Edge Inc. was also named a health and productivity management organization in 2024.



Next Nadeshiko: Companies Supporting Dual-career and Co-parenting

Next Nadeshiko: Companies Supporting Dual-career and Co-parenting is a program that recognizes companies with outstanding practices supporting both female and male employees to facilitate dual-careers and co-parenting. We have been selected under the program in recognition of our innovative initiatives enabling employees to balance work and childcare.



Eruboshi Marks

Eruboshi (“L Star” in Japanese; L stands for “lady, labor, and laudable”) is a certification system aligned with the Japanese Act on the Promotion of Female Participation and Career Advancement in the Workplace. Eruboshi marks are issued to companies that meet the specific criteria for excellence in female success in the workplace and other gender equality metrics. The former Toppan Inc. acquired the 2nd grade mark on March 1, 2021, and it continues to be held by TOPPAN Holdings Inc. and TOPPAN Inc.

TOPPAN Edge Inc. holds the 3rd grade mark after acquiring it as Toppan Forms Co., Ltd. on May 24, 2019.



PRIDE Index 2023

The PRIDE Index was developed in 2016 by “work with Pride (wwP),” a Japan-based organization of volunteers who promote LGBTQ-friendly workplaces where everyone can work with pride. wwP evaluates corporate efforts to create LGBTQ-inclusive workplaces with the PRIDE Index. We became a “Gold” winner in 2023, achieving the highest designation for the third consecutive year.

