

Recognition (as of September 2025)

Inclusion in ESG Investing Indexes

Dow Jones Best-in-Class World Index

We have been named to the Dow Jones Best-in-Class World Index.

The Dow Jones Best-in-Class World Index 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. Companies' ESG performance is evaluated in a stringent Corporate Sustainability Assessment (CSA) of more than 13,000 listed entities around the world, with those demonstrating outstanding sustainability performance being featured in the index. A total of 321 companies were selected in the 2024 index rebalancing, including 37 from Japan. In 2024, TOPPAN Holdings achieved a CSA score of 77, a record high for the company and the top score globally in its industry group of Commercial Services & Supplies.



The Sustainability Yearbook 2025—Top 1%

TOPPAN Holdings has been named in the Top 1% in its industry group of Commercial Services & Supplies in the Sustainability Yearbook 2025 presented by S&P Global. From an evaluation of more than 7,690 companies around the world, 65 companies feature in the Top 1% across the various industry groups, including nine companies from Japan.



CDP Climate Change and Water Security A Lists

We have been recognized for our environment-related disclosure and initiatives with selection to CDP's 2024 A List for both Climate Change and Water Security.

This marks the second successive year that TOPPAN Holdings has been named to the A List for Climate Change and the first time it has been included for Water Security.



CDP 2024 Supplier Engagement Leader

CDP's Supplier Engagement Assessment evaluates how effectively companies are working with suppliers to address climate change issues.

TOPPAN Holdings has been recognized as a Supplier Engagement Leader for four consecutive years.



MSCI Nihonkabu 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 in 2025, as we were in the previous year.

**2025 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS INDEX**

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 2025, as we were in the previous year.

**2025 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)**

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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 2025, we continued to be listed on the FTSE4Good Index Series, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index.



FTSE Russell confirms that TOPPAN Holdings Inc. has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index. Created by the global index and data provider FTSE Russell, these indices are designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices, and are used by a wide variety of market participants to create and assess responsible investment funds and other products.

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 2024, we have been listed on the Sompo Sustainability Index for 14 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.

2025 Certified KENKO Investment for Health Outstanding Organizations

METI has established the Certified KENKO Investment for Health Outstanding Organizations 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., TOPPAN Inc., TOPPAN Digital Inc., and TOPPAN Edge Inc. have been named as Certified KENKO Investment for Health Outstanding Organizations in 2025.



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. TOPPAN Holdings has been selected under the program for two consecutive years.



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 2024

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 2024, achieving the highest designation for the fourth consecutive year.

