

# Sustainability Accounting Standards Board Content Index

TOPPAN Holdings Inc. discloses the information in this index in accordance with the "Professional & Commercial Services" standard issued by the Sustainability Accounting Standards Board (SASB) in December 2023.

## Sustainability Disclosure Topics & Metrics

Topic	Metric	Code	References
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	PP. 170-176: Information Security
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	P. 170: Basic Approach PP. 171-173: 1) Thorough Management and Control
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	SV-PS-230a.3	-
Workforce Diversity & Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	SV-PS-330a.1	PP. 46-53: TOPPAN Group Employee-related Data PP. 152-153: Directors and Audit & Supervisory Board Members at TOPPAN Holdings Inc.
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	P. 47, P. 51, P. 53: TOPPAN Group Employee-related Data
	Employee engagement as a percentage	SV-PS-330a.3	PP. 26-27: Relationship with Employees
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	PP. 33-35: Human Rights Due Diligence / Issues and Responses P. 38: Identification of Human Rights Risks PP. 75-80: Strategy and Measures PP. 88-91: Total Quality Assurance PP. 92-93: AI Ethics PP. 156-162: Risk Management PP. 166-169: Strict Compliance PP. 170-176: Information Security
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	-

Activity Metrics	Code	References
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	PP. 46-53: TOPPAN Group Employee-related Data
Employee hours worked, percentage billable	SV-PS-000.B	P. 71: Monthly Overtime Working (regular employees, TOPPAN Inc.)