

## Training for Compliance with Transaction-related Laws and Regulations

Policy

Training,  
education

To enforce compliance with major transaction-related laws and regulations, the Toppan Group has been comprehensively preventing improper import and export transactions and ensuring compliance with the Subcontract Law of Japan.

In fiscal 2020, a total of 2,592 employees from departments that customarily conduct transactions with subcontractors were trained on compliance with the subcontract law, and 9,219 employees took an e-learning course on export controls under the Foreign Exchange and Foreign Trade Act of Japan.

The Group also audited compliance with the subcontract law in 43 departments and the observance of export controls in 35 departments.

Audits in fiscal 2020 confirmed conformance with these laws across the Group. No serious legal violations or cases of misconduct were identified, and no problems or incidents occurred in import or export transactions or transactions with subcontractors.

## Training to Prevent Infringements of Intellectual Property

Training,  
education

Protection and management of intellectual property is a crucial issue for Toppan, a group of companies operating in the three fields of Information & Communication, Living & Industry, and Electronics. The Group devotes strict attention to measures to prevent the infringement of copyrights, trademarks, and other intellectual property rights of other parties while obtaining patents for its own technologies and business models.

Apart from in-house special training, Toppan holds regular training sessions for employees of the Toppan Group and its business partners. Participants in these sessions acquire basic legal knowledge on intellectual property rights by reviewing case histories in design work and other operations involving intellectual property issues within the Group.