

## Planning Labor-Management Recreation Events

Activity results,  
performance data

Toppan organizes various site-based, labor-management recreation events designed to facilitate communication and

build a sense of unity throughout the Group for more rewarding work environments.

### ■ Holding Toppan Sports Festival 2017

The Toppan Sports Festival is a Groupwide, labor-management event held semiannually for Toppan employees and their families. Younger employees lead the planning, organization,

and implementation of the festival. As many as 4,300 Group employees and family members visited Saitama Super Arena to enjoy the various games and events in the 2017 festival.



### ■ Organizing TOPPAN eSports Festival 2021

On January 24, 2021, the Toppan Group held the TOPPAN eSports Festival 2021 as an online labor-management event. The festival replaced a scheduled non-virtual sporting event that had been cancelled as a COVID-19 pandemic safeguard.

Thanks to the limitless reach of esports, the Group's 50,000 employees and employee families around the world were welcome to participate online, marking a new chapter in the

event history of the Group. Teams placing first in preliminary e-rounds held at Toppan's 48 domestic operational sites for worldwide participants came together to show their skills in a series of competitions at the esports festival. Various other attractions, such as an art workshop and quiz contest, were held in tandem online, providing enjoyment for a wider range of participants.

