

CONVEX

- International -



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vol. 109 Spring 2024





Notice from the Public Relations Division

CONVEX International is an internal magazine for the TOPPAN Group. The title, CONVEX, is based on the meaning of the Chinese character “凸”, which is pronounced *totsu* in Japanese and is the first character in the word *toppan*. In the same way that a convex lens focuses light at a single point, the name of the magazine expresses the TOPPAN Group bringing together its “vibrant knowledge and technology.”

Cover Photo

The photo on the cover is a collage of sports and the locations of events held by TOPPAN Group companies that contributed to the feature.

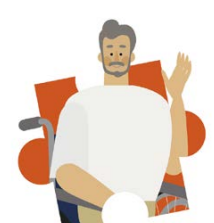
Contents

★		Special Feature Recreational Events for Employees	1
👤		News & Information Switzerland: President Maro Attends the Davos Meeting Global: TOPPAN Holdings Included in CDP's Climate Change A List	8
🌱		TOPPAN World Seeds Nigel Shu Toppan Leefung Printing (Dongguan) Co., Ltd.	9
👤		Meet Our People Alice Vermeulin Toppan Gravity Ltd. and Toppan Gravity SAS	Outside back cover

Special
Feature

Recreational Events for Employees

Throughout the TOPPAN Group, we hold recreational events for our employees and their families in an effort to improve communication and foster a sense of unity across the organization. While the COVID-19 pandemic prevented recreational events being held for the past few years, since last year, events have been held in various forms by TOPPAN Group locations around the world. In this special feature, we will introduce the TOPPA!!!TOPPAN Festival 2024, organized by TOPPAN's Head Office, as well as events held by the TOPPAN NEXT, Toppan Gravity, and TOPPAN Edge groups. If there is a recreational event taking place at your location, why not take part and enjoy getting to know your colleagues and their families? Let's take a look at some of the recreational events held by the TOPPAN Group.



Special Feature: Recreational Events for Employees

01 TOPPAN Group (Tokyo)



TOPPA!!!TOPPAN Festival 2024, a recreational event for TOPPAN Group employees and their families, was held simultaneously both online and offline on February 4, 2024. At the event, participants took part in e-sports, quiz competitions, a talk event, and more. The e-sports competition produced a lively atmosphere as participants competed against each other by playing the games Puyo Puyo CHAMPIONS and Super BOMBERMAN R 2. The Global Exhibition match saw employees from Siam Toppan Packaging in Thailand playing against their colleagues from TOPPAN Inc. (Information & Communication Division), with Siam Toppan Packaging taking the victory.



Check!

About Puyo Puyo CHAMPIONS



This game is an exclusive e-sports title from the Puyo Puyo action puzzle series. <https://puyo.sega.com/champions/>

About Super BOMBERMAN R 2



A maximum of four players can play against each other in this battle game. <https://www.konami.com/games/bomberman/r2/us/en/>

Special Feature: Recreational Events for Employees

Feedback from Siam Toppan Packaging Employees

It was my first time playing Bomberman, and I was so pleased that we could have a good game. Next year, I hope to take part in the main competition, take the trophy, and bring even more excitement to the event. I also think it would be great to add popular games in Thailand, such as first-person shooter (FPS) and multiplayer online battle arena (MOBA) type games, to the lineup of games. (Dai)

The competition was held like an actual professional e-sports tournament, which was very exciting and a lot of fun. (Ying)

The game felt a bit short with only three rounds, but it was huge fun. I think it would have been even more exciting if there had been a few more matches to allow for a comeback win. (Junior)



Nattapat Chantratovnich



Daisaku Okamoto



Waritsara Malawongkun



Talk Event



Takashi Sanada

Top-ranked wheelchair tennis player and TOPPAN Inc. employee athlete, Takashi Sanada, gave a talk on winning at the US Open and competing at three Paralympic Games. The audience also got to hear a little about Sanada as a person, such as his love of playing video games.



Special Feature: Recreational Events for Employees

02 TOPPAN Edge (Hong Kong) Limited



Employees and their families took part in Walk for Nature: Amazing Mai Po, a charity walk held at the Mai Po Nature Reserve.¹ At the event, participants furthered their knowledge on species conservation and the protection and preservation of wildlife habitats, as well as appreciating the magnificent nature at Mai Po. About an hour's drive from central Hong Kong, the Mai Po Nature Reserve is a wetland of international importance registered under the Ramsar Convention and home to a diverse range of species.

1. <https://www.wwf.org.hk/en/wetlands/mai-po/>
Walk for Nature: Amazing Maipo
<https://www.wwf.org.hk/en/?25823/WWF-Hong-Kong-Walk-for-Nature-2023-Unveiling-upgraded-facilities-in-Mai-Po-Nature-Reserve>

About TOPPAN Edge (Hong Kong) Limited (TEHK)
TEHK is an affiliated company of TOPPAN Edge, providing data management, information handling, security printing, card solutions, and solutions that combine digital and physical elements.
<https://www.toppan-edge.com.hk/>

03 PT Reycom Document Solusi (Indonesia)



To celebrate the 20th anniversary of Reycom Document Solusi's founding, a talent competition was held for employees. With an array of talents on display, including singing, musical performances, traditional and modern dance, comedy acts, painting, and drawing, the competition strengthened friendships among participants and audience members.

About PT Reycom Document Solusi (RDS)
RDS is an affiliated company of TOPPAN Edge and has four main businesses: BPO, printing, system development, and healthcare management.
<https://rds.co.id/about-us/>

Special Feature: Recreational Events for Employees

04

TOPPAN NEXT (Singapore)



The annual bowling tournament took place in Singapore. Newcomers and experienced players alike enjoyed the competition, giving high-fives to one another and smiling wryly after throwing gutter balls. As a forum for cross-sectional exchange, it provided a good opportunity for friendly competition. The winning team was awarded prizes and money.

About TOPPAN NEXT

Renamed from Toppan Leefung in 2022, TOPPAN NEXT focuses on the three key areas of regulated communications, global security, and print media.
<https://www.toppannext.com/>

**Strengthening Connections
Across the Group****Shinichi Ohkubo**

Executive Vice President & CHRO
TOPPAN Holdings Inc.

TOPPA!!! TOPPAN FESTIVAL 2024 and other company events have enjoyed participation from a large number of TOPPAN Group employees and their families. Employees from all kinds of companies and departments across the Group have collaborated and put in a lot of effort to come up with ideas and organize some unique events.

In keeping with TOPPAN's Purpose, "Breathing life into culture, with technology and heart," both online and offline events have been held to enable as many people as possible to take part, and they have been a great success. Events like these strengthen bonds between people across the Group, and I look forward to more initiatives that contribute to maximizing synergies going forward. Let's drive the transformation of the business together!

Extra
Edition

Vol. 1 Toppan Gravity (Dubai) Employees Participate in the Dubai Run



About Dubai Run

In its fifth edition, the Dubai Run, presented by Mai Dubai, achieved its highest participation numbers yet, with 226,000 attendees. Under the esteemed guidance of Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Dubai Crown Prince and Chairman of The Executive Council of Dubai, the event united individuals of all ages and fitness abilities to savor running amidst Dubai's iconic landscapes. This inclusive gathering serves as a celebration of community, wellness, and the dynamic essence of Dubai, aligning with the Dubai Fitness Challenge 30X30, a month-long initiative dedicated to promoting fitness.

The Toppan Gravity team enthusiastically embraced this challenge, accompanied by their family members and friends, with a total of 140 participants coming together for this exhilarating adventure. This fantastic opportunity showcased the team's dedication to maintaining a balanced and healthy lifestyle and provided a perfect day for team bonding and recharging together.

About Toppan Gravity

Toppan Gravity, a wholly-owned subsidiary of the Toppan Group, is a leading provider of solutions in secure payment and identity sectors. Offering an extensive array of smart cards, secure documents, and innovative smart solutions, Toppan Gravity caters to a global clientele. Its customers include government agencies, financial institutions, telecommunications companies, and retailers. For more information, visit their website: <https://www.toppangravity.com/>





Vol. 2 TOPPAN Employees Participate in the Tokyo Marathon 2024



TOKYO MARATHON 2024 OFFICIAL PARTNER ©TOKYO MARATHON FOUNDATION

A large number of TOPPAN Group employees participated in the Tokyo Marathon 2024 on March 3, including one who came all the way from Spain to take part.

The Tokyo Marathon, which is organized by the Tokyo Marathon Foundation and began in 2007, is a major event known throughout the world. Like the New York City Marathon, members of the public can participate. The course starts from the Tokyo Metropolitan Government Building and finishes at Tokyo Station/Gyoko-dori Ave. Why not consider participating in the next one yourself?



Employees who participated in the Tokyo Marathon 2024

★ ... Racing experience



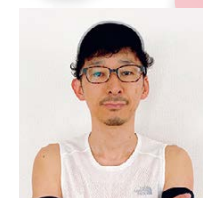
Sho Watanabe
TOPPAN Inc.
★12.5 years



Yuta Hirano
TOPPAN Digital Inc.
★10 months



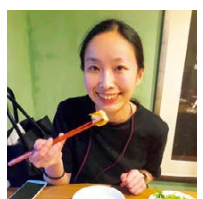
Azumi Yakushiji
TOPPAN Inc.
★3 months



Yoshinori Kataoka
TOPPAN Inc.
★4 years



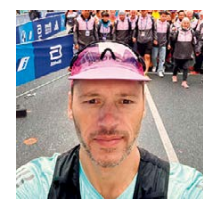
Keiichi Sato
TOPPAN Holdings Inc.
★6 months



Akane Gytoku
TOPPAN Holdings Inc.
★3 months



Takuya Hayashi
TOPPAN Inc.
★9 years



Martijn Huisman
Interprint Spain
★8 years



Yori-hisa Suzuki
TOPPAN Inc.
★17 years



Masahiko Igarashi
TOPPAN Inc.
★15 years



Hideki Kama
TOPPAN Inc.
★1 year



Mizuki Sumikawa
TOPPAN Inc.
★First marathon

Call for Contributions

If you have organized a recreational event at your location, please send a summary of the event together with images to the Head Office PR Division. We will feature your event in TOPPAN's internal magazine, CONVEX International. We look forward to everyone's contributions. Globalpr@toppan.co.jp

NEWS & INFORMATION Spring 2024**SWITZERLAND****President Maro Attends the Davos Meeting**

TOPPAN Holdings president Hideharu Maro and managing executive officer Takao Ikeda attended the Annual Meeting of the World Economic Forum¹ (Davos Meeting), which was held from January 15 to 19.

The Davos Meeting is an annual event held every January in Davos, eastern Switzerland. It exerts influence worldwide by bringing together political, business, corporate and other leaders for discussions on a wide range of topics, including the world economy and the environment. Under this year's theme, "Rebuilding Trust," dialogues took place on various topics such as global security, growth and employment, AI, and climate change and energy strategy. It provided TOPPAN an opportunity to reaffirm its positioning and future direction.

1. The World Economic Forum (WEF) is an independent not-for-profit organization that aims to advance interactions among leaders from all fields, including politics, business, and academia, to address global and regional economic issues.

GLOBAL**TOPPAN Holdings Included in CDP's Climate Change A List**

The TOPPAN Group has been recognized for efforts including ambitious target setting, risk management, and disclosure on climate change issues. TOPPAN Holdings was named to the 2023 Climate Change A List by CDP, a global not-for-profit organization that runs an environmental information disclosure system, as a result of the evaluation of practices throughout the entire TOPPAN Group.

"Climate Change" is one of the categories of CDP's annual assessment. A total of 346 companies worldwide were named to the 2023 Climate Change A List, including 109 from Japan.

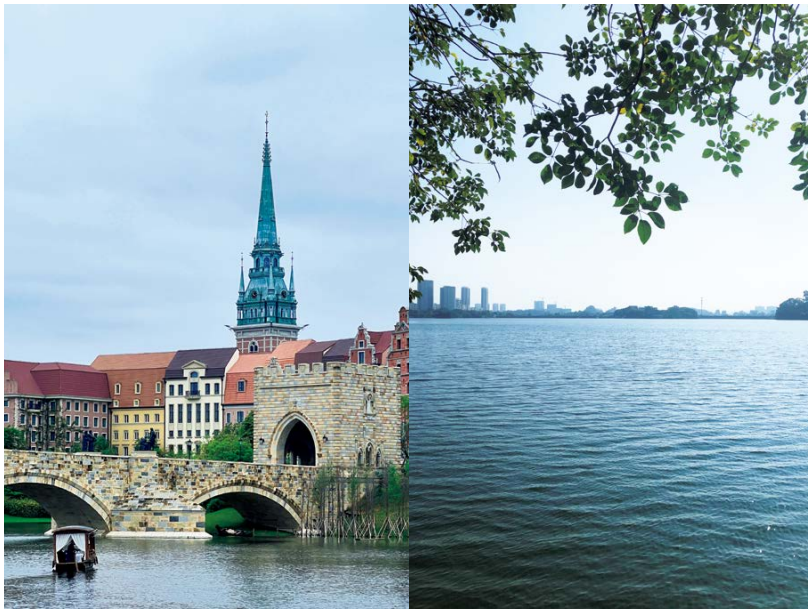
CDP is a global not-for-profit environmental organization that surveys and assesses the efforts of businesses and subnational governments in relation to target setting, risk management, and disclosure on environmental issues.

TOPPAN WORLD SEEDS

In this section, we introduce you to employees working at TOPPAN Group companies around the world.

File 9: Dongguan, China

Area: 2,460 km²
Population: 10,537,000 (2021)



I really enjoy playing basketball and soccer. At our factory, we have a small soccer field where I often join my colleagues for some recreational matches, which also serve as great exercise. Adjacent to our company lies the picturesque Songshan Lake, where numerous high-tech companies are concentrated. Whenever I have free time, I invite my colleagues to jog around the lake and appreciate the beautiful scenery. Afterwards, we head to an agritainment venue for a delightful meal and some card games. We always have a great time.

Report

I am mainly responsible for the overall operation and management of the company. Presently, my focus is on boosting the company's automation, informatization, and process optimization to enhance factory efficiency. In addition, I also oversee areas such as employee welfare and sustainability concerns pertaining to factory environmental protection, energy conservation and emission reduction.



Enjoying recreational soccer with colleagues.

Nigel Shu
Managing Director



Toppan Leefung Printing (Dongguan) Co., Ltd.

Our company is situated in Dongguan City, Guangdong Province. Our core expertise lies in producing various types of meticulously designed hardcover and paperback books alongside assorted paper goods. Our extensive catalog comprises adult and children's literature, colouring sets, calendars, notepads, coffee table books, and an array of stationery sets. Catering to esteemed publishers across North America, Europe, and Australia, our focus remains steadfast on delivering quality exports to these discerning markets.

Location: Dongguan, China
Business: Print media

MEET OUR PEOPLE | 16 |

My family at its "peak" somewhere in Canada!



Alice Vermeulin

Position/job
VP Research & Development, IP
Department & company name
Toppan Gravity Ltd. and
Toppan Gravity SAS
Location
Paris, France

Yoga teaming session for a different view



On duty in our Intergraph booth with Kento san



Mitama Matsuri with enlightening TOPPAN colleagues!



Everything is possible —there is room for error and excellence!

Alice is an innovation and R&D specialist with an engineering background. Her main responsibilities include supporting and managing the R&D roadmap of the Gravity Group for physical security features, materials, etc., of core product types in payment and identity, as well as the related IP. She is also in charge of maintaining specifications and laboratory standards, managing our testing center in Indonesia.

Tell us a bit about how you came to work for TOPPAN?

I am French but have spent half of my career in Montreal, Canada, as a Technical Manager focusing on product improvement and developing new expertise. Since 2015, I have been working in the identity solutions market. It was a dramatic change, and an extremely motivating move, with interesting new challenges and inspiring encounters. TOPPAN was an obvious choice for me thanks to (and with) the team that introduced me to the security field, and I looked forward to seizing the opportunity to discover the powerful R&D assets of the Group, which I knew previously for holding the highest number of patents. I am part of the founding team of Toppan Gravity.

What experience have you built up since joining TOPPAN?

My two kids have taught me to observe the world from a different perspective. Being part of the TOPPAN Group has further enlightened me about the value of learning and discovering about people, methodologies, communication, and the future. The main experience I have developed since joining TOPPAN is probably in

communication—learning how to take the time to ask questions and understand other viewpoints, even when I disagree. So far, this approach has always yielded positive outcomes. My main learning so far: everything is possible—there is room for error and excellence!

How do you maintain a good work-life balance?

I am generally a positive person, but I am also rigorous and demanding, challenging myself in both my professional and personal tasks. Finding the right balance can indeed be difficult. Despite being very dedicated to my professional role and often traveling extensively, sometimes for long periods, my husband and two kids help me stay grounded. Living in Paris, we spend most of our time off either 're-inventing' our house by doing many things ourselves and together, thereby developing new strategic skills here as well, or engaging in outdoor activities in the mountains, such as hiking, camping, snowshoeing, and cycling, for a kind of 'natural' reset.

What advice or message do you have for TOPPAN colleagues around the world?

It's challenging to offer general advice to all my TOPPAN colleagues when I know so little about our diverse capacities and personalities. The more I discover, the more I appreciate the variety and richness of our profiles, but I also understand the complexity of having diverse cultures, approaches, and businesses. This diversity prepares us perfectly for the complexities of the modern world! Let's harness our diversity as a powerful asset to solve problems and innovate.