

May 10th, 2022

To whom it may concern,

Company Name: T&K TOKA CO., LTD.  
Name of Representative: Yoshikatsu Masuda, President  
(Code Number: 4636, TSE Prime Market)  
Contact: Hideaki Sekine,  
Department Manager, Finance Department  
(Phone: 03-3963-0511)

## Notice Concerning the Formulation of the Medium-Term Management Plan

T&K TOKA CO., LTD. (the "Company") hereby announces a resolution reached in the Board of Directors Meeting held on May 10th, 2022 concerning the Medium-Term Management Plan incorporating management and numerical targets for the period: the fiscal year ending March 31st, 2023 to the fiscal year ending March 31st, 2025.

### Notice

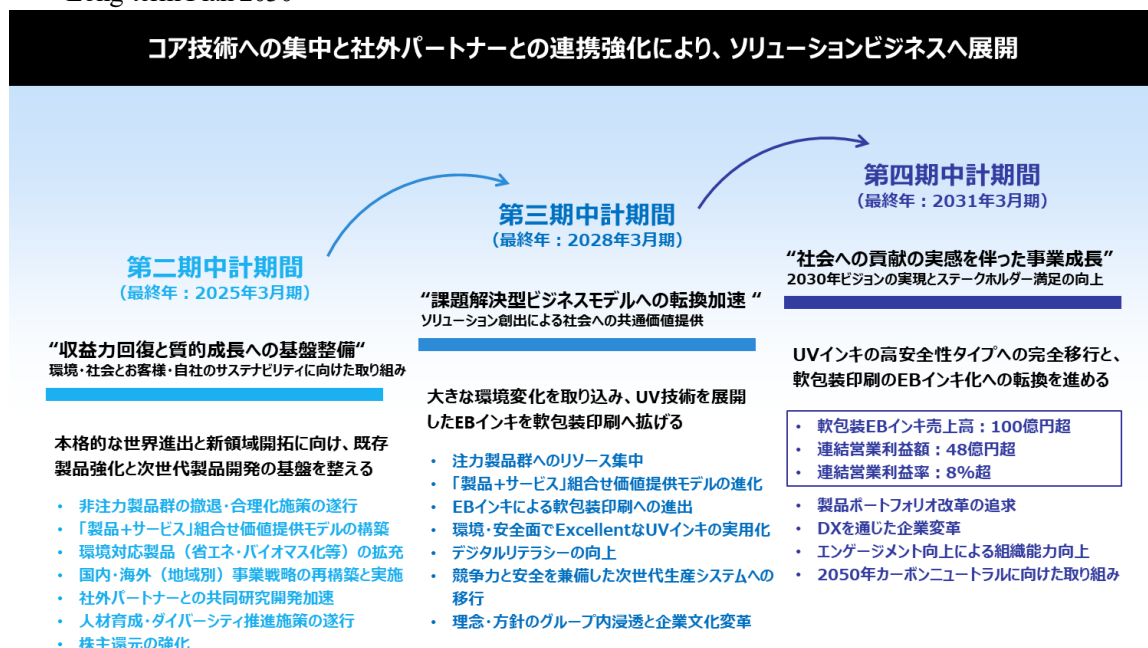
#### 1. Introduction

Our company group provides high-value added products as a B2B company, supporting the sustainable development of the economy, society, and the planet with "Technology & Kindness," mainly through the manufacture and sale of printing inks and functional materials (precision dispersion products and functional resins). Our corporate philosophy is "Contribute to society by providing truly valuable products to customers through our unique technologies." With this philosophy, we remember to take on challenges to develop new technologies, and promote our businesses to meet the wide-ranging needs of society and our customers.

#### 2. Long-term Plan 2030/Long-term Story

Our company's central pillar is the ESG management that establishes both environmental/social and economic values. The plan takes a backcasting approach based on key issues to achieve our vision in 2030. With the fiscal year ending March 31st, 2023 as the first year, we formulated the Second Medium-Term Management Plan, "With You toward 2024."

- Long-term Plan 2030

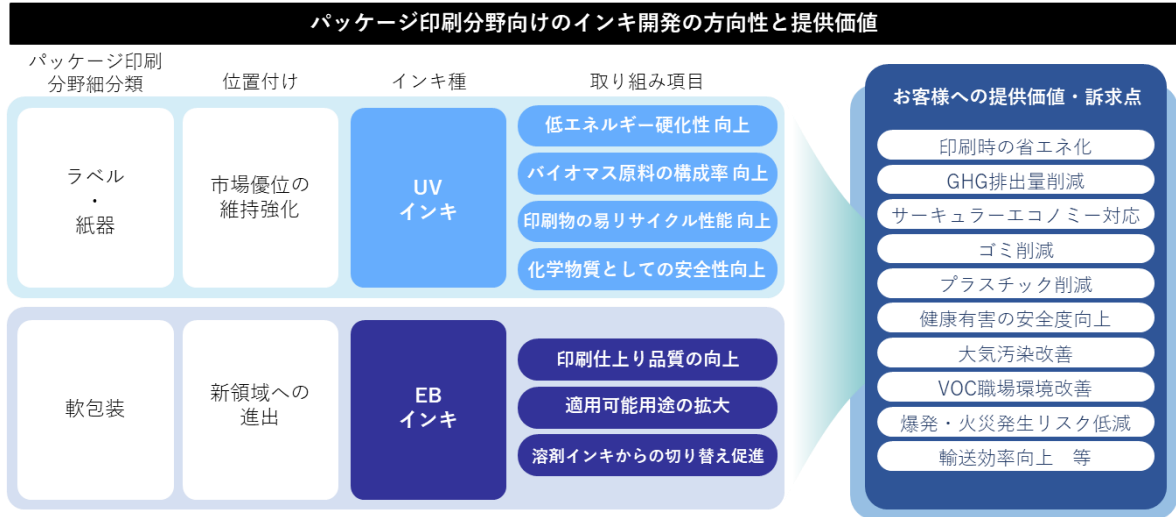


- Long-term Story

By 2030, our company group aims to solve social issues and develop our business at the same time by targeting our core product group, printing ink, and transform the product from the current "solvent-based inks" to "EB curable inks," as the flexible packaging printing industry still needs to improve in terms of environmental and safety aspects globally.

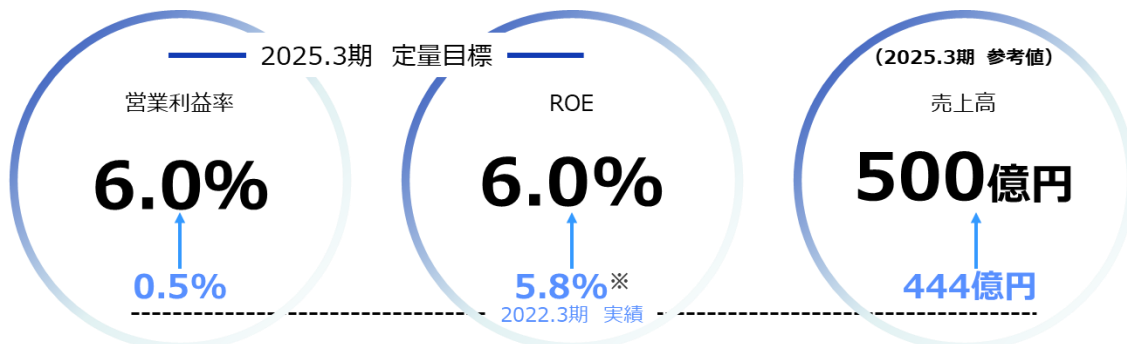
“UV・EBインキへの集中による収益力向上と事業成長”とし、  
パッケージ印刷分野に注力

2030年をターゲットとして、世界的に環境・安全面で改善の余地を残している軟包装印刷分野において、従来の「溶剤インキ」から「EBインキ」への転換を実現することにより、社会課題解決と当社の事業成長の両立を図る



### 3. Quantitative Targets of the Medium-term Management Plan

Our Company Group, with the performance of the previous Medium-Term Management Plan in mind, and taking the restructuring of the Tokyo Stock Exchange as an opportunity, will take on challenges to aim to be a listed company with improved corporate and shareholder values worthy of the Prime Market, and improve the ROE, strengthen shareholder returns, and decrease capital costs.



\*営業利益 2025.3期 定量目標 30億円  
2022.3期 実績 2億円

\*当期純利益 2025.3期 定量目標 30億円  
2022.3期 実績 26億円

### 投資活動

戦略投資 15億円  
設備投資 50億円  
研究開発投資 15億円

### 株主還元

配当性向 50%以上 (2022.3期: 34%)  
自己株買い 機動的に実施

※ 香港および韓国での不動産売却益による特別利益を除いた場合: 3.3%

#### 4. Sustainability Initiatives

Our Company Group aims to improve economic values and environmental/social values at the same time, and is working on long-term sustainable development. The premise/foundation essential to the sustainable growth of our business is the maintenance and strengthening of environmental/social values. By promoting these, we will contribute to the actualization of a sustainable society.

#### 経済価値の向上と環境・社会価値の向上を両立し、長期に持続する在り方を構築する

分類	主要課題	取り組みと目標 [2023年3月期～2025年3月期]
E	気候変動への対応	<b>GHG排出量の削減</b> ・グリーン電力などの導入により2013年度比50%以上削減（国内；Scope1, 2） ・グループでのGHG排出量（Scope1, 2, 3）削減目標・削減計画の策定と実施
		<b>TCFD提言への賛同</b> ・開示要求項目への対応（ガバナンス・戦略・リスク管理プロセス・指標と目標）
	環境保全の推進	PRTR物質及び第1種・第2種有機溶剤の年間排出量；2020年度比50%以上削減
S	ダイバーシティの推進	<b>管理職・中核人材の多様性比率向上（国内）</b> ・女性：2%→5% ・外国人：0%→2% ・中途採用者：10%→13%
	従業員エンゲージメント	<b>ワークライフバランスの推進</b> ・全従業員の有給休暇取得率；60%以上 ・男性従業員の産後パパ育休の取得；14日以上かつ取得率100%
	人権尊重	<b>「ビジネスと人権」への取り組み実施</b> ・人権デューデリジェンスの実施
G	ESG経営の推進	サステナビリティ委員会による、基本方針策定と運営の監督、3委員会※の統合運営
	公正な事業慣行の推進	倫理的で誠実な取引の実践；CSR調達の推進、ガイドライン制定と周知徹底
	グループマネジメントの強化	管理体制のあり方（Who, What, How）の明確化と共有、実践の有効性向上
	積極的な情報開示	重要な外部環境変化の分析・評価の強化、記述情報の充実、統合報告書の発刊

※ コンプライアンス委員会・リスク管理委員会・投資委員会

The details of the Second Medium-term Management Plan "With You toward 2024" will be indicated in the Medium-term Management Plan explanation material that will be published later, so please review it as well.

#### Note

Future earning plans, forecasts, and strategies are based on information currently obtainable by the Company and certain premises that we deem to be reasonable, and these are subject to uncertain factors such as the economic environment, competitive situations, and success or failure of new products. Please note that various factors can result in significantly different actual performance than the indications related to future forecasts.

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