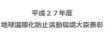
## Financial Results for the Fiscal Year Ended March 31, 2020





















FP Corporation May 8, 2020

## Cautions for Handling This Material

We have paid extremely close attention to the information provided through presentations at this session and contained in the handouts. The forward-looking statements included in the information are our estimates based on the information available at the time of publication, and therefore contain potential risks and uncertainties.

Therefore, changes in a number of factors could cause actual results to differ materially from the future prospects described.

Information contained in the handouts for this session must not be quoted, reprinted or copied without our prior permission.

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<b>•</b>	Results	and	Plan
		001101	

Executive Vice Presi Executive General M	dent and Director, lanager of Finance and Accounting Division	Isao Ikegami	• • •	4
<b>♦</b> <u>To Increase</u>	Corporate Value	Morimogo Coto		1 /
◆ Supporting		Morimasa Sato	• • •	62

# Consolidated Financial Results for the Fiscal Year Ended March 31, 2020

Executive Vice President and Director,

Executive General Manager of Finance and Accounting Division

Isao Ikegami

## Financial Results Summary

#### (For the FY Ended March 2020)

	Results for Full year							Full year Projections		
	FY ended March 201	d March 2019 FY ended March 2020						FY ended March 2020		
Unit: million yen	Performance Percent	ge	Performance	Percentage	Increase/ decrease	Year-on -year	Quantity	Planned	Percentage	Progress rate
Trays	33,121 18.3		36,263	19.5	+3,142	109.5%	105.7%	34,800	18.7	104.2%
Lunchboxes and prepared food containers	101,108 55.8		103,541	55.6	+2,433	102.4%	102.6%	103,660	55.7	99.9%
Subtotal	134,229 74.1		139,804	75.0	+5,575	104.2%	103.6%	138,460	74.4	101.0%
Other products	3,350 1.8		3,027	1.6	-322	90.4%		3,340	1.8	90.6%
Sales of products	137,579 75.9		142,831	76.6	+5,252	103.8%		141,800	76.2	100.7%
packaging materials	36,823 20.3		37,892	20.3	+1,068	102.9%		37,800	20.3	100.2%
Other goods	6,768 3.7		5,626	3.0	-1,142	83.1%		6,400	3.4	87.9%
Sales of goods	43,592 24.1		43,518	23.4	-74	99.8%		44,200	23.8	98.5%
Net Sales	181,171 100.0	)	186,349	100.0	+5,178	102.9%		186,000	100.0	100.2%
Operating profit	13,949 7.7		15,507	8.3	+1,557	111.2%		15,500	8.3	100.0%
Ordinary profit	14,861 8.2		16,274	8.7	+1,412	109.5%		16,000	8.6	101.7%
Profit attribute to owners of parent	9,901 5.5		10,777	5.8	+876	108.9%		10,600	5.7	101.7%
Ordinary profit before depreciation and armotization	28,031		29,807		+1,775	106.3%		29,730		100.3%

Record high	1
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- ✓ Highest sales ever for 10 consecutive years
- ✓ Operating profit and ordinary profit grew for two consecutive years

#### ♦ Year-on-vear

	<del> /</del>					
	1Q	2Q	3Q	4Q	Full-year	Full-year
	results	results	results	results	results	plan
Sales of products	102.6%	105.7%	101.7%	105.7%	103.8%	103.1%
Quantity	100.8%	105.4%	102.5%	106.1%	103.6%	103.0%
Ordinary profit	119.3%	111.9%	104.7%	106.7%	109.5%	107.7%

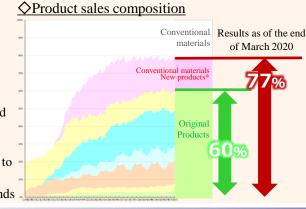
#### Sales

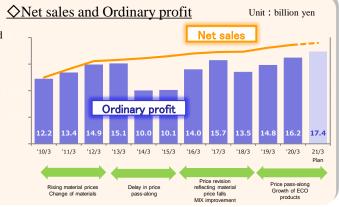
#### **Products**

- Strong sales of recycled Eco Trays and Eco APET containers, microwavable containers
- •Expansion of high value-added products in response to the labor shortage
- •Rise in demand for fresh food, home-delivered food and takeout food following expansion of the stay-at-home economy

#### Goods

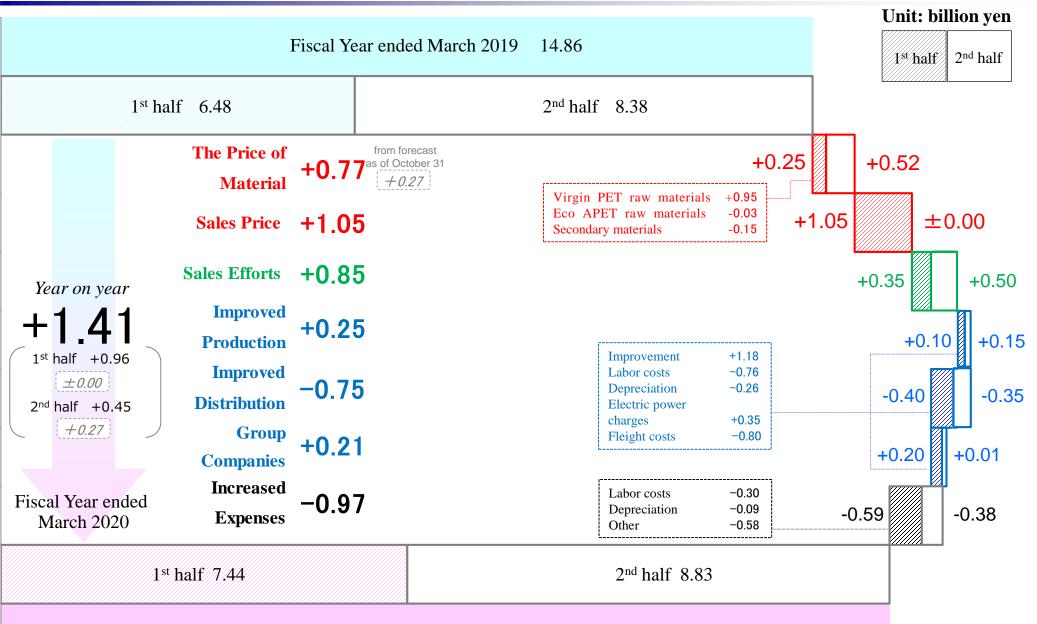
- Utilization of E-commerce site "PACK MARKET", to expand sales to small scale customers who purchase our products by small lots
- •Increase in sales of carefully selected items to meet consumer demands





## Increase/Decrease in Ordinary Profit

#### (For the FY Ended March 2020)



#### Capital Investments and R&D Costs

#### (For the FY Ended March 2020)

	R	Full year projections				
	FY ended March 2019	FY en	nded March 2020	FY ended March 2020		
Unit: million y en	Performance	Performance	Increase / decrease Year-on-year	Planned	Progress rate	
Tangible fixed assets	13,442	11,688	-1,754 86.9%	17,700	66.0%	
Intangible fixed assets	595	525	-69 88.3%	300	175.3%	
Capital investments	14,038	12,214	<b>-1,824</b> 87.0%	18,000	67.9%	
Depreciation and amortization costs	13,170	13,532	+362 102.8%	13,730	98.6%	
Research and development costs	1,159	1,229	+70 106.1%	1,310	93.9%	



	FY ended March 2019	П		FY ended March 2020					
Unit: million yen	As of March 31,2019		As of March 31,2020	Increase/ decrease	Year-on- year	Breakdown of main increases and decrease	es		
Current assets	84,647		80,322	-4,324	94.9%	Cash and deposits  Notes and accounts receivable-trade  Accounts receivable - other	+1,136 -4,288 -1,022		
Noncurrent assets	164,684		162,174	-2,510	98.5%				
Total assets	249,332		242,497	-6,835	97.3%				
Current liabilities	76,854		79,569	+2,715	103.5%	Accounts payable - trade Short-term loans payable	-1,644 +6,056		
Noncurrent liabilities	60,279		43,626	-16,653	72.4%	Long-term loans payable	-15,694		
Total liabilities	137,133		123,196	-13,937	89.8%				
Net assets	112,198		119,301	+7,102	106.3%	Retained earnings	+7,429		
Total liabilities and net assets	249,332		242,497	-6,835	97.3%				

Equity ratio

49.0%

♦ Changes in Net sales/Total assets

Total assets

■ Assets Strategic investments for boosting the production capacity of original products and ensuring stable supply

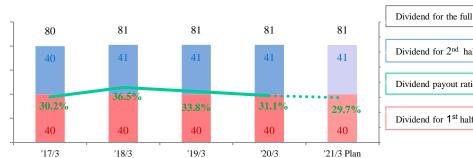
- Liabilities Utilization of borrowing as capital for strategic investment
- Net assets Strengthening of the management structure Preparation for expanding business flexibly



	Results for	for Full year				
Unit: million yen	FY ended March 2019 Performance	Performance	FY ended March 2020 Breakdown of Main Items			
CF from operating activities	25,510	27,770	Income before income taxes Depreciation Increase in notes and accounts receivable-trade Decrease in notes and accounts payable-trade Income taxes paid	15,972 13,532 4,272 -1,644 5,588		
CF from investing activities	-17,109	-10,989	Purchase of property, plant and equipment	-10,654		
Free cash flows	8,400	16,780				
CF from financing activities	-4,908	-15,643	Proceeds from long-term loans payable Repayment of long-term loans payable Repayments of lease obligations Cash dividends paid	6,099 -15,738 -2,645 -3,349		
Net increase(decrease)in cash and cash equivalents	3,492	1,136				
Cash and cash equivalents at end of period	19,151	20,288				

- ■CF from operating activities Ensuring profit by selling original products and streamlining efforts
- CF from investing activities Strategic investment to construct the bases to make a profit for future
- ■CF from financing activities Continuously stable dividend

#### 《Dividend per share》



Dividend for 1st half

## Plan

for the Fiscal Year Ending March 2021

## Outline of Plan for Account Settlement

#### (For the FY Ending March 2021)

	Results for Full y	ear	Full year projections					First	half pr	ojections	
	FY ended March 20	020	FY ending March 2021					FY ending March 2021			
Unit: million yen	Performance percer	ntage	Planned	percentage	increase/ decrease	Year-on -year	Pla	anned	percentage	in crease/ decrease	Year-on -year
Trays	36,263 19.	.5	37,775	19.9	+1,511	104.2%		18,625	19.6	+950	105.4%
Lunchboxes and prepared food containers	103,541 55.	.6	105,530	55.5	+1,988	101.9%		52,755	55.6	+1,181	102.3%
Subtotal	139,804 75.	o ]	143,305	75.4	+3,500	102.5%		71,380	75.2	+2,132	103.1%
Other products	3,027 1.6	6	2,895	1.5	-132	95.6%		1,520	1.6	-61	96.1%
Sales of products	142,831 76.	.6	146,200	76.9	+3,368	102.4%	72	2,900	76.8	+2,070	102.9%
packaging materials	37,892 20.	.3	38,340	20.2	+447	101.2%		19,230	20.3	+13	100.1%
Other goods	5,626 3.0	,	5,460	2.9	-166	97.0%		2,770	2.9	-86	97.0%
Sales of goods	43,518 23.	.4	43,800	23.1	+281	100.6%	22	2,000	23.2	-72	99.7%
Net Sales	186,349 100	0.0	190,000	100.0	+3,650	102.0%	94	1,900	100.0	+1,998	102.2%
Operating profit	15,507 8.	3	16,700	8.8	+1,192	107.7%	7	7,820	8.2	+725	110.2%
Ordinary profit	16,274 8.	7	17,400	9.2	+1,125	106.9%	8	3,110	8.5	+664	108.9%
Profit attribute to owners of parent	10,777 5.8	8	11,290	5.9	+512	104.8%	5	5,213	5.5	+370	107.7%
Ordinary profit before depreciation and armotization	29,807		31,296		+1,488	105.0%		14,969		+820	105.8%

29.807 depreciation and armotization

#### Sales **Products**

#### • Expanding sales of recycled Eco Trays and Eco APET containers, microwavable containers

• Proposing high function products for new markets, including those of home delivery, food service, and frozen food

Shipments: Rising 3% year-on-year

Expanding sales with a focus on environmentally friendly products Trays:

Lunchboxes and prepared food containers:

Proposing new products that will help create attractive sales floors and improve efficiency in the backyard, in addition to original products with functions such as cold and heat resistance

Strengthening sales to small-scale customers who purchase small lots, by making use of merchandising, logistics, and IT infrastructures

#### **♦** Production

Reinforcement of the production capacity of raw materials for Eco APET Cost reduction by introduction of industrial robots

Containing cost increases by making use of in-house logistics and improving loading efficiency

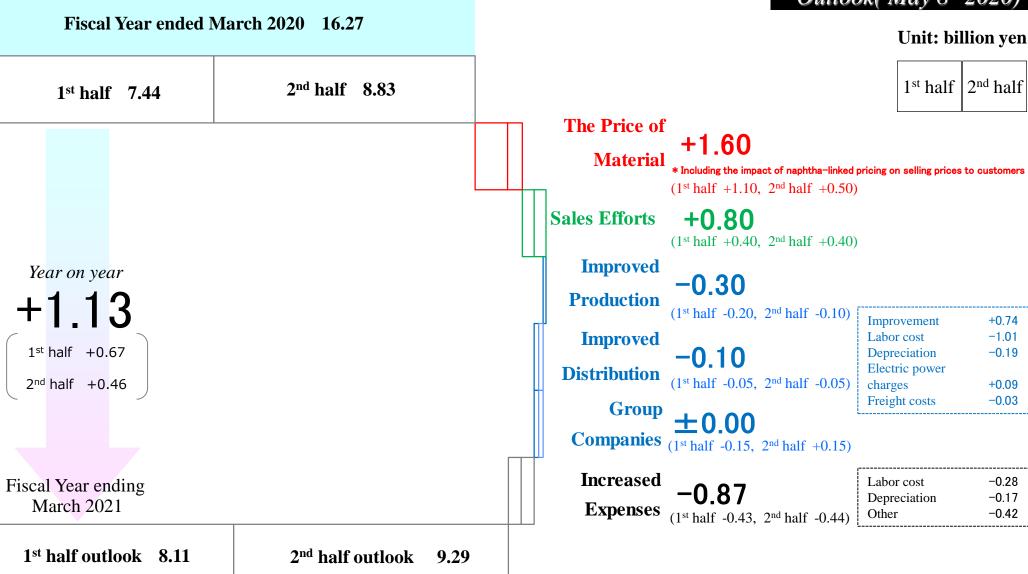
Automation of warehouse work

#### $\Diamond$ ESG

Promoting the terrestrial resource cycle and the employment of people with disabilities

### Outlook for Increase/Decrease in Ordinary Profit (For the FY Ending March 2021)



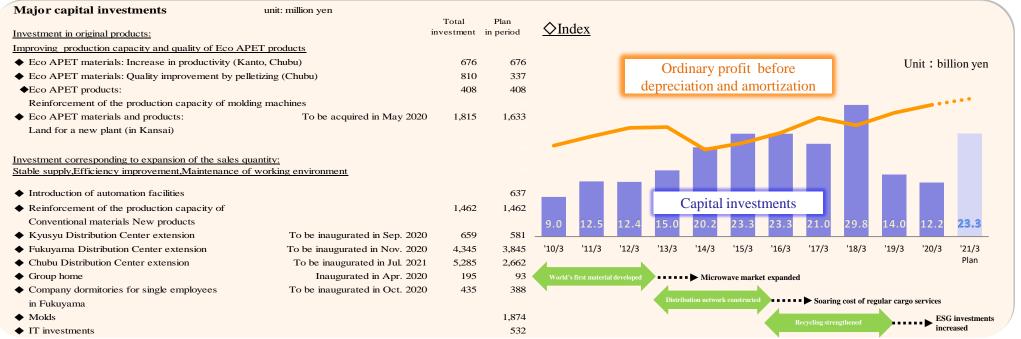


Full year outlook 17.40

#### Planned Capital Investment and R&D Cost

#### (For the FY Ending March 2021)

	Results for Full year	Full year	ar projections	First ha	lf projections	
	FY ended March 2020	FY en	ding March 2021	FY ending March 2021		
Unit: million y en	Performance	Planned	Increase / decrease Year-on-year	Planned	Increase / Progress decrease rate	
Tangible fixed assets	11,688	22,850	+11,161 195.5%	10,400	+5,970 234.8%	
Intangible fixed assets	525	450	-75 85.6%	200	+18 110.2%	
Capital investments	12,214	23,300	+11,085 190.8%	10,600	+5,989 229.9%	
Depreciation and amortization costs	13,532	13,900	+367 102.7%	6,860	+157 102.3%	
Research and development costs	1,229	1,312	+82 106.7%	646	<b>+48</b> 108.1%	



## To Increase Corporate Value

President Morimasa Sato



## **Market Conditions**



### Impact of COVID-19 Coronavirus: Changes in Retailing

## From eating out to home meal replacement and cooking at home

**Eating out Reduced** 



Home meal replacement and takeout meals

Increased



Cooking at home Increased



Home delivery Increased



## From food sold loose to food sold in packages





### Impact of COVID-19 Coronavirus: Trend in Container Demand



Containers that are easy to open and close → Addressing the labor shortage

**Snap-lock hood pack** 



Increased opportunities to cook at home

Ready-to-cook meat



Items for picnics and events



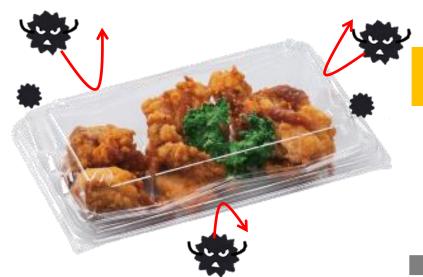
**Containers for home delivery** and takeout meals



A solution to food loss Items with longer shelf lives



## Tackling COVID-19 Coronavirus: As a Company Supporting Food Lifestyles



#### **Ensuring safety and reassurance**

Protecting food from bacteria and viruses in the air



#### Stable supply of products

In-house logistics 97.4% As of March 2020



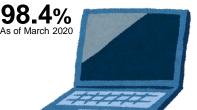
Remaining ready to accept orders

#### **Teleworking**

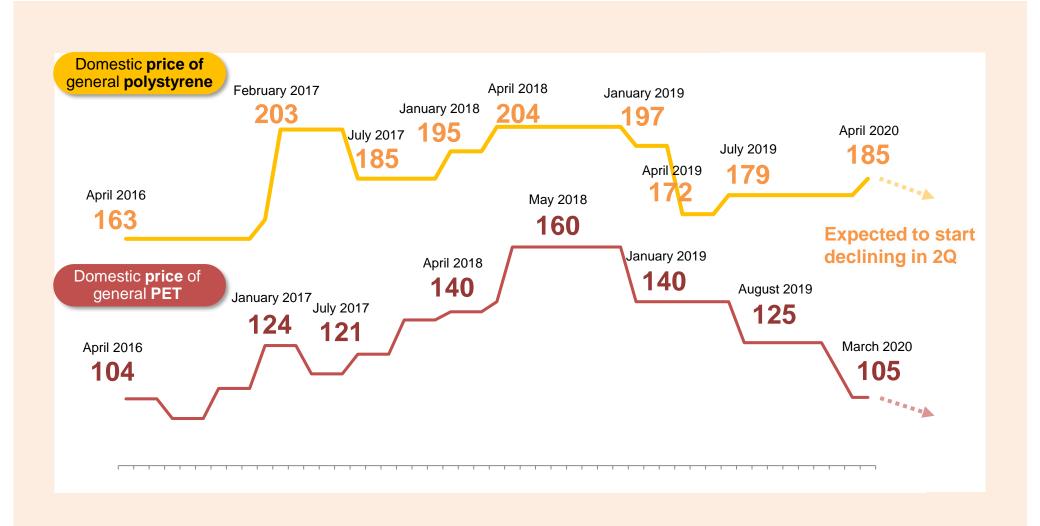
- EDI rate: Approx. 98.4%

- Use of call center

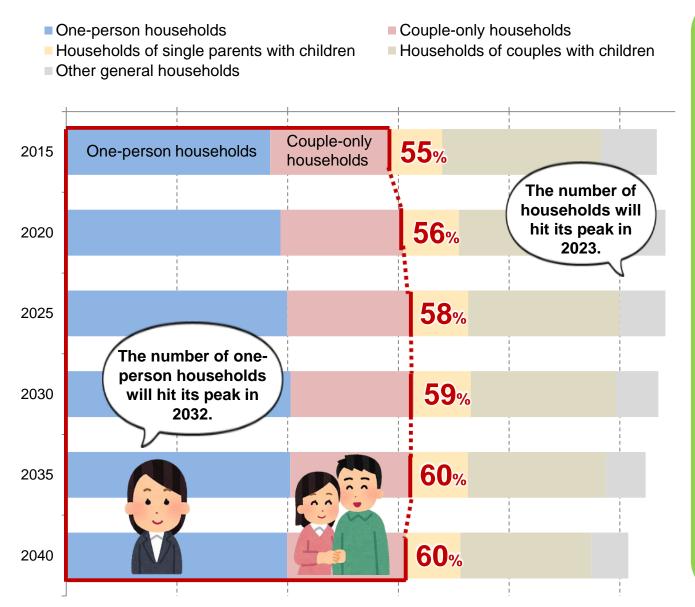
- Addition of 185 mobile terminals

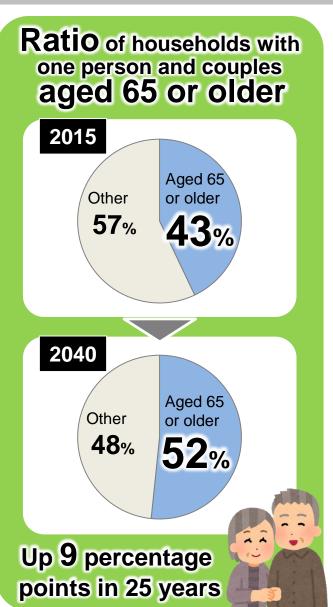


#### **Trend in Raw Material Prices**

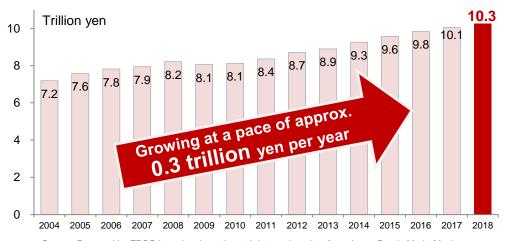


### **Changes in the Number of Households**





#### **Trend in Scale of Home Meal Replacement Market**



FY2018

Home meal replacement Approx.

10.3 trillion yen

Cooking at home: Approx. 35.3 trillion yen



Eating out:
Approx. 25.6 trillion yen



Major food manufacturers



Source: Prepared by FPCO based on its estimated data and on data from Japan Ready-Made Meal Association: White Paper on Ready-Made Meals

#### Markets expected to grow in the future

Frozen food for households
Approx. 0.32 trillion yen
2019

Source: Japan Frozen Food Association, Production and Consumption of Frozen Food in Japan



Source: Fuji Keizai, Gaishoku Delivery & Takeout Service Shijo-no Shorai Tembo 2019 (Future Outlook for the Market of Food Delivery and Takeout Services 2019)



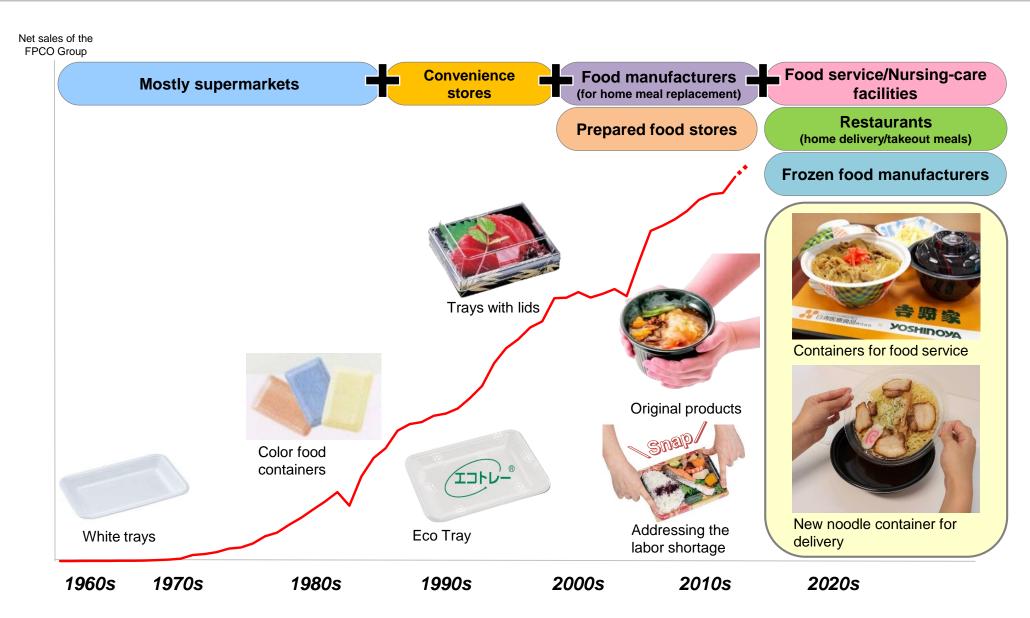
Source: Fuji Keizai, *Gaishoku Delivery & Takeout Service*Shijo-no Shorai Tembo 2019 (Future Outlook for the Market of Food Delivery and Takeout Services 2019)



Source: Fuji Keizai, *Koureisha Muke Shokuhin Shijo-no Shorai Tembo* 2017 (Future Outlook for the Market of Food for the Elderly 2017)

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### **Expanding Market**



### FPCO Fair: Balancing Effort and Efficiency (Supermarkets)





**Balancing effort and efficiency** 

Pursuing the appeal of products prepared by taking the extra effort





## Containers' efficiency-improvement features







#### Home Delivery as a New Market



Joint development of DLV Men, special containers for delivery

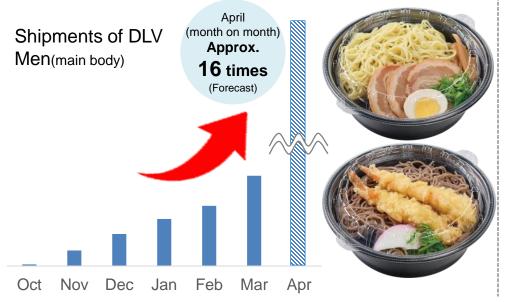








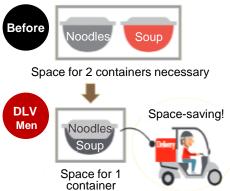
#### **Expanding steadily since launch**

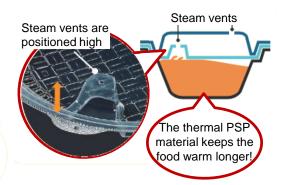


## 2 features that make the container ideal for delivery

(1) A 3-layer structure that improves the delivery efficiency

(2) A reliable container that is leak-proof and keeps food warm





#### Hospital/ Nursing Care and Frozen Food as New Markets







The number of people who received Minna-no Nichiyobi (Sunday for Everyone) food services

Approx. 14%

As of Jul. 31, 2019

Approx. **60,000**/Approx. 420,000



Approx. **57**%

As of Nov. 30, 2019

Approx. 240,000

/Approx. 420,000

Frozen food

MFP that ensures safety and reassurance when heating the food

With superior thermal insulation, MFP ensures

safety and reassurance



It's hot inside, but not on the outside.







With superior cold resistance, OPET lids are

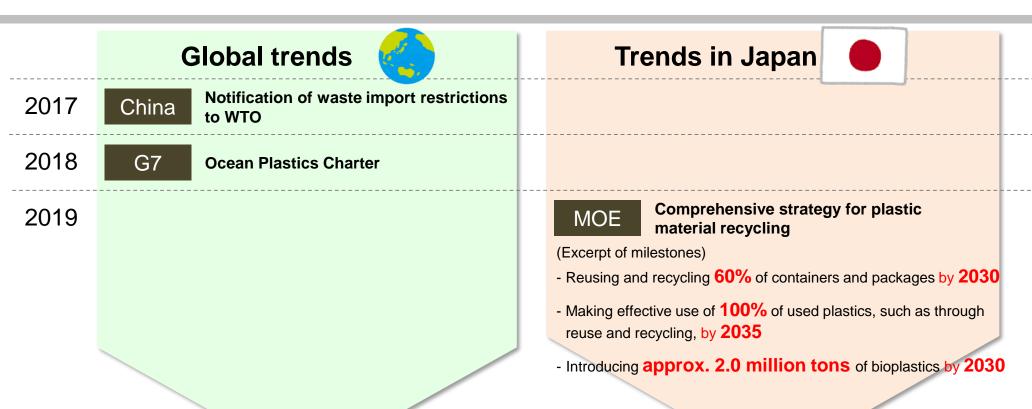
hard to break.



## Actions for Recycling



#### Ocean Plastic Pollution: Trends in the World and Japan



#### G20 JAPAN 2019



#### ■ Summit in Osaka

"Osaka Blue Ocean Vision"

Reducing additional pollution by marine plastic litter to **Zero** by **2050** 

 Ministerial Meeting on Energy Transitions and the Global Environment for Sustainable Growth

**FPCO selected as an exhibitor** at the G20 Innovation Exhibition, an outdoor exhibition hosted by the Government of Japan

## **Necessary Measure: Preventing Inputs of Plastics from Land into the Ocean**

Ranking of countries in the inputs of plastic waste from land into the ocean (2010 estimate)



1st: China 1.32-3.53 mn tons/year



2<sup>nd</sup>: Indonesia 0.48-1.29 mn tons/year



3<sup>rd</sup>: Philippines 0.28-0.75 mn tons/year



4<sup>th</sup>: Vietnam 0.28-**0.73** mn tons/year



5<sup>th</sup>: Sri Lanka 0.24-**0.64** mn tons/year



.

20th: United States 0.04-0.11 mn tons/year



The value for India is estimated to be more than 4 mn tons/year although statistical data is not available.

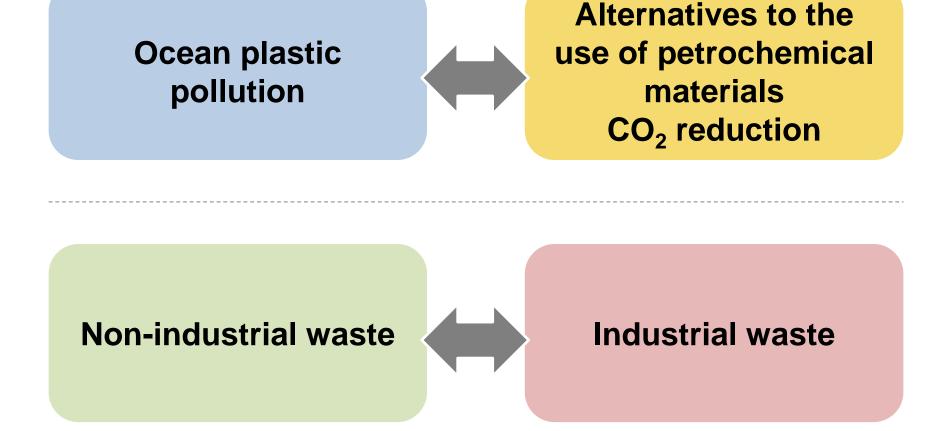
30<sup>th</sup>: Japan

0.02-**0.06** mn tons/year



<sup>\*</sup> Created by FPCO based on <u>data from the Ministry of the Environment</u>
Inputs of plastic waste from land into the ocean (2010 estimate) by country estimated based on population density, economic conditions and other elements.
(Reference) Plastic Waste inputs from land into the ocean(2015.Feb.Science)

#### **Issues to Be Considered Separately**



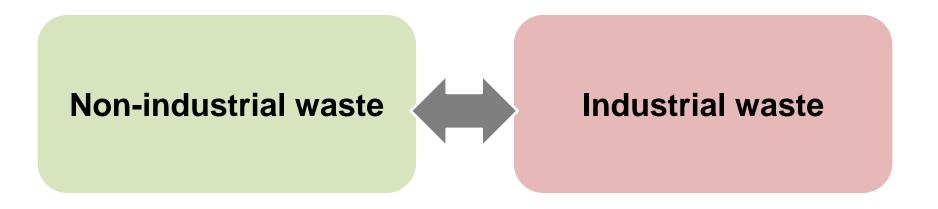
### **Issues to Be Considered Separately (1)**

Ocean plastic pollution

Alternatives to the use of petrochemical materials CO<sub>2</sub> reduction

- Bio-PE and bio-PET are <u>no different from petrochemical-derived PE and PET.</u>
  - → They are not a solution to ocean plastic pollution.
- With some exceptions, biodegradable plastics <u>do not</u> <u>degrade in the ocean</u>.

### **Issues to Be Considered Separately (2)**



 Non-industrial waste is treated appropriately by municipal governments.

Incinerated together with food waste → Efficient use of heat is an issue.

The problem is industrial waste.

## **Recycling of Plastics from Household Waste**

(Non-Industrial Waste)

#### **PET bottles**



Approx.

**0.75** mn tons

## Single material

## **Material recycling**

[Recycling of materials]





#### **Food containers**



Approx.

**0.8** mn to

#### Soft packaging



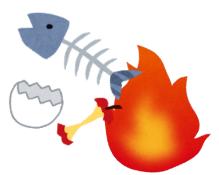
Approx.

**3.0** mn tons

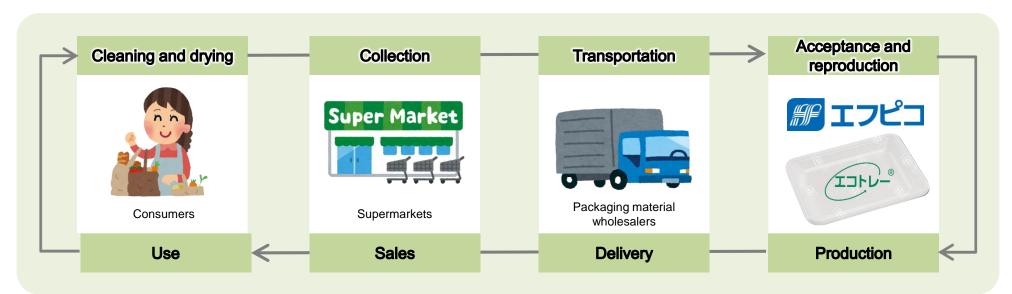
Composite material

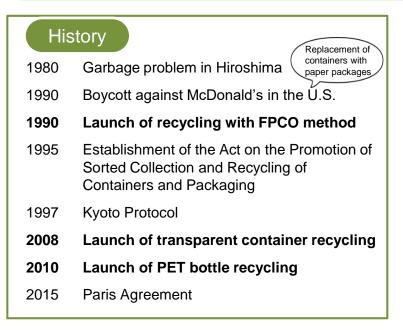
## Thermal recycling

[Thermal recovery]



#### **FPCO Method of Recycling**









### **Activities for Promoting Recycling**







Sticker







### Collection of Plastic Resources







\* The corresponding values for the number of containers and bottles were calculated based on the following standard weights. Foam tray: approx. 4 grams; transparent container: approx. 10 grams; PET bottle: approx. 25 grams



#### Collected from:

supermarkets, specified corporations

9,390 sites

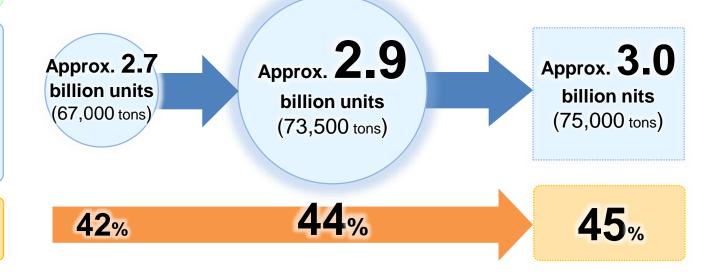
#### Amount (number) of recycled containers/bottles Results for FY Results for FY Target for FY ended March 2019 ended March 2020 ending March 2021 Approx. **2.1** Approx. **2.0** Approx. 1.8 billion nits billion units billion units (10,000 tons)(8,700 tons) (9,200 tons)

# PET bottles

#### Collected from:

specified corporations, supermarkets, business-related sources

Ratio of the amount of recycling of used products to product sales volume





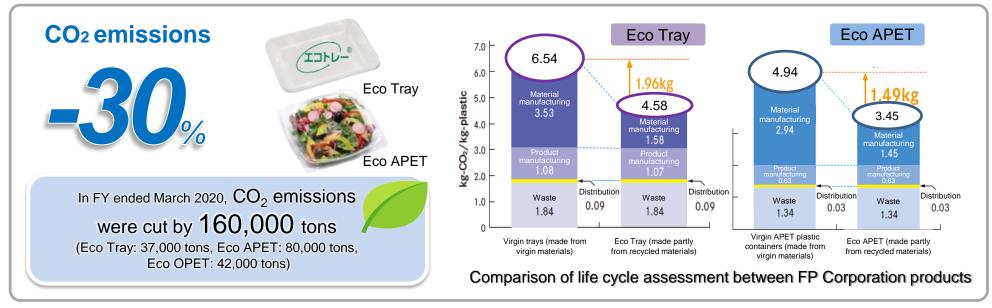
Ministry of the
Environment
(Comprehensive strategy
for plastic material recycling)

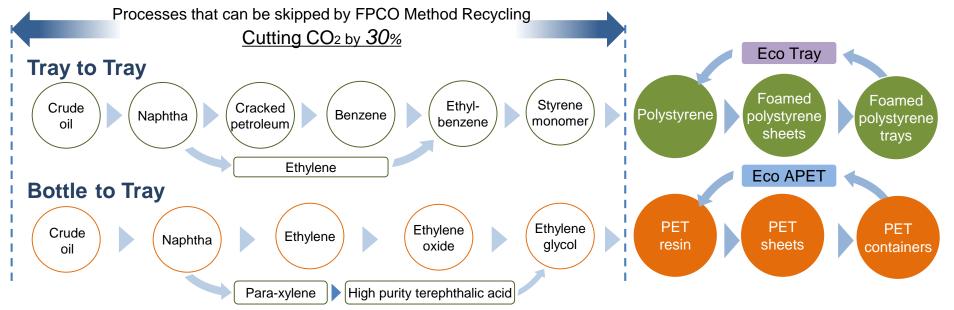
By 2030, 60% of plastic containers and packages will be recycled or reused.

By 2035, all used plastics will be utilized 100% effectively, including heat recovery.

### Eco Tray / Eco APET CO<sub>2</sub> Reduction





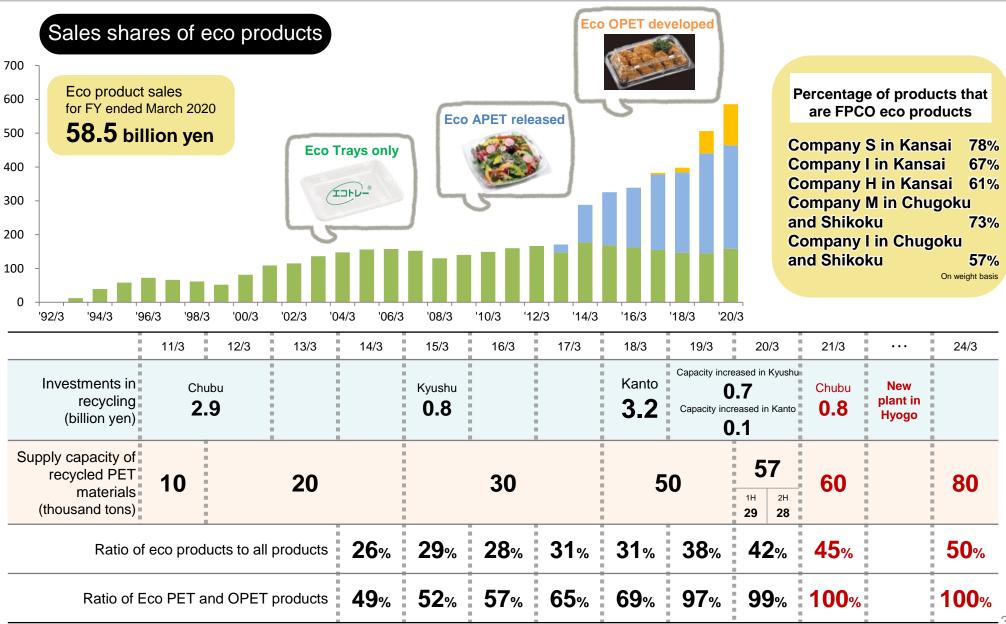


### Investment in Recycling and Ratio of Eco Products









### Increasing Production Capacity of Recycled PET with a New Plant

### 4th PET bottle recycling plant planned to be

constructed in Hyogo

Location: Hyogo Ono Sangyo Danchi (Hyogo Ono Industrial Park),

Ono, Hyogo Pref. Site area: Approx. 48,000 m<sup>2</sup>

Total production capacity of recycled PET materials in Japan to be increased to approx.

80,000 tons/ year (forecast)

Approx. 15,000 tons

Approx. 20,000 tons





Kanto Recycling Plant

East Japan Hub Center

Kanto Yachiyo Plant

Kanto Eco PET Plant Location: Yachiyo-machi, Yuki-gun, Ibaraki Pref.



Nishinihon PET-Bottle Recycle Co., Ltd. Location: Hibiki-machi, Wakamatsu-ku, Kitakyushu, Fukuoka Pref.



Chubu Eco PET Plant and Chubu PET Recycling Plant Location: Aza Murahigashi, Nanba, Wanouchi-cho, Anpachi-gun, Gifu Pref.

### Creation of the FP Corp. Environmental Fund

Before: Activities were carried out on a company-by-company basis.



FPCO, since it started the FPCO method of recycling in 1990, has been engaged in recycling activities for approx. **30** years.

Now: Companies and organizations should work together.

Working with other companies, NPOs, research and educational institutions, and other organizations, in addition to acting on our own



# エフピコ環境基金 The FP Corp. Environment Fund

Subsidizing organizations which act to solve future social issues

Outline of grants offered in FY2020 Second half

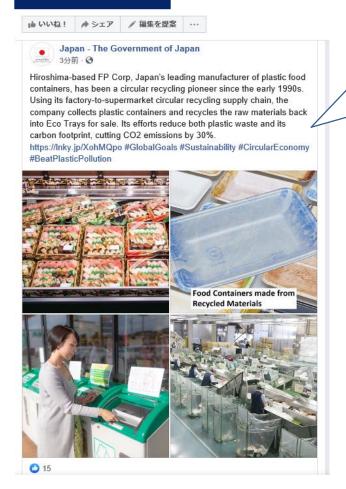
Grant period: Oct. 1, 2020 to Mar. 31, 2021
Application period: Apr. 1, 2020 to Jun. 30, 2020
Size of grants: Up to 1 million yen per project

#### **External Evaluation**

The FPCO method of Tray to Tray recycling was showcased on JAPANGOV, a social media account of the Prime Minister's Official Residence targeting overseas audiences.



#### **Facebook**



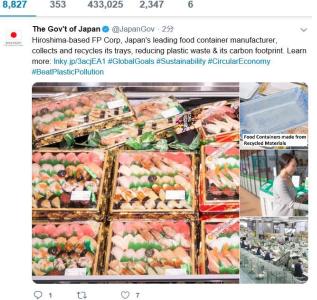
#### ◇和訳

広島に本社を置く日本のプラスチック食品容器製造のリーディングカンパニーであるエフピコは、 1990年代前半に循環型リサイクルの先駆けとなった。

同社は工場からスーパーマーケットまでの循環型リサイクルのサプライチェーンを利用し、 プラスチック容器を回収、原料として再生し、エコトレーとして販売している。 この取り組みにより、プラスチックごみを削減するとともに、製品ライフサイクルでのCO2様

この取り組みにより、プラスチックごみを削減するとともに、製品ライフサイクルでのCO2排出を30%削減している。 英語版HPへのリンク

#### **Twitter**



### **External Evaluation: Recent TV Programs that Showcased FPCO**



Month		Drogram	Content									
MONTH		Program	Recycling	Containers' features	Namakara Sozai							
Mar.	Fuji TV	Mezamashi TV			0							
	NHK	Asaichi			0							
l	TBS	N-Sta			0							
Jun.	Kansai TV	Uramayo		0	0							
	Chukyo TV	Catch!	0									
	FBS (Fukuoka Broadcasting Systems)	Barihaya! ZIP			0							
Jul.	Yamagata Broadcasting	Yamagata Sunday 5	0									
	BS Asahi	Wakaru Wakaru Channel	0									
	Nihon TV	Hiru Nandesu!	0	0	0							
0	TV Tokyo	Takeshi-no Nippon-no Mikata!	0	0								
Sep.	MBS (Mainichi Broadcasting System)	News Mint!	0	0	0							
	TBS	Gutto Luck!			0							
Nov.	Yomiuri TV	Kansai Joho Net ten.		0	0							
Dec.	TBS	Gutto Luck!	0									
lan	Nihon TV	Tensai!! Company		0								
Jan.	TV Tokyo	WBS		0								
- Fals	NHK BS	COOL JAPAN	0		0							
Feb.	Nikkei CNBC	Top-ni Kiku	0	0								
Mar.	TV Tokyo	WBS		0								

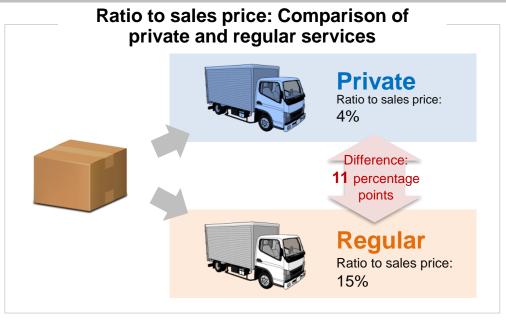
19 times 9 times 9 times 10 times

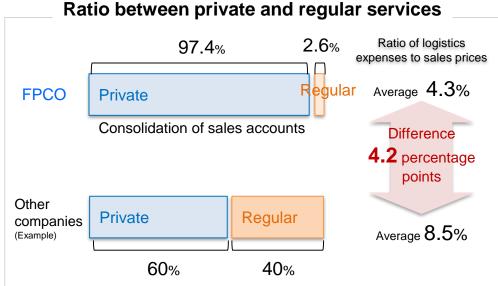
# Streamlining of Logistics, Manufacturing, and SCM



### **Soaring Logistics Expenses**





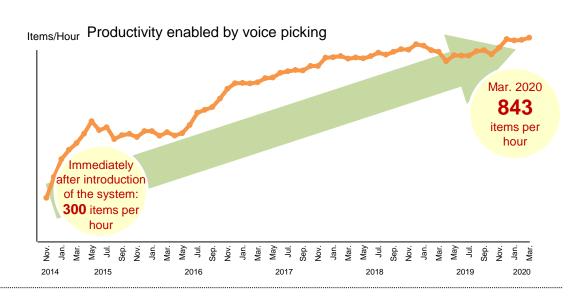


### **Efficiency Improvement (Logistics Division)**



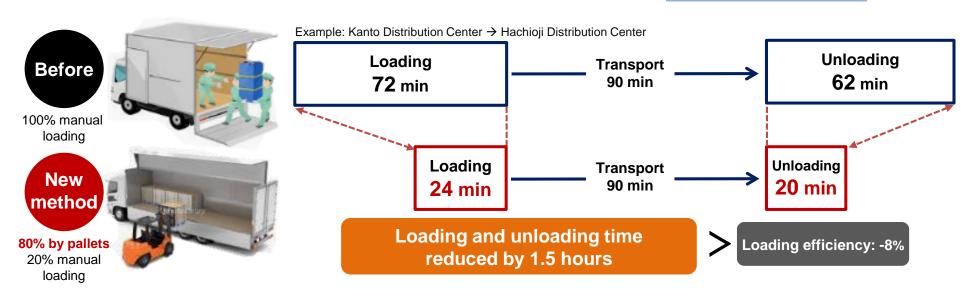
### **Voice Picking**





### Pallet Transportation (Transportation to other bases)

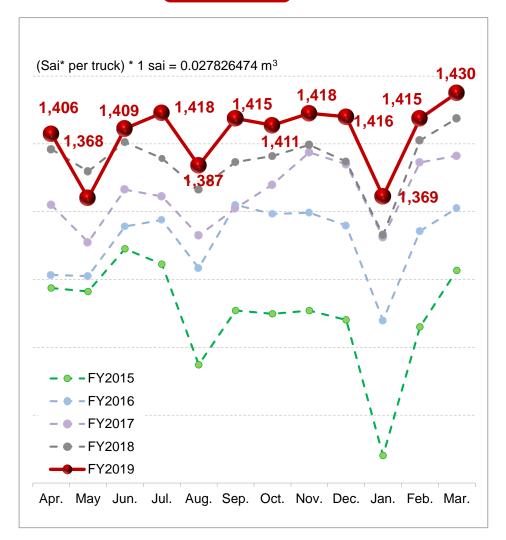
Conducted on 5 routes in March 2020



### Actions for Suppressing Soaring Logistics Expenses (Distribution of Sales)

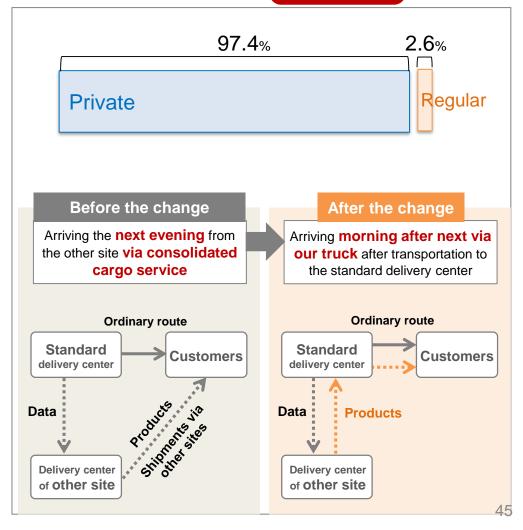
#### Increase load efficiency per truck

FY2020 Up 8.1% from FY2015 level



#### Increase ratio of private services

March 2019 97.2% March 2020 97.4%



### **Enhancing the Logistics Network**









Introducing an automated sorting system, or sorter, to Chubu, following Kanto, Fukuyama, and Hachioji

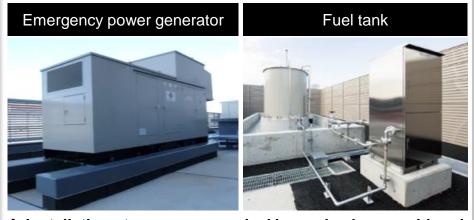


### **Natural Disasters and BCP**

#### Most recent natural disasters Hokkaido Eastern Iburi Earthquake in September 2018 Hokkaido **Emergency off-grid** power system activated Chubu Tohoku Matsumoto Niigata Chugoku Kansai Kanazaw Shikoku Kanto Lightning strike in Hachioji September 2019 Kochi Tokai Plant Kyushu **Emergency off-grid** power system activated Typhoon Faxai in September 2019 **Emergency off-grid** power system activated

### Business Continuity Plan (BCP) for uninterrupted logistics operations in the event of a disaster

- Power supply for 72 hours ensured
- Emergency power generators are installed and fuel for them is stored at all major logistics bases across Japan.
- Two emergency drills conducted annually involving power generator



→ Installation at group companies' bases is also considered.

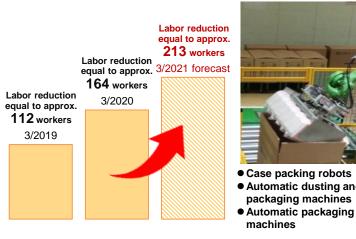
December 2019
Loan received from the Development Bank of
Japan under the DBJ BCM Rated Loan Program

# Investment in Human Resources



### **Investment in Human Resources (1): Automation**

### **Manufacturing Division**





- Case packing robots Automatic dusting and
  - - 8 units → 8 units
    - 42 units →

23 units →

58 units

### **Logistics Division**

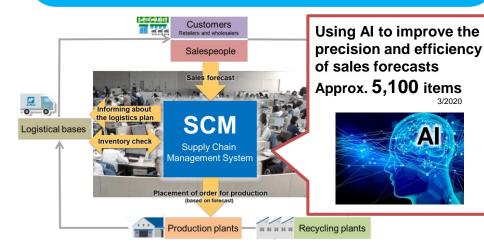






AGF (automated guided forklift) Planning to introduce 2 units

#### **SCM Division**



#### **Use of RPA**

**Automation of operations with robots** 

Reduction of approx. 6,000 work hours/year 3/2020

**Using RPA** 

Approx. 4,000 hours

Improvement of existing functions and operations

Approx. 2,000 hours

→ Expected to reduce work hours by approx. 10,000/year 3/2021 forecast



### Investment in Human Resources (2): Development of Working Environment

### Pico House bachelors' dormitories



4 Pico House buildings: **333 units in total** (plan)

### Changes to programs and standards

- 1. Fiscal year ended March 2019
  Introduction of obligation to take five
  consecutive days of paid leave (Smile Leave)
- 2. Fiscal year ended March 2020
  Revision of the retirement benefit programs at some group companies
- 3. Fiscal year ended March 2020
  Pay standard raised at some group companies

### Group homes for people with disabilities



Promotion of active participation

of women

#### **Targets**

- Maintaining the percentage of women among new career-track employees at 30% or higher from 2019 onward
- 2. Promoting 50 women to managerial positions by 2022



### **Diversity Management Making Maximal Use of Capabilities**







Sorting of used trays at 10 facilities



Production of wood-like box-type containers and secondary processing at 7 facilities



Manufacturing of containers (foamed and transparent) at 3 facilities

In the FPCO Group as of March 2020	
Number of employees with disabilities	358
Adjusted number of employees with disabilities	615
Ratio of employees with disabilities	13.3%

### Recognition concerning employment of workers with disabilities

- January 2019
  Ministry of Health, Labour and Welfare
  FY2018 People with Disabilities Active
  Company Certification
  (FPCO Ducks Corporation)
- October 2019
   Toyo Keizai Inc.

   Ranked 2<sup>nd</sup> in ratio of employees with disabilities

\* Ranked 1st for four consecutive years (2014-2017)



### Support for Customers in their Employment of **People with Disabilities**





With FPCO's support, employment was created for

### 667 people at 50 locations mainly at customers' workplaces

As of the end of March 2020



**Processing agricultural products** 



Inspecting and weighing fruits and vegetables



**Processing prepared** food



Cleaning containers



**Washing towels** 



**Sorting marine products** 



Reducing the volume of used paper



### Floor Hockey Activity: Interactions between People with and without Disabilities









### Award, certification, and registration for **Floor Hockey Activity**

- Mar. 2019 (Tokyo Metropolitan)
   Barrier-free Minds Support Company
   Registration
- Dec. 2018 (Japan Sports Agency)Sports Yell Company Certification
- Nov. 2018 (Tokyo Metropolitan)

  Tokyo Sports Promotion Company
  Certification
- Feb. 2018 (Tokyo Voluntary Action Center)

  3rd Corporate Volunteer Awards



#### **External Evaluation**

Selected for the first time as a constituent of the FTSE4Good Index Series and FTSE Blossom Japan Index, which are ESG indexes





Indexes developed by FT Russel of the London Stock Exchange Group, which reflect the performance of companies taking excellent Environmental, Social and Governance (ESG) measures

FPCO is one of 1,034 companies in the world

FPCO is one of 179 companies in Japan

Selected as a constituent of the MSCI Japan Empowering Women (WIN) Select Index, which is comprised of companies with excellent gender diversity



2019 Constituent MSCI日本株 女性活躍指数 (WIN)



An index developed by MSCI Inc., which is comprised of <u>companies</u> <u>strongly promoting gender diversity</u> in the workplace

#### **External Evaluation**



#### Reasons for the award

- ✓ Widely spreading the FPCO method of recycling
- ✓ Our initiatives on the employment of people with disabilities

### FPCO wins the Japan Times Satoyama & ESG Awards 2019

A program that commends companies and organizations which have made remarkable achievements in promoting and spreading effective use of *satoyama* (woodlands near villages) and *satoumi* (coastal areas where biological productivity and biodiversity has increased through human interaction) as well as ESG investments

#### Winners

#### **ESG** category

Government Pension Investment Fund (GPIF) **FP Corporation** 

Marui Group Co., Ltd.

#### Satoyama category

Mr. Kenya Katayama (Mayor of Niseko Town, Hokkaido)

Ms. Chika Tsubouchi (CEO, Ghibli-Sendanmaru, Yamaguchi)

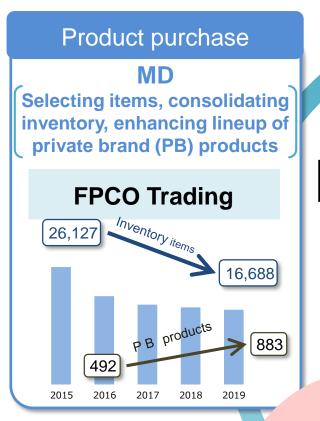
Urushi Next, a specified non-profit corporation (lwate)

Tottori Prefecture

### **Growth Strategy**



### Start of Operation for the New Business Model



# FPCO Group's infrastructure

Group's wholesalers

Strength in locally based sales

FPCO International
Package
FPCO Ueda
FPCO Ishida
APEX
FPCO Miyako Himo

Leading wholesalers in different regions

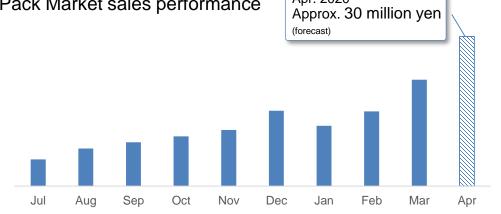
Nationwide logistics network

Information system

### Pack Market, an E-Commerce Site for Packaging Materials



## Pack Market sales performance Apr. 2020 Approx. 30 million yen



Products with growing demand due to the impact of the coronavirus



### **Capital Investment and Cash Flows**

### **Cash flows from operating activities**

Capital investment:
Goal of 18 to 20 billion yen

Enhance the system for supplying high value-added products from the perspective of medium- and long-term growth

[Priority investment areas]

- Investment in the commercialization of the world's first material
- Market demand for environmentally friendly materials and products
- Consolidated payout: Goal of 30%

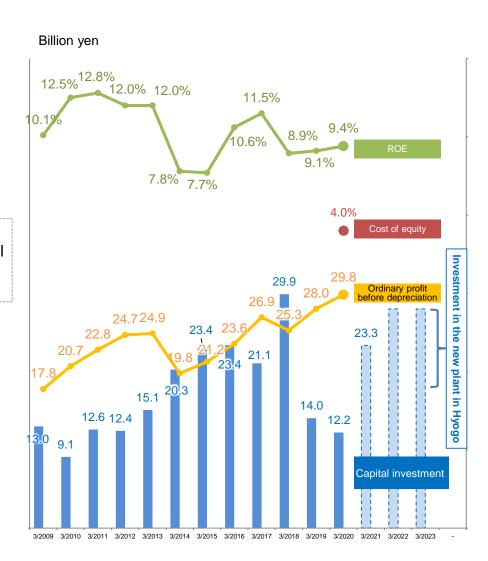
Stable and continuous payment of dividends Maximization of earnings per share

Acquisition of treasury shares

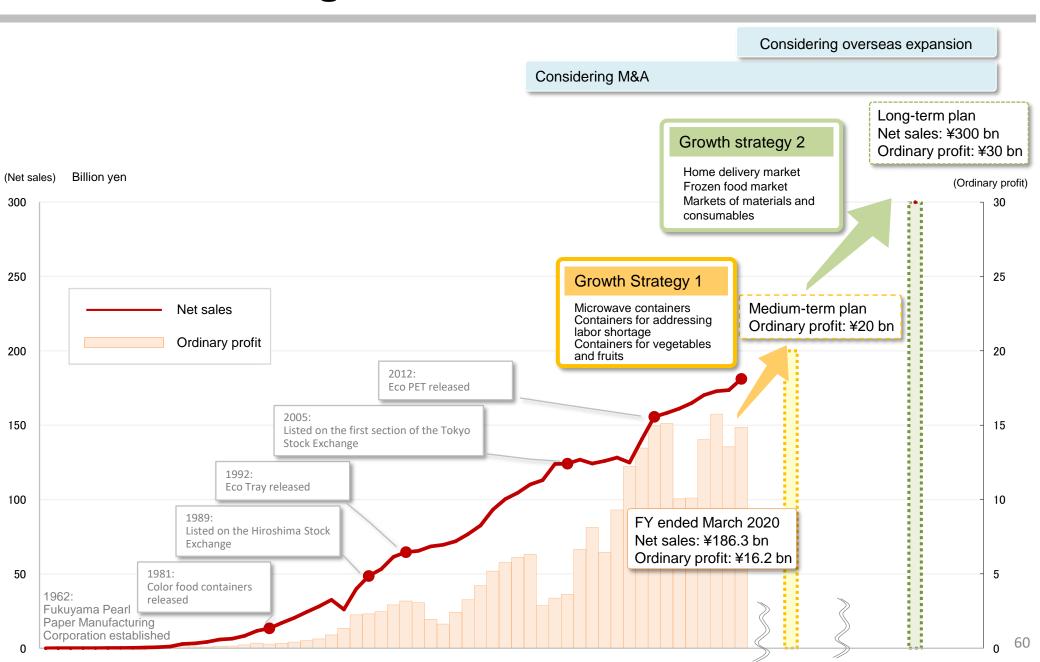
To be determined by the share price

Adjustment of interest-bearing debt

Effective use of interest-bearing debt and assurance of safety

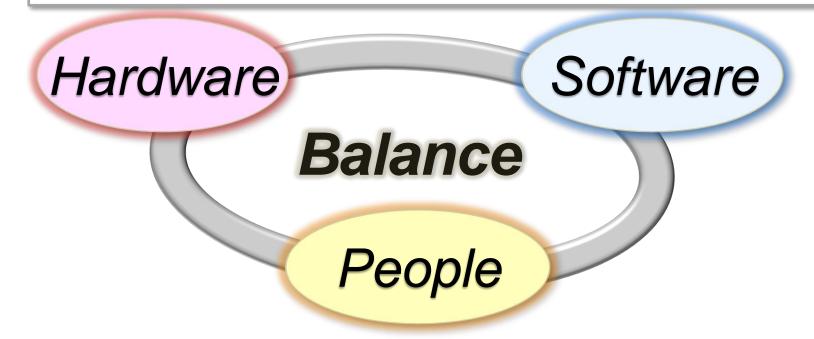


### **Growth Strategies of FPCO**



### To Increase Corporate Value

"We ensure that we reliably deliver the most environmentally friendly products of the highest quality at the most competitive prices whenever they are needed."



We adhere to the FPCO-DNA and continue to make proposals with the foresight of the near future based on our workplace-oriented policy and customer-first principle.

### Supporting Data

### Explanation of terms

: Polyethylene terephthalate Polystyrene Polypropylene Multi FP (MFP) An formed PS (polystyrene) container with cold and heat resistance to temperatures between -40°C and +110°C and with superior oil and acid resistance and thermal insulation (sales commenced in 2010). Multi Solid (MSD) : A non-formed PS (polystyrene) container with a heat resistance temperature of +110°C that is able to create sharp figures by using scraps of materials from the Multi FP, while maintaining the characteristics of the Multi FP(sales commenced in 2012). **OPET** transparent : A polyethylene terephthalate transparent container with a heat resistance temperature of +80°C. That is molded from biaxially stretched Container PET sheets, with superior oil and acid resistance and transparency, achieving the same thermal insulation as the OPS. New transparent PP : A transparent PP container with a heat resistance temperature of  $+110^{\circ}$ C, container which has achieved the same transparency as OPS using standard-grade polypropylene raw material(sales commenced in 2012). **PPSA Series** A snap-lock hood pack made from a transparent PP container with a heat resistance temperature of +110°C **OPS** container A conventional transparent container with a heat resistance temperature of  $+80^{\circ}$ C that is molded from the bi-axially oriented polystyrene sheets. : A recycled foamed polystyrene container for which polystyrene containers collected at supermarket shop counters **Eco Tray** and scrap pieces collected within plants are used as raw materials (sales commenced in 1992). Eco APET : A recycled PET transparent container for which PET transparent containers collected at supermarket shop counters, PET bottles and scrap pieces collected within plants are used as raw materials (sales commenced in 2012). Eco OPET A recycled OPET transparent container molded from the bi-axially oriented PET sheets, which use the same raw materials as an Eco APET container. Superior oil resistance and high transparency, with the same thermal insulation as the OPS transparent container. Heat resistance temperature of +80°C (sales commenced in 2016). **Cross Dock Center** A center that achieves a cross-docking method of gathering all the products to be shipped in one place, and loading them in order of delivery after an all-in assortment by each delivery route, replacing the method of loading products sent to customers using individual delivery trucks making rounds of visits to warehouses. **Distribution Center** Ships products by unit of case **Picking Center** Conduct picking operations for products and goods by small lots and ship **Sorting Center** Sorts PS containers collected from stores according to white and other colors, and transparent containers collected from stores according to materials such as PS, PET and PP.

### World's First Sheets and Materials

**★** Difficult to mold

#### Evolution from a sheet processing manufacturer

#### **PSP**: foamed polystyrene PS: polystyrene PP: polypropylene **★** Easy to mold **★** Heat-resistant: +110°C **★** Low raw material ratio **★** High oil resistance **★** Weight reduction is possible **★** Foam is hard and resistant to **★** High insulation weight reduction. **★** Low heat resistance: +80°C **★** Low firmness **★** Low oil resistance **★** Low cold resistance **★** Difficult to make transparent **FPCO** : foamed MFP: multi FP **New transparent PP** polystyrene **★** Easy to mold **★** Heat-resistant: +110°C **PSP** PP ★ Low raw material ratio **★** High oil resistance (foamed) **★** High thermal insulation **★** Same transparency as OPS **★** High oil resistance \* Resistant to a wide range of temperatures: -40 to +110°C **OPS PET**: polyethylene terephthalate PET **★** High firmness (transparent) **★** Resin introduced last (transparent) **★** Weight reduction is possible **★** High transparency **★** High oil resistance **★** Low heat-resistance: Recycling of HIPS +60°C multi-FP remnants **★** Heavy **OPET:** Biaxially MSD: Multisolid Non-foaming polystyrene stretched PET **OPS**: oriented polystyrene **★** Transparent **★** High transparency ★ Heat-resistant: +80°C **★** High oil resistance **★** Low oil resistance **★ Same heat-resistance ★** Limited weight as OPS: +80°C reduction **★** Weight can be reduced by stretching

### Trends in original products development



'11/3 '12/3 '13/3 '14/3 '15/3 '16/3 '17/3 '18/3 '19/3 '20/3

Feb. 2010: Market release of the Multi FP (MFP)



Feb. 2012: Market release of the Multi Solid (MSD)



May 2012: Market release of the Eco APET



Nov. 2010

**Chubu PET Recycling Plant** 

Jun. 2014

Nishinihon PET-Bottle Recycle Co., Ltd. March 2016

**Chubu Eco PET Plant Aug. 2017** 

**Kanto Eco PET Plant** 

Nov. 2012: Market release of the OPET



Jul. 2012

Kanto Yachiyo Plant

Jun. 2012: Market release of New Transparent PP

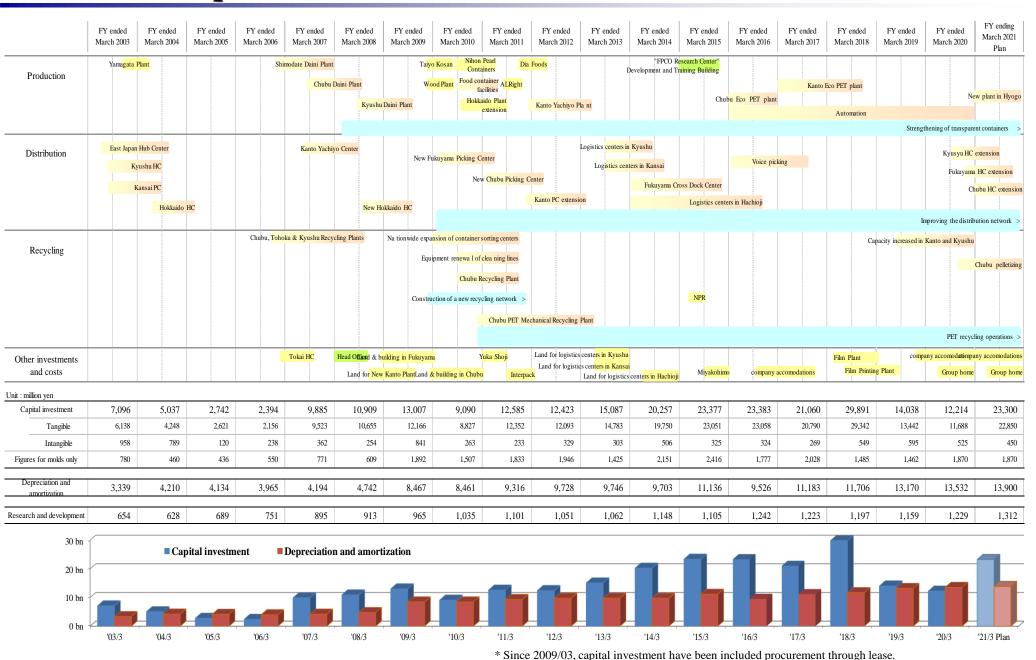


### Factors influencing Ordinary Profit

Unit:100 million ven

																															Unit:	:100 millio	n yen
														'15/3			'16/3			'17/3			'18/3			'19/3			'20/3			'21/3 Plan	
	'03/3	'04/3	'05/3	'06/3	'07/3	'08/3	'09/3	'10/3	'11/3	'12/3	'13/3	'14/3	1st half	2nd half	Full year	1st half	2nd half	Full year	1st half	2nd half	Full year	1st half	2nd half	Full year	1st half	2nd half	Full year	1st half	2nd half	Full year	1st half	2nd half	Full year
Ordinary Profit for previous year	63.1	28.6	33.6	36.3	66.5	81.2	64.5	92.9	122.2	134.7	149.5	151.2	51.1	49.4	100.5	47.4	53.6	101.1	66.3	74.0	140.3	79.1	78.3	157.4	66.3	69.2	135.5	64.8	83.8	148.6	74.4		162.7
	-6.0	-13.8	-36.5	-10.0	-13.0	-39.5	-37.0	-25.0																									
The Price of Material						Decrease i material pr		+78.0					l .	crease in iterial pri		+16.0	+15.0	+31.0	+20.0	+3.0	+23.0							+2.5	+5.2	+7.7	+11.0	+5.0	+16.0
						Raw mater increase	ial price	-19.0	-23.0	-37.0	-15.5	-46.0	-7.0	-	-7.0							-13.0	-13.0	-26.0	-14.8	-15.5	-30.3						
	-25.0	+7.7	+29.2		+4.0	+9.0	+38.0	+25.0		+32.0	+6.5		Nap	htha for	mula	-3.0	-8.0	-11.0	-12.5	-11.0	-23.5												
Sales Price						1st production	et price	-44.0		Product p		+15.0	+14.0	+2.0	+16.0							-	+4.5	+4.5	+13.6	+28.0	+41.6	+10.5	-	+10.5			
						2nd produ reduction	ct price	-19.0		Price war general-p products	urpose	-13.0	-10.0	-3.0	-13.0																		
	ı naterial repl er-weight p			+8.0	+8.6	+11.8	+24.5	+20.0	N	lew materi	al effects	+8.0	+4.5	+10.0	+14.5	+8.5	+11.0	+19.5	+10.5	+12.5	+23.0	+6.0	+3.2	+9.2	+4.5	+7.2	+11.7	+3.5	+5.0	+8.5	+4.0	+4.0	+8.0
Increase in improveme product mit	nts to	+45.0		+17.5	+5.8	+3.0	+7.0	+6.0	+21.5	+15.0	+21.0	+1.0	-	+4.0	+4.0	+6.3	+11.0	+19.3	+10.5	+12.3	+23.0	+0.0	+3.2	+9.2	<del>+</del> 4.0	+1.2	+11.7	+3.3	+3.0	+0.3	T4.0	+4.0	+6.0
Improved Production	+2.4	-0.6	-2.0	+6.0	+8.7	+3.0	+2.5	+9.5	+12.0	+9.0	+2.5	+1.0	+0.5	+3.5	+4.0	+5.0	+7.0	+12.0	+3.2	+1.1	+4.3	-3.2	-4.0	-7.2	-0.5	-	-0.5	+1.0	+1.5	+2.5	-2.0	-1.0	-3.0
Improved Distribution	+0.3	-14.0	+12.2	+5.5	+8.0	+5.7	+5.0	+9.5	+8.0	+4.0	+1.5	+1.0	-	-1.0	-1.0	-	+1.5	+1.5	-3.0	-2.7	-5.7	+0.5	+1.0	+1.5	-1.5	-3.0	-4.5	-4.0	-3.5	-7.5	-0.5	-0.5	-1.0
Group								+5.0	+5.5	+5.0	+1.0	-1.0	-	-1.5	-1.5	+3.0	+2.5	+5.5	+2.0	+3.0	+5.0	-	+1.5	+1.5	+0.5	+1.5	+2.0	+2.0	+0.1	+2.1	-1.5	+1.5	-
Companies	Profit fr sale of a		+1.0	-1.0			+4.0	-4.0				Subsidies	+5.9	+0.6	+6.5	-1.4	-0.3	-1.7	-3.7	+0.8	-2.9												
Cost increase	-6.2	-19.3	-3.2	+4.2	-7.4	-9.7	-15.6	-12.7	-11.5	-13.2	-15.3	-17.0	-11.6	-10.4	-22.0	-9.2	-8.4	-17.6	-3.7	-2.4	-6.1	-3.1	-2.3	-5.4	-3.3	-3.6	-6.9	-5.9	-3.8	-9.7	-4.3	-4.4	-9.1
Total increase/decrease	-34.5	+5.0	+2.7	+30.2	+14.7	-16.7	+28.4	+29.3	+12.5	+14.8	+1.7	-51.0	-3.7	+4.2	+0.5	+18.9	+20.3	+39.2	+12.8	+4.3	+17.1	-12.8	-9.1	-21.9	-1.5	+14.6	+13.1	+9.6	+4.5	+14.1	+6.7	+4.6	+11.3
Ordinary profit	28.6	33.6	36.3	66.5	81.2	64.5	92.9	122.3	134.7	149.5	151.2	100.5	47.4	53.6	101.1	66.3	74.0	140.3	79.1	78.3	157.4	66.3	69.2	135.5	64.8	83.8	148.6	74.4	88.3	162.7	81.1	92.9	174.0

### Trends in Capital Investment and R&D Costs



### Strategy for Plastic Material Recycling by the Ministry of the Environment (Rough Plan)

### Ocean Plastics Charter endorsed at Charlevoix G7 Summit in Canada

Strategy for Plastic Material Recycling by the Ministry of the Environment (Rough Plan): *Milestone* 

Taking into account the full environmental impacts of alternatives, significantly reducing the unnecessary use of single-use plastics.

Reduce

We aim to reduce emissions of single-use plastics (containers and packaging) by 25% in cumulative total by 2030 through the understanding, cooperation and collaboration of consumers and people from all quarters and all levels of civil society, while taking into account the environmental impacts of alternatives.

Working with industry towards 100% reusable, recyclable, or, where viable alternatives do not exist, recoverable, plastics by 2030

Working with industry and other levels of government, to recycle and reuse at least 55% of plastic packaging by 2030 and recover 100% of all plastics, including thermal recovery, by 2040.

Reuse & Recycle

We aim to change the designs of plastic containers, packaging and products into those that make separation technologically easy and permit reuse or recycling, while also trying to secure their functions by 2025. (Even where this is difficult, we will aim to ensure thermal recoverability).

We aim to recycle or reuse 60% of plastic containers and packaging by 2030 and make 100% effective use of used plastics, including thermal recovery (when recycle or reuse is difficult from the technical or economical perspective), by 2035, through cooperation and collaboration with people from all guarters and all levels of civil society.

Working with industry to increase recycled content by at least 50% in plastic products where applicable by 2030.

Recycling/ Biomass plastics We aim to recycle twice the volume of plastics by 2030 by promoting the understanding, cooperation and collaboration of different groups of the public including the government and local municipalities.

We aim to introduce as much biomass plastics as possible (approx. 2 million tons) by 2030 by promoting the understanding, cooperation and collaboration of people from all quarters and all levels of civil society.

### Collaboration with Related Ministries, Agencies and Organizations

	Actions of related ministries, agencies and organizations	FPCO's involvement
Ministry of the Environment	<ul> <li>Plastic resources recycling strategy         Presentation on Japan's plastic resource recycling strategy planned at the G20 Summit in June 2019     </li> <li>Plastics Smart         Encouraging smart use of plastics and communicating such uses worldwide     </li> </ul>	<ul> <li>Participation in a subcommittee as an industrial association</li> <li>Publication of Tray to Tray and Bottle to Tray recycling on the campaigns page</li> </ul>
Ministry of the Economy, Trade and Industry	<ul> <li>Clean Ocean Material Alliance         A syndicate of companies implementing proper waste management and 3R actions for plastic products and accelerating innovation for resolving marine plastic issues     </li> </ul>	O Participation in the alliance as a leading member
Ministry of Agriculture, Forestry and Fisheries	Call for plastic resource recycling declarations     Collecting and showcasing examples of voluntary actions taken by companies and associations in the food industry	Publication of actions for recycling, reducing and raising awareness on the ministry's website
Keidanren (Japan Business Federation)	<ul> <li>Plastic-related Innovation for SDGs         Collecting and showcasing examples of actions taken by businesses and associations for encouraging the recycling of plastic resources and for helping address the issue of marine plastic waste     </li> </ul>	Publication of actions for recycling, reducing and raising awareness on Keidanren's website
Initiative	Japan Climate Initiative     A network of Japanese entities committed to joining the front line of the global push for decarbonization and taking positive actions to combat climate change.	Announcement of participation during the foundation

push for decarbonization and taking positive actions to combat climate change

### [Information on the Facility Tour ]

Contact: Takashima at the Corporate Planning Department (TEL)+81-3-5325-7756 (MAIL)ir\_7947@fpco-net.co.jp at a convenient time for you.

### An opportunity to take a look at the state-of-the-art **Production, Distribution, Recycling** operations

Kanto 30 minutes from Koga station on JR East Lines.



OPET production facilities

### <u>Hachioji</u>

20 minutes from Akigawa station on JR East Lines.



<u>Fukuyama</u>

30 minutes from Fukuyama station on JR West Lines.



Chubu

20 minutes from Gifuhashima station on JR Tokai Lines.

