



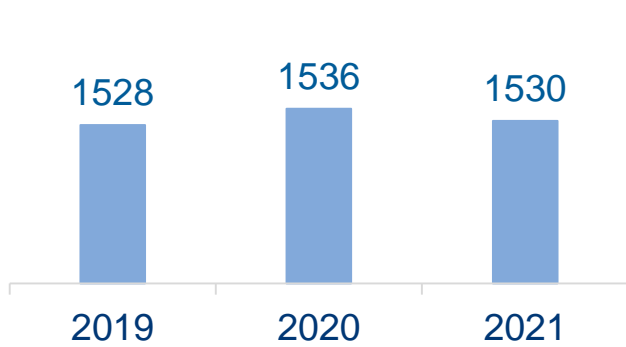
Toyal Group

[Data]  
Sustainability Report 2022

# Human Capital

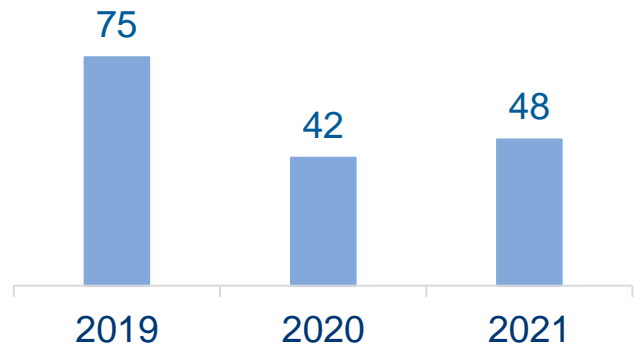
## Number of employees

(non-consolidated)



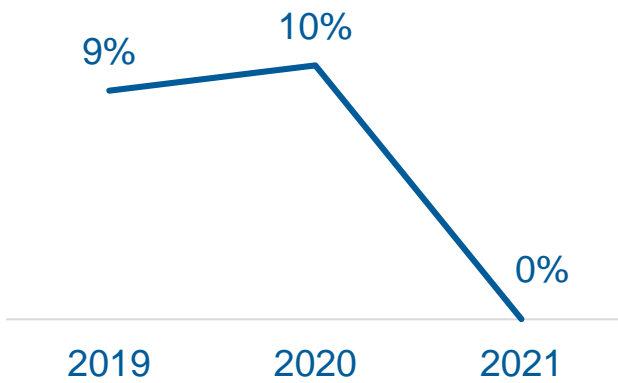
## Number of personnel additions

(non-consolidated)



## Average 3-year turnover rate

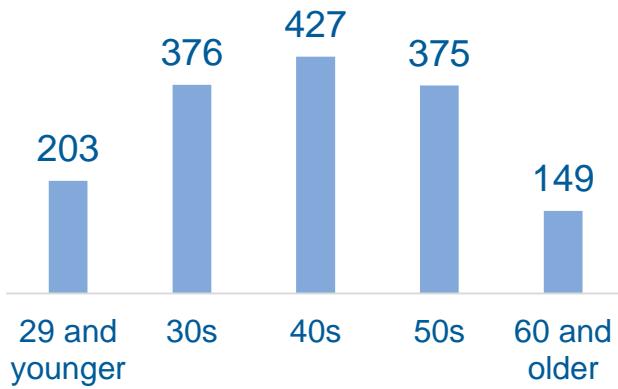
(non-consolidated)



# Human Capital

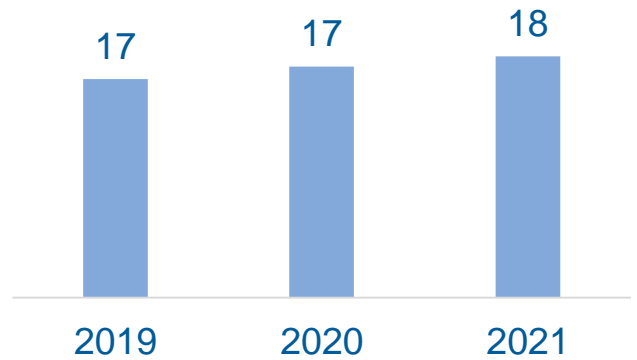
## Age distribution of employees

FY 2021 (non-consolidated)



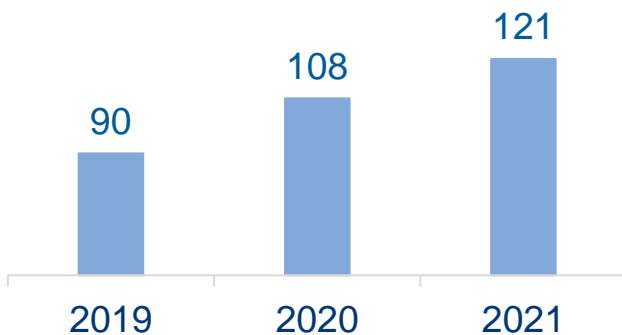
## Average length of service

(non-consolidated)



## Number of retirees rehired

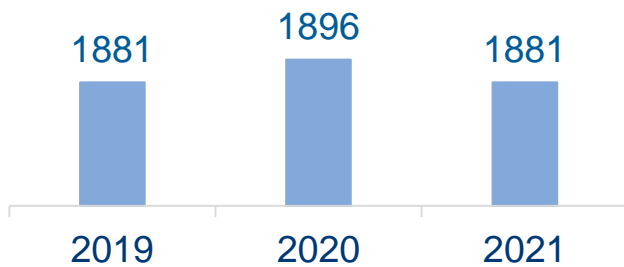
(non-consolidated)



# Human Capital

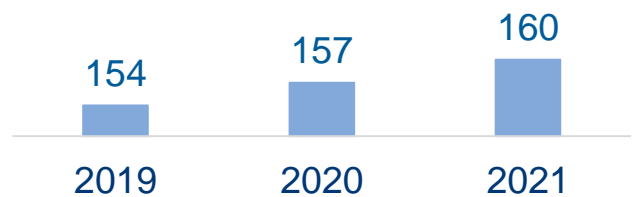
## Annual working hours

(non-consolidated)  
(Unit: h)



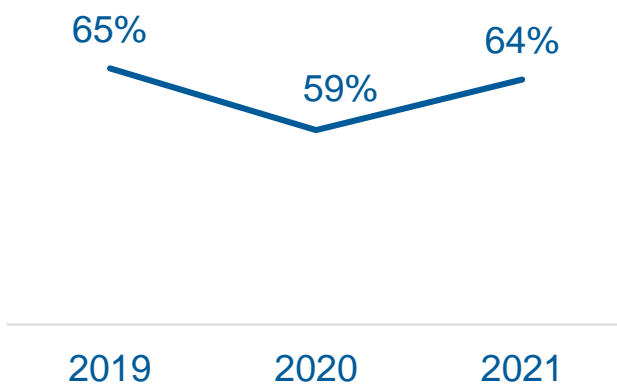
## Annual average hours of overtime

(non-consolidated)  
(Unit: h)



## Paid vacation take-up rate

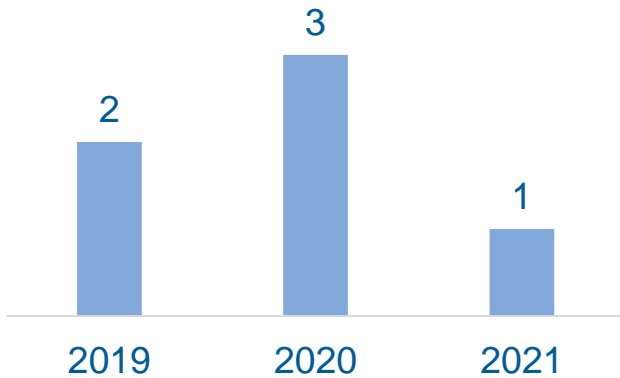
(non-consolidated)



# Human Capital

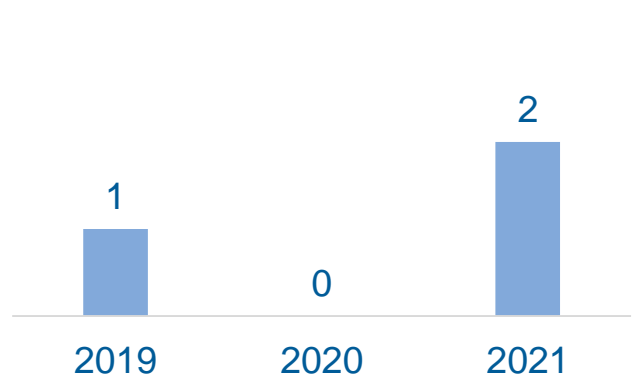
## Number of employees taking childcare leave

- Male -  
(non-consolidated)



## Number of employees taking childcare leave

- Female -  
(non-consolidated)



## Employment of people with disabilities

(non-consolidated)  
(Unit: %)



## Diversity

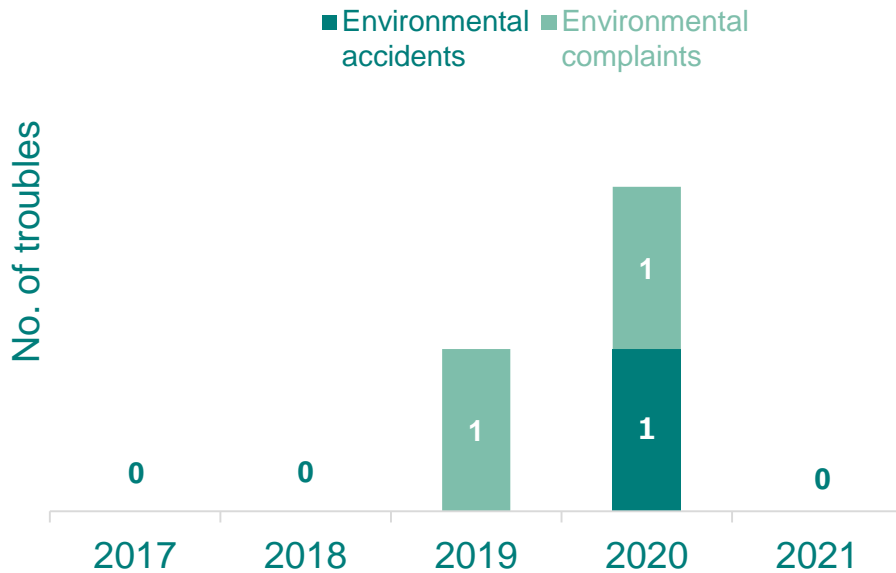
FY 2021 (non-consolidated)

Rate of female employees	12.2%
Rate of female managers	4.2%
Rate of foreign employees	0.9%

# Environment

## Environmental troubles

(Our Group)



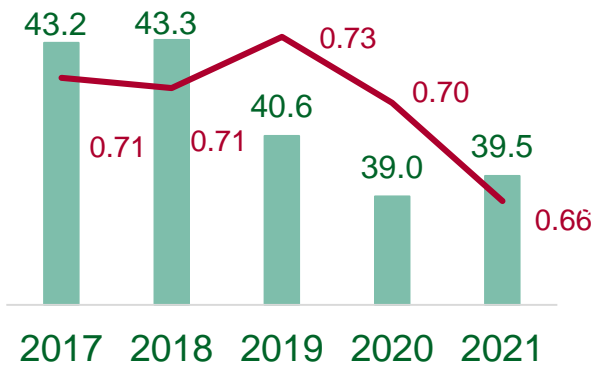
## Troubles

Environmental troubles		
FY 2019	Yao Works	Noise complaint
FY 2020	Gumma Works	Odor/noise complaint
FY 2020	Total Europe S.A.S.U.	Oil spill

# Environment

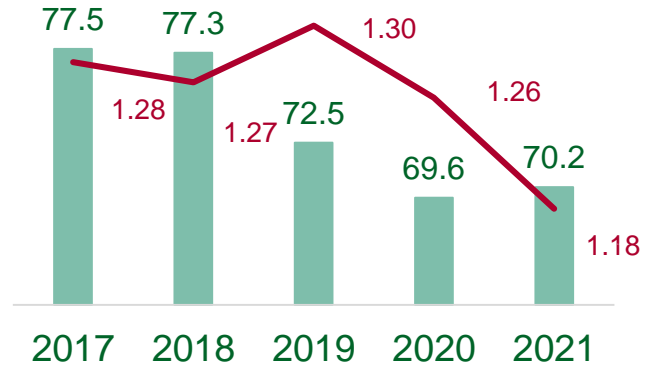
## Energy consumption (non-consolidated)

■ Energy consumption (crude oil equivalent) (1,000 kL)  
— Proceeds-based specific energy consumption (kL/million yen)



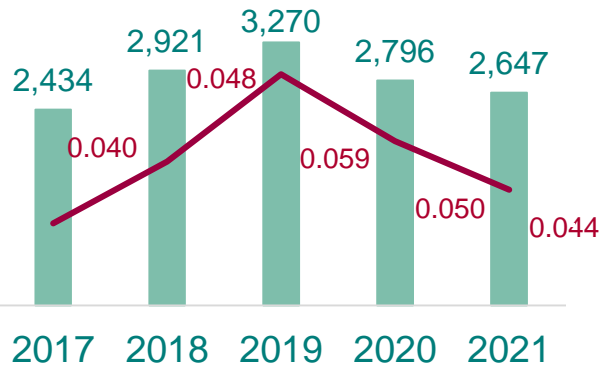
## CO<sub>2</sub> emission amount (non-consolidated)

■ CO2 emission amount (1,000 t)  
— Proceeds-based specific CO2 emission amount (t/million yen)

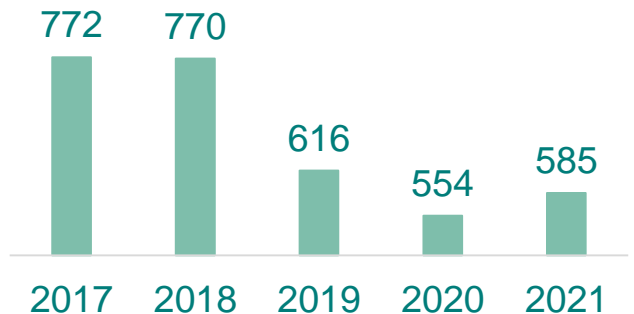


## Industrial waste amount (non-consolidated)

■ Waste weight (ton)  
— Proceeds-based specific waste weight (t/million yen)



## Plastic waste generated (non-consolidated) (Unit: ton)



# Environment

## Emission amount of substances subject to PRTR (FY 2021)

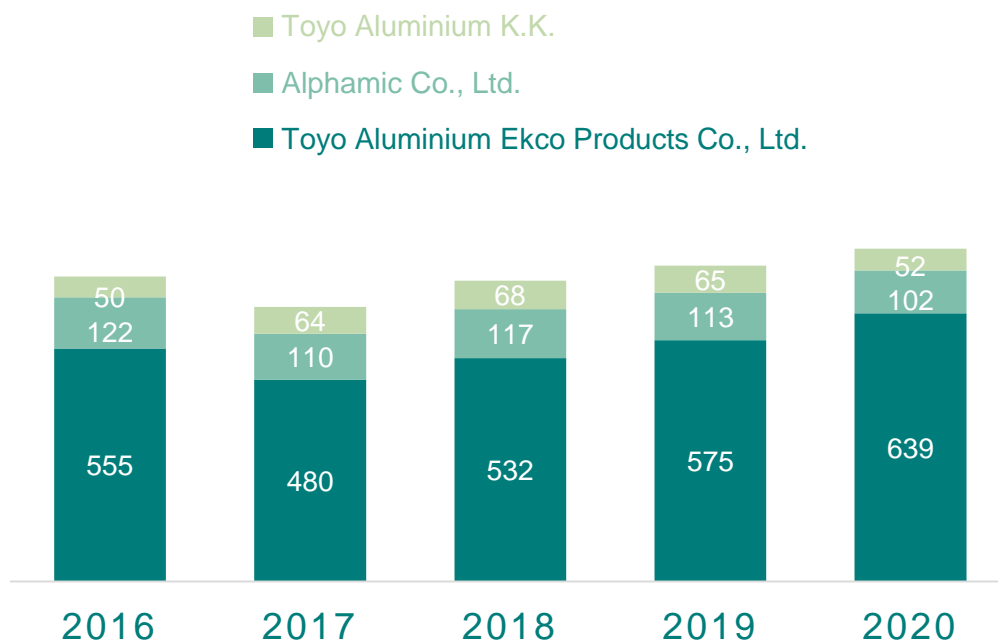
(non-consolidated)

(Unit: kg)

No.	Substance name	Emission amount				Movement amount	
		Atmosphere	Public water areas	Soil	Landfill	Sewerage	Outside of premises
003	Boron compounds	0	0	0	0	0	13
053	Ethylbenzene	629	0	0	0	0	3,226
080	Xylene	2,850	0	0	0	0	11,439
083	Cumene	380	0	0	0	0	1,700
186	Methylene chloride	3,100	0	0	0	0	0
273	n-dodecyl alcohol	4,339	0	0	0	0	790
296	1,2,4-trimethylbenzene	9,255	0	0	0	0	74,346
297	1,3,5-trimethylbenzene	4,350	0	0	0	0	21,073
300	Toluene	46,700	0	0	0	0	316,520
392	n-hexane	41	0	0	0	0	240
438	Methylnaphthalene	28	0	0	0	0	0

## Changes in Recycling Consignment Fees under the Containers and Packaging Recycling Law

(Group companies in Japan) (Unit: 10,000 yen)





# Environment

## Environmental accounting FY 2021

(non-consolidated)  
(Unit: 1,000 yen)

Classification	Investment amount	Expense amount
Pollution prevention cost	10,670	164,889
Global environmental protection cost	131,100	75,889
Resource recycling cost	0	101,823
Upstream / downstream cost	90,000	520
Management activity cost	0	39,030
Social activity cost	0	0

\*Investment amount: Investment in depreciable assets for environmental conservation purposes

\*Expense amount: Corporate expenses for the purpose of environmental conservation

(Complying with the Environmental Accounting Guidelines 2005 of Ministry of the Environment)

## Number of qualified personnel FY 2021

(non-consolidated)

Pollution control manager	
Atmosphere	13
Water quality	7
Noise	2
Vibration	1
Noise and vibration	3
Dioxins	3
Specially controlled industrial waste chief administrator	38
Energy manager	16

# Environment

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Reporting list FY 2021(non-consolidated)

## **The Act on Rationalizing Energy Use**

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Regular report

Mid-to-long-term plan

## **The Waste Management Act**

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Report of delivery status, etc. of industrial wastes manifests

Special management industrial wastes disposal plan

Special management industrial waste disposal plan implementation status report

## **The Law Concerning Special Measures Against PCB Waste**

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PCB wastes, etc. storage and disposal status notification sheet

## **The Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (PRTR)**

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Notification of release amounts and transfer amounts of Class I Designated Chemical Substance

## **The Act on Compensation for Pollution-related Health Damage**

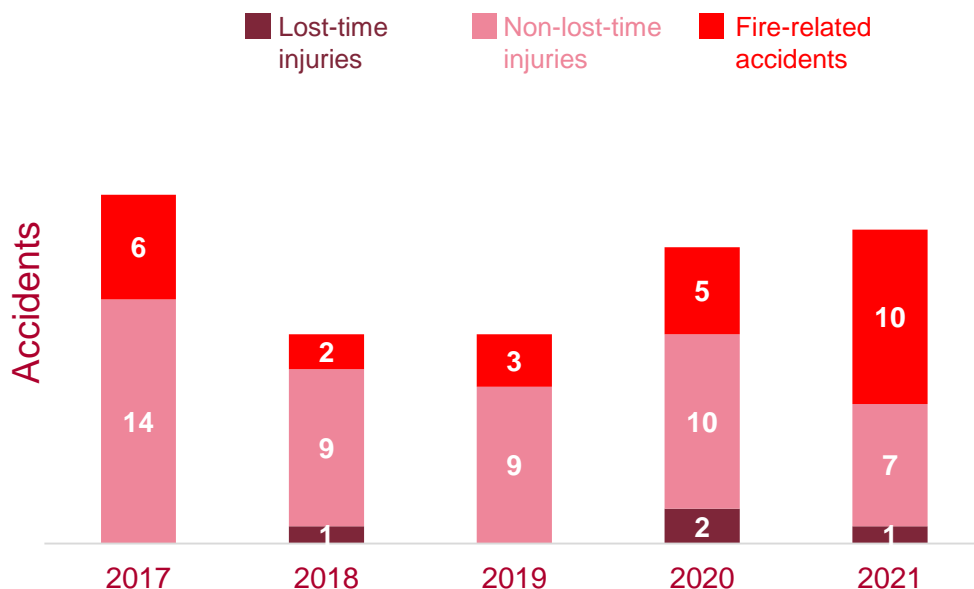
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Report of imposed amounts on pollution loads

# Occupational Safety and Health

## The number of accidents

(Our Group)



(Note: Since accident classifications were revised in 2020, we have retroactively recalculated the above figures according to these new classifications. From this point onward, these figures include the entire Group, including companies outside Japan.)

## Occupational accident index

(Group companies in Japan)

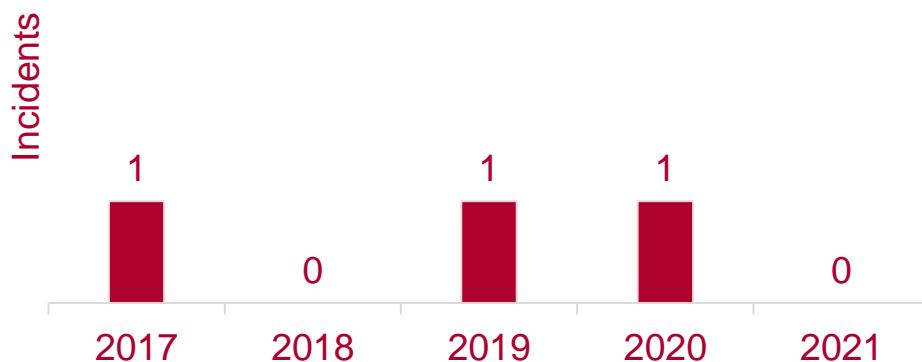
	Frequency rate	Severity rate
Targets set by Japan Aluminium Association	1.70	0.02
Results for our company in fiscal 2021	1.57	0.00

\*Frequency rate: Number of fatal and non-fatal victims of occupational accidents per one million hours worked

\*Severity rate: Workdays lost per 1,000 hours worked

# Quality Assurance

## Number of serious quality incidents (non-consolidated)



## Number and nature of toll-free inquiries (Customer Service Center, Toyo Aluminum Ekco Products Co., Ltd.) (Number of inquiries)

FY	Product description	Store search	Complaint	Other	Total
2019	2,792	1,709	1,140	332	5,973
2020	3,100	1,524	1,266	562	6,452
2021	2,799	1,284	1,178	730	5,991

# Certification of ISO registration

## ISO9001

Company/business site name	Date issued
Toyo Aluminium K.K.	
Yao Works	October 1996
Kanbara Works	April 1998
Chiba Works	September 1999
Gumma Works	October 1996
Chigasaki Works (Hagisono)	April 1998
Chigasaki Works (Yabata)	April 1998
Shinjo Works (including Gose)	September 1997
Shinjo Works (Hirano)	February 2007
Hino Works	March 1998
Toyo Aluminium Ekco Products Co., Ltd.	August 1998
Alphamic Co., Ltd.	December 2004
Toyo Tokai Aluminium Hanbai K.K.	January 2004
ALP Co., Ltd.	March 2003
Toyal Europe S.A.S.U.	June 1995
Toyal America, Inc.	March 2000
Toyal Zhaoqing Co., Ltd.	August 2010
Hunan NingXiang JiWeiXin Metal Powder Co., Ltd.	August 2005
Svam Toyal Packaging Industries Pvt. Ltd.	March 2017

# Certification of ISO registration

## ISO14001

Company/business site name	Date issued
Toyo Aluminium K.K.	
Yao Works	January 2011
Kanbara Works	June 2007
Chiba Works	July 2007
Gumma Works	August 2001
Chigasaki Works (Hagisono)	June 2007
Chigasaki Works (Yabata)	June 2007
Shinjo Works (including Gose)	April 2003
Shinjo Works (Hirano)	March 2016
Hino Works	March 2004
Toyo Aluminium Ekco Products Co., Ltd.	March 2003
Alphamic Co., Ltd.	-
Toyo Tokai Aluminium Hanbai K.K.	November 2001
ALP Co., Ltd.	March 2003
Toyal Europe S.A.S.U.	July 2012
Toyal America, Inc.	Obtained in February 2004 and returned in 2012
Toyal Zhaoqing Co., Ltd.	October 2010
Hunan NingXiang JiWeiXin Metal Powder Co., Ltd.	May 2007
Svam Toyal Packaging Industries Pvt. Ltd.	March 2017

# Certification of ISO registration

## ISO27001

Company name	Business site name	Date issued
Toyo Aluminium K.K.	All business sites (excluding manufacturing line divisions)	March 2007 ★
Toyo Aluminium Ekco Products Co., Ltd.	All business sites (excluding production sites)	September 2008
Toyo Tokai Aluminium Hanbai K.K.	All business sites	September 2008

★ Flagship sites only. As of October 2016, all the business sites except for manufacturing line divisions obtained the certification.