



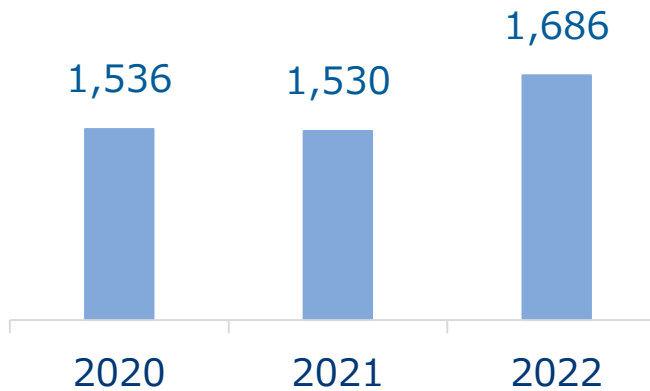
Toyal Group

【Data】 Sustainability Report 2023

Human Capital

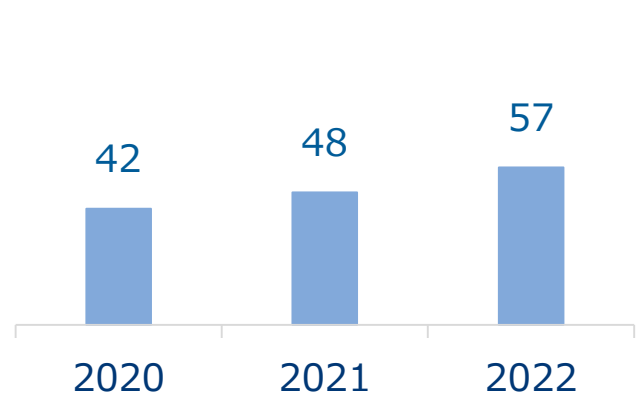
Number of employees

(non-consolidated)



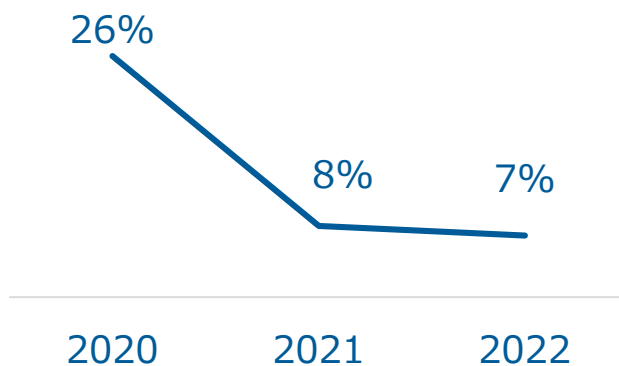
Number of personnel additions

(non-consolidated)



Average 3-year turnover rate

(non-consolidated)



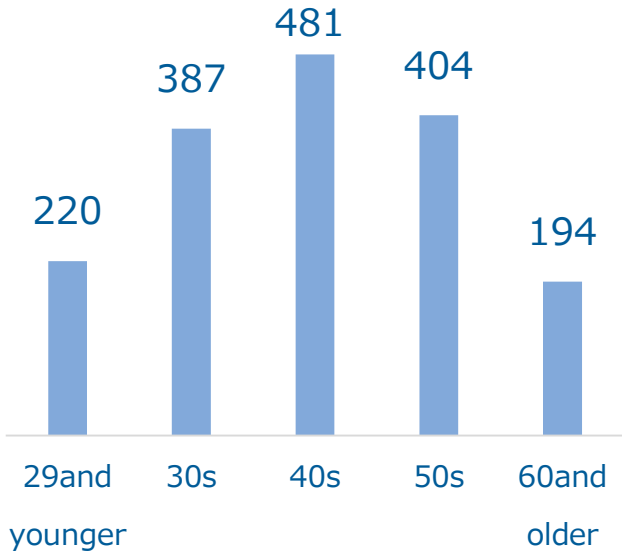
※The scope has been changed from the 2023 data edition.

(Including assistant positions and line positions)

Human Capital

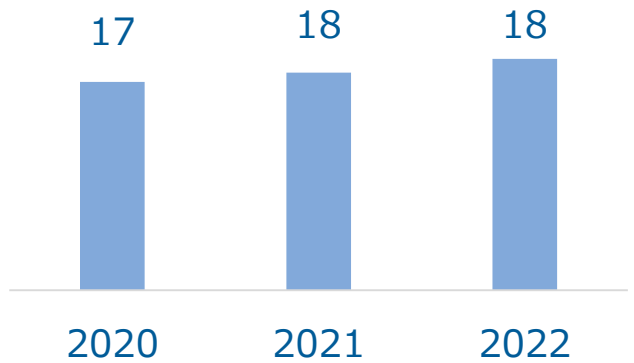
Age distribution of employees

FY 2022 (non-consolidated)



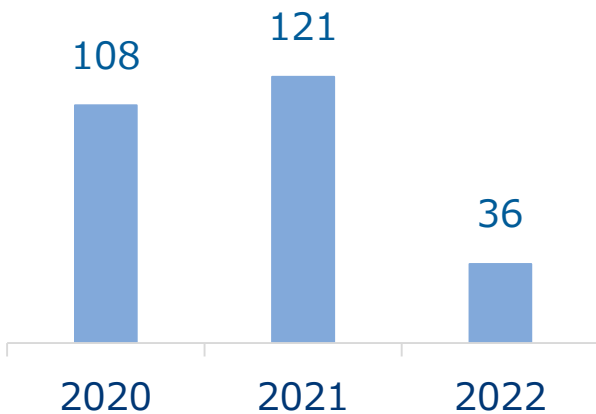
Average length of service

(non-consolidated)



Number of retirees rehired

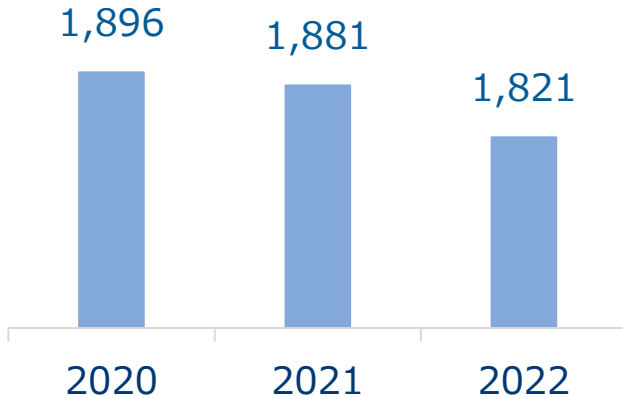
(non-consolidated)



Human Capital

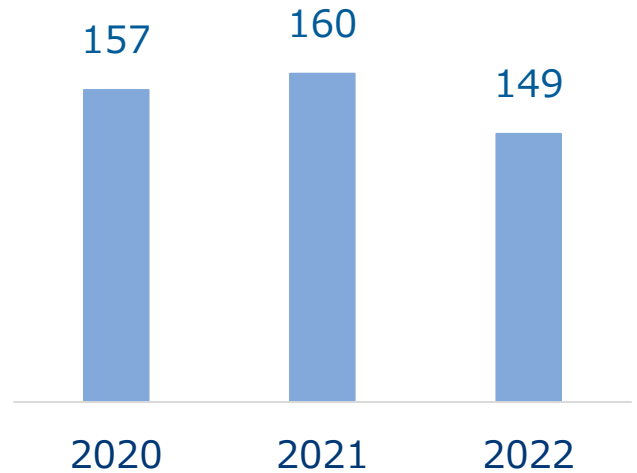
Annual working hours

(non-consolidated)
(Unit: h)



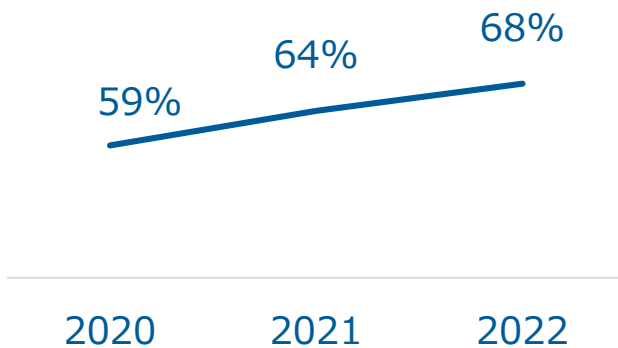
Annual average hours of overtime

(non-consolidated)
(Unit: h)



Paid vacation take-up rate

(non-consolidated)



Human Capital

Number of employees taking childcare leave (non-consolidated)

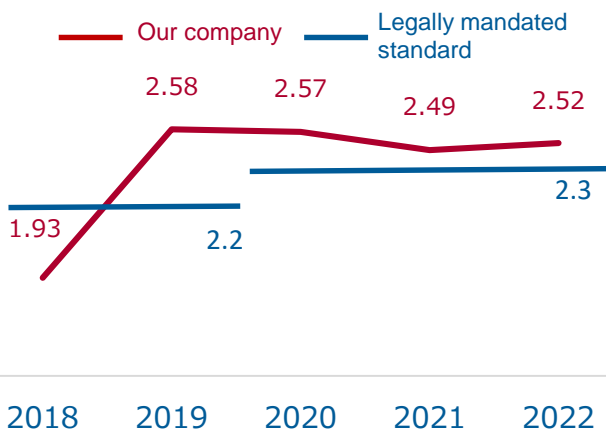
Male	2 6
Female	3

Diversity

FY 2022 (non-consolidated)

Rate of female employees	13.5 %
Rate of female managers	3.7 %
Rate of foreign employees	0.8 %
gender pay gap	7 1 %

Employment of people with disabilities (non-consolidated) (Unit: %)



Other human capital indicators

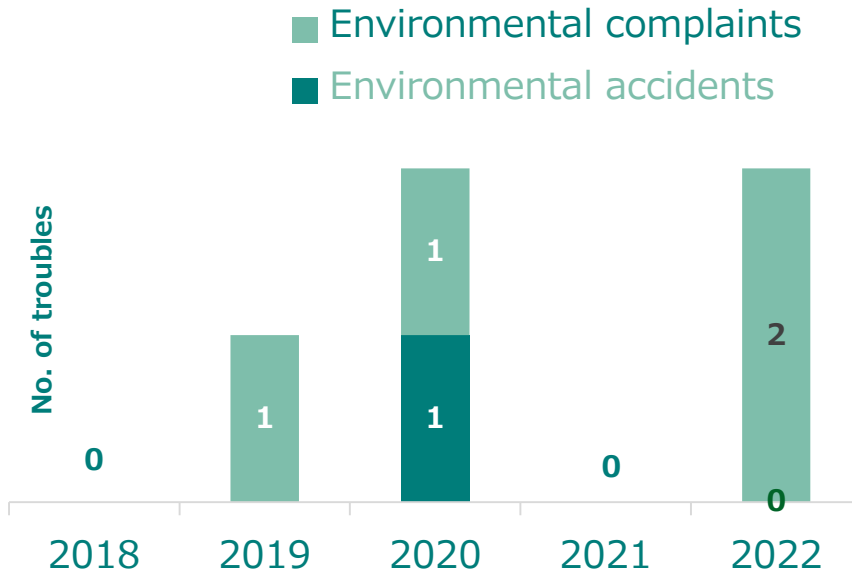
FY 2022 (non-consolidated)

Rate of employees received career or skills training	7 9 %
Rate of collective agreement on working conditions	7 0 %
Rate of union membership employee	7 0 %

Environment

Environmental troubles

(Our Group)



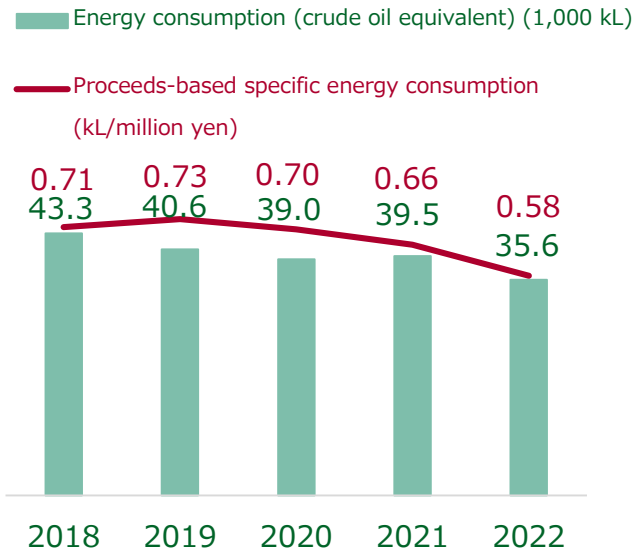
Troubles

FY 2019	Yao Works	Noise complaint
FY 2020	Gumma Works	Odor/noise complaint
FY 2020	Total Europe S.A.S.U.	Oil spill
FY 2022	Yao Works	Odor complaint
FY 2022	Yao Works	noise complaint

Environment

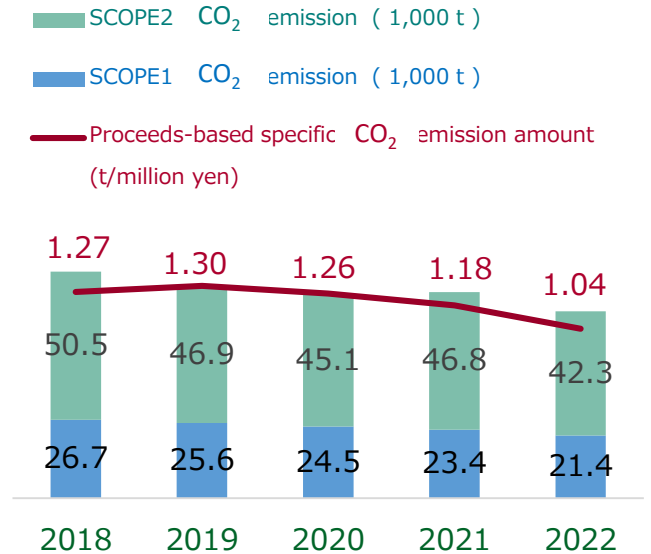
Energy consumption

(non-consolidated)



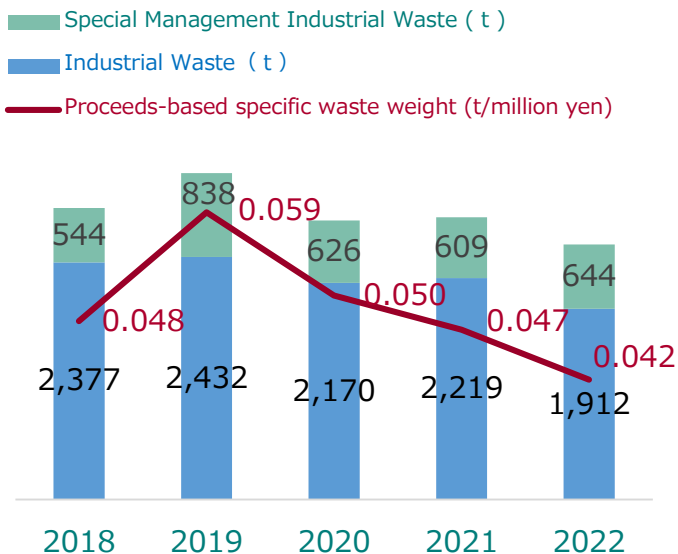
CO₂ emission amount

(non-consolidated)



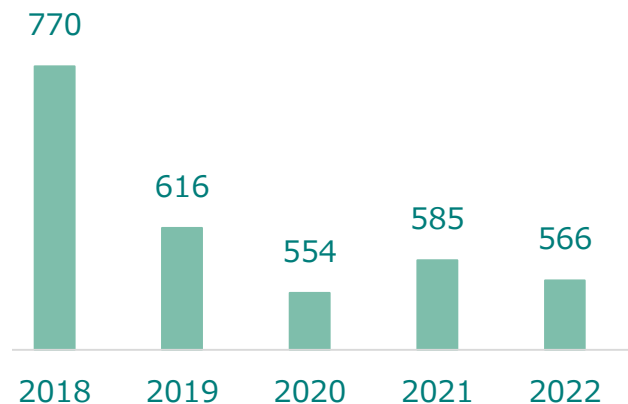
Industrial waste amount

(non-consolidated)



Plastic waste generated

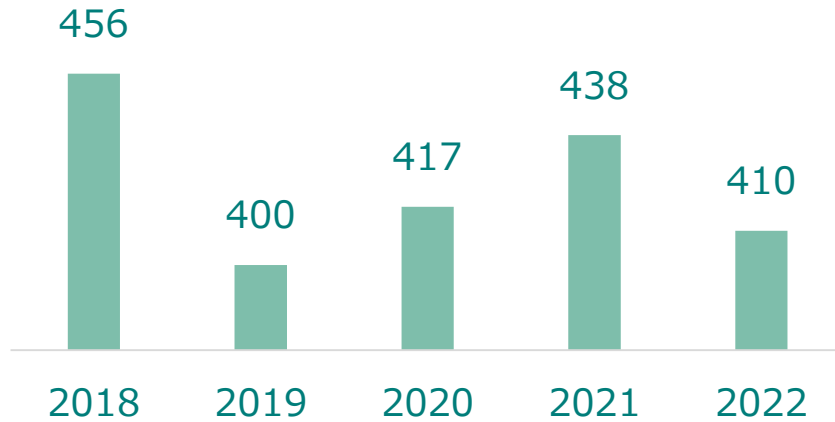
(non-consolidated)
(Unit: ton)



Environment

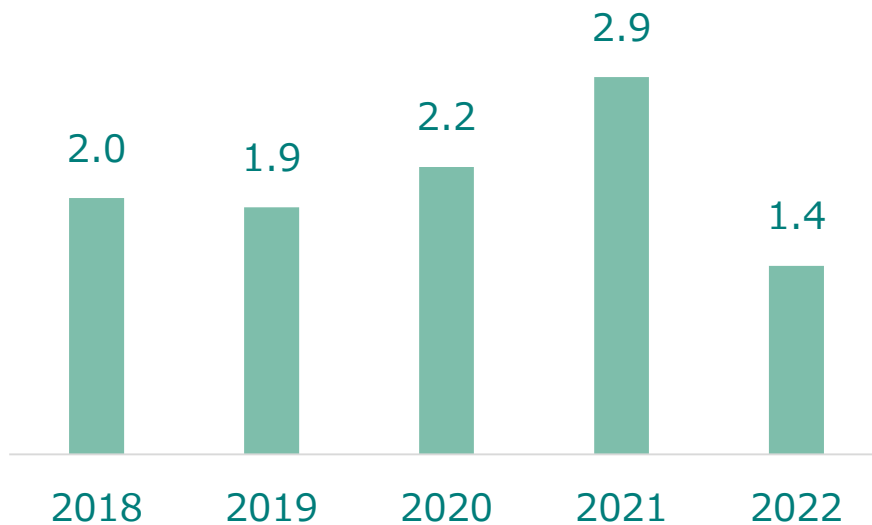
Total water intake

(non-consolidated)
(Unit: ton)



COD (Chemical oxygen demand) emissions

(non-consolidated)
(Unit: ton)



Environment

Emission amount of substances subject to PRTR

Fy2022(non-consolidated)

(Unit: kg)

No.		Emission amount				Movement amount	
		Atmosphere	Public water areas	Soil	Landfill	Sewerage	Outside of premises
003	Boron compounds	0	0	0	0	0	9
053	Ethylbenzene	455	0	0	0	0	3,997
080	Xylene	2,760	0	0	0	0	11,173
083	Cumene	620	0	0	0	0	2,600
273	n-dodecyl alcohol	4,341	0	0	0	0	740
296	1,2,4-trimethylbenzene	15,641	0	0	0	0	41,128
297	1,3,5-trimethylbenzene	7,600	0	0	0	0	15,090
300	Toluene	40,000	0	0	0	0	413,130
392	n-hexane	26	0	0	0	0	170
438	Methylnaphthalene	27	0	0	0	0	0

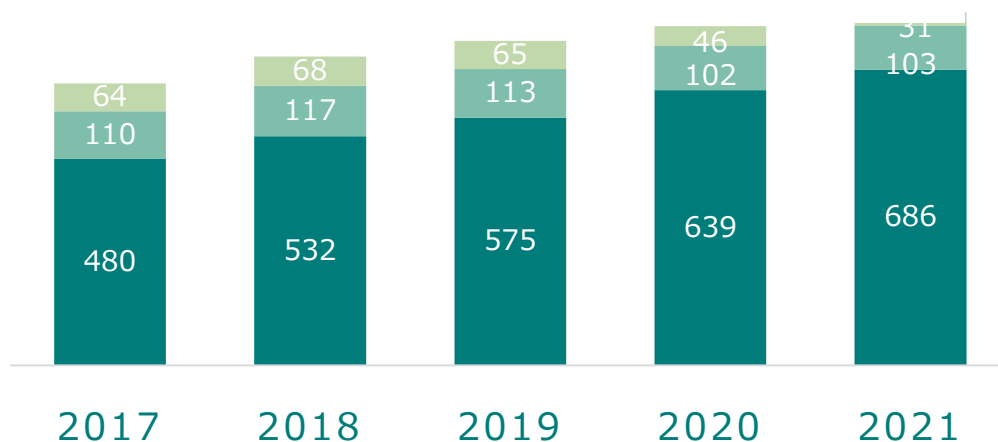
Changes in Recycling Consignment Fees under the Act on the Promotion of Sorted Collection and Recycling of Containers and Packaging (Group companies in Japan)

(Unit: 10,000 yen)

■Toyo Aluminium K.K.

■Alphamic Co., Ltd.

■Toyo Aluminium Ekco Products Co., Ltd.



Environment

Environmental accounting

FY2022(non-consolidated)
(Unit: 1,000 yen)

Classification	Investment amount	Expense amount
Pollution prevention cost	145,720	161,733
Global environmental protection cost	366,539	13,813
Resource recycling cost	0	69,734
Upstream / downstream cost	0	310
Management activity cost	25,595	33,365
Social activity cost	0	130

*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

2023.4.1(non-consolidated)

Pollution control manager

Atmosphere	13
Water quality	9
Noise	2
Vibration	1
Noise and vibration	4
Dioxins	2
Specially controlled industrial waste chief administrator	44
Energy manager	15

Environment

Reporting list

FY 2022(non-consolidated)

The Act on Rationalizing Energy Use

Regular report

Medium-to-long-term plan

The Act on Waste Management and Public Cleansing

Report of delivery status, etc. of industrial wastes manifests

Specially Controlled Industrial Waste disposal plan

Specially Controlled Industrial Waste disposal plan implementation
status report

The Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes

PCB wastes, etc. storage and disposal status notification sheet

The Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement (PRTR)

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

The Act on Compensation for Pollution-related Health Damage

Report of imposition on Pollution Load

Number of sites conducting environmental risk
assessments

FY2022 (Group)

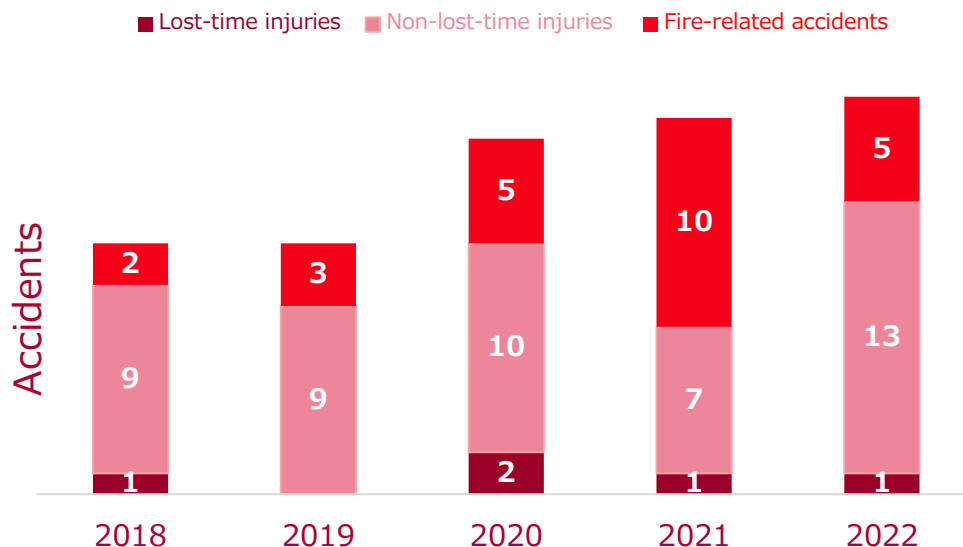
15 sites

P . 10

Occupational Safety and Health

The number of accidents

(Our Group)



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 2022	2.31	0.04

*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

Rate of safety and health risk assessment implementation manufacturing site

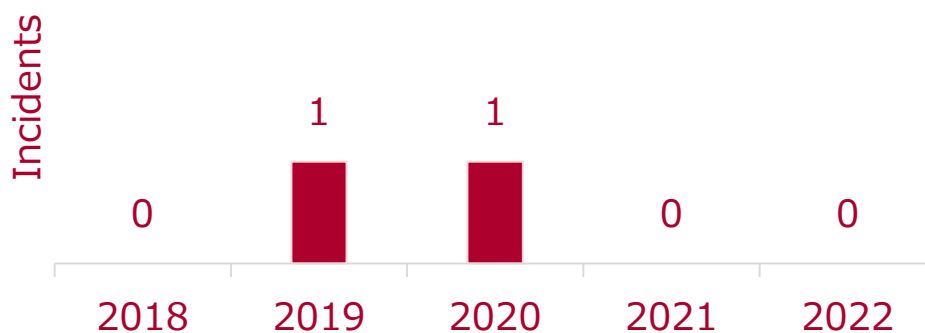
FY2022(Group companies in Japan)

100 %

P . 11

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
2020	3,100	1,524	1,266	562	6,452
2021	2,799	1,284	1,178	730	5,991
2022	2,303	1,089	1,164	927	5,483