

CSR Activity Action Plan

The Toyol Group set five key challenges of CSR (materiality), and has been working on them with the Toyol Group Sustainability Vision in mind, which was established toward 2031, the year of our 100th anniversary. The results of activities in fiscal 2022 are shown in the table below. As mentioned above, we started to review materiality in fiscal 2022. We will work to contribute to the realization of a sustainable society by redefining material issues that more closely match the current situation.

Key CSR Challenges	Relations with the Main SDGs	Main Activities	Activity Results of Fiscal 2022	Long-Term Targets (Fiscal 2031)
1 Innovation to Shape the Future		Existing business: Increase the proceeds of products that contribute to SDG 3, 7, 9, 11, and 12	Proceeds of products that contribute to the SDGs decreased 1.2% from fiscal 2019	Triple the proceeds of products that contribute to SDG 3, 7, 9, 11, and 12 (compared to fiscal 2019)
		New business: Create the 4th pillar (business)	Prospect: Commercialization of one item	Commercialization of two items
2 Environmental Protection		Reduce CO ₂ emissions from business activities (compared to fiscal 2013)	23.2% reduction compared to the fiscal 2013	40% reduction (compared to fiscal 2013)
		Establishment of a system to recycle solar cells	A recovery and processing scheme for recycled modules is currently being considered with a partner company	Establish a system to recycle solar cells and start the recycling
		Establish a system to recycle aluminum	Started recycling of surplus materials for some customers Started development of technology to extract aluminum from processed foil	Generalize aluminum recycling (with the established system)
		Establish a system to recycle paper containers	Succeeded in significantly reducing the film mix ratio, which was an issue for repulping Verification for the introduction of dedicated research equipment for repulping	(Depending on the system built) Generalize paper container recycling
		Reduce industrial waste from business activities	3.5% reduction compared to the previous fiscal year	Zero industrial waste sent to a landfill (All recycling is zero emission)
3 Active Roles of Diverse Human Capital		Increase the rate of women in hiring	Rate of women in new hires: 41.6%	Rate of women in new hires: 30%
		Active roles for senior human capital	Considering a gradual increase in the retirement age	Complete organizing a system centered on the mandatory retirement age of 70
		Active roles for autonomous human capital	Implementation and operation of professional evaluation under the new personnel system	Constructively continue autonomous human capital development
		Promotion of healthy management	Promotion of anti-smoking programs by the Health Management Business Promotion Committee	Constructively continue health management
4 Quality and Safety		Reduce the number of serious quality complaints	Number of serious quality complaints: 0	Zero serious quality complaints
		Reduce lost-time injuries, non-lost-time injuries, and fire accidents	Lost-time injuries: 1, non-lost-time injuries: 13, fire accidents: 5 Minor injuries: 17 (16 in the previous fiscal year)	Zero lost-time injuries, zero non-lost-time injuries, zero fire accidents, and 50% reduction of minor injuries (compared to the previous fiscal year) Priority initiatives: Strengthen measures against accidents related to rotating objects, delivery equipment, and on-site tip-over accidents
5 Collaboration with Stakeholders		Improve reliability and satisfaction through dialogues with various stakeholders (regions, customers, employees, etc.)	Two shareholder dialogues Focus on dissemination of information through media and online, and internal communications	Build good relationships with various stakeholders and play a part in resolving issues