Toyal Group Sustainability Report
Sustainability Report





# Join Together to Shape the Future

#### **Editorial Policy**

Under the Toyal Group's slogan "Join Together to Shape the Future," this report is published once a year to deepen our stakeholders' understanding of our sustainability concept and challenges, the direction we aim for, and the progress of our activities to achieve a

The theme of this feature is "The Toyal Group's Commitment to Respect Human Rights," representing the Group's intentions regarding the Human Rights Policy formulated in November 2023. Also included is a dialogue with an expert held between Professor Emi Sugawara of the Osaka University of Economics and Law and Executive Officer Takeshi Ariyoshi. The opinions we receive from this expert and the insights we gain through dialogue with her will be reflected in our future activities to respect human rights.

- Reference guidelinesSDG Compass
- GRI Guidelines
- Ministry of the Environment "Environmenta Reporting Guidelines 2018"

This report focuses on our activities from April 2023 to March 2024, and also covers some of our policies and activities for fiscal 2024.

01

■ Scope Toyo Aluminium K.K., and its subsidiaries and affiliates

September 2024 (Next scheduled for September 2025. Last issued in September 2023.)

■ About the cover design

An expression of the many uses that aluminum has in our daily lives

■Toyal Group Sustainability Report

Toyal Group Sustainability Report [Data]

Toyal Toyo Aluminium K.K. | Sustainability | Sustainable Report / CSR Report

- $^{\star}\,$  Human capital: In the Toyal Group, we use the term "human capital" instead of "human
- resources" to express that people are treasure, or precious assets
- Life-work balance: In the Toyal Group, we use the term "life-work balance" to emphasize the affluent lives of our employees.
- \* The registered trademark symbol (® mark) means a registered trademark in Japan.

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#### Mission

#### **Establishing New Social Norms**

"Materials x Technology x Service" to Add Value to Anything from Personal Space through Outer Space

#### A Globally Acclaimed Company Employees Feel Proud of

One of a Kind Leveraging Open Innovation to Create Products/Services that Surpass Customer Expectations

#### Value

**Making Work Fun** Let Us All Derive Joy from What We're Doing! Everyone is Encouraged to Try New Things

**Integrity and Sincerity** Applying Ourselves Diligently in All We Do—Creating the Toyal Brand Anew

Together with Customers Mapping out Solutions with Everyone Considering What is Best for Customers



Since its establishment in 1931, the Toyal Group has been a pioneer in creating highly functional materials that are useful to society, industry, and daily life, taking advantage of the superior properties of aluminum. Our slogan, "Join Together to Shape the Future," expresses our pride and mission as pioneers.

Sustainability activities are an essential part of creating the future. Society's demand for a sustainable society extends to all corporate activities, both financial and nonfinancial. The Toyal Group established the Sustainability Committee in October 2022 to respond to sustainability issues in a guicker and more concrete manner. We are also reviewing the material issues (key CSR challenges) identified in 2017 in order to appropriately respond to subsequent changes in the social background and our own business, and to build a more comprehensive sustainability strategy. It is important to hold companywide discussions on how to respond to key challenges and to establish firm corporate policies. The Toyal Group has established five policies under the Basic CSR Policy and the CSR behavior charter, namely "Safety," "Environment," "Quality," "Information Security," and "Compliance," and in November 2023 we formulated the Toyal Group Human Rights Policy and the Toyal Group CSR Procurement

Policy. In order to spread the concept of sustainability, which forms the background of the policies, throughout the Group, we have formed a Sustainability Promotion Working Group, comprised mainly of young employees across divisions and are working to revitalize our activities. In addition to our Group companies in Japan, we are also focusing on revitalizing our global sustainability activities, including those of our overseas affiliates.

A sustainable society can only be realized if each and every one of us takes it upon ourselves to address it.

Furthermore, we are required to respond in cooperation with Group companies both in Japan and overseas, rather than responding on an individual company basis.

Furthermore, initiatives such as reducing CO<sub>2</sub> emissions (Scope 1, 2, and 3), to address climate change and ensuring procurement that takes human rights into consideration require efforts not only by a single company, but throughout the entire supply chain.

As a truly global company, the Toyal Group will continue to take a long-term perspective and work together with our employees, customers, and all other stakeholders to cocreate a sustainable future that embodies our slogan: "Join Together to Shape the Future."

#### Recovering business performance by quickly responding to a drastically changing business environment

When I was appointed president in June 2020, the COVID-19 pandemic was beginning to wreak havoc on the global economy. Looking back over the four years since then, the Group's performance remained sluggish during the three years from fiscal 2020 to fiscal 2022, mainly due to the market contraction caused by the pandemic. In fiscal 2023, when the restrictions on behavior were almost completely lifted, such as the request to refrain from going out, we were able to achieve better results than before the pandemic, both in terms of sales and ordinary income.

The market in general has not yet returned to its prepandemic state and is still recovering. I believe that the reason our Group was able to recover its performance so quickly in this environment was largely due to the fact that each of our business divisions thought carefully about what they should do in the midst of struggling performance, and addressed the problems without putting them off. The business environment we face is changing dramatically, not only because of the COVID-19 pandemic, but also because of rising geopolitical tensions

around the world and skyrocketing resource and energy costs. In particular, the rising prices of aluminum ingots, which are our main raw material, various other materials, and energy have had a significant impact on our business operations. Our ability to respond quickly, such as by valuing dialogue with customers and gaining their understanding, has led to a recovery in our business performance.

# Promoting a growth strategy toward our 100th anniversary with the "Three New Activities" utilizing our core competencies

We will celebrate our 100th anniversary in 2031. As we approach our 100th anniversary, a milestone in our journey as a long-lasting company, the Toyal Group is pursuing a growth strategy based on the key phrase: "Aiming to evolve from an 'aluminum foil, powder, and paste material manufacturer' to a 'comprehensive functional materials manufacturer' and a 'high functionality proposal manufacturer."

As I mentioned earlier, our business environment is changing dramatically. In order to achieve growth amidst increasingly fierce global competition, we must go beyond

simply manufacturing aluminum foil, powder, and paste and supplying them to our customers. We must also utilize our outstanding technologies to develop products and applications with higher levels of processing and propose functions and applications that our customers have never seen before.

In our 93-year history, the Toyal Group has introduced many products that were firsts in both Japan and the world. As these have stacked up, we have gained a reputation as a manufacturer that is extremely skilled at developing new technologies and products for new applications, and have established the Toyal brand, which is widely recognized around the world. In order to more clearly demonstrate our core competencies as a company, we are engaged in the "Three New Activities." The "Three New Activities" are to develop "new technologies" and "new products," and expand them into "new markets" to provide new value to society. In addition to the Foil Headquarters, Powder & Paste Headquarters, and Household & Packaging Products Headquarters, the Advanced Technology Division and New Business Creation Division, which are the development divisions for new products and new applications, each conduct activities under the theme of the "Three New Activities" and share the details of their activities at monthly "Management Reform Meetings" so that the entire Toyal Group can work together as one. We are confident that the results of the "Three New Activities" will surely lead to medium- to long-term growth.

### Dispersing and establishing the results of the MX project

The Toyal Group launched the MX project in April 2020, a management platform reform project, and we have been working on four reforms: the formulation of MVV (Mission, Vision, and Value), organizational reform, personnel system reform, and communication system reform. To put it simply, the aim of these reforms is to foster an organizational culture that "makes use of casual dialogue," "allows each employee to thrive in an active role," and "allows each employee to act autonomously rather than heteronomously."

Although the MX project itself has reached its threeyear milestone, we are continuing to work on spreading MVV, which was created in the project, implementing the new personnel system, and establishing OKR (Objectives and Key Results) activities, which were introduced to reform the communication system.

These reforms form the basis for all business activities and cannot be accomplished overnight, but reforms such as casual dialogue and 1-on-1 communication without discrimination are taking root in each workplace. I also sense that more and more people are willing to express their own opinions and take a positive approach to their work. One example from my own experience is the President's "Join Together for Quarterly Reports" live broadcasts

### Communicating through casual dialogue

Even though the COVID-19 pandemic restricted opportunities for direct dialogue, I wanted to communicate to employees in my own words the current state of the Company and the challenges we faced, so I began broadcasting the "Join Together for Quarterly Reports" videos in the second half of fiscal 2020. Initially. I focused on topics related to business performance, but despite the keyword "casual dialogue" in the MX project, the videos ended up being rather stiff. So I worked with the Legal & Public Relations Team, asking employees, especially those who were a bit younger, to freely come up with ideas, and we are now able to cover company topics with unique themes, such as "A Day in the Life of the President," which closely follows me from the moment I leave my home, dialogue sessions at business sites, and guizzes related to new products. Video viewership and response has improved, and I will continue to communicate through casual dialogue.

In addition, OKR activity sharing meetings are currently held vertically by business or corporate divisions, but we are considering holding them horizontally across business divisions. For example, by holding OKR sharing meetings between sales representatives of the Foil Headquarters and the Powder & Paste Headquarters, they can share each other's know-how and knowledge, such as the possibility of proposing new Foil Headquarters products to customers of the Powder & Paste Headquarters, which will enable sales to develop horizontally as well. We intend to use these OKR activities together with the "Three New Activities" as the foundation for promoting the Toyal Group's growth strategy.

### Successfully clearing milestones toward achieving carbon neutrality

Sustainability activities are essential to achieving sustainable growth. Efforts to prevent climate change in particular are a global challenge, and the world is moving toward the goal of reducing greenhouse gas emissions to virtually zero by 2050. The Toyal Group has set a goal of reducing its CO<sub>2</sub> emissions from its business activities by 40% compared to fiscal 2013 by fiscal 2031. We will first work to firmly meet this goal, and then we will carefully consider milestones leading up to fiscal 2050, such as procuring aluminum ingots that reduce CO<sub>2</sub> emissions during smelting and building a recycling system for finished aluminum foil and other products.

Compared to aluminum products such as cans, sashes, and automotive parts, recycling aluminum foil presents extremely difficult challenges in terms of both technology and cost. However, rather than giving up there, we will continue to move forward to make it a reality, verifying one thing at a time.



# Formulating a human rights policy to more clearly express our respect for human rights

As a company that values people, we formulated the Toyal Group Human Rights Policy on November 13, 2023 in order to more clearly express our intention to respect human rights. Companies are also being asked to fulfill their responsibilities toward the entire supply chain. We formulated the Toyal Group CSR Procurement Policy in order to build better partnerships with all business partners involved in the Toyal Group's business, and to implement responsible procurement.

Based on this policy, we will engage in human rights due diligence to identify human rights risks and take preventive and corrective measures. If an incident actually occurs, we will take remedial measures to counter the negative effects and conduct sustainable corporate activities that are trusted by society at large. We will further promote diversity and inclusion by seeking a diverse human capital that includes women, seniors, foreign nationals, people with disabilities, members of the LGBTQ+ community, and others.

# Strengthening corporate governance to manage the risks to the survival of the company

With rising geopolitical risks and continuing reports of corporate misconduct, strengthening corporate governance has become an increasingly important issue. The Toyal Group has established a Risk Management

System that covers the entire Group, including overseas sites, to promote risk management and compliance.

For a manufacturing company like ours, safety and quality issues are a major risk to the survival of the Company. In addition to setting targets and working on them as material issues, from fiscal 2023 we have been further strengthening our activities under the slogan "Safety and Quality are the Life of the Company."

With regard to safety, in addition to the traditional safety activities of each business division, in October 2021 we established the Group Safety Management Team under the direct control of the President with the mission of preventing occupational accidents that could threaten the Company's very existence. In addition to working to reduce risks by setting annual themes such as preventing fire accidents, we continue to ensure safe operations by conducting more effective safety patrols and horizontally deploying best practices for safety measures to each business site.

With regard to quality, in addition to our existing quality assurance activities, we are thoroughly working to prevent the recurrence of "inappropriate acts related to quality, etc." To create a culture that does not tolerate fraud, our Internal Audit Team conducts fraud deterrence interviews on a regular basis, and I continue to visit each business site to hold "quality dialogue meetings" where I directly interact with employees to convey our determination to prevent recurrence.

We must be continually verifying that safety and quality are really correct, rather than simply judging by our own standards that there are no functional problems and that we are safe because we have had no industrial accidents up to now. The phrase "Safety and Quality are the Life of the Company" expresses our belief that, as a manufacturing company, it is of the utmost importance for us to engage in manufacturing in an honest manner.

On November 13, 2023, the Toyal Group formulated the Toyal Group Human Rights Policy and the Toyal Group CSR Procurement Policy to further deepen our commitment to respecting human rights.

#### **Toyal Group Human Rights Policy**

#### **Basic principles**

The Toyal Group engages in business activities under the slogan "Join Together to Shape the Future" and as a good corporate citizen, the Group's management principles are to take advantage of the excellent properties of aluminum for the benefit of the global community. We recognize that a respect for human rights is fundamental to our business activities, and we will contribute to a sustainable society based on this spirit.

#### Code of conduct

mechanism

- Respect for international norms and legal compliance
- Scope of application
- 3. Human rights due diligence4. Complaint handling
- 5. Dialogue and consultation with stakeholders
- Instruction and awareness
   building
- 7. Making information public

■Toyal Group Human Rights Policy Toyal Group CSR Procurement Policy

Toyal Toyo Aluminium K.K. | Sustainability | Sustainability Management | Basic CSR Policy

Under the slogan "Join Together to Shape the Future," the Toyal Group, as a good corporate citizen, conducts business activities based on the management principle of utilizing the excellent characteristics of aluminum for the benefit of global society.

We believe that people are our greatest treasure in our business activities, and we refer to human resources as human capital, working to foster autonomous human capital. We believe that respect for human rights is fundamental and indispensable to our business activities, and we are focusing on promoting the activities of diverse human capital, including women and foreign nationals. As a Group that values people, we will continue to respect the human rights of not only our employees, but also our business partners, local residents, and all other stakeholders.

Social demands regarding "business and human rights" are also increasing more and more in global society. In light of these circumstances, we believe that we need to further strengthen our efforts to respect human rights, and so with the advice of outside experts, on November 13, 2023, we finished formulating our Human Rights Policy.

On the same day, we also finished formulating our CSR Procurement Policy. We will encourage all business partners involved in our Group's operations to support the newly established Human Rights Policy and strive to respect human rights, with the aim of respecting human rights and carrying out responsible procurement throughout the entire supply chain. Through our internal and supply chain initiatives, the Group will engage in sustainable corporate activities that are trusted by society at large.

As we strive to further strengthen both internal and external collaboration, we wish to sincerely listen to opinions and advice from those outside the Company, and so we are also working on having more dialogues with stakeholders and establishing corrective action and complaint handling mechanisms to accomplish this. We will continue striving to establish a system for systematically respecting human rights.

We will fulfill our responsibility to respect human rights as required of us as a company, by disseminating and discussing our Human Rights Policy and CSR

Procurement Policy both inside and outside the Company.

#### The Toyal Group's Commitment to Respect Human Rights







A human rights due diligence audit

#### Human rights training for new employees

A workshop on the theme of human rights was held on May 2 for new employees joining the company in fiscal 2024.

In group discussions, participants exchanged opinions on questions such as "What are human rights?," "What human rights issues are relevant to your company?," and "How should you or your company respond to human rights issues when they emerge?"

Participants commented that even though they struggled to wrap their minds around it, they gained new perspectives and awareness through this workshop, saying things like, "I realized that I only had a vague understanding of human rights," and "Really sitting down and thinking about human rights again, I realized how complicated it is." We hope that in the future, they will be more conscious of respect for human rights not only in their work, but in their daily lives as well.

#### Human rights due diligence initiatives

From the viewpoint of supply chain management, Toyo Aluminum K.K. has been holding regular meetings with certain customers since April 2023. There are a variety of topics that we discuss during these meetings, but we take special care to ensure that we engage in dialogue regarding human rights due diligence. Specifically, we frankly exchange opinions with each other regarding human rights risks associated with aluminum ingots, our main raw material, such as how information is obtained and evaluated. We formulated our Human Rights Policy on November 13, 2023, and have only just begun to seriously undertake our initiatives regarding human rights due diligence, so exchanging information with our customers is a great opportunity for us to learn a great deal.

On February 21, 2024, we underwent a human rights due diligence audit by our customers, who confirmed our current efforts and advised us on areas that need to be further strengthened. We will use the feedback from our business partners to inform our future activities.

#### Grievance mechanism

In order to enhance the independence of the reporting line, we established the Toyal Hotline on July 1, 2024 as an external reporting channel. The Toyal Group has been operating the "Toyal Group Compliance Consultation Line" as a conventional whistle-blowing system to address and prevent internal compliance violations.

This newly established hotline will act as an external contact point to facilitate reporting not only by employees but also by business partners who have business relationships with the Group. We will first introduce the system to domestic Group companies, and from January 2025, we plan to expand the system to overseas Group companies.



Osaka University of Economics and Law Professor, Faculty of International Studies PhD (International Public Policy)

### Dr. Emi Sugawara

Executive Officer
In charge of the Business Supporting Unit and
Human Resources Unit, Corporate Division

## Takeshi Ariyoshi

Feature

Dialogue with an Expert

# Promoting Business and Human Rights Initiatives Through Both Prevention and Remedies

- November 13, 2023: Toyal Group Human Rights Policy and CSR Procurement Policy formulated -

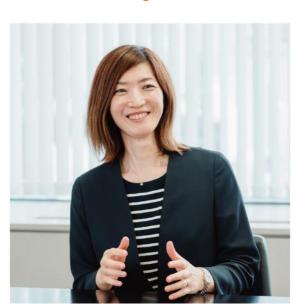
Emi Sugawara, an expert on human rights issues who serves as a director of the Global Compact Network Japan and teaches international human rights law at the Faculty of International Studies of Osaka University of Economics and Law, was invited to discuss "business and human rights" with Takeshi Ariyoshi, Executive Officer in charge of sustainability.

# Respecting human rights in a meaningful way enhances trust and value as a company

Ariyoshi: In order to further strengthen our efforts to human rights, the Toyal Group formulated our Human Rights Policy and CSR Procurement Policy on November 13, 2023, reaffirming our commitment to respecting the human rights for all stakeholders, including business partners and employees. We are aware that there are various important points to take into account when considering "human rights" in corporate activities, but what are the most important things?

Sugawara: I believe that the starting point is most essential. In this case, answering the question, "Why is the Toyal Group working to address human rights issues?" Additionally, it is important that this reasoning is not passive, such as "because more and more companies are emphasizing human rights" or "because our business partners demand it," but rather more proactive. By demonstrating the Toyal Group's strong commitment and perspectives and being persuasive, you can gain more support and cooperation from business partners, which will also lead to building trust and enhancing your company's value.

Human rights involve engaging with the assertions of both sides through dialogue



Anywhere people are involved, there is always a connection to human rights, so how can we see this as our own issue?

Ariyoshi: In order to improve literacy in the company as a whole, it is also important to raise employees' awareness of human rights. How should we go about accomplishing this?

Sugawara: The Toyal Group has a diverse workforce, regardless of gender, age, or nationality, working at various locations in both Japan and overseas. One of the characteristics of human rights issues is that even if an issue is the same, the way in which it presents itself can differ due to differences in backgrounds and ways of thinking. As you work to spread awareness within the company, one important aspect is helping employees understand how their work is connected to human rights and how they can view human rights as their own issue.

**Ariyoshi:** The phrase "human rights" by itself may only conjure a vague image for some.

Sugawara: You're right. Some people hear the words "human rights" and think of it as something far off and not related to them. However, we all have some biases from our past experiences, and therefore human rights issues can arise wherever people interact. If people are aware that they are part of the human rights issue, they will naturally recognize it as something that directly concerns them, and this will help spread awareness throughout the company. Ariyoshi: In my position as an Executive Officer, I tend to focus only on thinking about the details of policies and initiatives, but I have come to realize once again how important it is for employees, including myself, to be able to make these issues our own. I felt that it was necessary to communicate effectively if I wanted to ensure this idea was understood throughout the company.

Managing human rights risks by promoting dialogue that starts with the issue

Sugawara: You just mentioned the keyword "communication," but I also believe that human rights are about



# Internal penetration through careful communication

dialogue.

Rights tend to clash, and the same is true with respect to human rights. Dialogue is the process of finding a sincere compromise when rights clash. While it is certainly important to establish systems and frameworks for managing human rights risks, it is equally important to focus on adjustments when issues arise. It is necessary to proceed with both "prevention" and "remedies."

**Ariyoshi:** What you just said made me once again realize the importance of communication. Human rights issues can occur anywhere, and it is important to take that as a starting point for dialogue.

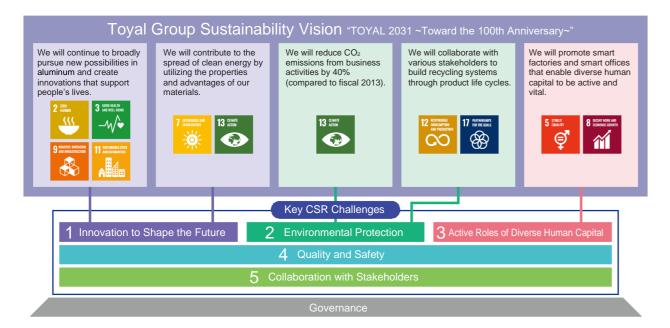
Sugawara: Looking at the activities of the Toyal Group, I have the impression that you are already working to solve human rights issues from the recruitment aspect and the fact that a diverse range of human capital are working there. I hope that moving forward, human rights issues will be addressed not only within your company but throughout the entire supply chain, from upstream to downstream. Furthermore, I believe that the process of dialogue creates trust, which is essential for a company to be chosen by the market and society

Ariyoshi: Thank you for your valuable opinions and advice on this topic today. We will use this information as a reference as we continue to engage in dialogue with all our stakeholders.

### **Sustainability Management**

Actualizing "Join Together to Shape the Future" to contribute to the realization of a sustainable society is the sustainability management of the Toyal Group.

We will celebrate our 100th anniversary since being founded in 2031. To continue to celebrate our 150th and 200th anniversaries, we hope to be a Group that can move forward together with all our stakeholders, thinking earnestly about what we can do.



In order to realize a sustainable society, the Toyal Group is strengthening its sustainability efforts. As part of these efforts, we began reviewing our material issues (key challenges) in fiscal 2022. This review is being conducted in response to changes in the social context and new challenges that have arisen.

With this review, we aim to appropriately respond to changing social needs and stakeholder expectations while being mindful of double material issues (both the impact on finances in relation to the environment and society, and the impact the Company has on the environment and society). By incorporating the opinions of numerous divisions into the creation process, we can build a more comprehensive sustainability strategy that reflects multiple perspectives across the Company. We will formulate new material issues as soon as possible and develop specific action plans based on them

In fiscal 2023, the Sustainability Committee met three times to report and discuss five issues.

In August 2023, we shared a summary of our sustainability activities in fiscal 2022 and our future direction, and reported on the production of the Sustainability Report 2023. Explanations and reports on the operation of the Subcommittee on the Environment, established in July of the same year, were also given.

In October of the same year, we reported on the contents of the Subcommittee on the Environment meeting and proposed a Human Rights Policy. The Human Rights Policy was subsequently approved by the Management Committee together with the CSR Procurement Policy, and reported at the Board of Directors meeting. Please take a look at the special feature on pages 7-10 that discusses the Human Rights Policy we have formulated. In March 2024, the second Subcommittee on the Environment report was presented. The Subcommittee on the Environment is actively discussing initiatives toward a decarbonized society. In addition, from fiscal 2024, the number of meetings will be increased from two to four, with the aim of further stimulating discussion.

#### Sustainability Committee Meeting Details

August 2023	Toyal Group sustainability activities and report on production of the Sustainability Report 2023
	About the Subcommittee on the Environment (Explanation and report on the purpose of establishing the subcommittee and its operation)
October 2023	Report of the Subcommittee on the Environment (On measures to achieve the 2031 targets)
	Commitment to respect human rights - Formulating the Human Rights Policy
March 2024	Report of the Subcommittee on the Environment in the second half of fiscal 2023 (Confirmation of progress on measures to achieve the fiscal 2031 targets)

#### Signing the UN Global Compact

The Toyal Group signed the "UN Global Compact (hereinafter called UNGC)," a global framework for realizing sustainable growth, in April 2018. In accordance with the four fields (human rights, labor, environment, and anti-corruption) and 10 principles of the UNGC, we will contribute to a sustainable society through responsible management as a global Group and active promotion of Group-wide sustainability activities.



#### **Positive Impact Finance**

For the first time as a manufacturer of aluminum foil, powder, and paste, with Sumitomo Mitsui Trust Bank, Limited we concluded a loan contract for "Positive Impact Finance (a type of loan for business companies that does not specify the purpose of the loan)" that is based on the Principles for Positive Impact Finance proposed by the United Nations Environment Programme Finance Initiative. Although the contract period expired in March 2024, we will continue our activities toward achieving our long-term goals for fiscal 2031.

Three Activity 1	Themes i	n Positive	<b>Impact</b>	<b>Finance</b>
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Theme	Content	Long-Term Targets (2031)	SDGs
nnovation to Shape the Future	Development and sales of aluminum foil, powder, paste, and other products that contribute to the SDGs by utilizing our unique technologies (contributing to weight reduction of automobile parts, food loss reduction by providing food packaging materials, etc.)	<ul> <li>Triple the proceeds of products that contribute to the SDGs (compared to fiscal 2019)</li> <li>Create new businesses that contribute to the SDGs (2 businesses)</li> </ul>	9 macron menutum 13 davint pro macronicima 13 davint davint
Environmental Protection	<ol> <li>Reduction of CO<sub>2</sub> emissions from business activities (visualization of energy, etc.)</li> <li>Establishment of an aluminum recycling system</li> </ol>	<ol> <li>40% reduction (compared to fiscal 2013)</li> <li>Generalize aluminum recycling</li> </ol>	12 REPORTED TO SERVICE PROPERTY OF THE PROPERT
Active Roles of Diverse Human Capital	Implementation of the measures and promotion of the environment required to enable diverse human capital to be active and vital	<ul> <li>Rate of women in new hires: 30%</li> <li>Complete organizing a system centered on the mandatory retirement age of 70</li> </ul>	5 (1000)  8 (1000)  8 (1000)  6 (1000)

### **CSR** Activity Action Plan

The Toyal Group set five material issues (key CSR challenges), and has been working on them with the Toyal Group Sustainability Vision in mind, which was established toward 2031, the year of our 100th anniversary. The results of activities in fiscal 2023 are shown in the table below.

The following pages provide specific details regarding our efforts for each material issue. We will continue our activities this year to achieve our long-term goal for fiscal 2031.

Material Issues (Key CSR Challenges)		Relations with the Main SDGs	Main Activities	Activity Results of Fiscal 2023	Long-Term Targets (Fiscal 2031)	
	Innovation to Shape the	9 HALESTY, MANGAZION  O MON DEPARTMENTAL TO THE STATE OF	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 increased 7.7% from fiscal 2019	Triple the proceeds of products that contribute to SDGs 3, 7, 9, 11, and 12 (compared to fiscal 2019)	
		Future	7 samular 12 sozoni in totales	New business: Create the 4th pillar (business)	Building up a track record with one commercialization project underway	Commercialization of two items
	2	Environmental Protection	12 REPORTED TO DESCRIPTION OF PRODUCTION OF	Reduce CO <sub>2</sub> emissions from business activities (compared to fiscal 2013)	23.9% reduction compared to fiscal 2013	40% reduction (compared to fiscal 2013)
				Establishment of a system to recycle solar cells	Survey of trends in the solar cell recycling industry and study of recycling business models	Establish a system to recycle solar cells and start the recycling
2				Establish a system to recycle aluminum	Reclamation of surplus materials for a portion of customers  Developing technology to extract aluminum from processing waste	Generalize aluminum recycling (with the established system)
			Establish a system to recycle paper containers	After repeated prototype testing, the installation of a dedicated repulping pilot facility will be completed by the end of March 2024  In the future, we aim to make raw paper from waste products and commercialize them	Generalize paper container recycling (with the established system)	
				Reduce industrial waste from business activities	12.6% reduction compared to the previous fiscal year	Zero industrial waste sent to a landfill (All recycling is zero emission)
		Active Roles of Diverse Human Capital	5 control (quality)  8 control specific	Increase the rate of women in hiring	Rate of women in new hires: 60%	Rate of women in new hires: 30%
				Active roles for senior human capital	Considering a gradual increase in the retirement age Considering review of treatment after rehiring	Complete organizing a system centered on the mandatory retirement age of 70
				Active roles for autonomous human capital	Expansion to line job evaluation under the new personnel system	Constructively continue autonomous human capital development
				Promotion of healthy management	Implementation of health events by each site	Constructively continue health management
			Q EEEN HOR NO 19 REPORTE	Reduce the number of serious quality complaints	Number of serious quality complaints: 0	Zero serious quality complaints
4	Quality and Safety	CO STATE OF THE PROJECT OF THE PROJE	Reduce lost-time injuries, non-lost-time injuries, and fire accidents	Lost-time injuries: 3, non-lost-time injuries: 6, fire accidents: 5 Minor injuries: 15 (-6.25% compared to 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	◆東洋アルミ	Collaboration with Stakeholders	× 17 PATHERSHIPS FOR THE COLLS	Improve reliability and satisfaction through dialogues with various stakeholders (regions, customers, employees, etc.)	One dialogue with an expert held Focus on dissemination of information through media and online, and internal communications based around employee participation	Build good relationships with various stakeholders and play a part in resolving issues



# Innovation to Shape the Future

Contributing to society by developing products that help protect the environment

Hayashi: Helping to solve social challenges such as environmental conservation is the most important theme of the Advanced Technology Division. The R & D theme I am working on is the development of new products aimed at reducing CFPs and VOCs during the automobile manufacturing process. Our approach to environmental conservation is quite broad, and requires research and development that is closely attuned to social trends and the wishes of our customers. To this end, we place importance on sharing information with sales and other divisions.

Kino: The Intellectual Property Team is in charge of managing the protection and utilization of intellectual property rights, such as patents, and contributes to society by assisting in the conclusion of technology agreements with other companies and organizations. This is necessary when developing and marketing products that lead to sustainability, for example, by reducing CO<sub>2</sub> emissions. In recent years, I

have had the impression that there has been an increase in the number of patents for paper-based packaging materials with the aim of moving away from plastics. Since patent research is one way for us to grasp social trends, we share these research results with R & D and sales members to support product development.

Hisataka: My mission is to solve social issues. In the compound business that I am in charge of, we add various functionality to resins to develop resins that are easy to recycle and biodegradable, as well as pest repellent products for agriculture, thereby contributing to reducing the environmental impact and healthy living. As Mr. Hayashi mentioned, there are a diverse range of approaches to reducing environmental impact, even just in the compound business, including biodegradability, recycling, and biomass. We are committed to proposing environmentally friendly products that solve social issues and meet customer needs.



Advanced Technology Division R & D Supporting Unit Intellectual Property Team



rder & Paste Headquarters
R & D Unit
Research Team
Yuya Hayashi









#### Dissolvable aluminum foil / TOKELUMI®

TOKELUMI® was developed based on the concept of "environmentally friendly aluminum foil." It can be dissolved in aqueous solutions with a low environmental impact, such as salt and acetic acid, and we are currently exploring applications that take advantage of this characteristic. The photos on the right show the result of immersing aluminum foil in a mixed solution of salt and acetic acid at 40°C. While there is no change in the generic aluminum foil, TOKELUMI® can be seen vigorously bubbling and dissolving 60 minutes after immersion.



#### **Recycling Technology / W Cycle**

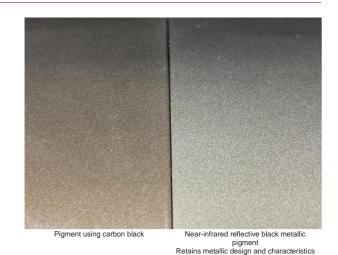
Aluminum and resin laminated foils used for packaging and other applications are difficult to peel off, and much of it is disposed of as combustible trash. We see this situation as a challenge and are working to develop a peeling technology that will make recycling possible. We have already succeeded in separating them at the laboratory level. We will continue our research to further improve the technology while resolving issues one by one with the aim of practical application.



#### Near-infrared reflective black metallic pigment

Near-infrared reflective black metallic pigments are black metallic pigments that reflect near-infrared rays by not using carbon black, a fine carbon particle found in dark paints. All materials generate heat by absorbing solar energy, but carbon black absorbs the entire spectrum of light, which reduces the efficiency of air conditioning and makes it inapplicable for autonomous driving technology that uses infrared light.

Near-infrared reflective black metallic pigments are expected to contribute to solving these problems because they do not use carbon black, and they are also expected to contribute to solving social problems such as improving the environment and automobile safety.



We are working on environmental protection from the perspective of reducing the environmental loads of our business activities as well as contributing to the environment through our products. In our business activities, we are making efforts to reduce energy use and use renewable energy in each process in manufacturing, and promote the 3Rs\* related to waste. In addition, 15 of our offices (mainly production bases) have the ISO 14001 certification. Through the effective operation of the environmental management system, we will prevent environmental troubles, comply with laws and regulations of each kind, reduce environmental loads, and promote management activities that are sustainable and in harmony with the global environment.

\* 3Rs: Reduce, Reuse, and Recycle

Key Challenge

## **Environmental Protection**

All sites working together to reduce CO<sub>2</sub> emissions

Matsuba: The Yao Works has been engaged in energy conservation activities for many years, and in fiscal 2023, we continued to promote energy conservation through measures such as reviewing the operation of annealing furnaces and deodorization equipment. However, new measures are continuously needed to achieve the Toyal Group's CO<sub>2</sub> emissions reduction target of a 40% reduction in fiscal 2031 (compared to fiscal 2013). Energy conservation activities are not only a contribution to the children of the future, but can also contribute to the Company's profits by reducing energy costs. Those are our major motivations. Through OKRsharing meetings and cross-facility activities that transcend the boundaries of each manufacturing site, equipment and manufacturing staff at each site work closely together, sharing ideas and helping each other to reduce CO<sub>2</sub> emissions and costs. Mr. Yamamoto and I joined the company at the same time, so it's easy to talk to him and we often discuss energy conservation activities.

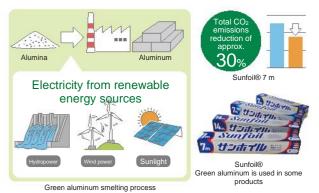
Yamamoto: Immediately after being transferred to the Chigasaki Works in April 2023, we conducted patrols of the site and implemented energy conservation measures such as shutting down air conditioning and ventilation equipment during non-essential hours. As a result, we were able to reduce CO<sub>2</sub> emissions by approximately 600 tons per year. Of the two plants at the Chigasaki Works, energy conservation activities have been carried out at the Yahata Plant so far. and will be expanded to the Hagizono Plant from fiscal 2024. In addition, we will work on optimizing the intake and exhaust ventilation of drying ovens for printing presses, which had a significant energy saving effect at the Gumma Works where I previously worked. Due to changes in the composition of its production mix, the Chigasaki Works must reduce its CO2 emissions by 40% over the next eight years. It is quite the hurdle, but instead of giving up, the entire manufacturing site will take on the





#### First in Japan! Sunfoil®: Aluminum foil using green aluminum

Toyo Aluminum Ekco Products Co., Ltd. began using "green aluminum," an aluminum raw material produced using renewable energy, in its Sunfoil® brand from October 2023. This reduces CO<sub>2</sub> emissions throughout a series of processes, from raw material procurement to manufacturing, compared to conventional products. The Sunfoil® brand will continue to focus on ease of use, quality, and the environment as a standard brand that can be used comfortably anytime, anywhere, and by anyone.



#### Reducing hazardous waste generation by changing containers

In recent years, China's environmental protection policies have become more stringent, and the requirements for hazardous waste disposal have been raised. Therefore, for Toyal Zhaoqing Co., Ltd., glass bottles (500 ml/bottle) of raw material additive used for silica-treated aluminum paste products must be treated as hazardous waste when disposed of after use. However, by switching to reusable plastic containers (25 kg/container), we were able to reduce the amount of hazardous waste generated to 8.12 kg/t in fiscal 2023, well below the annual target of 12.2 kg/t.



Before improvement: Disposable glass



#### Competitive team power saving event

With the aim of raising the energy conservation awareness of each and every employee, the Hino Works held a power-saving event in a team competition format in which all employees could casually participate. At the event, participants competed by earning points for energy-saving proposals, finding air and nitrogen leaks, etc., and awards were given at the end of the event. Through the event, we sought to raise each employee's awareness of energy conservation activities and to dispel the perception that energy conservation is "difficult" or "troublesome" by giving them a sense of accomplishment in knowing that their activities contribute to the reduction of CO2 emissions.



Nitrogen generator with reduced power usage as part of a power-saving e

#### CO<sub>2</sub> emissions reduction activities with transportation companies

The transportation company to which we outsource our operations owns a long-haul route that departs from Osaka, makes stops at several of our sites in the Kanto area, and then returns to Osaka. While operating these routes, we found that CO<sub>2</sub> emissions due to idling, such as when drivers take breaks, amounted to 2.5 tons/month. To reduce idling, we have prepared driver rest areas at each of our locations, of which use began on March 1, 2024. Through these efforts, we aim to reduce CO<sub>2</sub> emissions by approximately 30 tons per year.



As a Group that values people, we respect the diversity, personality, and individuality of our employees and aim for "active roles of diverse human capital." Amid a business environment undergoing rapid globalization, we are promoting the recruitment of overseas human capital, and developing global human capital through various educational programs including long-term and short-term study abroad programs. In response to the decline in labor force due to the declining birthrate and aging population in Japan, we are working to create an environment where employees can exercise their abilities regardless of gender or disability, making efforts such as enhancing the systems for childcare leave, shorter working hours for childcare, and considerations toward making workplaces barrier-free. We are also providing career support for women to promote their shift to professional positions. In addition, to reform work styles, we are focusing on the introduction of a remote working system, a selective working hour system, and a reduction of the total number of working hours per year by reducing and streamlining meetings, as well as revitalizing communication through the use of new IT systems. We will continue to create an environment in which each and every employee can achieve a life-work balance and diverse human capital can exert their abilities to the fullest with en



# Active Roles of Diverse Human Capital

Toward the creation of an environment where diverse human capital can work vigorously

Kurahashi: We are seeing steady progress in promoting the participation of women and recruiting global human capital, with the number of female graduate school and university graduates hired in 2024 exceeding that of men for the first time. The revision of the personnel system, aimed at promoting active roles for autonomous human capital, is now in its third year and is showing results such as the early promotion of young and mid-career employees. On the other hand, there are still issues to be addressed in terms of promoting active roles for senior human capital and the employment of people with disabilities, and we will continue our efforts to make improvements in fiscal 2024. In addition, we will work together with the Systems Division to provide reskilling in IT literacy and implement a new personnel management system that focuses on individuals' characteristics and qualities in order to further improve the environment so that everyone can work comfortably and full of energy

Corporate Division
Human Resources Unit
Human Resources Team Leade

Akira Kurahashi

improve the env work comfortabl Corporate Division Human Resources Unit Human Resources Team Kokoro Isomichi companies. Even young employees are able to actively speak up, and are entrusted with work if their suggestions are accepted. In my case, I proposed the creation of a new work experience system in the recruitment process and am working with the research and production engineering divisions to implement it. For the younger generation, diversity is a familiar issue, as many of them learned about it in class when they were students. Diverse values lead to a wide variety of ideas. I would like to promote diversity and realize an organization in which a diverse range of human capital can play active roles in their respective fields of expertise, and in which all members are complementary to each other.

Isomichi: Our personnel system for evaluating

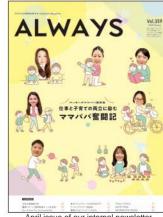
abilities is more advanced than other



The Toyal Group is promoting various initiatives to create a workplace that is easy to work in for those raising children. In March 2024, a roundtable discussion was held with seven employees struggling to balance work and childcare, sharing their concerns and experiences in balancing work and childcare. The discussion was a warm and meaningful time filled with laughter and tears, as participants shared their feelings and encouraged each other, saying things like

"Yes! Exactly that! I know what you mean!"
By also publishing the content of the discussion in the
Company newsletter, we hope to dispel the concerns of
employees who plan to take maternity or childcare leave, or
who are in the process of taking such leave. Through these
efforts, we aim to create a workplace environment where
employees can work with peace of mind while raising
children, and where each and every employee can shine.



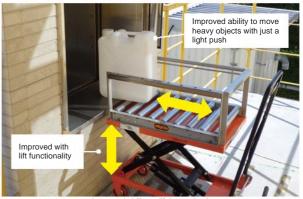


dtable discussion Ap

ue of our internal newslette

#### Toward the advancement of female employees

Male employees have been the majority on the production line at the manufacturing sites. However, with the promotion of women's activities, our Group is also working to expand opportunities for female employees to play an active role in the workplace by improving methods for transporting heavy items and improving restrooms, toilets, and changing areas to make it easier for women to work. Other efforts include the creation of video instructions and multilingual support, with the aim of creating an environment in which a diverse range of employees, including senior employees and foreign nationals, can play an active role.



Improved ability to lift heavy loads

#### Certified as a Shiga Prefecture company that promotes women's participation in the workforce

The Hino Works hired its first female line worker in 2023. This was an opportunity for us to apply for the "Shiga Prefecture system for certifying companies that promote women's participation in the workforce" with the determination to become a symbol of a company where women can work energetically and build up a fulfilling career, and we were certified as a one-star company. We will continue to strive to create a workplace where a diverse range of human capital, including women, can play an active role.



One-star company certification



We have been continually working on quality improvement, and 16 domestic and overseas companies of our Group have the ISO 9001 certification. For safety, a Safety and Health Secretariat is assigned to each production site and the Group Safety Management Team serves as the center of the management. This allows the Head Office and the production sites to work together to implement activities for occupational safety and health. In addition, in order to fulfill our responsibilities for the quality and safety of the contractors that support us, we actively support their quality patrols and on-site safety attendance for leased facilities, while still respecting their autonomy, working to prevent accidents and troubles outside the production sites of our Group. We will continue to comply with social norms and strive to further improve quality and safety, aiming to be a Group that is even more trusted by customers.

C S R
Key Challenge

# **Quality and Safety**

Promoting proactive safety measures to prevent risks before they occur

Saruwatari: Under the permanent theme of eradicating the risk of serious accidents and disasters that could seriously affect the Company's survival, in fiscal 2023 we focused on promoting safety activities by utilizing the leadership of top management at our business sites. In fiscal 2024, we have been focusing on risks arising from changes and modifications, and are working to further raise the safety awareness of team leaders and other middlelevel employees at each workplace to create a system that will enable them to promote safety activities on their own. The Shiga Plant of Toyo Aluminum Ekco Products Co., Ltd. has been proactively working on safety measures led by Plant Manager Sato, and has achieved 3,000 days without a lost-time injury.

Sato: 3,000 days without a lost-time injury is just a milestone, and safety measures need to be continued. Press machines are one of the main pieces of equipment at the Shiga Plant, and they in particular could lead to a serious accident should a mishap occur. In addition, in recent years the production of paper products has increased compared to that of aluminum products, increasing the risk of fire during the heating process. We recognize that promoting the creation of a safe and secure workplace is a fundamental prerequisite for plant operation. Risks arising from changes and modifications, a key theme for fiscal 2024, also applies to changes in workers, changes in materials handled, and the degradation of equipment over time. We will continue to promote activities in cooperation with the Group Safety Management Team and other business sites, and promote "aggressive safety measures" to ensure that each and every employee is aware of risks and prevents accidents from occurring.



#### Safety Activities to prevent past serious disasters from being forgotten

The Group Safety Management Team, which reports directly to the President, focuses on reducing the risk of serious accidents, such as fatal accidents and occupational accidents that result in permanent disabilities such as blindness or an amputation.

In the unfortunate event of a serious accident, all concerned parties in the workplace must work together immediately after the accident to formulate and implement various countermeasures with a strong determination to prevent the same accident from ever occurring again. However, over time, employees with direct knowledge of the accident may be replaced, and there is a risk that their preparedness and resolve will be forgotten, leaving the measures established after the accident a mere formality. Measures that become a mere formality may lead to the recurrence of a similar accident.

As part of our efforts to prevent occupational accidents from being forgotten, we are creating videos to share examples of past serious accidents with all employees. In fiscal 2023, we created videos related to cases of being caught in a press machine, full body burns, accidents caused by insufficient oxygen, and fires. In the videos, we interview employees who were familiar with the situation when the accident occurred, and asked them to describe the situation and their feelings at the time. Employees who watched the videos commented that they did not want to go through the pain of such an accident, nor have anyone else suffer such hardship, and also stated that they must make sure serious accidents such as those never happen again. The videos were a good opportunity to strengthen safety

To ensure that safety awareness remains high, each business site also holds events to review past accidents and to confirm that post-accident measures are still being taken. In July 2024, the President personally visited the sites of accidents to express his condolences to the employees who lost their lives in the workplace and to pledge never to allow such tragic accidents to occur again. We will continue to work together as a company, each and every one of us with a strong desire to prevent serious accidents from occurring, to ensure safety.

#### Quality Safety and Quality are the Life of the Company

Under the slogan "Safety and Quality are the Life of the Company," we have been promoting business activities with the goal of zero serious quality accidents, and we were able to achieve this goal in fiscal 2023. We believe this is the result of our focus on change control, learning from past serious quality incidents and strengthening our efforts to prevent recurrence. To ensure change control, it is necessary to determine if there is a significant difference in quality before and after the change. Having human capital who can not only collect the necessary quality data but also statistically verify and analyze the information obtained is vital to the Company, and we have been systematically developing such employees. In fiscal 2024, we are expanding the number of eligible employees and continuing to strengthen the development of human capital who can understand statistical quality control methods. The key to

preventing recurrence is corrective action that identifies the true cause of the defect. To this end, we provide guidance and support to divisions where defects occur so that they can acquire the habit of grasping the facts based on the "three actuals;" the actual site, actual product, and actual situation, and analyzing factors based on principles and rules. Remembering that effective corrective action records are an asset to the Company, we will continue to improve the level of our corrective actions using *Gogen Shugi* (three actuals + principles and rules).

It is the awareness of each and every employee, including executives, that protects the quality of products and the safety of employees, both of which are extremely important in the manufacturing industry. In order to deliver products that our customers can rely on, we will continue to work together to foster quality awareness and ensure compliance.

#### TOPICS

The Toyal Group has created a Group-wide logo that incorporates the words "Safety and Quality are the Life of the Company," which reflects the thoughts of President Kusumoto.

By expressing the President's thoughts on safety and quality in just a few short words and incorporating them into the logo, we made it easy to catch the attention of employees and to gain familiarity with the idea.





The Toyal Group has been contributing to local socioeconomic activities through production activities and employment. We are also making active efforts in collaboration with local communities, supporting and sponsoring cultural programs, engaging in environmental preservation activities, and giving cooperation and support for food bank activities through NPOs.

We are also making a strong effort to contribute to the development of the next generation by inviting junior and senior high school students to visit our companies. We work on various

development of the next generation by inviting junior and senior high school students to visit our companies. We work on various other activities as well, including volunteer cleanups by employees and support activities for areas affected by natural disasters. We will continue to promote active efforts through a variety of activities and contribute to a sustainable society, and thereby aim to further improve our corporate value.

C S R Key Challenge



Promoting dialogue with employees and customers through a variety of activities

Naka: We are focusing on internal communications and are continually working to improve our internal newsletter based on inhouse surveys and external evaluations. For example, we are working to increase the appeal of the President's "Join Together for Quarterly Reports" live broadcasts by implementing various ideas, such as featuring younger employees and broadcasting from various business sites. For external communications, we have enriched our content by introducing the aluminum foil manufacturing process through animation, and we also actively accept junior high and high school students who wish to visit the Company. We plan to open an official account on X by the end of fiscal 2024 to communicate the appeal and initiatives of the Company. We will further increase the number of fans of the Toyal Group through a variety of PR activities

Wada: Toyo Aluminium Ekco Products Co., Ltd. is in the daily necessities business and places importance on dialogue with consumers. The opinions and feedback received at our customer service center are used to improve existing products and develop new products. In the Marketing Team, we have set up a communication site for customers who really enjoy our products called "OTANOSHIMI CLUB™" and hold "fan meetings" for online dialogue. Wanting to know more about our customers, we capture the thoughts of the kinds of products they would like to have and then respond to those thoughts, working day in and day out to make those products a reality. Moving forward, I would like to apply the know-how and knowledge we have accumulated through dialogue with our customers to our internal communications as well.

Toyo Aluminium Ekco Products Co., Ltd. Corporate Management Unit General Affairs and Risk Management Team Ayami Wada



#### Toyal Forest - Forest conservation activities -

Toyo Aluminum K.K. and Toyo Aluminum Ekco Products Co., Ltd. entered into the Lake Biwa forest making partnership agreement with Shiga Prefecture through the Watamuki Production and Forest Association, which manages forests mainly on Mt. Watamuki in Shiga Prefecture. Specifically, reforestation activities are conducted twice a year in a forest field named the "Lake Biwa Future Forest, Created by All Members of the Toyal Group." In fiscal 2023, a total of 49 employees participated in reforestation activities in July and November. Through these activities, we will contribute to environmental conservation as a company and raise the environmental awareness of our employees.



Reforestation activities

#### Free Study on Aluminum website updated

Since its launch in 2017, the free study website operated by Toyo Aluminium K.K. has attracted a high level of attention, mainly during the summer vacation period. In 2024, we further enhanced the content and released new content, such as an easy-to-understand explanation of the aluminum foil manufacturing process using animation. Our goal is to use the site as an opportunity for children to develop an interest in the properties of aluminum and the products around them, and to foster a sense of curiosity regarding science.



Animation explaining the rolling process

#### Accepting students of all ages for company visits

We host students of all ages for company visits at our manufacturing sites and offices. At the Yao Works, we introduce our environmental initiatives and technologies to local elementary and junior high school students and their parents, and give them the opportunity to experience the actual manufacturing process through a tour of the plant. The Hino Works cooperates with work experience programs for local junior high school students, offering them the opportunity to experience light manufacturing work at the manufacturing site. We also accept university students for practical training. In addition to an overview of the Company and an explanation of our technology, visitors to the Osaka Office were also able to experience our water-repellent packaging technology in an experimental setting. We hope that these experiences will help students consider their future career choices. We will continue to accept students of all ages to visit our Company and spread the appeal of manufacturing to the next generation.





Students visiting the Company

### **Social Contribution Activities of the Toyal Group**

The following is a partial list of social contribution activities conducted by various business sites. The scale of each activity may be small, but we are committed to helping society in any way we can.

#### Donating food containers to children's cafeterias

Toyo Aluminium Ekco Products Co., Ltd.'s Shiga Plant has been donating containers to children's cafeterias and other organizations since 2022. This was particularly helpful during the COVID-19 pandemic, as the distribution of boxed lunches was a major focus during that time. For these activities, we received a letter of appreciation from the Shiga Prefecture Council of Social Welfare in November 2023. We will continue to support the activities of children's

cafeterias, a place for multigenerational interaction with the children who will build the future.





Letter of appreciation from the Shiga Prefecture Council of Social Welfare

#### Adding greenery to open spaces at manufacturing sites

In order to promote the creation of green spaces at manufacturing sites. which have a tendency to be rather drab, employees at the Shinjo Works, Kanbara Works, Yao Works, and other business sites have planted plants and created flowerbeds for seasonal flowers. In addition to providing a soothing environment for employees and local residents, the program is also positioned as part of the Company's efforts to contribute to the community by donating the planters in which the trees have been



#### Cleanup activities outside of manufacturing sites

As part of our community contribution activities, employees participate in cleanup activities in the areas where our business sites are located. For example, the TOYAL (THAILAND) Co., Ltd. participated in cleanup activities at Pattaya beach near Bangkok, and the Kanbara Works participated in cleanup

activities at the Fuji River riverside park and Miho Masaki beach near the World Heritage Site of Mt. Fuii. We will continue to actively participate in social contribution activities in cooperation with local communities, as this is one of our roles as a company.





Cleaning up Miho Masaki beacl

#### Regular blood donation activities

Once or twice a year, a blood donation bus comes to our manufacturing sites to conduct a blood donation drive by employees. The number of employees actively participating in the program has started to increase, and awareness of cooperation in blood donation is growing.

#### Collection and donation of used stamps

Some of our business sites are engaged in collecting used stamps. The collected stamps are donated to a public interest foundation through a collection company and converted into cash to be used for various social contribution activities, such as tree

#### Planting trees with acorns we've picked up!

Activities of the "Acorn Club" are led by members of the Sustainable Link Lab, a voluntary employee initiative within the Company that promotes social contribution activities, and are a part of our forest conservation efforts. The Acorn Bank, which allows users to exchange 100 acorns for one sapling, is based in the village of Okawa, Kochi Prefecture, and conducts tree planting activities to protect the forests of Okawa, which is the water source of the Sameura Dam in Shikoku, one of the largest dams in western Japan. As a participant in this activity, on October 14, 2023, our Company enjoyed picking up acorns together with the children of employees at the Kvuhoii Green Space near the Yao Works. The acorns collected were exchanged for oak saplings at the Acorn Bank, and the trees were then commissioned to be planted in Okawa, Kochi Prefecture.

The number of participants has been increasing with each session, and it has become a place for communication among employees who are unable to interact with each other normally in the course of their work.



#### **Providing vaccines for** children by collecting PET bottle caps!

We collect PET bottle caps and use the proceeds from recycling them to donate vaccines to children in developing countries.

The Tokyo Offices of Toyo Aluminium Ekco Products Co., Ltd. and Toyo Aluminium K.K. have been involved in this activity through Urayasu Seiun, Inc. So far we have collected a total of 33 kg of PET bottle caps, and have donated enough polio vaccines for 16.5 people.

In addition, the Chiba Works has been conducting collection activities through a non-profit organization since 2017, collecting a cumulative total of approximately 165 kg of caps.



#### Recycling empty disposable contact lens cases

We cooperate with the "Eye City eco Project," an activity based around recycling empty disposable contact lens cases. This project is an activity that leads to various social contributions, such as environmental conservation through the recycling of empty cases, supporting the independence and employment of people with disabilities, and donations to the Japan Eye Bank Association, a public interest foundation. Since we began cooperation with the project, our Group has cumulatively collected the following case volumes.

- Toyo Aluminium Ekco Products Co., Ltd. September 2018-July 2024: 16.94 kg (16,940 empty cases)
- Tovo Aluminium K.K March 2021-July 2024: 43.85 kg (43,850 empty cases)



Collected empty contact lens cases

#### Disaster relief activities through SEMA

Toyo Aluminium Ekco Products Co., Ltd. is a member of the SEMA emergency disaster response alliance. On February 20, 2024, we joined the alliance, which is a mechanism for private companies and civic groups to work together to provide disaster relief in Japan.

In support of the Noto Peninsula

Earthquake that occurred in January 2024, we donated paper trays and plastic lids we produce, which were used in preparing meals at evacuation centers in the affected areas. In addition, Toyal Group employees have volunteered to collect donations for the Noto Peninsula earthquake disaster relief efforts.



Products donated to the affected areas

### Business Introduction

Aluminium is the most abundant metallic element in the earth's crust. It is a relatively new metal, having only been available as a metal for about 150 years. Our new, composite, and applied technologies evolve the ecological properties of aluminium, which is light, reusable, and returns to the earth. It has the potential to realize technologies that have not been possible before by combining ecology and evolution in various fields around the world.



#### Foil business

We meet directly with our customers to learn about their issues, developing and offering original products based on our unique technology and know-how. We also propose resource and energy conservation by taking advantage of the light and high-performance characteristics of aluminum foil, as well as highly functional, high-performance materials for future fields such as compact capacitors and lithium-ion batteries that promote ecofriendliness.



#### Powder & paste business

Focusing on environmentally friendly technologies to reduce product CO<sub>2</sub> emissions, we aim to provide customers with sustainable solutions by developing unique functional or design materials for the automotive, electronics, and aerospace markets.



#### Household & Packaging products business

In order to meet the diverse needs of consumers, we provide household products that are convenient for everyday life, including Range Panel (oil splash guard) TM, lunch box cups, and aluminum foil such as Sunfoil®, as well as business products processed from environmentally friendly materials such as aluminum foil containers and paper containers.



#### **New businesses**

We are working on development each day to create businesses that can support the Toyal Group in the future, utilizing or going beyond the boundaries of our technologies obtained over many years through aluminum foil, powder, and paste, such as paints with excellent corrosion resistance, functional plastics with a variety of capabilities, special films that react with moisture to generate molecular hydrogen, and light and strong solar panels.



#### Toyo Tokai Aluminium Hanbai K.K.

As a direct sales company of the Toyal Group, we will continue to sell the products of the Toyal Group that can contribute to society as well as those of companies other than the Toyal Group globally. Through our business activities, we will further promote activities that contribute to society, such as promoting clean energy, recycling, and being conscious of and friendly toward the environment. As a trading company, we also aim to work together with our customers, suppliers, manufacturers, and other business partners to enhance our corporate value.

# Improving business performance through a sincere commitment to effective sustainability activities

We believe that sustainability initiatives are an integral part of our business operations, and that solid implementation of these initiatives will lead to improved business performance. We are focusing on four areas in particular: promoting energy conservation that leads to reduced CO<sub>2</sub> emissions, increasing the number of women employed in the field, contributing to local communities, and addressing the logistical 2024 problem.

Regarding energy conservation, in addition to aggressive investments in energy-efficient equipment, activities led by the Manufacturing Facilities Team have increased awareness of the need to reduce CO<sub>2</sub> emissions at all our manufacturing sites.

At manufacturing sites where the number of female employees has increased, employees are using their time more efficiently and are more proactive in working to improve operations. We will further promote women's participation in the workplace by taking actions such as renovating changing rooms and restrooms based on women's opinions.

Our business is possible thanks to the understanding and support of the local community, and we engage in a variety of activities that contribute back to these communities. As a new initiative in fiscal 2024, we began supporting the professional basketball teams Bambitious Nara and Shiga Lakes as a partner company, in Nara and Shiga Prefectures respectively, where our Shinjo Works and Hino Works are located. We will support the teams, which are community-based and contribute to fostering a sports culture and revitalizing the community, together with everyone else in the community.

Logistics is the lifeline of the manufacturing industry. To provide active support for the 2024 problem of labor shortages in the logistics and transportation industries, we have established rest and sleeping facilities for drivers at several of our manufacturing sites, including the Gumma Works. In addition to helping drivers maintain their health, the system helps reduce CO<sub>2</sub> emissions by eliminating truck idling during breaks.

The Toyal Group's operations are global. Sustainability activities at our overseas bases are conducted in accordance with the Toyal Group's management policy, while also respecting the culture of each country.

Whether it's addressing climate change or ensuring the happiness of workers, we need to take effective action based on an understanding of the essence of the issue, rather than just taking a superficial approach. I have a slogan, "Do beautiful work," which I am trying to extend to each of our business divisions. These words reflect the desire that our work be useful to people and society, but also that we do work that we can be proud of. Sustainability activities should also be activities that we can be proud of, which is also tied to the Toyal Group's management policy.

Vice President Executive Officer
Supervisor of the Foil Headquarters, Powder & Paste Headquarters, and Advanced Technology Division
General Manager of the Powder & Paste Headquarters
Katsumoto Tanaka





#### **Foil Headquarters**

We will reduce wasted energy through the use of environmentally conscious materials, new product development, and efficient production systems. Basing our actions on being "friendly to people and the environment," we will work together with our suppliers to promote manufacturing that focuses on quality, safety, and environmental friendliness.



Senior Managing Executive Officer In charge of the Foil Headquarters and supervisor of the New Business Creation Division General Manager of the Foil Headquarters

Masateru Watanabe

#### Achievements in Fiscal 2023

- At each manufacturing site, we worked to reduce CO<sub>2</sub> emissions by improving the operation of deodorization equipment and by generating electricity in-house using solar power generation.
- We improved operational efficiency and labor productivity through the use of RPA.
- We made efforts to promote the use of recycled materials and FSC<sup>®™</sup> certified materials.
- We implemented activities related to the establishment of recycling schemes involving customers.

#### Future Initiatives

- To reduce CO<sub>2</sub> emissions, we will strive to promote energy conservation activities, maintain and expand the introduction of renewable energy facilities, and efficiently operate deodorizing furnaces.
- We will strengthen the creation of a workplace environment that is easy for everyone to work in through the promotion of RPA and improvements in terms of safety and welfare.
- With a view to developing human capital over the medium to long term, we will also cooperate with factory tours and career education for junior and senior high school students.
- We will develop and market materials and specifications with recycling in mind, and aim to establish an aluminum foil recycling scheme.

# FSC: Forest Stewardship Council<sup>®</sup> is a registered trademark of Forest Stewardship Council AC. License code: FSC-C173819

# Powder & Paste Headquarters

Our first priority is to create a safe and comfortable working environment for our employees, and we are committed to two themes: environmental protection and innovation. In addition to maintaining safety and quality, we will focus on sustainable innovation and environmental protection, and will actively work to reduce CO<sub>2</sub> emissions and promote active roles for human capital globally.



Vice President Executive Officer Supervisor of the Foil Headquarters, Powder & Paste Headquarters, and Advanced Technology Division General Manager of the Powder & Paste Headquarters

Katsumoto Tanaka

#### Achievements in Fiscal 2023

- We have made progress in converting to green aluminum ingots, which have a low carbon footprint, as well as with regard to renewable energy.
- At our French plants, we installed software to monitor CO<sub>2</sub> and VOC emissions and have focused on quantifying Scope 3 emissions.
- In addition to the development of new products and the launch of environmentally friendly products, we have increased our silicate treatment production capacity to meet the growing need for water-based coatings for automobiles.

#### Future Initiatives

- We will focus on examining the circular economy, which is expected to become even more important.
- We will study the possibility of using recycled materials for aluminum ingots.
- We will aim to introduce the mass balance concept to specific product and market segments
- We will partner with major 3D printing customers to explore the potential for recycling aluminum alloy parts.

# Toyo Aluminium Ekco Products Co., Ltd. Household & Packaging Products Headquarters

We will continue our efforts to reduce the impact our business activities have on climate change and increase employee and stakeholder satisfaction. We will continue to strive to provide products, goods, and services that are environmentally friendly, meet the needs of society, and lead toward the future.



Managing Executive Officer Supervisor of the Household & Packaging Products Headquarters, Toyo Aluminium Ekco Products Co., Ltd.

President and Representative Director (General Manager of the Household & Packaging Products Headquarters)

Masaki Yamaguchi

#### Achievements in Fiscal 2023

- In addition to aluminum products, we worked to expand sales of paper products made from renewable raw materials, convert to bio-resins, and expand our use of recycled raw materials.
- CO<sub>2</sub> emissions were measured at the Shiga Plant, and we completed the calculation of CO<sub>2</sub> emissions for each product.
- In terms of organizational development, we aimed to increase our GPTW\* score, an indicator of employee satisfaction, by increasing the frequency of dialogue with employees, including 1-on-1 meetings, and establishing OKR activities.

#### Future Initiatives

- We will work to expand sales of paper products and goods made from renewable raw materials.
- We will shift to non-petrochemical and recycled raw materials by launching and expanding sales of products using green aluminum and recycled aluminum.
- We will expand the calculation and measurement of CO<sub>2</sub> emissions for each product beyond the Shiga Plant.
- We will focus on increasing the frequency of 1-on-1s, improving the working environment, including cafeterias and plants, improving benefits, and stimulating internal discussions on social contributions.
- GPTW\* (Great Place To Work®): An organization that conducts employee awareness surveys in approximately 150 countries around the world and publishes a "Great Place to Work®" certification and ranking based on the survey results

### New Business Creation Division

Our mission is to contribute to the realization of a decarbonized society, the creation of resilient cities, and healthy and comfortable living. We will continue to take on the challenge of creating new businesses that can contribute to the development of a sustainable society and grow into major businesses for the Toyal Group.



Senior Managing Executive Officer In charge of the Foil Headquarters and supervisor of the New Business Creation Division General Manager of the Foil

Masateru Watanabe

#### Achievements in Fiscal 2023

- In order to achieve a decarbonized society, we have reduced CO<sub>2</sub> emissions through the sale of lightweight solar cell modules, resulting in an annual reduction of approximately 3,100 tons.
- To build resilient cities, we contributed to extending the service life of infrastructure by selling Stenshel®, a rust-preventive coating with stainless steel flakes used mainly on hydraulic penstock.
- With the aim of contributing to healthier lives for people, we sold compounds with functionality such as insect repellent, antibacterial, and antiviral effects, contributing to the improvement of living environments.

#### Future Initiatives

- In order to realize a decarbonized society, we will work to further reduce CO<sub>2</sub> emissions (estimated at approximately 3,700 tons) by expanding sales of lightweight solar cell modules.
- For the creation of resilient cities, we will contribute to extending the service life of infrastructure by expanding the application of Stenshel® to bridge bolts, pedestrian bridges, and more.
- To contribute to healthier lives for people, we are working to develop environmentally friendly biodegradable resins.

### Toyo Tokai Aluminium Hanbai K.K.

It is important for all of us to continue to grow in order to contribute to society through our various activities and play a role in connecting to the future through new activities. I am convinced that our activities aimed at challenging ourselves and establishing new businesses will enhance the happiness and well-being of employees and significantly increase our contribution to society and the Group.



Toyo Tokai Aluminium Hanbai K.K. President and Representative Director

Tatsuhito Isobe

#### Achievements in Fiscal 2023

- In order to create clean energy, we began working on the creation of a hydrogen generation system and started procuring metallic silicon materials in addition to aluminum shot.
- In order to establish production technology for semi-solid-state batteries, we worked on redeveloping carrier materials such as films and established quality (delivery of the first full-scale order is scheduled for the fall of 2020).
- In terms of the recovery and recycling business, in addition to dummy balls, we were able to reclaim and recycle nickel from recovered ceramic capacitors.

#### Future Initiatives

- In order to establish a hydrogen energy business, we will take on the challenge of expanding sales of hydrogen generation equipment using waste aluminum, and promote efforts to reduce CO<sub>2</sub> emissions through the use of hydrogen-mixed fuel.
- In addition to beginning the adoption and delivery of carrier materials for the establishment of mass production of semi-solid-state batteries, we aim to realize the recovery of rare metals (molybdenum and tungsten) as part of expanding our recovery and recycling business.
- In terms of developing human capital, we will promote the acquisition of various certifications approved by the Ministry of the Environment and train decarbonization advisors.

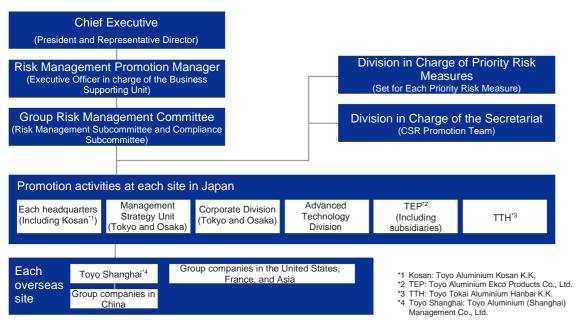
### Corporate Governance

#### Risk Management

The Toyal Group has established an organization-wide risk management system with the President of Toyo Aluminum K.K. as the Chief Executive, and operates a Group Risk Management Committee chaired by the Risk Management Promotion Manager. To effectively promote risk management, we have established a Risk Management Subcommittee and a Compliance Subcommittee, with members from each division of the Group carrying out activities. The main division in charge is assigned to each priority risk category selected through risk assessments, and these divisions use their expertise to provide support and monitoring for each division

as the second line in the three-line model. As a response to business process risks, each business division maintains a three-point set of business processes and conducts self-inspections as part of its daily risk management. Activities related to risk management are reported to the Board of Directors and the Group Management Committee by the chairperson of the Group Risk Management Committee in accordance with the Group risk management regulations. In the future, we will periodically review our priority risk categories to ensure that we are able to respond to new risks arising from changes in both the internal and external environment.

#### **Risk Management System**



#### Commitment of the Executive Officer in Charge

It is said that modern society has entered an unprecedented "age of risk." The risk of natural disasters such as earthquakes and typhoons, as well as the risk of man-made disasters such as war, have become extremely familiar in our daily lives, and cannot be predicted or anticipated until just before they occur. For corporate activities as well, we face rising procurement costs due to the weak yen and high resource prices, as well as environmental, human rights, and geopolitical risks.

In conducting corporate activities in the face of these various risks, the Group considers risks to be anything that could affect our future strategies and the achievement of our business goals. By establishing a Risk Management Committee to accurately identify risks in each organization and prevent losses from occurring, we are working to enhance corporate value and provide peace of mind to our stakeholders through the establishment and operation of an organization-wide risk management system that is integrated with management. This organization-wide risk management enables us to make accurate management decisions and is also the foundation for realizing our growth strategy. In order to strengthen risk management going forward, we have also formulated and announced a Human Rights Policy, a CSR Procurement Policy, a partnership building declaration, a multi-stakeholder policy, and more.

By continuing to promote the MX project (management platform reform project) within the Group, we expect to raise awareness of compliance within the company by encouraging supervisors and subordinates to share information and communicate with each other through casual dialogue within the team and by creating a comfortable working environment.



Executive Officer
In charge of the Business
Supporting Unit and Human
Resources Unit, Corporate
Division

Tsuyoshi Ariyoshi

#### Compliance Promotion

The Toyal Group promotes compliance in a broad sense, including not only legal compliance but also social norms and corporate ethics. In terms of legal compliance, we consider legal risks as one of the priority risk categories to be addressed, and we are continually identifying company-wide risks and monitoring the progress of improvements. In addition, we hold regular compliance meetings at each workplace on topics such as harassment prevention, and record the opinions received from the workplace and the status of efforts, which are used as some of the basic materials for formulating compliance promotion plans. In order to understand compliance issues, we have established an internal consultation line

and use compliance meetings to disseminate information. Information on these legal risks and compliance issues is shared in the Group Risk Management Committee and each subcommittee, and reported to management in the Group Management Committee through the Executive Officer in charge of the Business Supporting Unit, who is responsible for promoting risk management. In fiscal 2024, we plan to focus on raising internal awareness of the promotion standards of the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises, promoted by the Ministry of Economy, Trade and Industry (METI) and the Small and Medium Enterprise Agency (SMFA)

#### BCP, BCM, and Resilience Certification

The Toyal Group considers the occurrence of emergencies resulting from natural disasters as one of our priority risks, and are responding accordingly. From fiscal 2021 to fiscal 2022, a total of 10 sites, including seven manufacturing sites of Toyo Aluminium K.K., the Head Office and Shiga Plant of Toyo Aluminium Ekco Products Co., Ltd., and ALP Co., Ltd., obtained resilience certification, which is promoted by the Association For Resilience Japan as a certification for organizations contributing to national resilience. In fiscal 2023, the Yao Works and Shinjo Works, which previously obtained certification, underwent their first renewal examinations. The initial certification examination focused on whether a certain level of business continuity plan (BCP) had been established, but the renewal examination asked about

specific activities for the two years since the certification. Our certification was renewed in recognition of our BCP training and business continuity management (BCM) activities based on the plan. We will continue to promote the strengthening of response capabilities at each location through improving issues identified in training.





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#### Fraud Prevention Hearing Activities

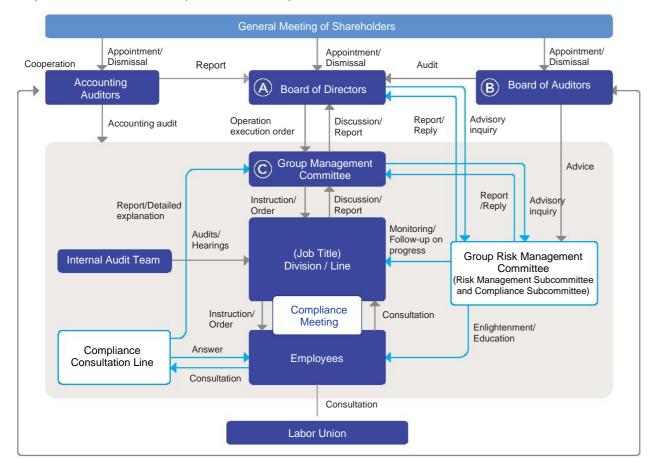
The Toyal Group strives to create a climate that does not tolerate corruption. As a concrete initiative toward this, the internal audit team held fraud prevention hearings for the second time. The first fraud prevention hearings were held from August 2021 to November 2022 for approximately 600 employees. These hearings were held from May to November 2023 for approximately 650 employees, including manager level line workers and those seconded overseas. The purpose of the hearings was not to detect fraud, but rather to deter such behavior by making people aware that even if they commit minor fraud or believe that they are capable of committing fraud, there is the potential

that they might be accused by someone. Participants were asked about the workplace atmosphere and the risks of fraud in the form of a casual chat. With regard to quality, interviewers took the stance that "it didn't matter if it was just rumors or old stories," listening to what people had to say and sharing information with the Quality Assurance Unit as appropriate. In surveys conducted after the hearing, many employees expressed opinions such as "this should continue in the future" and "the scope of people interviewed should be further expanded," helping to raise employee awareness.

#### Corporate Governance

We consider the enhancement of corporate governance to be one of our most important business challenges, and have established the following system to promote management that is trusted by all stakeholders, including business partners, employees, and local communities.

#### Corporate Governance Structure (As of June 21, 2024)



#### [A] Board of Directors

The Board of Directors is composed of six directors, including one outside director. They deliberate discuss and make decisions on management policies, strategies, measures, issues, and other items for the entire Group, including subsidiaries.







Six directors

One of them is an outside director.

#### [B] Board of Auditors

[C] Group Management Committee

The members of the Group Management

prior to Board of Directors meetings.

Committee discuss and report on important

matters related to the formulation of Group-wide

management policies and business execution

The Board of Auditors is composed of four auditors, including two outside auditors. They audit the execution of duties by directors, and monitor the appropriateness, rationality, and other aspects of the activities and operations of each operation execution line within the Group in cooperation with the Internal Audit Team.





Four auditors

Two of them are outside auditors.

Activities of the Sustainability Promotion Working Group



A sustainability promotion working group centered on young employees from across divisions was formed in the Toyal Group to promote sustainability activities and produce sustainability reports.

A workshop was held within the working group on our "Commitment to Respect Human Rights," the featured content of this report, which provided an opportunity to consider the relationship between human rights and the business carried out by the Company and the employees themselves. In producing the Sustainability Report, they were involved in devising the structure and design, as well as various other activities, such as exchanging opinions on each material issue (key CSR challenge) and writing articles.

By having members share this content within their own divisions, we hope more employees will deepen their understanding of sustainability management and engagement will increase.

#### Global Network

#### Japan

#### <Production Bases of Toyo Aluminium K.K.>

Yao Works / Kanbara Works / Chiba Works / Gumma Works Chigasaki Works / Shinjo Works / Hino Works / New Business Creation Division (Kyushu)

#### <Group Companies>

Toyo Aluminium Ekco Products Co., Ltd. / ALPHAMIC Co., Ltd. Toyo Tokai Aluminium Hanbai K.K. / Toyo Aluminium Kosan K.K. ALP Co., Ltd. / YOKO-TOYO METALS CO., LTD.

#### <Overseas Group Companies>

#### America

Toyal America, Inc.

#### France

Toyal Europe S.A.S.U.

Toyal Zhaoqing Co., Ltd.

#### China

Hunan NingXiang JiWeiXin Metal Powder Co., Ltd. Toyo Aluminium (Shanghai) Management Co., Ltd. Shanghai Dongdingshun Aluminium Products

Toyo Aluminium Ekco Trading (Suzhou) Co., Ltd.

Toyo Tokai Aluminium Hanbai (Shanghai) Co., Ltd.

A protective wall installed in the case of a dust explosion (Hino Works). The design was based on illustrations drawn by local

#### Corporate Outline (As of March 31, 2024)

Corporate Name: Toyo Aluminium K.K.

Representative: Kaoru Kusumoto, President and

Representative Director

Head Office : 541-0056

JRE Midosuji Daiwa Building, 6-8,

Kyutaromachi 3-chome, Chuo-ku, Osaka-

shi, Osaka

Establishment : May 12, 1999

(Former Toyo Aluminium was founded on April 7, 1931.)

Employees : 2,558 (Consolidated)

1,477 (Non-consolidated)

Shareholder : Nippon Light Metal Holdings Co., Ltd.



100%



India

Thailand

Singapore

Singapore Branch

South Korea

Sama Aluminium CO. Ltd.

TOYAL MMP INDIA PVT. LTD.

TOYAL (THAILAND) Co., Ltd.

Toyo Tokai Aluminium Hanbai K.K.,

Svam Toyal Packaging Industries Pvt. Ltd.







Osaka Office

JRE Midosuji Daiwa Building, 6-8, Kyutaromachi 3-chome, Chuo-ku, Osaka-shi, Osaka 541-0056 Japan

TEL (06) 6271-3151 (Representative)

Tokyo Office

Urbannet Uchisaiwaicho Building, 1-1-13 Shimbashi, Minato-ku, Tokyo 105-0004 Japan TEL (03) 5501-0777 (Representative)



Using universal design fonts that are easy for everyone to read.