



Toyal Group

【Data】

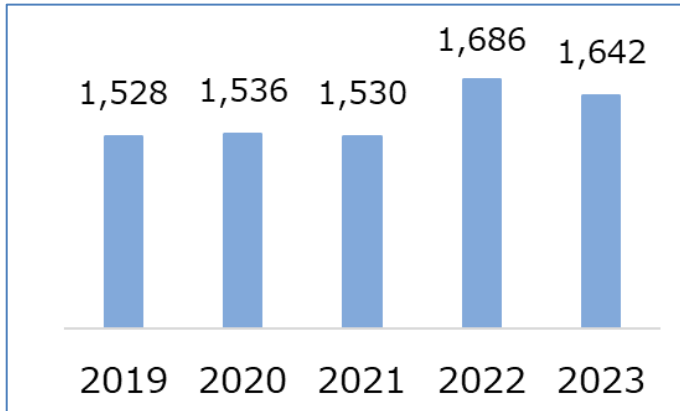
Sustainability Report 2024

【Human Capital】

■ Number of employees

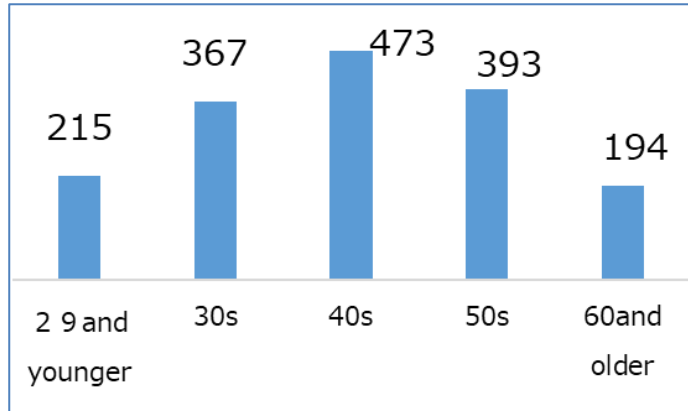
(non-consolidated)

※Including seconded employees



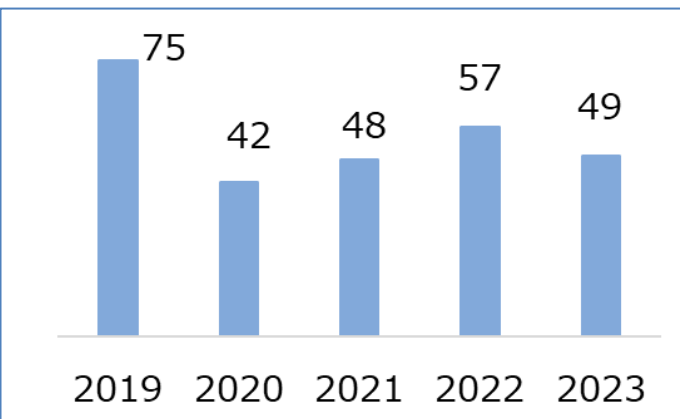
■ Age distribution of employees

FY 2022 (non-consolidated)



■ Number of personnel additions

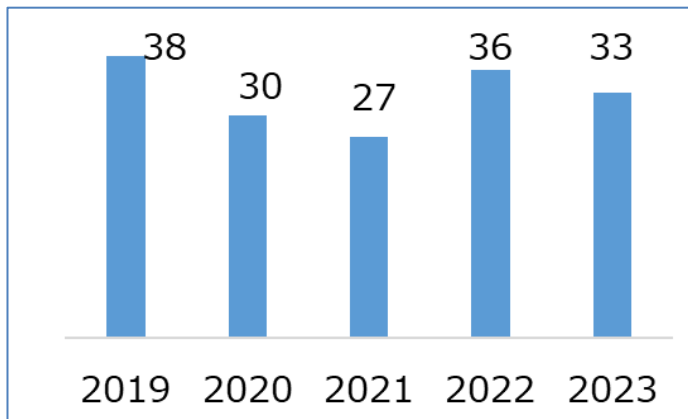
(non-consolidated)



■ Number of retirees rehired

(non-consolidated)

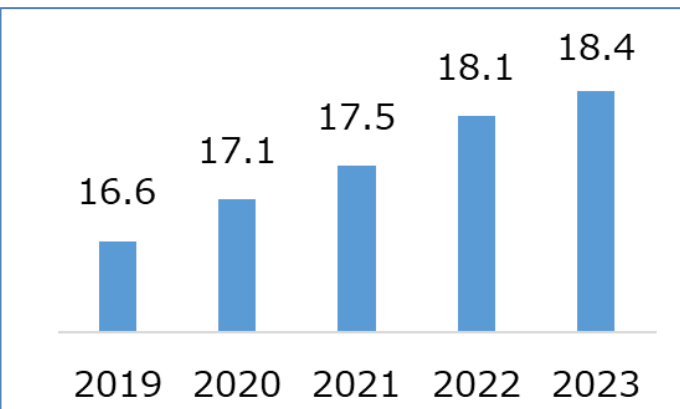
※Change from the total number of employees rehired after retirement to the number of employees newly rehired in each fiscal year.



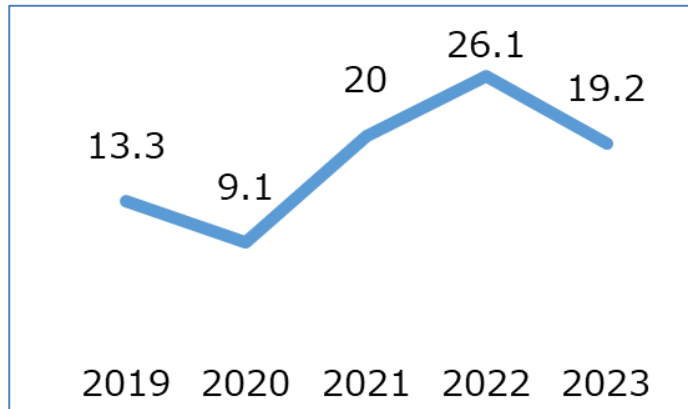
■ Average length of service

(non-consolidated)

(Unit : year)

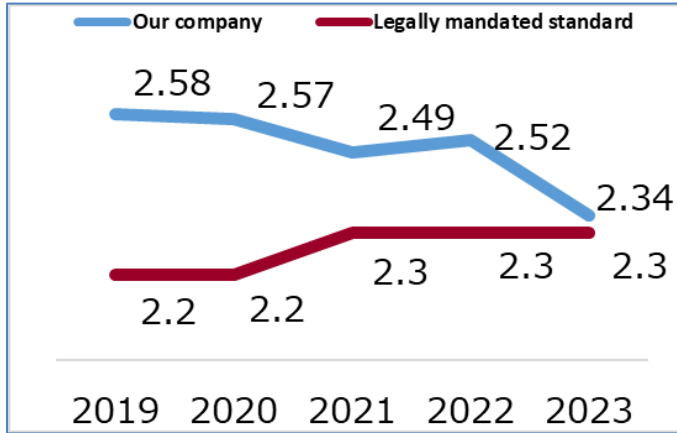


■ Average 3-year turnover rate

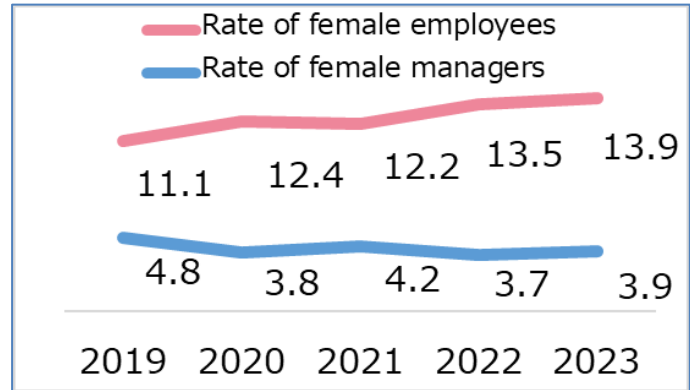


【Human Capital】

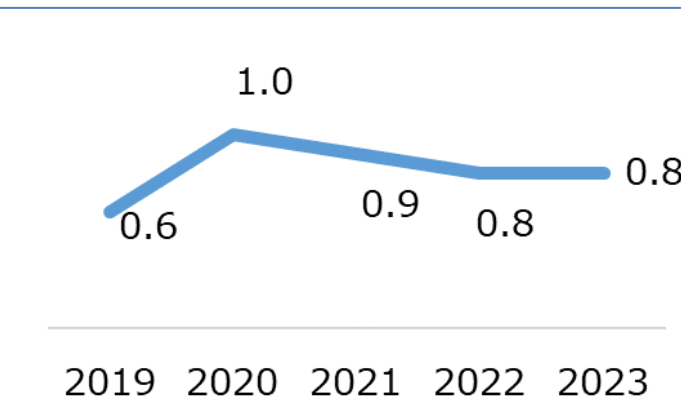
■ Employment of people with disabilities (non-consolidated) (Unit: %)



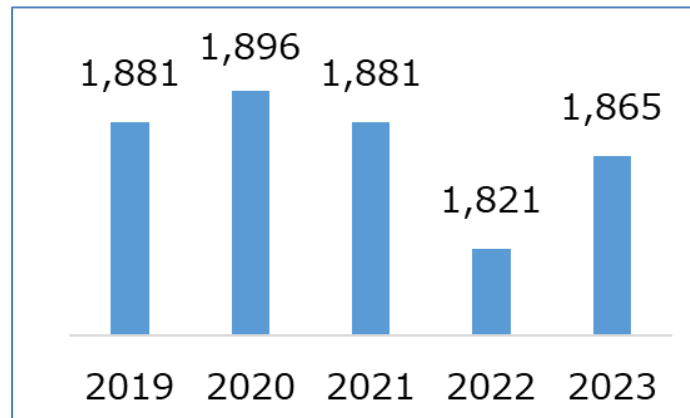
■ Rate of female employees / Rate of female managers (non-consolidated)



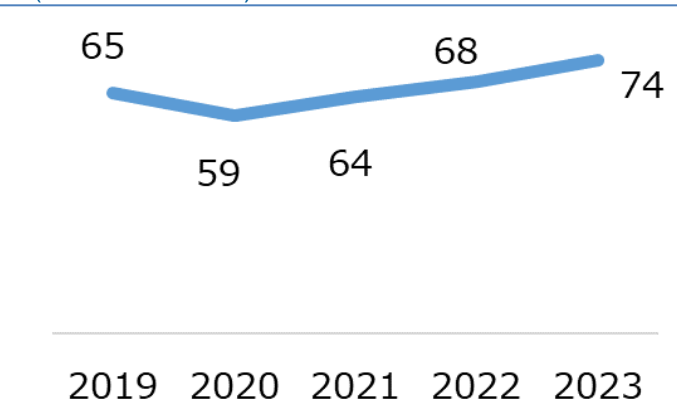
■ Rate of foreign employees (non-consolidated)



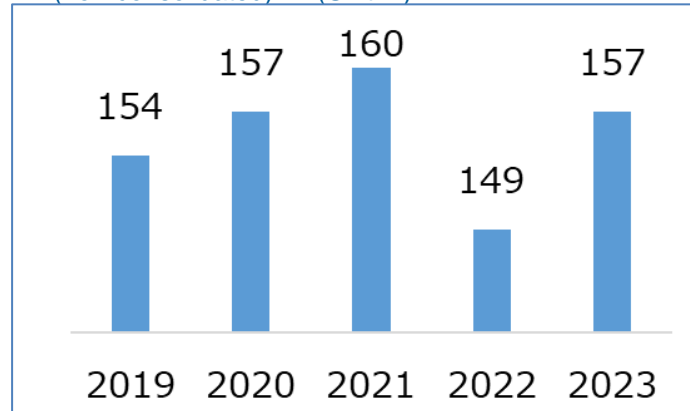
■ Annual working hours (non-consolidated) (Unit: h)



■ Paid vacation take-up rate (non-consolidated)



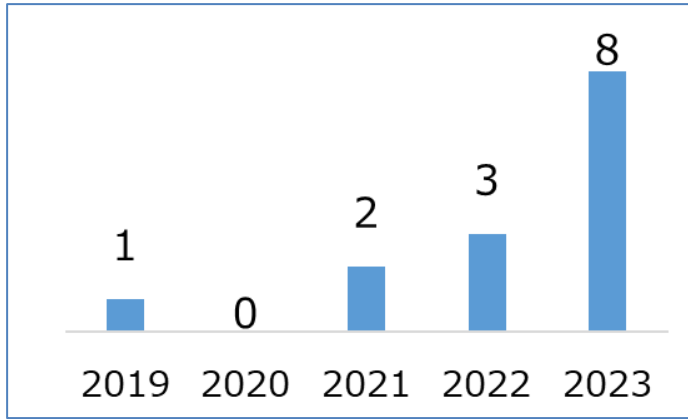
■ Annual average hours of overtime (non-consolidated) (Unit: h)



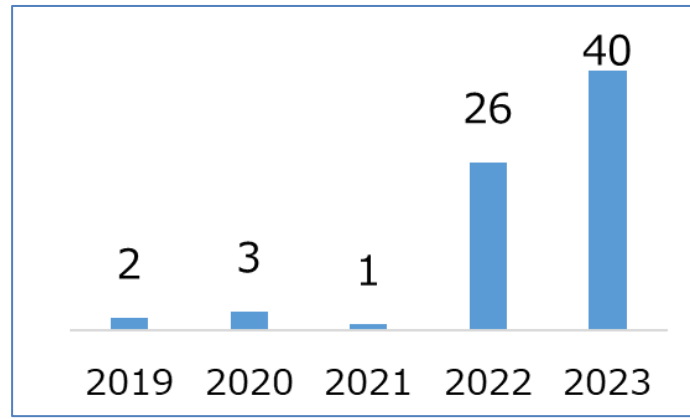
【 Human Capital 】

■ Number of employees taking childcare leave (non-consolidated)

(Female)



(Male)



■ Rate of childcare leave taken FY 2023 (non-consolidated)

(Female)

100%

(Male)

100%

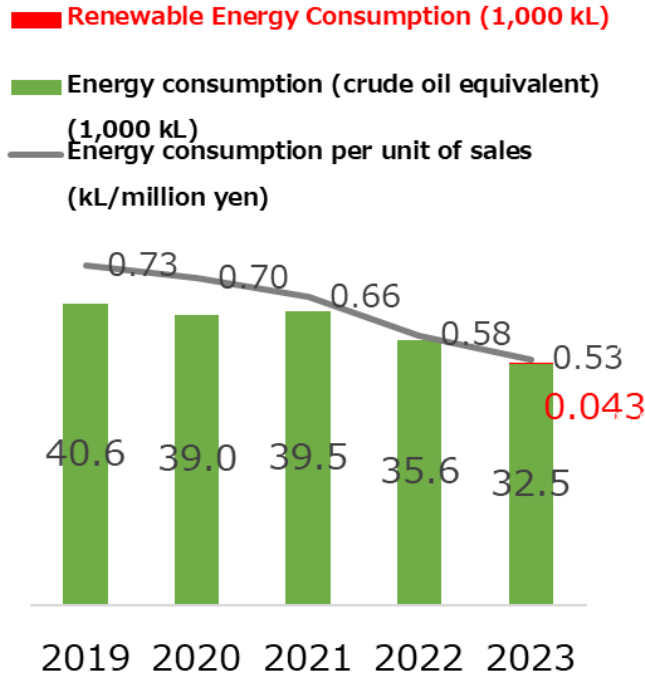
■ Other human capital indicators FY 2023 (non-consolidated)

Rate of employees received career or skills training	79%
Rate of collective agreement on working conditions	70%
Rate of union membership employee	70%

【Environment】

■ Energy consumption

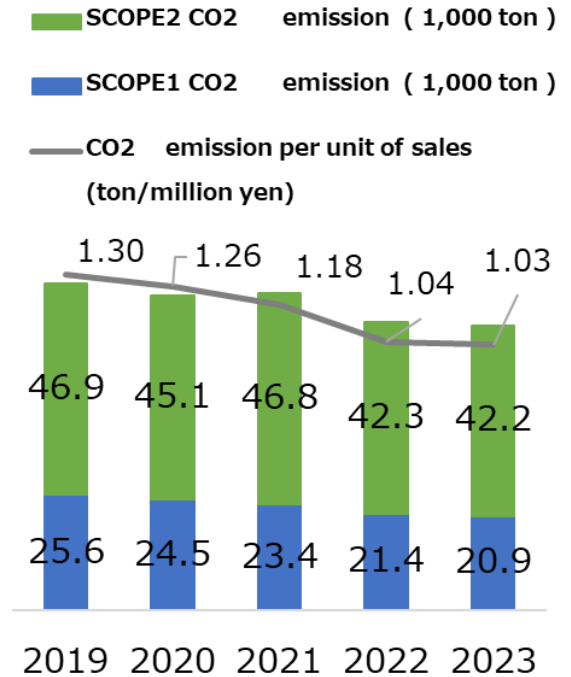
(non-consolidated)



※Renewable energy consumption data added from FY2023 results.

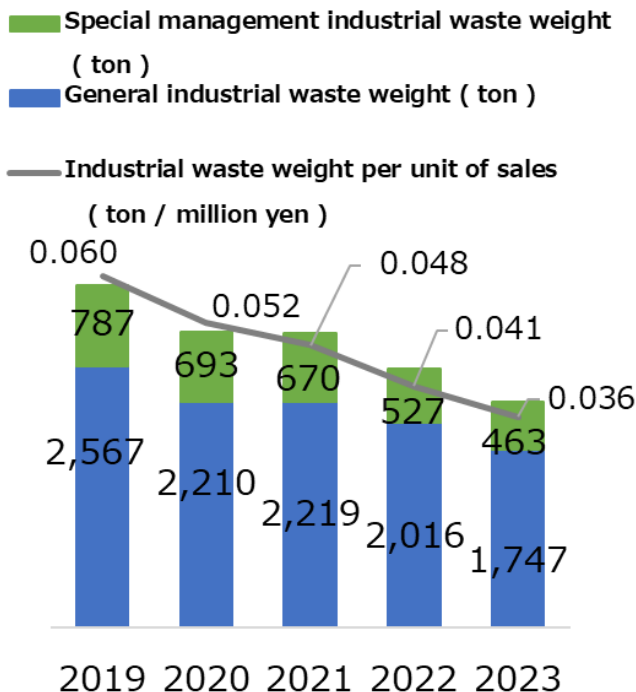
■ CO₂ emission amount

(non-consolidated)



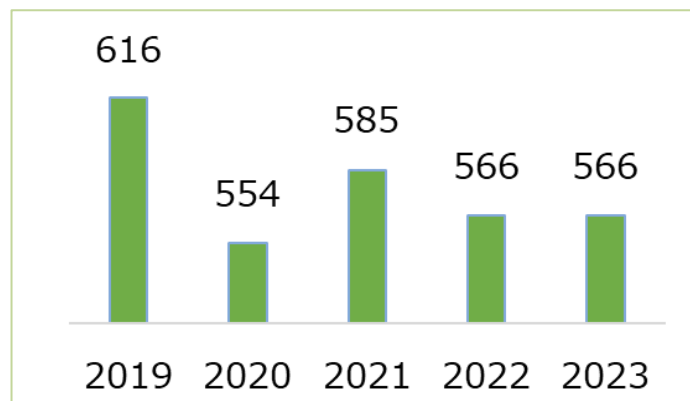
■ Industrial waste amount

(non-consolidated)



■ Plastic waste generated

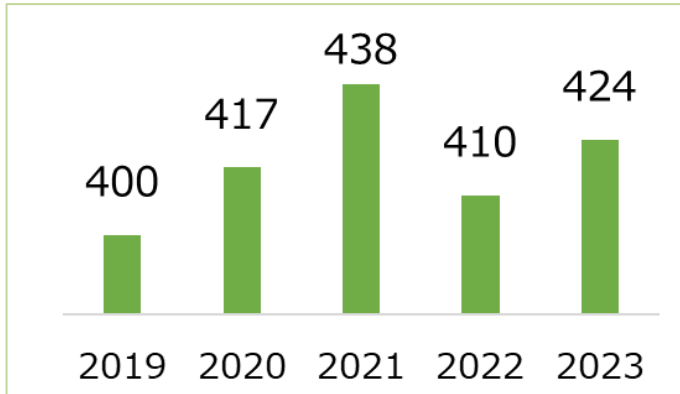
(non-consolidated) (Unit: ton)



【Environment】

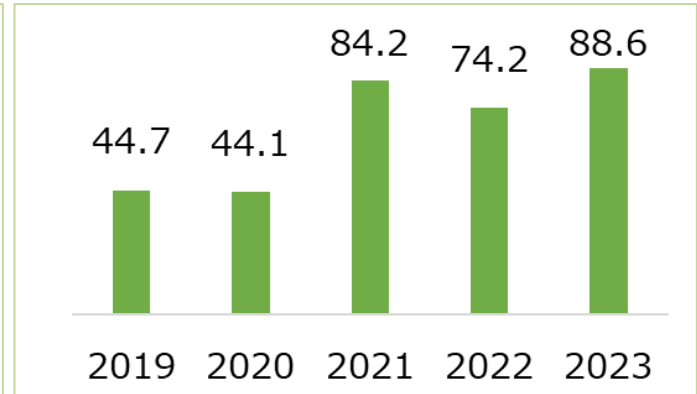
■ Total water intake

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



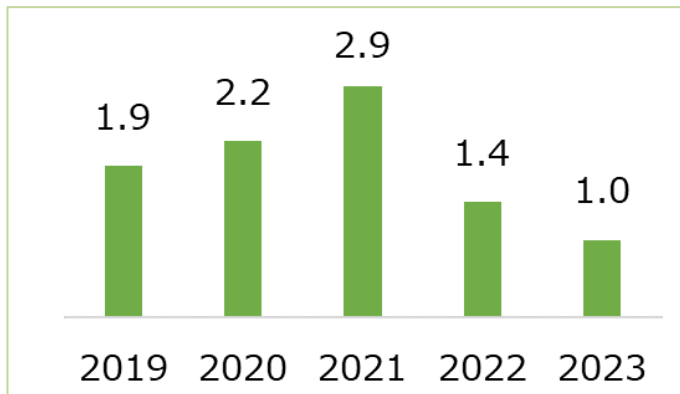
■ Total water consumption

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



■ COD (Chemical oxygen demand) emissions

(non-consolidated) (Unit: ton)



■ Rate of sites certified according to ISO 14001, EMAS and other environmental management standards. : 54%

(Our Group)

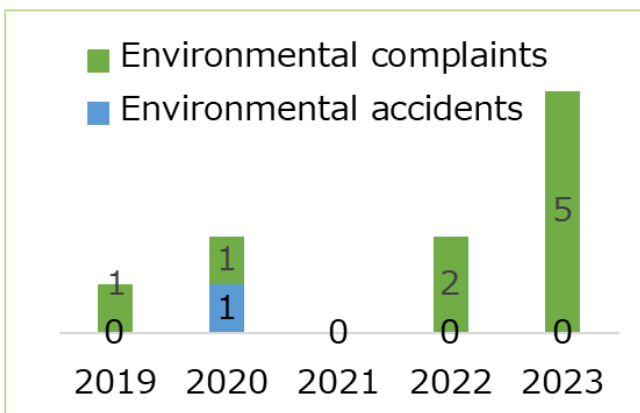
【Environment】

■ Emission amount of substances subject to PRTR

FY2023(non-consolidated) (Unit: kg)

No.	Chemical Substances	Emission amount				Movement amount	
		Atmosphere	Public water areas	Soil	Landfill	Sewerage	Outside of premises
053	Ethylbenzene	482	0	0	0	0	3,789
080	Xylene	3,186	0	0	0	0	8,154
083	Cumene	640	0	0	0	0	1,200
273	n-dodecyl alcohol	4,044	0	0	0	0	712
300	Toluene	42,900	0	0	0	0	357,400
392	n-hexane	18	0	0	0	0	150
438	Methylnaphthalene	53	0	0	0	0	0
405	Boron compounds	0	0	0	0	0	14
594	Butyl Cellosolve	250	0	0	0	0	380
691	Trimethylbenzene	17,015	0	0	0	0	25,260
737	Methyl Isobutyl Ketone	660	0	0	0	0	880

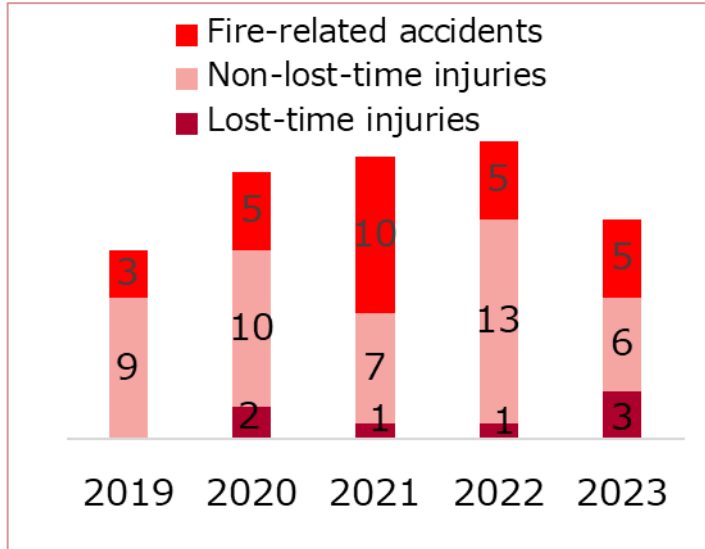
■ Environmental troubles (Our Group)



	Plant	Details
FY2019	Yao Works	Noise complaint
FY2020	Gumma Works Toyol Europe S.A.S.U.	Odor / Noise complaint Oil spill
FY2022	Yao Works	Odor complaint Noise complaint
FY2023	Yao Works	Odor complaint 5cases

【Occupational Safety and Health】

■ The number of accidents (Our Group)



■ Occupational accident index (Group companies in Japan)

Frequency rate	Severity rate
1.99	0.06

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

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

※Manufacturing results: Frequency rate 1.29, Severity rate 0.08

■ Rate of all employees covered by formal joint labor-management health and safety committees : 100%
(Group companies in Japan)

■ The number of cases of recordable work-related ill health (Group companies in Japan) : 2cases

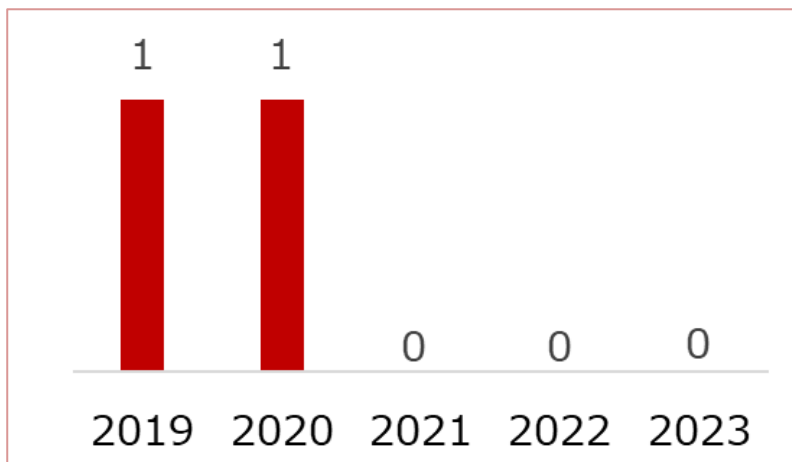
*Diseases caused by physical factors, musculoskeletal disorders, etc.

■ Rate of establishments certified to labor management standards, such as ISO 45001, or human rights management standards : 38%
(Group companies in Japan)

■ Rate of safety and health risk assessment implementation manufacturing site : 100%
FY2023 (Group companies in Japan)

【Quality Assurance】

■ Number of serious quality incidents (non-consolidated)



【Information Security】

■ Number of confirmed information security incidents : 4cases (non-consolidated)

※No serious incidents such as leakage to the outside have occurred. The incident was in accordance with internal regulations, and corrective measures have already been completed.

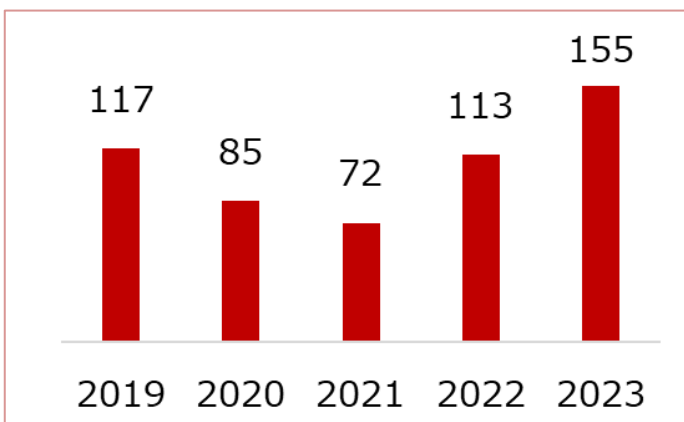
【Ethics】

■ Number of reports through the internal reporting system : 13 cases (non-consolidated)

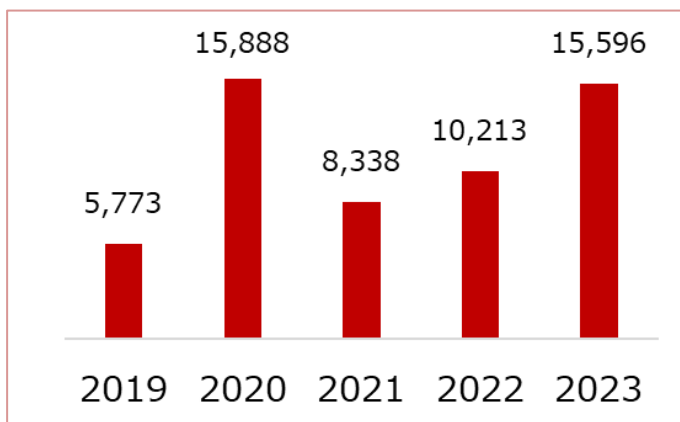
■ Number of confirmed acts of corruption : 0 cases (non-consolidated)

【Social Contribution】

■ Number of activities (Our Group)



■ Amount of activity (Our Group) (Unit : 1,000yen)



※From FY2023 results, the scope of coverage has been changed to include overseas groups.

■ Activity Details FY2023(Our Group)

