



Toyal
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Sustainability Report 2025

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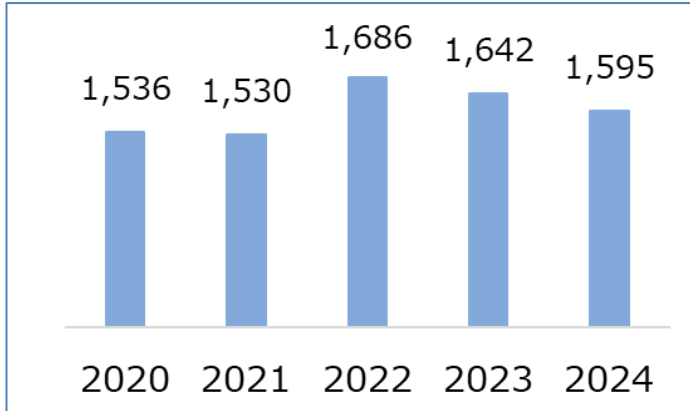
【Human Capital】

■ Number of employees

(non-consolidated)

(Unit: person(s))

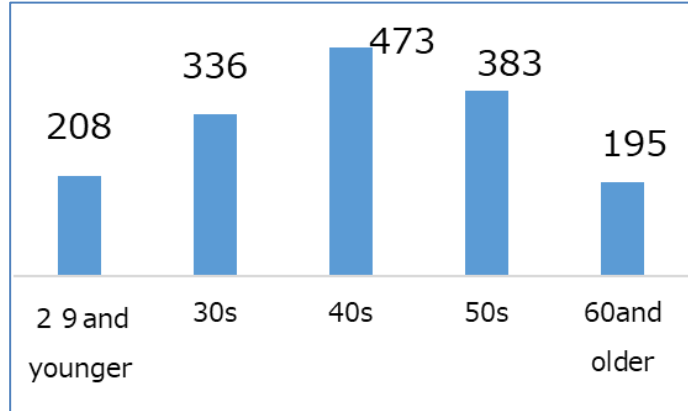
※Including seconded employees



■ Age distribution of employees

FY 2024 (non-consolidated)

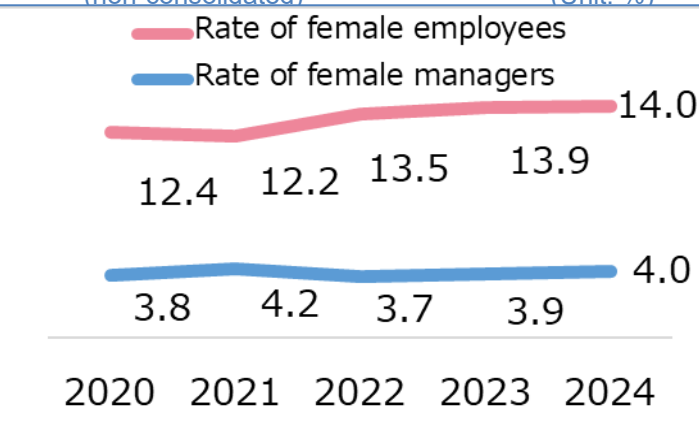
(Unit: person(s))



■ Rate of female employees / Rate of female managers

(non-consolidated)

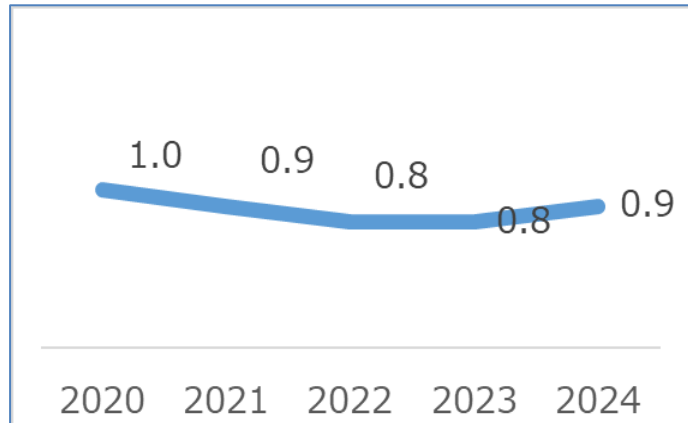
(Unit: %)



■ Rate of foreign employees

(non-consolidated)

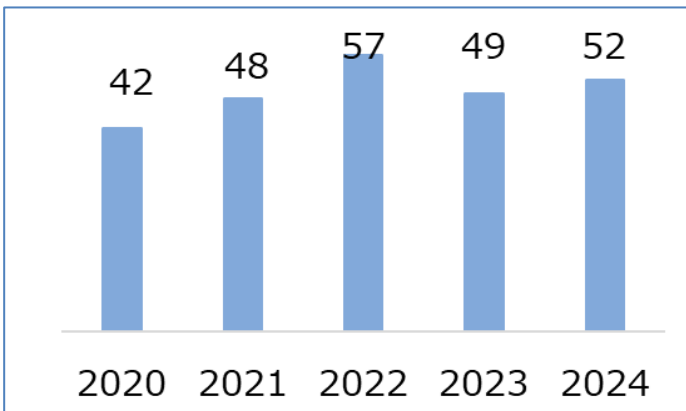
(Unit: %)



■ Number of personnel additions

(non-consolidated)

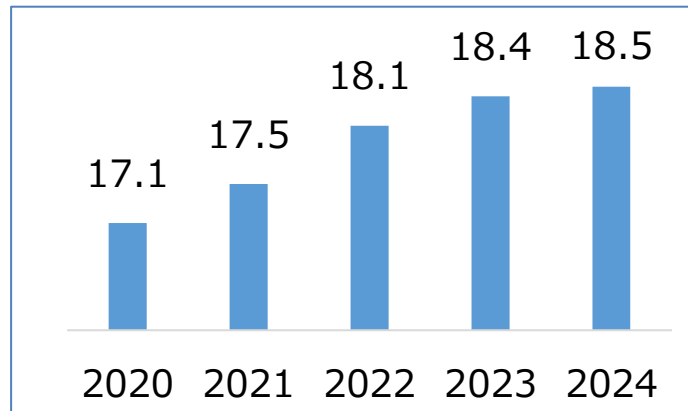
(Unit: person(s))



■ Average length of service

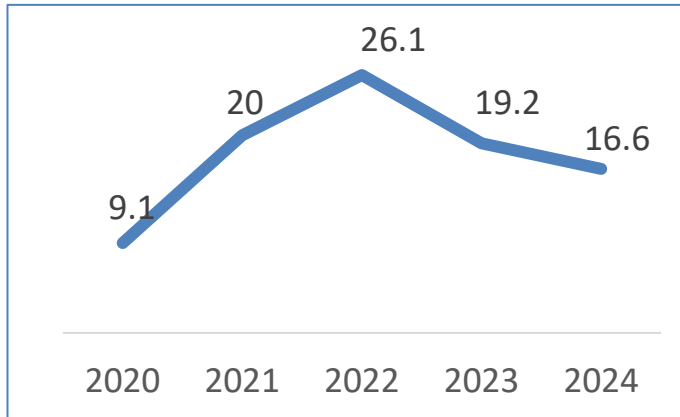
(non-consolidated)

(Unit: year)

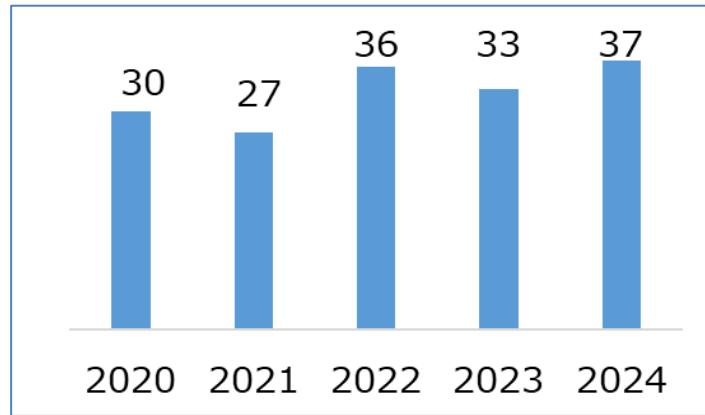


【Human Capital】

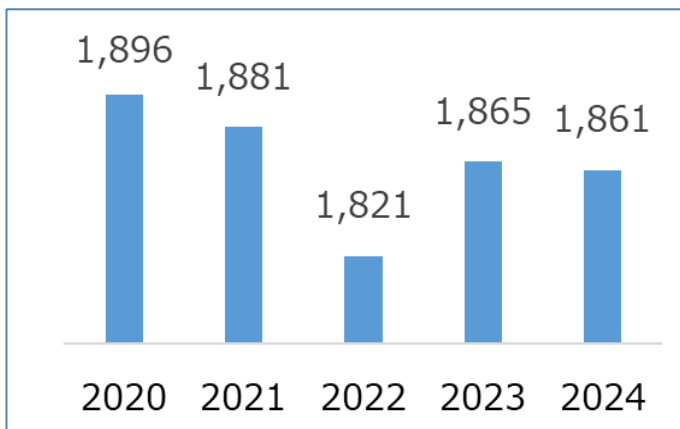
■ Average 3year turnover rate
(Unit: %)



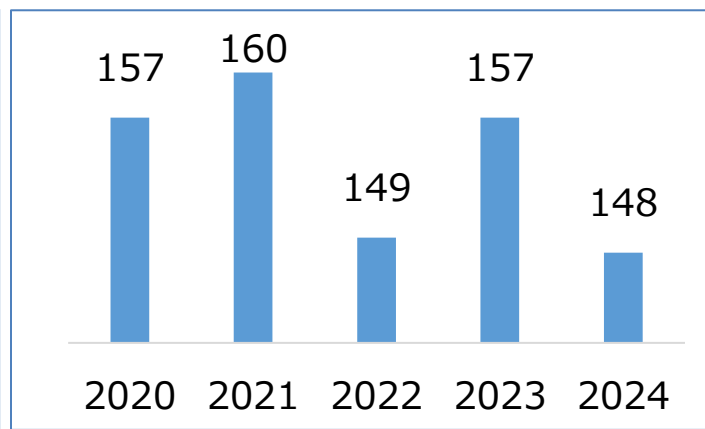
■ Number of retirees rehired
(non-consolidated) (Unit : person(s))



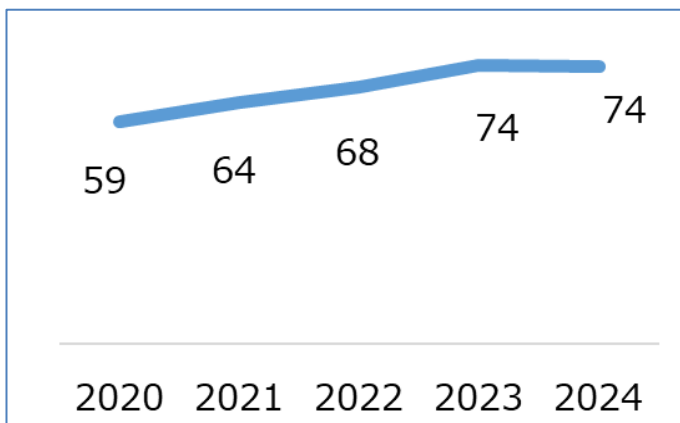
■ Annual working hours
(non-consolidated) (Unit: h)



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



■ Paid vacation take-up rate
(non-consolidated) (Unit: %)

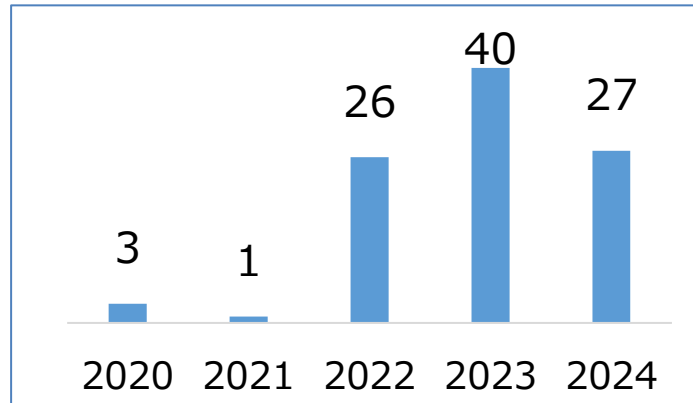
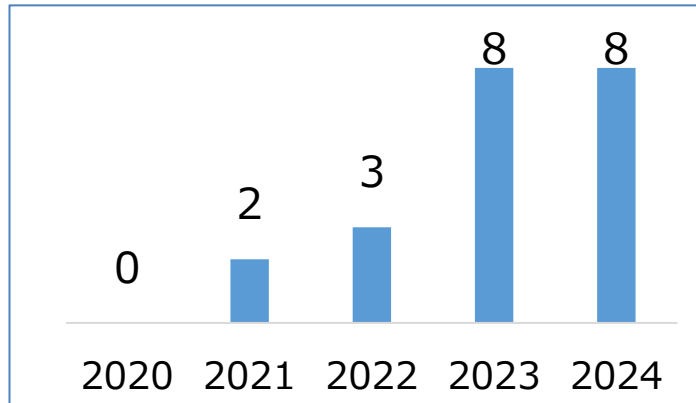


【Human Capital】

■ Number of employees taking childcare leave (non-consolidated) (Unit: person(s))

(Female)

(Male)



■ Rate of childcare leave taken

(non-consolidated) (Unit: %)

	2022	2023	2024
Female	100	100	100
Male	61	100	100

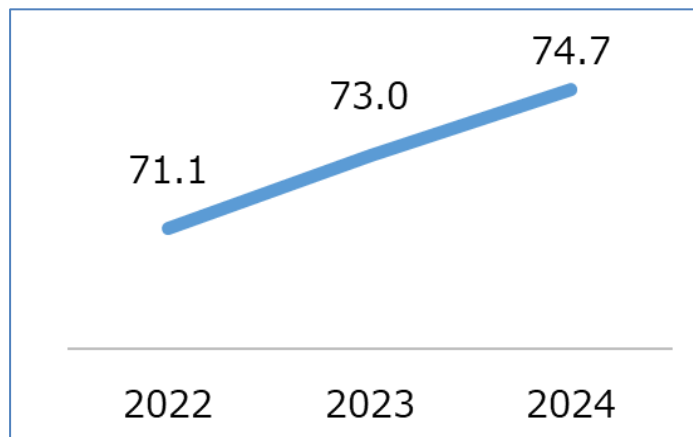
■ Employment of people with disabilities

(non-consolidated) (Unit: %)



■ Ratio of women's wages to men's wages

(non-consolidated) (Unit: %)



※ Aggregation has been conducted since fiscal year 2022.

■ Rate of union membership employee

FY 2024 (non-consolidated)

: 70%

■ Rate of collective agreement on working conditions

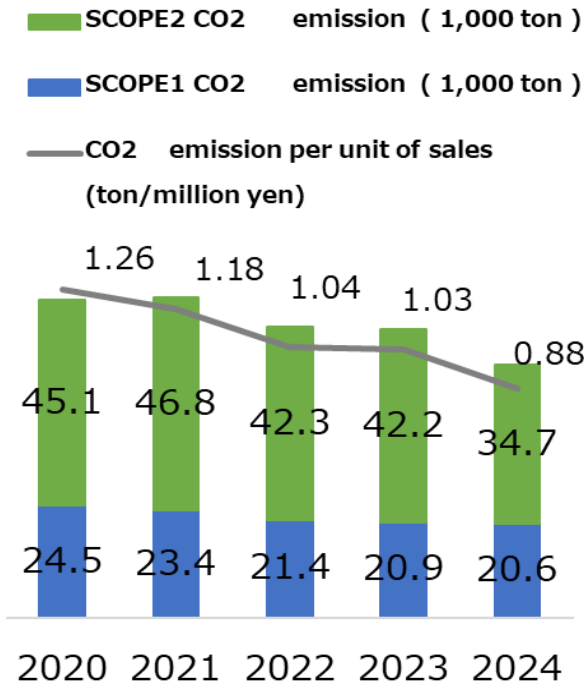
FY 2024 (non-consolidated)

: 70%

【Environment】

■ CO₂ emissions

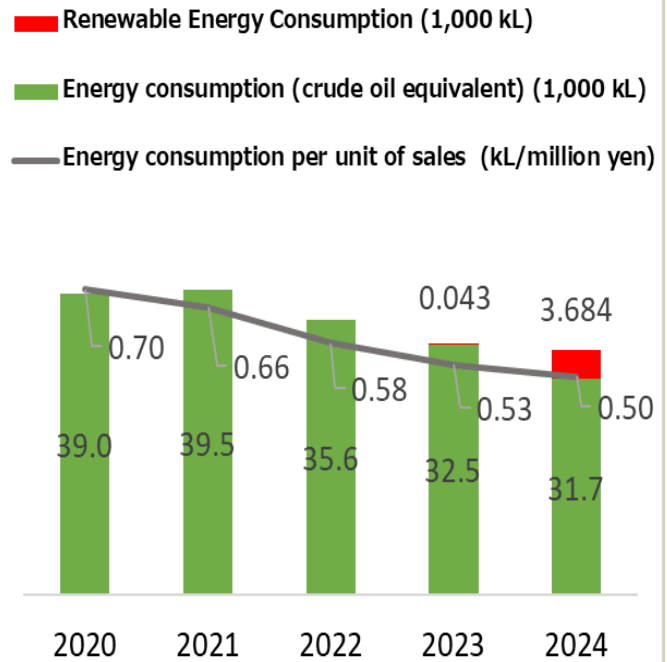
(non-consolidated)



※Aggregation method changed from FY2024.

■ Energy consumption

(non-consolidated)



※Renewable energy consumption data added from FY2023 results.

■ Emissions of substances subject to PRTR

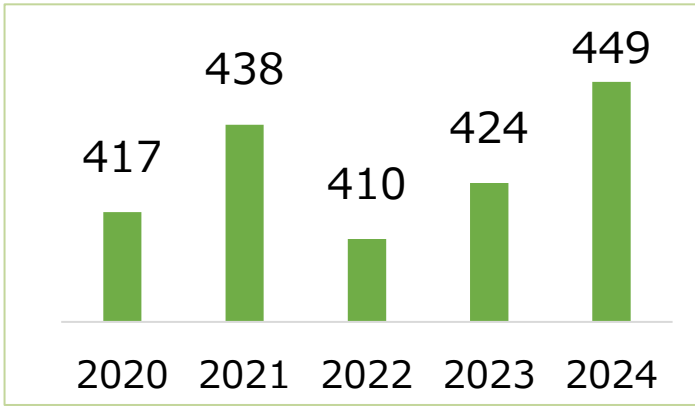
FY2024(non-consolidated) (Unit: kg)

No.	Chemical Substances	Emission amount				Movement amount	
		Atmosphere	Public water areas	Soil	Landfill	Sewerage	Outside of premises
053	Ethylbenzene	463	0	0	0	0	985
080	Xylene	3,774	0	0	0	0	5,447
083	Cumene	690	0	0	0	0	1,600
273	n-dodecyl alcohol	3,644	0	0	0	0	643
300	Toluene	35,830	0	0	0	0	173,262
392	n-hexane	12	0	0	0	0	120
438	Methylnaphthalene	51	0	0	0	0	0
405	Boron compounds	0	0	0	0	0	9
594	Butyl Cellosolve	260	0	0	0	0	450
691	Trimethylbenzene	20,260	0	0	0	0	35,522
737	Methyl Isobutyl Ketone	640	0	0	0	0	1,090

【Environment】

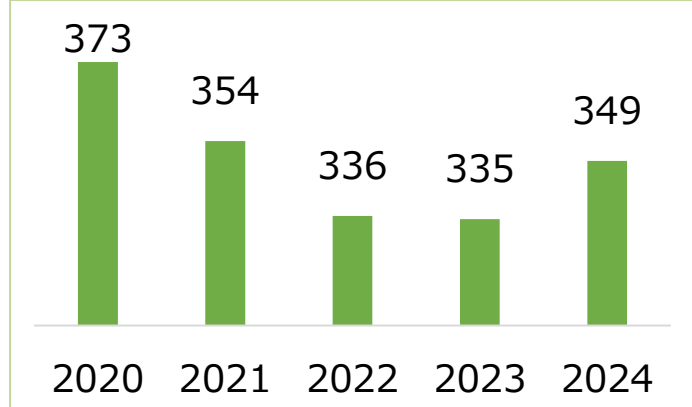
■ Water intake volume

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



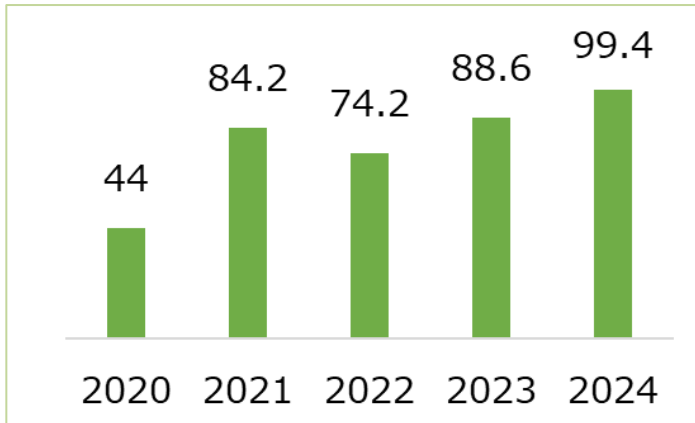
■ Wastewater volume

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



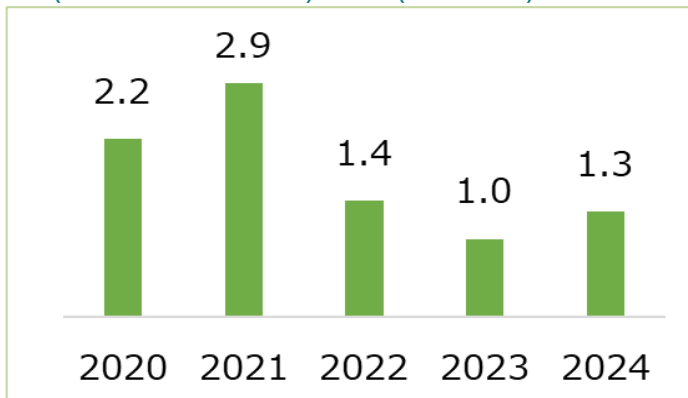
■ Water consumption

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



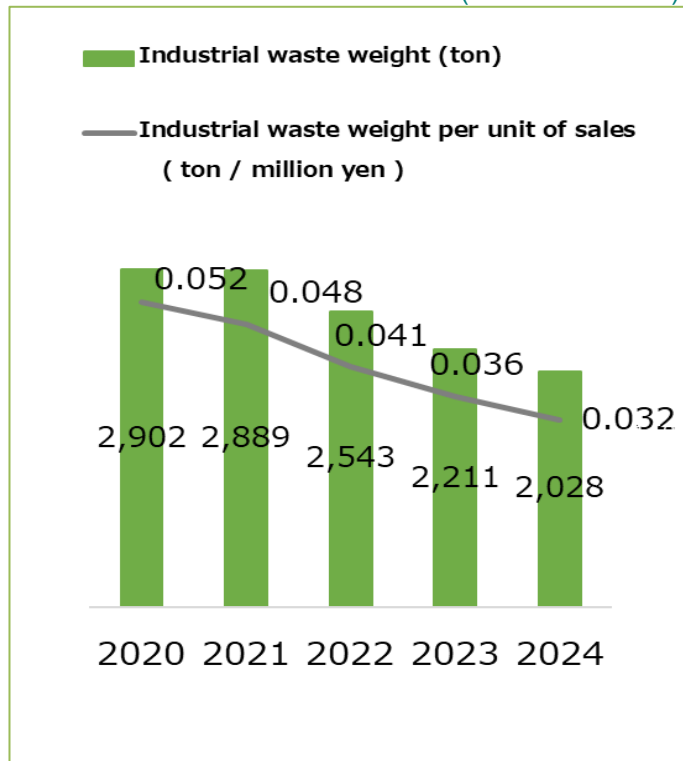
■ COD (Chemical oxygen demand) emissions

(non-consolidated) (Unit: ton)

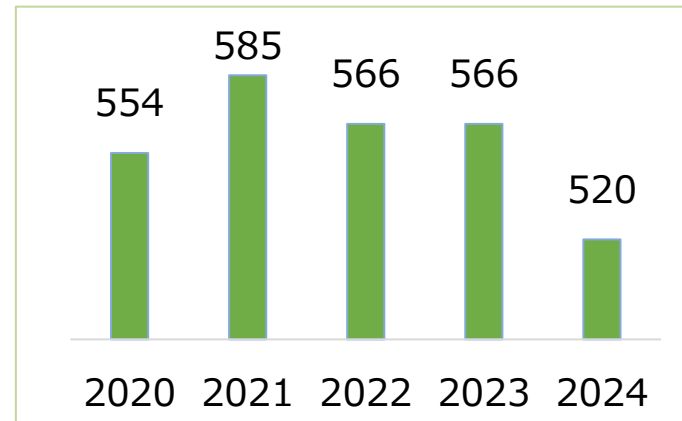


【Environment】

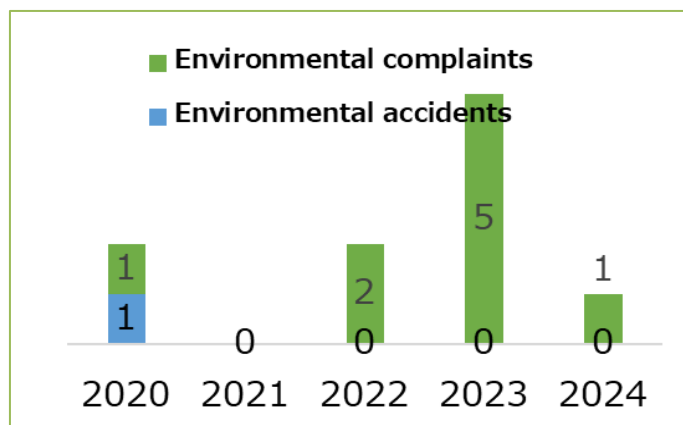
■ Amount of industrial waste (non-consolidated)



■ Amount of plastic waste (non-consolidated) (Unit: ton)



■ Number of environmental troubles (Our Group) (Unit : cases)



	Plant	Details
FY2019	Yao Works	Noise complaint
FY2020	Gumma Works	Odor / Noise complaint
	Toyol Europe S.A.S.U.	Oil spill
FY2022	Yao Works	Odor complaint
		Noise complaint
FY2023	Yao Works	Odor complaint 5cases
FY2024	Yao Works	Odor complaint 1cases

■ Rate of sites certified according to ISO 14001, : 62.5%
EMAS and other environmental management standards.
(Our Group)

【Occupational Safety and Health】

■ Rate of safety and health risk assessment implementation site at manufacturing site : 100%

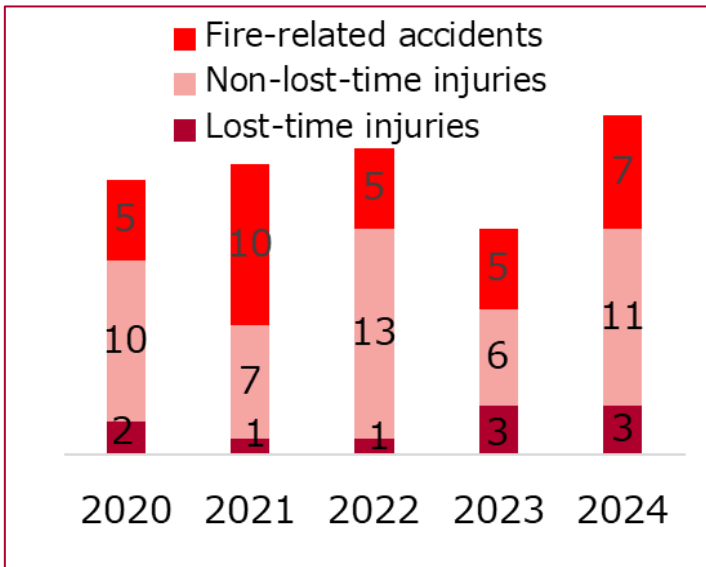
FY2024 (Group companies in Japan)

■ Rate of all employees covered by formal joint labor management health and safety committees : 100%

FY2024 (Group companies in Japan)

■ Number of accidents

(Our Group) (Unit : cases)



■ Occupational accident index

FY2024 (Group companies in Japan)

Frequency rate	Severity rate
4.73	0.01

*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

■ Number of cases of recordable work-related ill health

FY2024 (Group companies in Japan)

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

: 5cases

■ Rate of establishments certified to labor management standards, such as ISO 45001, or human rights management standards

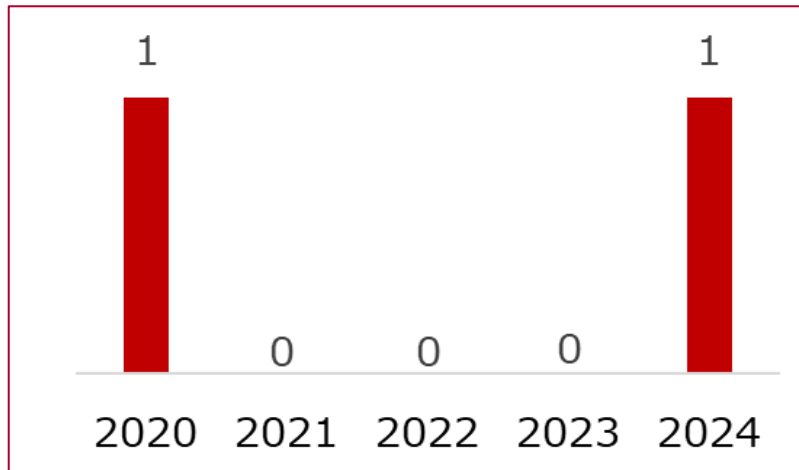
FY2024 (Group companies in Japan)

: 23%

【Quality Assurance】

■ Number of serious quality incidents (non-consolidated)

(Unit : cases)



【Ethics】

■ Number of reports through the internal reporting system

FY2024(Group companies in Japan)

: 13cases

■ Number of confirmed acts of corruption

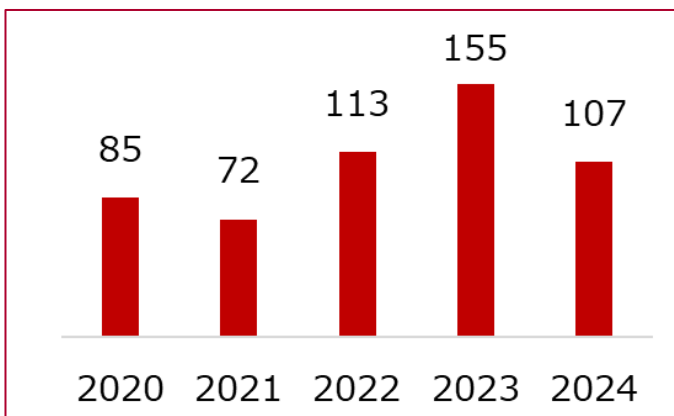
FY2024(Group companies in Japan)

: 0 cases

【Social Contribution】

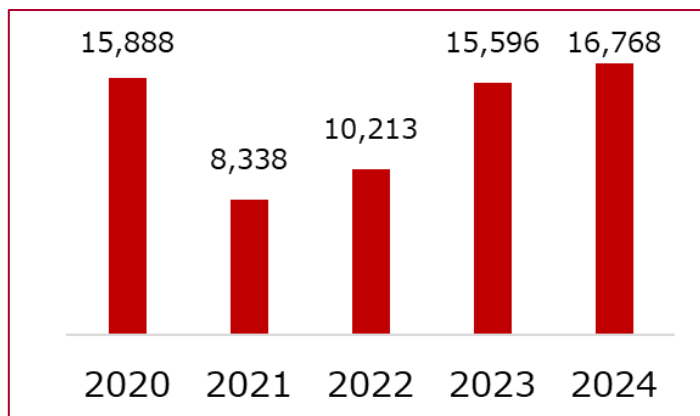
■ Number of activities

(Our Group) (Unit : cases)



■ Amount of Expenditure

(Our Group) (Unit : 1,000yen)

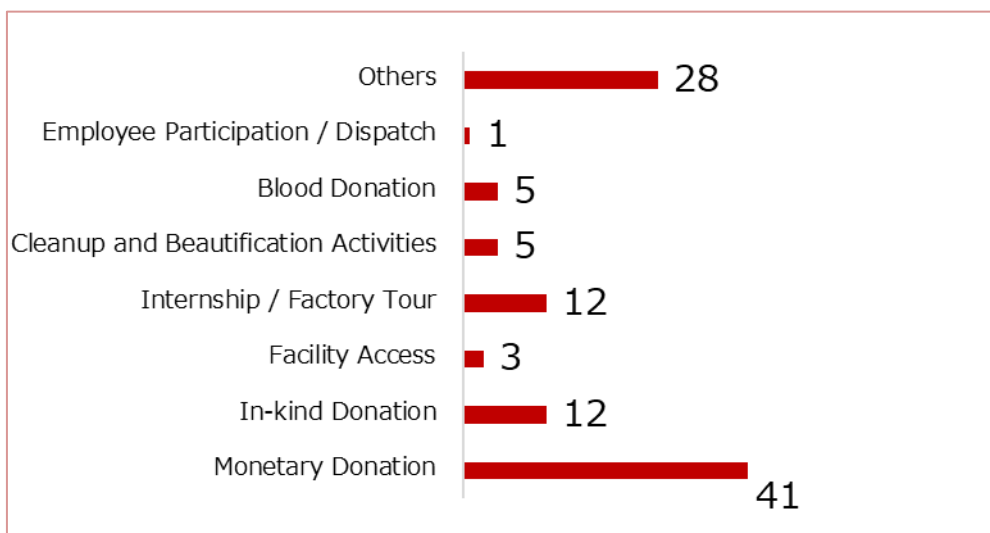


※From FY2023 results, the scope of coverage has been changed to include overseas groups.

■ Activity breakdown

FY2024(Our Group)

(Unit : cases)



【Information Security】

■ Number of confirmed information security incidents

FY2024 (non-consolidated)

: 3 cases

※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.