











# CSR Activity Action Plan

The Toyol Group set five material issues (key CSR challenges), and has been working on them with the Toyol Group Sustainability Vision in mind, which was established toward 2031, the year of our 100th anniversary. The results of activities in fiscal 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)   |  |
|--------------------------------------|---|---------------------------------------|---|--|---|--|
| 1                                    |    | Innovation to Shape the Future        |    | Existing business: Increase the proceeds of products that contribute to SDG 3, 7, 9, 11, and 12                        | <b>Proceeds of products that contribute to the SDGs increased 7.7% from fiscal 2019</b>   | Triple the proceeds of products that contribute to SDGs 3, 7, 9, 11, and 12 (compared to fiscal 2019)  |
| 2                                    |   | Environmental Protection              |   | Reduce CO <sub>2</sub> emissions from business activities (compared to fiscal 2013)                                    | <b>23.9% reduction compared to fiscal 2013</b>  | 40% reduction (compared to fiscal 2013)  |
|                                      |   |                                       |   | Establishment of a system to recycle solar cells   | <b>Survey of trends in the solar cell recycling industry and study of recycling business models</b>   | Establish a system to recycle solar cells and start the recycling  |
|                                      |   |                                       |   | Establish a system to recycle aluminum   | <b>Reclamation of surplus materials for a portion of customers<br/>Developing technology to extract aluminum from processing waste</b>  | Generalize aluminum recycling (with the established system)  |
|                                      |   |                                       |   | Establish a system to recycle paper containers   | <b>After repeated prototype testing, the installation of a dedicated repulping pilot facility will be completed by the end of March 2024<br/>In the future, we aim to make raw paper from waste products and commercialize them</b> | Generalize paper container recycling (with the established system)   |
|                                      |   |                                       |   | Reduce industrial waste from business activities   | <b>12.6% reduction compared to the previous fiscal year</b>   | Zero industrial waste sent to a landfill (All recycling is zero emission)  |
| 3                                    |  | Active Roles of Diverse Human Capital |  | Increase the rate of women in hiring   | <b>Rate of women in new hires: 60%</b>  | Rate of women in new hires: 30%  |
| 4                                    |  | Quality and Safety                    |  | Active roles for senior human capital  | <b>Considering a gradual increase in the retirement age<br/>Considering review of treatment after rehiring</b>  | Complete organizing a system centered on the mandatory retirement age of 70  |
|                                      |   |                                       |   | Active roles for autonomous human capital  | <b>Expansion to line job evaluation under the new personnel system</b>  | Constructively continue autonomous human capital development   |
|                                      |   |                                       |   | Promotion of healthy management  | <b>Implementation of health events by each site</b>   | Constructively continue health management  |
| 5                                    |  | Collaboration with Stakeholders       |  | Reduce the number of serious quality complaints  | <b>Number of serious quality complaints: 0</b>  | Zero serious quality complaints  |
|                                      |   |                                       |   | Reduce lost-time injuries, non-lost-time injuries, and fire accidents  | <b>Lost-time injuries: 3, non-lost-time injuries: 6, fire accidents: 5<br/>Minor injuries: 15 (-6.25% compared to the previous fiscal year)</b>   | Zero lost-time injuries, zero non-lost-time injuries, zero fire accidents, and 50% reduction of minor injuries (compared to the previous fiscal year)<br>Priority initiatives: Strengthen measures against accidents related to rotating objects, delivery equipment, and on-site tip-over accidents |
|                                      |   |                                       |   | Improve reliability and satisfaction through dialogues with various stakeholders (regions, customers, employees, etc.) | <b>One dialogue with an expert held<br/>Focus on dissemination of information through media and online, and internal communications based around employee participation</b>   | Build good relationships with various stakeholders and play a part in resolving issues   |