

CSR Activity Action Plan

Toyal set five material issues (CSR issues), 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 2024 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 (CSR Issues)	Main Activities	Activity Results of Fiscal 2024	Long-Term Targets (Fiscal 2031)
1 Innovation to Shape the Future	Existing business: Increase the proceeds of products that contribute to SDG 3, 7, 9, 11, and 12	Proceeds of products that contribute to the SDGs decreased 1.6% from fiscal 2019	Triple the proceeds of products that contribute to SDGs 3, 7, 9, 11, and 12 (compared to fiscal 2019)
	New business: Create the 4th pillar (business)	Building up a track record with one commercialization project underway Began handling new products related to semiconductors	Commercialization of two items
2 Environmental Protection	Reduce CO2 emissions from business activities (compared to fiscal 2013)	35.8% reduction compared to fiscal 2013	40% reduction (compared to fiscal 2013)
	Establishment of a system to recycle solar cells	Cooperating with solar cell recycling companies and closely watching trends in technological development	Establish a system to recycle solar cells and start the recycling
	Establish a system to recycle aluminium	Expanding reclamation of surplus materials for a portion of customers Continuing development of technology to extract aluminium from processing waste (W Cycle)	Generalize aluminium recycling (with the established system)
	Establish a system to recycle paper containers	Verification to recycle 100% of waste from paper container processes Began verifying performance, targeting application for product presentation boxes in fiscal 2025	Generalize paper container recycling (with the established system)
	Reduce industrial waste from business activities	8.3% reduction compared to the previous fiscal year	Zero industrial waste sent to a landfill (All recycling is zero emission)
3 Active Roles of Diverse Human Capital	Increase the rate of women in hiring	Rate of women in new hires: 28.5%*	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 (from July 2025)	Complete organizing a system centered on the mandatory retirement age of 70
	Active roles for autonomous human capital	Completed expansion to line job evaluation under the new personnel system	Constructively continue autonomous human capital development
	Promotion of health and productivity management	Implementation of health events by each site	Constructively continue health management
4 Quality and Safety	Reduce the number of serious quality complaints	Number of serious quality complaints: 1	Zero serious quality complaints
	Reduce lost-time injuries, non-lost-time injuries, and fire accidents	Lost-time injuries: 3, non-lost-time injuries: 11, fire accidents: 7 Minor injuries: 15 (unchanged from the previous fiscal year)	Zero lost-time injuries, zero non-lost-time injuries, zero fire accidents, and 50% reduction of minor injuries (compared to the previous fiscal year) Priority initiatives: Strengthen measures against accidents related to rotating objects, delivery equipment, and on-site tip-over accidents
5 Collaboration with Stakeholders	Improve reliability and satisfaction through dialogues with various stakeholders (regions, customers, employees, etc.)	One dialogue with an expert held Focus on dissemination of information through media and online, and internal communications based around employee participation Supporting students of all ages	Build good relationships with various stakeholders and play a part in resolving issues

*We have changed the method of aggregation from results for fiscal 2024