Toyo Aluminium K.K.

Toyal Group

【DATA】
Sustainability Report 2026

< Table of Contents >

Human Capital

P1. Number of employees	P2. Annual average hours of overtime
Age distribution of employees	Paid vacation take-up rate
Rate of female employees / Rate of female managers	P3. Number of employees taking childcare leave
Rate of foreign employees	Rate of childcare leave taken
Number of personnel additions	Employment of people with disabilities
Average length of service	Ratio of women's wages to men's wages
P2. Average 3-year turnover rate	Rate of union membership employee
Number of retirees rehired	Rate of collective agreement on working conditions
Annual working hours	

Environment

P4. CO_2 emissions	P6. Amount of industrial waste
Energy consumption in crude oil equivalent	Amount of plastic waste
Emissions of substances subject to PRTR	Number of environmental troubles
P5. Water intake volume	Rate of sites certified according to ISO 14001, EMAS and other environmental management standards
Wastewater volume	
Water consumption	
COD (Chemical oxygen demand) emissions	

Occupational Safety and Health

P7. Rate of safety and health risk assessment implementation manufacturing site
Rate of all employees covered by formal joint labor management health and safety committees
Number of accidents
Occupational accident index
Number of cases of recordable work-related ill health
Rate of establishments certified to labor management standards, such as ISO 45001, or human rights management standards

Information Security

P7. Number of confirmed information security incidents

Quality Assurance

P8. Number of serious quality incidents

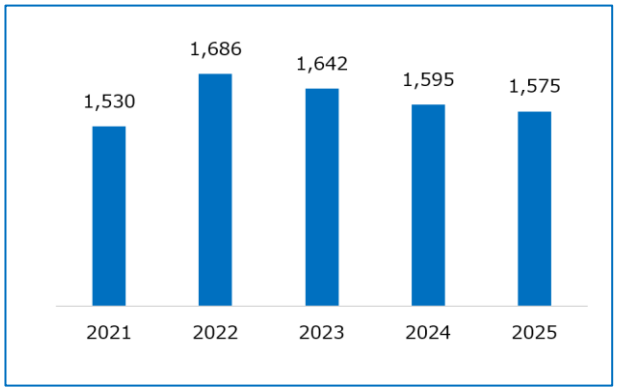
Ethics

P8. Number of reports through the internal reporting system
Number of confirmed acts of corruption
Number of discrimination cases

Human Capital

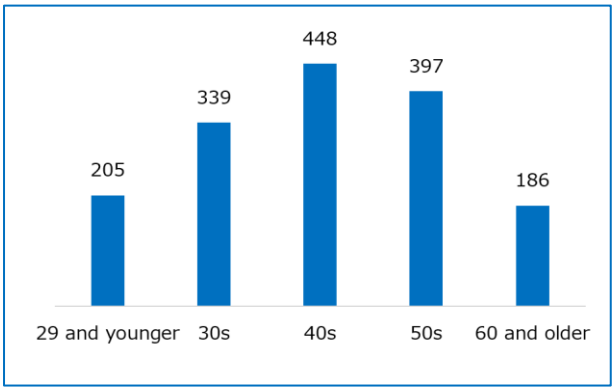
■ Number of employees

(non-consolidated, including seconded employees)
(Unit : person(s))



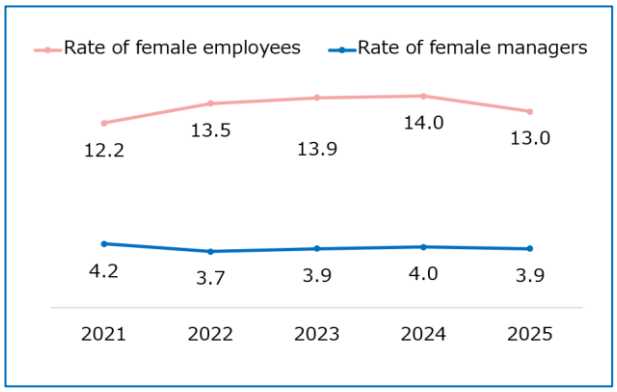
■ Age distribution of employees

(non-consolidated, including seconded employees)
(Unit : person(s))



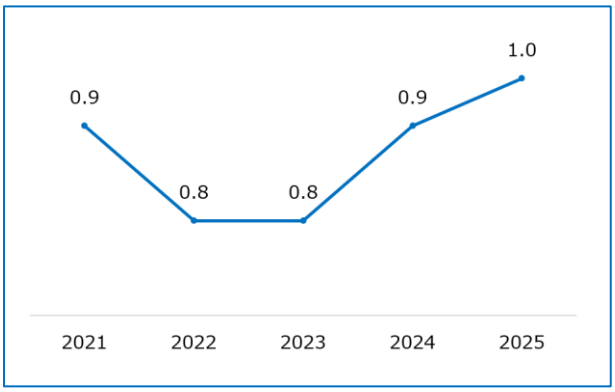
■ Rate of female employees / Rate of female managers

(non-consolidated, including seconded employees)
(Unit : %)



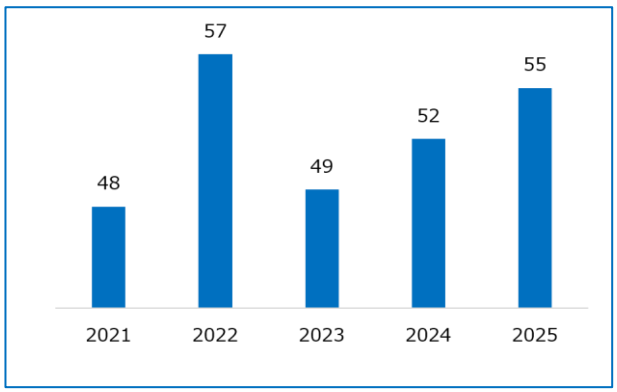
■ Rate of foreign employees

(non-consolidated, including seconded employees)
(Unit : %)



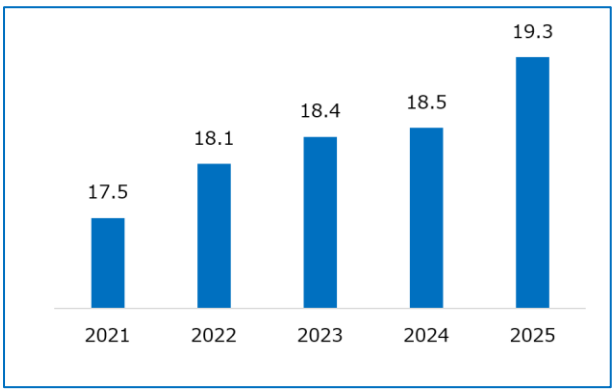
■ Number of personnel additions

(non-consolidated, including seconded employees)
(Unit : person(s))



■ Average length of service

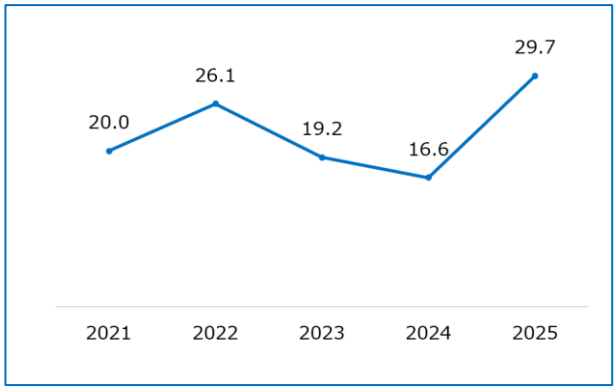
(non-consolidated, including seconded employees)
(Unit : year)



Human Capital

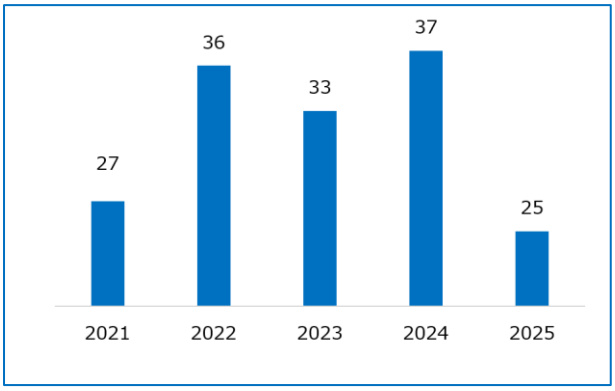
■ Average 3-year turnover rate

(non-consolidated, including seconded employees)
(Unit : %)



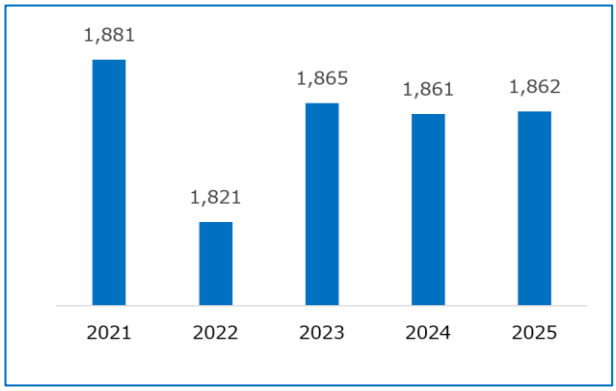
■ Number of retirees rehired

(non-consolidated, including seconded employees)
(Unit : person(s))



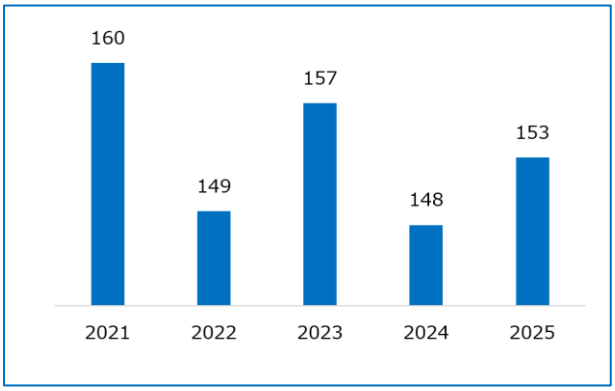
■ Annual working hours

(non-consolidated, including seconded employees)
(Unit : h)



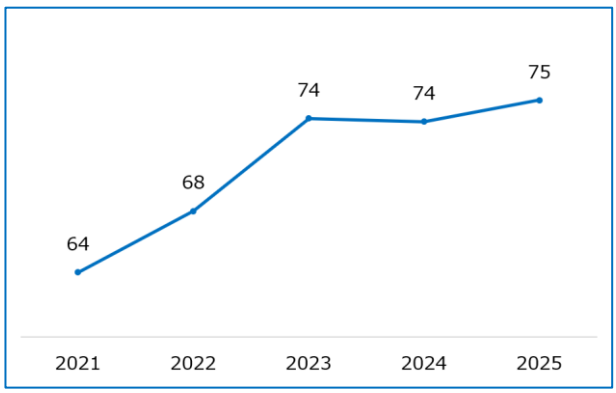
■ Annual average hours of overtime

(non-consolidated, including seconded employees)
(Unit : h)



■ Paid vacation take-up rate

(non-consolidated, including seconded employees)
(Unit : %)

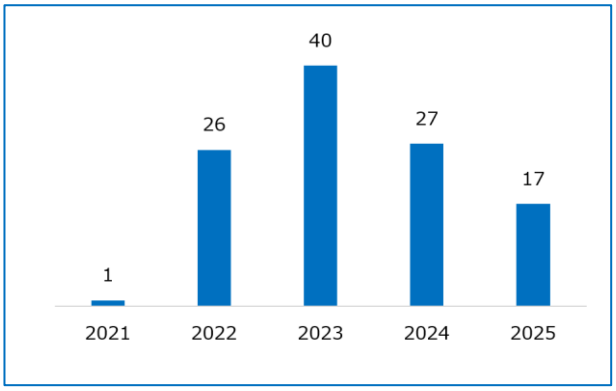


Human Capital

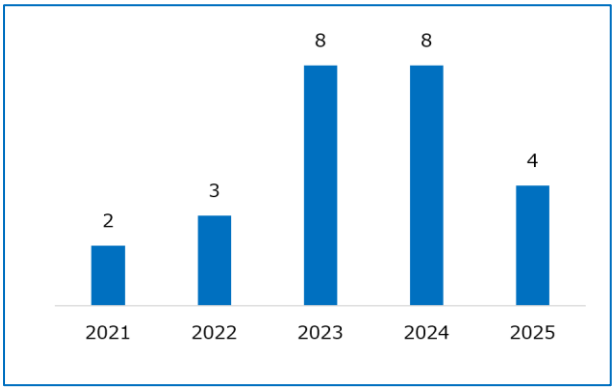
■ Number of employees taking childcare leave

(non-consolidated, including seconded employees) (Unit ： person(s))

(Male)



(Female)



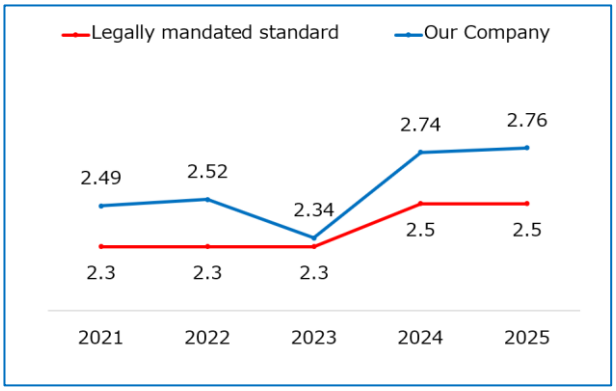
■ Rate of childcare leave taken

(non-consolidated, including seconded employees)
(Unit ： %)
※Aggregation has been conducted since FY 2022.

	2022	2023	2024	2025
Female	100	100	100	80
Male	61	100	100	100

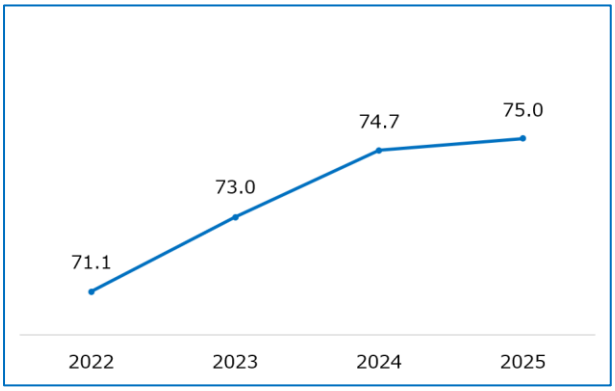
■ Employment of people with disabilities

(non-consolidated, including seconded employees)
(Unit ： %)



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

(non-consolidated, including seconded employees)
(Unit ： %)
※Aggregation has been conducted since FY 2022.



■ Rate of union membership employee ： 70%

(non-consolidated, including seconded employees)

■ Rate of collective agreement on working conditions ： 70%

(non-consolidated, including seconded employees)

Environment

■ CO_2 emissions

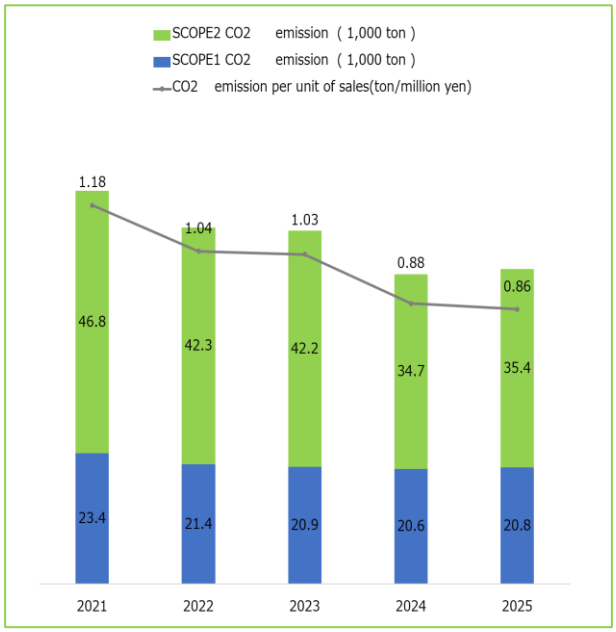
(non-consolidated)

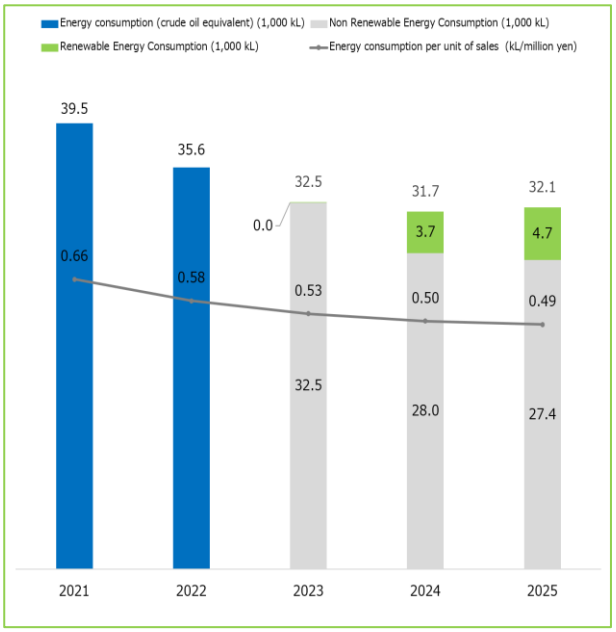
※Aggregation method changed from FY2024.

■ Energy consumption in crude oil equivalent (non-consolidated)

※Renewable energy consumption data added from FY2023 results.

※Renewable and non-renewable energy consumption data shown as a breakdown of total energy consumption from FY2023 results.





■ Emissions of substances subject to PRTR

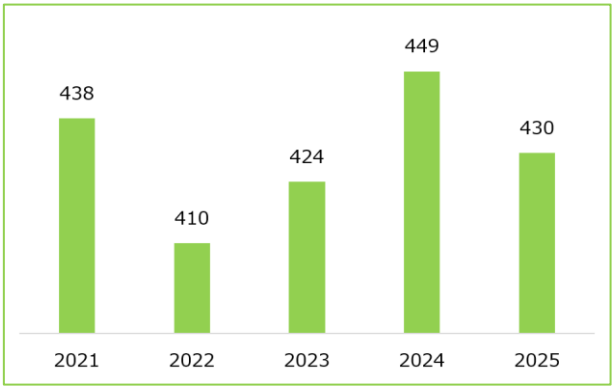
(non-consolidated) (Unit : kg)

No.	Chemical Substances	Emission amount				Movement amount	
		Atmosphere	Public water areas	Soil	Landfill	Sewerage	Outside of premises
053	Ethylbenzene	865	0	0	0	0	1,713
080	Xylene	3,767	0	0	0	0	6,342
083	Cumene	760	0	0	0	0	2,000
273	n-dodecyl alcohol	4,341	0	0	0	0	679
300	Toluene	34,800	0	0	0	0	177,951
392	n-hexane	12	0	0	0	0	140
405	Boron compounds	0	0	0	0	0	160
438	Methylnaphthalene	55	0	0	0	0	0
594	Butyl Cellosolve	375	0	0	0	0	490
627	Diethylene Glycol Monobutyl Ether	76	0	0	0	0	0
691	Trimethylbenzene	21,006	0	0	0	0	44,517
737	Methyl Isobutyl Ketone	580	0	0	0	0	850

Environment

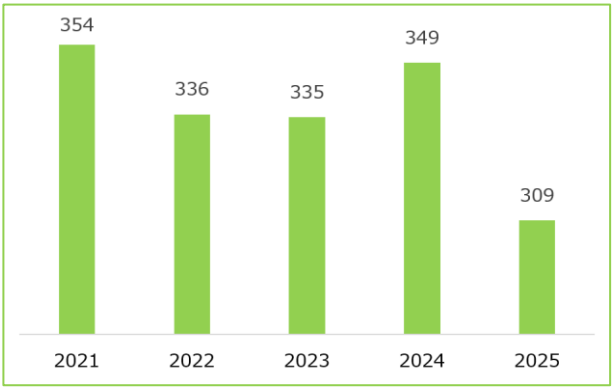
■ Water intake volume

(non-consolidated)　(Unit ： 1,000ton)



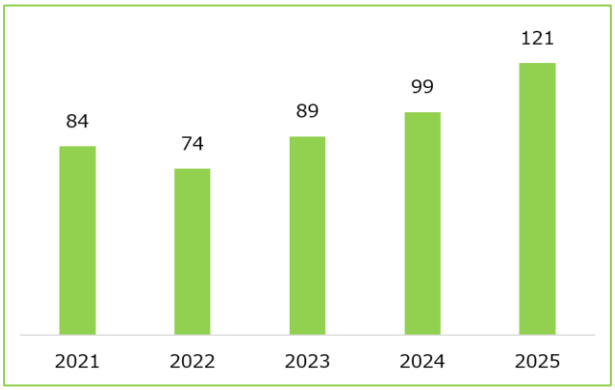
■ Wastewater volume

(non-consolidated)　(Unit ： 1,000ton)



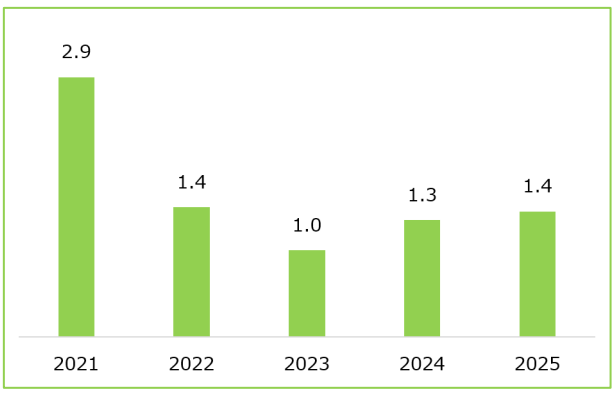
■ Water consumption

(non-consolidated)　(Unit ： 1,000ton)



■ COD（Chemical oxygen demand) emissions

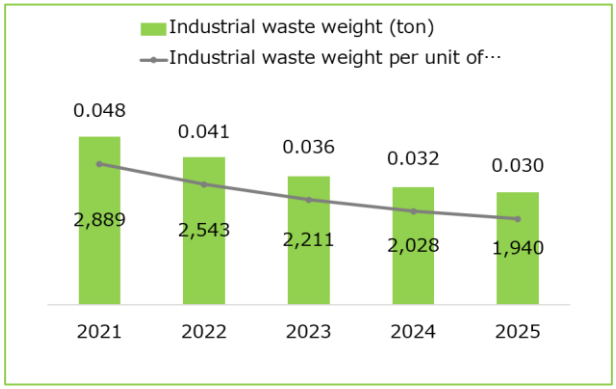
(non-consolidated)　(Unit ： ton)



Environment

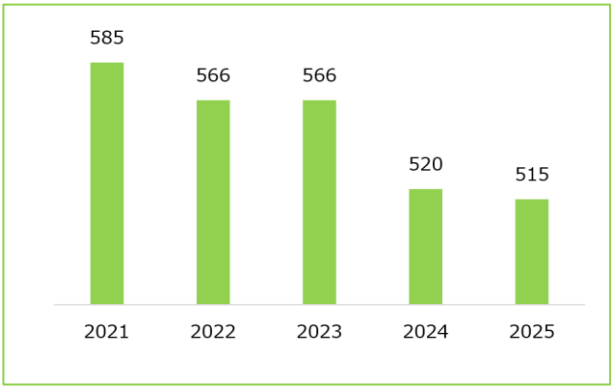
■ Amount of industrial waste

(non-consolidated)



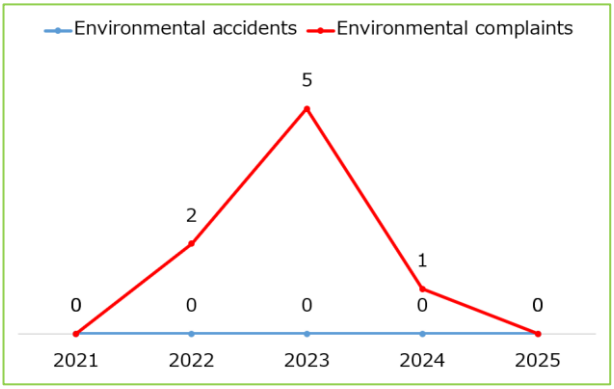
■ Amount of plastic waste

(non-consolidated)　(Unit ： ton)



■ Number of environmental troubles

(Our Group)　(Unit ： case(s))



	Plant	Details
FY2022	Yao Works	Odor complaint 1case Noise complaint 1case
FY2023	Yao Works	Odor complaint 5cases
FY2024	Yao Works	Odor complaint 1case

■ Rate of sites certified according to ISO 14001, EMAS and other environmental management standards ：58%

(Our Group)

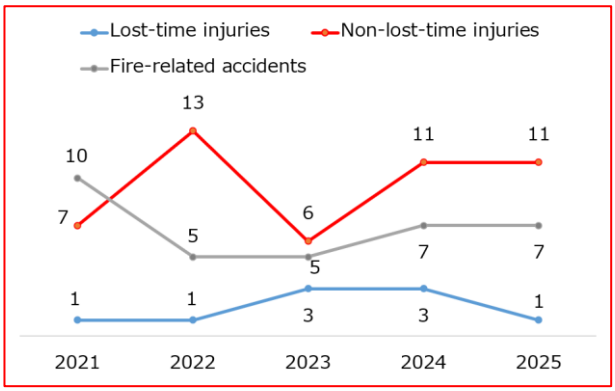
Occupational Safety and Health

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

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

■ Number of accidents

(Our Group) (Unit : case(s))



■ Occupational accident index

(Group companies in Japan)

Frequency rate	Severity rate
3.09	0.03

※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

■ Number of cases of recordable work-related ill health : 1case

(Group companies in Japan)

※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 : 23%

(Group companies in Japan)

Information Security

■ Number of confirmed information security incidents : 3cases

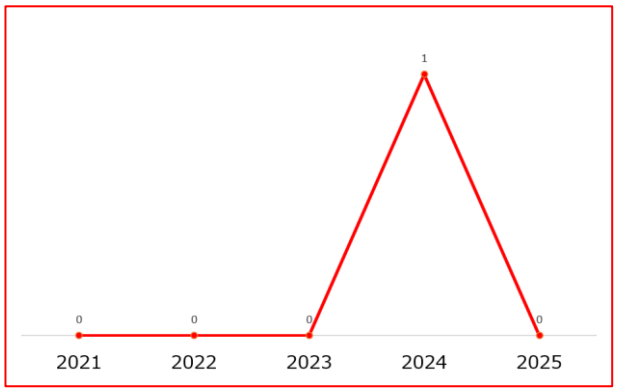
(non-consolidated)

※No serious incidents such as information leakage or cybersecurity have occurred. The incidents were in accordance with internal regulations, and corrective measures have already been completed.

Quality Assurance

■ Number of serious quality incidents

(non-consolidated)(Unit　: cases)



Ethics

■ Number of reports through the internal reporting system　: 24cases

(Our Group)

※Total number of inquiries received, including harassment consultations

■ Number of confirmed acts of corruption　: 0case

(Our Group)

■ Number of discrimination cases　: 0case

(Our Group)