Social

July 2026

(FY)

Employees		Scope※	Unit	2022	2023	2024	2025	2026
Number of employees by region		TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	3,831	4,015	4,336	4,205	4,009
		Global		10,503	10,885	10,668	9,976	9,398
Number of employees by gender	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	2,868	3,006	3,186	3,081	2,907
	Female			963	1,009	1,150	1,124	1,102
	Total			3,831	4,015	4,336	4,205	4,009
	Female ratio		%	25.1	25.1	26.5	26.7	27.5
Number of employees by age	10s (Ages 18 or over)	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	82	79	77	64	39
	20s			684	787	885	904	890
	30s			841	874	951	921	906
	40s			1,096	1,084	1,160	1,067	981
	Over 50s			1,128	1,191	1,263	1,249	1,193
Ratio of employees with disabilities* KPI		TOYOBO CO., LTD.	%	2.2	2.2	2.3	2.2	2.5
Number of management personnel	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	648	626	589	585	561
	Female			25	31	34	35	33
	Total			673	657	623	620	594
KPI	Female ratio		%	3.7	4.7	☑ 5.5	5.6	5.6
Number of management personnel (manager-class)	Male		people	546	527	504	504	479
	Female			23	28	32	33	30
	Total			569	555	536	537	509
	Female ratio		%	4.0	5.0	6.0	6.1	5.9
Number of management personnel (general manager-class)	Male		people	102	99	85	81	82
	Female			2	3	2	2	3
	Total			104	102	87	83	85
	Female ratio		%	1.9	2.9	2.3	2.4	3.5

*Rounded to one decimal place. Data as of June 1.

(FY)

Comfortable Working Environment		Scope※	Unit	2022	2023	2024	2025	2026
Average years of service	Male	TOYOBO CO., LTD.	Years	15.1	14.9	13.3	13.9	14.2
	Female			15.3	14.4	13.6	13.9	14.1
	Total			15.2	14.7	13.4	13.9	14.2
Number of Employee turnover	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD..	people	124	204	215	236	267
	Female			35	63	88	70	65
	Total			159	267	303	306	332
Number of Voluntary turnover	Male		people	87	118	114	133	131
	Female			14	18	43	42	37
	Total			101	136	157	175	168
Number of employees whose overtime hours exceeded 80 hours a month	Non-management employees	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	0	0	0	2	0
	Management personnel			68	10	51	103	6
	Total			68	10	51	105	6
	Ratio		%	1.8	0.2	1.2	2.5	0.1
KPI Ratio of overworked employees*		TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	%	-	-	-	0.26	0.13
Monthly average overtime hours			Hours	10.4	10.7	10.1	11.1	12.0
Ratio of taking paid leave KPI			%	72.3	80.2	83.2	79.0	80.8
Number of employees taking childcare leave	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	58	98	85	69	79
	Female			32	39	33	36	35
	Total			90	137	118	105	114
KPI Ratio of taking childcare leave	Male		%	64.4	104.3	97.7	86.3	116.2
	Female			100	100	100	100	125
	Total			73.8	103.0	98.3	90.5	118.8
Return rate of employees from childcare leave	Male		%	100	100	100	100	100
	Female			100	100	97	100	93.9
	Total			100	100	99.2	100	98.3

*To place greater emphasis on preventing health issues caused by long working hours, the previous indicator "reduction in annual time worked outside statutory working hours" has been revised to "ratio of overworked employees", effective from FY2025.

(FY)

Comfortable Working Environment		Scope※	Unit	2022	2023	2024	2025	2026
Number of employees taking short working hour program for childcare	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	2	4	4	3	3
	Female			65	79	93	95	105
	Total			67	83	97	98	108
Number of employees taking telecommuting systems	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	1,688	1,750	1,585	1,458	1,139
	Female			725	770	772	781	682
	Total			2,413	2,520	2,357	2,239	1,821
Number of employees taking family care leave		TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	1	2	1	0	0
Number of employees taking short working hour program for family care				2	2	2	2	1
Union membership rate			%	79.0	85.1	84.9	84.8	84.7
Positive response rate on employee engagement score KPI ①Items related to daily work performance ②Items related to respect for diverse opinions and perspectives		TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD., TOYOBO TEXTILE CO., LTD.	%	①33 ②42	①38 ②50	-	①42 ②53	①47 ②50

(FY)

Recruitment		Scope※	Unit	2022	2023	2024	2025	2026
Number of new hires	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	507	323	230	154	132
	Female			130	123	81	62	47
	Total			637	446	311	216	179
	Female ratio		%	20.4	27.6	26.0	28.7	26.3
Number of mid-career hires	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	371	198	98	41	65
	Female			76	65	29	20	9
	Total			447	263	127	61	74
	Female ratio		%	17.0	24.7	22.8	32.8	12.2
Number of new university graduates (technical positions)	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	43	37	47	41	32
	Female			13	20	22	19	16
	Total			56	57	69	60	48
	Female ratio		%	23.2	35.1	31.9	31.7	33.3
Number of new university graduates (administrative positions)	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	12	14	17	5	6
	Female			13	7	11	8	6
	Total			25	21	28	13	12
	Female ratio		%	52.0	33.3	39.3	61.5	50.0
Number of new junior college /high school graduates	Male	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	81	74	68	67	29
	Female			28	31	19	15	16
	Total			109	105	87	82	45
	Female ratio		%	25.7	29.5	21.8	18.3	35.6

HR Development & Evaluation, Human Rights	Scope※	Unit	2022	2023	2024	2025	2026
Education hours per employee KPI	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	Hours	17.67	17.97	18.22	14.35	12.21
Education investment per employee KPI		Ten thousand yen	5.0	5.0	5.0	4.4	3.0
Number of overseas core personnel trained in Japan KPI	Global	people	※Canceled because of COVID-19		7	20	17
Education & training-related total training attendees	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	people	2,269*	2,410*	2,709	1,954	1,825
Education & training total training hours		Hours	38,936*	39,816*	43,340	36,212	28,146
Implementation status of human rights education and training KPI		%	27.6	48.0	58.1	83.0	55.6**

*Includes trainings related to women empowerment promotion from FY2022

**The criteria for counting participants in human rights education and training were revised in FY2026.

(Year)

Safety/Prevention	Scope※	Unit	2021	2023	2024	2025	2026
Number of major accidents KPI	Japan	Cases	0	0	0	0	0
	Global		—	0	0	0	0
Number of abnormal events, accidents (fire & explosion accidents) KPI	Japan		1	0	0	0	0
Number of environmental accidents and spills KPI			2	0	1	1	1

(Year)

Safety/Prevention	Scope※	Unit	2021	2023	2024	2025	2026
Occupational accident frequency rate (lost time) (including accidents at affiliated companies) KPI	Japan	Lost workday injuries per million hours worked	0.42	0.55	1.15	0.40	0.62
Number of fatalities due to work-related accidents (employees)	Japan	people	0	0	0	0	0
Number of fatalities due to occupational accidents (cooperative companies(contractor))			0	0	0	0	0
Number of employees trained on safety*	Japan	people	7,152	4,331	5,192	9,179	11,294
ISO45001 Number of certified sites **	TOYOBO CO., LTD.	site	1	2	3	4	4
Number of sites in denominator			7	7	7	7	7
Ratio of certified sites		%	14.3	28.6	42.9	57.1	57.1

* The aggregation method was revised starting in 2024.

** is the fiscal year

(FY)

Quality	Scope※	Unit	2022	2023	2024	2025	2026
Number of incidents related to products KPI	Japan	Cases	0	0	0	0	0
Implementation status of product safety and quality assurance training KPI		%	100	100	100	100	100

(FY)

Occupational Health	Scope※	Unit	2022	2023	2024	2025	2026
Average rate of lifestyle-related diseases	TOYOBO CO., LTD., TOYOBO MC Corporation,TOYOBO STC CO., LTD.	%	35.0	35.4	38.7	38.8	39.1
Severity rate of sick leave		Total number of sick leave days / total number of actual working hours x 1,000	0.55	0.86	0.79	0.84	0.84
Smoking rate		%	23.2	22.9	23.0	23.3	23.6
Injury and illness allowance		Yen	27,360,253	55,101,222	89,925,026	67,581,017	58,374,750
Legal benefit cost			620,239,062	758,820,258	874,635,984	840,429,350	863,137,423

(FY)

Supply Chain	Scope※	Unit	2022	2023	2024	2025	2026
CSR Procurement Survey(conducted every other year) response ratio KPI	TOYOBO CO., LTD.	%	93	Follow-up on survey results	100	Follow-up on survey results	99

(FY)

Information Security & Privacy	Scope※	Unit	2022	2023	2024	2025	2026
Number of instances of information security education implementations KPI	TOYOBO CO., LTD, its subsidiaries, and affiliated companies accounted for using the equity method and over which Toyobo has influence.	Times	23*	51*	97	13	26
Number of incidents (information leaks, service outages, etc.) KPI		Cases	0*	0*	0	0	0

*Scope: TOYOBO CO., LTD., TOYOBO STC CO., LTD., and TOYOBO INFORMATION SYSTEM CREATE CO., LTD.

TOYOBO INFORMATION SYSTEM CREATE CO., LTD. merged into TOYOBO CO., LTD. on April 1, 2023.

(FY)

Communication with stakeholders	Scope※	Unit	2022	2023	2024	2025	2026
Number of press releases KPI	TOYOBO CO., LTD.	Cases	93	103	84	81	84
Number of interviews with investors KPI		Cases	148	124	113	130	127
Number of meetings with employees and labor unions KPI		Times	47	77	60	62	72
Number of engagement with stakeholders KPI		Times	1	3	3	3	4

(FY)

Social Contributions	Scope※	Unit	2022	2023	2024	2025	2026
Social contribution expenditure	Japan	Million yen	123	119	128	206	14

※ Scope

TOYOBO CO., LTD. : TOYOBO CO., LTD. Only

Japan : TOYOBO CO., LTD. and domestic consolidated subsidiaries

Overseas : Overseas consolidated subsidiaries

Global : Whole Group in Japan and overseas

☑ Indicators for fiscal 2024 with this icon are externally assured by KPMG AZSA Sustainability Co., Ltd.