

Employees		Scope*	Unit	2020	2021	2022	2023	2024	
Number of employees by region		TOYOBO CO., LTD.	people	3,181	3,365	3,831	4,015	3,063	
		Global		10,073	10,149	10,503	10,885	10,668	
Number of employees by gender		TOYOBO CO., LTD.	people	Male	2,349	2,479	2,868	3,006	2,254
				Female	832	886	963	1,009	809
				Total	3,181	3,365	3,831	4,015	3,063
			Female ratio	%	26.2	26.3	25.1	25.1	26.4
Number of employees by age		TOYOBO CO., LTD.	people	10s (Ages 18 or over)	40	62	82	79	64
				20s	516	559	684	787	672
				30s	771	775	841	874	700
				40s	973	994	1,096	1,084	793
				Over 50s	881	975	1,128	1,191	834
Ratio of employees with disabilities	KPI	TOYOBO CO., LTD.	%	2.2	2.2	2.2	2.3	2.3	
Number of Management personnel		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Male	572	589	648	626	589
				Female	14	19	25	31	34
				Total	586	608	673	657	623
			Female ratio	%	2.4	3.1	3.7	4.7	5.5
Number of Management personnel (manager-class)		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Male	481	498	546	527	504
				Female	14	18	23	28	32
				Total	495	516	569	555	536
			Female ratio	%	2.8	3.5	4.0	5.0	5.9
Number of Management personnel (general manager-class)		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Male	91	91	102	99	85
				Female	0	1	2	3	2
				Total	91	92	104	102	87
			Female ratio	%	0.0	1.1	1.9	2.9	2.2

(FY)

Comfortable Working Environment		Scope*	Unit	2020	2021	2022	2023	2024	
Average years of service		TOYOBO CO., LTD.	Years	Male	17.5	17.1	15.1	14.9	13.3
				Female	17.1	16.7	15.3	14.4	13.6
				Total	17.4	17.0	15.2	14.7	13.4
Number of Employee turnover		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Male	92	106	124	204	215
				Female	34	28	35	63	88
				Total	126	134	159	267	303
Number of Voluntary turnover		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Male	69	70	87	118	114
				Female	27	21	14	18	43
				Total	96	91	101	136	157
Number of employees whose overtime hours exceeded 80 hours a month		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Non-management employees	0	0	0	0	0
				Management personnel	106	95	68	10	51
				Total	106	95	68	10	51
			Ratio	%	3.3	2.8	1.8	0.2	1.7
Overtime work hours(Ratio of employees working more than 360 hours of overtime / total number of employees)	KPI	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	%	2.6	3.0	3.8	4.2	4.3	
Monthly average overtime hours		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	Hours	10.1	9.4	10.4	10.7	10.1	
Ratio of taking paid leave	KPI	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	%	72.5	64.0	72.3	80.2	83.2	
Number of employees taking childcare leave		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	Male	50	69	58	98	85
				Female	27	30	32	39	33
				Total	77	99	90	137	118
Ratio of taking childcare leave		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	%	Male	46.3	80.0	64.4	104.3	97.7
				Female	100	100	100	100	100
				Total	57.0	85.0	73.8	103.0	98.3
Return rate of employees from childcare leave		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	%	Male	100	100	100	100	100
				Female	100	100	100	100	97
				Total	100	100	100	100	99.2

● In April 2023, we established TOYOBO MC Corporation, and approximately 1,000 employees were transferred to the company.

(FY)

Comfortable Working Environment		Scope*	Unit	2020	2021	2022	2023	2024
Number of employees taking short working hour program for childcare	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	1	2	2	4	4
	Female			63	68	65	79	93
	Total			64	70	67	83	97
Number of employees taking telecommuting systems	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	135	1,415	1,688	1,750	1,585
	Female			71	630	725	770	772
	Total			206	2,045	2,413	2,520	2,357
Number of employees taking family care leave		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	0	0	1	2	1
Number of employees taking short working hour program for family care				0	0	2	2	2
Number of employees taking telecommuting systems for family care				0	0	0	0	0
Union membership rate				%	86.2	84.3	79.0	85.1

(FY)

Recruitment		Scope*	Unit	2020	2021	2022	2023	2024
Number of new hires	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	172	277	507	323	230
	Female			62	102	130	123	81
	Total			234	379	637	446	311
	Female ratio		%	26.5	26.9	20.4	27.6	26.0
Number of mid-career hires	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	108	183	371	198	98
	Female			19	43	76	65	29
	Total			127	226	447	263	127
	Female ratio		%	15.0	19.0	17.0	24.7	29.6
Number of new university graduates (technical positions)	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	24	31	43	37	47
	Female			15	13	13	20	22
	Total			39	44	56	57	69
	Female ratio		%	38.5	29.5	23.2	35.1	31.9
Number of new university graduates (administrative positions)	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	11	10	12	14	17
	Female			10	10	13	7	11
	Total			21	20	25	21	28
	Female ratio		%	47.6	50.0	52.0	33.3	39.3
Number of new junior college /high school graduates	Male	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	29	68	81	74	68
	Female			18	27	28	31	19
	Total			47	95	109	105	87
	Female ratio		%	38.3	28.4	25.7	29.5	21.8

(FY)

HR Development & Evaluation, Human Rights		Scope*	Unit	2020	2021	2022	2023	2024
Education hours per employee	KPI	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	Hours	14.9	12.8	17.67	17.97	18.22
Education investment per employee	KPI		Ten thousand yen	3.7	2.4	5.0	5.0	5
Number of overseas core personnel trained in Japan	KPI	Global	people	20	※Canceled because of COVID-19			7
Education & Training-Related Total training attendees		TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	people	1,564	1,558	2,269*	2,410*	2,709*
Education & training Total training hours			Hours	36,248	25,120	38,936*	39,816*	43,340*
Implementation status of human rights education and training	KPI		%	—	24.1	27.6	48.0	58.1

*Includes trainings related to women empowerment promotion from FY2022

●In April 2023, we established TOYOBO MC Corporation, and approximately 1,000 employees were transferred to the company.

(Year)

Safety/Prevention		Scope*	Unit	2019	2020	2021	2023	2024
Number of major accidents	KPI	Japan	Cases	0	1	0	0	0
		Global		—	—	—	0	0
Number of abnormal events, accidents (fire & explosion accidents)	KPI	Japan		2	1	1	0	0
				0	0	2	0	1
Number of spill accidents	KPI							

(Year)

Safety/Prevention	Scope*	Unit	2019	2020	2021	2023	2024
Occupational accident frequency rate (lost time) (including accidents at affiliated companies)	Japan	Lost workday injuries per million hours worked	0.31	0.70	0.42	0.55	1.15
Number of fatalities due to work-related accidents (employees)	Japan	people	0	2	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
ISO45001 Number of certified sites **	TOYOBO CO., LTD.	site	—	—	1	2	3
Number of sites in denominator			—	—	7	7	7
Ratio of certified sites			—	—	14.3	28.6	42.9

** is the fiscal year

(FY)

Quality	Scope*	Unit	2020	2021	2022	2023	2024
Number of incidents related to products	Japan	Cases	0	0	0	0	0
Implementation status of product safety and quality assurance training		%	100	80	100	100	100

(FY)

Occupational Health	Scope*	Unit	2020	2021	2022	2023	2024
Average rate of lifestyle-related diseases	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	%	36.2	36.7	35.0	35.4	38.7
Severity rate of sick leave		Total number of sick leave days / total number of actual working hours x 1,000	0.44	0.45	0.55	0.86	0.79
Smoking rate		%	25.0	24.6	23.2	22.9	23.0
Injury and illness allowance		Yen	26,724,497	30,843,349	27,360,253	55,101,222	89,925,026
Legal benefit cost		Yen	544,275,419	502,477,649	620,239,062	758,820,258	874,635,984

(FY)

Supply Chain	Scope*	Unit	2020	2021	2022	2023	2024
CSR Procurement Survey(conducted every other year) response ratio	TOYOBO CO., LTD.	%	—	—	93	Follow-up on survey results	93

(FY)

Data Security & Privacy	Scope*	Unit	2020	2021	2022	2023	2024
Number of instances of information security education implementations	TOYOBO CO., LTD., TOYOBO MC Corporation, TOYOBO STC CO., LTD.	Cases	17	19	23	51***	97****
Number of incidents (information leaks, service outages, etc.)		Cases	2	0	0	0	0

*** The aggregation method was changed in FY2023.

****Scope : TOYOBO CO., LTD, its subsidiaries, and affiliated companies accounted for using the equity method and over which Toyobo has influence.

(FY)

Communication with stakeholders	Scope*	Unit	2020	2021	2022	2023	2024
Number of press releases	TOYOBO CO., LTD.	Cases	74	90	93	103	84
Number of interviews with investors		Cases	130	144	148	124	113
Number of meetings with employees and labor unions		Cases	30	14	47	77	60
Number of engagement with stakeholders		Cases	—	2	1	3	3

(FY)

Social Contributions	Scope*	Unit	2020	2021	2022	2023	2024
Social contribution expenditure	Japan	Million yen	34	28	123	119	128

● TOYOBO CO., LTD. merged with TOYOBO INFORMATION SYSTEM CREATE CO., LTD. in April 2023

* 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