

Employees		Scope*	Unit	2019	2020	2021	2022	2023	
Number of employees by region		TOYOBO CO., LTD.	people	3,108	3,181	3,365	3,831	4,015	
		Global		9,215	10,073	10,149	10,503	10,885	
Number of employees by gender		TOYOBO CO., LTD.	people	Male	2,301	2,349	2,479	2,868	3,006
				Female	807	832	886	963	1,009
				Total	3,108	3,181	3,365	3,831	4,015
			Female ratio	%	26.0	26.2	26.3	25.1	25.1
Number of employees by age		TOYOBO CO., LTD.	people	10s (Ages 18 or over)	57	40	62	82	79
				20s	471	516	559	684	787
				30s	783	771	775	841	874
				40s	1,027	973	994	1,096	1,084
				Over 50s	770	881	975	1,128	1,191
Ratio of employees with disabilities	KPI	TOYOBO CO., LTD.	%	2.3	2.2	2.2	2.2	2.3	
Number of Management personnel		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	560	572	589	648	626
				Female	12	14	19	25	31
				Total	572	586	608	673	657
			KPI	Female ratio	%	2.1	2.4	3.1	3.7
Number of Management personnel (manager-class)		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	472	481	498	546	527
				Female	12	14	18	23	28
				Total	484	495	516	569	555
			Female ratio	%	2.5	2.8	3.5	4.0	5.0
Number of Management personnel (general manager-class)		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	88	91	91	102	99
				Female	0	0	1	2	3
				Total	88	91	92	104	102
			Female ratio	%	0.0	0.0	1.1	1.9	2.9

Comfortable Working Environment		Scope*	Unit	2019	2020	2021	2022	2023	
Average years of service		TOYOBO CO., LTD.	Years	Male	17.3	17.5	17.1	15.1	14.9
				Female	16.6	17.1	16.7	15.3	14.4
				Total	17.1	17.4	17.0	15.2	14.7
Number of Employee turnover		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	82	92	106	124	204
				Female	34	34	28	35	63
				Total	116	126	134	159	267
Number of Voluntary turnover		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	58	69	70	87	118
				Female	20	27	21	14	18
				Total	78	96	91	101	136
Number of employees whose overtime hours exceeded 80 hours a month		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Non-management employees	25	0	0	0	0
				Management personnel	107	106	95	68	10
				Total	132	106	95	68	10
			Ratio	%	4.8	3.3	2.8	1.8	0.2
Overtime work hours(Ratio of employees working more than 360 hours of overtime / total number of employees)		KPI	TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	—	2.6	3.0	3.8	4.2
Monthly average overtime hours		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	Hours	10.3	10.1	9.4	10.4	10.7	
Ratio of taking paid leave		KPI	TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	68.2	72.5	64.0	72.3	80.2
Number of employees taking childcare leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	Male	1	50	69	58	98
				Female	24	27	30	32	39
				Total	25	77	99	90	137
Ratio of taking childcare leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	Male	1.1	46.3	80.0	64.4	104.3
				Female	100	100	100	100	100
				Total	21.6	57.0	85.0	73.8	103.0
Return rate of employees from childcare leave		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	Male	100	100	100	100	100
				Female	96	100	100	100	100
				Total	96	100	100	100	100

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

Comfortable Working Environment		Scope*	Unit	2019	2020	2021	2022	2023
Number of employees taking short working hour program for childcare	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	1	1	2	2	4
	Female			74	63	68	65	79
	Total			75	64	70	67	83
Number of employees taking telecommuting systems	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	0	135	1,415	1,688	1,750
	Female			0	71	630	725	770
	Total			0	206	2,045	2,413	2,520
Number of employees taking family care leave			people	1	0	0	1	2
Number of employees taking short working hour program for family care				1	0	0	2	2
Number of employees taking telecommuting systems for family care				0	0	0	0	0
Union membership rate				%	84.4	86.2	84.3	79.0

(FY)

Recruitment		Scope*	Unit	2019	2020	2021	2022	2023
Number of new hires	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	134	172	277	507	323
	Female			58	62	102	130	123
	Total			192	234	379	637	446
	Female ratio		%	30.2	26.5	26.9	20.4	27.6
Number of mid-career hires	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	76	108	183	371	198
	Female			19	19	43	76	65
	Total			95	127	226	447	263
	Female ratio		%	20.0	15.0	19.0	17.0	24.7
Number of new university graduates (technical positions)	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	24	24	31	43	37
	Female			15	15	13	13	20
	Total			39	39	44	56	57
	Female ratio		%	38.5	38.5	29.5	23.2	35.1
Number of new university graduates (administrative positions)	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	6	11	10	12	14
	Female			6	10	10	13	7
	Total			12	21	20	25	21
	Female ratio		%	50.0	47.6	50.0	52.0	33.3
Number of new junior college /high school graduates	Male	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	28	29	68	81	74
	Female			18	18	27	28	31
	Total			46	47	95	109	105
	Female ratio		%	39.1	38.3	28.4	25.7	29.5

(FY)

HR Development & Evaluation, Human Rights		Scope*	Unit	2019	2020	2021	2022	2023
Education hours per employee		TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	Hours	14.1	14.9	12.8	17.67	17.97
Education investment per employee	KPI	Global	Ten thousand yen	5.6	3.7	2.4	5.0	5.0
Number of overseas core personnel trained in Japan	KPI		people	—	20	※Canceled because of COVID-19		
Education & Training-Related Total training attendees		TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	—	1,564	1,558	2,269**	2,410**
Education & training Total training hours			Hours	—	36,248	25,120	38,936**	39,816**
Implementation status of human rights education and training	KPI		%	—	—	24.1	27.6	48.0

**Includes trainings related to women empowerment promotion from FY2022

(Year)

Safety/Prevention		Scope*	Unit	2018	2019	2020	2021	2023
Number of major accidents	KPI	Japan	Cases	0	0	1	0	0
		Global		—	—	—	—	0
Number of abnormal events, accidents (fire & explosion accidents)	KPI	Japan		5	2	1	1	0
				1	0	0	2	0

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(Year)

Safety/Prevention	Scope*	Unit	2018	2019	2020	2021	2023
Occupational accident frequency rate (lost time) (including accidents at affiliated companies)	Japan	Lost workday injuries per million hours worked	0.74	0.31	0.70	0.42	0.55
Number of fatalities due to work-related accidents (employees)	Japan	people	0	0	2	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
ISO45001 Number of certified sites ***	TOYOBO CO., LTD.	site	—	—	—	1	2
Number of sites in denominator			—	—	—	7	7
Ratio of certified sites			—	—	—	14.3	28.6

*** is the fiscal year

(FY)

Quality	Scope*	Unit	2019	2020	2021	2022	2023
Number of incidents related to products	Japan	Cases	0	0	0	0	0
Implementation status of product safety and quality assurance training		%	100	100	80	100	100

(FY)

Occupational Health	Scope*	Unit	2019	2020	2021	2022	2023
Average rate of lifestyle-related diseases	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	%	34.0	36.2	36.7	35.0	35.4
Severity rate of sick leave			47.9	43.9	44.6	54.5	84.4
Smoking rate			25.7	25.0	24.6	23.2	22.9
Injury and illness allowance	INFORMATION SYSTEM CREATE CO., LTD.	Yen	16,081,899	26,724,497	30,843,349	27,360,253	55,101,222
Legal benefit cost			513,571,748	544,275,419	502,477,649	620,239,062	758,820,258
Number of employees trained on health	TOYOBO CO., LTD., TOYOBO STC CO., LTD., TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	people	—	—	—	700	1,952

(FY)

Supply Chain	Scope*	Unit	2019	2020	2021	2022	2023
CSR Procurement Survey(conducted every other year) response ratio	TOYOBO CO., LTD.	%	—	—	—	93	Follow-up on survey results

(FY)

Data Security & Privacy	Scope*	Unit	2019	2020	2021	2022	2023
Number of instances of information security education implementations	TOYOBO CO., LTD., TOYOBO STC CO., LTD.,TOYOBO INFORMATION SYSTEM CREATE CO., LTD.	Cases	—	17	19	23	51****
Number of incidents (information leaks, service outages, etc.)		Cases	—	2	0	0	0

**** The aggregation method was changed in FY2023.

(FY)

Communication with stakeholders	Scope*	Unit	2019	2020	2021	2022	2023
Number of press releases	TOYOBO CO., LTD.	Cases	—	74	90	93	103
Number of interviews with investors		Cases	—	130	144	148	124
Number of meetings with employees and labor unions		Cases	—	30	14	47	77
Number of engagement with stakeholders		Cases	—	—	2	1	3

(FY)

Social Contributions	Scope*	Unit	2019	2020	2021	2022	2023
Social contribution expenditure	Japan	Million yen	30	34	28	123	119

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* 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