

Category	Main topic	Related ESGs	Related SDGs	Officer in charge	KPIs: timeframe for achievement set for each theme			
					Themes	Targets	FY2021 results	FY2022 results
Management base (basic preconditions to materiality)	Safety and disaster prevention	E S G	3,8,11,12,17	Taichi Sakai Executive Officer Head, Safety and Disaster Management Division	1. No. of major accidents* 2. Frequency rate of workplace accidents resulting in lost workdays 3. No. of fires or explosions 4. No. of spill accidents *Major accidents: Defined according to internal standards based on the definition stipulated by the Ministry of Health, Labour and Welfare We are continuing to consider target setting for “accident prevention initiatives”	1. 0 accidents per year 2. 0.25 or less 3. 0 accidents per year 4. 0 accidents per year All targets apply every year (calendar year)	1. 1 accident 2. 0.70 3. 1 accident 4. 0 accidents	1. 0 accidents 2. 0.42 3. 1 accident 4. 2 accidents
	Quality	S G	8,12	Yoshio Araki Director, Executive Officer Head, Quality Assurance Division	1. No. of incidents related to products* 2. Implementation status of product safety and quality assurance training * Incidents related to products: Defined according to internal standards based on the definition stipulated by the Ministry of Economy, Trade and Industry We are continuing to consider target setting for “Quality-related” themes	1. 0 incidents per year 2. 100% All targets apply every year	1. 0 incidents 2. 80%	1. 0 incidents 2. 100%
	Corporate governance	G	16	Masakatsu Shirai Director, Executive Officer Controlling Supervisor of HR, Administration and Legal Division	1. No. of meetings of the Board of Directors / committees 2. Attendance rate of officers at meetings included in 1. 3. Disclosure of details of evaluation of the Board of Directors’ effectiveness	1. Disclosure of results 2. Disclosure of results 3. Disclosure of details of effectiveness evaluation	1. 25 meetings 2. Disclosed in the Toyobo Report (integrated report), and on the company website 3. Disclosed in the Toyobo Report (integrated report), and on the company website	1. 24 meetings 2. Disclosed in the Toyobo Report (integrated report), and on the company website 3. Disclosed in the Toyobo Report (integrated report), and on the company website
	Respect for human rights	S	3,4,5,8	Masakatsu Shirai Director, Executive Officer Controlling Supervisor of HR, Administration and Legal Division	1. Implementation status of human rights education and training 2. Employment ratio of people with disabilities	1. 1) Once a year for 20% of nonconsolidated* employees 2. 2.3% * “Nonconsolidated” here refers to TOYOBO CO., LTD., TOYOBO STC CO., LTD., and TOYOBO INFORMATION SYSTEM CREATE CO., LTD. Target for FY2026	1. 24.1% 2. 2.2%	1. 27.6% 2. 2.2%
Materiality	Ability to provide solutions (R&D, and intellectual property)	E S	3,4,6,7,8,9,12,13,14	Yasuo Ota Managing Executive Officers Controlling Supervisor of Innovation Division	1. (Corporate research) Percentage of research themes that contribute towards the realization of SDGs 6, 12, 13 and 14, which are related to the ability to provide solutions as defined by Toyobo, and to the realization of SDGs 3 or 7, which are necessary for the achievement of a sustainable society 2. (Research undertaken by individual business divisions) Clarification on a company-wide basis of the current situation in regard to research themes, and setting of company-wide targets 3. No. of cases of intellectual property information analysis 4. No. of cases of business termination due to patent infringement 5. No. of overseas patent applications finalized through collaboration with business divisions or with R&D units 6. Completion of review of Outstanding Patent Application Award candidates 7. No. of intellectual property education projects targeting TOYOBO CO., LTD., and no. of such projects targeting Toyobo group companies	1. At least 75% by FY2022 (and at least 90% by FY2026) 2. - 3. Annual target: 20 cases 4. Annual target: 0 cases 5. Annual target: 2 applications 6. Target: By Dec. 31, 2021 7. Annual target: TOYOBO CO., LTD.: 13 projects; Toyobo group companies: 6 projects	1. - 2. - 3. 17 cases 4. 0 cases 5. 2 applications 6. - 7. TOYOBO CO., LTD.: 13 projects; Toyobo group companies: 5 projects	1. 71% 2. - 3. 20 cases 4. 0 cases 5. 2 applications 6. Review completed. Awards scheduled to begin in FY 2023. 7. TOYOBO CO., LTD.: 15 projects; Toyobo group companies: 6 projects
	Supply chain management	E S	1,2,3,6,8,12,13,14,15,16	Nobuya Fujiwara Executive Officer Controlling Supervisor of Procurement and Logistics Department	1. Ratio of CSR procurement surveys returned 2. Ratio of reduction in CO ₂ emissions per unit of transportation* related to logistics * CO ₂ emissions per unit of transportation (g-CO ₂ /t-km) represent CO ₂ emissions (in grams) for every 1 tonne of goods transported over 1 km.	1. 90% or above (In years when a survey is not implemented, we carry out dialogue with business partners that past survey had issues in past survey) 2. Year on year reduction of 0.5%	1. Establishing a system for conducting questionnaires 2. Year on year reduction of 0.6%	1. 93% 2. Year on year reduction of 0.5%

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Materiality	Reducing greenhouse gas emissions	E	7,13	Taichi Sakai Executive Officer Head, Safety and Disaster Management Division	<ol style="list-style-type: none"> Greenhouse gas emissions (consolidated) R&D investment targeting climate change TCFD / scenario analysis disclosure 	<ol style="list-style-type: none"> 30% reduction from FY2014* We will start to discuss and respond to this issue from now on We will start to discuss and respond to this issue from 2H FY2022 <p>*Target for FY2031 Set target in anticipation of increase in greenhouse gas emissions accompanying net sales growth (FY2031: ¥500.0 billion)</p>	<ol style="list-style-type: none"> 26% reduction (902 thousand t-CO₂) — — 	<ol style="list-style-type: none"> 26% reduction (900 thousand t-CO₂) — Report (integrated report), and on the company website
	Reducing environmental impact	E	6,12,14,15	Taichi Sakai Executive Officer Head, Safety and Disaster Management Division	<ol style="list-style-type: none"> VOC emissions (total for operations in Japan) Discharge of hazardous substances into water (total for operations in Japan) Waste volume (consolidated) Final disposal (landfill disposal) rate (total for operations in Japan) Expanding products and services that contribute to the environment (ECO-PARTNER SYSTEM®) (TOYOBO CO., LTD. only) 	<ol style="list-style-type: none"> 60% reduction from FY2015* 80% reduction from FY2015* 15% reduction from FY2016* Less than 1% every year Sales ratio held by ECO-PARTNER SYSTEM® products 40%* <p>*Targets for FY2031</p>	<ol style="list-style-type: none"> 14% reduction 56% reduction 4% increase 0.2% 30% 	<ol style="list-style-type: none"> 29% reduction 36% reduction 8% increase 0.2% 34%
	Human resource management	S	3,4,5,8	Masakatsu Shirai Director, Executive Officer Controlling Supervisor of HR, Administration and Legal Division	<ol style="list-style-type: none"> Training core overseas personnel in Japan Training investment per employee (and training time) Achievement of women manager ratio target Ratio of annual paid leave taken Reduction in annual time worked outside specified working hours (no. of employees working more than 360 hours of overtime per year / total no. of employees) Ratio of men employees taking childcare leave Certified as a "White 500 Company" for Outstanding Health and Productivity Management Improvement in how positive employees feel about their work, based on an employee engagement survey <ol style="list-style-type: none"> Percentage of respondents agreeing with the statement that they do not feel that their day-to-day work is difficult to perform Percentage of respondents agreeing with the statement that the company respects the diverse views and ideas of each individual employee 	<ol style="list-style-type: none"> 15 employees per year* ¥50,000 per year* (21hrs) 5.0% or above* 75%* Reduction of 20% (2.0%)* At least 80% of eligible men employees taking childcare leave* Obtain / Maintain* <ol style="list-style-type: none"> Increase in the percentage of respondents agreeing with this statement Increase in the percentage of respondents agreeing with this statement <p>*FY2026 targets</p>	<ol style="list-style-type: none"> Canceled because of COVID-19 ¥24,000 (12.95hrs) 3.1% 64.0% (3.0%) 80.0% 12 days absence leave taken on average Certified as a Health and Productivity Management Organization 2021 — 	<ol style="list-style-type: none"> Canceled because of COVID-19 ¥50,000 (17.67 hrs) 3.7% 72.3% (3.8%) 64.4% 9 days absence leave taken on average Certified as a Health and Productivity Management Organization 2022 <ol style="list-style-type: none"> 33% 42%
	Compliance	S G	16	Masakatsu Shirai Director, Executive Officer Controlling Supervisor of HR, Administration and Legal Division	<ol style="list-style-type: none"> Increase in awareness of compliance Awareness and use of compliance consultation desks No. of serious legal violations 	<ol style="list-style-type: none"> Improvement in compliance questionnaire responses <ol style="list-style-type: none"> Does the company emphasize compliance ? Awareness of "Compliance Mini Study" <p>Expansion of compliance study sessions (Managers) and various other of training</p> Improvement in compliance questionnaire responses <ol style="list-style-type: none"> Awareness of compliance consultation desks Ease of use of compliance consultation desks <p>Disclosure of no. of cases handled</p> 0 violations per year 	<ol style="list-style-type: none"> <ol style="list-style-type: none"> I feel that it does, or by and large I feel that it does: 88% I read every issue, or I sometimes read it, or I read those articles that are of interest to me: 78% Compliance study sessions Held 11 times + video delivered to all employees Various other trainings Held 13 times <ol style="list-style-type: none"> 92% I would like to try using it, or I can't really say one way or the other: 89% <p>37 cases handled</p> 2 violations 	<ol style="list-style-type: none"> <ol style="list-style-type: none"> I feel that it does, or by and large I feel that it does: 79% I read every issue, or I sometimes read it, or I read those articles that are of interest to me: 78% Compliance study sessions Held 10 times + video delivered to all employees Various other trainings Held 21 times <ol style="list-style-type: none"> 87% I would like to try using it, or I can't really say one way or the other: 93% <p>62 cases handled</p> 0 violations

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Materiality	Compliance (R&D and Intellectual Property)	S G	16	Yasuo Ota Managing Executive Officer Controlling Supervisor of Innovation Division	<ol style="list-style-type: none"> No. of product safety or quality assurance violations in the R&D QA system No. of violations of ministerial guidelines or of funding bodies' rules Violations of rules governing handling of research topics No. of cease and desist orders received relating to display items 	<ol style="list-style-type: none"> 0 violations per year 0 violations per year 0 violations per year 0 orders per year 	<ol style="list-style-type: none"> - - - 0 orders 	<ol style="list-style-type: none"> 0 violations 0 violations 0 violations 0 orders
	Data security, privacy	S G	17	Ichiro Takai Managing Executive Officer Controlling Supervisor of Corporate Planning Division	<ol style="list-style-type: none"> No. of information security education provision* No. of incidents¹ (information leaks, service outages, etc.) Implementation of information security measures** <p>* Scope is TOYOBO CO., LTD., TOYOBO STC CO., LTD., and TOYOBO INFORMATION SYSTEM CREATE Co., Ltd. ** Scope is consolidated subsidiaries (determined while monitoring the situation) Specific measures aimed at consolidated subsidiaries</p> <ul style="list-style-type: none"> Application of Information Security Policy Roll out of measures to strengthen office automation and factory automation 	<ol style="list-style-type: none"> 15 times per year 0 incidents per year Disclosure of promotion contents <p>All targets for FY2022</p>	<ol style="list-style-type: none"> 19 times 0 incidents Under discussion at the Cyber Security Committee 	<ol style="list-style-type: none"> 23 times 0 incidents Activities being promoted, with the Cyber Security Committee playing a central role
All inclusive	Communication with stakeholders	S G	17	Masakatsu Shirai Director, Executive Officer Controlling Supervisor of HR, Administration and Legal Division	<ol style="list-style-type: none"> No. of press releases No. of interviews with investors Frequency of meetings with employees and labor unions Frequency of engagement with stakeholders 	<ol style="list-style-type: none"> 75 per year 150 per year* At least 30 times per year Twice a year <p>All targets for FY2021 * Target covers the period from August 2021 to July 2022</p>	<ol style="list-style-type: none"> 90 144 14 times 2 times 	<ol style="list-style-type: none"> 93 148 47 times 1 time

Ability to provide solutions: Specific contribution areas have been outlined in the Sustainable Vision 2030, and, going forward, the setting of KPIs will be discussed.
Product lifecycle management: This item has been deleted pursuant to the revision of the company's materiality.