

# ESG Data

## Environment-Related

		Scope	Period	2019	2020	2021	2022	Unit
Environment conservation costs	Investment	Toray Industries, Inc.	FY	1.31	1.52	1.82	1.49	billion Yen
	Cost			7.12	7.56	6.75	9.26	
Economic impact of environmental initiatives		Toray Industries, Inc.	FY	0.88	0.60	0.73	0.88	billion Yen
Energy consumption	Total energy consumption	Toray Group total	FY	94.6	81.5	96.4	92.3	million gigajoules
	Consumption from non-renewable energy sources		FY	93.2	80.1	95.1	90.6	
	Consumption from renewable energy sources		FY	1.4	1.4	1.3	1.7	
	Total energy consumption	Toray Industries, Inc.	FY	27.8	25.3	27.3	25.6	
	Consumption from non-renewable energy sources		FY	26.5	24.0	26.1	24.6	
	Consumption from renewable energy sources		FY	1.3	1.2	1.2	1.1	
	Total energy consumption	Group companies in Japan	FY	5.8	5.3	5.8	5.4	
	Consumption from non-renewable energy sources		FY	5.8	5.3	5.8	5.0	
	Consumption from renewable energy sources		FY	0.0	0.0	0.0	0.4	
	Total energy consumption	Group companies outside Japan	FY	61.0	50.9	63.4	61.3	
	Consumption from non-renewable energy sources		FY	60.9	50.7	63.2	61.1	
	Consumption from renewable energy sources		FY	0.1	0.2	0.1	0.3	

		Scope	Period	2019	2020	2021	2022	Unit
Unit energy consumption index (% compared to fiscal 1990)		Toray Industries, Inc.	FY	85.9	90.9	79.9	85.4	—
Water	Toray Group total	FY	227.1	214.7	223.8	213.9	million tons	
	Toray Industries, Inc.	FY	171.8	165.7	171.8	166.2		
	Group companies in Japan	FY	13.4	11.5	11.5	8.6		
	Group companies outside Japan	FY	41.9	37.6	40.5	39.1		
Industrial wastewater	Toray Group total	FY	195.5	182.1	188.2	178.6	million tons	
	Toray Industries, Inc.	FY	160.4	150.1	154.4	143.9		
	Group companies in Japan	FY	9.3	7.7	8.2	5.6		
	Group companies outside Japan	FY	25.7	24.3	25.7	29.1		
Greenhouse gas emissions <sup>1</sup>	Scope1	Toray Group total	FY	327.4	281.7	304.4	253.8	10,000 tons-CO <sub>2</sub> eq
	Scope2		FY	248.3	215.2	244.9	235.5	
	Scope1+Scope2		FY	575.7	496.9	549.2	489.3 <sup>2</sup>	
	Scope1	Toray Industries, Inc.	FY	155.9	140.3	157.9	137.3	
	Scope2		FY	30.1	25.5	28.3	27.4	
	Scope1+Scope2		FY	186.0	165.7	186.2	164.7	
	Scope1	Group companies in Japan	FY	4.7	4.1	5.5	3.4	
	Scope2		FY	28.7	26.6	27.7	16.1	
	Scope1+Scope2		FY	33.4	30.7	33.3	19.5	
	Scope1	Group companies outside Japan	FY	166.8	137.3	140.9	113.1	
	Scope2		FY	189.5	163.1	188.8	192.0	
	Scope1+Scope2		FY	356.3	300.5	329.8	305.1	

		Scope	Period	2019	2020	2021	2022	Unit
Greenhouse gas emissions (Scope3)	Category 1: Purchased goods and services Category 2: Capital goods Category 3: fuel and energy related activities Category 4: Upstream transportation and distribution Category 5: Waste generated in operations Category 6: Business travel Category 7: Employee commuting Category 8: Upstream Leased Assets	Up to FY2021: Toray Industries, Inc. FY2022: Toray Group	FY	86.4	77.1	267.5	1,057.1	10,000 tons-CO <sub>2</sub> eq
			FY	—	—	231.5	898.0	
			FY	12.8	10.2	9.2	39.6	
			FY	68.9	63.1	19.0	94.5	
			FY	4.7	3.8	4.3	21.0	
			FY	—	—	2.0	1.1	
			FY	—	—	1.3	0.6	
			FY	—	—	0.2	2.2	
			FY	—	—	—	0.2	
Atmospheric emissions (NOx)	Toray Group total		FY	2,182.6	2,189.5	2,689.9	2,936.9	tons
	Toray Industries, Inc.		FY	1,274.0	1,139.2	1,302.6	1,186.0	
	Group companies in Japan		FY	30.2	29.7	14.3	4.2	
	Group companies outside Japan		FY	878.4	1,020.7	1,372.9	1,746.7	
Atmospheric emissions (SOx)	Toray Group total		FY	1,862.0	1,582.7	1,333.1	658.7	tons
	Toray Industries, Inc.		FY	254.9	160.1	219.4	232.0	
	Group companies in Japan		FY	9.7	17.9	2.4	1.6	
	Group companies outside Japan		FY	1,597.4	1,404.7	1,111.3	425.1	

	Scope	Period	2019	2020	2021	2022	Unit
Emissions of substances subject to the PRTR Act (Atmospheric Emissions)	Toray Group total	FY	721.0	796.1	715.9	820.6	tons
	Toray Industries, Inc.	FY	229.1	211.0	183.3	145.1	
	Group companies in Japan	FY	99.7	104.4	89.8	111.3	
	Group companies outside Japan	FY	392.2	480.6	442.8	564.2	
Emissions of substances subject to the PRTR Act (Water Emissions)	Toray Group total	FY	24.6	26.0	30.2	31.1	tons
	Toray Industries, Inc.	FY	24.2	22.2	26.5	28.0	
	Group companies in Japan	FY	0.4	3.1	0.0	0.0	
	Group companies outside Japan	FY	0.0	0.7	3.7	3.1	
Emissions of substances subject to the PRTR Act (transfers)	Toray Group total	FY	4,868.6	7,323.2	6,067.7	6,938.6	tons
	Toray Industries, Inc.	FY	1,054.1	577.4	499.1	733.4	
	Group companies in Japan	FY	1,674.1	2,468.9	957.4	917.5	
	Group companies outside Japan	FY	2,140.4	4,276.9	4,611.1	5,287.7	
VOC atmospheric emissions	Toray Group total	FY	968.3	1,039.2	888.4	1,157.3	tons
	Toray Industries, Inc.	FY	307.4	309.2	266.1	361.0	
	Group companies in Japan	FY	175.0	172.2	136.4	52.7	
	Group companies outside Japan	FY	486.0	557.8	485.9	743.5	

	Scope	Period	2019	2020	2021	2022	Unit
Atmospheric emissions (Dust)	Toray Group total	FY	359.0	195.8	314.7	521.5	tons
	Toray Industries, Inc.	FY	121.9	60.9	102.6	77.0	
	Group companies in Japan	FY	3.1	1.5	4.7	1.0	
	Group companies outside Japan	FY	234.1	133.3	207.4	443.5	
Coal ash (recycled)	Toray Industries, Inc.	FY	68.1	66.6	69.0	67.5	1,000 tons
	Group companies in Japan	FY	—	—	—	—	
	Group companies outside Japan	FY	19.0	12.5	15.8	11.6	
Waste (direct landfill disposal)	Toray Group total	FY	27.2	18.6	19.5	19.4	1,000 tons
	Toray Industries, Inc.	FY	0.2	0.0	0.0	0.0	
	Group companies in Japan	FY	4.3	0.9	0.3	0.3	
	Group companies outside Japan	FY	22.7	17.7	19.2	19.1	
Waste (hazardous)	Toray Group total	FY	—	—	5.1	2.9	1,000 tons
	Toray Industries, Inc.	FY	—	2.1	2.3	0.9	
	Group companies in Japan	FY	—	2.8	2.7	2.0	
	Group companies outside Japan	FY	—	—	0.0	0.0	

	Scope	Period	2019	2020	2021	2022	Unit
Waste (non-hazardous)	Toray Group total	FY	—	—	169.5	187.5	1,000 tons
	Toray Industries, Inc.	FY	—	25.0	25.7	26.0	
	Group companies in Japan	FY	—	12.5	9.2	9.8	
	Group companies outside Japan	FY	—	—	134.6	151.7	
Water emissions (BOD)	Toray Group total	FY	849.6	733.4	655.0	651.1	tons
	Toray Industries, Inc.	FY	606.9	523.5	464.7	447.9	
	Group companies in Japan	FY	31.3	21.6	16.3	10.2	
	Group companies outside Japan	FY	211.4	188.3	174.0	193.0	
Water emissions (COD)	Toray Group total	FY	2,302.5	1,945.4	2,137.9	2,896.3	tons
	Toray Industries, Inc.	FY	727.2	694.0	666.6	586.7	
	Group companies in Japan	FY	25.2	28.8	25.9	15.6	
	Group companies outside Japan	FY	1,550.0	1,222.6	1,445.4	2,294.0	
Wastewater: Total nitrogen emissions	Toray Industries, Inc.	FY	341.2	340.4	405.8	389.3	tons
	Group companies in Japan	FY	13.5	8.6	7.6	4.1	
	Group companies outside Japan	FY	—	—	—	—	

	Scope	Period	2019	2020	2021	2022	Unit
Wastewater: Total phosphorous emissions	Toray Industries, Inc.	FY	24.8	18.7	19.0	31.7	tons
	Group companies in Japan	FY	1.3	0.6	0.7	0.4	
	Group companies outside Japan	FY	—	—	—	—	
Administrative penalties for violations of environmental laws or ordinances (serious environmental accidents resulting in improvement orders)	Toray Group	FY	0	0	0	0	violation

<sup>1</sup> Emissions of CO<sub>2</sub> equivalents for six gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>) are calculated according to conversion factors for each gas. There are no NF<sub>3</sub> emissions. For Scope-1 group companies outside Japan, only CO<sub>2</sub> emissions are calculated.

<sup>2</sup> Until FY 2022, this was calculated by multiplying the GHG emissions and revenue of individual subsidiaries worldwide by the applicable Toray Industries' equity share. Starting in FY 2023 however, the calculation method will change, and the degree of financial control Toray Industries has over the individual subsidiary (not the equity share) will be used, in accordance with the GHG Protocol, the international standard. GHG emissions in fiscal 2022 using this calculation method were 5.12 million tons.

For information on such matters as the breakdown and types of greenhouse gas emissions, waste volume (recycled materials, incinerated materials, and other), breakdown of water usage and total water consumption, and amount of coal ash disposed of (direct landfill disposal), please refer to the [Environmental Impact Overview](#).

## Society-Related

		Scope	Period	2019	2020	2021	2022	Unit
Number of employees	Total	Toray Industries, Inc.	As of the end of each fiscal year	7,568	7,420	7,175	6,992	persons
	Male			6,708	6,552	6,314	6,160	
	Female			860	868	861	832	
Percentage of women in unit manager or higher positions		Toray Industries, Inc.	As of April each year	9.7	9.8	10.0	10.0	%
Women in management positions (%)	Management staff (Section manager or higher positions)			5.1	5.6	6.0	6.1	
Employment rate of persons with disabilities		Toray Industries, Inc.	Year	2.20	2.23	2.39	2.48	%
Average time on the job	Total	Toray Industries, Inc.	FY	15.4	15.9	16.6	17.2	years
	Male			15.3	15.8	16.5	17.2	
	Female			16.1	16.7	17.2	17.5	
Percentage of available annual paid leave used by employees	Toray Industries' employees (non-managerial)	Toray Industries, Inc.	FY	96.0	83.4	89.6	93.2	%
Number of employees taking childcare leave	Total	Toray Industries, Inc.	FY	70	88	96	128	persons
	Male			10	22	40	82	
	Female			60	66	56	46	
Number of employees taking family care leave		Toray Industries, Inc.	FY	4	1	3	3	persons
Number of employees hired	Total	Toray Industries, Inc.	FY	333	223	180	190	persons
	Male			281	185	136	163	
	Female			52	38	44	27	
Education and Training	Training expenditures per employee	Toray Industries, Inc.	FY	96,821	36,092 <sup>3</sup>	58,899	65,017	Yen
	Time dedicated to training per employee			35.0	26.9	33.7	34.7	Hours



Occupational accident frequency rate	Toray Group (all accidents)	Year	0.59	0.71	0.60	0.67	—
	Toray Group (accidents causing lost work time)	Year	0.34	0.39	0.38	0.37	—
	Toray Industries' onsite contractors (accidents causing lost work time)	Year	—	0.68	0.69	0.68	—
Process Safety Events -Tier 1-	Toray Group	Year	—	0	0	0	Events

		Scope	Period	2019	2020	2021	2022	Unit
Total social contribution expenditures		Toray Group	FY	1.85	1.54	1.43	1.86	billion yen
Percentage by type	Academics, science research, education	Toray Group	FY	51	59	66	55	%
	Environment, communities			11	9	13	10	
	Health, welfare, sports			28	22	10	27	
	Culture, arts, other			10	10	11	8	

3 In 2020, to help prevent the spread of COVID-19, Toray did not conduct various group training sessions except for those that were still effective when conducted online. As a result, the education-related expenditure level was affected.

## Governance-Related

	Scope	Period	2019	2020	2021	2022	Unit	
Number of members of the Board	Toray Industries, Inc.	FY	19	12	12	12	persons	
Number of outside directors (independent officers)	Toray Industries, Inc.	FY	2	4	4	4	persons	
Number of female directors	Toray Industries, Inc.	FY	0	0	0	0	persons	
Ratio of female members of the Board	Toray Industries, Inc.	FY	0	0	0	0	%	
R&D expenses	Toray Group	FY	66.9	62.8	62.1	68.9	billion yen	
Ratio of R&D expenses to net sales	Toray Group	FY	3.0	3.3	2.8	2.8	%	
Number of major violations of laws or ordinances	Toray Group	FY	1	1	1	0	violation	
Number of whistleblowing reports and consultations received	Total	Toray Group	FY	90	74	89	97	Reports/ consultations
	Compliance related			10	15	17	24	
	Harassment related			44	44	49	32	
	Other			36	15	23	41	
Monetary contribution to Political fund-raising organization (The People's Political Association)	Toray Industries, Inc.	FY	30	30	30	30	million yen	
Ratio between the total annual compensation of the CEO and the mean employee compensation	Toray Industries, Inc.	FY	21.25	22.18	20.97	16.79	times	