

CSR-Related Policies and Guidelines / ESG Data

ESG Data

Environment-Related

		Scope	Period	2016	2017	2018	2019	Unit
Environment conservation costs	Investment	Toray Industries, Inc.	FY	2.68	2.02	1.26	1.31	billion Yen
	Cost			6.71	6.81	6.98	7.13	
Economic impact of environmental initiatives		Toray Industries, Inc.	FY	1.21	0.53	0.82	0.88	billion Yen
Energy consumption		Toray Industries, Inc.	FY	27.9	29.0	27.6	26.5	million gigajoules
		Group companies in Japan	FY	7.2	6.5	6.2	5.8	
		Group companies outside Japan	FY	52	50.8	54	61.3	
Unit energy consumption index (% compared to fiscal 1990)		Toray Industries, Inc.	FY	82.7	81.6	83.3	85.9	—
Water		Toray Industries, Inc.	FY	168	174	176	171	million tons
		Group companies in Japan	FY	13	13	13	14	
		Group companies outside Japan	FY	44	41	42	41	
Industrial wastewater		Toray Industries, Inc.	FY	159	164	167	160	million tons
		Group companies in Japan	FY	10	10	10	9	
		Group companies outside Japan	FY	25	24	23	26	
Greenhouse gas emissions	Toray Industries, Inc.	Scope-1	FY	1,670	1,650	1,610	1,560	1,000 tons CO ₂ eq
		Scope-2	FY	340	380	340	300	
		Toray Industries, Inc.	FY	2,010	2,030	1,950	1,860	
	Group companies in Japan	Scope-1	FY	60	60	50	50	
		Scope-2	FY	390	340	320	290	

		Scope	Period	2016	2017	2018	2019	Unit
		Group companies in Japan	FY	450	400	370	330	
Group companies outside Japan	Scope-1	FY	1,600	1,500	1,730	1,670		
	Scope-2	FY	1,540	1,540	1,580	1,900		
	Group companies outside Japan	FY	3,140	3,040	3,310	3,560		
Atmospheric emissions (NOx)	Toray Industries, Inc.	FY	1,332	1,335	1,306	1,274	tons	
	Group companies in Japan	FY	51	40	32	30		
	Group companies outside Japan	FY	768	716	709	878		
Atmospheric emissions (SOx)	Toray Industries, Inc.	FY	264	268	245	255	tons	
	Group companies in Japan	FY	20	16	16	10		
	Group companies outside Japan	FY	3,090	2,192	2,292	1,597		
Emissions of substances subject to the PRTR Act (Atmospheric Emissions)	Toray Industries, Inc.	FY	189	330	327	229	tons	
	Group companies in Japan	FY	245	101	102	99		
	Group companies outside Japan	FY	318	442	457	392		
Emissions of substances subject to the PRTR Act (Water Emissions)	Toray Industries, Inc.	FY	31	27	28	24	tons	
	Group companies in Japan	FY	0	0	0	0		
	Group companies outside Japan	FY	0	0	0	0		
Emissions of substances subject to the PRTR Act (transfers)	Toray Industries, Inc.	FY	866	1,023	746	1,054	tons	
	Group companies in Japan	FY	1,246	1,554	1,334	1,674		
	Group companies outside Japan	FY	9,960	7,628	2,799	2,140		
VOC atmospheric emissions	Toray Industries, Inc.	FY	253	418	422	307	tons	
	Group companies in Japan	FY	345	185	178	175		
	Group companies outside Japan	FY	396	505	529	486		

	Scope	Period	2016	2017	2018	2019	Unit
Atmospheric emissions (Dust)	Toray Industries, Inc.	FY	105	103	96	122	tons
	Group companies in Japan	FY	3	1	1	3	
	Group companies outside Japan	FY	235	122	174	234	
Coal ash (recycled)	Toray Industries, Inc.	FY	62.4	57.8	68.7	68.1	1,000 tons
	Group companies in Japan	FY	—	—	—	—	
	Group companies outside Japan	FY	17.2	19.1	22.6	16.8	
Waste (direct landfill disposal)	Toray Industries, Inc.	FY	0.0	0.0	0.1	0.1	1,000 tons
	Group companies in Japan	FY	0.2	0.6	0.4	4.3	
	Group companies outside Japan	FY	24.4	24.1	24.1	22.7	
Water emissions (BOD)	Toray Industries, Inc.	FY	655	576	624	607	tons
	Group companies in Japan	FY	27	24	32	31	tons
	Group companies outside Japan	FY	245	177	168	211	
Water emissions (COD)	Toray Industries, Inc.	FY	776	789	780	727	tons
	Group companies in Japan	FY	24	27	28	26	tons
	Group companies outside Japan	FY	1,603	1,298	1,149	1,550	
Wastewater: Total nitrogen emissions	Toray Industries, Inc.	FY	406	415	394	341	tons
	Group companies in Japan	FY	14	14	14	14	
	Group companies outside Japan	FY	—	—	—	—	
Wastewater: Total phosphorous emissions	Toray Industries, Inc.	FY	27	25	31	25	tons
	Group companies in Japan	FY	1	1	2	1	
	Group companies outside Japan	FY	—	—	—	—	

Note: Greenhouse gas figures are affected by the fiscal 2017 integration of Toray Battery Separator Film Co., Ltd., a group company in Japan, into Toray Industries, Inc.

Society-Related

		Scope	Period	2016	2017	2018	2019	Unit
Number of employees	Total	Toray Industries, Inc.	As of the end of each fiscal year	7,220	7,625	7,585	7,568	persons
	Male			6,440	6,785	6,749	6,708	
	Female			780	840	836	860	
Percentage of women in unit manager or higher positions		Toray Industries, Inc.	As of April each year	8.9	9.0	9.3	9.7	%
Women in management positions (%)	Management staff (Section manager or higher positions)			4.5	4.6	4.9	5.1	
Employment rate of persons with disabilities		Toray Industries, Inc.	Year	2.10	2.20	2.21	2.20	%
Average time on the job	Total	Toray Industries, Inc.	FY	14.5	14.6	15.0	15.4	years
	Male			14.2	14.5	14.9	15.3	
	Female			16.1	15.8	16.0	16.1	
Percentage of available annual paid leave used by employees	Toray Industries' employees (non-managerial)	Toray Industries, Inc.	FY	89.8	88.4	89.7	96.0	%
Number of employees taking childcare leave	Total	Toray Industries, Inc.	FY	68	71	62	70	persons
	Male			4	3	4	10	
	Female			64	68	58	60	
Number of employees taking family care leave		Toray Industries, Inc.	FY	3	1	1	4	persons
Number of employees hired	Total	Toray Industries, Inc.	FY	314	337	338	332	persons
	Male			270	283	280	279	
	Female			44	54	58	53	
Occupational accident frequency rate (Toray Group)		Toray Group (all accidents)	Year	0.60	0.61	0.59	0.59	—
		Toray Group (accidents causing lost work time)	Year	0.33	0.39	0.29	0.34	—

Governance-Related

	Scope	Period	2016	2017	2018	2019	Unit
Number of members of the Board	Toray Industries, Inc.	FY	23	19	19	19	persons
Number of outside directors (independent officers)	Toray Industries, Inc.	FY	2	2	2	2	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	59.2	66.2	66.4	66.9	billion yen
Ratio of R&D expenses to net sales	Toray Group	FY	2.9	3.0	2.8	3.0	%
Number of major violations of laws or ordinances	Toray Group	FY	1	1	0	1	violation
Monetary contribution to Political fund-raising organization (The People's Political Association)	Toray Industries, Inc.	FY	50	50	30	30	million yen
Ratio between the total annual compensation of the CEO and the mean employee compensation	Toray Industries, Inc.	FY	21.36	22.23	21.26	21.25	times