

CSR-Related Policies and Guidelines / ESG Data

ESG Data

Environment-Related

		Scope	Period	2017	2018	2019	2020	Unit
Environment conservation costs	Investment	Toray Industries, Inc.	FY	2.02	1.26	1.31	1.52	billion Yen
	Cost			6.81	6.98	7.13	7.56	
Economic impact of environmental initiatives		Toray Industries, Inc.	FY	0.53	0.82	0.88	0.60	billion Yen
Energy consumption	Toray Industries, Inc.	Total energy consumption	FY	30.0	28.8	27.8	25.3	million gigajoules
		Consumption from non-renewable energy sources	FY	29.0	27.6	26.5	24.1	
		Consumption from renewable energy sources	FY	1.0	1.2	1.3	1.2	
	Group companies in Japan	Total energy consumption	FY	6.5	6.2	5.8	5.3	
		Consumption from non-renewable energy sources	FY	6.5	6.2	5.8	5.3	
		Consumption from renewable energy sources	FY	0.0	0.0	0.0	0.0	
	Group companies outside Japan	Total energy consumption	FY	50.8	54.1	61.4	51.0	
		Consumption from non-renewable energy sources	FY	50.8	54.0	61.3	50.8	
		Consumption from renewable energy sources	FY	0.0	0.1	0.1	0.2	
Unit energy consumption index (% compared to fiscal 1990)		Toray Industries, Inc.	FY	81.6	83.3	85.9	89.8	—
Water	Toray Industries, Inc.	FY	174	176	171	165	million tons	
	Group companies in Japan	FY	13	13	14	10		
	Group companies outside Japan	FY	41	42	41	38		

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Industrial wastewater		Toray Industries, Inc.	FY	164	167	160	150	million tons
		Group companies in Japan	FY	10	10	9	8	
		Group companies outside Japan	FY	24	23	26	24	
Greenhouse gas emissions ^{1,2}	Toray Industries, Inc.	Scope-1	FY	1,650	1,610	1,560	1,400	1,000 tons CO ₂ eq
		Scope-2	FY	380	340	300	260	
		Toray Industries, Inc.	FY	2,030	1,950	1,860	1,660	
	Group companies in Japan	Scope-1	FY	60	50	50	40	
		Scope-2	FY	340	320	290	270	
		Group companies in Japan	FY	400	370	330	310	
	Group companies outside Japan	Scope-1	FY	1,500	1,730	1,670	1,370	
		Scope-2	FY	1,540	1,580	1,900	1,630	
		Group companies outside Japan	FY	3,040	3,310	3,560	3,000	
	Atmospheric emissions (NOx)		Toray Industries, Inc.	FY	1,335	1,306	1,274	
Group companies in Japan			FY	40	32	30	30	
Group companies outside Japan			FY	716	709	878	1,021	
Atmospheric emissions (SOx)		Toray Industries, Inc.	FY	268	245	255	160	tons
		Group companies in Japan	FY	16	16	10	18	
		Group companies outside Japan	FY	2,192	2,291	1,597	1,405	
Emissions of substances subject to the PRTR Act (Atmospheric Emissions)		Toray Industries, Inc.	FY	330	327	229	211	tons
		Group companies in Japan	FY	101	102	99	104	
		Group companies outside Japan	FY	442	457	392	481	
Emissions of substances subject to the PRTR Act (Water Emissions)		Toray Industries, Inc.	FY	27	28	24	22	tons
		Group companies in Japan	FY	0	0	0	3	
		Group companies outside Japan	FY	0	0	0	1	

	Scope	Period	2017	2018	2019	2020	Unit
Emissions of substances subject to the PRTR Act (transfers)	Toray Industries, Inc.	FY	1,023	746	1,054	577	tons
	Group companies in Japan	FY	1,554	1,334	1,674	2,469	
	Group companies outside Japan	FY	7,628	2,799	2,140	4,277	
VOC atmospheric emissions	Toray Industries, Inc.	FY	418	422	307	309	tons
	Group companies in Japan	FY	185	178	175	172	
	Group companies outside Japan	FY	505	529	486	558	
Atmospheric emissions (Dust)	Toray Industries, Inc.	FY	103	96	122	61	tons
	Group companies in Japan	FY	1	1	3	2	
	Group companies outside Japan	FY	122	174	234	133	
Coal ash (recycled)	Toray Industries, Inc.	FY	57.8	68.7	68.1	66.6	1,000 tons
	Group companies in Japan	FY	—	—	—	—	
	Group companies outside Japan	FY	19.1	22.6	16.8	12.3	
Waste (direct landfill disposal)	Toray Industries, Inc.	FY	0.0	0.1	0.1	0.0	1,000 tons
	Group companies in Japan	FY	0.6	0.4	4.3	1.0	
	Group companies outside Japan	FY	24.1	24.1	22.7	17.7	
Waste (hazardous)	Toray Industries, Inc.	FY	—	—	—	2.1	1,000 tons
	Group companies in Japan	FY	—	—	—	2.8	
	Group companies outside Japan	FY	—	—	—	—	
Waste (non-hazardous)	Toray Industries, Inc.	FY	—	—	—	25.0	1,000 tons
	Group companies in Japan	FY	—	—	—	12.5	
	Group companies outside Japan	FY	—	—	—	—	
Water emissions (BOD)	Toray Industries, Inc.	FY	576	624	607	523	tons
	Group companies in Japan	FY	24	32	31	22	
	Group companies outside Japan	FY	177	168	211	188	

	Scope	Period	2017	2018	2019	2020	Unit
Water emissions (COD)	Toray Industries, Inc.	FY	789	780	727	694	tons
	Group companies in Japan	FY	27	28	26	29	
	Group companies outside Japan	FY	1,298	1,149	1,550	1,223	
Wastewater: Total nitrogen emissions	Toray Industries, Inc.	FY	415	394	341	340	tons
	Group companies in Japan	FY	14	14	14	9	
	Group companies outside Japan	FY	—	—	—	—	
Wastewater: Total phosphorous emissions	Toray Industries, Inc.	FY	25	31	25	19	tons
	Group companies in Japan	FY	1	2	1	1	
	Group companies outside Japan	FY	—	—	—	—	

1 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.

2 Emissions of CO₂ equivalents for six gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆) are calculated according to conversion factors for each gas. There are no NF₃ emissions. For Scope-1 group companies outside Japan, only CO₂ emissions are calculated.

Society-Related

		Scope	Period	2017	2018	2019	2020	Unit
Number of employees	Total	Toray Industries, Inc.	As of the end of each fiscal year	7,625	7,585	7,568	7,420	persons
	Male			6,785	6,749	6,708	6,552	
	Female			840	836	860	868	
Percentage of women in unit manager or higher positions		Toray Industries, Inc.	As of April each year	9.0	9.3	9.7	9.8	%
Women in management positions (%)	Management staff (Section manager or higher positions)			4.6	4.9	5.1	5.6	
Employment rate of persons with disabilities		Toray Industries, Inc.	Year	2.20	2.21	2.20	2.23	%
Average time on the job	Total	Toray Industries, Inc.	FY	14.6	15.0	15.4	15.9	years
	Male			14.5	14.9	15.3	15.8	
	Female			15.8	16.0	16.1	16.7	
Percentage of available annual paid leave used by employees	Toray Industries' employees (non-managerial)	Toray Industries, Inc.	FY	88.4	89.7	96.0	83.4	%
Number of employees taking childcare leave	Total	Toray Industries, Inc.	FY	71	62	70	88	persons
	Male			3	4	10	22	
	Female			68	58	60	66	
Number of employees taking family care leave		Toray Industries, Inc.	FY	1	1	4	1	persons
Number of employees hired	Total	Toray Industries, Inc.	FY	337	338	332	223	persons
	Male			283	280	279	185	
	Female			54	58	53	38	
Education and Training	Training expenditures per employee	Toray Industries, Inc.	FY	99,069	90,261	96,821	36,092 ³	Yen
	Time dedicated to training per employee			36.9	33.5	35.0	26.9	Hours
Occupational accident frequency rate		Toray Group (all accidents)	Year	0.61	0.59	0.59	0.71	—
		Toray Group (accidents causing lost work time)	Year	0.39	0.29	0.34	0.39	—
		Toray Industries' onsite contractors (accidents causing lost work time)	year	—	—	—	0.68	—
Process Safety Events -Tier 1-		Toray Group	year	—	—	—	0	Events

		Scope	Period	2017	2018	2019	2020	Unit
Total social contribution expenditures		Toray Group	FY	1.66	1.73	1.85	1.54	billion yen
Percentage by type	Academics, science research, education	Toray Group	FY	51	54	51	59	%
	Environment, communities			14	14	11	9	
	Health, welfare, sports			23	21	28	22	
	Culture, arts, other			12	11	10	10	

3 The fiscal 2020 figure for education-related social contribution expenditures was impacted by the fact that the Company voluntarily cancelled activities that were deemed difficult to conduct in a safe manner that would prevent the spread of COVID-19, limiting these activities to online sessions and other methods that fully comply with measures to prevent infection.

Governance-Related

		Scope	Period	2017	2018	2019	2020	Unit
Number of members of the Board		Toray Industries, Inc.	FY	19	19	19	12	persons
Number of outside directors (independent officers)		Toray Industries, Inc.	FY	2	2	2	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	66.2	66.4	66.9	62.8	billion yen
Ratio of R&D expenses to net sales		Toray Group	FY	3.0	2.8	3.0	3.3	%
Number of major violations of laws or ordinances		Toray Group	FY	1	0	1	1	violation
Number of whistleblowing reports and consultations received		Toray Industries, Inc. Group companies in Japan	FY	—	—	—	45	Reports/consultations
Monetary contribution to Political fund-raising organization (The People's Political Association)		Toray Industries, Inc.	FY	50	30	30	30	million yen
Ratio between the total annual compensation of the CEO and the mean employee compensation		Toray Industries, Inc.	FY	22.23	21.26	21.25	22.18	times