






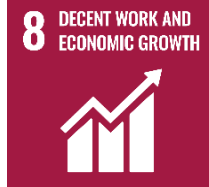










Materiality View of CSR Roadmap 2022

Materiality	Main initiatives of CSR Roadmap 2022	KPIs of CSR Roadmap 2022	Fiscal 2020	Fiscal 2021	Fiscal 2022	Activities of Fiscal 2022			Related SDGs
			Targets			Results	Degree of success ¹	Related initiatives	
1 Contributing to the solution of environmental issues through business activities	Increase revenue from Green Innovation products	Revenue of Green Innovation products (IFRS)	1,000 billion yen (Fiscal 2022)			993.4 billion yen	△	Green Innovation Business Expansion Project	        
	Expand contribution to CO ₂ reduction in the value chain ³	Contribution to CO ₂ reduction in value chain	5.3 times compared to fiscal 2013 (Fiscal 2022)			9.5 times	○	Green Innovation Business Expansion Project	
	Expand water filtration throughput contribution by Toray's water treatment membranes ⁴	Contribution of Toray water treatment products	2.4 times compared to fiscal 2013 (Fiscal 2022)			2.5 times	○	Green Innovation Business Expansion Project	
	Conduct a wide variety of product research and technology development to help build a low-carbon, circular economy	(See footnote 2 below.)						Approach to Green Innovation Products	
	Contribute to the utilization of biomass in and recycling of plastic products, the spread of renewable energy and hydrogen, and the reuse of water resources							Realizing a Circular Economy	
2 Contributing to health maintenance and longevity through business activities	Increase revenue from Life Innovation products	Revenue of Life Innovation products (IFRS)	300 billion yen (Fiscal 2022)			369.6 billion yen	○	Life Innovation Business Expansion Project	    
	Contribute to countermeasures to public health risks, including infectious diseases, by developing and upgrading materials and products for protective clothing and personal protective equipment, as well as materials to protect environmental hygiene including of air and water							Life Innovation Business Expansion Project	
3 Addressing resource and energy issues	Reduce greenhouse gas emissions per unit of revenue	Reduction of greenhouse gas emissions per unit of revenue (%)	At least 20% lower than fiscal 2013 (Fiscal 2022)			34.6% ^{5&6}	○	Conserving Energy and Reducing Greenhouse Gas Emissions	         
	Reduce water consumption per unit of revenue	Water usage per unit of revenue (%)	At least 25% lower than fiscal 2013 (Fiscal 2022)			31.9% ⁶	○	Initiatives for Managing Water Resources	
	Aim for a high waste recycling rate	Waste recycling rate (%)	At least 86%	At least 86%	At least 86%	86.8%	○	Initiatives to Reduce Waste	
	Systematically adopt renewable energy							Conserving Energy and Reducing Greenhouse Gas Emissions	





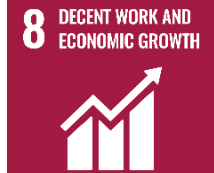






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			Targets			Results	Degree of success ¹	Related initiatives	
4 Reducing greenhouse gas emissions	Reduce greenhouse gas emissions per unit of revenue	Reduction of greenhouse gas emissions per unit of revenue (%)	At least 20% lower than fiscal 2013 (Fiscal 2022)			34.6%	○	Conserving Energy and Reducing Greenhouse Gas Emissions	         
	Aim for a high waste recycling rate	Waste recycling rate (%)	At least 86%	At least 86%	At least 86%	86.8%	○	Initiatives to Reduce Waste	
	Systematically adopt renewable energy							Conserving Energy and Reducing Greenhouse Gas Emissions	
5 Addressing substances with negative environmental impact	Reduce greenhouse gas emissions per unit of revenue	Reduction of greenhouse gas emissions per unit of revenue (%)	At least 20% lower than fiscal 2013 (Fiscal 2022)			34.6%	○	Conserving Energy and Reducing Greenhouse Gas Emissions	
	Reduce atmospheric VOC ⁷ emissions	Reduction of atmospheric VOC emissions (%)	At least 70% lower than fiscal 2000	At least 70% lower than fiscal 2000	At least 70% lower than fiscal 2000	70.9%	○	Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances	
	Aim for a high waste recycling rate	Waste recycling rate (%)	At least 86%	At least 86%	At least 86%	86.8%	○	Initiatives to Reduce Waste	
	Systematically adopt renewable energy							Conserving Energy and Reducing Greenhouse Gas Emissions	
	Reduce atmospheric emissions of substances subject to the PRTR Act ⁸							Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances	




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			Targets			Results	Degree of success ¹	Related initiatives		
6 Corporate ethics and legal compliance	Aim for no major cases of non-compliance with or violations of laws and regulations	Number of major violations of laws or ordinances	0	0	0	0	○	Ethics and Compliance		
	Practice appropriate transactions based on free, fair, and transparent market competition							Establishing a Corporate Culture of Total Respect for Ethics and Compliance		
	Prohibit any association with organized criminal groups or other anti-social forces and take a firm stance against them							Establishing a Corporate Culture of Total Respect for Ethics and Compliance		
	Conduct internal legal audits and improve problems found in the audits	Implementing internal legal audits of group companies, group companies improving problems found in internal legal audits in the previous year (%)	Audits: Conduct at Toray Industries, Inc. and its group companies in and outside Japan Percent that improved: 100% for all audits by the following fiscal year	100%	100%	100%	100%	○		Establishing a Corporate Culture of Total Respect for Ethics and Compliance
	Appropriately operate a whistle-blowing system							Establishing a Corporate Culture of Total Respect for Ethics and Compliance		
	Thoroughly disseminate the Ethics & Compliance Code of Conduct							Establishing a Corporate Culture of Total Respect for Ethics and Compliance		
	Provide information and implement education on major laws and regulations and other compliance-related matters	Group companies providing information and implementing education on major laws and regulations and other compliance-related matters (%)		100%	100%	100%	100%	○		Establishing a Corporate Culture of Total Respect for Ethics and Compliance
7 Ensuring safety and disaster preparedness	Aim for zero major accidents	Number of major accidents	0	0	0	0	○	Occupational Safety and Accident Prevention Activities	 	
	Achieve world's best standard for safety management	Achieve world's best standard for safety management (not exceeding 0.05 frequency rate for occupational accidents resulting in lost work time)	No more than 0.05	No more than 0.05	No more than 0.05	0.37	×	Occupational Safety and Accident Prevention Activities		
	Create a comfortable working environment to ensure the safety and health of employees and to raise the level of safety and health							Occupational Safety and Accident Prevention Activities		
	Aim for zero fire and explosion accidents	Number of fire and explosion accidents	0	0	0	2	×	Occupational Safety and Accident Prevention Activities		
	Aim for zero environmental accidents	Number of environmental accidents	0	0	0	7	×	Environmental Risk Management		
	Reduce greenhouse gas emissions per unit of revenue	Reduction of greenhouse gas emissions per unit of revenue (%)	At least 20% lower than fiscal 2013 (Fiscal 2022)			34.6%	○	Conserving Energy and Reducing Greenhouse Gas Emissions		
	Reduce water consumption per unit of revenue	Water usage per unit of revenue (%)	At least 25% lower than fiscal 2013 (Fiscal 2022)			31.9%	○	Initiatives for Managing Water Resources		
	Reduce atmospheric VOC emissions	Reduction of atmospheric VOC emissions (%)	At least 70% lower than fiscal 2000	At least 70% lower than fiscal 2000	At least 70% lower than fiscal 2000	70.9%	○	Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances		
	Aim for a high waste recycling rate	Waste recycling rate (%)	At least 86%	At least 86%	At least 86%	86.8%	○	Initiatives to Reduce Waste		
	Systematically adopt renewable energy							Conserving Energy and Reducing Greenhouse Gas Emissions		
	Reduce atmospheric emissions of substances subject to the PRTR Act							Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances		
Pursue the greening of each site in consideration of the regulations of each country and region and harmony with the surrounding environment							Biodiversity Initiatives			



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			Targets			Results	Degree of success ¹	Related initiatives	
8 Ensuring product quality and safety	Aim for zero product accidents	Number of product accidents	0	0	0	1	×	Initiatives for Quality Assurance and Product Safety	
	Establish a system to audit effectiveness of improvement and continuity of Toray Group's overall quality assurance framework							Product Quality and Safety	
	Introduce a group-wide quality control system with fraud prevention features							Initiatives for Quality Assurance and Product Safety	
	Prepare and build a quality assurance system that covers quality assurance and quality control functions in each business							Product Quality and Safety	
	Provide quality assurance and product safety education	Group companies implementing product quality assurance and safety education (%)	100%	100%	100%	100%	○	Initiatives for Quality Assurance and Product Safety	
9 Initiatives for managing water resources	Reduce water consumption per unit of revenue	Water usage per unit of revenue (%)	At least 25% lower than fiscal 2013 (Fiscal 2022)			31.9%	○	Initiatives for Managing Water Resources	         
	Aim for a high waste recycling rate	Waste recycling rate (%)	At least 86%	At least 86%	At least 86%	86.8%	○	Initiatives to Reduce Waste	
	Expand water filtration throughput contribution by Toray's water treatment membranes	Contribution of Toray water treatment products	2.4 times compared to fiscal 2013 (Fiscal 2022)			2.5 times	○	Green Innovation Business Expansion Project	
	Conduct a wide variety of product research and technology development to help build a low-carbon, circular economy							Approach to Green Innovation Products	
	Contribute to the utilization of biomass in and recycling of plastic products, the spread of renewable energy and hydrogen, and the reuse of water resources							Realizing a Circular Economy	

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			Targets			Results	Degree of success ¹	Related initiatives	
10 Managing social and environmental impact of suppliers	Request suppliers to practice CSR, including by conducting CSR surveys and audits, and having them make pledges, and strive to understand the status of each company's CSR initiatives	Group companies requesting their suppliers to practice CSR (%)	At least 80%	At least 90%	At least 95%	93%	△	Socially Responsible Procurement Initiatives at Toray Group	
		Suppliers confirming the status of CSR initiatives as requested by Toray Group (%)	At least 70%	At least 70%	At least 70%	88%	○	Socially Responsible Procurement Initiatives at Toray Group	
	Address issues in the supply chain such as human rights challenges and conflict mineral issues							Socially Responsible Procurement Initiatives at Toray Group	
	Reduce CO ₂ emissions intensity from distribution activities	Reduction in CO ₂ emissions per unit of sales from distribution activities (year-on-year)	1%	1%	1%	15.3%	○	Toray Group Distribution Initiatives	
	Promote modal shift ⁹ across distances of 500 km or more	Modal shift to sea or rail for transport across distances for 500 km or more (%)	40% (Fiscal 2022 target)			27%	△	Toray Group Distribution Initiatives	
	Continually work to reduce the environmental impact and improve the quality of distribution activities							Toray Group Distribution Initiatives	
	In accordance with the Declaration of Voluntary Activities for the White Logistics Movement ¹⁰ , contribute to sustainable logistics, for instance by selecting logistics companies that are engaged in working style reform, etc.							Toray Group Distribution Initiatives	
11 Respecting human rights	Implement human rights education and training	Group companies implementing human rights education and training (%)	100%	100%	100%	100%	○	Human Rights Activity Report	
	Achieve the legally mandated employment rate of persons with disabilities	Group companies that have achieved legally mandated employment rate of persons with disabilities (%)	100%	100%	100%	53.1%	△	Promoting Diversity	
	Operate a whistle-blowing system and consultation service at each Toray Group company to promptly and appropriately respond to problems in an effort to reduce human rights risks							Human Rights Activity Report	
12 Creating a positive workplace	As part of career develop initiatives for core staff, use the career path worksheets included in the new personnel information system	Career development of core staff using the new personnel information system (% of staff using a career path worksheet)	20%	30%	100%	100%	○	Securing and Developing Human Resources to Create New Value	
	Systematically hire, develop, and appoint core staff outside Japan							Securing and Developing Human Resources to Create New Value	
	Create workplace environments in which women will feel comfortable performing their duties							Promoting Diversity	
	Support the return to work from long-term childcare leave	Employees returning to work from childcare leave (%)	100%	100%	100%	100%	○	Creating a Positive Workplace for Employees	
	Reduce the number of employees who exceed non-statutory working hours	Reduction in employees who exceed 45 hours/month of non-statutory working hours (%)	Year-on-year reduction	Year-on-year reduction	Year-on-year reduction	79.7%	○	Creating a Positive Workplace for Employees	
	Encourage the use of annual paid leave by labor union members	Available annual paid leave used by labor union members (%)	About 90%	About 90%	About 90%	93.2%	○	Creating a Positive Workplace for Employees	

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			Targets			Results	Degree of success ¹	Related initiatives	
13 Securing and developing human resources	As part of career development initiatives for core staff, use the career path worksheets included in the new personnel information system	Career development of core staff using the new personnel information system (% of staff using a career path worksheet)	20%	30%	100%	100%	○	Securing and Developing Human Resources to Create New Value	
	Systematically hire, develop, and appoint core staff outside Japan							Securing and Developing Human Resources to Create New Value	
	Create workplace environments in which women will feel comfortable performing their duties							Promoting Diversity	
	Support the return to work from long-term childcare leave	Employees returning to work from childcare leave (%)	100%	100%	100%	100%	○	Creating a Positive Workplace for Employees	
	Reduce the number of employees who exceed non-statutory working hours	Reduction in employees who exceed 45 hours/month of non-statutory working hours (%)	Year-on-year reduction	Year-on-year reduction	Year-on-year reduction	79.7%	○	Creating a Positive Workplace for Employees	
14 Conserving biodiversity	Reduce greenhouse gas emissions per unit of revenue	Reduction of greenhouse gas emissions per unit of revenue (%)	At least 20% lower than fiscal 2013 (Fiscal 2022)			34.6%	○	Conserving Energy and Reducing Greenhouse Gas Emissions	
	Reduce atmospheric VOC emissions	Reduction of atmospheric VOC emissions (%)	At least 70% lower than fiscal 2000	At least 70% lower than fiscal 2000	At least 70% lower than fiscal 2000	70.9%	○	Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances	
	Aim for a high waste recycling rate	Waste recycling rate (%)	At least 86%	At least 86%	At least 86%	86.8%	○	Initiatives to Reduce Waste	
	Conduct a survey of palm oil contained in raw materials and switch to certified products	Conduct a survey of palm oil contained in raw materials (%)	Usage survey of certified products : 100%	Decision making (Yes/No) of shifting to certified raw materials : 100% (Fiscal 2022)		100%	○	Biodiversity Initiatives	
	Systematically adopt renewable energy							Conserving Energy and Reducing Greenhouse Gas Emissions	
	Reduce atmospheric emissions of substances subject to the PRTR Act							Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances	

Notes : 1 The degree of success is defined as follows: ○ means the target was fully met; △ means the target was 50% met or better; × means the target was less than 50% met. "N.A." means no targets were specified for the fiscal year under review.

2  : No KPI set in CSR Roadmap 2022

3 Toray calculates the CO₂ emissions reduced throughout the value chain of products in accordance with the guidelines of the Japan Chemical Industry Association and the International Council of Chemical Associations (ICCA).

4 Water treated annually with Toray water treatment membranes. It is calculated by multiplying the amount of fresh water that the Toray membranes can produce per day, including reverse osmosis (RO), ultrafiltration (UF) and membrane separation bioreactors (MBR), by the number of membrane elements sold.

5 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. Under the latter calculation method, the reduction is 32.7%.

6 The calculation of the figure for the baseline of FY 2013 includes data for companies that joined the Toray Group in FY 2014 or later.

7 Volatile organic compounds

8 Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof

9 The shifting of freight transportation by truck or other vehicle to railways and ships, which have a smaller environmental impact

10 A movement aimed at ensuring stable logistics function necessary for people's lives and for industrial activities while also contributing to economic growth in response to the shortage of truck drivers