

# ESG Data

## Environment-Related

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
Environment conservation costs	Toray Industries, Inc.	Investment	1.82	1.49	1.80	6.73	billion Yen	FY
		Cost	6.75	9.26	9.70	9.16		
Economic impact of environmental initiatives	Toray Industries, Inc.		0.73	0.88	0.85	0.88	billion Yen	FY
Environmental related administrative disposition due to violations of laws or ordinances (Serious environmental accidents resulting in improvement orders)	Toray Group		0	0	0	0	violation	FY
INPUT								
Energy consumption	Toray Group total		96.4	92.3	93.3	83.1	million gigajoules	FY
	Consumption from non-renewable energy sources		95.1	90.6	91.6	80.3		
	Consumption from renewable energy sources		1.3	1.7	1.7	2.9		
	Toray Industries, Inc.		27.3	25.6	24.2	24.2		
	Consumption from non-renewable energy sources		26.1	24.6	22.9	22.7		
	Consumption from renewable energy sources		1.2	1.1	1.3	1.5		
	Group companies in Japan		5.8	5.4	5.1	3.7		
	Consumption from non-renewable energy sources		5.8	5.0	5.1	3.6		
	Consumption from renewable energy sources		0.0	0.4	0.0	0.0		

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
	Group companies outside Japan		63.4	61.3	64.0	55.2		
		Consumption from non-renewable energy sources	63.2	61.1	63.6	53.9		
		Consumption from renewable energy sources	0.1	0.3	0.4	1.3		
Unit energy consumption index (% compared to fiscal 1990)	Toray Industries, Inc.		79.9	85.4	91.8	88.8	—	FY
Water	Toray Group total		223.8	213.9	206.8	208.7	million tons	FY
	Industrial water	155.0	142.3	143.2	143.2			
	Public water	10.6	17.1	9.2	10.0			
	Seawater	11.0	8.9	9.4	8.0			
	Groundwater	35.9	35.2	32.3	32.5			
	Others	11.3	10.4	12.8	15.0			
	Toray Industries, Inc.		171.8	166.2	160.9	162.7		
	Industrial water	130.9	127.1	122.5	122.4			
	Public water	0.2	0.2	0.2	0.2			
	Seawater	9.5	8.2	8.4	7.0			
	Groundwater	25.2	24.6	23.2	23.6			
	Others	6.0	6.1	6.6	9.6			
	Group companies in Japan		11.5	8.6	8.2	7.9		
	Industrial water	3.7	1.1	1.9	1.8			
	Public water	0.3	0.4	0.3	0.4			
	Seawater	1.5	0.7	0.9	1.0			
	Groundwater	5.9	6.4	5.1	4.7			
	Others	0.1	0.1	0.1	0.1			
	Group companies outside Japan		40.5	39.1	37.7	38.1		
	Industrial water	20.4	14.1	18.8	19.0			
	Public water	10.1	16.5	8.7	9.5			
	Seawater	0.0	0.0	0.0	0.0			
	Groundwater	4.8	4.2	4.0	4.2			

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period	
		Others	5.2	4.2	6.1	5.4			
<b>OUTPUT</b>									
Greenhouse gas emissions (Scope 1+Scope 2)	Toray Group total		549.2	489.3	495.1	463.6	10,000 tons CO <sub>2</sub> eq	FY	
	Scope 1		304.4	253.8	249.1	225.0			
	CO <sub>2</sub>		294.4	245.6	242.0	219.0			
	CH <sub>4</sub>		0.3	0.3	0.3	0.1			
	N <sub>2</sub> O		9.3	7.9	6.8	5.9			
	Other gases (HFCs, PFCs, SF <sub>6</sub> )		0.3	0.0	0.0	0.1			
	Scope 2		244.9	235.5	246.0	238.6			
	Toray Industries, Inc.			186.2	164.7	162.6			157.2
	Scope 1		157.9	137.3	136.7	132.1			
	CO <sub>2</sub>		148.4	129.3	129.6	126.0			
	CH <sub>4</sub>		0.3	0.3	0.3	0.0			
	N <sub>2</sub> O		8.9	7.7	6.8	5.9			
	Other gases (HFCs, PFCs, SF <sub>6</sub> )		0.3	0.0	0.0	0.1			
	Scope 2		28.3	27.4	25.9	25.2			
	Group companies in Japan			33.3	19.5	20.1			19.1
	Scope 1		5.5	3.4	3.2	3.3			
	CO <sub>2</sub>		5.1	3.2	3.2	3.2			
	CH <sub>4</sub>		0.0	0.0	0.0	0.0			
	N <sub>2</sub> O		0.4	0.2	0.0	0.0			
	Other gases (HFCs, PFCs, SF <sub>6</sub> )		0.0	0.0	0.0	0.1			
	Scope 2		27.7	16.1	16.9	15.9			
	Group companies outside Japan			329.8	305.1	312.4			287.3
	Scope 1		140.9	113.1	109.3	89.7			
	CO <sub>2</sub>		140.9	113.1	109.3	89.7			
CH <sub>4</sub>		—	—	—	—				

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
		N <sub>2</sub> O	—	—	—	—		
		Other gases (HFCs, PFCs, SF <sub>6</sub> )	—	—	—	—		
		Scope 2	188.8	192.0	203.2	197.6		
Greenhouse gas emissions (Scope 3)	Toray Industries, Inc. until fiscal 2021; Toray Group total from fiscal 2022 onwards		267.5	1,057.1	1,755.6	1,637.1	10,000 tons CO <sub>2</sub> eq	FY
		Category 1: Purchased goods and services	231.5	898.0	859.7	854.7		
		Category 2: Capital goods	9.2	39.6	51.8	75.2		
		Category 3: Fuel and energy related activities	19.0	94.5	95.6	93.3		
		Category 4: Upstream transportation and distribution	4.3	21.0	18.4	17.3		
		Category 5: Waste generated in operations	2.0	1.1	0.9	0.8		
		Category 6: Business travel	1.3	0.6	0.6	0.6		
		Category 7: Employee commuting	0.2	2.2	2.1	2.1		
		Category 8: Upstream Leased Assets	—	0.2	0.4	0.5		
		Category 9: Transportation and delivery (downstream)	—	—	3.0	2.8		
		Category 10: Processing of sold products	—	—	—	—		
		Category 11: Use of sold products	—	—	274.6	146.7		
		Category 12: End-of-life treatment of sold products	—	—	447.5	441.9		

Category		Scope	Sub-category	2021	2022	2023	2024	Unit	Period
			Category 13: Leased assets (downstream)	—	—	1.1	1.1		
			Category 14: Franchises	—	—	0.0	0.0		
			Category 15: Investments	—	—	—	—		
Emissions of substances subject to the PRTR Act	Atmospheric Emissions	Toray Group total		715.9	820.6	924.0	698.9	tons	FY
		Toray Industries, Inc.		183.3	145.1	153.0	154.0		
		Group companies in Japan		89.8	111.3	120.6	109.2		
		Group companies outside Japan		442.8	564.2	650.3	435.6		
	Water Emissions	Toray Group total		30.2	31.1	16.5	17.3		
		Toray Industries, Inc.		26.5	28.0	13.5	13.7		
		Group companies in Japan		0.0	0.0	2.7	3.2		
		Group companies outside Japan		3.7	3.1	0.3	0.4		
	Transfers	Toray Group total		6,067.7	6,938.6	3,399.3	4,401.1		
		Toray Industries, Inc.		499.1	733.4	1,396.5	1,088.5		
		Group companies in Japan		957.4	917.5	969.0	1,323.1		
		Group companies outside Japan		4,611.1	5,287.7	1,033.7	1,989.6		
Atmospheric emissions	NOx	Toray Group total		2,689.9	2,936.9	2,712.0	2,314.5	tons	FY
		Toray Industries, Inc.		1,302.6	1,186.0	1,135.0	1,137.2		
		Group companies in Japan		14.3	4.2	23.3	9.7		
		Group companies outside Japan		1,372.9	1,746.7	1,553.8	1,167.6		
	SOx	Toray Group total		1,333.1	658.7	479.6	385.9		
		Toray Industries, Inc.		219.4	232.0	226.2	262.1		
		Group companies in Japan		2.4	1.6	6.1	4.6		
		Group companies outside Japan		1,111.3	425.1	247.3	119.2		
	Dust	Toray Group total		314.7	521.5	631.9	239.4		
		Toray Industries, Inc.		102.6	77.0	86.0	77.4		
		Group companies in Japan		4.7	1.0	6.1	6.5		
		Group companies outside Japan		207.4	443.5	539.8	155.5		
	VOC	Toray Group total		888.4	1,157.3	1,092.2	995.7		

Category		Scope	Sub-category	2021	2022	2023	2024	Unit	Period
			Toray Industries, Inc.	266.1	361.0	306.9	317.6		
			Group companies in Japan	136.4	52.7	134.6	121.1		
			Group companies outside Japan	485.9	743.5	650.7	557.0		
Industrial wastewater			Toray Group total	188.2	178.6	168.3	179.3	million tons	FY
			Toray Industries, Inc.	154.4	143.9	139.1	149.5		
			Group companies in Japan	8.2	5.6	5.3	5.2		
			Group companies outside Japan	25.7	29.1	23.9	24.7		
Total water consumed (million tons) Note: Calculated by subtracting industrial wastewater from water withdrawn			Toray Group total	35.5	35.2	38.4	29.4	million tons	FY
			Toray Industries, Inc.	17.4	22.2	21.8	13.2		
			Group companies in Japan	3.3	3.0	2.9	2.7		
			Group companies outside Japan	14.8	10.0	13.7	13.4		
Water emissions	BOD		Toray Group total	655.0	651.1	624.9	559.7	tons	FY
			Toray Industries, Inc.	464.7	447.9	415.3	399.0		
			Group companies in Japan	16.3	10.2	12.8	16.0		
			Group companies outside Japan	174.0	193.0	196.8	144.6		
	COD		Toray Group total	2,137.9	2,896.3	2,041.3	1,944.0		
			Toray Industries, Inc.	666.6	586.7	534.3	560.2		
			Group companies in Japan	25.9	15.6	18.1	12.3		
			Group companies outside Japan	1,445.4	2,294.0	1,488.9	1,371.6		
	Nitrogen		Toray Industries, Inc.	405.8	389.3	357.9	363.2		
			Group companies in Japan	7.6	4.1	8.9	7.5		
			Group companies outside Japan	—	—	—	—		
	Phosphorus		Toray Industries, Inc.	19.0	31.7	31.9	25.5		
			Group companies in Japan	0.7	0.4	0.8	0.9		
		Group companies outside Japan	—	—	—	—			
Waste	Recycled		Toray Group total	138.6	138.1	106.3	127.3	1,000 tons	FY
			Toray Industries, Inc.	27.6	26.7	23.7	23.0		
			Group companies in Japan	11.3	10.8	9.4	9.2		
			Group companies outside Japan	99.7	100.6	73.2	95.1		
	Incinerated and other		Toray Group total	16.4	13.8	13.1	10.3		

Category		Scope	Sub-category	2021	2022	2023	2024	Unit	Period
		Toray Industries, Inc.		0.4	0.2	0.1	0.1		
		Group companies in Japan		0.3	0.7	0.4	0.4		
		Group companies outside Japan		15.7	12.9	12.5	9.8		
	Direct landfill Diposal	Toray Group total		19.5	19.4	16.0	20.8		
		Toray Industries, Inc.		0.0	0.0	0.0	0.0		
		Group companies in Japan		0.3	0.3	0.2	0.1		
		Group companies outside Japan		19.2	19.1	15.8	20.6		
Hazardous waste	Hazardous waste	Toray Group total		5.1	2.9	3.8	4.1	1,000 tons	FY
		Toray Industries, Inc.		2.3	0.9	1.7	1.7		
		Group companies in Japan		2.7	2.0	2.2	2.4		
		Group companies outside Japan		0.0	0.0	0.0	0.0		
	Non- hazardous waste	Toray Group total		169.5	168.4	131.4	154.2		
		Toray Industries, Inc.		25.7	26.0	22.2	21.4		
		Group companies in Japan		9.2	9.8	7.8	7.3		
		Group companies outside Japan		134.6	132.6	101.5	125.6		
Coal ash	Recycled	Toray Industries, Inc.		69.0	67.5	62.3	59.6	1,000 tons	FY
		Group companies in Japan		—	—	—	—		
		Group companies outside Japan		15.8	11.6	8.0	5.1		
	Direct landfill Diposal	Toray Industries, Inc.		1.5	1.2	1.4	1.1		
		Group companies in Japan		—	—	—	—		
		Group companies outside Japan		0.3	0.4	0.4	0.5		

Notes:

- Toray Group's fiscal 2024 energy consumption, GHG emissions (Scope 1, 2, and 3), and industrial waste have been verified by a third party, LRQA Limited.
- Toray Industries' fiscal 2024 water use, atmospheric emissions (NOx, SOx, dust, and VOCs), industrial wastewater, and chemical oxygen demand (COD) have been verified by a third party, LRQA Limited.
- 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.
- Until fiscal 2022, this was calculated by multiplying the GHG emissions and revenue of individual subsidiaries worldwide by the applicable Toray Industries' equity share. In fiscal 2023, however, the calculation method changed, and the degree of operational control Toray Industries has over the individual subsidiary (not the equity share) is now used, in accordance with the GHG Protocol international standard.
- In fiscal 2023, the Group's PRTR-regulated substances, including those handled outside Japan, have been updated to align with the new legal requirements.
- Data corresponding to "industrial waste subject to special control," as defined in Japan's Waste Disposal and Public Cleansing Act, is recorded as hazardous waste generated.

## Society-Related

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
Number of employees	Toray Industries, Inc.		7,175	6,992	6,995	7,010	persons	As of the end of each fiscal year
	Male		6,314	6,160	6,167	6,152		
	Female		861	832	828	858		
Percentage of women in unit manager or higher positions	Toray Industries, Inc.		10.0	10.0	10.1	10.5	%	As of April each year
Percentage of women in management positions (Section manager or higher positions)			6.0	6.1	6.4	6.6		
Employment rate of persons with disabilities	Toray Industries, Inc.		2.39	2.48	2.56	2.59	%	Year
Average time on the job	Toray Industries, Inc.		16.6	17.2	17.4	17.4	years	FY
	Male		16.5	17.2	17.4	17.5		
	Female		17.2	17.5	17.6	16.9		
Percentage of available annual paid leave used by employees	Toray Industries' employees (non-managerial)		89.6	93.2	95.7	93.7	%	FY
Number of employees taking childcare leave	Toray Industries, Inc.		96	128	146	148	persons	FY
	Male		40	82	95	108		
	Female		56	46	51	40		
Number of employees taking family care leave	Toray Industries, Inc.		3	3	2	3	persons	FY
Number of employees hired	Total for Toray Industries, Inc. and group companies in Japan		501	510	704	837	persons	FY
	Male		366	405	523	639		
	Female		135	105	181	198		
	Toray Industries, Inc.		182	191	354	442		
	Male		136	164	295	356		
	Female		46	27	59	86		
	Group companies in Japan		319	319	350	395		
	Male		230	241	228	283		
	Female		89	78	122	112		

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
Turnover rate	Toray Industries, Inc.		4.0	4.9	4.4	4.8	%	FY
Education and Training	Toray Industries, Inc.	Training expenditures per employee <sup>1</sup>	128,085	132,020	146,342	158,393	Yen	FY
		Time dedicated to training per employee	33.7	34.7	34.7	37.4	Hours	
Occupational accident frequency rate	Toray Group	All accidents	0.60	0.67	0.73	0.44	—	Year
		Accidents causing lost work time	0.38	0.37	0.45	0.25		
	Toray Industries' onsite contractors (accidents causing lost work time)		0.69	0.68	0.00	0.00		
Process Safety Events -Tier 1—	Toray Group		0	0	0	0	Events	Year

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
Total social contribution expenditures	Toray Group		1.43	1.86	2.08	2.20	billion Yen	FY
Percentage by type	Toray Group	Academics, science research, education	66	55	52	55	%	FY
		Environment, communities	13	10	16	12		
		Health, welfare, sports	10	27	25	27		
		Culture, arts, other	11	8	7	6		

<sup>1</sup> Starting in FY2023, the calculation includes costs related to training at companies as most of the training are operated in-house.

## Governance-Related

Category	Scope	Sub-category	2021	2022	2023	2024	Unit	Period
Number of members of the Board	Toray Industries, Inc.		12	12	13	12	persons	FY
Number of outside directors (independent officers)	Toray Industries, Inc.		4	4	5	5	persons	FY
Ratio of outside directors	Toray Industries, Inc.		33.3	33.3	38.5	41.7	%	FY
Number of female directors	Toray Industries, Inc.		0	0	1	1	persons	FY
Ratio of female members of the Board	Toray Industries, Inc.		0	0	7.7	8.3	%	FY
R&D expenses	Toray Group		62.1	68.9	70.5	74.4	billion Yen	FY
Ratio of R&D expenses to net sales	Toray Group		2.8	2.8	2.9	2.9	%	FY
Number of major violations of laws or ordinances	Toray Group		1	0	0	0	violation	FY
Number of whistleblowing reports and consultations received	Toray Group		89	97	114	141	Reports/consultations	FY
		Compliance related	17	24	29	29		
		Harassment related	49	32	50	65		
		Other	23	41	35	47		
Monetary contribution to Political fund-raising organization (The People's Political Association)	Toray Industries, Inc.		30	30	23	15	million yen	FY
Ratio between the total annual compensation of the CEO and the mean employee compensation	Toray Industries, Inc.		20.97	16.79	16.21	18.89	times	FY