

## ESG Data

### Environment

	FY2020 (fiscal year ended: March 31, 2021)	FY2021 (fiscal year ended: March 31, 2022)	FY2022 (fiscal year ended: March 31, 2023)	FY2023 (fiscal year ended: March 31, 2024)	FY2024 (fiscal year ended: March 31, 2025)
Industrial waste recycling rate (domestic construction sites)	90%	88%	94%	83%	91%
Construction site industrial waste volume (domestic)	9,992 t	8,717 t	17,697 t	11,270 t	7,352 t
Construction site industrial waste volume (overseas)*1	37,963 t	6,557 t	10,318 t	33,091 t	33,400 t
Industrial waste volume (Domestic Head Office)	58 t	63 t	70 t	73 t	110 t
No. of toxic material leaks (Domestic/overseas construction sites)	0	0	0	0	0
GHG emissions for TOYO Group overall (Scope 1 & 2)*2	9,430 t	11,804 t	13,656 t	15,015 t	10,967 t
(Scope 1)*2	1,244 t	3,226 t	3,910 t	3,748 t	3,623 t
(Scope 2)*2	8,186 t	8,579 t	9,746 t	11,267 t	7,345 t
Intensity (per employee) basis (Scope 1 & 2)*2	1.60 t/person	1.87 t/person	2.17 t/person	1.74 t/person	1.19 t/person
GHG emissions for TOYO Group overall (Scope 3)*2 *3	—	—	—	—	589,987 t
Electricity usage at offices in Japan and overseas locations*1	9,375 MWh	9,757 MWh	10,316 MWh	10,460 MWh	10,448 MWh
Electricity usage at domestic and overseas construction sites*1	6,882 MWh	8,649 MWh	7,177 MWh	9,420 MWh	7,625 MWh
Renewable energy power usage included above*1	—	—	3,960 MWh	3,703 MWh	6,836 MWh
Water usage (Domestic Head Office)	18,500 m <sup>3</sup>	18,200 m <sup>3</sup>	21,700 m <sup>3</sup>	23,600 m <sup>3</sup>	20,600 m <sup>3</sup>
Rainwater usage (Domestic Head Office)	3,100 m <sup>3</sup>	4,000 m <sup>3</sup>	3,900 m <sup>3</sup>	2,800 m <sup>3</sup>	1,500 m <sup>3</sup>
Purchase volume of printing paper (wood-free paper) (Domestic Head Office)	18.2 t	16.9 t	16.1 t	14.8 t	8.9 t

\*1 Calendar year (Jan.–Dec.)

\*2 Group companies, including domestic and overseas construction site offices (calendar year)

\*3 Categories 1–7

### Governance

#### Compliance Risk Management Reports

	FY2020 (fiscal year ended: March 31, 2021)	FY2021 (fiscal year ended: March 31, 2022)	FY2022 (fiscal year ended: March 31, 2023)	FY2023 (fiscal year ended: March 31, 2024)	FY2024 (fiscal year ended: March 31, 2025)
Number of serious violations of compliance	0	0	0	0	0
Number of cases of whistleblowing*4	4	9	21	17	15
Number of compliance e-learning participants*5 (Scope: New employees, employees who have not yet participated)	66	69	76	96	88
Total number of compliance mini test participants*5	2,298	2,404	2,479	2,553	2,553

#### Information security promotion initiatives

Serious information security incidents	0	0	0	0	0
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#### Governance-related data

Directors	5	5	5	5	5
Outside Directors	4	4	4	4	4
Audit & Supervisory Board Members	2	2	2	2	2
Outside Audit & Supervisory Board Members	2	2	2	2	2
Average attendance ratio of Directors and Audit & Supervisory Board Members at meetings of the Board of Directors	99.6%	98.8%	98.5%	97.6%	99.3%

\*4 Non-consolidated and consolidated subsidiaries. Notably, there were 0 serious violations of compliance among the 150 cases in the Brazilian subsidiary that became a consolidated subsidiary during fiscal 2024

\*5 Non-consolidated

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**Social**

	FY2020 (fiscal year ended March 31, 2021)	FY2021 (fiscal year ended March 31, 2022)	FY2022 (fiscal year ended March 31, 2023)	FY2023 (fiscal year ended March 31, 2024)	FY2024 (fiscal year ended March 31, 2025)	
<b>Consolidated</b>	<b>Number of employees**<sup>2</sup> *<sup>3</sup></b>	4,425	4,625	5,730	6,207	5,827
	<b>Men</b>	3,749	3,888	4,752	5,140	4,752
	<b>Women (%)</b>	676 (15%)	737 (16%)	978 (17%)	1,067 (17%)	1,075 (18.4%)
	<b>No. of engineers*<sup>3</sup></b>	2,824	3,087	3,265	3,577	3,687
	<b>Men</b>	2,537	2,745	2,873	3,153	3,250
	<b>Women (%)</b>	287 (10%)	342 (11%)	392 (12%)	424 (12%)	437 (11.8%)
	<b>No. of managers*<sup>3</sup> *<sup>4</sup></b>	1,112	1,150	1,163	1,106	1,140
	<b>Men</b>	1,055	1,090	1,099	1,038	1,067
	<b>Women (%)</b>	57 (5%)	60 (5%)	64 (6%)	68 (6%)	73 (6.4%)
	<b>Labor hours*<sup>1</sup></b>	44,895,756	59,524,567	82,244,375	83,713,637	72,250,565
	<b>Fatalities*<sup>1</sup></b>	0	0	1	1	0
	<b>Lost time incidents*<sup>1</sup></b>	3	3	5	8	4
	<b>LTIR*<sup>1</sup> *<sup>5</sup> (total fatalities and lost time incidents)</b>	0.07 (3 incidents)	0.05 (3 incidents)	0.07 (6 incidents)	0.11 (9 incidents)	0.06 (4 incidents)
	<b>Medical treatment*<sup>1</sup> (No-lost-time incidents)</b>	20	16	21	24	15
	<b>TRIR*<sup>1</sup> *<sup>6</sup> (total incidents)</b>	0.51 (23 incidents)	0.32 (19 incidents)	0.33 (27 incidents)	0.39 (33 incidents)	0.26 (19 incidents)

\*1 Calendar year (Jan.-Dec.)  
 \*2 Excluding temporary employees  
 \*3 Main EPC companies, including equity method companies  
 \*4 Number of managers in positions equivalent to team manager or general manager  
 \*5 Lost time incident rate (LTIR) = total lost time incidents x 1,000,000 / labor hours  
 \*6 Total recordable incident rate (TRIR) = number of recordable incidents x 1,000,000 / labor hours  
 \*7 As of June 1 of each fiscal year; percentage of disabled persons hired includes special-purpose subsidiaries  
 \*8 Excluding employees on long-term assignments overseas, employees on temporary assignment, mid-year recruits, employees on long-term sick leave, and employees on extended leave

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<b>Non-consolidated</b>	<b>Number of employees*<sup>2</sup></b>	968	989	974	968	<b>975</b>
	<b>Men</b>	790	809	800	780	<b>778</b>
	<b>Women (%)</b>	178 (18%)	180 (18%)	174 (18%)	188 (19%)	<b>197 (20%)</b>
	<b>No. of engineers</b>	738	754	744	716	<b>715</b>
	<b>Men</b>	687	703	694	667	<b>661</b>
	<b>Women (%)</b>	51 (7%)	51 (7%)	50 (7%)	49 (7%)	<b>54 (7.5%)</b>
	<b>No. of managers*<sup>4</sup></b>	569	573	564	522	<b>501</b>
	<b>Men</b>	543	548	536	494	<b>472</b>
	<b>Women (%)</b>	26 (5%)	25 (4%)	28 (5%)	28 (5%)	<b>29 (6%)</b>
	<b>No. of foreigners in managerial roles (%)</b>	—	28 (5%)	35 (6%)	35 (8%)	<b>40 (8%)</b>
	<b>No. of mid-career hires in managerial roles (%)</b>	—	126 (22%)	138 (24%)	135 (26%)	<b>124 (25%)</b>
	<b>No. of foreign employees</b>	50	60	61	60	<b>72</b>
	<b>No. of disabled persons hired (%)*<sup>4</sup></b>	21 (2.1%)	24 (2.4%)	28 (2.8%)	26 (2.6%)	<b>25 (2.3%)</b>
	<b>No. of male employees taking childcare leave</b>	5	10	14	13	<b>21</b>
	<b>Percentage of male employees taking childcare leave</b>	—	31.3%	43.8%	37.1%	<b>56.8%</b>
	<b>Average length of paternity leave</b>	—	58.2 days	61.4 days	163.9 days	<b>72.0 days</b>
	<b>No. of female employees taking childcare leave</b>	7	12	5	7	<b>7</b>
	<b>No. of persons taking paternity leave</b>	25	28	25	27	<b>32</b>
	<b>No. of persons working shorter hours for childcare reasons</b>	15	12	10	12	<b>16</b>
	<b>No. of persons working shorter hours for nursing care reasons</b>	1	1	0	2	<b>2</b>
<b>No. of persons taking family care leave</b>	81	101	144	170	<b>184</b>	
<b>No. of persons taking nursing care leave</b>	0	1	1	1	<b>2</b>	
<b>Percentage of annual leave used*<sup>8</sup></b>	57.6%	54.7%	61.2%	61.3%	<b>61.1%</b>	
<b>Wage gap between men and women</b>	—	69.3%	71.1%	71.6%	<b>71.3%</b>	
<b>Total training hours</b>	—	—	—	—	<b>108,659</b>	
<b>Company-wide training expenses</b>	—	—	—	—	<b>¥92,456,094</b>	
<b>Turnover rate</b>	—	—	—	—	<b>3.9%</b>	
<b>Percentage of mid-career hires</b>	—	—	—	—	<b>31.8%</b>	