

ESG Data

Environment

	FY2019 (fiscal year ended March 31, 2020)	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)
Industrial waste recycling rate (domestic construction sites)	91%	90%	88%	94%	83%
Construction site industrial waste volume (domestic)	10,262t	9,992t	8,717t	17,697t	11,270t
Construction site industrial waste volume (overseas)*1	13,805t	37,963t	6,557t	10,318t	33,091t
Industrial waste volume (Domestic Head Office)	95t	58t	63t	70t	73t
No. of toxic material leaks (Domestic/overseas construction sites)	0	0	0	0	0
GHG emissions for TOYO Group overall (Scope 1, 2)*2	9,025t	9,430t	11,804t	13,656t	15,015t
(Scope 1)*2	1,224t	1,244t	3,226t	3,910t	3,748t
(Scope 2)*2	7,801t	8,186t	8,579t	9,746t	11,267t
Intensity (per employee) base (Scope 1 & 2)*2	1.64t/person	1.60t/person	1.87t/person	2.17t/person	1.74t/person
Electricity usage at domestic and overseas offices*1	10,438MWh	9,375MWh	9,757MWh	10,316MWh	10,460MWh
Electricity usage at domestic and overseas construction sites*1	2,852MWh	6,882MWh	8,649MWh	7,177MWh	9,420MWh
Renewable energy usage included in electricity usage at domestic and overseas construction sites*1	—	—	—	3,960MWh	3,703MWh
Water use (Domestic Head Office)	27.2 thousand m³	18.5 thousand m³	18.2 thousand m³	21.7 thousand m³	23.6 thousand m³
Rainwater use (Domestic Head Office)	4.4 thousand m³	3.1 thousand m³	4.0 thousand m³	3.9 thousand m³	2.8 thousand m³
Purchase volume of printing paper (wood-free paper) (Domestic Head Office)	28.8t	18.2t	16.9t	16.1t	14.8t

Governance

	FY2019 (fiscal year ended March 31, 2020)	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)
Compliance Risk Management Reports					
Number of serious violations of compliance	0	0	0	0	0
Number of cases of whistleblowing*3	8	4	9	21	17
Number of compliance e-learning participants*4 (for new recruits and employees yet to complete the program)	33	66	69	76	96
Total number of compliance mini test participants*4	790	2,298	2,404	2,479	2,553
Information security promotion initiatives					
Serious information security incidents	0	0	0	0	0
Governance-related data					
Directors	5	5	5	5	5
Outside Director	4	4	4	4	4
Audit & Supervisory Board Member	2	2	2	2	2
Outside Audit & Supervisory Board Member	2	2	2	2	2
Average attendance ratio of Directors and Audit & Supervisory Board Members at meetings of the Board of Directors	96.7%	99.6%	98.8%	98.6%	97.6%

*1 Calendar year (January to December) *2 Group companies, including domestic and overseas construction site offices (calendar year) *3 Non-consolidated and consolidated subsidiaries *4 Non-consolidated *5 Excluding temporary employees *6 Main EPC companies, include equity method companies *7 Number of managers in positions equivalent to team manager or general manager *8 Lost time incident rate (LTIR) = total lost time incidents x 1,000,000 / man-hours *9 Total recordable incident rate (TRIR) = number of recordable incidents x 1,000,000 / man-hours *10 As of June 1 of each fiscal year, percentage of disabled persons hired includes special-purpose subsidiaries *11 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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Social

		FY2019 (fiscal year ended March 31, 2020)	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)
Consolidated	Number of employees*5 *6	4,204	4,425	4,625	5,730	6,207
	Male	3,566	3,749	3,888	4,752	5,140
	Female (%)	638 (15%)	676 (15%)	737 (16%)	978 (17%)	1,067 (17%)
	No. of engineers*6	2,815	2,824	3,087	3,265	3,577
	Male	2,529	2,537	2,745	2,873	3,153
	Female (%)	286 (10%)	287 (10%)	342 (11%)	392 (12%)	424 (12%)
	No. of managers*6 *7	1,119	1,112	1,150	1,163	1,106
	Male	1,065	1,055	1,090	1,099	1,038
	Female (%)	54 (5%)	57 (6%)	60 (5%)	64 (6%)	68 (6%)
	Man-hours*1	49,642,608 hours	44,895,756 hours	59,524,567 hours	82,244,375 hours	83,713,637 hours
	Fatalities*1	0	0	0	1	1
	Lost time incidents*1	3	3	3	5	8
	LTIR**1*8	0.06	0.07	0.05	0.07	0.11
	Medical treatment*1 (No-lost-time incidents)	11	20	16	21	24
TRIR**1*9	0.30	0.51	0.32	0.33	0.39	

Non-consolidated	Number of employees*5	998	968	989	974	968
	Male	817	790	809	800	780
	Female (%)	181 (18%)	178 (18%)	180 (18%)	174 (18%)	188 (19%)
	No. of engineers	757	738	754	744	716
	Male	709	687	703	694	667
	Female (%)	48 (6%)	51 (7%)	51 (7%)	50 (7%)	49 (7%)
	No. of managers*7	583	569	573	564	522
	Male	561	543	548	536	494
	Female (%)	22 (4%)	26 (5%)	25 (4%)	28 (5%)	28 (5%)
	No. of foreigners in managerial roles (%)	—	—	28 (5%)	35 (6%)	35 (8%)
	No. of mid-career hires in managerial roles (%)	—	—	126 (22%)	138 (25%)	135 (26%)
	No. of foreign employees	48	50	60	61	60
	No. of disabled persons hired (%)*10	21 (1.8%)	21 (2.1%)	24 (2.5%)	28 (2.8%)	26 (2.4%)
	No. of male employees taking childcare leave	4	5	10	14	13
	Percentage of male employees taking childcare leave	—	—	31.3%	43.8%	37.1%
	Average length of paternity leave	—	—	58.2 days	61.4 days	163.9 days
	No. of female employees taking childcare leave	3	7	12	5	7
	No. of persons taking paternity leave	21	25	28	25	27
	No. of persons working shorter hours for childcare reasons	14	15	12	10	12
	No. of persons working shorter hours for nursing care reasons	1	1	1	0	2
No. of persons taking family care leave	96	81	101	144	170	
No. of persons taking nursing care leave	0	0	1	1	1	
Percentage of annual leave used*11	61.9%	57.6%	54.7%	61.2%	61.3%	
Wage gap between men and women	—	—	69.3%	71.1%	71.6%	