

ESG Data

Environment-Related

		Scope	Period	2020	2021	2022	2023	Unit
Environment conservation costs	Investment	Toray Industries, Inc.	FY	1.52	1.82	1.49	1.80	billion Yen
	Cost			7.56	6.75	9.26	9.70	
Economic impact of environmental initiatives		Toray Industries, Inc.	FY	0.60	0.73	0.88	0.85	billion Yen
Energy consumption	Total energy consumption	Toray Group total	FY	81.5	96.4	92.3	93.3	million gigajoules
	Consumption from non-renewable energy sources		FY	80.1	95.1	90.6	91.6	
	Consumption from renewable energy sources		FY	1.4	1.3	1.7	1.7	
	Total energy consumption	Toray Industries, Inc.	FY	25.3	27.3	25.6	24.2	
	Consumption from non-renewable energy sources		FY	24.0	26.1	24.6	22.9	
	Consumption from renewable energy sources		FY	1.2	1.2	1.1	1.3	
	Total energy consumption	Group companies in Japan	FY	5.3	5.8	5.4	5.1	
	Consumption from non-renewable energy sources		FY	5.3	5.8	5.0	5.1	
	Consumption from renewable energy sources		FY	0.0	0.0	0.4	0.0	

		Scope	Period	2020	2021	2022	2023	Unit
	Total energy consumption	Group companies outside Japan	FY	50.9	63.4	61.3	64.0	
	Consumption from non-renewable energy sources		FY	50.7	63.2	61.1	63.6	
	Consumption from renewable energy sources		FY	0.2	0.1	0.3	0.4	
Unit energy consumption index (% compared to fiscal 1990)		Toray Industries, Inc.	FY	90.9	79.9	85.4	91.8	—
Water	Toray Group total	Toray Group total	FY	214.7	223.8	213.9	206.8	million tons
	Toray Industries, Inc.	Toray Industries, Inc.	FY	165.7	171.8	166.2	160.9	
	Group companies in Japan	Group companies in Japan	FY	11.5	11.5	8.6	8.2	
	Group companies outside Japan	Group companies outside Japan	FY	37.6	40.5	39.1	37.7	
Industrial wastewater	Toray Group total	Toray Group total	FY	182.1	188.2	178.6	168.3	million tons
	Toray Industries, Inc.	Toray Industries, Inc.	FY	150.1	154.4	143.9	139.1	
	Group companies in Japan	Group companies in Japan	FY	7.7	8.2	5.6	5.3	
	Group companies outside Japan	Group companies outside Japan	FY	24.3	25.7	29.1	23.9	
Greenhouse gas emissions ^{1,2}	Scope1	Toray Group total	FY	281.7	304.4	253.8	249.1	10,000 tons CO ₂ eq
	Scope2		FY	215.2	244.9	235.5	246.0	
	Scope1+Scope2		FY	496.9	549.2	489.3	495.1	
	Scope1	Toray Industries, Inc.	FY	140.3	157.9	137.3	136.7	
	Scope2		FY	25.5	28.3	27.4	25.9	
	Scope1+Scope2		FY	165.7	186.2	164.7	162.6	

		Scope	Period	2020	2021	2022	2023	Unit
	Scope1	Group companies in Japan	FY	4.1	5.5	3.4	3.2	
	Scope2		FY	26.6	27.7	16.1	16.9	
	Scope1+Scope2		FY	30.7	33.3	19.5	20.1	
	Scope1	Group companies outside Japan	FY	137.3	140.9	113.1	109.3	
	Scope2		FY	163.1	188.8	192.0	203.2	
	Scope1+Scope2		FY	300.5	329.8	305.1	312.4	
Greenhouse gas emissions (Scope3)	FY2020 and FY2021 (Toray Industries, Inc.) FY2022 and FY2023 (Toray Group)		FY	77.1	267.5	1,057.1	1,755.6	10,000 tons CO ₂ eq
	Category 1: Purchased goods and services	FY	—	231.5	898.0	859.7		
	Category 2: Capital goods	FY	10.2	9.2	39.6	51.8		
	Category 3: Fuel and energy related activities	FY	63.1	19.0	94.5	95.6		
	Category 4: Upstream transportation and distribution	FY	3.8	4.3	21.0	18.4		
	Category 5: Waste generated in operations	FY	—	2.0	1.1	0.9		
	Category 6: Business travel	FY	—	1.3	0.6	0.6		
	Category 7: Employee commuting	FY	—	0.2	2.2	2.1		
	Category 8: Upstream Leased Assets	FY	—	—	0.2	0.4		
	Category 9: Transportation and delivery (downstream)	FY	—	—	—	3.0		
	Category 10: Processing of sold products	FY	—	—	—	—		
	Category 11: Use of sold products	FY	—	—	—	274.6		

		Scope	Period	2020	2021	2022	2023	Unit
	Category 12: End-of-life treatment of sold products		FY	—	—	—	447.5	
	Category 13: Leased assets (downstream)		FY	—	—	—	1.1	
	Category 14: Franchises		FY	—	—	—	0.0	
	Category 15: Investments		FY	—	—	—	—	
Atmospheric emissions (NOx)		Toray Group total	FY	2,189.5	2,689.9	2,936.9	2,712.0	tons
		Toray Industries, Inc.	FY	1,139.2	1,302.6	1,186.0	1,135.0	
		Group companies in Japan	FY	29.7	14.3	4.2	23.3	
		Group companies outside Japan	FY	1,020.7	1,372.9	1,746.7	1,553.8	
Atmospheric emissions (SOx)		Toray Group total	FY	1,582.7	1,333.1	658.7	479.6	tons
		Toray Industries, Inc.	FY	160.1	219.4	232.0	226.2	
		Group companies in Japan	FY	17.9	2.4	1.6	6.1	
		Group companies outside Japan	FY	1,404.7	1,111.3	425.1	247.3	
Emissions of substances subject to the PRTR Act (Atmospheric Emissions)		Toray Group total	FY	796.1	715.9	820.6	924.0	tons
		Toray Industries, Inc.	FY	211.0	183.3	145.1	153.0	
		Group companies in Japan	FY	104.4	89.8	111.3	120.6	
		Group companies outside Japan	FY	480.6	442.8	564.2	650.3	

	Scope	Period	2020	2021	2022	2023	Unit
Emissions of substances subject to the PRTR Act (Water Emissions)	Toray Group total	FY	26.0	30.2	31.1	16.5	tons
	Toray Industries, Inc.	FY	22.2	26.5	28.0	13.5	
	Group companies in Japan	FY	3.1	0.0	0.0	2.7	
	Group companies outside Japan	FY	0.7	3.7	3.1	0.3	
Emissions of substances subject to the PRTR Act (transfers)	Toray Group total	FY	7,323.2	6,067.7	6,938.6	3,399.3	tons
	Toray Industries, Inc.	FY	577.4	499.1	733.4	1,396.5	
	Group companies in Japan	FY	2,468.9	957.4	917.5	969.0	
	Group companies outside Japan	FY	4,276.9	4,611.1	5,287.7	1,033.7	
VOC atmospheric emissions	Toray Group total	FY	1,039.2	888.4	1,157.3	1,092.2	tons
	Toray Industries, Inc.	FY	309.2	266.1	361.0	306.9	
	Group companies in Japan	FY	172.2	136.4	52.7	134.6	
	Group companies outside Japan	FY	557.8	485.9	743.5	650.7	
Atmospheric emissions (Dust)	Toray Group total	FY	195.8	314.7	521.5	631.9	tons
	Toray Industries, Inc.	FY	60.9	102.6	77.0	86.0	
	Group companies in Japan	FY	1.5	4.7	1.0	6.1	
	Group companies outside Japan	FY	133.3	207.4	443.5	539.8	

	Scope	Period	2020	2021	2022	2023	Unit
Coal ash (recycled)	Toray Industries, Inc.	FY	66.6	69.0	67.5	62.3	1,000 tons
	Group companies in Japan	FY	—	—	—	—	
	Group companies outside Japan	FY	12.5	15.8	11.6	8.0	
Waste (direct landfill disposal)	Toray Group total	FY	18.6	19.5	19.4	16.0	1,000 tons
	Toray Industries, Inc.	FY	0.0	0.0	0.0	0.0	
	Group companies in Japan	FY	0.9	0.3	0.3	0.2	
	Group companies outside Japan	FY	17.7	19.2	19.1	15.8	
Waste (hazardous)	Toray Group total	FY	—	5.1	2.9	3.8	1,000 tons
	Toray Industries, Inc.	FY	2.1	2.3	0.9	1.7	
	Group companies in Japan	FY	2.8	2.7	2.0	2.2	
	Group companies outside Japan	FY	—	0.0	0.0	0.0	
Waste (non-hazardous)	Toray Group total	FY	—	169.5	187.5	147.2	1,000 tons
	Toray Industries, Inc.	FY	25.0	25.7	26.0	22.2	
	Group companies in Japan	FY	12.5	9.2	9.8	7.8	
	Group companies outside Japan	FY	—	134.6	151.7	117.3	

	Scope	Period	2020	2021	2022	2023	Unit
Water emissions (BOD)	Toray Group total	FY	733.4	655.0	651.1	624.9	tons
	Toray Industries, Inc.	FY	523.5	464.7	447.9	415.3	
	Group companies in Japan	FY	21.6	16.3	10.2	12.8	
	Group companies outside Japan	FY	188.3	174.0	193.0	196.8	
Water emissions (COD)	Toray Group total	FY	1,945.4	2,137.9	2,896.3	2,041.3	tons
	Toray Industries, Inc.	FY	694.0	666.6	586.7	534.3	
	Group companies in Japan	FY	28.8	25.9	15.6	18.1	
	Group companies outside Japan	FY	1,222.6	1,445.4	2,294.0	1,488.9	
Wastewater: Total nitrogen emissions	Toray Industries, Inc.	FY	340.4	405.8	389.3	357.9	tons
	Group companies in Japan	FY	8.6	7.6	4.1	8.9	
	Group companies outside Japan	FY	—	—	—	—	
Wastewater: Total phosphorous emissions	Toray Industries, Inc.	FY	18.7	19.0	31.7	31.9	tons
	Group companies in Japan	FY	0.6	0.7	0.4	0.8	
	Group companies outside Japan	FY	—	—	—	—	
Environmental related administrative disposition due to violations of laws or ordinances (Serious environmental accidents resulting in improvement orders)	Toray Group	FY	0	0	0	0	violation

1 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.

2 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 financial control Toray Industries has over the individual subsidiary (not the equity share) is now used, in accordance with the GHG Protocol, the international standard.

For information on such matters as the breakdown and types of greenhouse gas emissions, waste volume (recycled materials, incinerated materials, and other), breakdown of water usage and total water consumption, and amount of coal ash disposed of (direct landfill disposal), please refer to the [Environmental Impact Overview](#).

Society-Related

		Scope	Period	2020	2021	2022	2023	Unit
Number of employees	Total	Toray Industries, Inc.	As of the end of each fiscal year	7,420	7,175	6,992	6,995	persons
	Male			6,552	6,314	6,160	6,167	
	Female			868	861	832	828	
Percentage of women in unit manager or higher positions		Toray Industries, Inc.	As of April each year	9.8	10.0	10.0	10.1	%
Women in management positions (%)	Management staff (Section manager or higher positions)			5.6	6.0	6.1	6.4	
Employment rate of persons with disabilities		Toray Industries, Inc.	Year	2.23	2.39	2.48	2.56	%
Average time on the job	Total	Toray Industries, Inc.	FY	15.9	16.6	17.2	17.4	years
	Male			15.8	16.5	17.2	17.4	
	Female			16.7	17.2	17.5	17.6	
Percentage of available annual paid leave used by employees	Toray Industries' employees (non-managerial)	Toray Industries, Inc.	FY	83.4	89.6	93.2	95.7	%
Number of employees taking childcare leave	Total	Toray Industries, Inc.	FY	88	96	128	146	persons
	Male			22	40	82	95	
	Female			66	56	46	51	
Number of employees taking family care leave		Toray Industries, Inc.	FY	1	3	3	2	persons
Number of employees hired	Total	Toray Industries, Inc.	FY	223	180	190	353	persons
	Male			185	136	163	293	
	Female			38	44	27	60	

Turnover rate		Toray Industries, Inc.	FY	3.1	4.0	4.9	4.4	%
Education and Training	Training expenditures per employee ³	Toray Industries, Inc.	FY	71,788 ⁴	128,085	132,020	146,342	Yen
	Time dedicated to training per employee			26.9	33.7	34.7	34.7	Hours
Occupational accident frequency rate		Toray Group (all accidents)	Year	0.71	0.60	0.67	0.68	—
		Toray Group (accidents causing lost work time)	Year	0.39	0.38	0.37	0.40	—
		Toray Industries' onsite contractors (accidents causing lost work time)	Year	0.68	0.69	0.68	0.00	—
Process Safety Events -Tier 1-		Toray Group	Year	0	0	0	0	Events

		Scope	Period	2020	2021	2022	2023	Unit
Total social contribution expenditures		Toray Group	FY	1.54	1.43	1.86	2.08	billion yen
Percentage by type	Academics, science research, education	Toray Group	FY	59	66	55	52	%
	Environment, communities			9	13	10	16	
	Health, welfare, sports			22	10	27	25	
	Culture, arts, other			10	11	8	7	

³ Since much of the training is now being done in-house, starting in fiscal 2023 the calculation also includes costs related to in-house training.

⁴ 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	2020	2021	2022	2023	Unit
Number of members of the Board		Toray Industries, Inc.	FY	12	12	12	13	persons
Number of outside directors (independent officers)		Toray Industries, Inc.	FY	4	4	4	5	persons
Number of female directors		Toray Industries, Inc.	FY	0	0	0	1	persons
Ratio of female members of the Board		Toray Industries, Inc.	FY	0	0	0	7.7	%
R&D expenses		Toray Group	FY	62.8	62.1	68.9	70.5	billion yen
Ratio of R&D expenses to net sales		Toray Group	FY	3.3	2.8	2.8	2.9	%
Number of major violations of laws or ordinances		Toray Group	FY	1	1	0	0	violation
Number of whistleblowing reports and consultations received	Total	Toray Group	FY	74	89	97	114	Reports/ consultations
	Compliance related			15	17	24	29	
	Harassment related			44	49	32	50	
	Other			15	23	41	35	
Monetary contribution to Political fund-raising organization (The People's Political Association)		Toray Industries, Inc.	FY	30	30	30	23	million yen
Ratio between the total annual compensation of the CEO and the mean employee compensation		Toray Industries, Inc.	FY	22.18	20.97	16.79	16.21	times