

Non-Financial Data Highlights

		104th term 2016	105th term 2017	106th term 2018	107th term 2019	108th term 2020	109th term 2021	110th term 2022*3	111th term 2023	112th term 2024	113th term 2025
Human Capital											
Number of employees	(Employees)	2,411	2,393	2,429	2,473	2,527	2,539	2,517	2,554	2,609	2,680
Percentage of annual paid leave usage*1	(%)	88.2	89.6	88.8	90.1	91.8	90.5	96.1	95.2	92.9	93.9
Average years of continued employment*2	(Year)	22.3	22.3	21.6	21.4	21.0	20.4	20.0	19.7	19.2	18.8
Annual turnover rate*3	(%)	1.2	1.2	1.3	1.5	1.3	1.9	1.9	1.9	3.1	2.1
Percentage of female employees*3	(%)	11.6	11.8	12.5	13.2	13.6	13.8	14.6	14.6	14.8	15.1
Percentage of women in managerial positions*3	(%)	1.2	1.6	1.6	2.4	2.4	2.7	3.5	4.0	4.4	5.1
Percentage of employees taking childcare leave*3	(%)	14.8	16.1	13.2	15.6	20.0	41.2	60.0	50.0	63.9	79.6
Training hours per employee*3	(Hours/person)	4.9	7.6	9.6	10.4	6.4	8.3	9.6	7.8	9.2	9.4
Difference in wages between male and female workers*2	(%)	72.1	75.3	72.0	72.8	72.4	74.3	72.3	73.1	75.9	76.2
Environment*4											
CO ₂ emissions (Scope 1)	(Kt-CO ₂)	40	40	38	41	41	37	35	27	36	27
CO ₂ emissions (Scope 2)	(Kt-CO ₂)	355	356	329	322	306	292	289	294	283	281
CO ₂ emissions (Scope 1+2)	(Kt-CO ₂)	395	395	367	363	347	329	324	321	319	308
Reduction rate from 2013 level	(%)	8.1	8.1	14.7	15.6	19.3	23.5	24.7	25.3	25.8	28.4
CO ₂ emissions (Scope 3)	(Kt-CO ₂)	—	—	—	—	853	854	860	736	807	763
Annual energy consumption (Crude oil equivalent, thousand kL/G)		182	186	184	184	178	184	189	179	177	161
Proportion of renewable energy used	(%)	—	—	—	—	—	—	—	0.10	0.10	0.37
Water consumption	(Million m ³)	51	51	50	51	55	57	56	51	54	52
Total effluent volume	(Million m ³)	40	42	42	40	43	44	43	39	41	39
COD emissions	(Tons)	109	116	109	62	83	73	66	68	68	63
Final landfill rate	(%)	0.16	0.01	1.70	0.55	0.15	0.12	2.00	0.59	0.93	0.11
Health and safety											
Frequency rate of occupational accidents*5 Per 1 million hours		0.23	0.23	0.46	0.46	0.93	0.23	0.93	0.00	0.00	0.67
Governance											
Number of directors	(Persons)	13	13	15	14	14	13	13	13	13	12
Percentage of female directors	(%)	0.0	0.0	6.7	7.1	7.1	7.7	7.7	7.7	7.7	16.7
Number of independent outside directors	(Persons)	5	5	7	7	7	7	7	7	7	6
Percentage of independent outside directors	(%)	38.5	38.5	46.7	50.0	50.0	53.8	53.8	53.8	53.8	50.0

*1 Scope: Toagosei (consolidated, domestic) *2 Scope: Toagosei (non-consolidated) *3 Scope: Employees registered at Toagosei

*4 Scope: Toagosei Group production sites in Japan (refer to scope of Business Activities and Environmental Impacts on [P68](#))

*5 Number of fatalities and injuries caused by workplace accidents per 1 million total working hours (scope applies to Toagosei Group employees in Japan)