

List of Non-financial Data

Four-Year of Non-financial Data

		Unit	FY2019	FY2020	FY2021	FY2022		
Contributing through Monozukuri	Products [Consolidated]	Contribution to CO ₂ emissions reduction through products ¹⁾	Thousand tons	830	812	130	225	
	Research and Development [Nonconsolidated]	Number of patent applications		Cases	611	498	329	326
		Patent applications for new technologies and related to new areas		%	38	41	35	35
	Environment [Consolidated]	Prevention of global warming	CO ₂ emissions for internal production	Thousand tons	698	556	621	585
			Renewable energy introduction rate	%	4.7	5.1	4.1	4.4
		Effective use of resources	Waste emissions basic unit per in-house production volume	Tons/100 million yen	9.32	8.51	8.10	7.54
			Recycling rate	%	87.5	87.7	88.9	86.2
			Water usage basic unit per in-house production volume	Thousand m ³ /100 million yen	1.05	1.10	0.97	0.87
	Environment [Nonconsolidated]	Prevention of global warming	Total CO ₂ emissions for internal production	Thousand tons	239	184	223	206
			Total CO ₂ emissions in logistics	Thousand tons	10.7	8.6	9.5	8.9
Renewable energy introduction rate			%	6.3	6.6	6.7	6.8	
Effective use of resources		Waste emissions basic unit per in-house production volume	Tons/100 million yen	6.26	5.97	6.19	6.50	
		Recycling rate	%	100	100	100	100	
Establishment of a firm management foundation	Safety and Health [Nonconsolidated]	Lost time accident rate			0.07	0.20	0.11	0.11
		Total number of selected human capital pools (number of successor candidates for head of department)		Persons	122	112	131	96
	Employees [Consolidated]	Level of understanding by employees of own division's vision ²⁾		%	86.3	—	90.7	92.1
		Percentage of female employees		%	10.30	10.59	10.52	10.07
	Employees [Nonconsolidated]	Percentage of women in administrative positions	Managerial positions	%	1.20	1.20	1.68	2.02
			Assistant managers	%	5.15	5.61	5.90	6.01
	Employment rate of persons with disabilities		%	2.24	2.23	2.29	2.32	
	Acquisition rate for childcare leave (female)		%	92.9	100	100	100	
	Acquisition rate for childcare leave (male)		%	5.7	13.0	17.3	32.1	
	Education and training time per employee		Hours	11.2	3.39	7.02	7.7	
Governance [Nonconsolidated]	Number of whistleblowing made		Incidents	35	47	70	74	
All data relating to employees [Nonconsolidated]	Number of employees (number of female employees)			15,147 (1,613)	14,490 (1,471)	14,303 (1,504)	14,173 (1,427)	
	Total number of fixed-term, part-timer, reemployed, and temporary employees		Persons	3,055	2,458	2,638	2,761	
	Job turnover rate within the first 3 years [permanent employees, seasonal recruits, voluntary early retirement]		%	2.96	3.51	4.08	2.34	
	Number of hires [periodic recruits] (number of female recruits)	Total			257 (14)	147 (12)	145 (10)	149 (7)
		Persons	Administrative		14 (6)	20 (8)	20 (7)	21 (4)
Technical				111 (5)	53 (3)	52 (2)	50 (0)	
Specialist				132 (3)	73 (1)	73 (3)	78 (3)	

*1. Starting in FY2021, we changed the reference year to FY2015, which featured higher efficiency. Activities will be promoted in accordance with the 2025 Environmental Action Plan, towards the objective of reducing emissions by at least 165,000 tons from the FY2015 base.

*2. Survey on degree of understanding not conducted in FY2020

Sustainability Indicators and Targets

	Indicators	Targets	Notes
Responses to climate change	CO ₂ emissions	60% reduction compared with FY2013 levels (including 17 domestic and 31 overseas Group companies)	FY2030 target
Creation of a Recycling-Based Society	Waste emissions basic unit per in-house production volume	7% reduction compared with FY2018 levels	FY2025 target
	Water usage basic unit per in-house production volume	7% reduction compared with FY2018 levels	FY2025 target
	No. of spills involving environmentally hazardous substances (legal violations)	0 incidents (including companies subject to consolidation)	(Ongoing target)
Occupational Safety and Health	No. of major accidents	0 incidents (including companies subject to consolidation)	(Ongoing target)
	Lost Time Accident Frequency Rate	0.05 (Nonconsolidated)	This rate indicates the frequency of accidents, which in this case should be taken to refer to the number of injuries resulting in lost workdays per million actual working hours.
Health	Outcomes of Health Management Survey	Ranked in the top 500 (Nonconsolidated)	Acquired White 500 accreditation for Health & Productivity Management Outstanding Organizations
Human Resource Development	Participation rate for issue resolution training (new hires)	100%	
	Participation rate for issue resolution training (second year employees)	100%	
	Participation rate for issue resolution training (third year employees)	100%	
	Participation rate for issue resolution training (assistant managers)	100%	
Engagement	Employee net promoter score (eNPS)	-60 (nonconsolidated)	FY2025 target (Initial FY2023: -69)
Diversity	Number of women in administrative positions	At least 40 (Nonconsolidated)	FY2025 target
	Acquisition rate for childcare leave by male employees	At least 50% (Nonconsolidated)	FY2025 target
Compliance	No. of serious legal violations	0 incidents	(Ongoing target)
Cyber Security	No. of incidents of a serious nature arising	0 incidents	(Ongoing target)

Evaluation index (KPI) for health management promotion

We regard labor losses due to employee health problems as a management issue, and evaluate them from the two perspectives of "result index" and "action index." In particular, the "action index" are designed to be indicators that can be improved by raising the health awareness of each individual, with the aim of fostering the awareness of all employees to participate in health promotion measures. We are working to improve the health of our employees by implementing the PDCA cycle to achieve our goals so that they can work in good health and vigorously.

Classification	Items	FY2025 target	FY2022 result
Result Index	Days of non-occupational injury or illness leaves	29,000 days	35,745 days
	Number of non-occupational injury or illness leaves	480 persons	606 persons
	Days of mental illness leaves for the first time	3,750 days	6,802 days
	Number of mental illness leaves for the first time	63 persons	90 persons
Action Index	Healthy Human Assessment (★: Common to the TOYOTA group)		
	<ul style="list-style-type: none"> ★ Healthy weight ★ Well rested by sleeping ★ Eat breakfast everyday ★ Non-smoker ● Have a hobby ★ Light drinker / Non-drinker ★ Have an exercise habit ★ Don't eat snacks ★ Excellent mental health ● Brush own teeth twice a day 	Percentage of people who checked 7-10 items is 70% or more.	Percentage of people who checked 7-10 items is 60.4%.