# Sustainability Data Book 2023



- I . Natural Capital
- II. Human Capital
- ■. Social Capital
- IV. Financial Capital
- V. Intellectual Capital
- VI. Production Capital



# I. Natural Capital

## 1. Raw materials

naw materia	als used (Tokai Rika)	E) ( 00 : 2	E)/ 6515	E\/ 6000	E)/ 622/	F11.001
	Design westerdals	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
	Resin materials	10,693	12,234 1,729	9,978	9,767 1,445	9,090
	Zinc	2,581 629		1,407	,	1,334
	Aluminum	1,792	1,486 1,913	1,623	1,109	963 1,273
	Magnesium Iron	6,770	7,873	1,712 6,942	1,586 7,365	6,881
Renewable		2,953	2,704	2,281	2,385	2,144
aw materials	Copper Nickel	2,755	2,704	2,201	2,365	2,144
	Solder materials	10	10	10	13	7
	Silver	0.5	0.5	0.5	0.4	0.2
	Glass	2	0.5	0.5	0.4	0.2
	Total	25,456	27,981	23,974	23.690	21,707
	Resin materials	155	207	23,774	25,676	265
on-renewable	Urethane	229	290	220	186	153
raw materials	Total	384	497	459	477	418
	Total	25,840	28,478	24,433	24,167	22,125
	IOIAI	23,040	20,470	24,433	24,107	22,123
Amount of p	packaging materials used in logistic	cs (Tokai Rika)				
		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
	Usage amount (t)	1,409	1,383	1,314	1,389	1,114
Base uni	t: per sales (t/100 million yen)	0.55	0.54	0.57	0.65	0.53
Amount of r	ecycled materials used (Tokai Rika	1)				
		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Amoun	t of recycled materials used	1,006	1,056	858	777	648
	cycled materials used in raw materials	4.9%	4.2%	3.9%	3.5%	3.2%
	sumption by region					l
		FY 2018	FY 2019	FY 2020	FY 2021	
		FY 2018 531,544	FY 2019 536,312	FY 2020 489,474	FY 2021 486,988	FY 2022
1 Energy cons	sumption by region	FY 2018 531,544 94,717	FY 2019 536,312 103,241	FY 2020 489,474 86,013	FY 2021 486,988 84,968	
1 Energy cons	sumption by region Tokai Rika	531,544	536,312	489,474	486,988	FY 2022 458,323
1 Energy cons	sumption by region  Tokai Rika  Domestic subsidiaries	531,544 94,717	536,312 103,241	489,474 86,013	486,988 84,968	FY 2022 458,323 84,323
1 Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)	531,544 94,717 664,312 1,290,572	536,312 103,241 689,971	489,474 86,013 646,895	486,988 84,968 687,890	FY 2022 458,323 84,323 654,591 1,197,236
l Energy cons	Tokai Rika Domestic subsidiaries Overseas bases	531,544 94,717 664,312 1,290,572 <b>p</b> )	536,312 103,241 689,971 1,329,525	489,474 86,013 646,895 1,222,382	486,988 84,968 687,890 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236
l Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group) sumption by type (Tokai Rika Grou	531,544 94,717 664,312 1,290,572 p)	536,312 103,241 689,971 1,329,525	489,474 86,013 646,895 1,222,382	486,988 84,968 687,890 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236
1 Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group) sumption by type (Tokai Rika Grou	531,544 94,717 664,312 1,290,572 p) FY 2018 818,186	536,312 103,241 689,971 1,329,525 FY 2019 860,898	489,474 86,013 646,895 1,222,382 FY 2020 792,348	486,988 84,968 687,890 1,259,846 FY 2021 814,192	FY 2022 458,323 84,323 654,591 1,197,236
l Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group) sumption by type (Tokai Rika Grou	531,544 94,717 664,312 1,290,572 p) FY 2018 818,186 233,931	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540	489,474 86,013 646,895 1,222,382 FY 2020 792,348 201,770	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463
l Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Grou  Electricity  City gas  Natural gas	531,544 94,717 664,312 1,290,572 p) FY 2018 818,186 233,931 129,754	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940	489,474 86,013 646,895 1,222,382 FY 2020 792,348 201,770 116,459	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Grou  Electricity City gas Natural gas LPG	531,544 94,717 664,312 1,290,572 p)  FY 2018 818,186 233,931 129,754 58,578	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772	489,474 86,013 646,895 1,222,382 FY 2020 792,348 201,770 116,459 42,647	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281 39,313
l Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Grou  Electricity City gas Natural gas LPG Butane gas	531,544 94,717 664,312 1,290,572 p)  FY 2018 818,186 233,931 129,754 58,578 6,993	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553	489,474 86,013 646,895 1,222,382 FY 2020 792,348 201,770 116,459 42,647 7,115	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281 39,313 9,432
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Grou  Electricity City gas Natural gas LPG Butane gas Heavy oil	531,544 94,717 664,312 1,290,572 p)  FY 2018 818,186 233,931 129,754 58,578	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281 39,313
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Grou  Electricity City gas Natural gas LPG Butane gas	531,544 94,717 664,312 1,290,572 p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0
1 Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity  City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline	531,544 94,717 664,312 1,290,572 p)  FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0
1 Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Group)  Electricity  City gas Natural gas LPG Butane gas Heavy oil Kerosene	531,544 94,717 664,312 1,290,572 p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases stal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity  City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil	531,544 94,717 664,312 1,290,572  p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 0 3466 3,146
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases stal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam	531,544 94,717 664,312 1,290,572  p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 0 3466 3,146
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam Renewable energy Total	531,544 94,717 664,312 1,290,572  p)  FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases stal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam Renewable energy	531,544 94,717 664,312 1,290,572  p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932 1,226,990	486,988 84,968 687,890 1,259,846 FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam Renewable energy Total e unit (per in-house processing ma	531,544 94,717 664,312 1,290,572  p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572  rgin) FY 2018	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932 1,226,990  FY 2020	486,988 84,968 687,890 1,259,846  FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236 Unit: GJ / 100 mill
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam Renewable energy Total  a unit (per in-house processing ma	531,544 94,717 664,312 1,290,572  p)  FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572  rgin)  FY 2018 537	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932 1,226,990  FY 2020 503	486,988 84,968 687,890 1,259,846  FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236 Unit: GJ / 100 mill
Energy cons	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam Renewable energy Total e unit (per in-house processing ma	531,544 94,717 664,312 1,290,572  p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572  rgin) FY 2018	536,312 103,241 689,971 1,329,525 FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932 1,226,990  FY 2020	486,988 84,968 687,890 1,259,846  FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236 Unit: GJ / 100 mill
Energy cons  Energy cons  Fuel  B Energy base	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam Renewable energy Total  a unit (per in-house processing ma	531,544 94,717 664,312 1,290,572  p)  FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572  rgin)  FY 2018 537 794	536,312 103,241 689,971 1,329,525  FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525  FY 2019 521 775	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932 1,226,990  FY 2020 503	486,988 84,968 687,890 1,259,846  FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236 L FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236 Unit: GJ / 100 mill
Energy cons  Energy cons  Fuel  B Energy base	Tokai Rika Domestic subsidiaries Overseas bases otal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam  Renewable energy Total  a unit (per in-house processing ma Tokai Rika Tokai Rika Group  Bucking energy consumption throug	531,544 94,717 664,312 1,290,572  p)  FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572  rgin)  FY 2018 537 794	536,312 103,241 689,971 1,329,525  FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525  FY 2019 521 775	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 0 717 1,878 21,124 42,932 1,226,990  FY 2020 503	486,988 84,968 687,890 1,259,846  FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846	FY 2022 458,323 84,323 654,591 1,197,236  E FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 346 3,146 19,188 70,342 1,197,236  Unit: GJ / 100 mill FY 2022 443 670
To T	Tokai Rika Domestic subsidiaries Overseas bases stal (Tokai Rika Group)  Sumption by type (Tokai Rika Group)  Electricity City gas Natural gas LPG Butane gas Heavy oil Kerosene Gasoline Light oil Steam  Renewable energy Total  e unit (per in-house processing ma Tokai Rika Tokai Rika	531,544 94,717 664,312 1,290,572  p) FY 2018 818,186 233,931 129,754 58,578 6,993 636 0 1,176 2,145 16,820 22,355 1,290,572  argin) FY 2018 537 794  th energy-saving ac	536,312 103,241 689,971 1,329,525  FY 2019 860,898 232,540 123,940 58,772 6,553 0 0 837 1,889 16,407 27,689 1,329,525  FY 2019 521 775	489,474 86,013 646,895 1,222,382  FY 2020 792,348 201,770 116,459 42,647 7,115 0 717 1,878 21,124 42,932 1,226,990  FY 2020 503 751	486,988 84,968 687,890 1,259,846  FY 2021 814,192 199,800 124,012 41,251 7,555 0 0 841 2,515 16,680 53,000 1,259,846  FY 2021 482 728	FY 2022 458,323 84,323 654,591 1,197,236 FY 2022 760,724 177,463 117,281 39,313 9,432 0 0 3466 3,146 19,188 70,342 1,197,236 Unit: GJ / 100 mill FY 2022 443 670

## 3. Water

3.1 Water withdrawal Unit: thou						
		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
	Tap water	217	237	224	227	198
Tokai Rika	Industrial water	119	114	102	97	84
TOKAI RIKA	Groundwater	197	201	192	188	167
	Total	533	551	518	513	450
	Tokai Rika Group	1,009	1,007	915	960	895

3.2 Water consumption Unit: thousand m

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Tokai Rika	98	88	76	75	54
Tokai Rika Group	173	173	170	173	157

#### 3.3 Water reuse (Tokai Rika)

Unit: thousand m

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Reuse amount	24	23	21	23	20
Ratio of reused water to total water withdrawal	4.6%	4.2%	4.0%	4.4%	4.5%

## 4. Chemical substances

#### 4.1 VOC emissions (Tokai Rika)

Unit: t

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Isopropyl alcohol	11.3	8.9	9.1	7.1	7.0
Ethyl acetate	10.0	10.8	8.0	7.7	11.1
Butyl acetate	4.9	5.4	4.2	3.9	4.7
Methylcyclohexane	8.9	11.2	9.3	8.3	11.5
Isobutyl acetate	5.6	10.1	7.5	7.4	9.3
Propylene glycol monomethyl ether	4.4	5.8	5.1	3.6	3.1
Propylene glycol monomethyl ether acetate	2.9	5.1	4.2	3.7	3.3
Kerosene	5.9	5.6	4.6	4.5	3.5
Ethylbenzene	0.1	0.1	0.1	0.1	0.0
Xylene	0.3	0.2	0.3	0.2	0.2
Toluene	3.0	1.9	0.9	0.5	0.4
Others (including not PRTR substances)	26.1	24.7	17.5	14.4	16.9
Total	83.4	89.8	70.8	61.4	71.0

#### 4.2 PRTR emissions (Tokai Rika)

Unit: kg

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Head	Toluene	861	489	236	90	58
Plant	Hydrogen fluoride and water-soluble salts	69	125	173	194	136
	Water-soluble zinc compounds	18	8	8	13	6
	Ferric chloride	35	37	39	28	21
Toyota	Chromium and trivalent chromium compounds	12	7	6	9	3
Plant	Water-soluble copper salt	2	2	2	2	1
	Nickel compounds	8	8	7	7	4
	Boron and its compounds	245	311	230	137	99
	Linear alkylbenzene sulfonate and its salts	150	175	100	200	225
Otowa	Ethylbenzene	86	73	78	56	48
Plant	Xylene	221	193	172	142	102
	Toluene	2,104	1,357	690	419	276
	Total	3,811	2,785	1,741	1,297	979

## 5. Emissions to the atmosphere

#### 5.1 CO<sub>2</sub> emissions in our supply chain (Tokai Rika Group)

Unit: t-CO2

0.1 002 011110	cione in our cuppiy chain (rokur rki	ta Group)				011111111111111111111111111111111111111
		FY 2018 (base year)	FY 2019	FY 2020	FY 2021	FY 2022
SCOPE 1	Direct greenhouse gas emissions by Tokai Rika itself	97,025	132,738	103,175	143,746	129,743
	Increase/decrease compared to base year	_	37%	6%	48%	34%
SCOPE 2	Indirect emissions from the use of electricity, heat, or steam supplied by others.	122,598	106,590	93,372	96,691	90,035
	Increase/decrease compared to base year	_	-13%	-24%	-21%	-27%
SCOPE 3	Emissions by others related to Tokai Rika's activities.	408,522	405,638	359,718	357,612	380,945
SCOPE 3	Increase/decrease compared to base year	_	-1%	-12%	-12%	-7%
CATEGORY 1	Purchased goods and services	216,782	244,586	245,057	233,596	233,391
CATEGORY 2	Capital goods	81,872	79,344	42,002	49,546	66,017
CATEGORY 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	8,098	16,310	15,012	15,411	14,344
CATEGORY 4	Upstream transportation and delivery	66,882	44,819	43,617	45,060	42,793
CATEGORY 5	Waste generated in operations	445	455	419	399	316
CATEGORY 6	Business travel	7,534	4,146	1,294	1,417	2,500
CATEGORY 7	Employee commuting	26,909	13,304	12,317	12,183	21,585
CATEGORY 8	Upstream lease assets		Included in Sc	ope 1 or Scope 2 and Cat	egory 1	
CATEGORY 9	Downstream transportation and delivery			Not applicable		
CATEGORY 10	Processing of sold products	Determined as not app	licable since the amount of	of emissions associated w	ith processing at the cust	omer is extremely small
CATEGORY 11	Use of sold products	Determined as not ap	pplicable since the amoun	t of emissions associated	with the use of our produ	icts is extremely small
CATEGORY 12	End-of-life treatment of sold products	Determined as not appl	icable since the amount of	f emissions associated w	th the disposal of our pro	ducts is extremely small
CATEGORY 13	Downstream lease assets		Included in Sc	ope 1 or Scope 2 and Cat	egory 1	
CATEGORY 14	Franchises			Not applicable		
CATEGORY 15	Investments		Included in Scope 1 o	r Scope 2 and Category 1	or Category 2	
	Total	628,145	644,967	556,265	598,050	600,723

Unit: t-CO<sub>2</sub> 5.2 Energy CO<sub>2</sub> emissions

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
	Head Office	6,102	6,590	5,172	5,235	4,862
	Head Plant	12,911	12,123	10,524	10,474	10,059
Tokai Rika	Toyota Plant	8,009	7,725	6,517	6,335	6,014
	Otowa / Hagi Plant	23,571	22,508	19,104	19,650	17,905
	Total	50,594	48,947	41,316	41,694	38,841
	Tokai Rika Group	130,406	127,580	111,564	115,095	107,442

5.3 Energy CO <sub>2</sub> emissions base unit (per in-house processing margin)  Unit: t-CO <sub>2</sub> /100 million year					
	FY 2018 FY 2019 FY 2020 FY 2021				
Tokai Rika	51.1	47.6	47.6	44.4	40.4
Tokai Rika Group	77.2	74.9	74.0	70.3	63.3

#### 5.4 Transport CO<sub>2</sub> emissions (Tokai Rika)

0.4 Transport 002 officorono (Tokar Tika)					
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Emissions (t-CO <sub>2</sub> )	2.936	3.045	2.767	2.797	2.835

#### 5.5 Greenhouse gas (5 gases) emissions

	t-		

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
	HFCs	92	98	98	97	64
	SF <sub>6</sub>	715	797	719	789	715
Tokai Rika	PFCs	1,769	2,287	1,830	2,469	2,441
	N <sub>2</sub> O	2	2	2	3	2
	Total	2,578	3,184	2,649	3,358	3,221
Overseas bases	SF <sub>6</sub>	72,278	104,134	78,534	117,603	106,535

#### 5.6 Atmospheric emissions measurement data

#### Soot and dust (unit: g/Nm³), NOx (unit: ppm), SOx (unit: Nm³/H)

oto / tamoophone officerene modeli officere data							т. рртт,, оол (атт. ттүүлт)	
			Regulation value	Voluntary criterion value	Maximum value			
			Regulation value	voluntary criterion value	FY 2020	FY 2021	FY 2022	
	Soot and dust	Boiler	0.1	0.08	0.004	0.002	0.002	
	Soot and dust	Cogeneration	0.05	0.04	0.003	0.003	0.014	
Head Plant	NOv	Boiler	150	120	48	58	39	
nead Plant	NOx	Cogeneration	600	480	59	95	49	
	SOx	Boiler	0.24	0.19	0.002	0.005	0.006	
		Cogeneration	5.45	4.36	0.003	0.001	0.001	
<b>-</b> .	Soot and dust	Boiler	0.1	0.08	0.003	0.003	0.003	
Toyota Plant	NOx	Boiler	150	120	33	28	33	
Flaiit	SOx	Boiler	4.239	3.4	_	0	0	
	Soot and dust	Boiler	0.1	0.08	0.005	0.005	0.006	
Otowa Plant	NOx	Boiler	150	120	53	49	44	
	SOx	Boiler	0.17	1.36	0.003	0.003	0.003	

## 6. Drainage water and waste materials

#### 6.1 Drainage water quantity

Unit:	thousand	m³

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Tokai Rika	Rivers	336	341	326	302	294
	Sewers	99	122	116	136	102
	Total	435	463	442	438	395
	Tokai Rika Group	835	834	745	781	733

		Regulation value Figures in ( ) indicate daily	Voluntary criterion value		Maximum value	
		averages.	,	FY 2020	FY 2021	FY 2022
	рН	5.8~8.6	6.0~8.3	7.6	8.1	7.
	BOD	25(20)	20(16)	9.5	14	1
	COD		-	11	3.9	1
	SS	30(20)	20(16)	16	11	
	n-Hex	2	1.6	<0.5	0.7	<0.
	Copper	1	0.8	0.01	0.02	0.0
	Zinc	2	1.6	0.14	0.05	0.1
	Soluble iron	10	8	N.D.	N.D.	N.I
ad Plant	Total chromium	2	1.6	N.D.	N.D.	N.I
	Coliform bacteria count	(3000)	(2400)	N.D.	N.D.	N.I
	Total nitrogen	120(60)	60(48)	6.4	12	9
	Total phosphorus	16(8)	8(6.4)	0.61	0.73	0.8
	Lead	0.1	0.08	N.D.	N.D.	N.
	Hexavalent chromium	0.5	0.4	N.D.	N.D.	N.
	Arsenic Fluorine	8	6.4	N.D. 5.8	N.D. 2.2	N. 1
	1,4-dioxane	0.5	0.4	N.D.	N.D.	N.
	pH	5.8~8.6	6.0~8.3	7.5	N.D. 8	7
	BOD	5.6~6.6 15	12	10	11	2
	COD	-	-	7.5	12	4
	SS	15	12	7.5	9	4
	n-Hex	4	3.2	<0.5	<0.5	<0
	Phenols	2.5	2	<0.025	<0.025	<0.02
	Copper	0.6	0.48	0.04	0.023	0.0
	Zinc	2	1.6	0.17	0.24	0.
	Soluble iron	2.5	2	<0.1	<0.1	0.
oyota	Soluble manganese	2.5	2	<0.1	<0.1	<0
Plant	Total chromium	1	0.8	<0.04	<0.04	<0.0
	Coliform bacteria count	(3,000)	2,400	1	1	10
	Total nitrogen	60	48	17	20	
	Total phosphorus	8	6.4	1	1	0.7
	Lead	0.05	0.04	<0.005	<0.005	<0.00
	Hexavalent chromium	0.3	0.24	<0.04	< 0.04	<0.0
	Boron	10	8	2.6	2.4	1
	Fluorine	8	6.4	0.5	0.4	0
	Ammonia, ammonium compounds, nitrous acid compounds, nitric acid compounds	60	48	12	13	
рН	5.8~8.6	6.0~8.3	7.4	7.7	7	
	BOD	25(20)	20	7.6	8.2	
	COD	_	-	8.1	10	3
	SS	70 (50)	56	8	5	
	n-Hex	5	4	1	<1	· · · · · · · · · · · · · · · · · · ·
	Copper	1	0.8	<0.01	0.02	<0.0
	Zinc	2	1.6	0.09	0.14	0.
	Soluble iron	10	8	<0.1	<0.1	0
	Soluble manganese	10	1.6	0.2 <0.04	0.2 <0.04	0.0
/a Plant	Total chromium  Coliform bacteria count	(3,000)		<0.04 43	<0.04	<0.0
			2,400 96	1.7	2.2	2
	Total pheapherus	120(60)	12.8	0.03	0.02	0.0
	Total phosphorus Lead	16(8)	0.08	<0.01	<0.01	<0.
	Hexavalent chromium	0.5	0.4	<0.04	0.04	<0.0
	Total mercury	0.005	0.004	<0.005	<0.0005	<0.000
	Boron	10	8	<0.1	<0.1	<0.000
	Fluorine	8	6.4	<0.1	<0.1	<0
	Ammonia, ammonium compounds, nitrous acid					
	compounds, nitric acid compounds	100	80	1.1	1.7	1
	рН	5.8~8.6	6.0~8.3	7.6	7.9	7
	BOD	25(20)	20	2	1.1	
	COD	_	-	5.8	4.9	6
	SS	30(20)	24	4	4	
	n-Hex	2	1.6	<0.5	<0.5	<0
	Copper	1	0.8	<0.01	0.02	0.0
	Zinc	2	1.6	0.03	0.06	
	Soluble iron	10	8	<0.1	<0.1	<0
	Soluble manganese	10	8	<0.1	<0.1	<0
lagi	Total chromium	2	1.6	<0.04	<0.04	<0.0
lant	Coliform bacteria count	(3,000)	2,400	<30	<30	<:
	Total nitrogen	120(60)	96	22	11	8
	Total phosphorus	16(8)	12.8	0.02	0.03	0.0
	Lead	0.1	0.08	<0.01	<0.01	<0.1
	Hexavalent chromium	0.5	0.4	<0.04	<0.04	<0.0
	Total mercury	0.005	0.004	<0.0005	<0.0005	<0.000
	Boron	10	8	<0.1	<0.1	<0
	Fluorine	8	6.4	<0.1	<0.1	<0
	Ammonia, ammonium compounds, nitrous acid compounds, nitric acid compounds	100	80	8.7	1.9	3

#### 6.3 Waste materials (Tokai Rika)

n	

			FY 2018 (base year)	FY 2019	FY 2020	FY 2021	FY 2022
		Recycling	25	15	24	15	11
	Emissions	Incineration	13	41	32	21	19
Hazardous		PCB	2	0	0	0	0
	Storage amount	PCB	0.3	0.3	0.1	0.1	0.0
	Total		40	57	56	36	30
	Recycling	Recycling	10,280	10,954	9,980	9,425	8,405
Non-hazardous	Emissions	Incineration	710	708	724	627	557
Non-nazardous		Landfill	0.5	0.7	0.4	1.5	0.6
	Total		10,991	11,663	10,705	10,053	8,963
	Total		11,031	11,719	10,761	10,090	8,993

#### 6.4 Industrial waste from products using plastics, etc. (Tokai Rika)

Unit: t

	FY 2018 (base year)	FY 2019	FY 2020	FY 2021	FY 2022
Emissions (target: below FY 2018 results)	610	611	560	545	486

## 7. Environmental management

#### 7.1 Violation of environmental laws and regulations (Tokai Rika)

Unit: case

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Number of violations (including exceeding legal standards and agreed values)	0	0	0	0	0
Number of complaints	0	0	0	0	0

#### 7.2 Noise / vibration measurement data (Tokai Rika)

Unit: dB

			Maximum value				
			FY 2019	FY 2020	FY 2021	FY 2022	
Head Plant	Noise (daytime)	70	62	60	61	63	
neau Flaiit	Vibration (daytime)	70	35	28	30	39	
Toyota Dlant	Noise (daytime)	75	65	70	66	65	
Toyota Plant	Vibration (daytime)	75	63	53	53	46	
Otowa Plant	Noise (daytime)	70	64	66	61	65	
Olowa Plant	Vibration (daytime)	70	49	50	41	51	
Hagi Plant	Noise (daytime)	75	60	55	58	64	
	Vibration (daytime)	75	66	46	44	60	

#### 7.3 Groundwater measurement data (Tokai Rika)

Unit: mg/L

			Maximum value			
		Regulation value	FY 2019	FY 2020	FY 2021	FY 2022
Head Plant	Trichlorethylene	0.03	0.002	0.002	0.002	0.002
	1,1-Dichloroethene	0.1	0.002	0.002	0.002	0.002
	cis-1,2-Dichloroethylene	0.04	0.004	0.004	0.004	0.004
	Trichlorethylene	0.03	15.4	23.8	8.98	9.45
Toyota Plant	1,1-Dichloroethene	0.1	0.149	0.097	0.079	0.117
	cis-1,2-Dichloroethylene	0.04	19.5	14.6	13.9	7.71
	Trichlorethylene	0.03	0.016	0.014	0.011	0.011
Otowa Plant	1,1-Dichloroethene	0.1	0.005	0.005	0.006	0.006
	cis-1,2-Dichloroethylene	0.04	0.042	0.039	0.031	0.032

Note: Contamination from trichlorethylene and decomposition products was found at the Toyota and Otowa Plants, and water is being pumped and purified.

#### 8. Environmental accounting

#### 8.1 Environmental preservation costs (Tokai Rika)

Unit: million yen

	Main initiatives	FY 2020	FY 2021	FY 2022
	Pollution prevention: costs of preventing pollution (air, water quality, noise, etc.)	277	307	261
Business area costs	Global environmental conservation: costs required to prevent global warming	1,090	1,171	1,173
	Resource circulation: costs for waste treatment, waste reduction, and recycling	252	210	197
Upstream/downstream costs	Differences arising from the purchase of products, fuel, raw materials, etc. with low environmental impact	22	21	22
Management activity costs	nent activity costs  Costs for establishment and implementation of an environmental management system, monitoring environmental impact, and protecting and greening nature associated with our business activities		507	506
R&D expenses	Costs required for research and development of products that contribute to environmental preservation	305	386	452
Social activity costs	Costs for environmental improvement measures such as nature protection		108	133
Environmental damage costs	Environmental pollution remediation costs, environmental damage insurance premiums, etc.	16	16	17
	Total	2,203	2,726	2,762

#### 8.2 Economic effects (Tokai Rika)

Unit: million yen

	FY 2020	FY 2021	FY 2022
Cost reduction through energy saving	78	45	122
Sales amount of recyclable materials	1,073	1,534	1,524
Reduction of waste disposal costs	3	1	3
Total	1,154	1,580	1,649

#### 8.3 Quantity effect (Tokai Rika)

	FY 2020	FY 2021	FY 2022
Reduction of greenhouse gas emissions through energy saving (t-CO <sub>2</sub> )	1,613	1,454	3,002
Amount of recyclable materials sold (t)	8,963	8,385	7,455
Amount of waste materials processed (t)	58	58	181

#### Environmental accounting concept

Environmental costs are calculated and aggregated on a payment basis when incurred. Therefore, capital expenditures are recorded as investments, and depreciation is not recorded. Items that are implemented in conjunction with purposes other than environmental preservation are accounted proportionately. The economic effects associated with environmental preservation activities are calculated using three categories that allow us to accurately record the amount of costs for each fiscal year.

#### 9. Environmental data calculation method

#### 9.1 Scope of environmental data collection

		Region	Company Name
	Tokai Rika: 1 company	Japan	Tokai Rika
	Domestic subsidiaries: 7 companies	Japan	TOKAI RIKA ELETEC, TOKAI RIKA NEXT, TOKAI RIKA Smart Craft, TOKAI RIKA SERVICE, SANDENZAISHA, Tokai Rika Create, TOKAI RIKA ADVANCED
T-1: Dil O 00	Overseas bases: 21 companies	North America	TRAM (USA), TRMI (USA), TAC (USA), TRIN (USA), TRQSS (Canada), TRMX (Mexico)
Tokai Rika Group: 29 companies		South America	TRBR (Brazil)
companies		East Asia	TRCT (China), TRCW (China), TRCF (China), RICA (Taiwan)
		South Asia	TRMN (India)
		Southeast Asia	TRA (Thailand), TRT (Thailand), TSB (Thailand), TRP (Philippines), TRI (Indonesia), TRSI (Indonesia)
		Europe	TRBE (Belgium), TRB (UK), TRCZ (Czech Republic)

#### 9.2 Calorific value conversion coefficient for energy consumption

Туре	Basis for calculation
Electricity	Uses 3.6 (MJ/kWh)
Fuel	Uses coefficient based on the "Act on the Rational Use of Energy"

#### 9.3 Calculation method of CO<sub>2</sub> supply chain emissions

Туре	Basis for calculation
Calculation method	Calculated based on the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"

#### 9.4 Calculation method of greenhouse gas emissions

Туре			Basis for calculation
Calculation method Calculated using		i	Calculated using GHG Protocol
Tokai Rika		Electricity	Uses emission coefficients published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (emission coefficients by electric utility)
Coefficient		Fuel	Uses the coefficient based on the Act on Promotion of Global Warming Countermeasures
Coefficient	Tokai Rika Group	Electricity	Uses coefficients from "IEA CO <sub>2</sub> Emission factors"
	Tokai Rika Group	Fuel	Uses coefficients based on the "2006 IPCC Guidelines"
	5 gases		Uses coefficients based on "IPCC Fourth Assessment Report"

# II. Human Capital

1 Number of employees (peo	ple. consolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
19,390	19,452	19,888	20,083	20,006
		,		
.2 Number of employees (peo	ple, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
6,215	6,259	6,345	6,374	6,178
.3 Number of employees in Ja	apan (people, consolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	-	-	7,971	7,899
	orth America (people, consolidated			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	-	_	3,598	3,595
.5 Number of employees in As	sia (people, consolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	-	_	7,108	7,122
.6 Number of employees in ot	ther regions (Europe and South An	nerica) (people, consolidate	ed)	
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	_	_	1,406	1,390
.7 Overseas subsidiaries emp	lovee ratio (% consolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
60.2	59.9	60.1	60.3	60.5
			. 55.5	. 55.0
.8 Number of female employe	es (people, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1,261	1,257	1,263	1,289	1,297
.9 Female employee ratio (%,	unconcolidated)			
		FV 0000	EV 0004	EV 0000
FY 2018 20.3	FY 2019 20.1	FY 2020 19.9	FY 2021 20.2	FY 2022 21.0
20.5	20.1	17.7	20.2	21.0
.10 Number of managers (peo	ple, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
827	869	887	904	891
44 N				
.11 Number of female manage				
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
8	10	11	13	16
.12 Female manager ratio (%,	unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1.0	1.2	1.2	1.4	1.6
2. Directors				
1 Number of directors (uncor	nsolidated)			
2.1 Number of directors (uncor	nsolidated) FY 2019	FY 2020	FY 2021	FY 2022
·	•	FY 2020 6	FY 2021 6	FY 2022 6
FY 2018 13	FY 2019 13	6		
FY 2018 13 2 Number of external (indepe	FY 2019 13 endent) directors (people, unconsc	6 blidated)	6	6
FY 2018 13 2.2 Number of external (indepe FY 2018	FY 2019 13 endent) directors (people, unconsc FY 2019	6 Dlidated) FY 2020	6 FY 2021	6 FY 2022
FY 2018 13 2 Number of external (indepe	FY 2019 13 endent) directors (people, unconsc	6 blidated)	6	6
FY 2018 13 2.2 Number of external (indeperture of external) 2	endent) directors (people, unconso	6 Dlidated) FY 2020	6 FY 2021	6 FY 2022
FY 2018 13 2.2 Number of external (indeperate of external) 2 2.3 Number of female directors	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated)	6 Dlidated) FY 2020	6 FY 2021 2	6 FY 2022 2
FY 2018 13 2.2 Number of external (indeperture of external) 2	endent) directors (people, unconso	6 Didated) FY 2020 2	6 FY 2021	6 FY 2022
FY 2018 13 2.2 Number of external (indeperty 2018 2 2.3 Number of female directors	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated) FY 2019	6 blidated) FY 2020 2 FY 2020	6 FY 2021 2 FY 2021	6 FY 2022 2 FY 2022
FY 2018 13  2.2 Number of external (independent of external (independen	FY 2019 13 endent) directors (people, unconsored people, unconsored people, unconsolidated) FY 2019 0	6 blidated) FY 2020 2 FY 2020	6 FY 2021 2 FY 2021	6 FY 2022 2 FY 2022
FY 2018 13  2.2 Number of external (independent of external (independen	FY 2019 13 endent) directors (people, unconsored people, unconsored people, unconsolidated) FY 2019 0	6 blidated) FY 2020 2 FY 2020	6 FY 2021 2 FY 2021	6 FY 2022 2 FY 2022
FY 2018 13  2.2 Number of external (independent of external (independen	FY 2019 13 endent) directors (people, unconsored people, unconsored pe	6 blidated) FY 2020 2 FY 2020	6 FY 2021 2 FY 2021	6 FY 2022 2 FY 2022
FY 2018 13  2.2 Number of external (independent of external (independen	FY 2019 13 endent) directors (people, unconsored people, unconsored pe	6 blidated) FY 2020 2 FY 2020	6 FY 2021 2 FY 2021	6 FY 2022 2 FY 2022
FY 2018 13  2.2 Number of external (independent of external (independen	FY 2019 13 endent) directors (people, unconsored people, unconsored pe	6  Diidated)  FY 2020 2  FY 2020 0	6  FY 2021 2  FY 2021 0	6  FY 2022 2  FY 2022 1
FY 2018 13  2.2 Number of external (indeperations) FY 2018 2 2.3 Number of female directors FY 2018 0  3. Length of service 5.1 Length of service for men (	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated) FY 2019 0	6 Diidated) FY 2020 2 FY 2020 0	6  FY 2021 2  FY 2021 0	FY 2022 2 FY 2022 1
FY 2018 13  2.2 Number of external (independent of service) 3. Length of service  1.1 Length of service for men (  1.2 FY 2018  1.3 FY 2018  1.4 Length of service for men (  1.5 FY 2018  1.7 EY 2018  1.8 EY 2018  1.9 EY 2018  1.9 EY 2018  1.0 EY 2018	FY 2019 13 endent) directors (people, unconsored people, unconsolidated) FY 2019 0 endent) directors (people, unconsolidated) FY 2019 0 Eyears, unconsolidated) FY 2019	6  Diidated)  FY 2020 2  FY 2020 0	6  FY 2021 2  FY 2021 0	6  FY 2022 2  FY 2022 1
FY 2018 13  2.2 Number of external (independent of several for several for service) 3. Length of service for men (  FY 2018	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated) FY 2019 0 eyears, unconsolidated) FY 2019 en (years, unconsolidated)	6  Diidated)  FY 2020 2  FY 2020 0  FY 2020	6  FY 2021 2  FY 2021 0  FY 2021 20.0	FY 2022 2 FY 2022 1 FY 2022 1 1 FY 2022 19.2
FY 2018 13  2.2 Number of external (independent of service) 3. Length of service  1.1 Length of service for men (  1.2 FY 2018  1.3 FY 2018  1.4 Length of service for men (  1.5 FY 2018  1.7 EY 2018  1.8 EY 2018  1.9 EY 2018  1.9 EY 2018  1.0 EY 2018	FY 2019 13 endent) directors (people, unconsored people, unconsolidated) FY 2019 0 endent) directors (people, unconsolidated) FY 2019 0 Eyears, unconsolidated) FY 2019	6  Diidated)  FY 2020 2  FY 2020 0	6  FY 2021 2  FY 2021 0  FY 2021 20.0	FY 2022 2 FY 2022 1 FY 2022 19.2
FY 2018 13  2.2 Number of external (independent of several for service) 3. Length of service 3.1 Length of service for men (  FY 2018  -  5.2 Length of service for women for service for service for women for service for women for service for women for service for women for service for se	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated) FY 2019 0 en (years, unconsolidated) FY 2019 en (years, unconsolidated) FY 2019 FY 2019 FY 2019 FY 2019 FY 2019	6  Diidated)  FY 2020 2  FY 2020 0  FY 2020  FY 2020	6  FY 2021 2  FY 2021 0  FY 2021 20.0	FY 2022  1  FY 2022  1  FY 2022  1  1  1  1  1  1  1  1  1  1  1  1
FY 2018 13  2.2 Number of external (independent of several part of service for men (service	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated) FY 2019 0 en (years, unconsolidated) FY 2019 en (years, unconsolidated) FY 2019 FY 2019 FY 2019 FY 2019 FY 2019	6 Didated)  FY 2020 2  FY 2020 0  FY 2020  FY 2020	6  FY 2021 2  FY 2021 0  FY 2021 20.0	FY 2022 2 FY 2022 1 FY 2022 19.2
FY 2018 13  2.2 Number of external (independent of several part of service for men (service	FY 2019 13 endent) directors (people, unconsor FY 2019 2 s (people, unconsolidated) FY 2019 0 syears, unconsolidated) FY 2019 - en (years, unconsolidated) FY 2019 - en (years, unconsolidated) FY 2019 - FY 2019 - FY 2019 -	6 Didated)  FY 2020 2  FY 2020 0  FY 2020  FY 2020	6  FY 2021 2  FY 2021 0  FY 2021 20.0	FY 2022 2 FY 2022 1 FY 2022 19.2

1 Number of days taken for	annual paid holidays (days, und	onsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
19.9	17.7	17.0	18.2	18.2
0. A	-iti			
.2 Annuai paid noilday acqui FY 2018	sition rate (%, unconsolidated) FY 2019	FY 2020	FY 2021	FY 2022
105.3	93.5	87.9	93.6	93.3
			76.6	70.0
No. of employees who too	k childcare leave (total, people,	unconsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
147	151	171	183	145
4 Rate of employees who to	ok childcare leave (total, %, und	onsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
51.6	56.3	69.5	76.6	84.3
5 No. of amployees who too	k childcare leave (female, peop	a unconsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
142	134	145	138	35
			!	
	k childcare leave (male, people,			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
5	17	26	45	110
5. Disaster / absend	ce from work			
Number of accidents with	out absence from work (cases,	unconsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
2	3	6	3	3
2 Number of accidents with	absence from work (cases, unc	onsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1	0	3	1	2
2 Data of alcourage according				
_	accidents (%, unconsolidated)	EV 2000	EV 0004	EV 2000
FY 2018 0.07	FY 2019 0	FY 2020 0.21	FY 2021 0.07	FY 2022 0.13
0.07	Ü	0.21	0.07	0.10
4 National average rate of a	bsence-causing accidents (%, J	apan)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
0.50	0.48	0.43	0.42	0.52
5 Safety Awareness Doio tra	ainees (people, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	-	_	_	639
	leave (people, unconsolidated)	EV 2000	EV 0004	E)/ 0000
FY 2018	FY 2019 —	FY 2020	FY 2021	FY 2022 246
				240
7 Among them, those on me	ental health leave (people, unco	nsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	_	_	_	97
6. Recruitment / res	signation			
1 Regular recruitment (unc	onsolidated, people)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	-	_	-	88
2 Mid-career recruitment (ui	aconsolidated neonle)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
F1 2016 —	F1 2019	F1 2020 —	FT 2021 —	31
			:	
Retirement (unconsolidate				
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	_	_	_	263
Voluntary turnover rate (u	nconsolidated, %)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	-	_	-	46.4
E Employment rate of marris	o with disabilities (0/	datad)		
	e with disabilities (%, unconsoli		EV 2024	EV 2022
FY 2018 2.05	FY 2019 2.14	FY 2020 2.12	FY 2021 2.20	FY 2022 2.33
2.00	4.17	4.14	. 2.20	2.55
6 Non-regular employment i	rate (unconsolidated, %)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	_	_	_	7.1

<b>Nages</b>				
gh school graduate starti	ng wage (yen, unconsolidated	)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	_	_	-	169,500
chi Prefecture minimum v	vage (%, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	_	-	-	157,760
niversity graduate starting	y wage (yen, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	_	-	-	208,000
	!!-!!\			
ender wage gap (%, unco FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
F1 2010 —	F1 2019 —	F 1 2020	F1 2021	63.4
otal officers' compensation	n (million yen, unconsolidated	)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
450	442	245	197	169
<b>Fraining</b>				
Iraililly				
aining hours per employe	e (hours, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-		_	_	1.0
raining costs per emplo	yee (yen, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
-	_	_	-	30,000
Norking hours				
ital annual working hours	per person (hours, unconsoli	dated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1 1 2010	1 1 2010	1,950	1,960	1,984

# **Ⅲ. Social Capital**

. Dialogue with s	stakenoluers			
1 Dialogue with institution	nal investors and analysts (no. of	times, unconsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
_	-	59	78	70
. Social contribu	tion expenditures			
I Total social contribution	n expenditures (100 million yen, ui	nconsolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1.11	0.92	0.51	0.81	0.89
Among them, donations	(100 million yen, unconsolidated	)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
0.22	0.08	0.06	0.19	0.09
. Suppliers				
1 Number of suppliers (co	ompanies, consolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
	-	1,307	1,318	1,325
. Political donati	ons / antisocial behavi	or		
l Political donations (yen	. unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
2,700,000	2,600,000	0	0	0
2 Employees punished fo	r bribery (people, unconsolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
0	0	0	0	0
3 Fines or settlements du	e to bribery (yen, consolidated)			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
0	0	0	0	0
Legal actions taken due	to anti-competitive behavior (yen	, consolidated)		
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
0	0	0	0	0

# IV. Financial Capital

1.	Tax	payment	

1.1 Income taxes (billion yen,	Japan)						
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022			
-	_	_	_	2.8			
I.2 Income taxes (billion yen, North America)							
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022			
_	_	_	-	1.0			
.3 Income taxes (billion yen,	Asia)						
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022			
_	_	_	_	4.3			
.4 Income taxes (billion yen, Europe and South America)							
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022			
_	_	_	_	0.5			

# V. Intellectual Capital

#### 1. R&D expenses

1.1 R&D expenses (billion yen, consolidated)

	*			
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
25.8	28.1	26.9	30.4	29.0

#### 2. Patents

2.1	No.	of	patents	held	(unconsolidated)	

2.1 No. or patents neit (unconsolidated)								
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022				
_	_	2,915	3,017	2,652				
2.2 No. of patent applications (unconsolidated)								
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022				
_	_	602	728	463				

# **VI. Production Capital**

#### 1. Capital expenditure / Depreciation

1.1 Capital expenditure (billion yen, consolidated)

FY 2018

25.3	23.0	12.2	14.4	19.1					
1.2 Depreciation (billion yen, consolidated)									
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022					
21.4	19.8	18.5	18.1	19.5					

FY 2020



URL: http://www.tokai-rika.co.jp/

- When publishing this data file, we have re-verified past data.
   Therefore, some figures may differ from data in previously published environmental reports.
- 2. Due to the calculation process, the total of the individual figures may differ from the total figures in the total column.