

## Sustainability

# Non-Financial Data

Here we introduce various indicators and data relating to CSR issues. For details about our efforts to address the issues, please see the relevant text on our website.

★Independently assured indicators

## Global Environment<sup>\*1</sup> >

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Total Energy consumed<sup>*2</sup>★</b>	Japan and Overseas	GJ			18.4×10 <sup>6</sup>
<b>Total CO<sub>2</sub> emissions<sup>*3</sup></b>	Japan and Overseas	Million t-CO <sub>2</sub>	5.35 <sup>*4</sup>	5.18	5.07
<b>Avoided CO<sub>2</sub> emissions<sup>*5</sup></b>	Japan and Overseas	Million t-CO <sub>2</sub>	3.28	1.65	2.46
<b>Group CO<sub>2</sub><sup>*6</sup> emissions<sup>*7</sup>★</b>	Japan and Overseas	Million t-CO <sub>2</sub>	1.43	1.37	1.38
<b>Scope1★</b>	Japan and Overseas	Million t-CO <sub>2</sub>		0.71	0.77
<b>Scope2★</b>	Japan and Overseas	Million t-CO <sub>2</sub>		0.66	0.61
<b>Scope3<sup>*8</sup></b>	Japan and Overseas	Million t-CO <sub>2</sub>		3.81	3.69
<b>Supply chain (upstream) CO<sub>2</sub> emissions<sup>*9</sup>★</b>	Japan and Overseas	Million t-CO <sub>2</sub>		2.69	2.56
<b>CO<sub>2</sub> emissions in logistics★</b>	Japan	Thousand t-CO <sub>2</sub>	7.08	5.89	6.52
<b>Year-on-year rate of CO<sub>2</sub> emissions per unit in logistics★</b>	Japan	FY2011=1.00	1.05	1.05	1.10

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Freshwater intake<sup>*10</sup>★</b>	Japan and Overseas	Million t	69.9	62.7	66.6
<b>Freshwater intake per sales unit<sup>*11</sup>★</b>	Japan and Overseas	Thousand t/ ¥100 million	8.18	7.50	7.19
<b>Water discharged★</b>	Japan and Overseas	Million t	61.7	58.2	61.9
<b>COD<sup>*12</sup>★</b>	Japan and Overseas	t	412	304	260
<b>BOD<sup>*12</sup>★</b>	Japan and Overseas	t	52	64	79
<b>Hazardous chemical substance emissions<sup>*13</sup>★</b>	Japan and Overseas	t	803	660	741
<b>Hazardous chemical substance emissions per sales unit<sup>*11</sup>★</b>	Japan and Overseas	kg/¥100 million	94.1	78.9	80.0
<b>Chemical substances handled<sup>*16</sup>★</b>	Japan and Overseas	Thousand t	488	441	338
<b>Chemical substance emissions<sup>*14*16</sup>★</b>	Japan and Overseas	Thousand t	1.75	1.51	1.42
<b>NOx emissions★</b>	Japan and Overseas	Thousand t	1.55	1.14	1.20
<b>SOx emissions★</b>	Japan and Overseas	Thousand t	2.49	2.24	2.34
<b>VOC emissions★</b>	Japan and Overseas	Thousand t	1.66	1.46	1.34
<b>Landfill waste<sup>*15</sup>★</b>	Japan and Overseas	Thousand t	16.3	13.4	17.8
<b>Landfill waste volume per sales unit<sup>*11</sup>★</b>	Japan and Overseas	t/¥100 million	1.91	1.60	1.92
<b>Total waste★</b>	Japan and Overseas	Thousand t	83.8	79.1	86.1

\*1 See Boundaries for Reporting of ESH Data for scope of calculations.

- \*2 The scope of energy consumption includes energy from all sources, including energy purchased from sources external to the entity and energy produced by the entity itself (self-generated). Energy consumed is calculated using 3.6MJ/kWh as the per-unit calorific values of electric power purchased from external.
- \*3 Total CO<sub>2</sub> emissions are calculated for scope 1, scope 2, and Category (C)1 (Purchased goods and services), C2 (Capital goods), C3 (Fuel- and energy- related activities (not included in scope 1 and scope 2), C4 (Upstream transportation and distribution), C5 (Waste generated in operations), C6 (Business travel), and C7 (Employee commuting) in scope 3.
- \*4 Corrected to data calculated with the GHG Protocol as reference.
- \*5 Calculated as the amount of avoided CO<sub>2</sub> emissions that the Company's products have contributed to in the supply chain downstream.
- \*6 Includes CO<sub>2</sub>, methane and nitrous oxide.
- \*7 Data for fiscal 2019 was calculated based on the Law Concerning the Promotion of the Measures to Cope with Global Warming, while data for fiscal 2020 and fiscal 2021 was calculated with the GHG Protocol as reference. Although we deducted the amount of CO<sub>2</sub> emissions equivalent to the amount of energy sold to other companies from the data for fiscal 2019, this amount has not been deducted from the data for fiscal 2020 and fiscal 2021. In addition, the scope of calculation for fiscal 2020 and fiscal 2021 includes non-energy-derived CO<sub>2</sub> emissions from carbon fiber production, calculated based on the chemical reaction balance. With regard to coefficients for fuel, we use emissions coefficients based on the Law Concerning the Promotion of the Measures to Cope with Global Warming for all of the data from fiscal 2019 to fiscal 2021. As for emissions coefficients for electricity, we use adjusted emissions coefficients of individual electric power companies for power purchased in Japan. For power purchased overseas, we use power company-specific coefficients, in principle. However, in cases where the power company-specific coefficient is unknown, we apply the latest available IEA country-specific emissions coefficient.
- \*8 Scope 3 emissions are calculated for Category (C)1 (Purchased goods and services), C2 (Capital goods), C3 (Fuel- and energy- related activities (not included in scope1 and scope 2), C4 (Upstream transportation and distribution), C5 (Waste generated in operations), C6 (Business travel), and C7 (Employee commuting).
- \*9 Covers Scope 3 emissions in Category 1 (purchased goods and services) except emissions from products purchased in the Fibers & Products Converting Business for the purpose of sale. Category 1 emissions are calculated by multiplying the purchased weight or purchased value of purchased goods and services by the emissions intensity in units of weight or value. Emissions intensity data for monetary units is from Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.2) (March 2022) (Emissions Unit Values Database V. 3.2)", published by the Ministry of Economy, Trade, and Industry and the Ministry of the Environment. Emissions intensity data for weight units is based on the intensity data of the Ecoinvent Database (operated by Ecoinvent Association) or the GaBi Database (operated by Sphera).
- \*10 The amount of freshwater intake is the total of industrial water, groundwater and tap water.
- \*11 The per sales unit is calculated by using consolidated net sales as the denominator.
- \*12 Applies to wastewater discharged into rivers, oceans and lakes. Until fiscal 2021, the COD value was used at sites measuring both COD and BOD. From fiscal 2021, the COD values is calculated when discharging into sea areas and lakes, and the BOD values is calculated when discharging into rivers.
- \*13 Among the Class 1 designated chemical substances under the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof and chemical substances indicated by the Japan Chemical Industry Association, chemical substances harmful to aquatic environments and the ozone layer in the GHS (Globally Harmonized System of Classification and Labelling of Chemicals) classification defined by the United Nations are subject to the calculation of atmospheric, water, and soil emissions.  
  
For the Class 1 designated chemical substances under the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof and chemical substances indicated by the Japan Chemical Industry Association, the emissions are subject to the calculation of atmospheric, soil and water, and landfill amounts within business sites.
- \*14

- \*15 Landfill waste volume is calculated based on the amount of waste disposed of directly in landfills.
- \*16 Chemical substances handled and chemical substance emissions are calculated for the Class 1 designated chemical substances subject to PRTR under the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof and chemical substances subject to PRTR indicated by the Japan Chemical Industry Association. Due to the revision of target of the chemical substances subject to PRTR indicated by the Japan Chemical Industry Association, some chemical substances such as chlorine are no longer subject to aggregation, so the amount of chemical substances handled decreased from fiscal 2020 to fiscal 2021.

## Security, disaster prevention and occupational safety activities<sup>\*1</sup> >

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Number of serious accidents<sup>*2</sup> and disasters (explosions/fires)<sup>*3</sup>★</b>	Japan and Overseas	Number of cases	0	0	0
<b>Number of serious accidents and disasters (leaks/spills/other)★</b>	Japan and Overseas	Number of cases	0	0	0
<b>Number of disaster-prevention diagnoses</b>	Japan and Overseas	Number of cases	4	0	2
<b>Number of mini-disaster-prevention diagnoses</b>	Japan and Overseas	Number of cases	11	7	7
<b>Number of process safety management (PSM)</b>	Japan and Overseas	Number of cases			1
<b>Lost-time injury frequency rate<sup>*4</sup>★</b>	Japan and Overseas	—	0.22	0.42	0.43

- \*1 See Boundaries for Reporting of ESH Data for scope of calculations.
- \*2 A serious accident refers to explosions or fire accidents, accidents involving leakage or outflow of hazardous materials or hazardous substances, which have caused human damage (lost-time injury accidents), or have affected the local community, or have involved full-scale company-external support.
- \*3 Figures are calculated based on calendar years.
- \*4 Lost-time injury frequency rate indicates number of lost-time injured persons per one million working hours (figures are calculated based on calendar years).

## ESH-related accounting<sup>\*1</sup> >

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Environmental preservation investments</b>	Japan and Overseas	Billions of yen	1.6	1.3	1.1
<b>Safety and disaster prevention, and health investments</b>	Japan and Overseas	Billions of yen	2.8	2.3	2.0
<b>Safety and disaster prevention, and health expenses</b>	Japan and Overseas	Billions of yen	7.5	7.3	6.2
<b>Safety and disaster prevention, and health expenses</b>	Japan and Overseas	Billions of yen	2.2	2.3	2.5

\*1 See Boundaries for Reporting of ESH Data for scope of calculations.

## ESH management activities<sup>\*1</sup> >

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Number of participants in ESH educational workshops (basic class, management session, advanced session)</b>	Japan	People	259		
<b>Number of certified internal auditors (1st-grade, 2nd-class)</b>	Japan	People	35	97	120

\*1 See Boundaries for Reporting of ESH Data for scope of calculations.

## Corporate ethics and compliance >

Item	Boundary	Unit	FY2019	FY2020	FY2021
Number of consultations/reports from within the Company	Japan and Overseas	Number of consultations/reports	116	115	125
Participation rate in corporate ethics workshop for all employees	Japan	%	89	91	97
Participation rate in corporate ethics workshop for all employees	Overseas	%	61	99	78
Response rate for check sheets to survey all employees at the corporate ethics workshop	Japan	%	99	88	
Number of participants in level-based workshop training	Japan	People	344	325	220
Number of participants in training for promoting-managers	Japan	People	53		
Number of participants in compliance e-learning	Japan	People	544	544	400

## Diversity and inclusion >

Item	Boundary	Unit	April 2020 <sup>*1</sup>	April 2021 <sup>*1</sup>	April 2022 <sup>*1</sup>
Number of female executives <sup>*2</sup> at Teijin Limited	Teijin Limited	People	4	4	5
Number of non-Japanese executives <sup>*2</sup> at Teijin Limited	Teijin Limited	People	5	5	4
Number of female managers (or higher) <sup>*3</sup> ★	Four companies in Japan <sup>*4</sup>	People	127	143	162
Number of senior managers <sup>*5</sup>	United States	People	2	2	3
Number of global core talents <sup>*6</sup>	EU	People	1	1	3
Number of senior managers <sup>*5</sup>	China	People	4 <sup>*7</sup>	4	7
Number of senior managers <sup>*5</sup>	ASEAN	People	5 <sup>*7</sup>	5	7

\*1 As of April 1.

\*2 Board of Directors, statutory auditors, Group executive officers, and Group corporate officers.

\*3 Managerial positions equivalent of section manager or above.

\*4 Major subsidiaries in Japan: Teijin Limited, Teijin Pharma Limited, Teijin Frontier Co., Ltd., Infocom Corporation

\*5 President or his/her direct report in a Group company.

\*6 Female senior managers selected and certified as executive candidates.

\*7 As of August 1, 2020, the most recent data at the time when KPIs were established.

Item	Boundary	Unit	FY2019	FY2020	FY2021
Number of newly recruited career-oriented female university graduates*1★	Four companies in Japan*2	People	33	29	26
Ratio of newly recruited career-oriented female university graduates*1★	Four companies in Japan*2	%	24	34	35
Number of female employees in managerial positions (equivalent of section manager or above)*3★	Four companies in Japan*2	People	116	126	142
Percentage of number of female employees in managerial positions (equivalent of section manager or above)*4★	Four companies in Japan*2	%	4.8	5.2	5.8
Number of rehired employees through the Hello-Again System	Two companies in Japan*5	People (cumulative total)	16	14	14
Number of employees using reemployment systems (postretirement continued employment system)*6★	Japan	People	114	117	46
Number of employees with disabilities*7★	Japan*8	People	249	262.5	275
Number of group companies failed to meet the statutory employment rate★	Japan	Company	8	16	16
Overtime hours per month★	Four companies in Japan*2	Hour/month	13.0	12.0	13.6
Rate of taking annual paid holidays★	Four companies in Japan*2	%	83	75	76
Number of employees taking childcare leave*9★	Four companies in Japan*2	People	196	234	204



<b>Number of employees taking childcare leave*<sup>9</sup> (males) ★</b>	Four companies in Japan* <sup>2</sup>	People	64	94	76
<b>Number of employees taking nursing care leave*<sup>10</sup> ★</b>	Four companies in Japan* <sup>2</sup>	People	3	3	2
<b>Number of employees on shorter working hours for nursing care</b>	Two companies in Japan* <sup>5</sup>	People	4	4	3
<b>Number of employees using the Volunteer Leave System</b>	Two companies in Japan* <sup>5</sup>	People	11	13	15

- \*1 Number of recruits in new university graduate career-oriented posts is calculated from Number of new career-oriented university graduate recruits scheduled to enter the company in the next fiscal year.
- \*2 Four companies in Japan: Teijin Limited, Teijin Pharma Limited, Teijin Frontier Co., Ltd., Infocom Corporation
- \*3 As of March 31 of each fiscal year.
- \*4 Percentage of female employees in managerial positions of the total number of managerial positions in the companies.
- \*5 Two companies in Japan: Teijin Limited, Teijin Pharma Limited
- \*6 Number of employees newly using reemployment system in each fiscal year. Number of users is decreasing due to the introduction of the retirement age extension system in 2021.
- \*7 Number of employees with disabilities does not refer to the headcount, but to number of persons with disabilities calculated taking into consideration the type of disability and the working hours. These form the basis for calculating the employment rate of persons with disabilities as per the employment quota system for persons with disabilities. For fiscal 2021, the employment situation as of April 1, 2022.
- \*8 Companies required by law to employ people with disabilities.
- \*9 Includes employees who took holidays for childcare.
- \*10 Includes employees who took holidays for nursing care.

## Data on human resources

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Number of employees (total)</b>	Japan and Overseas	People	20,075	21,090	21,815
<b>Number of employees (Japan)</b>	Japan	People	9,364	9,583	9,654
<b>Number of employees (Overseas)</b>	Overseas	People	10,711	11,507	12,161

## Data on Teijin limited and group companies in Japan that hire employees directly<sup>\*1</sup>★

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>(1) Number of regular employees (total)<sup>*2</sup></b>	Japan	People	10,502	10,326	10,429
<b>(1) Number of regular employees (male)<sup>*2</sup></b>	Japan	People	8,113	7,966	7,870
<b>(1) Number of regular employees (female)<sup>*2</sup></b>	Japan	People	2,389	2,360	2,559
<b>Employees in managerial positions out of (1) (total)<sup>*2</sup></b>	Japan	People	2,811	2,757	2,851
<b>Employees in managerial positions out of (1) (male)<sup>*2</sup></b>	Japan	People	2,676	2,613	2,678
<b>Employees in managerial positions out of (1) (female)<sup>*2</sup></b>	Japan	People	135	144	173
<b>(2) Number of temporary employees (total)<sup>*2</sup></b>	Japan	People	2,084	1,775	1,705
<b>(2) Number of temporary employees (male)<sup>*2</sup></b>	Japan	People	969	845	823
<b>(2) Number of temporary employees (female)<sup>*2</sup></b>	Japan	People	1,115	930	882
<b>(3) Number of recruits (total)<sup>*3</sup></b>	Japan	People	454	257	358
<b>(3) Number of recruits (male)<sup>*3</sup></b>	Japan	People	336	188	243
<b>(3) Number of recruits (female)<sup>*3</sup></b>	Japan	People	118	69	115
<b>New graduate recruits out of (3) (total)<sup>*4</sup></b>	Japan	People	239	144	152
<b>New graduate recruits out of (3) (male)<sup>*4</sup></b>	Japan	People	179	102	97
<b>New graduate recruits out of (3) (female)<sup>*4</sup></b>	Japan	People	60	42	55

<b>(4) Number of employees who retired (total)*5</b>	Japan	People	392	484	606
<b>(4) Number of employees who retired (managerial positions)</b>	Japan	People	121	164	78
<b>(4) Number of employees who retired (non-managerial positions)</b>	Japan	People	271	320	528
<b>Employees who retired at fixed retirement age out of (4) (total)*6</b>	Japan	People	125	136	51
<b>Employees who retired at fixed retirement age out of (4) (managerial positions)</b>	Japan	People	67	71	21
<b>Employees who retired at fixed retirement age out of (4) (non-managerial positions)</b>	Japan	People	58	65	30
<b>Employees who retired for company reasons out of (4) (total)*7</b>	Japan	People	5	37	20
<b>Employees who retired for company reasons out of (4) (managerial positions)*7</b>	Japan	People	2	3	2
<b>Employees who retired for company reasons out of (4) (non-managerial positions)*7</b>	Japan	People	3	34	18
<b>Employees who retired for their own reasons out of (4) (total)</b>	Japan	People	223	175	267
<b>Employees who retired for their own reasons out of (4) (managerial positions)</b>	Japan	People	30	21	34
<b>Employees who retired for their own reasons out of (4) (non-managerial positions)</b>	Japan	People	193	154	233
<b>Number of employees taking childcare leave (total)</b>	Japan	People	235	274	270
<b>Number of employees taking childcare leave (male)</b>	Japan	People	66	98	88
<b>Number of employees taking childcare leave (female)</b>	Japan	People	169	176	182

Number of employees taking nursing care leave (total)	Japan	People	5	5	6
Number of employees taking nursing care leave (male)	Japan	People	2	2	4
Number of employees taking nursing care leave (female)	Japan	People	3	3	2
Average age (total)	Japan	Year	42.8	42.7	43.0
Average age (male)	Japan	Year	43.5	43.7	44.2
Average age (female)	Japan	Year	40.6	41.7	42.0
Average years at company (total)	Japan	Year	16.8	16.7	17.1
Average years at company (male)	Japan	Year	17.3	17.5	17.7
Average years at company (female)	Japan	Year	15.4	15.3	15.0

## Data on large group companies overseas<sup>\*8</sup>★

Item	Boundary	Unit	FY2019	FY2020	FY2021
(1) Number of regular employees (Total) <sup>*2</sup>	Overseas	People	11,012	11,393	11,710
(1) Number of regular employees (male) <sup>*2</sup>	Overseas	People	6,917	7,164	7,398
(1) Number of regular employees (female) <sup>*2</sup>	Overseas	People	4,095	4,229	4,312
Employees in managerial positions out of (1) (total) <sup>*2</sup>	Overseas	People	939	1,004	1,132
Employees in managerial positions out of (1) (male) <sup>*2</sup>	Overseas	People	644	725	816
Employees in managerial positions out of (1) (female) <sup>*2</sup>	Overseas	People	295	279	316

<b>(2) Number of recruits (total)</b>	Overseas	People	3,510	5,486	3,809
<b>(2) Number of recruits (managerial positions)</b>	Overseas	People	65	74	178
<b>(2) Number of recruits (non-managerial positions)</b>	Overseas	People	3,445 <sup>*9</sup>	5,412 <sup>*9</sup>	3,631 <sup>*9</sup>
<b>(3) Number of employees who retired (total)<sup>*10</sup></b>	Overseas	People	3,902	5,578	3,637
<b>(3) Number of employees who retired (managerial positions)<sup>*10</sup></b>	Overseas	People	66	75	109
<b>(3) Number of employees who retired (non-managerial positions)<sup>*10</sup></b>	Overseas	People	3,836 <sup>*9</sup>	5,503 <sup>*9</sup>	3,528 <sup>*9</sup>
<b>Average age (total)</b>	Overseas	Year	40.9	41.4	41.2
<b>Average age (male)</b>	Overseas	Year		42.4	41.9
<b>Average age (female)</b>	Overseas	Year		39.7	39.9
<b>Average age (managerial positions)</b>	Overseas	Year	44.5	45.9	45.8
<b>Average age (managerial positions, male)</b>	Overseas	Year		47.4	46.8
<b>Average age (managerial positions, female)</b>	Overseas	Year		42.0	43.1
<b>Average age (non-managerial positions)</b>	Overseas	Year	40.5	40.9	40.7
<b>Average age (non-managerial positions, male)</b>	Overseas	Year		41.8	41.3
<b>Average age (non-managerial positions, female)</b>	Overseas	Year		39.5	39.6
<b>Average years at company (total)</b>	Overseas	Year	9.4	10.0	9.9
<b>Average years at company (male)</b>	Overseas	Year		10.5	10.2

<b>Average years at company (female)</b>	Overseas	Year		9.2	9.3
<b>Average years at company (managerial positions)</b>	Overseas	Year	12.5	13.5	13.3
<b>Average years at company (managerial positions, male)</b>	Overseas	Year		13.5	13.2
<b>Average years at company (managerial positions, female)</b>	Overseas	Year		13.3	13.4
<b>Average years at company (non-managerial positions)</b>	Overseas	Year	9.1	9.7	9.5
<b>Average years at company (non-managerial positions, male)</b>	Overseas	Year		10.2	9.8
<b>Average years at company (non-managerial positions, female)</b>	Overseas	Year		8.9	9.0

- \*1 Group companies in Japan include companies other than consolidated companies. In addition, employees seconded to companies other than their own are included. In fiscal 2019 there were 51 companies; in fiscal 2020, 41 companies; and in fiscal 2021, 43 companies.
- \*2 Data as of March 31 of each fiscal year.
- \*3 Employees who were recruited from April 2 of each year to April 1 of the following year.
- \*4 New graduate recruits who joined the company on April 1 of the following fiscal year.
- \*5 Number of employees who retired in fiscal 2020, fiscal 2022 includes those who transferred to the acquiring company in conjunction with the transfer of the film business.
- \*6 Number of employees who retired at fixed retirement age is decreasing due to the introduction of the retirement age extension system in 2021.
- \*7 Employees of group companies in Japan who retired for company reasons includes those re-employed at contractors and other companies outside the group by arrangement of the company.
- \*8 In fiscal 2019, in fiscal 2020 there were retirements at 19 companies; and in fiscal 2021, 22 companies.
- \*9 Number of workers paid by the hour are in the majority at Teijin Automotive Technologies NA Holdings Corp.(Former Continental Structural Plastics).
- \*10 Number of employees who retired at overseas group companies includes those that were laid off.

## Supply chain sustainability >

Item	Boundary	Unit	FY2019	FY2020	FY2021
Ratio of number of suppliers were classified into groups I-III (Okay to continue business)	Japan	%	93		
Ratio of purchases from group I, II and III suppliers (Okay to continue business)	Japan	%	76		
Ratio of number of suppliers were classified into groups I-III (Okay to continue business)	Overseas	%	97		
Ratio of purchases from group I, II and III suppliers (Okay to continue business)	Overseas	%	70		
Ratio of number of suppliers were classified into group A, B and C (Okay to continue business)	Japan and Overseas	%		95	96
Green purchasing ratio of stationary and other office supplies	Japan	%	56	60	57

## Social contributions >

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Total amount of expenses of social contribution activities</b>	Japan and Overseas	Billions of yen	0.52	0.48	0.48

## Employee awareness survey >

Item	Boundary	Unit	FY2019	FY2020	FY2021
<b>Response rate</b>	Japan and Overseas	%			62
<b>Degree of Permeation of Corporate Philosophy &amp; Code of Conduct</b>	Japan and Overseas	%			64
<b>Degree of Permeation of Corporate Ethics</b>	Japan and Overseas	%			77



# Boundaries for Reporting of ESH Data

The boundaries for the reporting of the Teijin Group's ESH (environment, safety, health data apply to Teijin Limited and the following consolidated subsidiaries and affiliates.

<b>Aramid</b>	Overseas	Teijin Aramid
		Teijin Corporation (Thailand)
<b>Composites</b>	Japan	GH Craft
	Overseas	Teijin Automotive Technologies
<b>Carbon Fibers</b>	Overseas	Teijin Carbon Europe
		Teijin Carbon America
<b>Resin and Plastics Processing</b>	Japan	Hiroshima Plastic
		Kinkai Chemicals
		Teiyo
	Overseas	Teijin Chemicals Plastic Compounds Shanghai
		Teijin Polycarbonate China

<b>Fibers and Products Converting</b>	Japan	Teijin Frontier
		Teijin Frontier Knitting
		Frontier Tex
		Teikyo Lace
		Teijin Frontier DG
		Unisel
		Teijin Cordley
		Teijin Tedy
		Teijin Frontier Apparel Industry
		Kansaishizai
		Teijin Logistics
	Overseas	Nantong Teijin
		Thai Namsiri Intertex
		Teijin Polyester (Thailand)
		Teijin (Thailand)
		Teijin Cord (Thailand)
		Nantong Teijin Automotive Fabrics Finishing
		N.I. Teijin Airbag Fabric (Nantong)
		Teijin Frontier SHONAI
		Teijin FRA Tire Cord (Thailand)
J.H. Ziegler		

<b>Healthcare</b>	Japan	Teijin Pharma
		Teisan Pharmaceuticals
		Teijin Healthcare
		Teijin Nakashima Medical
		Teijin Medical Technologies
<b>IT</b>	Japan	Infocom
<b>Material</b>	Overseas	Teijin Lielsort Korea
<b>Directly Managed Companies</b>	Japan	Teijin Kosan
		Teijin Eco-Science
		Teijin Engineering
		Toho Chemical Engineering & Construction
		Toho Machinery

- Teijin Modern Yarn Co., Ltd. and Shinwa Limited merged, forming Teijin Frontier Knitting Co., Ltd.
- Continental Structural Composites merged with Inapal Plasticos and Benet Automotive to form Teijin Automotive Technologies.
- Teijin Home Healthcare has changed its name to Teijin Healthcare.
- Limited (Ltd.), Co., Ltd., Inc., GmbH, Corporation, B.V. and the like have been omitted from the company names.
- Company names are correct as of March 31, 2022.

## Safety and disaster prevention, and health

(Unit: Billions of yen)

Item	Main activities	Investment	Expenses	Actual effect
Occupational safety	Ensuring occupational safety	0.56	0.43	· Avoided occurrences of workplace accidents
Workplace environment improvement	Activities relating to ventilation, lighting, and evaluating, maintaining and improving the workplace environment	0.55	0.19	-
Health promotion	Physical examinations and other measures to promote health	0.26	0.57	-
Disaster prevention	Investigation of the seismic resistance of buildings, maintenance, and improvement of fire prevention and extinguishing systems	0.63	0.53	-
Administration	Establishment and maintenance of occupational health and safety management systems, including costs for administrative personnel and safety losses	-	0.72	-
Total		2.0	2.44	-

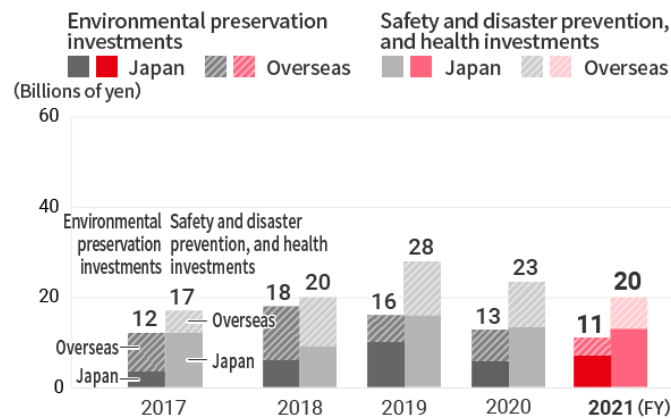
\* Economic benefit: Only those items that had a substantial effect are included in the calculations.

# ESH-Related Accounting\*

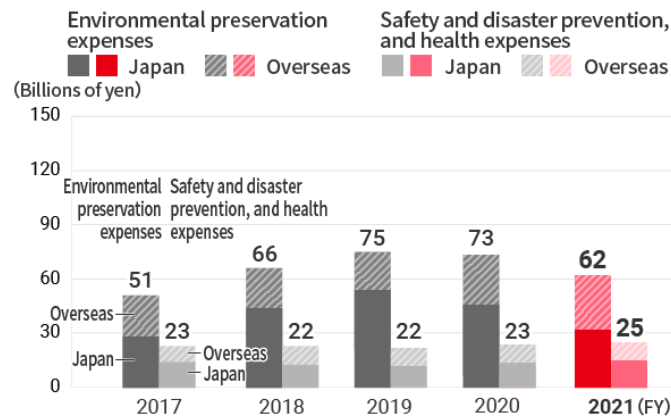
The Teijin Group calculates the investments, expenses, and effect of ESH activities at all group companies. The investments, expenses and effect of activities for environmental preservation, energy savings, reduced use of natural resources, and recycling are calculated with reference to the Environmental Accounting Guidelines 2005 Edition published by the Ministry of the Environment of Japan. We also calculate the investments and expenses for safety and disaster prevention, and health.

\* See Boundaries for Reporting of [ESH Data](#) for scope of calculations.

## Trends in ESH-related investments



## Trends in ESH-related expenses



## Breakdown of ESH-related costs of the Teijin Group in FY2021

### Environmental preservation

(Unit: Billions of yen)

Item		Main activities	Investment	Expenses	Economic benefit*	Actual effect	
Environmental preservation	Business area	Pollution prevention	0.65	1.62	0.00	<ul style="list-style-type: none"> <li>• Reduced chemical substance emissions</li> <li>• Management of SOx emissions and COD load</li> </ul>	
		Global environmental conservation	0.22	0.35	0.02	<ul style="list-style-type: none"> <li>• Reduced greenhouse gas emissions</li> </ul>	
		Resource recycling	0.04	1.11	0.39	<ul style="list-style-type: none"> <li>• Reduced “waste with no effective use”</li> <li>• Reduced VOC emissions</li> </ul>	
	Products and services		Measures such as those to promote used-product recycling	0.00	0.06	0.08	-
	Administration		Establishment and maintenance of an environmental management system, including costs for administrative personnel	0.00	0.47	0.00	-
	R&D		Expenses for R&D of products and technologies designed to reduce environmental impact	0.2	2.22	0.00	-
	Social activities		Disclosure of environmental information at exhibitions; payment of SOx levy, environmental association memberships, and other fees	0.00	0.32	0.00	-
	Repairing environmental damage		Investigation and measures to deal with soil, groundwater, and other pollution	0.00	0.04	0.00	<ul style="list-style-type: none"> <li>• Investigation of soil and groundwater pollution, and necessary measures for decontamination</li> </ul>
			Total	1.11	6.19	0.49	

## Safety and disaster prevention, and health

(Unit: Billions of yen)

Item	Main activities	Investment	Expenses	Actual effect
Occupational safety	Ensuring occupational safety	0.56	0.43	• Avoided occurrences of workplace accidents
Workplace environment improvement	Activities relating to ventilation, lighting, and evaluating, maintaining and improving the workplace environment	0.55	0.19	-
Health promotion	Physical examinations and other measures to promote health	0.26	0.57	-
Disaster prevention	Investigation of the seismic resistance of buildings, maintenance, and improvement of fire prevention and extinguishing systems	0.63	0.53	-
Administration	Establishment and maintenance of occupational health and safety management systems, including costs for administrative personnel and safety losses	-	0.72	-
Total		2.0	2.44	-

\* Economic benefit: Only those items that had a substantial effect are included in the calculations.