

Toyota Industries Corporation Performance Data(social initiatives)

■HR Data

Item		Unit	FY2019	FY2020	FY2021
Employees (Global)*1		Persons	64,641	66,478	66,947
Employees(TICO)*2			13,891	13,999	14,164
	Male		12,834	12,925	13,077
	Female		1,057	1,074	1,087
Regular recruitment (TICO)	Office associate	Persons	39	33	31
	Male		20	22	23
	Female		19	11	8
	Office associate (Engineer)	Persons	121	140	123
	Male		102	129	109
	Female		19	11	14
	Clerical Staff	Persons	11	10	7
	Male		0	0	0
	Female		11	10	7
	Production associate	Persons	166	200	200
	Male		160	189	188
	Female		6	11	12
Average period of employment (TICO)		Years	17.9	18.3	18.5
	Male		18.2	18.6	18.8
	Female		14.2	14.7	15.2
Average age (TICO)		Years old	40.3	40.8	41.0
	Male		40.6	41.0	41.3
	Female		36.7	37.4	37.9
Number of permanent, full-time employees by age(TICO)	Less than 30 years old	Persons	2,563	2,415	2,267
	Male		2,247	2,119	1,989
	Female		316	296	278
	30 to 39 years old	Persons	4,095	4,027	4,087
	Male		3,735	3,669	3,731
	Female		360	358	356
	40 to 49 years old	Persons	4,289	4,467	4,453
	Male		4,029	4,190	4,163
	Female		260	277	290
	50 to 59 years old	Persons	2,929	3,076	3,338
	Male		2,809	2,934	3,175
	Female		120	142	163
Re-employment (TICO)		%	79.7	70.8	67.4
Turnover (resignation) (TICO)*3		%	0.82	0.81	1

Item	Unit	FY2019	FY2020	FY2021	
Percentage of managerial positions held by women (TICO)	%	1.5	1.6	1.6	
Number of female managers (TICO)	Persons	38	41	42	
Percentage of local employees in executive positions at overseas companies	%	85.5	86.1	85.6	
Number of employees using childcare leave (TICO)	Persons	68	81	102	
		Male	9	26	37
		Female	59	55	65
Percentage of male employees using childcare leave (TICO)	%	1.5	4.7	6.4	
Return rate after taking childcare leave (TICO)	%	97.6	96.7	99.0	
Number of employees using shorter work-hours system for childcare (TICO)	Persons	184	188	160	
		Male	0	4	4
		Female	184	184	156
Number of employees using family-care leave (TICO)	Persons	9	8	4	
		Male	2	5	1
		Female	7	3	3
Ratio of employees with disabilities (TICO)	%	2.37	2.41	2.40	
Percentage of annual paid leave taken (TICO)*4	%	97.9	96.9	97.7	
Average monthly overtime per employee (TICO)	Hours	29.3	28.3	19.3	
Annual training hours per employee (TICO)	Hours	5.5	5.5	5.0	
Total number of employees trained through e-learning (total)(TICO)	Persons	29,759	31,040	27,573	
Response rate of morale surveys (TICO)	%	96.2	96.9	97.1	
Percentage of total employees covered by collective bargaining agreements (TICO)	%	82.4	82.5	82.4	

*1 Number of employees is the number of workers (excluding people dispatched from the Group to outside the Group, but including people dispatched from outside the Group to the Group).

*2 Number of employees is the number of workers (excluding people dispatched from TICO to outside TICO, but including people dispatched from outside TICO to TICO).

*3 Only full-time employees

*4 Union member average

■ Health and Safety Data

Item	Unit	FY2019	FY2020	FY2021
Number of Serious Accidents (Global)	cases	0	1	2
Frequency Rate (TICO)	—	0.22	0.12	0.09
Severity Rate (TICO)	—	0.01	0.22	0.001
Rate of smoking employees (TICO)	%	31.2	30.8	29.9
Rate of undergoing a stress checks (TICO)	%	99	99	99

■ Supply Chain Data

Item	Unit	FY2019	FY2020	FY2021
Number of suppliers (TICO)	companies	1,259	1,276	1,291
Rate of performing a CSR check on applicable suppliers(TICO)	%	100	100	100
Rate of conducting a periodic check(Conflict Minerals) on applicable suppliers(TICO)	%	-	-	100

■ The Other Data

Item	Unit	FY2019	FY2020	FY2021	
Number of recalls (TICO)	cases	0	1	5	
Number of serious compliance violations (Global)	cases	0	0	0	
Number of reports and inquiries via Whistle-Blower System (TICO & Subsidiaries in Japan)	cases	86	86	62	
Social contribution (Global)	Total expenses	Billion yen	8.0	8.6	8.4
	Total number of participants	persons	-	-	18,224

■ Participation in Initiatives

Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development (the 2030 Agenda) is a set of international development goals from 2016 to 2030, which was adopted by the UN Sustainable Development Summit held in September 2015.

The 2030 Agenda listed “Sustainable Development Goals” consisting of 17 goals and 169 targets in order to eradicate poverty and realize a sustainable world. The SDGs are universal goals applicable and pledge “Leave no one behind.” through the implementation process.



TCFD (Task Force on Climate-related Financial Disclosures)

TCFD refers to the Task Force on Climate-related Financial Disclosures, established by the Financial Stability Board (FSB) at the request of G20 with Michael Bloomberg as its chairman, to examine how climate-related information should be disclosed, and how should financial institutions respond. TCFD published its final report in June 2017, and recommends companies to disclose items related to climate change-related risks and opportunities.

