



TOSOH

TOSOH REPORT 2022
KEY DATA & REFERENCES

TOSOH CORPORATION

ENVIRONMENT & SOCIETY



ENVIRONMENT & SOCIETY

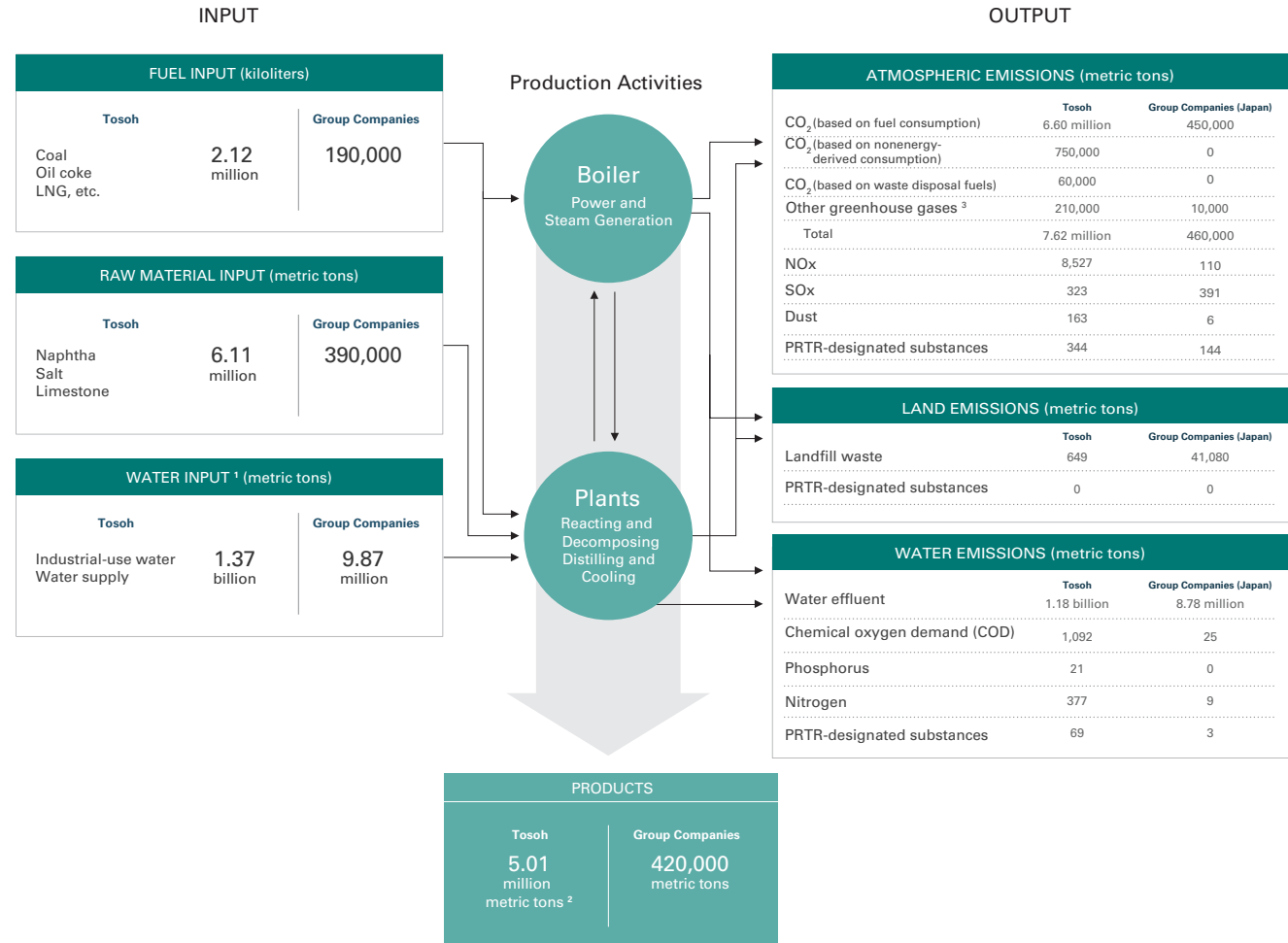
Tosoh Group Input and Output

The Tosoh Group reduces the environmental impact of its business activities throughout the lifecycle of its products. In addition, we make effective use of the input of limited resources—or “inputs” such as fuel, raw materials, and water resources—to obtain products, and strive to minimize waste “outputs” and the extent of the company’s environmental impact on the air and water.

Scope of calculation

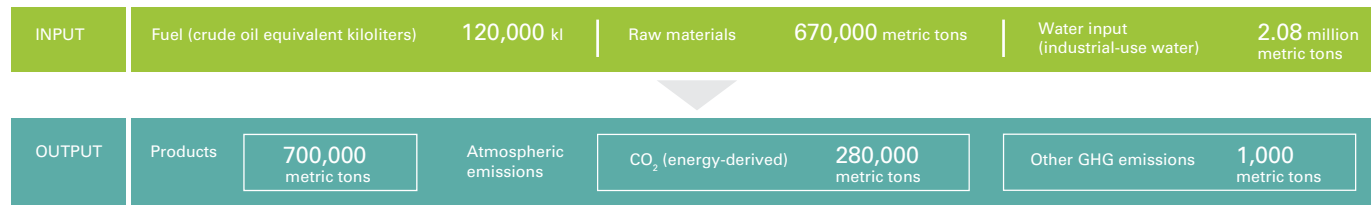
The complete list of companies and locations in scope is available at www.tosoh.com in the Environment section. The list link is located under the Input/Output graphic.

tosoh.com/investors/annual-reports/2022/csr23/environment



ENVIRONMENT & SOCIETY

Group Companies (overseas)



Scope of calculation

The complete list of companies and locations in scope is available at www.tosoh.com in the Environment section. The list link is located under the Input/Output graphic.

tosoh.com/investors/annual-reports/2022/csr23/environment

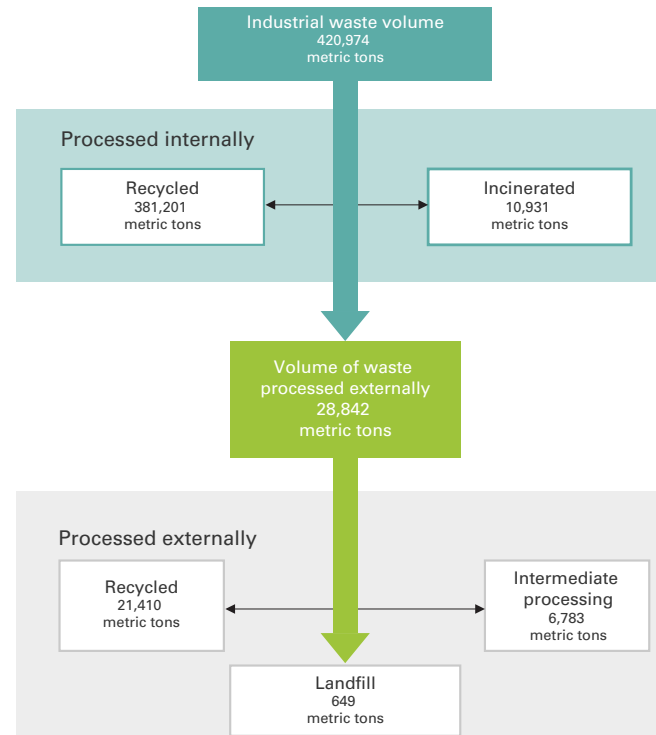
Industrial Waste Processing

Tosoh Corporation and its domestic group companies are promoting the 4Rs—Reduce, Reuse, Recycle, and Renew—in support of the transition to a circular economy. Tosoh Corporation has established the objective of reducing the volume of final disposal by approximately 75% from the fiscal 2001 actual level, in accordance with the fifth target of Keidanren’s Voluntary Action Plan for Establishing a Sound Material-Cycle Society.

Final disposal volume in fiscal 2022 was 649 tons, achieving the target (1,000 metric tons or less). Most of the coal ash and other industrial waste generated at our business sites is recycled as raw materials for use at cement plants. We also promote “local production for local consumption” recycling of plastic waste collected from municipalities and actively accept external plastic waste for effective use as raw fuel for cement. This contributes to reducing the burden on the surrounding community.

Aware of their responsibilities as generators of waste, Tosoh Group companies also manage and dispose of waste properly until it is delivered to a disposal company.

Industrial Waste Processing Flow
(excluding specially controlled-industrial waste)



Data collection method: Data is aggregated from volume data recorded in the manifest.

Of the amount of externally processed waste, 3,243 metric tons (specified hazardous industrial waste* 1,166 metric tons, other 2,077 metric tons) are specified as hazardous.

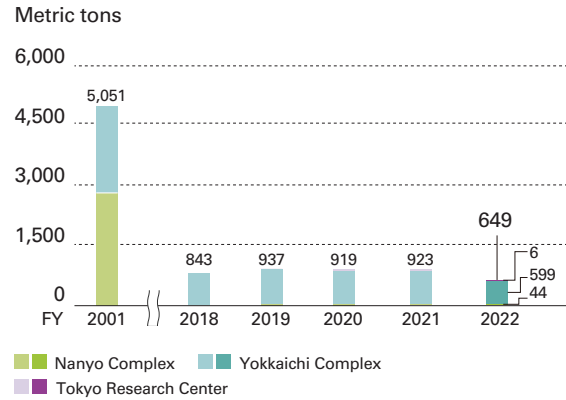
The values given are totals for the Nanyo Complex, Yokkaichi

Complex, and Tokyo Research Center.

Final disposal volume in FY2022 was 0.15% of total industrial waste generated.

*Specific hazardous industrial waste: Waste containing PCBs, waste mercury, waste asbestos, toxic metals, etc. (cadmium, lead, chromium, arsenic, dioxins, waste oil, etc.)

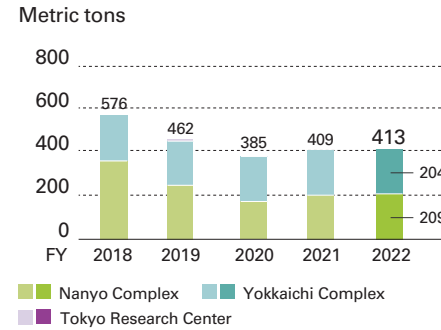
Final Landfill Disposal Volume



To improve accuracy, data is corrected retroactively.

Final disposal volume in FY2022 was 0.15% of total industrial waste generated. The ratio of the amount of landfill industrial waste to the amount of industrial waste generated for the last five years was less than 0.5%.

Total Emissions of PRTR-Applicable Substances

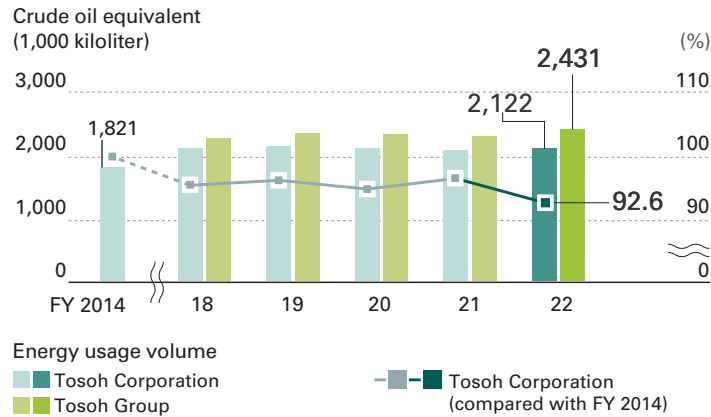


Calculation method: Based on the calculation method of the Law concerning Pollutant Release and Transfer Register for each target substance.

Tosoh Corporation and its domestic group companies are striving to reduce emissions of substances subject to Japan's Pollutant Release and Transfer Register (PRTR) system by setting voluntary targets. The system is based on Japan's Act for Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (Law concerning Pollutant Release and Transfer Register), which governs materials that require movement and discharge quantity reporting.

Tosoh achieved its target (424 tons or less: a reduction of 30% or more from the fiscal 2016 level), with 413 metric tons of emissions in fiscal 2022. Meanwhile, the total emissions of domestic group companies amounted to 147 metric tons, an increase of 30 metric tons from fiscal 2021.

Energy Consumption Index of Energy Used

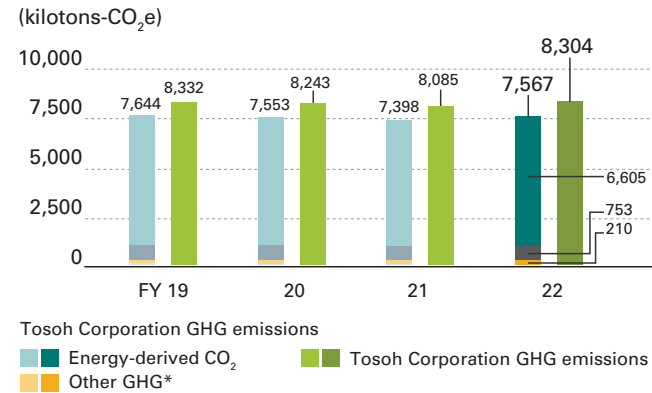


Tosoh's energy intensity index for fiscal 2022 was 92.6% compared with fiscal 2014. Energy efficiency improved by 4.0 percentage points compared with fiscal 2021 due to increased production volume and other factors.

*Values for the crude oil equivalent of energy used and for the energy consumption index versus fiscal 2010 are calculated using the method stipulated by Japan's Act on the Rational Use of Energy. When calculating energy consumption specifically for Tosoh Corporation, we deduct the energy sold to other firms.

Data for fiscal 2018 does not include emissions from the former Tosoh F-Tech, Inc.

Greenhouse Gas Emissions



Tosoh Corporation's GHG emissions in fiscal 2022 totaled 7,567 kilotons-CO₂e, up 170 kilotons-CO₂e from fiscal 2021.

This is attributed to the impact of increased production as the world recovers from the market decline caused by the pandemic. On the other hand, with regard to the goal of reducing energy-derived CO₂ emissions, we are aggressively moving forward with capital investment in fuel conversion and energy conservation.

GHG emissions for the entire Tosoh Group rose 2.7% compared with fiscal 2021.

Greenhouse gas emissions are calculated using Japan's Mandatory Greenhouse Gas Accounting and Reporting System.

Values for fiscal 2019–2021 have been retroactively adjusted to conform to fiscal 2022 data calculation methodology.

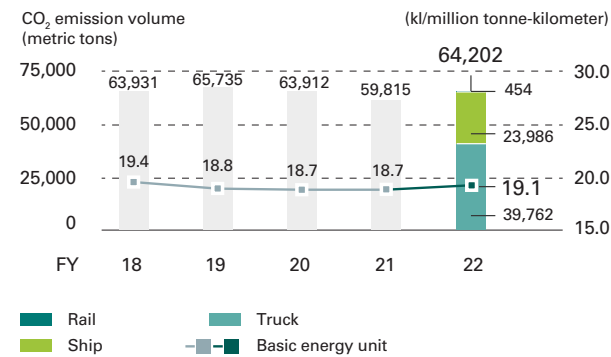
The scope of calculation was expanded from 26 domestic and overseas group companies to 52, and the scope of calculation was expanded to include manufacturing and logistics bases, and calculated according to the method for calculating adjusted GHG emissions.

*Other GHG represents the total value of N₂O, CH₄, SF₆, and HFC emissions.

Logistics-Related CO₂ Emissions and Basic Energy Unit

In fiscal 2022, Tosoh's logistics CO₂ emissions increased by 7.3% compared with fiscal 2021, mainly due to increased energy consumption resulting from higher transportation volume. The logistics basic energy unit was 19.1, a regression from fiscal 2021. Factors contributing to the regression include a decrease in the ship ratio (increase in the truck transport ratio) and a decrease in the volume transported per voyage (load factor) in marine transport.

To reduce CO₂ emissions, we are continuously promoting energy efficiency through a modal shift in transport that sees us promoting marine and rail transport and improving transportation fuel efficiency. Tosoh Logistics Corporation, a group company, completed renovation of its ethylene carrier, the *Shoyo*, in December 2020. The ship has been designed to be environmentally friendly, with an optimized hull, the Eco-Stator—a rectifying plate that improves propeller efficiency—and friction resistance-reducing paints to improve propulsion performance. The vessel also features an electronic charting system with Track Control, an automatic course maintenance system to achieve optimal navigation and fuel consumption.



Business and Other Risks

Tosoh Corporation identifies and analyzes risks that may have a significant impact on management and takes appropriate measures to minimize the impact of such risks when they become apparent, and implements initiatives to protect corporate value.

Management Structure

Under the supervision of the board of directors, Tosoh Corporation has established a system in which each department in charge analyzes risks that may have a significant impact on management and responds appropriately. Each department is responsible for implementing risk countermeasures in a systematic manner, as well as for prompt response to crises. In addition, the company identifies ESG-related risks as important CSR issues, sets targets, and undertakes activities to resolve the issues. The CSR Committee, chaired by the president, confirms the progress of activities and reports on them to the board of directors for deliberation.

Major Risk Items

The following is a list of major risks that we recognize as having the potential to significantly impact the Group's financial position, business performance, and cash flow. We have positioned them as important CSR issues and are actively addressing them. Forward-looking statements in the text are based on the judgment of the Tosoh Corporation as of March 31, 2022.

For details, please refer to the annual Securities Report.

Climate Change

With the adoption of the Paris Accord, efforts are being made worldwide to reduce emissions of greenhouse gases, which are considered to be the major cause of climate change and global warming. If quantitative restrictions or taxes are introduced in the future in relation to CO₂ and other emissions or the use of fossil fuels, or if demand for oil-related products declines due to the emergence of nonfossil-

fuel alternatives, the Group's business performance and financial position may be affected. For this reason, Tosoh Corporation has established the CO₂ Reduction and Effective Use Promotion Committee to promote technological improvements for CO₂ reduction and effective use.

In addition, the occurrence of extreme weather conditions such as typhoons and floods caused by climate change that cause damage to production facilities and roads used for transportation could affect the Group's business performance and financial position.

Environmental and Other Legal Regulations

The Tosoh Group's business performance and financial position may be affected by restrictions on business activities, additional capital investment, or new expenses due to the strengthening of domestic and international legal regulations concerning the environment or other matters, or due to demands for social responsibility. For this reason, the Tosoh Group conducts its business activities with the recognition that environmental protection and health and safety and the like are management issues of the highest priority.

Technological Innovation

If we are unable to continuously develop and provide new products that meet customer needs, or if groundbreaking technological innovations are made by competitors, our business performance and financial position may be adversely affected. In the midst of rapid changes in the domestic industrial structure and international social issues, Tosoh Corporation is actively engaged in R&D to strengthen and expand its core businesses and create new products and opportunities for the sustainable growth of the company. Especially in the Specialty products business, the speed of technological innovation is remarkable. This is why we believe it is necessary to develop and provide new products in a timely manner.

Intellectual Property

In the course of developing a wide range of businesses, there is a possibility that the Group's intellectual property rights or those held by third parties may be infringed upon. In such a case, the Group's business performance and financial position may be affected. To this end, Tosoh Corporation recognizes the importance of intellectual property rights, and is working to acquire rights and prevent infringement of rights held by third parties, both in Japan and overseas.

Information Security

If a problem were to occur in the plant control systems or core systems at our manufacturing complexes, we would be forced to suspend important operations, which could have an impact on our business performance and financial position.

The Tosoh Group has taken various protective measures against cyberattacks. In the event that information is leaked to outside parties due to unforeseen circumstances, the Tosoh Group's public trust and competitiveness could be compromised. This could affect the Group's business performance and financial position.

Given this risk, the Group strives to appropriately manage confidential and personal information, and has taken appropriate measures that comply with the European Union General Data Protection Regulation.

ENVIRONMENT & SOCIETY

Quality Issues

Unexpected defects in our products could lead to a loss of public trust, discontinuation of product sales, or even legal action. This could affect the business performance and financial position of the Tosoh Group. Tosoh Corporation has, therefore, established a quality management system for its products and has product liability insurance in place.

Raw Material and Fuel Procurement

Some raw materials and fuels are dependent on specific regions or suppliers. The Group's business performance and financial position may be affected in the event of procurement disruptions due to disasters or accidents at those suppliers. To mitigate this risk, Tosoh Corporation procures raw materials and fuels necessary for production from both domestic and overseas sources. The company is working to ensure stable long-term procurement by diversifying raw material and fuel suppliers, concluding medium- to long-term contracts, and purchasing from the spot market.

Accidents, Disasters, and Infectious Diseases

The effects of natural disasters and unforeseen accidents cannot be completely prevented or sufficiently mitigated. In the unlikely event of an accident or disaster, the Group's business performance and financial position could be affected by losses resulting from the closure of manufacturing facilities, costs associated with compensation for damage to areas surrounding plants, and significant facility repair expenses. Furthermore, the outbreak or spread of infectious diseases such as COVID-19 or influenza in the countries or regions where the Group operates, which forces the suspension of production or sales activities, may affect the Group's business performance and financial position. To this end, Tosoh Corporation conducts routine and periodic facility inspections and maintenance, safety-related investments, and other measures to prevent the occurrence of facility accidents and other incidents.

To mitigate the potential spread of COVID-19, Tosoh Corporation is promoting telecommuting and working in staggered shifts, and is implementing measures such as voluntary restraint on business trips, meetings, and interviews. In particular, the company has established a COVID-19 task force at each complex, and are taking countermeasures based on phase management methods according to the infection status.

Tosoh also recognizes the following other risks.

- Fluctuations in international market prices for products and fuels
- Issues with acquisitions, capital alliances, and business restructuring
- Fluctuations in interest rates
- Valuation of marketable securities
- Estimates based on construction progress standards
- Changes in inventory valuations
- Fluctuations in exchange rates
- Litigation
- Reversal of deferred tax assets
- Recognition of revenue for transactions in which revenue is recognized over a certain period of time for construction contracts
- Shifts in domestic and international economic conditions, supply and demand, and competition
- Fluctuations in interest rates
- Impairment in fixed assets
- Retirement benefits

G O V E R N A N C E



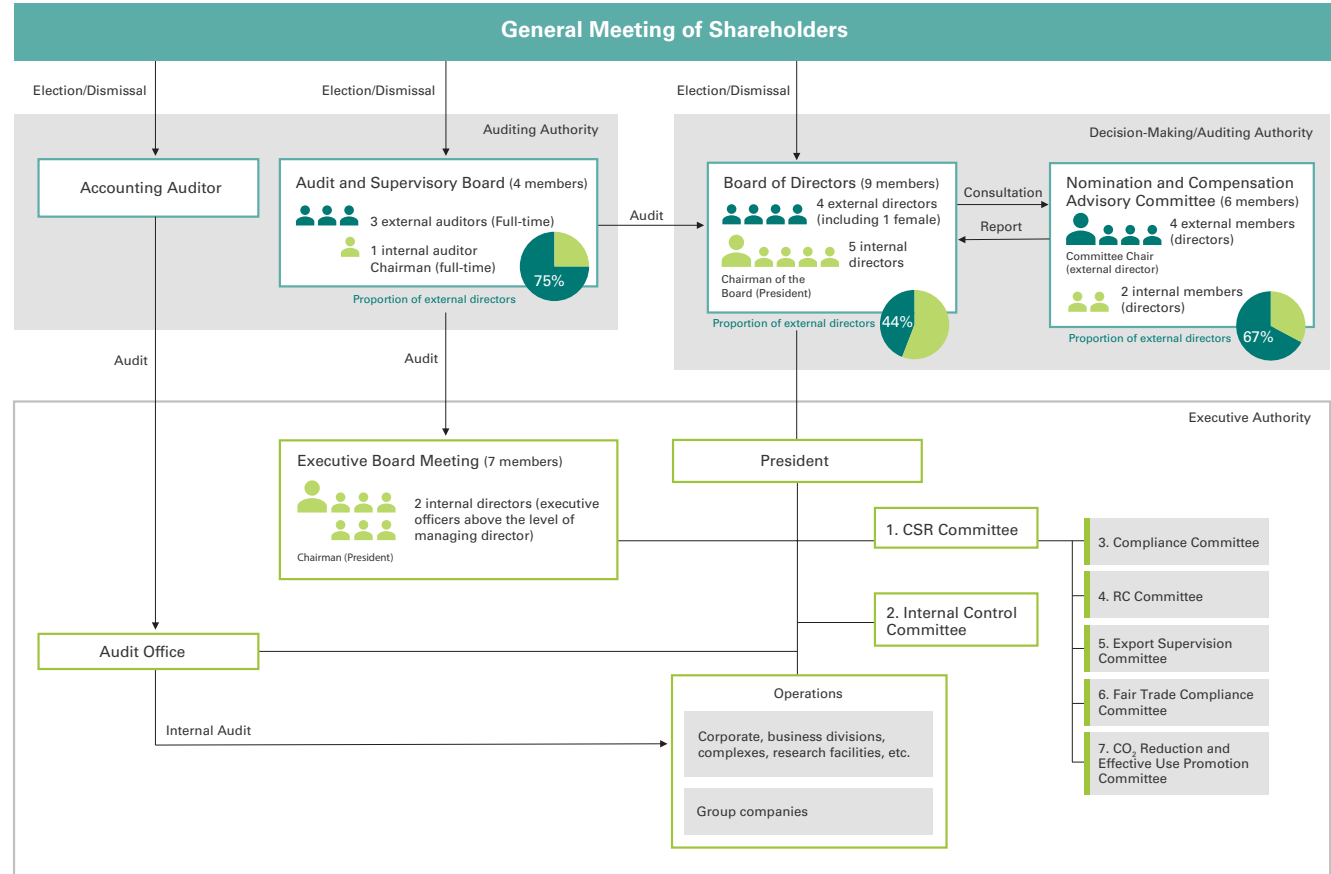
GOVERNANCE

Corporate Governance

In order to continuously enhance corporate value, Tosoh Corporation strives to build an efficient organizational structure that can respond quickly to changes in the business environment and to conduct sound corporate management that is fair and highly transparent. While respecting the purpose and spirit of the Corporate Governance Code, we continuously seek the optimal form of corporate governance for Tosoh.

Corporate Structure (as of June 30, 2022)

External Internal



GOVERNANCE

Directors and Auditors



Mamoru Kuwada
Representative Director and President

Mamoru Kuwada is experienced in manufacturing, production engineering, construction projects, and business and facilities management. He served as senior general manager of the Yokkaichi Complex prior to his appointment as a director in June 2020. His extensive knowledge of the Tosoh Group's operations and management serve him well in adding to important corporate decisions and in supervising the Tosoh Group's activities toward maintaining sustainable growth and increasing corporate value.



Katsushi Tashiro
Representative Director and Senior Executive Vice President

Katsushi Tashiro worked in manufacturing, production engineering, and construction before becoming deputy general manager of the Yokkaichi Complex, among other posts. He was appointed a director in June 2013. He possesses a comprehensive understanding of the Tosoh Group's operations and management. As such, he contributes considerably to crucial decisions and the supervision of the Tosoh Group's operations toward sustainable growth and enhanced corporate value.



Toru Adachi
Director and Executive Vice President

Toru Adachi worked in accounting, finance, corporate planning, and business management. He was appointed to the Tosoh Group's board of directors in June 2020 following service as the general manager of Corporate Strategy. His wide-ranging knowledge of diverse aspects of Tosoh Group operations and insights into corporate management make his inclusion in vital decision-making as essential as his involvement in the supervision of Tosoh Group efforts toward achieving sustainable growth and increasing corporate value.



Satoru Yonezawa
Director and Executive Vice President

Since 1986, Satoru Yonezawa has worked in various positions at Tosoh. Notably, he played a pivotal role in restructuring the company, leading to its return to profitability in 1995. In 2011, he joined the Corporate Planning Division where he helped develop the company's long-term business strategy. With broad experience in Tosoh Group operations and corporate management insights, Yonezawa is a valuable asset to the company.



Toru Doi
Director and Senior Vice President

Toru Doi was involved in research before becoming the general manager of the Functional Polymers Research Laboratory and being named a director in June 2021. His wide-ranging experience in the area of research enables him to contribute significantly to the Tosoh Group's R&D efforts. He is therefore well equipped to contribute to important, executive-level decisions and the supervision of the Tosoh Group's activities toward achieving sustained growth and increased corporate value.

Directors and Auditors

Tsutomu Abe
External Director

Tsutomu Abe was representative director and vice president of Mizuho Bank, Ltd., and president and CEO of IBJ Leasing Co., Ltd. (now Mizuho Leasing Co., Ltd.). He became a Tosoh Group external director in June 2015. Abe has a wealth of knowledge in finance, corporate management, and other fields which he brings to the table in helping to make decisions on matters of importance to the Tosoh Group. He also brings an objective perspective to his role as supervisor and adviser to management.



Keiichi Miura
External Director

Keiichi Miura was a director and senior executive officer of Taiheiyo Cement Corporation before becoming a Tosoh Group external director in June 2020. His knowledge of research and planning, corporate management, and other areas, along with his objective perspective, make him an ideal contributor to the Tosoh Group's decision-making and managerial oversight toward maintaining sustainable growth and increasing corporate value.



Yoshihiro Hombo
External Director

Yoshihiro Hombo's positions prior to being named a Tosoh Group external director in June 2020 included those of executive vice president and representative director of Mitsui & Co. Today, he is the president and chief operating officer of Valqua, Ltd. With his broad knowledge of sales, overseas operations, business management, corporate management, and other areas, he is well suited to advise and supervise Tosoh Group management from an objective perspective. As such, he greatly contributes to decisions toward sustaining growth and increasing corporate value.



Mariko Hidaka
External Director

Mariko Hidaka is a certified public accountant and former senior partner at EY Ernst & Young ShinNihon LLC. She became a Tosoh Group external director in June 2020. She is widely knowledgeable in matters of accounting, auditing, corporate management, and other fields. With her objective perspective, she is an asset in advising and supervising Tosoh Group management in a manner that contributes to sustainable growth and increased corporate value.

GOVERNANCE

Directors and Auditors



Kouji Kawamoto
Internal Auditor

Kouji Kawamoto possesses experience in finance, accounting, information systems, and purchasing and logistics. He sat on the board of directors and served as an executive vice president of the Tosoh Group before being appointed to the Audit & Supervisory Board in June 2019. He is fully versed in finance and accounting and corporate management and is thus a major asset in ensuring the smooth functioning of the Tosoh Group from an objective standpoint.



Makoto Okayama
Internal Auditor

Makoto Okayama served as deputy president and executive officer of Mizuho Trust & Banking Co., Ltd. and representative director of Japan Investor Solutions & Technologies Co., Ltd. prior to being named a Tosoh Group external auditor in June 2021. He brings with him an abundance of experience in various fields including finance and corporate management, which he puts to appropriate use in conducting neutral and fair audits of the execution of duties by directors.



Tetsuya Teramoto
External Auditor

Tetsuya Teramoto was a director and then president and chief executive officer and finally chairman of the board of Eiken Chemical Co., Ltd. He became a Tosoh Group corporate auditor in June 2014. His insightful knowledge of corporate management and other matters enables him to fully and objectively audit all aspects of the performance of duties by Tosoh Group directors.



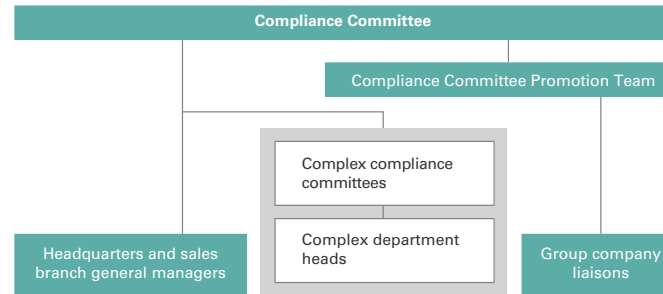
Tsuneyasu Ozaki
External Auditor

Tsuneyasu Ozaki served as a public prosecutor before joining the Special Investigations Department of the Tokyo District Public Prosecutors Office in 1996. He registered as an attorney in 2005 and today heads the Fukuoka branch of the law firm Nishimura & Asahi LPC. His appointment to the Tosoh Group's Audit & Supervisory Board was made in June 2014. His extensive legal background makes him an astute auditor of all aspects of Tosoh Group directors' execution of their duties.

Compliance Promotion System

Tosoh believes that practicing compliance, which means following the established rules, not only protects employees from accidents and other disasters, but also strengthens the management structure of the entire Tosoh Group. To this end, the company has established a promotion system to ensure that employees are aware of the importance of compliance and are able to practice it. The Compliance Committee reports the content of its deliberations to the board of directors.

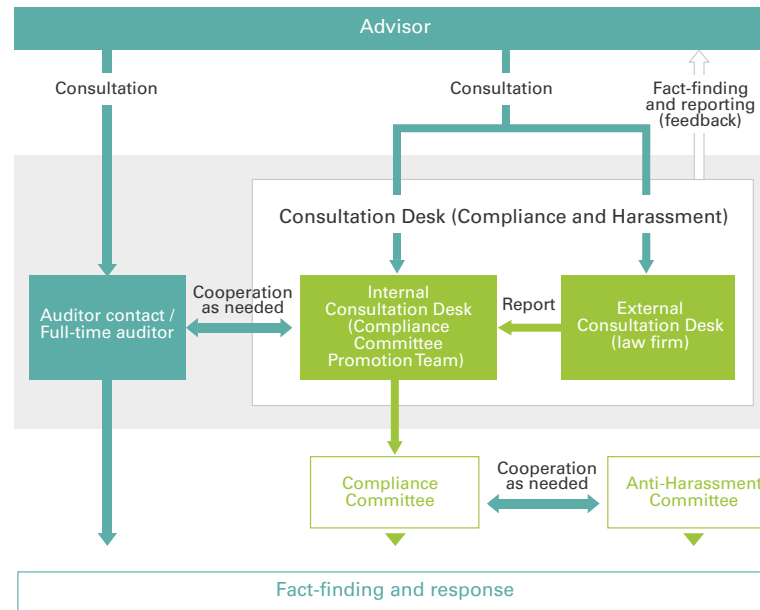
Promotion Structure



Compliance Consultation Desks

To prevent or quickly correct compliance violations, the company has established the Compliance and Harassment Consultation Desk for the purpose of swiftly recognizing and responding to actual or potential violations. Tosoh Corporation has established three consultation desks: internal, external, and an auditor’s desk. Directors and employees of Tosoh Corporation and its domestic and overseas group companies, temporary employees, and employees of partner companies may choose to submit reports or request consultations to any of these desks.

Compliance and Harassment Consultation Desk System Chart



Consultations are accepted regarding general corrupt practices such as violations of laws and regulations, harassment, human rights violations, and bribery. The company confirms the facts, investigates, and takes action, whether the consultation initiated under a real or an anonymous name. For guidance and supervision, the details of each consultation are reported to the auditor. Those eligible to use the consultation service are given a Consultation Desk Pocket Card to make it more convenient to avail themselves of the service at any time.

The company has established internal rules for the protection of the consultants in investigating and responding to consultation matters, and takes all necessary precautions. Moreover, it has set up a contact point on our website for inquiries that can be consulted from outside the company. Furthermore, consultation services have been established at group companies in Japan and abroad, creating a group-wide system that facilitates consultation.

R E S P O N S I B L E C A R E



RC Promotional Structure

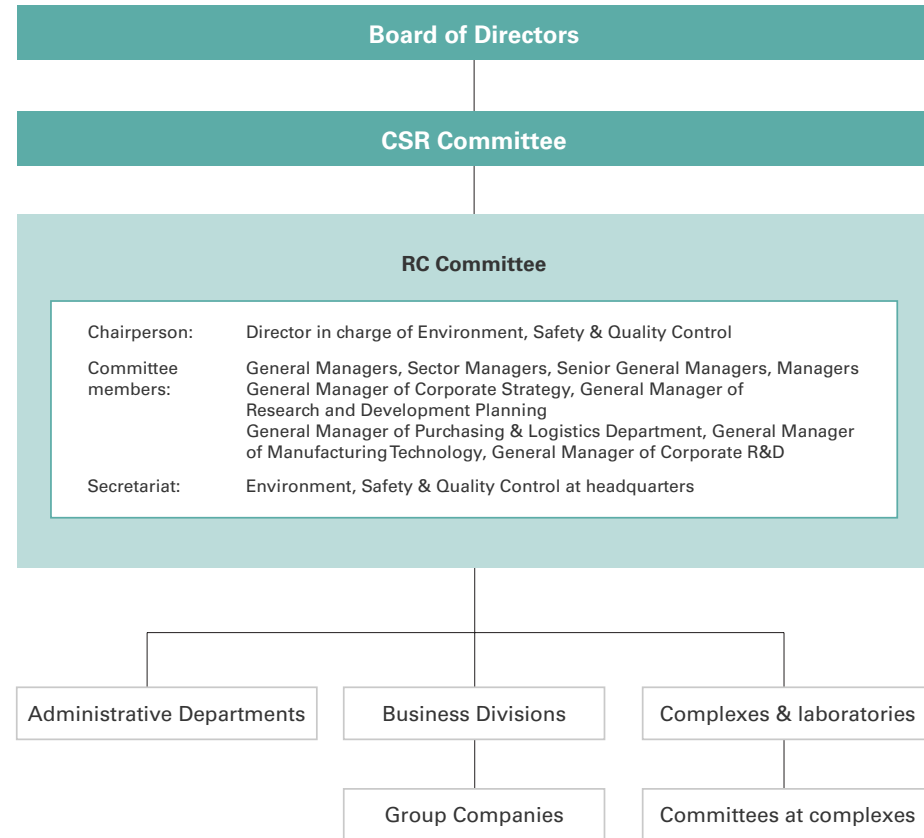
We are working on the following system to promote RC activities.

Nanyo and Yokkaichi Complexes, Tokyo Research Center

- (1) The Environment, Safety & Quality Control team at the head office, which is the secretariat of the RC Committee, disseminates to business sites company-wide policy decided by the RC Committee.
- (2) The complexes create policies based on company-wide information and disseminate them at committee meetings.
- (3) Activities of each department are audited internally at the complexes.
- (4) The RC Committee audits activities of the complexes and identifies issues.
- (5) The RC Committee deliberates and decides on policies and initiatives for the next year based on the issues identified.

Group Companies

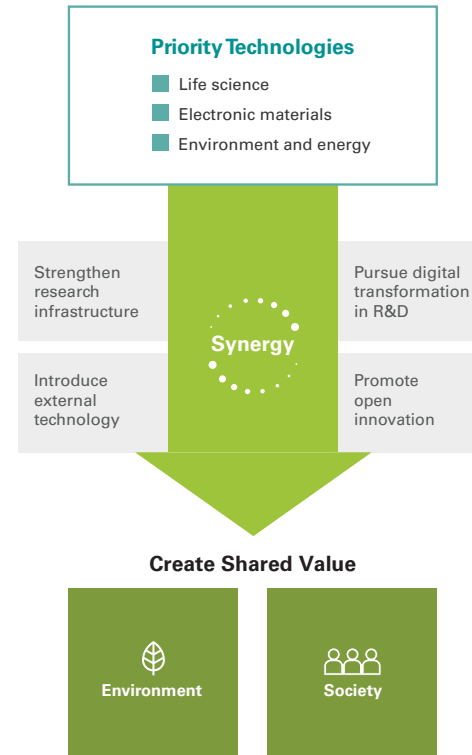
- (1) Environment, Safety and Quality Control at the head office, which is the secretariat of the RC Committee, disseminates company-wide policy decided by the RC Committee to all group companies.
- (2) The RC Committee confirms the status of activities at each group company through safety and environmental inspections.
- (3) The RC Committee deliberates and decides on policies and initiatives for the next year based on issues identified through discussions during the inspections.



Value Creation

Through our business activities, we at Tosoh Corporation undertake to create unprecedented value that contributes to solving social issues and helps us grow sustainably as a company. We aim to further enhance our corporate value through this growth. Tosoh Corporation's corporate philosophy combined with the greater Tosoh Group CSR Basic Policy sets the direction for our value creation which will not be hindered by various global social issues. Rather, Tosoh Corporation's value creation will continue to strengthen in accordance with the five tenets of the Tosoh Spirit and of the Tosoh Group Code of Conduct, which are derived from our support for the environment, society, and corporate governance and from further strengthening trust and collaboration with our stakeholders. This will enhance our ability to achieve SDGs and resolve social issues, and to return to society the value we have created. Through its CSR activities, Tosoh Corporation hopes to fulfill its corporate social responsibility and contribute to the realization of a sustainable society.

Create Shared Value with Synergy and Technological Innovation



RESPONSIBLE CARE

Relationships with Stakeholders

Underpinned by its corporate philosophy and CSR Basic Policy, Tosoh Corporation provides value to its stakeholders through ESG initiatives, along with its products and services. We understand the importance of constant communication with our stakeholders in earning and keeping the trust of society and ensuring corporate growth.

Dialogue with Stakeholders

Through our website, corporate reports, and other means, we provide information regarding our business activities to our stakeholders in a prompt and proper manner. By creating various opportunities for dialogue, we receive evaluations and opinions from our stakeholders, which are then reflected in our business activities.

Stakeholder	Tosoh's Role	Communication Tools	Communication Opportunities
Shareholders and investors	Disclosing business results, business policies, management strategy, and other information at the right time and as appropriate Building relationships of trust with shareholders and investors Ensuring appropriate return on investment	Financial results, financial presentations Securities reports Business reports Corporate governance reports Questionnaires from ESG evaluation agencies Questionnaires for individual shareholders Tosoh Report	General meeting of shareholders Financial results presentation Business briefings Teleconferences Small meetings Individual interviews Briefings for individual investors Plant tours
Customers	Providing safe, secure, consistent, and high-quality products and services Building relationships of trust with customers Improving customer satisfaction by linking customer feedback to product development	Product pamphlets Safety data sheets (SDS) Help desk	Business activities Quality assurance support Exhibitions Audits Call centers Customer laboratories
Local communities	Ensuring safe and secure operations Contributing to community development Building and maintaining relationships of trust with local communities	Pamphlets about the Nanyo and Yokkaichi Complexes and the laboratories	Plant tours Exchange through community events Community dialogues and opportunities to exchange ideas
Municipalities	Complying with laws Disclosing information appropriately and in timely fashion		Filings Meetings
Suppliers	Ensuring fair trade	CSR procurement guidelines CSR self-assessment questionnaire (SAQ)	Purchasing activities
Employees	Providing a pleasant and meaningful place to work Improving systems and education to maximize the abilities of employees Ensuring stable lives for employees and their families	Internal newsletters Intranet Consultation and reporting hotlines	Labor-management council Safety and Health Committee Training Business reports (interviews with supervisors) Dialogues with management Workplace roundtable

CREATING SHARED VALUE



Tosoh Group CSR Basic Policy

We share and practice the following basic policies to realize our corporate philosophy.

(1) Contribute to the sustainable development of society through business activities

Through the deepening of our unique chemistry-based technologies and collaborative activities with our business partners around the world, we provide innovative and reliable products and services that help solve social issues and contribute to people's well-being.

(2) Ensure safe and stable operation

We recognize that ensuring the safety and well-being of people involved in our business activities and stable operations are the most important management issues, hence we work assiduously to foster a culture that strengthens and secures our safety infrastructure.

(3) Develop and promote a free and open corporate culture

By nurturing an open and people-friendly work environment that provides job satisfaction and respects human rights and diversity, we will realize a corporate culture that is full of vitality and in which employees and their families can take pride.

(4) Preserve the environment

In addition to thorough management of chemical substances, we make continuous efforts throughout the value chain to minimize the impact of our worldwide business operations on the environment.

(5) Pursue integrity in corporate activities

We work to maintain a global corporate group that is trusted by stakeholders through sincere and highly transparent corporate activities based on dialogue and collaboration.

Aiming for Sustainable Growth through Businesses that Contribute to Solving Social Issues

As stated in our corporate philosophy, the Tosoh Group aims to achieve sustainable growth through the development of businesses that contribute to solving societal issues, and to continue to be a company that is trusted by all stakeholders and necessary to society.

We consider the Sustainable Development Goals (SDGs) adopted by the United Nations as an important guideline and believe that our mission is to contribute to the realization of a sustainable society through the manufacture of products that are useful. With regard to existing products, our mission is to provide a stable supply at the level of quality demanded by our customers, and we believe that this can be achieved by ensuring a steady supply of raw materials, stable plant operations, and the safety of human resources, the company's most valuable assets.

Review Key Issues in Response to Changes in Society

Based on the CSR Basic Policy formulated in June 2018, Tosoh Group has been promoting activities toward the resolution of key CSR issues under the CSR Committee for four years. The CSR Committee and the board of directors review the achievement of targets and establish annual activity goals. We believe that stakeholders have a clear understanding of our activities over the past four years and these activities have certainly helped us to earn the trust of society. In fiscal 2022 we reviewed the main issues and key performance indicators (KPIs) for fiscal 2023 and beyond, as our past activities have taken root within the company and society has evolved.

We identified 21 candidate material issues that will contribute to the realization of a sustainable society and the sustainable growth of the Tosoh Group. We further conducted a quantitative materiality assessment with the cooperation of the internal promotion liaison team and external directors, as well as investment institutions and others. Furthermore, based on various opinions from investment institutions, the CSR Committee chair, and external directors, we have identified nine issues for the Tosoh Group to proactively address.

The key issues identified are the "creation and provision of products and technologies that solve societal issues," which promotes the development of technologies and products that contribute to society, and "addressing climate change issues," which solves global-scale problems, and seven other areas that serve to solidify the Tosoh Group's business foundation. We believe that these issues have been identified as essential to our contribution to the realization of a sustainable society and the sustainable growth of the Tosoh Group.

Lastly, we would like to thank once again those who provided us with their opinions concerning candidates for material issues.



Toru Doi
Director, Senior Vice President

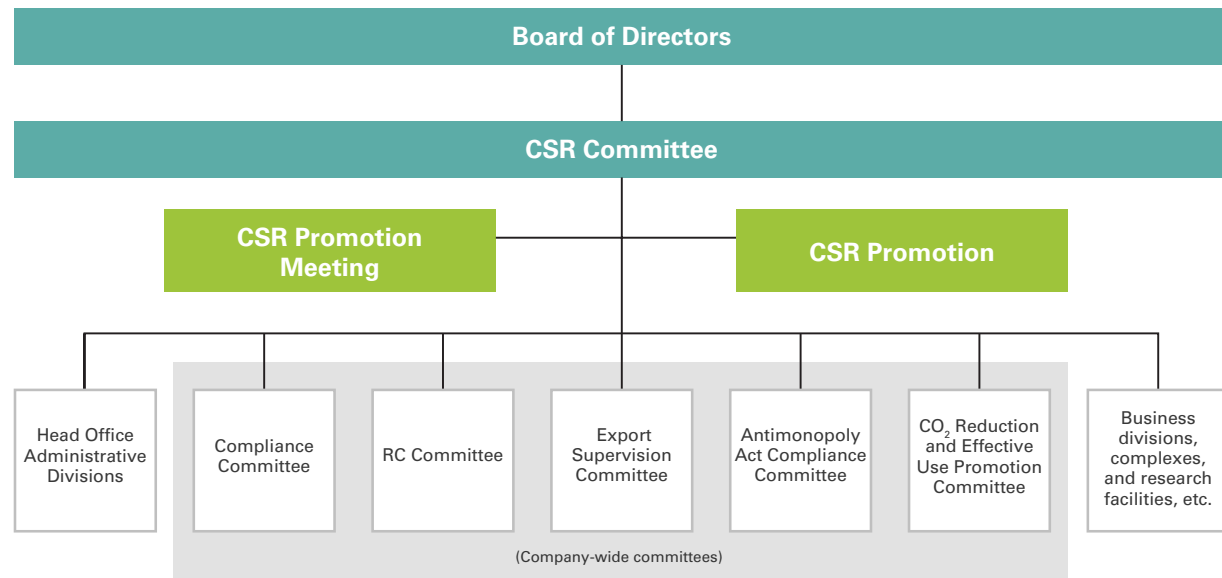
CREATING SHARED VALUE

CSR Promotional Structure

The CSR Committee is chaired by the president of Tosoh Corporation and is composed of members of the executive board, complex senior general managers, heads of administrative divisions, and chairpersons of the company's other committees.

The Committee formulates CSR policies, manages the progress of work toward the key CSR goals, and reports these to the board of directors. In addition, the CSR Promotion Team has been established as a specialized department to assist the CSR Committee, organize the CSR Promotion Meeting and serve as administration for both.

In fiscal 2022, the CSR Committee met twice—in August to discuss the results of key CSR issues and KPIs for the previous fiscal year and in March to deliberate key CSR issues and KPIs for fiscal 2023–2025, which were presented to and approved by the board of directors in April.



CREATING SHARED VALUE

CSR Materiality

Tosoh Corporation has been promoting activities for four years to resolve the key CSR issues identified in fiscal 2019. These promotional efforts have resulted in the activities permeating throughout the company.

In response to the activities that have taken root and the evolution of society, in fiscal 2022 we revised the materiality to nine material issues (see below).

From fiscal 2023 onward, we will engage in CSR activities by establishing KPIs for newly identified critical issues.

Process of Identifying Materialities (key issues and KPIs) for Fiscal 2023–2025

Step 1: Selection of Key Issue Candidates

Tosoh Corporation identified 21 potential issues as candidates that could become risks or opportunities that will contribute to a sustainable society and ensure the sustainable growth of the Tosoh Group. The selection of candidates was based on international guidelines such as ISO 26000 and GRI Standards, as well as the present demands of society. ISO 26000 is a globally recognized International Organization for Standardization (ISO) designation for organizational social responsibility, while GRI is an international standard for sustainability issued by the Global Reporting Initiative (GRI), a nongovernmental organization.

Step 2: Assessing the Importance of Key Issue Candidates

For each of the candidates identified, we conducted a quantitative materiality evaluation both internally and externally³ from the perspective of the impact on sustainable development for society and the impact on the sustainable growth of the Tosoh Group.

*3 External evaluation: External directors, four investment institutions, CSR consultants, non-profit corporations, and others

Step 3: Identification of Key Issues

Tosoh Corporation is actively working on the following issues.

- 1) Issues of high importance for both the impact on sustainable development for society and on the Tosoh Group's sustainable growth.
- 2) Issues of high importance in terms of impact on the sustainable development of society and those based on the Tosoh Corporation's business activities.
- 3) Nine issues considered and selected by integrating issues from among those the Tosoh Corporation has been actively addressing.

Key Issues Identified

- Creation and Provision of Products and Technologies to Resolve Social Issues
- Climate Change Responses
- Diversity and Inclusion
- Product Safety and Quality Management
- Strengthening of Environmental Conservation Activities
- Safe and Stable Operation
- Strengthening of CSR Supply Chain Management
- Strengthening of Compliance
- Respect for Human Rights

Step 4: Identifying KPIs

Established 24 KPIs for the nine issues identified that will lead to stakeholder trust and the sustainable growth of the Tosoh Group.

Fiscal 2019–2022 Materiality Goals and Achievements

1. Products and Technologies to Resolve Social Issues
2. Compliance
3. Safe, Stable Operation
4. Climate Change Responses
5. Quality Management
6. Occupational Health and Safety
7. Chemical Substance Management and Product Safety
8. Environmental Conservation
9. Comfortable Workplaces
10. Diversity
11. Stakeholder Communication
12. Personnel Development
13. CSR Supply Chain Management
14. Employment and Recruitment
15. Cybersecurity
16. Business Continuity Planning (BCP)
17. Biodiversity
18. Human Rights

CREATING SHARED VALUE

Fiscal 2023 - 2025 Materiality

Key Issues	KPI (target value zero or number specified)
Products and Technologies to Resolve Social Issues	<p>Create new products and technologies that contribute to the environment and quality of life: At least 110% of the previous medium-term business plan by the end of fiscal 2025</p> <p>Strengthen research and development capabilities: 30 or more submissions/year</p> <p>Implement open innovation to resolve social issues: Two or more news releases/year</p> <p>Capitalize technology: Patent applications at 105% or more of the previous year's level</p> <p>Materials Informatics (MI): Utilization Level 3 or higher (5-point scale)</p>
Climate Change Response	<p>Tosoh Group 30% reduction in greenhouse gas (GHG) emissions in fiscal 2031 compared to fiscal 2019</p>
Diversity and Inclusion	<p>Proportion of male employees taking childcare leave: 50% or more</p> <p>Proportion of all employees taking annual paid leave: 80% or more</p> <p>Proportion of women hired for career-track positions: 20% or more</p> <p>Proportion of women in executive positions: 2.6% or more in fiscal 2025</p> <p>Proportion of employees using career counseling: 70% or more in fiscal 2025</p>
Product Safety and Quality Management	<p>Zero critical quality issues</p> <p>Quality issues that have caused significant damage to customers (more than 15 million yen in damages) or have a significant impact on safety or the environment when used by the consumer</p> <p>Zero occurrence of major nonconformities (chemicals)</p> <p>Noncompliance with laws and regulations that would result in administrative penalties such as publication of the company name or revocation of the manufacturing or import license for violation of laws and regulations</p>

CREATING SHARED VALUE

Fiscal 2023 - 2025 Materiality

Key Issues	KPI (target value zero or number specified)
<p>Strengthening of Environmental Protection Activities</p>	<p>Zero major environmental accidents</p> <p>Accidents that cause significant environmental damage and that have caused significant damage* due to environmental discharges.</p> <p>*Health hazard, fisheries compensation, and other items deemed to have a significant environmental impact. The amount of damage is 15 million yen or more.</p>
<p>Safe and Stable Operation</p>	<p>Zero major security accidents</p> <p>Safety incident: An accident of a degree that would result in the revocation of high-pressure gas certification.</p> <p>Logistics accident: An accident widely covered by the mass media which attracted public attention / Sinking of a transport vessel, leakage of a large volume of product, fatal accident involving a third party, etc.</p> <p>Zero major industrial accidents</p> <p>Equivalent to a serious industrial accident stipulated in Article 84 of the Ordinance on Industrial Safety and Health. (Death or physical disability of Level 1 to 7 of Appended Table 1 of the Industrial Accident Compensation Insurance Act*)</p> <p>*Summary of Level 1 to 7 physical disability: Industrial accidents, etc., that leave the body or neurological functions impaired and render the person unable to engage in labor for life, or unable to engage in anything other than light labor.</p>

CREATING SHARED VALUE

Fiscal 2023 - 2025 Materiality

Key Issues	KPI (target value zero or number specified)
Strengthening of CSR Supply Chain Management	<ul style="list-style-type: none"> Follow up on 1st self-assessment questionnaire (SAQ) results Review and implement contents of 2nd SAQ Conduct screening review of new suppliers (checklists, etc.)
Strengthening of Compliance	<ul style="list-style-type: none"> Zero occurrence of major violations of laws and regulations Ensure compliance with laws and regulations and ensure that corporate ethics education activities permeate the entire Group
Respect for Human Rights	<ul style="list-style-type: none"> Develop human rights policy Implement human rights education (e-learning, etc.) Prepare human rights due diligence response

QUALITY MANAGEMENT



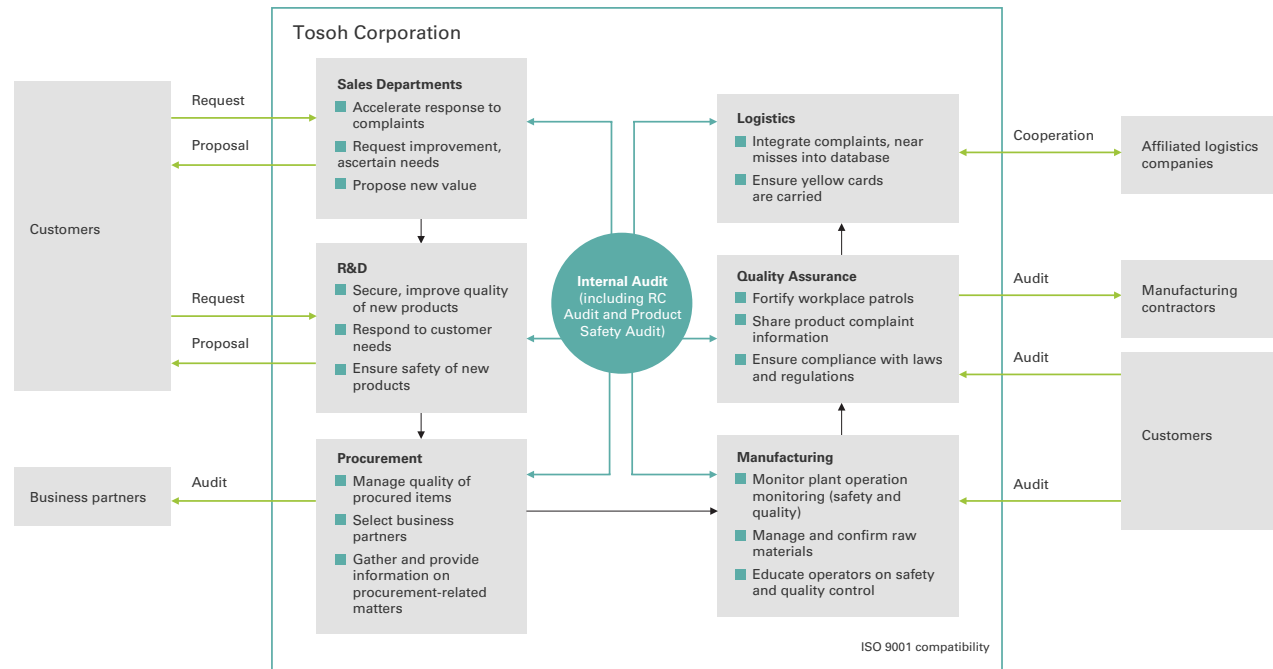
Maintaining and Improving Quality Management

Tosoh Corporation has established a quality management system (QMS) appropriate for its products and organizational structure, and has acquired ISO 9001, ISO 13485, and other certifications to improve product quality and customer satisfaction. Certified complexes and group companies are subject to internal audits of their activities related to the QMS. This is followed by external audits and management reviews by senior general managers of the complexes and plants to improve the QMS.

Supply Chain Initiatives

Tosoh Corporation also conducts audits of its major suppliers and manufacturing contractors to confirm the efficacy of their quality management systems, quality control status, status of response to prevent recurrence of complaints, of maintenance and management of measures to prevent recurrence of past nonconformance cases, and of quality compliance activities. In fiscal 2022, Tosoh conducted online and paper document audits of a total of 88 suppliers and production contractors. We are currently working to address issues and problems detected. Moreover, we are striving to strengthen quality control by checking the quality control status of tank locations outside the company.

Supply Chain Management Structure



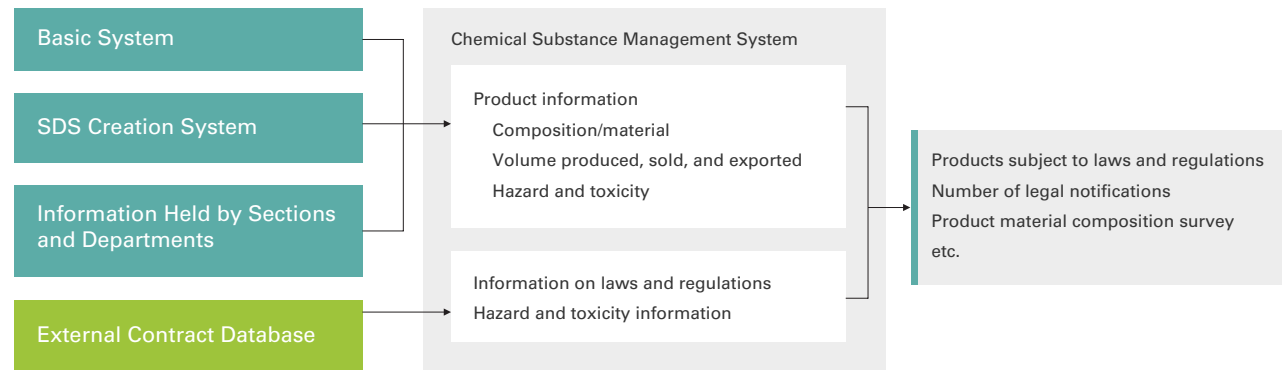
Chemical Substance Management System

Tosoh Corporation introduced a chemical substance management system to centrally manage chemicals handled within the company and ensure compliance with international laws and regulations. This system involves the creation of a database of the chemical substances contained in each Tosoh product. The database enables us to search for applicable laws and regulations for the product as well as the chemical substances contained within.

In addition, to enable a rapid response to customers who wish to know the chemical content of those products, Tosoh Corporation has certificate-issuing authority for some of its products and can issue and provide response letters or certificates from the department in charge of the particular product. In fiscal 2022, additional products were added, increasing the number of target products from approximately 500 products to around 1,000.

We will continue to improve the system and add new features.

In-house System

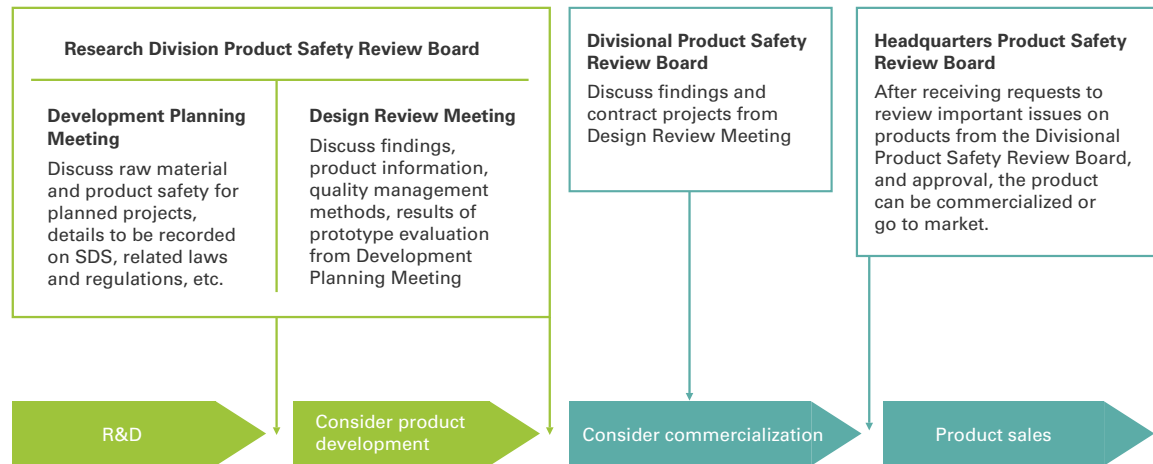


External System

Product Safety Audits

In accordance with Japan’s Product Liability Act, Tosoh Corporation and its domestic group companies’ employees work together to ensure product safety and provide appropriate product information. Our Product Safety Review Committee verifies the safety of raw materials and products and deliberates on laws and regulations at each stage from R&D to sales. In fiscal 2022, the committee met 93 times.

Product Safety Audit Flow



IN HARMONY WITH
OUR EMPLOYEES



IN HARMONY WITH OUR EMPLOYEES

Diversity

Tosoh Corporation believes that we must welcome and utilize a diversity of people and cultural values to continue to improve and generate corporate value. As such, the company is working to promote diversity. Its view is that increasing diversity internally will lead to improvement in our ability to respond flexibly and robustly to changes in the external environment, and to innovate.

Creating Comfortable Workplaces

Tosoh Corporation believes it is important to create an environment where a diverse workforce can continue to work for many years with peace of mind. To this end, we are 1) promoting work style reforms to streamline operations and achieve work-life balance, 2) enhancing systems for balancing work and family life in support of employees' diverse circumstances, even when individual circumstances differ, and 3) promoting health management to aid employees in their own health development.

Key performance indicators (KPIs)	FY22 Targets	FY22 Results	Appraisal
Percentage of women hired for regular full-time positions with potential for promotion	20% or more	15.0% or more	Not achieved
Number of women in executive positions	18 or more	17*	Not achieved
Employment rate of persons with disabilities	2.3 or more	2.2%	Not achieved
Reemployment rate of mandatory retirees	80% or more	83.7%	Achieved

* includes employees seconded to group companies

IN HARMONY WITH OUR EMPLOYEES

Work Style Reform

We are promoting work style reforms with the aim of enhancing corporate competitiveness. Our efforts to curb long working hours and boost productivity have enhanced both employee job satisfaction and comfort while at the same time building a strong corporate culture.

Specifically, we are working on various measures to foster time awareness, enhance systems for creating a comfortable work environment, and promote operational efficiency throughout the company and in each workplace.

The Tosoh Group's goal is to establish a virtuous cycle which enhances the work environment and employee satisfaction and builds a strong corporate structure to underpin the sustainable growth of the Tosoh Group.

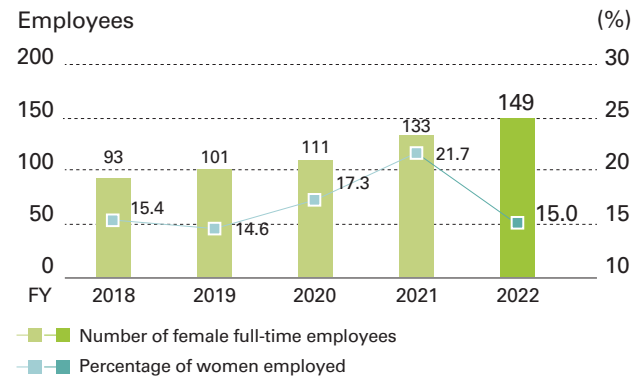
	FY20	FY21	FY22
Overtime hours/month	17.1	16.2	16.4
Total actual working hours/year	1,897	1,910	1,888

* Data is for nonexecutive-level personnel.

Promotion of Women in the Workplace

Tosoh Corporation is committed to recruiting and promoting the success and retention of female employees. The cultivation of medium- to long-term female candidates for executive positions is a challenge we must overcome in the advancement of women. To this end, the company is increasing the number of female employees by first establishing a recruitment target based on Japan's Act on the Promotion of Women's Participation and Advancement in the Workplace.

It is expanding the scope of activities of hired female employees by assigning them to manufacturing and sales departments—where they have traditionally not been assigned—while paying consideration to their aptitudes and desired job types. The company is also working to retain female employees by providing career education to assist them in taking stock of their careers and developing an image of their future. And it is developing a work-life balance support system to eliminate retirement due to life events and support them in the achievement of a favorable work-life balance.



*Includes employees seconded to Group companies

IN HARMONY WITH OUR EMPLOYEES

Work-Life Balance

Tosoh Corporation believes that a company's greatest asset is its people, and that in order to sustainably create value, it is important to foster an open work environment that is rewarding to work in and recognizes and values human rights and diversity. Under the tenet of the Tosoh Group CSR Basic Policy which states, "Develop and promote a free and open corporate culture," we are actively promoting the realization of work-life balance by creating a workplace environment that allows diverse human resources to balance work and family life and to continue working in a rewarding manner. We aim to realize an environment in which employees can continue to work with peace of mind by providing and encouraging the use of work styles and various systems that suit their individual lifestyles.

		FY 20	FY 21	FY 22
Childcare leave recipients	Male	26	63	72
	Female	14	18	13
	Total	40	81	85
Childcare leave acquisition rate ² (%)	Male	14.9	35.2	40.4
	Female	100	100	100
Return rate ³ (%)	Male	100	100	100
	Female	100	88.2	100
Retention rate of returnees ⁴ (%)	Male	100	100	100
	Female	100	100	100
Male employees childcare/ paternity leave recipients		157	171	174
Male employees childcare/ paternity leave acquisition rate ⁵ (%)		89.7	95.5	97.8
Employees taking advantage of reduced working hours to facilitate child care	Male	0	0	1
	Female	38	38	49
	Total	38	38	50

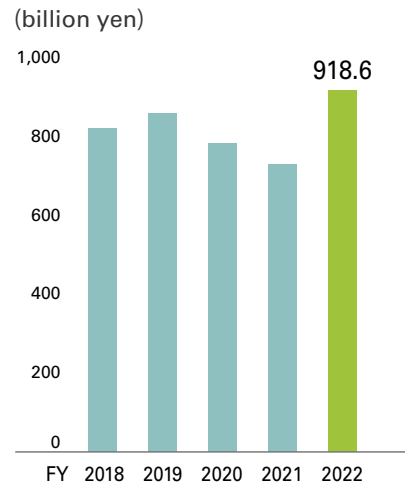
Includes employees seconded to group companies.

FINANCIAL HIGHLIGHTS

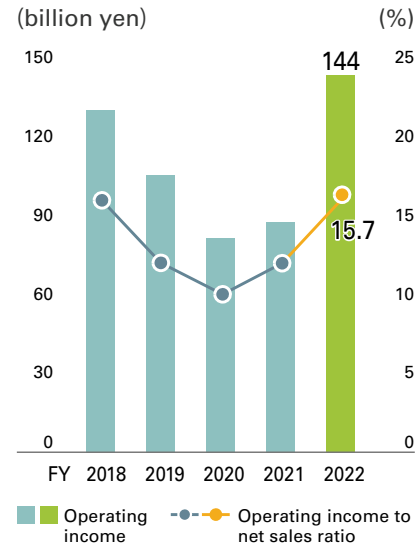


FINANCIAL HIGHLIGHTS

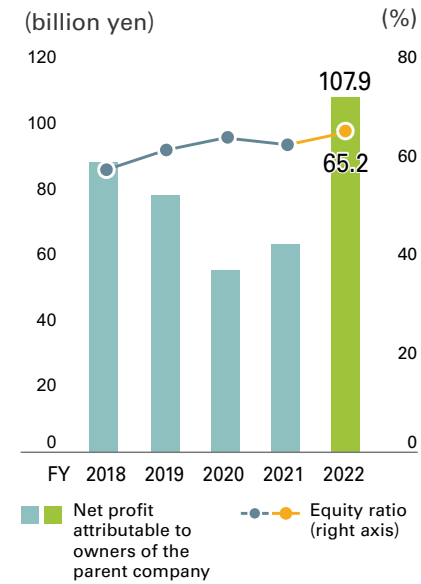
Net sales



Operating income/ Operating income to net sales ratio

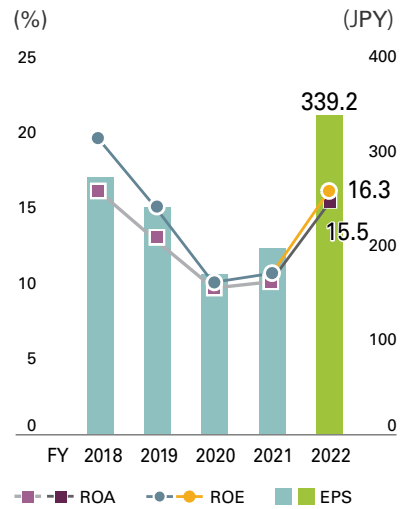


Net profit attributable to owners of the parent company/Equity ratio

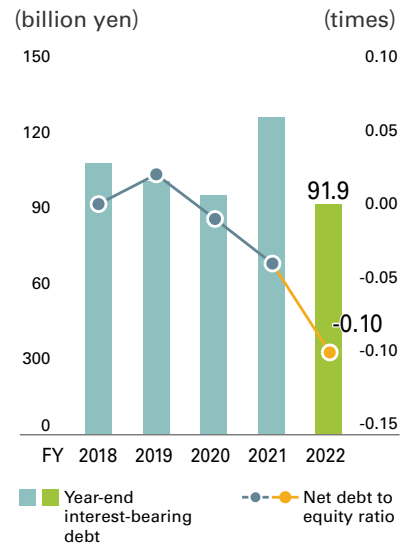


FINANCIAL HIGHLIGHTS

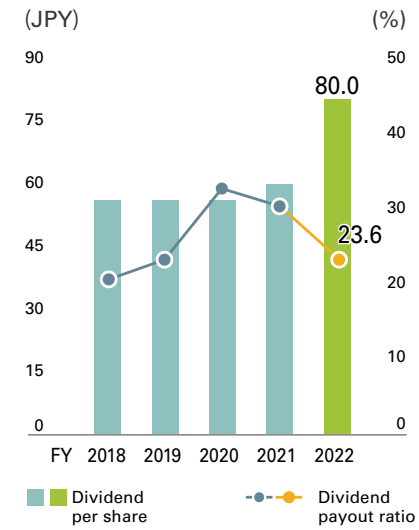
Return on assets (ROA) Return on equity (ROE) Earnings per share (EPS)



Year-end interest-bearing debt /Net debt to equity ratio



Dividend per share Dividend payout ratio



Capital Investment and M&A

Commodities: Further strengthened business foundation and derivatives

Specialties: Increased capacity in growth fields, determined demand trends and made additional investment in the semiconductor sector

Infrastructure: Strengthened and streamlined logistics infrastructure

Major Investment Projects

Commodity (¥35.0 billion)

Improve the efficiency of power generation facilities

Boiler biomass co-firing power generation

Calcium hypochlorite (scrap and build)

Specialty (¥65.0 billion)

Chloroprene rubber (debottlenecking)

Liquid chromatography A1c columns and reagents (automation)

Bromine (scrap and build)

Silica glass materials and fabricated quartz (expansion)

Infrastructure

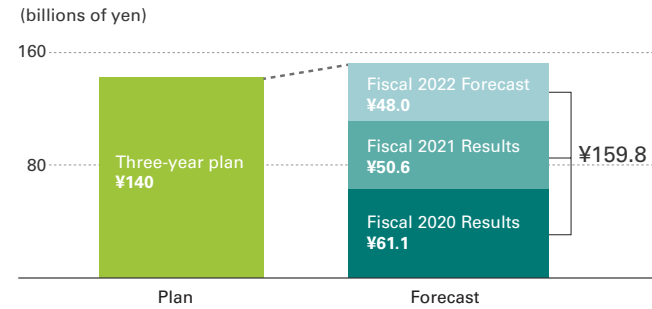
Establishment of general logistics warehouse

Renewal of ethylene and VCM shipping vessels

Establishment and renovation of Tokyo Research Center's research building

Cumulative three-year investment exceeded budget by ¥20 billion while search and bidding primarily in bio-related fields did not lead to successful onboarding

Cumulative capital investment for the three years from fiscal 2020 to fiscal 2022



**Review of Operations:
Petrochemical Group**

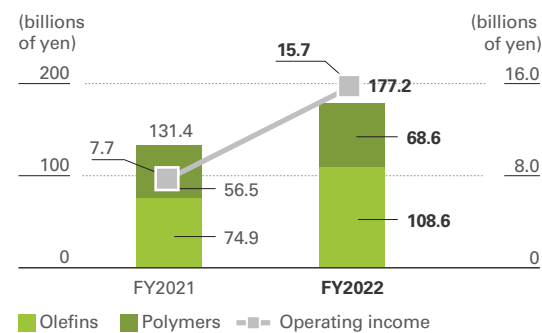
Olefins Division

The olefins business is centered on the naphtha cracker located at the Yokkaichi Complex within the greater Kasumi Industrial Complex. Tosoh produces ethylene, propylene, and other basic petrochemical raw materials.

Polymers Division

Aiming to be unique and distinctive in this business, we provide products that meet a wide range of needs while integrating the fields of polyethylene and functional polymers.

Petrochemical Group



**Review of Operations:
Chlor-alkali Group**

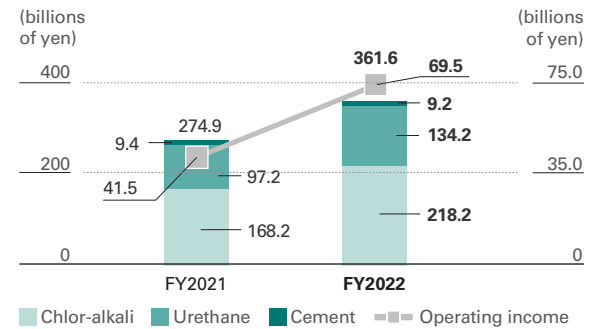
Chlor-alkali Division

Tosoh produces caustic soda and chlorine at one of the largest electrolysis facilities in Asia. Caustic soda is used in paper, chemical fiber, and alumina production. Chlorine is utilized in a wide range of industries, including raw materials for PVC resin, sterilization, and bleaching.

Urethane Division

Polyurethane is used in a wide variety of applications, including automobiles, home appliances, housing, and industrial materials. It contributes to energy conservation and weight reduction which contributes to better performance of EVs.

Chlor-alkali Group



**Review of Operations:
Specialty Group**

Organic Chemicals Division

The company's business is centered on ethyleneamines, environmental chemicals, bromine, and flame retardants. Our highly original products contribute to the reduction of environmental impact and support people's daily lives.

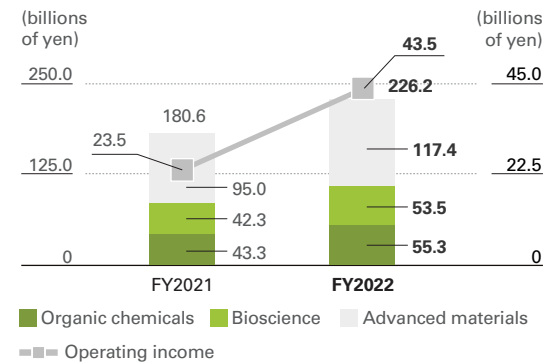
Bioscience Division

The company operates in the fields of separation and purification and diagnosis, providing services ranging from the development, manufacture, and sale of instruments and reagents to maintenance and customer support.

Advanced Materials Division

With a wide array of products including synthetic zeolites, zirconia, thin film materials, and silica glass, we are expanding our business globally. Featuring unique functional capabilities, our products contribute to the enrichment of society and the reduction of environmental impact.

Specialty Group



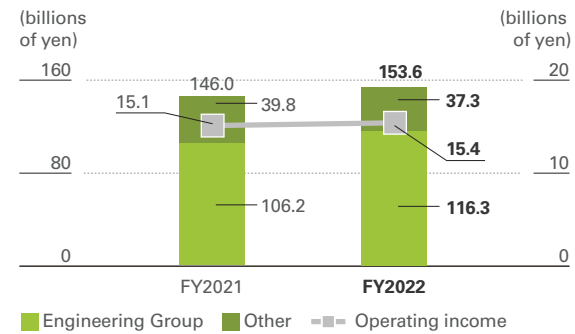
**Review of Operations:
Engineering Group**

The Engineering Group manufactures and sells water treatment systems and operates construction and repair businesses.

Ancillary

Tosoh's ancillary operations encompass a wide array of businesses, ranging from transportation and warehousing to inspection and analysis and information processing.

Engineering Group/Ancillary



10-YEAR FINANCIAL HIGHLIGHTS (CONSOLIDATED)

(millions of yen, unless otherwise indicated)

10-Year Financial Highlights (consolidated)										
	FY 2013	FY 2014	FY 2016	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Business Results										
Net Sales	668,494	772,272	809,683	753,736	743,028	822,857	861,456	786,083	732,850	918,580
Petrochemical	187,641	223,458	223,746	175,436	161,747	174,768	183,926	159,140	131,386	177,185
Chlor-alkali	237,287	286,269	294,333	279,849	279,684	335,023	337,377	297,356	274,862	361,623
Specialty	131,746	153,425	174,855	174,531	175,880	187,116	197,422	185,042	180,593	226,219
Engineering	72,740	68,562	75,745	84,184	86,566	84,824	98,918	101,496	106,207	116,294
Ancillary	39,077	40,555	41,003	39,734	39,149	41,124	43,811	43,047	39,801	3,725
Operating Income	24,463	41,573	51,397	69,444	111,216	130,580	105,739	81,658	87,819	144,045
Petrochemical	10,543	14,789	6,920	11,608	20,072	22,521	13,392	10,299	7,703	1,565
Chlor-alkali	-1,606	3,874	8,321	17,987	47,926	66,620	45,996	28,198	41,519	6,952
Specialty	8,981	19,225	29,981	32,700	35,382	33,899	35,348	27,885	23,538	4,353
Engineering	4,360	1,258	3,330	4,576	5,145	4,868	8,303	12,740	11,988	1,228
Ancillary	2,183	2,425	2,843	2,570	2,689	2,671	2,698	2,534	3,069	305
Ordinary Income	33,580	49,508	60,197	65,814	113,094	132,256	113,027	85,963	95,138	160,467
Profit Attributable to Owners of Parent Company	16,867	29,564	62,297	39,675	75,664	88,795	78,133	55,550	63,276	107,939
Earnings Per Share	28.17	49.35	103.97	62.61	116.56	273.49	240.62	171.03	197.89	339.23
Financial Position										
Total Assets	735,102	721,748	764,205	734,770	782,623	852,803	878,194	886,591	982,776	1,087,667
Current Assets	411,110	401,966	430,275	415,682	448,014	500,620	500,759	482,079	552,517	642,278
Fixed Assets	323,991	319,781	333,930	319,087	334,608	352,182	377,434	404,512	430,258	445,389
Liabilities	515,816	471,951	443,421	361,045	334,287	324,736	298,692	276,931	321,096	327,943
Current Liabilities	366,460	340,636	318,170	259,850	247,886	254,552	242,253	220,223	263,620	269,878
Fixed Liabilities	149,356	131,314	125,250	101,195	86,400	70,184	56,439	56,708	57,476	58,064
Net Assets	219,285	249,797	320,783	373,724	448,335	528,066	579,501	609,660	661,679	759,724
(including equity capital)	188,747	219,195	288,959	340,157	413,210	490,824	540,836	567,546	615,570	708,916

10-YEAR FINANCIAL HIGHLIGHTS (CONSOLIDATED)

(millions of yen, unless otherwise indicated)

10-Year Financial Highlights (consolidated)										
	FY 2013	FY 2014	FY 2016	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Cash Flow	36,075	67,238	54,106	99,884	115,715	115,429	77,511	99,923	95,106	108,616
Cash Flow from Investment Activities	-23,447	-26,065	-34,114	-27,916	-34,723	-43,129	-63,310	-70,335	-46,352	-43,527
Cash Flow from Financing Activities	-24,517	-45,533	-20,718	-50,826	-68,829	-51,744	-26,962	-23,964	1,585	-57,853
Free Cash Flow	12,628	41,172	19,991	71,967	80,992	72,300	14,200	29,588	48,753	65,089
Key Indicators										
Equity Ratio (%)	25.7	30.4	37.8	46.3	52.8	57.6	61.6	64.0	62.6	65.2
Operating Income Ratio (%)	3.7	5.4	6.3	9.2	15.0	15.9	12.3	10.4	12	15.7
Return on Equity (%)	9.4	14.5	24.5	12.6	20.1	19.6	15.1	10.0	10.7	16.9
Return on Assets (%)	4.7	6.8	8.1	8.8	14.9	16.2	13.1	9.7	10.2	10.9
Net Debt-to-Equity Ratio (times)	1.4	1.1	0.7	0.4	0.1	-	-	-	-	-
Capital Expenditures	26,191	23,701	27,923	27,923	37,755	39,494	64,829	61,134	50,627	48,035
Depreciation and Amortization	35,011	31,827	32,789	31,788	27,407	29,755	31,308	32,057	37,534	37,580
R&D Expenses	12,208	12,513	12,877	13,743	14,370	15,502	16,643	18,244	19,483	19,897
Interest-Bearing Debt	325,996	286,204	271,526	199,574	139,843	107,840	101,072	95,858	126,526	91,906
Number of Employees (consolidated)	11,268	11,421	11,594	12,037	12,292	12,595	12,955	13,336	13,631	13,858
Number of Consolidated Companies	113	112	106	107	107	106	105	107	106	109
Total Number of Shares Outstanding	601,161	601,161	601,161	650,161	650,161	325,080	325,080	325,080	325,080	325,080
Number of Shareholders	41,619	34,629	32,597	34,274	27,596	29,464	32,057	32,446	29,006	41,794
Dividend Per Share (yen)	6.00	6.00	10.00	14.00	24.00	56.00	56.00	56.00	60.00	80.00
Dividend Payout Ratio (%)	21.3	12.2	9.6	22.4	20.6	20.5	23.3	32.7	30.3	23.6
Foreign Stock Owners Ratio (%)	21.73	23.67	26.19	25.53	32.35	36.24	31.40	30.9	31.73	30.95
Price Earnings Ratio (times)	9.3	8.1	5.8	7.6	8.4	7.6	7.2	7.2	10.7	5.3

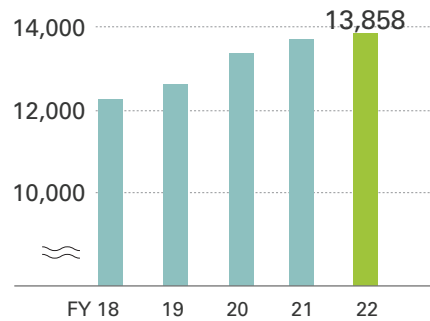
Note: For fiscal year 2018, figures account for the one-to-two reverse stock split of common shares executed on October 1, 2017.

NONFINANCIAL HIGHLIGHTS

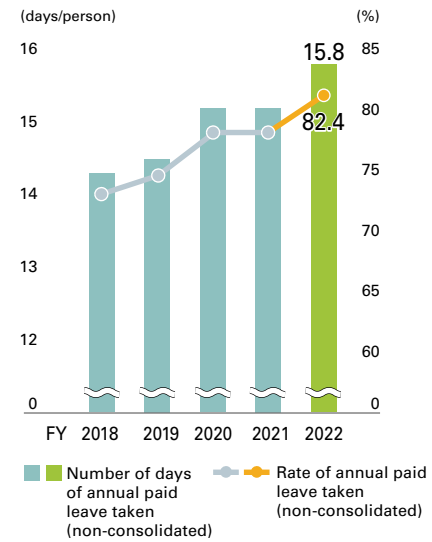


NONFINANCIAL HIGHLIGHTS

**Number of Employees
(as of March 31, 2022)**

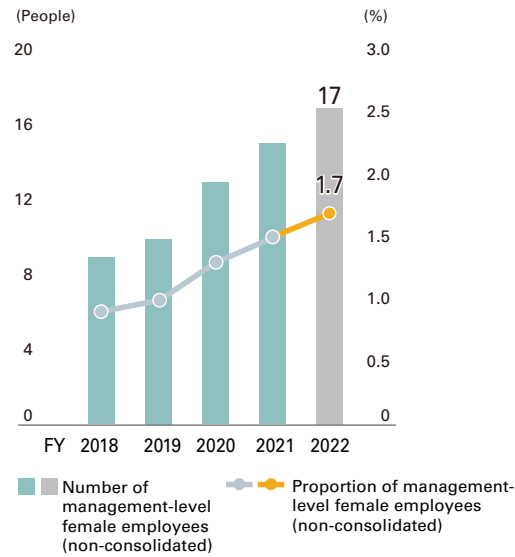


Number of days of annual paid leave taken/Rate of annual paid leave taken (non-consolidated)



NONFINANCIAL HIGHLIGHTS

Number of management-level female employees/Proportion of management-level female employees (non-consolidated)



Composition of Board of Directors /Proportion of external directors





3-8-2, Shiba, Minato-ku, Tokyo 105-8623, Japan
Tel: +81 (3) 5427 5118 Fax: +81 (3) 5427 5198
Stock Exchange Ticker Symbol: 4042
www.tosoh.com

TOSOH CORPORATION