

Data

■ Employees, etc.

		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Number of directors	Full-time directors	Consolidated Male	209	223	217	225	213	person(s)
		Consolidated Female	1	1	1	3	3	person(s)
		Consolidated Total	210	224	218	228	216	person(s)
Number of employees* ¹	Managerial staff	Consolidated Male	1,712	1,674	1,680	1,698	1,698	person(s)
		Consolidated Female	100	95	99	105	111	person(s)
		Consolidated Total	1,812	1,769	1,779	1,803	1,809	person(s)
Number of employees* ¹	General	Consolidated Male	9,040	8,486	8,398	8,244	8,117	person(s)
		Consolidated Female	2,310	1,775	1,773	1,785	1,775	person(s)
		Consolidated Total	11,350	10,261	10,171	10,029	9,892	person(s)
	Temporary	Consolidated (Japan) Male	—	—	483	472	446	person(s)
		Consolidated (Japan) Female	—	—	200	185	171	person(s)
		Consolidated Total	—	—	683	657	617	person(s)
	Total employees	Consolidated Total	13,162	12,030	12,633	12,489	12,318	person(s)
Number of employees by country/region	Japan	Consolidated Male	8,668	8,621	9,028	8,925	8,812	person(s)
		Consolidated Female	1,384	1,431	1,660	1,671	1,697	person(s)
		Consolidated Total	10,052	10,052	10,688	10,596	10,509	person(s)
	Asia	Consolidated Male	1,858	1,317	1,289	1,238	1,180	person(s)
		Consolidated Female	985	400	371	354	308	person(s)
		Consolidated Total	2,843	1,717	1,660	1,592	1,488	person(s)
	U.S. and Europe	Consolidated Male	226	222	243	250	269	person(s)
		Consolidated Female	41	39	42	51	52	person(s)
		Consolidated Total	267	261	285	301	321	person(s)
Number of employees in each age group* ²	Under 15	Consolidated Male	0	0	0	0	0	person(s)
		Consolidated Female	0	0	0	0	0	person(s)
		Consolidated Total	0	0	0	0	0	person(s)
	15 to 19 years old	Consolidated Male	89	112	98	91	51	person(s)
		Consolidated Female	20	13	20	20	8	person(s)
		Consolidated Total	109	125	118	111	59	person(s)
	20 to 29	Consolidated Male	1,925	1,691	1,648	1,522	1,417	person(s)
		Consolidated Female	444	351	361	346	352	person(s)
		Consolidated Total	2,369	2,042	2,009	1,868	1,769	person(s)

		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit		
Number of employees in each age group* ²	Number of employees in each age group* ²	Number of employees in each age group* ²	30 to 39	Consolidated Male	3,038	2,745	2,716	2,614	2,510	person(s)
			Consolidated Female	826	530	552	499	472	person(s)	
			Consolidated Total	3,864	3,275	3,268	3,113	2,982	person(s)	
Number of employees in each age group* ²	Number of employees in each age group* ²	40 to 49	Consolidated Male	2,798	2,641	2,743	2,543	2,588	person(s)	
			Consolidated Female	738	564	600	538	531	person(s)	
			Consolidated Total	3,536	3,205	3,343	3,081	3,119	person(s)	
Number of employees in each age group* ²	Number of employees in each age group* ²	50 to 59	Consolidated Male	2,252	2,290	2,467	2,452	2,495	person(s)	
			Consolidated Female	319	351	418	402	426	person(s)	
			Consolidated Total	2,571	2,641	2,885	2,854	2,921	person(s)	
Number of employees in each age group* ²	Number of employees in each age group* ²	60 or older	Consolidated Male	650	681	888	719	754	person(s)	
			Consolidated Female	63	61	122	86	97	person(s)	
			Consolidated Total	713	742	1,010	805	851	person(s)	
Percentage of female employees* ³		Consolidated	—	—	16.4	16.6	16.7	%		
Percentage of managers that are women		Consolidated	—	—	5.6	5.8	6.1	%		
Number of new hires	Total	Consolidated (Japan)	486	459	470	545	557	person(s)		
	Percentage to employees	Consolidated (Japan)	5.3	5.0	5.1	5.9	6.2	%		
Number of new graduates who were recruited		Consolidated (Japan)	196	205	185	191	157	person(s)		
Number of employees who left	Total	Consolidated (Japan)	427	515	541	612	578	person(s)		
	Percentage to employees	Consolidated (Japan)	4.4* ³	5.3	5.5	6.2	6.0	%		
Three-year retention rate* ⁴		Consolidated (Japan)	87.8	82.3	79.8	80.4	86.5	%		
Number of those who were re-employed after retirement		Non-consolidated (Nippon Light Metal Co., Ltd.)	1	8	4	0	1	person(s)		
Labor Union participation rate		Non-consolidated (Nippon Light Metal Co., Ltd.)	100	100	100	100	100	%		
Average age	Consolidated	Male	40.7	41.3	42.1	42.5	43.8	years old		
	Consolidated	Female	38.4	39.8	40.5	40.7	41.8	years old		
	Consolidated	Total	40.3	41.0	41.9	42.2	43.4	years old		
Average duration of service	Consolidated	Male	12.7	13.4	13.4	13.8	14.1	years		
	Consolidated	Female	8.6	10.4	10.3	10.9	10.9	years		
	Consolidated	Total	12.0	12.9	12.9	13.3	13.5	years		

*1 Fixed-term (full-time) employees are included. Temporary employees began to be included in FY2022.

*2 Temporary employees began to be excluded in FY2023.

*3 Began to include the number of temporary employees in FY2022.

*4 Percentage of employees who are still at the company as of April 1

in the year that is three years after they joined the company.

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	Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Average annual hours worked	Consolidated (Japan) Male	2,085	2,119	2,137	2,164	2,205	Hours/person
	Consolidated (Japan) Female	1,919	2,003	2,036	1,990	2,171	Hours/person
	Consolidated (Japan) Total	2,062	2,103	2,122	2,139	2,200	Hours/person
Average annual overtime work hours	Consolidated (Japan) Male	255	257	237	248	242	Hours/person
	Consolidated (Japan) Female	130	153	145	133	147	Hours/person
	Consolidated (Japan) Total	238	243	224	231	228	Hours/person
Average number of days of annual paid leave taken	Consolidated Male	10.8	12.7	13.6	14.8	14.3	days
	Consolidated Female	9.9	12.9	14.2	15.4	15.6	days
	Consolidated Total	10.6	12.7	13.7	14.9	14.5	days
Average rate of acquisition of annual paid leave	Consolidated Male	56.4	59.5	67.6	69.2	69.1	%
	Consolidated Female	64.3	67.2	73.4	76.2	70.5	%
	Consolidated Total	57.6	60.6	68.5	70.2	69.4	%
Percentage of newly taken childcare leave ^{*5}	Consolidated (Japan) Male	12	50	40.6	68.2	80.3	%
	Consolidated (Japan) Female	42	74	108.3	102.9	114.3	%
	Consolidated (Japan) Total	54	124	50.8	73.3	86.5	%
Number of employees who newly took nursing care leave	Consolidated (Japan) Male	2	1	1	6	6	person(s)
	Consolidated (Japan) Female	2	1	2	3	2	person(s)
	Consolidated (Japan) Total	4	2	3	9	8	person(s)
Number of users of the shorter working hour program	Consolidated (Japan) Male	5	5	6	11	16	person(s)
	Consolidated (Japan) Female	96	100	110	114	113	person(s)
	Consolidated (Japan) Total	101	105	116	125	129	person(s)
Number of employees who were absent from work due to mental health problems	Consolidated (Japan) Male	45	43	40	58	73	person(s)
	Consolidated (Japan) Female	5	8	11	23	16	person(s)
	Consolidated (Japan) Total	50	51	51	81	89	person(s)
Average Annual Amount of Expenditure for Education/Training	Consolidated	16.2	17.8	31.1	50.9	35.4	thousand yen/person
Employment rate of people with disabilities ^{*6}	Non-consolidated (Nippon Light Metal Co., Ltd.)	2.60	2.57	2.68	2.86	2.70	%
	Non-consolidated (Toyo Aluminium K.K.)	2.63	2.30	2.52	2.34	2.74	%
Ratio of women's wages to men's wages ^{*7}	Non-consolidated (Nippon Light Metal Co., Ltd.)	—	—	68.7	72.2	74.5	%

*5 The number of employees was reported in FY2021 and before. The percentage began to be reported in FY2022.

*6 As of June 1 immediately after the end of each fiscal year. The statutory employment rate is 2.3%.

*7 Began to be calculated in FY2022.

■ The Environment

	Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Greenhouse gas emissions (Scope 1 and 2) ^{*1}	Consolidated	486	486	449	453	★439	thousand tons CO ₂
	Consolidated (Japan only) ^{*2}	369	386	353	357	344	thousand tons CO ₂
	Consolidated (overseas only) ^{*3}	117	100	96	96	95	thousand tons CO ₂
Greenhouse gas emissions per unit of sales ^{*1}	Consolidated (Japan only)	1.06	1.01	0.88	0.87	0.80	tons CO ₂ /million yen
Breakdown of Scope 3 emissions ^{*4}							
Category 1: Purchased goods and services ^{*5}	Consolidated	2,107	2,389	2,404	2,026	★2,159	thousand tons CO ₂ e
Category 2: Capital goods	Consolidated	39	23	25	31	30	thousand tons CO ₂ e
Category 3: Fuel and energy not included in Scope 1 or 2	Consolidated	31	33	32	31	31	thousand tons CO ₂ e
Category 4: Upstream transportation and distribution	Consolidated	0	0	0	0	0	thousand tons CO ₂ e
Category 5: Waste generated in operation	Consolidated	3	4	4	4	3	thousand tons CO ₂ e
Category 6: Business travel	Consolidated	0	0	0	0	0	thousand tons CO ₂ e
Category 7: Employee commuting	Consolidated	4	4	4	4	4	thousand tons CO ₂ e
Energy consumption	Electricity	7.8	8.3	7.7	7.4	7.2	PJ
	Fuels	5.5	5.8	5.5	5.4	5.4	PJ
Energy consumption intensity per unit of sales	Consolidated	30.4	29.0	25.4	24.5	23.0	GJ/million yen
Weight of raw materials used in production	Consolidated	426	456	555	461	466	thousand tons
SOx emissions	Consolidated	330	350	293	333	328	tons
NOx emissions	Consolidated	380	507	414	439	460	tons

★: We have received independent assurance by Sustainability Accounting Co., Ltd. regarding the reliability of the data.

*1 The sum of Japan only and overseas only figures may not match the consolidated figures due to rounding.

*2 The following emission factors were used for the calculations.

Electricity in Japan: The adjusted emission factor for each electric power supplier that was announced by the Ministry of the Environment and the Ministry of Economy, Trade and Industry
Fuel in Japan: (City gas) The basic emission factor or emission factor for each gas business operator that was announced by the Ministry of the Environment and the Ministry of Economy, Trade and Industry; (Other) The emission factor per unit for each fuel set by a ministerial ordinance from the Ministry of the Environment

*3 The following emission factors were used for the calculations.

Electricity overseas: Emission factor announced by each government (since FY2023)

Fuel overseas: Same as fuel in Japan above *2

*4 Calculated based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain issued by the Ministry of the Environment and the Ministry of Economy, Trade and Industry. To calculate figures for FY2021, we used emission factors specified in the Inventory Database for Environmental Analysis (IDEA) database (ver. 2.3; for calculating greenhouse gas emissions from the supply chain) and in the Summary of LCI Data of Imported Primary Aluminum Ingots in Japan published by the Japan Aluminum Association.

*5 Category 1 emissions are calculated based on aluminum ingots, aluminum hydroxide, raw salt, and metallic silicon as raw materials. Of these, the volume of Toyo Aluminium K.K. is excluded from the purchase volume of "aluminum ingots."

Data

	Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Quantity of water intake ^{*6}	Consolidated	21.7	21.2	21.3	19.0	★18.7	million m ³
Total amount of discharged water	Consolidated	20.7	20.4	20.4	17.9	17.3	million m ³
Total wastewater per unit of sales	Consolidated	4.8	4.2	3.9	3.4	3.2	10 ⁵ million m ³ /million yen
Water consumption	Consolidated	1.0	0.9	0.9	1.2	1.3	million m ³
COD emissions	Consolidated	90	77	99	77	72	tons
Emissions and disposal of waste and waste byproducts	Total emissions	37.1	44.2	38.1	36.2	34.3	thousand tons
	Total emissions per unit of sales	8.6	9.1	7.4	6.9	6.2	10 ⁵ thousand tons/million yen
	Disposed (landfill)	3.5	4.8	5.1	3.7	3.4	thousand tons
	Disposed (landfill) per unit of sales	8.2	9.9	9.9	7.1	6.2	10 ⁶ thousand tons/million yen
Environmental accounting	Environmental conservation investment (Japan only)	995	1,359	1,972	1,473	1,765	million yen
	Environmental conservation expenditure (Japan only)	5,746	5,688	6,498	5,897	6,199	million yen
	Economic gains from environmental conservation activities (Japan only)	334	603	634	681	803	million yen
	Cost increases/decreases from economic effects of environmental conservation activities ^{*7*8} (Japan only)	2,098	-1,849	-3,625	2,374	-749	million yen
Number of cases of lawsuits, penalties, or forfeitures related to the environment	Consolidated	0	0	2	1	1	case(s)
Number of accidents related to the environment ^{*9}	Consolidated	3	3	6	18	25	case(s)
Number of complaints related to the environment ^{*10}	Consolidated	6	7	7	18	9	case(s)
Safety							
	Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Number of workplace injuries ^{*11}	Lost-time injuries (Japan only)	12	15	16	15	15	case(s)
	Consolidated (overseas only)	7	14	6	2	9	case(s)
	Non-lost-time injuries (Japan only)	58	46	51	37	53	case(s)
	Consolidated (overseas only)	3	4	6	5	9	case(s)
Frequency rate of lost-time injuries ^{*11*12}	Consolidated	0.58	0.73	0.81	0.75	0.79	
	Non-consolidated (Nippon Light Metal Co., Ltd.)	0.52	0.26	0.52	0.00	0.28	

Compliance		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Number of cases that were reported to Group Hotline	Consolidated		16	24	16	28	17	case(s)
Compliance meeting	Number of times the training was held	Consolidated	2,517	2,416	2,319	2,387	2,520	times
	Number of participants	Consolidated	23,059	22,307	21,529	21,911	21,712	total number
Number of patent publications ^{*11*13}		Consolidated	140	213	132	115	96	case(s)
Number of patent registrations ^{*11*13}		Consolidated	131	88	97	93	81	case(s)
Quality assurance		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Number of violations of laws or regulations in the provision of products/services		Consolidated	0	13	44	11	6	case(s)
Number of prompt reports		Consolidated	9	15	21	38	36	case(s)
Number of recalls		Consolidated	5	3	2	1	3	case(s)
Community		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Expenditure related to social contribution		Consolidated	113	119	280	163	249	million yen
Governance		Boundary	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Interim and year-end dividend per share		Consolidated	65 ^{*14}	85	50	50	70	yen
Amount of income taxes paid by country^{*15}								
Fiscal year	Japan		China		Thailand		U.S.	
	Amount paid	Number of employees	Amount paid	Number of employees	Amount paid	Number of employees	Amount paid	Number of employees
2020	3,915	10,062	526	1,976	59	785	81	158
2021	5,725	10,784	450	742	58	758	147	152
2022	6,522	10,700	422	360	207	752	218	190
2023	532	10,608	256	579	121	718	823	203
		Indonesia		India		Vietnam		France
		Amount paid	Number of employees	Amount paid	Number of employees	Amount paid	Number of employees	Amount paid

★: We have received independent assurance by Sustainability Accounting Co., Ltd. regarding the reliability of the data.

*11 The subject period is the calendar year (January to December).

*12 Injuries that resulted in one or more days' absence from work (excluding commuting injuries)

*13 Companies subject to calculation were added from FY2020.

*14 On October 1, 2020, we conducted a one-for-ten reverse stock split. Accordingly, the impact of the reverse stock split was considered for the amounts of dividend per share for FY2019 (fiscal year ended March 2020) and before.

*15 Tax payments in Singapore, Taiwan, and Hong Kong were one yen or more but less than one million yen.