

# We are a company that pursues the possibilities of polymers to contribute to a future of better mobility and living.

The Toyoda Gosei Group will continue to meet the needs of society by providing automotive parts using its rubber and plastic polymer technologies.

## Company Creed

# Boundless Creativity and Social Contribution

## Management Philosophy

### Good Corporate Citizenship

We, as a good corporate citizen, contribute to the economy and society through community-based business activities and social action programs.

### Sustainable Growth

We aim to build up the TG Group's collective strength through an open and fair relationship with suppliers, through a mutually strengthened corporate structure and innovative management response to change.

### Conservation of Global Environment and Resources

We aim to conserve the global environment and resources in order to hand down a greener world to our children through every business activity, which includes cooperation with society and the development of an environment-friendly product and manufacturing process.

### Proper Business Operation

We promote business operations with integrity through the establishment of a system founded on thorough compliance and corporate ethics.

### Customer Satisfaction

We aim to provide products and services with satisfying quality and price in a timely manner, through forward-looking R&D and production engineering.

### Respect for the Individual

We aim to establish a vibrant corporate culture through respect for individuality and the value of enhanced teamwork, based on shared responsibility and mutual trust between employees and management.

## TG Spirit

Within the Toyoda Gosei Group, we have established TG Spirit as a common set of values for our work. With today's diversifying work styles and changing values, TG Spirit serves as an important foundation for around 40,000 employees working in 16 countries and regions around the world, who differ in nationality, gender, age, lifestyle, and other characteristics, to demonstrate their collective strength through teamwork. Despite these tremendous changes in our environment, we still place importance on and will continue to pass on the valuable mindsets and ways of thinking for performing our work that have been handed down to this day, and aim for sustainable corporate evolution and growth in the future.

### Passing on the ideas that we have inherited to the next generation by making them our own

Sharing this TG Spirit throughout the entire Toyoda Gosei Group will bring us together as a one team, transcending differences in nationality, gender, age, and lifestyle.

### 1 Customer Oriented

**Think from the customer's perspective**

How can we help customers get what they want?

### 2 Challenge

**Aim high, be resolute in the face of difficulties**

We will aim high, set ambitious goals and work relentlessly toward achieving them no matter what the difficulties may be.

### 3 Ownership

**Be responsible and proactive**

Each and every TG employee is encouraged to feel a sense of ownership for the products that leave our doors.

### 4 Continuous Kaizen

**Never be satisfied; improvement never ends**

Using the approaches of *genchi-genbutsu* (go and see) and *genjitsu* (activities based on the actual situation) and asking why five times, we will constantly strive to bring our operations and products to the next highest level.

### 5 Respect

**Respect for individuals and their perspectives**

We will maintain respect for the individuality and perspectives of each person, be humble in our dealings with others regardless of nationality, gender, or rank, and always try to learn from each other.

### 6 Teamwork

**Help each other, grow as a team**

We will combine our strengths within teams, between departments, and between Toyoda Gosei Group companies to make One TG a reality.



**TOYODA GOSEI**

Our company logo is modeled on the benzene ring, a compound formed by six carbon atoms. Even extremely active and unstable chemical substances become stable in hexagonal form, and the logo symbolizes our vigorous activity and stability.