

Environmental Management

In coordination with Group companies in Japan and other countries, we are continuing employee training and education programs so that every employee can act with awareness of the environment.

Basic Philosophy

We are also making aggressive efforts for education to raise the environmental awareness of employees and train personnel for sustainable environmental activities.

Enhancing Group-Wide Environmental Management

The entire Toyoda Gosei Group promotes environmental management. Environmental data has been collected by domestic Group companies since FY2001 and by international Group companies since FY2003.

Plants Subject to Environmental Management

Toyoda Gosei Co., Ltd.			Affiliates in Japan		
<ul style="list-style-type: none"> • Haruhi Plant • Nishimizoguchi Plant • Seto Plant 	<ul style="list-style-type: none"> • Inazawa Plant • Bisai Plant • Morimachi Plant 	<ul style="list-style-type: none"> • Heiwacho Plant • Inabe Plant* 	<ul style="list-style-type: none"> • Ichiei Kogyo Co., Ltd. • Toyoda Gosei Hinode Co., Ltd. • Hoshin Gosei Co., Ltd. • Toyoda Gosei Interior Manufacturing Co., Ltd. 	<ul style="list-style-type: none"> • Kaiyo Gomu Co., Ltd. • TG Opseed Co., Ltd. • TGAP Co., Ltd. 	<ul style="list-style-type: none"> • Toyoda Gosei East Japan Co., Ltd. • Toyoda Gosei Kyushu Co., Ltd.
Overseas Affiliates					
■ Americas (Regional headquarters: Toyoda Gosei North America Corporation)			■ Asia (Regional headquarters: Toyoda Gosei Asia Co., Ltd.)		
<ul style="list-style-type: none"> • TG Missouri Corporation • TG Kentucky, LLC • TG Automotive Sealing Kentucky, LLC • TG Fluid Systems USA Corporation 	<ul style="list-style-type: none"> • Toyoda Gosei Texas, LLC • Waterville TG Inc. • TG Minto Corporation • TAPEX Mexicana S.A. de C.V. 	<ul style="list-style-type: none"> • Toyoda Gosei Automotive Sealing Mexico S.A. de C.V. • GDBR Industria e Comercio de Componentes Quimicos e de Borracha Ltda. • Toyoda Gosei Rubber Mexico, S.A. de C.V. • Pecval Industria Ltda. • Toyoda Gosei Irapuato Mexico, S.A. de C.V. 	<ul style="list-style-type: none"> • Toyoda Gosei (Thailand) Co., Ltd. • Toyoda Gosei Rubber (Thailand) Co., Ltd. • Toyoda Gosei Haiphong Co., Ltd. • Toyoda Gosei South India Pvt. Ltd. 	<ul style="list-style-type: none"> • PT. Toyoda Gosei Safety Systems Indonesia • Toyoda Gosei Minda India Pvt. Ltd. • Fong Yue Co., Ltd. • PT Toyoda Gosei Indonesia 	
■ China (Regional headquarters: Toyoda Gosei (China) Investment Co., Ltd.)			■ Europe and Africa		
<ul style="list-style-type: none"> • Tianjin Toyoda Gosei Co., Ltd. • Toyoda Gosei Star Light (Tianjin) Auto Parts Co., Ltd. 	<ul style="list-style-type: none"> • Toyoda Gosei (Zhangjiagang) Co., Ltd. • Toyoda Gosei (Foshan) Rubber Parts Co., Ltd. 	<ul style="list-style-type: none"> • Toyoda Gosei (Foshan) Auto Parts Co., Ltd. • Hubei Toyoda Gosei Zheng Ao Rubber & Plastics Sealing Technology Co., Ltd. 	<ul style="list-style-type: none"> • Toyoda Gosei UK Ltd. • Toyoda Gosei Czech, s.r.o. 	<ul style="list-style-type: none"> • Toyoda Gosei South Africa (Pty). Ltd. 	

* The Inabe Plant was added from April 2021.

• Acquired ISO 14001 certification. When new plants and new companies are established, we aim to acquire ISO 14001 within three years of starting operation.

Environmental Audits

■ ISO 14001 Environmental Audit

Toyoda Gosei and its domestic and international Group companies acquire ISO 14001 environmental management system certification. Internal environmental audits are carried out by audit teams composed of members from business areas outside those being audited in order to raise the independence and objectivity of the audits. Toyoda Gosei Co., Ltd. commissions external reviews by the Japan Quality Assurance Organization (JQA) to as-

sess whether our environmental management systems are run properly in accordance with ISO 14001. We are promoting 100% acquisition with the intention to have new companies acquire ISO 14001 certification within three years of being established.



Internal environmental audits / Toyoda Gosei Hinode Co., Ltd.

ISO 14001-Certified Production Sites **Acquisition rate 100%**

Toyoda Gosei Co., Ltd.	7 plants	Overseas Affiliates	Americas: 13 companies, Asia: 7 companies, China: 6 companies, Europe/Africa: 3 companies
Affiliates in Japan	9 companies		

International Environmental Audits

Voluntary annual inspections are performed based on TG Global EMS, which are our original environmental management system standards, problems are corrected, and *kaizen* activities are carried out.



Toyoda Gosei (Thailand) Co., Ltd.

Activities Based on Green Procurement Guidelines

We conduct surveys of the status of compliance with green procurement guidelines of the suppliers with whom we do business, and conduct *genchi-gembutsu* (go and see) inspections of high-risk companies. When needed, we carry out joint *kaizen* activities. In carbon

neutrality study groups, we provide examples of CO₂ reductions and other information.



Environmental Education

Toyoda Gosei educates employees on environmental problems including the destruction of nature and environmental pollution, the impacts on the environment of production activities, and compliance with environmental regulations.

The content each year emphasizes understanding and practices based on legal trends, with examples incorporated to create specific and understandable teaching materials.

Environmental Education System

Level-specific training	Toyoda Gosei Co., Ltd.	Group companies	
		Japan	Overseas
Education for new managers	○		
Education for those posted overseas	○		
Education for environmental key persons	○	○	○
Acquisition of environmental education qualifications	○	○	○
Education for new employees	○	○	○

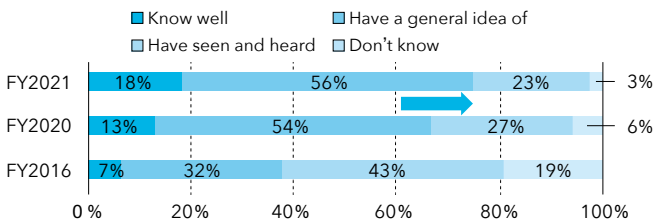
ISO education	Toyoda Gosei Co., Ltd.	Group companies	
		Japan	Overseas
Education for environmental staff	○		
Education to improve internal auditors' skills	○	○	
Education to register internal auditors	○	○	○
Education for supervising managers	○	○	
Education for key environmental facility workers	○	○	
Education for general employees	○	○	○

Activities to Raise Environmental Awareness

We are attempting to raise the environmental awareness of employees through Environment Month events, regular environmental lectures, and other activities so that all employees have an awareness of the environment

in their activities for ongoing environmental protection. We also conduct a questionnaire survey of employees each year to assess their environmental awareness and plan educational activities based on the results.

Level of Recognition of Toyoda Gosei's Long-Term Environmental Initiatives



Raise name recognition year by year



Environment Month (virtual environmental exhibition)

Collaboration with External Organizations

As the leading company in the Japan Auto Parts Industries Association's Global Warming Prevention Subcommittee, we work with member companies to prepare positive case studies and various study sessions.

Measures to counter global warming is an issue on a global scale, and requires effort in collaboration with the entire automobile industry. We will continue to actively participate and put out information.