

Health Management

We conduct health management activities so that all people working in the Toyoda Gosei Group can continue working in both mental and physical health.

Health Declaration

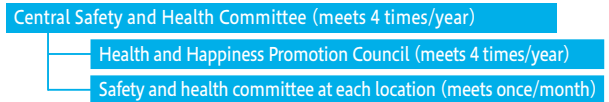
To Achieve “Boundless Creativity and Social Contribution”

1. We believe the health of our employees is an important management resource and will strive to foster an organizational culture that puts safety and health first.
2. We will strive to create positive and lively workplaces where employees can work energetically, and develop our personnel.
3. To help improve the health of employees and their families, we try to raise health awareness for disease prevention.

Promotion System

With the aim of upgrading health management, the mental and physical health committees were merged to form the Health and Happiness Promotion Council in FY2022. Aiming not only for good health but also for happiness in work, industrial physicians and the company’s Human Resources Division, health insurance union, and labor union come together to discuss management for health and well-being, with the Safety & Health Promotion Division acting as executive office.

In addition, activity reports are given and approvals are obtained in our Central Safety and Health Committee, which then spreads these measures to the Safety and Health Committees in each place of business.



Health Management Activities and Certifications/Awards

The ability of each employee to work with energy and health into the future is essential as a foundation to fulfill our corporate social responsibility as stated in Toyoda Gosei’s management philosophy. In recognition of this, we are promoting health management to maintain and promote the health of our employees.

A strategy map based on the Ministry of Economy, Trade and Industry’s Guidelines for Administrative Accounting of Investment in Health and Productivity Management was created for the purpose of quantitatively showing health management initiatives and results, and implementing the PDCA cycle for activities. We will promote health management in a continuous and effective manner by

quantitatively evaluating investments, effectiveness, and resources. We have also formulated Challenge 8 as a health KPI to promote health management. The eight items of weight, breakfast, alcohol consumption, snacking, smoking cessation, exercise, sleep, and stress are numerically assessed, and targets have been set for each fiscal year through FY2025.

In recognition of our past health management activities, we were recognized for the first time by the Ministry of Economy, Trade and Industry as a Health and Productivity Brand in 2022.



Raising Health Awareness and Changing Behaviors

We are in the seventh year of our workplace-based health promotion activities, one of the programs to achieve the goals in Challenge 8. The number of participants has increased year by year, and in FY2021 reached 96.8% of all employees. More than 80% of the 316 participating teams have an exercise theme, and each workplace has a fun and creative way to promote health and wellness. In FY2021, we also introduced the new theme of Sleep and Mental Health to promote activities for both

physical and mental health. We are also working on activities to raise health awareness and promote behavioral change by holding walking events during long weekends and holidays using the Aichi Health Plus app distributed by Aichi Prefecture.



A workplace that takes stretching as a theme in workplace health promotion activities

Initiatives to Maintain and Improve Women’s Health

We place great importance on activities that support the health of working women. Our first Women’s Health Week event was held in March 2022 with the aim of improving women’s health literacy. A special meal (Pink Ribbon Lunch) was served in the cafeteria, information was provided via panels, flyers, and digital signage, and self-check goods were distributed to raise awareness of breast and uterine cancer screenings. In collaboration with the health insurance union, leaflets to improve the cancer screening rate were distributed to people in their 20s, in whom the screening rate is particularly low. This resulted in a 5%

increase in the cancer screening application rate in FY2022. We are also trying to support women who are returning to work after parental leave by providing information on consultation services and self-care information to help them balance childcare and work from a health perspective.



“Pink ribbon lunch” provided during Women’s Health Week and information being provided at event