



TOYODA GOSEI

TOYODA GOSEI REPORT 2009



About Toyota Gosei Report 2009

About this Report	<p>This report is designed to help all Toyota Gosei's stake-holders gain a deeper understanding of and build further trust towards the business activities of Toyota Gosei Group. Therefore, we changed the report name into "Toyota Gosei Report" to report on the activities in wider scope, the "Social and Environmental Report" and the "Annual Report" have been combined into one report in 2009.</p> <p>This report is compiled a special future of "manufacturing" and "human resource development" of great significance to our company; these activities have been classified into five categories: Operations, Management, Society, Environment, and Finance.</p> <p>Environmental data can also be found on the Toyota Gosei Home page.</p>
The report covers the period between	<p>April 1,2008 ~ March 31, 2009 *The above period forms the basis, but if necessary content related to other times outside this period will be included.</p>
Scope	<p>As a general rule, the target companies are those consolidated in the Toyota Gosei Group. Some of the items are mentioned individually.</p>
Declaration of the company name	<p>In this report, Toyota Gosei Co., Ltd. will be referred to as either "our company" or "Toyota Gosei"; when referring to the Toyota Gosei Group in its entirety, "Toyota Gosei Group" will be used.</p>
Notices pertaining to future forecasts	<p>Included in this report are predictions and forecasts pertaining to the future plans, strategies, and achievements of Toyota Gosei. These are predictions based not on past facts but on suppositions and opinions drawn from judgments made from information that is available to our company at this point in time. It also covers risks and uncertainty related to such things as economic trends, intensification of automotive industry competition, market demand, taxation, laws, systemic changes, and natural disasters. Please understand that it is possible that actual achievements may differ from our company's predictions.</p>
Reference Guidelines	<p>"Environmental Reporting Guidelines (2007 Version)" (Ministry of the Environment)</p>
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We boldly confront changes with the growth of worldwide company as our goal

President

Hajime Wakayama

Respond to Environment Changes

Due to the world economic crisis that began last year many industries, especially in manufacturing, continue to be in a serious situation. Our company as well has been affected and has experienced a downturn in income and profits as the consolidated achievements for fiscal 2008 were sales of 546.3 billion yen and ordinary income of 12.1 billion yen.

Due to these harsh circumstances, we have been actively looking at corporate structural reform to improve profitability. All the Toyoda Gosei Group has been endeavoring the best cost cuts and increased efficiency based on the "3 Gen-ism" ("Genchi", "Genbutsu", and "Genjitsu", which are translated as "actual locations", "actual materials" and "actual situations", respectively) through "Urgent Revenue Countermeasure Committee" set up in November 2008. We have revised our corporate structure for more rapid decision-making and implementation with strengthened technological development systems. This will provide us with a framework and system which enables us to effectively deal with future environment changes in the international community.

Consolidate Corporate Foundation as a Technology Company

In light of advances in the new era, it is necessary to make

strategic moves at this time and particularly in new technological development. It is technology that has supported our company. With its advancement, we have achieved successful product development and production systems, which we believe have gained customer trust. Technology is a great asset for us and is indispensable in creating corporate value for the future. To this end, our company's manufacturing wisdom and spirit of challenge are combined and have been an engine for establishing us as a global system supplier. While reaffirming our corporate principals as a technology company, consolidating manufacturing capability is also required for the modern age. More specifically, we gain in global competitiveness by speeding up development of products and manufacturing technologies to meet expanding demand for low-priced products from developing to resource-rich nations. In addition to the existing "Kitajima Technical Center", we have established the "Miwa Technical Center" and started full operation in 2009 to improve the environment for research and development on our mainstay products, automotive parts. Additionally, we aim to expand the market for LED products through developing high luminance, high quality products and home use lighting fixtures. We believe this accumulation of technologies will ensure a stable base for the company. Meanwhile, we aim to face the challenges required in becoming "a company with reduced dependence on oil" by looking ahead to future business through research and development in fields such as in alternative biofuels which

do not compete with food supplies, or improving recycling technologies. These technologies will contribute not only to business growth but also the protection of the environment and securing resources.

Foster "Manufacturing Professionals"

"Manufacturing" is built on reliable knowledge and extensive experience. It is essential to create a working environment which allows the employees supporting our business to be able to exercise and develop their individual abilities. As well as the essential transmitting of the extensive technology and knowledge our company has developed over time on to the next generation, we must maintain an environment and systems to pursue new ideas or values and enthusiastically foster or educate motivated human resources as "manufacturing professionals".

To be the Best Manufacturer in the Field

"Manufacturing" is the base of the industry and our manufacturing competence reflects our corporate capability. The basics of TPS (Toyota Production System) effectively cuts unnecessary production cost and improves production efficiency. We aim to be the best overall in selected manufacturing fields with highly efficient new product start-ups in our major fields of resins, rubbers and LEDs.

All-Out Effort on Corporate Social Responsibility (CSR) Activity

Not only in business, but also in CSR activities, we make an all-out effort. The thoroughness of compliance, corporate governance and promotion of environmental conservation

activities are spread through the entire Toyoda Gosei Group. Aiming to be an essential corporate member of the community, we work hard at playing a responsible role as a public entity.

To Take a Solid Step Toward the Future

Because of the difficulties in predicting coming economic circumstances, we must take solid steps toward the future by optimizing our wisdom and knowledge. Therefore, we shall meet the challenge of being a global company centered on technology while striving to continue offering reliable products and services.

Although we have plans and measures for both long and short terms, we think it is essential to focus on what we can do in practice now to take a step toward the future.

We mark the 60th anniversary of the founding of our company this year. The all-hands project "Afforestation at plant sites" has the purpose of creating a sense of unity among participants and the best possible green environment at a factory while encouraging interaction with the local community. We plan to plant trees at our Heiwacho plant and likewise at other plants in the future.

Finally, I would like to thank our shareholders, customers, clients, all those involved in local societies, our employees, and their families and ask for your continued guidance and support.

Supporting a technology based enterprise "Manufacturing" and "Human resource development"

TOYODA GOSEI REPORT 2009

Special

Feature

The fundamental principle of our technology based company is the development of technology that will be used by the next generation from a broad range of perspectives and new concepts. Simultaneously, the development of human resources who can create that technology and widely apply it will be essential.

"People make creations, and creations make people grow."

Manufacturing and human resource development are directly connected with our company's future, and their further strengthening is crucial. We are actively planning the establishment of both superior product development and human resource development that will lead the next generation through newly created facilities such as the "Miwa Technical Center" established in April of 2009, equipment, and an original training curriculum.

Especially during the present recession we must return to our origins as a manufacturer and entrust our future to these two elements.

Sites that improve development and manufacturing technology and pursue highly safe technology

There are two objectives for the establishment of the "Miwa Technical Center" that will serve as the second site in domestic for manufacturing development.

One is to focus on the next generation and plan the enrichment of progressive development and research with a standardized system that can handle everything from the planning to the development of materials, products, and production technology. This has the important goal of total optimization and improvement of factors such as quality, production systems, and costs by conducting manufacturing development in the most ideal environment. Also, this will promote the self-reliance of facilities that

are the core of our company to reaffirm the notion that our point of origin lies in manufacturing as well as serve a significant role as the site of manufacturing technology education.

The other is further pursuit of automobile safety. We are planning the enrichment and strengthening of research development and evaluation systems to improve the safety of our products from the perspective of protecting both passengers and pedestrians. Within the center we will enhance the latest evaluation equipment such as state of the art airbag collision simulation testing machine and staff will conduct development and research toward the provision of a higher level of safety.



The newly completed Miwa Technical Center

Message from Executive

By flattening from planning through production technology each process that had been previously divided between each division we can plan innovative development and research, and our ability to concentrate on manufacturing that leads to greater quality and satisfaction is increasing. Because of this, the staff in charge is required to have high level development ability that takes into consideration all production processes. At the same time, we feel that because communication between staff, broad perspectives, and flexible conceptual power is essential, the cultivation of the abilities of technical development staff is crucial.



Executive Vice President
Muneo Furutani



Diverse educational training suited for every division and level, from the knowledge education to self-education

In our company's human resource development we are improving the abilities of individual employees with training and seminar suited for each division and rank. For the training and seminar we have prepared diverse curriculum concerning not only everyday work but also compliance, corporate ethics, and the environment as part of a plan to thoroughly implement these things in our knowledge and actions as corporate citizens. There is much variety in the content of the training, ranging from the acquisition of basic knowledge to self-education and skill improvement, and our training facilities are equipped with both big size hall for large scale lecture and training, as well as conference and counseling rooms for small-group needs. Also, as a global corporation, it is necessary to provide

language training for employees to be transferred overseas as well as education for foreign trainees. We have established a global training room, where education can be conducted using simultaneous interpretation as well as lodging facilities.

This human resource development is not just to promote manufacturing but to cause an awareness of the potential abilities of people have such as broad perspectives and rich concepts, making it a place where people who can develop themselves are cultivated.

For the sake of regional and international society, we develop superior human resources and strive to turn out creative "bearing the future".



Communication Training



Overseas trainer training

Message from Executive

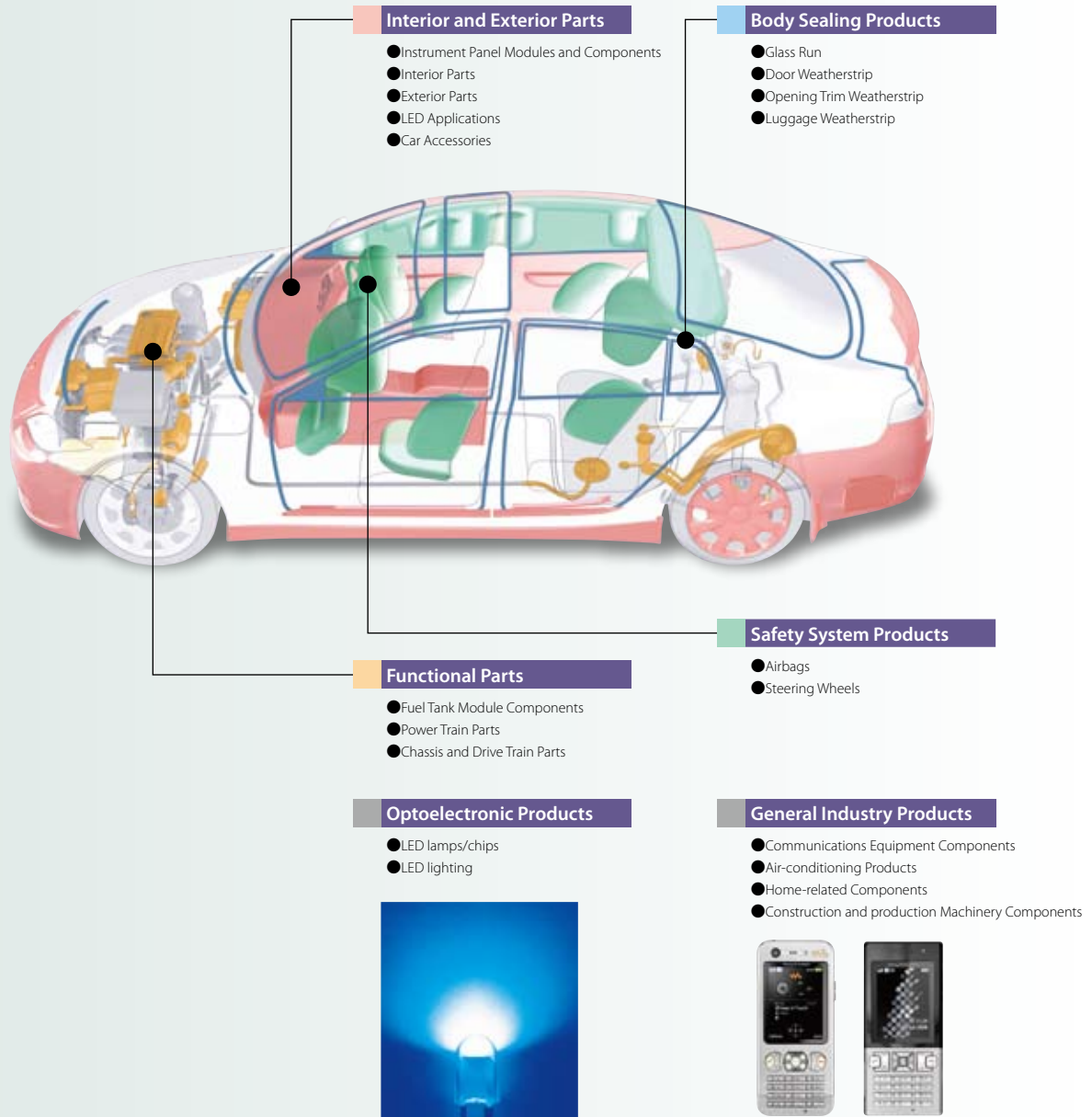
On the job training was originally the core of developing human resource in manufacturing, but at our company a wide range of knowledge and skills that cannot be acquired onsite are learned through training and courses. In the modern era there are instances in which valuing experience alone is not sufficient preparation, and it will be necessary to make advancements in not only the human resource developing but also people in general. In this modern era of rapid change it is important to "think and learning independently", and we feel that the arrangement of a system and environment that are responsive to the individual initiative of employees is one point of future human resources development.



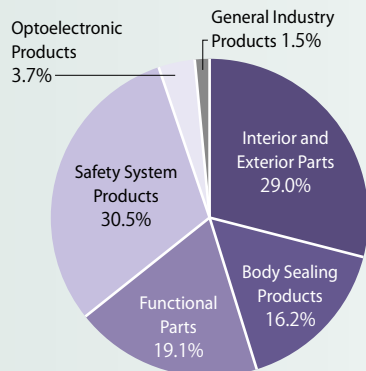
Executive Vice President
Tsuneji Obara

Report by Business Unit

The pillars of our operations are as follows; "to develop and offer value added products, perfect and advance our manufacturing expertise by building upon the basics and continue to enhance systems for an optimal global supply network." As we tackle the creation of appealing products, by building upon the basics, we will strive to develop further markets using our advanced technical ability.



Sales by Business Unit



	Fiscal 2008		Fiscal 2007		Year-on-year rate (%)
	¥billion	Percentage of net sales (%)	¥billion	Percentage of net sales (%)	
Interior and Exterior Parts	158.3	29.0	192.0	29.0	- 17.5
Body Sealing Products	88.7	16.2	115.9	17.5	- 23.5
Functional Parts	104.4	19.1	126.9	19.2	- 17.7
Safety System Products	166.5	30.5	196.2	29.6	- 15.1
Amount of Automotive Parts	517.9	94.8	631.0	95.3	- 17.9
Optoelectronic Products	20.4	3.7	21.9	3.3	- 6.8
General Industry Products	8.0	1.5	9.5	1.4	- 15.9
Amount of Non-Automotive Parts	28.4	5.2	31.4	4.7	- 9.6
Total	546.3	100.0	662.4	100.0	- 17.5

Interior and Exterior Parts Business Unit

Highlight of fiscal 2008

■ The establishment of a Manufacturing Division III specializing in the commoditization of LED products

We took an across-the-board reduction in automobile production as an opportunity for change. We returned to our starting point in manufacturing, exhaustively inspected the workings of the manufacturing process, and eliminated waste and loss; through this we increased our production capability. Precisely because the current state of affairs is difficult, we are bolstering our development system and concentrating our efforts on manufacturing of products with prospects. In particular, we are expanding development more proactively than before for environmentally related matters including lightening, weight reduction, and recycling. Also we are moving into an era of lessened dependence on fossil fuels. With the development of substitute materials that have little or no effect on food demand or supply, we find ourselves faced with the challenge of finding hidden or unknown possibilities that do not revolve around the interior/exterior framework process.

We established a Manufacturing Division III within our Business Unit which specializes in the commoditization of LED, development of products that allow for the coexistence of the environmental and design factors of automotive LED products and residential LED illumination.



Cockpit modules

Applying technical and know-how cultivated until now and promoting modulization. Along with improving interior sensation of unity and quality, we have succeeded in large scale cost reduction.



Radiator grilles

The development of radiator grilles corresponding to millimeter wave radar that can detect obstacles ahead and alert passengers of danger.

Console boxes (double door)

Developing our original structured console box that you can open and close the door from both driver and passenger seat smoothly.

Fiscal 2008 (consolidated)

Net sales: 158.3 billion yen

Percentage of net sales: 29.0%

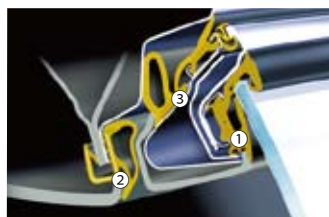
Body Sealing Business Unit

Highlight of fiscal 2008

- Development and mass production of the world's first light weight opening trim
- Beginning production at the new Mexican production site, the fourth of its kind in North America

Due to our proactive work on weight reduction resulting in a connection between fuel efficiency and price reduction, we were able to begin mass production in fiscal 2008 of the world's first lightweight opening trim. Also we aim to establish mass production of the technologically difficult solid gum recycling and double our rate of recycling in fiscal 2009. Meanwhile, for the sake of further advancing the improvement of extrusion molding, we will implement in diversified analysis of the state of manufacturing by exhaustively implementing "Visualization", and improve yield ratios.

In October of 2008, our new body sealing company TGASMX (Mexico, San Luis Potosi) began mass production, making it the 4th production site in North America. We established a global system through our 14 overseas production sites. Through the reorganization of production systems at each site we will create a stronger corporate structure.



- ① Glass Run
- ② Opening Trim Weatherstrip
- ③ Door Weatherstrip



We are always proposing the most suitable door seal structures in response to various door function and design needs



Light weight opening trim for compact cars

Achieved unprecedented weight reduction with devising rubber materials and metal inserts

Fiscal 2008 (consolidated)

Net sales: 88.7 billion yen

Percentage of net sales: 16.2%

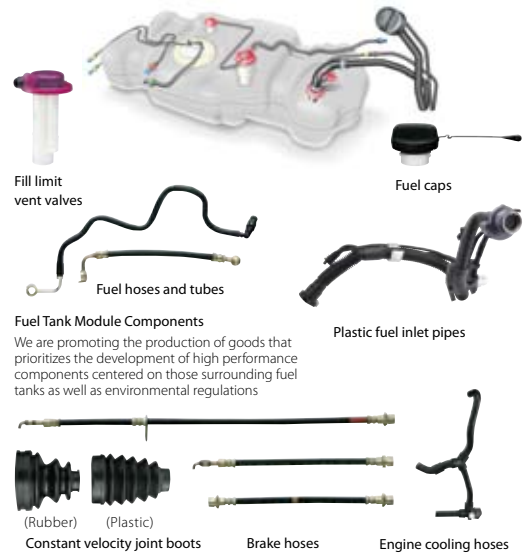
Functional Parts Business Unit

Highlight of fiscal 2008

- Development and mass production of the first plastic fuel inlet pipe in Japan
- Integrating and arranging produced commodities at each plant and improving efficiency

As a result of our proactive development of fuel system components, we were the first in Japan to succeed in changing over to plastic fuel inlet pipes which are ordinarily metal and began their mass production. We will make use of the wide ranging weight reduction and low environmental burden, our specialities, and in fiscal 2009 we will focus our efforts on expanding orders for the same sort of products. We will continue to have as our policy the development of materials and products for alternative energy source automobiles such as hybrid systems, electric vehicles, and fuel cell powered vehicles.

Amid this ongoing difficult economic state of affairs brought on by the worldwide recession, we take the changing of models on existing products as an opportunity, by exhaustively reevaluating the actions of domestic and foreign investment sites, and arranging or integrating produced commodities. We aim to establish a speedier and more efficient production and supply system.



Fuel Tank Module Components
We are promoting the production of goods that prioritizes the development of high performance components centered on those surrounding fuel tanks as well as environmental regulations

Hoses & Boots
Developing boots components that support brake system, running and steering systems of engine

Fiscal 2008 (consolidated)

Net sales: 104.4 billion yen

Percentage of net sales: 19.1%

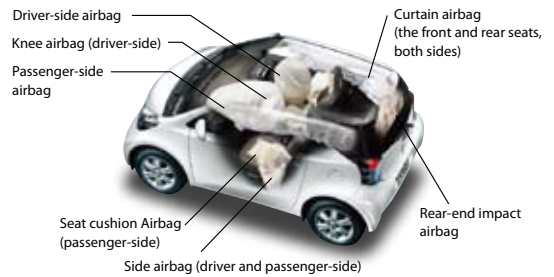
Safety Systems Business Unit

Highlight of fiscal 2008

- Development and mass production of the world's first rear-end impact airbag
- Development and mass production of the world's first backseat center airbag
- Beginning production at our third Indian production site

We are developing and mass producing of the world's first rear-end impact airbag to help realize the goal of a "360 implementation." We also began mass production of backseat center airbags. There are up to more than 10 airbags that can be installed in one vehicle, including side airbags and curtain airbags. In addition, we are introducing a collision simulation testing machine that can closely evaluate real car crashes which help us advance in collision safety development technology. Furthermore, we are focusing our efforts on cost reduction through design innovation, as well as global responsiveness. We will proactively expand fusion technological development through both preventive safety technology and pre-crash system which are to avoid collisions in the future.

In April of 2008 we established the new safety systems business company TGIN (the 3rd Indian development site, located in the Rajasthan state in northern India), and production there has already begun.



Airbags
Airbag systems that along with seatbelts protect passengers from myriad collisions, such as those from the front, side and rear.



Steering Wheels
Airbag handles with heightened operability due to their collection of switch types



Backseat Center Airbag
Airbag due to protect passengers in sitting opposite side from collisions

Fiscal 2008 (consolidated)

Net sales: 166.5 billion yen

Percentage of net sales: 30.5%

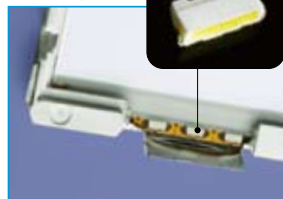
Optoelectronic Business Unit

Highlight of fiscal 2008

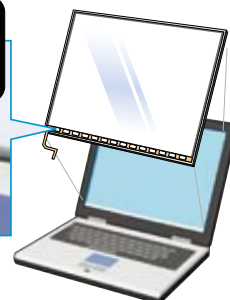
- Setting a new record for production and sales of LED chips
- Doubling the sales of laptop computer packages

Due to the introduction of the top class LED chip in the industry, we set sales and production records in October of 2008. Afterwards, we were unable to avoid the production reductions that were necessitated by the adjustments in production from clients due to the worldwide recession, but beginning with fiscal 2009 a recovery seems imminent. Also, in the laptop computer market which has been positioned as the principle market starting in fiscal 2007, the package's long life-span and high brightness have been recognized by customers and sales have nearly doubled. The changeover to LED backlights for laptop computer is estimated to increase in fiscal 2009 to approximately 40% from approximately 6% in fiscal 2008, and by planning further expansions of operations such as taking advantage of this trend and concentrating our efforts on customer-in activities we aim to double in comparison with the previous year the sales of laptop computer packages. Also, in collaboration with the Interior and Exterior Parts Business Unit we will concentrate our efforts developing LED illumination systems for residences.

White SMD type LEDs



LED backlight for laptop computers



LED backlight for meters

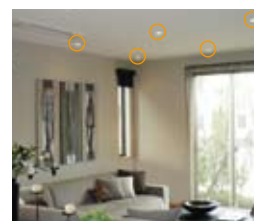


Image of LED lighting
○=LED system downlights
We are making progress on the development of residential LED general illumination systems

Fiscal 2008 (consolidated)

Net sales: 20.4billion yen

Percentage of net sales: 3.7%

General Industry Products Business Unit

Highlight of fiscal 2008

- Expanding mobile phone cases orders in China

Regarding our mobile phone cases, one of our main products, production, supplying, and technological capacities have been evaluated, and last year new customers were attained. This has smoothly expanded production quantities in China and we predict a doubling of sales compared with the previous year in fiscal 2009. The mobile phone market in Japan is not really undergoing much growth, and for the time being our policy is to focus on the Chinese market. There is much production potential for our subsidiary company and production site in Tianjin and it is capable of handling further production increases.

There is currently no increase in production for air purifiers forecasted for fiscal 2009 due to the business slump in electronic production, and production will be the same as the previous year. Because we are streamlining our corporate structure, we must implement focus and selection and will channel those energies into residential parts and materials as well as construction machinery that make use of automobile technology.



Mobile phone cases

Productization of the precision molding technology and surface finishing technology which were cultivated until now.



Air purifiers

We handle from development and planning to production, and supply our products to air conditioning manufacturers.

Fiscal 2008 (consolidated)

Net sales: 8 billion yen

Percentage of net sales: 1.5%

We always aim to come out on top manufacturing using our global network capable of the best procurement in the world.



Japan

Development and mass production of the world's first and Japan's first products

Fiscal 2008 sales were 320.9 billion yen (down 16.7% from the previous year) and operating profits were 3.4 billion yen. The cause of this decline in profits and lower sales for our automotive parts operations were fluctuations in product prices and product structures and the impact of fluctuations in the exchange rate. Even amid this difficult state of affairs, we continue to proactively work on the research and development that will be important in the future, such as the development and mass production of the world's first "rear-end impact airbag" and "backseat center airbag" as well as Japan's first "Plastic fuel inlet pipe".

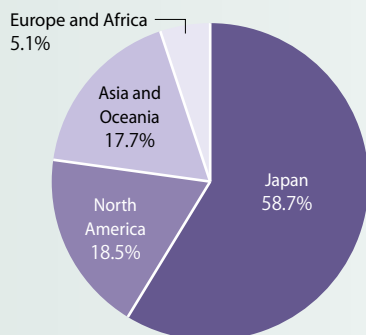
North America / Asia and Oceania / Europe and Africa

Establishment of 2 production sites

In fiscal 2008, we established 2 production sites, the safety systems business company TGIN (Northern India, Rajasthan state) and the body sealing company TGASM (Mexico, San Luis Potosi state). Our global network consists of 45 facilities in 16 nations and regions around the world excluding Japan.

Sales in North America totaled 101.1 billion yen (down 28.7% from the previous year) and operating profits were minus 2.9 billion yen. Even though Asia and Oceania were assisted by the bullish market in Asia, sales there were 96.6 billion yen (down 2.8% from the previous year) and operating profits were 14.7 billion yen. Sales in Europe and Africa were 27.7 billion yen (down 22.8% from the previous year) and operating profits were 0.4 billion yen.

■ Sales by Region



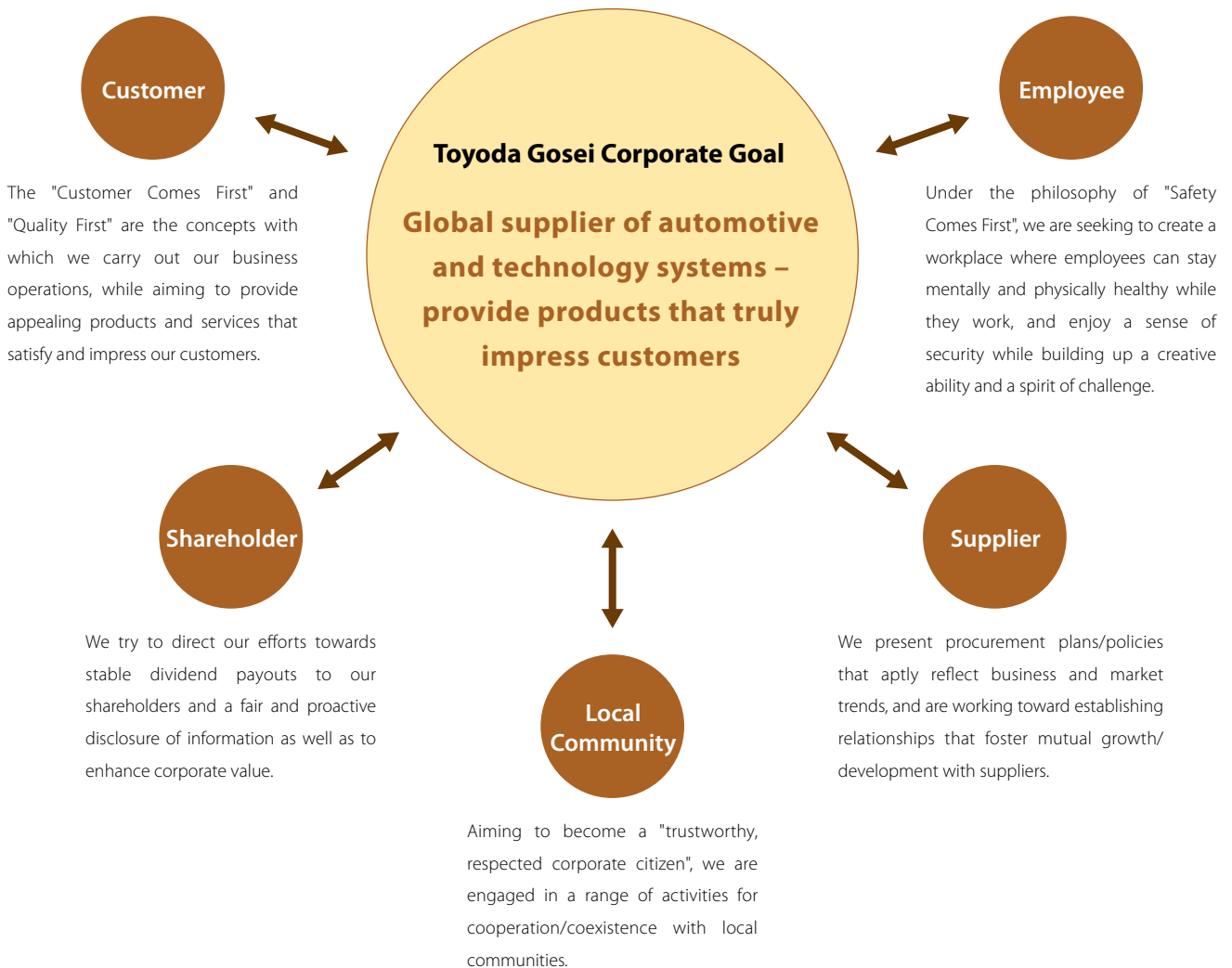
	Fiscal 2008		Fiscal 2007		Year-on-year rate (%)
	¥billion	Percentage of net sales (%)	¥billion	Percentage of net sales (%)	
Japan	320.9	58.7	385.4	58.2	-16.7
North America	101.1	18.5	141.9	21.4	-28.7
Asia and Oceania	96.6	17.7	99.3	15.0	-2.8
Europe and Africa	27.7	5.1	35.8	5.4	-22.8
Total	546.3	100.0	662.4	100.0	-17.5

Toyota Gosei upholds and promotes the corporate philosophy of "steady growth through innovation", "customer satisfaction", "humanistic corporate culture", "good corporate citizenship", "respect for the environment" and "ensuring it in sync with the global community".

We will continue to conduct business activities in order to meet the expectations of our stakeholders, as well as strive to be "a global system supplier who impresses customers by offering attractive products".



Relationship with our Stakeholders



We are planning sound management and organizational efficiency promotion to create a corporate structure that can swiftly react to changes in its environment.

Highlight of fiscal 2008

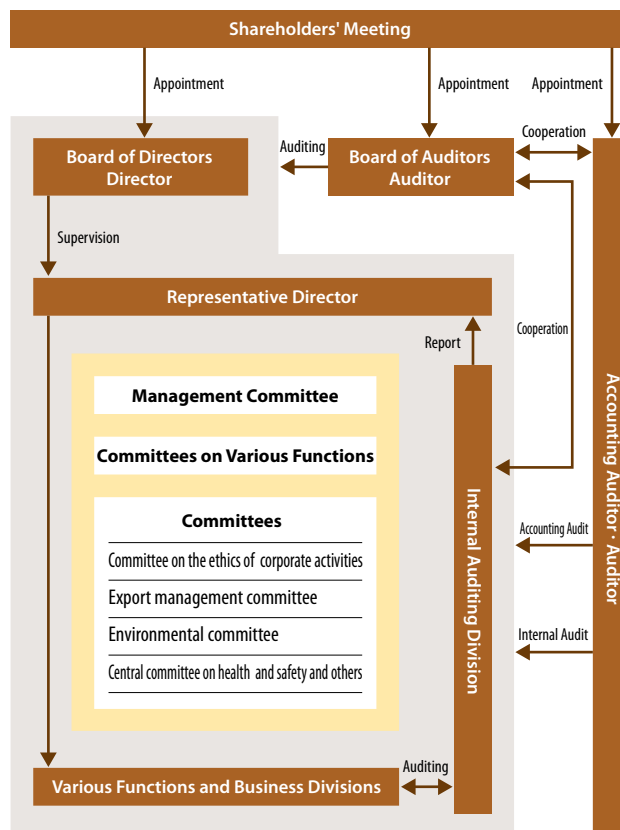
- Strengthening the auditing implementation internal checking system in functioning divisions
- Holding the 1st Internal Auditor Training

Achieving Prompt, Efficient and Sound Business Management

We are conducting the enrichment and strengthening of corporate governance that has as its goal sound corporate management of which the most significant matter for management is the stable improvement of shareholder value. Therefore, for the sake of meeting the expectations of all stakeholders including stockholders and customers, we are building and maintaining an organizational system that can swiftly and appropriately respond to environment changes and a fair, transparent, and sound management system.

We have set up the necessary functions including shareholders' meetings, a board of directors, a board of auditors and accounting auditors as mandated by law. In addition, we have also developed/established an internal control system that holds discussions on important issues, checks business operations, reinforces internal auditing, in an effort to achieve; (1) apt business judgments; (2) efficient business operations; and (3) effective supervision and auditing processes. Additionally, we have shortened the terms of directors to one year in an effort to develop a flexible management system that can respond swiftly to changes in the business environment and to further clarify the management responsibilities of directors.

Diagram of the Corporate Governance System



Implementation of auditing in functioning divisions bolsters internal auditing

Participants in Internal Auditing Corporate Training Meet
45 people

For the sake of checking whether laws and corporate ethics are being observed at our company, we are conducting internal management and supervision based on corporate laws. The internal auditing that had been conducted by the Auditing Division was implemented in fiscal 2008 in the General Administration, Human Resource, and Accounting Divisions, and a bolstered a system that checks whether auditing is able to observe everything down to smaller details, such as classified information management methods. There is a mechanism in place to collect the content of internal auditing within the functional divisions into the Auditing Divisions, through which we have built management/supervisory organizational systems.

Along with the creation of this system, we have implemented the 1st audit training for functional divisions and plan to step up this training from 2009 as well. Also, we prepared internal controls relating to financial reporting based on Financial Instruments and Exchange Law that went into effect in fiscal 2008, and submitted our "Internal Controls Report".



Internal Auditing Corporate Training Meet

Compliance

We aim to be good corporate citizens and are moving forward with the establishment of compliance.

Highlight of fiscal 2008

- The establishment of our Group Charter for Business Ethics is not only in Japanese but also in both English and Chinese which are both new additions, to foster a shared awareness among the Toyoda Gosei Group
- Conducting a compliance adherence rate survey of all employees

Ensuring Compliance as Toyoda Gosei Group

Toyoda Gosei strives for truly comprehensive compliance, and seeks to ensure that each and every employee complies with all laws and regulations not only from the standpoint of obeying the law but also from the standpoint of corporate ethics.

In 1997, Toyoda Gosei established a "Committee on the Ethics of Corporate Activities" with the President serving as chairman and all company executives as members. A legal liaison officer was also appointed within each division.

In fiscal 2008 we established the "Toyoda Gosei Group Charter for Business Ethics" to maintain shared values and behavioral standards at Toyoda Gosei Group and planned to establish a compliance foundation at all group companies domestic and overseas. At our company we have revised the "Toyoda Gosei Guidelines for Business Ethics" that serves as concrete behavioral guidelines with respect to compliance for all our employees and are distributing it to them.

Also, for when employees are faced with compliance problems during everyday operations, we have established internal and external compliance consultations services to solve the problems quickly.



Toyoda Gosei Group Charter for Business Ethics

Toyoda Gosei Guidelines for Business Ethics

Distribution of Toyoda Gosei Group Charter for Business Ethics
 Japan: 9 companies
 Overseas: 38 companies

Issue the "Toyoda Gosei Guidelines for Business Ethics" which is based on our management philosophy

- ▶▶ Clarify the code of conduct for employees

Establish a "Committee on the Ethics of Corporate Actions" with all company executives as members

- ▶▶ Discuss and make decisions on important issues regarding compliance

Hold "legal liaison conferences", whose members are made up of representatives from each division

- ▶▶ Aim to disseminate compliance and legal information throughout the entire Toyoda Gosei

Implement legal affairs / compliance training

- ▶▶ Compliance educational activity

Consultation services on compliance and sexual harassment established inside and outside the company

- ▶▶ Respond to compliance-related issues

Educational activities for the sake of planning acknowledgement and understanding of compliance

We are expanding various educational activities pertaining to the acknowledgement and understanding of compliance by all employees. In fiscal 2008, in addition to conducting level and risk specific employee compliance training, we spread compliance news and topics through company newsletter and bulletin boards "Compliance Communications". Also, we are working to put together lectures about the establishment of the Lay judge system beginning in 2009 and hanging posters to create a compliance culture in order to foster compliance consciousness.

In fiscal 2008 we made questioning more detailed in order to be grasp the rate of understanding through the entire company and carried out a compliance understanding survey targeting employees. We plan to improve

employee compliance consciousness through reform activities based on an analysis of the results of this survey.

Conducting a compliance survey
 8,300 people
 (All Employees)



Lay judge system lecture



Compliance culture creation poster

Risk Management

We strive to strengthen risk management through employee training, product assurance activities, information security measures and disaster countermeasures.

Highlight of fiscal 2008

Improvement of internal audit accuracy against information security and regulation of confidential information to outside

Practical measures concerning information security and improvement of employee consciousness of it

At our company, we established the "Security Management Representative Meetings" in which each division director participates under the "Committee on the Ethics of Corporate Actions" and thoroughly implements information pertaining to security measures.

In fiscal 2008 we made as part of our guidelines the "Security Management Act" and "Operative Standard for Information Systems" and are promoting the strengthening of practical measures and the improvement of the information security consciousness of all our employees.

Strengthening information security measures

We are continuing to carry out the "Prevention Measure for Negligent Leaks" stemming from the data encryption implemented in fiscal 2007. The "Prevention Measure for Malicious Unauthorized Leaks" stems from things such as the acquisition of system usage records, thorough dissemination of knowledge of rules, and activities to improve rule awareness. Also, we implemented at each division the use of check sheets for self-inspection of their handling and management methods of secret information.

We also improved system utilization history and a USB memory removal management ledger to regulate confidential information to the outside when conducting internal audits by the General Administration and IT Promotion Division.

Examples of Measure Enhancement

	Division	Implementation Issues
Prevention for negligent leaks	Soft ware	<ul style="list-style-type: none"> ● Data encryption of all PCs ● E-mail security reinforcement
Prevention for malicious unauthorized leaks	Hard ware	<ul style="list-style-type: none"> ● Inspection for things taken out (inspect twice a month) ● Increase in the number of surveillance cameras ● Wire setting for fixing PCs <ul style="list-style-type: none"> • Lap-Top PC • Desk-Top PC • external HDD
	Soft ware	<ul style="list-style-type: none"> ● Reinforcement in access privileges to the file server ● Restrictions on things taken out / enhancement of check function ● Acquisition and Monitoring system usage records and access records. ● Prevention for unauthorized access
Moral measure		<ul style="list-style-type: none"> ● Review of Security Management Act ● Simultaneous inspection of security consciousness for all employees ● In-house education of security management ● Onsite inspections for each division

Employee moral awareness improvement

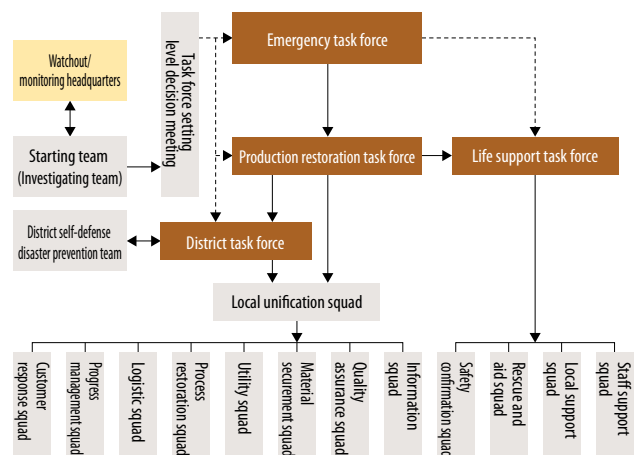
The threat of information security problems do not largely originate "externally" but "internally" within the company or from business connections, and the majority of them are caused by people. Therefore as a way of "dealing with such people" we are dealing with tackling the establishment and honoring of rules such as handling and storage methods for classified documents as part of information leak prevention and security management. We are also planning a more stringent observation of computer use through software license management and state checks from operations logs, as well as the improvement of employee moral awareness.

First break/restoration and early response from the Disaster Countermeasures Manual

Practice training
5 times

With "Life Comes First" and "Quick Restoration" as the fundamentals of our disaster countermeasures, we are strengthening anti-seismic reinforcement of equipment and everyday monitoring activities as preemptive measures against natural disasters, everyday fires and explosions. As preparation for large scale earthquakes in particular, we have established an "Emergency Earthquake Report System" at each site to ensure employee safety and safe evacuation. Also, we established the "Toyoda Gosei Disaster Countermeasures Manual" that anticipates emergencies and indicates a procedure of first break/restoration response for the sake of minimizing injuries. We are also constructing a system for when incidents occur that can confirm the safety of about 20,000 employees and their family members as well as provide databases of replacement equipment, locations, and employee skills that will be necessary for quick restoration.

Organizational Chart for Emergency Disaster Countermeasures



Relationship with our Customers

The "Customer Comes First" and "Quality First" are our concepts in aiming to provide appealing products and services.

Highlight of fiscal 2008

- Expanding production process quality control to back offices (the Administrative and Technical Divisions) as well to improve work quality
- Aiming for a zero defect production process and expanding targeted quality engineering with the goal of robust design*1 throughout the entire company

Quality Policy

Everyone shall bear in mind the concepts of "Quality First" and "post-manufacturing = our customers" and utilize mutual cooperation to provide excellent products and services that will win trust and satisfaction of our customers.

A quality assurance system that is consistent from development through production

At our company, we aim to "provide appealing products and become a global system supplier that will truly impress our customers."

With regard to quality assurance, we operate under the consistent quality assurance system from development to production under our quality policy. Specifically, all our plants have obtained ISO9001 and ISO/TS16949 certification which is the international standard of quality management system. Also each plant has its own quality control goals to produce appealing products through TQM*2 activities.

*1 Strong product designs that come with little unevenness in quality and insusceptible to usage environment.
 *2 Total Quality Management

Expanding all manufacturing operation to office employees aiming production process quality control

All employees at our company act based on the principle of "Customer Comes First" and we aim to perfect quality assured production processes for all our operations. Production process quality control means that "quality is built in during the production process", and is the idea on which all our work is based.

Working from the idea of "No defects shall be tolerated in any production process to ensure that there will be no defects in post-production (i.e., in the product given to customers)" in manufacturing, we have as our goal a robust design to prevent against environmental changes and manufacturing scattering, are promoting the expansion of quality engineering throughout our entire company, and are of course aiming for a zero defect production process for our mass produced goods as well as a defect-free production process from the very first day of production for a new product. Furthermore, we are expanding production process quality control ideas and know-how that have taken root at the assembly line (Manufacturing Division) expanding to the work of the back offices (Administrative and Technical Divisions) and are tackling operations reform throughout the entire company so that they all can make judgments on site about work quality.

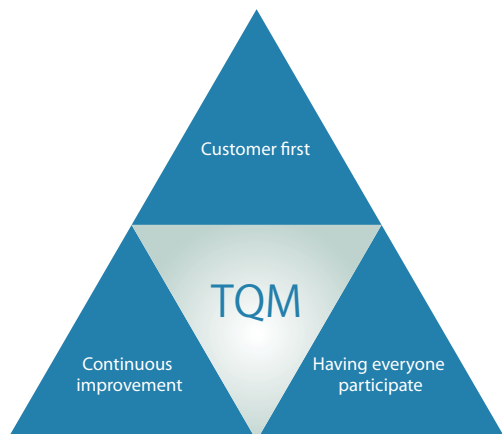


Staff Production Process Quality Control Exhibition

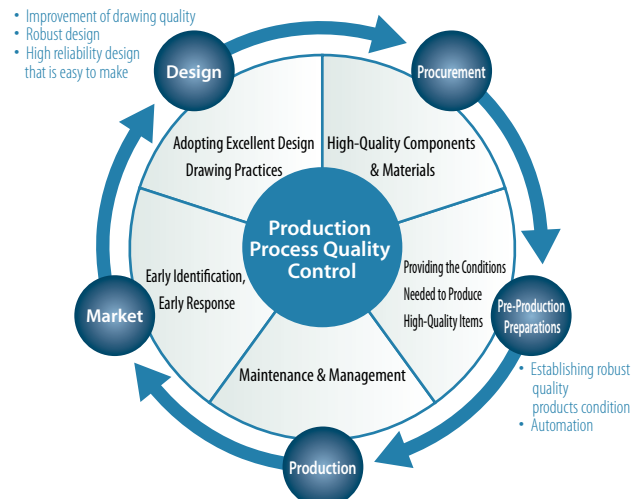


Observational rounds through the production process by the President

■ TQM Activities



■ Production process quality control that aims for a zero defect production process



Relationship with our Customers

Sales activities responsive to customer needs

The role of the Sales Division stands at the front lines of our company. They listen to needs and development information from key members in technology and improvement, and connects those needs with sales promotion. While cultivating an amicable relationship with customers, we have collected and analyzed diverse information such as necessary matters and problems essential to customers. While sharing that content with relevant internal departments, we respond to the diverse needs from customers and make unique proposals to build a relationship of trust with those customers.

Market quality observation and countermeasure promotion

We established a system through which whenever quality problems occur in the market information is conveyed through automotive manufacturers, then swiftly passed on to the relevant internal divisions, after which causes are ascertained through such methods as analyzing recalled products, and then measured to prevent a reoccurrence of the problem. At times when it is difficult to find the cause of a problem and its solution at our company, we team up with the quality divisions of automotive manufacturers, conduct tests using test vehicles etc., and work to promote a swifter and more precise prevention of reoccurrences and preemptive measures for our next product.



Activities for improving market reliability

Customers praise us as a superior supplier

Award
10 companies

Our products are delivered to automotive manufacturers of various countries in the world and support its basic performance of the automobile. Each manufacturer commends an excellent supplier every year and Toyoda Gosei has received commendations from a large number of clients.

Award for quality in fiscal 2008

Award names	Awarded company	Origin of commendation
Quality Corporation Award	TGNAI (Indiana plant on TGMO)	TEMA (Toyota North America Supervising Sites)
QUALITY AWARD 2008	TGKY	
QUALITY AWARD 2008	TGMINTO	
TG's Quality achievement Q1	TGRT	AAT (FORD)
Quality-Delivery achievements A rank	TGSSI	KTB (MITSUBISHI)
Excellent Quality Award	Tai-Yue Rubber	Tai-yue Rubber Industrial Co.,Ltd Kuozui MOTORS,LTD
Supply Quality Award 2007	TGCZ	TPCA (Toyota Peugeot Citroen Automobile)
Good Quality Award (6 companies)	Fu-Yue	Sichuan FAW Toyota Motor Co.,Ltd.
Good Quality Award (7 companies)	Zhangjiagang TGP	Sichuan FAW Toyota Motor Co.,Ltd.
Commendation for achievement on reducing free repairs	Toyoda Gosei	Toyota Motor Corporation Takaoka Plant
Free repair expense reduction policy proposal adoption commendation	Toyoda Gosei	Toyota Motor Corporation

Case study

Protecting backseat passengers during rear collisions

There are many collisions from following cars among car crash cases, and in compact cars there are times when the heads and necks of backseat passengers are damaged. We developed "rear-end impact airbags" in the world first to protect passengers during collisions from the rear.

An airbag and its inflator (gas generator) are incorporated into the underside of the roof at the back end of a vehicle, and it inflates in a downward motion; through this we have increased safety by protecting the heads of passengers.



Rear-end impact airbag (The world's first)



Relations with our Employees

With "Humanistic corporate culture" and "Safety comes first" as our fundamental principles, we aim to create a healthy workplace where employees can work with peace of mind.

Highlight of fiscal 2008

■ Publishing the "TG Child-Care and Nursing Care Support Guidebook"

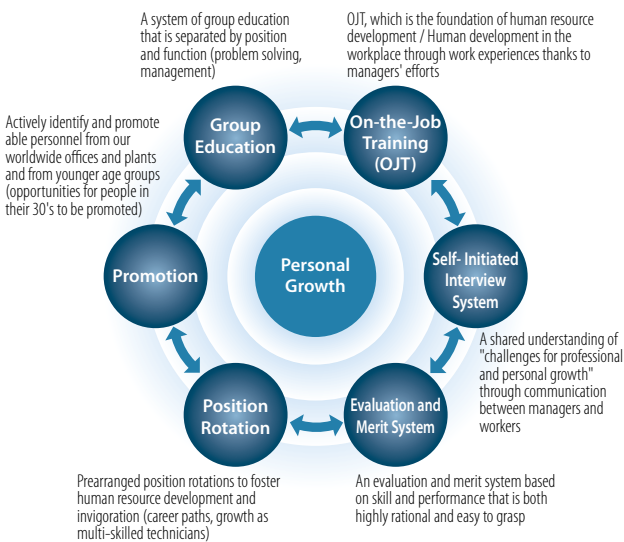
■ Our company newsletter "TG Times" has received an award of the "Grand Prize" in recommended company newsletter.

Developing human resource who can think and operate independently

All our employees share a sense of values that state "as a corporation we are only as strong as our human resources and these resources represent our true products".

The center of human resource development is on-the-job training. For the sake of planning and a fostering human resource development consciousness, we are concentrating our efforts on the preparation of a human resource system and the creation of a training structure.

■ Human Resource Systems



correspondence course centered on younger personnel and have planned to raise our levels of ability. Additionally, we have sought to ensure the minimum level of English necessary for everyday communication in our employees being transferred overseas, and have begun offering training sites and opportunities including training camps in fiscal 2008. We are also trying to raise the language ability (in English) for the entire company through such methods as developing an index of TOEIC score for the managerial workers. For the sake of continuously maintaining human resource development including these policies, we are concentrating on the advancement of the internalization of education and a training culture in which superiors cultivate their subordinates.

*1 Plan, Do, Check, Action



Language training

■ Training Structure

Position title	Training according to employees' positions	Basic technical training	Overseas-related education
General managers / Division leaders	Management training for general managers / division leaders	Educational system for engineers	Language training Education for transferred/local employees *2 GPC activities
GL/Section leaders	Management training for GL / section leaders, problem-solving mentoring training		
Subsection leaders	Management training for subsection leaders		
Team leaders	Training for team leaders		
General employees	3 level training, problem solving basics training		
New employees	Training for new employees		

*2 Global Production Center

Fostering a training culture



For the sake of ensuring for all positions that "Problem solving aptitude (PDCA¹ based work advancement)" is the fundamental philosophy for moving work forward, we are implementing training throughout fiscal 2009 for all team members [or white-collar workers].

Meanwhile, subordinates nurturing plays a vital role for the managerial workers, and in order to orient them toward leading their subordinates, we implemented communication training program in fiscal 2007 and problem solving leadership training program in fiscal 2008.

Also, amid the current globalization, every team member including managerial workers are aiming to communicate during everyday conversation using English. Starting in fiscal 2003 we have held English

T O P I C S

Inazawa Plant great dining hall cleanup campaign

The Inazawa Plant employee dining hall has undergone renewal through repairs and cleaning done by the employees. Previously we had entrusted this to specialist contractors, but we conducted a cleanup effort after thinking that "we should beautify our workplace ourselves". There are number of expert employees at Inazawa plant and they renewed everything including the ceilings, walls, and windows by themselves. With the wisdom and ideas of employees it has the great appearance through such methods as creating flowerbeds and LED spaces by the dining hall entrance. After completion, we independently implement regular cleanup and the ring of these activities is expanding within other plants.



Relations with our Employees

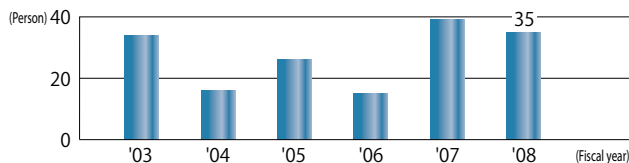
Enhancement of a system that enables selection of one's own way of working

While considering the "work/life" balance of each individual employee, we are planning the enhancement of a system that enables employees to choose their way of working. We are also offering assistance such as the introduction of a short-time working system and the support of a day nursery on national holidays which fall during our operating days. And we support working fathers and mothers, allowing them to work with greater peace of mind and motivation. We published the "TG Child-Care and Nursing Care Support Guidebook" in fiscal 2008 and assist our employee's child-care.



TG Child-care and Nursing care support Guidebook

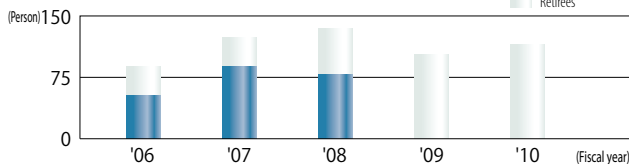
Changes concerning those who take child-care leave



Creation of a system that enables work with peace of mind after retirement

Starting in April of 2006, we established the "Retiree Reemployment System" and are creating a system that enables work with peace of mind after retirement as well.

Changes in Reemployed Retirees



TOPICS

Our company newsletter has received an award of the "Grand Prize" in recommended company newsletter from Nippon Keidanren.

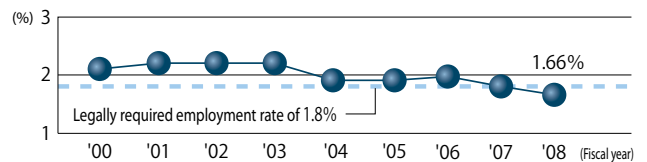
In fiscal 2008 our company newsletter "TG Times" received the "Grand Prize" in the Nippon Keidanren promotion nomination of internal company report selection system. The planning content and design of the publication underwent renewal in 2008 under our editorial policy of creating a "lively company newsletter". This content received acclaim and was a reason why we received the prize.



Creation of a workplace in which the disabled people also can easily do their jobs

At our company we proactively strive to employ members with disabilities. We have posted consultants to each workplace and take into consideration ease of work in our creation of workplaces and will strive to boost the employment rate by means of reinforcing recruitment activities in the future.

Changes in the employment rate of disabled people



Planning mental and physical health support

Mental and physical health are the major pillars of employee health management, and we are considering various policies to plan mind/body health maintenance and promotion within the company.

Health Educational Structure

Health Care				
Plant managers	Physical health manager education	Mental health leaders education	Mental health (follow-up) education	Stress education
General managers				
Division leaders / Assistant managers				
Section leaders	Mental health education for management directors			
G L				
Supervisors	Good life seminar 35 (Physical health education at 35 years old)			
TL and Subsection leader				
Team leader				
General employees				

Enhancing the mental health education of management directors

In fiscal 2008 we regularly held mental health education sessions for each employee position, with special emphasis on newly appointed management directors, division leaders, and assistant managers, by promoting an efficient workplace operation and smooth communication. We promote good mental care and planning to enhance counseling provided by licensed professionals at each operations site. With the number of consultants declining, the results are steadily beginning to show.

Held "Good life seminar 35"

Participants in Seminars **113** people
Participants in Symposium **over 1,300** people

For physical health, from fiscal 2007 through 2008 we have conducted everyday living health education such as the prevention of lifestyle illnesses by targeting 35 year old employees with the holding of a "Good Life Seminar 35" to heighten self-health management awareness. Also, we are holding symposiums to promote education concerning the prevention of the arteriosclerosis that causes stroke and heart infraction. Industrial physicians are currently conducting physical education through health consultations targeting employees posted in East Asia.

Promoting activities to achieve our goal of zero accidents

Under the direct leadership of our president, who is the General Health and Safety Manager of the whole company. We are driven by two powerful forces - the "Division for the Development of a Safe Workplace" and the "Division for the Development of Safety Aware Personnel". We are actively working to achieve our goal of zero accidents.

21 domestic and overseas operation sites obtained occupational safety management systems

In "Develop a Safe Workplace" we aim to have a workplace with none of the dangerous aspects or causes of danger that are linked with accidents and are tackling the making of our facilities safe, forklift-free activities. Also, we are moving forward with activities to acquire the OSHMS^{*1} certification in domestic, and OHSAS^{*2} certification in overseas, a common standard for occupational health and safety management systems. As of fiscal 2008 the sites written below have attained this certification.

*1 Occupational Safety and Health Management Systems
*2 Occupational Health and Safety Assessment Series

The state of occupational health and safety management systems acquisition

Toyoda Gosei	<ul style="list-style-type: none"> ● Heiwacho Plant ● Haruhi Plant ● Inazawa Plant ● Bisai Plant ● Nishimizoguchi Plant ● Morimachi Plant
Domestic Affiliates	<ul style="list-style-type: none"> ● Ichiei Kogyo Co., Ltd. ● Hinode Gomu Kogyo Co., Ltd. ● TG Maintenance Co., Ltd. ● Chusei Gomu Co., Ltd. ● Hoshin Gosei Co., Ltd. ● TG Logistics Co., Ltd.
Overseas Affiliates	<ul style="list-style-type: none"> ● Fong Yue Co., Ltd. ● Bridgestone TG Australia (Pty) Ltd. ● Tianjin Toyoda Gosei Co., Ltd. ● Tianjin Star Light Rubber and Plastic Co., Ltd. ● Toyoda Gosei Czech, s.r.o. ● Toyoda Gosei (Thailand) Co., Ltd. ● TG Kirloskar Automotive Pvt. Ltd. ● Toyoda Gosei (Tianjin) Precise Plastic Co., Ltd. ● Toyoda Gosei Texas, LLC

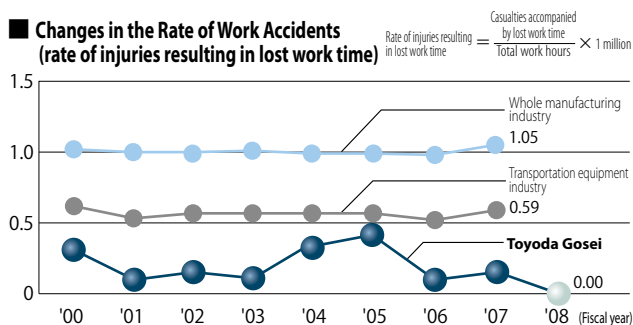
Implementation of manager and supervisor safety ability evaluations

Creating "Safety Aware Personnel" is an awareness building activity that focuses on cultivating individuals capable of identifying possible "threats" as risks by checking all employees and providing guidance to those who need it with respect to this matter. We are also conducting evaluations of the safety ability of managers and supervisors, and as of fiscal 2008 we have given awards to 15 outstanding managers and 15 outstanding supervisors.

Main Activities in Fiscal 2008

Implementation issues	
Development of Safety Aware Personnel	1 <ul style="list-style-type: none"> ● Evaluating and working to improve every employee's abilities to ensure safety ● Improving and commending supervisors' abilities to evaluate aptitude for safety assurance
	2 <ul style="list-style-type: none"> ● Awareness-raising of all employees <ul style="list-style-type: none"> • Implementing "danger sensitivity education"
	3 <ul style="list-style-type: none"> ● Safety aware personnel activities for engineers <ul style="list-style-type: none"> • "Genchi-Genbutsu KY education" and "danger sensitivity education"
Development of a Safe Workplace	4 <ul style="list-style-type: none"> ● Forklift-free for operations, promoting to separate employees in platforms/passageways from forklift work area
	5 <ul style="list-style-type: none"> ● Conducting risk assessment of facilities and tasks (countermeasures against defects & against stationary condition) ● Prevention measure for metal molds dropped based on the storage specifications ● Standardizing a operational sequence from acceptance, storage and to exchange of metal molds
	6 <ul style="list-style-type: none"> ● Outworking of anti-earthquake measure and following-ups of the suppliers ● Prevention of fire/explosion and reinforcement of daily monitoring activity

Changes in the Rate of Work Accidents (rate of injuries resulting in lost work time)



Creating a workplace in which it is easy to do one's job through direct dialogues with unions

Based upon our fundamental philosophy on labor management relations, "establishing mutual trust and sharing responsibilities between employees and management" we hold discussions with the labor union on wage, working environment, working hours and other general working conditions.

We regularly hold meetings with the "Central Labor-Management Council", the "Divisional Labor-Management Council", and the Divisional Labor-Management Council. The division chiefs themselves and union members directly discuss matters closely related to the workplace and aim to create a workplace in which it is easy to do one's job.

Relationship with our Shareholders

By increasing corporate value and proactively disclosing information, we strive to enable understanding of our company's achievements and ways of thinking.

Highlight of fiscal 2008

■ Participated in IR events for foreign institutional investors

■ Revealing production plants of Interior and Exterior parts business unit to the mass media and analysts

Achievements and rates of return

We regard a reasonable rate of return as a management priority to provide to our shareholders, and we aim to achieve more dynamic business operations, and increase corporate value.

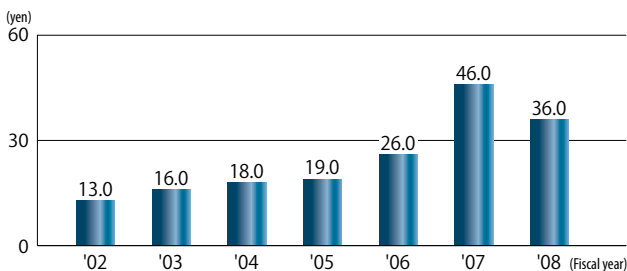
We proactively developed new products and worked to expand sales in fiscal 2008, but due to the impact of the across the board reductions in automobile productions domestically and overseas the automotive parts operations that are our mainstay had sales of 546.3 billion yen, down 17.5% from the previous year.

With respect to profits in the new market of the optoelectronic products that represent our non-automotive parts business, we were able to secure an increase in profits by the price reduction efforts such as the effects of increased sales and yield ration improvement. As for automotive parts business, regardless of conducting exhaustive streamlining efforts, we were unable to absorb the negative impact of decreased production, and our ordinary income of 12.1 billion yen represented a decrease of 75.9% in comparison with the previous year. Our net income for the period was 3.9 billion yen, down 87.2% from the previous year. As a result, annual dividend payouts were set to 36 yen per share.

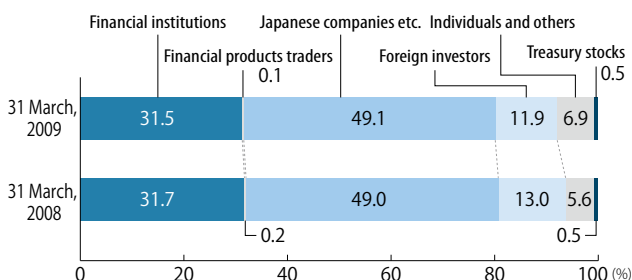


Report on Achievements

Changes in Dividends



Distribution of Shareholders



Suitable information disclosure as an open company

At our company, through regular information dissemination through our homepage and IR tools as well as the promotion of financial briefing and IR events, we strive for suitable information disclosure.

Twice every year we hold large meetings targeting institutional investors and securities analysts, proactively respond to small meetings (individual discussions) as well. Also, we participated in IR events for foreign institutional investors in fiscal 2008.

Main IR Activities

Targeted person	IR activities
Domestic institutional investors Securities Analysts	Financial briefing, Individual consultation Plant tour
Overseas institutional investors	Published "Annual Report"
Individual shareholders and investors	Participation in IR events
	Published "Report on Achievements" Dissemination of financial and IR information by the homepage



Participation in IR events

Appeal to activism and thinking through plant tours

Participants
in plant tour
30 people

At our company we conduct plant tours for mass media and securities analysts.

In fiscal 2008 we held a plant tour at the Seto Plant and publically revealed our production systems of interior and exterior parts business unit for the first time. After the tour we held a colloquium, establishing a place to communicate with top management including our Chairman and President; these have become precious opportunities to convey our company's philosophy and stance.



Mass media and analyst plant tours

Relationship with our Suppliers

Our company has strong cooperative ties with suppliers and look to develop and grow together.

Highlight of fiscal 2008

- With respect to the labor management of suppliers, we conduct seminars, self-checking, and onsite confirmation and continuously promote compliance
- Proactive responses to discussion pertaining to supplier transactions

Basic Procurement Policy

Our basic procurement policy is to "establish a procurement platform beneficial to us and carry out optimum global procurement by presenting relevant offices and suppliers with procurement plans, policies, etc. that aptly reflect the changing procurement conditions as well as the attitudes of customers and competitors, so that we will be able to produce competitive products." Also, based on the idea that "suppliers support our company", through the principles of "Genchi", "Genbutsu", and "Genjitsu", we will put our company to work and develop supplier structural strengthening policies.

Holding a procurement policy explanation session



We hold a procurement policy explanation session every April to indicate the direction we should go toward creating the atmosphere that surrounds our company and have our procurement policy for the year firmly understood.

We ask approx. 200 suppliers of products parts, processing, materials, facilities, and metal molds to participate in this session to discuss "our challenges and actions to be taken" and, in relation to this year's "procurement policy", to talk about safety, quality, quantities, costs, technology, global expansion, CSR, etc. so we can enhance the level of coordination with these suppliers.

We also give awards to suppliers who have provided a noteworthy contribution in each field, showing our appreciation in order to encourage all the suppliers who participated to continue progress. This time, in addition to past awards given in the fields of quality, price, and technology, we also established an "Environmental Contributions Prize".



Procurement policy briefing session

Tackling quality improvement, compliance

We are taking actions to grow with our suppliers through standardized work maintenance, prevention of defective outflow for quality improvement, and the suppliers' participation regarding the design of metal molds and products and through cost reduction activities geared toward improving competitiveness.

With respect to the labor management of each company in fiscal 2008, we

conducted seminars, self-checking, and onsite confirmation to promote compliance even further.

Also, with respect to the worsening of economic conditions, we are proactively moving forward discussions with suppliers concerning management and responding to transaction problems.

Strengthening our collaboration with suppliers

Four times each year, about 100 suppliers participate in a procurement liaison meeting. The content of this meeting includes expansion of production information, quality control, compliance activities, safety activities, earthquake countermeasures, security management, harmful substances management, etc. We plan to enrich the content by, incorporating ongoing themes and introducing new themes such as public guarantees, lending, subsidies and lateral development regarding recommended ways to handle reduced production.

Promoting green procurement

Based on our company's "Green Procurement Guidelines (2nd Edition)" we continue to expand environmental activities. The structure of the guidelines is divided into 2 components: "environmental management" and "harmful substances management".

We have produced good results in "environmental management" by acquiring ISO14001 certification involving, energy saving and waste reduction.

In addition to continuing to respond to the EU's ELV^{*1} regulation, we are also conducting components confirmation in response to the EU's REACH^{*2} regulation. As a new theme we would like to unite with suppliers to move forward with VOC^{*3} management in "harmful substances management".

*1 End of Life Vehicle

*2 Registration, Evaluation, Authorisation and Restriction of Chemicals

*3 Volatile Organic Compounds

Involvement in Local Communities

As regional good corporate citizens we are trying to have a positive presence in our local communities.

Highlight of fiscal 2008

■ Establishment of volunteer centers as volunteer activities sites

■ Making active efforts to handle overseas sites volunteer activities

Further bolstering social contribution activities

As an automotive parts manufacturer, we are making efforts to create a better local communities through interaction with local residents, such as having traffic safety educational activities, fostering the development of youths, and supporting the socially vulnerable. As a global corporation, we put emphasis on this country's socialization and regionalization and we are positively working on volunteer activities in regions where our overseas sites are located.

We established volunteer centers in the general administration division to bolster our contribution activities further in fiscal 2008. These centers have a positive presence in our local communities, provide organizational support such as the enhancement of current activities, plans for new activities and collecting and disseminating information while collaborating with local communities.

Proactive volunteer activities at overseas sites

We are conducting volunteer activities appropriate to each region or country at our overseas sites. Their content has been diversified to include contribution of education, welfare and local events, education/sports assistance, local cleanup activities, and philanthropy. Also, during times of disasters we provide moneys in token of sympathy for victims and donations. Employees actively participate in volunteer activities at each plant and contribute to local communities while familiarizing themselves with local residents.



Stationary Donation for local elementary school (TGKL)

Thorough cleanup activities at each plant

Participated in the cleanups
Over **1,000**
employees in total

On "Zero Waste Day", held on May 30 every year, our main plants hold cleaning activities in their communities in response to campaigns to eliminate illegal dumping, and beautification campaigns, arranged by local governments.

In fiscal 2008 it was estimated that over 1000 employees participated in cleanup around our plants. We also are promoting local beautification campaigns like neighboring cleanup activities at 9 plants including the Haruhi Plant.



Zero waste cleaning activities

Emphasising the importance of traffic safety

Participated in the traffic safety campaign
3,000 employees
in total

We are focusing our efforts on regional traffic safety educational activities to reduce traffic accidents and protect vulnerable road users, in collaboration with local governments and the police. About 3,000 employees participate in the traffic safety campaigns held each season during periods designated as "Toyota Group Traffic Safety Month". In addition to advocating traffic safety at intersections near our plants, in February of fiscal 2008 we conducted the 23rd "Traffic Safety presentation (on Valentine's Day)" and informed kindergarten students of the importance of traffic safety.



Traffic Safety presentation at kindergarten

Fully supporting "Ichinomiya Boys and Girls Invention Club"

Participants
in the club
73 people

The "Ichinomiya Boys and Girls Invention Club" was launched in 2007; its goal is to provide a setting that will nurture the dreams and passion for inventions and technology of young boys and girls leading the next generation. Through the experience of creating something, we hope to help them grow into creative human beings. Our company has fully supported the club after its creation, and we are participating in its planning and management, providing educational materials and facilities, and dispatching retired employees to act as leaders. In addition to the 25 participants from the previous year, 48 new students participated in fiscal 2008, and they conducted activities such as making arts and crafts using everyday materials, making crafts with wood, and free

creation of things using our company's LED.

We will provide our facilities as the classroom in fiscal 2009.



Ichinomiya Boys and Girls Invention Club

"Wheelchair doctors" visiting welfare facilities and hospitals

The number of annual
repairing wheelchairs
Approx. **240**

Our company's employee volunteer group the "Wheelchair Doctors" visit six of the nursery homes and hospitals within Inazawa City once a month and repair wheelchairs. These activities have continued for 12 years; a volunteer group of about 10 wheelchair doctors adjust and repair loose brakes, broken foot pedals etc.

Due to a request from a local high school, in fiscal 2008 we visited the school for the first time and provided wheelchair repair technical instruction to students.



Wheelchair doctors

Club team players held sports classrooms in each region

Total classes of
holding three clubs
More than **100**
times

Our company is concentrating on the promotion of company sports; we have a volleyball team named "Trefuerza" in the V-Premier League, a handball team, the "Blue Falcon", in the Japanese League, and a basketball team, the "Scorpions", in the Japanese League Division 2.

Each club held classes in their spare time before their league match start and during their off season in the neighboring communities, emphasizing on local interchange through sports.

In fiscal 2008 the blue Falcons and Scorpions were widely involved in such activities as interacting with disabled people.



Volleyball class



Handball class



<http://www.toyoda-gosei.co.jp/kigyou/sports/index.html>

Donating soccer tickets to the facilities for disabled people

We donated tickets for the Nagoya Grampus home game to vocational aid centers for disabled people at "Kashinoki Sagyosho" and "Sobue Welfare House" so that disabled people who have few opportunities to go out could enjoy a soccer match.



Everyone from "Kashinoki Sagyosho" who watched the soccer match

Globally Expanding Environmental Management

In order to appropriately respond to environmental problems that have spread to a global scale, we are further promoting environmental activities that include the domestic and overseas affiliated companies.

Based on our environmental policy, we are conducting numerous activities with the environment in mind. In addition to taking the environment into consideration in every process from development through production and sales, we quickly respond to changes in the law and the needs of our time and are tackling environmental activities as Toyota Gosei Group.

Environmental Policy

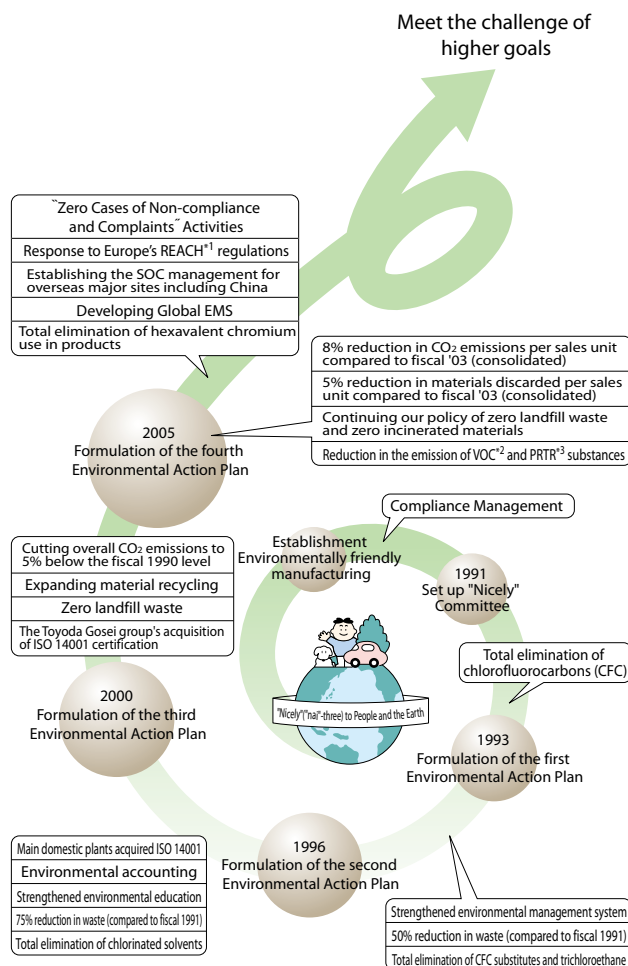
1 Promotion of environmentally-friendly corporate activities

Maintain the awareness that our business is deeply linked to the environment at every stage from development, production, and sales to disposal. Promote environmentally-friendly corporate activities in cooperation with customers and public administrations as the Toyota Gosei Group, including the domestic and overseas affiliated companies and suppliers, as well as all the business units of Toyota Gosei.

2 Efforts as a good corporate citizen

Take a progressive approach to local and social environmental activities as a good corporate citizen while participating in and offering support and cooperation for environmental activities with various organizations. Educate our employees so that they participate in environmental activities as a member of the region or community, while offering them support for their social contribution and volunteer activities.

3 Transmit the information of these efforts broadly and listen to a variety of opinions for greater improvement of activities.

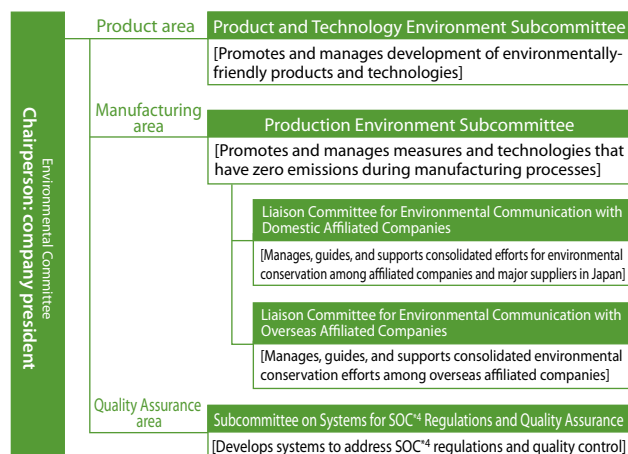


Organization for Promoting Environmental Action

The "Environmental Committee", with our President as chairman, discusses and determines important issues of environmental policies for the Toyota Gosei Group as a whole. Our Environmental Committee is made up of 3 subcommittees; these subcommittees promote environmental conservation and management activities from their own professional viewpoints in cooperation with subsidiary organizations such as liaison committees and working groups.

*1 Registration, Evaluation, Authorisation and Restriction of Chemicals
 *2 Volatile Organic Compounds
 *3 Pollutant Release and Transfer Register
 *4 Substances of Concern (Environmentally harmful substances)

Diagram of the Organization for Promoting Environmental Action



The environmental committee and subcommittees send information to plants and other worksites through specialized committees established according to their own ISO 14001 systems.

Fourth Environmental Action Plan

These are the results of the Fourth Environmental Action Plan (fiscal 2006 to 2010) and results of the activities for fiscal 2008.

We have set more challenging objectives and are continuing those activities which we have already achieved their goals.

Theme	Implementation	Results of the Activities in Fiscal 2008	Reference page																																																							
Development/Design Energy saving/prevention of global warming	<p>① Development of products and technologies which contribute to first-rate fuel consumption</p> <ul style="list-style-type: none"> ▶ Development of products and technologies for weight reduction ▶ Development of products and technologies with lower power consumption ▶ Development of products and technologies for improving aerodynamics 	<p>▶ Examples of development in weight reduction</p> <ul style="list-style-type: none"> — Developed a fuel inlet pipe made of Plastic 	P28																																																							
	<p>② Development of built-in parts for clean energy vehicles and their effective introduction/ popularization</p> <ul style="list-style-type: none"> ▶ Development of products and technologies for fuel-cell vehicles 																																																									
	<p>③ Development of technologies for various energy sources and fuels</p> <ul style="list-style-type: none"> ▶ Development of products and technologies for vehicles ▶ Materials compatible with new fuels 																																																									
Production/Logistics Energy saving/prevention of global warming	<p>④ Reduction of CO₂ in production and Logistics activities</p>	<p>▶ Production case studies</p> <ul style="list-style-type: none"> — Independently developed a molding machine <p>▶ Efforts for logistics</p> <ul style="list-style-type: none"> — Improved efficiency of loading — Localization of productions among customers — Focused extensively on fuel-efficient driving 	P28 P29																																																							
		<table border="1"> <thead> <tr> <th colspan="2"></th> <th>Item</th> <th>Goals for Fiscal 2010</th> <th colspan="2">Results for Fiscal 2008</th> <th>Evaluation^[3]</th> <th></th> </tr> </thead> <tbody> <tr> <td rowspan="3">Production</td> <td>Consolidated</td> <td>CO₂ emissions per sales unit</td> <td>Reduce by 8% compared to fiscal 2003</td> <td>90^[2]</td> <td>Achieved a 10% reduction compared to fiscal 2003</td> <td>○</td> <td>P28</td> </tr> <tr> <td>Non-consolidated</td> <td>CO₂ emissions</td> <td>Reduce by 10% compared to fiscal 2003</td> <td>117,000 tons of CO₂</td> <td>Achieved a 5% reduction compared to fiscal 2003 (Increased by 1% compared to fiscal 1990)</td> <td>○</td> <td>P28</td> </tr> <tr> <td>Non-consolidated</td> <td>CO₂ emissions per sales unit</td> <td>Reduce by 15% compared to fiscal 2003</td> <td>86^[2]</td> <td>Achieved a 14% reduction compared to fiscal 2003</td> <td>○</td> <td>P28</td> </tr> <tr> <td rowspan="2">Logistics^[1] (Non-consolidated)</td> <td></td> <td>CO₂ emissions</td> <td>Reduce by 10% compared to fiscal 2003</td> <td>12,816 tons of CO₂</td> <td>Achieved a 4% reduction compared to fiscal 2003</td> <td>○</td> <td>P29</td> </tr> <tr> <td></td> <td>CO₂ emissions per sales unit</td> <td>Reduce by 10% compared to fiscal 2003</td> <td>88^[2]</td> <td>Achieved a 12% reduction compared to fiscal 2003</td> <td>○</td> <td>P29</td> </tr> </tbody> </table>			Item	Goals for Fiscal 2010	Results for Fiscal 2008		Evaluation ^[3]		Production	Consolidated	CO ₂ emissions per sales unit	Reduce by 8% compared to fiscal 2003	90 ^[2]	Achieved a 10% reduction compared to fiscal 2003	○	P28	Non-consolidated	CO ₂ emissions	Reduce by 10% compared to fiscal 2003	117,000 tons of CO ₂	Achieved a 5% reduction compared to fiscal 2003 (Increased by 1% compared to fiscal 1990)	○	P28	Non-consolidated	CO ₂ emissions per sales unit	Reduce by 15% compared to fiscal 2003	86 ^[2]	Achieved a 14% reduction compared to fiscal 2003	○	P28	Logistics ^[1] (Non-consolidated)		CO ₂ emissions	Reduce by 10% compared to fiscal 2003	12,816 tons of CO ₂	Achieved a 4% reduction compared to fiscal 2003	○	P29		CO ₂ emissions per sales unit	Reduce by 10% compared to fiscal 2003	88 ^[2]	Achieved a 12% reduction compared to fiscal 2003	○	P29											
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Development/Design Recycling of resources	<p>⑤ Development of recycling technologies</p> <ul style="list-style-type: none"> ▶ Development of technologies for improving ELV* parts recycling 	<p>▶ Efforts for enhancing recycling efficiency</p> <ul style="list-style-type: none"> — Promoting new recycling techniques — Responded to regulations of laws, such as the European Union's (EU) ELV* Directives and to the ELV Recycling Law <p>*End of Life Vehicle</p>	P29																																																							
	<p>⑥ Further promotion of designs which facilitate recycling</p> <ul style="list-style-type: none"> ▶ Further promotion of designs which facilitate recycling and their application to products 																																																									
Production/Logistics Recycling of resources	<p>⑦ Further promotion of effective utilization of resources for realizing the recycling society</p>	<p>▶ Production case studies</p> <ul style="list-style-type: none"> — Waste rubber reduction through desulphurization technology <p>▶ Efforts for logistics</p> <ul style="list-style-type: none"> — Reduction of packaging materials 	P30 P30																																																							
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Fourth Environmental Action Plan

Theme	Implementation	Results of the Activities in Fiscal 2008	Reference page										
Development/Design/ Mass production	⑧ Management of environmentally harmful substances Further promotion of reduction activities Total elimination worldwide of 4 environmentally harmful substances ^{*1} subject to restriction	<ul style="list-style-type: none"> ▶ Promoted managerial and reduction activities ▶ Examples of development leading to the reduction of Environmentally harmful substances — Paint-free for air purifier front plate 	P31 P31										
	⑨ Reduction of emissions of PRTR ^{*2} substances	<ul style="list-style-type: none"> ▶ Reduced PRTR^{*2} substances — Improvement of paint coating efficiency <table border="1"> <thead> <tr> <th>Item</th> <th>Goals for Fiscal 2010</th> <th colspan="2">Results for Fiscal 2008</th> <th>Evaluation^[1]</th> </tr> </thead> <tbody> <tr> <td>Emissions of PRTR substances</td> <td>Reduce by 55% compared to fiscal 2000</td> <td>246t</td> <td>Reduce by 61% compared to fiscal 2000</td> <td>○</td> </tr> </tbody> </table> <p>[1] ○ : Goal for fiscal year was achieved, × : Goal for fiscal year was not achieved.</p>	Item	Goals for Fiscal 2010	Results for Fiscal 2008		Evaluation ^[1]	Emissions of PRTR substances	Reduce by 55% compared to fiscal 2000	246t	Reduce by 61% compared to fiscal 2000	○	P32
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⑩ Reduction of VOC ^{*3} emissions	<table border="1"> <thead> <tr> <th>Item</th> <th>Goals for Fiscal 2010</th> <th colspan="2">Results for Fiscal 2008</th> <th>Evaluation^[2]</th> </tr> </thead> <tbody> <tr> <td>VOC emissions per sales unit</td> <td>Reduce by 50% compared to fiscal 2000</td> <td>42^[1]</td> <td>Reduce by 58% compared to fiscal 2000</td> <td>○</td> </tr> </tbody> </table> <p>[1] This value takes the figure in the base year as 100. [2] ○ : Goal for fiscal year was achieved, × : Goal for fiscal year was not achieved.</p>	Item	Goals for Fiscal 2010	Results for Fiscal 2008		Evaluation ^[2]	VOC emissions per sales unit	Reduce by 50% compared to fiscal 2000	42 ^[1]	Reduce by 58% compared to fiscal 2000	○	<ul style="list-style-type: none"> ▶ Reduction of VOC^{*3} emissions..... — Water based paint for instrument panels — Recovering washer thinners 	P32
Item	Goals for Fiscal 2010	Results for Fiscal 2008		Evaluation ^[2]									
VOC emissions per sales unit	Reduce by 50% compared to fiscal 2000	42 ^[1]	Reduce by 58% compared to fiscal 2000	○									
⑪ Further CO ₂ reductions from global business activities	<ul style="list-style-type: none"> ▶ Understood the actual reduction in global CO₂ emissions and promoted the established reduction plan 	P32											
Production/Logistics	⑫ Enhancement of consolidated environmental management	<ul style="list-style-type: none"> ▶ Enhancement of consolidated environmental management — Domestic and overseas plants acquired ISO14001 and the current assessment status — Environmental Audits (Internal Environmental Auditing, External Environmental Auditing) — (Kaiyo Gomu Co.,Ltd.) – Efforts of the domestic affiliated companies — (TG Kirloskar Automotive) – Efforts of overseas affiliated companies 	P32 P33 P34 P34										
	⑬ Further promotion of environmental management by business partners	<ul style="list-style-type: none"> ▶ Promoted Procurement Policy — Held seminars regarding Procurement Policy — Contained survey of very high concern substances covered..... by the EU's chemical substances regulation REACH^{*4} 	P22 P31										
	⑭ Enhancement of environmental education	<ul style="list-style-type: none"> ▶ Systematically implemented environmental education programs..... 	P33										
	⑮ Promotion of new business activities which contribute to improving the environment	<ul style="list-style-type: none"> ▶ Examples of promotion of new business activities which — Expansion of LED business for consumer use 	P35										
	⑯ Steady reduction of environmental burden in life cycle through full-scale application and popularization of Eco-VAS. ^{*5}	<ul style="list-style-type: none"> ▶ Regularly reported data on resource consumption and environmental impact based on clients' systems 	—										
	⑰ Contribution to formation of a recycle oriented society	<ul style="list-style-type: none"> ▶ Community case studies — Cooperated in community cleaning activities — Proactive volunteer activities at overseas sites — Begin afforestation at plant sites 	P23 P23 P36										
Management	⑱ Disclosure of environmental information and enhancement of interactive communication	<ul style="list-style-type: none"> ▶ Disclosure of environmental information and enhancement of interactive communication — Holding a plant tour for the mass communication and analysts (Seto Plant) — Participation in Messe Nagoya 2008 — Publication of "Toyoda Gosei Report 2009" 	P21										
	⑲ Proactively contributing to and advising on environmental policies with a view to sustainable development	<ul style="list-style-type: none"> ▶ Participated in the environmental policies of the Japan Auto Parts Industries Association, the Japan Rubber Manufacturers Association and other organizations 	—										
Environmental management	⑲ Proactively contributing to and advising on environmental policies with a view to sustainable development	<ul style="list-style-type: none"> ▶ Participated in the environmental policies of the Japan Auto Parts Industries Association, the Japan Rubber Manufacturers Association and other organizations 	—										
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Cooperation with society	⑲ Proactively contributing to and advising on environmental policies with a view to sustainable development	<ul style="list-style-type: none"> ▶ Participated in the environmental policies of the Japan Auto Parts Industries Association, the Japan Rubber Manufacturers Association and other organizations 	—										
	⑲ Proactively contributing to and advising on environmental policies with a view to sustainable development	<ul style="list-style-type: none"> ▶ Participated in the environmental policies of the Japan Auto Parts Industries Association, the Japan Rubber Manufacturers Association and other organizations 	—										

*1 Lead, mercury, cadmium, and hexavalent chromium *2 Pollutant Release and Transfer Register *3 Volatile Organic Compounds
*4 Registration, Evaluation, Authorisation and Restriction of Chemicals *5 Eco-Vehicle Assessment System

Energy Saving/Prevention of Global Warming

We have bolstered our handling of vehicle weight reduction and energy diversification. While planning high productivity and logistics streamlining, we aim to reduce CO₂ emissions.

Highlight of fiscal 2008

Nonconsolidated: We achieved reducing CO₂ emissions by 5% toward the goal of a 10% reduction from fiscal 2003 to fiscal 2010. We also achieved the goal of CO₂ emissions per sales unit (a 14% reduction compared to the goal of 15%)

Consolidated: We achieved a 10% reduction in CO₂ emissions per sales unit, surpassing our goal of an 8% reduction.

Development/Design

Handling vehicle weight reduction and clean energy

Under the "Fourth Environmental Action Plan", we developed the following detailed implementation issues for product development: ① vehicle weight reduction that aims to improve fuel efficiency; ② responding to the matters of clean energy vehicles and fuel diversification.

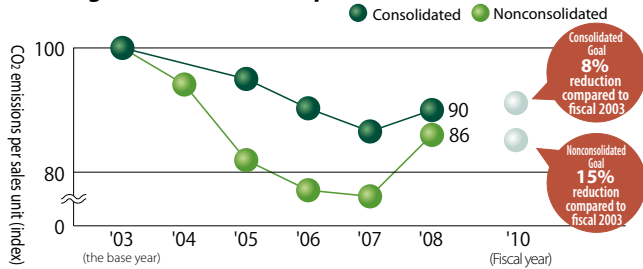
Based on this, in fiscal 2008 we contributed to vehicle weight reduction through such means as changing over to plastic fuel inlet pipes.

Production

Energy saving equipment introduction and CO₂ emissions reduction

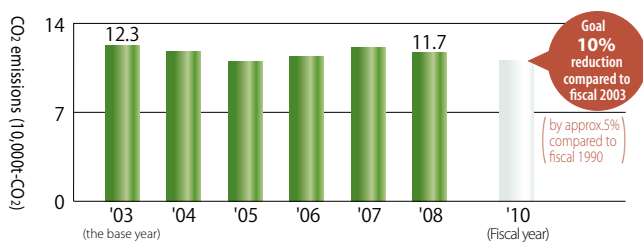
As part of Toyota Gosei Group's global warming prevention policy, we strove to reduce energy consumption while improving productivity. Since fiscal 2005 we have made it our goal to have energy reduction of more than 30% in our new facilities of a certain fixed scale, and through the present we have been replacing equipment with low-energy versions.

Changes of CO₂ Emissions per sales unit (index)



*CO₂ Emissions per sales unit (index) takes the figure for CO₂ emissions in fiscal 2004 as 100

Changes in CO₂ Emissions



* For the CO₂ conversion factor, the following figures are used:
 Conversion formula: [kg-CO₂] = [kg-C] × 3.67 Electricity: 0.3817kg-CO₂/kWh
 Heavy oil A: 2.7kg-CO₂/L LPG: 3.0094kg-CO₂/kg City gas: 2.3576kg-CO₂/m³
 Kerosene: 2.5308kg-CO₂/L

Case study

Realization of weight reduction through a switchover to resin

We changed conventional steel fuel inlet pipes through which the fuel tank is supplied with fuel from the fill opening to resin and succeeded in a 50% weight reduction. By using polyethylene and EVOH* in our materials, we plan to improve durability and fuel permeation prevention.

*Ethylene vinyl alcohol copolymer



Case study

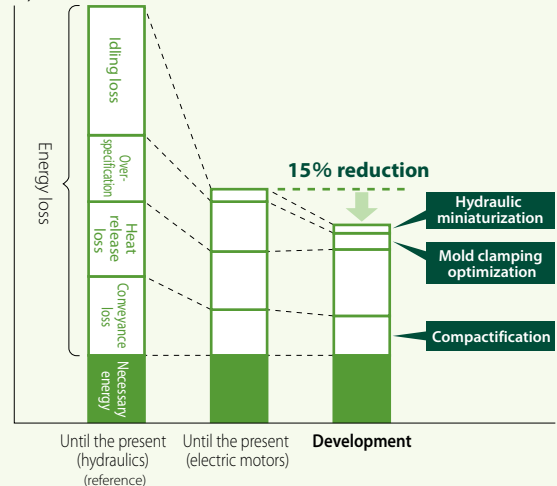
Reducing energy loss through independently developed molding machines

As a joint venture between the Equipment Division and Molding Division, we independently developed molding machines and reduced energy loss stemming from manufacturing of products. By proactively reducing mold clamping loss and conveyance loss that had occurred with our conventional molding machines (commercial devices) and making the molding machines themselves more compact, we cut energy waste.

Through this we succeeded in reducing consumed energy by 15% in comparison with conventionally commercial molding machines (electric motor).

Comparison of energy consumption for molding

Energy consumption (kWh)



Energy Saving/Prevention of Global Warming

Logistics

Thorough logistics in response to quantity fluctuations

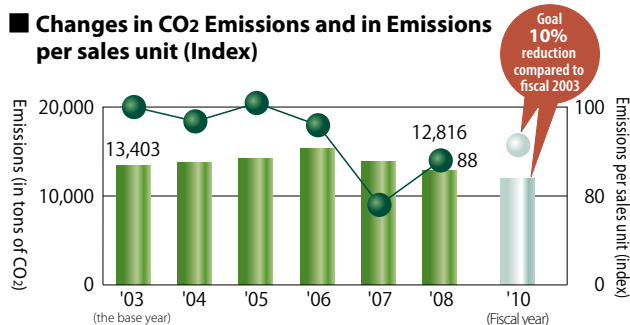
To reduce CO₂ emissions during transportation, we streamlined cargo, dispatching appropriate production quantities, and determining loading capacity based on the "3 Gen-ism" ("Genchi", "Genbutsu", and "Genjitsu", which are translated as "actual locations", "actual materials" and "actual situations", respectively) and tried to "improving efficiency of loading" Every year we set challenging goals and move forward.

Also we reduced CO₂ emissions by expanding "Localization of productions among customers" as a "shortening of logistics flow lines".

Three Pillars for Activities Designed to Reduce CO₂ Emissions from Logistics Operation

1. Actions to increase efficiency and to reduce the number of vehicles dispatched
2. Shortening flow line through route alterations and localization of production sites
3. Pursuing transportations producing less CO₂ emissions

Changes in CO₂ Emissions and in Emissions per sales unit (Index)



*CO₂ Emissions per sales unit (Index) takes the figure for CO₂ emissions in fiscal '03 as 100.
*Applicability: Delivery and mid-process logistics

Resource Circulation

Through effective resource utilization and recycling of goods, we pursue production activities without material discarded.

Highlight of fiscal 2008

- Nonconsolidated:** We achieved reducing materials discarded by 13% compared with fiscal 2003
- Consolidated:** We achieved a 23% reduction in materials discarded per sales unit versus a goal of 5% from fiscal 2003 to fiscal 2010.

Development/Design

Promoting new recycling techniques

Our company promotes design that keeps recycling in mind, and in fiscal 2008 we focused our efforts on high quality material recycling technology to promote reuse of high polymer materials such as rubber products. We are accumulating technology that enables mid process recycling technology to be used in ELV* parts recycling.

*End of Life Vehicle

Technological Development for ELV Parts Recycling

Key items	Approaches
New recycling	<ul style="list-style-type: none"> • New recycling techniques (high quality material recycling) • Techniques to separate composite materials
Installing parts made of recycled materials in vehicles	<ul style="list-style-type: none"> • Development of applications for recycled materials • ELV parts recycling technology
Designing products that are easy to recycle	<ul style="list-style-type: none"> • Easy-to-recycle materials, and innovative component units • Easy-to-dismantle designs for products

Production

Reducing Waste and Materials Discarded

To handle resource circulation in the production stage, we are moving forward with 3 reduction activities: those of "landfill waste", "incinerated waste", and "material discarded".

We are making great improvements with respect to materials discarded, reductions by desulphurization of graft hair affixed EPDM* rubber and expanding in-house re-making pellets of resin.

*Ethylene propylene rubber

Case study

Receiving the GSC prize for desulphurization

At our company we developed technology to recycle the EPDM rubber products that had heretofore been problematic in terms of reuse and resource conversion into high quality recycled rubber. Through this we are reusing mid-production process waste materials and recycling them into raw materials for the same sort of products.

Our technical development and mass production achievements were evaluated, and in 2008 we received the GSC* prize from the Green & Sustainable Chemistry Network, Japan in which the Ministry of Economy, Trade and Industry (Observer) participates that centers on Japan Chemical Innovation Institute.



*Green Sustainable Chemistry

Logistics

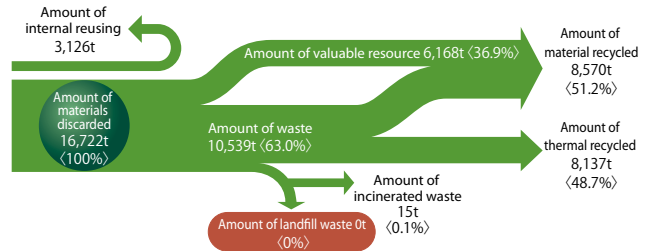
Reduction of packaging materials through shipping carton storage/management and local production

By extensively readjusting the necessary disposable packaging materials used in reusable shipping cartons, in fiscal 2008 we achieved our difficult goal of 109t, which makes a 15% reduction compared to the previous fiscal year.

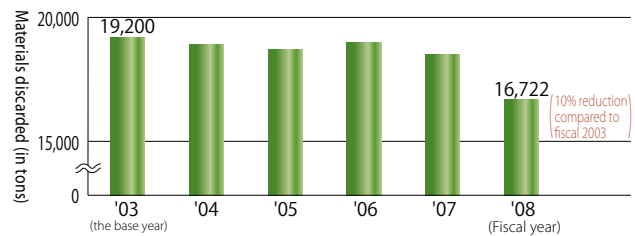
Furthermore, we thoroughly improved the storage state of shipping cartons, and by maintaining the washed and clean state of returned shipping cartons we strove to eliminate the necessity of laying dirt-blocking paper on the bottoms of cartons. Also, by advancing localization of production among customers and reducing lead times, we diminished the number of tumblers. This also led to a reduction in packaging materials. We will continue to promote this effort by setting up challenging targets every year while targeting "Zero" disposable packaging materials as our ultimate goal.

Amount of Waste Generated / Waste Disposal Situation (Results for Fiscal 2008)

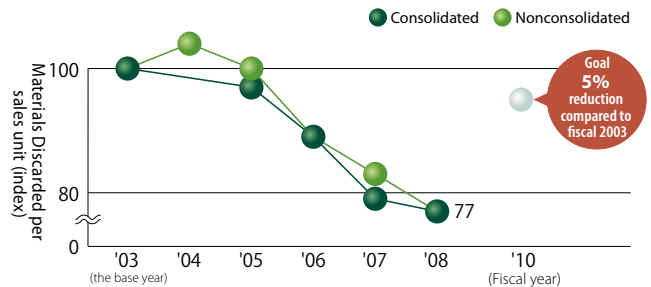
Numbers inside < > are proportions of the emissions.



Changes in Amount of Materials Discarded

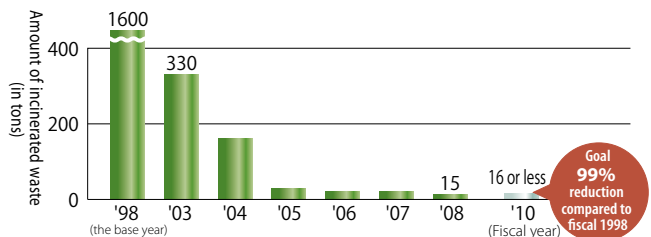


Changes in Amount of Materials Discarded per sales unit (index)



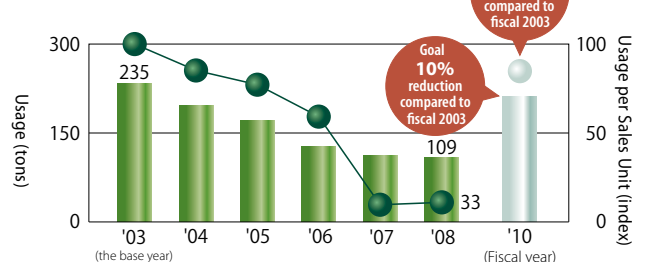
*Materials discarded per sales unit (Index) takes the figure for materials discarded in fiscal 2003 as 100.

Changes in Amount of Incinerated Waste



*Figures are converted into annual values at the end of the fiscal year.

Changes in Use of Product Packaging Materials and Usage per sales unit (index)



*Usage per sales unit (index) shown takes the figure from fiscal 2003 as 100.

*Applicability: Delivery, mid-process, and procurement logistics

Environmentally Harmful Substances

In response to the more stringent worldwide regulation for Environmentally Harmful Substances, we have reduced the substances contained in the products and have established a comprehensive management system.

Highlights of fiscal 2008

■ Handling of SVHC*1 covered by the EU's chemical substances regulation REACH*2

Development/Design

Reduction of Environmentally Harmful Substances and our global response

In response to the European Union (EU)'s ELV*3 directives our company has eliminated the use of 4 regulated substances by ELV (lead, cadmium, mercury and hexavalent chromium) by fiscal 2007 in advance of the ban dates. We have domestically and abroad established and maintained a structure/management system for avoiding the use of Environmentally Harmful Substances and conducting exhaustive inspections to ensure that these substances are not included in products at each step from product design to mass production.

Also, starting in 2007 the EU's chemical substances regulations REACH were put into effect, and we were given the duty of registering existing chemical

substances of our enterprises and disclosing information concerning SVHC. To handle this, our company is formalizing a contained survey of SVHC and countermeasures to inspect our raw materials or indirect materials in fiscal 2008.

In response to the voluntary control of the Japan Automobile Manufacturers Association, we are tackling vehicle interior VOC*4 reduction and adopting non-VOC adhesives and water-based paints for interior parts of adhesives as we continue with our reexamination of the raw materials we use throughout our manufacturing processes.

■ Efforts to Reduce Environmentally Hazardous Substances

Division	Key countermeasure substances (Applications)	Situation of countermeasure
Response to legal controls	(Rubber vulcanizing agent)	'98 Totally eliminated
	(PVC stabilizer and lubricant)	'01 Totally eliminated
	(Vulcanizing adhesive)	'02 Totally eliminated
	(Cation electro-coated paint)	'04 Totally eliminated
	(Soldering)	Lead free soldering has been applied to new parts
	Hexavalent chromium	'07 Totally eliminated
Response to voluntary control	PVC	Reduced usage
	Environmental hormones (endocrine-disrupting chemicals)	Banned use in new products
	VOCs in vehicle interiors (Paints and Adhesives)	Responded to clients' voluntary controls

Case study

Showing consideration toward the environment by not using paint

Taking the environment into consideration, we produced "paint-free" air purifier front panels. Also because it is difficult to recycle painted plastic products, this will be helpful for the recycling process as well. Ordinarily non-painted plastic molding will show the weld lines (surface defects at welding) resulting in appearance quality problems. As a result of a thorough examination of the smallest details of the molding process such as plastic materials quality and metal mold structure, we succeeded in creating a lustrous, beautiful exterior with no weld line.



Production

Reduction of Environmentally Harmful Substances in the production process

We have been reducing Environmentally Harmful Substances such as PRTR*5 and VOC target substances toluene and xylene in the production process. In fiscal 2008 we are promoting the changeover from solvent paints to water based paints, improving of paint coating efficiency, and recovering washing thinners for spray guns.

*1 Substances of Very High Concern

*2 Registration, Evaluation, Authorisation and Restriction of Chemicals

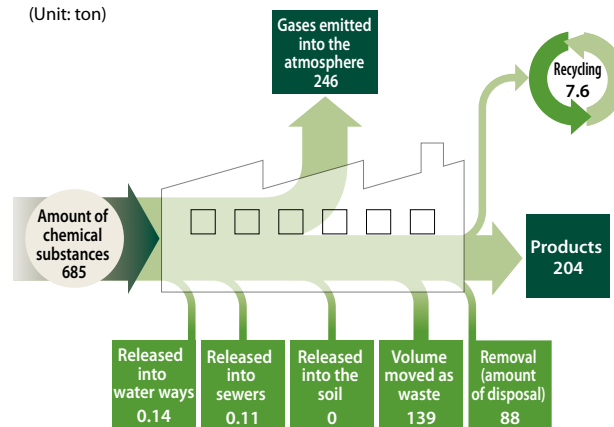
*3 End of Life Vehicle

*4 Volatile Organic Compounds

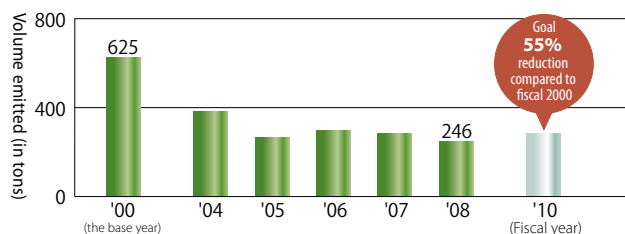
*5 Pollutant Release and Transfer Register

■ Emission/Flow of PRTR substances (Results for Fiscal 2008)

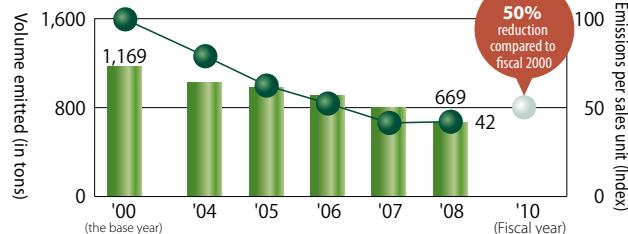
(Unit: ton)



■ Changes of PRTR Substances Emitted



■ Changes of VOC Emissions/Emissions per sales unit (Index)



*VOC Emissions per sales unit (index) takes the figure for VOC emissions in fiscal 2000 as 100

Environmental management

We are collaborating with our domestic and overseas affiliated companies to promote thorough environmental management and reduced environmental burdens.

Highlight of fiscal 2008

- Strengthening environmental management systems in the North America region and handling things in a way appropriate to the region
- Begin local resident participation-type afforestation at Heiwacho Plant

Management

Enhancing actions at Toyoda Gosei Group

In regard to our environmental actions, all of Toyoda Gosei Group promotes environmental management and environmental burden reduction.

We have been collecting environmental data from each group company, starting with domestic affiliated companies in fiscal 2001 and overseas affiliated companies in fiscal 2004, established reduction plan which is base on it's environmental data (CO₂ emissions, volume of waste) and are promoting the shared goals of the Toyoda Gosei Group companies for fiscal 2010.

■ Subject to Consolidated Efforts for Environmental Conservation

● Acquired ISO14001 certification
New companies and main plants are encouraged to acquire ISO14001 certification within three years of starting operations

Toyoda Gosei	<ul style="list-style-type: none"> ● Haruhi Plant ● Nishimizoguchi Plant ● Iwate Plant ● Seto Plant ● Inazawa Plant ● Bisai Plant ● Kitakyushu Plant ● Saga Plant ● Morimachi Plant ● Heiwacho Plant ● Kanagawa Plant ● Fukuoka Plant
Domestic Affiliates	<ul style="list-style-type: none"> ● Ichiei Kogyo Co., Ltd., ● Hoshin Gosei Co., Ltd., ● Kaiyo Gomu Co., Ltd., ● Hinode Gomu Kogyo Co., Ltd., ● Toyoda Gosei Interior Manufacturing Co., Ltd. ● TG Opseed Co., Ltd.
Overseas Affiliates	<ul style="list-style-type: none"> ■ North America <ul style="list-style-type: none"> ● TG Missouri Corporation ● TG Kentucky, LLC ● TG Automotive Sealing Kentucky, LLC ● TG Fluid Systems USA Corporation ● Toyoda Gosei Texas, LLC ● TG California Automotive Sealing, Inc. ● TAPEX Mexicana S.A. DE C.V. ● Waterville TG Inc. ● TG Minto Corporation ■ Asia, Oceania, Europe and Africa <ul style="list-style-type: none"> ● Toyoda Gosei (Thailand) Co., Ltd. ● Toyoda Gosei Rubber (Thailand) Co., Ltd. ● Toyoda Gosei Haiphong Co., Ltd. ● TG Kirloskar Automotive Pvt. Ltd. ● P. T. Toyoda Gosei Safety Systems Indonesia ● Fong Yue Co., Ltd. ● Tai-yue Rubber Industrial Co., Ltd. ● Bridgestone TG Australia (Pty) Ltd. ● Tianjin Toyoda Gosei Co., Ltd. ● Tianjin Star Light Rubber and Plastic Co., Ltd. ● Toyoda Gosei (Zhangjiagang) Co., Ltd. ● Toyoda Gosei (Zhangjiagang) Plastic Parts Co., Ltd. ● Toyoda Gosei (Foshan) Rubber Parts Co., Ltd. ● Toyoda Gosei (Foshan) Auto Parts Co., Ltd. ● Fuzhou Fu-Yue Rubber & Plastic Industrial Co., Ltd. ● Toyoda Gosei (Tianjin) Precise Plastic Co., Ltd. ● Toyoda Gosei UK Ltd. ● Toyoda Gosei Czech, s.r.o. ● Toyoda Gosei South Africa (Pty) Ltd.

Environmental management

Management

Implementation of Environmental Audits

Indicated by our external auditing
0 case

Our company has put together an auditing team that is working on internal environment auditing, and it consists of members who are not subject to our plants and offices. Additionally, at Toyoda Gosei Group commissioned the Japan Quality Assurance Organization (JQA), an external assessment and registration organization, to confirm whether our environmental management systems are being run properly in accordance with the ISO14001 (revised 2004 version).

In fiscal 2008 no specific problems were found at Toyoda Gosei. There was one suggestion concerning our domestic affiliates but we have already taken corrective actions on it.



Morimachi Plant, External Environmental Auditing

Management

Establishment of environmental management system at overseas affiliated company

To unify domestic and foreign environmental management levels, we are implementing "Global EMS (Environmental Management Systems)". In fiscal 2008 we strengthened North American environmental management systems, and set an example for our USA, Canada, and Mexico companies to follow.

With TGNA* as an integrated company, we are implementing regional company enhancement, information sharing, compliance management, and local auditing along with establishing a Environmental Committee of North America and tackling action in a manner consistent with the idiosyncrasies of the region.

*Toyoda Gosei North America Corporation



Environmental Committee of North America

Management

Promoting environmental education at Toyoda Gosei Group

We are providing suitable education for Toyoda Gosei Group employees concerning the environmental problems such as the destruction of our natural environment, environmental contamination, the impact of production on the environment and observance of environmental laws.

Environmental Education System of the Toyoda Gosei Group

Targeted person	Toyoda Gosei	Affiliated Companies	
		Domestic	Overseas
Company-wide commonness	Education for new managers		
	Education for workers stationed abroad		
	Education for environmental key-men		
	Environmental related qualifications acquisition		
	Education for new employees		
In relation of ISO14001	Educational activities for environmentally-focused months		
	Education for environmental staffs		
	Education to upgrade internal auditors		
	Education to register internal auditors		
	Education for supervising managers		
	Education for workers in environmental significant work		
	Education for general workers		

Management

Variety of activities for environmentally-focused months

Eco Test Certification
14 people

In observation of Environmentally Focused Month, we are conducting law observance inspections onsite, putting up posters, and backyard tours by environmental managers of such places as CHUBU CENTRAIR International Airport waste disposal grounds. We also heightened environmental awareness by having environmental managers take the ECO Test (Certification Test For Environmental Specialists).

Also for the sake of thorough compliance, we are taking action toward "Zero Cases of Non-compliance and Complaints" activities, and thoroughly spot checking and conducting management.



Backyard Tours at CHUBU CENTRAIR International Airport

Management

Efforts of the Domestic and Overseas Affiliated Companies

Kaiyo Gomu Co., Ltd.



Kaiyo Gomu Co., Ltd.



Affiliate company information exchange meeting



Liquefied Natural Gas tank

Proactive environmental burden reduction activities

Kaiyo Gomu, manufacturers of rubber products for use with automobiles, is located in the Oodai Mountain range and Kumanokodo, a place that brings to mind the depth of the nature. We are strongly promoting them as an example of energy saving and management of reducing discarded materials. As an energy countermeasure and, because it is an area not yet supplied by municipal gasworks, we are independently installing an LNG tank base and changing the boiler over to gas. Regarding energy reuse, we are collecting high temperature wastewater from steam pans and using it to clean rubber. As part of our heat insulation countermeasures, we applied insulation paint to steam pans. The group companies are also proactively taking action in waste reduction through such methods as achieving zero landfill waste. We are also actively taking part in regional exchange events and because of this were selected for the 1st "Environmental Contributions Prize". Also, we gathered all members in charge of our domestic affiliated companies to hold benchmarking meetings where energy-saving activities and reducing discarded materials etc. were discussed using "Genchi-Genbutsu" (actual materials at actual locations).

DATA

- Location: Kihokuchō Kitamurogun Mie Prefecture
- Established: Nov , 1931
- Capital: 36 million yen
- Operations content Production and sales of industrial and household elastomer products, resin products
- ISO14001 certification acquired in December 2001
- ISO9001 certification acquired in December 2003

TG Kirloskar Automotive Pvt. Ltd.



TG Kirloskar (TG Kirloskar Automotive Pvt. Ltd.)



Environmentally Focused Month events at local primary schools

Working with regions to preserve the environment

TG Kirloskar, which stands in Toyota Techno Park (Bangalore, India) is a corporation venture between our company, Kirloskar (KOEL), and Toyota Tsusho Corporation. They manufacture safety systems products and interior and exterior parts. For the sake of reducing the environmental burden of their manufacturing process, the company has taken numerous CO₂ emissions reduction measures such as using high efficiency lights systems and switching over to electric motor forklifts. They have also minimized their use of packaging materials and are actively implementing discarded materials reduction measures such as the reuse of plastic discarded materials. Through these activities, they have steadily reduced their CO₂ emissions and discarded materials quantities per sales, and have already achieved the goals set for 2010. They have since set even higher goals, and are promoting environmental burden reduction activities in which all employees participate. Also, they plan and hold events to raise environmental awareness among children. In June of 2008, their top management participated in environmental slogan/picture contests and tree planting festivals at local elementary schools. Additionally, based on the idea that "Corporations are brought to life by regional society", they are proactively conducting social contribution activities such as regional cleanups and contributing stationery.

DATA

- Location: Bangalore (Rural) District, 562109, India
- Established: Sep, 1998
- Capital: 220 million rupee
- Their chief product is vehicle safety system products, and they also manufacture and sell internal and external parts
- ISO14001 certification acquired in January 2002
- TS16949 certification acquired in January 2003
- OHSAS9001 certification acquired in May 2008

Management

Toward further dissemination of LED products that are not as harmful to the environment

LED illumination devices use little electricity and have a long life, so they are effective for curtailing CO₂ emissions and reducing waste. In order to foster the wide dissemination of LED at our company, we are conducting development and production of everything, from the chips to the devices. Because our LEDs have light source colors that match the needs of customers, product characteristic emphasis is also possible, and they are being used chiefly in shops and operation sites. The color technology has drawn attention in a wide variety of fields, and in the future they are expected to be utilized for health and pleasant space uses such as color therapy at medical facilities and elimination of bacteria in housing with photocatalysts.

In 2008 we changed the streetlamps at our company from sodium lamps to LED illumination systems and reduced the amount of electricity consumed.

Also, in September we opened an ordinary residential model house that uses LED illumination for everything from primary interior illumination to ambient and exterior lighting, and we accomplished the all-LED Housing. The dissemination of LED to households is expected to create a pleasant maintenance-free lifestyle and promote reduction of CO₂ emissions and waste. Also, we teamed up with illumination manufactures and submitted LED items for display at the Lighting Fair held at Tokyo Big Sight, and drew much attention from fairgoers. At the same time we are moving forward with preparations for the general household illumination devices going on sale in 2009, and we are taking action to develop products so that we can offer a wide array of the LED products that are better for the environment.

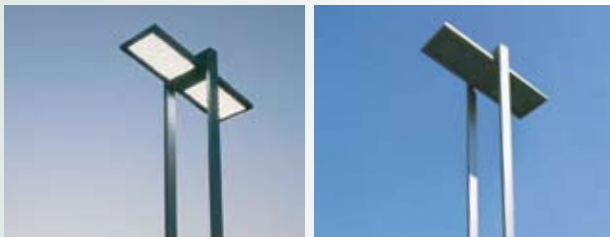
Office / Plant / Shop illumination



	Life-cycle	Power consumption	Maintenance costs	CO ₂	Reduction rate:
Fluorescent lamp 38 units	2 years	291,840kW/11 years	2.93million yen/11 years	72t	24%
LED 38 units	11 years	223,104kW/11 years	2.24million yen/11 years	55t	

Estimation at 10 hours/day of lighting

Outdoors illumination



	Life-cycle	Power consumption	Maintenance costs	CO ₂	Reduction rate:
Sodium lamp 8 units	4 years	84,480kW/11 years	0.85million yen/11 years	21t	69%
LED 8 units	11 years	26,496kW/11 years	0.27million yen/11 years	7t	

Estimation at 10 hours/day of lighting

Housing interior illumination



	Life-cycle	Power consumption	Maintenance costs	CO ₂	Reduction rate:
Incandescent lamp 29 unit	1 year	763,200kW/18 years	8.81million yen/18 years	187t	90%
LED 29 units	18 years	76,320kW/18 years	0.88million yen/18 years	19t	

Estimation at 6 hours/day of lighting

Street scenery lighting



	Life-cycle	Power consumption	Maintenance costs	CO ₂	Reduction rate:
Fluorescent lamp + incandescent lamp 1,530 units	2 years	1,717,968kW/11 years	33.05million yen/11 years	422t	76%
LED 1,530 units	11 years	408,960kW/11 years	7.87million yen/11 years	100t	

Estimation at 10 hours/day of lighting

Cooperation with society

Begin "afforestation at plant sites"

We are taking the 60th anniversary in 2009 of the founding of our company as an opportunity to promote "Afforestation at plant sites". The central figure of the afforestation effort is Yokohama National University Professor Emeritus Akira Miyawaki. The "real afforestation" advocated by him involves the planting of saplings of numerous types of trees (beech, evergreen, oak etc.) that are indigenous to the area's natural environment and in the future they will be made up of three sizes: tall, medium, and short, and will result in forests in which diverse types of trees are mixed together. These forests are durable, and are "forest of life" that protect people and the planet through such functions as noise protection, dust protection, and water purification.

In February of 2009 we invited Professor Akira Miyawaki to hold an "Afforestation at plant sites Lecture" and an "On-site Instruction" and began the "Afforestation at plant sites" of the Heiwacho Plant. In November of 2009 we plan to have employees, their families, and regional residents take part in the planting of about 11,000 saplings in an approx. 3,700 square meter area surrounding the plant.

Afforestation at plant sites does not just entail the planting of trees on that day; by having employees work hard in landscaping and mound creation at the planting site, we aim to cultivate a sense of oneness with and feelings about the importance of nature, and we plan to do the same thing at other plants starting next year.



On-site Instruction at Heiwacho Plant



Afforestation at plant sites Lecture

Disclosing environmental cost information

By completing environmental countermeasures that require considerable investment such as the introduction of co-generation at each operations site, the most significant environmental costs for fiscal 2008 were from research/development and the changeover to re-pellet of resin materials. The results in economic terms included the reduction in waste disposal expenses stemming from waste material source countermeasures and recycling, and also the reduction of electricity expenses through more efficient utility equipment.

Environmental Cost

(Unit: hundred million yen)

Type of cost	Toyoda Gosei	Total of domestic affiliated companies
Cost for research and development*1	4.5	—
Cost incurred within the operational area*2	13.5	2.0
Cost for management activities*3	1.1	0.2
Cost for social contributions*4	0.2	0.1
Cost for dealing with environmental damage*5	1.9	0.1
Total	21.2	2.4

*1 Cost for research and development of products to reduce environmental impacts.

*2 Cost to reduce environmental impacts generated in production, such as pollution control, energy saving, and waste disposal.

*3 Cost for management, including education, maintenance of the environmental management system, and measurement.

*4 Cost for such measures as forestation and beautification.

*5 Cost for dealing with environmental damage caused by business operations.

Effects

(Unit: hundred million yen)

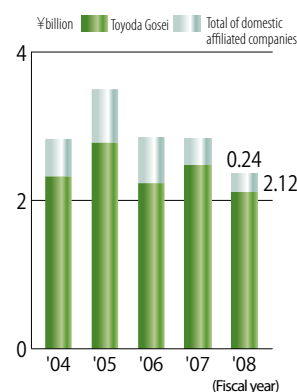
Type of effect	Economic effect*6	
	Toyoda Gosei	Total of domestic affiliated companies
Energy cost	1.5	1.0
Cost for waste processing Total	6.8	1.1
Total	8.3	2.1

Type of effect	Physical effect*7
Prevention of global warming (amount of CO ₂ reduced)	5,362t-CO ₂
Reduction of waste disposal (amount of waste reduced)	1,778t
Law observance activities	P37 Law Observance Activity Please refer to the homepage for domestic plant data

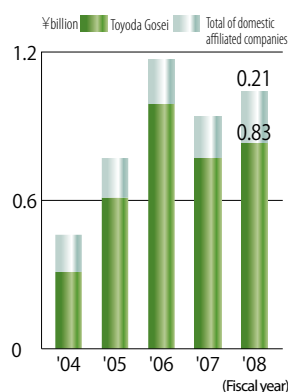
*6 The economic effect calculated here covers that which can be grasped based on solid ground.

*7 Physical effects are calculated for Toyoda Gosei alone.

Changes in Environmental Cost



Changes in Economic Effect



Legal Compliance Activity

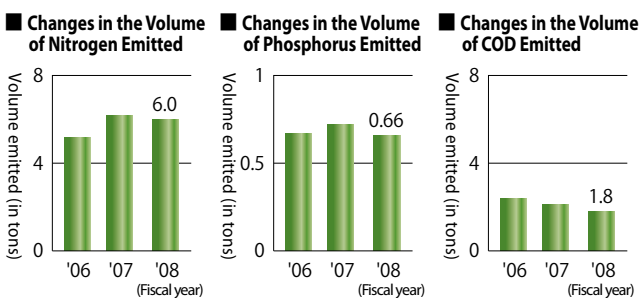
In order to observe the laws and regulations while promoting corporate activities, we are arranging a strict survey and check management system.

Highlight of fiscal 2008

- Tackling "Zero Cases of Non-compliance and Complaints" Activities at Toyoda Gosei Group and reforming our inspection methods and management systems
- Expanding the electronic manifest to our entire company

Thorough water quality management

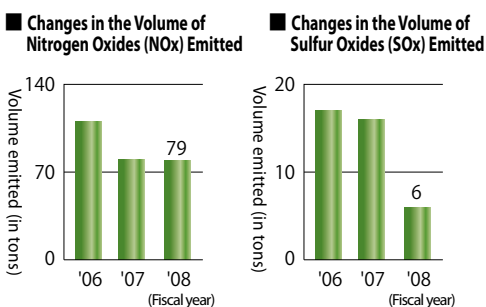
We are thoroughly conducting water quality management of production site drainage. At plants that dispose of drainage in inland waterways and through rivers in particular we strive to maintain water quality in the disposal of drainage after the cleanups following the installation of nitrogen and phosphorus disposal devices.



(Target areas: the 4 plants in Haruhi, Inazawa, Heiwacho, and Seto)

Preserving the atmosphere through a changeover to natural gas

As countermeasures against the acid rain-causing Nitrogen Oxide (NOx) and Sulfur Oxides (SOx) generated from boilers, we changed the fuel types of 9 boilers over from heavy oil A to natural gas.



Proper disposal and storage of equipment containing PCB

Used electrical condensers and fluorescent stabilizers that contain harmful and recalcitrant PCB (Polychlorinated Biphenyl) are carefully stored, and we have now disposed of 65 such devices.

Equipment containing PCB	Number of equipments	Situation of countermeasure
Condensers for electricity use	—	Properly disposed at the Toyota Office of the Japan Environmental Safety Corporation in fiscal 2006
Fluorescent stabilizers	Approx. 1200	Appropriately stored (properly disposed sequentially when PCB disposing facility is fully-equipped)

Conserving Soil/Groundwater

We are taking action to investigate and purify soil/groundwater contamination by toxic substances such as trichloroethylene used as a cleaner in the past.

We installed an observation well verifying contamination conditions at every plant and have confirmed regularly that there is no soil or groundwater contamination by oil or substances targeted by the Soil Pollution Countermeasures Law.

Plants	Objects	Situation of countermeasure
The former Nagoya Plant	Soil	After the excavation removal, purified soil was backfilled and completed in 2006.
	Groundwater	We completed purification measures (in August of 2008) and continue to confirm that standard value established by regulations
Haruhi Plant	Groundwater	Purification in progress (proactively purifying while the possibilities of off-site pollutions found)
Inazawa Plant	Groundwater	Since the material without our use records was detected in the past, only measurement result is reported regularly to the government.

Taking action toward "Zero Cases of Non-compliance and Complaints" Activities

For the sake of thorough compliance, at Toyoda Gosei Group we are taking action toward "Zero Cases of Non-compliance and Complaints" Activities and striving to strengthen management through more sharing of information and mutual observation.

Strengthening our waste management system

Waste-producing companies manage waste products using manifests (industrial waste management form) by the law to verify that they have appropriately disposed of their own industrial waste. When consigning industrial waste disposal, we must firmly conduct manifest issuing and collection management. Our company has used manifests that consist of 7 sheets to observe by the law and streamlining of operations. We cooperated with industrial waste disposal contractors and beginning in fiscal 2009 introduced the electronic manifest at all our company's sites.

Please refer to the homepage for environmental data.
<http://www.toyoda-gosei.com/>

Third-party Opinion

With regard to the Toyoda Gosei Report 2009, opinions from third parties have been received.

As symbolized by the Big Three in America which is still suffering from reconstruction, the automotive industry is exposed to the severe environment due to the reduced worldwide market. Under such circumstances, Toyoda Gosei, which has 95% of its business in automotive parts, has an 18% decrease in sales compared to the previous year but it still manages to be in the black. They are requested to put in effort in reducing the cost via dynamic management innovations and sound financial management.

During such difficult economic times, a worrying problem is that of downsizing of manpower. As seen from the changes in the number of employees in Japan, there has been an increase of approx. 300 workers since the previous year. On the other hand, there has been a decrease of approx. 1500 workers in overseas. Regarding the reduction of manpower overseas due to 2 overseas sites decrease (one has been put off Toyoda Gosei's subsidiary company, the other has been liquidated). As a matter of fact, efforts such as a wage/overtime work control and through operational efficiency leading to the maintenance of employment are put in.

For this report, it is an integration of the Social and Environmental Report and the Annual Report, with new chapters including the "Business Report", "Management Report" and "Financial Report". These 3 new chapters contribute to the "Economic Report", and are expected to report on the Triple Bottom Line of the economic, social and environmental issues.

However, it is difficult to say if this report is giving an overall picture of management and financial situations. For instance, to understand the enterprise named Toyoda Gosei more, I would like to see the information concerning the sales compositions according to customers and the compositions of employees. As for the financial report, only the financial data are disclosed, while explanations on the changes in the business environment that contribute to the data background are desired. Additionally, I would like to ask for proactive disclosure of information for themes with the great interest of the stakeholders such as the concern on the reduction of manpower.

The special feature is on the "manufacturing" and "human resource development" that support the technology based

Mr. Hiromitsu Kumetani

President and CEO of Nord Institute for Society and Environment
Commissioner of NPO Workers Club for Eco-harmonic Renewable Society



enterprise. From the readers' point of view, there are not enough concrete content and depth on the strategies adopted by Toyoda Gosei on how to strengthen their technology development and human resources development in difficult times like this.

With regard to compliance, there is a description on the "compliance adherence rate survey" that is given to all the employees. I expect a report with the results of the survey and utilized its improvement activities. In addition, I am interested in the "lecture on a lay judge system".

It is possible to look for steady advancement about the activities from the environmental aspect. This is especially so in the reduction of the release of incineration waste and that material recycling is exceeding thermal recycling, via efforts in re-pellet. Moreover, in view of the Conference of the parties to the Convention on Biological Diversity (COP10) which will be held in Aichi Prefecture next year, it is important that there is "afforestation at plant sites" which is started by the "Heiwacho Plant".

It seems that while looking forward to the 60th anniversary of the business, in the automotive parts field, there will be important strategies on the development of parts that cater to eco-cars and compact cars, with respect to the expected high demand of hybrid system and electric cars. Furthermore, the automotive part market reduction crisis should be regarded as a chance to bolster residential LED illumination. Also, the system supplier of the non-automotive parts division has an opportunity to make an impression, while there have been high expectations on the making of "enterprises that are independent on petroleum".

Response to Third-party Opinion

After the previous fiscal year, we had an opinion from Mr. Hiromitsu Kumetani, Commissioner of NPO "Workers Club for Eco-harmonic Renewable Society"

This year's report will present a clearer overall picture on the Toyoda Gosei Group with the integration of the Annual Report and the Social and Environmental Report.

While there has been a step forward from the previous year in that this report being on the triple bottom line of economy, society and the environment, there has been indications that this report fails to give clear and comprehensive overall picture on management and finance. It is thought that the whole image of management could be conveyed on the page of "Message from president". In the coming year, efforts will be made in the disclosure of not only the financial data, but also affairs of the financial and economic aspects, so that the stakeholders will have a better understanding. Moreover, referring to the governance/social aspects, there have been plans of

introducing the users of the child care support system, a thorough compliance, and a strengthening of the internal audit of the compliance. In the future, such results are revealed, and the results on the improved activities by PDCA will be seen.

As for the environmental aspect, the evaluation on the result of conversion to material recycling has been obtained, and it will aim towards the activities of effective use of resources while cutting the emission of waste.

Based on the comments we received, we will make an improvement on information disclosure from now onward. At the same time, we will put effort in the style of continuous spiraling to improve the contents and the results for easy comprehension.

General Administration Division, General & Public Affairs Dept.
Plant & Environment Engineering Division Environment Administration Dept.

Data Highlights

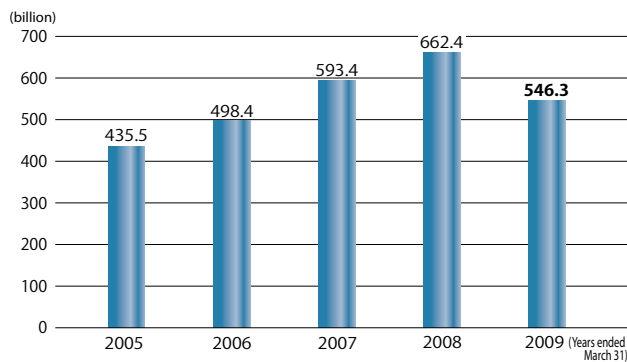
We strived to develop new products and actively expand sales in fiscal 2008. The consolidated net sales are 546.3 billion yen, which is a decrease as compared to 662.4 billion yen in the previous year.

The ordinary income has also decreased from 50.5 billion yen in the previous year to 12.1 billion yen.

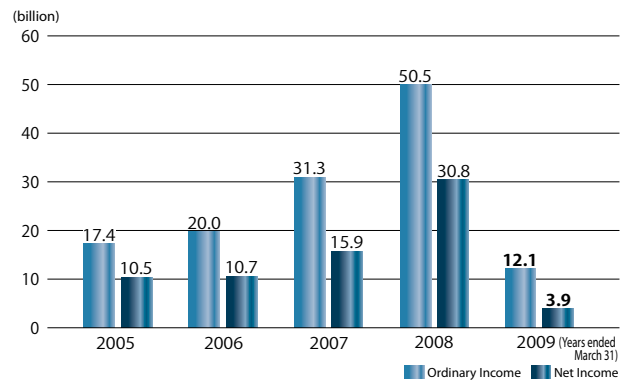
The net income is 3.9 billion yen, which is a decrease from the 30.8 billion yen in the previous year.

The details of the financial data are published in the following pages.

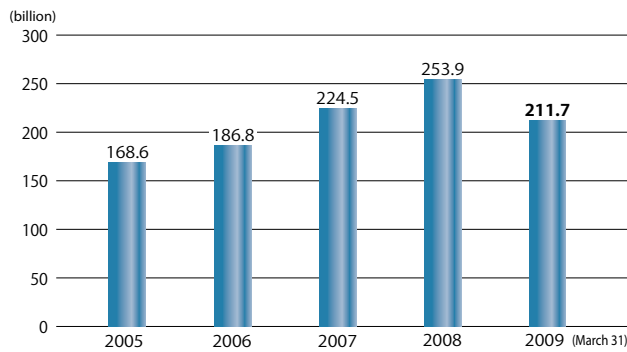
Net Sales



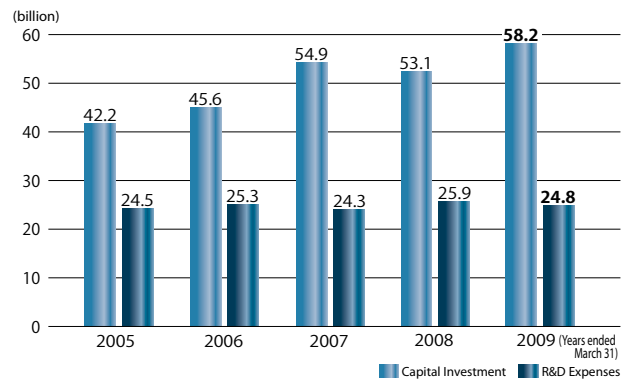
Ordinary Income /Net Income



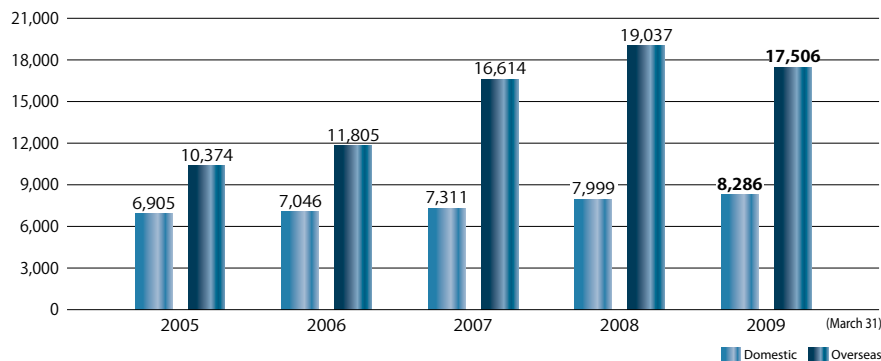
Total net assets



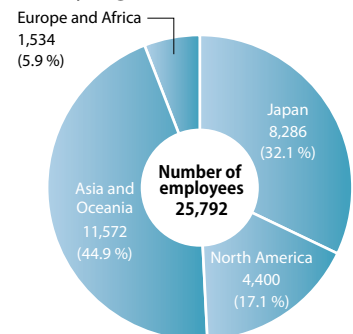
Capital Investment /R&D Expenses



Changes in the Number of Employees



Number of employees by Region (March 31)



Consolidated Five-Year Financial Summary

Toyoda Gosei Co., Ltd. and its Consolidated Subsidiaries
Years ended March 31

(Amount: million of yen) (Amount: thousands of U.S. dollars)

	2009	2008	2007	2006	2005	2009
For The Year						
Net sales	¥546,380	¥662,497	¥593,454	¥498,427	¥435,538	\$5,562,252
Operating income	15,833	52,125	31,550	19,676	17,191	161,183
Ordinary income	12,155	50,541	31,347	20,023	17,464	123,740
Net income	3,951	30,802	15,943	10,787	10,585	40,222
Overseas sales	¥242,893	¥279,701	¥252,707	¥199,804	¥150,834	\$2,472,697
Depreciation and amortization	41,258	40,309	36,829	32,549	28,518	419,994
Capital expenditures	59,429	54,612	55,690	46,640	42,939	592,579
R&D expenses	24,837	25,989	24,321	25,312	24,502	252,845
Per share of common stock (yen, U.S. dollars)						
Net Income per share - basic	¥ 30.55	¥ 238.61	¥ 123.78	¥ 81.77	¥ 80.32	\$ 0.31
Net income per share — diluted	30.55	237.97	123.63	81.73	80.28	0.31
Total net assets per share	1,523.16	1,781.08	1,591.52	1,449.27	1,305.07	15.51
Cash Dividends per share	36	46	26	19	18	0.37
At Year-End						
Total assets	¥391,757	¥476,741	¥459,087	¥ 392,671	¥342,439	\$3,988,160
Total net assets	211,702	253,961	224,551	186,838	168,644	2,155,166
Common stock	28,027	28,027	28,027	28,027	28,027	285,320
Number of shares outstanding (excluding treasury stock) (thousands of shares)	129,334	129,307	128,826	128,745	129,061	—
Cash Flows						
Net cash provided by operating activities	¥ 47,843	¥ 75,229	¥ 67,325	¥ 42,426	¥ 40,323	\$ 487,051
Net cash used in investing activities	(55,945)	(55,291)	(52,963)	(48,566)	(48,690)	(569,531)
Net cash provided by (used in) financing activities	5,604	(20,742)	9,307	4,939	1,796	57,050
Cash and cash equivalents at end of year	42,701	53,372	55,970	29,535	29,383	\$ 434,704
Indices						
Return on equity (ROE) (%)	1.8	14.2	8.1	6.1	6.4	—
Return on assets (ROA) (%)	2.8	10.8	7.4	5.4	5.3	—
Return on sales (ROS) (%)	2.9	7.9	5.3	3.9	4.0	—
Debt/equity ratio (%)	31.4%	22.5%	32.7%	29.0%	25.7%	—
Interest coverage (times)	13.0	24.1	13.7	16.5	17.9	—
EBITDA (millions of yen, thousands of U.S. dollars)	¥ 50,666	¥ 89,493	¥ 67,687	¥ 52,297	¥ 46,263	\$ 515,789
Number of employees at year-end	25,792	27,036	23,925	18,851	17,729	—

Notes 1. U.S. dollar amounts have been translated from yen, for convenience only, at the rate of ¥98.23 = US\$1, the exchange rate on March 31, 2009.

Notes 2. Net income per share, ROE and ROA are computed based on the average number of shares, total net assets and total assets, respectively, for each year.

Notes 3. Debt/equity ratio = Interest-bearing debt / Total net assets

Notes 4. Interest coverage = (Operating income + Interest and dividends income) / Interest expenses

Notes 5. EBITDA = Income before income taxes + Interest expenses - Interest and dividends income + Depreciation and amortization

Consolidated Balance Sheets

Toyoda Gosei Co., Ltd. and its Consolidated Subsidiaries
March 31, 2009 and 2008

■ ASSETS	(Amount: million of yen)		
	2009	2008	increase and decrease
Current assets	¥145,891	¥203,863	¥(57,972)
Cash and cash equivalents	42,785	50,552	(7,767)
Trade notes and accounts receivable	55,310	100,322	(45,012)
Short-term investments	215	3,110	(2,895)
Inventories	29,689	34,162	(4,473)
Deferred tax assets	4,562	6,582	(2,020)
Other current assets	13,411	9,238	4,173
Less - allowance for doubtful accounts	(82)	(104)	22
Fixed assets	207,924	232,046	(24,122)
Property, plant and equipment	204,515	228,019	(23,504)
Buildings and structures	60,204	66,034	(5,830)
Machinery, equipment and vehicles	80,288	105,617	(25,329)
Tools, furniture and fixtures	26,741	22,090	4,651
Land	21,713	22,746	(1,033)
Construction in progress	15,566	11,530	4,036
Intangible assets	3,409	4,027	(618)
Goodwill	111	108	3
patent rights	187	277	(90)
Software	1,671	1,535	136
Other intangible assets	1,438	2,105	(667)
Investments and other assets	37,942	40,831	(2,889)
Investments in securities	19,361	21,949	(2,588)
prepaid pension expenses	1,531	2,889	(1,358)
Deferred tax assets	11,712	7,911	3,801
Other investments and other assets	5,420	8,120	(2,700)
Less - allowance for doubtful accounts	(84)	(38)	(46)
Total assets	¥391,757	¥476,741	¥(84,984)

■ LIABILITIES	(Amount: million of yen)		
	2009	2008	increase and decrease
Current liabilities	¥101,314	¥154,806	¥ (53,492)
Trade notes and accounts payable	42,593	78,901	(36,308)
Short-term bank loans	14,557	19,845	(5,288)
Accrued expenses	18,834	24,891	(6,057)
Accrued income taxes	1,653	7,834	(6,181)
Provision for directors' bonuses	223	381	(158)
Provision for product warranties	839	1,494	(655)
Deposits received from employees	4,601	4,699	(98)
Other current liabilities	18,010	16,757	1,253
Long-term liabilities	78,740	67,973	10,767
Bonds	10,000	10,000	0
Long-term bank loans	41,839	27,402	14,437
Deferred tax liabilities	1,820	5,400	(3,580)
Provision for Loss on Liquidation of Affiliates	—	2,224	(2,224)
Provision for retirement benefits	22,603	20,628	1,975
Reserve for retirement benefits for directors and corporate auditors	1,562	1,572	(10)
Other long-term liabilities	915	744	171
Total liabilities	¥180,055	¥222,779	¥ (42,724)

■ NET ASSETS

Shareholders' equity	¥209,766	¥214,867	¥ (5,101)
Common stock	28,027	28,027	0
Capital surplus	29,815	29,813	2
Retained earnings	153,409	158,574	(5,165)
Treasury stock at cost	(1,486)	(1,548)	62
Valuation and translation adjustments	(12,769)	15,438	(28,207)
Net unrealized gains or losses on other securities	2,872	7,316	(4,444)
Foreign currency translation adjustments	(15,642)	8,122	(23,764)
Subscription rights to shares	413	221	192
Minority interests in consolidated subsidiaries	14,292	23,434	(9,142)
Total net assets	211,702	253,961	(42,259)
Total liabilities and net assets	¥391,757	¥476,741	¥ (84,984)

Consolidated Statements of Income

Toyoda Gosei Co., Ltd. and its Consolidated Subsidiaries
For the years ended March 31, 2009 and 2008

	2009	2008	(Amount: million of yen) increase and decrease
Net Sales	¥546,380	¥662,497	¥(116,117)
Cost of sales	492,302	570,251	(77,949)
Gross profit	54,078	92,245	(38,167)
Selling, general and administrative expenses	38,244	40,119	(1,875)
Operating income	15,833	52,125	(36,292)
Non-operating income	4,418	4,886	(468)
Interest and dividends income	1,008	1,232	(224)
Equity in net earnings of affiliates	—	91	(91)
Other non-operating income	3,409	3,562	(153)
Non-operating expenses	8,097	6,471	1,626
Interest expenses	1,293	2,213	(920)
Equity in net losses of affiliates	1,629	—	1,629
Foreign exchange loss	1,058	1,513	(455)
Other non-operating expenses	4,115	2,743	1,372
Ordinary Income	12,155	50,541	(38,386)
Extraordinary gains	519	9	510
Reversal of Allowance for Bad Debts	26	9	17
Reversal from the Provision for Loss on Liquidation of Affiliates	486	—	486
Others	6	—	6
Extraordinary losses	3,549	2,347	1,202
Investments in securities	9	182	(173)
Loss on Liquidation of Affiliates	—	2,164	(2,164)
Impairment loss on long-lived assets	3,477	—	3,477
Others	62	0	62
Income before income taxes and minority interests	9,125	48,203	(39,078)
Income taxes — current	3,200	14,840	(11,640)
Income taxes - deferred	(1,005)	(1,717)	712
Minority interests in consolidated subsidiaries	2,979	4,277	(1,298)
Net Income	¥ 3,951	¥ 30,802	¥ (26,851)

Consolidated Statements of Changes in Net Assets

Toyoda Gosei Co., Ltd. and its Consolidated Subsidiaries
For the years ended March 31, 2009 and 2008

(Amount: million of yen)

	Common stock	Capital surplus	Retained earnings	Treasury stock at cost	Total shareholders' equity	Net unrealized gains or losses on other securities	Foreign currency translation adjustments	Total valuation and translation adjustments	Subscription rights to shares	Minority interests in consolidated subsidiaries	Total net assets
Balance at March 31, 2008	¥28,027	¥29,813	¥158,574	¥ (1,548)	¥214,867	¥7,316	¥8,122	¥15,438	¥221	¥23,434	¥253,961
Changes of items during the period											
Dividends paid			(6,336)		(6,336)						(6,336)
Increase (decrease) due to increase in the affiliates accounted for under the equity method			216		216						216
Increase(decrease)due to the changes in accounting treatment of controlled foreign subsidiaries			(2,793)		(2,793)						(2,793)
Increase(decrease)due to the changes in accounting term of consolidated subsidiaries			(202)		(202)						(202)
Net income for the period			3,951		3,951						3,951
Repurchase of treasury stock				(4)	(4)						(4)
Disposal of treasury stock		2		65	68						68
Change to items other than shareholders' equity during accounting period						(4,443)	(23,764)	(28,208)	191	(9,141)	(37,158)
Changes of items during accounting period		2	(5,164)	61	(5,100)	(4,443)	(23,764)	(28,208)	191	(9,141)	(42,258)
Balance at March 31, 2009	¥28,027	¥29,815	¥153,409	¥ (1,486)	¥209,766	¥2,872	¥ (15,642)	¥ (12,769)	¥413	¥14,292	¥211,702

Balance at March 31, 2007	¥28,027	¥29,723	¥132,123	¥ (2,574)	¥187,295	¥10,995	¥ 6,739	¥17,735	¥ 56	¥19,463	¥ 224,551
Changes of items during the period											
Dividends paid			(4,386)		(4,386)						(4,386)
Increase and decrease due to increase in affiliates accounted for under the equity method			34		34						34
Net Income for the period			30,802		30,802						30,802
Repurchase of treasury stock				(9)	(9)						(9)
Disposal of treasury stock		89		1,040	1,129						1,129
Change to items other than shareholders' equity during accounting period						(3,679)	1,382	(2,296)	164	3,970	1,838
Changes of items during accounting period		89	26,451	1,030	27,571	(3,679)	1,382	(2,296)	164	3,970	29,410
Balance at March 31, 2008	¥28,027	¥29,813	¥158,574	¥ (1,548)	¥214,867	¥7,316	¥8,122	¥15,438	¥221	¥23,434	¥ 253,961

Consolidated Statements of Cash Flows

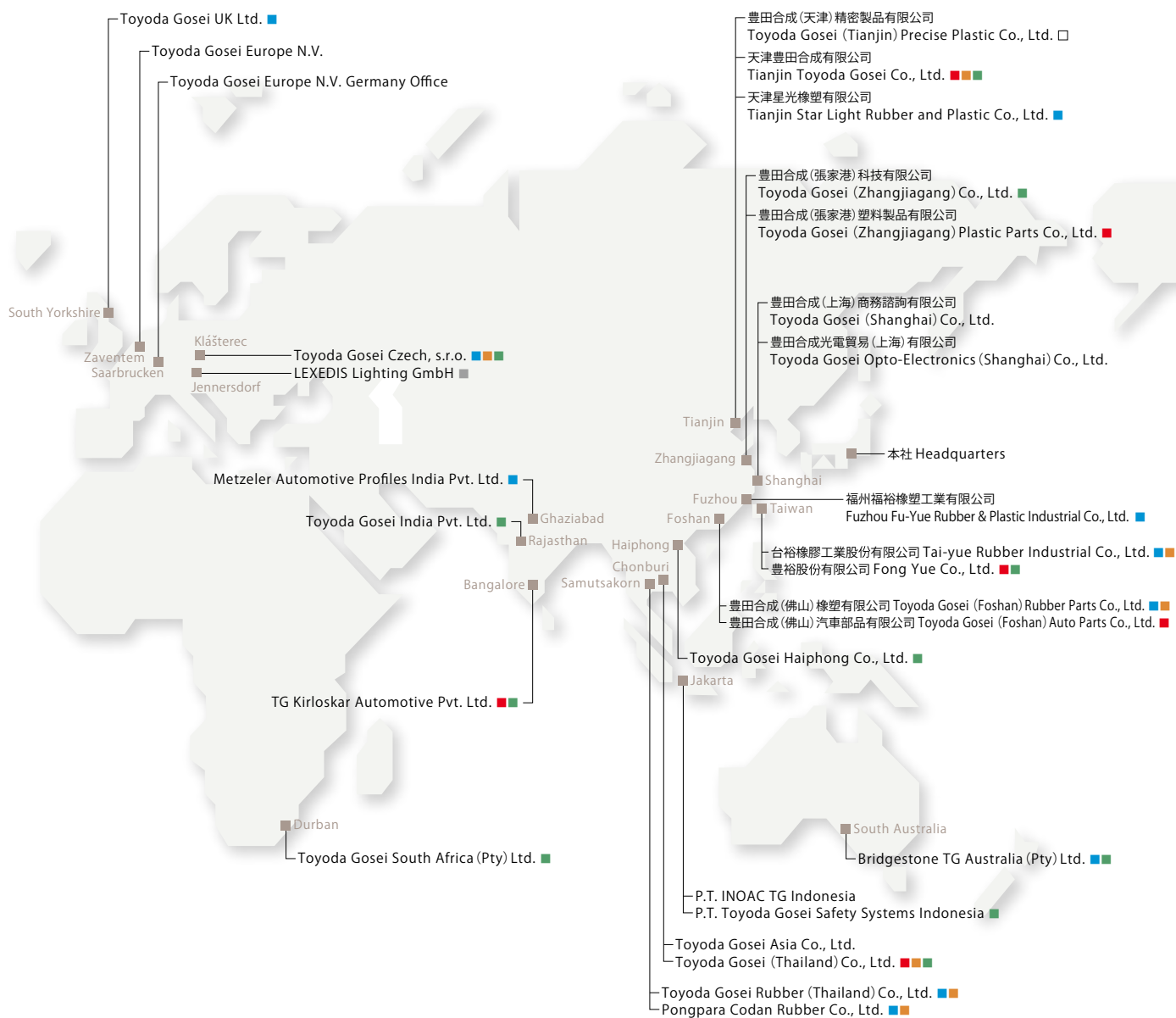
Toyoda Gosei Co., Ltd. and its Consolidated Subsidiaries
For the years ended March 31, 2009 and 2008

	2009	2008	(Amount: million of yen) increase and decrease
Cash flows from operating activities	¥47,843	¥75,229	¥(27,386)
Income before income taxes and minority interests	9,125	48,203	(39,078)
Depreciation and amortization	41,258	40,309	949
impairment loss	3,477	—	3,477
Amortization of goodwill	39	39	0
Increase (decrease) in allowance for doubtful accounts	(11)	(112)	101
Increase (decrease) in provision for product warranties	(594)	727	(1,321)
Increase (decrease) in provision for Loss on Liquidation of Affiliates	(2,224)	2,224	(4,448)
Increase (decrease) in provision for retirement benefits	285	652	(367)
Increase (decrease) in prepaid pension expenses	411	(521)	932
Increase (decrease) in reserve for retirement benefits for directors and corporate auditors	16	340	(324)
Interest and dividends income	(1,008)	(1,232)	224
Interest expenses	1,293	2,213	(920)
exchange gain and loss	123	1,270	(1,147)
Equity in net earnings of affiliates	1,629	(91)	1,720
Investments in securities appraisal loss and sale profit and loss	9	164	(155)
Share change profit and loss	60	—	60
Loss on sales or disposal of property, plant and equipment, net	555	1,385	(830)
Increase (decrease) in receivables	37,973	(3,552)	41,525
Increase (decrease) in inventories	433	(896)	1,329
Increase (decrease) in other current assets	1,913	(1,074)	2,987
Increase (decrease) in payables	(33,073)	(2,131)	(30,942)
Increase (decrease) in other current liabilities	1,049	1,260	(211)
Others, net	311	195	116
Subtotal	63,054	89,373	(26,319)
Interest and dividends income received	1,034	1,314	(280)
Interest expenses paid	(1,292)	(2,212)	920
Income taxes paid	(14,953)	(13,246)	(1,707)
Cash flows from investing activities	(55,945)	(55,291)	(654)
Payments for purchases of investment securities	(376)	(9)	(367)
Proceed from sales and redemption of investments in securities	40	164	(124)
Payment from the acquisition of the subsidiary company stocks	(191)	—	(191)
Payment for intangible assets and purchase of property, plant and equipment	(56,582)	(56,118)	(464)
Proceeds from sales of property, plant and equipment	1,427	696	731
Payments of long-term loans receivable	(172)	(4)	(168)
Proceeds from collections of long-term loans receivable	7	7	0
Payments from the acquisition of other forms of investments	(167)	(210)	43
Payments from the sales of other forms of investments	69	183	(114)
Cash flows from financing activities	5,604	(20,742)	26,346
Increase (decrease) in short-term loans payable	(2,209)	(16,457)	14,248
Proceeds from long-term loans	16,209	1,922	14,287
Repayments of long-term loans	(1,285)	(2,319)	1,034
Proceeds from issuances of bonds	—	9,947	(9,947)
Repayments of bonds	—	(10,000)	10,000
Proceeds from payment by minority shareholders	227	505	(278)
Proceed from disposal of treasury stock	66	1,129	(1,063)
Payments for repurchase of treasury stock	(4)	(9)	5
Cash dividends paid	(6,336)	(4,384)	(1,952)
Cash dividends paid to minority shareholders	(1,062)	(1,075)	13
Translation adjustments of cash and cash equivalents	(4,746)	(1,794)	(2,952)
Net increase (decrease) in cash and cash equivalents	(7,244)	(2,598)	(4,646)
Cash and cash equivalents at beginning of year	53,372	55,970	(2,598)
Amount of increase(decrease)of cash and cash equivalent due to the changes in the consolidation scope	(4,548)	—	(4,548)
Amount of increase of cash and cash equivalent of beginning of period due to changes in the accounting period of consolidated subsidiaries	1,122	—	1,122
Cash and cash equivalents at end of year	¥42,701	¥53,372	¥(10,671)

Corporate Data

Global Network With 45 facilities in 16 nations and regions around the world (Except Japan)

As of June.2009



Headquarters



Kitajima Technical Center



Miwa Technical Center



Haruhi Plant



Toyoda Gosei Czech, s.r.o.



Toyoda Gosei Asia Co., Ltd.



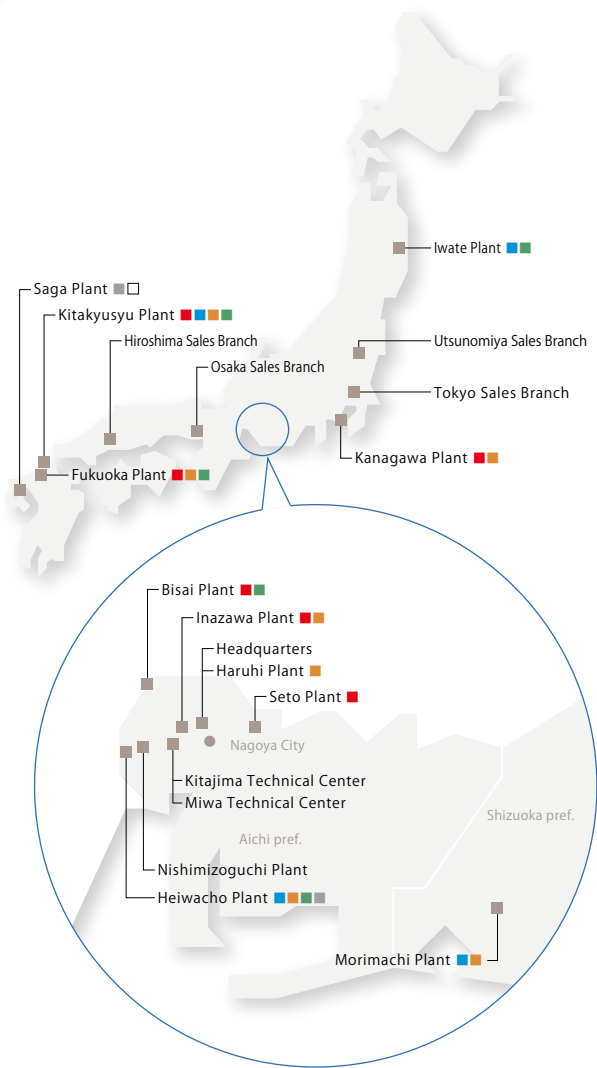
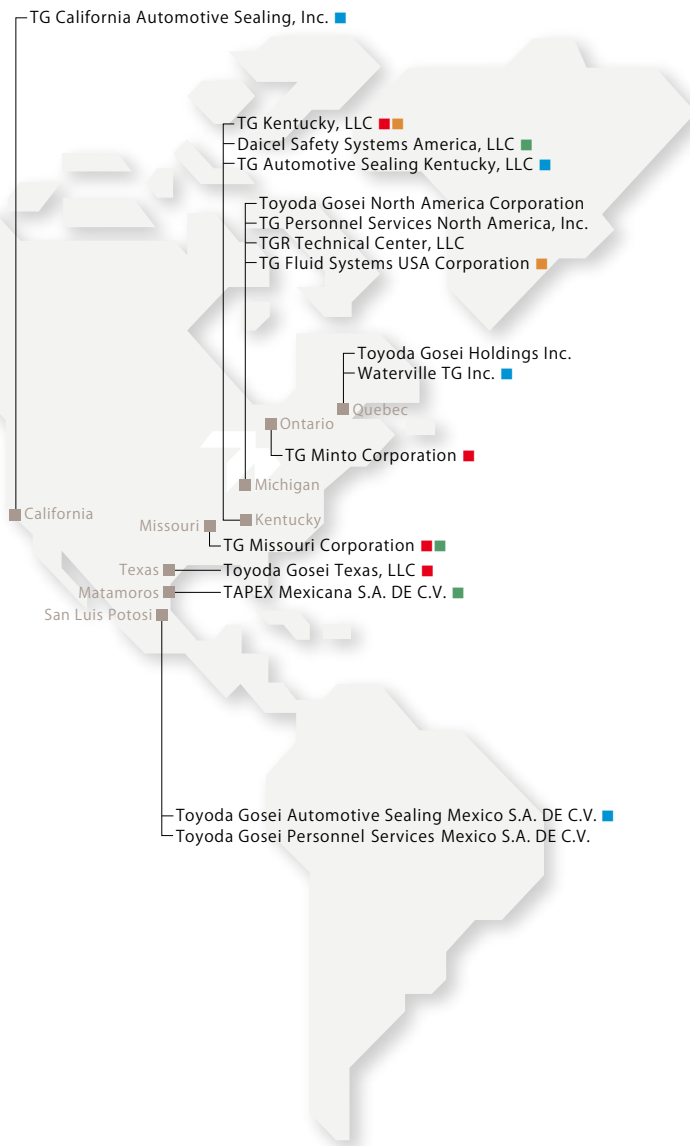
Tianjin Toyoda Gosei Co., Ltd.



Toyoda Gosei North America Corporation

Production Items

- Interior & exterior parts
- Body sealing products
- Functional parts
- Safety system products
- Optoelectronic products
- General industry products



Inazawa Plant



Morimachi Plant



Bisai Plant



Heiwacho Plant



Seto Plant



TG Missouri Corporation

Corporate Data

Directors structure

As of June 24, 2009

Directors

Chairman of the Board

Akio Matsubara

Vice Chairman of the Board

Takashi Matsuura

President

Hajime Wakayama

Executive Vice Presidents

Tsuneji Obara Muneo Furutani

Senior Managing Directors

Kuniaki Osaka Takayasu Hiramatsu Yuichi Shibui

Managing Directors

**Koichi Ota Nobutaka Ito Tsugio Kadowaki Takasuke Haruki Hiromi Ikehata
Noboru Kato Kuniyasu Ito Nobuyuki Shimizu Yoshiaki Takei**

Directors

**Nobuo Fujiwara Masayoshi Ichikawa Yukio Kawakita Kazumi Otake
Kyoji Ikki Kanji Kumazawa Atsushi Sumida**

Corporate Auditors

Standing Corporate Auditors

Hiroyuki Ioku Ikuo Okada Yasushi Matsui

Corporate Auditors

Kazuo Okamoto Tsuchio Hosoi

Company Profile

As of March 31, 2009

company emblem / corporate name



Date of Establishment June 15, 1949

Capital 28 billion

Number of employees Non-consolidated 6,631
Consolidated 25,792

Fiscal year end March 31

Stock Information

As of March 31, 2009

Common stock Authorized 200,000,000 shares
Issued 130,010,011 shares

Stock Exchange Listings Tokyo Stock Exchange and
Nagoya Stock Exchange

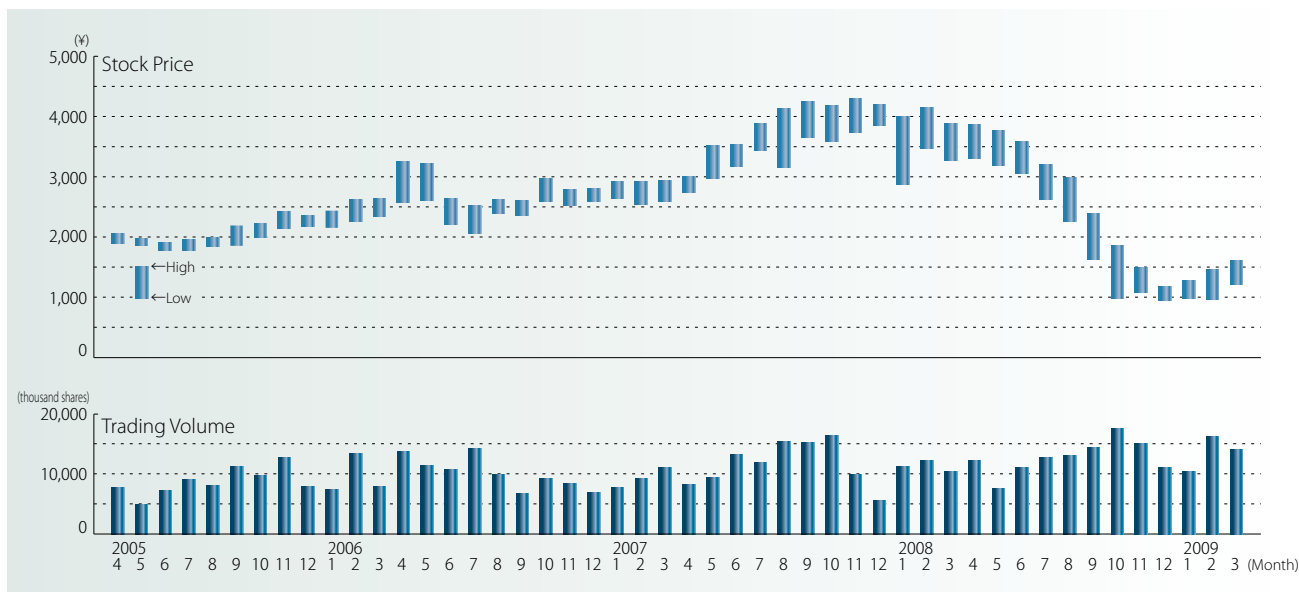
Number of Shareholders 11,443

Transfer agent Mitsubishi UFJ Trust and
Banking Corporation
〒137-8081
7-10-11 Higashi-suna, Koto-ku, Tokyo
Mitsubishi UFJ Trust and Banking
Corporation Stock Transfer Agency
TEL.0120-232-711 (Toll free number)

Major Share holders (Ten from the top)

Names of shareholders	Number of share holding (thousand shares)	Investment ratio (%)
Toyota Motor Corporation	55,459	42.65
The Master Trust Bank of Japan, Ltd. (Trust Account)	10,357	7.96
Japan Trustee Services Bank, Ltd. (Trust Account 4G)	5,851	4.50
Japan Trustee Services Bank, Ltd. (Trust Account)	5,501	4.23
Sumitomo Mitsui Banking Corporation	5,049	3.88
The Dai-ichi Mutual Life Insurance Company	1,866	1.43
The Chase Manhattan Bank NA, London SL Omnibus Account	1,739	1.33
Nippon Life Insurance Company	1,714	1.31
Mitsui Sumitomo Insurance Co., Ltd.	1,661	1.27
Tokio Marine & Nichido Fire Insurance Co., Ltd.	1,628	1.25

Share Price Range (Tokyo Stock Exchange)





With regard to "creating an environment that is kind to both people and the earth" and from the perspective of environmental conservation and the valid use of resources, three points, three things on which we need to base our actions are "Don't make ("Don't use") [Tsukura-nai]," "Don't throw away [Sute-nai]," and "Don't leave it to others [Makase-nai]." Together, these phrases make the slogan "Nicely" (the three "nai's", which sounds like "Nicely" when pronounced with a Japanese accent). "Treating humans and the earth nicely" is the trademark of Toyoda Gosei's environmental activities.

TOYODA GOSEI CO., LTD.

General Administration Division, General & Public Affairs Dept.

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<http://www.toyoda-gosei.com/>

*The address will be changed to

"1 Haruhinagahata Kiyosu, Aichi"

as of October 1, 2009 due to governmental district readjustment.

The zip code, telephone number and fax number will not be changed.



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Environmental Data

[Period] • April, 2008 to March, 2009

[Air] • Units are as follows: NOx = ppm, PM (particulate matter) = mg/Nm³ • ND: below the minimum determination limit (not detected)
• Values shown in the results column are averages of the results of the measurements.

[Water] • Units are all in mg/L except for pH • pH: hydrogen ion concentration • BOD: Biochemical Oxygen Demand • SS: concentration of suspended solids in water
• ND: below the minimum determination limit (not detected) • Values shown in the results column are averages of the results of the measurements.

[Groundwater] • Units are all in mg/L • ND: below the minimum determination limit (not detected).

[PRTR* Data] • Units are in kg *Values less than 1kg are rounded up if ≥0.5 and down if 0.5. There are some cases in which values for total volume and volume handled are not in agreement.

*Pollutant Release and Transfer Register (the registration system monitoring emissions of substances that pollute the environment and moves/transfers of them)

Data on Main Domestic Plants

Haruhi Plant

1 Nagahata, Ochiai,
Haruhi, Nishikasugai,
Aichi, Japan 452-8564

Main Products

• Functional parts

■ **Air (Air Pollution Control Law, prefectural regulations, etc.)**

Item measured		Regulation value	Result
Dust	Co-generation (gas)	0.05	0.022
	Boilers (gas)	150	51
NOx	Co-generation (gas)	600	55

■ **Groundwater**

Item measured	Environmental Standard	Result
Trichloroethylene	0.03	ND
Cis-1,2-Dichloroethylene	0.04	ND~0.08*

*Refer to Toyoda Gosei Report P.37

■ **No violations of laws, etc.** ■ **No complaints**

■ **PRTR Data**

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Bis (2-ethylhexyl) adipate	1,032	0	0	0	0	155	0	0	878
2-imidazolidin thionate	5,505	0	0	0	0	799	10	0	4,696
N-cyclohexyl-2-benzothiazole sulfenic amide	7,207	0	0	0	0	1,050	53	0	6,104
Thiram	9,409	0	0	0	0	508	0	0	8,901
Di-n-butyl phthalate	2,772	0	0	0	0	416	0	0	2,356
Bis (2-ethylhexyl) phthalate	5,405	0	0	0	0	792	7	0	4,606

■ **Water (Water Pollution Control Law, prefectural regulations, etc.)**

Item measured	Regulation value	Result
pH	5.8~8.6	7.5
BOD (Biochemical Oxygen Demand)	25	3.9
SS	30	0.9
Oil content	5	ND
Total nitrogen	120	1.4
Total phosphorus	16	0.6
Thiram	0.06	ND
Fluorine	8	0.2

Morimachi Plant

1310-128 Mutsumi,
Mori, Shuchi,
Shizuoka, Japan
437-0213

Main Products

• Body-sealing products
• Functional parts

■ **Air (Air Pollution Control Law, prefectural regulations, etc.)**

Item measured		Regulation value	Result
Dust	Boilers (heavy oil)	0.25	0.02
	Boilers (heavy oil)	180	88

■ **No violations of laws, etc.** ■ **No complaints**

■ **PRTR Data**

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Antimony and its compounds	6,598	0	0	0	0	330	66	0	6,202
2-imidazolidin thionate	11,575	0	0	0	0	463	463	0	10,649
Ethylbenzene	18,603	13,978	0	0	0	3,723	225	0	676
Xylene	21,515	16,177	0	0	0	4,333	251	0	753
N-cyclohexyl-2-benzothiazole sulfenic amide	11,801	0	0	0	0	472	472	0	10,857
Thiuram	20,309	0	0	0	0	1,097	0	0	19,212
1,3,5-trimethylbenzene	1,563	1,174	0	0	0	313	19	0	57
Toluene	59,698	37,752	0	0	0	19,446	1,227	0	1,273
Bis zinc (N,N-dimethyldithiocarbamic acid)	6,673	0	0	0	0	267	267	0	6,139
Di-n-butyl phthalate	21,186	0	0	0	0	1,059	212	0	19,915
Bis (2-ethylhexyl) phthalate	4,850	0	0	0	0	169	35	0	4,647
Phthalic anhydride	1,321	0	0	0	0	61	12	0	1,247

■ **Water (Water Pollution Control Law, prefectural regulations, etc.)**

Item measured	Regulation value	Result
pH	5.8~8.5	7.5
BOD (Biochemical Oxygen Demand)	25	8.0
SS	50	5.4
Oil content	5	0.5
Thiram	0.06	0.005
Fluorine	8	0.2
Zinc	0.5	0.2

Heiwacho Plant

710 Origuchi,
Shimomiyake, Heiwa,
Inazawa, Aichi, Japan
490-1312

Main Products

- Body-sealing products
- Functional parts
- Safety system products
- Optoelectronic products

■ Air (Air Pollution Control Law, prefectural regulations, etc.)

Item measured		Regulation value	Result
Dust	Boilers (heavy oil)	0.15	ND
	Boilers (gas)	0.05	ND
	Co-generation (gas)	0.05	0.001
NOx	Boilers (heavy oil)	140	76
	Boilers (gas)	120	62
	Co-generation (gas)	200	110

■ Water (Sewerage Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
pH	5~9	7.1
BOD (Biochemical Oxygen Demand)	600	28
SS	600	19
Oil content	30	0.1
Total nitrogen	240	7.9
Total phosphorus	32	0.5
Fluorine	8	0.3

■ No violations of laws, etc. ■ No complaints

■ PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
2-aminoethanol	53,672	5	0	0	107	53,559	0	0	0
Ethylbenzene	7,297	5,929	0	0	0	913	114	0	341
Xylene	9,312	7,560	0	0	0	1,163	147	0	442
Toluene	10,487	8,502	0	0	0	1,305	170	0	510

Inazawa Plant

1 Komeyasakai,
Kitajima, Inazawa,
Aichi, Japan
492-8542

Main Products

- Interior and exterior parts
- Functional parts

■ Air (Air Pollution Control Law, prefectural regulations, etc.)

Item measured		Regulation value	Result
NOx	Boilers (gas)	150	58
	Co-generation (gas)	600	175

■ Groundwater

Item measured	Environmental Standard	Result
Trichloroethylene*1	0.03	ND~0.003*2
Cis-1,2-Dichloroethylene*1	0.04	ND~0.074*2

*1 Substances that have no record of being used. *2 Refer to Toyoda Gosei Report P.37

■ No violations of laws, etc. ■ No complaints

■ Water (Water Pollution Control Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
pH	5.8~8.6	7.2
BOD (Biochemical Oxygen Demand)	25	6.9
SS	30	5.2
Oil content	5	ND
Total nitrogen	120	11.8
Total phosphorus	16	1.2
Hexavalent chromium	0.5	ND
Total chromium	2	0.07
Copper	1	0.17
Zinc	5	0.14
Fluorine	8	0.2
Boron	10	4.3

■ PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Ethylbenzene	7,173	5,738	0	0	0	861	143	0	430
Xylene	12,805	10,240	0	0	0	1,540	256	0	768
Chromium and trivalent chromium compounds	8,575	0	69	0	0	6,792	0	0	1,715
Hexavalent chromium compounds	8,575	0	0	0	0	0	0	8,575	0
Copper water-soluble salts (excluding complex salts)	4,550	0	46	0	0	3,413	0	0	1,092
Toluene	49,250	39,293	0	0	0	6,017	1,002	0	2,938
Nickel metals	79,780	0	0	0	0	0	0	79,780	0
Nickel compounds	85,260	0	17	0	0	11,067	0	0	74,177
Bis (2-ethylhexyl) phthalate	5,487	8	0	0	0	385	0	0	5,094
Boric acid and its compounds	1,294	0	13	0	0	970	0	0	310

Environmental Data

【 Period 】 • April, 2008 to March, 2009

【 Air 】 • Units are as follows: NOx = ppm, PM (particulate matter) = mg/Nm³ • ND: below the minimum determination limit (not detected)
• Values shown in the results column are averages of the results of the measurements.

【 Water 】 • Units are all in mg/L except for pH • pH: hydrogen ion concentration • BOD: Biochemical Oxygen Demand • SS: concentration of suspended solids in water
• ND: below the minimum determination limit (not detected) • Values shown in the results column are averages of the results of the measurements.

【 Groundwater 】 • Units are all in mg/L • ND: below the minimum determination limit (not detected).

【 PRTR* Data 】 • Units are in kg *Values less than 1kg are rounded up if ≥0.5 and down if 0.5. There are some cases in which values for total volume and volume handled are not in agreement.

*Pollutant Release and Transfer Register (the registration system monitoring emissions of substances that pollute the environment and moves/transfers of them)

Bisai Plant

40 Higashishimoshiro, Meichi, Ichinomiya, Aichi, Japan
494-8502

Main Products

- Interior and exterior parts
- Safety system products

■ Air (Air Pollution Control Law, prefectural regulations, etc.)

Item measured		Regulation value	Result
Dust	Boilers (heavy oil)	0.3	0.004
	Boilers (gas)	0.05	0.003
	Co-generation (gas)	0.05	ND
NOx	Boilers (heavy oil)	180	78
	Boilers (gas)	150	67
	Co-generation (gas)	600	110

■ Water (Sewerage Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
pH	5.7~8.7	6.9
BOD (Biochemical Oxygen Demand)	300	26.8
SS	300	6.3
Oil content	30	0.3

■ No violations of laws, etc. ■ No complaints

■ PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Ethylbenzene	14,204	11,361	0	0	0	1,706	284	0	852
Xylene	19,650	15,720	0	0	0	2,358	393	0	1,179
Toluene	62,590	50,108	0	0	0	7,491	1,248	0	3,743

Seto Plant

141 Sosaku-cho, Seto, Aichi, Japan
489-0843

Main Products

- Interior and exterior parts

■ Air (Air Pollution Control Law, prefectural regulations, etc.)

Item measured		Regulation value	Result
Dust	Boilers (kerosene)	0.2	ND
NOx	Boilers (kerosene)	150	83

■ Water (Water Pollution Control Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
pH	5.8~8.6	7.6
BOD (Biochemical Oxygen Demand)	20	1.6
SS	20	0.2
Total nitrogen	10	1.5
Total phosphorus	4	0.1

■ No violations of laws, etc. ■ No complaints

■ PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Ethylbenzene	1,064	855	0	0	0	124	21	0	64
Xylene	1,332	1,070	0	0	0	155	27	0	80
Toluene	2,634	2,116	0	0	0	307	53	0	158

Kanagawa Plant

19-5 Suzukawa, Isehara, Kanagawa, Japan 259-1146

Main Products

- Interior and exterior parts
- Functional parts

■ PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Toluene	1,990	1,630	0	0	0	247	28	0	85

Kitakyushu Plant

1-2 Kitahoraoka Maeda,
Yahatahigashi,
Kitakyushu, Fukuoka,
Japan 805-0058

Main Products

- Interior and exterior parts
- Body-sealing products
- Functional parts
- Safety system products

PRTRデータ

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Xylene	1,279	1,011	0	0	0	166	26	0	77
Toluene	1,773	1,121	0	0	0	602	13	0	38

Fukuoka Plant

2223-1 Kurahisa,
Miyawaka, Fukuoka,
Japan 823-0017

Main Products

- Interior and exterior parts
- Functional parts
- Safety system products

No violations of laws, etc. No complaints

Water (Water Pollution Control Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
pH	5.8~8.6	7.4
BOD (Biochemical Oxygen Demand)	10	1.0
SS	25	ND
Oil content	2	ND

PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Xylene	1,708	1,372	0	0	0	199	34	0	103
Toluene	4,607	3,681	0	0	0	562	91	0	274

Saga Plant

9966-9 Kawako,
Wakaki, Takeo,
Saga, Japan 843-0151

Main Products

- Optoelectronic Products
- General Industry Products

Air (Air Pollution Control Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
Dust Boilers (kerosene)	0.1	0.001
NOx Boilers (kerosene)	150	42

No violations of laws, etc. No complaints

Water (Water Pollution Control Law, prefectural regulations, etc.)

Item measured	Regulation value	Result
pH	5.8~8.6	6.8
BOD (Biochemical Oxygen Demand)	20	9.1
SS	50	4.3
Oil content	5	0.4

PRTR Data

Substance name	Amount handled	Volume emitted			Volume moved		Volume recycled	Total removed (processed)	Total consumed (products)
		Into the air	Into bodies of water	Into the ground	Volume moved via sewers	Volume moved as waste			
Xylene	2,066	1,656	0	0	0	245	41	0	124
Toluene	8,626	6,907	0	0	0	1,029	173	0	518

The Former Nagoya Plant

1-23-13 Kikui, Nishi,
Nagoya, Aichi, Japan
451-0044

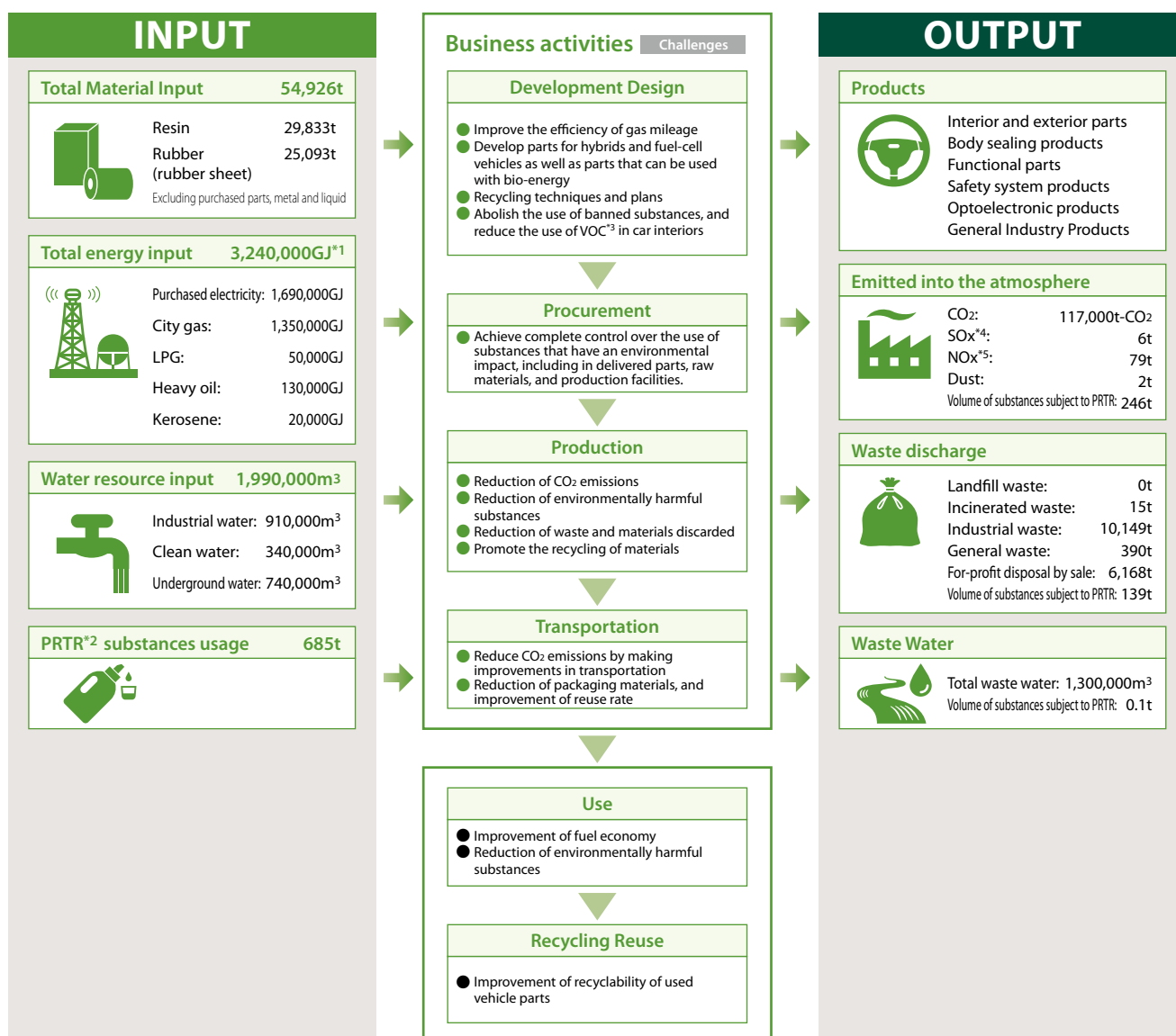
Groundwater

Item measured	Regulation value	Result
Cis-1,2-Dichloroethylene	0.04	ND~0.009*

*Refer to Toyoda Gosei Report P.37

Environmental Data

Resource Input and Output to the Environment in Business Activities in fiscal 2008



*1 Gigajoule (1,000,000,000 joules)

*2 Pollutant Release and Transfer Register

*3 Volatile Organic Compounds *4 Sulfur Oxide *5 Nitrogen Oxide

Environmental Reporting Guidelines (Fiscal 2007 Version) and the corresponding cross referenced pages

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Basic items	
Message from the president	P3-4
Basic requirements for the report	P1
Business conditions	P7-11
General overview of the environmental report	P3-4, 25-32, 37
Material balance in Toyota Gosei's business activities	Refer to our homepage
Current situation of environmental administration such as environmental management	
Current situation of environmental management	P25, 32-36
Current situation of compliance with environmental regulations	P37, Refer to our homepage
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Total energy input and measures for its reduction	P28, Refer to our homepage
Total material input and measures for its reduction	P30, Refer to our homepage
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Quantity of recycled and reused materials within the operational area	P30, Refer to our homepage
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Emission of greenhouse gases and measures for their reduction	P28, Refer to our homepage
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Total waste discharge and total final waste disposal, and measures for their reduction	P30,37, Refer to our homepage
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Current related situation between environmental consideration and management	
Current related situation between environmental consideration and management	P25-27
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Current situation of Toyota Gosei's social activities	P12-24