

Creating Systems and Environments for Flexible Working Styles and That Support Increased Activity

Working Styles and Systems

In addition to systems that exceed the legal requirements for support in balancing work with childcare, nursing care, and medical treatment, we are fostering a workplace culture of mutual consideration. In particular, as both men and women participate in childcare, we actively encourage male employees to take childcare leave by reminding them of the system when their

Major Systems for Childcare Support

System	Timing/event	Subject	Amount required by law							System exceeding laws		
			Pregnancy	Delivery date	1 yo	2 yo	3 yo	1st grade	4th grade	7th grade		
Special parental leave	M/F											
Special paternity leave	Mainly men											
Childcare leave at birth	M/F											
Childcare leave	M/F											
Reduced working hours ¹	M/F											
Restrictions on overtime, late-night work	M/F											
Special sick/injured childcare leave	M/F	10 days/year										

In addition to the above, we have other generous programs such as Special Children Support Leave so that parents can attend children's events or deal with school closures and a Holiday Childcare Subsidy to subsidize the cost of using a private daycare center on holidays that are working days for the company. Other programs include a Special Childcare Work Exemption and interviews before taking childcare leave and before returning to work.

¹ 4-hour workday up to first grade of elementary school, 6/7-hour workday up to fourth grade of elementary school

Major Systems for Care Support

System	Subject	Amount required by law						System exceeding laws
		1 month	93 days	6 months	1 year	3 years		
Care leave	M/F							
Care day off	M/F	10 days/year						

System to Support a Balance Between Work and Medical Care

- Reduced working hours
- Half-day work
- Relaxation of upper restrictions on telework

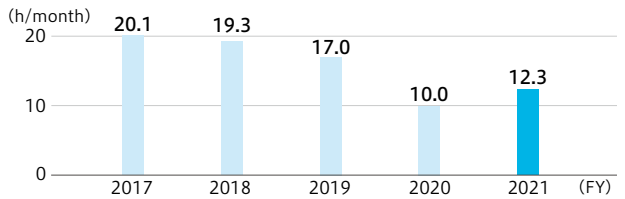
Workplace Environment

We strive to create workplace environments where each and every employee can work energetically and play an active role. We are improving the company environment to create safe and comfortable workplaces for our employees by renovating break rooms used by employees on manufacturing floors, installing restrooms for everyone, including disabled and LGBTQ employees, and establishing a "hot desking" system and satellite space in offices to promote flexible and efficient work styles that are not limited by location.

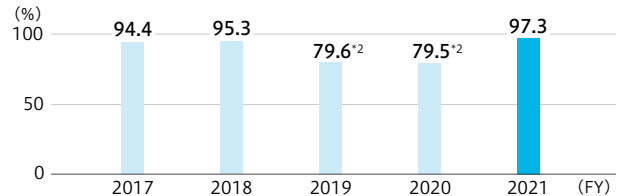
children are born and by raising awareness through our in-house newsletters.

To help employees achieve a work-life balance, we also strive to create an environment where they can continue to work with a sense of fulfillment, using flexible work styles such as telework, shorter working hours, and flexible work schedules.

Company-Wide Average Overtime Hours [Toyoda Gosei Co., Ltd.]

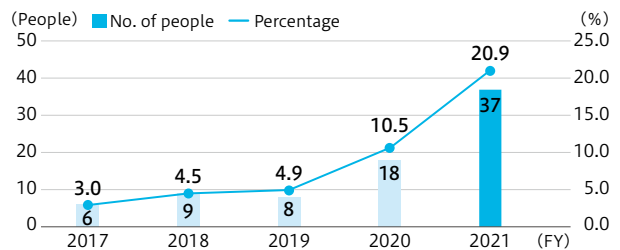


Annual Paid Leave Taking Rate [Toyoda Gosei Co., Ltd.]



*2 There were company shutdowns due to COVID-19

Number of Men Who Took Childcare Leave [Toyoda Gosei Co., Ltd.]³



*3 No. corresponding to the year when childcare leave was started



Miwa Technical Center (satellite space) Headquarters office (hot desking)