

Sustainability

ESG and SDGs

Policy for ESG

Toyota Gosei is taking the nine actions below as key efforts in the area of ESG (environment, society, governance) to achieve sustainable growth.

Environment	1	Building Low-Carbon Societies
	2	Building Recycling Societies
	3	Building Environmental Management Systems
Society	4	Cultivating Global Personnel and Promoting Diversity
	5	Creation of Safe and Pleasant Workplaces
	6	Higher Product Quality
	7	Living with the Local Community
Governance	8	Improved Corporate Governance
	9	Strict Compliance

With the company creed of “Boundless creativity and social contribution,” we would like to contribute to a sustainable society through growth of the company. For that purpose we are taking initiative to resolve the global problems of society and the environment shown in the United Nation’s Sustainable Development Goals for international society by 2030. Specifically, through various business activities that we have advanced for the creation of a better society, such as providing airbags that reduce injuries during accidents and lighter weight parts that contribute to improved automobile fuel economy and reduced carbon emissions, we will meet the expectations of our stakeholders around the world, including customers, shareholders, investors, employees, and suppliers.

Relationships with stakeholders

Stakeholders	Declaration	Communication
Customers	We will provide in a timely manner products and services with quality and prices that satisfy customers, based on research and development and manufacturing technology that anticipates future changes.	<ul style="list-style-type: none"> • CS/Business activities • Website
Shareholders, investors	Our 2025 Business Plan clearly shows our medium- and long-term management targets and strategic policy for sustainable growth.	<ul style="list-style-type: none"> • Financial statements (4 times/year) • Financial results briefings (2 times/year), annual shareholders’ meeting (1 time/year) • Website • Individual meetings • IR tools (general reports, business reports)
Employees	We respect the individuality of each person while at the same time increasing our collective strength through teamwork, achieving a vibrant corporate culture with meaningful work based on labor-management trust and mutual responsibility.	<ul style="list-style-type: none"> • Intranet/in-house communications • Workshops • Employee surveys (6 times/year) • Central labor-management consultations (5 times/year) • Departmental labor-management consultations (6 times/year)
Suppliers	Based on open and equal relationships with suppliers, we strengthen each other’s corporate cultures, strive for management innovation, and raise the collective Group strength.	<ul style="list-style-type: none"> • Procurement activities • Procurement liaison meetings
Local communities	We contribute as a good corporate citizen to development of the economy and society through business activities rooted in each country and community and social contribution activities.	<ul style="list-style-type: none"> • Contributing to the community through business • Participation in volunteer activities
National and local governments, industry organizations	We have built systems for strict legal compliance and thorough corporate ethics, and conduct our business activities with integrity.	<ul style="list-style-type: none"> • Complying with laws/regulations • Participation in industry-academia-government collaboration projects • Participation in industry organizations

Materiality determination process

STEP 1 Identifying issues

With reference to the Global Reporting Initiative (GRI) guidelines, we have thought about how we can contribute to achieving the 17 targets set in the SDG through the Toyoda Gosei Group business strategy, and the risks and opportunities associated with each of those businesses.

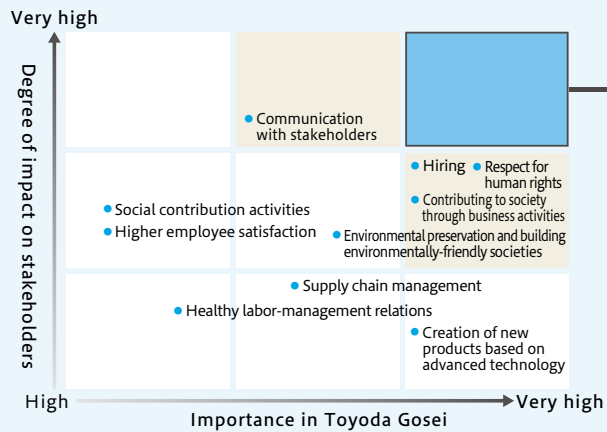
Efforts toward SDGs

Through its business activities, the Toyoda Gosei Group contributes to the achievement of the sustainable development goals (SDGs) that international society (all United Nations member nations) are targeting for 2030.



STEP 2 Judging the importance of each element from internal and external perspectives

The issues for consideration identified in STEP 1 were placed on a materiality map. Based on interviews with experts and stakeholders, items placed in the “very high region” by either were judged to be issues of utmost importance.



STEP 3 Materiality determination

The important issues identified in STEP 2 were investigated by a project team made up of people from relevant departments, and nine key issues were decided. This materiality is obviously of interest to and has a strong impact on stakeholders. These issues are positioned as important themes for the Toyoda Gosei Group as well.

Environment (E)	<ul style="list-style-type: none"> • Building Low-Carbon Societies <ul style="list-style-type: none"> • Reduction of CO₂ emissions • Reductions in greenhouse gases • Building Recycling Societies <ul style="list-style-type: none"> • Reductions in waste • Reduction of water usage • Environmental Management <ul style="list-style-type: none"> • Compliance, management system creation • Fostering of environmental awareness 	
Social (S)	<ul style="list-style-type: none"> • Personnel <ul style="list-style-type: none"> • Development of people with an international outlook • Promotion of work-life balance • Promotion of diversity • Occupational Health and Safety <ul style="list-style-type: none"> • Creation of safe and pleasant workplaces • Sound management • Higher Product Quality • Living with the Local Community 	
Governance (G)	<ul style="list-style-type: none"> • Corporate Governance <ul style="list-style-type: none"> • Transparency in corporate governance and management • Thorough Compliance <ul style="list-style-type: none"> • Corporate ethics and legal compliance 	