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Developing personnel who can thrive in a changing environment, and contributing to society through manufacturing.

As a good corporate citizen, the Toyoda Gosei Group aims to contribute to development of the economy and society through business activities rooted in each country and community and social contribution activities. To build a foundation for those endeavors, we are developing professionals who can act globally and promoting diversity and workstyle reforms. We respect the individuality of each person while increasing our collective strength through teamwork to achieve a vibrant corporate culture with meaningful work. We will continue to conduct research and development in anticipation of future changes, raise the level of our manufacturing technology, strengthen our supply chain and make constant *kaizen* efforts to satisfy our customers.

Hiromasa Zaitu

Corporate Officer,
Chief of General Administration and Human Resources Headquarters, IT Headquarters

We are striving to create workplaces that are pleasant and conducive to producing good results, with the following key performance indicators.

Classification	Item	Target	FY2019 results
1 Creating pleasant workplace environments	Employee turnover rate	Less than 3.0%	1.2%
	Average overtime hours	Less than 20 h/month	16.8 h/month
	Annual paid leave taking rate	95% or higher	97%
	Number of people promoted from non-regular to regular employees	30/year	112
	Harassment prevention training for new managers implementation rate	100%	100%
	Rate of interviews on how to work with young employees	100% within 2 years	100% (for FY2019)
	Prohibition of smoking on company premises	Institution of on-site smoking prohibition	Instituted in January 2020
2 Promoting diversity	Percentage of women among new employees (staff positions)	20%	16%
	No. of female managers	40 (2025)	19
	Childcare leave taking rate	Men: 30% Women: 100%	Men: 5% Women: 100%
	No. of foreign national employees	30	30
	Employment rate of people with disabilities	2.20%	2.38%
3 Personnel development	Number of young employees on loan outside company	40	49 (of whom 25 were sent overseas)
	Successful execution of young employee 3-year independence plans	100%	100%
	Number of people who have taken practical or professional training	2,500	2,592
	Number of people who have taken global officer + management training	250	269