

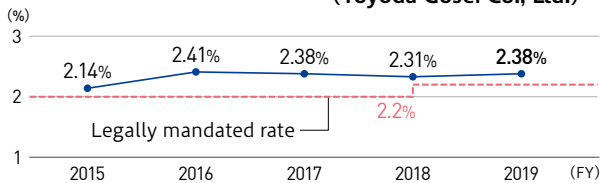
Workplaces that welcome people with disabilities

We view the hiring of persons with disabilities as a social responsibility, and make active efforts in this area. The Committee for Employment of People with Disabilities implements hiring, job assignments, and manager and supervisor education, and helps to establish stable positions. We place particular emphasis on helping persons with disabilities establish stable positions, monitoring conditions through regular care interviews and improving the work environment by identifying where they face problems. The entire Toyoda Gosei Group holds seminars on people with disabilities to share information and create educational opportunities. Work that people with disabilities can perform is identified, and they are systematically hired and placed. In FY2019, 120 people with disabilities were hired (as of March 1, 2020). This was a hiring rate of 2.38%, exceeding our target (legally mandated employment rate $\geq 2.2\%$).



Communication with sign language in the workplace

Changes in employment rate for people with disabilities (Toyoda Gosei Co., Ltd.)



Work-Life balance

Toyoda Gosei Co., Ltd. is adopting a system wherein each employee can select a working style with consideration of work-life balance, supporting employees so that they can work with a sense of security and motivation. Childcare support includes systems for shorter working hours and holiday day-care, plus working parent networking events. For these efforts we have been certified by the Ministry of Health, Labor and Welfare as a "Childcare Support Corporation." For nursing care support we are also undertaking activities to increase knowledge and familiarize employees with our systems. We have introduced systems for reduced days or reduced working hours so that patients can undergo treatment for disease while continuing to work, and for a balance between medical care and work.

We will provide education for the creation of workplace environments where people can use these systems without hesitation, while continuing to enhance our support and policies.

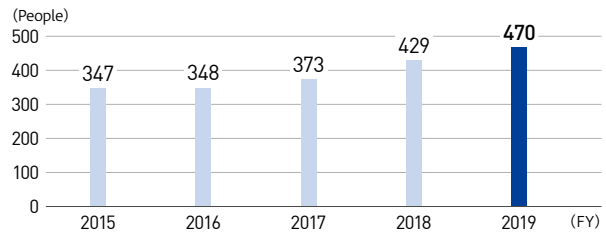
	Childcare leave	Care leave	Reduced working hours
FY2019	67	0	68*

* Childcare 57 / nursing care 5 / medical treatment 6

Creation of an environment for stable work after retirement

We have established an environment so that employees can work with assurance after retirement in a post-retirement rehiring system. Many people can make use of their high levels of expertise and experience after they are rehired. A system of reduced working days and working hours supports working styles for a good work-life balance.

Trend in cumulative number of re-employed retirees



Holiday day-care



Working parent networking meeting (support for childcare-work balance)