

Health and Safety

Basic Philosophy on Health and Safety

The Toyota Gosei Group considers employee safety and mental and physical health to be one of our most important management issues, and we do our best to

ensure secure and pleasant workplace environments for all business operations.

Health and Safety Initiatives

Based on the above basic philosophy, we have established the Safety and Health Declaration and are working to spread our company initiatives.

Safety and Health Declaration

1. We will comply with all laws and company regulations and standards related to safety and health.
2. We will keep in mind that “Safety takes priority over everything else” and ensure that each and every one of us acts in a “safety-first” manner.
3. We will engage in initiatives with a sense of ownership, and strive to foster a culture of safety in which all employees participate and are mutually enlightened.

Implementation System

The Central Safety and Health Committee, chaired by the general manager in charge of the Safety & Health Promotion Division and attended by the president, the labor union chairperson, all plant managers in Japan, and the presidents of domestic and overseas subsidiaries, meets four times a year to report and deliberate on various safety and health-related measures, and report the results of these deliberations to the Board of Directors.

In addition to the deliberation results of the Central Safety and Health Committee, the entire company works together to implement initiatives by repeatedly disseminating safety information through the president’s New Year message and company newsletters. We also regularly share information with our suppliers through procurement liaison meetings and other means.

Targets and Achievements (Global)

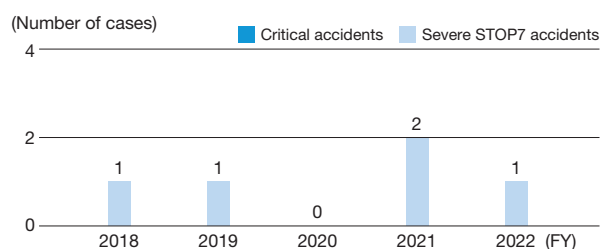
Based on the belief that it is the company’s responsibility to ensure that all employees return home from work in the same good health state as they arrived at work, we have set a global target of zero critical¹ and severe² STOP7³ accidents, and are implementing various measures. In FY2022, we implemented initiatives to prevent entanglement accidents by focusing on eliminating hazardous sources, isolating hazardous sources, and shifting to inherent safety measures through automation and other means.

*1 Critical: Death

*2 Severe: Victim loses part of body (or function)

*3 STOP7: Seven events that may cause serious injury: (1) Crushing or entanglement, (2) Heavy object, (3) Drop or fall, (4) Electric shock, (5) Vehicle, (6) Hot object, explosion, or gas, (7) Amputation

Global Critical and Severe STOP7 Accidents (including contractors and engineering companies)



Ensuring the Safety at Domestic and Overseas Subsidiaries

We have been using safety and fire prevention maps (SFPM) since FY2020 for the purpose of visualizing the safety and fire prevention levels and rectifying weaknesses of our domestic and overseas subsidiaries. For domestic subsidiaries, on-site physical audits and support are conducted three times a year (13 companies: 39 times in total), and for overseas subsidiaries, priority guidance companies have been designated from this fiscal year, and web-based guidance meetings utilizing videos and various materials

are held once a month (2 companies: 15 times in total) to improve safety and fire prevention levels.



On-site physical audits and guidance for domestic subsidiaries



Web-based guidance meetings for overseas subsidiaries

Health Management Initiatives

We conduct health management initiatives to ensure that all of our employees remain healthy, both physically and mentally.

Health Declaration: To Achieve “Boundless Creativity and Social Contribution”

1. We believe the health of our employees is an important management resource and will strive to foster a corporate culture that puts safety and mental and physical health first.
2. We will strive to create positive and vibrant workplaces where employees can work energetically, and develop our personnel.
3. To help improve the health of employees and their families, we will raise health awareness for disease prevention.

Implementation System

As a subordinate organization of the Central Safety and Health Committee, the Health and Happiness Promotion Council is held four times a year for the purpose of expanding health management. This council aims not only to ensure healthy workplaces but also workplaces with happiness, and with the Safety & Health Promotion Division as the executive office,

industrial physicians, the Human Resources Division, the health insurance union, and the labor union all work together to discuss health and happiness management initiatives. In addition, the matters discussed and decided upon are deployed to the Safety and Health Committee at each business site.

Health Challenge 8 in Health Management Initiatives

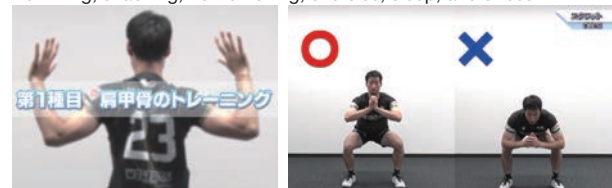
We are working on health management initiatives with the aim of ensuring that each and every employee can work with energy and healthily.

Of the KPIs defined in Health Challenge 8*, stress, sleep, and exercise, which had low scores, were designated as priority items for FY2022, and various initiatives were implemented, including the distribution of exercise-promoting videos.

In recognition of these initiatives, we were certified as a Sports Yell Company 2023 by the Japan Sports

Agency and as a Health & Productivity Management Outstanding Organization 2023 (White 500) by the Ministry of Economy, Trade and Industry (METI).

* Health Challenge 8 is a metric consisting of 8 KPIs: weight, breakfast, drinking, snacking, non-smoking, exercise, sleep, and stress.



Exercise video by Wolfdogs Nagoya players

Initiatives to Maintain and Improve Women's Health

As part of our initiatives to support the health of working women, a Women's Health Seminar was held for the first time for managers and female employees. In March 2023, a special menu (Pink Ribbon Lunch) was offered in the cafeteria and various information was provided as a part of the Women's Health Week event. Also, individual letters and educational materials were sent to raise awareness of the importance of breast and uterine cancer screening.

In recognition of these initiatives, the company

received the Partner Award for Cancer Prevention Campaign (Information Provider Category) from the Cancer Prevention Corporate Action Project sponsored by the Ministry of Health, Labour and Welfare.



Plaque for Partner Award for Cancer Prevention Campaign in Information Provider Category



Example of Pink Ribbon Lunch

Contribution to Local Communities

In order to be a good corporate citizen, as expressed in our management philosophy, we are actively engaged in global initiatives in four key areas: social welfare, environmental conservation, youth development, and community crime prevention. In February 2023, our volunteer group Wheelchair Doctors received the Selection Committee's Special Award at the 2nd Car, Society, and Partnership Awards in recognition of their longstanding and hardworking efforts to make a difference. We will continue to

increase opportunities for participation in social contribution initiatives within the company and implement initiatives that benefit the community.



Wheelchair Doctors at the CSP Award Ceremony



Wheelchair Doctors repairing a wheelchair