

Health and Safety

■ Basic Philosophy on Health and Safety

The Toyoda Gosei Group considers employee safety and mental and physical health to be one of the most important management issues, and we do our best to ensure secure and pleasant workplace environments for all business activities.

■ Health and Safety Initiatives

In the Toyoda Gosei Group, Safety and Health Declaration is made and company activities are spread based on the above basic philosophy.

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, safety information is sent out repeatedly in the President's New Year message and company newsletters. The entire Toyoda Gosei Group carries out these activities. We also regularly share information with our suppliers through procurement liaison meetings and other means.

■ Targets and Achievements (Global)

We believe it is the Company's responsibility to ensure that everyone who works for us returns home in the same good health as when they arrived at work. We have implemented various measures to achieve our goal of zero critical,^{*1} severe^{*2}, and STOP7^{*3} accidents

		Results	Evaluation
No. of critical accidents	0	0	○
No. of severe STOP7 accidents	0	2	×

on a global basis aimed at a zero-accident, zero-incident workplace. In FY2023, we achieved the global goal of zero critical accidents, although two severe STOP7 accidents involving "crushing or entanglement" occurred at overseas subsidiaries.

*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

■ Ensuring the Safety at Domestic 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. Also in FY2023, we set standardized focus areas based on the self-evaluation results from each company. For domestic subsidiaries, we conducted audits and support sessions involving on-site inspections three times per year (39 times in total across 13 subsidiaries).



On-site physical audits and guidance for domestic subsidiaries



<https://www.toyoda-gosei.com/csr/social/report2/#SafetyHealth>

■ Health Management Initiatives

We conduct health management activities so that all people working in the Toyoda Gosei Group can continue working in both mental and physical health.

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 lively 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.

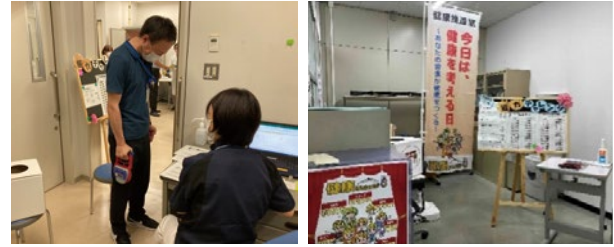
In addition, the matters discussed and decided upon are deployed to the Safety and Health Committee at each business site.

■ Health Challenge 8 in Health Management Initiatives

To enhance the foundation for fulfilling the Company's social responsibilities as outlined in our management philosophy, we are committed to health management so that each employee can work with energy and healthily for the long term.

Our health KPIs include the "Health Challenge 8" initiative, focusing on eight areas: weight, breakfast, drinking, snacking, non-smoking, exercise, sleep, and stress. To improve the low "exercise" scores, we hold an annual grip strength measurement event during the health checkup, encouraging everyone to consider

muscle strength and exercise as part of their health awareness.

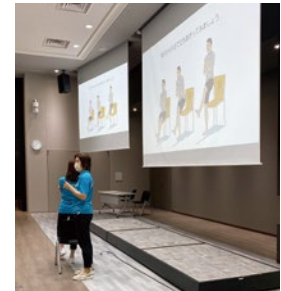


Grip strength measurement

In light of the retirement age extension to 65, we also include physical fitness assessments and exercise habit education in the "Career Design Training" conducted at age 55, supporting employees in maintaining health and vitality as they age.



Health education at age 55



In recognition of these initiatives, we were certified as a Sports Yell Company 2024 by the Japan Sports Agency and as a Health & Productivity Management Outstanding Organization by the Ministry of Economy, Trade and Industry (METI).



<https://www.toyoda-gosei.com/csr/social/report2/#SafetyHealth>



Contribution to Local Communities

In order to be a good corporate citizen and to foster growth alongside local communities, as expressed in our management philosophy, we are actively engaged in employee-led social contribution activities across the globe in four key pillars: social welfare, environmental conservation, youth development, and community

crime prevention.

We will continue to increase opportunities for participation in social contribution initiatives within the Company and implement initiatives that benefit the community.



Support for local children's cafeterias



Wheelchair doctors



Food drive



Donations to local child welfare facilities
(Toyoda Gosei South Africa (Pty) Ltd.)