

■ 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.

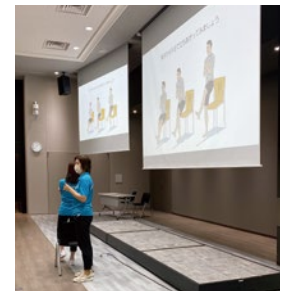


Grip strength measurement

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.)