

# 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 safe, comfortable workplace environments for all business activities.

### Health and Safety Initiatives

Based on the Basic Philosophy above, the Toyoda Gosei Group has formulated and rolled out a Safety and Health Declaration for our health and safety activities.

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.

### 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 on a global basis aimed at a zero-accident, zero-incident workplace.

	Results	Evaluation
No. of critical accidents	0	0 ✓
No. of severe STOP7 accidents	0	4 ×

\*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

In FY2024, we achieved the global goal of zero critical accidents, although four serious STOP7 accidents involving “crushing or entanglement” occurred at our own facilities and at domestic and overseas subsidiaries.

To prevent a recurrence of such accidents, we are comprehensively reviewing our safety initiatives and promoting measures such as revising lockout procedures and introducing risk assessments for machinery.



A machinery and equipment risk assessment training session

For initiative details, refer to our website.

## 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.

### KPIs and Initiative Details

We have established the “Health Challenge 8” (weight, breakfast, alcohol consumption, snacking, non-smoking, exercise, sleep, and stress) as our KPIs for employee health, and are rolling out a diverse array of health promotion initiatives. Key health initiatives include seminars for employees aged 55 and 60 to help them continue to work in good physical condition even as they age and supporting healthy behaviors by hosting experiential events that encourage each individual to take responsibility for their own health.



An experiential health event

### External Evaluations

We are certified as a Health & Productivity Management Organization (White 500) under a program promoted by the Ministry of Economy, Trade and Industry and as a Sports Yell Company 2025 Bronze Plus by the Japan Sports Agency. We have also been recognized by the Ministry of Health, Labour and Welfare for corporate excellence in cancer control.

