

## Social(S)

### Engagement survey

Engagement surveys are done for greater improvement in company policies and workplaces by measuring employees' true feelings through the survey.

From the results of the 2021 survey, it was found that employees work with a sense of responsibility for safety and comply with laws and regulations. It was also found that when important changes in company policy or the way work is done are implemented, the background and reasons for those changes are explained sufficiently to employees. We will continue to make improvements through executive discussions, exchanges of opinions between labor and management, activities in workplace units, and more.

### Schedule of actions for kaizen

	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar
Overall	• Survey	• Management meeting reports • Executive discussions	• Progress reports • Look back and future efforts	
Workplace	• Share with management, all employees (briefings, company newsletters, etc.) Identify issues in each department → Develop countermeasures → Execute → Review			
Labor and management	Subcommittee/informal activities for the exchange of opinions			

### Opening of Toyoda Gosei Memorial Gymnasium (ENTRIO)

Entrio was opened in September 2020 with the concept of being a place that would bring people together through sports, make them smile, and energize them. In addition to hosting the official games of company sports clubs and internal company events, it creates excitement and contributes to a sustainable society as a meeting place for people and people, people and companies, and companies and companies.



Toyoda Gosei Memorial Gymnasium (ENTRIO)

It was named for the three "en" (connections) of work, community, and sports that we treasure in mutual support and growing together, and "trio" meaning three.

### Work-Life balance

A system is adopted wherein each employee can select a working style with consideration of work-life balance, and employees are supported 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 individuals 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.



Holiday day-care



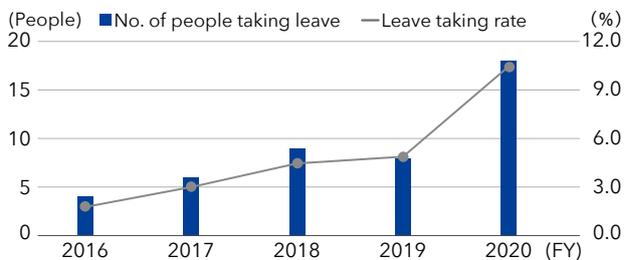
Working parent networking meeting (support for childcare-work balance)

### Number of people taking childcare leave and care leave

	Childcare leave	Care leave	Reduced working hours
FY2020	54	2	86*

\* Childcare 82 / nursing care 1 / medical treatment 3

### Trend in number of men taking childcare leave and leave taking rate



### Major systems for childcare support

System	Timing/event	Subject	Amount required by law							System exceeding laws		
			Pregnancy	Delivery date	1 yo	2 yo	3 yo	1 <sup>st</sup> grade	4 <sup>th</sup> grade	7 <sup>th</sup> grade		
Special parental leave	F		■									
Paternity leave	M			■								
Childcare leave	M/F				■	■						
Sick/injured childcare leave	M/F	10 days/year										■
Kids support leave	M/F	5 days/year										■
Childcare fee assistance for holidays	M/F											■

### Major systems for care support

System	Subject	Amount required by law							System exceeding laws	
		1 month	93 days	6 months	1 year	3 years				
Care leave	M/F								■	
Care day off	M/F								■	10 days/year