



• Health management

Health declaration — To achieve “Boundless Creativity and Social Contribution”

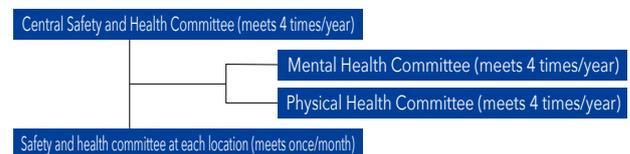
1. We believe the health of our employees is an important management issue and will strive to foster an organizational culture that puts safety and health first.
2. We will strive to create positive and lively workplaces where employees can work energetically.
3. We will support the health of our employees and their families by cooperating with the health insurance association and making efforts for primary prevention*³.

*³ Activities undertaken with the aim maintaining and improving health and preventing disease, including public health guidance and health education.

Promotion system

With the Safety & Health Promotion Division serving as the executive office, we have established mental and physical health committees consisting of company occupational physicians and members of our Human Resources Division, health insurance union, and labor union. The committees discuss health management measures and track their progress. In addition, activity reports are given and approvals are obtained in our

Central Safety and Health Committee, which then spreads these measures to the Safety and Health Committees in each place of business.



Health management

The ability of each employee to work with energy and health into the future is essential as a foundation to fulfill our corporate social responsibility as stated in Toyoda Gosei's management philosophy. In recognition of this, we are promoting health management to maintain and promote the health of our employees. In 2021

Toyoda Gosei was recognized as an “Outstanding Health Management Corporation” in the large corporation category (White 500).



Turning health awareness and knowledge into action

Health promotion activities in individual workplaces were started in 2016, and in 2020 efforts to improve health with modifications in individual workplaces, such as adopting a theme of exercise, were being made by 206 out of 243 teams.

We have used the “Aichi Health Plus” app, distributed by Aichi Prefecture, since 2020 with the aim of establishing an exercise habit. We have also introduced a “Health challenge” in which employees

compete in number of steps walked during long holidays. Awards given to the top people and other efforts are made to further promote exercise.

With these and other activities, Toyoda Gosei was recognized as a “Sports Yell Company 2021” by the Ministry of Education, Culture, Sports, Science and Technology (Japan Sports Agency).



Anti-smoking measures

With the aim of preventing health damage in smokers and passive smoking in non-smokers, we first banned the sales of cigarettes in the company (including vending machines). At the same time, we provided support by public health nurses to help smokers stop smoking. Since 2016 we have held “Smoking cessation talks” with invited outside instructors and held experience-based exhibitions that include measurements of lung age as motivation to quit smoking.

In anticipation of the Revised Health Promotion Act, which went into full effect in April 2020, we extended a smoking ban on all company property in Japan starting in January 2020. At that time, the ban on employee smoking was not limited to company property but was extended to at least 100m from the property boundaries to prevent passive smoking by neighborhood residents. In cases when a nursery school or medical institution was in that zone, we expanded the ban zone to include the area around them.

To protect all people working in the company from passive smoking, we set a company policy with the aim of preventing harmful passive smoking. In addition to steady efforts beforehand to gain employees' understanding, we made repeated requests to staffing agencies and contractors for their cooperation. Today, one year after the smoking ban on company property, its continuation has had no effect on productivity or employee retention.

The company-wide smoking rate has decreased from 42.5% in 2010 to 27.5% in 2020.

Smoking rate at Toyoda Gosei

