

# Sustainability

## ESG and SDGs

### Policy for ESG

Toyota Gosei is taking the nine actions below as key efforts in the area of ESG (environment, society, governance) to achieve sustainable growth.

Environment	1	Building Low-Carbon Societies
	2	Building Recycling Societies
	3	Building Environmental Management Systems
Society	4	Cultivating Global Personnel and Promoting Diversity
	5	Creation of Safe and Pleasant Workplaces
	6	Higher Product Quality
	7	Living with the Local Community
Governance	8	Improved Corporate Governance
	9	Strict Compliance

With the company creed of “Boundless creativity and social contribution,” we would like to contribute to a sustainable society through growth of the company. For that purpose we are taking initiative to resolve the global problems of society and the environment shown in the United Nation’s Sustainable Development Goals for international society by 2030. Specifically, through various business activities that we have advanced for the creation of a better society, such as providing airbags that reduce injuries during accidents and lighter weight parts that contribute to improved automobile fuel economy and reduced carbon emissions, we will meet the expectations of our stakeholders around the world, including customers, shareholders, investors, employees, and suppliers.

### Relationships with stakeholders

Stakeholders	Declaration	Communication
Customers	We will provide in a timely manner products and services with quality and prices that satisfy customers, based on research and development and manufacturing technology that anticipates future changes.	<ul style="list-style-type: none"> <li>• CS/Business activities</li> <li>• Website</li> </ul>
Shareholders, investors	Our 2025 Business Plan clearly shows our medium- and long-term management targets and strategic policy for sustainable growth.	<ul style="list-style-type: none"> <li>• Financial statements (4 times/year)</li> <li>• Financial results briefings (2 times/year), annual shareholders’ meeting (1 time/year)</li> <li>• Website</li> <li>• Individual meetings</li> <li>• IR tools (general reports, business reports)</li> </ul>
Employees	We respect the individuality of each person while at the same time increasing our collective strength through teamwork, achieving a vibrant corporate culture with meaningful work based on labor-management trust and mutual responsibility.	<ul style="list-style-type: none"> <li>• Intranet/in-house communications</li> <li>• Workshops</li> <li>• Employee surveys (6 times/year)</li> <li>• Central labor-management consultations (5 times/year)</li> <li>• Departmental labor-management consultations (6 times/year)</li> </ul>
Suppliers	Based on open and equal relationships with suppliers, we strengthen each other’s corporate cultures, strive for management innovation, and raise the collective Group strength.	<ul style="list-style-type: none"> <li>• Procurement activities</li> <li>• Procurement liaison meetings</li> </ul>
Local communities	We contribute as a good corporate citizen to development of the economy and society through business activities rooted in each country and community and social contribution activities.	<ul style="list-style-type: none"> <li>• Contributing to the community through business</li> <li>• Participation in volunteer activities</li> </ul>
National and local governments, industry organizations	We have built systems for strict legal compliance and thorough corporate ethics, and conduct our business activities with integrity.	<ul style="list-style-type: none"> <li>• Complying with laws/regulations</li> <li>• Participation in industry-academia-government collaboration projects</li> <li>• Participation in industry organizations</li> </ul>