

Human Rights Initiatives

Basic Philosophy

The Toyoda Gosei Group respects and supports the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and other international norms. The Toyoda Gosei Group Charter for Business Ethics lays out our basic principles of “respecting human rights and the diversity, character, and individuality of each person and striving to create

workplaces that are free of discrimination and harassment and always healthy, pleasant and safe, based on labor-management cooperation.” This policy clearly prohibits discrimination, harassment, forced labor, child labor, and promotes respect for human rights.

■ Toyoda Gosei Group Human Rights Policy and Initiatives System

In April 2022, “Toyoda Gosei Group Human Rights Policy” was formulated. This policy was developed with input from external experts, deliberated in the Sustainability Council with participation from all executives and division heads, and approved by the

Board of Directors.

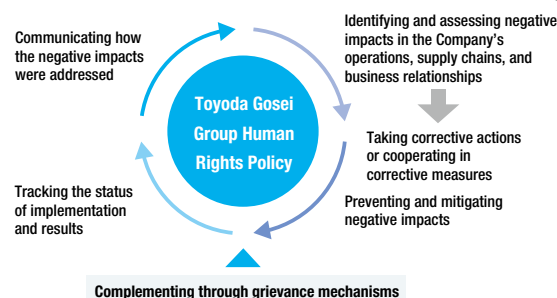
To enhance management’s commitment to human rights efforts, the Sustainability Council receives biannual progress reports on these initiatives.

 **Human Rights Policy**

■ Human Rights/Due Diligence

In alignment with the “UN Guiding Principles on Business and Human Rights,” the Group began implementing human rights due diligence in 2022. Human rights due diligence refers to a series of processes that identify negative human rights impacts in a company’s operations, supply chain, and other business relationships; prevent or mitigate those negative impacts; track implementation and results; and communicate how the negative impacts have been addressed.

Overall framework for initiatives related to human rights



■ Human Rights Impact Assessment

The Group conducted a human rights impact assessment in collaboration with external experts, covering both Toyoda Gosei and its suppliers, to identify priority human rights issues. A preliminary study was conducted to establish a comprehensive understanding of human rights risks related to the

business activities, products, and services of both the Group and its suppliers. In addition to the survey, we conducted a questionnaire, and in countries and regions with higher risks, we held interviews to assess the actual status of initiatives and identify challenges.

■ Salient Human Rights Issues

Within Our Group

Significant human rights issues	Affected stakeholders	Description
Harassment	<ul style="list-style-type: none"> Workers within our Group External parties such as business partners and suppliers 	All forms of harassment not only harm the dignity of victims but also deteriorate the working environment. Therefore, we will enhance preventive measures and establish corrective and remediation mechanisms.
Migrant workers	<ul style="list-style-type: none"> Foreign workers within our Group 	Since migrant workers (especially technical trainees domestically) tend to be particularly vulnerable, we will review their working and living conditions, aiming to prevent human rights abuses and establish corrective and remediation mechanisms.
DE&I	<ul style="list-style-type: none"> Workers within our Group 	A lack of understanding, consideration, and efforts regarding DE&I can result in lost career advancement opportunities, harassment, and discrimination. Therefore, we will enhance DE&I initiatives and build an environment where diverse talent can thrive.

Suppliers

Classification	Significant human rights issues
Domestic suppliers	Harassment, migrant workers (foreign technical trainees), DE&I
Overseas suppliers	Child labor, forced labor, migrant workers

Activities Based on Human Rights Policy

Foreign Technical Trainees

Six Group companies employing a total of 78 trainees conducted self-assessments on working conditions, safety, and health. Following this, our human rights officers carried out on-site inspections, including interviews with trainees and workplace tours. Some deficiencies were identified but were immediately

corrected, and no violations were found that could lead to human rights abuses. Additionally, as part of long-term career planning for trainees, we actively support their employment at local Group companies upon their return home.

One trainee spent five years at TG Logistics, a Toyoda Gosei Group company, engaged in molding operations as a technical trainee. Having become fond of TG's "Kaizen culture," the trainee joined Toyoda Gosei Haiphong in Vietnam in June 2024 after returning home. She is now responsible for process improvements, aiming to leverage her experience from past improvement activities and to further learn TPS to contribute to the Company.

Nguyen Thi Huong Thao (Toyoda Gosei Haiphong Co., Ltd.)



Employee Awareness and Education Activities

We conduct well-being and DE&I-themed lectures by external speakers, provide human rights policy guides in the company newsletter, offer online training for office staff, and roll out education tools for skilled workers. In addition, for harassment awareness, we provide training for executives, managers, and supervisors. Once a

month, we hold workplace readings of "TG Positive Workplace Support Squad," which summarizes DE&I and harassment awareness to ensure that all employees contribute to a harassment-free, healthy, and comfortable workplace.

Education initiatives

Target	Description	Frequency
Managers	Conduct training on basic human rights knowledge and unconscious bias	1 time/year
All employees	Provide foundational content on human rights through e-learning	1 time/year
Human rights managers	Participate in external study sessions to cover fundamental knowledge and current trends	As needed
Managers of Group companies	Conduct training on basic human rights knowledge and unconscious bias	1 time/year



Deliver harassment prevention training for managers

Activities for Domestic and Overseas Affiliates

To monitor HR and labor management conditions, we conduct an annual "self-inspection survey" for all domestic and overseas affiliates. As part of preventative efforts, we hold harassment and DE&I study sessions at

domestic affiliates, while overseas affiliates prepare an annual activity plan and work to reduce risks through shared educational resources and tools.

Consultation and Relief Services

We provide internal and external consultation channels accessible to employees of the Company and domestic affiliates. These services allow for anonymous consultations and reports, ensuring that no employee faces adverse treatment for seeking advice or reporting issues.

Additionally, since April 2024, we have participated in "JP-MIRAI Assist," which supports multilingual services and offers a specialized consultation system for foreign technical trainees.

JP-MIRAI Assist



JP-MIRAI

Supply Chain Initiatives

In 2023, the Toyoda Gosei Group established the "Supplier Sustainability Guidelines" based on its Human Rights Policy, incorporating essential items for ensuring respect for human rights, such as the prohibition of child labor, forced labor, migrant labor abuse, and discrimination. We continue to raise awareness through

procurement liaison meetings, compliance training, and the distribution of educational tools. Additionally, this fiscal year, we plan to visit overseas suppliers to engage in proactive prevention and remediation of further human rights issues.