

## General Employer Action Plan Based on Japan's Act on Advancement of Measures to Support Raising Next-Generation Children

### Toyo Tire Corporation Action Plan

We have established the following action plan to enable employees with childcare duties or other responsibilities to work to the best of their capacity, and balance career and family by creating workplaces accommodating to private life.

1. Duration: Two years from January 1, 2022 – December 31, 2023

2. Details

Target 1: Expand our parental support systems to improve acquisition of childcare leave by men ahead of obligatory statistic reporting from April 2023

Strategies

- Establish a childcare consultation hotline at each company base
- Conduct training for workers who have reported a pregnancy or childbirth to make them aware of available systems and to confirm their intentions
- Improve systems to support parents, such as a system for taking parental leave in blocks , and a childcare leave system for fathers that may be utilized as paternity leave up to eight weeks after birth

Target 2: Maintain flexible working styles post COVID-19 ( such as by relaxing requirements to work from home)

Strategies

- To support employees in balancing work and childcare, we will relax requirements to work from home and establish fixed rules to continue providing flexible working arrangements in post-COVID-19 times
- To maintain an average of 10 days or more of annual paid leave taken per person per year, we will set days where employees are strongly encouraged to use paid leave and help improve work-life balance
- For hourly paid leave, currently available in two-hour blocks, labor and management will together investigate introducing a system for more flexible leave in one-hour blocks
- Continue investigations into paid sick child leave