

Toyo Tire Corporation Action Plan

At Toyo Tire, our goal is to be an attractive company for employees by embracing diversity and providing healthy working environments where diverse talents can thrive. As part of this commitment, we have formulated an action plan to raise tolerance and flexibility to accommodate a variety of work styles.

1. Direction

Toyo Tire strives to offer a variety of work style options that allow our employees to achieve work-life balance by deepening our understanding of lifestyle changes resulting from life events in the course of our employees' lives. We are committed to creating an environment where employees can fulfill their social roles by enabling each one of them to engage in work with more active mindsets while maintaining richer personal lives.

- 1) Enhance our environment and system for supporting work and time off so that all employees can achieve their desired work-life balance
- 2) Pass on our manufacturing spirit and work mindset to the next generation, with the aim of instilling a sense of duty among employees and work values among young people

2. Duration: Two years from January 1, 2024 – December 31, 2025

3. Details

Target 1: Encourage diverse employees to work with autonomy and independence, and choose flexible work styles that allow them to thrive

Strategies

- While envisioning ideal work styles, review, enhance, and improve our optional program to work remotely
- Conduct research and enhance programs to improve the well-being of our employees and their families
- Continue to study how to implement paid sick/injured childcare leave

Target 2: Enhance our childcare support program and develop our workplace environment, with the goal of achieving 100% rate of use of childcare leave regardless of gender

Strategies

- To increase the rate of male employees taking childcare leave, continue to provide employees with information about various childcare-related programs through consultation services that have been set up at each company base
- Create and use our own life design handbook to provide information and encourage the use of childcare leave and various other company programs
- Consider expanding the number of days of paid childcare leave

Target 3: Continue to conduct and broaden the range of our internship programs, with the goal of helping students thrive in the society of the future

Strategies

- To accommodate requests from universities to accept interns, consider providing opportunities to include students outside of our recruitment program (third-year undergraduates and first-year master's students)

Target 4: Instill work values early and widely promote the appeal of Toyo Tire's manufacturing to the active youth of the next generation, from the standpoint of contributing to solve social issues and ensuring the sustainable growth of our company

Strategies

- Send Toyo Tire employees to educational institutions as lecturers. Through their lectures, provide students the opportunity to learn more about wider society and manufacturing and inspire in them a deeper interest in work
- For our employees acting as lecturers, create an opportunity to consider the link between their own work and society, by reflecting and communicating the significance of work in their own words to students who have not yet entered the workforce