

Information on employees and other workers (FY 2018) *The information of the former Toyo Tire & Rubber Co., Ltd. at the end of 2018

Total number of full-time employees by employment contract (permanent and temporary), by gender. *Nonconsolidated

Men		Women	
Permanent	Temporary	Permanent	Temporary
3,304	494	228	77

Total number of full-time employees by employment contract (permanent and temporary), by region. *Consolidated

	Permanent	Temporary
Japan	5,286	953
Americas	1,924	397
Asia/Oceania	4,126	4
Europe	113	1

Composition of the highest governance body (Board of Directors) *Nonconsolidated

	Men	Women
Inside	5	0
Outside	5	0

*All full-time employees except executives are subject to Collective bargaining agreements.

*A significant portion of the organization’s activities are performed by workers.

Average age (age) *Nonconsolidated

38.6

Average annual salary (1000yen) *Nonconsolidated

6,037

Starting salary of Master's degree (1000yen/month) *Nonconsolidated

227

Starting salary of Bachelor degree (1000yen/month) *Nonconsolidated

213

Starting salary of High school graduates (1000yen/month) *Nonconsolidated

190

*Male and Female identical premiums

Usage status of Childcare Support System *Nonconsolidated, Including part-time employees and employees turnover at the end of 2018

	FY 2016		FY 2017		FY 2018	
	Male	Female	Male	Female	Male	Female
Parental Leave	5	7	7	5	6	7
Short-Time Work for Child-care	0	4	0	6	0	1

Usage status of Nursing Care Support System *Nonconsolidated

	FY 2016		FY 2017		FY 2018	
	Male	Female	Male	Female	Male	Female
Nursing Care Leave	0	0	0	0	1	1
Short-Time Work for Nursing Care	0	0	0	0	0	0

Acquisition Rate of Parental Leave *Nonconsolidated, Including part-time employees but non-including employees turnover at the end of 2018

	FY 2016	FY 2017	FY 2018
Men	3.91%	4.40%	2.30%
Women	100%	100%	100%

※Part-Time Employees : Part Timer Employee and Temporary Contract Employee *Except Temporary staff