

**Information on employees and other workers (FY 2019)**

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

	Men		Women	
	Permanent	Temporary	Permanent	Temporary
Toyo Tire Corp.	3357	464	238	79

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

	TOYO TIRE Group	
	Permanent	Temporary
Japan	5229	908
Americas	2125	380
Asia/Oceania	4391	2
Europe	123	1

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

	Toyo Tire Corp.	
	Men	Women
Inside	9	–
Outside	3	–

\*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**

Toyo Tire Corp.	38.7
-----------------	------

**Average annual salary (1000yen) \*Nonconsolidated**

Toyo Tire Corp.	6,028
Starting salary of Master's degree (1000yen/month) *Nonconsolidated	231
Starting salary of Bachelor degree (1000yen/month) *Nonconsolidated	218
Starting salary of High school graduates (1000yen/month) *Nonconsolidated	195

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

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

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

\*Male and Female identical premiums

**Usage status of Childcare Support System \*Nonconsolidated, Including part-time employees and employees turnover at the end of 2019**

Toyo Tire Corp.	FY 2017		FY 2018		FY 2019	
	Male	Female	Male	Female	Male	Female
Parental Leave	7	5	6	7	22	4
Short-Time Work for Child-care	0	6	0	1	0	13

**Usage status of Nursing Care Support System \*Nonconsolidated**

Toyo Tire Corp.	FY 2017		FY 2018		FY 2019	
	Male	Female	Male	Female	Male	Female
Nursing Care Leave	0	0	1	1	0	0
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 2019**

Toyo Tire Corp.	FY 2017	FY 2018	FY 2019
Male	4.4%	2.3%	18.0%
Female	100%	100%	100%

\*Gender-specific data: Refers to data for each biological sex. We do not have quantitative data specific to individual social sexes due to the difficulty in determining them. Our goal is to provide a workplace environment where all the employees are given equal opportunities.

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