

**Information on employees and other workers (FY 2020)**

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

	Men		Women	
	Permanent	Temporary	Permanent	Temporary
Toyo Tire Corp.	3475	464	250	85

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

	TOYO TIRE Group	
	Permanent	Temporary
Japan	5209	790
Americas	2152	369
Asia/Oceania	3802	1
Europe	124	7

**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.	39.2
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**Average annual salary (1000yen) \*Nonconsolidated**

Toyo Tire Corp.	5,849
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**Starting salary of Master's degree (1000yen/month) \*Nonconsolidated**

	234
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**Starting salary of Bachelor degree (1000yen/month) \*Nonconsolidated**

	220
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**Starting salary of High school graduates (1000yen/month) \*Nonconsolidated**

	197
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\*Male and Female identical premiums

**Usage status of Childcare Support System \*Nonconsolidated, Including part-time employees and employees turnover at the end of 2020**

Toyo Tire Corp.	FY 2018		FY 2019		FY 2020	
	Male	Female	Male	Female	Male	Female
Parental Leave	6	7	22	4	10	10
Short-Time Work for Child-care	0	1	0	13	1	12

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

Toyo Tire Corp.	FY 2018		FY 2019		FY 2020	
	Male	Female	Male	Female	Male	Female
Nursing Care Leave	1	1	0	0	1	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 2020**

Toyo Tire Corp.	FY 2018	FY 2019	FY 2020
Male	2.3%	18.0%	7.9%
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