

Information on employees and other workers (FY 2021)

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

	Men		Women	
	Permanent	Temporary	Permanent	Temporary
Toyo Tire Corp.	3446	418	245	95

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

	TOYO TIRE Group	
	Permanent	Temporary
Japan	5076	743
Americas	2036	409
Asia/Oceania	2931	33
Europe	281	15

Composition of the highest governance body (Board of Directors)

***Nonconsolidated**

	Toyo Tire Corp.	
	Men	Women
Inside	6	–
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.	39.8
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Average annual salary (1000yen) *Nonconsolidated

Toyo Tire Corp.	6,198
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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

	223
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Starting salary of High school graduates (1000yen/month) *Nonconsolidated

	190
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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 2019		FY 2020		FY 2021	
	Male	Female	Male	Female	Male	Female
Parental Leave	22	4	10	10	19	14
Short-Time Work for Child-care	0	13	1	12	2	17

Usage status of Nursing Care Support System *Nonconsolidated

Toyo Tire Corp.	FY 2019		FY 2020		FY 2021	
	Male	Female	Male	Female	Male	Female
Nursing Care Leave	0	0	1	1	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 2019	FY 2020	FY 2021
Male	18.0%	7.9%	14.1%
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