

Information on employees and other workers (FY 2022)

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

Toyo Tire Corp.	Men	Women	Total	*Consolidated
number of employees	3,851	347	4,198	11,744
Number of employees under lifetime employment	3,422	252	3,674	10,574
Number of fixed-term employees	429	96	525	1,170
Number of employees without guaranteed working hours	0	0	0	0
Number of full-time employees	3,829	325	4,154	11,206
Number of part-time employees	23	22	45	538

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

Toyo Tire Group.	Japan	America	Europe	Asia/Oceania	Total
number of employees	5,692	2,553	599	2,900	11,744
Number of employees under lifetime employment	4,940	2,165	588	2,881	10,574
Number of fixed-term employees	752	388	11	19	1,170
Number of employees without guaranteed working hours	0	0	0	0	0
Number of full-time employees	5,572	2,165	588	2,881	11,206
Number of part-time employees	120	388	11	19	538

Workers other than employees

Dispatched/accepted employees

Most common contract relationship	contract
Number of workers other than employees	784

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.	40.3
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Average annual salary (1000yen) *Nonconsolidated

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

Toyo Tire Corp.	6,300
	234
	223
	190

*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 2020		FY 2021		FY 2022	
	Men	Women	Men	Women	Men	Women
Parental Leave	10	10	19	14	53	16
Short-Time Work for Child-care	1	12	2	17	3	21

Usage status of Nursing Care Support System *Nonconsolidated

Toyo Tire Corp.	FY 2020		FY 2021		FY 2022	
	Men	Women	Men	Women	Men	Women
Nursing Care Leave	1	0	1	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 2021

Toyo Tire Corp.	FY 2020	FY 2021	FY 2022
Male	7.9%	14.1%	47.0%
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

Gender wage difference (%) 68.2%

Average annual wage for women/average annual wage for men