

Information on employees and other workers (FY 2023)

Number of employees by employment contract (by gender) *Consolidated

	Male	Female	Others	Undisclosed	Total
No. of employees	9,557	1,710	0	0	11,267
No. of permanent employees	8,853	1,542	0	0	10,395
No. of fixed-term employees	704	168	0	0	872
No. of non-guaranteed hours employees	0	0	0	0	0
No. of full-time employees	9,382	1,641	0	0	11,023
No. of part-time employees	175	69	0	0	244

Others: Self-identified gender

Consolidated	Total
No. of employees	11,267
No. of permanent employees	10,395
No. of fixed-term employees	872
No. of non-guaranteed hours employees	0
No. of full-time employees	11,023
No. of part-time employees	244

Number of employees by employment contract (by region) *Consolidated

	Japan	Americas	Europe	Asia and Oceania	Total
No. of employees	5,606	2,006	756	2,899	11,267
No. of permanent employees	4,865	2,003	661	2,866	10,395
No. of fixed-term employees	741	3	95	33	872
No. of non-guaranteed hours employees	0	0	0	0	0
No. of full-time employees	5,493	2,003	661	2,866	11,023
No. of part-time employees	113	3	95	33	244

Non-employee workers

(Dispatched and loaned staff)

*Non-employee workers refer to workers who work for our company without an employment relationship with our company.

Most common type of worker and contractual relationship	Contract
Number of non-employee workers	551

Composition of highest governance body (Board of Directors) *Non-consolidated

	Toyo Tire Corporation	
	Male	Female
Inside	4	0
Outside	3	1

*All full-time employees of the company, except company executives, are subject to collective bargaining agreements.

*A significant portion of our corporate activities are performed by employees.

Average age (in years) *Non-consolidated

Toyo Tire Corporation
40.5

Average annual salary (in thousands of yen) *Non-consolidated

Starting salary for master's degree holders (in thousands of yen per month) *Non-consolidated

Toyo Tire Corporation
6,427
236
225
193

Starting salary for college graduates (in thousands of yen per month) *Non-consolidated

Starting salary for technical college graduates (in thousands of yen per month) *Non-consolidated

*Our company provides equal compensation regardless of gender.

Childcare support program use

*Non-consolidated. Including temporary employees and employees who left at the end of FY 2021

Toyo Tire Corporation	FY2020		FY2021		FY2022		FY2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Childcare leave	10	10	19	14	53	16	51	12
Short working hours for childcare	1	12	2	17	3	21	1	25

Number of people who had shortened working hours in FY2022 (including those continuing from previous years)

Nursing Care support program use *Non-consolidated

Toyo Tire Corporation	FY2020		FY2021		FY2022		FY2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Nursing care leave	1	0	1	0	1	0	3	0
Short working hours for nursing	0	0	0	0	0	0	0	0

Number of people who had shortened working hours in FY2022

Rate of use of childcare leave

Toyo Tire Corporation	FY2020	FY2021	FY2022	FY2023
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***Non-consolidated. Including temporary employees. Does not include employees who left at the end of FY2022**

Male	7.9%	14.1%	47%	50.5%
Female	100%	100%	100%	100%

*Gender-specific data on this page: Refers to data based on biological sex. While we do not have quantitative data by social gender because of difficulties obtaining them, we strive to create a workplace environment where all employees can equally thrive.

*Temporary employees: Part-time and contract employees (excluding dispatched staff)

Gender wage difference (%): 66.8% *Average annual wage of women/Average annual wage of men