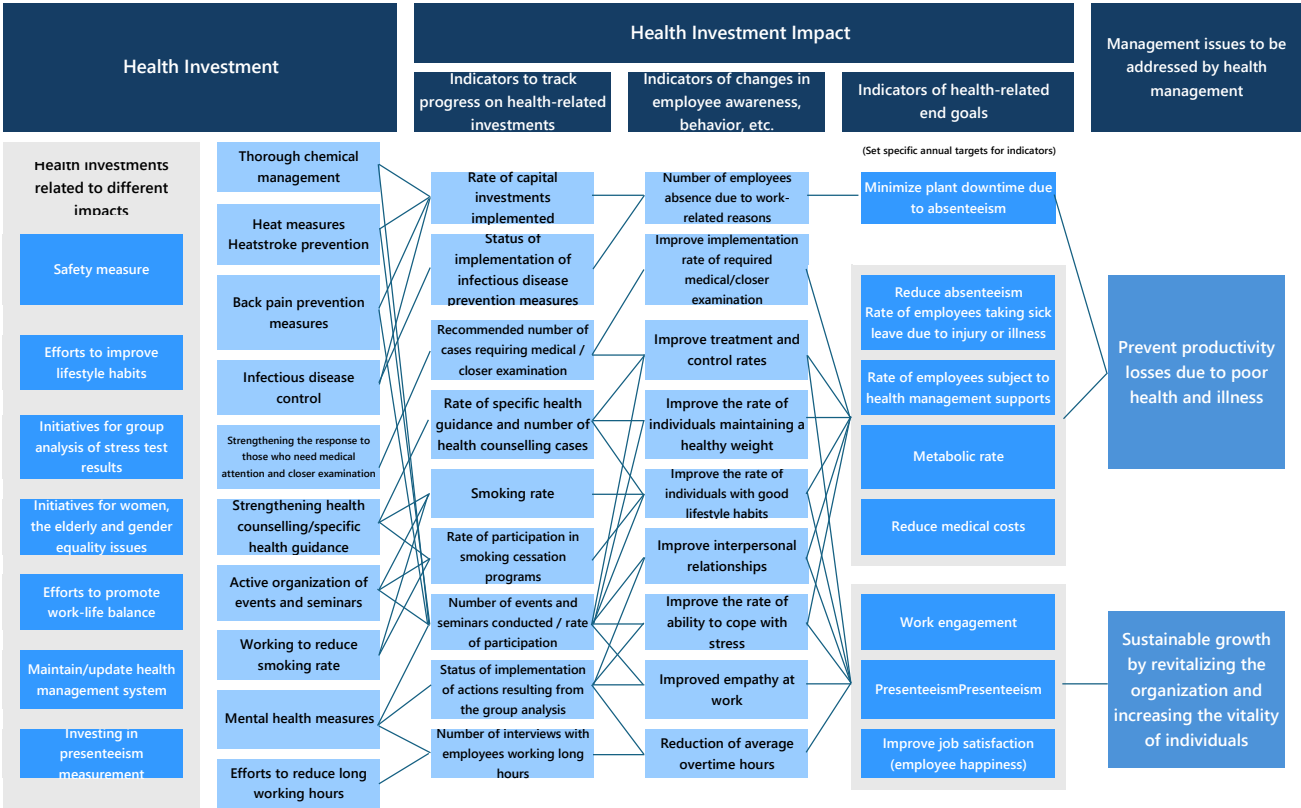


【 TOYO TIRE Group Health Management Strategy Map】

Employee health issues

We aim to enhance productivity, but we are facing issues with the efficient use of human resources

- Suppression of physical and mental health issues
 - Mitigating losses caused by absenteeism
- Improvement of work efficiency
 - Mitigating losses caused by presenteeism
- Reduction of long working hours
 - Concerns about progression to mental health disorders
- Active implementation of workplace environment improvements (especially in summer)
 - Heat countermeasures and heatstroke prevention in factories



Our Mission

To create excitement and surprise with our products that exceed customer expectations and enriches society.

Health Management Promotion Policy

Keeping healthy mind and body, and soundness labor circumstances is our basic policy, so that all employees can feel worth doing and happiness, can show a bigger performance. With connecting internal and external various organizations with the knowledge positively, we are determined to continue our effort for improvement. Always keep an eye on changes in the world environment, explore the medium- and long-term issues and take action to address them.

Health management promotion goals

•Based on a thought that the effort to keep and advance the healthy maintenance is the investment to raise profitability in the future, we position "healthy (hygiene) management" as one of the most important issues for management and promotes it company-wide.

•Extract material, which is attracted by the healthy management viewpoint and should manage particularly as a company, from the factor of the sick leave rate. Then take multifaceted measures to improve three items (mental sick leave rate/work-related ill-health/lifestyle-related disease)

•Paying attention to the burden of professional duty against the global intense heat environment. we promote improvement of concrete measures in both of hard and soft aspects to protect security and health, and deploy our support to whole company by cooperation with the hygiene management section.

KGI (target year:2030)

•Presenteeism loss reduction: 5-point improvement

•Number of new leave-of-absence cases: 20% improvement(compared to 2024)

•Smoking rate: 10%

Fostering a healthy workplace culture		
Implementation status of health management	Organizational structure and environment for realizing the policy	Support and organizational support (POS), WSC, etc.
Dialogue between top management and managers regarding health management (implementation and frequency)	•Establishment of an occupational health system (number of industrial physicians, public health nurses, and other specialists per employee) •Acquisition of certification as a Health and Productivity Management Outstanding Organization	Scores for "Support from supervisors" and "Support from colleagues" in the Brief Job Stress Questionnaire