[TOYO TIRE Group Health Management Strategy Map]

Health Investment **Employee health issues** Thorough chemical Health investments related to different impacts We aim to enhance productivity, but we are facing Heat measures issues with the efficient use of human resources Heatstroke prevention ·Suppression of physical and mental health issues → Mitigating losses caused by absenteeism Back pain prevention ·Improvement of work efficiency Mitigating losses caused by presenteeism ·Reduction of long working hours lifestyle habits Infectious disease → Concerns about progression to mental health disorders control · Active implementation of workplace environment Strengthening the response to improvements (especially in summer) those who need medical → Heat countermeasures and heatstroke tention and closer examinati prevention in factories Strengthening health counselling/specific health guidance Active organization of Efforts to promote events and seminars Working to reduce

Health Investment Impact Management issues to be addressed by health Indicators to track Indicators of changes in Indicators of health-related management progress on health-related employee awareness, end goals (Set specific annual targets for indicators) Rate of capital Number of employees Minimize plant downtime due investments absence due to workrelated reasons implemented Status of Improve implementation implementation of rate of required infectious disease medical/closer Reduce absenteeism prevention measures Rate of employees taking sick Recommended number of Improve treatment and Prevent productivity cases requiring medical / control rates closer examination losses due to poor health and illness Rate of specific health Improve the rate of quidance and number of individuals maintaining a health counselling cases healthy weight Metabolic rate Improve the rate of individuals with good Smoking rate lifestyle habits Reduce medical costs Rate of participation in Improve interpersonal smoking cessation relationships programs Number of events and Improve the rate of minars conducted / rate ability to cope with Sustainable growth of participation by revitalizing the smoking rate Status of implementation Improved empathy at resenteeismPresenteeisn of actions resulting from work the group analysis ncreasing the vitality Mental health measure Number of interviews with of individuals Reduction of average employees working long overtime hours Efforts to reduce long working hours

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/lifestylerelated 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

Dialogue between top management and managers regarding health management (implementation and frequency)

environment for realizing

·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

Support and organizational support (POS), WSC, etc.

Scores for "Support from supervisors" and "Support from colleagues" in the Brief Job Stress Questionnaire