

## **Toyo Tires Group Charter of Corporate Behavior**

At the Toyo Tires Group, we have a commitment to creating new value through innovation in advanced, proprietary technologies so that we continue to be a company admired by individuals and society. To realize this goal, we pledge to act with integrity by observing the following 10 principles.

### **■ Integrity**

- 1. Comply with all laws, regulations, standards and internal rules.**
- 2. Conduct business activities in conformance with the principles of free competition and fair trade.**
- 3. Conduct ourselves with the highest ethical standards in our relations with the government.**

### **■ Manufacturing**

- 4. Strive for the highest levels of quality, safety and societal benefits in our products and services.**

### **■ Human**

- 5. Ensure a safe and healthy work environment for all of our employees.**
- 6. Promote workplace diversity and inclusion of each employee.**

### **■ Environment**

- 7. Engage in sound, sustainable environmental practices.**

### **■ Society**

- 8. Communicate with stakeholders in an open and fair manner.**
- 9. Contribute to the growth of the local economy and community.**
- 10. Conduct business with respect for human rights, local cultures, and customs.**