

Toyota Boshoku Group Human Rights Policy

Based on the founding spirit of "for the world and for people," the Toyota Boshoku group has formulated a Corporate Philosophy to continue to earn the trust of all stakeholders, and our Vision is to "Looking into the future, we will create tomorrow's automobile interior space that will inspire our customers the world over." The "TB Way" defines our values and behavioral philosophy, and our mission will be to contribute to society through advanced technological development and high-quality manufacturing.

As a corporate member of society, we have established the Toyota Boshoku Group Human Rights Policy (hereafter, "this policy") in recognition of the importance of respect for human rights in all of our activities, and to facilitate respect for the human rights of all people involved in our business. Based on this policy, we will promote efforts to respect human rights.

1. Basic Approach

We recognize that the conduct of our business may have a direct or indirect impact on human rights. In accordance with the Universal Declaration of Human Rights and other international norms, and with the United Nations Guiding Principles on Business and Human Rights serving as an implementation framework, we will comply with the laws and regulations in each and every country and region where we conduct business.

Where internationally recognized human rights conflict with national laws and regulations, we will pursue ways to maximize respect for the international principle of human rights.

2. Scope

This policy applies to all directors and employees of the Toyota Boshoku group.

We also expect all stakeholders, including suppliers involved to the Toyota Boshoku group's products and services, to understand and support this policy.

3. Responsibility for Respecting Human Rights

We are aware that the business activities of the Toyota Boshoku group may have a negative impact on society.

We will endeavor not to infringe on the human rights of people affected by our business activities, and if our business activities have a negative impact on human rights, we will take appropriate measures to rectify these activities.

4. Human Rights Due Diligence and Remedies

The Toyota Boshoku group will establish a due diligence mechanism for human rights to identify, prevent and mitigate any negative impact the Toyota Boshoku group has on human rights on society. If Toyota Boshoku group's business activities directly cause negative impacts on human rights or if indirect impacts are revealed through business relationships, etc., we will initiate remedies through dialogue and appropriate procedures, even if these negative impacts are suspected and not apparent.

5. Disclosure

The Toyota Boshoku group will disclose the progress of its human rights efforts and the results of these efforts on the Toyota Boshoku group's website and in other media.

6. Dialogue and Consultation

The Toyota Boshoku group will engage in sincere dialogue and consultations with its stakeholders in the course of the implementation of this policy.

7. Education and Training

The Toyota Boshoku group will provide appropriate education and training to ensure that this policy is incorporated into all business activities and implemented in an effective manner.

8. Important themes

The Toyota Boshoku group will emphasize the following matters as priority themes in human rights compliance.

● Diversity ● Discrimination and Harassment ● Forced Labor and Child Labor ● Occupational Health and Safety

This policy was approved by the Board of Directors of Toyota Boshoku Corporation on November 29, 2021.

November 29, 2021