

Multi-Stakeholder Policy

The Toyota Boshoku Corporation recognizes that collaborative value creation not only with our shareholders but also with various other stakeholders, including employees, suppliers, customers, creditors, and local communities, has become important in business management. Based on this recognition, we are committed to appropriately collaborating with multi-stakeholders. Moreover, by appropriately distributing the profits and results generated from collaborative value creation and enhanced productivity to multi-stakeholders, we will help maintain momentum for wage increases, promote sustainable economic development, and advance the initiatives described below in light of the importance of providing returns to employees and consideration for suppliers.

1. Giving back to our employees

We will focus on maximizing added value by working on sustainable growth and productivity enhancement through measures such as strategic allocation of management resources to growth areas, development of employees' capabilities, and improvement of their skills. In addition, based on the profits and results we have generated, we are committed to increasing wages in a manner appropriate to our business conditions in accordance with the fundamental principles of our wages scale. Furthermore, to improve our overall treatment of employees, we will actively invest in human resources to enhance employee engagement and contribute to the further improvement of productivity. Through these initiatives, we aim to provide sustainable returns to our employees.

Specific measures:

Specifically, with regard to wage increases, we will realize appropriate returns after sincere dialogue with labor unions, taking into consideration such factors as economic and social conditions, recruitment and retention of human resources, and maintenance of corporate competitiveness.

Regarding investment in human resources, we conduct training to provide the skills and expertise required for each functional qualification and position. In addition, for managers, we conduct evaluator training for the purpose of conducting appropriate evaluations and providing feedback, as well as training to prevent harassment, with the aim of promoting human resource development in each workplace and fostering an open workplace culture that allows employees to maximize their abilities.

Through these investments in human resources, we will continue to develop human resources that will support our competitive advantage and foster a workplace culture that can generate innovation, aiming for sustainable enhancement of corporate value.

2. Consideration for suppliers

We will continue to observe the Declaration of Partnership Building.

- Registration to observe the Declaration of Partnership Building: October 28, 2020.
- URL for the Declaration of Partnership Building:
<https://www.biz-partnership.jp/declaration/17422-05-23-aichi.pdf>

We will steadily advance these initiatives while conducting periodic assessments of our progress.

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Masayoshi SHIRAYANAGI

President

Toyota Boshoku Corporation