

**Toyota Industries Corporation Performance Data(social initiatives)**

**■HR Data**

Item		Unit	FY2022	FY2023	FY2024
Employees (Global)*1		Persons	71,784	74,887	77,824
	TICO		14,200	14,240	14,264
	Subsidiaries in Japan		8,006	8,113	8,182
	Subsidiaries outside Japan		49,578	52,534	55,378
Employees(TICO)*2		Persons	14,200	14,240	14,264
	Male		13,105	13,121	13,093
	Female		1,095	1,119	1,171
Regular recruitment (TICO)	Office associate	Persons	26	34	33
	Male		19	22	20
	Female		7	12	13
	Office associate (Engineer)	Persons	99	120	136
	Male		89	112	132
	Female		10	8	4
	Clerical Staff	Persons	7	11	14
	Male		0	0	2
	Female		7	11	12
	Production associate	Persons	204	204	282
	Male		191	191	249
	Female		13	13	33
Mid-career recruitment (TICO) *3		Persons	125	161	165
	Male		108	138	135
	Female		17	23	30
Average period of employment (TICO)		Years	18.7	18.6	18.5
	Male		18.9	18.9	18.8
	Female		15.6	15.6	15.5
Average age (TICO)		Years old	41.2	41.2	41.2
	Male		41.4	41.5	41.4
	Female		38.4	38.5	38.4
Number of permanent, full-time employees by age(TICO)	Less than 30 years old	Persons	2,265	2,314	2,404
	Male		1,993	2,048	2,117
	Female		272	266	287
	30 to 39 years old	Persons	3,985	3,885	3,811
	Male		3,640	3,526	3,447
	Female		345	359	364
	40 to 49 years old	Persons	4,358	4,294	4,168
	Male		4,072	4,010	3,879
	Female		286	284	289
	50 to 59 years old	Persons	3,569	3,704	3,834
	Male		3,378	3,494	3,606
	Female		191	210	228
Re-employment (TICO)		%	72.5	71.5	66.8
Turnover (resignation) (TICO)*4		%	1.11	1.18	1.33

Item	Unit	FY2022	FY2023	FY2024	
Percentage of managerial positions held by women (TICO)	%	1.7	1.7	2.0	
Number of female managers (TICO)	Persons	44	43	52	
Percentage of managerial positions held by mid-career hires(TICO)	%	12.8	12.9	12.8	
Number of managers by mid-career(TICO)	Persons	322	327	327	
Percentage of local employees in executive positions at overseas companies	%	86.1	86.4	86.0	
Number of employees using childcare leave (TICO)*5	Persons	225	272	274	
Male		109	151	224	
Female		116	121	50	
Percentage of male employees using childcare leave (TICO)	%	19.9	32.5	45.6	
Return rate after taking childcare leave (TICO)	%	100	100	99.3	
Number of employees using shorter work-hours system for childcare (TICO)	Persons	159	172	162	
Male		3	20	4	
Female		156	152	158	
Number of employees using family-care leave (TICO)	Persons	4	8	9	
Male		1	5	7	
Female		3	3	2	
Ratio of employees with disabilities (TICO)	%	2.48	2.57	2.56	
Percentage of annual paid leave taken (TICO)*6	%	101.0	102.6	97.7	
Average monthly overtime per employee (TICO)	Hours	24.0	23.8	25.2	
Annual training hours per employee (TICO)	Hours	4.4	6.1	6.1	
Total number of employees trained through e-learning (total)(TICO)	Persons	23,594	27,090	34,803	
Execution rate of Employee Code of Conduct enlightenment and educational activities*7	%	TICO	100	100	100
Subsidiaries in Japan		100	100	100	
Subsidiaries outside Japan		100	100	100	
Number of employees receiving human rights education and trainings (TICO)	Persons	1,376	2,636	1,920	
Response rate of morale surveys (TICO)	%		97.9	96.7	95.9
Percentage of associates who are proud of the Company		92.4	91.6	89.9	
Percentage of associates finding their work rewarding		78.4	77.2	75.1	
Percentage of total employees covered by collective bargaining agreements (TICO)	%	82.0	82.0	82.0	

\*1 Number of employees is the number of workers (excluding people dispatched from the Group to outside the Group, but including people dispatched from outside the Group to the Group).

\*2 Number of employees is the number of workers (excluding people dispatched from TICO to outside TICO, but including people dispatched from outside TICO to TICO).

\*3 Including permanent employees who have shifted from temporary employees

\*4 Only full-time employees

\*5 Calculated in accordance with the standards of the Ministry of Health, Labour and Welfare from FY2024

\*6 Union member average

\*7 Percentage of target companies

## ■ Safety Data

Item	Unit	FY2022	FY2023	FY2024
Number of Serious Accidents (Global)	cases	2	0	1
TICO		0	0	0
Subsidiaries in Japan		1	0	0
Subsidiaries outside Japan		1	0	1
Frequency Rate (TICO)	—	0.15	0.06	0.16
Severity Rate (TICO)	—	0.004	0.003	0.008

## ■ Health Data

Item	Unit	FY2022	FY2023	FY2024	
WHO-5 Well-being Index (TICO) *8	—	-	-	12.2	
Absenteeism (TICO) *9	%	0.93	0.94	1.16	
Presenteeism (TICO) *10	%	43.0	18.0	17.3	
Work engagement(TICO) *11	—	-	-	3.00	
Health checkup participation rate (TICO)	%	100	100	100	
Rate of abnormal findings in health checkups (TICO) *12	%	59.5	65.6	72.6	
Cancer screening participation rate (TICO)	Barium swallow test for the stomach	%	79.7	79.0	75.1
	Fecal occult blood test	%	72.1	70.8	69.9
Rate of receiving advanced diagnostic tests (TICO)	%	96.0	78.4	83.3	
Rate of undergoing stress checks (TICO)	%	99.4	99.5	99.4	
Overall assessment of the stress check results (TICO) *13	—	3.27	3.27	3.28	
Average score of KENKO Challenge 8 (TICO) *14	—	5.54	5.58	5.67	
Awareness rate of KENKO Challenge 8 (TICO)	%	-	-	29.0	
Rate of smoking employees (TICO)	%	29.1	28.7	27.4	
Obesity rate (TICO)	%	28.9	29.6	28.9	
Implementation rate of specific insurance counseling (TICO)*15	%	65.1	69.2	(*15)	
Per capita healthcare expenditure (TICO)	yen	126,713	135,467	148,383	

\*8 The average score of the WHO-5 Well-being Index

\*9 Rate of employees who took 4 or more consecutive days off due to personal injury or illness

\*10 Rate of productivity loss (for FY2022 by WHO-HPQ, for FY2023 by the University of Tokyo-SPQ)

\*11 Average score of the Utrecht Work Engagement Scale

\*12 Rate of abnormal findings has increased due to the change of health checkup criteria in FY2023

\*13 Assessed using the conversion table of raw scores of the Brief Job Stress Questionnaire  
(1: High stress; 3: National average; and 5: Low stress on a fivepoint scale)

\*14 Average score at which associates are practicing the eight health habits(1. Desirable weight, 2. Breakfast, 3. Snacks, 4. Sleep, 5. Exercise, 6. Alcohol consumption, 7. No smoking, 8. Stress level) (Scale of 1 to 8)

\*15 The final guidance for FY2024 will be posted at a later date in October 2024.

## ■ Supply Chain Data

Item	Unit	FY2022	FY2023	FY2024
Number of suppliers (TICO)	companies	1,315	1,280	1,267
Rate of conducting a Sustainability check on applicable suppliers (TICO)	%	100	100	100
Rate of conducting a periodic check(Conflict Minerals) on applicable suppliers (TICO)	%	100	100	97
Rate of conducting a cyber-security check on applicable suppliers (TICO)	%	-	100	100
Rate of conducting a CO2 emissions check on applicable suppliers (TICO)	%	-	-	95

## ■ The Other Data

Item	Unit	FY2022	FY2023	FY2024	
Number of recalls (TICO)	cases	5	1	3	
Number of serious incidents (Global)	cases	0	0	0	
Number of serious compliance violations (Global)*16	cases	0	1	1	
Number of reports via Whistle-Blower System (Global)		173	264	245	
	TICO	40	40	68	
	Subsidiaries in Japan	23	34	38	
	Subsidiaries outside Japan	110	190	139	
Social contribution (Global)	Total expenses	Billion yen	8.6	9.1	10
	Total number of participants	persons	21,326	28,500	26,005

\*16 The serious compliance violation(FY2023) <https://www.toyota-industries.com/news/2023/03/17/005490/index.html>  
The serious compliance violation(FY2024) [https://www.toyota-industries.com/news/item/20240129\\_release\\_e.pdf](https://www.toyota-industries.com/news/item/20240129_release_e.pdf)

## ■ Participation in Initiatives

### Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development (the 2030 Agenda) is a set of international development goals from 2016 to 2030, which was adopted by the UN Sustainable Development Summit held in September 2015.

The 2030 Agenda listed “Sustainable Development Goals” consisting of 17 goals and 169 targets in order to eradicate poverty and realize a sustainable world. The SDGs are universal goals applicable and pledge “Leave no one behind.” through the implementation process.



### TCFD (Task Force on Climate-related Financial Disclosures)

TCFD refers to the Task Force on Climate-related Financial Disclosures, established by the Financial Stability Board (FSB) at the request of G20 with Michael Bloomberg as its chairman, to examine how climate-related information should be disclosed, and how should financial institutions respond. TCFD published its final report in June 2017, and recommends companies to disclose items related to climate change-related risks and opportunities.



### Declaration of Biodiversity by Keidanren

The Declaration of Biodiversity by Keidanren is an statement of the determination and guidelines for action on biodiversity conservation from the standpoint of corporations in order to realize a sustainable society through the creation of a society that coexists in harmony with nature.

### 30 by 30 Alliance for Biodiversity

The "30 by 30 Alliance for Biodiversity" is an international goal pledged at the G7 summit to conserve at least 30% of land and sea by 2030. As a key measure to achieve the target, the Ministry of the Environment is considering further expansion of protected areas in Japan and certification of sites that contribute to biodiversity conservation in areas other than protected areas.



### GX League

The GX League is a forum for companies that are taking on the challenge of GX\* with a view to achieving carbon neutrality by 2050 and social change, and aiming to achieve sustainable growth, to collaborate with companies, government, and academia that are engaged in similar initiatives.



\*GX : Green Transformation

...Transformation of the entire economic and social system to move quickly to a carbon neutrality.

### **Japan Partnership for Circular Economy (J4CE)**

The “Japan Partnership for Circular Economy” was founded for the purpose of strengthening public and private partnerships, with the aim of further fostering understanding of the circular economy among a wide range of stakeholders, including domestic companies, and promoting initiatives in response to the accelerating global trend toward a circular economy.



### **Japan Platform for Migrant Workers towards Responsible and Inclusive Society (JP-MIRAI)**

The objective of the JP-MIRAI is to promote inclusive economic growth and sustainable development of the society. By cooperating with stakeholders to protect the rights of migrant workers and improve their working and living conditions, the organization aims to accept migrant workers responsibly, making Japan a country of choice. More than 700 diverse stakeholders, including private companies, local governments, NGOs, scholars, and lawyers, are members. JP-MIRAI undertakes initiatives to protect the rights of foreign workers and improve their living and working conditions, conducts discussions and research through subcommittee activities, and raises awareness through seminars and forums.



**JP-MIRAI**