Toyota Industries Corporation　Performance Data(social initiatives)

■HR Data

Item		Unit	FY2021	FY2022	FY2023
Employees (Global)*1		Persons	66,947	71,784	74,887
	TICO		14,164	14,200	14,240
	Subsidiaries in Japan		7,893	8,006	8,113
	Subsidiaries outside Japan		44,890	49,578	52,534
Employees(TICO)*2		Persons	14,164	14,200	14,240
	Male		13,077	13,105	13,121
	Female		1,087	1,095	1,119
Regular recruitment (TICO)	Office associate	Persons	31	26	34
	Male		23	19	22
	Female		8	7	12
	Office associate（Engineer)	Persons	123	99	120
	Male		109	89	112
	Female		14	10	8
	Clerical Staff	Persons	7	7	11
	Male		0	0	0
	Female		7	7	11
	Production associate	Persons	200	204	204
	Male		188	191	191
	Female		12	13	13
Mid-career recruitment（TICO）*3		Persons	82	125	161
	Male		75	108	138
	Female		7	17	23
Average period of employment (TICO)		Years	18.5	18.7	18.6
	Male		18.8	18.9	18.9
	Female		15.2	15.6	15.6
Average age (TICO)		Years old	41	41.2	41.2
	Male		41.3	41.4	41.5
	Female		37.9	38.4	38.5
Number of permanent, full-time employees by age(TICO)	Less than 30 years old	Persons	2,267	2,265	2,314
	Male		1,989	1,993	2,048
	Female		278	272	266
	30 to 39 years old	Persons	4,087	3,985	3,885
	Male		3,731	3,640	3,526
	Female		356	345	359
	40 to 49 years old	Persons	4,453	4,358	4,294
	Male		4,163	4,072	4,010
	Female		290	286	284
	50 to 59 years old	Persons	3,338	3,569	3,704
	Male		3,175	3,378	3,494
	Female		163	191	210

Item		Unit	FY2021	FY2022	FY2023
Re-employment (TICO)		%	67.4	72.5	71.5
Turnover (resignation) (TICO)*4		%	1.0	1.11	1.18
Percentage of managerial positions held by women (TICO)		%	1.6	1.7	1.7
Number of female managers (TICO)		Persons	42	44	43
Percentage of local employees in executive positions at overseas companies		%	85.6	86.1	86.4
Percentage of managerial positions held by mid-career hires(TICO)		%	13.0	12.8	12.9
Number of managers by mid-career(TICO)		Persons	326	322	327
Number of employees using childcare leave (TICO)		Persons	102	225	272
	Male		37	109	151
	Female		65	116	121
Percentage of male employees using childcare leave (TICO)		%	6.4	19.9	32.5
Return rate after taking childcare leave (TICO)		%	99.0	100	100
Number of employees using shorter work-hours system for childcare (TICO)		Persons	160	159	172
	Male		4	3	20
	Female		156	156	152
Number of employees using family-care leave (TICO)		Persons	4	4	8
	Male		1	1	5
	Female		3	3	3
Ratio of employees with disabilities (TICO)		%	2.4	2.48	2.57
Percentage of annual paid leave taken (TICO)*5		%	97.7	101.0	102.6
Average monthly overtime per employee (TICO)		Hours	19.3	24	23.8
Annual training hours per employee (TICO)		Hours	5.0	4.4	6.1
Total number of employees trained through e-learning (total)(TICO)		Persons	27,573	23,594	27,090
Execution rate of Employee Code of Conduct enlightenment and educational activities*6	TICO	%	100	100	100
	Subsidiaries in Japan		75	100	100
	Subsidiaries outside Japan		100	100	100
Number of employees receiving human rights education and trainings (TICO)		Persons	1,535	1,376	2,636
Response rate of morale surveys (TICO)		%	97.1	97.9	96.7
Percentage of total employees covered by collective bargaining agreements（TICO)		%	82.4	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   Union member average

*6   Percentage of target companies

■ Safety Data

Item		Unit	FY2021	FY2022	FY2023
Number of Serious Accidents (Global)		cases	2	2	0
	TICO		0	0	0
	Subsidiaries in Japan		0	1	0
	Subsidiaries outside Japan		2	1	0
Frequency Rate (TICO)		—	0.09	0.15	0.06
Severity Rate (TICO)		—	0.001	0.004	0.003

■ Health Data

Item	Unit	FY2021	FY2022	FY2023
Absenteeism (TICO) *7	%	0.88	0.93	0.94
Presenteeism (TICO) *8	%	-	43.0	17.95
Health checkup participation rate (TICO)	%	100	100	100
Rate of abnormal findings in health checkups (TICO) *9	%	57.0	59.5	65.6
Detailed examination participation rate (TICO)	%	92.1	96.0	78.4
Rate of undergoing stress checks (TICO)	%	99.5	99.4	99.5
Overall assessment of the stress check results (TICO) *10	—	3.28	3.27	3.27
Average score of KENKO Challenge 8 *11	—	5.51	5.54	5.58
Rate of smoking employees (TICO)	%	29.9	29.1	28.7

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

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

*9   Rate of abnormal findings has increased due to the change of health checkup criteria in FY2022

*10 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)

*11 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)

■ Supply Chain Data

Item	Unit	FY2021	FY2022	FY2023
Number of suppliers (TICO)	companies	1,291	1,315	1,280
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	100
Rate of conducting a cyber-security check on applicable suppliers (TICO)	%	-	-	100

■The Other Data

Item		Unit	FY2021	FY2022	FY2023
Number of recalls（TICO）		cases	5	5	1
Number of serious compliance violations (Global)		cases	0	0	0
Number of reports and inquiries via Whistle-Blower System （TICO & Subsidiaries in Japan)		cases	0	0	1
			62	63	70
Social contribution (Global)	Total expenses	Billion yen	8.4	8.6	9.1
	Total number of participants	persons	18224	21,326	28,500

■ 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.