

TOYODENSO Group Slavery and Human Trafficking Statement (FY2021)

Toyodenso Co., Ltd. (hereinafter “TOYODENSO”) and its subsidiaries (hereinafter “TOYODENSO Group”) made this Slavery and Human Trafficking Statement in response to section 54 of the UK’s Modern Slavery Act 2015 for the current financial year.

1. Our business and organization

TOYODENSO Group is composed of TOYODENSO and 9 subsidiaries and has a total of 9,413 consolidated employees at the time of the end of March 2022.

The organization of TOYODENSO and TOYODENSO Group can be found at the websites below.

<https://www.toyo-denso.co.jp/en/corporate/organization.html>

<https://www.toyo-denso.co.jp/en/corporate/offices/>

TOYODENSO Group develops and supplies electrical parts for automobile, motorcycle and general use products world-wide.

The detail of TOYODENSO Group’s product lines can be found at the website below.

<https://www.toyo-denso.co.jp/en/product/>

2. Our management philosophy

TOYODENSO Group sets our management philosophy as follows:

1. Spread products that customers enjoy all around the world
2. Be a company where employees can work with pride
3. Be a company that society approves of

<https://www.toyo-denso.co.jp/en/corporate/philosophy.html>

The management philosophy was established while being very conscious of our connection with and membership of society. TOYODENSO Group contributes to the society by designing, manufacturing and supplying the highest quality products that customers enjoy. We strive to be an excellent company group where all employees can be proud of being a member of TOYODENSO Group in society.

3. Our efforts

TOYODENSO Group has 8 subsidiaries outside of Japan, and over 90 percent of the total consolidated employees have nationalities other than Japanese. TOYODENSO Group is a global company group that places emphasis on improving the working environment where a diversity of races can work comfortably together respecting each other’s human rights. TOYODENSO Group is trying to improve its systems on a continuous basis to meet the global requirements of

the markets that we operate in.

In FY2021, TOYODENSO tried to improve the working environment that meets legal and social requirements by introducing a system for moonlighting and flextime. Also, we conducted Compliance training session on the subject of harassment and compliance by General Counsel to deepen our understanding.

And we tried to implement compliance awareness of our all employees by issuing the Compliance letters 3 times in this year.

TOYODENSO Group has relationships with many suppliers in order to manufacture and sell a variety of electrical products. Thus, we officially announce our policy to CSR and SDGs, and show matters that we ask our suppliers to comply with regarding human rights and other issues.

https://www.toyo-denso.co.jp/resources/img/csr/purchase/CSR_guidelines_en.pdf

https://www.toyo-denso.co.jp/resources/img/csr/purchase/SDGs_guidelines_en.pdf

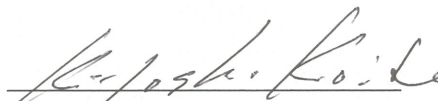
4. Looking forward

We continue to pay close attention to human rights issues, but it is not easy to watch the whole supply chain directly, so we must all be constantly aware of the many risks that exist.

TOYODENSO Group will make every effort together with its suppliers to prevent the occurrence of slavery or human trafficking.

This statement was approved by the Board of Directors of TOYODENSO on 19 September 2022.

19 September 2022



Kiyoshi Koide

President & CEO

Toyodenso Co., Ltd.