

Creating an Energetic Workplace

Toyota Auto Body is progressing in invigorating communication for creating an energetic workplace with the cooperation of labor in aiming to expand society and the happiness of individual employees.

Activity
Status

■ Communication Between Employees in the Workplace

● Establishment of the C Meeting System

To enhance communication in the workplace, the C (communication) Meeting system was introduced from 2004. Held every month for one hour, the meetings involve all workers who talk over common themes, which contribute to creating an open atmosphere for discussion.

FY2008 C Meeting Check List Themes

| Scheduled Themes | Independent Themes |
|--|--|
| <ul style="list-style-type: none"> · Planned overtime work and taking paid holidays · Human rights issues · Comprehensive safety inspections · Energy conservation | <ul style="list-style-type: none"> · Reforming customs in the workplace · Thorough awareness of working rules · Thorough awareness of appropriate behavior · Safety and compliance |



Activity Status

■ Holding Health Study Meetings

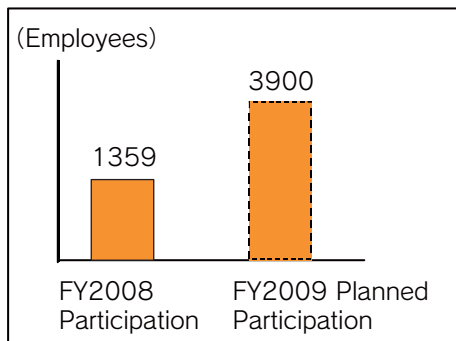
From June of 2008, with the aim of having employees support self-help efforts and also understanding the need to maintain health and make further efforts to maintain one's health, we held a "Health Study Meeting" for all employees over 36 years old.

(In the three years leading up to 2010, our goal is to have all the target 6,234 employees, attend the meeting.)

1. Activities

| |
|---|
| <ul style="list-style-type: none"> Content covered in the study meetings are as follows: |
| <ul style="list-style-type: none"> Nutritional and exercise guidance and creating action plans to achieve results |
| <ul style="list-style-type: none"> Measures for employees who require improvement |
| <ul style="list-style-type: none"> Once a month action plan progress check and follow-up improvement for those who have not yet achieved the goals |

2. FY2008 Participation and FY2009 Planned Participation



Activity
Status

Communication With Employees and Their Families

- Improving Communication That Includes Family Communication at Plant Events

Toyota Auto Body is achieving improved communication at events held at plants once a year as a place for employees, their families, and the community to have fun.



Head office and Fujimatsu Plant
2,500 people attended
(Rescheduled due to rain)



Inabe Plant 5,200 people attended



Yoshiwara Plant 5,000 people attended



employees

Activity
Status

Good Labor and Management Relations

■ Labor and Management Meetings

Our employee labor policy of “mutual trust between labor and management” is our principle. At Toyota Auto Body, we are deepening mutual understanding through holding regular discussions such as our individual department “Workplace Labor and Management Discussion Meeting” and also monthly meetings such as the “Plant Labor and Management Discussion” at each plant, and the “Production Communication Meeting,” at which production issues are discussed for labor needs and line operations for that following month. Also, there is a weekly administrative discussion for daily processing management between labor and management. The “Labor and Management Conference Meeting” discusses issues between labor and management for labor conditions.



Labor and Management Discussion Meeting

Activity
Status

Observance of Human Rights, Equal Opportunity, and Diversity

■ Observing Human Rights

In the “Toyota Auto Body Group Action Policy, ” we are thoroughly achieving uniformity in the group by clarifying in writing that we do not discriminate by social identity, physical or mental condition, sex, principles, nor race.

● Enlightenment Through Lecture Meetings and Education on Human Rights

We are implementing human rights education for newly promoted managers and new employees to be aware of the importance of having every employee observe human rights.



Human rights training



Activity Status

Employing 146 Disabled People at All Our Companies

Currently, as of April 2009, there were 146 disabled people engaged in administrative work in various workplaces in our companies. We are progressively making an attractive environment that allows the disabled to live alongside others in society by improving our workplaces and company dormitories.

- Shifts in the Ratio and Number of Disabled People Employed
- Employment Support for the Disabled (Mute)

| | 2006 | 2007 | 2008 |
|---------------------------------|-------|-------|-------|
| Number employed (Month average) | 144 | 147 | 146 |
| Employment ratio (FY average) | 1.95% | 1.90% | 1.86% |
| Statutory employment ratio | 1.80% | 1.80% | 1.80% |

(1) Maintaining a System of Intergration

- Implementing education prior to entry into assigned positions in production processes
- Installing a light that flashes to alert the employee of a problem along the production line

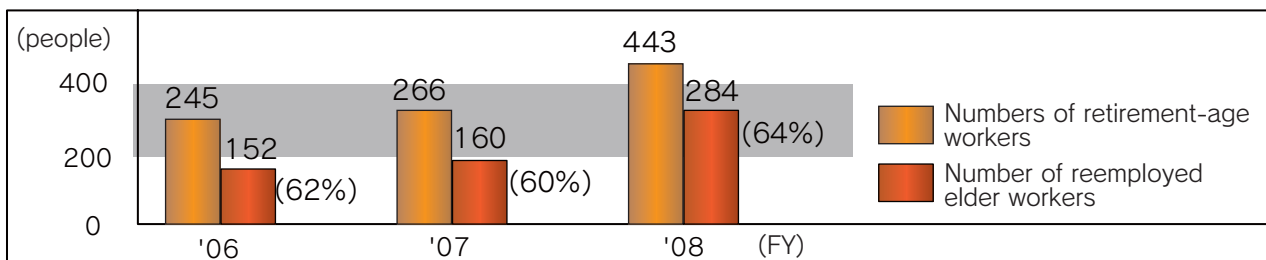
(2) Communication

- Preparation of a whiteboard and notes for communication
- Representative section leaders who oversee disabled employees are attending sign language seminars

Reemployment System for Elder Workers

Toyota Auto Body is reemploying retired workers in order to allow those who developed their high skill and abundant experience at our company to contribute their motivation through our “Career Partner System,” which we began from FY2001.

- Number of employees who have reached retirement age and reemployment elderly workers



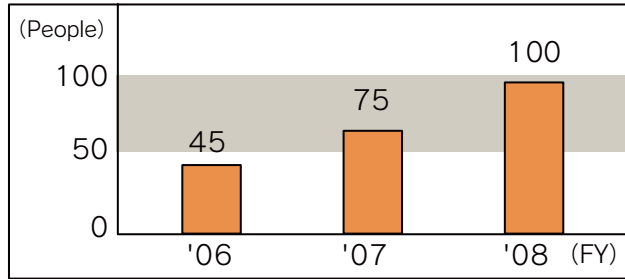
Activity Status

Promoting Diversity in Human Resources

- Promotion of 100 Dispatched Workers to Become Regular Employees

We have mainly factory-skilled dispatch workers in large numbers working alongside regular employees in the same division. We are promoting many of these workers to become regular employees

- Number of dispatched workers who became regular employees

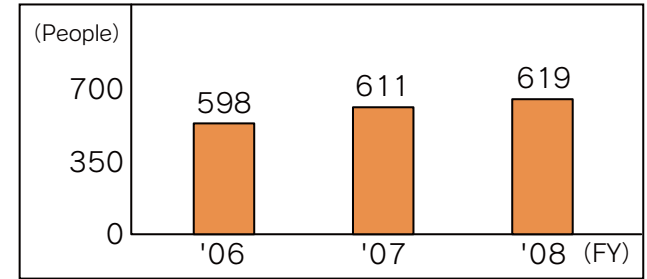


- Supporting the Role of Women Employees

We believe that broadening opportunities for women of high ability and the will to be active is essential.

- Maintaining the number of female employees
- We are promoting a change(promotion) to having female employees who were previously assigned general duties to be engaged in work involving multiple tasks.

- Number of registered female employees



Diversified Human Resources and Child Care Support

- Child Support System

We have been supporting a balance between work and childcare with previous effort for crating a work environment that allow female employees the choice to continue working and demonstrating their abilities while also raising children.

| | | |
|---|--|---|
| Pregnancy and delivery through the child's first year | Work Restrictions | Exemptions from overtime, holidays, and late night work |
| | Maturity protection when pregnant and after delivery | Maternity protection measures taken based on physician's instructions |
| | Time off before and after delivery nursing time | 8 weeks prior to and after delivery (14 weeks for multiple births) 30 minutes per day x2 for childcare |
| Until 3 years old | Maternity leave | Until 3 years old (Office and technical staff : up to 2 years) |
| Until entry into elementary school | Work Restrictions | No work over set hours (Not to exceed 24 hrs/month, 150 hrs/year) Exempt from late night work |
| | Nursing time off | Child injury or hospitalization for illness (5 days/year) |
| Until 8 years old | Work Restrictions | No overtime |
| | Shortened work time | Set work hours per day reduced by 2 hours |

- Number of Mothers Using Maternity Leave System

