



CORPORATE SOCIAL RESPONSIBILITY CSR Report 2010

CSR レポート



Report Issuing

In 1999, Toyota Auto Body Co., Ltd. first published an Environment Report that later became the Environment and Social Report. This fiscal year 2010, the report name has changed to CSR Report, which is the 12th yearly report that Toyota Auto Body has published.

Aspects of our CSR activities are organized to be easily read and understood. Also, data from the body of the report is now available for those who desire to know details. Moreover, from an environmentally friendly standpoint, we continue to release the report only on the Web without publishing pamphlet reports.

On the last page of this report, we welcome all opinions through an electronic survey.

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Report Scope and Period

Report Scope : Toyota Auto Body Co., Ltd. and consolidated subsidiary companies

Reported Period : In principle, this report is to cover from April 2009 through March, 2010; however, this period is extended for items in progress that may lead to a deeper understanding of our activities.

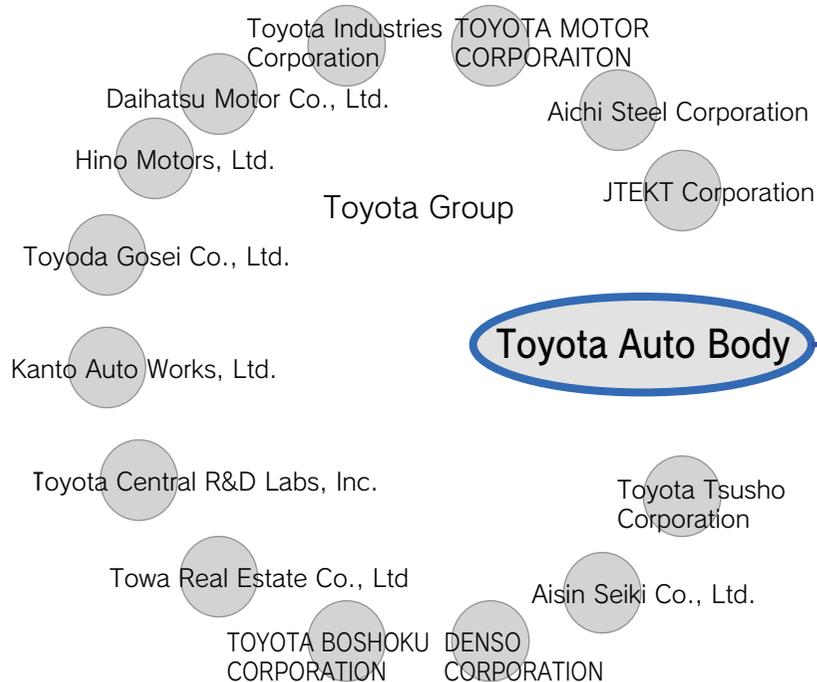
Toyota Auto Body Profile

Overview

Company Name : Toyota Auto Body Co., Ltd.
 Head office : 100, Kanayama Ichiriyama-cho, Kariya City,
 Aichi Prefecture, Japan TEL. +81-566-36-2121

 Representative : President, Toshio Mizushima
 Established : August 31, 1945
 Paid-in Capital : 10.371 billion yen (End of March 2010)
 Total sales : 1,498.4 billion yen (FY2009 consolidated)
 Number of employees : 16,794 (End of March 2010 consolidated)
 Land Area : 2,075,000 Sq. meters (End of March 2010)
 Manufacturing facilities : Head Office/Fujimatsu Plant
 Inabe Plant, Yoshiwara Plant, Kariya Plant,
 Kotobuki New Development Center

 "Company Outline"



Toyota Auto Body Group

Domestic Consolidated Subsidiaries (Production Companies)	Gifu Auto Body Co., Ltd. Tokai Utility Motor Co., Ltd. Toyota Body Seiko Co., Ltd. Tokai Parts Industry Co., Ltd. Ace Industry Co., Ltd.
Consolidated Subsidiaries (Others)	TABMEC Co., Ltd. Toyota Auto Body R & D Co., Ltd. Life Service & Security Corporation Inatec Co., Ltd. Life Creation Co., Ltd. Life Support Co., Ltd.
Overseas Consolidated Subsidiaries (Production Companies)	PT.Sugity Creatives (Indonesia) Chun Shyang Shin Yeh Industry Co.,Ltd. (Taiwan) Thai Auto Conversion Co.,Ltd. (Thailand) PT.Toyota Auto Body-Tokai Extrusion (Indonesia) Toyota Auto Body(Malaysia) Sdn. Bhd. Auto Parts Manufacturing Mississippi Inc. (U.S.A.)

Toyota Auto Body Profile

Business Activities and Our Products

We are taking charge of our vehicle manufacturing efforts throughout production planning and design and carry those efforts on through production to impress the customer and make them happy.

 ["The Flow From Development Through Production\(with a video\)"](#)

 ["Product Lineup"](#)

Mini Van



Alphard / Vellfire



Estima



Voxy / Noah

SUV



Land Cruiser 200



Land Cruiser 70
Hardtop

Sedan



Prius

Commercial Vehicles / commuter



Hiace



Coaster

Special-Purpose Vehicles



Container van



Freezer & Refrigerator vehicle

Welfare vehicles (Welcab)



Wheelchair-accessible
Vehicle



Side Lift-up Seat Vehicle



Specially-equipped Friend-Matic
Vehicle (Well Carry)

Electric Vehicle



Electric Vehicle COMS

Top Message

Contributing to Creating an Affluent Society by Vehicle Manufacturing

In April 2010, Toyota Auto Body Co., Ltd. manufactured an accumulated vehicle total of 25 million vehicles, which we have achieved 65 years after separating from Toyota Motor Co., Ltd. and becoming independent in August of 1945. In announcing this achievement, I express my deep appreciation in viewing this as a gift from our greatly supportive customers who love our vehicles.

During these 65 years, the management environment has greatly changed as we embraced rapid growth through motorization and the oil shock that were followed by the bubble economy and its collapse.

At each turn, our foresight in nurturing our spirit of challenge and change from the founding of the company have led us through difficult times as we have come to strengthen our corporate base. In expressing my deep gratitude to the efforts and cooperation of our employees, associated companies and business partners, I also wish to thank others involved such as our stockholders and our communities.



Toshio Mizushima
President,
Toyota Auto Body Co., Ltd.

水嶋敏夫

Top Message

With our basic principles of “harmony with the environment” and “supplying fine products that make life more affluent,” Toyota Auto Body our work has progressed allowing us to contribute to society through vehicle manufacturing. Hereafter as well, in order for automobiles to be necessary in society, we at Toyota Auto Body naturally consider environmental friendliness, but above all, the necessity of freedom of mobility and the joy and fun experienced when customers drive our vehicles.

In order to achieve such needs, we are further refining technology that considers the environment, and we believe that further enhancing our social welfare vehicles, at which we excel, is a critical issue for managing the environment and social welfare. In addition to our groundbreaking progress in actively developing of next generation models of very small electric cars, plant materials that derive from plants, and reductions in vehicle weight, we are making efforts to develop and promote the spread of self-operation welfare vehicles that allow the elderly and physically challenged to drive by themselves as do others.

We at Toyota Auto Body look to continue contributing to society through vehicle manufacturing as a company that continues to be trusted by society. In order to make this a reality, we are making efforts through the combined strength of all of our employees, as well as our affiliated companies and customers in the Toyota Auto Body group.

The creation of this CSR Report will allow all people to understand our efforts involving CSR activities at Toyota Auto Body. The honest opinions of our readers would be much appreciated.

June, 2010



Corporate Governance

We at Toyota Auto Body are making efforts to enhance and strengthen corporate governance as a company that contributes to society which trusts us.

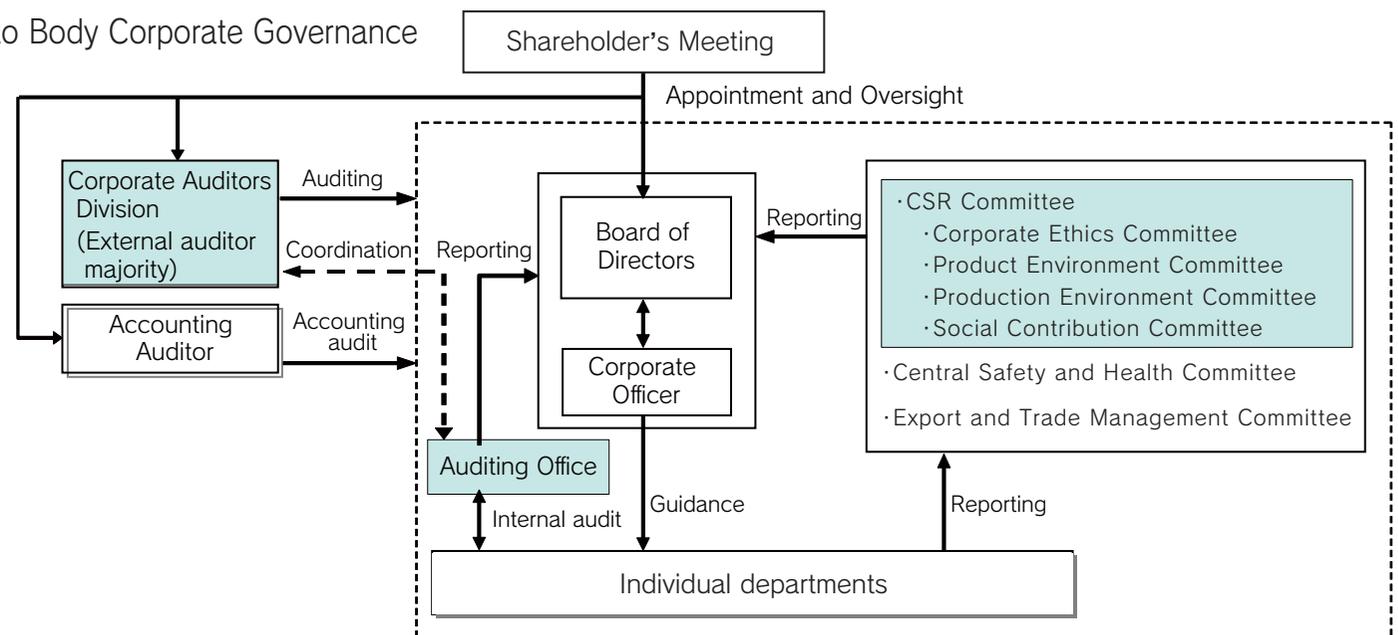
■ Strengthening Our System of Corporate Governance Which Swiftly and Appropriately Meets Changes in the Management Environment.

From June 2005, we introduced a new member system as a pillar for “The New Creation of Downsizing the Number of Directors and Executive Members.” The purpose of this new member system is to strengthen operational functions, which meet the expansion of business scope and swift managerial decision making in a further effort to improve managerial efficiency.

As a management monitoring system, we employ an auditing system based on company law. Three out of five auditors are from outside the company, which increases management transparency. In aiming to strengthen internal audits, in FY2009, we established an “Audit Dep.” as an independent auditing organization within Toyota Auto Body.

In order to handle company-wide issues appropriately and efficiently, we established our CSR Committee and other individual committees. These committees engage in deliberation and monitoring of important issues.

● Toyota Auto Body Corporate Governance



CSR Management

In order to fulfill CSR activities, Toyota Auto Body has progressed in making efforts to share CSR policy with Toyota Motor Corporation since FY2009. In order to introduce CSR Policy both within and outside Toyota Auto Body, we instilled CSR Policy in all employees in May, our domestic consolidated subsidiary companies in June, our customers in October, and overseas consolidated subsidiary companies in November.

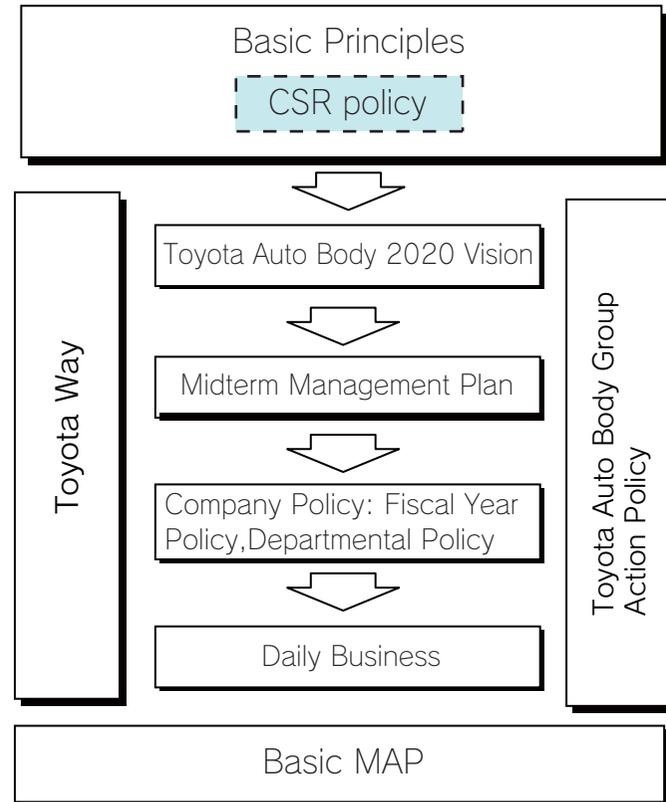
-  "Toyota Auto Body Basic Principles"
-  "CSR Policy"

CSR Activities

We established four committees as subcommittees under our CSR Committee, which deliberate and handle important issues.

- | | |
|----------------------------------|---|
| Corporate Ethics Committee | : Internal governance, observation of regulations, constructing sound corporate culture |
| Product Environment Committee | : Progress with product development that reliably addresses environmental regulations |
| Production Environment Committee | : Progress for Production Technology Development for reducing CO ₂ and fulfilling the enforcement of production environment policy |
| Social Contribution Committee | : Fulfill social responsibility to the communities or our employees and progress with social contribution activities |

CSR Policy positioning



CSR Activities



CSR Management

■ Improve Awareness and Complete Compliance by the Corporate Ethics Committee

In the Toyota Auto Body Group, the Corporate Ethics Committee performs integration of industry-related action, including compliance. The main managing department aims to have company-wide regulations thoroughly observed by performing self-initiated inspection to determine whether systemic issues exist.

Additionally, in order to have all employees thoroughly observe compliance, we have established “Our Promise” (Toyota Auto Body Group Action Policy), and we are aiming to continue having stringent compliance observed in our education and research facilities.

■ Establishing and Developing Priorities (Basic MAP)

We are placing importance on our “stance” in progressing with daily business and also action and ways of thinking on the job. Until this time, and hereafter, we have organized the important points to be communicated into 10 subjects in our “Basic Map,” that we are introducing to all of our group companies.

In FY2009, in order to instill this action policy, we have decided on action items that should be observed by each employee, and in addition to posting these action items, we have implemented activities (action declaration) that link these items to actual practice.

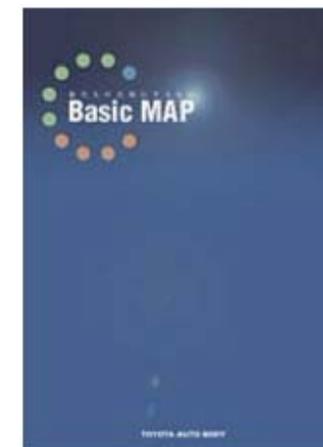
■ The Compliance Hotline

We have established two hotlines that comprise a consultation system that allows appropriate handling of a range of issues at Toyota Auto Body. Our Corporate Logic Hotline uses a lawyer contracted from outside the company and a consultation service Compliance Hotline both directly receive emails, telephone calls, and letters regarding consultation and doubts concerning compliance and also labor issues that may be difficult to consult about with managers and colleagues in the workplace.



Toyota Auto Body Group Action Policy “Our Promise” (Published March 2005)

 “Action Policy”



Basic MAP (Published September 2003)

 “Basic MAP”

Topics

■ Toyota Auto Body Achieved Cumulative Production of 25 million vehicles

In April of 2010, our cumulative production reached 25 million vehicles, which we achieved after becoming independent of Toyota Motor Co., Ltd. in August of 1945.

This achievement was made possible by the great support of our customers to whom we express our deepest gratitude. Progressing as the center of the Toyota Auto Body Group, Toyota Auto Body will progress in manufacturing vehicles with product development and high quality that takes the lead in meeting the needs of our customers.

Our 25 million Production Vehicle Spectrum

1951



Began production of the BX series truck

1965



Began production of the Corona Hard Top

1990



Began production of the Estima

1953



Arakawa Bankin Kogyo KK (Formerly Araco) began production of the BJ Series Toyota Jeep (Currently the Land Cruiser)

1967



Began production of the Hiace

1937

The Toyota Automatic Loom Works, Ltd. Kariya assembly plant became the Toyota Motor Co., Ltd. Kariya assembly plant.

1945

The Toyota Motor Co., Ltd. Kariya assembly plant became the Toyota Shatai Kogyo Co., Ltd. head office and plant.

1953

The company name was changed to Toyota Auto Body Co., Ltd.

1964

Fujimatsu Plant started operations

1993

Inabe Plant started operations

2002

Began Production request of Gifu Auto Body Co., Ltd.

2007

Gifu Auto Body Co., Ltd. became part of the Toyota Auto Body Group

2004

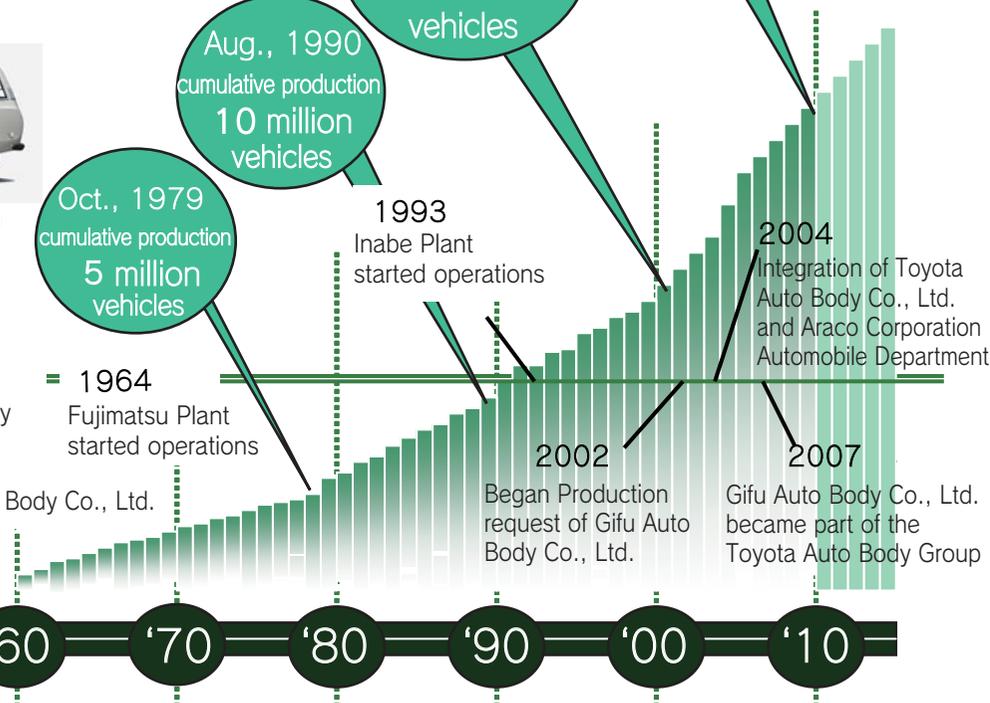
Integration of Toyota Auto Body Co., Ltd. and Araco Corporation Automobile Department

Feb., 2001 cumulative production 15 million vehicles

Aug., 1990 cumulative production 10 million vehicles

Oct., 1979 cumulative production 5 million vehicles

Apr., 2010 cumulative production 25 million vehicles



Topics

■ Paris Dakar 2010 : Our Cross-Country Series Production Vehicles Win Five Consecutive Victories for the First Time

Environmentally friendly vehicles won five consecutive races

Toyota Auto Body rally vehicles participated in the Dakar Rally by running on biodiesel comprising a mixture of diesel and fuel refined from used cooking oil recovered from various people in the community ranging from junior high school through college students, as well as families and from Toyota Auto Body cafeterias.



Toyota Auto Body and TLC^{※1} members raising a flag written by employees



Land Cruiser off road in the Atacama Desert

 “Five Consecutive Dakar Rally Victories”

※1 TLC: Team Land Cruiser

■ Sending environmentally friendly vehicles to the world that we developed in FY2009

Hybrid vehicle bodies and interiors that Toyota Auto Body designed and developed in FY2009



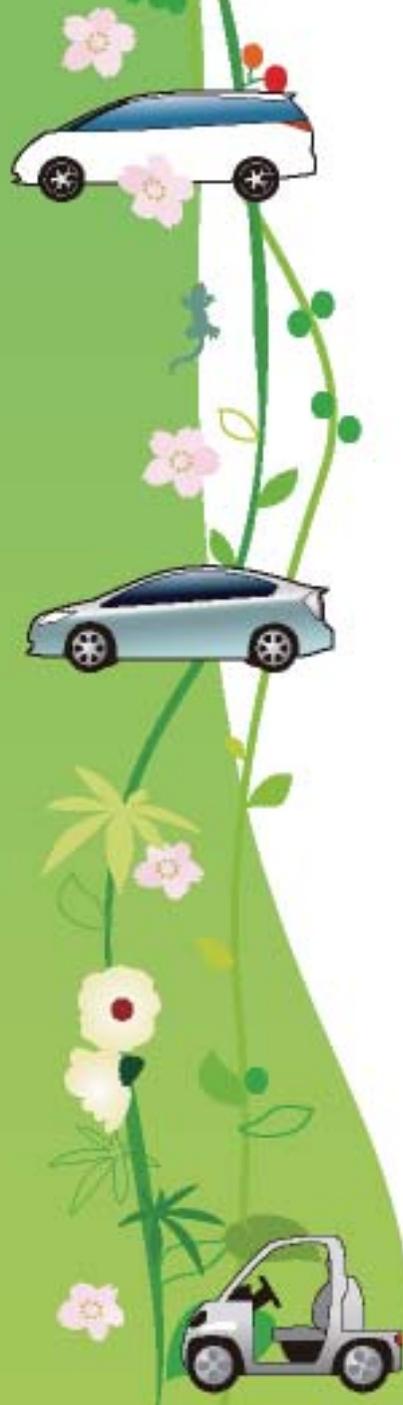
May, 2009 New model Prius debut
<Well Carry attached>



July, 2009 New model HS250h debut
(First Lexus hybrid model)



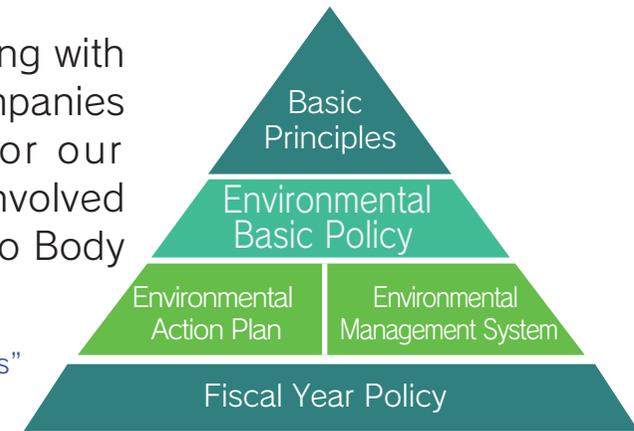
December, 2009 New model SAI debut



Environmental Policy

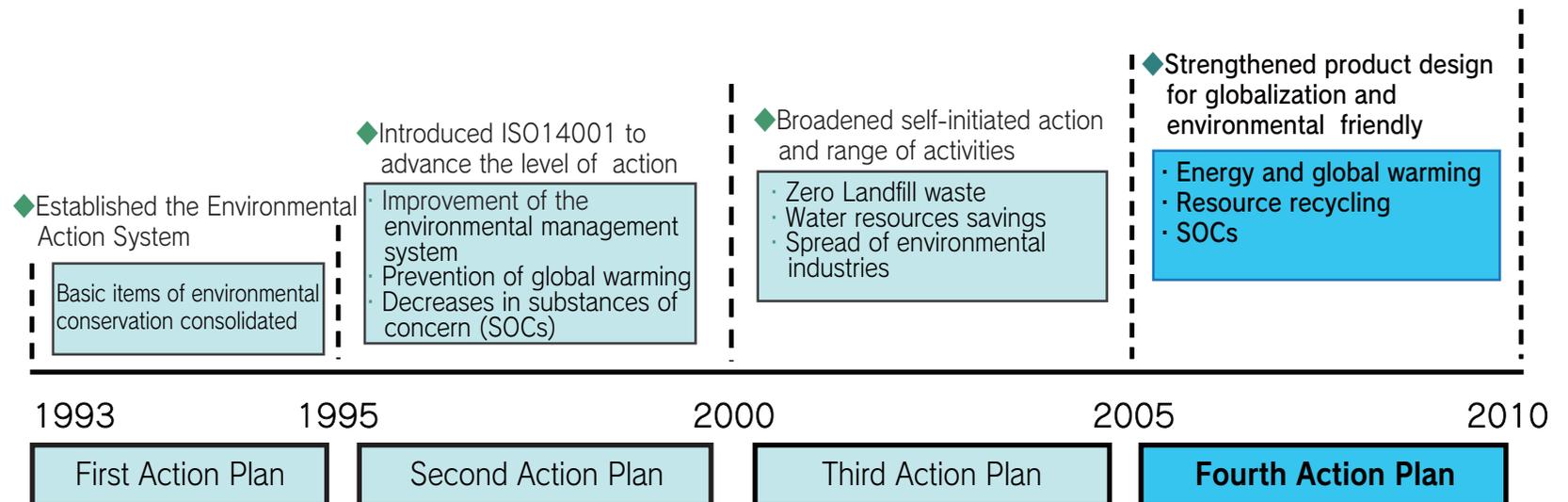
Based on “open and fair industrial action and harmonizing with the environment,” all domestic and overseas group companies share the environmental policy we established for our environmental efforts. From 1993, our activities have involved promoting this environmental policy with the Toyota Auto Body Environmental Action Plan we established.

-  [“Toyota Auto Body Basic Principles”](#)
-  [“Environmental Basic Policy”](#)



Toyota Auto Body Environmental Action Plan History

As a member of the Toyota Group, our mid-to long-term targets we compiled for every five years to make our “Contributions toward an Affluent Society in the 21st Century” is the Toyota Auto Body Environment Action Plan. The current Fourth Action Plan makes clear the activity plan from FY2006 to FY2010.



Environmental Policy

The Fourth Environmental Action Plan

	Energy and Global Warming	Resource Recycling Efforts	SOCs
Basic Policy	Introduce technology that reduces CO ₂ and improves fuel efficiency	Use resource-saving processing methods for vehicle recycle design and production	Create vehicle manufacturing and production processes that do not include nor use harmful substances in following with global standards
Development and Design	<ul style="list-style-type: none"> · Improve vehicle aerodynamic performance and weight reduction which contribute to improving fuel efficiency (P13) 	<ul style="list-style-type: none"> · Further introduce and spread of recycle design (P16) 	<ul style="list-style-type: none"> · Further promote reductions in SOC_s (P18)
Production and Logistics	<ul style="list-style-type: none"> · Countermeasures for reducing CO₂ in production activities (P14, 15) 	<ul style="list-style-type: none"> · Promote efficient resource use (P17) 	<ul style="list-style-type: none"> · Reduce VOC emissions volume · Reduce the volume of substances subject to PRTR (P19)

Environmental Management

- Strengthen consolidated environmental management (P20)
- Promote new businesses that contribute to environmental improvement (P21)
- Reduce life cycle environmental burden by implementing Toyota Eco-VAS (P22)
- Mutual communication and release of environmental information (P23)

Content noted on pages surrounded by ()

 "Fourth Toyota Auto Body Environmental Plan"

 "Environmental Action Plan"

For the Environment



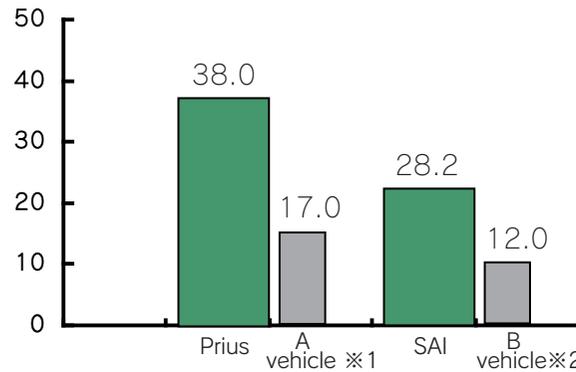
Energy and Global Warming

Improve vehicle aerodynamic performance and weight reduction that contribute to improving fuel efficiency

We at Toyota Auto Body are making efforts to achieve aerodynamic performance and reduce body weight as design to improve fuel efficiency.

Hybrid vehicle fuel consumption ratio

(10 and 15 mode driving the Ministry of Land Infrastructure and Transport survey values)
(Km/L)



※ 1 Same class gasoline vehicle (Total emissions 1.8 L)
※ 2 Same class gasoline vehicle (Total emissions 1.5 L)



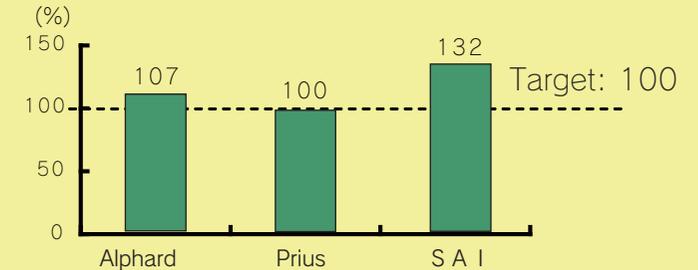
SAI :
As the next hybrid car after the Prius, this new model was designed and developed by Toyota Motor Corporation and Toyota Auto Body and is being produced at Toyota Motor Kyushu, Inc.

For other efforts
click → "Case Example of Eco-Plastic Interior Parts"

Weight reduction by using high-strength steel sheets and aluminum

We are achieving weight reductions through continuing to ensure collision safety performance by using many high-strength steel sheets and aluminum in outer panels and the body frame.

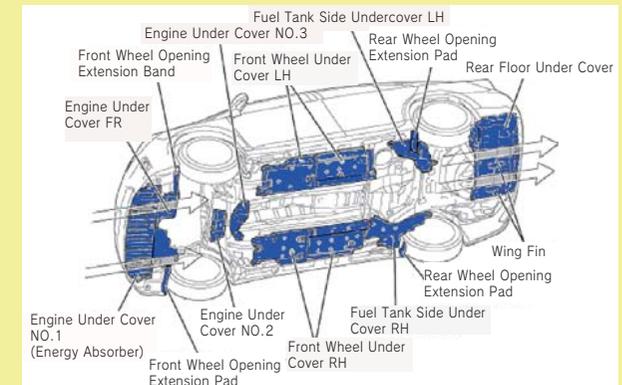
Ratio of weight reduction targets achieved (at Toyota Auto Body)



Ensuring superior aerodynamic performance

Superior aerodynamic performance has contributed to improved fuel efficiency by ensuring a flattening of the area under the cabin floor and situating all air flow parts that guide the air flow of the area under the cabin floor in the underbody and flush surface of the upper body.

Underbody rectifier parts location points (SAI)



For the Environment

Energy and Global Warming

CO₂ Reducing Countermeasures in Production Activities

FY2009 Global CO₂ Reduction Activity Performance

Our CO₂ reduction activities involve all employees at Toyota Auto Body working in unison to actively promote “the introduction of new technology in production processes,” “more efficient production method *kaizen*(improvement) and line summarization,” and “decrease energy losses during days production plants are closed and for period of non-operation.”

We are achieving our emissions per sales unit and total emissions volume targets for the FY2010 Fourth Environmental Action Plan amidst reductions in production units in these hard economic conditions.

Hereafter as well, we are progressing in reducing CO₂ through promoting the introduction of production technology to lower levels of CO₂ emission and we are also pursuing efficient production methods.

(Note)

From the previous completed vehicle process target of FY2008(10% decrease compared to FY1990), we changed to a target that includes all production processes such as the chassis newly equipped process from Toyota Motor Corporation.

(Refer to P28 in the “Environment and Social Report 2009”)

CO₂ Reduction Efforts in Production Processes

 [\[Case Example 1\]](#)

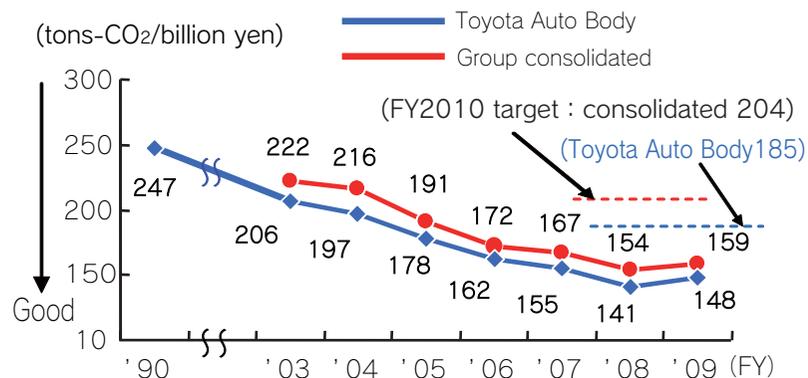
 [\[Case Example 2\]](#)

CO₂ Emissions Per Sales Unit

[FY2010 target]

Toyota Auto Body : Less than 185 tons-CO₂/billion yen
(10% decrease compared to FY2003)

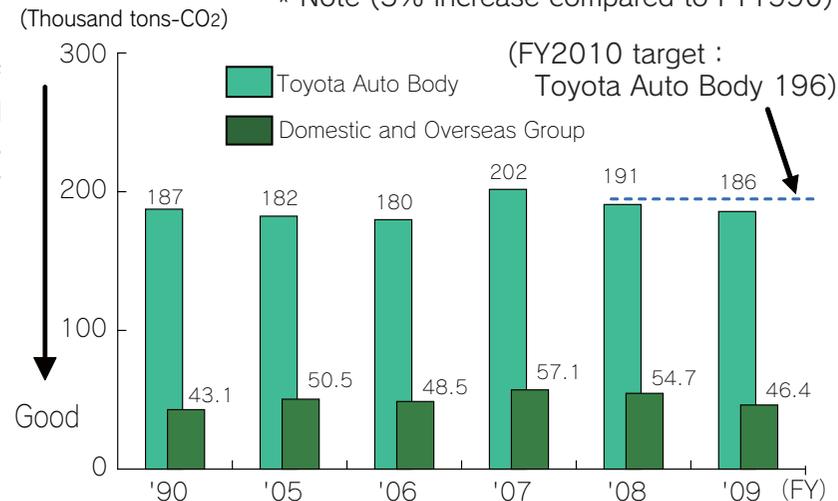
Group consolidated: Less than 204 tons-CO₂/billion yen
(8% decrease compared to FY2003)



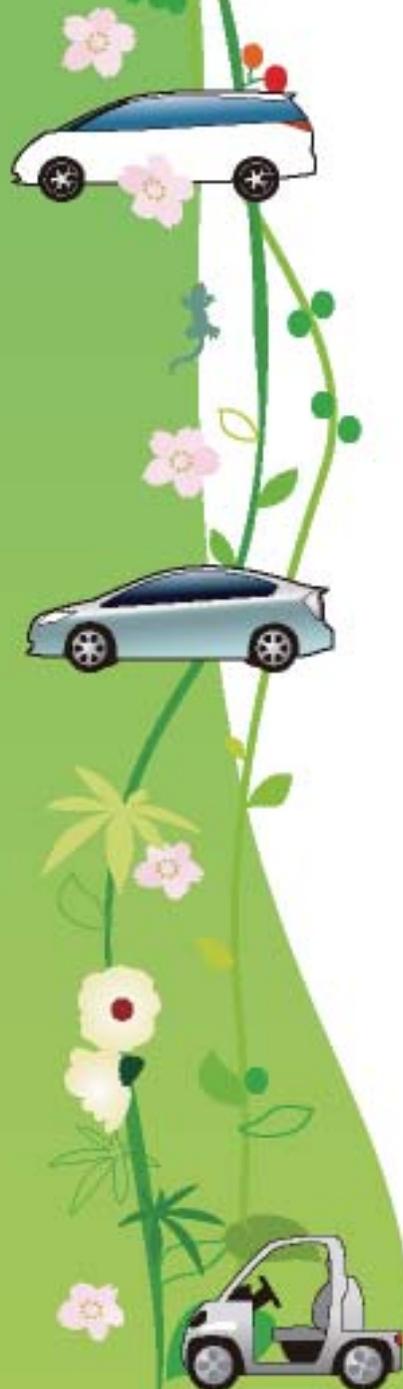
CO₂ total emissions volume in production processes

[FY2010 target : Less than 196 thousand tons-CO₂]

* Note (5% increase compared to FY1990)



For the Environment

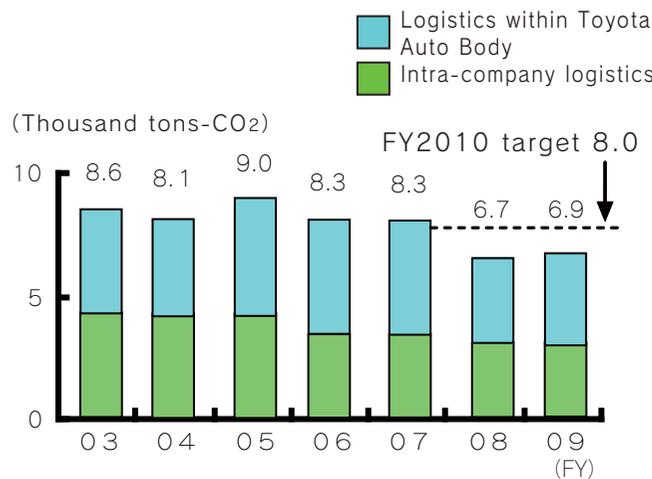


Energy and Global Warming

CO₂ Emissions Volume Reduction in Logistics

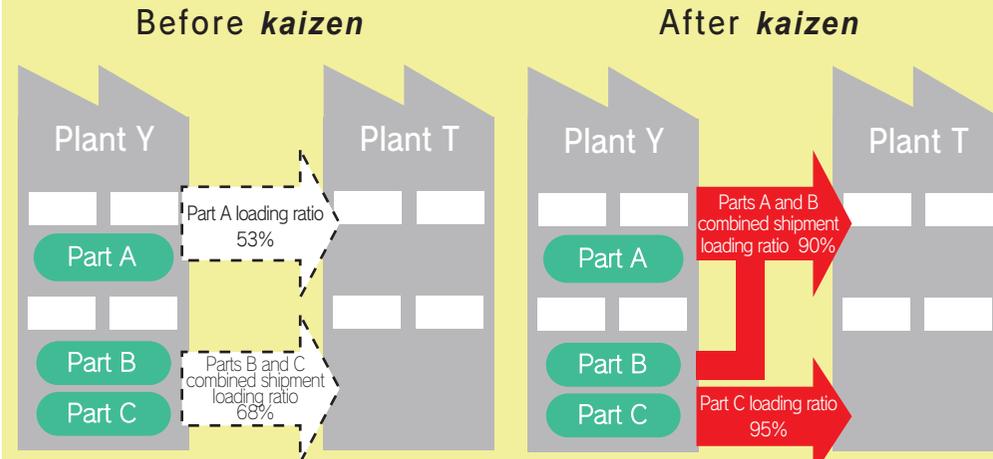
We are promoting CO₂ reductions for emissions generated from within Toyota Auto Body and also in logistics between our plants.

CO₂ Emissions Volume in Logistics [FY2010 target: Less than 8,000 tons-CO₂] (10% decrease compared to FY2003)



CO₂ Logistics Case Example

Even for parts shipments between plants, we are reducing CO₂ emissions relating to logistics by performing *kaizen* of shipping routes and shipping methods that reduced the number of shipments.



(Example of a modified loading method)



Rack installation

Reduced number of transport truck shipments

28 shipments/day
→ 24 shipments/day

《Impact of CO₂ reduction in logistics》

Decrease of 172 tons-CO₂/year

Resource Recycling

Promotion of Vehicle Recycling Design

We at Toyota Auto Body are promoting vehicle manufacturing that uses materials of superior recyclability that abide by vehicle recycling laws.

In addition, we understand the importance of recycling, and we have made the dismantlement of end-of-life vehicles easier by considering design structure that makes the recovery of hybrid batteries to be disposed and other makes parts easier to remove.

Potential Recycle Ratio^{※1}

We have achieved the potential to recycle over 85% of our products.

(Achieved recycling over 80% of Recycle Law targets)



※1
 Potential recycle ratio = $\frac{\text{Possible recycle weight}}{\text{Vehicle weight}}$

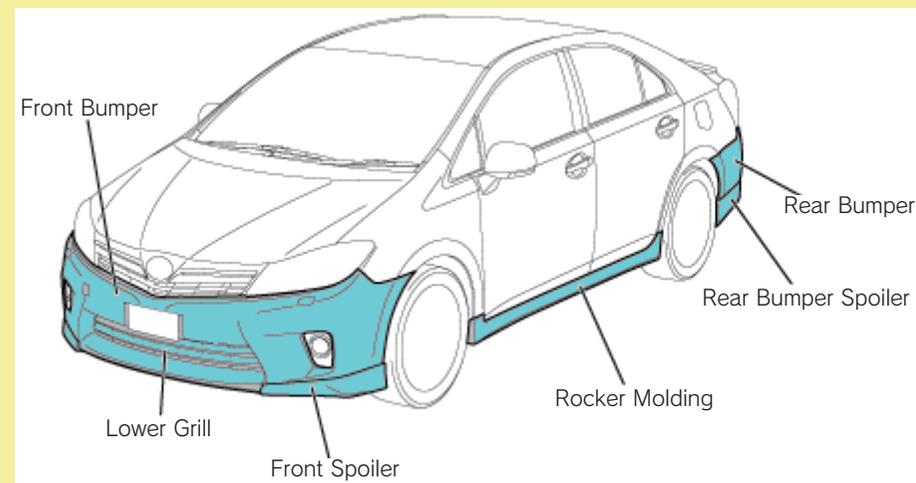
 "Case Example for Dismantlement Improvement Efforts"

Use of Superior Recyclable Materials

Toyota Auto Body uses superior resin materials (TSOP^{※2}) that have superior recyclability for exterior resin parts that include bumper covers and rocker moldings. We are also promoting recycling of recovered resin materials such as under covers.

※2 TSOP : Toyota Super Olefin Polymer

《TSOP use in the New model SAI》



For the Environment



Resource Recycling

Promotion of Efficient Resource Use

Externally Disposed Waste Substance Reduction Activities

In addition to progressing with FY2001 “zero landfill waste” that we achieved at all group companies, we are continuing to progress with reductions in “combustible waste.” We are also promoting reduction activities for all externally disposed waste substances such as press and resin scrap waste that is generated when manufacturing vehicles.

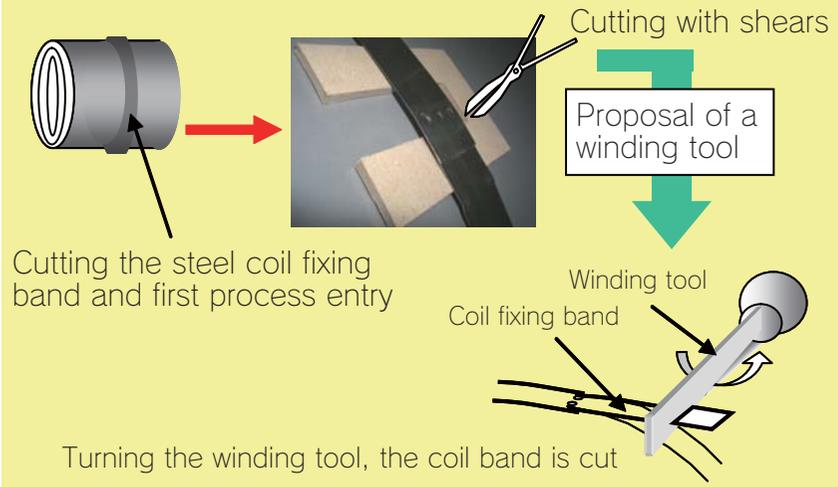
Effective Use of Press Steel Materials (Reduced loss from the front edge waste of coils)

(Before *kaizen*)

When cutting the coil fixing band with shears, scratches form on the front edge which is disposed of as waste.

(After *kaizen*)

We thought up a winding tool for releasing the wound coil band, which allowed us to cut up to the edge section of the coil without creating any waste.



Breakdown of FY2009 Externally Disposed Waste Substances

Combustible waste: 400 tons

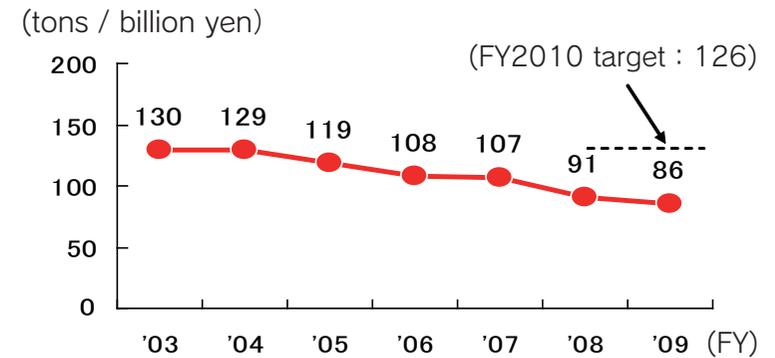


Metals: 112,000 tons
Resins: 1,300 tons
Oils and fats: 2,100 tons

※Achieved zero landfill waste in FY2001

Emissions Volume Per Sales Unit of Externally Disposed Waste

[FY2010 target: Less than 126 tons/billion yen]
(3% decrease compared to FY2003)



“Reduced Use of Packing Material Volume” and
“Reduced Water Consumption Volume”

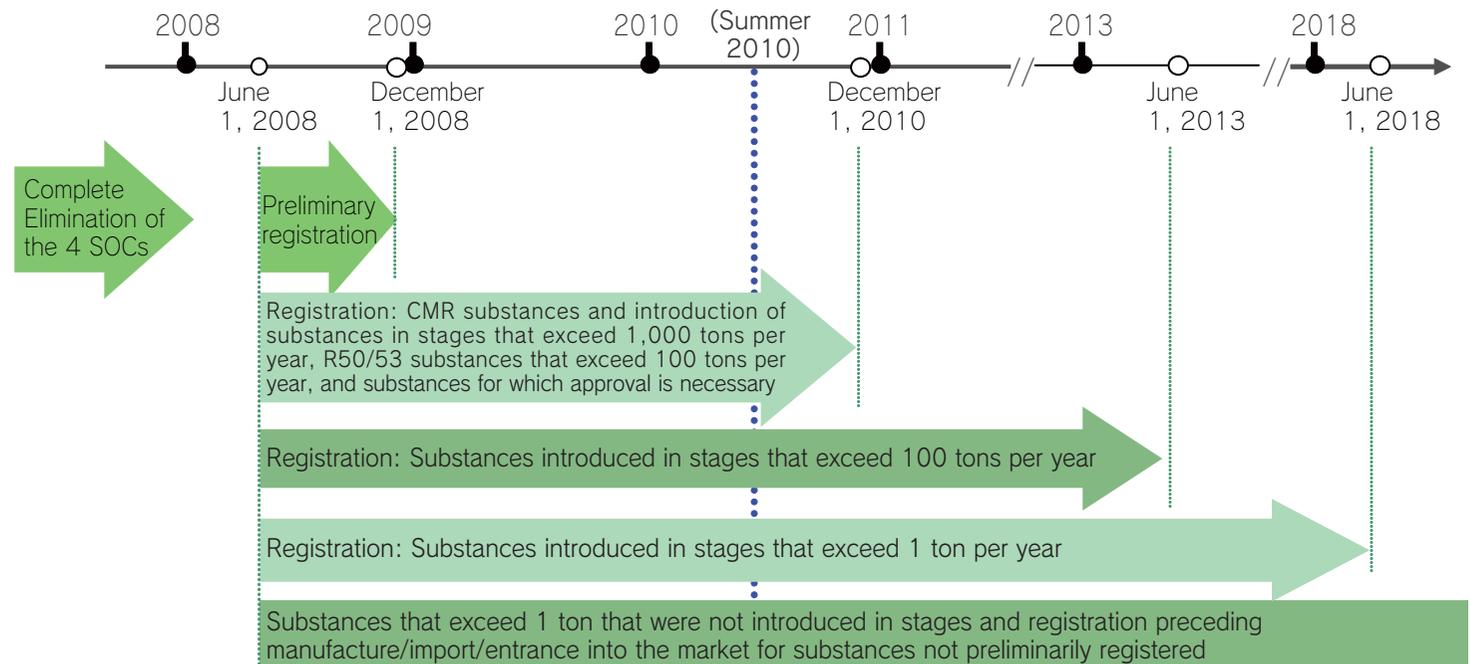
Substances of Concern

Further Promotion to Reduce SOCs

Addressing New European Chemical Substance Regulation "REACH"

Toyota Auto Body has completely eliminated the 4 SOCs (lead, mercury, cadmium, hexavalent chromium). For other than the four SOCs, our vehicle manufacturing is progressing with little environmental burden and by promoting substitute substances. We are also progressing with assay surveys of parts that we perform concurrently with public announcements of REACH regulations for chemical substances that influence health and the environment.

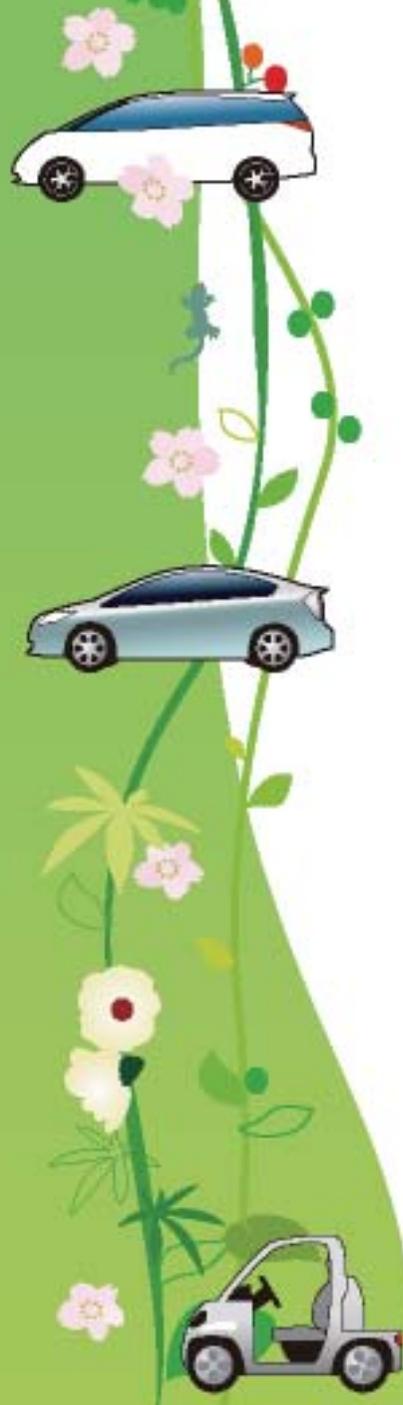
REACH* Regulation Schedule



Reference: Guideline concerning the Japan Automobile Manufacturers Association Translation of REACH

※ REACH : Registration Evaluation Authorization and Restriction of Chemicals
 These regulations aim to clarify industry's responsibility for chemical substance management and minimize impact of chemical substances on people and the environment.

 ["New European Chemical Substance Regulations 'REACH' outline and explanation of terms"](#)



Substances of Concern

■ Reducing VOC* Emissions Volume

One cause of photochemical oxidant is considered to be linked to VOCs.

Our FY2009 VOC emissions volume reduction activities have produced results that include promoting the use of “High throwing power cationic electrodeposition paint” (Fujimatsu, Inabe Plants) and expanding recovery of cleaning solvents after painting (Inabe Plant).

* VOC : Volatile Organic Compounds

■ Reducing Emissions Volume of Substances Subject to PRTR

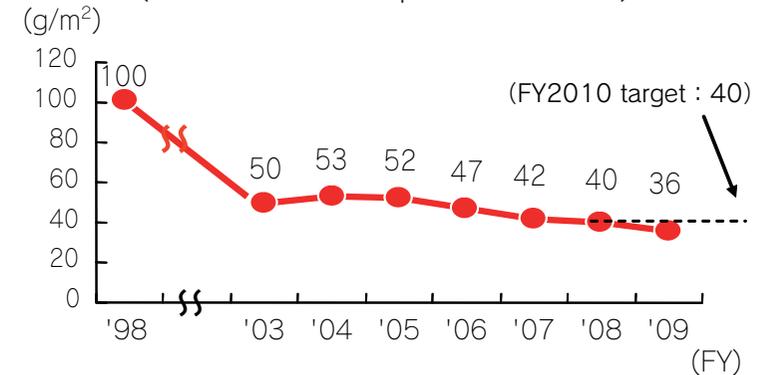
Substances subject to PRTR released into the atmosphere are mostly toluene and xylene that are found in paint and cleaning solvents used in painting processes.

In FY2009, in progressing with the recovery ratio improved according to plan, we achieved results in reducing the volume of cleaning solvents used by re-examining the frequency of cleaning by the number of times it is used when painting the same color.

* PRTR : Pollutant Release and Transfer Register

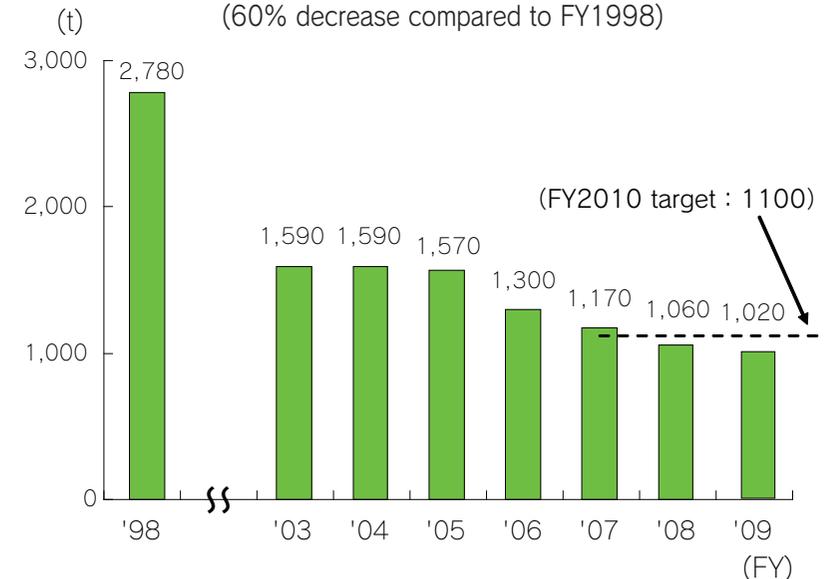
● VOC emissions volume per painted body area

[FY2010 target: Less than 40 g/m²]
(60% decrease compared to FY1998)



● Substances subject to PRTR emission volume (Atmospheric emissions)

[FY2010 target: Less than 1,100 tons]
(60% decrease compared to FY1998)



Environmental Management

■ Strengthening Consolidated Management

We are expanding consolidated management through setting shared common action items and also sharing of the “Environmental Policy” within the group in order for unified efforts of the Toyota Auto Body Group to progress. We are promoting perpetual *kaizen* and implementing regular audits for these efforts.

 [“Domestic and Overseas Toyota Auto Body Consolidated Management Companies”](#)

■ Sharing of Policies

- (1) Sharing of the Environmental Basic Policy and Action Policy
- (2) ISO1400 Certification (Acquired by all relevant companies)
- (3) Sharing of action items:
 - Law-abiding activities
 - CO₂ reduction activities
 - Waste reduction activities
 - Management of prohibited chemical substances

Other consolidated management action efforts

 [“Environmental Education”](#)

 [“Promotion of Consolidated Activities With Our Customers”](#)

■ Implementing FY2009 Law Abiding Audits

In FY2009, we were looking to minimize environmental risk through implementing mainly environmental law abiding audits for domestic and overseas production and non-production companies. We have completed *kaizen* for 65 items, including systemic *kaizen*.



Equipment management status audit being performed at a production consolidated company (Ace Industry Co., Ltd.)

 [“Efforts at Each Toyota Auto Body Office”](#)

 [“Efforts of Toyota Auto Body Group Companies”](#)

■ Promotion of New Businesses That Contribute to Environmental Improvement

In looking to the next generation of vehicles, we at Toyota Auto Body are making efforts in technical developments and commercialization by developing environmental products such as fuel cell batteries and motor power source control units for very small eco-cars which limit global warming, and plant materials we researched to stabilize CO₂ emissions.

■ Electrical Vehicle (EV) Elemental Technology and Fuel Cell Battery Development

In aiming to establish small electric vehicles (EV) as next generation environmental technology, we are developing a rechargeable which uses a lithium battery system first in our small mini-car COMS. We are also making efforts to develop vehicle bodies made from plant materials, and also small, high-performance fuel cell battery systems.

■ Developing Plant Material Technology

We are advancing even further in developing technology to be used in products by commercializing outer body panels on next generation vehicles which are now used on part of the Toyota's personal mobility "i-Real" and the Dakar Rally entry vehicle, the Toyota Land Cruiser 200.

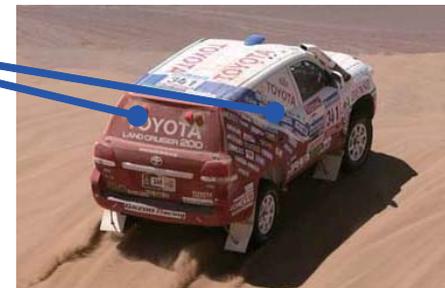
Plant-derived materials for certain parts, such as the rear door and back door (Natural PP + plant fiber)



COMS BP (Bio-plastic vehicle)



[i-REAL] introduced at Chubu International Airport (Centrair)



Dakar Rally entry vehicle (Toyota Land Cruiser 200)

Consolidated subsidiary efforts:



"Promotion of Environmental Businesses"



"Dakar Rally HP"

For the Environment

Environmental Management

■ Reducing Life-Cycle Environmental Burden Through Eco-VAS^{※1}

We at Toyota Auto Body are working on the reduction of environment-impacting substances in consideration of the entire life cycle (greenhouse gases, air pollutant emissions, and recyclability) in addition to the stage of vehicle use (noise, gas emissions, and fuel efficiency).

※1 Eco-VAS : Eco-Vehicle Assessment System

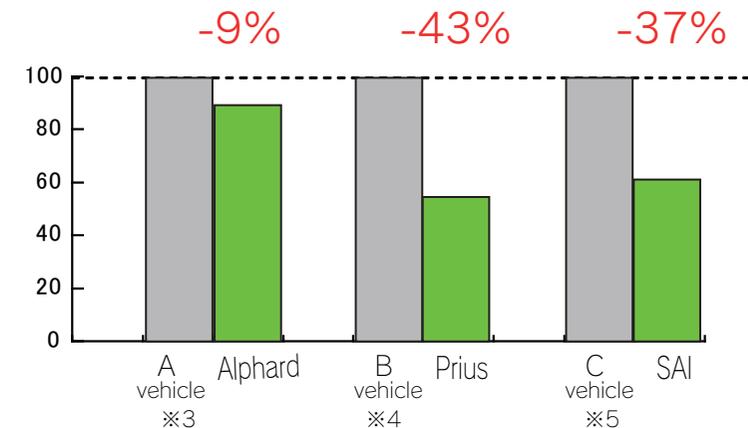
■ Decrease CO₂ Emission Volume by LCA

We are reducing life cycle CO₂ emissions volume by approximately 37% compared to vehicles in the same class. Also, we are implementing LCA^{※2} through Eco-VAS for the FY2009 new model SAI.

※2 LCA : Life Cycle Assessment
(Comprehensive assessment based on the environmental impact at each stage of vehicle life that includes materials, vehicle production, driving, maintenance, and disposal)

● Decreasing the Volume of CO₂ Emissions by LCA

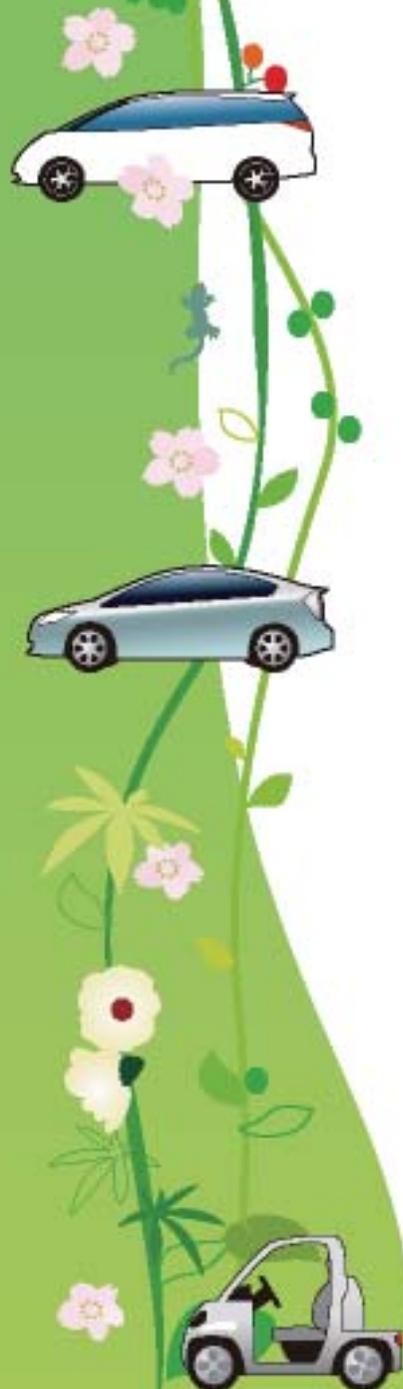
(100 for vehicles in the same class)



※3 : Gasoline vehicle in the same class (total emissions 2.4 L)

※4 : Gasoline vehicle in the same class (total emissions 1.8 L)

※5 : Gasoline vehicle in the same class (total emissions 2.5 L)



Environmental Management

Mutual Communication and Environmental Information Disclosure

In addition to providing actual examples of what has occurred in looking to eliminate environmental issues, we are also making efforts to prevent “serious incidents” by thoroughly analyzing the causes and making efforts to prevent recurrence and eliminate such incidents in the future.

Dealing With Concerns of the Community

A tally of preventive measures and corrections for environmental accidents, regulatory violations, and complaints from people in the community is given for each space in the table to the right.

Underground Water Management

Every year, Toyota Auto Body executes a self-initiated underground water survey. Previously, in certain facilities, concentrations of substances were detected that exceeded environmental standards even though those substances have never been used in the past. We reported and explained to the community and the government that these substances were thought to have flowed into the ground under our facilities from outside the plant.

PCB Management

From FY2006, Toyota Auto Body began requesting waste disposal companies from outside our company in order to dispose equipment containing polychlorinated biphenyl (PCB). Thus far, 91 pieces of equipment have been disposed of, and the remaining three condensers are being stored and managed properly.

For other environmental management efforts:

 [“General Environmental Information Disclosure and Mutual Communication”](#)

Environmental Accidents (FY2009) and Number of Incidents

	Fujimatsu and Kariya	Yoshiwara	Inabe
Accidents	0	0	0
Violations	0	0	0
Complaints (Given)	1 ※1	1 ※2	0

※1 : Painting equipment emissions operations error in a painting booth during maintenance work on a non-work day

※2 : Safe valve operation sound due to worn vapor supply control valves

Fujimatsu and Kariya Plant Underground Water Measurement Values (FY2009)

	Environmental Standard	Measurement Value (mg/l)	
		Fujimatsu	Kariya
Tetrachloroethylene	0.01	0.017 ※3	0.004
Tetrachloro-carbon	0.002	0.088 ※3	0.0002
Trichloroethylene	0.03	0.02	ND ※4
1,1 dichloroethylene	0.02	0.009	0.010

※3 : FY2009 measurements exceeded environmental standards

※4 : ND indicates substance levels that are less than detection limits

 [“FY2009 Environmental Auditing and Survey Results”](#)

For the Environment



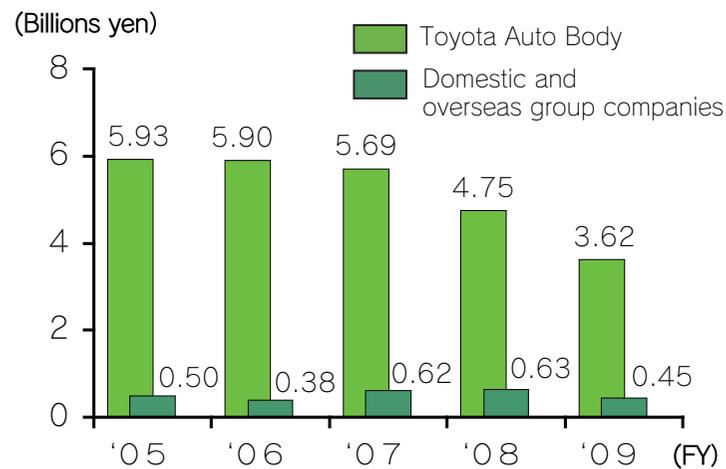
Environmental Data

Environmental Accounting

Toyota Auto Body has calculated the environmental effects in following with the “Environmental Accounting Guidelines” of the Environment Ministry in promoting more efficient environmental conservation activities. In FY2009, despite equipment greatly curbed investment outlays amidst the world’s tough economic situation (decreased 44% from the previous year), in terms of environmental cost, we have actively invested a total of 3.63 billion yen (decrease 23% from the previous year) as an “important management issue.”

※ Equipment investment (Tangible base) : FY2009 14,651 million yen , FY2008 26,405 million yen

Shifts in Environmental Cost



(Cautionary note 1)

In terms of environmental (economic) results, Toyota Auto Body calculated costs of “selling of recycled materials” and “energy savings;” however, with the large fluctuations in the unit selling price, our activities not appropriate by an economic results index. Therefore, we have stopped aggregating these costs. For “Environmental impact (material volume)”, please refer to the following pages: “Energy and Global Warming” and “Resource Recycling.”

(Cautionary note 2)

Domestic and overseas group companies

Domestic : Tokai Utility Motor Co., Ltd. ,Toyota Body Seiko Co., Ltd. ,Ace Industry Co., Ltd. ,Tokai Parts Industry Co., Ltd. ,Gifu Auto Body Co., Ltd.
Overseas : Chun Shyang shin Yeh Industry Co.,Ltd.(Taiwan), PT.Sugity Creatives (Indonesia)

FY2009 Environmental Cost Calculation Results

(unit: million yen)

	Toyota Auto Body		Domestic and overseas group companies	
	Invested	Costs	Invested	Costs
In-area operation costs	1,555	580	252	115
Upstream and downstream costs	0	0	0	0
Activity management costs	11	574	0	81
R&D costs	0	889	0	0
Social Activity costs	0	12	0	3
Environmental damage costs	0	3	0	0
Total	1,566	2,058	252	199
	3,624		451	

Other Environmental Data

[“Toyota Auto Body Hybrid vehicle production numbers”](#)

[“Environmental data incorporated into products”](#)

[“Business activity environmental data”](#)
(FY2009 invested resource volume and emissions volume)

Customer Relations

Considering the Customer First in Delivering Fine Products

The pursuit of product safety and quality is the corporate responsibility. We work on the quality improvement in research, development, production and after sales for customer's safety.



Building in Quality in New Product Development

Improving Quality Through Ease of Manufacturing

“Ease of manufacturing” vehicles from the development stage become manufactured vehicles of fine quality when mass produced. With each model change of the 2006 Estima, we are making progress in activities that eliminate difficult to perform operations.

Development Reflecting The Voice of the Market

Toyota Auto Body reflects designs and evaluations that consider how our customers use our products by performing worksite confirmation (at dealers and in operation processes) by our designers early on. In addition, we procure customer information early from around the world from expatriate employees.

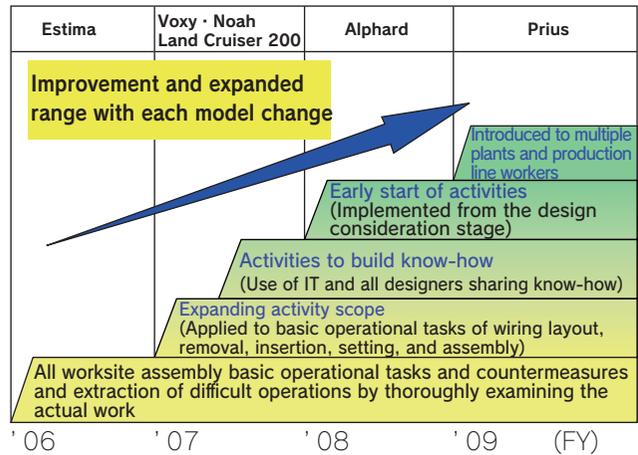
The Voice of Our Expatriate Employees (Middle East: Bahrain)



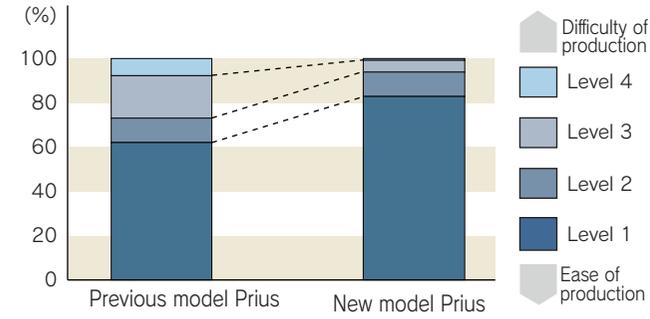
On-site Toyota Auto Body survey staff in front row on the right

Experiencing extreme vehicle conditions first hand, I'm giving quick and accurate feedback of the customer information. (reported by Toyota Auto Body expatriate employee)

Changes in Activities to Eliminate Difficult Operations



Kaizen Results for Ease of Manufacturing (Prius example)





Customer Relations

■ Quality Assurance in Mass Production

■ Efforts toward “zero” defects on production lines

Standard operations serve as a basis for improvement. We at Toyota Auto Body are progressively improving latent problems in difficult tasks on all production lines and also creating countermeasures to eliminate causes of defects in each task.

■ Raising quality assurance awareness among employees

Toyota Auto Body periodically conducts training and also holds quality lectures and quality case example exhibits for all Toyota Auto Body employees to achieve heightened awareness for quality assurance and thoroughly grasp the importance of quality management.

■ Early Detection and Resolution of Problems by Using Information From Customers

Our customer’s valued quality information is being disseminated by Toyota Motor Corporation through close coordination with EDER* activities. Hereafter we will progress in having our customers, who have a greater sense of awareness, make decisions by what they notice.

※EDER: Early Detection and Early Resolution

EDER is an activity that quickly finds quality issues in the market, immediately resolves issues, and quickly provides feed back to customers for kaizen results and improvements.



■ System and Actions for Recalls

In the event that a defect subject to a recall is discovered, we place the “customer first” in swiftly determining appropriate measures to be taken and addressing important issues by closely coordinating with Toyota Motor Corporation. We are also progressively implementing a similar system for our unique electric vehicles, daily living appliances, and our other products.

● Quality Case Example Exhibit



The President’s Message, case examples of defects, quality *kaizen* case examples, and the voices of our customers are exhibited



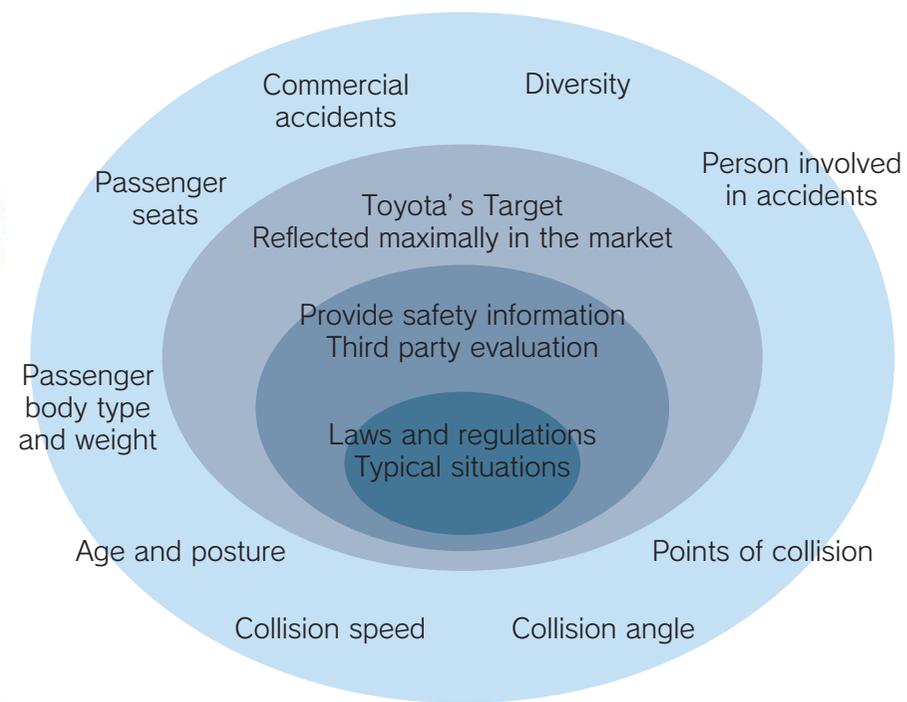
Engineers cheerfully look over “The grateful voices of our customers.”

Our Pursuit of Safety That Gives a Great Sense of Security

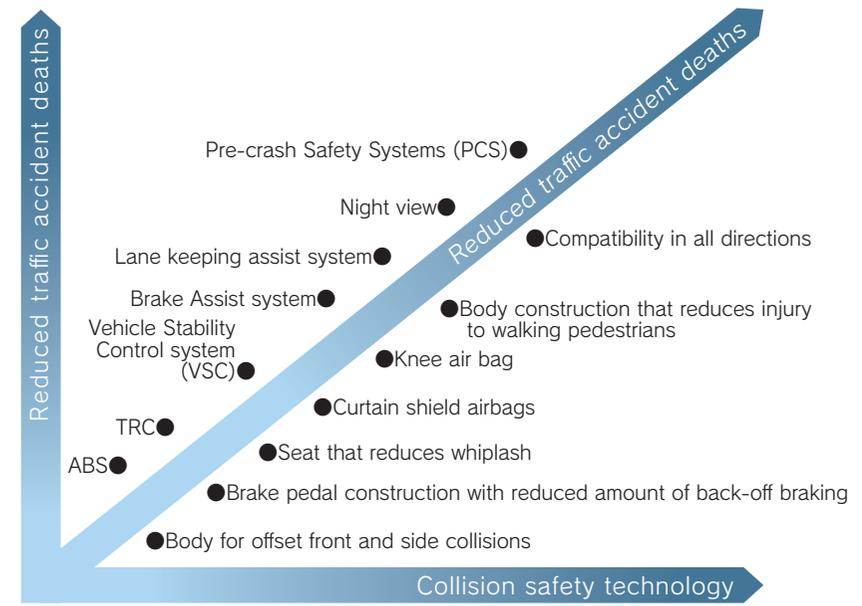
We at Toyota Auto Body consider to be safety as fundamental to car manufacturing. Based on this thinking, we are promoting development for safe car manufacturing from the viewpoint of collision safety and preventive safety.



Our thinking on collision safety



Efforts toward improving vehicle safety

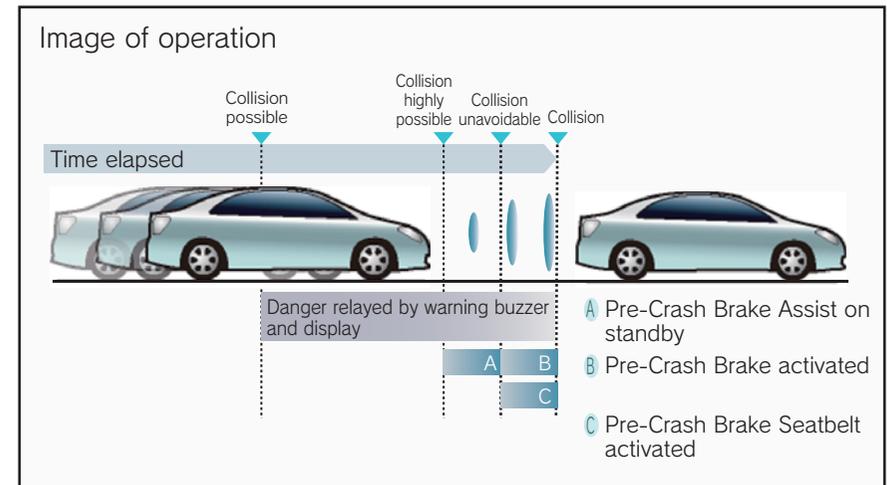


■ Improving Preventive Safety

The basis of preventive safety technology belongs to a vehicle's fundamental functions of driving, turning, and stopping in accordance with the driver's intention. We at Toyota Auto Body are working to improve the performance of these three functions by exploiting the latest technology.

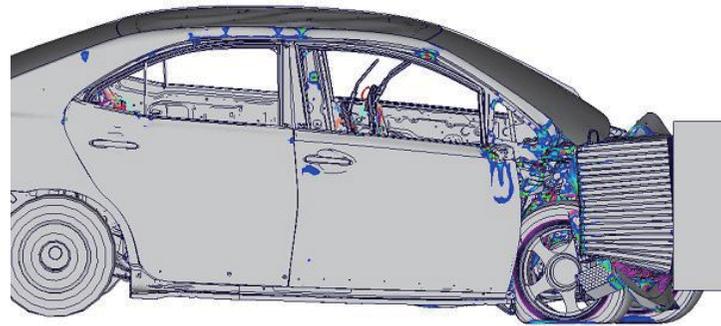
■ Pre-Crash Safety System (Millimeter-wave radar system)

Our pre-crash sensor uses a buzzer or other means to alert the driver in the event that the sensor judges the danger of colliding with a vehicle ahead, an oncoming vehicle, or an object on the road surface. If the brakes are operated, the pre-crash brake assist system functions to increase braking control. Even if the brakes are not operated, the pre-crash brake activates to reduce collision speed and increases the restraining performance of occupants by early belt winding of the pre-crash seatbelt, thereby decreasing collision damage.



■ Development of a Collision-Safe Body [GOA]

We at Toyota Auto Body are developing Collision-Safe Body "GOA (Global Outstanding Assessment)" to secure occupant protection performance and living space in full frontal collision, offset frontal collision, side-on collision and rear-end collision.



Offset front collision CAE analysis



Photo of a test vehicle

GOA, which comprises a high-strength cabin and impact absorbent body, involves performing collision testing that incorporates Toyota Motor Corporation's own concept of omni-directional compatibility *1 in a collision for vehicles that differ in weight and height.

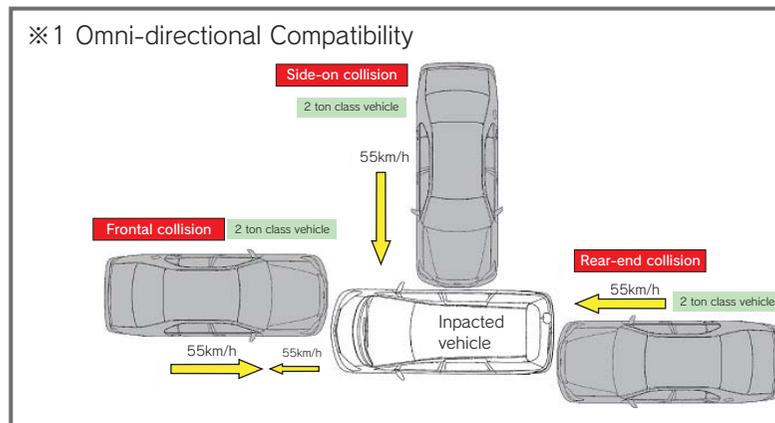


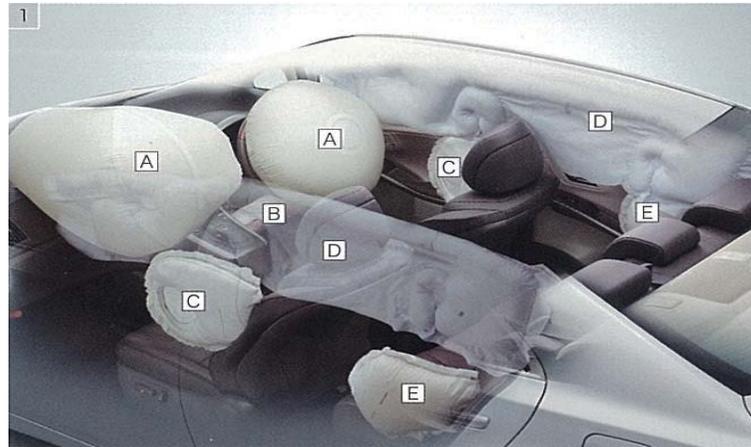
Photo of a test vehicle

Customer Relations

■ Airbags

SRS airbags deploy in the event of a frontal collision and function together with the movement of seatbelts to restrain impact to the chest and head of front seat occupants.

We have further improved safety performance by using SRS side air bags that mitigate side collisions and also side SRS curtain seat air bags which broaden protection by covering the side of the head of occupants.



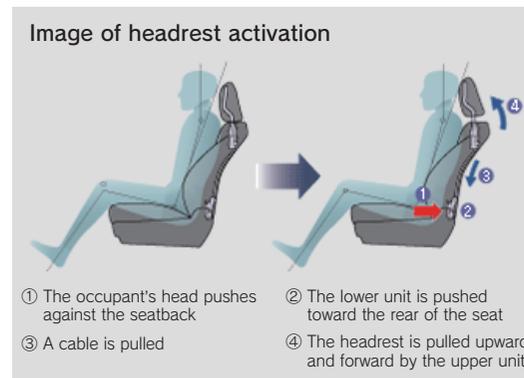
SRS^{※1} 9 Airbag

※1 SRS : Supplemental Restraint System

- A** SRS Airbag (Driver's seat and Occupant's seat)
- B** SRS Knee Airbag (Driver's seat)
Softening the impact to the head and chest by coordinating the movement of the seatbelts for impact in a frontal collision.
- C** SRS Side Airbag (Driver's seat and Occupant's seat)
- D** SRS Curtain Shield Airbag (Front and rear seats)
- E** SRS Rear Side Airbag (Rear right and left seats)
For cushioning against collisions for strong impacts from the side of the vehicle

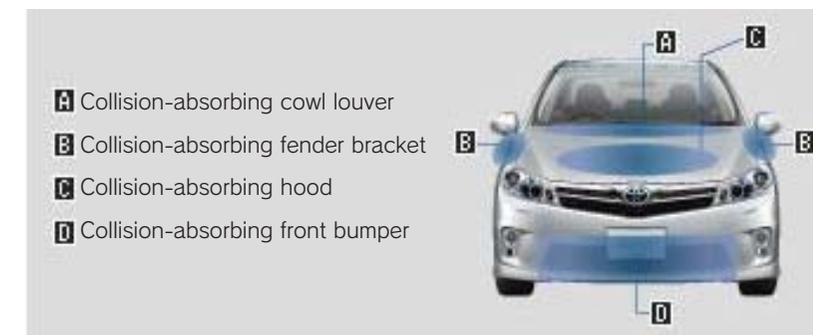
■ Active Head Rests

In the event of a collision from the rear, an internal device in the headrest will activate and move the headrest upward and forward. The head and back of the occupants will be stopped, thus mitigating impact added to the neck.



■ Vehicle Body That Decreases Pedestrian Injury

We are using a collision-absorbing body structure in body sections such as the bumpers, fenders, cowl, and hood in order to decrease injury to the legs and head of occupants in the event of a collision with a pedestrian.



Customer Relations

Providing “Happiness” and “Freedom of Movement” to the Most People With Toyota Auto Body Welfare Products

We are making efforts to develop, produce, and promote our welfare vehicles and welfare products based on the thinking of “providing freedom of comfortable movement to allow elderly people and those who have a mentally and physically challenged to enjoy every day of their lives.”

■ Activities to Promote Welfare Vehicles and Welfare Products

Toyota Auto Body makes efforts to promote welfare vehicles and products by displaying our products at welfare exhibits throughout Japan and making visits to welfare facilities where we can make contact directly with our customers.

● Barrier-free Social Welfare Exhibit



● Message of Appreciation From Wheelchair-accessible Vehicle Users



Vehicle used:
Wheelchair-accessible
Vehicle (Hiace)



Koseikai Elderly Care Health
Facility Medical Corporation
Central Horita
Chief Administrator:
Mr. Toyokazu Nishimoto

The area around our facility has many narrow roads and one-way streets, but the Hiace maneuvers well through these areas and can be driven with a feeling of security. The driver is able to relax when taking the wheel, and show a smile to the passengers.

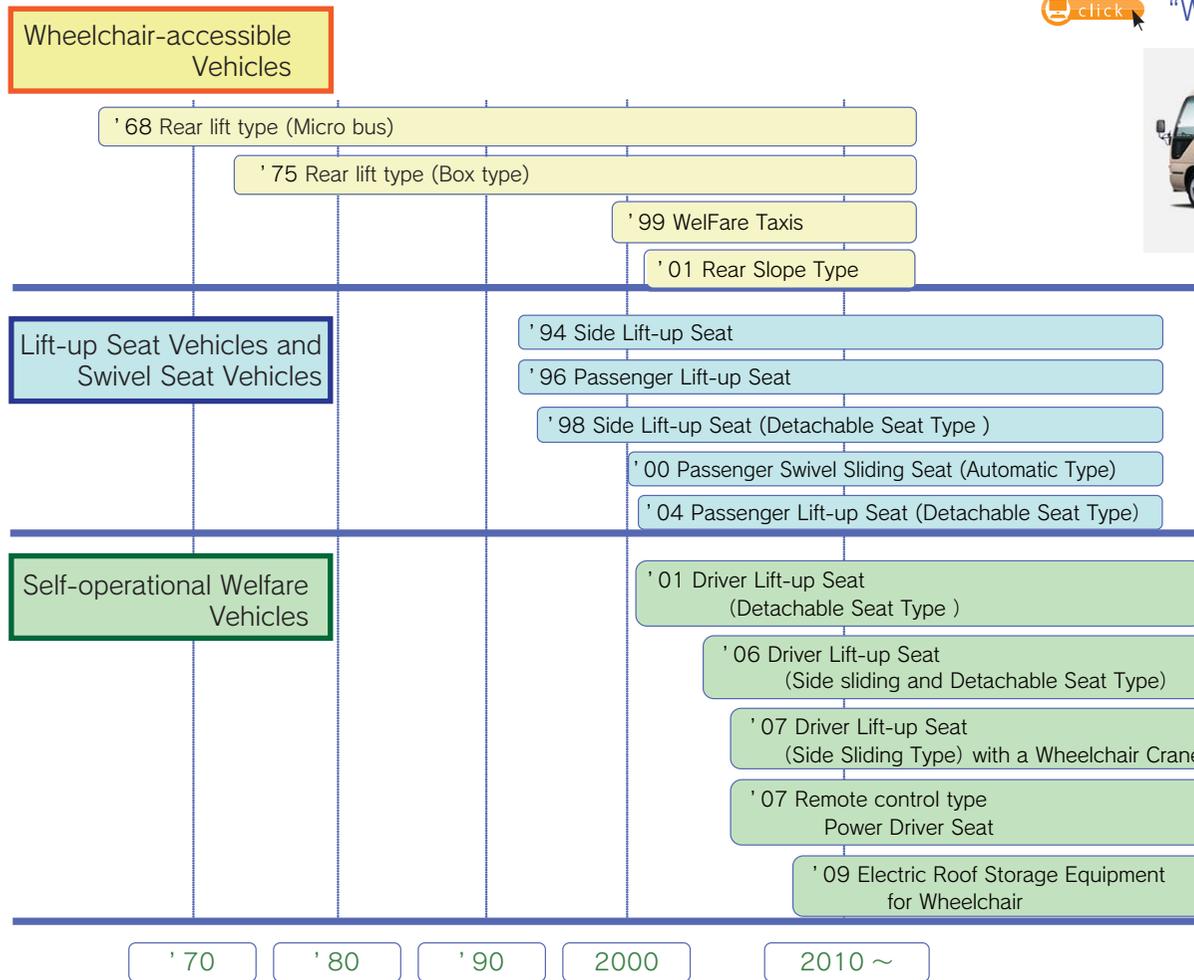


Customer Relations

Product Development Reflecting Customers' Needs and Direct Opinions

Toyota Auto Body welfare vehicle development began in 1968 with vehicle modification allowing people in wheelchairs to ride our cars. Thereafter, we at Toyota Auto Body have aimed to create improved functions and equipment and also expanded the variety of vehicles through conducting surveys with Toyota Motor Corporation that focus on the purpose(s) of use. Currently, we are reflecting the opinions of actual users directly in product development and allowing our products to be tried out on-site at event halls and at welfare facilities. In the future, we look to achieve products that will satisfy elderly people and also set our sights on overseas markets.

 "Welfare Vehicles Product Lineup"



Business Partner Relations

Mutual Trust and Mutual Prosperous Coexistence

We at Toyota Auto Body are following a basic policy of the speediest procurement of the finest materials at the lowest cost based on our basic principle of “realizing mutual prosperous coexistence and secure, long-term growth in working toward strengthening our mutual management with the opening of transactions and mutual trust with suppliers serving as a foundation.”

■ Mutual Prosperous Coexistence With Suppliers

■ Procurement Policy Presentation Meeting

Every year, Toyota Auto Body holds a procurement policy presentation meeting.

In April 2010, 194 suppliers came to the meeting, where we explained important policies for this fiscal year for sharing targets.

[Important Policies]

1. Strengthening safety management
2. Quality **kaizen** efforts that are noticeable by our customers
3. Creating competitive costs through introducing RRCI[※] activities

※RRCI (Ryohin-Renka meaning “low-cost non-defective product” Cost Innovation)

Through these activities, we are working toward growing and expanding by even further strengthening coordination with our suppliers.



Procurement policy presentation meeting

Business Partner Relations

■ Supplier CSR Activities

Toyota Auto Body is progressing in sharing CSR Policy activities with Toyota Motor Corporation. CSR activity content is summarized in the CSR Guidelines and we are explaining the content to suppliers and we are looking to achieve cooperation in CSR efforts.

[CSR Guideline Main Points]

Contributing to making an affluent society and comfortable coexistence with the earth through provision of products and service.

[Requests to Our Suppliers]

- Sharing management for CSR
- Request concerning providing products and service
ex.(Product development and manufacturing that is noticeable to our customers)
- Request for processes that make products and services
ex.(Corporate activities that take into consideration compliance, human rights, and society)



 [“CSR Guidelines”](#)

■ Exchanges and Mutual Research With Business Partners

■ Exchanges and Mutual Research at the Toyota Auto Body Kyowakai.

The Kyowakai comprises a Toyota Auto Body voluntary group of 117 companies that aim to deepen mutual research and improvement through thematic and departmental research activities.

In FY2009, in addition to lectures on compliance and safety, there are electronic vehicle lectures as part of our environmental efforts that address the times with pragmatic research activities. In FY2010, we are progressing with activities that incorporate our policy of addressing important management issues.



A compliance lecture meeting

Community Relations

■ Social Contribution Activities

Toyota Auto Body promotes activities for achieving coexistence with local communities and green activities for fulfilling social responsibility as a “good corporate citizen.”

■ Tree Planting and Green Activities

We promote contributing to environmental enlightenment and conservation through our Forest and Green Activities, with the aim to prevent global warming and preserve forest resources.

 [“Forest and Green Activities”](#)

■ Volunteer Activities

Members of our Toyota Auto Body Volunteer “TAB Fureai Club” (introduced on pages 36 and 37) that was founded in FY2009 are participating in activities in various fields such as the environment, welfare, and the community.

 [“Volunteer Activities”](#)

■ Local Community Activities

Toyota Auto Body is actively supporting activities such as youth sports in placing importance on interacting with society and aiming to coexist with local communities.

 [“Local Community Activities”](#)

■ Contributions to External Organizations

From 1990, Toyota Auto Body has participated in the Japan Federation of Economic Organizations 1% Club in which 1% of corporate profit is spent on enlightenment social contributions. We are promoting action in contributing to this target for groups and communities that require economic assistance for research and other activities.

 [“Contributions to External Organizations”](#)



Employee experiencing forest thinning



Volleyball lesson (women's volleyball club)

Community Relations

■ Volunteer Club “TAB Fureai Club”

The “TAB Fureai Club” members participate in volunteer activities and aim to improve information exchange while performing mutual research with colleagues who share common interests.

■ Activity Content

Self-Initiated Activities

- Support of company run programs
- Support, management, and planning of club sponsored programs

Member Exchange Activities

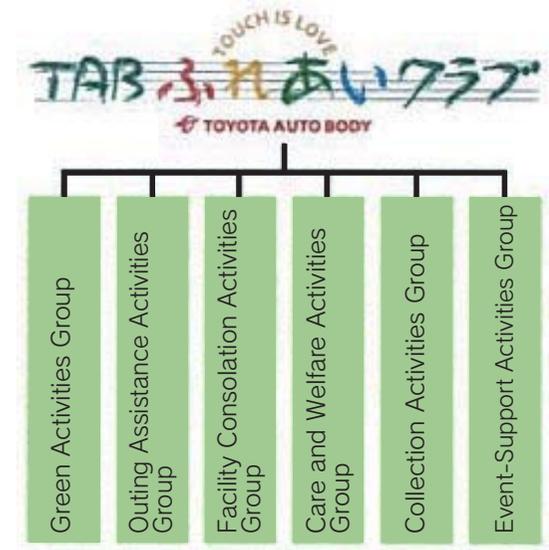
- Planning and management for events such as general meetings, exchange meetings, and lecture meetings

Participation in community volunteer activities

- Participation in volunteer activities and event activities send from a volunteer site managed by eight Toyota Group companies

(Activity details on the next page)

● TAB Fureai Club Diagram

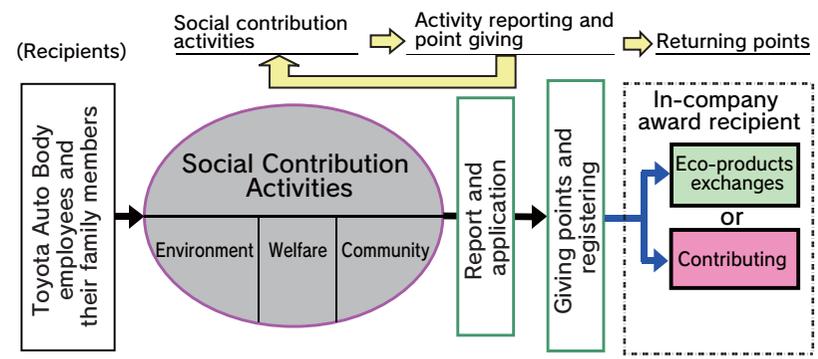


■ Volunteer and Eco-Point System

Toyota Auto Body introduced a unique system in the company that allows employees and their family to relax and actively participate in volunteer and eco-activities by giving points according to activity content.

Points that are accumulated through activities can be exchanged for environmental products specified by the company and one can contribute to the field one desires.

● Volunteer and Eco-Point System





In addition to sending information on eco-activities and volunteer activities to employees and family members, we are centering on six activity groups which support active participation in eco-activities and volunteer activities that unify employees and the community.

● Green Activities group



Tree planting event in Mie Prefecture (270 people participated including local community residents)

● Outing Assistance activities group



Wheelchair user transport service

● Facility Consolation activities group



Welfare facility special presentation

● Care and Welfare activities group



Sign language taught in social welfare classes and study of shorthand basics

● Collection activities group



Contributing used stamps (Kariya City Social Welfare Council)

● Event Support activities group



“Fuwafuwa” managing operation at exchange events of Toyota Auto Body and the community

Community Relations

■ Coexistence With Local Communities

We at Toyota Auto Body are making efforts to pursue activities in order to ensure safety and opinion exchanges with local communities in aiming to be a necessary and trusted company in those communities. Other than “vehicle manufacturing,” we are contributing to making local communities that are easier to live in by introducing community patrols and care service businesses through our group companies that create and provide safe and sound communities.

■ Community Exchanges Through Facility Observation Tours

Toyota Auto Body is offering company observation tours to let the community get to know us through manufacturing in our workplace. In FY2009, 8,600 people came through our plants. In addition, at each plant we are aiming to achieve communication with the community through events such as facility observation tours, explanatory meetings for environment action, community discussion meetings, and opinion exchanges.

■ Security Service Provider (Life Service and Security Corporation)

As a 100% fully-owned Toyota Auto Body company, LS Corporation carries out activities and businesses for protecting the precious lives and property of our community and employees through community anticrime patrols, traffic safety, and prevention of disasters and fire.

■ Care Service Businesses (Life Support Co., Ltd.)

Established through a recruiting entrepreneurship, this company comprehensively supports total welfare planning for various needs of an aging society. Through eight sections, which include rentals and sales of care service products, the company is also involved in providing home help, day service, and creating care planning.



Plant observation tour



Special Self-Defense Fire Unit performing fire fighting drills (Life Service and Security Corporation)



Staff that visit homes to assist people to bathe safely (Life Support Co., Ltd.)

Employee Relations

We at Toyota Auto Body are aiming for the expansion of our company and the happiness of all employees through a safe and comfortable workplace, human resource development, career support, and creating a healthy, energetic workplace.

■ Creating a Safe and Comfortable Workplace

A safe and comfortable workplace is something desired by all people and is the source of a company's energy. We at Toyota Auto Body are making efforts to place safety first by introducing safety and health management that uses risk assessment as a basis of our safety and health basic policy.

 ["Safety and Health Basic Policy"](#)

■ Introducing Discussions on Safety and Frightening Experiences Education for All Employees

We are promoting *kaizen* through concurrent discussion times to ensure safety through morning safety meetings (five minutes every morning), designating a time specifically for safety (every week on Monday morning and for one hour every day after operations resume in the afternoon), and selecting dangerous operation locations by taking up opinions of operators. In addition, we are instituting experience-based safety learning[※] for all employees, which allows them to be exposed to a "hiyari," or "fearful," experience to learn "risk of occupational accident" and links this to the "importance of observing basic safety rules."

※ Understanding the importance of "safety device" and the "risk of fall" and being caught in a machine.
(7000 recipients of the experience during FY2008, FY2009)

● Morning Safety Meeting



Making an "Anzen no Wa" , safety circle, and workers in turn announce safety activities using a large voice on a day-to-day basis.

● Frightening Experience Education



Hanging by a lanyard body belt experience

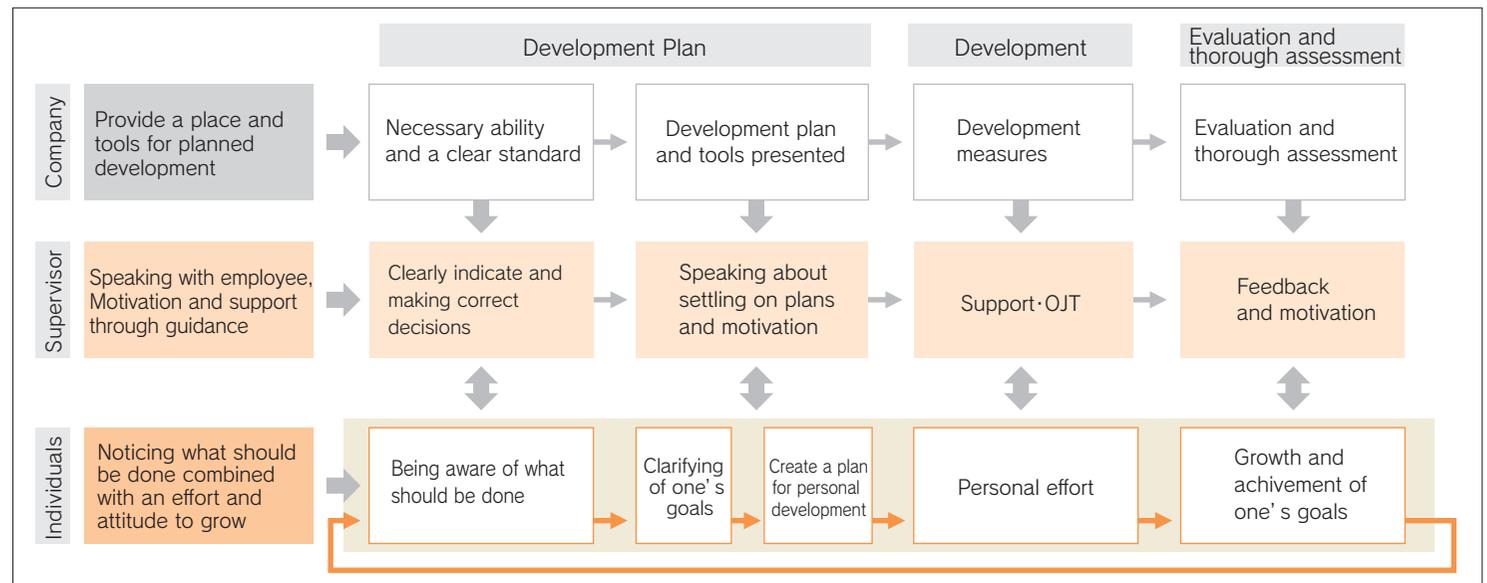
 ["Frightening Experience Education"](#)
 ["Occupational Accident Occurrence Status"](#)

Human Resources and Career Support

We at Toyota Auto Body believe in the importance of having every employee achieve self-realization through tasks and exercise their creativeness.

Career Support Program (CSP)

With the company, individuals, and managers uniting to creating a system of mid-to long-term human resource development, we are promoting development of the individual by aiming toward developing “independent human resources” capable of action based on the individual’s own thinking.



Employee Relations

■ Concentrating Technical Training Sites to Strengthen Manufacturing

At the Global Production support Center (GPC) training area, we are carrying out skill and knowledge training by staff and dedicated instructors based on student level and qualifications. In addition, we are fostering the will to challenge and improve skills by “technical proficiency” and “technical contests.” In FY2009, we conducted skill training prior to placement for a total of 2,121 new regular employees, skilled laborers, and fixed-term contract laborers, who are active in all of our manufacturing.



New employee technical training



Skilled labor training



New employee and fixed-term contract labor skill training

■ Achieving Global Human Resource Development

We at Toyota Auto Body are promoting planned training by actively progressing with international training, particularly language training. In addition, from overseas companies, we are training our workers who support global expansion domestically and overseas in putting energy toward human resource development that “allows worksite instruction” through practical training by managers and supervisors who form the core of our worksite staff.



Language training (Chinese)



Trainees presenting results



Students engaged in practical training

Employee Relations

■ Creating a Healthy and Energetic Workplace

We at Toyota Auto Body are enhancing communication for creating a healthy and energetic workplace with the cooperation of labor in aiming to expand society and the happiness of individual employees.

■ Communication Between Employees in the Workplace

To enhance communication in the workplace, the C (communication) Meeting System was introduced from 2004. Every month for one hour, we are making efforts to create an open atmosphere in the C Meetings in which all workers speak freely and discuss one workplace theme.

● FY2009 Theme

(Human rights issues, workplace culture reform, safety, compliance, rules and manners as citizens, social contribution activities)



C Meeting

■ Holding Health Study Meetings

Toyota Auto Body held “Health Study Meetings” for three years starting in June of 2008 for almost all of our 6,200 employees who are over 36 years old. These meetings support self-help efforts for employees who are becoming more aware of the importance of maintaining their health.

● Activity Content

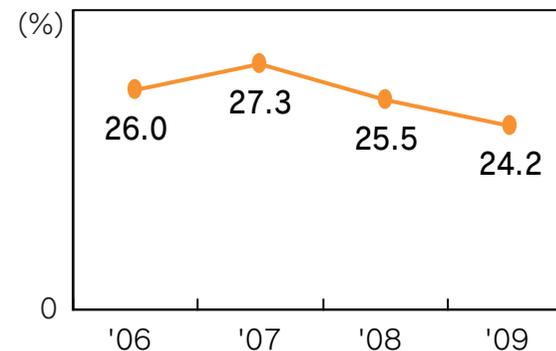
· Content covered in the study meetings are as follows:

Nutritional and exercise guidance and creating action plans to achieve results

· Measures for employees who require improvement

Once a month action plan progress check and follow-up improvement for those who have not yet achieved the goals

● Employee Obesity Rate (BMI) Greater Than 25% ratio transition



Health Study Meeting

Employee Relations

■ Employee and Family Communication

- We are achieving enhanced communication that includes families by holding festivals once a year at our plants in creating a place to interact with employees, families, and member of the community in aiming to improve communication.



“HAPPY FESTA” at the main office and Fujimatsu Plant area



Yoshiwara Plant Area
“Big Jump-Rope Competition”

- Through watching various sporting events of handball, volleyball, and triathlons, we are fostering and deepening amity by having workplaces unite by supporting players in one's own workplace.



Men's Handball club and a workplace supporter group



Volleyball club supporters

 [“Men's Handball Club HP”](#)

 [“Women's Volleyball Club HP”](#)

 [“Triathlon Competition Club HP”](#)

Employee Relations

■ Good Labor and Management Relations

Our employee labor policy of “mutual trust between labor and management” is a basic principle. At Toyota Auto Body, we are deepening mutual understanding through regular discussions such as our “Workplace Labor and Management Discussion Meeting,” “Plant Labor and Management Discussion,” and Production Committee,” that deliberate production issues for labor needs and line operations for the following month. In addition, weekly “Administrative Negotiations” deliberate daily process management between labor and management, and the “Labor and Management Council” deliberates such issues as labor conditions.

■ Promotion of Diversity

Toyota Auto Body is working to create a safe and healthy workplace that demonstrate the capability of individuals in respecting the diversity of all employees without discriminating by social identity, physical or mental condition, sex, principles, nor race.

■ Deepening Human Rights Awareness

We are conducting human rights education as part of our education for new managerial staff and new employees, as well as through C Meeting enlightenment in each of our workplaces for achieving deeper human rights awareness. In FY2009, a total of 1,700 people received human rights education at Toyota Auto Body.

In addition, our employees are actively participating in training and classes in outside organizations with the aim of developing personnel that take the initiative in human rights enlightenment activities.



In-company human rights education for new employees

■ Promotion of Diversity

■ Employing the Mentally and Physically Disabled

Currently in April, 2010, Toyota Auto Body placed 145 disabled people into various administrative positions. We are progressing in making an attractive place to live and we are performing *kaizen* of dormitories and the workplace that allows the disabled to live a satisfying company life as do others.

● Support for employment for those with hearing disabilities

(1) Maintaining a System of Intergration

- Carrying out education prior to entry into assigned office positions
- Installing lights that flash to alert the employee of a problem along the production line

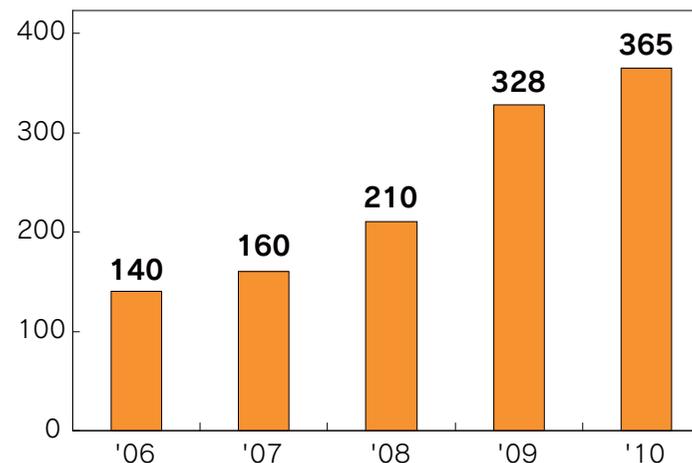
(2) Communication

- Preparation of paper for written communication and a whiteboard
- Sign language class attendance of representatives who place the disabled in the workplace

■ Reemployment System for Elder Workers

In continuing to achieve a balance between work and one's private life, Toyota Auto Body introduced a system for reemploying retired workers called "Career Partner System" that started in FY 2001. This system allows those who have developed high levels of skill and abundant experience at Toyota Auto Body to educate their successors with their skills and knowledge.

● Number of Enrolled Career Partners (Annually from April 1)



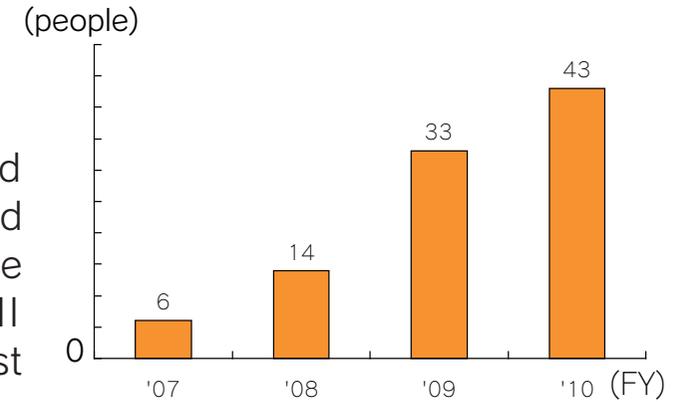
Promoting Diversity

Child Rearing Support (Child Support System)

Toyota Auto Body is progressing with balanced support of in-company nursery facilities and a child support system in a society that allows women the freedom to be employed and balance well “childbirth and child rearing” and “work” that best suits the stage of life for individual employees.

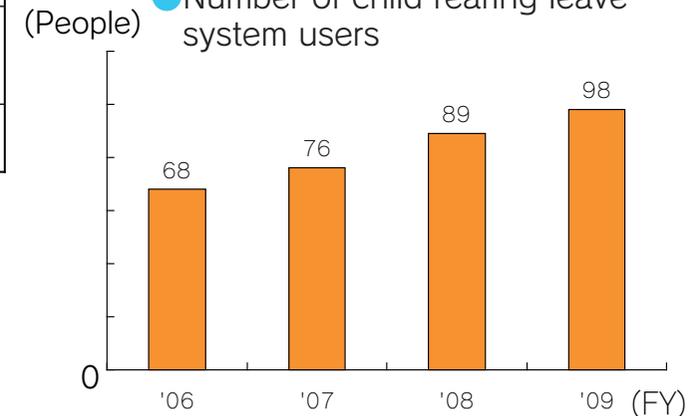
Pregnancy and delivery through the child's first year	Labor restrictions	Exempt from overtime, holidays, and late night work
	Maternity protection when pregnant and after delivery	Maternity protection measures taken based on physician's instructions
	Time off work before and after delivery	6 weeks prior to and after delivery (14 weeks for multiple births) Not allowed to work for 8 weeks after delivery
	Maternity Time	Allow 30 minutes for childcare two times a day
Until 3 years old	Maternity leave	Work leave possible until child is 3 years old (Office and technical staff: up to 2 years old)
	Overtime exemption	Exempt from overtime until child is 3 years old
Until 6 years old	Work restrictions	Work restricted outside set hours and for holidays (Not to exceed 24 hrs/month, max 150 hrs/year)
	Child care leave	Time off allowed for injury care and illnesses for children up to 6 years old For one child: Five days/year For two or more: 10 days/year
Until 8 years old	Shortened work time	Set work hours shortened by 2 hours (6 hour work day)

● Tacchi-chi House Fujimatsu Users



Cooperative Child Daycare Facility
“Tacchi-chi House Fujimatsu”

● Number of child rearing leave system users



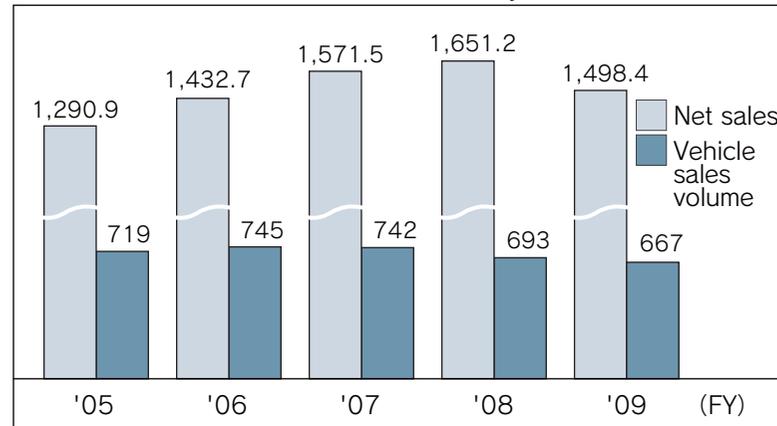
Economic Performance

Total vehicle sales volume fell 26,000 units (3.8%) from the previous period due to large reductions in production in the first quarter. Net sales decreased 152.8 billion yen (9.3%) from 1,498.4 billion yen in the previous period. In terms of profit, pretax profit increased 17.7 billion yen from the previous period of 17.2 billion yen as a result of Toyota Auto Body Group profit raising system *kaizen* activities, which served to decrease running costs by thoroughly discerning essentials and recovery of the rate of capacity utilization. Other factors for improved profit are further administrative effectiveness through eliminating both *muda*, meaning waste, and also reworking of tasks, as well as activities to reduce costs in processing and materials for all production vehicles.

Shifts in Economic Indicators (Consolidated)

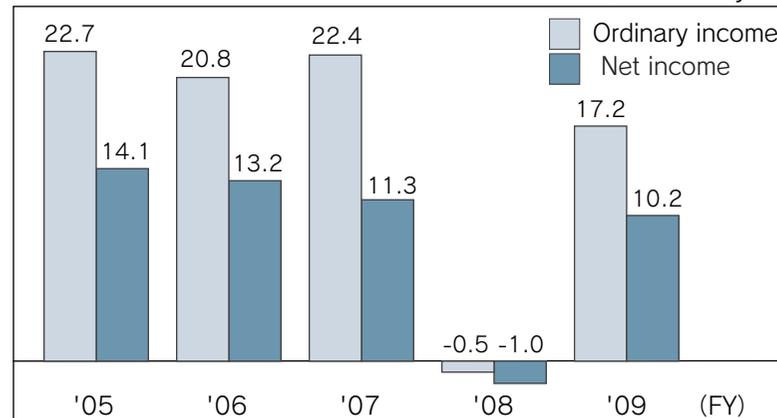
● Net Sales and Vehicle Sales Volume

(Billions of yen / thousand vehicles)



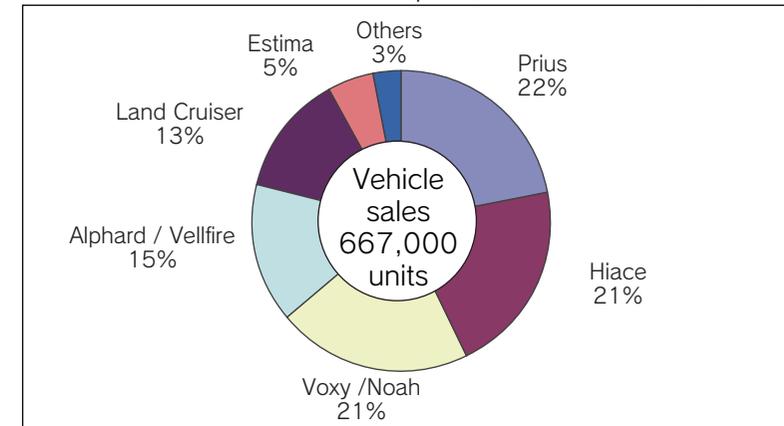
● Profit

(Billions of yen)



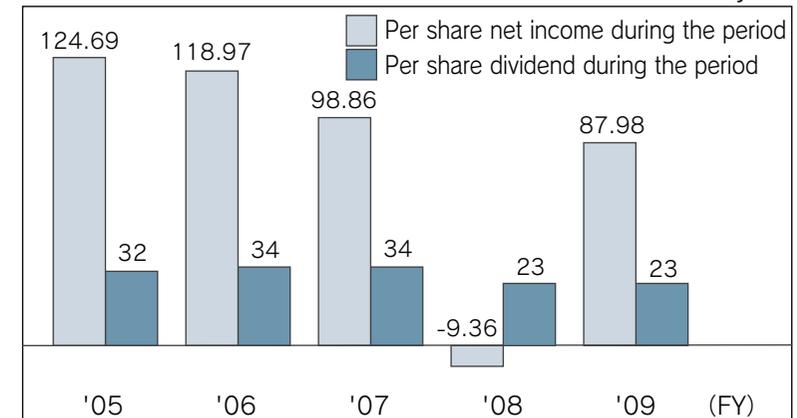
● Breakdown of Vehicle Sales Volume

(April 1, 2009 to March 31, 2010)



● Per Share Profit and Dividends

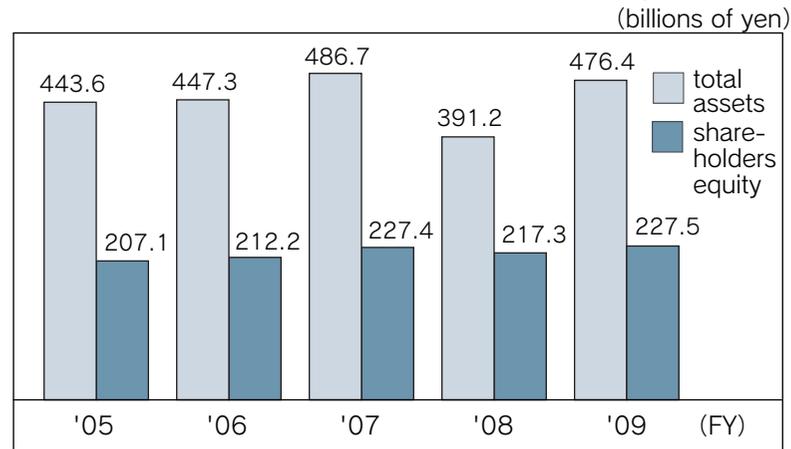
(yen)



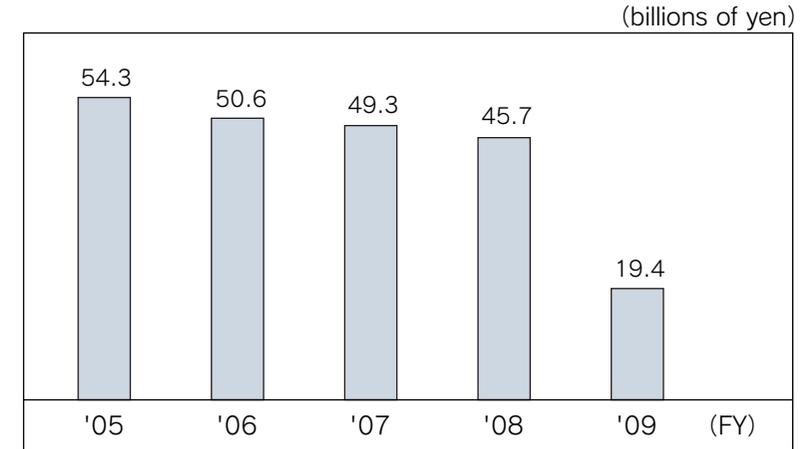
Economic Performance

Shifts in Economic Index (consolidated basis)

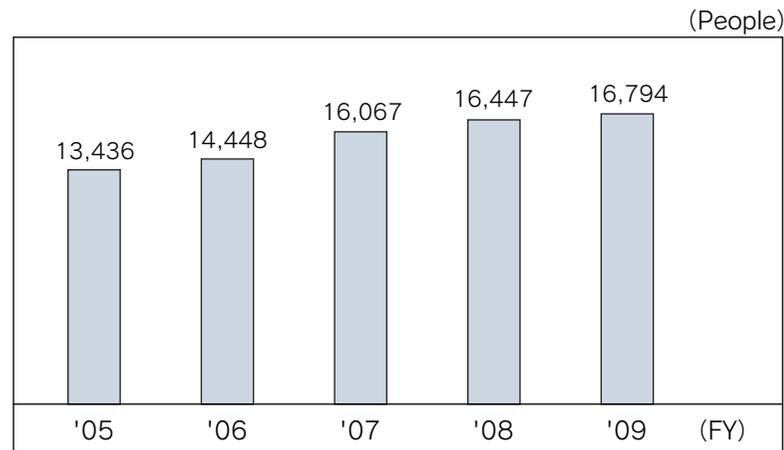
● Total assets and shareholder's equity



● Capital investment



● Number of employees



● Unconsolidated and Consolidated Economic Index (FY2009)

	Unconsolidated	Consolidated
Net sales	1,429.7 bil. yen	1,498.4 bil. yen
Ordinary income	11.8 bil. yen	17.2 bil. yen
Net income	7.4 bil. yen	10.2 bil. yen
Net income per share	63.61 yen	87.98 yen
Total assets	450.1 bil. yen	476.4 bil. yen
Net Asset Value	213.4 bil. yen	227.5 bil. yen
Return on Asset (ROA)	1.82%	2.36%
Return on Equity (ROE)	3.53%	4.67%
Capital investment	14.6 bil. yen	19.4 bil. yen
Number of employees (March 2010)	11,852 people	16,794 people

"Stock Owners and Investors"

Economic Report



Production Base



Head office · Fujimatsu Plant

100, Kanayama Ichiriyama-cho, Kariya City, Aichi Prefecture

Main products

Estima	Estima Hybrid
Voxy	Noah
Prius	



Kariya Plant

2-1, Showa-cho, Kariya City, Aichi Prefecture

Main Products

Welfare vehicles (Welcab)



Inabe Plant

10, Ichinohara Inabe-cho, Inabe City, Mie Prefecture

Main Products

Alphard	Vellfire
Hiace	Regius Ace
Hiace for the Europe (Export model)	



Yoshiwara Plant

25, Kamifujiike Yoshiwara-cho, Toyota City Aichi Prefecture

Main Products

Land Cruiser 200	Land Cruiser 70
Lexus 570	(Export model)
(Export model)	Coaster

Development Base



Development Center

Inside Head office / Fujimatsu Plant



Production Technology Center

Inside Head office / Fujimatsu Plant



Kotobuki New Development Center

1-36-1, Kotobuki-cho, Toyota City, Aichi Prefecture

Economic Report

Domestic and Overseas Consolidated Subsidiary

■ Domestic Consolidated Subsidiary Companies / Production Company

Gifu Auto Body Co., Ltd.



Tokai Utility Motor Co., Ltd.



Toyota Body Seiko Co., Ltd.



Ace Industry Co., Ltd.



Tokai Parts Industry Co., Ltd.



■ Domestic Consolidated Subsidiary Companies / Others

TABMEC Co., Ltd.



Toyota Auto Body R & D Co., Ltd.



Life Service & Security Corporation



Inatec Co., Ltd.



Life Creation Co., Ltd.



Life Support Co., Ltd.



Domestic and Overseas Consolidated Subsidiary Companies

■ Overseas Consolidated Subsidiary Companies / Production Company

P.T.Sugity Creatives

(Indonesia)



Chun Shyang Shin Yeh Industry Co.,Ltd.

(Republic of China (Taiwan))



Thai Auto Conversion Co.,Ltd.

(Thailand)



PT.TOYOTA AUTO BODY-TOKAI EXTRUSION

(Indonesia)



TOYOTA AUTO BODY(MALAYSIA) SDN. BHD.

(Malaysia)



Auto Parts Manufacturing Mississippi Inc.

(U.S.A.)



 Overseas Consolidated Subsidiary Companies

Please share your opinion and anything that you think is needed concerning this report.

A survey can be found in our website at the address below
(Also found in the top page of the CSR Report website)

 <https://www.toyota-body.co.jp/english/csr/contacts/enquete2010.html>

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Participation in the "Team Minus 6%" National Movement for the Prevention of Global Warming

Toyota Auto Body is Participating in the "Team Minus 6%" national movement for the prevention of global warming.

①Setting air conditioning temperature to 28°C, and ②we are making efforts to limit CO₂ emissions and we are encouraging to wear light clothing during the summer.

