

# Social

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## Supply Chain Management / Respect for Human Rights

### Basic Approach

For the Toyota Tsusho Group, which operates a diverse range of businesses globally, protecting supply chains is not only in line with our corporate philosophy, which states: “Living and prospering together with people, society, and the planet, we aim to be a value-generating corporation that contributes to the creation of prosperous societies,” but also a fundamental approach that forms the basis of our management.

We have formulated the Supply Chain Sustainability Behavioral Guidelines, which we share with our suppliers, who are also requested to implement them. Furthermore, we strive to assess risks and identify issues through human rights due diligence, and when issues are encountered, we address them through dialogue with the supplier concerned.

### Dissemination of the Supply Chain Sustainability Behavioral Guidelines

In 2012, Toyota Tsusho formulated the Supply Chain CSR Behavioral Guidelines to foster a common understanding of sustainability, coordinate CSR initiatives, and realize mutual sustainable growth with suppliers. These guidelines were revised in 2019 and 2022 to further clarify the common understanding we have with our suppliers in response to the increased awareness of human rights and environmental issues.

The 2022 revision was mainly to further clarify our corporate group’s stance on human rights and the environment and also to change the name to the Supply Chain Sustainability Behavioral Guidelines. The content of the guidelines has been reported to the Board of Directors.

Following the 2022 revision, we shared the guidelines with the approximately 6,000 suppliers of Toyota Tsusho Corporation and its domestic and overseas consolidated subsidiaries and asked them to put the guidelines into practice. We will continue to update the content of the guidelines as appropriate in response to changes in the external environment.

### Raising Awareness among Suppliers

We provide training on social and environmental issues to each of our sales representatives, who then hold study sessions with each supplier on our Supply Chain Sustainability Behavioral Guidelines and Environmental Policy.

In the fiscal year ended March 31, 2024, we held study sessions with 25 suppliers. We will continue to raise awareness among suppliers through such sessions.

### Addition of Sustainability Clause to Contracts

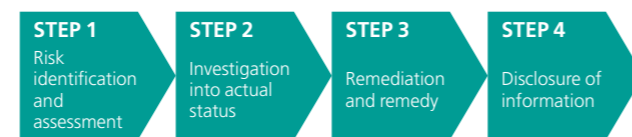
In June 2022, we added a sustainability clause to the template of our Basic Sale and Purchase Agreement. The sustainability clause requires suppliers to comply with our Human Rights Policy, Environmental Policy, and Biodiversity Guidelines in line with our Supply Chain Sustainability Behavioral Guidelines, and we are promoting the use of this agreement.

### Human Rights Due Diligence

We promote human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights while taking into account the opinions of internal and external experts. Following our Human Rights Policy and Supply Chain Sustainability Behavioral Guidelines, we strive to identify and prevent or mitigate any negative impact on human rights that our corporate activities may have.

We conduct human rights due diligence from two perspectives: initiatives for the employees of Toyota Tsusho and consolidated subsidiaries; and initiatives for our supply chains.

#### Process



### Initiatives for the Employees of Toyota Tsusho and Consolidated Subsidiaries

Since the fiscal year ended March 31, 2023, we have been putting in place a system to conduct human rights risk assessments once a year for all consolidated subsidiaries through our Check 10 activities, which involve risk assessment, analysis, and improvement on a consolidated basis. The results of the assessments are reported to the Integrated Risk Management Committee, a company-wide meeting body that examines risk management status on a global basis, creating a system for company-wide monitoring. The human rights risk assessment is conducted using a questionnaire based on the opinions of internal and external experts and evaluates the management of human rights risks such as occupational health and safety, wages, and working hours, focusing on the four human rights issues of forced labor, child labor, discrimination, and freedom of association and the right to collective bargaining, while taking into account issues unique to our business and

other relevant considerations.

Although no serious human rights issues requiring immediate action have so far been identified through this process, we will continue and strengthen our efforts to mitigate human rights risks. Appropriate procedures and dialogue will be used to address and remedy any negative impact on human rights or involvement in such impact if identified.

The status of this process and the results of the assessment are reported to the Sustainability Management Committee.

### Initiatives for Our Supply Chains

#### Identifying and Addressing Issues Based on Risk Assessments

We conduct risk assessments of our supply chains, and, for suppliers in high-risk fields and regions, we implement questionnaire surveys and on-site inspections by third-party specialist organizations to identify and prevent or mitigate negative impacts on human rights.

In the fiscal year ended March 31, 2024, we conducted risk assessments of our corporate group’s approximately 6,000 suppliers and identified approximately 250 suppliers in fields and regions with high human rights risks. Questionnaires and on-site surveys are being conducted with these suppliers in sequence. Currently, no serious human rights issues requiring immediate action have been identified.

#### Main Survey Items

1. Forced labor	6. Abuse and harassment
2. Child labor	7. Working hours
3. Safe and healthy working environment	8. Suitable remuneration
4. Freedom of association	9. Anti-corruption
5. Discrimination	10. Sustainable sourcing

### Identifying and Addressing Issues Based on Recommendations from External Experts

We identify human rights issues through dialogue with external specialist organizations. In 2024, we received a recommendation from an external specialist organization regarding the identification of issues in the logistics industry and the monitoring of the status of our response to these issues.

We have been working with Hacobu, Inc. to overcome challenges in the logistics industry by utilizing logistics big data, and based on the above recommendation, we implemented engagement with domestic logistics companies. As a result of this engagement, we were able to gain a deeper understanding of the issues facing the logistics industry. To further contribute to solving these issues, in 2024 we began holding regular

meetings with our major domestic consolidated subsidiaries to share issues and consider responses.

Going forward, we will also reach out to our corporate group’s suppliers and customers to contribute to solving various issues in the logistics industry across the entirety of our supply chains.

### Grievance Mechanism (Establishment and Operation of a Consultation Desk)

#### Consultation Desk for Supply Chains

In the fiscal year ended March 31, 2024, we became a regular member of the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which provides an “Engagement and Remedy Platform” in accordance with the United Nations Guiding Principles on Business and Human Rights. This platform allows any stakeholder in the supply chain to report violations or suspected violations of international and national codes of conduct. By accepting grievances through third-party channels, we strive to ensure fairness and transparency, promote dialogue and redress more than ever, and remedy identified affected parties. When receiving reports, we ensure the anonymity of the person making the report and the confidentiality of the report.

Reference: JaCER Grievance Platform(<https://jacer-bhr.org/en/application/index.html>)  
Periodic updates of information in response to the report through JaCER, including the nature of the report and its status, will be disclosed on the website of JaCER while ensuring the anonymity of whistleblowers.

### Establishment of an Inquiry Page for Sustainability

Regardless of the content of the complaint, we have established a system to accept opinions and requests via the inquiry page on our corporate website. The opinions and requests we receive are shared with the relevant in-house departments through a specialized organization and are linked to initiatives aimed at solving issues.



### Education and Training for Our Employees

We provide training on human rights for all employees of our corporate group. In the fiscal year ended March 31, 2024, we held study sessions on human rights due diligence in-house and at consolidated subsidiaries and provided e-learning to all Toyota Tsusho employees.

# Efforts Toward Prosperous Societies and the Future

## Social Contribution Activity Policy

Based on our corporate philosophy, which states: “Living and prospering together with people, society, and the planet, we aim to be a value-generating corporation that contributes to the creation of prosperous societies,” we have identified people (education), society (welfare), and the earth (environment) as the key themes of our social contribution activities as we engage in positive activities to help realize more prosperous societies.

In terms of specific activities, we select and implement substantive and effective programs that strike a balance among the three approaches of “action by the company,” “action by officers and employees” and “action by businesses.” Toyota Tsusho also encourages and supports individual officers and employees to undertake social contribution activities, while also engaging voluntarily in action best managed at the corporate level, aiming thus to fulfill its social responsibilities and realize the creation of prosperous societies.

### People (Education)

#### Toyotsu Fighting Eagles Basketball Clinic in Nagoya



To contribute to the development of sports, the nurturing of young people, and the revitalization of the local community, we conduct basketball coaching sessions led by professional players and coaches from Toyota Tsusho's Fighting Eagles Nagoya. In the fiscal year ended March 31, 2024, a total of 40 sessions were held, with more than 3,200 elementary and junior high school students participating. We also invite children and staff from local welfare facilities to watch the games and witness national-level players engage in their sport.

### Society (Welfare)

#### Delivering Educational Puzzles to Children in Welfare Facilities



Since 2016, we have been working with an NPO, the Life Style Research Institute of Forests, to deliver educational puzzles to children. This is a volunteer activity that employees can carry out at home or elsewhere. They make educational puzzles with colorful patterns by sticking masking tape to cubes made using wood from forest thinning and deliver the puzzles to child welfare facilities.

### Earth (Environment)

#### Fujimae Tidal Flat Cleanup Campaign



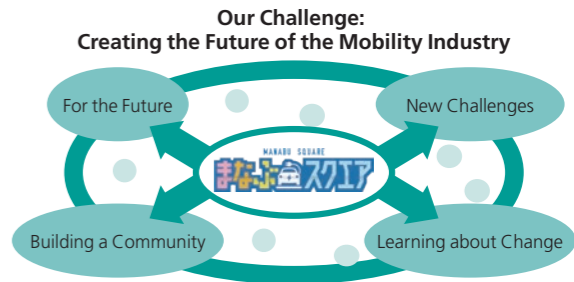
We participate in cleanup campaigns to preserve the environment of the Fujimae Tidal Flat, which stretches out from the shoreline of the Fujimae district of Minato Ward in Nagoya City and is registered under the Ramsar Convention as one of Japan's most vital stopover sites for migratory birds. In May 2024, a total of 33 company officers, employees, and family members participated in the campaign. We will continue to work on preservation programs with residents' groups and government agencies to protect this precious environment.

## Creating the Future at Toyotsu Manabu Square

As the automotive industry faces the need for a change in strategy and transformation due to the acceleration of global efforts toward carbon neutrality, we have taken on a new challenge toward creating the future of the mobility industry. First, employees disassembled and investigated both an internal combustion engine vehicle and a battery electric vehicle (BEV) down to the individual parts to learn about the structural changes in vehicles through a Genchi, Genbutsu, Genjitsu (on site, hands on, in touch) approach. They then established Toyotsu Manabu Square, a place where people can learn and take on challenges together, to enable them to share what they had learned with colleagues and create a new future together. At Toyotsu Manabu Square, the employees have presented a summary of what they learned and discovered in an easy-to-understand display including cutaway models, disassembled parts, and panels. People visit Toyotsu Manabu Square to meet the challenge of developing the mobility industry and creating the future by learning together and directing each other's concerns, issues, and insights into new initiatives for the future.



At Toyotsu Manabu Square, the differences between gasoline-powered vehicles and BEVs are presented in an easy-to-understand way using cutaway models, disassembled parts, and panels.



### Initiatives at Toyotsu Manabu Square

#### ■ In-house disassembly training



Toyota Tsusho staff learn about changes in vehicle structure by disassembling and investigating gasoline-powered vehicles and BEVs with their own hands.

#### ■ Inspecting cutaway models and exchanging opinions



Participants use cutaway models of gasoline-powered vehicles and BEVs to check the differences in how vehicles are made and their structures through a Genchi, Genbutsu, Genjitsu (on site, hands on, in touch) approach. They learn about the changes in manufacturing in the mobility industry, and discuss issues, concerns, insights, and solutions from their different perspectives.

#### ■ Inspecting disassembled parts display and exchanging opinions



Using the disassembled parts, participants inspect in more detail the differences in the structure and parts used in gasoline-powered vehicles and BEVs, as well as changes in their uses and shapes, and exchange opinions about new challenges for the future.

#### ■ Toyotsu Mana-Kids (study sessions for children)



We hold events under the title “Toyotsu Mana-Kids,” a parent-child participatory hands-on learning program. Participants learn about manufacturing and environmental issues in a fun way by observing the changes in cars as they handle cutaway models and disassembled parts.

### Initiatives to Encourage Active Participation in Social Contribution Activities

#### Volunteer Leave System

In April 2024, we introduced a system that allows employees to take up to three days of special leave (with pay) per year to participate in volunteer activities.

#### Volunteer Support System

We support our employees' volunteer activities by subsidizing their transportation expenses for participation in volunteer activities approved by Toyota Tsusho.

#### Volunteer Web

In May 2024, we launched a volunteer matching website that provides information on volunteer organizations, their activities, and application requirements, among others, thereby expanding the options available to employees for volunteer activities.

#### Social Contribution Award

To recognize employees who proactively engage in volunteer activities, we have established the Social Contribution Award. The award certificate is made from fair trade banana paper as part of efforts to raise in-house awareness.

#### Online In-house Lectures

We hold regular in-house lectures online as an opportunity for employees to learn about the activities of organizations working to resolve various social issues.



For more information on Social Contribution Activity, please see the “Social Contribution” section on Toyota Tsusho's corporate website. <https://www.toyota-tsusho.com/english/sustainability/social/social-contribution.html>



**Haruhiko Nakajima**  
KD Business Department

#### VOICE

##### After participating in the Morning Clean!

“Are you helping others and contributing to society?”

This was the first thing my late mother said to me when I went back home during the COVID-19 pandemic. After a while, I found a notice on the company bulletin board recruiting volunteers for a cleanup activity, so I figured I'd start with something close to me. I found that joining together to make the park clean meant that everyone started the day feeling good. I also realized that this cleaning activity had an unexpected link with safety, and that inspired me to participate in disaster relief activities.



#### Toshie Tani

Chief Project Leader,  
Toyotsu Manabu Square  
(Global Parts Sales Department)

#### VOICE

##### Initiatives at Toyotsu Manabu Square

Initially, we conducted various surveys based on the recognition that changes in the mobility industry would have a significant impact on our business. As we struggled to find answers, we decided that the only way to find out was to see for ourselves, so we decided to take apart gasoline-powered cars and BEVs on our own. The disassembly survey activities led to new discoveries, and all participants reaffirmed the importance of the Genchi, Genbutsu, Genjitsu (on site, hands on, in touch) approach. In addition, we are conveying the importance of protecting the global environment and the joy of manufacturing through work experience and games at study sessions for children, linking to Toyota Tsusho's desire to “pass on a better global environment to the children of the future.” We will continue working together in various ways to take on the challenges of realizing carbon neutrality and creating the future of the mobility industry.

## Efforts Toward Prosperous Societies and the Future

### Eurus Energy Holdings Corporation’s Efforts for Symbiosis with Local Communities

The Toyota Tsusho Group has positioned “Renewable Energy & Energy Management” as one of its priority domains and is working to strengthen its existing business model and accelerate its global growth, while also expanding its business domains by diversifying its power supply menu, promoting energy management, and taking other actions. In particular, we have been involved in the wind power generation business for more than 30 years, from development to construction and operation, and this would not have been possible without the understanding and cooperation of local communities. The vision of group company Eurus Energy Holdings, which is Japan’s largest wind power generation operator, is to “develop with local communities and maintain the trust of society.” Valuing its connections with the local community in this way, the company engages in a variety of community contribution activities, such as creating local jobs, returning a portion of



Disaster prevention experience event held at a branch location

business profits to the local government, participating in and sponsoring local events, developing disaster prevention infrastructure, installing observation decks as tourist attractions, and holding on-site classes. In July 2023, to progress its activities to the next level, Eurus Energy established the Community Development and Innovation Department. By engaging in good faith with the opinions of local governments and residents in the areas where power plants are being built and operated, the department works on proposals to solve issues facing local communities not only concerning Eurus’s own power generation business but also in areas relevant to the rest of the Toyota Tsusho Group. For example, it is working to create new businesses and jobs by launching a retail business that enables local production of electricity for local consumption, and it is providing local people with transportation options based on the group’s strengths in the mobility business. Going forward, Eurus Energy aims to be a comprehensive producer of solutions to local issues, achieving both regional revitalization and the commercialization of regional development projects.



Wind turbine painting event for local elementary school students



**Koki Miki**  
Eurus Energy Holdings Corporation  
Community Development and Innovation Department

#### VOICE

Wind power generation businesses have a significant impact on the local governments and the lives of residents in the areas where the power plants operate, so it is important to listen in good faith to the opinions of these people. We are also committed to harmonious coexistence with the local community through participation in and sponsorship of local events, volunteer activities, hosting site visits, and providing on-site classes. Furthermore, in line with our corporate vision of “Develop with local communities and maintaining the trust of society,” we aim to achieve a co-creation model by understanding and addressing the issues facing local communities and using the power of business to overcome them.

## Health and Safety Policy

Based on the Toyota Tsusho Group’s Policies on Safety and Health, we conduct safety and health education not just for Toyota Tsusho Group employees but, upon request, also for suppliers.

Members of the management team and the sales division CEOs personally conduct factory inspections and construction safety inspections by visiting not only domestic but also overseas business locations. In addition to holding regular meetings with safety personnel in each country, we hold a Global Safety Meeting every year to discuss issues and promote a workplace culture of “Anzen First.” In the fiscal year ended March 31, 2024, approximately 100 safety personnel from 21 countries participated.

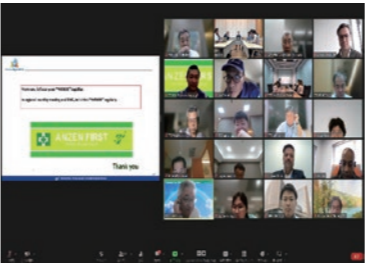
For occupational safety and health education, we conduct rank-based training for new employees, mid-level employees,

managers, and executives, and hold annual Office Safety Workshops to raise safety awareness regarding office work, with more than 900 employees having attended by the fiscal year ended March 31, 2024. In addition to conducting training for supervisors at each supplier, we also provide experiential hazard training at the Practical Safety Workshop, set up at our corporate group company Toyota Steel Center Co., Ltd. In the fiscal year ended March 31, 2024, 660 people attended the workshop, including 71 staff members from 13 suppliers.

We strive to improve our safety management level daily by implementing the PDCA cycle to identify issues and implement countermeasures, and by fostering a safety-oriented culture through employee education.

### The Toyota Tsusho Group’s Policies on Safety and Health

1. Toyota Tsusho group top management recognizes that good communication between top management and employees is crucial for safety and health management, and the top management will respect such intercommunication with employees.
2. Toyota Tsusho group observes the laws of safety and health, guidelines of work operation inside the premises of customers, and Toyota Tsusho group will establish necessary internal rules and regulations to improve the level of safety and health management.
3. Toyota Tsusho group utilizes the occupational safety and health management system, and Toyota Tsusho group will make efforts to improve and maintain such system to aim at continuously higher level of safety and health.
4. To promote group companies’ total safety and health activities, Toyota Tsusho group organizes proper organization system and will make clear for locus of responsibilities.
5. To promote comfortable and healthy work environment, Toyota Tsusho group will execute necessary and sufficient education and training for all employees to secure safety and health.



Global Safety Meeting held in November 2023



Overseas safety personnel attending the Practical Safety Workshop



Construction safety inspections conducted in April 2024



**Daichi Aikawa**  
Corporate Communications Department

#### VOICE

##### Participating in the Practical Safety Workshop

As I work in the Administrative Unit, the majority of my work is office-based, but I was able to gain hands-on experience in safety measures that can be implemented not only at work sites but also in the office. I was reminded that carelessness during everyday work can lead to accidents, meaning that we should never do things like touch electrical sockets with wet hands or move heavy objects without using a trolley for safety, making sure to put the trolley’s brake on when leaving it. I recognized once again the need for regular checks and conscious behavior.



## Compliance Policy

### Global Code of Conduct & Ethics (COCE)

We enacted the Global Code of Conduct & Ethics (COCE) in 2016 following a decision by the Board of Directors to give more concrete expression to the behavioral guidelines that support our corporate philosophy. The COCE was developed by a team of Toyota Tsusho Group employees from both Japan and overseas and has been translated into 22 languages. We aim to realize our corporate philosophy and Global Vision by ensuring that every executive and employee of the Toyota Tsusho Group

around the world understands and practices the COCE as a universal code of conduct and ethics.

To ensure that all executives and employees understand and comply with the COCE, we issue the President & CEO's Message and the COCE Booklet in various languages (currently 23 languages) and conduct awareness-raising activities through our global network. In addition, we conduct COCE training for executives and employees in Japan and overseas every year and ask executives and employees to pledge to follow the COCE.

#### Global Code of Conduct & Ethics (COCE)

1. We are committed to "ANZEN" to create a safe and healthy work environment.
2. We will comply with all applicable laws and regulations, including anti-corruption, antitrust, and competition laws, and trade laws and regulations.
3. We are committed to accurate financial reporting.
4. We are accountable for compliance with all company rules.
5. We will act with integrity, honesty, and transparency, and protect and develop trust among all stakeholders.
6. We will contribute to the sustainable development of society.
7. We will promote and pursue environmentally friendly corporate activities.
8. We will add value through innovation and *kaizen* (continuous improvement).
9. We will respect human rights.
10. We will embrace diversity and inclusion within our company and society.

### Compliance Policy

Compliance Policy As the basic policy of compliance, we ensure that executives and employees perform their duties following the COCE and we implement various related measures. Under internal regulations, we require all executives and employees to promptly report any concerns about possible COCE violations through the proper channels, and guarantee that no retaliatory action or measures will be taken against whistleblowers. The proper channels include supervisors and the Administrative Unit, as well as the internal reporting system described below.

On-site inspections by the planning department of each sales division and internal audits by the Audit Department are also used to check carefully for COCE violations.

In addition, in the fiscal year ended March 31, 2024, we began a comprehensive safety and compliance inspection of our major consolidated subsidiaries. As part of this, each company internally issues a relevant message from top management and makes known the existence of an internal reporting system. It also inspects whether the licenses and permits necessary for its operations have been acquired and whether the quality standards for its products and services are being met. The inspection is then subject to on-site, hands-on

verification by Toyota Tsusho personnel including the executives with the relevant responsibility.

We also fully utilize the latest digital tools, such as IT and AI, to analyze a massive amount of data on expenses, sale and purchase accounting and financial statements, etc., and monitor for signs of improper conduct for purposes of early detection and prevention. The analysis results are also utilized in the aforementioned on-site inspection activities and internal audits.

If there is a concern about a possible COCE violation, the Compliance & Crisis Management Department, together with related departments such as the Legal Department and the Global Human Resources Department, thoroughly investigates the case and takes appropriate action based on the Incident Response Manual, acting under the supervision of the Board of Directors. To maintain our compliance-related initiatives at the highest level, we will continue to regularly evaluate and validate the current basic policies, the COCE, and the effectiveness of various compliance measures and improve them as needed.

The number of COCE violations in the Toyota Tsusho Group in Japan and overseas in the fiscal year ended March 31, 2024, was 47 (and 48 in the fiscal year ended March 2023). However, there were no violations seriously affecting our group's operation.

### Corruption Prevention

#### Policy and Basic Concept

The Toyota Tsusho Group has declared a firm anti-corruption stance in its Global COCE, which makes the prohibition of corrupt acts and money laundering the basis of its anti-corruption policy.

#### Supervision by the Board of Directors

In the event of a COCE violation, the Compliance & Crisis Management Department, together with related departments such as the Legal Department and the Global Human Resources Department, thoroughly investigates the case and takes appropriate action based on the Incident Response Manual, acting under the supervision of the Board of Directors. Furthermore, the policy of our global compliance activities, including anti-corruption initiatives, and the status of activities and violations in the current fiscal year are reported to the Board of Directors and to the Integrated Risk Management Committee, which meets quarterly and is chaired by the CFO, who is also a board member.

#### Specific Initiatives

The Toyota Tsusho Group has established bribery prevention rules and implementation guidelines and is endeavoring to prevent bribery by ensuring that there are no breaches of the bribery regulations of any country, including the Foreign Corrupt Practices Act of the United States, the Bribery Act 2010 of the United Kingdom, and the Unfair Competition Prevention Act of Japan.

#### Training

The Laws & Ordinances Handbook for Executives and a compliance manual for employees, which are distributed to all executives and employees, respectively, also clearly state the prohibition of corrupt acts. To ensure thorough provision of information and full understanding, we provide an e-learning course that is mandatory for all executives and employees. Furthermore, we have created a training manual for managers that outlines the basic action to be taken to prevent corruption and are working to ensure thorough implementation of this basic action through training and other means.

#### Individual Response to COCE Violations

To handle emergencies, including COCE violations, the Toyota Tsusho Group has issued a notification outlining emergency response guidelines. In such situations, the Compliance & Crisis Management Department works with other relevant departments to take appropriate and timely action.

#### Examples of Detection of Corruption

In the fiscal year ended March 31, 2024, there were no corrupt acts detected in the Toyota Tsusho Group and thus no

payment of associated fines or penalties.

### Whistleblowing System

In November 2017, the whistleblowing system was expanded and extended from its previous form, in which reporting was only possible through internal reporting lines and external lawyers, by adding a dedicated external reporting line. The new line offers multilingual support (currently in more than 150 languages) and makes it easier for employees to report or consult on matters related to COCE violations, including all forms of corruption and human rights violations, by providing a global service with greater anonymity and confidentiality. To ensure independence from management, all whistleblowing incidents and the status of response are reported to Audit & Supervisory Board members (including outside auditors) and a system has been established that allows whistleblowers to report directly to Audit & Supervisory Board members (including outside auditors).

### Activities to Raise Compliance Awareness

To ensure compliance with specific laws and regulations that must be observed in the day-to-day work of executives and employees, Toyota Tsusho offers various training courses and seminars. These include mandatory e-learning programs and compliance events held in conjunction with Japan's Business Ethics Month in October promoted by Keidanren (the Japan Business Federation). Such events allow us to review the status of regulatory compliance to ensure thorough observance of laws, regulations, and corporate ethics.

### Tax Governance Policy

The basic policy of Toyota Tsusho and the Toyota Tsusho Group is, under the responsibility of the CFO, to follow the COCE, comply with the tax laws and regulations of individual countries, and thereby meet their global tax obligations.

We attach great importance to conducting all our business activities efficiently and appropriately and have developed our operations and built a global structure in line with our business objectives. We reject the use of tax havens for intentional tax evasion, observe the spirit of the law, and strive to comply with the laws, regulations, and tax conventions of individual countries, as well as with international taxation rules, by appropriately reporting income and paying taxes.

We work to build fair relationships with tax authorities in the regions in which we do business by appropriately disclosing information and engaging in constructive dialogue.

Under our basic policy, we strive to eliminate double taxation and appropriately utilize tax incentives to achieve appropriate tax costs.

 For information on specific compliance initiatives, see the "Compliance" section of our corporate website.  
<https://www.toyota-tsusho.com/english/sustainability/governance/compliance.html>