

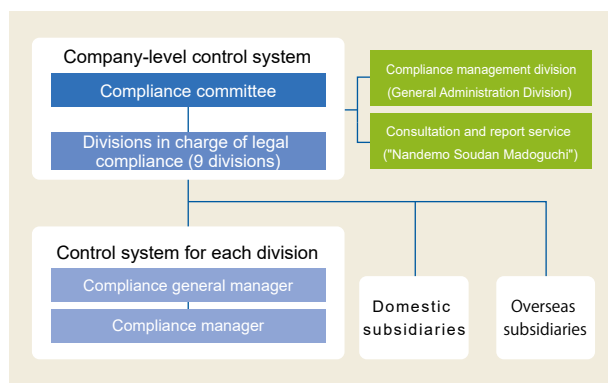
Compliance

In line with our basic philosophy, we declare, "By honoring the spirit of the law and ethics, the company aims to be a corporate citizen that coexists with nature and the local community." To meet social and ethical standards, our thorough compliance activities ensure we achieve more than the minimum.

► Promotion system and structure

We have established a compliance committee chaired by the President, in order to deliberate on important measures regarding compliance. Furthermore, in order to support daily activities, we are working to ensure that activities that are suitable for the workplace can be conducted continuously, by appointing compliance general manager / compliance manager in divisions in charge of legal compliance and in each department.

□ Organization and system diagram



Topics

[Commitment to antitrust law]

Since the on-site investigation of our American subsidiary by the U.S. Department of Justice in February 2010, our group has been taking the incident seriously and is committed to thoroughly implementing preventive measures against recurrence by further strengthening the compliance system regarding antitrust law.

Confidential Information Control and Information Security

We consider appropriate control of confidential information to be one of the most important business activities.

We promote confidential information control activities on the basis of the recognition that our clients' business and technical information and our employees' personal information are property which needs to be appropriately controlled and handled.

► Promotion system and matters for initiatives

We are striving to increase awareness regarding confidential information control by stipulating "We will strictly control confidential information in compliance with the rules and endeavor to prevent disclosure," in the "Employee Code of Conduct," appointing confidential information management supervisors and confidential information handlers in each department and conducting meetings and self-checks in workplaces.

As a specific example of our initiatives, we carry out possessions checks on people when they enter and leave, enlightenment through new employee education and education categorized by rank, limitations on the exporting of electronic data to external recording media through systems, and more.

Moreover, the spreading of awareness of the rules and the conducting of inspections based on the All Toyota Security Guidelines (ATSG) are carried out in our company and in consolidated subsidiaries both within and outside Japan.

► Specific activities

■ Compliance highlight month activities

In the "compliance highlight month activities" implemented in October every year, we aim to maintain and raise awareness regarding compliance. Besides opportunities to debate compliance matters in workplaces, things like messages when starting up PCs, company newsletters, officers' lectures, DVD screening and so on are also included in the activities.

■ Education and enlightenment

We believe that in order to be a business organization which will live up to the expectations of society and earn its trust, it is essential for each one of our employees to act with awareness and dignity, and therefore, we hold training categorized by rank and by theme. Also, we periodically present actual compliance examples that can arise on a daily basis through the company newsletter and news, in order to promote enlightenment.

■ Internal reporting

In order to gather up and solve issues at an early stage, we have established a "Nandemo Soudan Madoguchi" at our Head Office, in each plant, at the labor union and in external law firms, and have been responding to our employees' consultations in detail.

■ Commitment to group compliance

Our legal compliance divisions and domestic and overseas subsidiaries have been jointly organizing systems and carrying out enlightenment activities in accordance with the status and circumstances of each company.