

July 10, 2023

Toyota Technical Development Corporation (TTDC)

## **TTDC Supports Declaration Encouraging 100% of Eligible Employees to Take Paternity Leave** **– Aiming to create a better balance between child raising and work –**

Toyota Technical Development Corporation (TTDC, Head Office: Toyota, Aichi, President: Yoshiyuki Kagawa) has stated its support for the declaration issued by Work Life Balance Co., Ltd, that calls for enabling 100% of eligible employees to take paternity leave.

(\*) By supporting this declaration, company management establishes a target of achieving 100% take-up of child care leave by eligible male employees, and promises the implementation of specific actions toward realizing this target.



Click here for the 100% paternity leave declaration: [https://work-life-b.co.jp/mens\\_ikukyu\\_100/#list173](https://work-life-b.co.jp/mens_ikukyu_100/#list173)

TTDC takes pride in itself as an excellent company to work for and is dedicated to building an ever-more attractive working environment in which a diverse range of employees can work enthusiastically and productively.

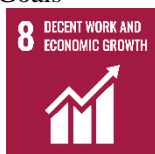
Our efforts to promote the taking of paternity leave is part of this approach. Although the proportion of eligible male employees taking child care leave is still below that of eligible female employees, we are aiming to build a company culture that sees the taking of child care leave as a normal part of life for all employees and create a better balance between child raising and work, while fully appreciating the situation of every workplace.

Number of people taking child care leave and proportion of eligible employees:

| Fiscal year | Men        | Women    |
|-------------|------------|----------|
| 2022        | 13 (76.5%) | 4 (100%) |
| 2021        | 4 (18.2%)  | 4 (100%) |
| 2020        | 3 (14.3%)  | 5 (100%) |

The number of people taking child care leave in FY 2022 includes several employees who took advantage of our special “Happy Baby” paid leave system that we established in October of that year to encourage participation in child care (this system allows eligible employees to take up to 20 days of paid leave in the 8-week period after the birth of a child).

SDG-Related Goals



## Overview of Toyota Technical Development Corporation (TTDC)

Established: April 2006

Location: 1-9 Imae, Hanamoto-cho, Toyota, Aichi, 470-0334, Japan

Representative: Yoshiyuki Kagawa, President

Details of business: **IP Business Field**

Searches, technical trend analysis, global filing and rights acquisition (patents, designs, and trademarks), translation, and interpretation.

### ***Keisoku Business Field***

Development and manufacturing of measurement instrumentation and equipment, proposals for the planning and design of equipment and facilities, presentation and offering of model-based development solutions, calibration, inspection, and repair of measuring instruments, and support for the development of next-generation businesses.

Capital ratio: 100% investment by Toyota Motor Corporation

URL: <https://www.toyota-td.jp/en/>

