



The world's expectations of the 21st Century have dramatically changed — the pace of change, new levels of innovation and the dynamics of a global marketplace all contribute to how business and society now intersect.

At Toyota, we have a long-held commitment to Diversity & Inclusion (D&I), reflective of our communities and our customers' expectations. This commitment is grounded in The Toyota Way — Continuous Improvement and Respect for People. We celebrate diversity in everything we do, understanding that the diversity of our people and their perspectives are essential drivers of our business. This has always, and will continue, to guide our D&I philosophy.

With this in mind, we institutionalized our D&I pledge into what we now call our *Going Places, Together* strategy, which is monitored and reviewed regularly by our senior leadership. Today, we reaffirm our deep-seated commitments and accelerate our D&I efforts.



Chris Reynolds
Executive Vice President, Corporate Resources
and Chief Diversity Officer
Toyota Motor North America



Mike Groff
President and Chief Executive Officer
Toyota Financial Services (TFS) USA
and CEO of TFS Americas Region

DIVERSITY & INCLUSION RECOGNITIONS



Billion Dollar Roundtable Inductee
Since 2005, received annual recognition for achieving spending of at least \$1 billion with minority and women-owned suppliers.



Best Companies for Diversity
Named as top diversity company by Black Enterprise and the Executive Leadership Council, the leading organization of black senior managers.



Top 50 Companies for Diversity
Recognized as a Top 50 diversity leader in this "Who's Who" list 10 years running.



Hispanic Association for Corporate Responsibility Corporate Inclusion Index
Leader among Fortune 100 for Hispanic inclusion in employment, procurement, philanthropy and governance.



100 on the Corporate Equality Index (a perfect score)
Received 11 consecutive perfect scores on national benchmarking survey for LGBTQ workplace equality.



Corporation of the Year
Honored for \$1 billion investment, development and advocacy in minority businesses.



20/20 Visionary Award for support given to the LGBTQ community
Honored for Toyota's public support and commitment to advancing empowering, inclusive messages for the LGBTQ community.



Accelerating
Diversity & Inclusion
The Toyota Way



Our Commitment — Engaged, Diverse, Inclusive Environments for All

At Toyota, we believe furthering the success of our customers, team members, dealers, suppliers and communities is key to our success. By embracing and living our commitment to advance and foster engaged, diverse and inclusive environments, we are setting the pace in innovation. And, we're leading the way toward a future of both physical and upward socioeconomic mobility for all.

We challenge what's possible and recognize Diversity & Inclusion as an essential component of every team member experience, making the workplace, marketplace, society and the world a better place by living what we value — equality, respect and inclusive treatment of all people and increased awareness of conscious and unconscious discrimination. And, we demonstrate our commitment to doing this through The Toyota Way — Continuous Improvement and Respect for People.

VISION

To make the world a better place through the future of mobility.

BELIEF

Consistent with The Toyota Way, we will lead the future of mobility through an engaged, diverse and inclusive environment for all.

COMMITMENTS

Invest in and create greater opportunities for the diversity of our customers, business partners and community organizations, believing that furthering their success is the key to ours.

Cultivate a culture that reflects, empowers, and respects the diversity of and provides opportunity for our team members, believing a more diverse and inclusive workplace drives innovation and relevancy.

Belief in equality for all and respect for and inclusive treatment of all people — with increased awareness of conscious and unconscious discrimination — to make the workplace, marketplace, society and the world a better place.

Our Commitment to Those We Serve



CUSTOMERS



Reflect the diverse markets we serve

Driving in Diverse

A future of unlimited mobility is our vision for every Toyota customer. At Red McCombs Toyota in San Antonio, Texas, general manager Blake George wants his customers to know it. Over 18 million adults are living with mobility issues in the United States alone, and Toyota is the only automobile manufacturer offering an industry-first — a factory-installed, power-rotating lift-up passenger Auto Access Seat for the Toyota Sienna. Blake brings awareness to the fact that Toyota cares about every customer with the simple act of having the Sienna's one-touch operated Auto Access Seat displayed in the showroom, demonstrating to all that Toyota products are designed to reflect the diverse needs of the diverse markets we serve.



DEALERS



Increase opportunities for women and diverse dealers

Leading and Succeeding a Legacy

In just a few years, Sanford L. Woods Sr., CEO of S. Woods Enterprises, will retire. And, he will do so with peace of mind and the support of Toyota and Lexus — knowing his high-valued business and 200 employees are being left in very capable hands. From service dispatcher to customer relations manager, Amber Woods, Sanford's daughter, has tackled every challenge. And, when Mr. Woods began succession plans, he knew he wanted his daughter to take the wheel. Working with Toyota/Lexus Minority Owners Dealer Association (TLMODA), knowing their commitment to increase opportunities for women and diverse dealers, Amber is being provided with the resources to increase her chances of success in the driver's seat.



TEAM MEMBERS



Strengthen diverse, inclusive culture and leadership

When Dreamers Do

Dreaming and doing is not only encouraged at Toyota — it's expected. And, Tina Watson exceeds that expectation. Tina dreamed to one-day work at a major corporation in an area focused on higher education. Determined to reach her goals, Tina applied for and earned the Jesse L. Jackson Sr. Fellow Scholarship offered by Rainbow PUSH Excel and sponsored by Toyota. It is a \$75,000 scholarship offered to 10 STEM (science, technology, engineering, math) or business field students and includes an internship at a North America Toyota facility, plus a mentorship with Toyota management. Tina, together with Toyota, transformed dreaming into doing. As a College Recruiter Analyst today, she mentors scholars who are currently pursuing their very own dreams.



SUPPLIERS



Grow alliances that reflect our diversity lens

The Business of Constructing Success

Supplier diversity matters — Toyota's success depends on it. We're not selling just one type of vehicle to one type of customer. So, we grow alliances with suppliers who offer innovative ideas and business solutions that reflect our diversity lens, meeting the distinct needs of our individual customers. One such alliance is with Frank "Teddy" Peinado. Teddy's father, Emilio, was a Mexican immigrant who successfully became the largest residential and commercial developer and contractor in the southwest. Following in his father's footsteps, Teddy started his own construction firm in 2008. And, in 2015, Peinado Construction was awarded a significant investment: The contract for the buildout and tenant improvements of Toyota's 250,000-square foot Toyota Quality Center in Plano, Texas — benefiting Toyota, its customers and Teddy's business.



COMMUNITIES



Increase diversity impact

Being Prepared by Being Financially Empowered

When every Girl Scout states her motto, "be prepared," Toyota Financial Services (TFS) is ensuring this includes being prepared and empowered financially. The Girl Scout Research Institute reported recently that 90 percent of girls expect to be independent and financially empowered and have high expectations for their financial future. However, gaps, like having financial literacy skills, can hinder girls from achieving their dreams. As part of over a \$3.3 million partnership and investment, TFS and Girl Scouts of the USA are focused on closing the gap by providing financial literacy education and tools to tens of thousands of girls in grades 4-12 in underserved communities across the nation. By empowering our future to challenge what's possible, we help make our world a better place.