



TOYOTA
Diversity + Inclusion

At Toyota, D+I is a fundamental part of everything we do and embedded in the Toyota Way values of Acting for Others and Showing Respect for People. Our values remind us we're all connected, joined by the "+." The plus means anything is possible, because **+ = Us.**



Climbed three spots to the **#7** ranking in 2021



Earned **100% score** for the 15th consecutive year



Toyota Financial Services listed for the **7th year in a row**

Supplier Diversity



Last year, Toyota spent **\$3.46 BILLION WITH DIVERSE SUPPLIERS**—contracting with **MORE THAN 300 MINORITY-OWNED AND WOMEN-OWNED SUPPLIERS.**

Dealership Diversity

In 2021, TLMODA (the Toyota Lexus Minority Owners Dealership Association) celebrated 20 years of providing strategic support, fueling the growth and development of Toyota and Lexus minority dealers across the U.S.

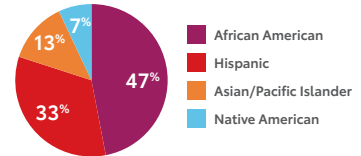
TLMODA QUICK FACTS

44% of Toyota and Lexus minority dealers are TLMODA members

100% of TLMODA members sponsor local events in their communities

\$97,000 in scholarships have been awarded to minority students through TLMODA's Don Esmond Endowment and the Ed Fitzpatrick Scholarship and Assistance Program

TLMODA'S DIVERSE AND INCLUSIVE MEMBERSHIP



Mentoring

Across Toyota's workforce each year:



10,580+

TEAM MEMBERS PARTICIPATE



24%

ARE WOMEN



34%

ARE MINORITIES

Community Giving



In 2021, Toyota invested **\$65.1M IN LOCAL COMMUNITIES** throughout North America, including **\$3.9M MATCHED** for team member donations and **96 GRANTS** awarded to team members who serve on nonprofit boards.

Student Scholarships

Providing scholarships through APJA Scholars, Hispanic Scholarship Fund, Point Foundation, Rainbow PUSH, TELACU, and many others



\$10.4 million

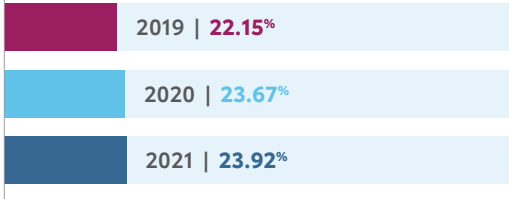
awarded since 2007 to **MORE THAN 2,400 STUDENTS** through Toyota's Making Life Easier scholars program

Workforce Diversity

Building a diverse workforce is how we activate the power of plus every day at Toyota.

Representation of Women

OVERALL WORKFORCE:



People with Disabilities

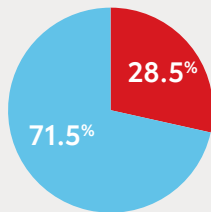
3.54%* OF OUR WORKFORCE IDENTIFY AS A PERSON WITH A DISABILITY.

*As of June 2021

North America Plant Presidents

Leadership in our manufacturing plants demonstrates our commitment to growing diverse leaders, unlocking innovation at all levels.

4 of our 14 plants in North America are run by women or people of color.



Data represents Toyota wholly-owned plants.

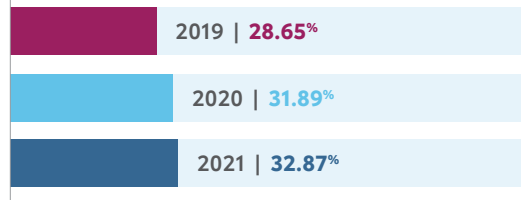
Veterans

VETERANS MAKE UP:

4.47% OF TOYOTA'S TOTAL WORKFORCE
4.21% OF TOYOTA'S MANAGEMENT

Minority Representation

OVERALL WORKFORCE:



Business Partnering Groups (BPGs)

BPGs help team members connect, grow professionally, and build the inclusive and innovative culture that will drive Mobility for All.



MORE THAN 7,000 MEMBERS ACROSS NORTH AMERICA

117 CHAPTERS **13** AFFINITIES

The Work Ahead

D+I is expanding possibilities and lighting our path to a limitless future.

We celebrate the successes we've had along the way, while recognizing that there is always more we can do to improve and to create **Limitless Possibilities for All**. By listening to one another, challenging what's possible, and living our values of Respect for All People, Continuous Improvement, and Act for Others, we will continue to make our workplace, communities, and world better for all.

For questions or to view the digital companion to this report, visit toyotadiversityreport.com