Driving Toward MOBILITY:

POWERED BY PEOPLE

2019 D+I
Annual Report
Data Summary
We dream big. Our evolution toward becoming a mobility company goes far beyond vehicles. We’re on a mission to turn impossible to I’m Possible for everyone.

We believe everyone deserves access to opportunities that improve every aspect of our lives. Guided by the pillars of The Toyota Way, our epic journey progresses step by step.

Powered by people, we continue to drive innovation in an ever-changing marketplace — reflecting the communities we serve.

Our people imagine a world of limitless possibilities. We value every person, resource, talent and idea — learning and improving along the way.

“We have to dream beyond conventional vehicles and create new forms of mobility that overcome the limits of today and solve the problems of tomorrow.”

AKIO TOYODA ) President and Member of the Board of Directors, Toyota Motor Corporation
We embrace, respect and celebrate our differences. And, we acknowledge the inherent business advantage and impact that stems from empowering and supporting our diversity strategies.

While the numbers tell a story of progress and continuous improvement, the real story lives within our people. We are generating momentum and going places, together.

We are making connections with team members, suppliers, dealers, business partners and our communities. And, these connections fuel our passion to simply do better. With every connection, we become closer to achieving our vision of Mobility for All.

“Powered by People” isn’t just a phrase — it’s who we are and how we live at Toyota.
#18 on DiversityInc’s Top 50 list and recognized as a Top Company for veterans, LGBT, diverse leadership and talent acquisition for women of color

#1 volume leader with African-Americans, Asian-Americans and Hispanics for over a decade

12% of nearly 1,500 Toyota and Lexus dealerships are made up of women and diverse dealers

Second consecutive year on National LGBT Chamber of Commerce and a member of the National Business Inclusion Consortium’s Best-of-the-Best Corporations for Inclusion

Five of Toyota’s 14 North American manufacturing plants are run by women or people of color

Consecutive year-over-year growth in diverse Black, Latino and Asian leaders

National Minority Supplier Development Council’s (NMSDC) Corporation of the Year in Development in 2018

Through its Making Life Easier program, Toyota Financial Services awards college scholarships totaling $1 million to 100 students across the nation each year
LEADERSHIP DIVERSITY

Toyota is committed to fostering an inclusive culture that reflects, empowers and respects diversity in leadership.

Toyota spends more than $3 BILLION with diverse suppliers annually — contracting with more than 300 minority-owned and women-owned suppliers.

Source: DiversityInc 2018 Benchmarking Report reflecting Toyota’s total management demographics.

88 BPG CHAPTERS in North America

12 DIFFERENT AFFINITIES represented

57% male
43% female
NEARLY 5% OF TOYOTA’S TOTAL WORKFORCE self-identify as VETERANS

In 2018, Toyota invested $73.9 MILLION in local communities in which we live and serve

3.8% in management
3.7% new hires in management
2.2% new hires overall

1,489 Number of Toyota and Lexus dealerships
97 Number of multicultural Toyota and Lexus dealers
76 Number of women Toyota and Lexus dealers

# of consecutive years with a PERFECT SCORE on Human Rights Campaign Corporate Equality Index

21.2% share of ASIAN market
19.4% share of HISPANIC market
13.4% share of AFRICAN-AMERICAN market

*Source: Toyota Brand and Multicultural Marketing as of November 2018

Toyota has been the #1 Original Equipment Manufacturer (OEM) brand for Hispanic, African-American and Asian buyers for over a decade*
Toyota Motor Manufacturing Indiana (TMMI) partnered with ARC of Gibson County, an organization that helps persons with disabilities realize their goals of learning, living and working in the community. Together with Rainbow Push Coalition, Toyota is proud to recognize 10 deserving business and STEM or business field students each with a $75,000 Scholarship and an Internship at Toyota over the next three years.

Since 2007, Toyota Financial Services has awarded more than 1,000 Making Life Easier Scholarships, and nearly 200 of those scholarship recipients have become Toyota interns and/or team members.

Over the past five years, Toyota’s $28 Million in contributions to Boys & Girls Clubs of America has helped educate more than 500,000 young people about financial empowerment.

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Workforce Percentage of People with Disabilities

Tracking and communication of workforce demographics supports growth and inclusion at Toyota.

- **2%** total workforce
- **1%** management overall

Toyota has 6 million parts assembled with only 1 defect, 200,000 hours with zero safety issues, and 100% attendance from the group.