



At Toyota, D+I is critical to reaching our destination of Limitless Possibilities for All.

With + = Us as our roadmap for success, the possibilities are limitless.



Top 5 Company for Diversity

Toyota ranked #4 on DiversityInc's Top 50 Companies for Diversity®, climbing up three spots from #7 in 2021.



Community Giving

Toyota invested **\$79.9M** in local communities throughout North America—a **23% increase from the year prior.**

Supplier Diversity

In 2022, Toyota spent **\$5.96 billion** with diverse suppliers—contracting with **159 minority- and women-owned suppliers.**

Dealership Diversity

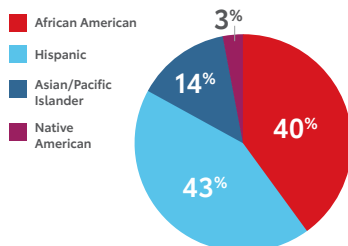
For over 20 years, TLMODA (the Toyota Lexus Minority Owners Dealership Association) has served as a strategic partner to Toyota and Lexus minority dealers across the U.S., fueling their growth and development.

TLMODA Quick Facts

52% of Toyota and Lexus minority dealers are TLMODA members.

100% of TLMODA members sponsored local events in their communities in 2021.

TLMODA's Diverse and Inclusive Membership



\$113,500 in scholarships awarded to minority students through TLMODA's **Don Esmond Endowment** and the **Ed Fitzpatrick Scholarship and Assistance Program.**

18 aspiring dealership owners graduated from the **Toyota Avenues for Advancement Program**—an initiative to cultivate diverse dealer talent.

Mentoring

Across Toyota's workforce:

19,969 team members participated

26.8% are women

36.3% are minorities

This data snapshot represents calendar year 2022. Unless specified, data shown is for U.S. operations.

Representation of

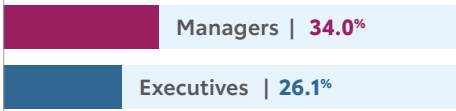
Women

Overall Workforce: **24.2%**



Minorities

Overall Workforce: **32.3%**



Veterans

Overall workforce: **4.39%**

Overall management: **4.21%**

People with Disabilities

Overall workforce: **3.6%**

Overall management: **1.87%**

Business Partnering Groups (BPGs)

BPGs are employee resource groups that help team members connect, grow professionally and build the inclusive and innovative culture that will drive **mobility for all**.

9,500+ unique members

120 chapters

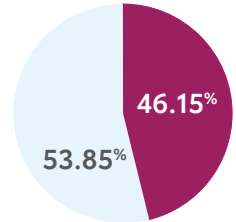
14 affinities

North America Plant Presidents

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

7 of 13 plants in North America are run by women or people of color.

Data represents Toyota wholly-owned plants.



Diversity + Inclusion = A Limitless Future

Toyota celebrates our D+I progress while constantly striving for a better today and tomorrow. Guided by our Toyota Way values of respect for people, continuous improvement and act for others, we will continue working together to make our workplace, communities and world better for all.

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

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