

GRI Content Index

■ General Disclosures

| Requirements | | Locations Posted | |
|----------------------------|--|---|---|
| | | WEB | <u>Toyota Industries Report</u> |
| 1.1.Organizational profile | | | |
| 102-1 | Name of the organization | <u>Corporate Profile</u> | back cover |
| 102-2 | Activities, brands, products, and services | <u>Products</u> <u>Businesses</u> | Business Overview P8 – 9 |
| 102-3 | Location of headquarters | <u>Corporate Profile</u> | Investor Information P76 |
| 102-4 | Location of operations | <u>Global Network</u> | Major Bases P74 – 75 |
| 102-5 | Ownership and legal form | <u>Corporate Profile</u> | Investor Information P76 |
| 102-6 | Markets served | <u>Businesses</u> <u>Global Network</u> | Business Overview P8 – 9 Major Bases P74 – 75 |
| 102-7 | Scale of the organization | <u>Company</u> <u>Financial Information</u> | Consolidated Eleven-Year Summary P10 – 11 Business Activities P26 – 38 Major Bases P74 – 75 |
| 102-8 | Information on employees and other workers | <u>Performance Data(social initiatives)</u> | – |
| 102-9 | Supply chain | <u>Procurement</u> <u>Relationship with Our Business Partners</u> | Relationship with Our Business Partners P50 – 51 |
| 102-10 | Significant changes to the organization and its supply chain | <u>News Releases</u> | – |
| 102-11 | Precautionary Principle or approach | <u>Risk Management</u> | Risk Management P45 – 46 |
| 102-12 | External initiatives | <u>Performance Data(social initiatives)</u> | – |
| 102-13 | Membership of associations | KEIDANREN (Japan Business Federation) Japan Auto Parts Industries Association Japan Industrial Vehicles Association Japan Textile Machinery Association (the others) | – |
| 2.Strategy | | | |
| 102-14 | Statement from senior decision-maker | <u>Message from the President</u> <u>Basic Stance</u> | Message from the Chairman and President P1 Top Message P12 – 17 |
| 102-15 | Key impacts, risks, and opportunities | <u>Information Security / Risk Management</u> | Top Message P12 – 17 Information Security/ Risk Management P44 – 46 |

| 3.Ethics and integrity | | | |
|------------------------|---|---|---|
| 102-16 | Values, principles, standards, and norms of behavior | <u>Corporate Philosophy</u> <u>Compliance</u> | inside front cover Compliance P42 – 44 |
| 102-17 | Mechanisms for advice and concerns about ethics | <u>Compliance</u> | Compliance P42 – 44 |
| 4.Governance | | | |
| 102-18 | Governance structure | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
| 102-19 | Delegating authority | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | <u>Corporate Governance</u> <u>Promotional Structure</u> | Corporate Governance P39 – 46 Structure to Implement Environmental Management P61 |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
| 102-22 | Composition of the highest governance body and its committees | <u>Corporate Governance</u> <u>Leadership</u> | Corporate Governance P39 – 46 Directors, Audit & Supervisory Board Members,Senior Executive Officers and Executive Officers P72 – 73 |
| 102-23 | Chair of the highest governance body | <u>Corporate Governance</u> | Corporate Governance P39 – 46 Directors, Audit & Supervisory Board Members,Senior Executive Officers and Executive Officers P72 – 73 |
| 102-24 | Nominating and selecting the highest governance body | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
| 102-25 | Conflicts of interest | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
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| 102-29 | Identifying and managing economic, environmental, and social impacts | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
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| 102-36 | Process for determining remuneration | <u>Corporate Governance</u> | Corporate Governance P39 – 46 |
| 102-37 | Stakeholder's involvement in remuneration | <u>Corporate Governance</u> | – |
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| 102-39 | Percentage increase in annual total compensation ratio | – | – |
| 5.Stakeholder engagement | | | |
| 102-40 | List of stakeholder groups | <u>Toyota Industries Group CSR Policy</u> <u>Relationship with Stakeholders</u> | Relationship with Our Stakeholders P48-59 |
| 102-41 | Collective bargaining agreements | <u>Performance Data(social initiatives)</u> | – |
| 102-42 | Identifying and selecting stakeholders | <u>Toyota Industries Group CSR Policy</u> | Value Creation Process P4-5 |
| 102-43 | Approach to stakeholder engagement | <u>Relationship with Stakeholders</u> | Relationship with Our Stakeholders P48-59 |
| 102-44 | Key topics and concerns raised | <u>Relationship with Stakeholders</u> | Relationship with Our Stakeholders P48-59 |
| 6.Reporting practice | | | |
| 102-45 | Entities included in the consolidated financial statements | <u>Global Network</u> | Major Bases P74 – 75 |
| 102-46 | Defining report content and topic Boundaries | – | CONTENTS (Editorial policy) P2 |
| 102-47 | List of material topics | <u>CSR Materiality</u> | Contributing to SDGs through Business Activities P6 – 7 |
| 102-48 | Restatements of information | NA | NA |
| 102-49 | Changes in reporting | NA | NA |
| 102-50 | Reporting period | <u>Disclosure Policy for CSR Website</u> | CONTENTS P2 |
| 102-51 | Date of most recent report | – | July 2020 |
| 102-52 | Reporting cycle | <u>Disclosure Policy for CSR Website</u> | CONTENTS P2 |
| 102-53 | Contact point for questions regarding the report | <u>Disclosure Policy for CSR Website</u> | back cover |
| 102-54 | Claims of reporting in accordance with the GRI Standards | <u>GRI Content Index</u> | – |
| 102-55 | GRI content index | <u>GRI Content Index</u> | – |
| 102-56 | External assurance | <u>Third Party Verification</u> | Promoting Environmental Management P70 – 71 |

■ Management Approach

| Requirements | | Locations Posted | |
|--------------|--|---|---|
| | | WEB | Toyota Industries Report |
| 103-1 | Explanation of the material topic and its Boundary | CSR Materiality | Contributing to SDGs through Business Activities P6 – 7 |
| 103-2 | The management approach and its components | CSR Materiality Environmental Management | Contributing to SDGs through Business Activities P6 – 7 Environmental Initiatives P60-71 |
| 103-3 | Evaluation of the management approach | Corporate Governance | Corporate Governance P39 – 46 Environmental Initiatives P60-71 |

■ Economic

| Requirements | | Locations Posted | |
|---------------------------|--|---|--|
| | | WEB | Toyota Industries Report |
| Economic Performance | | | |
| 201-1 | Direct economic value generated and distributed | Financial Information | Consolidated Eleven-Year Summary P10-11 |
| 201-2 | Financial implications and other risks and opportunities due to climate change | Environmental Management | Environmental Initiatives P60-71 |
| 201-3 | Defined benefit plan obligations and other retirement plans | – | – |
| 201-4 | Proportion of senior management hired from the local community | – | – |
| Market Presence | | | |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | – | – |
| 202-2 | Proportion of senior management hired from the local community | Performance Data(social initiatives) | – |
| Indirect Economic Impacts | | | |
| 203-1 | Infrastructure investments and services supported | Global Network Relationship with Our Local Communities | Relationship with Our Local Communities P58–59 Major Bases P74–75 |
| 203-2 | Significant indirect economic impacts | Relationship with Our Local Communities | Relationship with Our Local Communities P58–59 |
| Procurement Practices | | | |
| 204-1 | Proportion of spending on local suppliers | – | – |

| Anti-corruption | | | |
|---------------------------|---|--------------------------------------|-----------------------------|
| 205-1 | Operations assessed for risks related to corruption | – | – |
| 205-2 | Communication and training about anti-corruption policies and procedures | Corporate Governance | Compliance P42–44 |
| 205-3 | Confirmed incidents of corruption and actions taken | No such incidents confirmed | No such incidents confirmed |
| Anti-competitive Behavior | | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | No such actions | No such actions |
| Tax | | | |
| 207-1 | Approach to tax | – | – |
| 207-2 | Tax governance, control and risk management | – | – |
| 207-3 | Stakeholder engagement and management concerns related to tax | – | – |
| 207-4 | Country-by-country reporting | – | – |

■ Environmental

| | Requirements | Locations Posted | |
|-----------|--|---|--|
| | | WEB | Toyota Industries Report |
| Materials | | | |
| 301-1 | Materials used by weight or volume | Performance Data(Environmental) | Environmental Impact Flow P71 |
| 301-2 | Recycled input materials used | – | – |
| 301-3 | Reclaimed products and their packaging materials | – | – |
| Energy | | | |
| 302-1 | Energy consumption within the organization | Performance Data(Environmental) | Environmental Impact Flow P71 |
| 302-2 | Energy consumption outside of the organization | – | – |
| 302-3 | Energy intensity | – | – |
| 302-4 | Reduction of energy consumption | – | – |
| 302-5 | Reductions in energy requirements of products and services | – | – |
| Water | | | |
| 303-1 | Interactions with water as a shared resource | – | – |
| 303-2 | Management of water discharge-related impacts | Performance Data(Environmental) Measures to Prevent Eutrophication | – |
| 303-3 | Water withdrawal | Performance Data(Environmental) | – |
| 303-4 | Water discharge | Reduction of Water Consumption and Waste Water | Environmental Impact Flow P71 |
| 303-5 | Water consumption | – | – |

| Biodiversity | | | |
|-----------------------------------|---|---|---|
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | There are no relevant cases. | There are no relevant cases. |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | There are no relevant cases. | There are no relevant cases. |
| 304-3 | Habitats protected or restored | – | Reducing Environmental Risk and Establishing a Society in Harmony with Nature P69 |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | There are no relevant cases. | There are no relevant cases. |
| Emissions | | | |
| 305-1 | Direct (Scope 1) GHG emissions | <u>Performance Data(Environmental)</u> | Environmental Impact Flow P71 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | <u>Performance Data(Environmental)</u> | Environmental Impact Flow P71 |
| 305-3 | Other indirect (Scope 3) GHG emissions | <u>Scope 3 Emissions</u> | – |
| 305-4 | GHG emissions intensity | – | – |
| 305-5 | Reduction of GHG emissions | – | – |
| 305-6 | Emissions of ozone-depleting substances (ODS) | – | – |
| 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | <u>Reduction of Air Pollutants</u> | Environmental Impact Flow P71 |
| Waste | | | |
| 306-1 | Waste generation and significant waste-related impacts | – | – |
| 306-2 | Management of significant waste-related impacts | <u>Reduction of Waste</u> <u>Third Party Verification</u> | Establishing a Recycling-Based Society P67–68 |
| 306-3 | Waste generated | <u>Performance Data(Environmental)</u> <u>Third Party Verification</u> | – |
| 306-4 | Waste diverted from disposal | – | – |
| 306-5 | Waste directed to disposal | – | – |
| Environmental Compliance | | | |
| 307-1 | Non-compliance with environmental laws and regulations | – | Promoting Environmental Management P70–P71 |
| Supplier Environmental Assessment | | | |
| 308-1 | New suppliers that were screened using environmental criteria | – | – |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | – | – |

■ Social

| Requirements | | Locations Posted | |
|--------------------------------|---|--|--|
| | | WEB | Toyota Industries Report |
| Employment | | | |
| 401-1 | New employee hires and employee turnover | Performance Data(social initiatives) | – |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | – | – |
| 401-3 | Parental leave | Performance Data(social initiatives) | – |
| Labor/Management Relations | | | |
| 402-1 | Minimum notice periods regarding operational changes | – | – |
| Occupational Health and Safety | | | |
| 403-1 | Occupational health and safety management system | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 403-3 | Occupational health services | – | – |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 403-5 | Worker training on occupational health and safety | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 403-6 | Promotion of worker health | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | – | – |
| 403-8 | Workers covered by an occupational health and safety management system | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 403-9 | Work-related injuries | Relationship with Our Associates Performance Data(social initiatives) | Relationship with Our Associates P52-57 |
| 403-10 | Work-related ill health | – | – |
| Training and Education | | | |
| 404-1 | Average hours of training per year per employee | Performance Data(social initiatives) | – |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Relationship with Our Associates | Relationship with Our Associates P52-57 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Relationship with Our Associates | Relationship with Our Associates P52-57 |

| Diversity and Equal Opportunity | | | |
|--|--|---|--|
| 405-1 | Diversity of governance bodies and employees | <u>Performance Data(social initiatives)</u> | – |
| 405-2 | Ratio of basic salary and remuneration of women to men | – | – |
| Non-discrimination | | | |
| 406-1 | Incidents of discrimination and corrective actions taken | – | – |
| Freedom of Association and Collective Bargaining | | | |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | – | – |
| Child Labor | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | – | – |
| Forced or Compulsory Labor | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | – | – |
| Security Practices | | | |
| 410-1 | Security personnel trained in human rights policies or procedures | – | – |
| Rights of Indigenous Peoples | | | |
| 411-1 | Incidents of violations involving rights of indigenous peoples | – | – |
| Human Rights Assessment | | | |
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | – | – |
| 412-2 | Employee training on human rights policies or procedures | <u>Relationship with Our Associates</u> | – |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | – | – |
| Local Communities | | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | <u>Relationship with Our Local Communities</u> <u>Social Contribution Activities</u> | Relationship with Our Local Communities P58–59 |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | – | – |

| Supplier Social Assessment | | | |
|----------------------------|---|---|--|
| 414-1 | New suppliers that were screened using social criteria | <u>Procurement</u> <u>Relationship with Our Business</u> <u>Partners</u> | Relationship with Our Business Partners P50-51 |
| 414-2 | Negative social impacts in the supply chain and actions taken | <u>Relationship with Our Business</u> <u>Partners</u> | Relationship with Our Business Partners P50-51 |
| Public Policy | | | |
| 415-1 | Political contributions | – | – |
| Customer Health and Safety | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | <u>Relationship with Our Customers</u> | Relationship with Our Customers P48-49 |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | <u>Relationship with Our Customers</u> <u>Performance Data(social initiatives)</u> | – |
| Marketing and Labeling | | | |
| 417-1 | Requirements for product and service information and labeling | – | – |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | No such incidents | No such incidents |
| 417-3 | Incidents of non-compliance concerning marketing communications | No such incidents | No such incidents |
| Customer Privacy | | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | – | – |
| Socioeconomic Compliance | | | |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | No violations of laws | No violations of laws |