

■ GRI 2: General Disclosures 2021

Requirements		Locations Posted	
		WEB	Toyota Industries Report
1. The organization and its reporting practices			
2-1	Organizational details	Corporate Profile Global Network Stock Information and Ratings	back cover Major Bases P84–85 Company and Investor Information P94–95
2-2	Entities included in the organization's sustainability reporting	Disclosure Policy for Sustainability Website	CONTENTS (Organizations covered in the report) P5
2-3	Reporting period, frequency and contact point	Disclosure Policy for Sustainability Website	CONTENTS (Period covered by the report) P5 back cover
2-4	Restatements of information	NA	NA
2-5	External assurance	Third Party Verification	Promoting Environmental Management P38–41
2. Activities and workers			
2-6	Activities, value chain and other business relationships	Products Global Network News Business Partners Respect for Human Rights Securities Report (in Japanese text)	Business Overview P4 Business Activities P22-36 Relationship with Our Business Partners P51–52 Respect for Human Rights P70–73 Major Bases P84–85
2-7	Employees	Performance Data(social initiatives) Securities Report (in Japanese text)	Consolidated Eleven-Year Summary P88–89
2-8	Workers who are not employees	–	–
3. Governance			
2-9	Governance structure and composition	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text) Promotional Structure	Promoting Environmental Management P38–41 Corporate Governance P64–83
2-10	Nomination and selection of the highest governance body	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text)	Corporate Governance P64–83

2-11	Chair of the highest governance body	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text)	Corporate Governance P64 – 83
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text) Implementation Structure	Corporate Governance P64 – 83
2-13	Delegation of responsibility for managing impacts	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text)	Corporate Governance P64 – 83
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance Securities Report (in Japanese text) CSR Materiality Implementation Structure	Value Creation P16 – 21 Corporate Governance P64 – 83
2-15	Conflicts of interest	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text)	Corporate Governance P64 – 83
2-16	Communication of critical concerns	Corporate Governance Securities Report (in Japanese text)	Corporate Governance P64 – 83
2-17	Collective knowledge of the highest governance body	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text)	Corporate Governance P64 – 83
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Corporate Governance report (in Japanese text)	Corporate Governance P64 – 83
2-19	Remuneration policies	Corporate Governance Securities Report (in Japanese text) Corporate Governance report (in Japanese text)	Corporate Governance P64 – 83

2-20	Process to determine remuneration	<u>Corporate Governance</u> <u>Securities Report</u> (in Japanese text) <u>Corporate Governance report</u> (in Japanese text)	Corporate Governance P64 – 83
2-21	Annual total compensation ratio	–	–
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	<u>Message from the President</u> <u>Environmental Management</u> <u>Toyota Industries Group Sustainability Policy</u> <u>Respect for Human Rights</u>	Message from the Chairman and President P1 Top Message P6 – 11 Sustainability Implementation Structure P69 Respect for Human Rights P70 – 73
2-23	Policy commitments	<u>Toyota Industries Group Sustainability Policy</u> <u>Respect for Human Rights</u>	Sustainability Implementation Structure P69 Respect for Human Rights P70 – 73
2-24	Embedding policy commitments	<u>Relationship with Stakeholders</u> <u>Respect for Human Rights</u>	Relationship with Our Stakeholders P48 – 63 Respect for Human Rights P70 – 73
2-25	Processes to remediate negative impacts	<u>Respect for Human Rights</u> <u>Compliance</u>	Respect for Human Rights P70 – 73 Compliance P74 – 76
2-26	Mechanisms for seeking advice and raising concerns	<u>Compliance</u>	Compliance P74 – 76
2-27	Compliance with laws and regulations	<u>CSR Materiality</u> <u>Compliance</u> <u>News</u> <u>News</u>	Domestic Engine Certification Issue and Initiatives for Preventing Recurrence P12 – 15 Value Creation P16 – 21 Compliance P74 – 76
2-28	Membership associations	KEIDANREN (Japan Business Federation) Japan Auto Parts Industries Association Japan Industrial Vehicles Association Japan Textile Machinery Association (the others)	–
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	<u>Relationship with Stakeholders</u> <u>Toyota Industries Group Sustainability Policy</u>	Relationship with Our Stakeholders P48 – 63
2-30	Collective bargaining agreements	<u>Performance Data (social initiatives)</u>	–

■ GRI 3 : Material Topics 2021

Requirements		Locations Posted	
		WEB	Toyota Industries Report
3-1	Process to determine material topics	CSR Materiality	Value Creation P16 – 21
3-2	List of material topics	CSR Materiality	Value Creation P16 – 21
3-3	Management of material topics	CSR Materiality	Value Creation P16 – 21

Requirements		Locations Posted	
		WEB	Toyota Industries Report
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Financial Information Securities Report (in Japanese text)	Consolidated Financial and Non-Financial Highlights P86 – 87 Consolidated Eleven-Year Summary P88 – 89 Financial Statements P90 – 93
201-2	Financial implications and other risks and opportunities due to climate change	Environmental Management Establishing a Carbon Neutral Society Securities Report (in Japanese text)	Environmental Initiatives P38 – 47
201-3	Defined benefit plan obligations and other retirement plans	Securities Report (in Japanese text)	–
201-4	Financial assistance received from government	–	–
GRI 202: Market Presence 2016			
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)	–
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Global Network Local Communities Securities Report (in Japanese text)	Relationship with Our Local Communities P62–63 Major Bases P84 – 85
203-2	Significant indirect economic impacts	Local Communities	Relationship with Our Local Communities P62–63
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	–	–

GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	–	–
205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance	Compliance P74–76
205-3	Confirmed incidents of corruption and actions taken	No such incidents confirmed	No such incidents confirmed
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No such actions	No such actions
GRI 207: Tax 2019			
207-1	Approach to tax	Tax Governance	Tax Governance P76–77
207-2	Tax governance, control and risk management	Tax Governance	Tax Governance P76–77
207-3	Stakeholder engagement and management concerns related to tax	Tax Governance	Tax Governance P76–77
207-4	Country-by-country reporting	–	–

Requirements	Locations Posted		
	WEB	Toyota Industries Report	
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Performance Data(Environmental) P7	–
301-2	Recycled input materials used	–	–
301-3	Reclaimed products and their packaging materials	–	–
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Performance Data(Environmental) P2	–
302-2	Energy consumption outside of the organization	–	–
302-3	Energy intensity	Performance Data(Environmental) P2	–
302-4	Reduction of energy consumption	Performance Data(Environmental) P2	–
302-5	Reductions in energy requirements of products and services	–	–

GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Performance Data(Environmental) P6	Establishing a Recycling-Based Society_Water Resources P45
303-2	Management of water discharge-related impacts	–	Establishing a Recycling-Based Society_Water Resources P45
303-3	Water withdrawal	Performance Data(Environmental) P2	Consolidated Financial and Non-Financial Highlights P86 – 87
303-4	Water discharge	Performance Data(Environmental) P2	–
303-5	Water consumption	Performance Data(Environmental) P2	–
GRI 304: Biodiversity 2016			
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	Establishing a Society in Harmony with Nature	Reducing Environmental Risk and Establishing a Society in Harmony with Nature P47
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.
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Performance Data(Environmental) P3	–
305-2	Energy indirect (Scope 2) GHG emissions	Performance Data(Environmental) P3	–
305-3	Other indirect (Scope 3) GHG emissions	Performance Data(Environmental) P4	–
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	Performance Data(Environmental) P8	–

GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	–	–
306-2	Management of significant waste-related impacts	Establishing a Recycling-Based Society Third Party Verification	Establishing a Recycling-Based Society_Water Resources P44 – 45
306-3	Waste generated	Performance Data(Environmental) P7	–
306-4	Waste diverted from disposal	Performance Data(Environmental) P7	–
306-5	Waste directed to disposal	Performance Data(Environmental) P7	–
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	–	–
308-2	Negative environmental impacts in the supply chain and actions taken	–	–

Requirements		Locations Posted	
		WEB	Toyota Industries Report
GRI 401: Employment 2016			
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)	Relationship with Our Associates P54 – 61
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	–	–
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Associates	Relationship with Our Associates P54 – 61
403-2	Hazard identification, risk assessment, and incident investigation	Associates	Relationship with Our Associates P54 – 61
403-3	Occupational health services	Associates	Relationship with Our Associates P54 – 61
403-4	Worker participation, consultation, and communication on occupational health and safety	Associates	Relationship with Our Associates P54 – 61
403-5	Worker training on occupational health and safety	Associates	Relationship with Our Associates P54 – 61

403-6	Promotion of worker health	Associates	Relationship with Our Associates P54 – 61
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	Associates	Relationship with Our Associates P54 – 61
403-9	Work-related injuries	Associates Performance Data(social initiatives)	Relationship with Our Associates P54 – 61
403-10	Work-related ill health	–	–
GRI 404: Training and Education 2016			
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	Associates	Relationship with Our Associates P54 – 61
404-3	Percentage of employees receiving regular performance and career development reviews	Associates	Relationship with Our Associates P54 – 61
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Performance Data(social initiatives) Notice of the 146th ordinary general meeting of shareholders	–
405-2	Ratio of basic salary and remuneration of women to men	Securities Report (in Japanese text)	–
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	–	–
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	–
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Respect for Human Rights	Respect for Human Rights P70 – 73
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respect for Human Rights	Respect for Human Rights P70 – 73
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	–	–

GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	–	–
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	<u>Local Communities</u>	Relationship with Our Local Communities P62–63
413-2	Operations with significant actual and potential negative impacts on local communities	–	–
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	<u>Business Partners</u>	Relationship with Our Business Partners P51–52
414-2	Negative social impacts in the supply chain and actions taken	<u>Respect for Human Rights</u>	Respect for Human Rights P70–73
GRI 415: Public Policy 2016			
415-1	Political contributions	–	–
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	<u>Customers</u> <u>Performance Data(social initiatives)</u>	Relationship with Our Customers P48–50
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<u>Customers</u> <u>Performance Data(social initiatives)</u> <u>News (Topics) (in Japanese text)</u>	–
GRI 417: Marketing and Labeling 2016			
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
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	–