Toyota’s Human Rights Policy

We, as Toyota, refer to and respect the “United Nations Guiding Principles on Business and Human Rights” (UNGP) and promote activities related to human rights based on the UNGP.

Seeking “the happiness of someone other than ourselves” has always been a part of Toyota’s Founding Principles and this was a driving force that led to the invention of the automatic loom which can be considered as the beginning of Toyota.

This spirit and pursuit are still within us today, although our mission has now grown to "producing happiness for all". Within every country and every region in which we operate, we aim to be the best company in town that is both loved and trusted by the people.

The automotive industry is supported by numerous people, including local communities, suppliers, business partners such as dealers, customers. We will continue to protect and improve the human rights of our employees, customers, and all people involved in our business activities in order to be beneficial towards society.

This policy stands as the highest level policy related to human rights within Toyota and shall be adhered to by everyone employed by Toyota.

1. Commitment for the “Respect for Human Rights"

We recognize that our business operations could be at risk of potential and actual human rights impacts.

We seek to uphold the human rights of others, and shall address any human rights infringements that may arise from our business operations by taking responsibility for them.

We expect our business partners and other parties to also respect and not infringe upon human rights. However, if they do, then we will respond appropriately based on this policy.

We respect and refer to international norms such as the Universal Declaration of Human Rights. Toyota is guided by the United Nations Guiding Principles on Business and Human Rights and therefore we have a corporate responsibility to respect human rights. This policy ensures compliance with international human rights obligations together with the

laws and regulations of the countries in which we operate.

In operations where there is a difference between the national and international standard for human rights, we will adopt the higher standard of the two. If there is conflict between the standards, then we will strive to the utmost to respect internationally recognized human rights to the greatest extent possible.

2. Scope of Responsibility

This policy applies to all executives and employees in Toyota and its subsidiaries. We also expect our business partners, including our suppliers, to understand and agree with this policy and to work with us to ensure that their business operations respect this policy.

3. Human Rights Due Diligence

In order to fulfill the responsibility to respect human rights, we will establish and continuously implement a Human Rights Due Diligence system*. (*The process which is implemented for the identification, prevention, and mitigation of negative human rights impacts.)

4. Remedy

If it is certain that we have caused or contributed to an adverse impact on human rights, we shall immediately implement corrective measures. In addition to this, we will continue to develop and operate a practical remediation mechanism by expanding the function of our existing grievance mechanism which has been established in Japan and also in other regions.

5. Education and Training

In order to ensure that this policy is embedded within our internal operations and communicated to our external stakeholders, we provide appropriate education and training to all our executives and employees, and we concurrently encourage our business partners such as suppliers and retailers to understand our expectations. We also ensure that this policy is incorporated within the necessary processes, such as each function’s policies and guidelines, so as to become institutionalized across all of our corporate activities.

6. Monitoring and Disclosure

We will ensure the complete implementation of this policy by continually tracking its progress, while at the same time allowing for revisions to the policy if needed. We will disclose our actions for respecting human rights, together with the appropriate measures, within our official website and other communication platforms.

7. Consultation with Stakeholders

In the event that a human rights violation occurs, Toyota will consult with external stakeholders to address the issue and ensure continual communication.

This policy was approved by the Board of Directors of Toyota Motor Corporation on August 6, 2026.

August 6, 2026
Toyota Motor Corporation
President and Representative Director, Kenta Kon



【Appendix; Salient issues】

- **Forced Labor**

We do not tolerate any form of modern slavery, including forced labor imposed through violence, threats, or debt bondage, or human trafficking.

All work must be voluntary, and employees must be free to terminate their employment without penalty or retaliation. We do not require employees to surrender government-issued identity documents as a condition of employment.

- **Child Labor**

We do not tolerate child labor, including work performed at an inappropriate age or in a manner that deprives children of access to education or interferes with their development.

No person shall be employed below the highest of (i) fifteen years of age, (ii) the legal minimum age for employment, or (iii) the age for completing compulsory education, under the applicable laws of each country. No person under eighteen years of age shall be permitted to engage in hazardous work.

- **Harassment**

We do not tolerate any form of harassment, including, but not limited to, sexual harassment, abuse of authority, peer pressure, or any other conduct that undermines an individual’s dignity.

We are committed to fostering a workplace in which every employee embraces a "YOU perspective"- showing consideration for others and acting for the benefit of others- and to cultivating an open and inclusive culture where everyone can work with peace of mind.

- **Human Resource Development**

Guided by the ethos of “Seeking the happiness of others,” we strive to developing employees to think for themselves, continue to take action for the sake of others, and build relationships.

Taking into account the nature of our business and local employment practices, we support the self-directed growth of each employee through learning opportunities such as education and training. We also seek to

create and maintain an environment in which employees can proactively pursue opportunities for growth and continuously enhance the skills and capabilities they need.

- **Freedom of Association, Dialogue with Employees**

We respect our employees' rights to freely associate or not to associate in accordance with the applicable laws and regulations of the countries where we operate.

We are committed to fostering mutual understanding between workers and management, regardless of whether a union is present, by maintaining an environment in which workers and their representatives can engage in open and honest dialogue on workplace related matters without fear of retaliation, intimidation, or harassment.

- **Diversity & Inclusion, Eliminating Discrimination**

We strive to create, maintain, and promote an inclusive environment in which each individual is respected and people with diverse talents and values can fully realize their potential and achieve self-fulfillment through solving problems and driving change.

We do not tolerate any form of discrimination in any aspect of employment on the basis of sex, gender, age, nationality, race, color, ethnicity, creed, political affiliation, religion, social origin, sexual orientation, gender identity, disability, pregnancy, marital status or parental status.

- **Employment Stability and Maintenance and Improvement of the Working Conditions**

We seek to maintain stable employment and continuously improve working conditions by sustaining and strengthening our competitiveness. We also aim to support employee motivation and contribute to the sustainable development of the company and local communities.

- **Working Hours**
  We comply with applicable laws and regulations governing hours of work, including overtime, and are committed to promoting an environment in which every employee can work in a healthy and sustainable manner.

Taking into account the nature of our business and local employment practices, we offer flexible work options, to support productivity, self-directed ways of working, and balancing work with childcare, family caregiving responsibilities, and other responsibilities.

- **Wages**
  We comply with applicable laws and regulations relevant to minimum wages, overtime pay, deductions from wages, piece rates and any other elements of compensation, and pay wages that meet or exceed the amounts required by laws and regulations.

  Employees are provided with timely, clear, itemized pay statements, in accordance with applicable laws relating to wages, other compensation, benefits, and deductions.

- **Safety and Health**

We place the highest priority on occupational safety and health. To achieve a workplace where everyone can work safely and with peace of mind, we are committed to preventing accidents and incidents through a safety culture of mutual awareness.

Through workplace health promotion initiatives and guidance on disease prevention, we empower and support our workers in managing their own health and strive to cultivate workplaces where they can feel empowered to participate.

- **Local Residents and Indigenous People**

Guided by our “best in town” philosophy, we respect the cultures, customs, histories, and laws of each country and region where we operate, while contributing to development rooted in each national and local community.

Recognizing that our business activities may affect local communities and the environment in various ways, we work both independently and collaboratively with others to support the development of the communities where we operate, including Indigenous communities, and to help build a more prosperous society.