



THE TORO
COMPANY

Change how the world works

Fiscal 2023 Sustainability Impact Report

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*All data in the report is for fiscal 2023 and data is provided as of October 31, 2023.





Toro's all-electric Groundsmaster® e3200 rotary mower



Change how the world works

Our world is continuously created by the hard work of people.

The parks that bring generations together.
The sports grounds that host epic rivalries.
The infrastructure that revitalizes communities.

From our internet connection, to the water we all depend on, and even in our own backyards—it's all thanks to the people who rolled up their sleeves and got to work.

At The Toro Company, we believe that changing how we all work can change our world.

That's why we create high-performance products with a lower impact on the planet.

It's why we create jobs that support communities, and services that connect them. We develop innovative, efficient, and reliable solutions that empower our customers to achieve more with fewer resources—less water, fuel, and waste.

By changing how we work, together we can enrich our communities, landscapes, and world.

We all want to live in a more beautiful and productive world.



The parks that bring generations together.



The sports grounds that host epic rivalries.



The infrastructure that revitalizes communities.

Cultivating a positive impact

At The Toro Company, we maintain a profound connection to, and responsibility for our environment. After all, it is where our products are utilized and trusted by our partners and customers in achieving their goals every day.

For over a century, we have embraced the duty of being good stewards of the land. Sustainability is not merely a concept for us; it is woven into our day-to-day operations, shaping how we approach the industries we support and innovate our market-leading products.

But that's just the beginning. Throughout this report, you will see how the various facets of our company complement one another as we strive to fulfill our ambitious goals.

We have accomplished a great deal and we remain committed to delivering innovative solutions to the customers, industries, and communities we serve.

We acknowledge there is still more work to do, but we're making steady progress on our journey.

Furthermore, we see an opportunity to strengthen our position as a market leader in positive change. We will continue to do things better for the good of our customers, investors, and the planet, by approaching resource management thoughtfully, and creating innovative solutions for our ever-changing world.

We believe that our care for communities and people, ingrained in the essence of our company, alongside our culture of no-compromise innovations, is what sets us apart from our competitors. By maintaining a positive relationship with the environment and those that inhabit it, not only can we be good stewards of resources, but we can also help preserve the landscapes we treasure for another 100 years and beyond.

Richard M. Olson
Chief Executive Officer



In the last year, we've been particularly proud of:

THE PROPEL PROGRAM

Preparing our next generation of talent for new leadership opportunities through The PROPEL Program.



FIRST TEE

Extending our 25-year commitment with First Tee, who help support teaching kids and teens life skills through golf, as well as making the game more accessible.



MINNESOTA CENTER FOR ELECTRIFICATION OPPORTUNITY

Launching a game-changing partnership at the Minnesota Center for Electrification Opportunity (MN CEO) to engage stakeholders and accelerate the adoption of electrification technologies in Minnesota.



Fiscal 2023 highlights

Our Impact Report includes insights from across the business to demonstrate our progress towards creating a better future. This report shows our commitment to maintaining the quality of our products, while reducing the cost to the planet.

**6.7%**

of fiscal 2023 total adjusted¹ motorized net sales are battery and hybrid powered products

**14.9%**

increase in racially and ethnically diverse leaders in the U.S. and 2.5% increase of women in leadership positions globally since 2021

**7.9%**

decrease in GHG emissions since 2019 baseline

**48%**

of our team have been with the company for more than five years

**\$1.8M+**

donated to philanthropic activities

**10,000+**

volunteer hours reported



U.S. EPA WaterSense
Excellence Award—our 9th
consecutive win

Newsweek

Newsweek's World's Most
Trustworthy Companies

1. Excludes non-engine sales such as irrigation, BOSS® (excluding Snowrator), parts and corded electric products.

Fiscal 2025 sustainability goals

Toro's GeoLink® Solutions autonomous fairway mower

Product



People



Process



TARGETS

Increase battery and hybrid product sales to at least 20% of total adjusted net sales (motorized product sales).

Increase the number of women and racial and ethnic minorities in leadership positions by at least 20% compared to fiscal year 2021.

Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by at least 15% as compared to fiscal year 2019.

PERFORMANCE

The Toro Company strives to innovate for efficiency, prioritizing exceptional quality and problem-solving products. From design and innovation throughout the entire product life cycle, we deliver high-performance and efficient solutions, contributing to a more responsible future.

Valuing and recognizing our people has been a fundamental driver of our growth and success. We prioritize safety, employee growth, and well-being to retain and develop a skilled and diverse workforce. Our commitment to fostering an inclusive and engaging workplace extends to making a positive impact on personal lives and the communities we serve.

Our century-long tradition of delivering high-quality products is sustained through a commitment to continuous improvement. Our success relies on exceeding the expectations of our valued customers and partners, and embracing operational excellence, while reducing the cost of our operations to the planet.

Our world of impact

Our world advances through the vision of those who build, shape and care for it. They are a group of hard-working people who see opportunities to enrich our world with beauty and utility. Our ambition to turn these possibilities into realities is what unites us – colleagues and customers, partners and communities.

Our drive pushes us to transform how local businesses grow and flourish, and how communities thrive with revitalized infrastructure. We aim to maximize our world's potential while minimizing our impact, and we believe in the power of green spaces to unite families, host thrilling sports rivalries, and foster community pride.

THE TORO COMPANY BRANDS



1. Average employed during Fiscal 2023.



1914
company
founded



~11,000¹
employees
worldwide



\$4.55B
fiscal 2023
net sales

NET SALES BY GEOGRAPHIC LOCATION



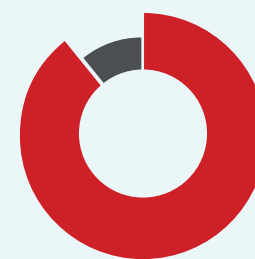
■ **79%** UNITED STATES
■ **21%** INTERNATIONAL

NET SALES BY SEGMENT



■ **81%** PROFESSIONAL
■ **19%** RESIDENTIAL

NET SALES BY PRODUCT TYPE



■ **89%** EQUIPMENT
■ **11%** IRRIGATION

BLOOMINGTON, MN
Worldwide Headquarters

MANUFACTURING LOCATIONS

United States, Mexico, Australia, the United Kingdom, Italy, Romania, Germany, Poland, and China

125 COUNTRIES

Served Through The Toro Company's Global Presence in 2023

Innovative solutions

Our mission is to be a positive force for change, prioritizing our customers and communities while delivering superior innovation and customer care.

Our portfolio of global brands creates an impact across the communities and ecosystems we

serve, from precision irrigation systems to turf maintenance solutions and underground construction equipment.

We envision a future where our products transform landscapes, conserve resources, and nurture environments.

Recognizing our environmental responsibility, we are dedicated to ensuring that every product, partner, and process contributes to building a more resilient world.

Golf Courses

With a long tradition of supporting golf courses worldwide, we are proud to be the only company in the industry to offer both turf equipment and irrigation solutions – and we are a global market leader in both categories.

Residential Neighborhoods

When it comes to caring for your yard, we give customers the ability to conquer and excel at every outdoor job imaginable, day in and day out, with solutions for every season.

Commercial

Across all seasons, we provide solutions to help professional contractors manage outdoor environments in residential and commercial settings – including snow and ice management equipment to restore order when winter weather brings chaos.

Rural & Agricultural

Rural and large acreage customers trust our brands to help tackle jobs around their properties, along with agricultural growers choosing our drip irrigation solutions to maximize water efficiency and realize substantial benefits in yield and crop quality.

Sports Fields

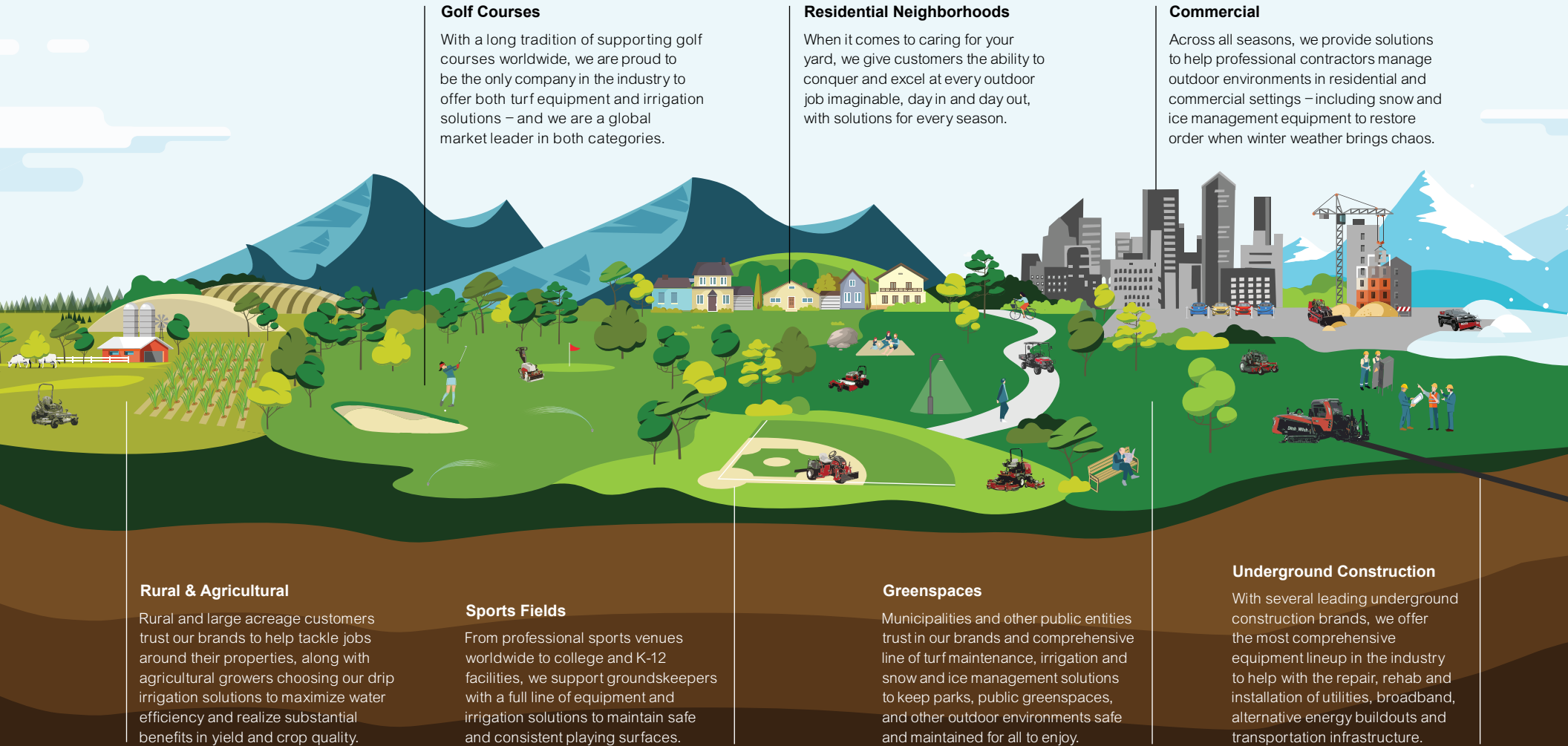
From professional sports venues worldwide to college and K-12 facilities, we support groundskeepers with a full line of equipment and irrigation solutions to maintain safe and consistent playing surfaces.

Greenspaces

Municipalities and other public entities trust in our brands and comprehensive line of turf maintenance, irrigation and snow and ice management solutions to keep parks, public greenspaces, and other outdoor environments safe and maintained for all to enjoy.

Underground Construction

With several leading underground construction brands, we offer the most comprehensive equipment lineup in the industry to help with the repair, rehab and installation of utilities, broadband, alternative energy buildouts and transportation infrastructure.



Navigating ESG: insights from our 2022 assessment

MATERIALITY ASSESSMENT

We conducted our latest materiality assessment in 2022. During the process, we engaged with the key stakeholders of our business upstream, in our own operations, and downstream to identify the most critical current and emerging environmental, social and governance (ESG) issues to consider as we advance our ESG strategy.

As we move forward, these priorities guide our management strategy and reporting, ensuring that we not only meet current expectations but also adapt to emerging challenges. For us, this is a dynamic and constantly evolving journey, and these insights fuel our ongoing pursuit of positive ESG outcomes.

8 KEY FOCUS AREAS WERE IDENTIFIED:



**Energy use,
GHG emissions
& climate change**



**Water use &
conservation**



**Talent attraction,
retention &
development**



Innovation



**Diversity, Equity
& Inclusion (DEI)**



Product safety



**Employee safety,
health & wellness**



Supply chain

Our impact framework

ALIGNING VISION WITH ACTION

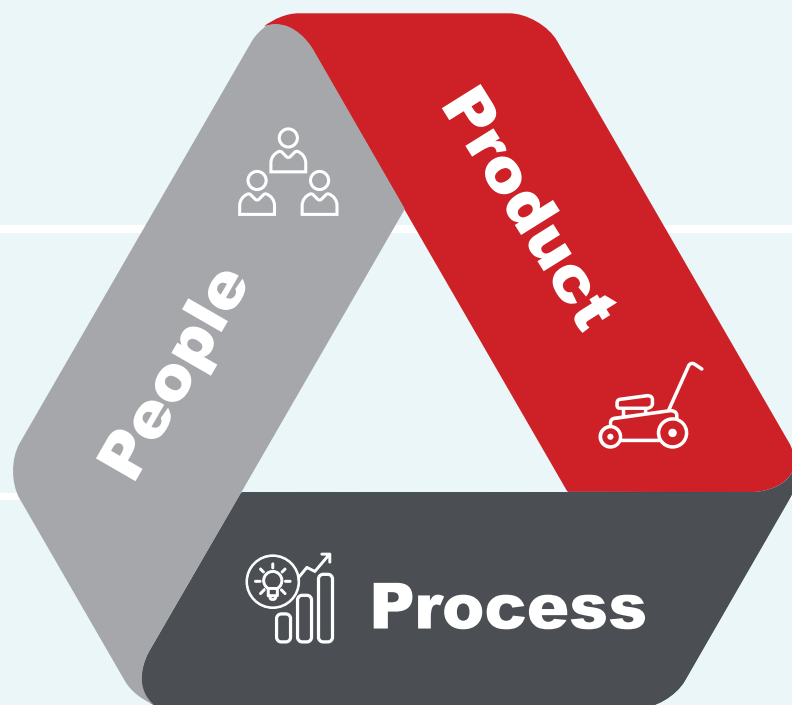
We value partner relationships that align with our mission, our ambitions in innovation, and our desire to advance positive impact – leaving the planet in a better way than we found it.

We take an integrated approach based on three pillars: product, people, and process. Our strategic intent and objectives are in line with the areas that are most important to our company and environmental effect, as well as the United Nations' Sustainable Development Goals (SDGs).

This emphasizes our shared vision and worldwide obligations, paving the way for every action to have a meaningful, positive impact.

What are the UN SDGs?

A set of global goals developed by the United Nations with the aim to confront the biggest issues affecting our world today.

[LEARN MORE](#)


GOALS

FOCUS AREAS

UN SDGS

PRODUCT

20%

of total adjusted net sales to come from battery and hybrid products by 2025 (motorized product sales)

- Design & innovation
- Raw material extraction
- Manufacturing
- Distribution
- Product use
- End of life



PEOPLE

20%

increase in women and racial and ethnic minorities in leadership by 2025¹

- Safety
- Health & wellness
- Acquisition & retention
- Diversity, equity & inclusion
- Giving and community



PROCESS

15%

reduction in absolute Scope 1 and 2 greenhouse gas emissions by 2025²

- Energy & emissions
- Water
- Supply chain
- Waste
- Sustainable buildings



1. From a 2021 baseline

2. From a 2019 baseline



Product life cycle

From concept to conservation

Our extensive product portfolio has the potential for significant impact, whether that's the scale of operations, resource consumption, waste emissions or biodiversity impact – it all adds up. While this poses challenges, it also offers a vast opportunity for innovation and impactful solutions.

We take a comprehensive approach to the entire life cycle of our products. Our commitment begins with conscious product design, where resource efficiency is prioritized from raw material extraction to end-of-life recycling and proper waste disposal.

To us, that means building durable and repairable products that stand the test of time – to maximize value for our customers, while minimizing waste at the end of the product's life.

Our focus on innovation drives the design process – we strive to ensure that each new product not only meets but exceeds standards and helps align us with the highest quality and safety benchmarks.



We don't make products, we solve problems. We have enough resources to do things that matter, but we're small enough to adapt. Change doesn't happen overnight, but we are receptive to the challenge it brings. We create a premium product that commands a premium price. We want to help our customers solve their problems, but we must prove and earn that premium.

Edric Funk, Group Vice President, Golf, Grounds & Irrigation

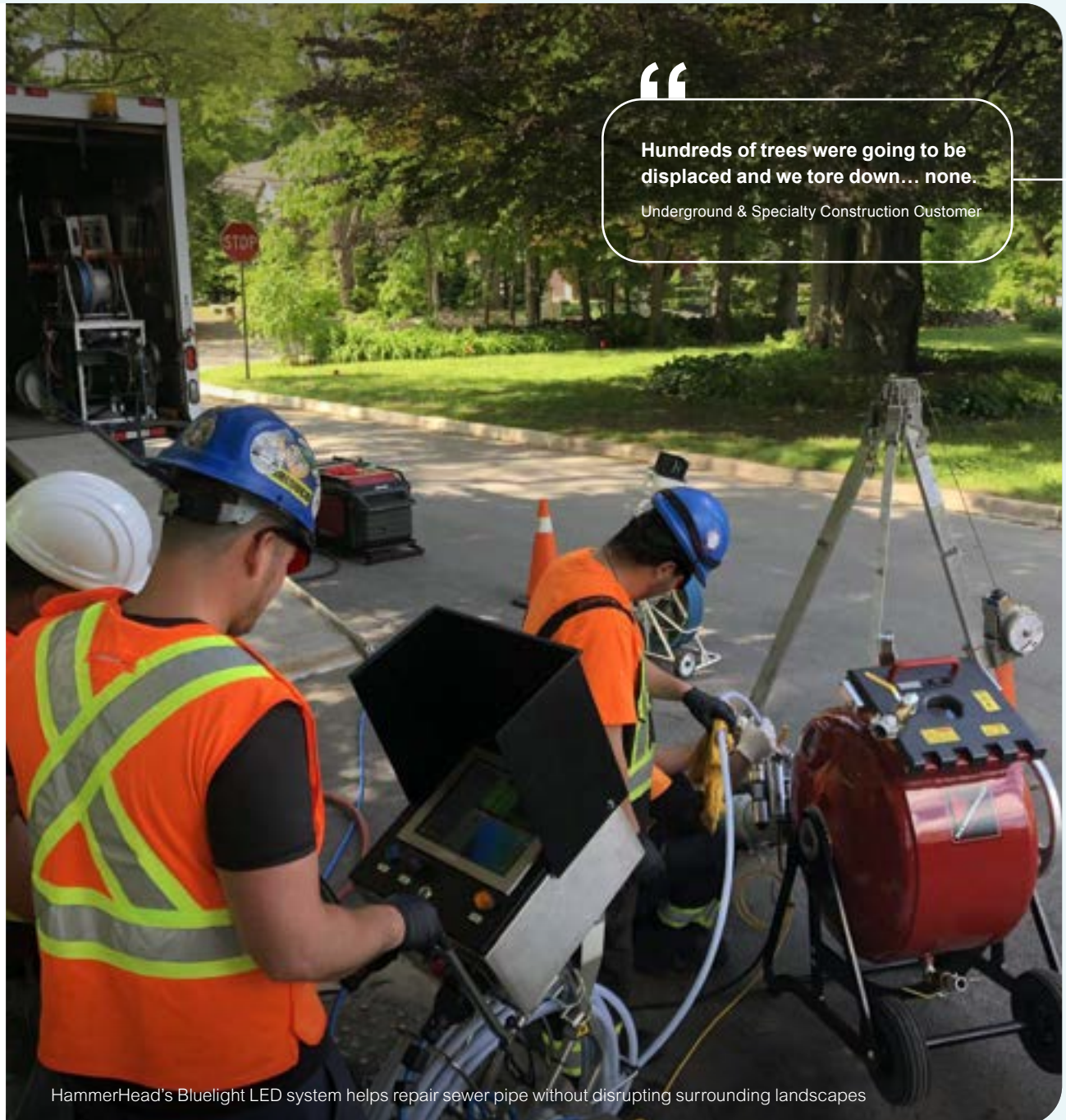


HAMMERHEAD® TRENCHLESS IS A TECH TRIUMPH

Working in partnership with one of the largest cities in the USA, the HammerHead Trenchless team demonstrated how its innovative Bluelight LED Cured-In-Place Pipe (CIPP) lining system helps repair aging and damaged pipes without the need for digging, minimizing disruption, and protecting the surrounding landscapes.

A sewage system, built in the 1950s, that took water from homes and the street needed to be relocated away from the city's freshwater supply to reduce the possibility of cross-contamination. To facilitate this separation, the city had planned to uproot thousands of mature trees in that neighborhood to gain access to the system. However, the city arborist indicated that this was simply not an option due to the cost implications (short lengths of pipe) and time considerations, making it uneconomical to execute.

Thanks to the innovative HammerHead Bluelight LED System, we offered the city a better way to tackle its infrastructure and conservation challenges. There was no need to open-cut the pipelines, avoiding the destruction of the trees, countless hours of disruption to the local community, and excessive or additional waste generation.



“

Hundreds of trees were going to be displaced and we tore down... none.

Underground & Specialty Construction Customer

HammerHead's Bluelight LED system helps repair sewer pipe without disrupting surrounding landscapes

Product design

TANGIBLE IMPACT

Our innovative and purpose-forward product design is a testament to our commitment to meet evolving customer needs in the face of dramatic changes in our environment.

At The Toro Company, we value transparency and collaboration. Through our many years of operation, we have forged long-lasting partnerships with our customers, working in harmony to understand their challenges and aspirations. This collaborative approach fuels our drive to innovate, ensuring our solutions not only anticipate but respond adeptly to changing customer needs.

This approach exemplifies our “no-compromise” philosophy, where we deliver products that not only meet but exceed expectations.

Each design undergoes meticulous scrutiny for compliance with laws, regulations, and standards. Safety, reliability, and environmental impact are ingrained considerations throughout our design process.



“

Our extensive lineup of products are helping our customers facilitate a no-compromise transition to a renewable future. But what does that look like?

Our low or no tailpipe emissions allow customers to adopt sustainable technologies, without needing to compromise on quality or performance.

Similarly, rather than waiting for the market to demand these alternatives, The Toro Company anticipates customer requirements and builds solutions that achieve or exceed their needs, without compromising on performance capability and continuing to advance renewable outcomes.

Richard M. Olson
CEO



Trenchor® trencher plays a big role in a project to preserve the Florida Everglades

GUARDIANS OF THE EVERGLADES

The Toro Company's Trenchor® trencher was at the forefront of the historic restoration of Everglades National Park, a 1.5 million acre wetlands preserve in western Miami-Dade County, USA.

WILDLIFE IN THE EVERGLADES

- 300** species of fish
- 17** species of amphibians
- 360** species of birds
- 40** species of mammals
- 50** distinct kinds of reptiles

This machine was used to help preserve the magnificent Florida Everglades, designated as a United Nations Educational, Scientific and Cultural Organization (UNESCO) Biosphere Reserve in South Florida. UNESCO Biosphere Reserves are recognized for their unique ecosystems, biodiversity and efforts to promote conservation.

Some animal species, such as the leatherback turtle, Florida panther, and West Indian manatee, are extremely rare and on the cusp of extinction. Saving their habitat was of paramount importance.

Trenchor played a critical role by undertaking the groundbreaking task of constructing a 60-foot-deep, 5-mile-long underground wall, with the

finished project culminating in an underground seepage wall built to separate water for wildlife and diminish runoff from homes.

The project showcased the immense power and capabilities of this extraordinary piece of equipment and the dedication to environmental stewardship will leave a lasting impact on the heart of the Everglades for many years to come.

We take enormous pride in contributing to transformative projects like this one that go beyond industry norms, leaving a legacy of positive environmental impact.

A PARTNERSHIP WITH SAINT PAUL PUBLIC SCHOOLS

As we continue to prioritize energy efficiency, we enable our customers, partners and communities to do the same. We are thrilled to support the Saint Paul Public Schools groundskeeping initiative to convert to all battery equipment to drive their carbon reduction efforts. MTI Distributing, Inc., a wholly-owned subsidiary of The Toro Company, played a key role in delivering this project aimed at addressing the schools' Energy Action Plan by supplying a lineup of electric equipment. Their expertise and support ensured the successful implementation of the program.

The Toro Company is driven to deliver high-performance and efficient solutions that contribute to a more responsible future, and we have set ambitious targets to marry this ambition with our corporate objectives. This year, while we are encouraged by an increase in battery and hybrid product sales, we recognize that we are trending short of our F25 target. We continue to evaluate our progress toward achieving this goal and are committed to building momentum in this space to meet the demands of our customers and other partners.

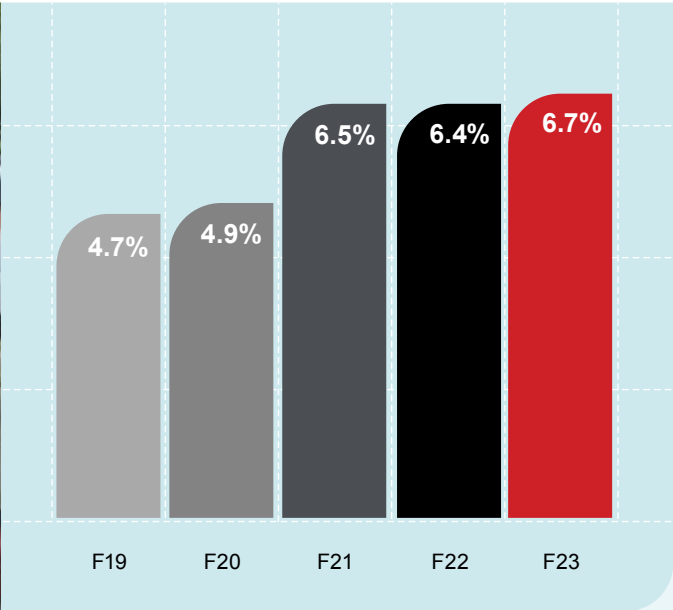


Our commitment to sustainability extends beyond financial gains; it's about enhancing our wider business impact. Our reach extends beyond our own operations, affecting the environment on a larger scale, including land, water, and air. We actively contribute to environmental well-being, embodying forward-thinking solutions deeply rooted in our identity. Our dedication to sustainability extends to community empowerment, exemplified by initiatives like rural broadband expansion and our giving programs, showcasing our commitment to social responsibility and connection.

Angie Drake, Chief Financial Officer

1. Excludes non-engine sales such as irrigation, BOSS® (excluding Snowrator®), parts and corded electric products.

PERCENTAGE OF SALES FROM BATTERY AND HYBRID PRODUCTS ¹



Raw material extraction

SOURCING SUSTAINABLY

Our comprehensive approach to component sourcing draws upon global resources to assemble our products. Our design process includes a thoughtful consideration of materials.

We acknowledge our responsibility as global citizens to ensure compliance with pertinent laws and regulations governing material procurement, prioritizing sustainability and ethical sourcing practices. Moreover, we are committed to ongoing improvement in our due diligence processes, seeking opportunities to enhance our sourcing standards wherever feasible. By extending the longevity of our products and minimizing waste throughout our supply chain, we aim to cultivate a more sustainable operational model.

We source materials from around the world for our batteries, including cobalt, nickel, copper and aluminum. In addition, our Flex-Force Power System® and Hypercell® batteries can be recycled at the end of their life to reuse these critical minerals. Our procurement team must work collaboratively across business units to identify a roadmap and the sources in place. Moving forward, we must provide resources to support divisions as they move towards technological developments.

Senior Managing Director, Supply Chain

From concept to creation

MANUFACTURING

To avoid waste and minimize the environmental impact of our product manufacturing systems, we prioritize efficiency and employ lean enterprise management techniques.

Our streamlined approach aims to reduce GHG emissions, energy consumption, water usage, and waste associated with each manufactured product.

The health and safety of our team is of paramount importance. At each stage of product design, including manufacturing through to assembly, we ensure compliance with legal and safety requirements through the product life cycle. This rigorous approach is designed to safeguard our employees, customers, and the environment.

To further enhance efficiency, we embrace the use of shared components in our manufacturing processes. These components, which have universal applications across the business, help expedite the production of high-quality, consistent products while minimizing costs.

We acknowledge that our teams' diverse backgrounds, perspectives, and experiences are invaluable assets in addressing emerging challenges and driving purposeful innovation. By harnessing the uniqueness of each individual, we cultivate an environment where varied viewpoints are not only welcomed but actively sought after. Through collaboration and inclusion, we empower our teams to leverage their collective strengths to drive innovation and excellence in all aspects of our product development and delivery.



In our South Australian operation, we've strategically implemented sustainable practices to demonstrate our commitment to environmental stewardship. A significant project involved installing solar panels on our warehouse and manufacturing facility's rooftop. Additionally, we've embraced water conservation by capturing rainwater from these rooftops, which is then used to nurture the green spaces in our courtyard with the support of several large water tanks.

Managing Director, APAC



On the move

TRANSPORTATION AND DISTRIBUTION

Beyond the design and manufacturing of our products, The Toro Company emphasizes efficiencies in product distribution among our facilities, our channel partners and retailers, and end customers around the world.

While we don't directly operate our own fleet, our Global Logistics Team is dedicated to optimizing delivery while maintaining focused attention on potential environmental impacts.

Our commitment is to design transportation routes that minimize fuel usage, maximize space on transport vehicles, ships, and planes, and promote more holistic eco-friendly practices.

Compliance with global hazardous materials shipping regulations, particularly for battery, gasoline, and diesel-powered products, is a top priority and under constant scrutiny. We not only adhere to these requirements but also expect our transportation and distribution partners to share our commitment to responsible and environmentally conscious practices.



Collaborative shipping programs – working with suppliers to utilize reusable shipping containers



Packaging optimization – solutions that maximize space and reduce the number of shipments required



Returnable steel crates – to reduce landfill waste

Built to last

PRODUCT USE AND REPAIR

Our design philosophy places a huge emphasis on product longevity. Our goal is to create products that not only excel in durability but also facilitate repair, ensuring they retain their value over time. We firmly believe that high-quality products not only better serve customer needs, but also contribute to increased resource efficiency, empowering customers to make informed decisions about repairs and waste reduction.

We actively support our customers' choice to repair their products, providing them with the necessary resources for a seamless experience.

For example, information, warranty instructions, and educational materials addressing product design, safety, use, repair, and disposal are readily available on our website and through on-product scannable quick response (QR) codes. Additionally, our product manuals serve as valuable references, offering insights that can significantly extend the lifespan of our products.

Our businesses have also implemented repair programs, promoting the serviceability of our products. Notably, our Irrigation division leads the way with a repair and refurbishment initiative. Collaborating with our channel partners, we ensure substantial support for customers' repair, reuse, or resale needs by facilitating pickup and delivery services, enabling successful product repair and promoting a circular approach to product life cycle management.



INTELLIDASH® IRRIGATION AND FLEET MANAGEMENT

The Toro Company's groundbreaking IntelliDash Irrigation and Fleet Management platform marks a significant milestone in golf course management. This innovative platform empowers golf course superintendents by offering a centralized hub to monitor, manage, and enhance the overall health of their operations. With real-time access to crucial data, including equipment status, weather conditions, radar streams, and forecasts, superintendents can make informed decisions to optimize resource allocation

and identify operational inefficiencies. The platform facilitates synchronous decision-making for course maintenance, aligning tasks with accurate weather forecasts. Furthermore, users can seamlessly integrate equipment, receive updates on equipment health, schedule maintenance, and order parts, streamlining the management process. IntelliDash exemplifies our commitment to providing cutting-edge solutions for efficient and data-driven golf course management.

HAMMERHEAD: PROTECTING HEALTH, ONE PIPE AT A TIME

HammerHead Trenchless leads the way in transforming how we handle critical infrastructure challenges, such as the widespread use of lead pipes across the U.S. With approximately 9.2 million lead pipes still in operation nationwide, the potential health and environmental risks are significant.

HydraSlitter®, which replaces lead pipes utilizing Same Path® Technology, represents a breakthrough in sustainable infrastructure solutions. HydraSlitter® custom blades are designed specifically to slice through lead lateral services while a new water line is pulled in, minimizing the need for excavation and streamlining the process while reducing the environmental footprint associated with traditional dig and replace methods. Moreover, the health benefits of replacing lead pipes with this technology are profound, as communities gain access to cleaner and safer drinking water.

By prioritizing innovative technologies like the HydraSlitter®, we are committed to leaving a positive environmental legacy while meeting communities' evolving needs. Leveraging our expertise in trenchless utility solutions, we aim to empower communities nationwide to tackle critical infrastructure issues effectively and responsibly. We strive for meaningful change towards healthier, safer, and more sustainable communities—one pipe at a time.

1. According to the EPA: <https://www.epa.gov/ground-water-and-drinking-water/lead-service-lines>, as of 4/24/2024.



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There are around 9.2 million¹ lead pipes left in the U.S. that need to be taken out of service to safeguard public health and the environment. The presence of these pipes and remnants of outdated infrastructure pose a silent threat to communities across the nation. It's a challenge that requires not just awareness but action – and that's where HammerHead trenchless utility solutions come into play.

General Manager, HammerHead Trenchless

HammerHead's HydraSlitter® technology pulls a new water line through existing lead lateral services

SUSTAINABILITY THROUGH SMART WATER USE AT THE RYDER CUP

The 2023 Ryder Cup, held at Marco Simone Golf and Country Club in Rome, Italy, underscored the event's commitment to sustainability, particularly in water management, amid Europe's severe droughts. Golf Course Superintendent Lara Arias emphasized the challenge of conserving water while maintaining world-class playing conditions, crediting Toro's irrigation solutions for their vital role in the event's eco-friendly efforts. Marco Simone underwent a redesign to host the Ryder Cup, focusing on environmental preservation, rainwater harvesting, and the use of local materials to minimize waste and promote biodiversity.

The course's sustainable practices were supported by Toro's Lynx® Central Control System and INFINITY® sprinkler heads, which

optimized water use across essential playing areas. Plans for full wastewater recycling are underway, highlighting the event's long-term commitment to reducing environmental impact. The Ryder Cup at Marco Simone celebrated not only golfing excellence but also the successful integration of sustainable practices in the sport.



Water management was our biggest challenge in preparing for the Ryder Cup. Of course, my team and I didn't want to waste water, so we were determined to create world-class playing conditions while conserving precious water resources. And that's where Toro's irrigation solutions became the unsung heroes of the Ryder Cup's sustainability mission.

Marco Simone Golf & Country Club



Toro's Reelmaster® fairway mower maintaining the fairway at Marco Simone Golf & Country Club, home of the 2023 Ryder Cup



U.S. EPA WATERSENSE EXCELLENCE AWARD – OUR NINTH CONSECUTIVE WIN

The Toro Company was recognized by the EPA WaterSense program in 2023 for its significant contributions to water efficiency and conservation. As a partner of WaterSense, we have supported training and community education events, reaching thousands of industry professionals. Our commitment extends to research efforts in water efficiency with prestigious institutions across the country, showcasing our dedication to advancing sustainable practices worldwide.

This recognition underscores our commitment to advancing water-saving technologies and educational initiatives, aligning with our goal of enhancing sustainability in the industry. We are honored to receive this accolade and emphasize the importance of collaborative efforts in promoting water conservation.

The WaterSense program aims to safeguard the nation's water resources for future generations by facilitating the use of water-efficient products and practices, highlighting the critical role of partners like us in achieving these objectives. We are proud to play a part in promoting water conservation and ensuring a sustainable future.

Recycling

REVITALIZING RESOURCES

Our commitment to renewable resources doesn't end with product design; we embrace responsible practices for end-of-life scenarios and prioritize product component recyclability. We strive to play a pivotal role in fostering a more circular economy.

Our ongoing dedication to planet-conscious design is reflected in the integration of elements consistent with the EU Ecodesign Directive. We champion the use of recyclable and reusable materials, where appropriate, underscoring the significance of recyclability as the optimal end-of-life scenario for our products.

Through active engagement with industry associations and strategic partnerships, The Toro Company is at the forefront of identifying and implementing effective battery recycling solutions. Our collaboration with Call2Recycle and industry peers on the development of a new high-energy battery (HEB) recycling program demonstrates our commitment to offering customers and channel partners a safe and legal way to return and recycle qualifying lithium-ion batteries, including our Flex-Force Power System® batteries, with a capacity greater than 300 Wh.



Final disposal

CLOSING THE LOOP

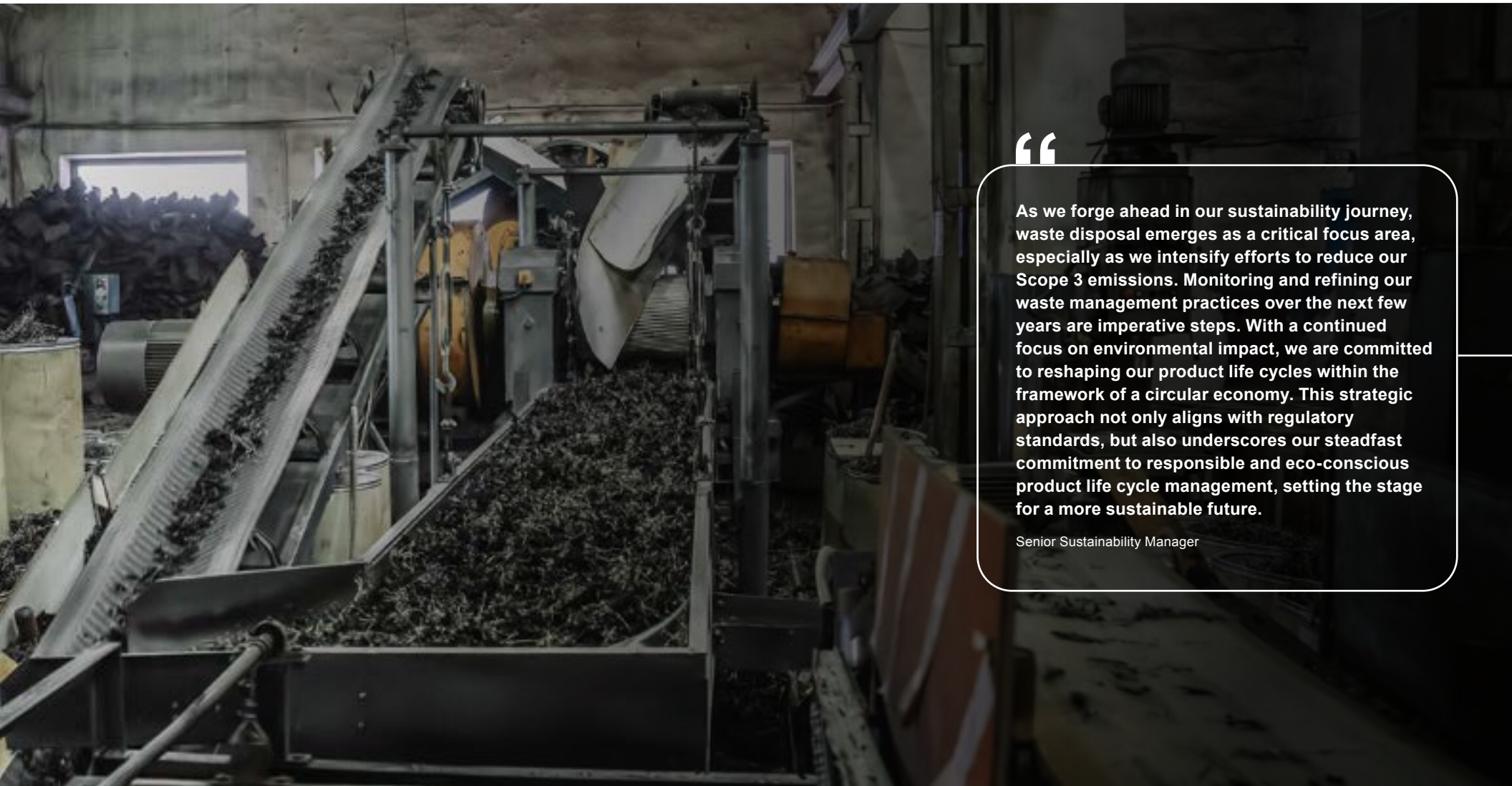
Our teams strive to bring products to life with a firm commitment to minimizing waste contribution to landfill. We ensure our practices align with all applicable state and provincial laws & regulatory standards for waste disposal, including the EU's Waste Electrical and Electronic Equipment Directive and the Batteries Directive.

Our vision for the future is of a circular economy that significantly reduces the amount of waste destined for landfill. As we pave the way for a greener tomorrow, we continue to lead by example, redefining the boundaries of responsible and eco-conscious product life cycle management.

“

As we forge ahead in our sustainability journey, waste disposal emerges as a critical focus area, especially as we intensify efforts to reduce our Scope 3 emissions. Monitoring and refining our waste management practices over the next few years are imperative steps. With a continued focus on environmental impact, we are committed to reshaping our product life cycles within the framework of a circular economy. This strategic approach not only aligns with regulatory standards, but also underscores our steadfast commitment to responsible and eco-conscious product life cycle management, setting the stage for a more sustainable future.

Senior Sustainability Manager





A MACHINE THAT PULLS ITS WEIGHT

We're bringing the Toro Ultra Buggy® indoors through our proprietary HyperCell battery technology and adding yet another dynamic piece of battery-powered equipment to our growing portfolio of alternative power solutions.

Designed for indoor use, professional contractors who operate in tight or semi-enclosed urban areas will find the new, zero engine exhaust emissions Ultra Buggy beneficial on the job site. The compact design of the product allows the electric Ultra Buggy to fit through a 3-ft door to reach areas of the job site that larger machinery cannot.

Built to be versatile and agile, it's equipped with a fold-up platform so operators can choose to stand on or walk behind the unit. The durable design of the electric Ultra Buggy® can haul up to 2,500 lbs. of material in a rugged polyethylene tub or an optional steel tub. Additionally, the mounted directional and dump switches ensure continuous movement while operating the machine.



EXMARK'S THE SPOT

We joined forces with the American Green Zone Alliance (AGZA) and Univision to launch the 'California CORE Project,' a rebate program for battery-powered landscaping equipment. This strategic partnership enhanced outreach to small businesses, promoted industry change, and fostered the adoption of zero tailpipe emission professional landscape equipment.

Featuring 25 Toro and Exmark products and 60+ participating dealers, the program was tailored for small business landscape contractors.

AGZA facilitated hands-on events for equipment testing, connecting landscapers with industry professionals. Additionally, Univision leveraged its extensive network to comprehensively inform and educate Spanish speakers about CORE's voucher incentives.



BROADBAND EXPANSION PROGRAM

In partnership with our Ditch Witch business and Mears Group, Bluepeak is addressing the digital divide across rural America by offering fast, reliable internet access across Oklahoma. By minimizing disruptions, employing local talent, and ensuring seamless restoration post-construction, Bluepeak and Mears Group leverage the power of Ditch Witch horizontal directional drilling equipment to bridge the connectivity gap.

Our goal, shared by the American Connection Project, is to provide fast, reliable internet to the 42 million people¹ still without internet in America to foster economic growth and unlock educational opportunities. This initiative aligns with our commitment to leverage our resources and skills to create a lasting, positive impact for communities in need.

1. <https://www.americanconnectionproject.com/>



Safety, as standard

SAFETY

At The Toro Company, safety is a cornerstone of our operations. Our unwavering commitment to the well-being of our global workforce defines our culture. Striving for zero incidents in the workplace, safety for employees is demonstrated by our dedicated teams, engagement activities, and comprehensive training programs.

By embedding safety measures into our day-to-day activities, we foster a culture of safety where each team member can perform their duties successfully.

Our pursuit of safety excellence is reflected in our stringent standards, continuous improvement initiatives, and proactive incident prevention strategies.

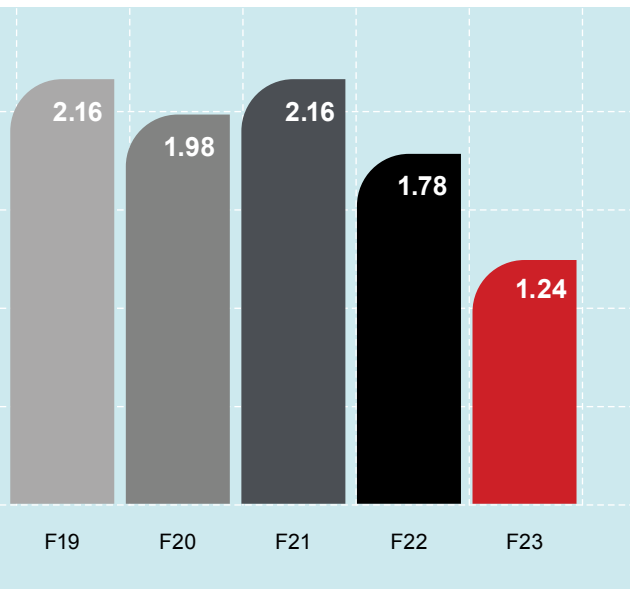
Our EHS governance structure integrates EHS activities across our enterprise. The Board oversees these activities, while EHS teams manage the implementation of our EHS Policy and Management System.



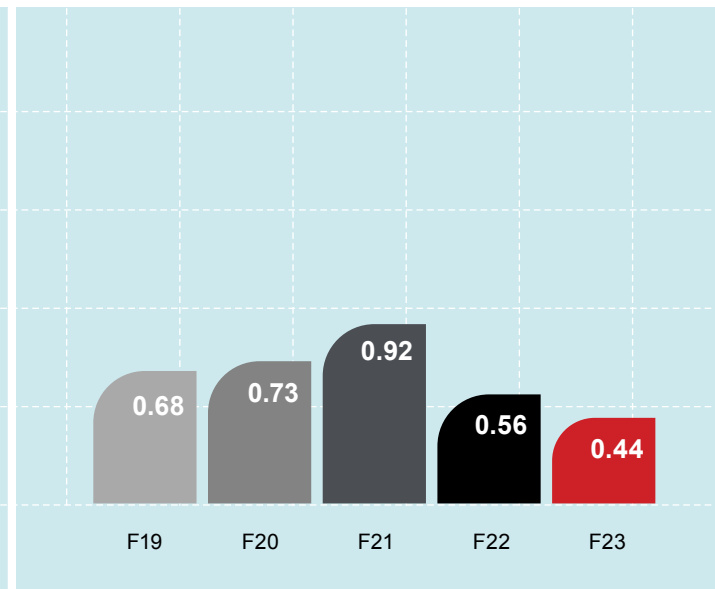
We take a proactive approach, implementing preventive measures to avoid injuries well before any potential harm arises. Our leadership and supervisors play a pivotal role in swiftly identifying potential hazards and developing proactive solutions to mitigate risks. By adopting this strategy, we not only enhance the safety of our work environment, but also cultivate a culture of vigilance and preparedness among our teams. Ultimately, we aim to foster a workplace where injury prevention is at the forefront of our collective efforts.

Senior Director, Environmental Health & Safety

TOTAL RECORDABLE INJURY RATE (TRIR)^{1, 2}



LOST WORKING DAYS RATE (LWDR)^{1, 2}



1. Rates are calculated as (statistic count x 200,000)/hours worked. 2. Rates include both full-time and contract employees.

Changing the health and wellness landscape

HEALTH & WELLNESS

The Toro Company recognizes the pivotal role that health and wellness play in nurturing a thriving workforce. Our holistic approach extends beyond the workplace, encompassing physical, mental, and emotional well-being.

We prioritize the health and safety of our employees, offering wellness programs, resources, and support networks. From fitness initiatives to mental health awareness campaigns, we empower our team to lead healthy and balanced lives. By promoting a culture of well-being, we contribute to the overall vitality and happiness of our workforce, reinforcing our commitment to the people who drive our success.



EHS SUPPORT

Our Environment, Health and Safety (EHS) data management, safety training observation program, and industrial ergonomics applications equip our employees with behavior-based safety skills and awareness to mitigate the likelihood of incidents before they occur using hazard identification, preventive and corrective solutions, and ergonomic assessments of our production and material handling processes.

Our employees and contractors can access materials to further advance their understanding of safety related to their work environments.

To help monitor safety performance and awareness enterprise-wide, our online data management platform tracks the following key performance indicators:

- Employee-reported hazard identifications and corrections
- Behavior-based safety observations
- Completed employee training
- Site-specific compliance inspections
- Near misses and corrective action completion progress

PROMOTING SAFETY EDUCATION AND ENGAGEMENT

We prioritize creating a safe work environment by leveraging an online training application and learning management system, focusing on engaging employees in essential EHS training.

Specific roles, especially in the manufacturing and warehouse sectors, are required to complete monthly job-specific EHS training. Additionally, our production teams start each day with a daily accountability meeting, which begins with a safety share and a review of the previous day's safety performance.

The system allows employees to track their training progress and access materials easily, ensuring widespread participation. Our approach also includes EHS scorecards and regular safety meetings to monitor and communicate safety practices and identify improvement areas.

These scorecards provide insights into safety behaviors, compliance, and hazard identification and correction, contributing to proactive safety management. Monthly virtual safety meetings bring together company safety leaders to review EHS performance and strategize on long-term safety enhancements, demonstrating our commitment to maintaining high safety standards across the organization.

EMPLOYEE BENEFITS AND WELL-BEING

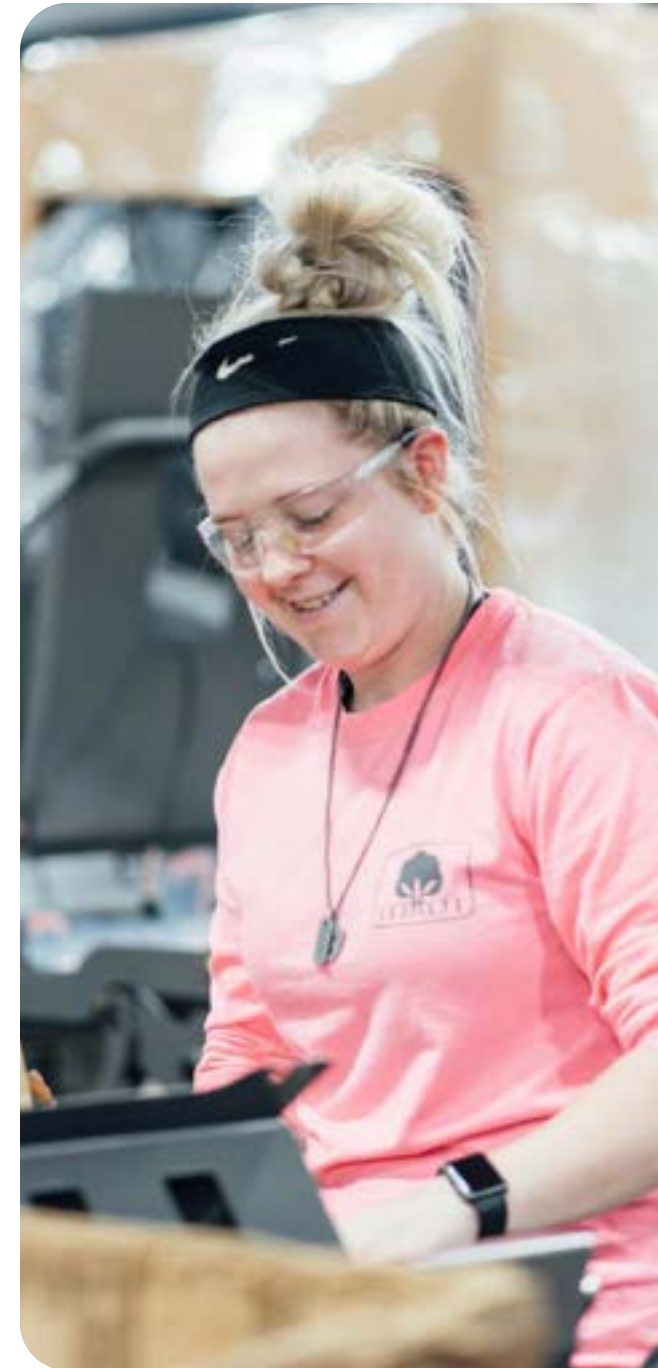
We provide our employees with benefits and well-being offerings that provide care for financial, physical, emotional and social needs through a variety of programs — when and where our employees need it. For our eligible U.S. employees, we offer medical, pharmacy, dental, disability, and voluntary employee benefits. Employees enrolled in our medical plans can receive a tobacco-free premium credit. The Toro Company offers many employee programs that promote health and well-being, including:

- Stretch and flex programs that encourage movement into daily routines through videos, training and classes.
- Active-release therapy options include chiropractic work in support of ergonomic health through manipulation and movement techniques to treat body pains and discomforts.
- Physician call-in service provides access 24 hours a day, 7 days a week, to licensed physicians via video or phone.
- Learn to Live provides online cognitive behavioral therapy.
- Omada Health provides pre-diabetic or pre-hypertension support.
- Livongo provides support and education for diabetes management.
- Hinge Health is a musculoskeletal health support that helps to integrate exercise and movement into routines to minimize ergonomic health impacts and promote long-term muscle health.

- On-site nurses in four of our manufacturing sites monitor employee health, safety and wellness on a daily basis.
- Calm is a mental wellness app available worldwide which includes meditation products, including breathing exercises, and guided and unguided meditation exercises.
- Wellbeats is an app that provides on-demand fitness and well-being resources to employees.
- Sand Creek (our employee assistance program) provides employees, dependents and household members with confidential support and resources to help address personal and work-related challenges.

To help our employees' retirement readiness, we offer a 401(k) plan in the U.S. into which employees can contribute, and the company matches. Additionally, we may make a discretionary contribution into employee's retirement plan accounts. Through our retirement plan record keeper, we provide a variety of online tools and resources that employees can leverage to help with savings and retirement readiness.

For employees outside of the U.S., we provide tools and resources that are market-competitive and support financial wellness and education. In the U.S., all eligible employees have time off offerings, including vacation, paid sick days, paid holidays and paid parental leave. We offer office employees at some of our U.S. locations a flexible, summer-hours schedule, providing for a longer work week Monday through Thursday and a shorter workday on Friday.



Fueling the future

TALENT ACQUISITION AND RETENTION

Our commitment to excellence extends beyond our innovative products; it's deeply rooted in our people. We recognize that the key to sustained success lies in attracting, retaining, and developing top-tier talent. How we invest in the growth and well-being of our employees, foster a dynamic workplace culture, and actively nurture the next generation of industry leaders are all key factors in how we successfully position ourselves for the future.

ATTRACTION AND RECRUITMENT

We believe in attracting individuals who bring exceptional skills to the table and also embody our values. Doing so means we can develop new career talent, while also providing meaningful opportunities for experienced associates, many of whom often choose to spend their entire careers at The Toro Company. By fostering an inclusive and diverse workplace, we ensure that our team reflects a broad spectrum of perspectives and expertise.

Once we secure the best talent, there are opportunities for continued career growth. We invest significantly in the professional and personal development of our employees – from tailored training programs to mentorship opportunities.

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Our leaders are genuinely curious about the world around them and the people they serve. This leadership approach is pivotal in shaping the culture at The Toro Company.

Senior Manager, Talent Management & Development

PROPELLING THE NEXT GENERATION

Our PROPEL development program engages earlier-in-career, high-potential professionals in a three-month, action learning experience that helps to propel them towards greater opportunities. Throughout the program, participants network with peers and company leaders, build new skills and apply new concepts in a way that can create a greater impact for us.

The program is an opportunity for participants to identify areas where we can improve and highlight our strengths. This will help us showcase our capabilities more effectively as we explore new approaches to excel across the company.

Using skills in *Human-Centered Design*, we tasked them with focusing on one of our sustainability pillars, and consider how they might take meaningful action to advance the strategic priority of sustainability.



Overall, this was an excellent opportunity, and I'm grateful to our leadership for allowing me to participate. I think we need to continue to invest in our high-potential young talent, and The Toro Company recognizes this and acts on it. The broadened perspective I've gained regarding the organization as a whole as well as the individual brands has been eye-opening and worthwhile.

PROPEL Participant



LEADERSHIP INMOTION

Leadership InMotion is a learning experience for current and future leaders at The Toro Company designed to enhance skills and tools for leadership, innovation, and collaboration across teams, businesses, and locations spanning the entire organization.

This unique three-month learning experience provides participants with numerous opportunities to network, learn new skills, and apply learnings to make an impact – in ways that help put our company's mission and vision into motion.



I was excited for the opportunity to expand my internal network, collaborating with a diverse group of leaders from around the globe, teaming-up to creatively tackle some of The Toro Company's most strategic challenges. It was a real privilege for my InMotion cohort group to present our ideas to the executive leadership team and it has been fulfilling to see these recommendations put into action.

Leadership InMotion participant



Leadership InMotion participants and mentors at The Toro Company's global headquarters in Bloomington, Minnesota

Diversity, equity & inclusion

SHAPING OUR FUTURE

To us, the transformative power of diversity, equity, and inclusion (DEI) fosters new ideas, accelerates our growth, and strengthens our legacy through our connections with customers and communities.

Our commitment to creating a workplace that embraces individuals of various backgrounds, experiences, and perspectives is not just a core value, it's a strategic imperative. By creating a company culture and industry reputation that elevates collaboration, we can embrace individuality, and cultivate an authentic sense of belonging for all employees and customers.

We're working hard to foster a culture of inclusivity where every employee feels valued, heard, and empowered.

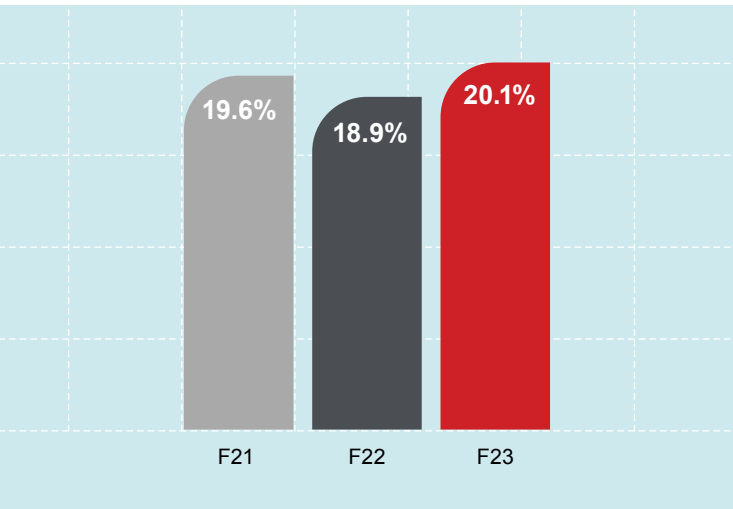
We promote equity and prohibit discrimination based on race, ethnicity, gender, sexual orientation, religion, age, disability, veteran status, and other protected characteristics. By fostering an inclusive environment, we ensure everyone feels valued, respected, and empowered to contribute fully.

EMBRACING DIVERSITY

We recognize that a diverse workforce brings a wealth of ideas and perspectives, driving innovation and excellence. Our initiatives aim to attract and celebrate talent from different ethnicities, genders, backgrounds, and abilities, ensuring that our workplace reflects the vibrant tapestry of the global community.

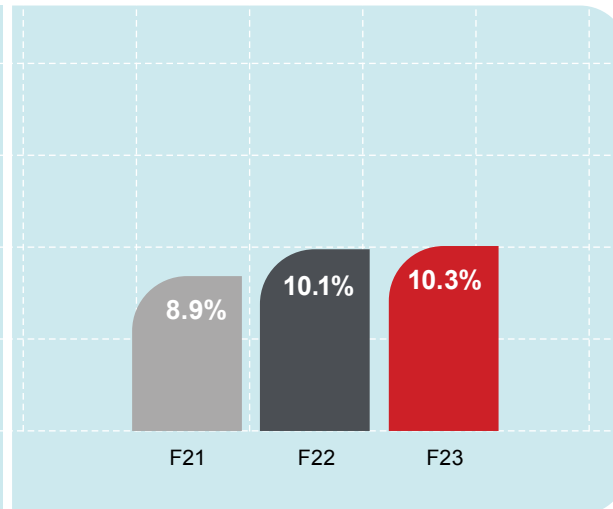
GENDER DIVERSITY

Representation of women in global leadership positions



RACE/ETHNICITY DIVERSITY

Representation of racial & ethnic minorities in U.S. leadership positions



Culture and purpose are our defining differentiators. Our commitment to creating a positive impact sets us apart. By translating the meaningful work of our employees into a unique sustainability impact, we aim to win hearts and minds – both within our organization and among future talent. As advocates for our people and their opportunities, we strive to be a beacon of excellence and purpose in the industry.

Margeaux King, Vice President, Human Resources



PROMOTING EQUITY AND INCLUSION

Employee Resource Groups (ERGs) at The Toro Company, such as the Women's Initiative Network (WIN) and Leading, Emerging & Advancing Professionals (LEAP), offer numerous benefits to employees and the organization. These groups provide a supportive community where members can connect, share experiences, and access mentorship opportunities, fostering an inclusive and empowering environment across the enterprise.

With a membership increase of over 30% since 2022, The Toro Company's WIN successfully completed its first mentorship program in 2023. Additionally, it has launched initiatives to support women's growth, such as trainings, volunteer events, and publishing a newsletter. Meanwhile, LEAP focuses on championing the development of early-career professionals by offering resources and networking opportunities to support their advancement. By promoting engagement, supporting diversity, and enhancing professional development, ERGs contribute to a more positive and productive workplace culture at The Toro Company.

We're dedicated to breaking down barriers and creating opportunities for everyone to thrive at The Toro Company.

INVESTING IN THE FUTURE

At The Toro Company, we take immense pride in our internship program, which welcomed 86 paid interns across eight U.S. locations in 2023. These internships span various functions, including engineering, marketing, finance, and more. We view internships as invaluable opportunities for students to gain hands-on experience and for us to cultivate future talent in our industry.



Our dedication to promoting diversity and inclusion is supported by our Employee Resource Groups and internship programs. They go beyond merely attracting talent; they aim to nurture it, empowering individuals to thrive and succeed in our dynamic workplace. We believe that cultivating a strong company culture hinges on fostering a profound sense of belonging and a shared purpose.

Managing Director, Talent and Diversity, Equity & Inclusion



Expanding ERGs



Mentorship



Education



**Partnership
with Giving and
Community
members**

SUPPORTING STUDENTS FOR THE FUTURE

The Toro Company continues its partnership with the Atlanta University Center Consortium (AUCC) and its Dual Degree Engineering Program (DDEP) to support and expand opportunities for Black students in engineering fields. With a commitment of \$375,000 over five years, The Toro Company aims to fund scholarships for engineering students from the AUCC's member institutions, covering tuition and other associated costs. This initiative also includes providing paid internship opportunities internally, allowing DDEP students to gain valuable industry experience.

This collaboration is part of The Toro Company's broader strategy to promote DEI, reinforcing our commitment to creating an environment where all employees can thrive and contribute their best. This effort aligns with the increasing demand for STEM jobs and the company's commitment to contributing positively to the diversity of the engineering workforce.

The AUCC, representing an esteemed collective of Historically Black Colleges and Universities such as Clark Atlanta University, Spelman College, Morehouse College, and Morehouse School of Medicine, is dedicated to amplifying the presence of African American engineers through the DDEP, with a parallel focus on cultivating global awareness within the profession.



The Toro Company's Kevin Carpenter with scholarship recipients from the Atlanta University Center Consortium



PARTNERING WITH SNOWCARE FOR TROOPS

Since joining forces with Project Evergreen in 2014, The Toro Company has made a significant impact on the lives of military families through the SnowCare for Troops and GreenCare for Troops initiatives. Each year, Project Evergreen provides between 1,000 and 2,000 families with complimentary lawn, landscape, and snow removal services.

These initiatives have impacted roughly 20,000 families since their inception in 2006, relieving the burden of outdoor maintenance. Through our support of Project Evergreen, The Toro Company provides these families peace of mind and a heartfelt thank you, and we underscore our dedication to community support and honoring the sacrifices of military personnel and their families.



EXTENDING OUR 25-YEAR COMMITMENT TO FIRST TEE, CONTINUING SUPPORT OF DIVERSITY EFFORTS

Celebrating a 25-year relationship, we are proud to support youth development through our partnership with First Tee. During our extended partnership together, grants and equipment donations have enhanced 20 First Tee chapters.

We're also supporting the Barbara A. Douglas and Dr. William J. Powell Diversity Award, providing donations of \$5,000 to recognized chapters. And, with over \$1 million donated to date, The Toro Company remains committed to supporting First Tee, promoting youth accessibility and character development through the game of golf.



GCSAA WOMEN'S LEADERSHIP ACADEMY

The Toro Company's sponsorship of the Golf Course Superintendents Association of America (GCSAA) Women's Leadership Academy underscores our commitment to fostering inclusivity and empowerment in the golf industry.

We prioritize supporting the advancement and visibility of women within the industry. This initiative champions women in turfgrass and emphasizes creating a more diverse and inclusive environment in golf workplaces. Through facilitating connections, sharing knowledge, and empowering women, we actively contribute to breaking down barriers and promoting gender equality in the golf sector.

Giving & community

A RICH HISTORY OF SUPPORTING OUR COMMUNITIES

Our commitment to our people lies at the foundation of the company, and nowhere is that more evident than in the way we give back and help enhance the global communities in which our employees live and work.

Through various community outreach programs, philanthropic initiatives, and volunteer efforts, The Toro Company actively engages in making a positive impact.

Whether by supporting local schools, environmental conservation projects, or collaborating with nonprofit organizations, The Toro Company values its role as a partner to the people and places that need our products and support the most.

By investing in the well-being and development of communities, we continue to embody the spirit of giving and strive to create a lasting, positive influence.

Scholarships



\$1.8M+

total philanthropic donations in Fiscal 2023

The Toro Company Scholarship Program, established in 1976, provides awards ranging from \$1,000 to \$4,000 based on community involvement, honors, work experiences, leadership and academic record.

\$230,000+

and 103 recipients

The Mike and Tami Hoffman Scholarship Program, established in 2017, provides tuition assistance based on financial need, funded by former CEO Mike Hoffman and his wife Tami.

\$185,000+

and 63 recipients

Volunteering



10,000+

volunteer hours logged

Equipment Donations



\$100,000+

equipment donations

ELEVATING GLOBAL COMMUNITIES WITH UNITED WAY

Every year, employees demonstrate their commitment to community welfare by actively participating in United Way fundraising events across our locations worldwide, contributing their time, leadership, and financial resources to make a lasting impact.

Since 2021, The Toro Company has deepened its commitment by joining the United Way Global Corporate Partner program, emphasizing the crucial role United Way plays in addressing the needs of the global communities where our employees live. Since then, several of our locations have been recognized by local United Way agencies for their exceptional support and generosity.

The Toro Company has proudly earned 'Million Dollar Partner,' status, a designation received from the local Greater Twin Cities United Way chapter for our remarkable achievement of raising over \$1 million annually through a combination of employee contributions and Foundation support. This significant contribution underscores the commitment to making a meaningful difference in the communities we serve, exemplifying the company's focus on corporate responsibility and community engagement. This honor has been achieved for nine consecutive years, further highlighting our commitment to continued community care.

\$1.25M

raised in fiscal 2023



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In Nebraska, The Toro Company's long-standing relationship with the United Way is evident, with a considerable portion of the local UW's total budget coming from The Toro Company. This significant contribution reflects our dedication to making a meaningful global impact, emphasizing our belief in the profound influence of collective philanthropy for positive change in communities around the world.

Senior Community Giving Manager

Employees of The Toro Company pack toiletry kits for Twin Cities United Way at company headquarters in Bloomington, Minnesota



Process

Our footprint

In our ongoing commitment to sustainability, we are dedicated to enhancing efficiencies in our processes to actively reduce our environmental footprint.

Through targeted strategies and continuous innovation, we strive to achieve significant reductions in greenhouse gas emissions, aligning our operations with our broader sustainability goals.

We've already started calculating our Scope 3 footprint and aim to refine this progress going forward.

Our commitment to sustainability drives us to reduce our environmental footprint through targeted strategies and continuous innovation, including measuring and improving our greenhouse gas emissions.

FISCAL 2023 ABSOLUTE EMISSIONS

(MT CO₂e¹)

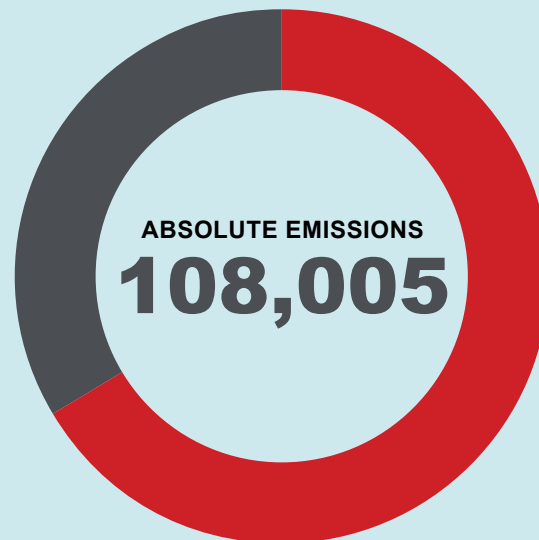
■ Scope 1

■ Scope 2

Scope 1 emissions are direct emissions from owned or controlled sources.

Scope 2 emissions are indirect emissions from the generation of purchased energy.

Scope 3 emissions are from our value chain.



1. Carbon dioxide equivalent or CO₂e means the number of metric tons of CO₂ emissions with the same global warming potential as one metric ton of another greenhouse gas. GHG emissions calculations include GHGs as applicable by variable per U.S. EPA for locations in the United States and per Ecolnvent for all other worldwide locations (CO₂, CH₄, N₂O).



Energy & emissions

We recognize the significant role of energy consumption and emissions in our environmental impact and the need to surpass compliance to achieve reduction goals. We are actively developing a plan to transition to more renewable sources of electricity and are seeking opportunities for continuous improvement and operational excellence, integrating innovative technologies to enhance energy efficiency and align with environmental stewardship principles.

At The Toro Company, we're proud of recent sustainability efforts, including widespread LED lighting adoption in most facilities, resulting in cost savings and a notable reduction in our carbon footprint.

We are actively exploring ways to further improve the environmental friendliness of our operations, such as transitioning indoor equipment, like forklifts, to battery-powered alternatives, aligning with our commitment to greener practices and increased efficiency.

Additionally, we're implementing sub-metering systems at select locations to meticulously monitor energy consumption and identify areas for improvement. Looking ahead, we plan to expand this technology to bolster our energy management capabilities.

Our focus extends to integrating renewable energy sources into our energy mix. Following energy practice assessments, we aim to develop a strategic roadmap for increased renewable incorporation into our operations over the long term.

These initiatives underscore our unwavering dedication to reducing our environmental impact while ensuring seamless facility operation. We remain committed to promoting sustainability across all aspects of our business operations, including scrutinizing our supply chain to identify emission reduction opportunities. By enhancing operational efficiency, we can effectively minimize our carbon footprint.

ABSOLUTE EMISSIONS

(MT CO₂e¹)

■ Scope 1 ■ Scope 2

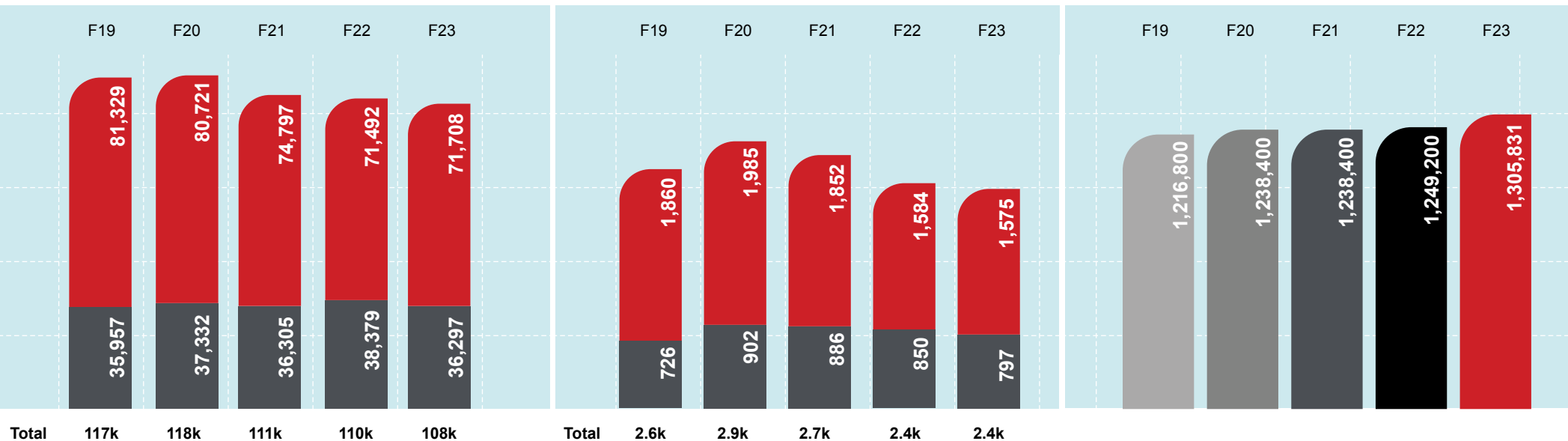
TOTAL SCOPE 1 & 2 EMISSIONS INTENSITY

(kg CO₂e¹ per 100k sales)

■ Scope 1 ■ Scope 2

FACILITY ENERGY CONSUMPTION²

(GJ)



1. GHG emissions calculations include GHGs as applicable by variable per U.S. EPA for locations in the United States and per EcolInvent for all other worldwide locations. (CO₂, CH₄, N₂O)

2. Data includes a partial reporting cycle for locations acquired during this time.

BOSS® PAINT LINE

Situated amid the pristine beauty of Michigan's Upper Peninsula, Iron Mountain is renowned for its snowy winters and for being home to BOSS Snowplow. It is the perfect place for products that are designed, manufactured and put to the ultimate test at the company's ISO9001:2015 registered facility.

Since its installation in October 2021, the powder paint line system has been integral to meeting the rigorous standards of BOSS Snowplow's winter products.

Housed within an environmental room, our primer and top-coat booths guarantee precise control over temperature, humidity, and

cleanliness, ensuring optimal conditions for painting and climate-control efficiencies. Moreover, the top-coat booth facilitates quick changeovers for a broad range of different colors, bolstering flexibility and throughput. This arrangement offers comprehensive solutions tailored to our specific requirements. However, the true value lies in the benefits it brings to our team and operations. Equipped with lean booths featuring ergonomic operator stations at ground level, our employees can work comfortably and efficiently, enhancing productivity while reducing strain.

What sets this system apart is its innovative cooling tunnel, featuring a damper box attached to both intake and exhaust stacks. During winter, this configuration efficiently redirects warm exhaust air

back into the building, reducing heating costs. Conversely, in summer, the exhaust damper expels hot air to maintain a cool working environment. Regulated by the intake damper to ensure balanced pressure, our facility remains optimized year-round.

From truck plows to liquid and salt spreader parts, our powder paint line continues to excel in coating a range of products with precision.

With its ergonomic design, operational efficiency, and advanced temperature control features, this system epitomizes our dedication to quality, efficiency, and employee well-being.



Water

CUTTING-EDGE EFFICIENCY

Water conservation is a key focus at The Toro Company. We understand the importance of conserving water, especially considering its finite nature and impact on our environment. Using tools like our Monitoring, Targeting and Reporting (MTR) program and Daily Management System (DMS), we keep a close eye on our water usage worldwide. Through initiatives like lean management practices and facility improvements, we're always looking for ways to cut down on water consumption while keeping our operations running smoothly.

At The Toro Company, we're proactive in adopting sustainable water practices that make a difference globally. We're aware of the growing concerns about water scarcity, particularly in regions where we and our customers are based. That's why we're committed to reducing our water footprint wherever possible. Whether through using recycled water from treatment plants or analyzing water risks with our data systems, we're constantly striving for efficiency and best practices in water management.

But our dedication doesn't stop there. We're also teaming up with local communities, environmental groups, and industry partners to address water challenges together. By working collaboratively, we believe we can make a real difference in promoting sustainable water practices and ensuring a brighter, more resilient future for all.

At The Toro Company, sustainability isn't just a goal – it's a journey we're proud to be on, one step at a time.



Golf course superintendent overseeing water usage to efficiently manage the overall health of the turf

Waste

We prioritize waste reduction by aligning lean principles with sustainability efforts, focusing on minimizing inefficiencies across products and processes. The implementation of our Business System integrates sustainability into leadership and operational practices, aiming to identify and eliminate waste in energy, talent, and processes. This approach ensures ongoing improvement in our environmental impact while promoting innovation and efficiency.

The Toro Company's dedication to minimizing waste throughout product life cycles underpins our strategy for sustainable growth and innovation. Embracing lean principles offers competitive advantages, driving our commitment to a more efficient, innovative, and sustainable future. In 2023, our facilities maintained their commitment to sustainability by recycling resin moldings and packaging scraps, including steel, aluminum, plastics, cardboard, and paper, as well as composting food waste whenever feasible.

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Our commitment to lean principles extends beyond mere delivery – it's an integral aspect of our strategy to continually enhance value for both our customers and stakeholders. Embracing lean methodologies isn't just a practice; it's a source of enduring competitive advantage, providing the foundation for sustained growth and ongoing innovation. This commitment empowers us to invest strategically in our future, ensuring we remain at the forefront of our industry, delivering excellence and value at every turn.

Managing Director, Enterprise Transformation



eWASTE RECYCLING INITIATIVE

In 2023, The Toro Company's ISO 14001 certified Tomah, WI facility hosted an Electronic Waste (eWaste) recycling event exclusively for its employees. As an ISO 14001 certified facility, we are committed to environmental responsibility and sustainability practices. This initiative not only leveraged the organization's existing partnership with their business eWaste processor but also extended these eco-friendly services to employees at no additional cost. By providing a convenient and cost-free solution for employees, we aimed to encourage widespread participation in recycling efforts.

The event welcomed a variety of electronic items for recycling, including:

Over two years, the initiative helped to ensure that a significant amount of electronic waste was correctly processed and recycled. This ongoing effort shows our commitment to minimizing eWaste.



Televisions (plasma, projection, LCD, LED, & tube-based)



Small household appliances (microwaves, vacuum cleaners, etc.)



Computer monitors (LCD & tube)



Media players (VCRs, DVD & Blu-ray players)



Computing devices (desktop computers, laptops & tablets)



Communication devices (cell phones, desk phones, GPS units & radios)



Supply chain

Supply chain management is crucial to our operations, ensuring efficient delivery of high-quality products. However, its complexity brings challenges like disruptions and inefficiencies. To address these, we commit to continuous improvement and innovation, optimizing our supply chain, implementing new technologies, and fostering collaboration with suppliers.

TTC outlines expectations in our Supplier Manual and [Supplier Terms of Commerce \(STOC\)](#). The Supplier Manual, regularly updated to align with industry best practices, highlights our commitment to quality and continuous improvement. The STOC specifies legal obligations and expectations regarding human rights, management systems, ethics, conflict minerals, and labor practices, affirming adherence to all relevant laws. All new suppliers must sign the STOC, certifying their commitment to basic human rights and legal compliance.

By clearly communicating our standards, the Supplier Manual and STOC ensure consistency and guide suppliers in producing high-quality, low-impact products. We handle non-compliance case-by-case, implementing corrective actions or terminating relationships if necessary.

Our commitment to supply chain excellence reflects our dedication to delivering exceptional products and positively impacting communities. Through ongoing initiatives, The Toro Company strengthens its supply chain, aligning with our mission of innovation, efficiency, and environmental stewardship.



MONTERREY'S STRATEGIC ADVANTAGES

Our LEED Silver certified Monterrey facility stands as one of the company's largest manufacturing hubs. Within its confines, a comprehensive range of production processes is seamlessly integrated, including welding, painting, and assembly operations. Complemented by an internal materials warehouse, this facility is engineered for versatility, featuring advanced automation and manufacturing techniques.

Sustainable features of the Monterrey facility include:



Strategic location

Monterrey's strategic position as Mexico's second-largest metropolitan area and hub of the country's steel industry provides logistical advantages. These include access to a skilled workforce, top-notch facilities, and convenient transportation links.



Sustainable design

Embracing eco-friendly practices, this manufacturing location includes AC condensate utilization for water reclamation. For lighting, the design integrates 5% skylights to reduce electrical needs, and includes advanced mechanical and electrical systems for enhanced energy efficiency. These systems are designed to minimize energy consumption, reduce carbon footprint, and promote sustainability in our Monterrey operations.



Talent and culture

Monterrey's rich cultural landscape fosters a sense of community among employees, boosting morale and encouraging collaboration. Its cultural diversity enables cross-cultural exchange, bringing fresh perspectives to problem-solving and decision-making processes, fostering a dynamic and inclusive work environment.



Flexible capacity

Our focus on growth involves more than just getting bigger; we're integrating flexible manufacturing and vertical strategies. This helps us scale up production and respond swiftly to market changes. By streamlining operations across various locations, we enhance efficiency and stay competitive.



Local supply benefits

Leveraging local suppliers enhances supply chain resilience, reducing reliance on international shipments and mitigating risks associated with global trade disruptions. This approach also lowers CO₂ emissions and enables the use of reusable steel crates for shipping between suppliers and the factory.





Code of conduct

We are dedicated to creating an environment where ethical behavior and integrity are at the heart of everything we do.

This commitment is encapsulated in [The Toro Company's Code of Conduct](#) (Code), which lays out a blueprint for conducting ourselves with honesty and serves as the cornerstone of our relationship with all stakeholders, including customers, suppliers, shareholders, communities, and employees.

The Code outlines expectations for all employees and addresses areas such as anti-bribery, anti-corruption, workplace harassment, appropriate use of social media, health and safety, diversity and inclusion and protection of our assets. Employees are required to complete Code training annually, which is offered in several applicable languages.

Our Chairman and CEO and other enterprise leaders are responsible for enforcing the Code across the company. The Board reviews ethics-related reports annually and approves periodic updates to the Code.



Ethics

Our Ethics Helpline operates 24/7, providing a confidential avenue for employees and stakeholders to voice concerns, and report unethical behavior, or suspected breaches of the Code. Concerns can be submitted anonymously via our secure online portal or through a telephone report. We strictly forbid any form of retaliation against individuals for expressing concerns or filing a report. In our commitment to uphold the highest ethical standards, we annually review the NAVEX Global Risk & Compliance Incident Management Benchmark Report in an effort to ensure our ethics management practices are in line with leading industry standards.

RESPONSIBLE SOURCING

For us, this extends to the broader concerns such as conflict materials, fair labor practices, and the prohibition of child and forced labor. Our [Supplier Terms of Commerce](#) and standalone [Conflict Minerals Policy](#), [Slavery and Human Trafficking Statement](#) and [Human Rights Policy](#) embed responsible sourcing standards, reflecting our unwavering commitment to ethical business practices. We address non-compliance on a case-by-case basis, applying corrective actions or ending partnerships when necessary.

Governance & risk management

Governance at The Toro Company is managed by a Board of nine members (eight are independent) and is chaired by our CEO Richard M. Olson. Regular reviews of our governance structure ensure effective leadership and stakeholder service.

The Board's purview includes strategy, compliance, risk management, and diversity, reflecting the needs of our global stakeholder base. Our board members reflect diverse genders and ethnic backgrounds, and are elected triennially, with an emphasis on skills, integrity, and diversity.

Standing Board committees — Audit, Finance, Compensation & Human Resources, and Nominating & Governance — play a crucial role in overseeing various aspects of governance, including sustainability efforts. We define Board-level involvement for sustainability issues as follows:

- **Audit Committee:** Oversight of ESG disclosure control procedures to ensure accuracy and completeness of metrics prior to disclosure.
- **Compensation and Human Resources Committee:** Oversight of social factors, such as human capital management, DEI and pay equity.

- **Finance Committee:** Oversight of capital structure, including access to capital, and our investor relations program, including sustainability communications for investors.
- **Nominating and Governance Committee:** Oversight of the sustainability program, environmental and governance factors and all other topics not covered by other committees.

The establishment of a cross-functional Sustainability Committee and an Enterprise Risk Management program shows our commitment to managing risks and sustainability across the business, with regular updates provided to the board and leadership teams.





Cyber-security and data privacy

TTC prioritizes the protection of operational, customer, and product data, continuously enhancing processes to ensure the highest levels of security and privacy. Our Security and Compliance Team and IT group oversee cybersecurity functions, including access management and incident response.

The Board and Audit Committee oversee cybersecurity risks, receiving regular reports from the Enterprise cybersecurity team, which assesses risk against strategy using NIST 800-53 standards. All employees receive mandatory cybersecurity training, with multifactor identification implemented in 2022 to reduce suspicious accounts and improved processes for reporting phishing emails.

Simulated phishing exercises are conducted regularly, with additional training provided as needed, and an annual Cybersecurity Awareness Month is observed.

Our Privacy Policy outlines our global privacy framework, and our Data Privacy program ensures compliance with regulatory requirements and robust policies for personal data protection.

Employees receive annual training on privacy and data protection, with personal data collected and processed only for specified purposes and securely managed in accordance with applicable laws and regulations, including the EU General Data Protection Regulation. For more information, please see our [Privacy Policy](#).

Oversight is provided by our Board of Directors and its Audit Committee. Notably, The Toro Company did not experience any material information security breaches in 2023.



Priorities for fiscal 2024 and beyond

Our journey through the past year, as detailed in this report, reflects our unwavering commitment to changing how the world works. Each initiative from the last year underscores our dedication not only to innovation and excellence but also to fostering a sustainable future that benefits our communities, our customers, and the planet. As we look forward to 2024, some of our key ambitions include:

1. Pursue initiatives and investments that decrease GHG emissions, enhance sales of battery and hybrid products, and promote diversity through increased representation of women and racial and ethnic minorities in leadership roles.
2. Advance our commitment to sustainability by furthering our journey towards a renewable future through the adoption of renewable energy and innovations in electrification of products.
3. Continue to develop internal talent and build next-gen leaders for the future. Feeding the pipeline of multi-generational talent and equipping teams to be high-performing and deliver on ambition.
4. Grow our people in ways that benefit the individual, the communities they are part of, and the planet.

As we look forward, we are excited by the opportunities that lie ahead to further our impact and continue changing how the world works for the better.





Toro equipment and irrigation helping maintain Finca Cortesin Golf Club, home of the 2023 Solheim Cup

Product metrics

Battery and Hybrid Sales

	F19	F20	F21	F22	F23
% Battery and hybrid product sales (% of adjusted net sales) ¹	4.7%	4.9%	6.5%	6.4%	6.7%

People metrics

Workforce demographics Gender breakdown

GLOBAL OFFICE Includes both Leadership Roles and Individual Contributor (Global office)	F21	F22	F23
Male	76%	75%	74%
Female	24%	24%	25%
Not disclosed	<1%	1%	1%
Non-binary	0%	0%	<1%

1. Excludes non-engine sales such as irrigation, BOSS® (excluding Snowrator), parts and corded electric products.

GLOBAL PRODUCTION	F21	F22	F23
Includes both Leadership Roles and Individual Contributor (Global production)			
Male	69%	71%	72%
Female	30%	28%	27%
Not disclosed	<1%	1%	1%
Non-binary	0%	0%	<1%
GLOBAL COMBINED	F21	F22	F23
Includes both Leadership Roles and Individual Contributor (Global Office and Global Production)			
Male	72%	72%	73%
Female	28%	27%	26%
Did not disclose	<1%	1%	1%
Non-binary	0%	0%	<1%

Gender by management level

INDIVIDUAL CONTRIBUTOR	F21	F22	F23
Male	71%	72%	72%
Female	29%	27%	27%
Did not disclose	<1%	1%	1%
Non-binary	0%	0%	<1%
SUPERVISOR	F21	F22	F23
Male	81%	81%	82%
Female	19%	18%	18%
Did not disclose	<1%	1%	1%

MANAGER	F21	F22	F23
Male	79%	78%	76%
Female	21%	21%	23%
Did not disclose	<1%	1%	1%
SR MANAGER	F21	F22	F23
Male	77%	81%	81%
Female	22%	17%	18%
Did not disclose	1%	1%	1%
DIRECTOR / SR DIRECTOR	F21	F22	F23
Male	85%	85%	83%
Female	15%	15%	17%
MANAGING DIRECTOR	F21	F22	F23
Male	69%	77%	69%
Female	31%	23%	31%
SR MANAGING DIRECTOR / GENERAL MANAGER	F21	F22	F23
Male	91%	92%	75%
Female	9%	8%	25%
EXECUTIVE (VPS, GROUP VPS, CFO, CEO)	F21	F22	F23
Male	75%	75%	71%
Female	25%	25%	29%

Ethnicity/race breakdown

U.S. OFFICE Includes both Leadership Roles and Individual Contributor (U.S. Office)	F21	F22	F23
White	88%	87%	86%
Hispanic/Latino	4%	5%	6%
Asian	3%	3%	3%
Black	1%	1%	1%
American Indian/Alaska Native	1%	1%	1%
Pacific Islander	<1%	<1%	<1%
Two or more ethnicities/races	1%	1%	1%
Declined to answer	2%	2%	1%
Not disclosed	<1%	<1%	0%
U.S. PRODUCTION Includes both Leadership Roles and Individual Contributor (U.S. Production)	F21	F22	F23
White	73%	74%	75%
Hispanic/Latino	15%	15%	15%
Asian	4%	4%	4%
Black	2%	2%	3%
American Indian/Alaska Native	2%	2%	2%
Pacific Islander	1%	1%	1%
Two or more ethnicities/races	1%	1%	1%
Declined to answer	1%	<1%	1%
Not disclosed	1%	<1%	0%

U.S. COMBINED Includes both Leadership Roles and Individual Contributor (U.S. Office and U.S. Production)	F21	F22	F23
White	78%	79%	79%
Hispanic /Latino	11%	11%	11%
Asian	4%	4%	4%
American Indian / Alaska Native	2%	2%	2%
Black	2%	2%	2%
Declined to Answer	1%	1%	1%
Two or More Races	1%	1%	1%
Pacific Islander	<1%	<1%	<1%
Not disclosed	1%	0%	0%

Ethnicity / race by U.S. management level

INDIVIDUAL CONTRIBUTOR	F21	F22	F23
White	77%	78%	78%
Hispanic/Latino	11%	12%	12%
Asian	4%	4%	4%
Black	2%	2%	2%
American Indian/Alaska Native	2%	2%	2%
Pacific Islander	1%	<1%	<1%
Two or more ethnicities/races	1%	1%	1%
Declined to answer	2%	1%	1%
SUPERVISOR	F21	F22	F23
White	88%	88%	88%
Hispanic/Latino	7%	8%	7%
Asian	0%	<1%	<1%
Black	2%	2%	2%
American Indian/Alaska Native	<1%	<1%	0%
Two or more ethnicities/races	0%	<1%	1%
Declined to answer	2%	2%	2%

MANAGER	F21	F22	F23
White	89%	87%	88%
Hispanic/Latino	6%	7%	6%
Asian	2%	3%	2%
American Indian/Alaska Native	1%	1%	2%
Black or African American	0%	0%	<1%
Two or more ethnicities/races	<1%	1%	<1%
Declined to answer	2%	2%	1%
SR MANAGER	F21	F22	F23
White	91%	89%	88%
Hispanic/Latino	1%	3%	3%
American Indian/Alaska Native	0%	1%	1%
Asian	3%	2%	2%
Black	2%	2%	1%
Two or more ethnicities/races	0%	1%	1%
Declined to answer	3%	2%	3%
DIRECTOR / SR DIRECTOR	F21	F22	F23
White	89%	88%	87%
Hispanic/Latino	4%	4%	5%
Asian	2%	2%	2%
Black	1%	1%	1%
American Indian/Alaska Native	3%	2%	2%
Two or more ethnicities/races	1%	1%	1%
Declined to answer	0%	2%	2%

MANAGING DIRECTOR	F21	F22	F23
White	92%	91%	92%
Hispanic/Latino	8%	9%	8%
SR MANAGING DIRECTOR/GENERAL MANAGER	F21	F22	F23
White	100%	100%	92%
Black	0%	0%	8%
EXECUTIVE (VPS, GROUP, VPS, CFO, CEO)	F21	F22	F23
White	100%	94%	93%
Black	0%	6%	7%

Other workforce demographics

EMPLOYEES BY GENERATION

F23

Traditionalists (B.Y. 1900 – 1945)	<1%
Baby Boomers (B.Y. 1946 – 1964)	13%
Generation X (B.Y. 1965 – 1976)	29%
Millennials (B.Y. 1977 – 1997)	46%
Generation Z (B.Y. 1998 – 2010)	11%
Blank/Declined to Answer	1%

VETERANS (U.S.)

F23

I am not a veteran	91%
I do not wish to self-identify	2%
Identify as a veteran, just not a protected veteran	4%
Identify as one or more of the classifications of protected veterans	3%

Grand Total

7%

TENURE – OFFICE AND PRODUCTION

F23

0 – 1 Year	15%
1 – 2 Years	25%
3 – 4 Years	11%
5 – 8 Years	14%
9 – 14 Years	12%
15 – 19 Years	7%
20+ Years	14%

Grand Total – Five or more years

48%

Board metrics¹

	F21 REPORT	F22 REPORT	F23 REPORT
Average age	60	60	59
Average years of tenure	9	8	6
Directors who are women (%)	33%	27%	33%
Directors who are racially/ ethnically diverse (%)	24%	27%	22%
% White	76%	73%	78%
% Black	8%	9%	11%
% Asian	8%	9%	11%
% Hispanic/ Latino	8%	9%	0%
% Male	67%	73%	67%
% Female	33%	27%	33%

1. Demographics represent Board composition at the time of the annual shareholder meeting in the year of report publication. Dates of these meetings were March 15, 2022, March 21, 2023, and March 19, 2024.

Giving at The Toro Company

	F20	F21	F22	F23
United Way Total Donated	\$1,191,180	\$1,150,000	\$1,077,327	\$1,254,113
Total Volunteer Hours	2,961	4,698	7,710	10,537

Health and safety metrics

	F19	F20	F21	F22	F23
Total Recordable Injury Rate (TRIR ^{1,2})	2.16	1.98	2.16	1.78	1.24
Lost Working Days Rate (LWDR ^{1,2})	0.68	0.73	0.92	0.56	0.44
Near Miss Frequency Rate (NMFR ^{1,2})	8.27	12.35	8.88	8.39	12.63
Fatality Rate ^{1,2}	0.00	0.01	0.00	0.01	0.00
Locations with zero recordable injuries (#) ³	35	33	38	35	26
Locations with zero recordable injuries (%) ⁴	57%	56%	62%	57%	48%
Percent of workers covered by occupational health and safety management system ²	100%	100%	100%	100%	100%

1. Rates are calculated as (statistic count x 200,000)/hours worked. 2. Rates include both full-time and contract employees. 3. # of locations 4. % of locations

Process metrics

Energy^{1, 2}

	F19	F20	F21	F22	F23
Facility Energy Consumption (GJ)	1,216,800	1,238,400	1,238,400	1,249,200	1,305,831
North America facility energy use (GJ)	1,144,800	1,162,800	1,162,800	1,173,600	1,232,741
EMEA facility energy use (GJ)	57,600	61,200	61,200	57,600	60,389
APAC facility energy use (GJ)	14,400	14,400	14,400	14,400	12,701
% Renewable electricity	0%	0%	0%	0%	0%
% Grid electricity	100%	100%	100%	100%	100%
Total scope 1 GHG emissions (MT CO ₂ e)	35,957	37,332	36,305	38,379	36,297
North America scope 1 GHG emissions (MT CO ₂ e)	34,950	36,241	35,201	37,240	34,937
EMEA scope 1 GHG emissions (MT CO ₂ e)	985	1,065	1,080	1,120	1,325
APAC scope 1 GHG emissions (MT CO ₂ e)	22	26	24	19	35
Total scope 2 GHG emissions (MT CO ₂ e)	81,329	80,721	74,797	71,492	71,708
North America scope 2 GHG emissions (MT CO ₂ e)	74,694	74,448	68,824	65,753	66,044
EMEA scope 2 GHG emissions (MT CO ₂ e)	3,696	3,527	3,293	3,028	3,098
APAC scope 2 GHG emissions (MT CO ₂ e)	2,939	2,746	2,680	2,711	2,566

1. The Toro Company Emissions Calculations include GHGs as applicable by variable per U.S. EPA for locations in the United States and per IEA for all other worldwide locations (CO₂, CH₄, N₂O).

2. Process data includes all global locations, including Toro-owned distributors.

	F19	F20	F21	F22	F23
Total scope 1 and 2 GHG emissions (MT CO ₂ e)	117,286	118,053	111,102	109,871	108,005
North America scope 1 and 2 GHG emissions (MT CO ₂ e)	109,644	110,689	104,025	102,993	100,981
EMEA scope 1 and 2 GHG emissions (MT CO ₂ e)	4,681	4,592	4,373	4,148	4,423
APAC scope 1 and 2 GHG emissions (MT CO ₂ e)	2,961	2,772	2,704	2,730	2,601
Scope 1 GHG emissions intensity (kg CO ₂ e per \$100K sales) ⁴	726	902	886	850	797
Scope 2 GHG emissions intensity (kg CO ₂ e per \$100K sales) ⁴	1,860	1,985	1,852	1,584	1,575
Total scope 1 and 2 GHG emissions intensity (kg CO ₂ e per \$100K sales) ⁴	2,586	2,887	2,737	2,434	2,372
Facility energy use intensity (GJ per 100k sales) ⁴	33	35	30	28	29

Water³

	F19	F20	F21	F22	F23
Water consumption (Mgal)	134	156	168	177	184
North America water consumption (Mgal)	125	145	157	160	175
EMEA water consumption (Mgal)	7	9	9	15	7
APAC water consumption (Mgal)	2	2	2	2	2
Water intensity (Mgal/\$B sales) ³	39	46	42	39	40

1. TTC Emissions Calculations include GHGs as applicable by variable per U.S. EPA for locations in the United States and per Ecoinvent Database for all other worldwide locations (CO₂, CH₄, N₂O).

2. Process data includes all global locations, including Toro-owned distributors. 3. Data includes water usage at almost all global locations. The remaining locations will be added in the future.

4. Data includes a partial reporting cycle for locations acquired during this time.

SASB index: Industrial machinery and goods

CODE	ACCOUNTING METRICS	LOCATION OR DIRECT ANSWER
ENERGY MANAGEMENT		
RT-IG-130a.1	(1) Total energy consumed	Data Tables / Process Metrics
	(2) Percentage grid electricity	Data Tables / Process Metrics
	(3) Percentage renewable	Data Tables / Process Metrics
EMPLOYEE HEALTH AND SAFETY		
RT-IG-320a.1	(1) Total Recordable Incident Rate (TRIR)	Data Tables / Process Metrics
	(2) Fatality rate	Data Tables / Process Metrics
	(3) Near Miss Frequency Rate (NMFR)	Data Tables / Process Metrics
FUEL ECONOMY AND EMISSIONS IN USE-PHASE		
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium – and heavy-duty vehicles	Omission: TTC does not currently measure this metric but plans to in the future.
RT-IG-410a.2	Sales-weighted fuel efficiency for stationary generators	Omission: TTC does not currently measure this metric but plans to in the future.
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Omission: TTC does not currently measure this metric but plans to in the future.

CODE	ACCOUNTING METRICS	LOCATION OR DIRECT ANSWER
ENERGY MANAGEMENT		
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOX)	Omission: TTC does not currently measure this metric but plans to in the future.
	(2) Particulate matter (PM)	Omission: TTC does not currently measure this metric but plans to in the future.
	(a) Marine diesel engines	Omission: TTC does not produce or use marine engines.
	(b) Locomotive diesel engines	Omission: TTC does not produce or use locomotive engines.
	(c) On-road medium- and heavy-duty engines	Omission: TTC does not produce or use on-road engines.
	(d) Other non-road diesel engines	Omission: TTC does not currently measure this metric but plans to do so in the future. TTC works with its engine suppliers to use engines that comply with the applicable worldwide exhaust and evaporative emission standards set by the U.S. EPA, California Air Resources Board (CARB), the EU and other authorities that regulate non-road mobile machinery emissions in the markets in which we sell our engine-powered products. Compliance with these emission standards has allowed us to significantly reduce particulate matter (PM), particle number (PN), nitrogen oxide (NOX), hydrocarbon (HC), carbon monoxide (CO) and evaporative emissions from our engine-powered products.
MATERIALS SOURCING		
RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	TTC manages corporate risks associated with critical materials via the following policies and statements: The Toro Company Conflict Minerals Policy The Toro Company Supplier Manual, Section 1.4 Supplier Terms of Commerce
REMANUFACTURING DESIGN AND SERVICES		
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	–
ACTIVITY METRIC		
RT-IG-000.A	Number of units produced by product category	Omission: Number of units includes proprietary information TTC does not disclose.
RT-IG-000.B	Number of employees	About TTC/TTC at a glance



THE TORO
COMPANY

We're pleased to share with you the third annual sustainability report from The Toro Company. This document highlights our operations, dedication to sustainability, community engagement, and investment in our workforce. The report has been crafted following the Industrial Machinery and Goods Framework set by the Sustainability Standards Accounting Board (SASB) and has undergone review by our Board of Directors before its release. Should you have any inquiries or wish to provide feedback regarding this report, we welcome you to reach out to our Public Relations team at pr@toro.com

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