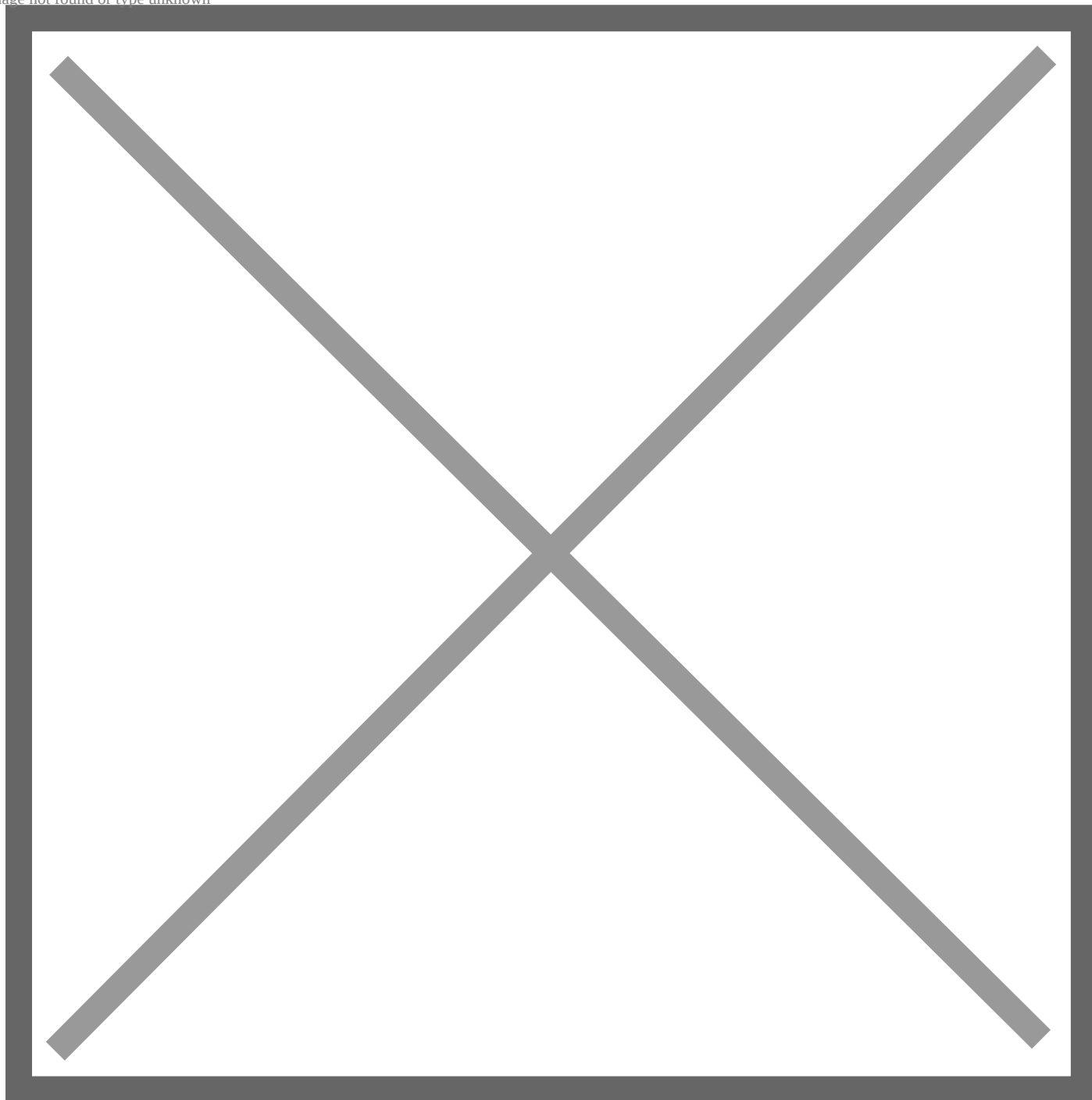


Protecting and Improving Equality for Toyota LGBTQ+ Team Members

February 08, 2021

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We have to admit: We like perfect scores, especially when it's for a national benchmarking survey establishing and implementing policies that allow Toyota team members to bring their full, authentic selves to work every day.

The [Human Rights Campaign \(HRC\) Corporate Equality Index \(CEI\)](#) tracks just that. To earn this top spot, we've established and practiced *Continuous Improvement* on implementing comprehensive policies, benefits, and practices that ensure greater equality for LGBTQ+ team members and their families.

With *Respect for People* as our North Star, Toyota continues to ensure that equality is and will always be a priority. We've scored 100% on the HRC CEI for 14 consecutive years. And the bar is always rising, with year-over-year growth across every measurement of the survey.

The CEI rating criteria have four key pillars:

- Nondiscrimination policies across business entities
- Equitable benefits for LGBTQ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

We'd like to think this recognition is a reminder that we're on the right track. Progress is a journey, one that takes all of us. Toyota will always strive to be the most inclusive mobility company in the world.

To read the full CEI report, visit [hrc.org](https://www.hrc.org).