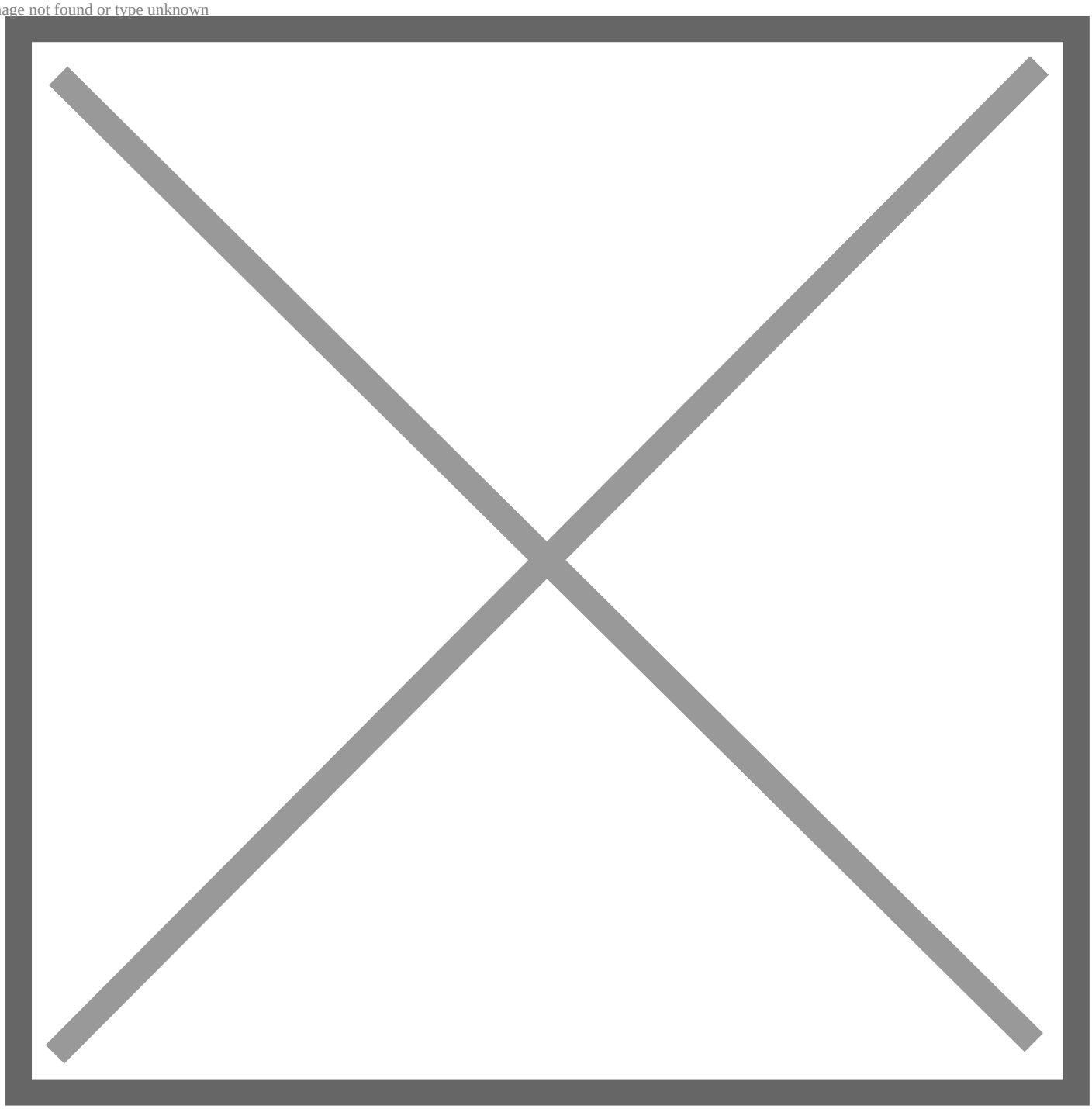
Giving Back: How Toyota Empowers Employees Through Volunteerism

December 15, 2025

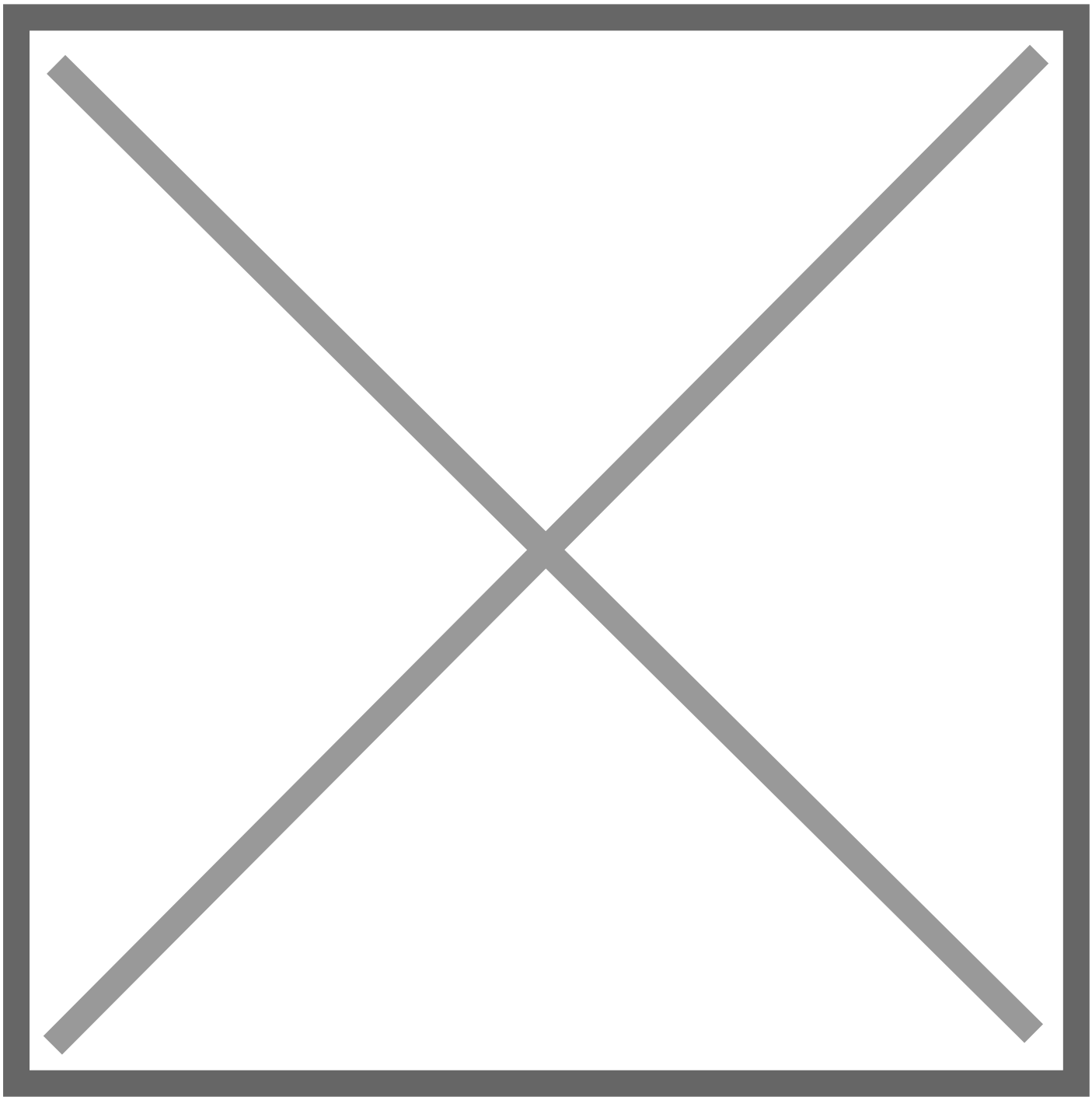
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Each year, countless Toyota team members across North America dedicate their time and talents to volunteer activities that matter to them — from building bicycles for children, packing school supplies in backpacks for students, supporting food drives and planting flowers and trees in neighborhoods.

The volunteer events are acts of kindness and a part of Toyota's DNA in supporting communities where team members live and work.

"Respect for people is core to Toyota," says Colleen Casey, general manager of Sustainable Development, Workforce Development at Toyota. "And everything that we're talking about here is respect for people."

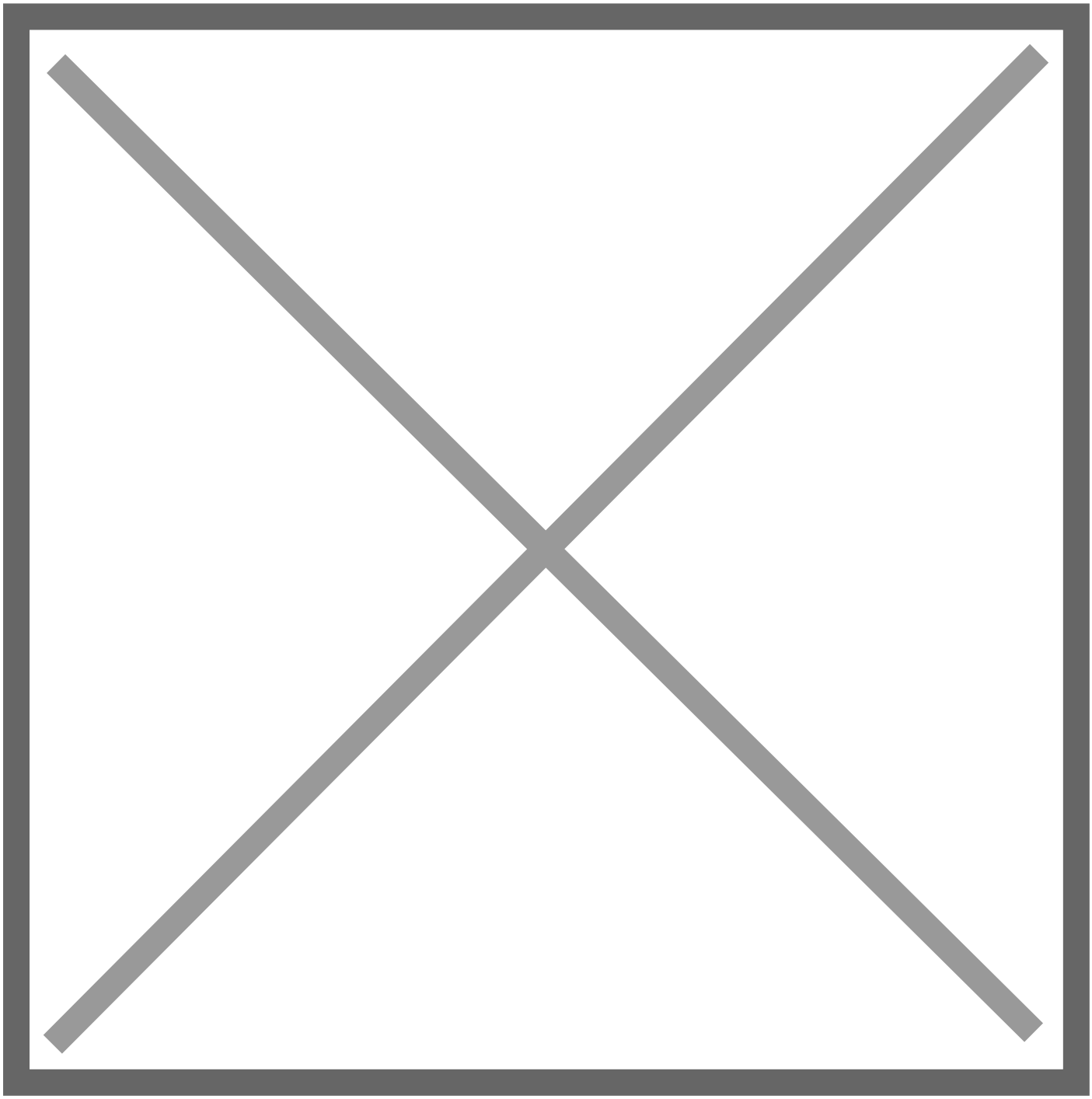


The company’s official volunteer program, Toyota4Good, provides structure and support for employees to contribute their time and skills in meaningful ways.

“For two years straight, we have done a joint event with Women Influencing And Impacting (WIIT), a Toyota business partnering group (BPG), in a special backpack event where we fill each backpack with essential school supplies,” says David Han, a portfolio sales manager at Toyota Financial Services and member of the Toyota Asian American Society in Alliance (TAASiA), another Toyota BPG. “Our partners at TMNA LA Region and Lexus Western Area have also been gracious in providing extra Toyota and Lexus gifts we can provide to

children who can use some support.”

Toyota BPGs and events that they help coordinate are open to all team members, regardless of team members’ backgrounds.



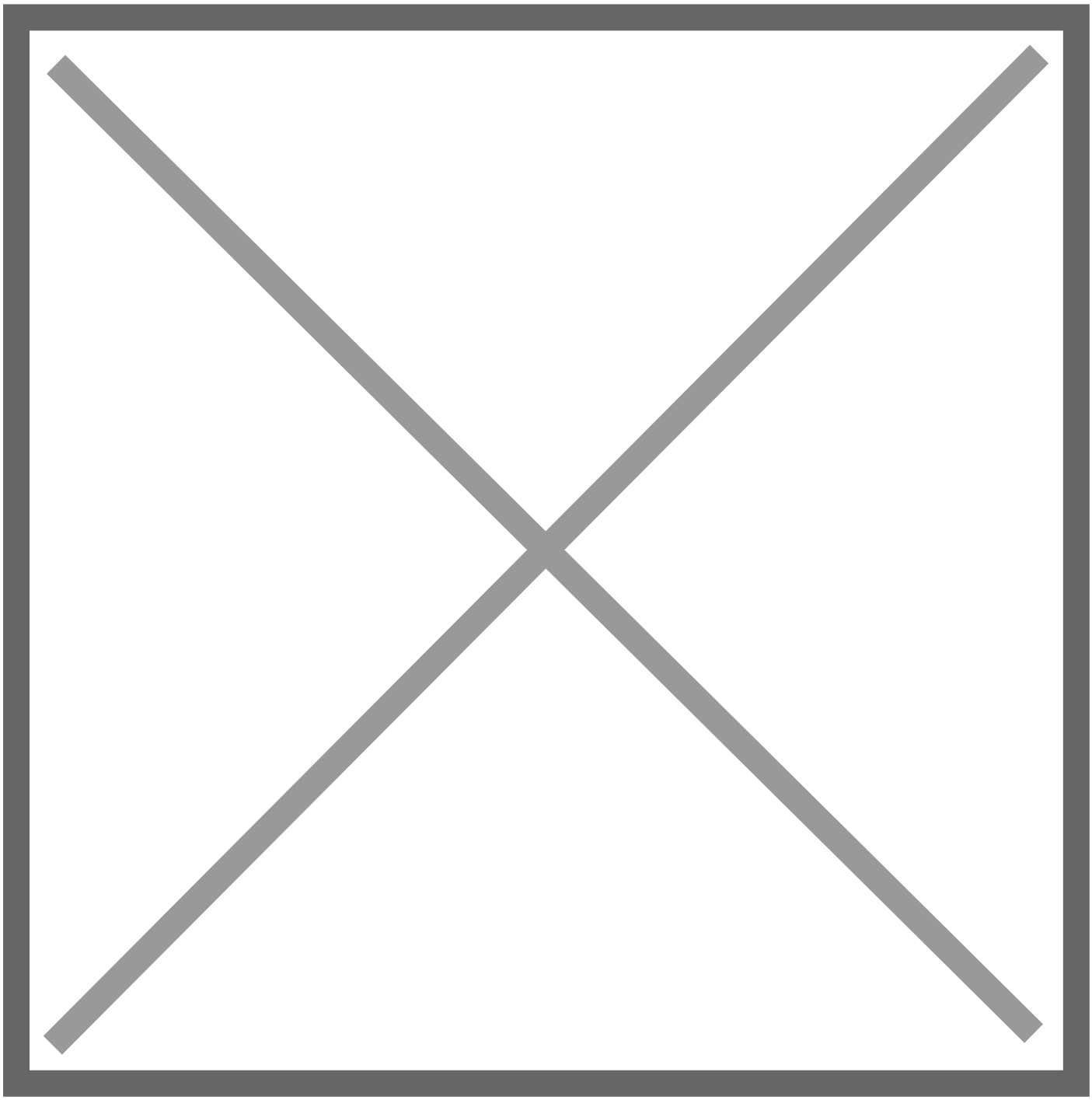
Supporting Communities, One Act at a Time

Toyota’s volunteer program is designed to provide employees with opportunities to support the needs of local communities. Whether through company-organized events or local outreach programs, employees are

encouraged to get involved in causes they’re passionate about.

Joy Merino, a compliance and audit senior analyst at TMNA, said there are a couple of staple volunteer activities that she enjoys that the Toyota Organization for the Development of Latinos (TODOS), another Toyota BPG, participates in annually.

“One of them is called Buckle Up for Life,” says Merino, TODOS’ Plano chair. “We have volunteer events where we’re actually in the community that needs our support with getting information on car seat safety. We also provide new car seats if needed.”



Seeing Kids Faces Light Up Makes It All Worthwhile
Carrie Favreau, a Human Resources analyst at Toyota, said she looks forward to supporting the Girl Scouts and animal shelters.

“I really enjoy seeing the kid’s faces when they watch the robot move that we bring to events,” she says of the multiple STEM-based activities she’s planned with local Girl Scouts on- and off-site.

Personal Growth Through Service
Some employees said beyond benefiting communities, volunteerism provides personal and professional growth. Some employees report feeling a great sense of fulfillment, connection and motivation at work after participating in volunteer efforts.

For Deborah Velazquez, a vehicle field sales manager at Toyota and a TODOS member, said volunteering isn't just rewarding — it's an immeasurable source of profound joy and fulfillment.

"The feedback and energy we received from the community makes me want to keep coming back and finding new ways to be able to support," she said. "The experience is even sweeter when you are joined by co-workers who are just as excited to help."

This alignment of personal purpose and professional opportunity helps create a workplace culture where people feel valued — not just for their productivity, but for their character and contributions to society.