

2026

SUSTAINABILITY REPORT

TOYOTA MOTOR PHILIPPINES CORPORATION



TOYOTA



BEYOND ZERO



The Heroes of The Tamaraws

Endemic to the Mindoro Island, the critically endangered Tamaraw (*Bubalus mindorensis*) serves as an enduring symbol of resilience, biodiversity, and national heritage. For Toyota Motor Philippines (TMP), the Tamaraw embodies our core principles of institutional strength, sustainable development, and deep-rooted localization.

TMP aligns corporate stewardship with industrial growth by advancing the Tamaraw on two vital fronts: preserving ecological balance in the wild and driving domestic value creation through local automotive manufacturing. This multi-stakeholder framework bridges environmental conservation with industrial capability, reinforcing TMP's long-term sustainability commitments.



Bantay Tamaraw Rangers

Environmental preservation hinges on the frontline personnel of the Tamaraw Conservation Program on Mindoro Island. Navigating hazardous terrain and rigorous conditions, these 'Bantay Tamaraw' Rangers execute critical habitat monitoring, anti-poaching enforcement, and systematic population counts to safeguard the remaining biodiversity.

TMP reinforces these field operations through targeted resource deployment. In 2025, TMP expanded its biodiversity initiatives by supplying dedicated Bantay Tamaraw kits—delivering specialized apparel, field gear, and operational mobility support to enhance the efficiency, safety, and operational capacity of these conservation teams.

[READ MORE ON PAGE 25](#)



Tamaraw Line Team Members

On the industrial front, the Tamaraw signifies the resurgence of high-value domestic automotive manufacturing. Built through TMP's assembly operations and dedicated conversion facility, the program harnesses the technical precision of our shop-floor workforce alongside local body designers, fabricators, and parts suppliers.

By revitalizing the Tamaraw platform, TMP strengthens the domestic supply chain, stimulates upstream and downstream economic activity, and develops specialized technical competencies. This integrated approach ensures that TMP's manufacturing operations generate sustainable socio-economic value while advancing industrial self-reliance across the Philippine automotive sector.

[READ MORE ON PAGE 43](#)



OCCIDENTAL MINDORO

TOYOTA MOTOR PHILIPPINES CORPORATION 2026 Sustainability Report

12th YEAR ISSUE

EDITORIAL BOARD

JOSEPHINE C. VILLANUEVA
Executive Officer

SONDRA KITTE L. YAP
Supervising Officer

MONZOUR B. UMALI
Editor-in-chief
Creative Editor

Contributing Writers:

ALLEAH S. SAMPORNA
CHELSEA B. OLAVERIA
CLARISSE ANN M. STA. MARIA
GABRIELLE ALLYSON P. DELA TORRE
PRINCESS RUTH D. NACIONAL

ACKNOWLEDGMENTS

GT Capital Holdings, Inc.
Toyota Motor Corporation
Toyota Motor Asia
Toyota Mobility Solutions Philippines, Inc.
Toyota Motor Philippines Foundation, Inc.
Toyota Motor Philippines Logistics, Inc.
Toyota Motor Philippines School of Technology, Inc.

TMP Comptrollership Division
TMP Corporate Affairs Group
TMP General Administration Division
TMP Manufacturing Division
TMP Marketing Division
TMP Purchasing Division

Published on September 2026 by
Corporate Planning and Public Relations Department
Toyota Motor Philippines Corporation

For questions regarding this report,
please send an email to
tmp.sustainability@toyota.com.ph
or call +63 2 8825 8888 local 23059.



OVERVIEW OF SUSTAINABILITY REPORT

About the Report

This Sustainability Report showcases Toyota Motor Philippines Corporation's (TMP) initiatives and accomplishments in promoting sustainable growth, not only for the company but also for society.

The contents of the report are divided into four main sections, covering sustainability management approaches and topic-specific disclosures.

- 1) Promoting Sustainability;
- 2) Environmental Performance;
- 3) Economic Performance; and
- 4) Social Performance.

In the beginning of the report, an overview of TMP's business in the country, including its latest product line-up, services, as well as dealer and supplier networks, is provided.



Editorial Policy

The Sustainability Report explains TMP's sustainability approach and policies for ESG initiatives along with practical cases and numerical data, as a medium for specialists and those who are particularly interested in sustainability issues.

Since 2015, the Sustainability Report has been conventionally released every year. Updated versions are released whenever necessary so that the information can be disclosed in a timely manner.

Period Covered

Focusing mainly on the results of initiatives implemented during the previous calendar year, the contents are updated as necessary throughout the year.

Scope of Report

This report introduces the initiatives and activities of TMP, some of its wholly-owned

subsidiaries, local dealers and suppliers in the Philippines. The scope of data covered is described in each section.

For some company information on products, services, supplier network, and dealer network, the status updates are as of end-July 2026.

Publication

This report was published by TMP in September 2026. Including the past years' publications, this report is available in digital version on TMP's website (www.toyota.com.ph/sustainability).

Reporting Standards and Framework

This report follows the standards recommended by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and United Nations Sustainable Development Goals (UN SDGs). The report also has references to the International Integrated Reporting <IR> Framework, covering topics and non-

financial indicators that are important to TMP and its stakeholders. Each section of the report references the relevant codes to these standards and framework.

Disclaimer

This report includes not only past and current facts pertaining to TMP and other companies within the scope of coverage of the report, but also plans and targets at the time of its publication as well as forecasts based on management policies and strategies. These targets are assumptions or determinations based on information available at the time they are stated, and the actual results of future business activities and events may differ from the forecasts due to changes in various conditions. In cases where information provided in prior reports is corrected or restated and in cases where material changes occur, the details thereof will be indicated in this report. The readers' understanding about this point would be appreciated.



Overview

About the Report	Editorial Policy	1
	Contents	2
Overview of Toyota Motor Philippines Corporation	Message from the President	3
	Corporate Profile	4
	Local Supply Chain Network	6
	Global Supply Chain Network	7
	Dealer Network	8
	Products and Services	9

Promoting Sustainability

Fundamental Approach	Aim	11
	Initiative	11
Materiality	Materiality Assessment Process	11
	Material Topics	12
	UN SDGs	13
Strategy Report	External Environment	14
	Outlook	14
	Key Risks	14
	Risk Management	14
	Business Strategy	15

Environment

Environmental Management	Fundamental Approach	16
	Environmental Management System	16
	Compliance	16
Toyota Environmental Challenge 2050	TEC 2050	17
	Life Cycle Zero CO ₂ Emissions	18
	New Vehicle Zero CO ₂ Emissions	20
	Plant Zero CO ₂ Emissions	21
	Minimizing and Optimizing Water Usage	22
	Establishing a Recycling-based Society and Systems	23
	Establishing a Future Society in Harmony with Nature	24
Environmental Data	CO ₂ Emissions	25
	Energy	25
	Waste	25
	Water	25
	VOC Emissions	25
	Conversion Factors	25

Social

Employment	Workforce	26
	New Hires, Turnover, Promotions	26
Diversity, Equity and Inclusion	Gender, Board Diversity, Nationality	27
	Salary and Remuneration Ratio	27
	Parental Leaves and Employee Benefits	27
Human Rights and Non-discrimination		28
Labor Relations		28
Training and Education	Team Member Trainings	28
Developmental Programs	Leadership Development Programs	30
	Exposure to Regional Operations	30
	Retirement Preparation Program	30
Occupational Health and Safety	Fundamental Approach	31
	Safety and Disaster Risk Mitigation	31
	Safety and Health Month Celebration	31
	Other Health Promotion Activities	31
	Mental Health Promotion	32
Product Safety and Quality	Customer Satisfaction Score	32
	Product Testing	32
Marketing and Labeling		33
Local Communities	TMP Foundation	33
	TMP School of Technology	37

Economic

Economic Value Generated		38
Economic Value Distributed		38
Community Investments		38
Direct and Indirect Economic Impacts	Forward and Possible with the Next Generation Tamaraw	39
Milestones, Awards and Recognitions		40
Financial Highlights		40

Content Index

GRI Content Index	41
SASB Content Index	42



Message from the President



Dear Stakeholders,

I am deeply honored to present Toyota Motor Philippines Corporation's sustainability report, reflecting on a milestone year of strong performance, shared progress, and continuous commitment to creating a sustainable future for all. As we navigate a dynamic automotive landscape, TMP continues to strengthen its role not only as the country's leading mobility company, but as a dedicated partner in Philippine nation-building through local manufacturing, value creation, and sustainable innovation.

In 2025, TMP demonstrated remarkable business resilience, capturing a top market share of 46.7% with 229,447 vehicles sold—a 5% growth year-on-year—and achieving our 24th consecutive Triple Crown in passenger car, commercial vehicle, and overall sales leadership. Underpinning this commercial success is our commitment to local manufacturing. Our Santa Rosa plant reached a record annual production volume of 63,803 units, bringing cumulative local vehicle production to over 1.18 million units. Together with our nationwide network of dealers, suppliers, and logistics partners, TMP proudly supports an ecosystem of over 83,000 jobs, remitting over PHP43 billion in taxes and duties in 2025 alone to stimulate economic vitality across the archipelago.

A true highlight of our year was the banner full-year performance of the Next Generation Tamaraw. Representing a PHP5.5-billion total investment in vehicle production, parts localization, and conversion capabilities, the Tamaraw captures the spirit of "*galing ng gawang Pilipino*" (Filipino masterful skill). By capturing 36% of the Light Commercial Vehicle (LCV) market and expanding in-house conversions to six versatile configurations—including ambulances and telco vans—the Tamaraw is empowering local micro, small, and medium enterprises (MSMEs), supporting frontline healthcare delivery through partners like the Philippine General Hospital, and uplifting local body builders and parts

suppliers across the country.

Simultaneously, TMP continues to drive the nation's transition toward sustainable mobility through Toyota's multi-pathway approach to carbon neutrality. In 2025, our electrified vehicle (xEV) sales grew by 39% year-on-year to 19,516 units. We broadened customer accessibility with the launch of the ATIV HEV, our most affordable hybrid electric model, while introducing the pilot bZ4X BEV, our first fully electric Toyota model in the Philippines. Complementing these launches, our Santa Rosa manufacturing plant achieved 100% renewable energy utilization for its electricity needs, successfully avoiding Scope 2 carbon dioxide emissions for the entire year as we march toward Plant Carbon Neutrality by 2035.

Our sustainability journey extends deeply into community empowerment and environmental stewardship. Marking the 10th year of our All Toyota Green Wave Project, we pledged to plant one million trees nationwide by 2030 and strengthened partnerships to protect the critically endangered Tamaraw in Mindoro. Furthermore, through the TMP Foundation's new *Mobility+* pillar and the technical education provided by the TMP School of Technology, we remain steadfast in our promise to "Produce Happiness for All" and leave no one behind.

None of these accomplishments would be possible without the unwavering trust of our loyal customers, the dedication of our team members, and the collaborative support of our government and supply chain partners. As we look ahead, TMP remains committed to enriching Filipino lives, driving economic progress, and building an electrifying, sustainable future in harmony with nature.

Thank you and *mabuhay!*

—MASANDO HASHIMOTO
TMP President



OVERVIEW OF ORGANIZATION

Message from the President

Corporate Profile

Local Supply Chain Network

Global Supply Chain Network

Dealer Network

Products and Services

GRI

102-1~9, 18

SASB

TR-AU-000.A~B

Company Name	Toyota Motor Philippines Corporation
President and Representative Director	Masando Hashimoto
Company Address	Toyota Special Economic Zone, Santa Rosa-Tagaytay Highway, Barangay Pulong Sta. Cruz Santa Rosa City, Laguna 4026, Philippines
Main Business Activities	Automotive and parts manufacturing, distribution, sales and service
No. of Employees (as of end-Dec. 2025)	Total Workforce: 4,469 Permanent Employees: 2,054

Board of Directors

Alfred V. Ty, Chairman

David T. Go, Vice Chairman

Masando Hashimoto, President



- Carmelo Maria L. Bautista
- Vicente Jose S. Socco
- Yasuhiro Kutsuki
- Salvador C. Medialdea

- Jose Maria M. Atienza
- Amando M. Tetangco Jr.
- Ryo Yokoyama
- Toshiyuki Kojima

Subsidiaries, Affiliates, Non-profit Organizations

Toyota dealers involved in the distribution and servicing of Toyota products: **Toyota Makati, Inc.** ¹ (100%), **Toyota San Fernando Pampanga, Inc.** ² (100%)
¹Including Toyota Bicutan, Parañaque
²Including Toyota Plaridel, Bulacan, Toyota Tarlac City



Lexus Manila, Inc. (75%)
Lexus Quezon City Mobility Solutions, Inc. (45%)

Dealers of Toyota's luxury vehicle division



Toyota Mobility Solutions Philippines, Inc. (100%)

An integrated mobility solutions provider, offering a suite of technology and data-driven systems and applications to improve efficiency in transportation of people and goods



Toyota Motor Philippines Logistics, Inc. (100%)

A Philippine Economic Zone Authority or PEZA-registered Ecozone Logistics Service Enterprise (ELSE) providing warehousing and logistics services to cater to the needs of Toyota affiliates



Toyota Aisin Philippines, Inc. (5%)

A local manufacturer of manual transmission for global Toyota affiliates



Toyota Motor Philippines Foundation, Inc.

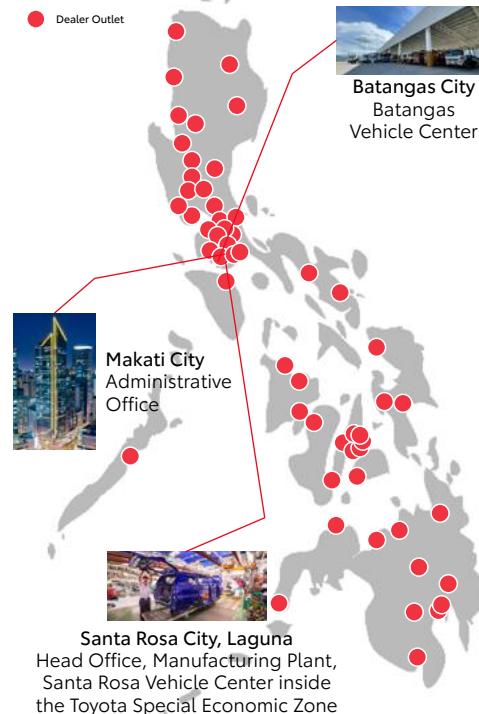
A non-profit corporate foundation which serves as TMP's social and humanitarian arm



Toyota Motor Philippines School of Technology, Inc.

A non-profit educational institution with a focus on tech-voc courses in automotive

LOCATION OF OPERATIONS



TMP Network Workforce
83,000+

(TMP, Dealers, Suppliers, Subsidiaries, Affiliates)



Vehicles Produced
63,803
 (2025)



Vehicles Sold
229,447
 (2025)



Toyota Global Vision

Toyota will lead the future mobility society, enriching lives around the world with the safest and most responsible ways of moving people.

Through our commitment to quality, ceaseless innovation, and respect for the planet, we strive to exceed expectations and be rewarded with a smile.

We will meet challenging goals by engaging the talent and passion of people who believe there is always a better way.

Value

The Toyota Way

Combining software, hardware and partnerships to create unique value that comes from the Toyota Way

Software

Applying imagination to improve society through a people-first design philosophy. Practicing Genchi Genbutsu to understand operations at their essence

Hardware

Creating a physical platform to enable the mobility of people and things. A flexible system that changes with the software

Partnerships

Expanding our abilities by uniting the strength of partners, communities, customers and employees to produce mobility and happiness for all

Toyota Philosophy

Founding Spirit

Toyoda Principles: Five Main Principles of Founder Sakichi Toyoda

- Always be faithful to your duties, thereby contributing to the company and to the overall good.
- Always be studious and creative, striving to stay ahead of the times.
- Always be practical and avoid frivolousness.
- Always strive to build a homelike atmosphere at work that is warm and friendly.
- Always have respect for spiritual matters, and remember to be grateful at all times.



Philosophy Cone

TMP Vision

To be the No. 1 automotive company where GREAT PEOPLE work as a TEAM to provide the BEST products and service to our CUSTOMERS

TMP Mission

Driven by the will to serve, we, hereby, commit ourselves:

- To dominate our markets through dynamic selling and timely delivery of attractive products, with excellent customer service and continuous product improvement
- To produce vehicles and components of outstanding quality, using advanced technology, continuously improving methods and environment-friendly processes while maintaining safe working conditions
- To sustain Company profitability, stability, productivity, and growth by efficiently engaging in effective financial and resource management for the collective gain of the Toyota Family and the society we serve
- To sustain Team Members' morale and productivity by developing their full potential and total well-being, and by establishing mutual trust, mutual responsibility and harmony through open communication

Mission

Producing Happiness for All

We make the happiness of others our first priority.
We make better products more affordable.
We value every second and every cent.
We give all our effort and offer all our ingenuity.
We look forward, not backward.
We believe the impossible is possible.

Vision

Creating Mobility for All

In a diverse and uncertain world, Toyota strives to raise the quality and availability of mobility. We wish to create new possibilities for all humankind and support a sustainable relationship with our planet.



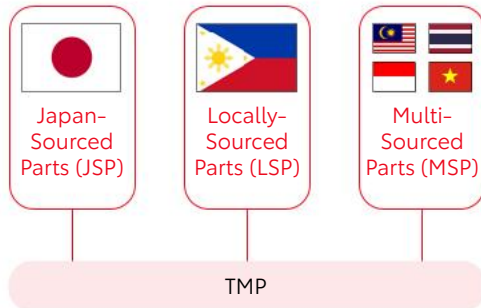
Local Supply Chain Network

The supply chain serves as one of the foundations of the automotive industry, playing a crucial role in ensuring the viability of the company. In the rapidly changing business landscape, Toyota firmly believes that supplier development is instrumental for driving sustainability and value-creation within the automotive manufacturing industry which further contributes to economic vitality.

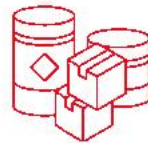
TMP Supply Base

As a multinational Japanese company, Toyota's supply chain maintains a strong presence across the Asia Pacific region. While leveraging an extensive overseas supplier network, Toyota in the Philippines also recognizes the support of local suppliers whose businesses display capacity to have competitive advantage in the region.

PARTS SUPPLY FLOW



47
Local Parts
Suppliers



411
Non-parts
Suppliers

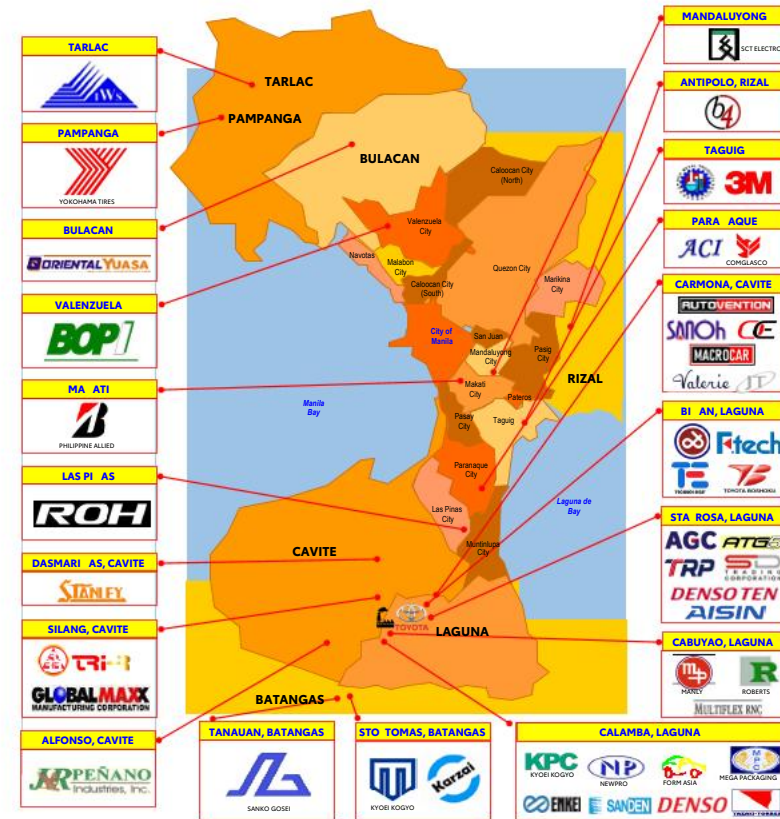


100
Toyota Suppliers
Club Member
Companies

Local Parts

Commodity	Parts	Suppliers
Electricals & Systems	Aircon, Wiring Harness, Meter Combination	9
Chassis	Transmission, Tires, Alloy Wheel, Exhaust Pipe, Pedal, Brake Tubes, Asphalt Sheet	11
Interior	Seat Assy, Door Trim, Carpet Assy	6
Resin	Bumper, Console Box, Door Trim	5
Stamped/Forged	Reinforcement Instrument Panel Cluster, Hood Lock, Insulator	4
Rubber	Weather Strip, Hoses, Moldings	1
Others	Glass, Sticker, Battery	8
Conversion Vehicle		3
Total		47

LOCAL PARTS SUPPLIERS LOCATION MAP



*supplier data as of end-May 2025

Participation in Industry Organizations

Industry-wide collaboration is integral to strengthening the resilience and competitiveness of the automotive manufacturing industry. TMP is an active member of the Chamber of Automotive Manufacturers of the Philippines, Inc. (CAMPI) and Truck Manufacturers Association, Inc. (TMA), which are both widely recognized as few of the leading automotive industry organizations in the Philippines. CAMPI and TMA actively participate in the formulation of government policies, programs, regulations, and standards for the Philippine automotive industry.





Global Supply Chain Network

The Toyota network continues to provide critical support to the local automotive industry and the global parts supply chain.

Exports of Original Equipment Manufacturer (OEM) parts produced by Toyota Export Suppliers is estimated at USD 1.09 billion in 2025, accounting to 27% of the total Philippine exports of automotive parts and components. These Toyota Export Suppliers supply OEM parts and accessories to numerous global destinations.

Of these exports of OEM parts for the Toyota Global Network, around 12% is exclusively handled by Toyota Motor Philippines Logistics, Inc., or TLI.

Exports Breakdown

Toyota Parts Exports (2025 Est.)
USD 1.09 Billion

Toyota Group Supplier*
(46%)



Non-Toyota Group Supplier
(54%)

Coursed through TLI
(12%)

Direct Export
(88%)

Toyota Export Suppliers

*member of the Toyota Group; has business affiliation with Toyota Industries and Toyota Motor vehicle manufacturing facilities (as of end-Dec 2025)

No.	Supplier Name	Location	Parts / Components
1	Aichi Forge Philippines, Inc.*	Santa Rosa City, Laguna	Steel Forged Products
2	Denso Philippines Corporation*	Calamba City, Laguna	Meter, Air-con, Radiator/E-fan, Sonar Sensor
3	Denso Ten Philippines Corporation*	Santa Rosa City, Laguna	Car Infotainment, Automotive Electronics
4	JTEKT Philippines Corporation*	Malvar, Batangas	Bearing, Steering
5	Philippine HKR, Inc.*	Santa Rosa City, Laguna	Universal Joints, Gear Sleeves
6	Technol Eight Philippines Corporation*	Biñan City, Laguna	Stamped Parts
7	Toyota Aisin Philippines, Inc.*	Santa Rosa City, Laguna	Manual Transmission
8	TRP, Inc.*	Santa Rosa City, Laguna	Automotive Switches
9	Autoliv Cebu Safety Manufacturing Inc.	Lapu-Lapu City, Cebu	Seatbelt
10	EDS Manufacturing, Inc.	General Trias City, Cavite	Wiring Harness
11	Furukawa Automotive Systems LIMA Phils. Inc.	Lipa City, Batangas	Wiring Harness
12	International Wiring Systems Phils. Corp.	Tarlac City, Tarlac	Wiring Harness
13	Sumi Philippines Wiring Systems Corp.	Hermosa, Bataan	Wiring Harness
14	Yazaki-Torres Manufacturing, Inc.	Calamba City, Laguna	Wiring Harness
15	F-Tech Philippines Manufacturing, Inc.	Biñan City, Laguna	Support Assy, Brake Pedal
16	JAE Singapore PTE Ltd.	Biñan City, Laguna	Wiring Sub Assy, Radio
17	Karzai Corporation	Calamba City, Laguna	Handle Pantograph Jack
18	Sumi North-Phils. Wiring Systems Corp.	Binalonan, Pangasinan	Wiring Harness



TLI, a wholly-owned subsidiary and warehousing-logistics services arm of TMP, handles the majority of the exportation of OEM parts, spare parts, and accessories for the Toyota Global Network. TLI exports to over 31 destinations on five continents. Top destinations in 2025 included Thailand, Brazil, India, South Africa, and Indonesia.

TLI is a Philippine Economic Zone Authority or PEZA-registered Ecozone Logistics Service Enterprise (ELSE) located in Santa Rosa City, Laguna. Since its incorporation in 2016, it has already established its role in Toyota's supply chain as a warehousing and logistics services provider, catering to the needs of Toyota affiliates worldwide.

TLI's Toyota Global Network Export Destinations

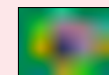


31 Export Destinations

Top 5 Countries



Thailand



Brazil



India



South Africa



Indonesia





Dealer Network

as of end-July 2026

75 Toyota

dealer outlets nationwide

+1 Lexus dealer outlet

+9 Service Centers

- Toyota Alabang Service Center
- Toyota Danao Service Center
- Toyota Davao City Body & Paint Center
- Toyota Davao City Service Center
- Toyota Koronadal Service Center
- Toyota Los Baños Service Center
- Toyota Negros Occidental Service Center
- Toyota North EDSA Service Center
- Toyota Shaw Service Center



Toyota Los Baños Service Center
9th service center inaugurated in
February 2026

+3 Lifestyle Centers

- Toyota Mabolo Lifestyle Center Cebu
- Toyota Talisay Lifestyle Center Cebu
- Toyota Balintawak Lifestyle Center

METRO MANILA DEALERS



Toyota

1. Toyota Abad Santos, Manila
2. Toyota Alabang, Inc.²
3. Toyota Balintawak, Inc.²
4. Toyota Bicutan, Parañaque²
5. Toyota Commonwealth, Inc.
6. Toyota Cubao
7. Toyota Fairview, Inc.
8. Toyota Global City, Inc.²
9. Toyota Makati, Inc.²
10. Toyota Manila Bay Corp.²
11. Toyota Marikina
12. Toyota North EDSA
13. Toyota Otis, Inc.
14. Toyota Pasig²
15. Toyota Pasong Tamo, Inc.²
16. Toyota Quezon Avenue²
17. Toyota Shaw, Inc.
18. Toyota Valenzuela, Inc.

Lexus

1. Lexus Manila, Inc.

PROVINCIAL DEALERS

Luzon

1. Toyota Albay
2. Toyota Angeles, Pampanga, Inc.
3. Toyota Bacoor, Cavite, Inc.²
4. Toyota Baguio City
5. Toyota Bataan, Inc.²
6. Toyota Batangas City, Inc.²
7. Toyota Calamba, Laguna, Inc.²
8. Toyota Calapan City, Inc.²
9. Toyota Camarines Sur, Inc.
10. Toyota Dagupan City, Inc.²
11. Toyota Dasmariñas-Cavite
12. Toyota Ilocos Sur
13. Toyota Ilocos Norte
14. Toyota Iloilo, Inc.²
15. Toyota Isabel, Inc.
16. Toyota La Union^{1, 2}
17. Toyota Lipa, Batangas, Inc.²
18. Toyota Lucena City, Inc.
19. Toyota Marilao, Bulacan, Inc.
20. Toyota Nueva Ecija, Inc.
21. Toyota Plaridel, Bulacan²
22. Toyota Puerto Princesa City, Inc.
23. Toyota San Fernando, Pampanga, Inc.¹
24. Toyota San Jose del Monte, Bulacan
25. Toyota San Pablo, Laguna, Inc.²
26. Toyota Santa Rosa, Laguna, Inc.^{1, 2}
27. Toyota Silang, Cavite²
28. Toyota Subic, Inc.
29. Toyota Tarlac City
30. Toyota Taytay, Rizal, Inc.²
31. Toyota Tuguegarao City

Visayas

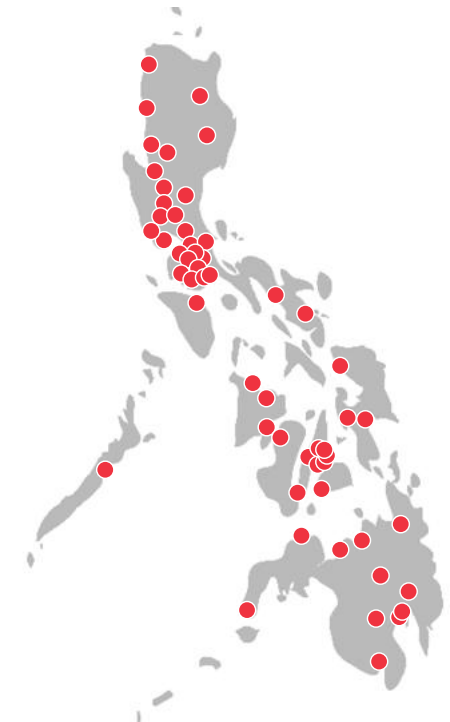
1. Toyota Aklan, Inc.
2. Toyota Calbayog, Samar
3. Toyota Cebu City, Inc.²
4. Toyota Dumaguete City
5. Toyota Lapu-Lapu, Cebu²
6. Toyota Mabolo, Cebu, Inc.²
7. Toyota Mandaue North, Cebu²
8. Toyota Mandaue South, Cebu^{1, 2}
9. Toyota Negros Occidental
10. Toyota Ormoc, Leyte
11. Toyota Roxas City
12. Toyota Tacloban, Leyte, Inc.²

13. Toyota Tagbilaran City
14. Toyota Talisay, Cebu²

Mindanao

1. Toyota Butuan City
2. Toyota Cagayan De Oro City, Inc.²
3. Toyota Davao City, Inc.¹
4. Toyota Dipolog City
5. Toyota General Santos, Inc.
6. Toyota Iligan City, Inc.
7. Toyota Kidapawan City
8. Toyota Matina, Davao
9. Toyota Tagum City
10. Toyota Tugbok, Davao
11. Toyota Valencia City, Inc.
11. Toyota Zamboanga City

¹with Lexus Accredited Service Center
²with T-Sure Retail Business





Products & Services

as of end-July 2026

SERVICES

T-SURE

Previously known as Toyota Certified Used Vehicle (TCUV), T-Sure offers an alternative to consumers who are looking for worry-free car purchase options without compromising quality, value, safety, and excellent service



TOYOTA INSURE

Exclusive insurance service program for those who are buying a new vehicle or renewing their insurance policies



TOYOTA QUALITY SERVICE

Provides maintenance services and privileges for a worry-free and delightful ownership experience



TOYOTA GENUINE PARTS

Offers parts of superior quality, made to fit the exact specifications of a Toyota vehicle

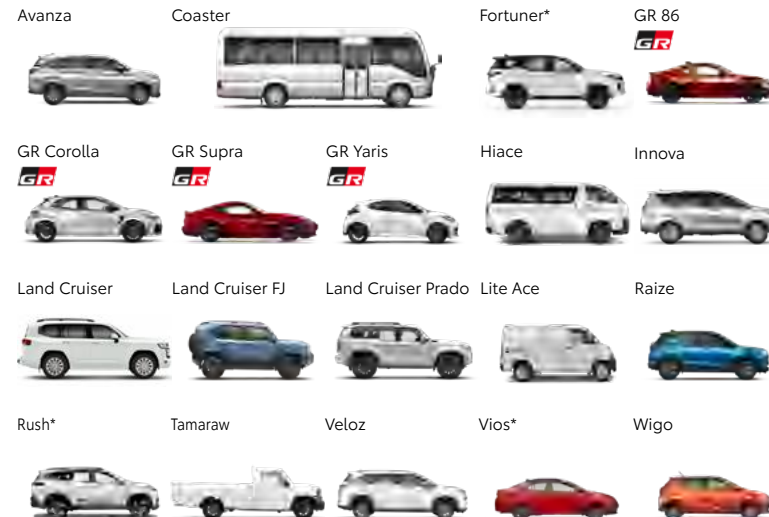


TOYOTA GENUINE ACCESSORIES

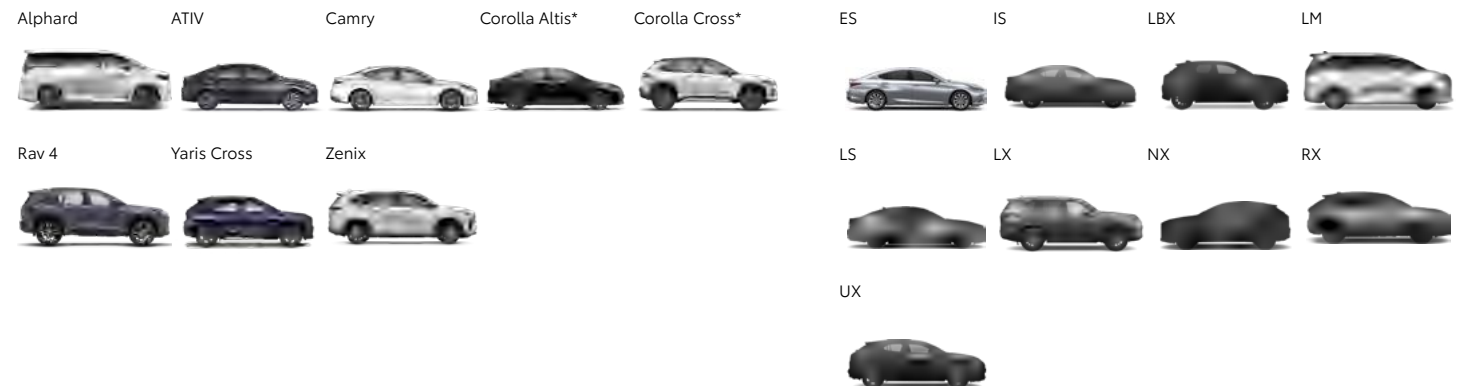
Provides a 'waku doki' driving experience by offering a wide range of products for vehicle customization and merchandize in local dealer outlets



TOYOTA MODEL LINE-UP



with or in Hybrid Electric Vehicle (HEV) model



with or in Battery Electric Vehicle (BEV) model



*available in Toyota GAZOO Racing Sport (GR-S) variant

LEXUS MODEL LINE-UP





LOCALLY-PRODUCED MODEL LINE-UP

as of end-July 2026

TAMARAW



TAMARAW BODY STYLES

In-house Conversion Body Styles

Ambulance



Aluminum Cargo



Dropside (Lo/Hi)



Race Vehicle



VIOS



Telco Van



Utility Van



Out-house Conversion Body Styles

Fire Truck



Food Truck



Mobile Store



Modern PUV



INNOVA



Patrol Vehicle



Refrigerator Van



Wing Van





PROMOTING SUSTAINABILITY

Fundamental Approach

Materiality Assessment Process

Material Topics

UN Sustainable Development Goals

Business Review

GRI

102-47

Fundamental Approach

Aim:

- Contributing to the creation of a prosperous society through our business activities based on the Guiding Principles at Toyota while continuing to uphold the spirit of the Toyoda Principles, which we have inherited since our foundation
- Aiming to be the "best company in town" that is both loved and trusted by local people to achieve the mission of "Producing Happiness for All" under the Toyota Philosophy compiled in 2020
- Contributing to the sustainable development of our society and planet by promoting sustainability under the Toyota Philosophy

Initiative:

- Advancing TMP initiatives based on Toyota's global Sustainability Fundamental Policy and individual policies and guidelines

TMC Sustainability Fundamental Policy

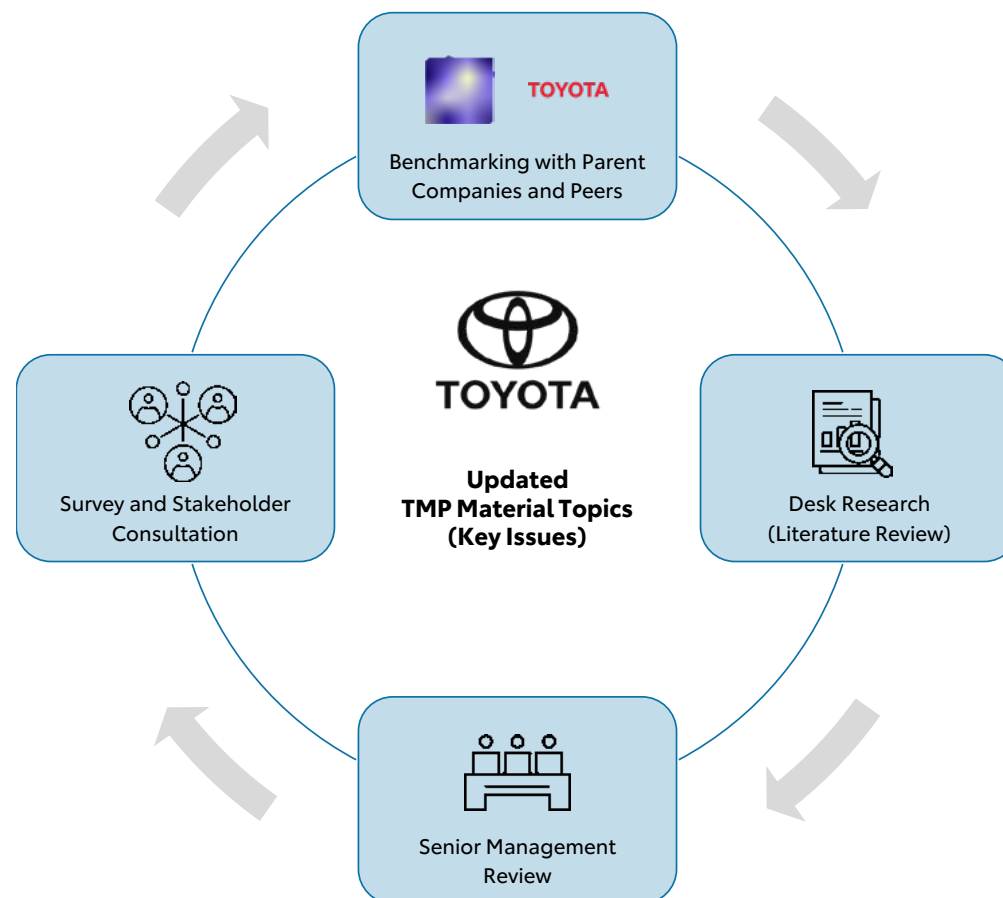
Materiality (Key Issues)

Identifying key issues to sustainability enhances TMP's own corporate value while contributing to society in view of the ever-changing social and economic trends, external voices, and increasingly diversified, complicated issues.

Materiality Assessment Process

TMP's materiality review process is designed to be comprehensive and coordinated, aiming for continuous improvement in sustainability management. To achieve this, TMP conducts desk reviews of external trends and literature, incorporates stakeholder inputs through surveys and consultations, and utilizes relevant sustainability frameworks. The results are then aligned on recognized sustainability reporting instruments for comparability, as well as with the objectives of its parent companies.

Using the lens of Toyota's mobility business, TMP re-examines the key issues and shares insights about its strategies and impacts with both internal and external stakeholders. Engaging with stakeholders of diverse backgrounds provides TMP with a broad spectrum of perspectives. This helps identify gaps in understanding, refine communication strategies, and highlight areas where TMP's unique approach is well received. By integrating these insights, TMP enhances its sustainability initiatives and effectively communicates its progress and goals through publications and other media platforms.





Material Topics

TMP has identified and clustered its key issues into 20 material ESG topics, which are reported in respective sections of this report using the recommended indicators of international sustainability standards.

Material Topic	Impact on the United Nations Sustainable Development Goals					ESG Reporting Instrument / Metric	Discussion/Page No.
Environmental							
Biodiversity					●	GRI	p. 23
Climate Action					●	GRI	pp. 12, 16
CO ₂ Emissions					●	GRI, SASB	pp. 12, 16-20, 24
Energy					●	GRI	pp. 20, 24
Environmental Compliance				●		GRI	p. 15
VOC Emissions					●	GRI	p. 24
Waste				●		GRI	pp. 22, 24
Water				●		GRI	pp. 21, 24
Social							
Diversity, Equity and Inclusion			●			GRI	p. 25-26
Employment	●		●			GRI	p. 25
Human Rights			●			GRI	p. 27
Labor Relations			●			GRI, SASB	p. 27
Local Communities	●	●	●			GRI	pp. 32-36
Marketing and Labeling						MSCI Index ESG Metrics	p. 32
Non-discrimination			●			GRI	p. 27
Occupational Health and Safety	●		●			GRI	p. 30
Product Safety and Quality						MSCI Index ESG Metrics, SASB	p. 32
Training and Education		●				GRI	p. 27-28
Economic							
Economic Performance			●			GRI	p. 37
Indirect Economic Impact			●			GRI	p. 38



Global Toyota's SDGs

Aim:

- Producing happiness for all individuals in the era of diversification, with a "YOU perspective" that sees the other side of the story

Initiative:

- Promoting initiatives based on the desire of working for the benefit of others, which has been passed on since Toyota's founding

TMC Sustainability Fundamental Policy

TMP's SDGs

Priority SDGs

TMP has a strong awareness of its impact to the industry and communities it belongs to. Therefore, sustainability has been an important facet of its business strategy. It has managed its key company activities, as well as its key network stakeholders, to be aligned with its focus on SDGs, which are closely connected to those of its parent companies. TMP identified its own five priority SDGs, which are herein reported with recent accomplishments in no particular order.



SDG 3: Good Health

TMP recognizes the importance of safeguarding the health and well-being of its team members and the communities it serves. The company continues to implement workplace health programs, including regular health check-ups and access to medical services for employees.

TMP also supports community healthcare initiatives through medical, dental, and surgical outreach activities that expand access to essential healthcare services for underserved communities.

Annual regular health check-ups for team members

Medical, dental, and surgical operations with 101,951 community patients served as of end-2025

SDG 4: Quality Education

TMP promotes education as a key enabler of long-term economic development. Through the Toyota Motor Philippines School of Technology (TMP Tech), the company provides industry-relevant technical training that prepares Filipino youth for careers in the automotive sector.

Scholarship and training programs further support the development of skilled professionals while strengthening the country's technical education ecosystems.

2,972 TMP School of Technology graduates as of end-2025

1,310 scholars

SDG 8: Decent Work and Economic Growth

As a leading automotive manufacturer, Toyota Motor Philippines contributes to national economic growth through local manufacturing, employment generation, and supplier development.

TMP's operations support thousands of jobs across its manufacturing facilities, dealer network, and supplier ecosystem, while continued investments in local production help strengthen the Philippine automotive industry.

83,000+ employees in TMP network nationwide

PHP 5.5 billion additional investments to locally produce the Next Generation Tamaraw

SDG 12: Responsible Consumption and Production

TMP integrates responsible resource management into its manufacturing operations by promoting energy efficiency, waste reduction, and sustainable production practices.

Aligned with the environmental commitments of Toyota Motor Corporation, TMP continues to pursue initiatives that reduce operational environmental impact, including wastewater treatment, recycling programs, and improvements in energy efficiency within its facilities.

100% Renewable Energy utilized for manufacturing operations

SDG 13: Climate Action

TMP supports global efforts to address climate change by promoting lower-emission mobility solutions and reducing greenhouse gas emissions from its operations.

Through Toyota's multi-pathway approach to carbon neutrality, TMP promotes electrified vehicles in the Toyota and Lexus line-ups while supporting environmental stewardship initiatives such as reforestation and ecosystem protection.

21 xEVs in Toyota & Lexus line-ups

108 hectares of adopted national reforestation sites

Non-Priority SDGs

SDG 1: No Poverty

TMP contributes to poverty reduction primarily through employment generation and inclusive economic participation. By providing stable jobs, fair compensation, and opportunities for career development, the company supports improved livelihoods for employees and their families.

SDG 6: Clean Water and Sanitation

TMP promotes responsible water management within its manufacturing operations through the implementation of wastewater treatment systems that ensure water used in production processes is properly treated before discharge or reuse.

Water recycling initiatives also help reduce freshwater consumption and support sustainable water stewardship.

SDG 7: Affordable & Clean Energy

TMP supports the adoption of renewable energy and energy efficiency initiatives in its operations. Solar power installations in its manufacturing facilities contribute to reducing reliance on fossil fuels and lowering operational emissions.

SDG 15: Life on Land

TMP contributes to the development of the Philippine automotive manufacturing industry through investments in local production, supplier development, and technological innovation.

Through participation in industry organizations such as the CAMPI and TMA*, TMP also collaborates with stakeholders in supporting policies and initiatives that strengthen the country's automotive industry.



Business Review

External Environment and Future Outlook

As the automotive industry accelerates its transition toward electrification and sustainable mobility, TMP remains well-positioned to maintain its market leadership while navigating an increasingly competitive landscape marked by the entry of new global, regional, and non-traditional players. The Company continues to strengthen its business fundamentals to stay on top while adapting to rapid technological change, evolving consumer preferences, and intensifying competition.

In response to climate-related considerations, regulatory developments, and emissions reduction commitments, TMP continues to refine its product strategies, supply chain approaches, and investment priorities. Trade developments and Free Trade Agreements (FTAs) also influence sourcing decisions, cost structures, and market dynamics as the Company operates within an increasingly interconnected global market.

With eyes on the next frontier of mobility, TMP continues to advance its electrification initiatives while deploying new mobility solutions revolving around Connected Cars, Autonomous Driving, Shared, and Electrified (CASE) to future-proof the Company and support long-term, sustainable growth.

Climate Risks

Climate-related regulations, environmental expectations, and resource constraints continue to influence the automotive industry and may affect TMP's operations, supply chain, and product strategies. Climate change and resource depletion are recognized as key risks that require ongoing management.

In response, TMP continues to embed sustainability considerations across its operations, with focus areas including decarbonization, electrification, greenhouse gas (GHG) monitoring, optimized water usage, and resource efficiency. The Company is also advancing electrification initiatives through new powertrain technologies to support the gradual transition toward lower-emission mobility.

Macroeconomic Conditions

The Philippine economy showed steady but slower growth in 2025. Economic activity eased in the third quarter due to strong typhoons and lower public construction, but overall growth remained stable. Inflation went down and stayed within the government's target range for the year. This stable price environment allowed the central bank to lower interest rates to help support consumer spending and business activity.

Toyota continued its lead because of its strong focus on safety, quality, and efficiency, supported by its Total Quality Management practices. The company remained the number one brand in passenger cars, commercial vehicles, and total sales. This focus on quality helped Toyota keep about half of the total market share, even as overall passenger car sales declined. The decrease in car sales was partly balanced by higher demand for commercial vehicles and growing interest in hybrid electric vehicles. As new Chinese and South Korean brands entered the market, Toyota protected its position by strengthening its core advantages and supporting the shift toward sustainable and innovative mobility.

Rising fuel prices may create opportunities for the company in the medium to long term as more consumers choose fuel efficient electric vehicles. TMP continues to expand its hybrid and battery electric vehicle line-up to offer products that match customer needs and address environmental concerns. TMP currently provides the widest hybrid lineup in the country, with nine (9) Toyota models and 12 Lexus models. In 2025, TMP introduced the bZ4X and the ATIV.

In addition, the launch of the bZ4X answers the growing demand for sustainable and electrified vehicles, a segment that continues to expand despite broader economic challenges.

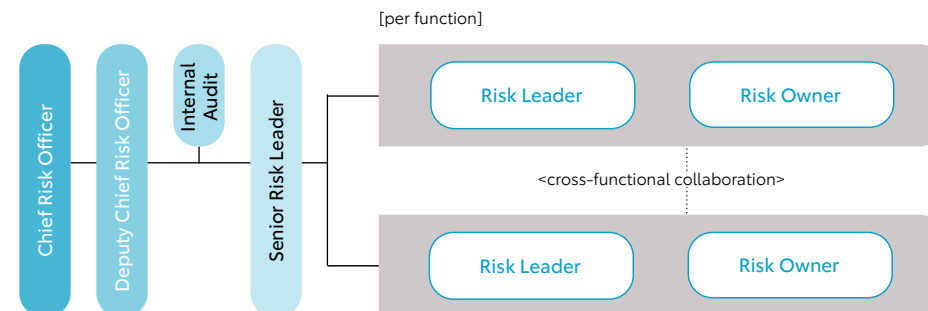
Key Risks

	Impact			Likelihood			Source of Risk	
	L	M	H	L	M	H	Int.	Ext.
Market and Exchange Risk Volatile exchange and interest rates, along with inflation-driven cost increases, can negatively impact the company's operating profit.			O			O		O
Customer Demand and Market Competition Risk Changes in customer preferences, evolving market conditions, and increased competition may affect sales performance, market share, and profit margins.			O			O		O
Manpower Risk Lack of skilled service workers may affect operations, customer satisfaction, productivity, and raise the risk of losing talent.			O		O		O	
Information and Cybersecurity Risk User errors, service misuse, and phishing can introduce malware, causing data loss and system failure.			O	O			O	O

Risk Management

The primary objective of the Risk Management Policy is to provide Team Members with guidance on effectively addressing potential risks related to the business in line with the overall corporate goals.

This policy sets forth a systematic method for recognizing, assessing, strategizing, and overseeing risks that are in accordance with the Toyota Global Risk Management Standard.





Business Strategy

Short-term Objective: Strengthen business fundamentals towards competitiveness and sustainability

Strategy	KPIs and Targets	2025 Achievements
Maintain leadership in the Philippine market	No. 1 ranking in passenger car, commercial vehicle, and overall sales ('Triple Crown' Achievement)	- Achieved the 24th consecutive Triple Crown for maintaining the position as number 1 in passenger car, commercial vehicle, and overall sales - Maintained top 1 market share at 46.7% and with sales on 229,447 units (5% higher vs. 2024)
Cost control measures for financial resilience against external shocks and for sustainable profitability	Stable revenue growth and income	8% year-on-year growth in consolidated revenues (2025 vs. 2024)
Strengthen fundamentals	- Overall safety, quality, efficiency competitiveness - Performance excellence through the Philippine Quality Award's (PQA) principles of Total Quality Management (TQM)	- Achieved 4 out of 6 safety KPIs across operations - Continued alignment with PQA and TQM principles

Medium to Long-term Objective: Boost local manufacturing

Participation in the Philippine Government's CARS program with the Toyota Vios	200,000 Vios units produced by 2026 (starting 2018) - Positive impact to manufacturing output and national economy	- Successfully completed volume target in 2024 - Generated approximately PHP 14.2 billion in government revenue (2018-2024) - Delivered an estimated PHP 55.1 billion (approx. USD 1.22 billion) in foreign exchange savings through local sourcing, reducing import dependence
Local production of TMP's third CKD model, the IMV 0 (Zero) or 'Next Generation Tamaraw' Light Commercial Vehicle (LCV) ¹	- Net positive impact to manufacturing output and national economy - Share of locally produced IMV 0 (Tamaraw) in the LCV segment	- Increased CKD volume by 6% (2025 vs. 2024) - Boosted annual CKD volume to the highest on record with 63,803 units - Expanded in-house conversion capability with - PHP 17 billion in company's procurement from local suppliers - Captured 36% of the LCV market, securing Top 1 spot

Medium to Long-term Objective: Expand through new mobility business

Transformation of traditional business (automotive manufacturing and distribution)	- No. 1 ranking in customer satisfaction and retention - Introduction of 'new mobility solutions' based on the areas of Connected Cars, Autonomous Driving, Shared, Electrified (CASE) - MSMEs reached to support operational efficiency and overall growth - Wider demographic reach leading to less urban congestion and balanced economic growth nationwide	99% Sales Satisfaction Index 96% Customer Satisfaction Index 44% increase in KINTO One's full-service lease units - Extension of myToyota Shuttle PH application for Toyota Community Shuttle program in Santa Rosa and Pasay cities 94 Philippine MSMEs enabled and supported through Toyota Mobility Solutions Philippines' (TMSPH) products and services - Expansion of Toyota RentaCar accessibility through a local ride-hailing application - Donation of LiteAce units to Santa Rosa and Pasay cities for the sustained run of Toyota Community Shuttle program - Utilization of myToyota Shuttle PH on-demand ride-booking mobile application in Tamaraw UV shuttles for frontline healthcare workers of the Philippine General Hospital
Organizational transformation	- Increased number of experts and trainers - National recognition for being "one of the best employers/workplaces in the Philippines"	
Decarbonization and multi-pathway electrification	- Zero carbon dioxide emissions at TMP's manufacturing plant by 2035 100% Renewable Energy (RE) use before 2035 - Electrified mobility¹ product line-up expansion across various segments	- Avoided Scope 2 CO₂ emissions at TMP's manufacturing plant with 100% RE sourcing 2 new xEV models introduced: Toyota ATIV—most accessible HEV; Toyota bZ4X—first Toyota BEV model in the Philippine market 8.5% share of xEVs in new vehicle sales in 2025

¹Updated/revised versus the previous year's report (2025 TMP Sustainability Report)



ENVIRONMENTAL PERFORMANCE

Fundamental Approach

Environmental Management System

Compliance

Toyota Environmental Challenge 2050

Environmental Data

GRI

303-5; 304-3; 305-1-3, 5;
306-1-5; 307-1

SASB

TR-AU-410a.2; TR-AU-440a.1

Fundamental Approach

Aim:

- Reduce the environmental footprint and contribute to the sustainable development of society and the world throughout all areas of our business activities
- Build close, cooperative relationships with a wide spectrum of individuals and organizations involved in environmental preservation

Initiative:

Toyota Earth Charter

- Conducting continuous environmental initiatives since the 1960s
- Established the Toyota Earth Charter in 1992 (revised in 2000)
- Formulated long-term initiatives for the global environment by 2050 as the TE 2050 in 2015, subsequently advancing various initiatives centered on this

Environmental Management System

TMP remains focused in accomplishing its commitments under the TEC 2050. Aside from this global direction, TMP is also involved in planning, implementing and monitoring environmental activities through its Environmental Management System (EMS).

In accordance with the ISO 14001:2015, TMP's EMS was established to contribute to the protection of the environment and towards the continual improvement of the company's environmental performance. TMP's Environment Organization ensures that all facets of its operations continue to improve its environmental initiatives.

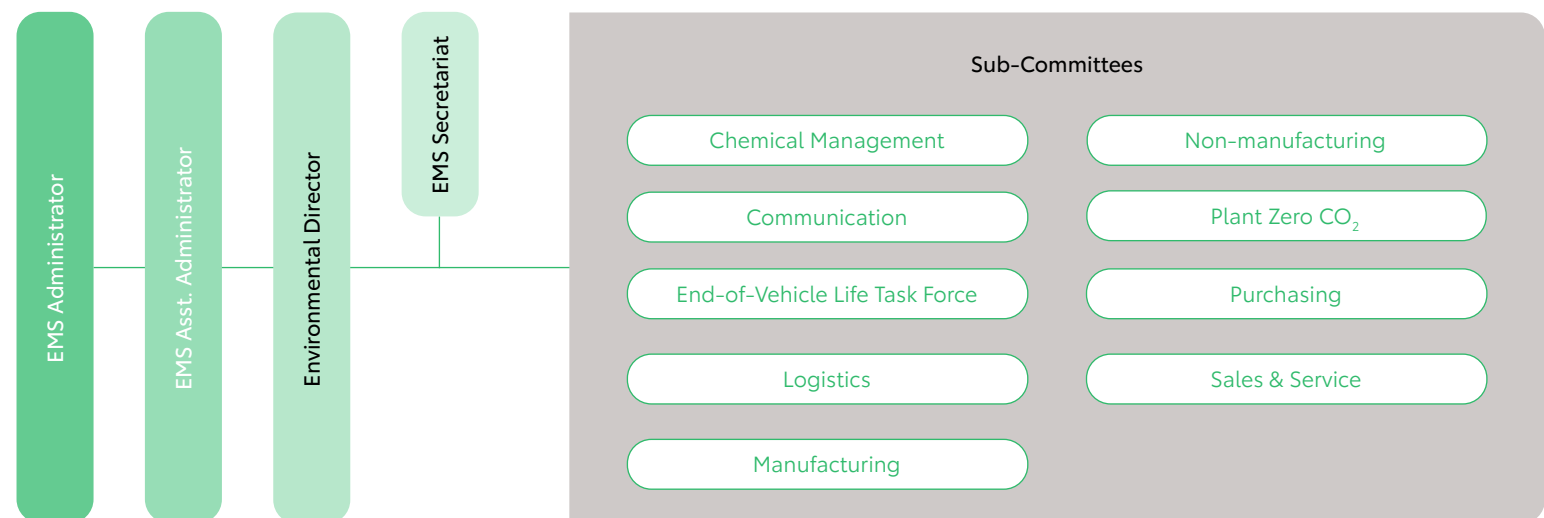
Compliance

TMP secures all regulatory requirements necessary to continue its operations. TMP has existing permits and licenses:

Certifying Organization	Permit/License
Department of Environment and Natural Resources (DENR)	• Permit to Operate • Environmental Compliance Certificate – Expansion • Permit to Transport • Treatment Storage Disposal Permit
Laguna Lake Development Authority (LLDA)	• LLDA Clearance – Expansion • Discharge Permit
National Water Resources Board	• Water Rights Permit

In 2025, TMP recorded zero incidence of non-compliance on any environmental parameters set by the above-mentioned authorities.

Organizational Structure





Toyota Environmental Challenge 2050

Toyota has been continuously following trends and customers' opinions and considering what issues should be focused, and working on environmental issues with new ideas and technologies in anticipation of future issues. However, global environmental issues such as climate change, water shortages, resource depletion and loss of biodiversity are continuing to grow and increase in seriousness every day.

Toyota formulated the TEC 2050 in October 2015 and the 2030 Milestone in 2018 so that each affiliate can face these challenges from a long-term perspective of the world 20 and 30 years ahead. By establishing a vision and implementing specific measures in collaboration with key partners around the world, Toyota pursues the development of a sustainable society.



TEC	2050 Goal	2030 and 2035 Milestones (Global)	UN SDGs being addressed:					
			6 CLEAN WATER AND SANITATION	13 CLIMATE ACTION	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	15 LIFE ON LAND
	Achieve CN for GHG emissions throughout the entire vehicle life cycle by 2050	Achieve Zero CO ₂ Emissions						
	Achieve CN for average GHG emissions from new vehicles by 2050							
	Achieve zero CO ₂ emissions at global plants by 2050							
	Minimize water usage and implement water discharge management according to individual local conditions	Achieve a Net Positive Environmental Impact						
	Promote global deployment of End-of-life vehicle treatment and recycling technologies and systems developed in Japan							
	Connect the reach of nature conservation activities among communities, with the world, to the future							



Life Cycle Zero CO₂ Emissions Challenge

As mobility demand continues to grow, TMP recognizes the need to address greenhouse gas emissions generated across the entire vehicle life cycle. In line with Toyota's global sustainability direction, TMP supports initiatives that reduce emissions across its value chain by working closely with suppliers, logistics providers, dealers, and other affiliates. Addressing emissions at every stage of a vehicle's life cycle is essential to achieving long-term carbon neutrality.

Appropriate Vehicle Life Cycle Action

Design



Energy



Suppliers



Logistics



OEMs



Dealers



Customer Usage & Charging



Recycling



Scope 3 Emissions

TMP tracks indirect greenhouse gas emissions generated throughout its value chain, particularly from logistics activities and electricity consumption within supplier and dealer operations.

Major contributors to these emissions include vehicle transportation by outsourced logistics providers, the movement of raw materials and parts across the supply chain, and electricity consumption within dealership facilities nationwide.

In 2025, indirect CO₂ emissions from these activities amounted to 34,097, reflecting TMP's continued monitoring and management of emissions throughout its extended operational network.



34,097 ton-CO₂
TMP Value Chain Emissions
(Scope 3)

CO₂ Emissions by Category

1. Purchased goods and services	
2. Capital goods	
3. Fuel- and energy-related activities	
4. Upstream transportation and distribution	13,856 ton-CO ₂ e
5. Waste generated in operations	
6. Business travel	
7. Employee commuting	
8. Upstream leased assets	
9. Downstream transportation and distribution	20,241 ton-CO ₂ e
10. Processing of sold products	
11. Use of sold products	
12. Downstream leased assets	
13. Franchises	
14. Investments	
Total	34,097 ton-CO₂e

CO₂ Emissions of Subsidiaries and Affiliates

Toyota Mobility Solutions Philippines, Inc.	una.
Toyota Motor Philippines Logistics, Inc.	una.
Lexus Manila, Inc.	4.99 ton-CO ₂ e
Toyota Makati, Inc.	382 ton-CO ₂ e
Toyota San Fernando, Pampanga, Inc.	299 ton-CO ₂ e
Toyota Bicutan, Paranaque	382 ton-CO ₂ e
Toyota Motor Philippines Foundation, Inc.	6.92 ton-CO ₂ e
Toyota Motor Philippines School of Technology, Inc.	una.



Supplier Network Decarbonization

As electricity consumption is a major contributor to CO₂ emissions, TMP encourages its suppliers with the benefits of renewable energy through investments in solar power facility or by procurement under the Department of Energy's (DOE) Green Energy Option Program (GEOP).

To further support sustainability, TMP also promotes efficient use and management of energy, water, waste, critical materials, and harmful substances while being considerate of the suppliers' capability. Additionally, TMP has a requirement to suppliers to conduct tree-planting and coastal clean-up activities, heightening their environmental stewardship.

In further greening the supply chain, TMP implements the Toyota Green Purchasing Guidelines to its suppliers. Part of it is the requirement for suppliers to obtain and maintain ISO 14001 certification. Currently, 51 suppliers are certified.

Toyota Green Purchasing Guidelines



16 suppliers
engaged in RE utilization
10 suppliers
at 100% RE ratio
*as of end-December 2025

Logistics Optimization



TMP continues to implement kaizen and other continuous improvement initiatives to enhance the efficiency and sustainability of its logistics operations. These cover the full logistics chain, from the transportation of raw materials and parts to the delivery of finished vehicles to the dealerships nationwide.

A key milestone in TMP's logistics system is the Batangas Vehicle Center (BVC), which began operations in July 2021. The facility was developed to streamline the handling and movement of Completely Built-Up (CBU) or imported vehicles, strengthening overall supply chain efficiency.

With the BVC, TMP has optimized its vehicle transport flow by reducing the previous approximately 128 kilometers of travel distance in transporting Completely Built-Up Units (CBU) or imported vehicles from the Port of Batangas to TMP's Santa Rosa Vehicle Center. Today, the route is shortened, with CBUs being transported only within Batangas City, enabling a more direct logistics flow.

This improvement helps ensure the timely delivery of vehicles in excellent condition, while also supporting TMP's efforts to reduce emissions and carbon footprint through shorter travel distances and improved route efficiency.

Dealer Network Decarbonization

As operations expand in line with the market growth, TMP continues to guide environmental practices across its nationwide dealer network and ensure compliance with Toyota and government regulations through the ECO Dealership Program.

Dealers are also encouraged to pursue ISO 14001 certification to further reinforce structured environmental management systems, alongside the implementation of various initiatives in support of Toyota Environmental Challenge 2050 (TEC 2050), including the adoption of energy-efficient technologies and the installation of solar energy facilities. As of 2025, 70 out of 75 Toyota and Lexus dealerships are ISO 14001-certified. Three (3) dealerships are in the process of recertification, while two (2) newly opened dealerships are working on getting certified.

Investments in solar power facility and participation in the Department of Energy's Green Energy Option Program (GEOP) are likewise encouraged, supporting the shift to cleaner energy use and contributing to CO₂ emissions reduction across dealership operations.



Toyota Cebu City joins the roster of Toyota dealerships investing in a solar power facility.



Solar panels at Toyota Otis in Manila



Solar panels at Toyota Dagupan City in Pampanga

39 dealers
engaged in RE utilization

70 dealers (93%)
with ISO 14001 certification
*as of end-December 2025



New Vehicle Zero CO₂ Emissions Challenge

The New Vehicle Zero CO₂ Emissions Challenge reflects Toyota's commitment to reducing lifecycle carbon emissions by advancing low- to zero-emission mobility. Through continuous innovation, electrification, and efficiency improvements, it aims to minimize the environmental impact of new vehicles and support the transition toward a more sustainable transport ecosystem.

To date, TMP continues to offer the widest line-up of HEV models. As an alternative to conventional internal combustion engine vehicles, these provide the functional advantage of seamlessly switching between a gasoline engine and an electric motor to power the vehicle, significantly reducing emissions.

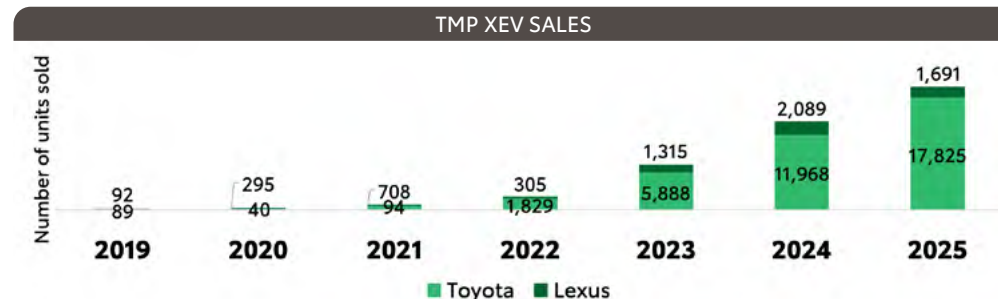
While the future mainstreaming of various types of xEVs continues to be shaped by local policies such as the Electric Vehicle Industry Development Act (EVIDA), as well as market conditions, infrastructure readiness, and energy security considerations, HEVs remain the most practical and accessible transition technology.

In 2025, TMP expanded its HEV lineup with the ATIV, its most affordable HEV, making electrified mobility more accessible to a wider range of customers.

With continued positive developments in local Battery Electric Vehicle (BEV) infrastructure, TMP also strengthened its electrified vehicle line-up with the launch of the Toyota bZ4X, its first fully electric model.

In support of the growing adoption of electrified mobility, TMP has also established xEV charging stations across select dealerships and key locations nationwide, helping strengthen the local charging network and support customers' evolving mobility needs.

In 2025, TMP recorded a total of 19,516 xEV sales, reflecting 39% growth year-on-year, while maintaining its leadership in the xEV market with a 60% market share.



The bZ4X, TMP's pilot Toyota BEV model offering was softly launched in December 2025.

xEV Model Introduction Timeline

2009	Toyota Prius (HEV)
2012	Toyota Prius c (HEV)
2014	Lexus NXh Executive (HEV) Lexus NXh Premier (HEV)
2019	Toyota Corolla Altis (HEV) Lexus LSh (HEV) Lexus RXh (HEV)
2020	Toyota Corolla Cross (HEV) Lexus ISh Executive (HEV) Lexus ISh Premier (HEV)
2021	Toyota Camry (HEV) Lexus ESh (HEV) Lexus NXh (HEV)
2022	Toyota Rav 4 (HEV) Lexus NX 350h (HEV) Lexus NX 350h Premier (HEV) Lexus UX 250h Premier (HEV) Lexus UX 250h F Sport (HEV) Lexus ES 300h Luxury (HEV)
2023	Lexus RZ 450e (BEV) Lexus RX 350h Executive (HEV) Lexus RX 350h Premier (HEV) Lexus RX 500h F Sport Perf. (HEV) Lexus LS 500h Executive (HEV) Lexus LM 350h (HEV) Toyota Yaris Cross (HEV) Toyota Zenix (HEV) Toyota Alphard (HEV)
2024	Lexus LBX (HEV) Lexus UX 300e (BEV)



LX 700 (HEV)



Toyota ATIV (HEV)



Toyota bZ4X (BEV)



Plant Zero CO₂ Emissions Challenge

TMP has taken significant steps to reduce the carbon footprint at the TMP-Santa Rosa (SR) manufacturing plant, which produces two of the country's bestselling models, the Vios and Innova.

TMP Plant Carbon Neutrality (PCN)

In a bid to tackle climate change, Toyota pledged in 2021 to make all its manufacturing plants carbon-neutral by 2035. This target is 15 years ahead of the previous goal of TEC 2050. To achieve this global target, Toyota intends to introduce new methods for painting, coating, and casting that will significantly reduce or eliminate CO₂ emissions. Additionally, Toyota will maximize the use of Renewable Energy (RE) from both onsite and offsite sources to power its plants.

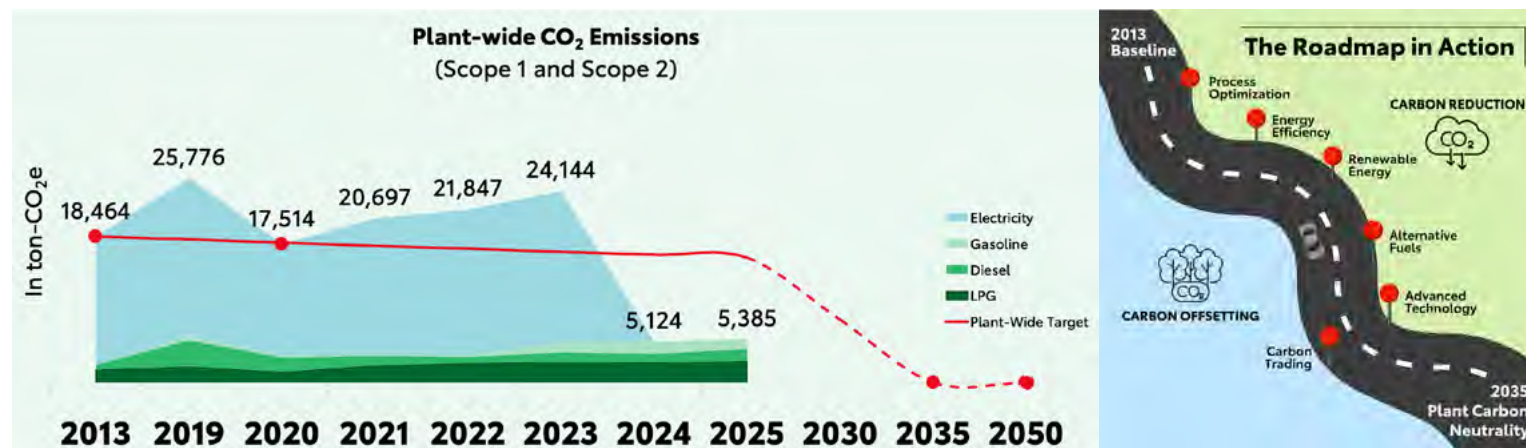
In line with this global goal, TMP has intensified its efforts to reduce or eliminate its manufacturing plant's Scope 1 and 2 Emissions from the 2013 levels. TMP's approach is to elevate its RE usage and adopt energy-efficient solutions for its production operations.

Like other Toyota manufacturing plants overseas, TMP is also committed to reaching PCN by 2035. For certain processes wherein carbon emissions are inevitable, TMP conducts carbon offsetting activities and plans to do carbon trading once markets are opened and systems are established in the Philippines.



5,545 ton-CO₂
TMP-SR Manufacturing Plant
Emissions (Scope 1 and Scope 2)

TMP Plant Carbon Neutrality 2035 Roadmap



Scope 1 Emissions

TMP continuously manages its direct CO₂ emissions from controllable sources, including diesel-fueled generators and boilers, LPG-fueled ovens at the painting shop, and company-owned vehicles.

In 2025, TMP's Scope 1 CO₂ emissions declined by 24% compared to 2024, driven largely by the reduction in mobile emissions following the increased use of HEVs in the company motorpool units. Contrastingly, stationary Scope 1 CO₂ emissions increased slightly primarily due to higher production volume. TMP continues to pursue measures to optimize manufacturing processes and improve energy efficiency, including alternative energy use.

Company-wide Scope 1 CO ₂ Emissions	
Stationary	2,715 ton-CO ₂
Mobile	6,618 ton-CO ₂
Total	9,333 ton-CO₂

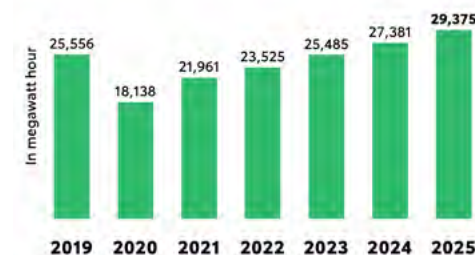
Scope 2 Emissions

TMP fully transitioned its Santa Rosa City manufacturing plant to renewable energy in December 2023 by sourcing electricity from a local Retail Electricity Supplier (RES) backed by International Renewable Energy Certificates (IRECs), complemented by onsite generation from its 1.46-megawatt rooftop solar power system.

Building on this transition, the Santa Rosa manufacturing plant utilized 100% renewable energy for its electricity requirements in 2025, resulting in the avoidance of Scope 2 CO₂ emissions from plant operations for the entire year.

Company-wide Scope 2 CO ₂ Emissions	
Market-based	979 ton-CO ₂
Location-based	22,945 ton-CO ₂
TMP-Santa Rosa Manufacturing Plant	22,010 ton-CO ₂
TMP-Batangas Vehicle Center	752 ton-CO ₂
GT Tower International (28 th and 31 st floors)	183 ton-CO ₂

PLANT-WIDE ELECTRICITY CONSUMPTION





Challenge of Minimizing and Optimizing Water Usage

TMP continues to source from Santa Rosa City's underground water for its manufacturing operations. This water source, however, may become scarce by 2025, based on the study conducted by the World Wide Fund (WWF) for Nature. To mitigate the forecasted scenario, TMP started using alternatives such as rainwater and recycled water.

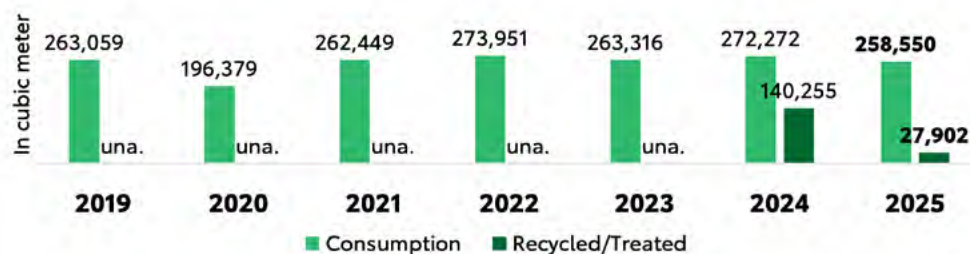
Through the use of Waste Water Treatment Plant, TMP can ensure that the water released back to the Laguna Lake is contaminant-free and compliant with all regulations pertaining to the following parameters: Biochemical Oxygen Demand (BOD5), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), pH level, Oil and Grease and Heavy Metals.

TMP's overall water consumption in 2025 decreased by 5% from 2024 due to higher utilization of recycled or treated water in operations.

Company-wide Water Consumption

TMP-SR Manufacturing Plant	240,740 m ³
TMP-BVC	17,586 m ³
GT Tower International (28 th and 31 st floors)	224 m ³
Total	258,550 m³

WATER CONSUMPTION - TOTAL PER YEAR



WATER CONSUMPTION - PER UNIT PRODUCED



Water Recycling

TMP treats and recycles wastewater through its Wastewater Treatment Plant (WWTP) to reduce raw water consumption. Treated water is used for various applications, including refilling the man-made lagoon, replenishing the sludge pool at the painting maintenance shop, and watering plants at the TMP Nursery and Toyota Forest.

As part of its water conservation efforts, TMP further processes WWTP discharge through Reverse Osmosis (RO) treatment. The recovered water is recycled for use in the conversion facility, maximizing water reuse within its operations.



Rainwater Harvesting

TMP has two units of Rainwater Collector Tank that can hold 21 cubic meters (m³) of rainwater. One tank supplies 3 m³ for car-washing motorpool vehicles. The other tank, which was installed in 2022 at the Scrapyard, has a 4-m³ capacity. This is used to collect rainwater for cleaning waste drums and forklifts.

In 2025, TMP harvested and consumed 11 m³ of rainwater.



Challenge of Establishing a Recycling-based Society and Systems

As the demand for Toyota vehicles remains high in the country, managing air emissions and reducing wastes remain a challenge in automotive manufacturing. Nevertheless, TMP looks for better ways to implement a more sustainable waste management system in the company.

Air Quality Management

In its production operations, TMP uses boilers and ovens. There are also several units of diesel generator sets that serve as backup units in case of power interruption or failure. These equipment are subjected to regular emission sources sampling (at all stack sources and ambient sites) to ensure compliance to the Republic Act 8749 or Philippine Clean Air Act.

TMP remains committed in following all air emission parameters and keeping all equipment and facilities within the limits set by the DENR. On a quarterly basis, TMP reports its air emission sampling data through a 'Self Monitoring Report' submitted to the DENR - Environmental Management Bureau (DENR-EMB).

In 2025, there was no recorded violation at any sampling sources within TMP based on the government standards for Total Suspended Particles, Particulate Matter, Nitrogen Dioxide, Sulfur Dioxide, and Carbon Monoxide.

Waste Management

TMP also maintains its environmental compliance through proper management of wastes from both manufacturing and non-manufacturing activities. Residual and Hazardous Wastes generated are handled in accordance with the mandates of the Republic Act 9003 (Ecological Solid Waste Management Act) and Republic Act 6969 (Toxic Substance and Hazardous and Nuclear Waste Control Act).

TMP's Residual Wastes have scrap value and are only transported by a DENR-accredited hauler after being sold. On the other hand,

TMP's Hazardous Wastes are properly hauled, treated, stored and disposed to a sanitary landfill.

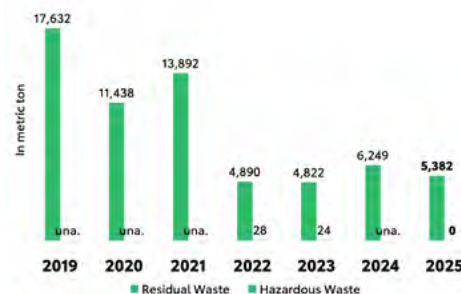
For waste generated by Team Members, TMP continues to promote proper segregation (using color-coded trash bins) and 'Zero Single-use Plastics.'

Due to higher production volume and full operation of the conversion facility in 2025, total Residual and Hazardous Wastes disposed climbed up by 53% and 8%, respectively, from 2024.

WASTE DISPOSED



WASTE RECYCLED



End-of-Life Vehicle Management

Toyota's Life Cycle Action plan has a significant focus on End-of-Life Vehicle (ELV) management, which applies the principles of 4Rs: Reduce, Reuse, Recycle, and Recover. This involves designing for easier dismantling, increasing recyclable material use, developing advanced recycling for components like hybrid batteries, and establishing proficient ELV dismantling facilities worldwide to maximize resource recovery and minimize waste.

In 2025, TMP further strengthened local ELV management through the endorsement of Standard Insurance Co., Inc. as the second model ELV dismantling facility in the country after En Tsumugi ELV Dismantling Corporation. Located at the company's technical and training center in Naic, Cavite, the facility properly handles insured ELVs under its portfolio aligned with Toyota's global standards. The endorsement expanded private sector participation in responsible automotive waste management and reinforced TMP's role in Toyota's 'Global 100 Dismantlers Project.'



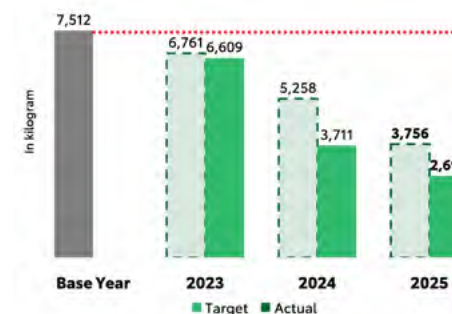
Standard Insurance ELV Dismantling Facility Inauguration Ceremony, June 2025

Food Waste Management

TMP integrates food waste management into its broader strategy for total waste management and resource conservation. The company employs a systematic approach in its canteen operations, which covers the improvement of food waste segregation, implementation of half-serving options to reduce leftovers, and optimization of food preparation by practices like thinner peeling of vegetables. A cornerstone of their strategy is the donation of unavoidable food waste to employees for livestock feed, alongside streamlining menu options to minimize spoilage and excess.

Based on its canteen food waste reduction efforts, TMP saw positive results in 2025. The company's target for the year was 3,756 kg or 50% reduction from its base year waste of 7,512 kg. TMP's actual food waste in 2025 was at 2,699 kg, equivalent to a 64% reduction from the base year and far exceeding the target.

FOOD WASTE COLLECTED

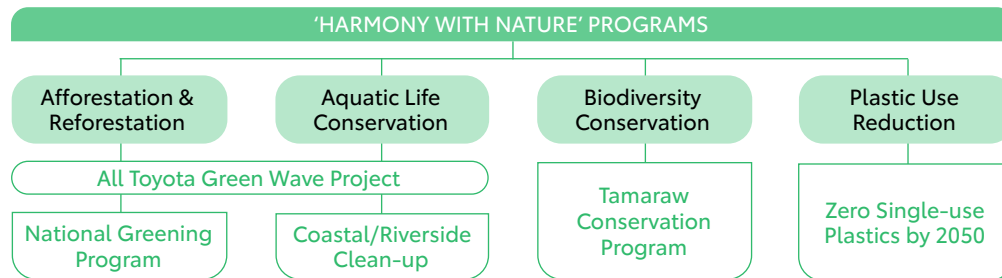




Challenge of Establishing a Future Society in Harmony with Nature

Toyota aims to create a society in harmony with nature by engaging various stakeholders to collaborate on nature-positive initiatives. To this end, all Toyota affiliates globally are tasked with actively contributing their resources and expertise to promote the protection and prosperity of local ecosystems.

Toyota's 'Harmony with Nature' programs encourage Toyota Team Members to connect with nature and communities, raising their environmental consciousness and empowering them to find practical solutions.



All Toyota Green Wave Project

Launched in 2015, the All Toyota Green Wave Project is Toyota Motor Philippines' (TMP) primary platform for ecosystem restoration, engaging TMP team members, dealers, and suppliers in tree-growing and conservation activities.

In partnership with the Department of Environment and Natural Resources (DENR) under the National Greening Program (NGP), TMP has adopted 108 hectares, while 124 hectares of upland and coastal reforestation sites are currently under adoption process. In 2025, this initiative further expanded in Unisan, Quezon and beyond CALABARZON through the TMP Foundation's mangrove planting activities in Ilocos Region.

Marking the project's 10th year in the Philippines, TMP announced in 2025 its new commitment to plant one million trees nationwide by 2030, reinforcing its long-term

contribution to biodiversity conservation, climate resilience, and community participation.

Through continued collaboration with government agencies, local communities, and its dealer network, TMP aims to expand its 'Green Wave' activities beyond CALABARZON while strengthening the environmental and social benefits of its reforestation initiatives.



Mangrove-planting at the newly adopted 20-hectare coastal reforestation site in Unisan, Quezon

Biodiversity Conservation

TMP continues to support biodiversity conservation by working with government agencies and local communities to protect priority species and their natural habitats.

In 2025, TMP, through the TMP Foundation, strengthened its partnership with the DENR in support of the Tamaraw Conservation Program (TCP), which safeguards the critically endangered Tamaraw (*Bubalus mindorensis*), a species endemic to Mindoro Island.

In 2025, TMP Foundation turned over a locally produced Tamaraw utility vehicle and PHP 500,000 worth of "Bantay Tamaraw Kits," which consist of personal gears and equipment to support the "Bantay Tamaraw Rangers" in their field operations and regular patrolling in Mounts Iglit-Baco Natural Park.

In addition, TMP will donate a PHP 3-million conservation fund to support ongoing activities under the TCP, including wildlife monitoring, research, education, and capacity-building initiatives for Indigenous Peoples (IP) and local community volunteers engaged in Tamaraw protection.



Tamaraw Utility Vehicle Turnover Ceremony at DENR Central Office in Quezon City, April 2025



Bantay Tamaraw Kits Donation Ceremony at the TCP Office in San Jose, Occidental Mindoro, April 2025

Zero Single-use Plastics by 2030

Toxic materials dumped into the seas and rivers harm all forms of aquatic life. With the goal of realizing 'Plant in Harmony with Nature,' TMP spreads awareness among its Team Members about the negative impacts of single-use plastics to the environment.

In view of the 'Zero Single-use Plastics' 2030 target set for Toyota Asia Region, TMP implements a company-wide banning of selling and issuance of single-use plastics such as foam, plastic bags, straws and paper cups. TMP Team Members are encouraged to use more environment-friendly materials such as metal or wooden straws, reusable food containers and paper bags or eco bags.



Environmental Data

A

CO₂ Emissions GRI 305-1~3, 305-5

	Unit	2024	2025
Scope 1	ton-CO ₂	12,203	9,333
Stationary	ton-CO ₂	2,513	2,715
Mobile	ton-CO ₂	9,690	6,618
Scope 2			
Location-based	ton-CO ₂	20,222	22,960
Market-based	ton-CO ₂	952	978

B

Energy GRI 302-1

	Unit	2024	2025
Electricity Consumption	MWh	27,381	29,375
Monthly average	MWh	2,282	2,448
Renewable Energy			
Onsite RE utilized	MWh	1,738	1,184
Cost savings from RE*	Mn PHP	12	8
Diesel Consumption	L	988,958	1,198,228
Monthly average	L	69,548	99,825
Gasoline Consumption	L	1,698,558	1,632,926
Monthly average	L	141,547	136,077
LPG Consumption	kg	854,632	922,783
Monthly average	kg	71,219	76,899

C

Waste GRI 306-4~5

	Unit	2024	2025
Residual Waste Disposed	t	509	778
Monthly average	t	42	65
Residual Waste Recycled	t	6,249	5,382
Hazardous Waste Disposed	t	747	809
Hazardous Waste Recycled	t	0	0

D

Water GRI 303-3, GRI 303-5

	Unit	2024	2025
Fresh Groundwater Withdrawn	m ³	272,274	258,550
Recycled/Treated	m ³	7,418	27,902
Harvested (Rainwater)	m ³	21	11

E

VOC Emissions GRI 305-7

	Unit	2024	2025
Direct VOC Emissions			
Body	g/m ²	53	47
Bumper	g/m ²	982	782

Conversion Factors

Referenced Emission Factors:

Electricity	0.0007797 ton-CO ₂ per kWh	IEA 2021
Diesel	0.00270553 ton-CO ₂ per L	BEIS, 2021
Gasoline	0.0023397 ton-CO ₂ per L	BEIS, 2021
LPG	0.0029393 ton-CO ₂ per kg	BEIS, 2021

Others:

Cost Savings from RE	Onsite RE Utilized in kWh x *2025 Meralco Average Electricity Price in PHP per kWh	
----------------------	--	--



SOCIAL PERFORMANCE

Employment

Diversity, Equity and Inclusion

Human Rights and Non-discrimination

Labor Relations

Training and Education

Developmental Programs

Occupational Health and Safety

Product Safety and Quality

Marketing and Labeling

Local Communities

GRI

401-1~3; 402-1; 403-6; 404-1~2;
405-1~2; 406-1; 412-2; 413-1

SASB

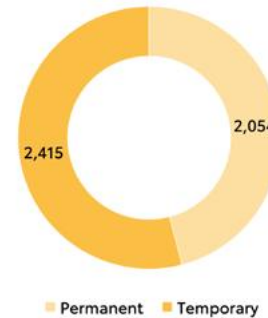
TR-AU-250a.1

Employment

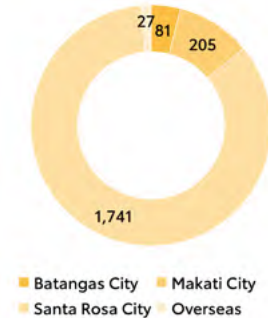
TMP places strong importance on understanding and managing its workforce composition to optimize talent distribution, maximize human and intellectual capital, and cultivate an inclusive and diverse workplace. This approach enables the company to enhance operational efficiency, strengthen employee engagement, and support business continuity.

As a leading mobility company engaged in automotive manufacturing in the country, TMP's workforce profile is largely composed of male Team Members working within vehicle production operations.

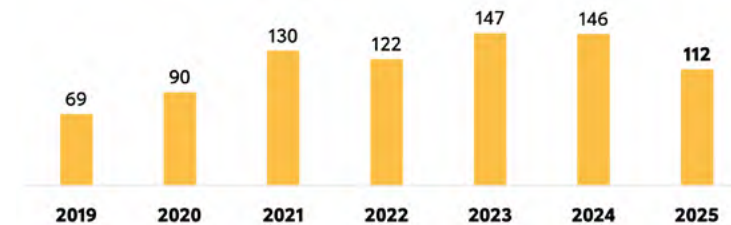
TMP WORKFORCE



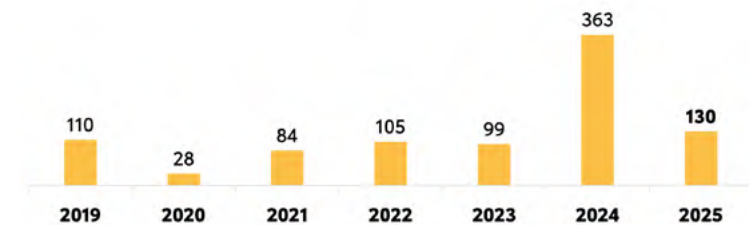
DISTRIBUTION BY LOCATION



TURNOVER



NEW HIRES



Diversity, Equity & Inclusion

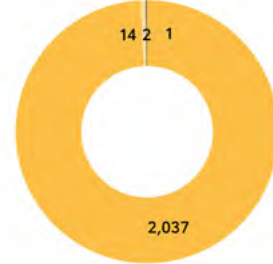
	TURNOVER			NEW HIRES			PROMOTION		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
By Gender	112	26	86	130	42	88	447	96	351
By Age Group									
Under 30 y.o.	24	10	14	114	41	73	77	30	47
30-50 y.o.	34	9	25	15	1	14	323	61	262
Above 50 y.o.	54	7	47	1	0	1	47	5	42
By Rank									
Rank & file	59	21	38	123	42	81	259	53	206
Junior Management	35	2	33	1	0	1	156	31	125
Middle Management	15	3	12	5	0	5	30	11	19
Senior Management	3	0	3	1	0	1	2	1	1



BOARD DIVERSITY



NATIONALITY



■ Filipino ■ Japanese ■ Thai ■ Others

TMP continues to nurture diversity in the workplace to bring in different ideas, experiences, and backgrounds that create a wellspring of creativity and innovation essential to keep pace with the evolving automotive industry and meet the needs of our customers. Moreover, the company continues to foster a fair, supportive, and inclusive working environment so that all Team Members feel empowered to contribute to their full potential and have equal opportunities.

In 2024, TMP introduced its Diversity, Equity, and Inclusion (DE&I) Policy which underscores the company's commitment to creating a workplace where all Team Members are valued, treated with respect, and empowered to contribute to shared success. Grounded in the 2020 Toyota Way, the policy outlines the roles and responsibilities of TMP Officers and Team Members in ensuring its effective implementation in the workplace as well as its application across different human resource functions, organizational culture, and spaces within the company.



Salary and Remuneration Ratio

With a vision to be the No. 1 automotive company where 'great people work,' TMP attracts and retains top talent by providing competitive compensation and benefits package that support employees across key life stages.

TMP also extends law-mandated special leave benefits for eligible male and female Team Members. To further boost employee morale and productivity, TMP also rewards Team Members based on individual and organizational performance, recognizing and rewarding both individual and collective efforts toward the achievement of organizational goals.

Ratio of basic salary and remuneration of women to men	1:1
Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	
Rank & File	1:1
Junior Management	1:1
Middle Management	1:1
Senior Management	1:1

Parental Leaves and Employee Benefits

TMP strongly values the wellbeing of Team Members and their families by ensuring benefits that safeguard their health and improve life prospects. The 100% return to work and retention rates of Team Members who took parental leave, along with competitive benefits for full-time Team Members, attests to their sense of security at TMP as a company supportive of their overall welfare.

Total number of employees that were entitled to and took parental leave, by gender	
Female	14
Male	62
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	
Female	14
Male	62
Return to work and retention rates of employees that took parental leave, by gender	
Female	100%
Male	100%

Benefits provided to full-time employees that are not provided to temporary or part-time employees

Medical Benefits:

- Group Life Insurance
- HMO, Chronic/Critical Illness, & Daily Hospitalization Income Benefit
- Medicine Allowance
- Disability and Invalidity Insurance Coverage (under Group Life Insurance)

Others:

- Allowance (for transportation)
- Gratuity/Financial Assistance (death, calamity, marriage, maternity, paternity)
- Vehicle Acquisition/Car Plan
- Service Loyalty Incentive
- Perfect Attendance Incentive
- Retirement Plan



Human Rights and Non-Discrimination

Anchored on the Toyota Way principle of “Respect for People,” TMP fosters a workplace where Team Members feel welcome, safe, and heard, which empowers them to contribute their best toward company goals. This core value is instilled among all Toyota Team Members to safeguard human rights in the workplace and foster a culture and environment free from discrimination.

TMP consistently enforces company policies and TMP’s Code of Conduct among Team Members to ensure strict compliance and safeguard human rights. Training and learning sessions are conducted to keep Team Members informed of any changes in the company’s policies and procedures.

Moreover, the company reinforces the implementation of internal policies and promotes workplace transparency by providing a mechanism for employees to report fraud or violations in the Code of Conduct anonymously or confidentially through the “TMP Responsible Reporting Program (TRRP)”. In 2021, as part of a regional initiative to promote respect and diversity in the workplace, TMP rolled out a refresher activity for the program.

Further efforts of the company to promote human rights awareness include consistently implementing the TMP Code of Conduct Orientation for its new hires and leaders, as well as several Leadership Coaching Series modules tailored for leaders.



230 hours
total Human Rights
training hours

Team Members Trained	9%
No. of recorded incidents of discrimination	0

Labor Relations

The history of Toyota encompasses a series of events that underscored the importance of trust, communication, and collaboration between management and labor force. These historical undertakings have served as one of the foundations for TMP’s commitment to fostering positive relationships between the workforce and management.

TMP builds on this legacy of strong labor-management relations by cultivating a relationship with Team Members anchored on mutual respect and trust, demonstrated through its active coordination with established labor unions representing the company’s employees.

Two (2) labor unions represent TMP’s workforce. The TMPC Labor Organization-Philippine Metalworkers’ Alliance (TMPCLO-PMA) for Rank & File Team Members and the TMPC-Supervisory Union (TMPCSU) for Supervisory Team Members. Confidential and non-union certified Team Members are represented by the TMP-Labor Management Council (TMPLMC) to address the gap in the employee representation and engagement of Team Members.

Collective bargaining between the labor unions and management is carried out to negotiate fair and equitable terms and ensure a balance of the interests of labor and management. Any new or planned changes in the organizational structure, rules, and regulations are communicated to stakeholders with a thirty-day (30) advance notice (nemawashi) to provide reasonable lead time for smooth implementation.

Embedded in past and recent Collective Bargaining Agreements (CBAs) are the negotiations between TMP Management and its labor unions, which are grounded on mutual respect and understanding. In 2024, the management and labor unions reached a successful agreement on a new CBA, demonstrating continued positive relations and mutual cooperation.

One hundred percent of TMP’s Team Members are covered by a collective bargaining agreement, regardless of union membership.



CBA Coverage ¹	100%
Percentage of Union Members	97%
Percentage of Union-eligible Rank-and-file Team Members	97%
Minimum number of days’ notice prior to significant operational changes	30

¹CBA provisions are also applicable to confidential or non-union affiliated Team Members except for member-specific terms.

Training and Education

TMP recognizes human capital as fundamental in creating ‘Happiness’ and ‘Mobility’ for all. As such, all Team Members are required to take up a series of Toyota training programs that will help them be equipped with the proper mindset and competencies to maximize their personal and team’s performance and contribute to the company’s success. This allows TMP to be better positioned to adapt to evolving market conditions, foster innovation and productivity in the workplace, as well as enhance employee engagement and satisfaction.

The company implements a targeted career development approach tailored to specific levels, roles, and functions, which helps build and nurture a strong talent pipeline, as well as provide employee motivation.

Team Member Trainings

The journey of new TMP Team Members begins with the introduction of the ‘Toyota Way,’ which will serve as their foundation as a TMP’s training roadmap is anchored on the mission that every Team Member knows, understands, and applies the Toyota principles at work.

Newly hired Team Members at TMP are introduced to the “Toyota Way” at the start of their employment, which will explain the philosophy and values



that serve as the foundation of all work in Toyota. As part of the fundamental series, they will undergo comprehensive corporate training programs involving classroom learning and workshop simulations focused on learning about Toyota's core values and business practices. This training process provides the new Team Members with an opportunity to learn and deeply understand Toyota's approaches to work.

Training for new Team Members are designed to provide a holistic understanding of the company's operations, integrating lessons about company history and policies, as well as experiential learning activities such as plant, office, and dealership exposure.

The HR department evaluates training programs not only by attendance rating and frequency but also by their impact on Toyota's productivity. The corporate training program for new Team Members includes output-based tasks designed to apply learnings from the classroom sessions. The quality of turnout activities is assessed in report-out sessions using proposed concepts and actual projects implemented by Team Members in their respective functions.

Meanwhile, a ladderized training curriculum is designed for leaders and tenured/regular Team Members to enhance their knowledge and skills primarily on Toyota's global business practices and standard ways of communication.

As part of TMP's digitalization strategy, the company continues to utilize its Learning Management System (LMS) called 'TMP e-Learning,' which was launched in 2022, to provide Team Members with flexible learning opportunities and access to training materials on any mobile device. It uses a software application and web-based technology designed for the creation, delivery, and tracking of online courses and programs.

Training programs are continually assessed through post-training surveys to collect feedback and pinpoint opportunities for improvement.

The company's talent development strategy also includes regular performance reviews and feedback sessions to allow Team Members to map out their development strategies and pinpoint areas for improvements.

Continuous improvement or 'kaizen,' is a core philosophy of Toyota. Anchored in this principle, TMP encourages Team Members to participate in external learning opportunities to enhance their expertise, acquire specific skills needed for certain functions, and remain aligned with industry standards, which also drive innovation within the company.

New training initiatives are developed and launched in accordance with the company's business focus and employee development priorities.

In 2025, TMP launched the MTC Exposure Program where office-based Team Members have the chance to experience the processes of vehicle manufacturing including Welding, Painting, Assembly, QC, Resin, Logistics, Press and Maintenance, through hands-on activities that simulate actual processes. This program aims to enhance Team Members's understanding of plant operations and reinforce the company's brand values.



Office-based Team Members learn manufacturing processes through the MTC Exposure Program



Team Members participate in a classroom-based training program



20,809 hours
total training hours²



10 hours
average training per year
per Team Member²

2025 Average Training Hours²

Gender	
Female	18 hours
Male	8 hours
Age Group	
Under 30 years old	17 hours
30-50 years old	8 hours
Over 50 years old	4 hours
Rank	
Rank & File	10 hours
Junior Management	12 hours
Middle Management	3 hours
Senior Management	2 hours

²Calculation excludes the number of respective external training hours rendered by Team Members from various departments.



Developmental Programs

Competent and effective leadership remains crucial in ensuring the sustainability, growth, and success of TMP. As a key driver of organizational direction and performance, leaders have a vital role in communicating the company's vision to Team Members and providing actionable strategies. Moreover, leadership influences workplace culture and environment, which in turn affects employee engagement and motivation.

At TMP, a strategic approach to succession planning is implemented to secure a strong pipeline of well-equipped and capable next-generation leaders. Key divisions and the company's HR department closely collaborate to determine the leadership lineup, which involves identifying successors for key leadership positions who will undergo developmental programs to enhance their knowledge and capabilities.

Leadership Development Programs

Succession candidates are developed through a comprehensive competency framework that is both holistic and progressively challenging, to strengthen their management, leadership, and interpersonal skills. The program includes one-on-one coaching, mentoring, and participation in internal and/or external training sessions. Additionally, successors may experience job rotation, immersion, expanded job responsibilities, cross-functional assignments, or exposure to regional operations, tailored to the specific functional areas for which they are being prepared.

Program:	Position to be assumed:
Leadership Advancement Program (LeAd)	Section Head
Management Development Program (MDP)	Department Head
Executive Development Program (EDP)	Division Head

Exposure to Regional Operations

TMP integrates overseas training into its career development framework, especially to prepare future leaders. The company leverages its linkages with its mother company in Japan and its Asia Pacific regional headquarters to facilitate the exchange of not only technologies but also talent and expertise. Selected Team Members are given the opportunity to participate in programs that aim to enhance their skills, provide exposure to global operations, and strengthen cross-cultural understanding.

Intra-Company Transfer (ICT) Program

One of Toyota's developmental programs for Office Team Members is the Intra-Company Transfer (ICT) Program. It serves as the formal channel to facilitate talent exchange among Toyota affiliates which aims to make use of global human resources to support overseas affiliates in achieving self-reliance by developing their local staff. The program participants gain the opportunity to exchange and benchmark best practices among affiliates, which they will then share with their fellow Team Members and apply within their respective local operations upon returning from their assignments.

In 2025, three (3) ICTs from TMP were dispatched to Singapore and Thailand, where Toyota's regional headquarters are located.

Global Skill-up Training (GST) Program

The Global Skill-up Training (GST) Program offers on-the-job training for Line Leaders by enabling them to be immersed in TMC's plant operations. The TMP trainees are assigned to different manufacturing worksites in Japan to enhance their practical experience in the areas of safety, quality, productivity, teamwork, and mendomi (mentoring). By the end of the program, they are expected to have developed a stronger understanding of advanced worksite, as well as greater sense of leadership and ownership in manufacturing operations.

For this program, TMP sent fifteen (15) Filipino Team Members to Japan in 2025.

Country	ICT		GST
	Out-bound	In-bound	
Japan	0	0	15
Singapore	1	0	N/A
Thailand	2	0	N/A
Total	3	0	15

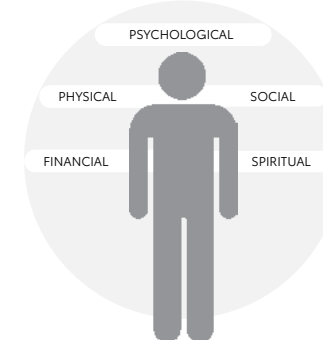
Retirement Preparation Program

TMP further underscores its value for Team Members by supporting their transition to retirement through programs that promote a productive and meaningful life beyond employment.

From the age of 45, retiring Team Members are enlisted in various interventions and learning enrichment options in consideration of their personal interests.

Every year, the company implements programs to honor and support retiring employees, including a recognition program conducted prior to the retirement of a Team Member, and an appreciation program to celebrate all retirees of the previous year. In 2025, there were 51 Team Members who reached retirement.

Pre-retirement Interventions



Before Interventions

- Financially-dependent
- Oblivious about retirement
- Clueless about what to prepare for

After Interventions

- Financially-independent
- Empowered/Contented
- With well-planned life



2025 retirees during the company's appreciation program



Occupational Health and Safety

Fundamental Approach

"Safe Work is the Gate to All Work," is a foundational principle that emphasizes safety as the prerequisite for all operations and guides TMP in embedding safety across all its operations.

The company's Safety and Health Section (SHS) aim to create and maintain a safe and accident-free workplace through compliance with the standards of the Department of Labor and Employment's (DOLE) Occupational Safety and Health Standards (OSHS). Accordingly, the SHS organizes safety promotion activities guided by three (3) pillars:



HUMAN SAFETY

Level up each Team Member's safety awareness and mindset through trainings and safety promotions



MACHINE & CONSTRUCTION SAFETY

Audit and inspection of machines/equipment using safety standards

Implementation of construction safety management by contractors



WORKSITE SAFETY

Establishment of standard procedures in respective operations to ensure a safe work environment

To further educate and help Team Members in preventing workplace hazards, SHS provides trainings related to Occupational Safety and Health (OSH):

Defensive Driving Seminar – for Team Members who use company vehicles in their operations to further improve their driving skills by anticipating risks and utilizing safe driving strategies;

Occupational Safety and Health Management System (OSHMS) Training & Workshop – aims to promote awareness and prevention of unsafe acts and conditions in the workplace that are extended to every Team Member's household;

Lock Out, Tag Out, Try Out (LOTOTO)

Training – aims to prevent injury of servicing and/or maintenance employees due to the unexpected energization or startup of machines, equipment or processes after long periods of machine shut-off.

Safety and Disaster Risk Mitigation

TMP extends its commitment to workplace safety beyond hazard awareness by strengthening the preparedness of its Team Members for potential emergencies and disruptive events. In doing so, the company promotes the importance of having a safety mindset and equips employees with essential knowledge and response skills to ensure their safety through company-wide activities related to fire, earthquake, and workplace safety.

Industrial Firefighting Trainings – aims to train emergency responders, security personnel, and service contractors the basics of fire safety.

Earthquake Drill – equips Team Members with the proper behavior and evacuation response during an earthquake.

Chemical Drill – aims to train Team Members and develop their skills in responding to chemical spill incidents.

Fire Drill – aims to equip Team Members with the proper behavior and evacuation response in case of a fire.

First-Aid Training – aims to equip Team Members with knowledge and skills to respond to an accident and medical emergencies

General KPI	Unit	2025
Work-related Fatalities – Employees	No. of fatalities	0
Work-related Fatalities – Contractors	No. of fatalities	0
Lost-Time Injury Frequency Rate – Employees	LITR	0
Lost-Time Injury Frequency Rate – Contractors	LITR	0



3,880 hours
total OSH
training hours

12 million
safe man-hours

Safety and Health Month

Every year, the company observes its 'TMP Safety and Health Month' to continuously emphasize the importance of workplace safety and wellness among Team Members.

In 2025, the theme of TMP's Safety and Health Month was "Reviving the Basics: Safety and Health Awareness is Everyone's Responsibility," highlighting the importance of returning to the core principles of workplace safety and recognizing safety culture begins with consistent awareness.

In line with the celebration's theme and goals, the activities focused on communicating the importance of safety, promoting healthier lifestyle while in the workplace, refreshing basic safety and health knowledge, reviving awareness of core safety principles, and enhancing hazard recognition.

TMP continuously monitors the number of incidents under each Safety Key Performance Indicators (KPIs). In 2025, TMP scored zero incidents in three (3) safety KPIs, such as Fatal Incident, Stop 6 Type Injury, and AP All Toyota Fatal Incident.

In 2025, TMP achieved Twelve (12) million safe man-hours without lost work accident from August 2022 until the end of February 2025. The company also recorded zero fatalities and a total of 3,880 hours for safety trainings in the same year.

Other Health Promotion Activities

TMP also cultivates a culture of wellness among Team Members by providing access to activities and facilities that can help improve their health. These include free consultations with TMP doctors, dentist, and nutritionist, fitness activities (dance, aerobics, yoga, etc.), free health seminars, and sports and fitness facilities.



Mental Health Promotion

TMP places equal importance on the mental well-being of its Team Members alongside their physical safety, recognizing that holistic wellness is essential in sustaining a healthy and productive workforce.

The company's Team Relations section launched the mental health program "Kumusta Ka?" in 2021 to promote awareness and understanding of mental health, as well as to provide mental health support to Team Members through activities that educate on mental health and empower employees to share their thoughts and feelings in "safe space" communication venues.

TMP observes 'Mental Health Month' every October and conducts special activities to promote mental health awareness. In 2025, the Mental Health Month was celebrated with the theme "Turn Awareness into Action.", which focused on transforming awareness into meaningful actions that nurture mental well-being and foster a culture of care in the workplace.

Team Members engaged in various interactive and uplifting activities which highlighted building connections, raising awareness, fostering respect, and empowering individuals to take action for mental well-being.



Product Safety and Quality

Toyota upholds safety and quality as core standards that are fully integrated into its operations and products. These principles guide the company's approach to delivering value, enabling it to maintain a strong reputation for reliability and earn the trust of customers worldwide.

Toyota has created and employed the Toyota Quality Management (TQM) System which involves the application of quality management standards across all functions, including Safety and Quality. It is based on Toyota's principles of 'customer first,' kaizen or 'continuous improvement,' and 'total participation.' All of Toyota's affiliates and manufacturers worldwide, including TMP, closely adhere to this system. Moreover, TMP produces its vehicles in compliance with global and national standards.

Toyota dealerships also uphold the same commitment to quality. For its dealerships, 73 out of 75 dealers for both Toyota and Lexus have earned the Department of Trade and Industry (DTI) Bagwis Accreditation. The accreditation is given to organizations adhering to Fair Trade laws, encouraging practices that uphold business ethics, service excellence, and self-regulation.

TMP's commitment to quality and safety continues to translate into customer satisfaction. In 2025, its recorded average satisfaction level of customers with new vehicle purchases hit 99%. Meanwhile, the average satisfaction level of customers with vehicle servicing reached 96%.

Customer Satisfaction Score (CSAT)

KPI	Target Respondents	2025
Sales Satisfaction Index	New Car Customers	99%
Customer Satisfaction Index	Service/After-sales Customers	96%

Product Testing

Before introduction in the Philippine market, all Toyota vehicles undergo fuel efficiency and emissions testing in Japan using the Toyota standards.

Parts and components of Toyota vehicles, such as safety belts, safety glass, pneumatic tires, and lead-acid batteries, are tested by the respective part/component manufacturers in compliance with the Philippine national standards set by the Bureau of Philippine Standards of the Department of Trade and Industry (DTI-BPS).

TMP also complies with the Philippine regulations on fuel efficiency and emissions where testing follows the Euro Standards (as prescribed in the Economic Commission for Europe of the United Nations or ECE Regulation N 94 or ECE Regulation N 94).

Various Toyota models are developed with reference to the standards of the New Car Assessment Program (NCAP), an independent safety test conducted globally by organizations to assess crashworthiness and other essential safety features, giving cars a star rating based on performance.



12 Toyota models

with 5-star safety rating in ASEAN, Japan, Australia, Euro

bZ4X*	Euro NCAP
Camry	ASEAN NCAP, Australasian NCAP
Corolla Altis	ASEAN NCAP
Corolla Cross	ASEAN NCAP
Hilux*	Australasian NCAP
Land Cruiser	Japan NCAP
Land Cruiser Prado	Australasian NCAP
Raize	ASEAN NCAP
Rav 4	Japan NCAP
Veloz	ASEAN NCAP
Vios	ASEAN NCAP
Yaris Cross*	ASEAN NCAP

*New addition in 2025

Marketing and Labeling



As a globally recognized and trusted brand, Toyota also embeds integrity – one of the core principles of the Toyota Way – in its marketing and labeling practices to protect its brand image and sustain trust among stakeholders and customers.

In TMP, this commitment is reflected in all advertising materials, which are grounded in truthfulness, responsibility, and ethics. Through an internal review process, relevant departments validate the accuracy of product information and imagery to set and manage customer expectations. Moreover, the company maintains continuous oversight to ensure adherence to its branding and communications guidelines, policies, and quality standards at all times.

To strengthen alignment across its dealer network, marketing and advertising departments of authorized dealerships are periodically trained. Through its marketing services, dealer development, and sales training teams, it monitors its presence in social media.

Local Communities

Toyota Motor Philippines Foundation

Guided by Toyota's mission to "Produce Happiness for All" and "leave no one behind", TMP continues to create meaningful value beyond producing ever-better cars, but also through initiatives that contribute positively to communities and people's lives.

Toyota Motor Philippines (TMP) Foundation, the social and humanitarian arm of TMP, reinforces the company's commitment to creating a positive impact on society through various Corporate Social Responsibility (CSR) initiatives focused on Health, Education, Environment, Community Service, and Mobility.

In 2025, TMP Foundation celebrated its 35th anniversary, marking three and a half decades of dedicated social and humanitarian service. The milestone event also served as the platform for the unveiling of its new advocacy pillar, 'Mobility+', which underscores the Foundation's commitment to introducing new initiatives and strengthening existing programs by leveraging mobility.



HEALTH

TMP Foundation recognizes healthcare as a fundamental right and a crucial driver of national development, which is why it is committed to helping improve access to essential healthcare, especially in underserved communities.

Medical-Surgical Outreach Program (MSOP)

In 2025, the Foundation continued its support to patients who need immediate outpatient surgical services in Santa Rosa City, Laguna, through its Medical-Surgical Outreach Program (MSOP). The program served a total of 36 patients who needed Thyroidectomy and Cholecystectomy, as well as beneficiaries with cases of Hernia and Hemorrhoids.



Surgical operation at Our Lady of Peace Hospital in Parañaque City



Lab For All

In 2025, TMP Foundation turned over one (1) Toyota Coaster unit at the “Lab for All: Laboratoryo, Konsulta at Gamot Para sa Lahat” caravan in Basey, Samar. This marks the completion of the joint commitment of TMP Foundation and Metrobank Foundation (MBFI) to donate five (5) mobile laboratories, with previous units turned over to Bacolod City, Pasig City, Santa Catalina (Ilocos Sur), and Tacloban City.

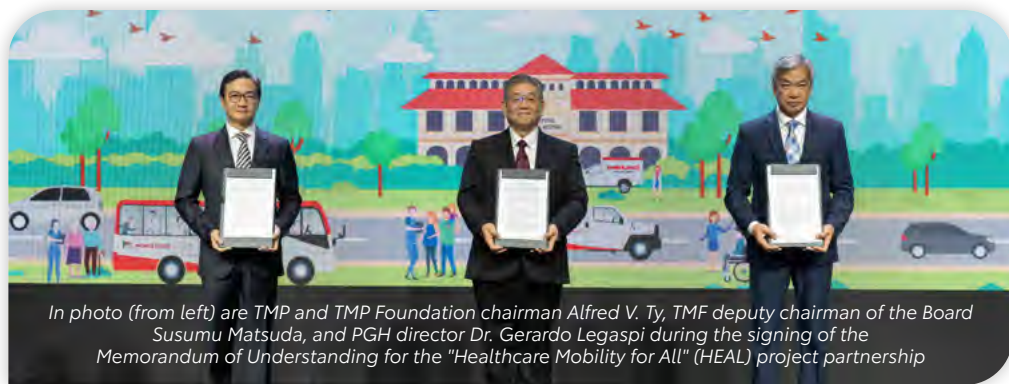
The “Lab for All” program is a grassroots initiative that aims to provide free and accessible healthcare services to Filipinos, particularly in underserved communities, by delivering laboratory, consultation, and medicines to the people.



Turnover of a Toyota Coaster mobile clinic to the Provincial Government of Samar

HEAL Program

As part of its 35th anniversary celebration in July 2025, TMP Foundation unveiled its strategic partnership with Japan's Toyota Mobility Foundation (TMF) and the Philippine General Hospital (PGH) in the "Healthcare Mobility for All" (HEAL) Program, which aims to address mobility needs and improve access to basic healthcare services in underserved communities.



In photo (from left) are TMP and TMP Foundation chairman Alfred V. Ty, TMF deputy chairman of the Board Susumu Matsuda, and PGH director Dr. Gerardo Legaspi during the signing of the Memorandum of Understanding for the "Healthcare Mobility for All" (HEAL) project partnership

In the same year, the HEAL program's shuttle service component was launched. The service aims to provide safe, reliable, and efficient transportation for PGH healthcare professionals, particularly during late-night and early-morning shifts with limited commuting options. The shuttle service will use three Tamaraw UV-based shuttles on key routes in Metro Manila and Cavite.



The three Tamaraw UV-based shuttles that will provide safe and convenient transportation for PGH healthcare professionals

Mobi-Care

TMP Foundation remains committed to supporting the communities where TMP operates.

In 2025, the Foundation launched its new 'Mobi-Care' ("Mobility with Care") program which integrates mobility-related solutions – both automotive and non-automotive – into community welfare to either bring essential needs and services closer to the people or mobilize people closer to their basic needs.

As a pilot initiative under this program and in line with its health pillar, TMP Foundation turned over four (4) brand-new Toyota vehicles to the city governments of Santa Rosa and Batangas. These donations will support the local governments in delivering public health services through enhanced mobility.

The Santa Rosa City Health Offices (CHOs) I and II received one (1) unit of Toyota Tamaraw Utility Van each as health service vehicle, while the Santa Rosa Community Hospital (SRCH) received one (1) unit of Type 1 Toyota Tamaraw Ambulance. The City Government of Batangas received a brand-new Toyota Hiace unit, which will serve as a health service vehicle of the Batangas City Health Office.



Batangas City Health Office workers ride the donated health service vehicle



The Tamaraw health service vehicles and ambulance donated to the City Government of Santa Rosa to support the delivery of basic health services

EDUCATION

Automotive Education Program (AEP)

The founder of TMP Foundation, Dr. George S.K. Ty and Dr. Shoichiro Toyoda, firmly believed in the importance of education in opening doors to better opportunities and improving one's life. Guided by this philosophy, the Foundation continues to support the Philippine automotive industry and help improve Filipinos' quality of life through education by providing scholarships to young Filipinos who wish to pursue automotive technical education.

Through its Automotive Education Program (AEP), TMP Foundation continues to provide scholarships to deserving students and give them the opportunity to learn automotive technical knowledge and skills in 19 AEP partner schools.

Upon completion of the course, the scholars who have graduated may work at Toyota dealerships nationwide or pursue career opportunities overseas.

In 2025, sixty-six (66) new scholars from various partner schools were selected to join the program, while 37 scholars successfully graduated.



Adopt-a-School Program

TMP Foundation recognizes the role of education in nation-building and empowering future generations. In 2025, the Foundation continued its programs and support to its adopted school, Pulong Sta. Cruz Elementary School (PSCS), and its stakeholders.

Refurbishing School Facilities

As part of the Department of Education's annual 'Brigada Eskwela,' the Foundation supported PSCS in preparing the school facilities for the school year by providing cleaning materials & disinfectants to ensure the cleanliness and sanitation of the school's facilities. Foundation also mobilized volunteers to help with cleaning and refurbishment activities.

PSCS has also been accredited under DEPED's Special Science School Program. TMP Foundation aimed to support the school by providing ergonomic chairs to enhance the learning environment of young science scholars.



Foundation volunteers during a facility clean-up

Promoting and Sustaining Academic Excellence

The Foundation continues to promote academic excellence and holistic learning through programs that enhance the students' knowledge and experiences.

In 2025, the Foundation continued to hold the 'Quest for the Best' quiz bee, where students from Grades 3 to 6 are tested for their knowledge in Science, Math, English, Filipino, History and current events. A total of 28 students were chosen to participate in the activity. Moreover, the Foundation also holds the 'Lakbay Aral' Educational Tour, allowing the students who participated in quiz bee to visit educational sites and landmarks, and gain valuable out-of-the-classroom learning experiences.

The Top 5 graduates of PSCS in 2025 were also awarded by TMPF with gift certificates, recognizing the students' diligence and efforts towards their education.



PSCS students during the 'Quest for the Best' quiz bee

ENVIRONMENT

Championing Environmental Stewardship

TMP Foundation is aligned with Toyota's commitment to sustainability and making a positive impact on the planet. In 2025, the Foundation continued to lead and support efforts to protect and conserve biodiversity, foster environmental stewardship, and establish a society in harmony with nature.

In November 2025, the Foundation conducted a tree planting activity inside the Makiling Botanic Gardens (MBG) at the University of the Philippines – Los Baños as part of the Toyota Adopt-A-Forest Program. A total of 500 trees were planted inside TMP Foundation's adopted forest block to support the biodiversity conservation efforts of the MBG.



Volunteers during the tree planting activity within the 10-hectare adopted site at Mount Makiling

The Foundation also lead the expansion of the All Toyota Green Wave Project outside CALABARZON with its adoption of a National Greening Program (NGP) mangrove site in Pasuquin, Ilocos Norte. The Foundation mobilized volunteers to plant 1,750 native mangrove species as part of a two-year target of 3,500 seedlings planted across two hectares. This initiative aimed to boost environmental stewardship among stakeholders, local livelihood, and climate mitigation.

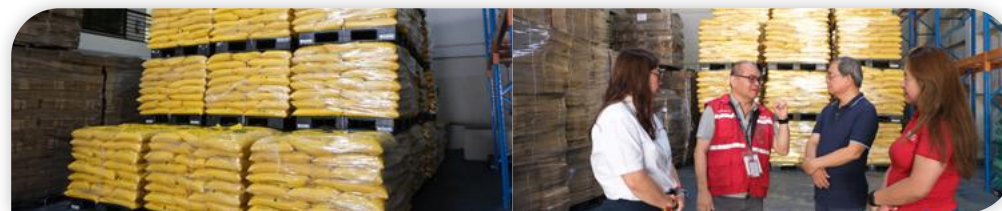


Volunteers plant native mangrove species, Lapis-lapis and Arinaya, in Ilocos Norte

COMMUNITY SERVICE

Disaster Relief

In the spirit of community service at times of calamities, TMP Foundation turned over 4,600 sacks of rice, equivalent to PHP 3.5 million, to the Department of Social Welfare and Development (DSWD). The donation aimed to bring relief to communities affected by typhoons and the monsoon in the country.



TMP Foundation turns over sacks of rice to DSWD



TMPF Programs Cumulative Highlights

Pillar	Program	Year Started	Contributions
Health	Medical and Dental Outreach Program (MSOP)	1992	101,781* beneficiaries served from the cities of Parañaque, Taguig and Santa Rosa
	Medical-Surgical Outreach Program (MSOP)	2018	170* beneficiaries served from the City of Santa Rosa
Education	Automotive Education Program (AEP)	1990	• 19 partner schools; among these, 5 are Toyota Technical Education Program (T-TEP) Partner Schools • 86* current scholars • 1,300* Graduated TMP Foundation Scholars
	Adopt-a-School Program (at Pulong Santa Cruz Elementary School)	2003	• 364* student participants in the Toyota Quest for the Best Quiz Bee • 539* student participants in the “Lakbay Aral” Educational Tour
	Computerization Program	2016	Provision of the following for the benefit of roughly 4,000 students of PSCEs: • 53* LED TVs installed in all PSCEs classrooms • 100* units of notebook computers • Internet (Wi-Fi) connection • Multi-functional printer • Robotic kits • Learning modules, books • Teachers’ trainings • 6 units of HP computers • 1 unit sonic wall • 130 units of laptops • 70 sets of tables and chairs for the Special Science Elementary School (SSES)
Environment	Coastal/River Clean-up Activities	2007	Participation in 17* coastal and river clean-up activities
	Mangrove and Tree-planting Activities	2016	• 4,450* mangrove propagules planted • 4,212* trees planted composed of native, fruit-bearing, flowering species
	Toyota Adopt-a-Forest Project (at Makiling Botanic Gardens)	2013	• 10-hectare reforestation area • 9,690* trees planted inside the adopted forest block • 95* palm seedlings planted inside 3.5 hectares Toyota Palm Garden
Community Service	Toyota-City of Santa Rosa-GK Village	2013	• 8,000 sqm land area • Turned over 160 houses to Santa Rosa City constituents • Built a Multi-purpose Hall inside the village • Provided funds for livelihood support to residents • Held Bayanihan Activities • Minor renovation of multi-purpose hall
	Disaster Relief	As needed	• Turned over sacks of rice worth Php 3,500,000 to the Department of Social Welfare and Development • Provided funds for the purchase of 1,000 retractable tents for Mindanao earthquake victims • Provided 900 meal packs to DOTR personnel to Department of Transportation’s (DOTr) Free Ride Service Program during the pandemic • Donated 150 sacks of rice to affected families to victims of typhoon Paeng
Mobility+	Mobi-care Program	2025	Provision of the following for the benefit of the City of Santa Rosa and its residents: • One (1) fully equipped Basic Life Support (BLS) Ambulance for Santa Rosa Community Hospital • Two (2) Health Service Vehicles for City Health Office 1 and 2 Provision of the following for the benefit of Batangas City and its residents: • One (1) Toyota Hiace Commuter as a multi-purpose healthcare service vehicle

*updated as of end-2025



Class of 2025 graduates during TMP Tech's 15th Commencement Exercises

Toyota Motor Philippines School of Technology

Established in 2013 by TMP Founding Chairman George S.K. Ty and Toyota Motor Corporation Honorary Chairman Shoichiro Toyoda, TMP Tech is a world-class technical-vocational institution dedicated to developing the Filipino youth into highly skilled automotive technicians.

By equipping students with industry-relevant knowledge and skills, the institution contributes to the advancement of the automotive industry and helps sustain a pipeline of qualified after-sales Toyota service professionals for Toyota dealerships worldwide. In 2025, 198 TMP Tech graduates were dispatched to Toyota & Hino dealers in Japan.

Since the start of its operations, TMP Tech has produced 2,972 graduates and supported 1,310 scholars through various technical-vocational courses as of end-2025.



2,972
Cumulative no. of graduates
since 2013



1,310
Cumulative no. of scholars
since 2013
(156 new recipients in 2025)





ECONOMIC PERFORMANCE

Direct Economic Value Generated

Direct Economic Value Distributed

Community Investments

Direct and Indirect Economic Impact

GRI

201-1; 203

TMP places strong importance on understanding and managing its workforce composition to optimize talent distribution, maximize human and intellectual capital, and cultivate an inclusive and diverse workplace. This approach enables the company to enhance operational efficiency, strengthen employee engagement, and support business continuity.

As a leading mobility company engaged in automotive manufacturing in the country, TMP's workforce profile is largely composed of male Team Members working within vehicle production operations.

Economic Value Generated (EVG)

In 2025, TMP's consolidated revenues amounted to Php 260.47 billion. These were generated through:

- locally-manufactured vehicle sales,
- imported vehicle sales,
- local sales of service parts
- services, and—
- export sales of Original Equipment Manufacturer (OEM) parts and service parts.

TMP remains one of the country's leading corporations. In the BusinessWorld "Top 1000 Corporations in the Philippines" 2025 ranking, based on 2024 audited financial statements, the company ranked fifth (5th) overall with approximately PHP 232.72 billion in gross revenues.

Economic Value Distributed (EVD)

In growing its business, TMP continue to invest in expanding domestic operations, boosting procurement from its local supply base. Likewise, economic activities are stimulated while necessary taxes and duties are remitted by TMP to the Government.

TMP's EVD in 2025 amounted to PHP 283.83 billion. These were channeled through TMP's operating costs, employee wages and benefits, payments to providers of capital, payments to government, and community investments.

Community Investments

TMP and its social and humanitarian arm, TMP Foundation, continue to contribute to society through various Corporate Social Responsibility (CSR) activities that are anchored on five pillars: Health, Education, Environment, Community Service, and Mobility+.

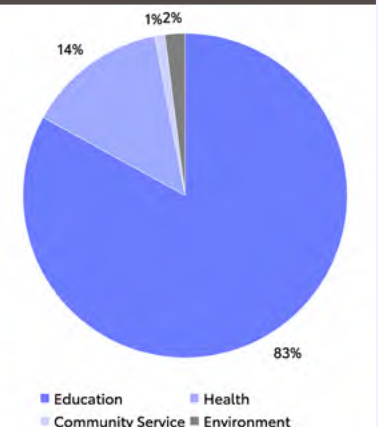
In 2025, the Foundation, alongside TMP, focused on Education, Health, and Community Service, implementing programs to improve the quality of education, learning outcomes, and health at its adopted school.

PHP 232.72 Billion
2025 EVG

PHP 283.83 Billion
2025 EVD

Operating Costs	221.68
Employee Wages and Benefits	3.89
Payments to Capital Providers	15.05
Payments to Government	43.13
Community Investments	0.07

COMMUNITY INVESTMENTS





Direct and Indirect Economic Impact

TMP generates economic value by advancing local manufacturing, supporting employment, and expanding opportunities for Philippine suppliers and businesses across the automotive value chain.

In 2025, TMP recorded its highest annual local production volume, manufacturing 63,804 vehicles at its Santa Rosa plant.

Together with its nationwide network of dealers, suppliers, logistics providers, and business partners, TMP supported more than 83,000 jobs, contributing to employment and economic activity across the country.

TMP's operations support local industries through supplier engagement, domestic procurement, and the development of manufacturing and technical capabilities. Its business ecosystem extends these impacts to dealers, logistics providers, and other enterprises supporting the automotive value chain.

Through its supply chain and business activities, TMP contributes to local industry development and economic activity beyond its direct operations, supporting a more resilient Philippine automotive sector.

ECONOMIC CONTRIBUTIONS



Export Sales

(Toyota Group Suppliers)
USD 1.09 Billion (2025)
USD 22.29 Billion (Cumulative)



Investments

PHP 1.05 Billion (2025)
PHP 34.38 Billion (Cumulative)



Taxes & Duties

PHP 43.13 Billion (2025)
PHP 557.42 Billion (Cumulative)



Local Auto Production

63,803 units (2025)
1,181,786 units (Cumulative)

Forward and Possible with the Next Generation Tamaraw



The continued development of the Next Generation Tamaraw further strengthened TMP's local manufacturing capabilities.

In 2025, TMP expanded its in-house conversion capabilities to six Tamaraw body configurations, adding Ambulance, Telco Van, and Race Vehicle to its existing Drop-side, Utility Van, and Aluminum Cargo.

The company also continued its out-house collaboration with local body builders to develop additional Tamaraw body styles for diverse mobility applications. These initiatives support local enterprises, develop technical capabilities, and broaden participation in the automotive value chain.

TMP continues to work closely with Philippine-based suppliers to increase the localization of vehicle parts and components, strengthening domestic supply chains and enhancing the competitiveness of the local automotive industry through technology transfer and capability development.

IN-HOUSE CONVERSIONS



Dropside



Ambulance*



Utility Van



Telco Van*



Aluminum Cargo



Race Vehicle*

*New addition in 2025

PHP 5.5 Billion Total Investment

Vehicle Production	PHP 3.2 B
Parts Localization	PHP 1.2 B
Vehicle Conversion	PHP 1.1 B



Milestones, Awards & Recognitions

In 2025, TMP maintained its position as a leading mobility company, achieving full-year retail sales of 227,595 vehicles. Driven by Filipino consumers who patronize the quality of Toyota and Lexus vehicles, TMP continued its leadership in passenger car, commercial vehicle, and overall sales, successfully securing its 24th consecutive 'Triple Crown' status.

This sales performance established the Philippines as a Top 10 market globally and a Top 4 market in Asia for Toyota.

In the same year, TMP Team Members proudly showcased their skill excellence on the regional stage. TMP secured another prestigious win at the 2025 Toyota Asia Pacific Skills Contest (ASPAC) in Thailand, marking the company's fourth gold medal since entering the competition in 2006. Eduardo Lazo Jr. of the TMP Manufacturing Division won the gold medal in the highly competitive Quality Control – Team Leader Category, reaffirming the world-class caliber of Filipino talent.



Eduardo Lazo Jr. (middle) receives his gold award at the 2025 Toyota ASPAC held in Thailand

On the local front, TMP led customs revenue contributions to the Bureau of Customs – Port of Batangas (BOC-POB) for the first half of 2025, remitting PHP 24.09 billion—a 29% year-on-year increase. Accounting for a substantial 35.7% share within the 'Top 10 Importers' cluster, TMP continues to strengthen local economic growth while demonstrating responsible corporate tax citizenship.



TMP accepts BOC-POB's Top 1 Importer recognition

In its host location of Santa Rosa City, Laguna, TMP was recognized for its multifaceted economic impact, earning the 'Hall of Fame Award' (Top Business Taxpayers), 'Top Manufacturer Award,' and 'Top Real Property Taxpayer – Company Category Award' at the City's annual Lion Awards. As the local government highlighted, TMP remains a vital contributor to provincial and national gross domestic product, reinforcing its key role in nation-building.



TMP receives Santa Rosa City's Lion Awards

TMP was also honored as a 'Sustainable Development Partner' and 'Earth Hour Advocate' at the City of Santa Rosa 2025 Green Awards, underscoring the company's steadfast commitment to environmental sustainability.

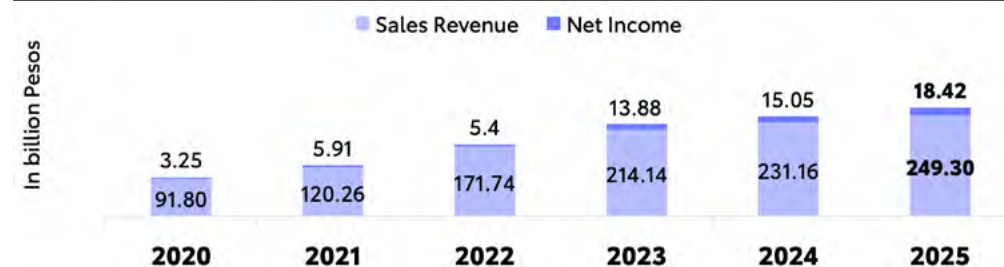
Financial Highlights

Sustained Growth and Performance

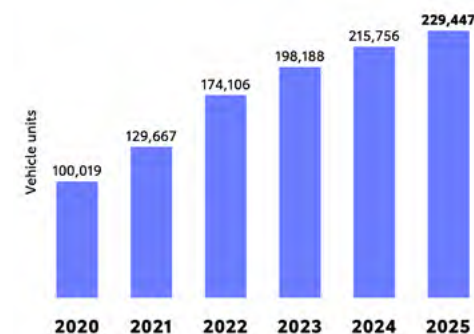
TMP's 2025 performance marks another historic milestone, demonstrating continued financial stability. Sales Revenues grew to PHP 249.30 billion, with a significant 22.39% surge in Net Income to PHP 18.42 billion. This strong financial foundation supports the company's record-high operational achievements of over 229,000 vehicles sold and 63,800 units produced in 2025.

(in PHP Bn)	2020	2021	2022	2023	2024	2025	YOY Growth (2025 vs. 2024)
Sales Revenues	91.8	120.26	171.74	214.14	231.16	249.30	7.85%
Net Income	3.25	5.91	5.40	13.88	15.05	18.42	22.39%
Total Assets	39.4	38.78	38.09	61.18	61.78	74.68	20.88%
Total Equity	6.81	9.99	9.41	17.86	19.02	22.41	17.82%
Vehicle Sales	100,019	129,667	174,106	198,188	215,756	229,447	6.35%
Vehicle Production (in units)	35,226	48,758	49,862	56,298	60,098	63,803	6.16%

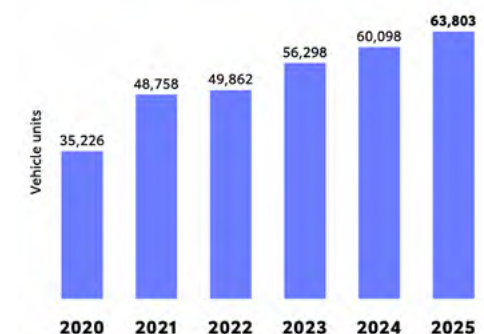
SALES REVENUE & NET INCOME



VEHICLE SALES



VEHICLE PRODUCTION



GRI Content Index

GRI Standard		Disclosure	Discussion Page
GRI 102: General Disclosures	102-1	Name of organization	p. 4
	102-2	Activities, brands, products, and services	pp. 4, 9
	102-3	Location of headquarters	p. 4
	102-4	Location of operations	p. 4
	102-5	Ownership and legal form	p. 4
	102-6	Markets served	p. 8
	102-7	Scale of organization	pp. 4, 25
	102-8	Information on employees and other workers	pp. 26-27
	102-9	Supply chain	pp. 6-7
	102-14	Statement from senior decision-maker	p. 3
	102-18	Governance structure	p. 3
	102-47	List of material topics	p. 12
	102-50	Reporting period	p. 1
	102-51	Date of most recent report	p. 1
	102-53	Contact point for questions regarding the report	p. i
	102-55	GRI content index	pp. 41-42
Economic			
GRI 201: Economic Performance	201-1	Direct economic value generated (EVG) and distributed (EVD)	p. 38
GRI 203: Indirect Economic Impacts	203		p. 39
Social			
GRI 401: Employment	401-1	New employee hires and employee turnover	p. 26
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 27
	401-3	Parental leave	p. 27
GRI 402: Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	p. 28
GRI 402: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	p. 28
GRI 403: Occupational Health and Safety	403-6	Promotion of worker health	pp. 31-32
GRI 404: Training and Education	404-1	Average hours of training per year per employee	p. 29
	404-2	Programs for upgrading employee skills and transition assistance programs	pp. 29-30
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p. 27
	405-2	Ratio of basic salary and remuneration of women to men	p. 27
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	p. 28
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	pp. 33-37

GRI Standard	Disclosure	Discussion Page
Environmental		
GRI 303: Water and Effluents	Topic-specific disclosures	
	303-5 Water consumption	p. 22
GRI 304: Biodiversity	Topic-specific disclosures	
	304-3 Habitats protected or restored	p. 24
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	p. 21
	305-2 Energy indirect (Scope 2) GHG emissions	p. 21
	305-3 Other indirect (Scope 3) GHG emissions	p. 18
	305-5 Reduction of GHG emissions	pp. 17-21
GRI 306: Waste	Management approach disclosures	
	306-1 Waste generation and significant waste-related impacts	p. 23
	306-2 Management of significant waste-related impacts	p. 23
	Topic-specific disclosures	
	306-3 Waste generated	p. 23
	306-4 Waste diverted from disposal	p. 23
	306-5 Waste directed to disposal	p. 23
GRI 307: Environmental Compliance	Management approach disclosures	p. 16
	Topic-specific disclosures	
	307-1 Non-compliance with environmental laws and regulations	p. 16

SASB Content Index

Material Topic	SASB Code	Description	Discussion Page
Product Safety and Quality	TR-AU-250a.1	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	p. 32-33
Labor Practices	TR-AU-310a.1	Percentage of active workforce covered under collective bargaining agreements	p. 28
Fuel Economy & Use-phase Emissions	TR-AU-410a.2	Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold	p. 20
	TR-AU-440a.1	Description of the management of risks associated with the use of critical materials	p. 18-19
Others	TR-AU-000.A	Number of vehicles manufactured	p. 4
	TR-AU-000.B	Number of vehicles sold	p. 4



TOYOTA MOTOR PHILIPPINES CORPORATION
www.toyota.com.ph/sustainability