



THE TORO
COMPANY

Change how the world works

2025 Sustainability Impact Report



Overview

Change how the world works	4
Shaping the world together	5
About The Toro Company	6
2025 highlights	7
Our customers	8
Our legacy in action	8
Brands and products	9
Innovative solutions and brand portfolio	10
Double materiality assessment	11
Our impact framework	12
Reporting on our progress	13
Product life cycle explained	15
Product design	16
Materials sourcing	18
Manufacturing	19
Transportation and distribution	20
Product use and repair	20
Recycling	22
Final disposal	22

Product

People

Safety	24
Health and wellness	27
Investing in talent	28
Giving and community	30

Process

Continuous improvement	35
Our environmental footprint	36
Zero Waste to Landfill	38
Responsible supply chain	39

Governance

Governance and risk management	41
Climate scenario analysis	43
Code of Conduct	44
Ethics	44
Human rights	45
Cybersecurity and data privacy	47
Industry engagement and leadership	48

Planning

Priorities for fiscal 2026 and beyond	49
---------------------------------------	----

Appendix

50



Overview

- > Change how the world works
- > Shaping the world together
- > About The Toro Company
- > 2025 highlights
- > Our customers
- > Our legacy in action
- > Brands and products
- > Innovative solutions and brand portfolio
- > Double materiality assessment
- > Our impact framework
- > Reporting on our progress



Change how the world works

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

The parks that bring generations together.

The sports grounds that host epic rivalries.

The infrastructure that revitalizes
communities.

From the energy that powers our homes and businesses to the broadband that connects us and the water we all depend on — it's all thanks to the people who rolled up their sleeves and got to work.

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

That's why we create high-performance products with a lower impact on the planet. It's why we create jobs that support communities, and services that connect them. We develop innovative, efficient, and reliable solutions that empower our customers to achieve more with fewer resources — less water, fuel, and waste.

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

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



Shaping the world together

Our team at The Toro Company is driven by one purpose: to help our customers enrich the beauty, productivity, and sustainability of the land. From the development of vital infrastructure and the stewardship of green spaces to the evolution of new technology and smart irrigation solutions, we provide the tools that transform labor into legacy. Our commitment is to deliver innovation that doesn't just work harder, but works smarter.

With over a century of experience, we have supported professionals and homeowners in their efforts to help create beautiful and community-centric spaces. By integrating autonomous systems, intelligent data connectivity, and high-efficiency power solutions, we solve today's challenges while preparing our customers for the demands of tomorrow.



We believe that sustainability is a shared journey — one that empowers our partners, customers, and communities to thrive together. By advancing responsible practices and innovative solutions, we are committed to creating lasting positive impact for people and the planet, today and for generations to come."

The true engine of our success is our dedicated team. We believe that industry-leading reliability starts with an investment in human potential. Through robust training, leadership development, and a culture of mentorship, we empower our employees to innovate with passion. It is their expertise that ensures we continue to set the benchmark for quality across every sector we touch.

In 2025, we continued to bridge the gap between traditional performance and future-ready technology. We hit new milestones in sustainable manufacturing and deepened our commitment to global compliance, ensuring our most advanced battery and engine-powered solutions reach our partners safely and responsibly.

As we look ahead to the future, we will continue to build on our legacy of excellence by continuously improving our products and processes, deepening our partnerships, and supporting the communities where we operate. Guided by a foundation of integrity and a spirit of innovation, we are prepared for the journey ahead.



RICHARD M. OLSON
Chief Executive Officer



About The Toro Company

At The Toro Company (TTC), we see opportunities to enrich our world with beauty and productivity, driven by the ambition to turn possibilities into realities. Through innovative products, services, and technologies, we solve real-world challenges while creating lasting value for our communities, customers, and partners.

For over a century, we have delivered market-leading solutions for the outdoor environment, including turf and landscape maintenance, snow and ice management, underground construction, rental and specialty construction, irrigation, and outdoor lighting. Headquartered in Bloomington, Minnesota, we serve customers worldwide through a trusted network of distributors, dealers, mass retailers, hardware stores, and equipment rental centers. Together, we continue to shape a more beautiful and productive world.

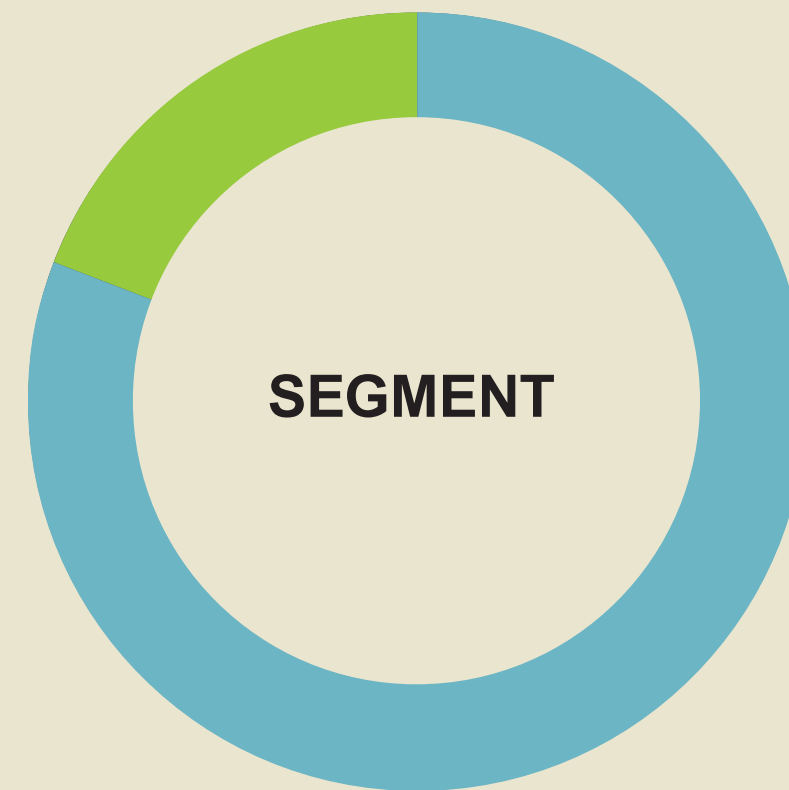
Our strategic priorities are built on a foundation of quality, innovation, and strong relationships. We are driven by our purpose of helping customers enrich the beauty, productivity, and sustainability of the land while supporting our people, serving our customers, and giving back to local communities. Our longstanding commitment to excellence and continuous improvement is key to our market leadership. Serving customers in over 125 countries, we generated \$4.51 billion in net sales during FY25, reflecting our dedication to delivering high-performance solutions worldwide.

Founded in **1914**

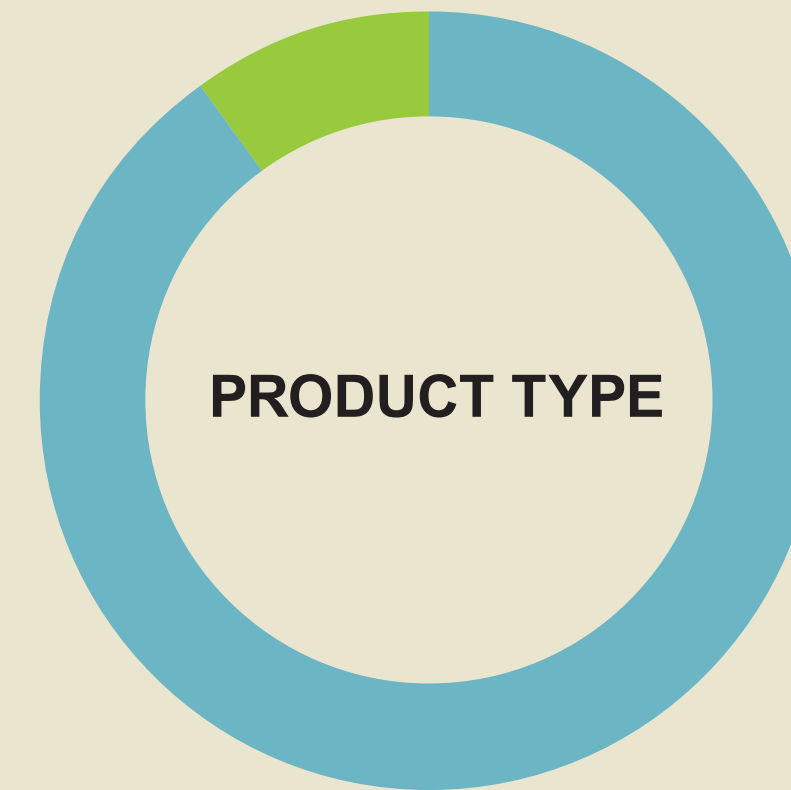
9,800+
Employees worldwide

\$4.51B
fiscal 2025 net sales

FY2025 net sales by



● 19% Residential
● 81% Professional



● 10% Irrigation
● 90% Equipment



● 19% International
● 81% United States

Worldwide headquarters

Bloomington, MN

125

countries served through The Toro Company's global presence in 2025

Manufacturing locations:

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



2025 highlights



6.9%

of total adjusted net sales came from battery and hybrid products in 2025 (motorized product sales)



16.5%

reduction in Scope 1 and 2 emissions since 2019



80%

participation in annual employee engagement survey to inform priorities



\$2.9M

in total philanthropic donations



57%

reduction in Total Recordable Incident Rate (TRIR) compared to our 2021 baseline



18,000+

tons of waste diverted from landfill in 2025

Our customers

Professional

We provide innovative solutions tailored to professional customers, including golf course superintendents, underground utility professionals, sports field groundskeepers, public space and municipal property managers, contractors, and agricultural growers. Our products are designed to meet the demands of turf and

landscape maintenance, snow and ice management, underground installation and rehabilitation, and agricultural and turf irrigation. With a focus on delivering power, productivity, and performance, we help professionals around the world achieve exceptional results while addressing environmental and operational needs.

Residential

Our innovative solutions help residential customers and homeowners maintain and enhance their outdoor spaces year-round. From mowers and snow blowers to battery-powered yard tools and water-saving irrigation technologies, our products are designed to make outdoor work easier, faster, and more efficient while minimizing environmental impact.



Our legacy in action

Our success stems from cultivating trusted relationships, a legacy of innovation, and a commitment to enriching outdoor environments. We take pride in fostering a supportive and inclusive work culture where all employees feel valued and connected. By prioritizing wellness, community, and meaningful work, we inspire pride and purpose in everything we do.



Our purpose

To help our customers enrich the beauty, productivity, and sustainability of the land.



Our vision

To be the most trusted leader in solutions for the environment. Every day. Everywhere.



Our mission

To deliver superior innovation and superior customer care.

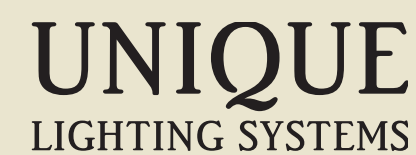
Brands and products

TTC is a leading worldwide provider of innovative solutions for the outdoor environment. We provide tailored solutions to professional and residential customers, focusing on power, productivity, and performance while reducing environmental impacts.

Our products include:

- Turf and landscape maintenance
- Underground installation and rehabilitation
- Turf and agricultural irrigation
- Snow and ice management
- Rental and specialty construction
- Outdoor lighting solutions

Built on caring relationships that help customers enhance and maintain outdoor spaces, our portfolio of global brands includes:



Awards and recognition:

We are proud to have been recognized for our product innovation, environmental leadership, and community support.

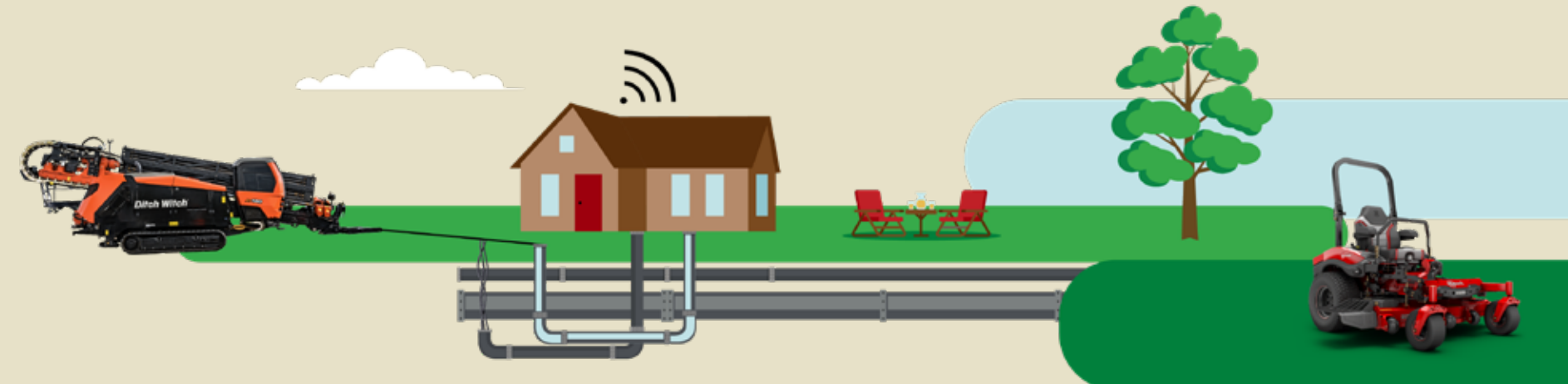
Recognitions from the last year include:

- World's Most Trustworthy Companies by Newsweek
- Most Trustworthy Companies in America by Newsweek
- America's Climate Leaders by USA Today
- 2025 Handshake Early Talent Award

Innovative solutions and brand portfolio

UNDERGROUND

Supporting communications, power, broadband, and water infrastructure.



SNOW & ICE MANAGEMENT

Restoring order for businesses and communities when winter weather brings chaos.



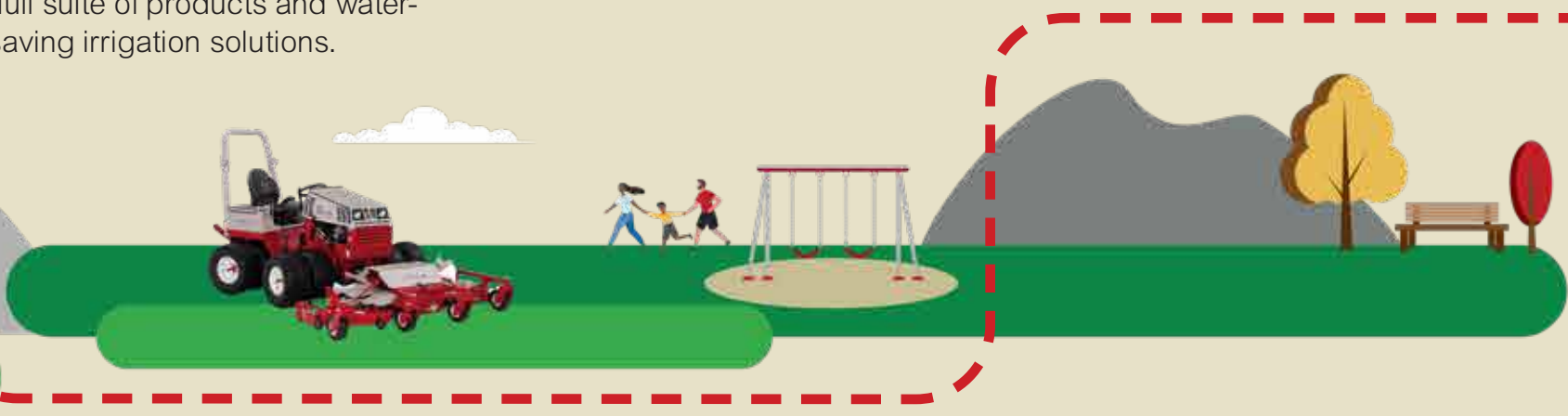
RESIDENTIAL

Helping customers beautify their outdoors with a full suite of products and water-saving irrigation solutions.



PARKS

Helping municipalities keep parks, greenspaces, and outdoor environments maintained for all to enjoy.



GOLF COURSES

Providing smart-connected and advanced solutions to manage turf health and best-in-class playing conditions.



SPORTS FIELDS

Serving professional and collegiate athletics with precision equipment and irrigation for safe and consistent playing surfaces.



AGRICULTURE

Supporting growers with drip irrigation solutions to maximize water efficiency, yields, and crop quality.



SPECIALTY CONSTRUCTION

Delivering battery- and gas-powered equipment to help contractors tackle construction and demolition, inside and out.



Double materiality assessment

We completed a double materiality assessment (DMA) in 2024 to understand the environmental, social, and governance (ESG) topics that are most significant to our business. We frequently reference our DMA as a valuable tool in prioritizing our sustainability initiatives and strategy to focus on topics that can maximize our impact.

Our DMA was conducted by a third party and aligned with the European Sustainability Reporting Standards (ESRS). We engaged stakeholders to understand which ESG topics had potential risks or opportunities with significant effects on TTC's business in terms of financial materiality, and on society and the environment in terms of impact materiality. We plan to refresh our DMA every few years or in response to material changes to the structure of our organization to ensure we continue to prioritize the topics that are most impactful to our business, our community, and the environment.

> For definitions of our DMA topics, see the [Appendix](#).

Method:

Based on analysis of peers' assessments and industry guidelines, we identified 140 initial topics, which were short-listed to 30 potentially relevant ESG topics for TTC. Then, we engaged 21 cross-functional internal stakeholders and 3 proxy external groups in workshops, discussions and surveys to assess direct and indirect impacts, risks, and opportunities of these topics, in alignment with ESRS standards.

Results:

After engaging our stakeholders, we identified the 16 most material ESG topics for TTC.



Environmental Topics:

- Energy Management
- Greenhouse Gas (GHG) Emissions
- Climate Risk Management
- Water Management
- Nature and Biodiversity
- Materials Sourcing
- Sustainable Product Design



Social Topics:

- Responsible Innovation
- Product Safety and Compliance
- Equal Treatment and Opportunities for All (Own Workforce)
- Talent, Attraction, Retention, and Development (Own Workforce)
- Labor Practices (Own Workforce)
- Employee Safety, Health and Wellness (Own Workforce)

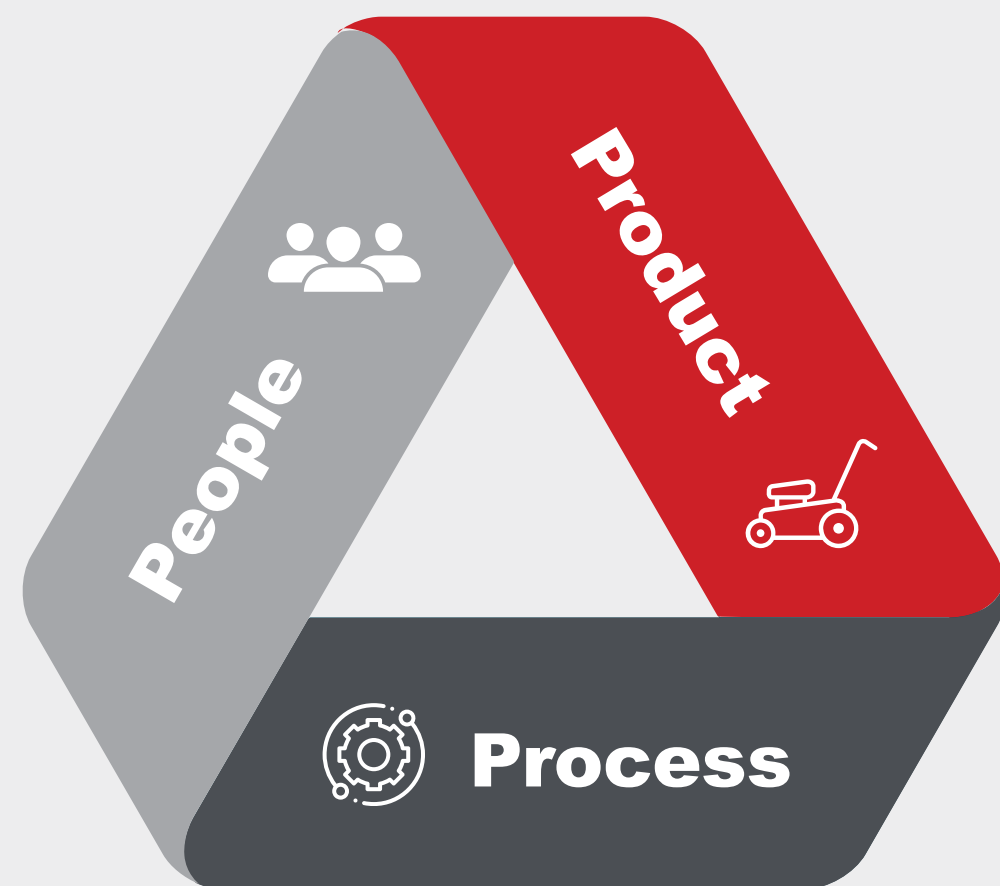


Governance Topics:

- Cybersecurity and Data Privacy
- Ethics and Compliance
- Strategy and Business Model

Our impact framework

Our impact strategy is built on an integrated approach with three pillars: Product, People, and Process. Aligning vision with action, we have developed concrete goals under each of these pillars that represent our commitment to meaningful, positive impact for our communities, our customers, and the planet.



What are the UN SDGs?



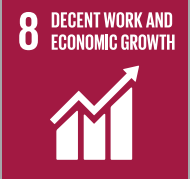




A set of global goals established by the United Nations to address the most pressing challenges facing our world today. [Learn more.](#)

1. Diversion categories include recycling, fuels blending, beneficial reuse, incineration with energy recovery, composting, and treatment to discharge (aqueous waste).

Announcing our new 2030 goals

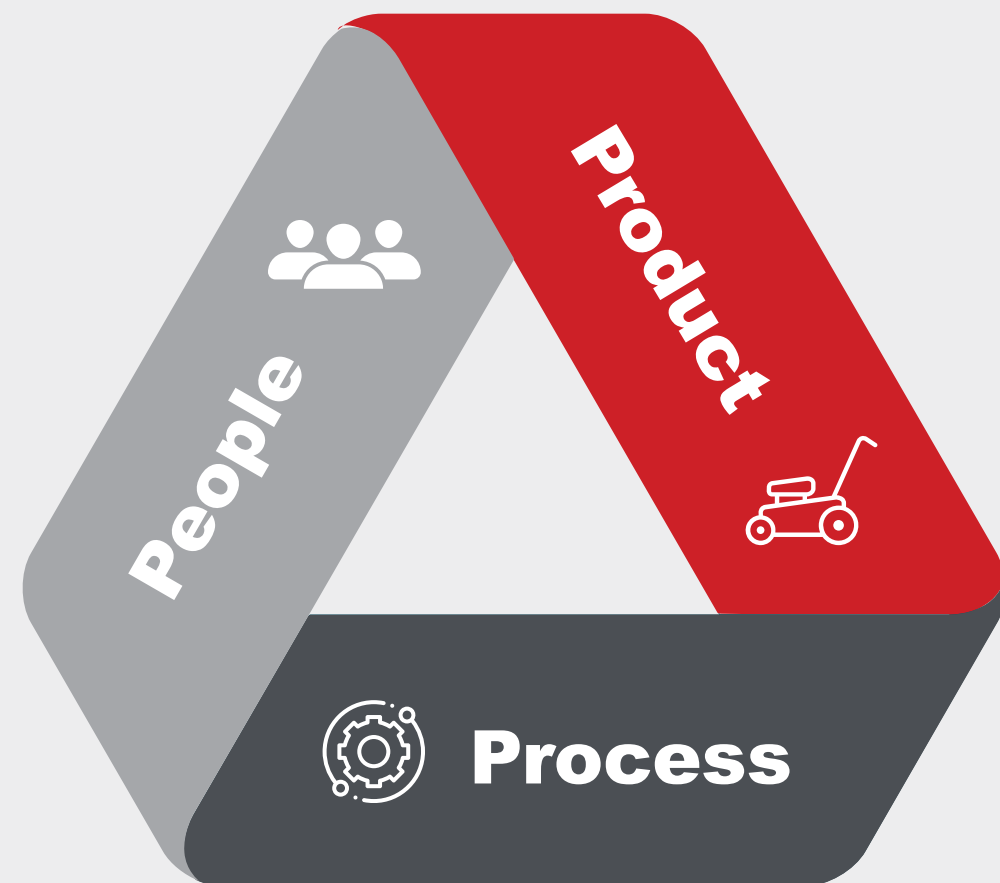
This year, we have set new goals for 2030 based on material topics identified in our double materiality assessment. With insights from benchmarking with industry peers, our sustainability team proposed goals that were achievable, ambitious, and true to TTC.

Through discussions with our Sustainability Committee and pillar representatives, these goals were shortlisted on priority topics. With oversight from our Enterprise Leadership Team and Board of Directors, our 2030 goals demonstrate TTC's commitment to our sustainability strategy at all levels of the organization.

	Goals	Pillar Focus Areas	UN SDGs
Process	<p>By 2030, reduce absolute Scopes 1 and 2 GHG emissions by 15% compared to an FY25 baseline</p> <p>By 2030, achieve a global Zero Waste to Landfill (ZWTL) target of 90% diversion of waste from landfill¹</p>	<ul style="list-style-type: none"> Energy and emissions Water Supply chain Waste Sustainable buildings 	  
People	<p>Foster a safety culture that results in maintaining a Total Recordable Incident Rate (TRIR) at or below 1.0 through 2030</p>	<ul style="list-style-type: none"> Safety Health and wellness Acquisition and retention Inclusion and belonging Giving and community 	 
Product	<p>Deliver a more sustainable product portfolio every year through integrated New Product Development (NPD) sustainability gates</p>	<ul style="list-style-type: none"> Design and innovation Raw material extraction Manufacturing Distribution Product use End of life 	   

Reporting on our progress

In 2025, TTC wrapped up our first set of multi-year impact goals that we set in 2022. We are very proud of the achievements that we made towards our sustainability contributions in all areas of our business.



	2025 Goal	Goal Achievement	Description
Process	<p>15%</p> <p>reduction in absolute Scope 1 and 2 greenhouse gas emissions by 2025¹</p>	<p>Achieved 16.5% reduction</p>	<p>Reduced our absolute Scope 1 and 2 GHG emissions through operational efficiency gains.</p>
People	<p>50%</p> <p>reduction in Total Recordable Incident Rate (TRIR) across all operations by 2025²</p>	<p>Achieved 57% reduction</p>	<p>Improved our TRIR through strengthened safety systems and proactive risk prevention.</p>
Product	<p>20%</p> <p>of total adjusted net sales to come from battery and hybrid products by 2025 (motorized product sales)</p>	<p>Achieved 6.9% of sales</p>	<p>Expanded our sales from battery and hybrid powered products as we continue to build customer adoption and market readiness.</p>

1. From a 2019 baseline
2. From a 2021 baseline

Product

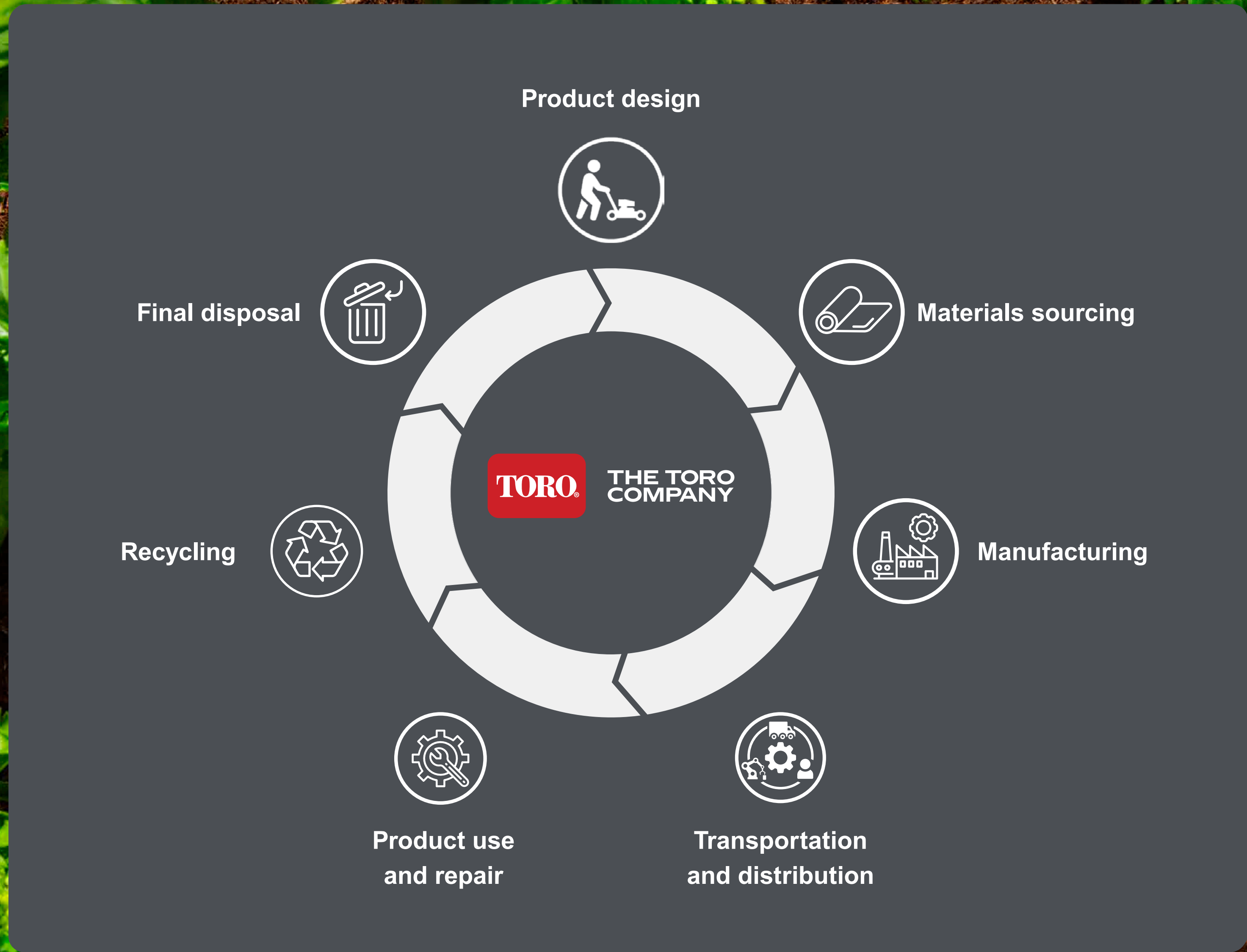
- > Product life cycle explained
- > Product design
- > Materials sourcing
- > Manufacturing
- > Transportation and distribution
- > Product use and repair
- > Recycling
- > Final disposal



Product life cycle explained

At The Toro Company, our commitment to sustainability begins with the products we design, manufacture, and deliver for our customers. Across their life cycles, our products are engineered to prioritize safety, quality, and efficiency, ensuring they meet the needs of today while addressing the challenges of tomorrow. By integrating environmentally conscious design, responsible sourcing, and technological innovation, we strive to minimize environmental impacts while maximizing value for our customers and the communities they serve.

Our approach to product responsibility includes the full product life cycle. We are committed to thoughtful approaches to design, material use, manufacturing, transportation, packaging, and end-of-life management. Through continuous improvement and collaboration with industry leaders, we aim to innovate solutions that not only perform exceptionally well but also contribute to a more sustainable future.



Product design

Our approach to product design has been informed by decades of collaboration with our customers to understand their needs, adapt to regulatory changes, and develop products that deliver lasting value and withstand the test of time.

We continue to prioritize designing our products to reduce complexity, improve efficiency, and help customers be more productive in meeting their everyday, real-world needs. Our strategy also ensures consistent quality across our products and aims to reduce costs within our supply chain. By encouraging versatility and durability of our products throughout the product life cycle, we aim to deliver value for our customers for the long run.

We demonstrate our commitment to innovation through our expanding battery-powered and hybrid offerings. Today, 50% of our powered product families include at least one battery-powered or hybrid offering, reflecting steady progress toward a more energy-efficient product lineup with lower engine emissions. This progress is supported by ongoing investments in advanced battery technology, strong supplier partnerships, and collaboration with customers to understand performance needs in real-world environments. Our teams are focused on enhancing runtime, efficient charging, and equipment durability to ensure electric options meet the same high standards our customers expect from TTC products. These efforts reinforce our long-term commitment

50%

of TTC powered product families include at least one battery or hybrid-powered offering

to delivering high-performance equipment that drives productivity while contributing to a more responsible and resilient future.

Continuing this progress, in 2026 we will introduce new sustainability checkpoints into the New Product Development (NPD) process. These milestones will allow us to identify sustainability opportunities early and verify their successful integration prior to product launch. These new checkpoints covering a wide range of sustainable design topics will enhance the culture of sustainability within our NPD process and serve as a key driver in our commitment to delivering a more sustainable product portfolio every year.



2030 Goal

Deliver a more sustainable product portfolio every year through integrated New Product Development (NPD) sustainability gates

Key categories to be evaluated during the New Product Development sustainability gates include:

- Customer sustainability needs and considerations
- Opportunities for sustainable product differentiation
- Fuel and power efficiency
- Impact on critical resources
- Waste minimization
- End-of-life considerations
- Global product requirements
- Packaging waste reduction
- Product connection to broader TTC sustainability goals
- Supplier due diligence

Product safety

Our design process is centered around developing safe and reliable products for our customers. During product development, each product undergoes rigorous evaluation to meet or exceed applicable safety standards and regulations. In December 2024, our Legal and Product Safety Engineering teams held a focused kaizen event to identify gaps and strengthen processes across our product development process. The session led to refined procedures, more structured safety committee meetings, and clearer expectations for how safety issues are identified, documented, and resolved, helping to drive greater consistency and continuity across the enterprise.

We also updated our Corporate Product Safety Board to further improve our safety decision-making process. The Board convenes on a quarterly basis, with representation from business leaders and key technical stakeholders to provide a forum to discuss and advise on product safety issues and regulations. Our product safety teams have also increased standardization across new product development by implementing updated stage-gate documentation requirements that ensure consistency and alignment across our organization.

TTC also continues to play an active role in shaping industry safety standards, demonstrating our commitment to excellence in the outdoor equipment industry. TTC participates in an Outdoor Power Equipment Institute (OPEI) committee focused on developing a North American standard for on-product QR codes to provide regulatory compliance documentation, user instructions, and sustainability information in a digital format, improving accessibility for key metrics to our customers. Additionally, TTC's safety engineers actively engage in industry collaboration to support more consistent, globally aligned safety expectations. As autonomous mowers and equipment represent a growing part of our business, we are participating in global working groups to define International Electrotechnical Commission (IEC) and ISO safety standards for both small robotic and larger autonomous mowers. Our leadership and participation in the development of new industry standards helps us meet our commitment to ensuring our products reflect the highest benchmarks of safety and innovation.



LEADING THE WAY AUTONOMOUSLY

We are expanding an autonomous and battery-enabled portfolio to help our customers manage labor constraints, reduce engine emissions, and improve consistency in their turf management. Our GeoLink® Solutions™ Autonomous Fairway Mower represents a game-changing innovation that is expected to transform golf course maintenance. Built on our trusted Greensmaster® TriFlex® platform that customers already associate with Toro quality and reliability, GeoLink applies autonomous control systems to a high-performing machine that can also be driven manually when needed. Front and rear cameras support visibility and obstacle detection to help protect both golfers and course staff, with design work guided by evolving functional safety expectations and international standards. GeoLink can move itself from one hole to the next instead of returning to a base after each fairway, reducing handling time and increasing efficiency. Since its launch in September 2025, the GeoLink has already generated strong interest and orders among golf course superintendents.

Toro also introduced the Turf Pro™ 300 and 500 Series robotic mowers in 2025. Designed to achieve consistently clean, well-maintained turf with minimal operator input, these solutions are well suited for roughs and areas near the clubhouse. The Range Pro autonomous ball picker extends this portfolio to the practice range, where it circulates to collect golf balls and return them for reuse, delivering true labor efficiency by freeing staff for higher-value work.

Beyond fairways, we are deploying autonomous technologies to support our customers in increasing their efficiency in a variety of outdoor spaces. Exmark's Turf Tracer® with XiQ and Toro's PROLINE™ autonomous mowers help contractors and property managers achieve consistent results in managing commercial and residential landscapes, while addressing labor challenges.

Looking ahead, we are developing Intelli360®, a digital command center that will connect autonomous and conventional equipment in a single

interface where superintendents can monitor fleets, schedule equipment, and link performance data across products. Unlike other command centers, this will include integrated irrigation information so users can align equipment operation with spatial irrigation adjustments. Rollout is planned to begin between 2026 and 2027 and is designed to improve the customer experience by connecting various TTC products.

Over the next decade, we plan to continue to invest in and scale our autonomous and battery technologies. Our focus remains on building strong, long-term relationships with partners who share our commitment to sustainability and innovation. By investing in these technologies and prioritizing ethical and sustainable practices, we are building a resilient, future-ready ecosystem to support growth in these transformative areas.

Materials sourcing

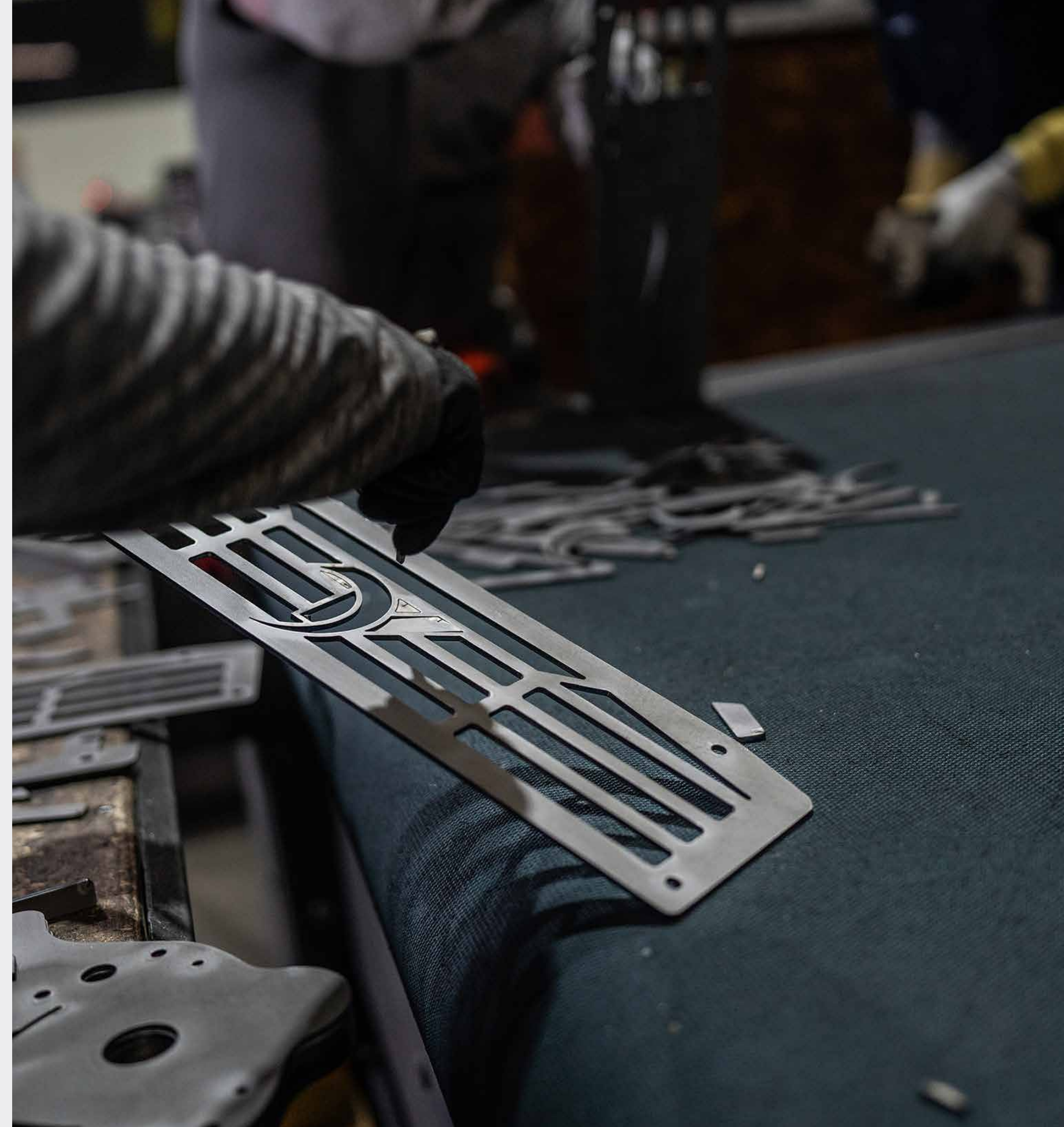
Our commitment to environmental stewardship lies at the core of our products and the materials that we source for their development. At TTC, responsible sourcing includes ethical labor practices, addressing conflict minerals, and eliminating child and forced labor.

Our responsible sourcing principles are embedded in TTC's Supplier Terms of Commerce Policy (STOCP), our Statement on Modern Slavery, and our Conflict Minerals Policy and annual Conflict Minerals Report.

The increase in market demand for battery-powered products presents opportunities for TTC and the environment with reduced engine emissions, while also highlighting new challenges in sourcing critical materials, including lithium, cobalt, nickel, copper, and aluminum. To address these complexities, we are prioritizing transparency at every level, including tracing sub-tier suppliers back to material sources to ensure ethical sourcing practices.

In our materials sourcing strategy, we continue to focus on recyclability to encourage circularity for our products. Our HyperCell Power System and Flex-Force Power System are designed to minimize waste by enabling recovery and reuse of critical minerals at the end of their life cycle, reducing dependence on virgin resources. For battery-powered products, we offer safe and compliant recycling solutions through our participation in The Battery Network program, which meets requirements for state recycling regulations.

- [Responsible supply chain](#)
- [Supplier Code of Conduct](#)
- [Supplier Terms of Commerce Policy \(STOCP\)](#)
- [Statement on Modern Slavery](#)
- [Conflict Minerals Annual Report](#)
- [Conflict Minerals Policy](#)
- [The Battery Network](#)



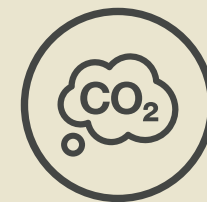
Manufacturing

At the heart of The Toro Company's manufacturing process is a Lean-driven focus on efficiency, waste reduction, minimizing environmental impact, and delivering customer value. Our operational processes also prioritize workplace health and safety, ensuring that our practices benefit our people as well as the planet.

Each phase of our product design and manufacturing process integrates efficiency with compliance to relevant legal and safety standards, demonstrating our commitment to protecting our employees, our customers, and the environment. Our operations also focus on GHG emissions reductions, efficient energy use, and decreased waste.

Lean principles in action

At TTC, Lean principles and sustainability work hand-in-hand to drive efficiency and value while minimizing our environmental impacts. We align Lean practices with sustainability goals to support long-term economic, social, and environmental benefits.



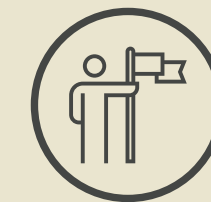
Waste Reduction

Reducing material waste, energy usage, and corresponding carbon emissions by optimizing workflows and removing unnecessary steps or activities



Resource Efficiency

Optimizing material management to conserve inputs, reduce costs, and minimize process redundancies



Team Empowerment

Fostering a culture of innovation and accountability at all levels to lead problem-solving initiatives



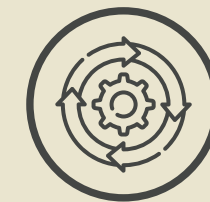
Built-in Quality

Designing products to encourage versatility and reparability while preventing defects to ensure equipment longevity and reliability for our customers



Continuous Improvement

Ongoing process enhancements to improve efficiency, drive value creation, and meet evolving regulatory requirements



Life Cycle Thinking

Evaluating our products' impacts from initial design through end-of-life to champion circular economy principles



Customer-centric Value

Ensuring the highest quality standards are met to deliver reliable, high-performing products aligned with customer expectations

Transportation and distribution

At TTC, our focus on sustainability extends beyond product design and manufacturing to include efficient transportation and distribution processes from our facilities to our channel partners, retailers, and end customers in the U.S. and around the world.

Our Global Logistics Team is committed to optimizing delivery processes while minimizing environmental impact through our distribution partners, as we do not operate our own fleet. This includes designing transportation routes to reduce our reliance on air freight and prioritize ocean and

truck transportation to reduce fuel consumption. We aim to maximize vehicle capacity through detailed resource planning to ensure efficiency throughout our distribution channels, reducing the total number of trips and the corresponding fuel usage and emissions.

We ensure that TTC complies with global shipping regulations, including hazardous material requirements for battery- and engine- powered products. We also require that our transportation and distribution partners meet these compliance requirements across our value chain.

Product use and repair

TTC products are designed with longevity, durability, and reparability in mind, ensuring they deliver long-term value for our customers while reducing waste by enabling product repair and reuse instead of replacement.

To support customers in maintaining and repairing their equipment, we offer accessible resources, including warranty information, safety guidelines, and repair instructions for our products. These materials are available on our website and via on-product scannable QR codes, providing instant access to key information. Comprehensive product manuals offer detailed guidance to extend product lifespan and reduce unnecessary replacements. We also empower our customers to extend the lifetime of their products by offering replacement parts and guidance on preventative maintenance for their products.

Our repair programs reflect this emphasis on circularity and waste reduction. For example, our Precision Irrigation division collaborates with channel partners to repair, refurbish, reuse, and resell equipment. This comprehensive program streamlines processes, including pickup and delivery services, making it easier for customers to choose sustainable options. As part of this effort, we ensure all equipment is thoroughly tested, inspected, cleaned, and restored using high-quality components. By identifying and addressing mechanical or electronic issues, this process helps extend product lifespan, improve reliability, and reduce downtime. Rigorous quality checks and warranty coverage help ensure repaired products function as expected when returned to use. By empowering customers with the tools and resources to maintain their products, we contribute to a more sustainable future, reinforcing our commitment to innovation, efficiency, and environmental stewardship.





POWERING PEOPLE'S LIVES WITH UNDERGROUND CONSTRUCTION

Ditch Witch's line of underground construction equipment allows contractors to safely and effectively connect the world by installing utilities regardless of the location. In Wisconsin, Mosaic Tech connected high-speed fiber internet to remote areas using vibratory plows for installation.

Ditch Witch's new JT21 directional drill offers efficient drilling with minimal environmental impact through small entry and exit pits while leaving the surrounding area undisturbed.

Looking ahead to 2026, the Orange Intel Telematics platform will offer contractors a customizable dashboard highlighting machine diagnostics, idle time, and regular maintenance alerts, allowing them to effectively and efficiently address concerns and monitor their equipment. Additionally, Subsite's UtiliGuard® 2 RTK (Real Time Kinetics) will provide an innovative approach to underground mapping to identify locations within one centimeter accuracy. This RTK digital solution will help contractors plan and install underground utilities with greater precision and resource efficiency compared to the previous industry standard of a three-foot accuracy diameter.

- [JT21 Directional Drill Product Details](#)
- [Orange Intel Telematics Platform Details](#)
- [UtiliGuard® 2 RTK Product Details](#)



REDUCING GUESSWORK IN PRECISION IRRIGATION

In November 2025, we launched Toro® Spatial Adjust™ software to optimize water use for healthier turf and improved playing conditions. Powered by TurfRad sensors that are mounted on fairway mowers or utility vehicles, this technology turns thousands of soil moisture readings into actionable irrigation insights that integrate seamlessly with Toro's Lynx® Central Control System to eliminate manual readings and simplify decisions. At premier courses like Ravenna Country Club in Littleton, CO, Arroyo Trabuco Golf Club in Mission Viejo, CA, Mountain Vista Golf Club at Sun City Palm Desert, CA, Paradise Valley Country Club, AZ, and Austin Country Club, TX, the technology has been transformative. At Ravenna specifically, superintendents no longer struggle to balance the needs of shaded versus sunny areas after heavy rainfall. Instead, the system provides real-time data to ensure peak course conditions regardless of the weather.

We also redesigned our Toro® Precision™ Series Nozzles to feature a Backflow Prevention Device and debris guard to prevent clogging and extend product life.

In the agricultural irrigation industry, TTC is scaling high-efficiency solutions through Tempus® Ag. Recent studies at the University of Florida on watermelon crops showcased the power of the ALT514 Tempus, resulting in significantly higher yields while using less water.

- [TurfRad Product Details](#)
- [Spatial Adjust™ Product Details](#)
- [Precision™ Series Spray Nozzles Product Details](#)
- [Tempus AG Base Stations Product Details](#)

Recycling

We prioritize recyclability and circularity in our products with waste reduction in mind. Our partnership with The Battery Network facilitates battery collection and recycling at Lowe's locations in 48 states in the U.S. This program is expected to expand in phases to other retailers, including Home Depot and Ace Hardware, supporting compliance with state-level battery recycling mandates.

We continue to partner with the Circular Action Alliance, demonstrating our commitment to recycling and circularity for paper and packaging in our value chain. To prepare for upcoming regulations including the updated European Union (EU) Batteries Regulation and EU Non-deforestation Regulation, TTC collects detailed data from our suppliers.

Looking ahead to 2026, TTC plans to improve data measurement for our packaging across all products in order to meet evolving reporting requirements and identify opportunities to reduce packaging impacts. Our integrated approach to recycling prioritizes environmental responsibility, regulatory compliance, and customer-centric value across our products.

Final disposal

At the last stage of our product life cycle, final disposal of our products is a critical component to our commitment to reducing waste and environmental impacts in our value chain. At TTC, we strive to deliver high quality equipment and enable our customers to dispose of used products responsibly when they have reached their end-of-life with minimal landfill contribution.

Our product disposal practices adhere to all applicable state and provincial regulations, as well as global standards like the EU Waste from Electrical and Electronic Equipment (WEEE) Directive, which govern the disposal and recycling of electronic products.

Our ambition extends beyond compliance. We use the principles of circular economy to improve our product life cycle by emphasizing product designs that are repairable, reusable, or recyclable, which significantly reduces the volume of waste destined for disposal. This approach reflects our dedication to environmental stewardship and sets a benchmark for resource management practices, supporting our contribution to a more sustainable future.



People

Our people are the foundation of The Toro Company. We are committed to creating an environment where employees feel empowered, valued, and prepared to meet the challenges of a rapidly changing world. By prioritizing development, engagement, and inclusion for our employees, we aim to build a workforce that drives innovation and contributes to the communities we serve.

- > Safety
- > Health and wellness
- > Investing in talent
- > Giving and community



Safety

At The Toro Company, safety is critical to our operations and a defining element of our culture. Our commitment to the well-being of our global workforce drives our pursuit of zero workplace incidents. We embed safety into our day-to-day activities through dedicated teams, comprehensive training programs, and proactive employee engagement initiatives. We hold ourselves to the highest standards and aim to continuously improve our processes to foster a safe and supportive environment where each team member can thrive.

In 2025, we reached a major milestone against our long-term safety goals by achieving an approximate 57% reduction in Total Recordable Incident Rate (TRIR) compared to our 2021 baseline. This reflects several years of focused work to shift from lagging indicators toward leading measures such as near-miss reporting and proactive hazard identification. Our safety culture is now embedded across key operations, helping employees and leaders build safer habits on and off the job.

57%

reduction in TRIR compared to our 2021 baseline

We continued to expand on-site medical services to seven locations, providing immediate care for workplace injuries along with health and wellness support. Targeted investments in forklift safety and new dock lock systems are reducing risks in loading and shipping areas and reinforcing consistency in equipment operation and pedestrian safety. In Perry (Oklahoma), Tomah (Wisconsin), and other operations sites, the combination of training, on-site medical support, and hazard identification contributes to reduced injuries and strengthens a culture where employees actively look out for one another.

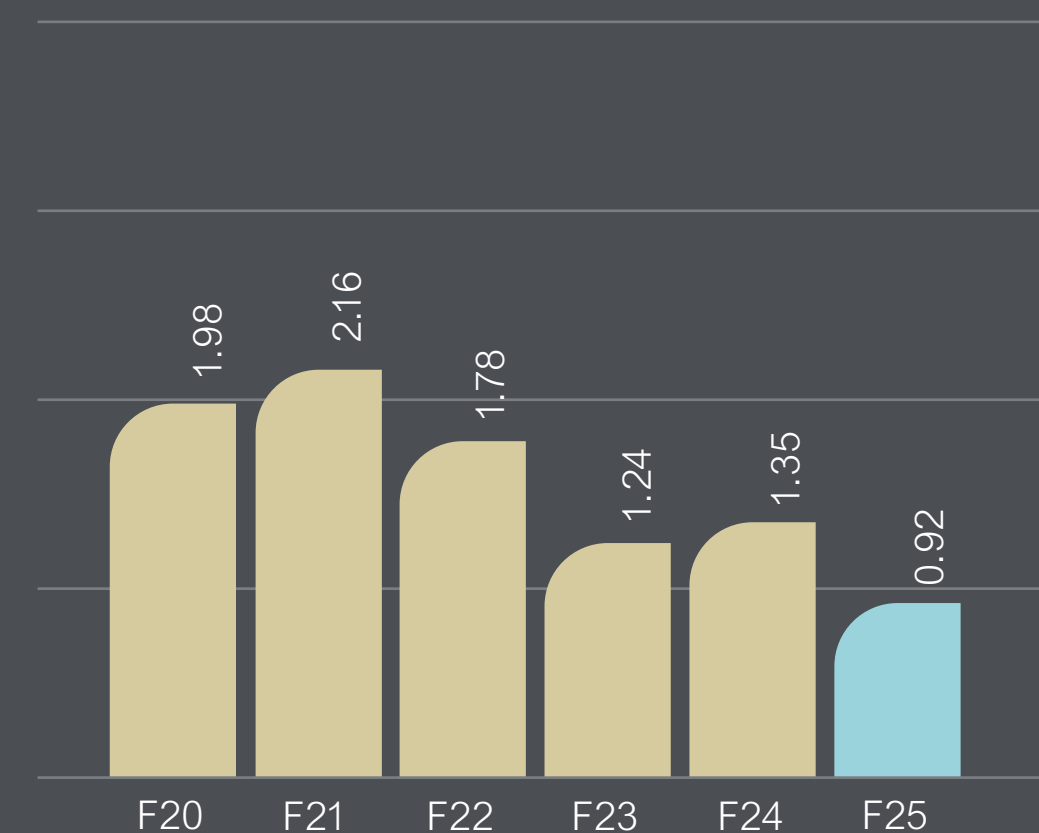
2030 Goal

Foster a safety culture that results in maintaining a Total Recordable Incident Rate (TRIR) at or below 1.0 through 2030

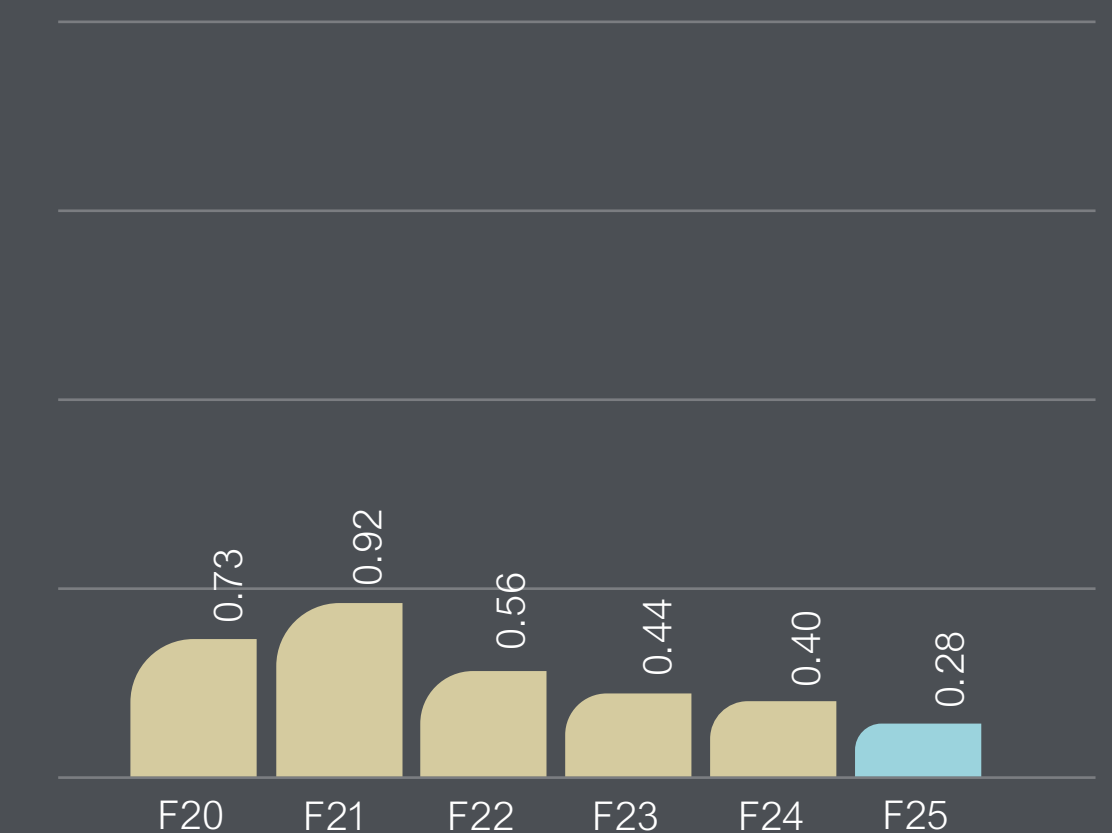
Performance

Our longstanding commitment to protecting people is grounded in a culture of continuous improvement. The safety of our employees and contractors is essential to sustaining operational excellence. By emphasizing near-miss reporting and proactive hazard identification, we work to prevent incidents before they occur. Through data-driven systems and behavior-based programs, we foster shared accountability and uphold high safety standards across all operations.

Total recordable incident rate (TRIR)^{1, 2}



Lost working days rate (LWDR)^{1, 2}



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

Environmental Health, Safety, and Security

Our Environmental Health, Safety and Security (EHS&S) governance structure ensures safety is integrated across the enterprise. The Board of Directors oversees EHS&S activities, while dedicated EHS&S teams implement our policies and management system. Leadership and supervisors play a critical role in identifying potential hazards and swiftly developing preventative solutions to mitigate risks. By proactively addressing safety concerns before incidents occur, we cultivate a 'Zero is Possible' culture of vigilance and preparedness, ensuring injury prevention remains a priority in every aspect of our operations.

In 2025, we reorganized Environmental Health, Safety and Security into three aligned pillars: a Governance and Compliance center of excellence that houses subject matter experts in safety, waste, ergonomics, data analytics and regulatory compliance; an Operations team that partners closely with regional sites; and a Corporate Security function focused on protecting employees and physical assets. This structure is designed to translate strong EHS&S programs into durable systems and support alignment with ISO 14001 and ISO 45001 over the long-term.

Security and trade compliance

In 2025, we formally brought operational security under the Environmental Health, Safety and Security umbrella to ensure a more integrated approach to physical security, travel safety and trade and border security. We recertified our North American and Mexico facilities under the U.S. Customs Trade Partnership Against Terrorism (CTPAT) program at Level 3, reflecting strong controls to protect shipments, verify suppliers and prevent tampering before materials cross the border. Our teams partner with global suppliers to validate adherence to container security protocols and support compliant, resilient trade operations.

We also launched a Global Security Operations Center (GSOC) in Juarez that provides monitoring of global events, weather, travel conditions and emerging threats 24 hours a day, seven days a week. Integrated with travel and medical assistance platforms, the GSOC helps assess itineraries, issue alerts, and coordinate responses during incidents to support employee safety wherever they work or travel. Together, these enhancements strengthen our ability to safeguard people, facilities and products while enabling efficient, secure cross-border trade in an increasingly complex risk environment.

Promoting safety education and engagement

To foster a proactive safety culture at TTC, we provide training and resources to our employees to prevent accidents before they occur. TTC employees can access educational resources relevant to their work environment through our EHS&S data management platform, our safety observation program, and our online training application. In manufacturing facilities and warehouse operations roles, employees are required to complete monthly job-specific EHS&S training and participate in daily accountability meetings focused on hazard identification and preventative solutions.

Regular EHS&S scorecards and monthly virtual safety meetings bring together company safety leaders to evaluate performance, share best practices and strategize long-term safety enhancements. We also encourage 'stop empowerment' in our facilities — where every employee is empowered to stop operations if they identify a safety hazard. This structured, data-driven approach ensures consistent engagement, fosters collaboration, and supports continuous improvement in maintaining high safety standards across all operations.





'Zero is Possible' Safety Culture



On-site Medical Services

Expanded on-site medical services to seven key manufacturing locations to provide immediate care for workplace injuries, improving employee health and productivity



Hazard Identification Program

Identify and mitigate potential hazards before incidents occur by encouraging employees to raise concerns and supervisors to take preventative action to create a proactive safety culture



Near-miss Reporting Program

Encourage employees to report near-miss incidents which are reviewed weekly by leadership to ensure timely corrective actions and prevent future accidents



Root Cause Analysis and Incident Management

Utilize Root Cause and Corrective Measures (RCCM) and Root Problem Finder (RPF) tools within a newly accelerated weekly review cycle to identify improvement opportunities across all incident types



Ergonomic Improvements

Promote long-term employee well-being through assessments and adjustments to minimize repetitive stress injuries

Health and wellness

We recognize the significant influence of health and wellness on nurturing a thriving workforce. Our holistic approach extends beyond the workplace, encompassing physical, mental, and emotional well-being. We prioritize the health and safety of our employees, offering wellness programs, resources, and support networks. From fitness initiatives to mental health awareness campaigns, we empower our team to lead healthy and balanced lives. By promoting a culture of well-being, we contribute to the overall vitality and happiness of our workforce, reinforcing our commitment to the people who drive our success.

Employee benefits

We support our employees with comprehensive benefits and well-being programs designed to address their financial, physical, emotional, and social needs — providing care when and where they need it most.

For eligible U.S. employees, we offer a range of benefits, including medical, pharmacy, dental, disability, and voluntary plans. Employees enrolled in our medical plans can also qualify for a tobacco-free premium credit, encouraging healthier lifestyle choices.

To support our employees' long-term financial wellness and retirement readiness, we offer a 401(k) plan in the U.S. that features a company matching contribution. Additionally, we may make a discretionary contribution into employee's retirement plan accounts. Through our retirement plan platform, we provide a variety of online tools and resources that employees can leverage to help with savings and retirement readiness. For employees outside of the U.S., we provide tools and resources that are market-competitive and support financial wellness and education.

In the U.S., all eligible employees are provided time off offerings, including vacation, paid sick days, paid holidays and paid parental leave. We offer office employees at some of our U.S. locations a flexible, summer-hours schedule, providing for a longer work week Monday through Thursday and a shorter workday on Friday.

Well-being programs

We offer a variety of additional programs to promote employee health and well-being, including:

Accessible medical care and navigation

- 24/7 virtual access to licensed medical and mental health providers through Doctor on Demand, supporting timely care for mind and body from any location.
- On-site nurses at seven manufacturing sites to address workplace injuries and support daily health, safety, and wellness.
- Personalized guidance for medical and health care decisions through Included Health, including support finding in-network providers, answering medical questions, and accessing expert second opinions.

Mental health and emotional well-being

- Confidential support for personal and work-related challenges for employees and their households through our Employee Assistance Program (AllOne Health), including short-term counseling and whole-health resources.
- Online cognitive behavioral therapy through Learn to Live.
- Mental wellness tools, including guided meditation and breathing techniques, through the Calm Health app.

Preventive and chronic health support

- Guided nutrition and metabolic health support through Virta, a personalized program focused on weight management, blood sugar control, and improved metabolic health outcomes.

Musculoskeletal health and injury prevention

- Physical therapy programs to reduce pain and support long-term muscle health through Hinge Health.
- Active-release therapy options, including chiropractic care, to support ergonomic health and address pain and discomfort.

Movement and overall well-being

- Stretch and Flex routines that encourage daily movement through videos, training, and classes.
- On-demand fitness and well-being resources through the Wellbeats app.



Investing in talent

Our commitment to excellence begins with our people. We drive sustained success by attracting and empowering top-tier talent, fostering a dynamic culture that prioritizes employee well-being and professional growth. By investing in our team today, we nurture strong leadership pipelines and build long-term organizational capability.

In 2025, we made intentional updates to integrate our approach to talent acquisition, talent management, and learning and development with high-quality processes that more closely connect to our business strategies.

Talent recruitment

We recruit team members who pair technical skills with alignment to our core values, creating a vibrant ecosystem where emerging talent and seasoned professionals thrive together. Our commitment to a welcoming, inclusive workplace ensures a diversity of perspectives that fuel innovation. It is this culture of belonging and growth that inspires so many of our people to build lifelong careers at TTC.

Talent development and retention

At TTC, we view employee development as a lifelong journey. By combining structured development experiences, feedback, coaching and mentorship, we provide the tools for our team to carve out meaningful, long-term careers. Investing in our people's potential is the most significant contribution we make to our future.

Our approach to talent development centers on fostering leadership at all levels, equipping employees with the skills and opportunities they need to grow and thrive. In addition to development, we continue to strengthen engagement and inclusion as core parts of our culture, ensuring employees feel valued, heard, and supported as TTC grows and evolves.

In 2025, we continued building a "Culture of Excellence" through enterprise-wide engagement and development efforts, including leadership workshops focused on growth

mindset, psychological safety, and resilience through change. Additionally, we strengthened the follow-through on employee feedback at our production sites through the Engage Now initiative, embedding action planning within The Toro Company Business System (TBS) and reinforcing collective leadership and ownership. These efforts contributed to improved survey outcomes, especially for our production employees, where results showed higher job satisfaction and stronger engagement year-over-year.

We continue to strengthen enterprise talent visibility through clearer development pathways, more consistent talent discussions, and improved succession practices to support long-term organizational resilience. These efforts help strengthen leadership pipelines and build readiness for critical roles across the enterprise over time.

To support consistent development at scale, we also advanced foundation learning infrastructure, including a consolidated learning management system to enable centralized tracking and reporting, and expanded compliance and integrity training (including Code of Conduct and related topics). In parallel, we continued strengthening talent and succession planning by improving evaluation tools and embedding more regular talent discussions into leadership routines, helping build deeper bench strength for critical roles over time.

Talent Ambassadors

In 2025, we formally introduced our Talent Ambassadors program to encourage employees to share authentic, behind-the-scenes stories about life at TTC and build brand awareness through their personal experiences. Employees apply to join the program and receive social media training, including how to create effective LinkedIn content, with the goal of growing awareness of TTC organically through strong employee-led engagement without formally "spotlighting" participants.



What a gift to be provided the tools, training, and ongoing feedback to share my love of The Toro Company with my team and broader network on LinkedIn."

Director, Sourcing

Empowering talent through leadership development

Leadership development is the cornerstone of our strategy to build a future-ready workforce. Through flagship programs like Leadership InMotion, we cultivate high-impact leadership across our office-based teams. Building on this foundation, we continued strengthening leadership capability across the enterprise by investing in frontline people leaders.

Our Supervisor Excellence Program represents a multi-year commitment to strengthening leadership within our manufacturing operations. This program is a vital investment in the managers and supervisors who lead our frontline teams, reinforcing our culture of continuous improvement.

To reinforce leadership at every level, we also delivered enterprise-wide development workshops focused on practical, day-to-day leadership skills. These topics include strengthening growth mindsets, prioritizing psychological safety, and leading with resilience through change. The aim of these workshops is to help leaders better understand themselves and their leadership style to build stronger teams and navigate an evolving work environment. With these initial insights, we plan to expand these workshops in 2026 to further improve leadership strategies throughout the company.

At TTC, our success is defined by a workforce empowered to lead with purpose and leaders who actively develop talent for the future. By championing diverse perspectives and a culture of continuous growth, we are building a resilient organization that is future-ready and uniquely equipped to thrive amidst the evolving challenges of our industry.

Fostering growth through internships

Our internship program continues to be an important pathway for early-career talent, supporting a sustainable pipeline for the future. In 2025, we welcomed nearly 60 interns to TTC across our U.S. locations into a variety of functions. These internships provide valuable, real-world experience that helps interns explore career pathways and build professional networks within TTC.

Our internship program has continued to incorporate more cross-functional experiences, including shared events and projects that bring interns together across departments, with opportunities to present their projects at the end of the summer. We are also focused on strengthening pathways to full-time roles over time, helping ensure the program creates lasting value for both interns and TTC.

Strengthening employee engagement

We strive to foster employee engagement by creating a workplace where all employees feel valued for their contributions and supported in their career development. Our annual employee engagement survey is conducted anonymously through a third-party provider and provides actionable insights into priorities and key initiatives to improve employee experience.

Building on this foundation, we continued evolving our approach to engagement by strengthening benchmarking and follow-through. In 2025, we expanded beyond an internal-only view to incorporate external benchmarking (including insights from peer and research partners), helping us better understand what “great” looks like and where we can continue improving.

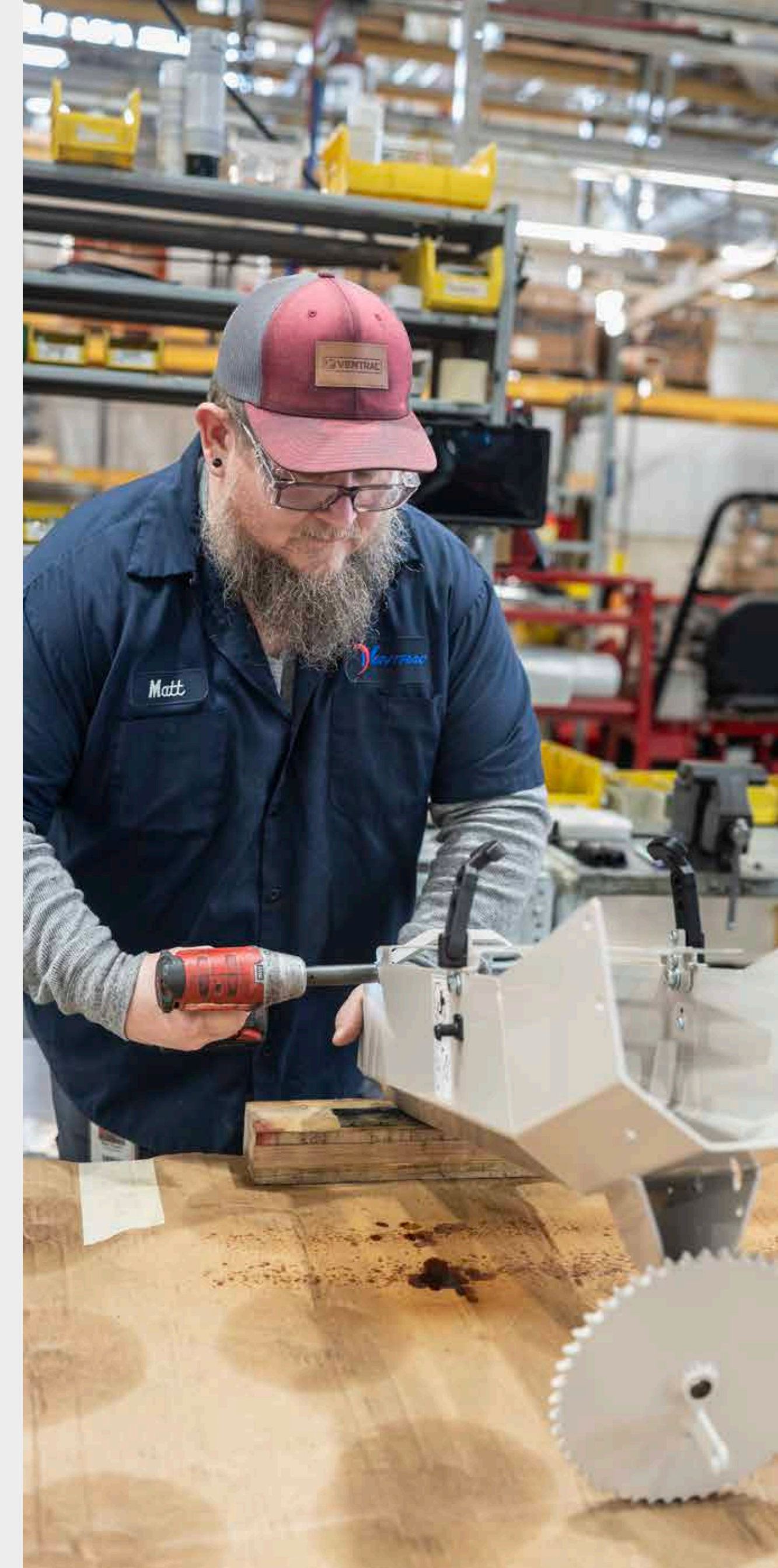
To support consistent execution at the site level, we reinforced accountability through Engage Now, our rebranded action-planning process for production sites. Engage Now aligns engagement insights with The Toro Company Business System (TBS), enabling site leaders to translate feedback into meaningful improvements. As leadership ownership has increased, HR has shifted toward an advisory role that supports sustained follow-through.

80%

employee participation in our annual engagement survey to shape how we support our people

Teenpreneur

TTC's Teenpreneur initiative is a community partnership designed to build early-career pathways and spark entrepreneurship among local youth. Developed with Bloomington-area high schools and in partnership with the City of Bloomington Education Foundation and Parks and Recreation, students participate in a pitch-style contest, presenting lawn care business ideas to TTC leaders. Winning teams received Toro products, TTC merchandise, and start-up support to help bring their ideas to life.



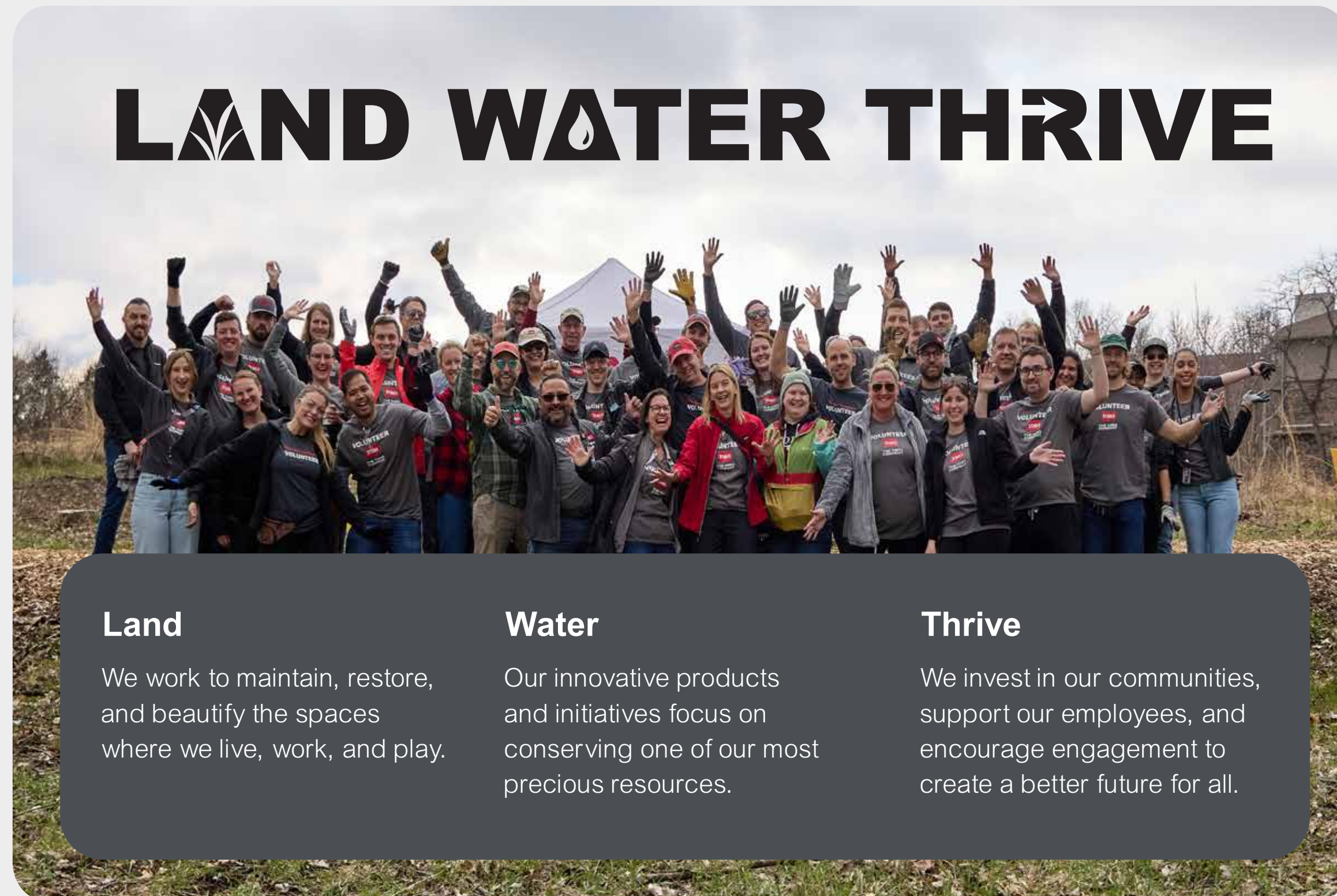
Giving and community

Land. Water. Thrive.

The Toro Company Foundation bases our corporate giving efforts around the Land. Water. Thrive. framework, representing our key impact areas. This framework provides consistency in our corporate giving and philanthropic efforts as we contribute to initiatives that preserve green spaces, improve agricultural systems, promote sustainable water use, and foster resilient communities.

Together, we're not just building a company — we're building a movement that makes a real difference to shape a greener, more sustainable, and thriving world.

➤ [Land. Water. Thrive. webpage](#)



Land

We work to maintain, restore, and beautify the spaces where we live, work, and play.

Water

Our innovative products and initiatives focus on conserving one of our most precious resources.

Thrive

We invest in our communities, support our employees, and encourage engagement to create a better future for all.

At TTC, we have prioritized supporting our communities throughout our history. The foundation of our company is built on our people, and we are proud to give back to the communities where our employees live and work.

Every year, we organize community outreach programs, philanthropic donations, and volunteer initiatives to support local causes from education to environmental conservation. We partner with nonprofit organizations to invest in the well-being of our communities and embody the spirit of giving to create a long-term positive impact.

Scholarships

The Toro Company Scholarship Program awarded over

\$220,000

to 98 students in 2025

Since 1976, The Toro Company Scholarship Program has supported students through educational awards ranging from \$1,000 to \$4,000 to empower the next generation of leaders and professionals. These scholarships are granted to scholars who demonstrate leadership in community engagement, academic excellence, and work experience.

The Mike and Tami Hoffman Scholarship Program awarded

\$185,000

to 72 students in 2025

Established in 2017, this scholarship program offers tuition assistance to students in need, funded by former TTC CEO Mike Hoffman and his wife, Tami. The scholarship supports students who may face financial barriers to higher education, empowering them to pursue their academic and career goals.

Donations

\$2.9M

in overall donation contributions in 2025

Volunteering

9,400+

recorded volunteer hours by TTC employees in 2025

Giving Ambassadors

Employee volunteering is a core part of TTC's corporate giving approach and a reflection of who we are as a company. We believe the heart of The Toro Company is our people, and we are proud to support the causes that matter most to our employees and the communities where we live and work.

Through our global Giving Ambassadors network, employee leaders are empowered to identify local needs and design giving and volunteering efforts that are meaningful in their communities. These ambassadors help organize opportunities to give back through hands-on volunteering, fundraising, and in-kind support — ensuring our efforts are locally relevant while aligned with our shared values. The examples highlighted on this page represent just a small snapshot of this work in action.

Across TTC facilities and teams worldwide, employees are building stronger communities and making a lasting impact in ways that reflect local priorities. To encourage participation, we offer up to 20 hours of paid volunteer time annually for eligible U.S. employees, supporting collective action that extends well beyond what can be captured on a single map.



University of Minnesota Landscape Arboretum

TTC is a proud supporter of the Landscape Arboretum at the University of Minnesota — a 1,200-acre public garden known for its diverse plant collections, research leadership, and year-round access to nature. The Arboretum represents a vital community greenspace, welcoming nearly 700,000 visitors and offering educational programming to over 65,000 participants in 2025.

TTC has provided support to the Arboretum with the donation of irrigation equipment and utility vehicles to facilitate daily maintenance and stewardship. We also worked closely with the Arboretum's master planning team to identify irrigation inefficiencies and provide targeted intervention solutions to reduce water usage and improve operational efficiency.

This partnership reflects TTC's broader commitment to preserving green spaces and promoting sustainable water use. By contributing both products and technical expertise,

TTC is supporting an organization that provides environmental education, ecological stewardship, and community well-being. Aligned closely with TTC's ambition to nurture healthy environments and strengthen communities, this collaboration contributes to ensuring these natural spaces remain vibrant and accessible for future generations.

Together with the Arboretum, we're helping ensure that access to nature remains a shared resource for the community. Our long-standing partnership reflects TTC's belief that environmental stewardship is strongest when organizations work side-by-side, pairing innovation with care for the landscapes that sustain us. By investing in the Arboretum's mission, we are supporting a place that nurtures curiosity, strengthens community ties, and reminds us of the essential role healthy environments play in our collective well-being.

➤ [University of Minnesota Landscape Arboretum](#)

Pathways to Careers program

TTC's growing partnership with Dunwoody College of Technology advances the Pathways to Careers program, expanding access to technical education for under-resourced, first-generation students. Through financial support, academic resources, and career preparation, the program removes barriers and equips students with in-demand skills for today's skilled trades workforce.

This year, TTC supported its first Pathways to Careers scholar through a two-year scholarship that pairs the student with a mentor aligned to TTC's machinist talent needs, including hands-on guidance from our Shakopee plant. Looking ahead, TTC will sponsor a new scholar every two years — strengthening workforce development, fueling long-term economic growth, and building a sustainable pipeline of skilled talent.



Being the mentor to the very first Toro Company Scholar in Dunwoody College of Technology's Pathways to Careers program is a true honor. I'm inspired by my mentee's commitment to pursuing a degree in Machine Tool Technology, and I'm excited to support her as she moves toward a future in advanced manufacturing.

In my role as a Manufacturing Operations Engineer at our Shakopee, Minnesota facility, I'll have the opportunity to connect her with talented professionals who share her educational background and have built rewarding, impactful careers.

The partnership between Dunwoody and The Toro Company continues to create a strong, seamless pipeline of emerging talent — one that brings passion, skill, and innovation into our workforce. I'm proud to be part of that journey and to help guide the next generation of makers and problem-solvers."

Manufacturing Engineer II



Habitat for Humanity

Our partnership with Habitat for Humanity represents a long-standing collaboration to create lasting community impact, where TTC contributes practical tools, expertise, and hands-on support to deliver against Habitat's mission to create affordable housing.

In St. Paul, a team of our employees participated in the first "Sustain-a-build" day at The Heights development to contribute to construction for affordable housing and learn about its innovative sustainability components. The 147 homes in the development meet SB2030 and Zero Energy Ready Home (ZERH) sustainability requirements, highlighting the Habitat's focus on climate resilience along with affordability. We also partnered with Habitat to donate 60V battery-powered lawnmowers this year for new homeowners to care for their outdoor spaces in The Heights development. TTC employees participated in an event for new Habitat homeowners to provide on-site demonstrations on how to use and maintain their new mowers to instill confidence in the equipment as they take on this new chapter.

At Habitat's Carter Work Project, TTC provided in-kind donations of irrigation solutions for new builds, alongside multiple employee volunteer groups who participated in the build in person. The project is expected to be Habitat's most sustainable build to date, targeting LEED Silver certification and designed to help homeowners manage ongoing costs, with anticipated electric bills as low as \$50 per month. Our partnership with Habitat for Humanity provides assistance to our local communities through accessible, affordable housing and offering TTC's high-quality products to residents in the next phase of their new homeownership. Together, these efforts reflect our belief that sustainable, affordable housing strengthens the fabric of our communities and creates opportunities for families to build stability for generations to come.

> [Twin Cities Habitat for Humanity](#)

United Way Partnership

Since 2021, TTC has deepened its commitment to community welfare through the United Way Global Corporate Partner program, supporting the critical needs of communities around the world where our employees live and work. Each year, employees actively participate in United Way fundraising events worldwide, contributing their time, leadership skills, and financial resources.

In 2025, TTC completed our campaign and achieved our goal of raising over \$1 million globally, with consistent volunteer hours and event participation from the past few years. This continued momentum reflects the strength of our employee engagement and the sustained impact of our corporate giving across the communities where we live and work.

\$1.1+ million

fundraised through United Way partnership in 2025

Robotics and STEM Support

By investing in education and career opportunities, we aim to empower individuals, uplift communities, and create pathways for future generations. This year, we increased support for youth STEM programs, with a focus on kids' clubs that use LEGO robotics to build hands on problem-solving, teamwork, and curiosity about engineering. Additional funding helps expand access to robotics materials and resources, while also improving program visibility so more students and families can participate.

This effort is helping shape the next generation of STEM professionals while broadening representation and bringing fresh perspectives and innovation to our workforce. Our commitment to STEM learning was also recognized through a local award in Colorado, reinforcing the impact of sustained investment in youth robotics and the mentors who help make these programs possible.





Process

For over a century, The Toro Company has offered high-quality products to our customers and partners through our commitment to operational excellence. In the process of delivering these products, TTC is guided by our Lean enterprise principles executed within The Toro Company Business System (TBS). To reduce our environmental impact and improve our resource efficiency, we focus on reducing our GHG emissions, diverting waste from landfills, and minimizing our energy and water consumption across all stages of production. These streamlined processes also prioritize workplace health and safety, reflecting our dedication to practices that benefit both people and the planet. Through continuous improvement, we renew our legacy of quality while advancing sustainability in our integrated supply chain.

- Continuous improvement
- Our environmental footprint
- Zero Waste to Landfill
- Responsible supply chain

Continuous improvement

Our approach to operational excellence is driven by Lean principles and an ambition of continuous improvement. We align our strategy, systems, and resources to enhance efficiency and sustainability across the organization. Our Integrated Business Planning (IBP) process offers a strategic, company-wide system to align supply, demand, and resources to ensure we use our assets efficiently to meet business objectives while maintaining agility in a dynamic market.

The Toro Company Business System (TBS) guides our approach to continuous improvement and prioritizes improving our processes, resource efficiency, and overall value creation in our operations and business processes. In 2025, TBS efforts delivered significant productivity savings through initiatives targeting energy efficiency, reduced packaging waste, and enhanced ergonomic designs to improve workplace safety and productivity.

Building on our 2024 deployment of the TBS Production Guide, sites are now using the roadmap and assessments to track progress on leadership, sustainability, and problem solving while planning future areas of improvement.

In 2025, our kaizen events identified more opportunities for continuous improvement and to do more with less. We improved our returns process with a large retail partner to reduce unnecessary waste and non-recoverable products. We also implemented process improvements in pricing programs and other commercial workflows, applying our Lean principles to support continued growth, innovation, and operational excellence.

AMP Initiative

The AMP Initiative (Amplifying Maximum Productivity) leverages these Lean efforts with a multi-year strategy to drive enterprise-wide cost savings and efficiency improvements. In support of TBS and AMP, we have a dedicated analytics team that uses data visualization to track progress, identify gaps, and enable informed decision-making across the enterprise.

Launched in fiscal 2024 as a three-year enterprise productivity program, the AMP Initiative was originally designed to deliver approximately \$100 million in cumulative productivity savings by fiscal 2027, and the target has since been increased to \$125 million in recognition of the strong progress and overall success of the initiative to date. The initiative focuses on doing more with the same or less by systematically identifying waste, optimizing resources and improving profitability across functions. A “flywheel of productivity” helps move ideas from initial submission through assessment and into executable projects that can be tracked for impact.

In 2025, AMP was supported by AMP It Up, an employee initiative that linked the annual incentive program directly to participation in productivity improvements. To be eligible for incentives, employees were asked to complete specific actions such as submitting ideas for productivity improvements or documenting results from changes they had already implemented. Ideas and results were captured through the Productivity Generator tool, which received over 2,000 submissions from across the company. This process built habits of continuous improvement and empowered employees at all levels; level and seniority did not matter, and employees were encouraged to share anything they believed could make the company better.

A key AMP workstream is the Design to Value, or D2X, methodology, which optimizes product design for value and removes waste. In 2025, D2X was applied to several equipment platforms. For example, the “Big Mac” D2X project

2,000+

employee ideas submitted through the Productivity Generator tool in 2025

brought three zero turn mower brands together around common components, informed by customer research on what features they valued and were willing to pay for. This approach increased volumes for shared parts, simplified manufacturing, reduced tooling and testing needs and maintained important points of differentiation for each brand. Another D2X project, the TX1000 Timberwolf compact utility loader, used conjoint surveys and competitive analysis to design a new model that delivers the features customers value most at a lower cost, while keeping part counts and manufacturing complexity in check by building models on a shared platform. Across these projects, teams designed parts differently to improve manufacturability and ergonomics, reduce material use such as steel thickness and align product attributes more closely with customer expectations.

Beyond individual projects, AMP supports broader productivity workstreams such as supply base transformation, inventory optimization and manufacturing network improvements, which help reduce slow moving and obsolete inventory, keep products in use and out of landfills, and better match capacity with demand. Together with The Toro Company Business System, the AMP Initiative embeds continuous improvement into how The Toro Company operates, turning employee insight and data-driven decision making into lasting gains in efficiency and resource stewardship.



Our environmental footprint

A key aspect of our sustainability strategy is measuring and finding areas to reduce our environmental footprint, including GHG emissions, energy, and water consumption, and waste management.

Our GHG emissions reduction strategy has resulted in a 16.5% reduction in absolute Scope 1 and 2 emissions since 2019, surpassing our 2025 goal. These reductions are due to energy efficiency measures throughout our organization. In our updated sustainability goals, we aim to reduce our absolute Scope 1 and 2 GHG emissions by 15% compared to our 2025 baseline by 2030.

We have begun calculating our Scope 3 GHG emissions and are dedicated to advancing this effort moving forward to better inform our risk management and strategic decision-making in our sustainability strategy.

> For more detail on our GHG emissions, see the [Appendix](#).

16.5%

reduction in Scope 1 and 2 GHG emissions since 2019

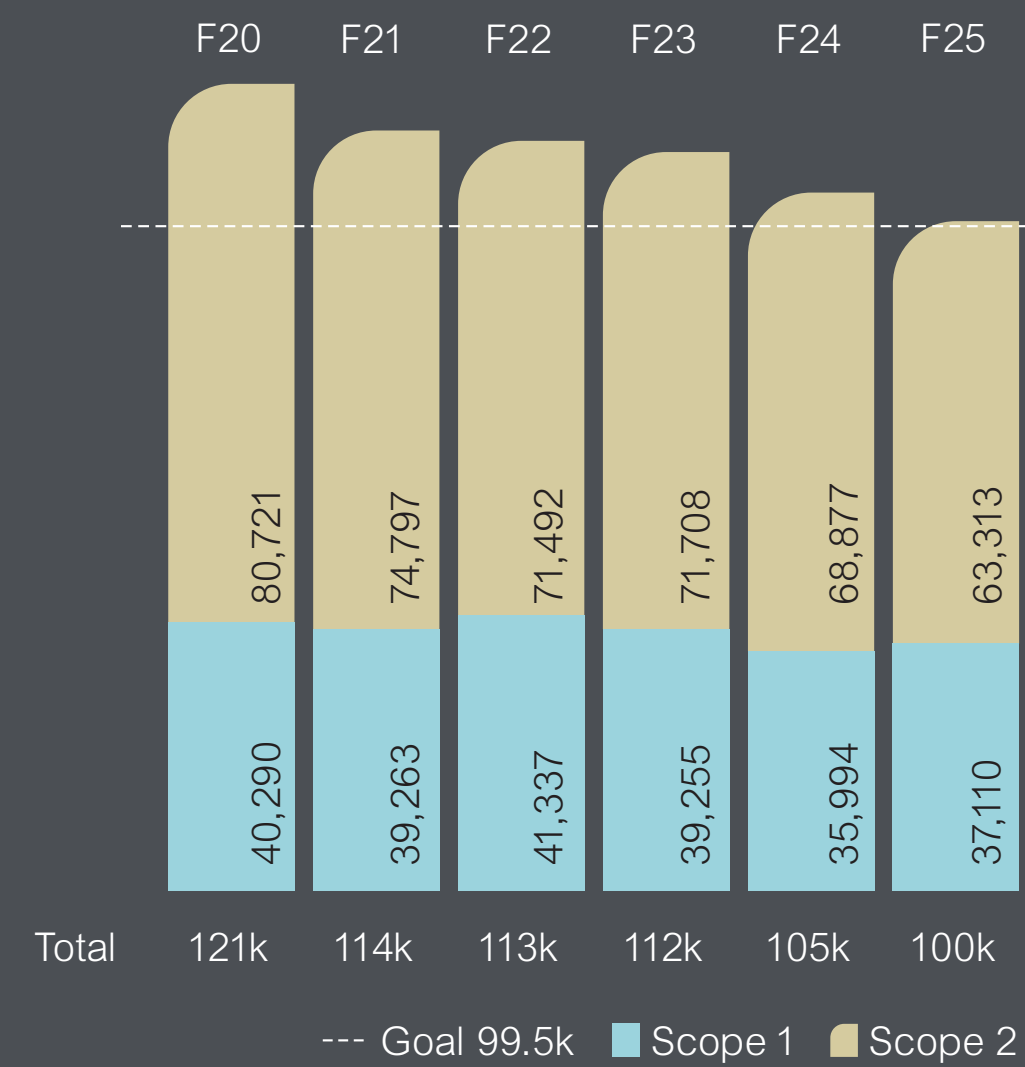
1. Based on newly identified data sources, fuel consumption from company-owned and operated vehicles was assessed and included in Scope 1 emissions beginning in FY2025. These vehicles do not constitute a centrally managed logistics fleet. To support consistent comparison, the base year and historical GHG inventories were recalculated accordingly.

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

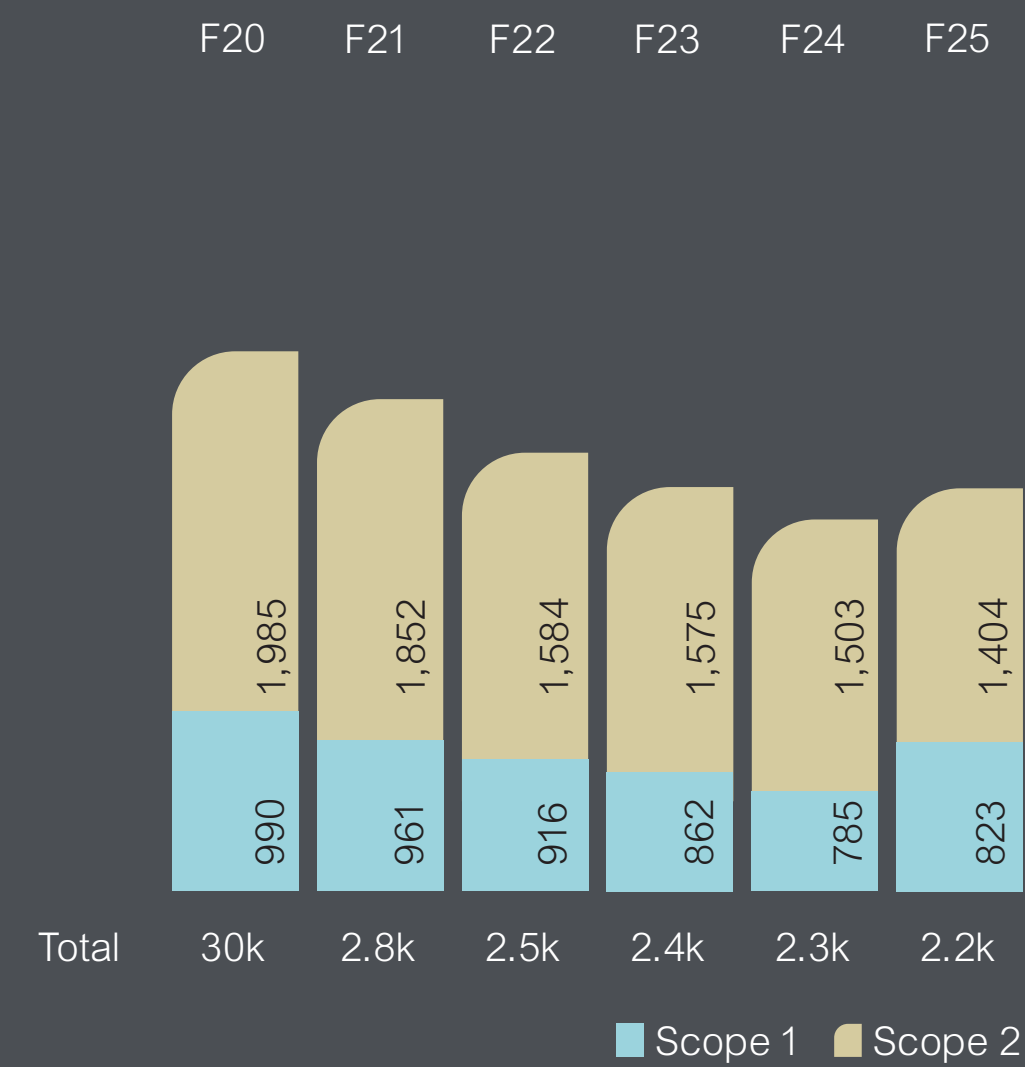
2030 Goal

By 2030, reduce absolute Scopes 1 and 2 GHG emissions by 15% compared to an FY25 baseline

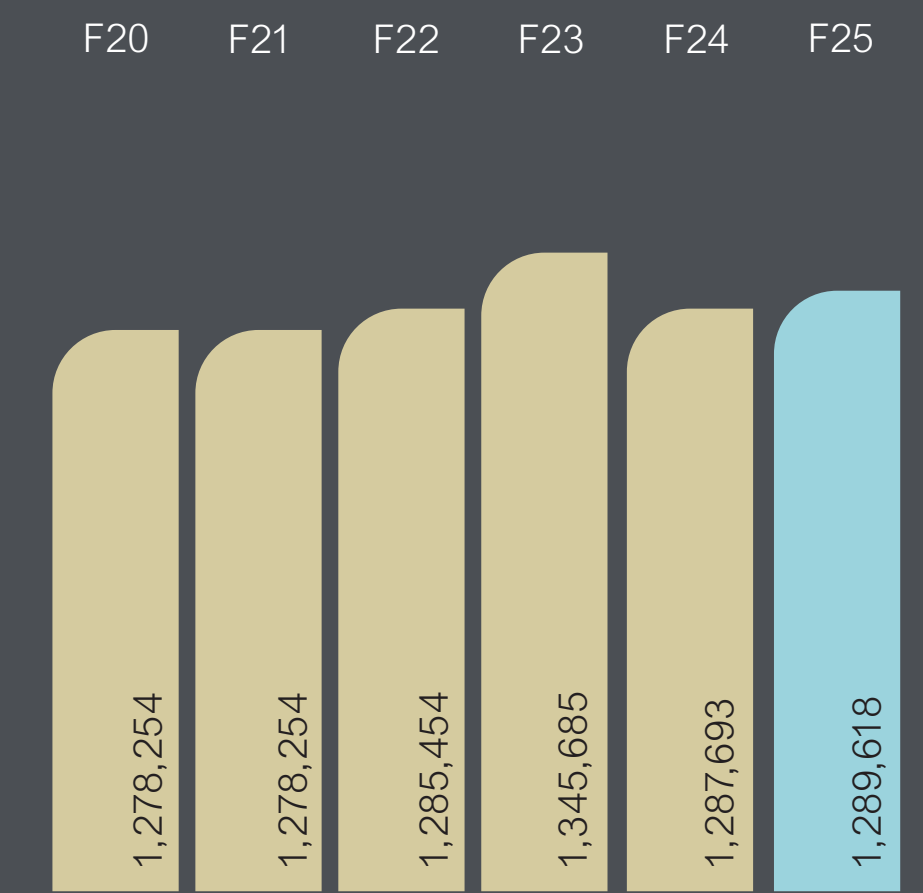
Absolute Scope 1 & 2 GHG emissions (MT CO₂e)¹



Total Scope 1 & 2 GHG Emissions Intensity (kg CO₂e per \$100k sale)²



Facility energy consumption (GJ)



Energy and GHG emissions reductions

A critical component of TTC's sustainability strategy includes steps to reduce our energy consumption and GHG emissions. We have implemented operational energy efficiency measures, including upgrading our facilities with LED lighting and new air compressors. Our Tomah location is ISO 14001 certified facility, demonstrating our commitment to responsible environmental and sustainability practices. We also continue to prioritize education and awareness building for our operational efficiency initiatives, encouraging participation from all our employees.

We are exploring renewable energy sources and waste-to-energy solutions to further minimize emissions and environmental impact. Building on energy practice assessments, we are developing a strategic roadmap to gradually increase the use of renewables in our energy mix, supporting long-term sustainability and reducing our environmental impact.

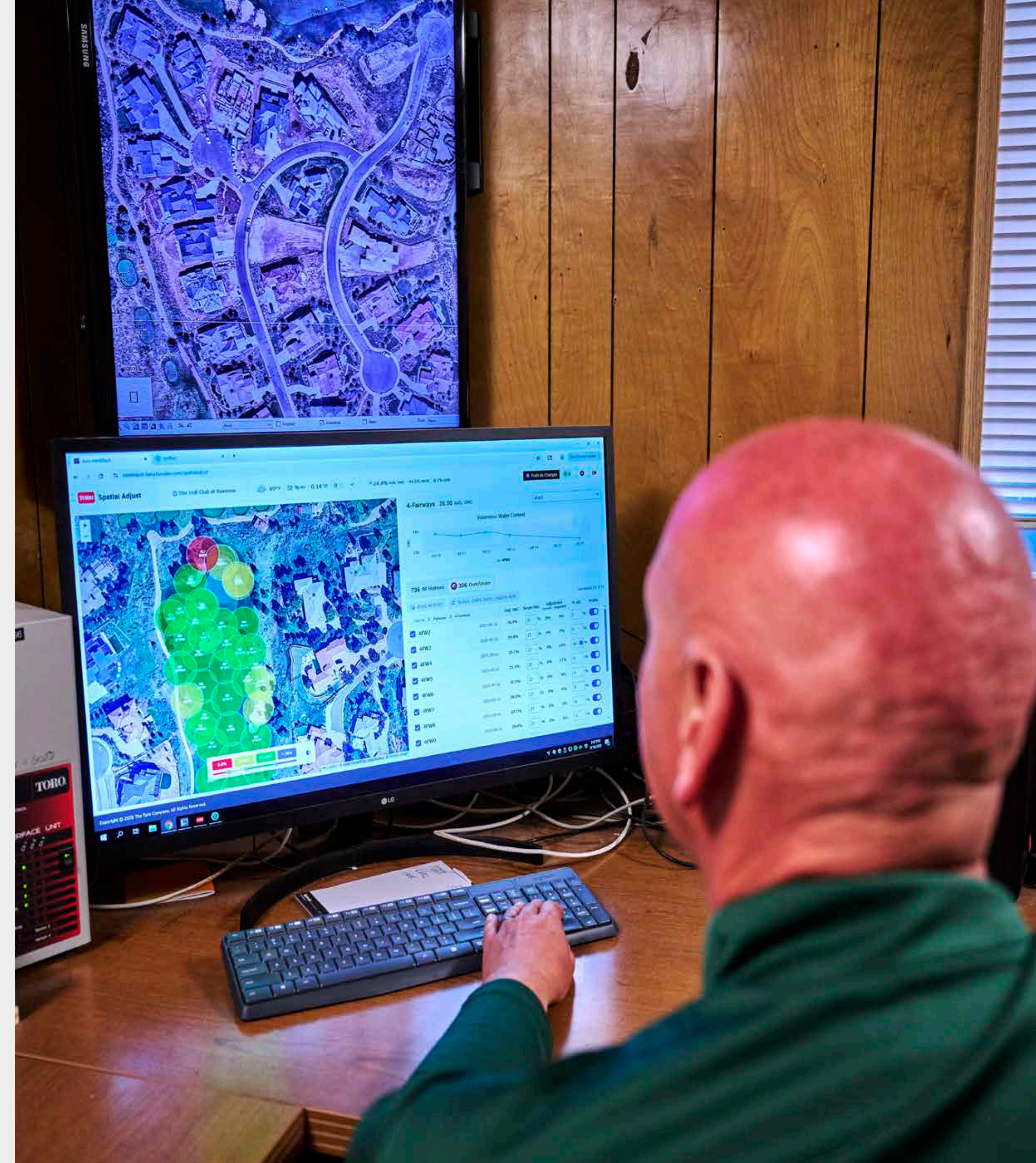
These initiatives reflect our commitment to reducing our environmental impact while maintaining efficient facility operations. We continue to prioritize sustainability across all aspects of our business, including examining our supply chain to uncover opportunities for emission reductions. To meet our Scope 1 and 2 reduction target, we recognize that we will need to continue to accelerate our GHG emissions reduction efforts over the coming years.

Beyond our own efforts, we help customers contribute to their own sustainability initiatives by offering products and solutions that improve efficiency and reduce environmental impact, while creating long-term value.

Water

As we aim to offer products to our customers that manage water consumption efficiently, we acknowledge the significance of water conservation in our own operations as well. Using tools like the Monitoring, Targeting, and Reporting (MTR) program and the Daily Management System (DMS), we actively track water usage across our locations globally. By adopting Lean management practices and upgrading our facilities, we consistently work to minimize water consumption while ensuring efficient and seamless functionality in our operations. We aim to reduce our water footprint and optimize our resource use through initiatives such as capturing recycled water from treatment plants and analyzing water risks with advanced data systems. Through these sustainable water practices, we aim to contribute to a more resilient and water-secure future for all.

➤ See more about our water consumption in the [Appendix](#).



Zero Waste to Landfill

We are advancing our commitment to environmental sustainability through our Zero Waste to Landfill (ZWTL) goal, which aligns with our EHS&S protocols. Starting in 2025, we have partnered with a centralized waste management vendor to streamline our waste management process in our operations. Centralization gives us full visibility into waste generation and final disposal, improves our ability to audit vendors and ensure chain of custody, and creates a foundation for higher diversion rates over time. We deployed our new waste management platform in 2025, moving from site-by-site management to a standardized approach for handling materials. We continue to scale this program, covering various waste streams, including liquid, solid, hazardous, non-hazardous, electronic waste, and recyclable materials (including plastics, cardboard, paper, and other materials) across our offices, manufacturing sites, and distribution centers.

The ZWTL program is a multi-year goal for the company and a key element of our new sustainability framework. Our ambition is to divert 90% of our waste from landfills by 2030. Launched in 2025, the ZWTL program was rolled out in phases across our North American operations. As facilities were added in incremental stages throughout the year, 2025 reflects an early stage of implementation rather than a full-year or enterprise-wide coverage. In 2025, these facilities diverted over 18,000 tons of waste from landfill.¹

18,000+

tons of waste diverted from landfill
in 2025

1. Facilities were onboarded to the Zero Waste to Landfill program throughout FY25; results reflect partial-year, limited-scope data during rollout.

2. Diversion categories include recycling, fuels blending, beneficial reuse, incineration with energy recovery, composting, and treatment to discharge (aqueous waste).

As we work toward our Zero Waste to Landfill goal, we aim to reduce landfill contributions by prioritizing the reuse and recycling of materials, such as pallets and plastics, wherever feasible. We enable our team by using consistent metrics and dashboards to identify opportunities and share best practices across locations. As we roll out the program, we remain committed to ensuring compliance, optimizing waste streams, and achieving our waste reduction goals.

Waste management

TTC is committed to minimizing waste throughout the entire life cycle of our products as part of our strategy for sustainable growth. By adopting Lean practices, we not only improve efficiency but also foster innovation and gain a competitive edge in our industry. In 2025, our facilities took significant steps to uphold this commitment by recycling materials such as resin moldings, steel, aluminum, plastics, cardboard, and paper. Additionally, where possible, we composted food waste, further reducing landfill contributions.

By launching a composting program at our Bloomington headquarters, we diverted over 34,000 pounds of waste from landfills, transforming it into compost. These efforts reflect our dedication to creating a more sustainable, resource-efficient future while reducing material waste.

Our facilities also implement chemical waste management programs to ensure the proper handling, disposal, and, where possible, recycling of chemical and hazardous waste. Additionally, many facilities participate in recycling initiatives for materials such as oil, paint, and other substances where feasible. Integrated with our Lean principles to reduce waste and drive value, we support our goals of reducing environmental impact while improving overall efficiency across our global facilities.



2030 Goal
By 2030, achieve a global Zero Waste to Landfill (ZWTL) target of 90% diversion of waste from landfill²

Responsible supply chain

Managing our complex supply chain is crucial to our operations and delivering high-quality products to our customers. To address challenges like disruptions and inefficiencies in our supply chain we continuously identify areas for improvement, including, implementing new technologies and fostering strong relationships with our suppliers.

In 2025, we continued to strengthen governance and visibility into where and how our raw materials are sourced by deploying a new third-party platform across thousands of suppliers to modernize our compliance data collection and consolidate information on forced labor, conflict minerals, country of origin, and other emerging regulations. We revised our Supplier Quality Manual and Supplier Code of Conduct in 2025 to include stronger expectations on compliance and responsible practices. We also made major progress in preparing our vendor base to comply with the Carbon Border Adjustment Mechanism (CBAM), a European import regulation on carbon, through more detailed supplier footprints and education on greenhouse gas accounting.

In parallel, we are working to use raw materials and energy more efficiently by improving supplier quality and logistics. TTC updated and deployed our supplier audit process with more detailed supplier criteria beyond production quality. In 2025, we conducted audits with key suppliers across a broad segment of our supply base, driving corrective actions,

on-site engagement, and, where needed, decisions to limit future business until expectations are met. At the time of this publication, we have not identified any suppliers in our vendor base with active violations of our Supplier Code of Conduct, demonstrating our commitment to excellence in our value chain and product life cycle.

These efforts, together with clearer expectations set through a supplier quality breakout at our 2024 Supplier Summit, helped strengthen supplier performance and ongoing improvements in product quality as we advance toward our long-term goals. Higher quality means more efficient material and energy use and a better product experience for our customers.

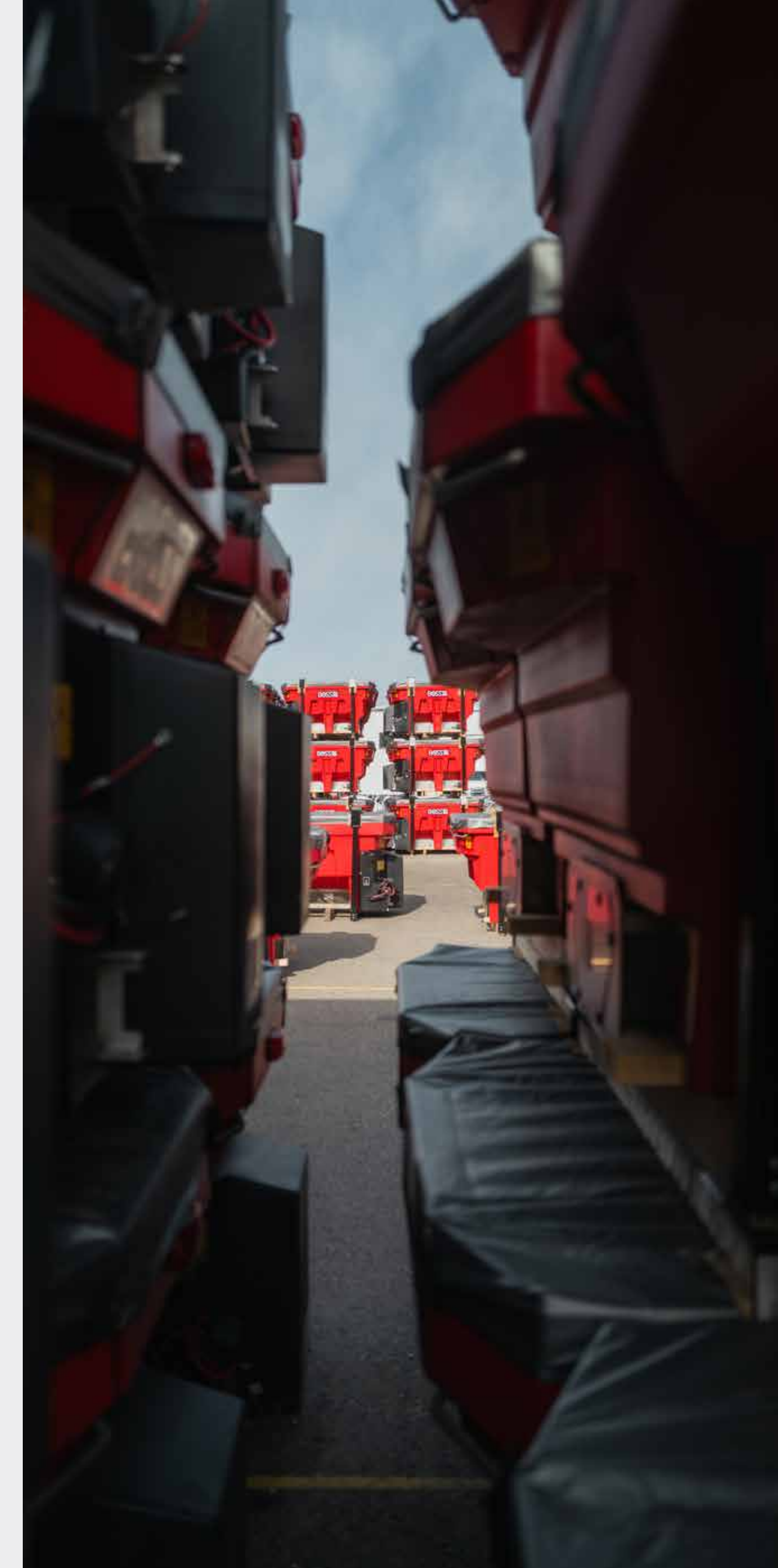
TTC also continues to refine our sourcing and logistics strategies to support supply chain resilience and lower emissions. We actively monitor emerging tariffs and their implications on our value chain. Where possible, we prioritize localized sourcing to improve our supply chain resilience and optimize our transportation to reduce our reliance on air freight in favor of ocean and truck modes. For batteries and electric products, our robust strategy process helps us choose strong suppliers from the start and build relationships over time, which reduces the need for reactive changes later. Collaboration across TTC's business units supports resilience in our supply chain to allow us to continue to deliver high-quality products to our customers.

- [Supplier Quality Manual](#)
- [Supplier Code of Conduct](#)
- [Human Rights Policy](#)

Responsible minerals sourcing

At The Toro Company, we care deeply about how our products are made and the impact of our sourcing decisions on people and communities around the world. As part of our broader commitment to ethical business practices and respect for human rights, we seek to support responsible sourcing of the materials used in our products. Our responsible minerals program focuses on targeted materials used in our products and components, while also expanding to address broader human rights and trace compliance risks in mineral supply chains. We gather supplier data, identify smelters and refiners in our supply chain and evaluate alignment with recognized responsible minerals frameworks, as well as monitor issues such as forced labor and country of origin.

In 2025, we advanced this work through targeted compliance and verification efforts. We achieved compliance with restrictions on Russian steel by certifying records for suppliers to ensure adherence to evolving trade and sanctions requirements. As regulations and stakeholder expectations continue to evolve, we are preparing for a stronger focus on global trade compliance beginning in 2026, with ongoing supplier education, risk screening and supply base review serving as key tools. Through these combined efforts, we aim to advance transparency and ethical practices in mineral and metals supply chains, while maintaining a resilient, future-ready portfolio of products that align with our values and those of our customers.



Governance

At TTC, our commitment to transparency and honesty both drives excellent business outcomes and strengthens our relationships with our employees, customers, and suppliers. We foster a culture of trust and respect through accountability at all levels of our organization, compliance with regulatory requirements, and our dedication to upholding our legacy of excellence while advancing our vision for a sustainable and inclusive future.

- › Governance and risk management
- › Climate scenario analysis
- › Code of Conduct
- › Ethics
- › Human rights
- › Cybersecurity and data privacy
- › Industry engagement and leadership



Governance and risk management

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

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

Standing Board committees play a crucial role in overseeing various aspects of governance, including sustainability efforts.

We define board level involvement for sustainability issues as follows:

- Audit Committee: Oversight of ESG disclosure control procedures to ensure accuracy and completeness of metrics prior to disclosure; and oversight of our Enterprise Risk Management, including climate risk.
- Compensation and Human Resources Committee: Oversight of social factors, such as human capital management, inclusion and pay equity.
- Finance Committee: Oversight of capital structure, including access to capital, and our investor relations program, including sustainability communications for investors.
- Nominating and Governance Committee: Oversight of the overall sustainability program, environmental and governance factors, and all other topics not covered by other committees.

Enterprise risk management and sustainability committees

Our Enterprise Risk Management (ERM) program is responsible for managing a dynamic risk framework that evaluates TTC's strategic risks and ERM alignment with strategy, including climate-related risks and opportunities.

➤ [For more details see our Task Force on Climate-related Financial Disclosures \(TCFD\)-aligned report.](#)

As global sustainability disclosure frameworks evolve, we continue to monitor and prepare for applicable upcoming disclosure requirements. We continue to prioritize sustainability initiatives and goals that are material for our business to create a positive impact on our people and the environments in which we operate.



Sustainability governance structure

Board of Directors

TTC's Board of Directors oversees governance issues, including strategy, legal, compliance, Code of Conduct, and enterprise risks, with climate-related risks and opportunities embedded in risk management.

Sustainability Steering Committee

The Sustainability Steering Committee provides strategic direction and enterprise-wide oversight for TTC's global sustainability efforts. Acting as a unifying body, the committee aligns initiatives across the organization and advises the Enterprise Leadership Team, Board of Directors, and relevant Board Committees on key sustainability priorities, including climate change risks and strategy. Membership is approved by the CEO and includes senior leaders representing each of TTC's sustainability pillars. These members are accountable for driving both strategic planning and execution across the enterprise, ensuring alignment with recognized ESG frameworks and integration of material sustainability and risk considerations into business operations. Select pillars are supported by ad hoc sub-committees to accelerate implementation and drive measurable impact.



Climate scenario analysis

In 2024, we conducted an in-depth climate scenario analysis with support from a third party and aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) to identify climate-related risks and opportunities for TTC. We used three climate scenarios to stress test our business strategy against a range of possible climate futures and to identify any potential future impacts of climate change on our business. These climate scenarios included: Aggressive Climate Action (SSP1-1.9 and SSP1-2.6, assuming 1.7-1.8°C of warming), Moderate Climate Action (SSP2-4.5, assuming 2-2.7°C of warming), and Insufficient Climate Action (SSP5-8.5, assuming 2.4-4.4°C of warming). The assessment considered climate impacts across short-(through 2027), medium- (through 2033), and long-term (through 2050) time horizons.

The climate scenario analysis considered physical risks, which relate to the impact of acute risks (the increased severity or frequency of climate events) and chronic risks (longer-term shifts in climate patterns), and transition risks and opportunities, which relate to the impact of a transition to a low-carbon economy across key categories, including policy and legal, technology, market, and reputation.



Transition Risks

With new environmental regulations emerging, the raw materials currently used in TTC's supply chain may increase in cost or may have limited availability. The risk of increased production costs or need to shift to more compliant suppliers poses a low-to-moderate risk in the short term and a moderate-to-high risk in the long-term.



Physical Risks

Changes in seasonal weather patterns, for example flooding, drought, or reduced snowfall, may result in reduced sales of some of our weather-related products, such as snowplows, agricultural machinery, and irrigation equipment, at a medium-to-high risk rating. Additionally, more frequent extreme weather events may pose a low-to-medium risk to the continuity of TTC's supply chain, business productivity, and site accessibility.



Transition Opportunities

As consumer preferences are shifting to more low-emissions and water-efficient products, TTC has a unique opportunity to develop new revenue streams by reinforcing our commitment to innovation and environmental stewardship. In the long-term, this poses a moderate-to-high opportunity to strengthen our brand reputation and competitive advantage.

Code of Conduct

At TTC, we are committed to cultivating a workplace that prioritizes ethics and integrity, ensuring these values are embedded into every decision we make. These values are detailed in TTC's Code of Conduct (Code), which provides a comprehensive framework for acting with integrity and fostering strong relationships with our stakeholders, including customers, suppliers, shareholders, communities, employees, and partners.

In 2025, we introduced a significant refresh of our Code of Conduct to reflect our evolving policies and best practices, while remaining true to our values. The Code sets clear expectations for all employees and addresses critical areas such as antibribery, anti-corruption, workplace harassment, appropriate use of social media, health and safety, inclusion, and the protection of company assets.

To ensure these principles are consistently upheld, employees are required to complete annual training on the Code, available in multiple languages relevant to our workforce. Our Chairman and CEO, along with other enterprise leaders, are responsible for enforcing the Code across the company. The Board reviews ethics-related reports annually and approves updates to the Code as needed, ensuring it remains relevant and aligned with best practices.

[Code of Conduct](#)

Ethics

Our global Ethics Helpline operates 24 hours a day, seven days a week with translation into eight languages and is available to our employees, other stakeholders, and the public. The Ethics Helpline provides a confidential channel to voice concerns, report unethical behavior, or share suspected breaches of the Code. Concerns can be submitted anonymously through a telephone report or via our secure online portal. We strictly forbid any form of retaliation against individuals for expressing concerns or filing a report. In our commitment to uphold the highest ethical standards, we annually review the NAVEX Global Risk and Compliance Incident Management Benchmark Report to ensure our ethics management practices are in line with leading industry standards.



Human rights

At the heart of our work is a deep commitment to protecting human rights and fostering ethical and respectful working conditions across our entire value chain. We recognize our responsibility not only to our employees, but also to the communities we serve and the partners we work with. We are committed to open communication, thoughtful accountability, and continuous progress as we support human rights throughout our operations. Human rights are integrated into our supplier selection criteria, including clear expectations as TTC only partners with suppliers who meet our Human Rights Policy. When necessary, we thoughtfully disengage suppliers whose practices do not align with our principles, demonstrating our commitment to the shared responsibility to honor human rights.

To reflect evolving global best practices, we reviewed and revised our Human Rights Policy in 2025. In April 2026, we published our updated policy, guided by the UN global reporting framework. We will continue to review and revise our policies to align with emerging requirements to ensure we are fostering ethical working conditions throughout our global supply chain.

- > [Code of Conduct](#)
- > [Human Rights Policy](#)
- > [Supplier Quality Manual](#)
- > [Statement on Modern Slavery](#)
- > [Supplier Code of Conduct](#)
- > [Investing in talent](#)
- > [Responsible supply chain](#)



Partnering with Our People

We believe in building lasting relationships rooted in trust, transparency, and mutual respect. We respect and support the rights of employees to freely associate, organize, and engage in collective bargaining. Through open communication and collaboration with employees and their formal representatives, we foster meaningful engagement, especially for those covered by collective bargaining agreements.

At the heart of our approach is a belief in the transformative power of hiring and supporting top talent. Our commitment to cultivating an environment where every employee feels valued, heard, and empowered is not just a core value but it's a strategic priority. By upholding these principles, we strengthen our workplace culture and deepen our connection across our value chain.



Human Rights Due Diligence

At The Toro Company, our commitment to human rights due diligence is rooted in our Code of Conduct and Human Rights Policy. These frameworks guide all employees, partners, and stakeholders in recognizing and responsibly addressing ethical and human rights concerns. Every individual at TTC is entrusted with the responsibility to understand and uphold these policies. By doing so, we foster a culture of integrity, accountability, and inclusion, one where everyone's dedication helps build a respectful and ethical workplace. Our shared success depends on each person's commitment to living our values every day.



Human Rights Commitments & Management Process

The Toro Company is committed to respecting human rights in alignment with the UN Guiding Principles on Business and Human Rights. Our Human Rights Policy is reviewed biennially by a cross-functional team that includes representatives from Environmental Health and Safety, Human Resources, Legal, Supply Chain, and Sustainability, and policy changes are subject to review and approval by TTC's Board of Directors. This governance structure ensures that our approach remains aligned with international standards and evolving stakeholder expectations.

We communicate our standards through our Supplier Code of Conduct and Supplier Quality Manual, which outline expectations for ethical and responsible practices. These are shared with employees through annual training and embedded in our Code of Conduct. Suppliers are encouraged to adopt similar policies and apply them throughout their value chains.





Supply Chain Oversight & Accountability

Effective supply chain management is essential to delivering high-quality products while meeting growing expectations for sustainability, resilience, and regulatory compliance. We continue to strengthen our governance by fostering strategic supplier partnerships, raising due diligence standards, and expanding audit capabilities.

We continue to advance our supplier excellence approach through a dedicated Supplier Excellence team, enhanced audits to include ESG criteria, and implemented a tiered supplier system focused on partners aligned with our values. Our Supplier Code of Conduct and Supplier Quality Manual clearly define expectations for compliance, ethics, human rights, and environmental responsibility. As part of our due diligence process, we use a leading third-party compliance platform to screen suppliers and partners against global restricted and denied party lists, helping ensure alignment with international human rights standards and trade regulations across our value chain.

We are also investing in ethical sourcing of critical materials for advanced technologies and engaging suppliers through initiatives like our inaugural Toro Supplier Summit to promote transparency and collaboration.



Human Rights Policy

The Toro Company is deeply committed to upholding human rights across all our operations and throughout our value chain. Our Human Rights Policy is grounded in internationally recognized principles, including the United Nations' Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights.

This policy reflects our dedication to protecting the dignity, safety, and well-being of everyone connected to our business. It outlines our commitments on child labor, modern slavery, freedom of association, and workplace safety. It applies to all Toro directors, officers, employees, including part-time, temporary, and contract personnel, and extends to suppliers, contractors, and business partners.

We honor freedom of association and the rights of all people. We stand firmly against all forms of modern slavery as defined and further described in our annual Statement on Modern Slavery. We will not tolerate any unlawful practices within our business or supply chain, and we require compliance with all applicable labor laws.

Accountability for upholding this policy lies with our leadership and employees. We encourage open communication of concerns without fear of retaliation.

Reviewed every two years, this policy remains a cornerstone of how we conduct business — with respect, responsibility, and care for all connected to our company.



Management of Human Rights Issues

We promote awareness of our Human Rights Policy and Code of Conduct through annual training and ongoing communication. Beginning in 2025, we introduced additional annual training on human trafficking and modern slavery as part of our required Code of Conduct training to help uphold these standards across our operations and those of our suppliers. We also support a speak-up culture through accessible ethics reporting channels and non-retaliation protections.



Supplier Excellence & Governance

Our supplier oversight efforts are built on strong governance and risk management practices, supported by a Supplier Excellence team to enhance governance, risk management, and long-term supplier partnerships. We strengthened our supplier audit process to include ESG criteria — such as labor practices, environmental impact, and community engagement — and introduced a new Supplier Quality Manual. Additionally, we expanded our compliance team and initiated a partnership with an industry leading third-party supply chain sustainability management platform to assist us in conducting systematic audits. This collaboration aims to ensure regulatory compliance and promote ethical, sustainable operations. We also collaborate with industry peers to promote responsible sourcing and transparency.



Cybersecurity and data privacy

TTC prioritizes the protection of operational, customer, and product data, continuously enhancing our processes to ensure the highest levels of data security and privacy.

Our cybersecurity risk management program is integrated into our overall enterprise risk framework, ensuring the protection of critical systems and data. We assess our cybersecurity maturity annually using the National Institute of Standards and Technology (NIST) Cybersecurity Framework and proactively monitor emerging threats, regulations, and security trends. Through advanced threat intelligence, we continuously refine our security posture to mitigate potential risks.

To strengthen defenses, we conduct penetration testing, “red team” exercises, and adversarial simulations to identify vulnerabilities and improve response strategies. Technical controls, secure backup systems, and strict data security protocols help safeguard our network. Additionally, we maintain a disaster recovery plan and conduct multiple recovery exercises annually to ensure resilience in the face of cyber threats.

Our cybersecurity governance is led by the Senior Manager of Enterprise IT Security Risk and Compliance, who reports to executive leadership. Regular updates are provided to the CEO, COO, CFO, and General Counsel, with oversight from the Board’s Audit Committee. This ensures strategic alignment in cybersecurity risk management and continuous advancement of our security program.

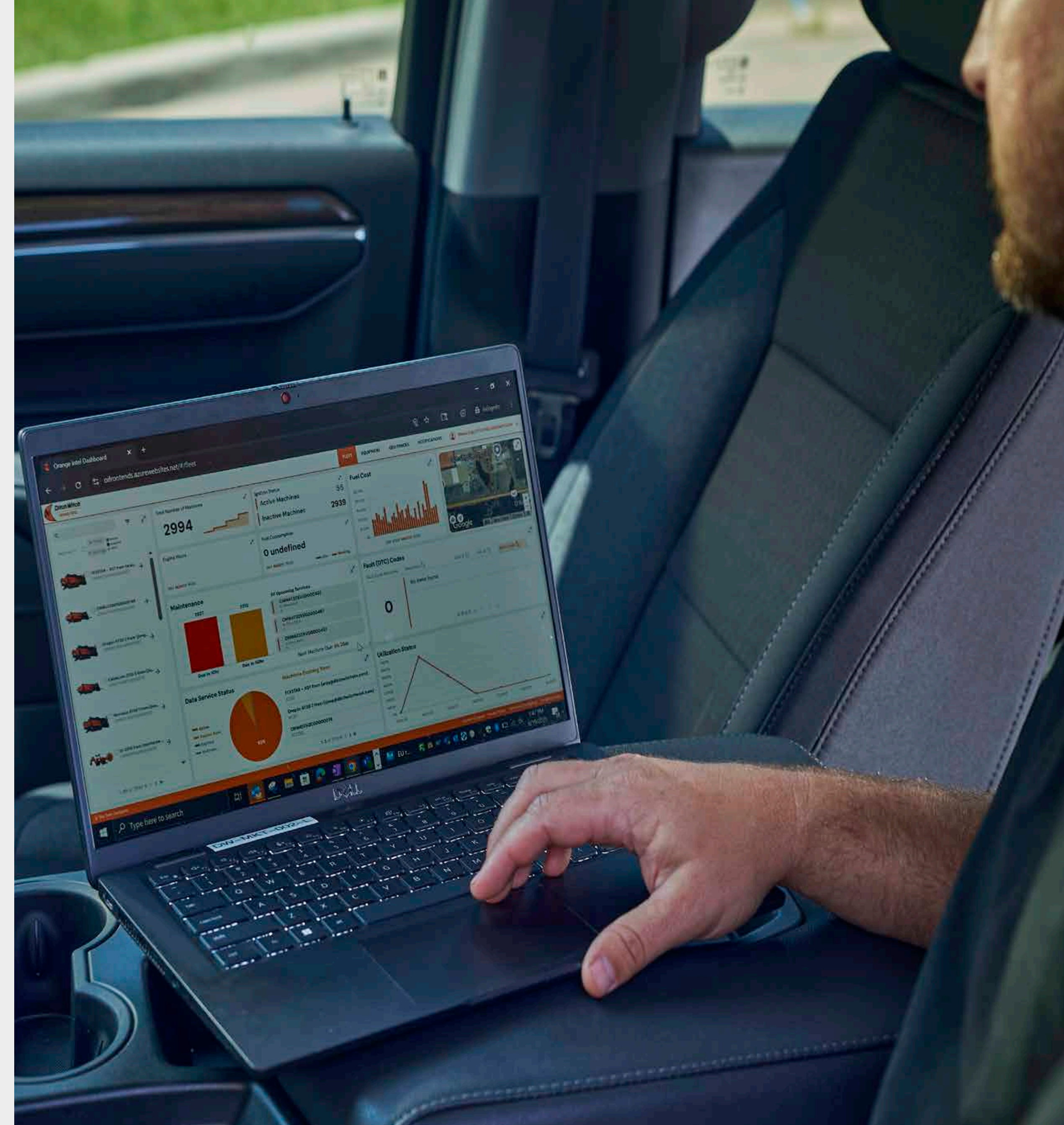
All employees receive mandatory cybersecurity training, with multifactor identification and improved processes for reporting phishing emails. We also conduct regular simulated phishing exercises and ongoing training as a core component of our risk management strategy.

Cyber risks related to third-party providers are managed through strict vendor security protocols. We conduct annual reviews, require contractual security obligations, and leverage external monitoring solutions to assess risks before engaging with vendors. By maintaining rigorous cybersecurity standards, we strive to protect our data, customers, and business operations from evolving digital threats.

Our Privacy Policy outlines our global privacy framework, and our Data Privacy program ensures compliance with regulatory requirements and robust policies for personal data protection. We are constantly monitoring and updating our policies to align with evolving global and local regulations and laws. Employees receive annual training on privacy and data protection, with personal data collected and processed only for specified purposes and securely managed in accordance with applicable laws and regulations, including the EU General Data Protection Regulation. For more information, please see our Privacy Policy.

Oversight is provided by TTC's Board of Directors and its Audit Committee. Notably, The Toro Company did not experience any material information security breaches in 2025.

> [Privacy Policy](#)



Industry engagement and leadership

TTC actively contributes to the advancement of safety, quality, and sustainability standards through leadership roles in key industry organizations. By participating in trade associations globally, we help shape the standards and practices that guide the industry.

In partnership with the Outdoor Power Equipment Institute (OPEI), TTC is developing a new standard for QR codes on products that link to user instructions and information on sustainability and regulatory compliance documentation. Standardizing this mode of accessible digital materials will encourage more transparency for product users across the outdoor industry, highlighting our commitment to leading with excellence.

Our engagement extends to advocacy for emerging technologies. We collaborate with regulatory bodies and trade organizations to develop standards for autonomous and battery-powered equipment, ensuring these innovations meet the highest safety and performance criteria. We strive to be a trusted voice in advancing the industry while maintaining a strong focus on responsibility and sustainability.



The American Rental Association represents owners of equipment and event rental operations, as well as manufacturers and suppliers of rental equipment. The ARA aims to advance the equipment and event rental industry.



The Association of Equipment Manufacturers promotes construction and agriculture equipment manufacturers and partners in the global marketplace. TTC leads several AEM technical committees and chairs the Sustainability Council.



The City Parks Alliance supports the creation, revitalization and sustainability of parks and green spaces that contribute to more vibrant and equitable cities.



The Committee for European Construction Equipment promotes European construction equipment and related industries to achieve a fair competitive environment via harmonized standards and regulations.



The Common Ground Alliance is dedicated to preventing damage to underground infrastructure and protecting public safety by establishing best practices for excavation. As a member of the CGA, TTC promotes the "811" Call Before You Dig system.



The Distribution Contractors Association supports contractors, equipment manufacturers, and service providers in the underground construction industry, including natural gas pipelines, fiber optics, and water systems.



The European Garden Machinery Industry Federation serves as the voice of the outdoor equipment manufacturers to Pan-European regulatory bodies. TTC leads several EGMF committees.



The Golf Course Superintendents Association of America (GCSAA) is an association for professionals who manage and maintain golf courses. GCSAA provides its members with the tools and information necessary to be environmental stewards.



The Irrigation Association is the leading organization for irrigation equipment and system manufacturers, dealers, distributors, designers, consultants, contractors and end users. Irrigation Association promotes efficient technologies, educates the public on best practices and improves industry proficiency through education.



The Outdoor Power Equipment Institute represents outdoor power equipment on industry issues ranging from developing standards to regulatory policy in the United States and Europe. TTC participates on several OPEI committees and leads several industry initiatives.



The Power Communication Contractors Association represents companies specializing in constructing and maintaining electric power facilities and broadband systems, advocating through industry education and legislative outreach.



The Rechargeable Battery Association advocates at the state, federal and international levels on lithium-ion and nickel metal hydride batteries issues. TTC participates on several PRBA subcommittees.



The R&A is a leading body within the world of golf and engages and supports activities to ensure it is a thriving sport for all on a global scale. Producing thought leadership, practical publications and guidance, R&A promotes the adoption of sustainable golf practices.



RECHARGE advocates for the sustainable development of an innovative and competitive rechargeable and lithium batteries value chain in Europe. U.S. and European TTC participates on several RECHARGE subcommittees.

Planning

Priorities for fiscal 2026 and beyond

Over the past year, as detailed in this report, we have remained committed to changing how the world works through innovation, excellence, and progress toward our sustainability commitments. We have demonstrated our dedication to improving our products, empowering our employees, and strengthening our communities while creating lasting benefits for our customers and industries. As we look ahead to fiscal 2026, our key priorities include:

- Fully integrate and make progress toward our Zero Waste to Landfill goal.
- Increase sustainability in product design through the formal introduction of sustainability check-ins in the NPD process.
- Strengthen our role as a responsible business by continuing to adopt initiatives to reduce operational GHG emissions.
- Continue to pursue innovation and investment in alternative fuels to reduce product in-use GHG emissions.
- Invest in our people to support their growth and contributions to their communities.
- Develop the next generation of leaders by fostering talent across all levels, both within our business and in the broader community, to equip individuals for success.

We remain excited by the opportunities that lie ahead to further our impact and continue changing how the world works for the better.





Appendix

- > DMA topic definitions
- > People metrics
- > Process metrics
- > SASB index



Double materiality assessment topic definitions*

Environmental Topics

TOPIC NAME	DEFINITION
Energy Management	Management of direct and indirect energy consumption, including efficiency and reduction measures, fuel mix (e.g., use of renewable energy), and measurement of energy (e.g., fuel, electricity).
GHG Emissions	Greenhouse gas emissions that an organization generates from activities under its control (Scope 1), from the energy it purchases and consumes (Scope 2), and from business-related activities originating from sources outside its ownership and control (Scope 3); and disclosures on GHG emissions reductions and efficiencies, as well as smarter and eco-friendly transportation systems, infrastructure planning, and logistics management. This also includes GHG emission reduction targets and the use of carbon credits.
Climate Risk Management	Climate risk management refers to the management of physical and transition impacts, risks and opportunities presented by climate change and the transition to a low-carbon economy and adaptation and resilience measures adopted by companies. This also includes actions towards climate change mitigation, adaptation and resilience of the business and communities across the value chain to the effects of climate change.
Water Management	Management of the withdrawal, consumption, and discharge of groundwater, surface water, fresh water, and municipal water, in TTC's operations and that of its supply chain, including minimizing or optimizing the overall water consumption and quality impacts.
Nature and Biodiversity	The variability among living organisms from sources including terrestrial, marine, and other aquatic ecosystems and the ecological complexes of which they are a part. This includes variation in genetic, phenotypic, phylogenetic, and functional attributes, as well as changes in abundance and distribution over time and space within and among species, biological communities and ecosystems.
Materials Sourcing	The sourcing and use of components, including critical materials, necessary for production, preferably acquired in an ethical and responsible manner.
Sustainable Product Design	Sustainable product design refers to a system where the products and services, including product packaging and distribution, TTC provides are maintained for as long as possible, enhancing efficient product use and consumption, thereby reducing the environmental impact of their use and minimizing waste. This incorporates designing products in line with circular economy principles, and resource outflows related to products and services.

Social Topics

TOPIC NAME	DEFINITION
Responsible Innovation	Responsible innovation refers to TTC's efforts to engage in research and development and advance product innovation while considering both environmental and social impacts of product development, responsible sales, and personal safety of consumers and end users.
Product Safety	The standards, policies, and procedures TTC uses to ensure the health and safety of its customers. These quality controls, applied across the entire manufacturing process, ensure the consistent supply of high-quality products that meet customer needs. The quality system adheres to global standards and regulations.
Talent, Attraction, Retention, and Development (Own Workforce)	Equal treatment and opportunities for all TTC employees, striving to cultivate an inclusive culture that reflects the diverse perspectives, backgrounds, and cultures of the communities in which we live and conduct business. This includes employment and inclusion of persons with disabilities, gender equality, equal pay for equal work, and measures against harassment in the workplace.
Talent Attraction, Retention, and Development (Own Workforce)	Talent attraction, retention, and development refers to TTC's ability to hire, develop, and maintain high-quality talent.
Labor Practices (Own Workforce)	For TTC's own workforce, the provision of adequate wages, secure employment, collective bargaining, work-life balance, fair working time, social dialogue, and freedom of association as well as the prevention of child labor and forced labor.
Employee Safety, Health and Wellness (Own Workforce)	The prevention of work-related injuries, as well as the protection and promotion of employees' health, including mental and physical well-being, for TTC's own workforce.

Governance Topics

TOPIC NAME	DEFINITION
Cybersecurity and Data Privacy	Cybersecurity and data privacy refers to protecting data from loss, corruption or unauthorized access, and governing how data, including customer and employee data, is legitimately used and disclosed.
Ethics and Compliance	Ethical standards and mechanisms for identifying, reporting, and investigating concerns about unlawful behavior, anti-corruption or anti-bribery considerations, protection of whistleblowers, and training programs, as well as leadership promotion of these ethical practices.
Strategy and Business Model	Strategy refers to TTC's plan to achieve its mission and vision and apply its core values. Business model is a system of transforming inputs through business activities into outputs and outcomes that aims to fulfill strategic purposes and create value over the short-, medium- and long-term time horizons. This also includes the consideration of anti-competitive practices.

*Topic definitions were developed and approved by TTC.

Board Metrics

	F21	F22	F23	F24	F25
Average age	60	60	59	60	61
Average years of tenure	9	8	6	6.9	8.7
Directors who are women (%)	33%	27%	33%	33%	33%
Directors who are racially/ ethnically diverse (%)	24%	27%	22%	22%	22%
% White	76%	73%	78%	78%	78%
% Black	8%	9%	11%	11%	11%
% Asian	8%	9%	11%	11%	11%
% Hispanic/ Latino	8%	9%	0%	0%	0%
% Male	67%	73%	67%	67%	67%
% Female	33%	27%	33%	33%	33%

Battery Sales

	F19	F20	F21	F22	F23	F24	F25
% Battery and hybrid product sales (% of adjusted net sales) ¹	4.7%	4.9%	6.5%	6.4%	6.7%	8.0%	6.9%

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

Safety

	F19	F20	F21	F22	F23	F24	F25
Total Recordable Incident Rate (TRIR ^{1,2})	2.16	1.98	2.16	1.78	1.24	1.35	0.92
Lost Working Days Rate (LWDR ^{1,2})	0.68	0.73	0.92	0.56	0.44	0.40	0.28
Near Miss Frequency Rate (NMFR ^{1,2})	8.27	12.35	8.88	8.39	12.63	33.59	31.34
Fatality Rate	0	0.01	0	0.01	0	0	0
Locations with zero recordable injuries (#) ³	35	33	38	35	26	16	23
Locations with zero recordable injuries (%) ⁴	57%	56%	62%	57%	48%	36%	50%
Percent of workers covered by occupational health and safety management system ²	100%	100%	100%	100%	100%	100%	100%

1. Rates are calculated as (statistic count x 200,000)/hours worked.

2. Rates include both full-time and contract employees.

3. # of locations

4. % of locations

People Metrics: Gender

GENDER BREAKDOWN: GLOBAL OFFICE	F21	F22	F23	F24	F25
Male	76%	75%	74%	73%	67%
Female	24%	24%	25%	26%	24%
Not disclosed	<1%	1%	1%	1%	9%
Non-binary	0%	0%	<1%	0%	<1%

GENDER BREAKDOWN: GLOBAL PRODUCTION	F21	F22	F23	F24	F25
Male	69%	71%	72%	71%	73%
Female	30%	28%	27%	28%	26%
Not disclosed	<1%	1%	1%	1%	1%
Non-binary	0%	0%	<1%	<1%	<1%

GENDER: GLOBAL COMBINED	F21	F22	F23	F24	F25
Male	72%	72%	73%	72%	70%
Female	28%	27%	26%	27%	25%
Not disclosed	<1%	1%	1%	1%	5%
Non-binary	0%	0%	<1%	<1%	<1%

GENDER BY MANAGEMENT LEVEL: INDIVIDUAL CONTRIBUTOR	F21	F22	F23	F24	F25
Male	71%	72%	72%	71%	70%
Female	29%	27%	27%	28%	25%
Not disclosed	<1%	1%	1%	1%	5%
Non-binary	0%	0%	<1%	<1%	<1%

GENDER BY MANAGEMENT LEVEL: SUPERVISOR	F21	F22	F23	F24	F25
Male	81%	81%	82%	81%	79%
Female	19%	18%	18%	18%	20%
Not disclosed	<1%	1%	1%	1%	1%

GENDER BY MANAGEMENT LEVEL: MANAGER	F21	F22	F23	F24	F25
Male	79%	78%	76%	74%	73%
Female	21%	21%	23%	24%	27%
Did not disclose	<1%	1%	1%	2%	<1%

GENDER BY MANAGEMENT LEVEL: SR MANAGER	F21	F22	F23	F24	F25
Male	77%	81%	81%	79%	80%
Female	22%	17%	18%	20%	18%
Did not disclose	1%	1%	1%	1%	2%

GENDER BY MANAGEMENT LEVEL: DIRECTOR/SR DIRECTOR	F21	F22	F23	F24	F25
Male	85%	85%	83%	81%	78%
Female	15%	15%	17%	19%	22%

GENDER BY MANAGEMENT LEVEL: MANAGING DIRECTOR	F21	F22	F23	F24	F25
Male	69%	77%	69%	62%	73%
Female	31%	23%	31%	38%	27%

GENDER BY MANAGEMENT LEVEL: SR MANAGING DIRECTOR/GENERAL MANAGER	F21	F22	F23	F24	F25
Male	91%	92%	75%	80%	86%
Female	9%	8%	25%	20%	0%
Not disclosed					14%

GENDER BY MANAGEMENT LEVEL: EXECUTIVE (VPS, GROUP VPS, CFO, CEO)	F21	F22	F23	F24	F25
Male	75%	75%	71%	73%	69%
Female	25%	25%	29%	27%	31%

People Metrics: Ethnicity/Race

ETHNICITY/RACE BREAKDOWN: U.S. OFFICE	F21	F22	F23	F24	F25
White	88%	87%	86%	85%	77%
American Indian/Alaska Native	1%	1%	1%	1%	1%
Asian	3%	3%	3%	3%	3%
Black	1%	1%	1%	1%	1%
Declined to answer	2%	2%	1%	1%	2%
Hispanic/Latino	4%	5%	6%	6%	6%
Not disclosed	<1%	<1%	0%	<1%	9%
Pacific Islander	<1%	<1%	<1%	<1%	<1%
Two or more ethnicities/races	1%	1%	1%	1%	1%

ETHNICITY/RACE BREAKDOWN: U.S. PRODUCTION	F21	F22	F23	F24	F25
White	73%	74%	75%	74%	71%
American Indian/Alaska Native	2%	2%	2%	2%	2%
Asian	4%	4%	4%	4%	4%
Black	2%	2%	3%	3%	3%
Declined to answer	1%	<1%	1%	1%	1%
Hispanic/Latino	15%	15%	15%	15%	17%
Not disclosed	1%	<1%	0%	0%	1%
Pacific Islander	1%	1%	1%	1%	0%
Two or more ethnicities/races	1%	1%	1%	1%	1%

ETHNICITY/RACE BREAKDOWN: U.S. COMBINED	F21	F22	F23	F24	F25
White	78%	79%	79%	79%	73%
American Indian or Alaska Native	2%	2%	2%	2%	2%
Asian	4%	4%	4%	4%	4%
Black or African American	2%	2%	2%	2%	2%
Hispanic or Latino	11%	11%	11%	11%	12%
Declined to answer	1%	1%	1%	1%	1%
Pacific Islander	<1%	<1%	<1%	<1%	0%
Not disclosed	1%	0%	0%	<1%	5%
Two or More Races	1%	1%	1%	1%	1%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: INDIVIDUAL CONTRIBUTOR	F21	F22	F23	F24	F25
White	77%	78%	78%	77%	72%
American Indian/Alaska Native	2%	2%	2%	2%	2%
Asian	4%	4%	4%	4%	4%
Black	2%	2%	2%	2%	2%
Declined to answer	2%	1%	1%	1%	6%
Hispanic/Latino	11%	12%	12%	12%	13%
Pacific Islander	1%	<1%	<1%	<1%	0%
Two or more ethnicities/races	1%	1%	1%	1%	1%

People Metrics: Ethnicity/Race

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: SUPERVISOR	F21	F22	F23	F24	F25
White	88%	88%	88%	88%	88%
American Indian/Alaska Native	<1%	<1%	0%	0%	0%
Asian	0%	<1%	<1%	<1%	1%
Black	2%	2%	2%	2%	1%
Declined to answer	2%	2%	2%	2%	2%
Hispanic/Latino	7%	8%	7%	7%	7%
Two or more ethnicities/races	0%	<1%	1%	1%	1%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: MANAGER	F21	F22	F23	F24	F25
White	89%	87%	88%	87%	87%
American Indian/Alaska Native	1%	1%	2%	2%	2%
Asian	2%	3%	2%	2%	2%
Black or African American	0%	0%	<1%	1%	1%
Declined to answer	2%	2%	1%	2%	1%
Hispanic/Latino	6%	7%	6%	6%	7%
Two or more ethnicities/races	<1%	1%	<1%	1%	<1%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: SR MANAGER	F21	F22	F23	F24	F25
White	91%	89%	88%	87%	85%
American Indian/Alaska Native	0%	1%	1%	0%	0%
Asian	3%	2%	2%	1%	2%
Black	2%	2%	1%	1%	0%
Declined to answer	3%	2%	3%	5%	3%
Hispanic/Latino	1%	3%	3%	4%	7%
Two or more ethnicities/races	0%	1%	1%	1%	3%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: DIRECTOR/SR DIRECTOR	F21	F22	F23	F24	F25
White	89%	88%	87%	88%	83%
American Indian/Alaska Native	3%	2%	2%	1%	1%
Asian	2%	2%	2%	4%	4%
Black	1%	1%	1%	0%	0%
Declined to answer	0%	2%	2%	1%	3%
Hispanic/Latino	4%	4%	5%	5%	7%
Two or more ethnicities/races	1%	1%	1%	2%	2%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: MANAGING DIRECTOR	F21	F22	F23	F24	F25
White	92%	91%	92%	84%	80%
Black	0%	0%	0%	8%	10%
Hispanic/Latino	8%	9%	8%	8%	10%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: SR MANAGING DIRECTOR/GENERAL MANAGER	F21	F22	F23	F24	F25
White	100%	100%	92%	100%	100%
Black	0%	0%	8%	0%	0%

ETHNICITY / RACE BY U.S. MANAGEMENT LEVEL: EXECUTIVE (VPS, GROUP, VPS, CFO, CEO)	F21	F22	F23	F24	F25
White	100%	94%	93%	93%	94%
Black	0%	6%	7%	7%	6%

People Metrics: Other workforce demographics

EMPLOYEES BY GENERATION	F23	F24	F25
Traditionalists (B.Y. 1900 - 1945)	<1%	<1%	<1%
Baby Boomers (B.Y. 1946 - 1964)	13%	11%	11%
Generation X (B.Y. 1965 - 1976)	29%	28%	36%
Millennials (B.Y. 1977 - 1997)	46%	47%	35%
Generation Z (B.Y. 1998 - 2010)	11%	13%	13%
Blank/Declined to Answer	1%	1%	5%
VETERANS (U.S.)			
I AM NOT A VETERAN	91%	92%	88%
I DO NOT WISH TO SELF-IDENTIFY	2%	2%	6%
IDENTIFY AS A VETERAN, JUST NOT A PROTECTED VETERAN	4%	3%	3%
IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANS	3%	3%	3%
Grand Total	7%	6%	6%
TENURE - OFFICE AND PRODUCTION			
0 - 1 Year	15%	13%	15%
1 - 2 Years	25%	21%	16%
3 - 4 Years	11%	13%	17%
5 - 8 Years	14%	15%	14%
9 - 14 Years	12%	15%	15%
15 - 19 Years	7%	6%	6%
20+ Years	14%	17%	17%
Grand Total - Five or more years	48%	53%	51%

Talent

LEARNING	# OF OFFERINGS	# OF PARTICIPANTS	# OF TRAINING HOURS
Leadership Curriculum	10	162	909.75
General Business	14	308	1396.5
MOST ATTENDED COURSES			
		TBS Problem Solving	
		GD&T Basics	
		Crucial Conversations For Mastering Dialogue	

Process Metrics

ENERGY ^{1,2}	F19	F20	F21	F22	F23	F24	F25
Facility Energy Consumption (GJ)	1,256,654	1,278,254	1,278,254	1,285,454	1,345,685	1,287,693	1,289,618
North America facility energy use	1,184,281	1,202,281	1,202,281	1,213,081	1,272,222	1,217,056	1,225,357
EMEA facility energy use	57,877	61,477	61,477	57,877	60,666	54,013	53,844
APAC facility energy use	14,496	14,496	14,496	14,496	12,797	16,624	10,417
% Renewable electricity	0%	0%	0%	0%	0%	0%	0%
% Grid electricity	100%	100%	100%	100%	100%	100%	100%
Total scope 1 GHG emissions (MT CO ₂ e)	38,915	40,290	39,263	41,337	39,255	35,994	37,110
North America scope 1 GHG emissions (MT CO ₂ e)	37,880	39,171	38,131	40,170	37,867	35,242	36,210
EMEA scope 1 GHG emissions (MT CO ₂ e)	1,006	1,086	1,101	1,141	1,346	727	892
APAC scope 1 GHG emissions (MT CO ₂ e)	29	33	31	26	42	25	8
Total scope 2 GHG emissions (MT CO ₂ e)	81,329	80,721	74,797	71,492	71,708	68,877	63,313
North America scope 2 GHG emissions (MT CO ₂ e)	74,694	74,448	68,824	65,753	66,044	62,554	58,209
EMEA scope 2 GHG emissions (MT CO ₂ e)	3,696	3,527	3,293	3,028	3,098	3,328	3,031
APAC scope 2 GHG emissions (MT CO ₂ e)	2,939	2,746	2,680	2,711	2,566	2,995	2,073
Total scope 1 and 2 GHG emissions (MT CO ₂ e)	120,244	121,011	114,060	112,829	110,963	104,871	100,423
North America scope 1 and 2 GHG emissions (MT CO ₂ e)	112,574	113,619	106,955	105,923	103,911	97,796	94,419
EMEA scope 1 and 2 GHG emissions (MT CO ₂ e)	4,702	4,613	4,394	4,169	4,444	4,055	3,923
APAC scope 1 and 2 GHG emissions (MT CO ₂ e)	2,968	2,779	2,711	2,737	2,608	3,020	2,081
Scope 1 GHG emissions intensity (kg CO ₂ e per \$100K sales) ³	820	990	961	916	862	785	823
Scope 2 GHG emissions intensity (kg CO ₂ e per \$100K sales) ³	1,860	1,985	1,852	1,584	1,575	1,503	1,404
Total scope 1 and 2 GHG emissions intensity (kg CO ₂ e per \$100K sales) ³	2,586	2,887	2,737	2,434	2,372	2,288	2,226
Facility energy use intensity (GJ per 100k sales) ³	40	38	32	28	30	28	29

WATER ⁴	F19	F20	F21	F22	F23	F24	F25
Water consumption	134	156	168	177	184	189	204
North America water consumption (Mgal)	125	145	157	160	175	181	196
EMEA water consumption (Mgal)	7	9	9	15	7	6	6
APAC water consumption (Mgal)	2	2	2	2	2	2	2
Water intensity (Mgal/\$B sales)	39	46	42	39	40	41	45

WASTE TYPE	F25 ⁵
Hazardous waste (tons)	146
Non-hazardous industrial waste ⁶ (tons)	2,459
Non-hazardous waste recycled (tons)	17,406
Compacted waste (tons)	34
Non-hazardous waste incinerated (tons)	7
Non-hazardous waste landfilled (tons)	4,725
Total non-landfilled (tons)	18,149

1. TTC Emissions Calculations include GHGs as applicable by variable per U.S. EPA for locations in the United States and per Ecoinvent Database for all other worldwide locations (CO₂, CH₄, N₂O).
2. Process data includes all The Toro Company owned facilities, including MTI distributing.
3. Based on newly identified data sources, fuel consumption from company-owned and operated vehicles was assessed and included in Scope 1 emissions beginning in FY2025. These vehicles do not constitute a centrally managed logistics fleet. To support consistent comparison, the base year and historical GHG inventories were recalculated accordingly.
4. Process data includes all The Toro Company owned facilities, including MTI distributing.
5. Facilities were onboarded to the Zero Waste to Landfill program incrementally throughout fiscal year 2025. FY25 results therefore reflect partial-year and limited-scope data and are presented for transparency during program rollout, rather than as a full-year or enterprise-wide measure of performance.
6. Excludes incinerator and material recovery (recycling).

SASB Index: Industrial machinery and goods

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

CODE	ACCOUNTING METRICS	LOCATION OR DIRECT ANSWER
ENERGY MANAGEMENT		
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NO _x)	Omission: TTC does not currently measure this metric but plans to in the future.
	(2) Particulate matter (PM)	Omission: TTC does not currently measure this metric but plans to in the future.
	(a) Marine diesel engines	Omission: TTC does not produce or use marine engines.
	(b) Locomotive diesel engines	Omission: TTC does not produce or use locomotive engines.
RT-IG-410a.4	(c) On-road medium- and heavy-duty engines	Omission: TTC does not produce or use on-road engines.
	(d) Other non-road diesel engines	Omission: TTC does not currently measure this metric but plans to do so in the future. TTC works with its engine suppliers to use engines that comply with the applicable worldwide exhaust and evaporative emission standards set by the U.S. EPA, California Air Resources Board (CARB), the EU and other authorities that regulate non-road mobile machinery emissions in the markets in which we sell our engine-powered products. Compliance with these emission standards has allowed us to significantly reduce particulate matter (PM), particle number (PN), nitrogen oxide (NO _x), hydrocarbon (HC), carbon monoxide (CO) and evaporative emissions from our engine-powered products.
MATERIALS SOURCING		
RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	TTC manages corporate risks associated with critical materials via the following policies and statements: The Toro Company Conflict Minerals Policy The Toro Company Supplier Manual, Section 1.4 Supplier Terms of Commerce
REMANUFACTURING DESIGN AND SERVICES		
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Omission: Product revenue includes proprietary information TTC does not disclose.
ACTIVITY METRIC		
RT-IG-000.A	Number of units produced by product category	Omission: Number of units includes proprietary information TTC does not disclose.
RT-IG-000.B	Number of employees	About The Toro Company



**THE TORO
COMPANY**

About this report

Disclaimer and Forward-Looking Statements

We are pleased to present TTC's sixth annual sustainability impact report, covering data, events, and highlights from November 1, 2024, to October 31, 2025. This report outlines our commitments to innovation, responsible operations, and industry leadership. It also details our efforts to invest in our people, support communities, and drive meaningful progress, reflecting our ongoing focus on efficiency, resilience, and long-term value creation for stakeholders.

This report is prepared in reference to the Sustainability Standards Accounting Board (SASB) Industrial Machinery and Goods Framework. The Board of Directors (Board) of The Toro Company reviews it prior to publication. For questions or feedback, please contact Public Relations at pr@toro.com.

Statements in this report that are not historical, including future goals, projections, and the expected impact of our sustainability initiatives, constitute forward-looking statements based on management's expectations. Many factors beyond our control such as competition, regulatory changes, and market conditions could impact actual results. Issues identified as material in this report may not be considered material for financial or regulatory reporting. Numbers and percentages may be estimates, and goals are aspirational, not guaranteed.

The Toro Company

8111 Lyndale Avenue South

Bloomington, MN 55420-1196

952-888-8801

www.thetorocompany.com