

TOYOTA CONNECTED EUROPE LIMITED MODERN SLAVERY ACT STATEMENT

For the financial year ending 31 March 2024

OVERVIEW

At Toyota Connected Europe Limited ("TCEU"), we recognise the importance of conducting our business responsibly. We take a zero-tolerance approach to modern slavery occurring in our business or supply chains and welcome the Modern Slavery Act 2015 (the "Act") and the transparency it encourages. This is our third statement under the Act, which is made voluntarily this year.

Our values include treating each other as equals by respecting and cherishing our diverse backgrounds and abilities. Our related webpages setting out our values can be found via <https://toyotaconnected.eu/our-values/#values>, which also consider our social and human rights and responsibilities and outline our efforts across a number of areas relating to human rights and social responsibility.

BUSINESS STRUCTURE AND SUPPLY CHAINS

Our company was established as an entity within the Toyota group on 29 March 2018 and has since developed connected services, telematics services, digital marketing services, MaaS (mobility as a service) solutions and dealer integrated services.

Using the power of data, we seek to deliver inclusive, sustainable and safety-focused technology solutions that have a positive impact on society.

We work closely with Toyota Motor Europe NA/SV ("TME") with whom we seek to share best practice and experience. TME handles the wholesale marketing of Toyota and Lexus vehicles, parts and accessories in Europe, and manages Toyota's European manufacturing and engineering operations.

Our suppliers primarily consist of IT service providers, IT tool providers and resource providers.

RISK MANAGEMENT AND DUE DILIGENCE

As part of our initiative to identify and mitigate risk in this area:

- Where possible, we build long-standing relationships with our key suppliers and ensure that expectations of business behaviour are clear and consistent.
- Where possible, we ensure appropriate contractual protections are in place with our key suppliers.
- Last year, we implemented an anti-slavery training course for all staff, whether or not involved in sourcing/managing our supply chain. We will continue to train our staff in the coming year, including identifying more robust training opportunities for those involved in sourcing/managing our supply chain.
- Over the past year, we have developed our systems to better identify, assess and monitor potential higher risk areas in our supply chains by adding modern slavery enquiries and controls to our procurement processes.
- Over the coming year, we will be looking to further ensure compliance in our supply chains by implementing a Supplier Code of Conduct that we will expect all of our suppliers to adhere to.

POLICIES AND PROCEDURES

We have in place a variety of broader policies and procedures designed to address our commitment in relation to human rights and other areas of social responsibility, including:

- Equal Opportunity;
- Anti-Corruption and Bribery;
- Personal Data Protection;
- Anti-Harassment and Bullying; and
- Whistle-Blowing.

We have also ensured our staff have reviewed and agreed to abide by the Code of Conduct set by our ultimate parent company, Toyota Motor Corporation and, over the coming year, we will be focusing our efforts on integrating the above into a consolidated environmental, social and governance programme that will result in TCEU's own Code of Conduct.

IMPLEMENTATION

Whilst TCEU's Board Members will be responsible for implementing the objectives considered in this statement, it is the responsibility of every individual in any part of our business or supply chain to prevent, detect and report modern slavery.

Mamoru Hayakawa, director and Chief Administrative Officer of TCEU, will monitor progress of the aforementioned efforts and any related issues (should they arise) and keep the Board updated.

Any issues relating to modern slavery in connection with TCEU should immediately be reported to Mamoru Hayakawa.


MONITORING

This statement will be reviewed, updated and published on our website on an annual basis.

APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TCEU's slavery and human trafficking statement for the financial year ending 31 March 2024.

The TCEU Board approved this statement on 3 September 2024.

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Mamoru Hayakawa
for and on behalf of
Toyota Connected Europe Limited

Date: 5 September 2024

Next Review: within 6 month of the financial year ending 31 March 2025