

Change how the world works



TORO[®]

**THE TORO
COMPANY**

FY24 Sustainability Impact Report

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Overview

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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 our internet connection, to the water we all depend on, and even in our own backyards — 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.



THE PARKS THAT BRING GENERATIONS TOGETHER.



THE SPORTS GROUNDS THAT HOST EPIC RIVALRIES.



THE INFRASTRUCTURE THAT REVITALIZES COMMUNITIES.

Building solutions, empowering people

At The Toro Company, we take great pride in helping our partners and customers build, maintain, and care for the world around them. Whether it's supporting essential infrastructure projects, keeping landscapes beautiful, or advancing agricultural irrigation technologies, our commitment remains the same — to deliver innovative solutions that make work easier, more efficient, and more productive.

For more than a century, we have built and maintained trusted relationships with professionals and homeowners around the world. We help them stay ahead by listening to their needs, anticipating industry trends, and developing new technologies. From advanced autonomous applications and smart connectivity to cutting-edge solutions that enhance performance, our focus is always on progress and problem-solving.

Behind every product we create is a talented and dedicated team. Our employees fuel innovation, ensuring that we continue to set industry standards for quality and reliability. Through training, mentorship, and leadership programs, we invest in their success, just as they invest their expertise and passion into everything we do. Their commitment is what allows us to support the industries we serve with excellence and maintain our leadership position across key markets.

Beyond our products, we support workforce development and industry growth both within and outside our organization. Partnerships with organizations like the National Recreation and Park Association help highlight potential career paths in essential industries connected to our businesses. Our collaboration with the GEO Foundation for Sustainable Golf supports better resource management practices to ensure the golf industry can thrive long-term. By investing in our own training and tools, we also contribute to the

development of skilled professionals who will help shape the future of the industries we serve.

Looking ahead, we are inspired by the progress we have made and remain committed to exploring continuous improvement opportunities for the long-term. We look forward to serving our customers, employees and communities for many years to come. We strive to refine our products, strengthen our partnerships, and support the people who rely on us every day. With this strong foundation of innovation and caring, we are confident in the steps we have taken and we're excited about what the future holds.

RICHARD M. OLSON
Chief Executive Officer



In the last year, we've been particularly proud of:

AUTONOMOUS SOLUTIONS

Field-tested the Toro® GeoLink Solutions™ autonomous fairway mower globally and introduced the Exmark® Turf Tracer® XiQ™ Technology for contractors and the Toro® Haven™ robotic mower for homeowners.

LEADERSHIP INMOTION

Helping our talent build skills, network, and tackle strategic challenges. In 2024, we put this into action by partnering with the Hmong American Farmers Association, enabling our team to apply their expertise to scale this nonprofit model nationwide and support equitable access for Hmong American farmers.

CALL2RECYCLE

Partnered with Call2Recycle and Lowe's to launch a nationwide high-energy battery recycling program. Customers can now return batteries (300+ Wh) at all Lowe's locations, supported by clear labeling and education efforts.

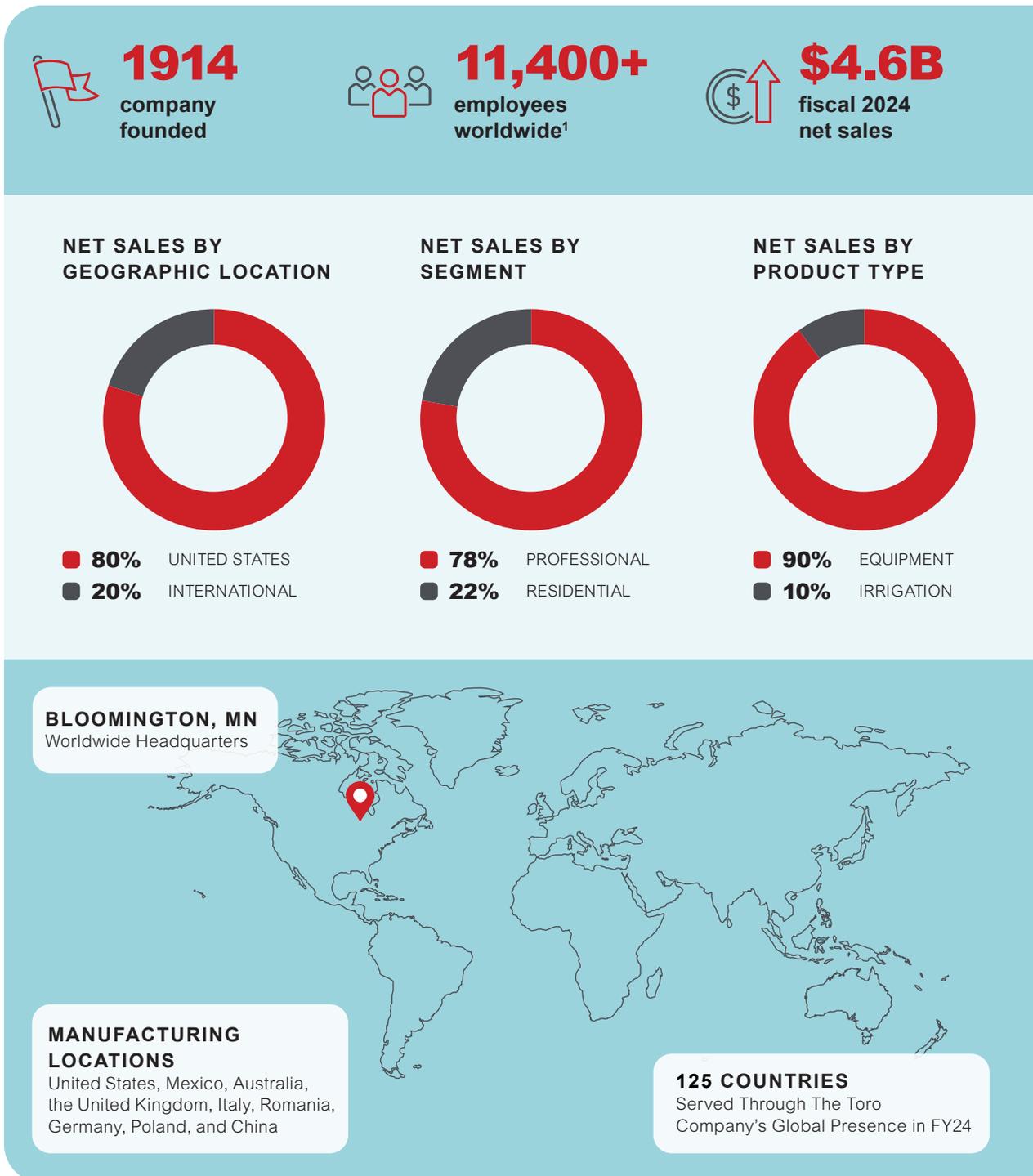
About The Toro Company

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 utility construction, rental and specialty construction, and 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 \$4.6 billion in net sales during FY24, reflecting our dedication to delivering high-performance solutions worldwide.

¹ Average employed during FY24.



Fiscal 2024 highlights

Our Impact Report includes insights from across the business to demonstrate our progress towards creating a better future. This report shows our commitment to maintaining the quality of our products, while reducing the cost to the planet.



1ST

Completed our first Double Materiality Assessment and our first Climate Scenario Analysis



8%

of FY24 total adjusted* motorized net sales are battery and hybrid products



53%

of employees have been with the company for five years or more



\$2.9M

total philanthropic donations



↓13.1%

decrease in GHG emissions since 2019 baseline**



12,000+

volunteer hours reported

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

**Pro forma GHG emissions exclude one idled site added in F24 to align reporting with future operations. [Learn more.](#)

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 our team feels 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 outdoor environment. Every day. Everywhere.



Our mission

To deliver superior innovation and superior customer care.



Our customers

PROFESSIONAL

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



Brands and products

TTC is a leading worldwide provider of innovative solutions for the outdoor environment.

OUR PRODUCTS INCLUDE:

- Turf and landscape maintenance
- Underground utility construction
- 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. Our recognition includes:

2025 Top-Rated ESG Companies Machinery Industry (Sustainalytics)

2024 World's Most Admired Companies (Fortune)

2024 America's Greatest Workplaces (Newsweek)

2024 World's Most Trustworthy Companies (Newsweek)

Toro Tempus Air recognized with Green Innovation Award (Enovitis Innovation Challenge 2024, Italy)

LIFE Controller named Product of the Year in Italy, representing the largest consumer-voted award for product innovation

The Toro Company Foundation received the James Keenan Commemorative Award and 1976 Club Award (American Rental Association – ARA – Foundation)

Ditch Witch SK1750 named a 2024 Rental Editor's Choice Award Winner

Innovative solutions

We strive to be a positive force for change, prioritizing our customers and communities while delivering superior innovation and customer care.

Our portfolio of global brands creates an impact across the communities and ecosystems we

serve, from precision irrigation systems to turf maintenance solutions and underground construction equipment.

We envision a future where our products transform landscapes, conserve resources, and nurture environments.

Recognizing our environmental responsibility, we are dedicated to ensuring that every product, partner, and process contributes to building a more resilient world.

Golf Courses

With a long tradition of supporting golf courses worldwide, we are proud to be the only company in the industry to offer both turf equipment and irrigation solutions – and we are a global market leader in both categories.

Residential Neighborhoods

When it comes to caring for your yard, we give customers the ability to conquer and excel at every outdoor job imaginable, day in and day out, with solutions for every season.

Commercial

Across all seasons, we provide solutions to help professional contractors manage outdoor environments in residential and commercial settings – including snow and ice management equipment to restore order when winter weather brings chaos.

Rural & Agricultural

Rural and large acreage customers trust our brands to help tackle jobs around their properties, along with agricultural growers choosing our drip irrigation solutions to maximize water efficiency and realize substantial benefits in yield and crop quality.

Sports Fields

From professional sports venues worldwide to college and K-12 facilities, we support groundskeepers with a full line of equipment and irrigation solutions to maintain safe and consistent playing surfaces.

Greenspaces

Municipalities and other public entities trust in our brands and comprehensive line of turf maintenance, irrigation, and snow and ice management solutions to keep parks, public greenspaces, and other outdoor environments safe and maintained for all to enjoy.

Underground Construction

With several leading underground construction brands, we offer the most comprehensive equipment lineup in the industry to help with the repair, rehab and installation of utilities, broadband, energy buildouts and transportation infrastructure.

Double materiality assessment

In 2024, we completed our first Double Materiality Assessment (DMA), conducted by a third party and aligned with the European Sustainability Reporting Standards (ESRS). We engaged stakeholders to understand which environmental, social, and governance (ESG) topics had potential risks or opportunities with significant effects on TTC's business (financial materiality) or on society and the environment (impact materiality). This DMA helps to prioritize our sustainability strategy in the future and to focus on topics most meaningful to our community to maximize TTC's impact.

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 The Toro Company.



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
- 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

Please see DMA topic definitions in the [Appendix](#).

For more detail on our climate-related risks and opportunities, see our [climate scenario analysis](#).

Our impact framework

ALIGNING VISION WITH ACTION

We value partner relationships that align with our mission, our ambitions in innovation, and our desire to advance positive impact — leaving the planet better than we found it.

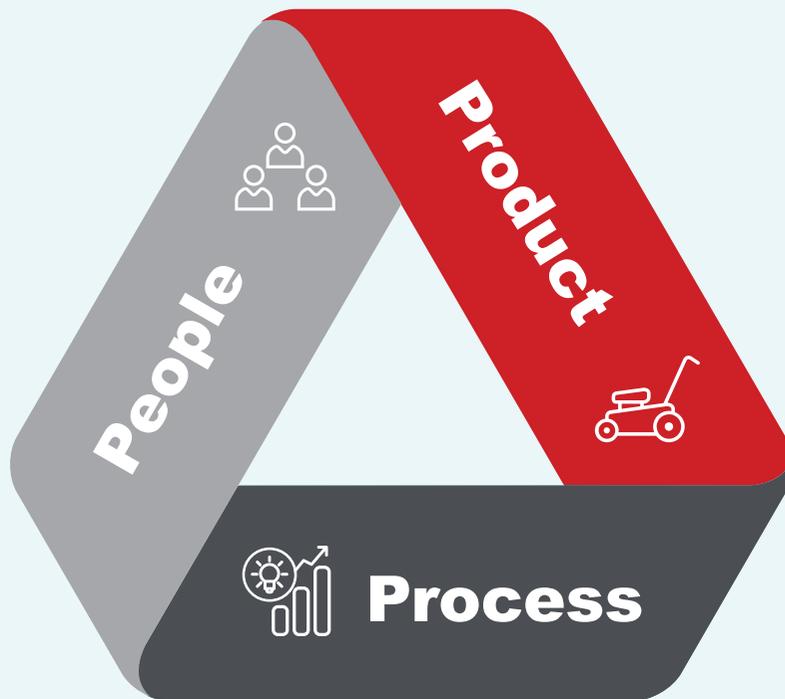
We take an integrated approach based on three pillars: product, people, and process. Our strategic intent and objectives are in line with the areas that are most important to our company and environmental effect, as well as the United Nations' Sustainable Development Goals (SDGs).

This emphasizes our shared vision and worldwide obligations, paving the way for every action to have a meaningful, positive impact.

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](#)



¹From a 2021 baseline

²From a 2019 baseline

GOALS

FOCUS AREAS

UN SDGS

PRODUCT

20%

of total adjusted net sales to come from battery and hybrid products by 2025 (motorized product sales)

- Design & innovation
- Raw material extraction
- Manufacturing
- Distribution
- Product use
- End of life



PEOPLE

50%

reduction on TRIR across all operations by 2025¹

- Safety
- Health & wellness
- Acquisition & retention
- Inclusion and belonging
- Giving and community



PROCESS

15%

reduction in absolute Scope 1 and 2 greenhouse gas emissions by 2025²

- Energy & emissions
- Water
- Supply chain
- Waste
- Sustainable buildings





Product

- › Product life cycle
- › Product design
- › Sourcing raw materials responsibly
- › Manufacturing
- › Transportation and distribution
- › Product use and repair
- › Recycling
- › Final disposal



Product

At The Toro Company, our commitment to sustainability begins with the products we design, manufacture, and deliver to our customers. Across their life cycle, 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 innovative technologies, we strive to minimize environmental impact while maximizing value for our customers and the communities they serve.

Our approach to product responsibility extends beyond performance. It encompasses thoughtful consideration of materials, packaging, and end-of-life management, reflecting our dedication to reducing waste and supporting a circular economy. Through continuous improvement and collaboration with industry leaders, we aim to advance solutions that not only perform exceptionally but also contribute to a more sustainable future.



Our approach to environmental responsibility is about more than improving returns — it's about amplifying our positive impact across every aspect of our business. We understand that our actions influence not only our operations but also the broader ecosystems of land, water, and air. Through innovation, we create forward-thinking solutions that reflect our identity and drive progress.

Angie Drake, Chief Financial Officer



Product life cycle

We recognize the significant environmental and social impacts of our products throughout their life cycle. From raw material extraction and manufacturing to use and end-of-life disposal, we take a comprehensive approach to minimizing these impacts while maximizing product value. Our focus on durability, repairability, and resource use efficiency ensures that our products are built to last, reducing waste and supporting a more responsible future.

Our approach prioritizes thoughtful design and material use. We aim to reduce resource consumption and waste at every stage, incorporating modular designs that simplify maintenance and facilitate recycling. By emphasizing efficient manufacturing processes

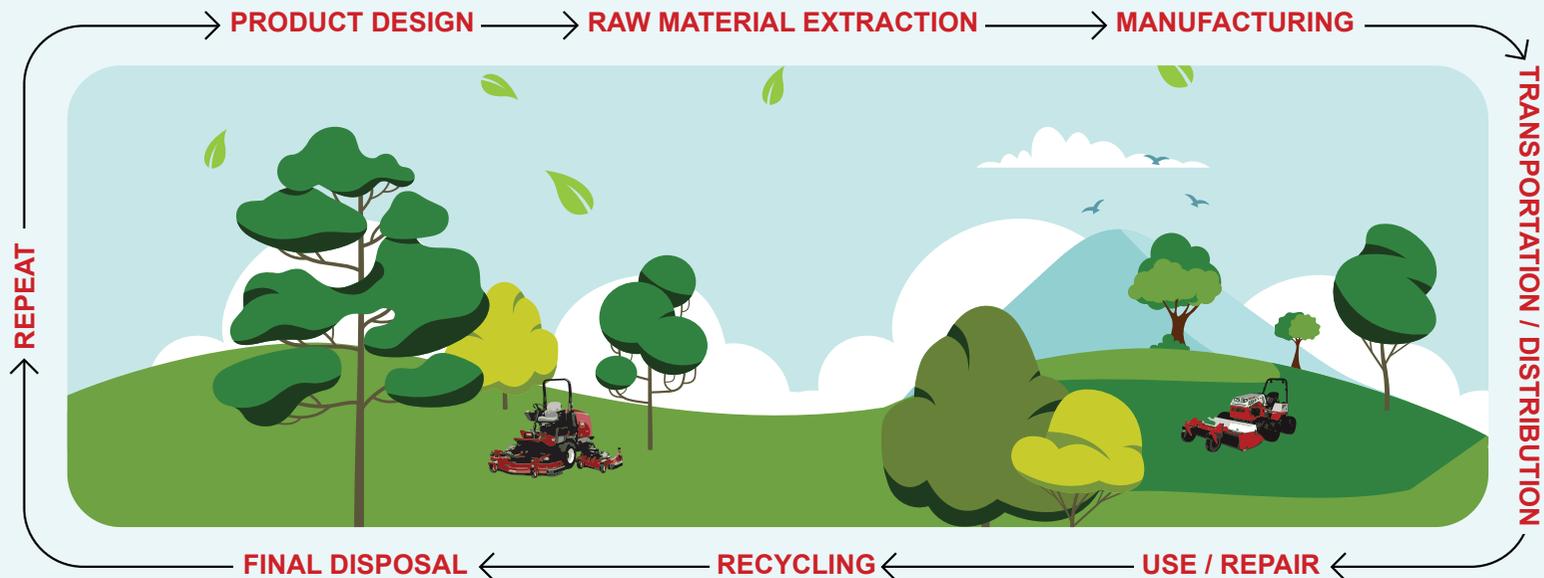
and considering end-of-life impacts, we work to minimize the environmental footprint of our products while ensuring they meet high performance and quality standards.

Our commitment to problem-solving drives innovation across our portfolio, addressing critical challenges such as water conservation, energy efficiency, and waste reduction. From advanced irrigation systems that maximize water efficiency to electric machinery with no engine emissions, our products are developed to meet customer needs while contributing to a future that balances progress with environmental care. We remain focused on adapting to these challenges, finding practical solutions, and delivering tools that support both people and the planet.



Our goal is to develop innovative products that deliver customer value while addressing global challenges such as resource efficiency and environmental impact. By emphasizing durability, repairability, and thoughtful design, we strive to minimize waste and maximize utility throughout the product life cycle. This approach ensures we meet today's customer needs while contributing to a more responsible and sustainable future.

Sr. Director CTRL, (Center for Technology, Research and Innovation)



Product design

We view product design as a comprehensive process that prioritizes functionality, reliability, and environmental responsibility while addressing the evolving needs of our customers. Decades of collaboration with users have informed our approach, allowing us to anticipate challenges, adapt to regulatory shifts, and ensure that every product aligns with real-world applications. By integrating customer insights into our design philosophy, we create solutions that deliver lasting value and withstand the test of time.

At the TTC Tech Forum in May 2024, 300+ employees from across the business came together to connect, collaborate, and inspire new product innovation through dynamic presentations and field day demos.

Product safety is central to our design process. Each product undergoes rigorous evaluation to meet or exceed applicable safety standards and regulations. This includes physical safety, with durable, high-quality components, and functional safety, which ensures systems work reliably—especially in advanced technologies like autonomous systems. Robust processes are in place to ensure that software, electronics, and other interconnected systems operate securely, minimizing risks like cybersecurity vulnerabilities. Our leadership and participation in industry standards development further ensures that our designs reflect the highest benchmarks of safety and innovation.

Environmental impact is another critical factor in our product design. From the materials we choose to the end-of-life recycling programs we support; we aim to minimize waste and optimize resource use. We design for repairability, longevity, and efficiency, ensuring that our products not only meet customer needs but also contribute to a more sustainable future. By reducing material waste, energy consumption, and maintenance costs, our approach helps customers achieve their own sustainability and financial goals. This integrated approach, which brings together safety, environmental responsibility, and customer-driven innovation, reflects our commitment to delivering solutions that are both forward-thinking and reliable.



Our product design philosophy is grounded in the belief that thoughtful, responsible design can drive meaningful impact. By collaborating closely with customers and upholding rigorous safety standards, we develop adaptable solutions that address real-world challenges and contribute to a more resilient, thriving future for our communities.

Sr. Counsel, Global Product Regulatory





LITHIUM-ION BATTERY-POWERED GROUNDSMASTER® E3200

For 50 years, Toro has built world-class out-front rotary mowers known for productivity, reliability, and cut quality. The lithium-ion battery-powered Groundsmaster e3200 continues this legacy with zero tailpipe emissions and significantly reduced noise, making it an ideal choice for noise-sensitive areas such as schools and hospitals. Designed to match or exceed diesel performance, the e3200 delivers consistent power through proprietary lithium-ion technology while operating with minimal disruption. Its adjustable battery configuration allows users to customize runtime, and smart

energy management with a reserve power mode optimizes efficiency throughout the workday. Customers benefit from lower operational costs, with fuel and maintenance savings leading to a payback period of under five years.

Beyond the e3200's immediate benefits, its development has driven broader advancements in our commercial lineup. Optimized battery performance, noise reduction, and improved charging infrastructure enhance overall equipment

reliability and ease of use. The quieter, engine emission-free operation allows for more flexible work hours while supporting cleaner air quality. By prioritizing performance, cost savings, and user efficiency, the e3200 sets a new standard for electric commercial mowing.

SENTOSA GOLF CLUB: ADVANCING RESILIENCY WITH TTC PARTNERSHIP

Sentosa Golf Club in Singapore has become a global leader in sustainable golf course management, setting standards for environmental responsibility in the sports industry. A key element of its success is the partnership with TTC. Our advanced fairway, rough and greens mowers, battery-powered utility vehicles, and irrigation systems have been integrated into Sentosa's operations to reduce engine emissions, conserve water, and optimize turf management. These solutions complement the Club's rainwater harvesting initiatives and lake ecosystem, making resource use efficiency a central focus of its operations.

Since beginning its sustainability journey in 2015, Sentosa has implemented initiatives to reduce its carbon footprint, promote biodiversity, and minimize waste. In 2019, the Club conducted its first carbon footprint measurement, which guided targeted environmental strategies developed in collaboration with Carbon Care Asia. Additional efforts include the introduction of biochar to improve soil health, biodigesters to convert waste into fertilizer, and the elimination of 150,000 plastic bottles annually. By earning recognition as the 'World's Best Eco-Friendly Golf Facility,' Sentosa demonstrates how technology and partnerships can drive meaningful progress toward sustainability.



TTC's technology has allowed us to take significant steps forward in our environmental efforts. Their equipment plays a vital role in helping us operate more efficiently and responsibly, ensuring we meet both the needs of the course and our commitment to sustainability. As we look ahead, we remain focused on adopting practices that further advance environmental stewardship and set new standards for responsible golf course management.

Andrew Johnston, General Manager and Director of Agronomy at Sentosa Golf Club

**TORO® GREENSMASER® ETRIFLEX®
SETS BENCHMARK FOR ECO-FRIENDLY TURF CARE**

Hampden Park, Scotland’s national stadium, has taken a significant step forward in its sustainability journey by adopting cutting-edge electric mowing equipment, setting a new benchmark for eco-friendly turf care. Led by Stephen Bache, head groundsman and a long-term Toro customer, the adoption of the Toro® Greensmaster® eTriFlex® 3370 lithium-ion battery-powered ride-on greens mower aligns with the stadium’s commitment to reducing emissions and environmental impact. The eTriFlex is designed to operate quietly, helping to minimize noise disturbances for neighboring residents. Charging conveniently with a standard socket, the eTriFlex is part of a broader order from Toro distributor Reesink UK that includes

electric utility vehicles and pedestrian mowers. Bache sees this shift to electric powered equipment as the next logical step in environmentally responsible grounds management.



We want to provide the best possible surface for our players in the most sustainable way, but also, we are keen to play our part in the collective effort to make a credible contribution to the sustainable future for the next generations of football players and fans.

Stephen Bache, Head Groundsman, Hampden Park, Scotland



2025 GOAL

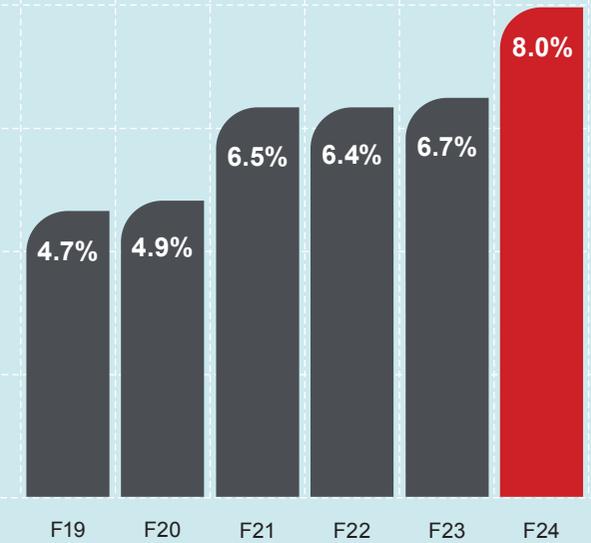
Increase battery and hybrid product sales to at least 20% of total adjusted net sales (motorized product sales).

PERFORMANCE

We strive to innovate for efficiency, prioritizing exceptional quality and problem-solving products. From design and innovation through the entire product life cycle, we deliver innovative, high-performance, and efficient solutions,

contributing to a more responsible future. Interest in battery and hybrid products continues to grow, and while we’re not yet where we want to be, we’re making steady progress. As the market evolves, we’re focused on understanding customer needs, strengthening partnerships, and expanding our offerings to drive future growth. We remain committed to providing innovative solutions and building momentum in this space, ensuring we’re well-positioned for long-term success.

PERCENTAGE OF SALES FROM BATTERY AND HYBRID PRODUCTS ¹



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

HAMMERHEAD® PROVIDES INNOVATIVE SOLUTIONS FOR AGING INFRASTRUCTURE

As communities across the nation grapple with aging infrastructure, pipe bursting technology emerges as a cutting-edge solution to the challenges posed by aging water mains, gas pipelines and sewer lines. With billions of feet of pipes underground nearing the end of their lifespan, municipalities face the daunting task of replacing critical underground infrastructure without disrupting daily life. Traditional “dig-and-replace” methods can be costly, time-consuming, and invasive, often requiring extensive excavation and restoration that can double project budgets and timelines. In contrast, pipe bursting offers a minimally invasive, cost-effective alternative that significantly reduces surface disruption, minimizes environmental impact, and allows for the upsizing of pipes to meet growing demand.

This year, HammerHead® released the PortaBurst® PB30X for trenchless lateral replacements. The PB30X is a first of its kind versatile machine that allows plumbers to pipe burst sewer lateral and slit waterlines and gas services with a single machine. Also, with the use of lighter, aluminum material this machine is small and 125 pounds lighter than its predecessor.

Pipe bursting operates by fracturing the existing pipe and simultaneously pulling in a new pipe of the same or larger diameter. This method is particularly advantageous for urban and congested areas, requiring only small pits for insertion and pulling. By avoiding large-scale surface disruption, municipalities can keep traffic flowing and reduce impacts on residents and businesses. The ability to replace or upsize

pipes quickly and efficiently makes pipe bursting a powerful tool for modern water distribution systems.

Beyond its logistical and financial benefits, pipe bursting represents a sustainable approach to addressing aging infrastructure challenges. By reusing the path of the existing pipe and minimizing waste, this method reduces carbon emissions and preserves valuable resources. As aging pipes require replacement and cities seek cost-effective solutions, pipe bursting offers a reliable and efficient way to upgrade infrastructure, minimizing disruption while ensuring smooth, long-term operation of essential services for generations to come.



Sourcing raw materials responsibly

Our commitment to doing more with less begins at the core of our products — the raw materials, components, and inputs that drive our innovative equipment solutions.

For us, responsible sourcing means addressing critical issues like conflict minerals, fair labor practices, and eliminating child and forced labor. These principles are embedded in our Supplier Terms of Commerce Policy (STOCP), Conflict Minerals Policy and annual Conflict Minerals Report, and Statement on Modern Slavery, underscoring our dedication to ethical and sustainable business practices.

See [Supply Chain](#) for more information on our sourcing.



AUTONOMOUS AND BATTERY TECHNOLOGIES

The shift to battery-powered and autonomous products presents both opportunities and challenges for our supply chain, particularly in sourcing raw materials. Essential resources such as lithium, cobalt, nickel, copper, and aluminum are critical to these technologies but come with a heightened dependence on critical minerals. To address these complexities, we are prioritizing transparency at every level, including tracing sub-tier suppliers back to raw material sources to ensure ethical sourcing practices.

Recyclability is also a cornerstone of our sourcing strategy. For instance, our Hypercell Power System® and Flex-Force Power System® are designed to enable the recovery and reuse of critical minerals at the end of their life cycle, minimizing waste and reducing dependence on virgin resources. We work across business units to create clear roadmaps and secure reliable sources, ensuring alignment with our long-term goals.

Decisions made today about autonomous and battery technologies will shape TTC's business for the next decade. Our focus remains on building strong, long-term relationships with suppliers who share our commitment to sustainability and innovation. By investing in these partnerships and prioritizing ethical and sustainable practices, we are building a resilient, future-ready supply chain to support growth in these transformative technology areas.

[See Supply Chain for more information.](#)



Manufacturing

Efficiency is at the core of our manufacturing process, guided by lean enterprise principles to reduce waste, minimize environmental impact and add more customer value. Our streamlined operations focus on lowering GHG emissions, energy use, water consumption, and waste across all stages of production. Beyond efficiency, our operations processes prioritize workplace health and safety, ensuring that our practices benefit our people as well as the planet.

We integrate efficiency into each phase of product design and manufacturing while maintaining strict compliance with legal and safety standards throughout the production life cycle. This approach protects our employees and customers and also upholds our commitment to environmental stewardship.

To further optimize operations, we embrace the use of shared components — standardized parts that can be applied across multiple products. This strategy accelerates production, ensures consistent quality, and reduces costs while promoting efficient resource use.

We also recognize the value of diverse perspectives and experiences within our teams. By actively seeking input from all employees, we foster collaboration and innovation to address emerging challenges and enhance our processes. This inclusive culture empowers our teams to leverage their collective strengths, driving continuous improvement and excellence in every aspect of product development and delivery.



Lean principles in action

At TTC, lean principles and sustainability work hand-in-hand to drive efficiency and value while minimizing our impacts. By aligning lean practices with sustainability goals, we create systems that support long-term economic, social, and environmental benefits. Here's how TTC integrates these principles into our operations:

REDUCTION OF WASTE

By eliminating non-value-adding activities, we reduce material waste, energy use, and emissions.

Example: Removing unnecessary steps in packaging processes to optimize material use and reduce landfill contributions.

CONTINUOUS IMPROVEMENT (KAIZEN)

Ongoing process enhancements ensure we meet evolving environmental goals, such as reducing emissions and enhancing product recyclability.

Example: Regular audits of production to identify opportunities for renewable energy integration and waste reduction.

EMPOWERED TEAMS

Engaging employees across all levels fosters innovation and accountability.

Example: Encouraging team-driven initiatives to improve energy efficiency and resource use in daily operations.

CUSTOMER-CENTRIC VALUE

Delivering what customers value aligns with the growing demand for sustainable and efficient products.

Example: Developing products with customer input so our product features align with customer expectations while reducing waste and maximizing functionality.

RESOURCE USE EFFICIENCY

Optimizing how we use resources allows us to conserve inputs and improve the efficiency of our operations.

Example: Installing energy-efficient equipment to reduce energy consumption; and streamlining processes to enhance productivity, save time, and improve workplace safety in our production facilities.

LIFE CYCLE THINKING

Evaluating the entire product life cycle, from design to disposal, enables us to support circular economy practices.

Example: Designing products with disassembly and recyclability in mind.

BUILT-IN QUALITY

Preventing defects and rework reduces material and energy waste and improves reliability and customer satisfaction.

Example: Leveraging smart sensors and automated systems in manufacturing to maintain consistent product quality, conserve resources, and ensure products meet customer expectations.

DITCH WITCH® DRIVES RESPONSIBLE INFRASTRUCTURE DEVELOPMENT WITH HORIZONTAL DIRECTIONAL DRILLS

Horizontal Directional Drills (HDDs) are essential for modernizing infrastructure by enabling the installation of underground utility lines with minimal surface disruption. These tools are used for a range of applications, from burying broadband cables and water pipelines to large-diameter gas lines and sewer systems. Our Ditch Witch® AT120, capable of pushing and pulling 120,000 pounds, highlights the versatility of HDDs, allowing longer-distance drilling and the ability to cross obstacles like rivers and roads. This method not only avoids the extensive excavation required by traditional trenching but also reduces the time and cost associated with restoring disrupted surfaces.

HDDs play a crucial role in addressing environmental challenges and supporting community needs. By minimizing disturbance to the surface, they help preserve natural landscapes, protect ecosystems, and avoid harm to sensitive areas like wetlands and forests. In regions prone to natural disasters, burying power lines with HDDs can prevent outages caused by hurricanes, tornadoes, and wildfires, offering a long-term solution for safer utility infrastructure. Additionally, HDDs are central to expanding broadband access in remote and underserved areas, a key priority as communities strive for improved connectivity and digital inclusion.

Ditch Witch brings over 75 years of experience to the underground construction industry, developing solutions that address both technical and environmental demands. We also provide extensive training through initiatives like the Ditch Witch Academy, equipping dealers and customers with the skills to operate and maintain our HDDs effectively. With HDD technology poised to remain critical in modernizing aging infrastructure and supporting sustainable development, Ditch Witch continues to contribute to building resilient, connected, and environmentally responsible communities worldwide.



“

Ditch Witch HDD technology allows us to tackle complex infrastructure challenges with precision and care. By preserving natural ecosystems and supporting connectivity in remote areas, these tools reflect our commitment to building a future where progress and environmental responsibility go hand in hand. Whether it's enabling safer utility installations in disaster-prone areas or modernizing outdated infrastructure in urban centers, our HDD solutions are vital to advancing sustainable development worldwide.

Product Marketing Manager, Ditch Witch

Transportation and distribution

At TTC, our focus on sustainability extends beyond product design and manufacturing to include the efficiency of our transportation and distribution processes. This encompasses the movement of products from our suppliers and among our facilities, channel partners, retailers, and end customers across the U.S. and internationally.

With an extensive product portfolio, the scale of our operations has a wide-reaching impact — whether in resource consumption, waste emissions, or biodiversity. This also presents a significant opportunity to innovate and implement solutions that drive positive change, such as collaborative shipping programs, smart freight consolidation, and low-impact transportation partnerships.

Although we don't operate our own fleet, our Global Logistics Team is committed to optimizing delivery processes while minimizing environmental impact. This includes designing transportation routes that reduce fuel consumption, maximizing the use of space on transport vehicles, and promoting eco-friendly shipping practices.

Compliance with global hazardous materials shipping regulations is a top priority, particularly for battery-powered, and engine-powered products. We not only meet these stringent standards but also require our transportation and distribution partners to align with our commitment to responsible and environmentally conscious practices.



Collaborative shipping programs

Partnering with suppliers, dealers, and distributors to reduce packaging waste.



Smart freight consolidation

Leveraging data analytics to combine shipments efficiently, reducing partial loads and minimizing transportation emissions.



Low-impact transportation partnerships

Collaborating with carriers that prioritize fuel-efficient fleets, alternative fuels, and carbon offset programs.



Product use and repair

At TTC, we design products with longevity and repairability in mind, ensuring they deliver long-term value while reducing waste. Durable, high-quality products not only better serve our customers but also promote resource use efficiency by enabling repair and reuse instead of replacement. This commitment aligns with our broader sustainability goals, fostering a circular approach to the product life cycle.

To support customers in maintaining and repairing their equipment, we offer accessible resources, including warranty information, safety guidelines, and repair instructions. 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.

Our repair programs reflect this emphasis on serviceability. 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.

Additionally, our approach includes designing for ease of repair, ensuring access to replacement parts and promoting training programs for technicians and end users. 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.



ADVANCING AGRICULTURAL EFFICIENCY AND SUSTAINABILITY

TTC is helping transform agricultural practices by advancing sustainable solutions that benefit growers, consumers, and the environment. With a focus on innovative technologies and industry collaboration, TTC is driving progress in water efficiency, resource conservation, and waste reduction, ensuring long-term growth and sustainability in agriculture.

Automating water management

One example of this commitment is Tempus® Ag, a wireless valve control system designed to simplify irrigation management and optimize water use. By automating the process of opening and closing irrigation valves, Tempus Ag allows growers to manage water application more precisely and efficiently. Unlike traditional manual systems that require labor-intensive adjustments, Tempus Ag enables customers to schedule and control irrigation remotely using a base station and mobile devices. This distributed setup reduces the need for extensive wiring while offering flexibility for managing irrigation in large or dispersed fields.

Reducing environmental impacts

Beyond convenience, Tempus Ag drives significant sustainability and financial benefits by optimizing water use and reducing energy consumption. With many systems still manually operated, Tempus Ag helps enhance day-to-day operations with more precise, data-informed irrigation. By enabling precise control over irrigation schedules and leveraging sensor data, the system minimizes over-watering, conserves energy, and reduces greenhouse gas emissions associated with pumping water, while lowering operational costs.

Drip irrigation

Drip irrigation, which systems like Tempus Ag support, is vital for advancing sustainable agriculture and addressing global resource challenges. By delivering water directly to plant roots, drip irrigation minimizes waste and maximizes water use efficiency compared to traditional methods like sprinkler or flood irrigation. This precision reduces water extraction from natural sources and limits energy consumption, making it a critical tool for regions facing water scarcity. Additionally, drip systems improve crop yields by ensuring plants receive the right amount of water and nutrients at the right time, enabling growers to produce more food on less land. As climate change and population growth increase pressure on agricultural systems, technologies like Tempus Ag play a pivotal role in driving the adoption of efficient, sustainable practices for long-term growth and resource conservation.

Amplifying water efficiency

Our products play a pivotal role in amplifying water efficiency for our customers and communities. By incorporating advanced technologies and innovative designs, our solutions help optimize water use across a variety of applications. Features such as precision water delivery, smart monitoring systems, and leak detection tools enable users to minimize waste and maximize resource utilization. These innovations enhance operational efficiency and support sustainable practices by reducing water consumption and addressing the challenges of water scarcity in regions around the world. Through our products, we empower customers to make meaningful contributions toward a more water-efficient future.



Recycling

Our commitment to responsible resource management extends beyond product design to practices that address end-of-life challenges. By prioritizing recyclability and fostering a circular economy, we aim to reduce waste and environmental impact while maximizing the recovery and reuse of valuable materials. Optimizing product components for recyclability is essential to creating a viable future where resources are efficiently utilized and reintegrated into the production cycle.

We align our design and manufacturing processes with global standards such as the EU Ecodesign Directive, incorporating recyclable and reusable materials wherever possible. This approach emphasizes responsible material management at every stage of a product's life cycle, ensuring that recyclability is a key consideration in end-of-life scenarios.

With the increasing use of battery-powered products, addressing the environmental challenges associated with battery disposal has become a priority. We recognize the importance of providing safe, compliant solutions for recycling batteries. Through partnerships with organizations like Call2Recycle, we offer customers reliable programs to return and recycle the full line-up of our 60V Flex-Force Power System® batteries, ensuring proper disposal and resource recovery.

By embracing cutting-edge recycling initiatives, forming strategic partnerships, and integrating responsible design principles, TTC is laying the groundwork for a future defined by resource use efficiency and environmental care. These efforts reaffirm our dedication to responsible innovation and our role in advancing a circular economy.



As battery-powered technology continues to grow, our focus remains on minimizing environmental impact and promoting innovative end-of-life stewardship programs.

Senior Counsel, Global Product Regulatory

Call2Recycle is a national program focused on consumer battery recycling and stewardship. It collaborates with retailers, government agencies, and other partners to facilitate battery recycling while ensuring compliance with state and federal hazardous waste regulations. The program offers practical solutions for managing battery disposal, aiming to reduce environmental impact and promote safe handling practices. Over its history, the program has recycled more than 115 million pounds of batteries in the U.S. and maintains a network of over 16,000 public drop-off locations.

TTC is a longtime partner of Call2Recycle. Together, we launched a nationwide¹ collection program in 2024, with Lowe's serving as the primary retail partner. Customers can now return high-energy batteries (greater than 300 Wh) for recycling at all Lowe's locations. The program includes clear labelling on products and widespread education efforts to promote proper disposal. Upcoming expansions include partnerships with The Home Depot and ACE Hardware, as well as adaptations for new state laws on battery recycling.

¹ Except Alaska and Hawaii

SHAPING THE FUTURE OF AUTONOMOUS WITH THE EXMARK® TURF TRACER®

We developed the autonomous Exmark® Turf Tracer® with XiQ™ Technology to meet the evolving needs of our professional customers. Customer concerns are primarily focused on labor scarcity and the need for skilled expertise, which the autonomous Turf Tracer addresses by maximizing the efficiency of available personnel. With its autonomous functionality, businesses can optimize labor resources, allowing teams to focus on higher-value tasks while the mower handles repetitive, time-intensive work.

Exmark's commitment to collaboration with customers has been instrumental in the development of the autonomous Turf Tracer. Through surveys, field tests, and hands-on demonstrations, Exmark gathered direct feedback to refine the autonomous Turf Tracer mower's functionality. These insights helped shape features like the ability to easily switch back-and-forth between manual and autonomous modes, simple programming for property-specific tasks, and precise control systems that reduce turf damage while improving overall efficiency.

At the core of the autonomous Turf Tracer's innovation is XiQ Technology, a sophisticated system that integrates cloud services, mobile apps, and autonomous control software. This technology enables seamless communication between the machine and its operators, simplifying workflows and providing real-time data to optimize performance. This is a first step in the long-term potential and scalability of XiQ Technology across TTC's product portfolio.

Safety is a top priority at TTC, where we are setting the standard for functional safety in high-powered autonomous machines. Leveraging best practices from industries like healthcare, the Exmark product development team established rigorous safety protocols specifically for the autonomous Turf Tracer. These measures ensure reliable and safe operation, even under the most demanding conditions, solidifying our commitment to delivering innovative solutions without compromising safety.

The autonomous Turf Tracer is also future-ready. While it currently uses a gasoline-powered engine to meet market demand, Exmark has designed the platform to easily transition to electric power as customer needs and sustainability goals evolve. This forward-thinking approach ensures that customers adopting today's technology will be ready for tomorrow's advancements.



Exmark's autonomous Turf Tracer is a testament to TTC's commitment to solving real-world challenges for our customers. This is just the first step in a journey that will redefine how we bring value to our customers and support them as they navigate a changing world. By focusing on autonomous solutions and green innovation, the Turf Tracer underscores The Toro Company's leadership in advancing sustainable technology for the future.

Senior Autonomous Program Manager, Exmark



Final disposal

The final stage of our product life cycle is a critical element in our commitment to reducing waste and minimizing environmental impact. At TTC, we strive to not only bring products to life but also to ensure they exit the cycle responsibly, with minimal contribution to landfills. Our practices adhere to all applicable state and provincial regulations, as well as global standards like the EU Waste Electrical and Electronic Equipment (WEEE) Directive, which govern the disposal and recycling of electronic products.

Our vision extends beyond compliance. We are actively advancing product life cycles guided by the principles of a circular economy. This approach emphasizes designing products that are repairable, reusable, or recyclable, significantly reducing the volume of waste destined for disposal. For example, we prioritize the use of recyclable materials and explore innovative ways to recover valuable resources from end-of-life products.

By focusing on responsible disposal and integrating circular economy principles into our processes, we aim to redefine product life cycle management. This forward-thinking approach reflects our dedication to environmental stewardship and sets a benchmark for sustainable practices, ensuring we contribute to a greener, more resource-efficient future.



As we advance in our efforts to reduce environmental impact, waste disposal has become a key area of focus, particularly as we work to lower our Scope 3 emissions. Monitoring and improving our waste management practices will be essential. By embedding circular economy principles into our product life cycles, we aim to minimize waste and maximize resource recovery. This approach not only ensures compliance with regulatory standards but also reinforces our commitment to responsible and efficient product life cycle management, paving the way for a healthier planet.

Senior Sustainability Manager

Mazak
FH-6800

SH54997



People

- › Safety
- › Health and wellness
- › Investing in talent
- › Top talent
- › Giving and community

People

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



Safety

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



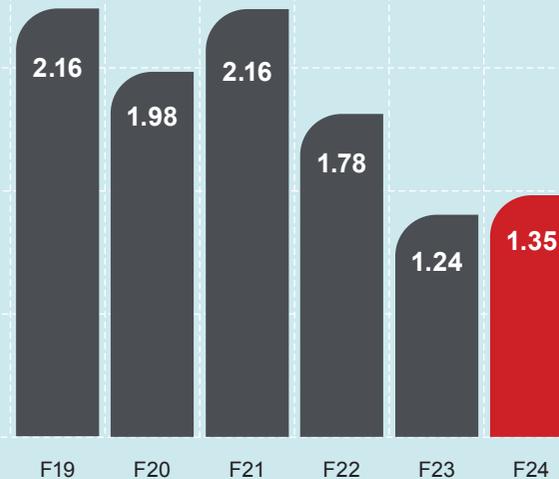
2025 GOAL

50% Reduction on TRIR across all operations.

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 and Safety

Our Environmental Health and Safety (EHS) governance structure ensures safety is integrated across the enterprise. The Board oversees EHS activities, while dedicated EHS 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 culture of vigilance and preparedness, ensuring injury prevention remains a priority in every aspect of our operations. This proactive approach reflects our commitment to creating a workplace where safety excellence is the foundation of success.

Promoting safety education and engagement

We equip employees with the tools and training needed to foster a proactive safety culture and prevent incidents before they occur. Our EHS data management platform, safety observation program, and industrial ergonomics applications empower employees with behavior-based safety skills, emphasizing hazard identification, preventive solutions, and ergonomic assessments. Employees and contractors also have access to comprehensive materials to deepen their understanding of safety practices relevant to their work environments.

Safety education is reinforced through an online training application and learning management system, with roles in manufacturing and warehouse operations required to complete monthly job-specific EHS training. Employees also participate in daily accountability meetings, which begin with safety shares and reviews of the previous day's safety performance. Regular EHS scorecards and monthly virtual safety meetings bring together company safety leaders to evaluate performance, share best practices and strategize long-term safety enhancements. This structured, data-driven approach ensures consistent engagement, fosters collaboration and supports continuous improvement in maintaining high safety standards across all operations.



“

At The Toro Company, safety isn't just a set of procedures — it's part of our identity. Through programs like SafeStart, we've invested in building a proactive safety culture that empowers every employee to recognize and prevent risks. We go beyond compliance to create habits that ensure everyone goes home safely each day.

Senior Director, Environmental Health and Safety

Safety programs and initiatives



Onsite Medical Services

- Health clinics staffed with nurses, nurse practitioners, or doctors (region-dependent) are implemented in key manufacturing locations.
- **Focuses on:**
 - Immediate care for workplace injuries.
 - Health and wellness initiatives, such as ergonomic assessments, noise monitoring, and mental health support.
- **Benefits include:**
 - Improved employee focus and productivity through quick access to care.
 - A reduction in downtime as employees can address health concerns during work hours.



Hazard Identification Program

- Encourages regular, face-to-face interactions between supervisors and employees to identify and mitigate potential hazards before incidents occur.
- **Examples include:**
 - Improving workspace layouts to prevent tripping hazards.
 - Installing safety barriers in high-traffic areas to reduce vehicle-pedestrian interaction risks.
- Reinforces a proactive safety culture by empowering employees to voice concerns and supervisors to take preventive action.



Near Miss Reporting Program

- Aimed at identifying and addressing near-miss incidents before they escalate into injuries or accidents.
- Promotes a culture of transparency and accountability by encouraging employees to report potential risks without fear of reprisal.
- Weekly reviews of near miss reports by leadership ensure timely analysis and corrective actions.



Root Cause Analysis and Incident Management

- Uses lean methodologies and tools like RCCM (Root Cause and Corrective Measures) and RPF (Root Problem Finder) to investigate and address incidents effectively.
- Incident reviews have shifted from monthly to weekly to ensure faster implementation of corrective actions.
- Focuses on both major incidents and minor injuries to capture improvement opportunities comprehensively.



Focus on Ergonomics

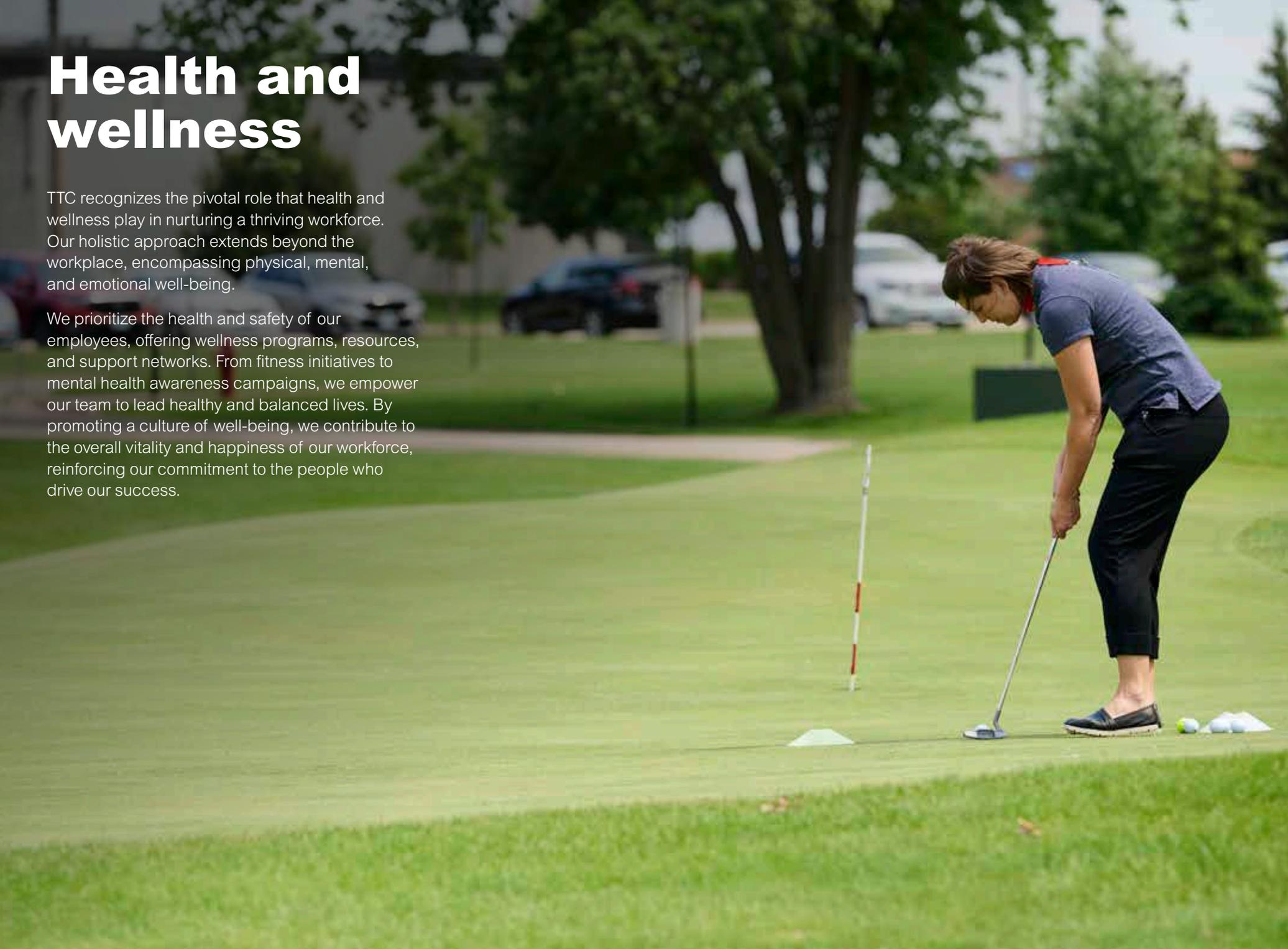
- Emphasizes standard work processes and ergonomic improvements across all roles, from desk jobs to field technicians.
- Includes workstation assessments and adjustments to minimize repetitive stress injuries and promote long-term employee well-being.



Health and wellness

TTC recognizes the pivotal role that health and wellness play in 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 and well-being

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.

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

- Stretch and flex programs that encourage movement into daily routines through videos, training and classes.
- Active-release therapy options including chiropractic work in support of ergonomic health through manipulation and movement techniques to treat body pains and discomforts.
- Physician call-in service provides access 24 hours a day, 7 days a week, to licensed physicians via video or phone.
- Learn to Live provides online cognitive behavioral therapy.
- Omada Health provides pre-diabetic or pre-hypertension support.
- Livongo provides support and education for diabetes management.
- Hinge Health provides musculoskeletal health support for exercise and movement, to minimize ergonomic impacts and promote long-term muscle health.

- On-site nurses in four of our manufacturing sites monitor employee health, safety and wellness on a daily basis.
- The Calm app provides mental wellness tools including meditation products, breathing techniques, and guided and unguided exercises.
- The Wellbeats app provides on-demand fitness and wellbeing resources to employees.
- Sand Creek (our employee assistance program) provides employees, dependents and household members with confidential support and resources to help address personal and work-related challenges.

To help our employees' retirement readiness, we offer a 401(k) plan in the U.S. into which employees can contribute, and the company matches. Additionally, we may make a discretionary contribution into employee's retirement plan accounts. Through our retirement plan recordkeeper, 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.



Investing in talent

Our commitment to excellence extends beyond our innovative products; it's deeply rooted in our people. We recognize that the key to sustained success lies in attracting, retaining, and developing top-tier talent. How we invest in the growth and well-being of our employees, foster a dynamic workplace culture, and actively nurture the next generation of industry leaders are all key factors in how we successfully position ourselves for the future.

Talent recruitment

We seek individuals who not only bring exceptional skills but also align with our core values, enabling us to develop new talent while offering meaningful opportunities to experienced associates. Many of these employees choose to build lifelong careers with TTC. By fostering a welcoming workplace, we ensure our team represents a wide range of perspectives and expertise, driving innovation and collaboration.

Once we attract top talent, we prioritize their continued growth and development. Through various training programs, mentorship opportunities, and robust career pathways, we invest in both the professional and personal advancement of our employees, empowering them to thrive and contribute to our success.



Our success is built on empowering employees to grow, thrive, and lead with purpose. By fostering leadership, valuing diverse perspectives, and promoting collaboration, we build a workforce that is truly future-ready and prepared to adapt and succeed in the face of evolving challenges.

Managing Director of Talent

Talent development and retention

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. By embracing continuous improvement and investing in our people, we ensure that TTC remains a forward-thinking organization capable of adapting to new opportunities and challenges.

In addition to professional growth, we focus on inclusion and engagement as integral elements of our culture. By cultivating a workplace where different perspectives are recognized, employees are empowered to collaborate and contribute to meaningful change. This approach strengthens our organization and enriches the experiences of everyone who works with us.

Empowering talent through leadership development

Leadership development remains a cornerstone of our commitment to cultivating a future-ready workforce. Programs like Leadership InMotion (LIM) and Propel have been instrumental in fostering leadership skills among office-based employees. While LIM took center stage in FY24, Propel remains a vital component of our leadership development strategy and will feature prominently in upcoming years.

Additionally, we have launched the Supervisor Excellence Program, a multi-year initiative focused on enhancing leadership capabilities among plant supervisors and managers. This program is a significant investment in the leadership skills of those who oversee our manufacturing teams — representing 75% of our workforce — and underscores our commitment to continuous improvement across all levels of the organization.



SUPPORTING WORKFORCE DEVELOPMENT

TTC and the National Recreation and Park Association (NRPA) have partnered on a three-year initiative to support workforce development and empower the next generation of green industry leaders, funded by a \$2 million grant from the U.S. Department of Labor's Workforce Pathways for Youth program.

Through this grant, NRPA will work with multiple partners to help 2,200 individuals engage in workforce development experiences. Key partners include Mount Airy Parks and Recreation, Robeson County (North Carolina) Parks and Recreation and 20 additional agencies through two NRPA-facilitated Communities of Practice.

FOSTERING GROWTH THROUGH

The Toro Company Scholarship Program granted \$220,000+ to over 110 students across the U.S.

INTERNSHIPS

At TTC, we take immense pride in our internship program, which welcomed over 60 paid interns across ten U.S. locations in 2024. These internships represent students from over 30 colleges and universities and span various functions, including engineering, marketing, finance, and more.

Our internship program has been evolving to focus more on creating meaningful pathways for early-career talent, emphasizing conversions to full-time roles. This shift reflects our commitment to building a sustainable talent pipeline and strengthening our position among top employers, delivering lasting value for both our interns and TTC.



I loved being in the LIM program. I loved working with my team and felt valued. This was an amazing experience for me and I made a lot of connections throughout the enterprise.

2024 LIM participant

LEADERSHIP IN MOTION

This dynamic three-month learning program equips participants with valuable skills, meaningful networking opportunities, and the ability to apply their knowledge to address strategic challenges within our organization and beyond. Each year, we collaborate with a local nonprofit to provide strategic consulting

that enhances their capacity and success. In 2024, we partnered with the Minnesota-based Hmong American Farmers Association to help transform their nonprofit model into a nationwide collaborative, ensuring equitable access to resources and support for Hmong American farmers across the United States.

Top talent

To us, the transformative power of hiring top talent drives innovation, accelerates our growth and strengthens our legacy through deeper connections with customers and communities. Our commitment to creating a workplace that embraces individuals of various backgrounds, experiences, and perspectives is not just a core value, it's a strategic imperative. By creating a company culture and industry reputation that elevates collaboration, we embrace individuality and cultivate an authentic sense of belonging for all employees and customers.

We work hard to create a culture where every employee feels valued, heard, and empowered.

We prohibit discrimination based on race, ethnicity, gender, sexual orientation, religion, age, disability, veteran status, and other protected characteristics. By fostering a culture of belonging, we create an environment where everyone can thrive, contribute fully, and bring their authentic selves to work.

Strengthening employee engagement

Employee engagement is a priority at TTC, as we strive to foster a workplace where every employee feels valued and supported. Through our annual engagement surveys, conducted anonymously via a third-party provider, we gather actionable insights that inform performance goals and drive organizational improvement. By focusing on engagement, we are ensuring a positive employee experience while building a stronger organizational culture which in turn drives our performance.

In 2024, we hosted a Women's Golf Day event across our U.S. offices, where our employees learned the basics of golf and celebrated the impact of women across the sport.

Our Employee Resource Groups are open to all employees and they play a key role in creating a sense of belonging and offering mentorship opportunities rooted in our strategic business priorities. These groups continue to grow, with employees actively participating in events and initiatives that promote collaboration and a sense of belonging. By focusing on both engagement and inclusion, we are ensuring a positive employee experience, while building a stronger organizational culture.

In recognition of our veterans at TTC, we hosted celebrations across our U.S. locations on Veterans Day.



BUILDING TALENT PIPELINES AND PARTNERSHIP

TTC partners with educational institutions to foster early-career talent and build sustainable pipelines that meet the growing demand for skilled professionals across industries. By investing in education and career opportunities, we empower individuals, uplift communities, and create pathways for future generations.

For example, our collaboration with the Atlanta University Center Consortium (AUCC) supports initiatives that expand access to engineering careers. This effort is helping shape the next generation of STEM professionals while broadening representation and bringing fresh perspectives and innovation to our workforce.

Similarly, our growing partnership with Dunwoody College of Technology supports its Pathways to Careers program, which offers financial assistance, academic resources, and career preparation for under-resourced, first-generation college students pursuing technical and skilled trades. By supporting this initiative, we help remove barriers to education and career growth, creating opportunities for students from a wide range of backgrounds to gain the skills needed in high-demand industries. This collaboration reinforces our commitment to workforce development and long-term economic growth.

These partnerships are part of TTC's wider effort to create meaningful career pathways and promote equity in the workforce. They advance access to training and growth opportunities that lead to lasting careers. By investing in early talent, we're helping shape a stronger, more resilient future for individuals and communities alike.

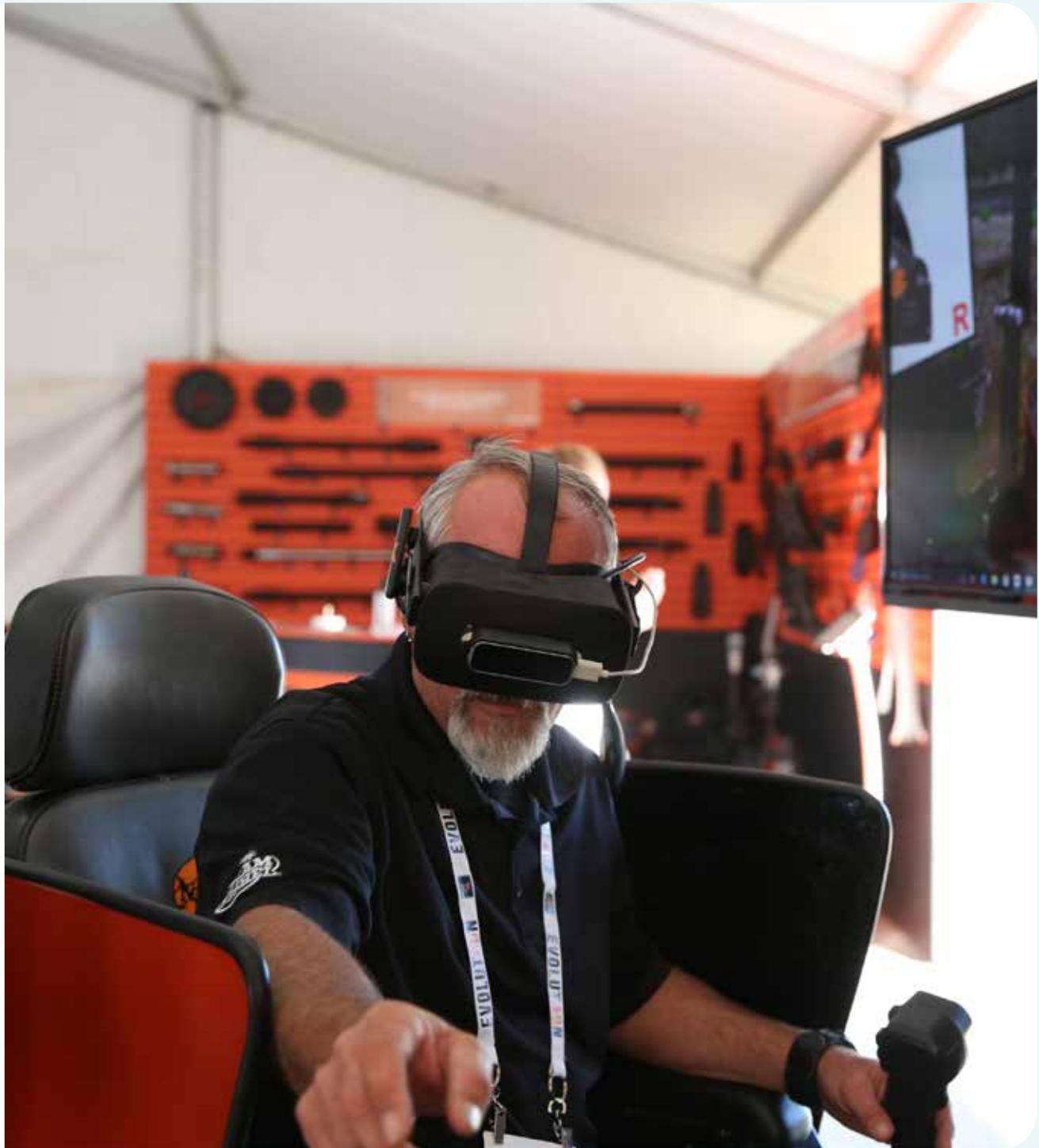


Launching in summer 2025, the Toro Teenpreneur Program will give Bloomington teens hands-on business experience, mentorship and skills in lawn care and entrepreneurship. The program fosters leadership and financial independence while helping young people build their own businesses. By investing in local youth, it strengthens the community and creates pathways to success for the next generation.

DITCH WITCH® HORIZONTAL DIRECTIONAL DRILL SIMULATION

The underground construction industry faces rising demand amidst challenges like labor shortages, compact job sites, and complex underground networks. To address these, Ditch Witch has developed a horizontal directional drill (HDD) simulator, an innovative training tool that provides immersive, hands-on learning experiences while prioritizing safety. The simulator features progressive lessons, starting with basic pipe handling and drilling in open spaces, moving to residential areas with an emphasis on utility awareness, and culminating in advanced scenarios like back-reaming under busy highways.

By allowing trainees to practice critical tasks in a safe, controlled environment, the Ditch Witch HDD simulator helps reduce the risk of costly mistakes and equipment damage on job sites. This training approach ensures operators gain the skills, muscle memory, and confidence needed for real-world conditions while fostering a strong culture of safety and efficiency in underground construction.



Giving and Community

At TTC, we have a long and rich history of supporting our communities. Our commitment to our people lies at the foundation of the company and nowhere is that more evident than in the way we give back and help enhance the global communities in which our employees live and work.

Through various community outreach programs, philanthropic initiatives, and volunteer efforts, TTC actively engages in making a positive impact.

Whether by supporting local schools, environmental conservation projects, or collaborating with nonprofit organizations, we value our role as a partner to the people and places that need our products and support the most.

By investing in the well-being and development of communities, we continue to embody the spirit of giving and strive to create a lasting, positive influence.

SCHOLARSHIPS

\$220K+

awarded to 110+ students

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

\$185K+

to 65+ students

The Mike and Tami Hoffman Scholarship Program. Established in 2017, this program offers tuition assistance to students in need, with funding provided by former CEO Mike Hoffman and his wife, Tami. The scholarship aims to support individuals who may face financial barriers to higher education, empowering them to pursue their academic and career goals.

DONATIONS

\$2.9M

in overall contributions making a difference

VOLUNTEERING

12K+

recorded volunteer hours



EMPLOYEE GIVING AND VOLUNTEERING

Our employees play a vital role in their local communities by volunteering with charitable and civic organizations to support projects in beautification, preservation, water conservation, community health, housing, and youth enrichment. To encourage meaningful contributions, we offer up to 20 hours of paid volunteer time annually for eligible U.S. employees. Additionally, through our Dollars for Doers program, we donate \$300 to qualifying nonprofits for every 30 hours of personal time an employee volunteers.

Our employees also contribute specialized, skills-based volunteer work to improve outdoor environments and support local nonprofits. This includes improvement projects for parks, schools, and sports fields, as well as assisting organizations with business planning through board service. Through our partnerships with the Minnesota Twins Community Fund and Minnesota United FC, we help restore youth softball and baseball fields and soccer pitches, creating safe and vibrant spaces for recreation.

THE GLOBAL UNITED WAY CAMPAIGN

Since 2021, TTC has deepened its commitment to community welfare through the United Way Global Corporate Partner program, supporting the critical needs of global communities where our employees live and work. Each year, employees actively participate in United Way fundraising events worldwide, contributing time, leadership, and financial resources. We have proudly earned “Million Dollar Partner” status from the Greater Twin Cities United Way chapter for ten consecutive years. Several of our locations have also been recognized by local United Way agencies for their exceptional generosity and impact.



Community Champions

\$50K

Grant for Urban Innovation

Seattle's Rainier Community Center Garden won the 2024 Toro Urban Park Innovation Award for advancements in urban food systems and workforce development.

2024

Volunteer of the Year Awards:

Everyday Hero Dan Heath (West Salem, OH)

Hands of Hope Perry Team, led by Kristin Hughes

4

Community Impact Projects in Partnership with the ARA Foundation

Renewal House Nashville, TN

Holy Angels Belmont, NC

Center for Independence Chicago, IL

Veterans Memorial Park Lewiston, ME

140+

Special Olympics Athletes Competed

Supported by 100+ volunteers at the BOSS Snowplow Bowling Tournament.

7

Years Working Together

Through ANNIKA Share My Passion Clinics, girls aged 6-14 received hands-on instruction from Annika Sörenstam and an exclusive behind-the-scenes tour of a professional tournament.

\$198K

Raised for Scholarships

39 new scholarships in FY24, during our 3rd year supporting Folds of Honor.

Giving governance

The Toro Company Foundation Board oversees the enterprise Giving Program, which is comprised of three focus areas: Employees, Community, and Industry. TTC Foundation Board and supporting committees meet regularly to discuss strategic giving priorities, areas of enhanced focus in our communities and activating employee volunteerism.

LAND. WATER. THRIVE.

This framework unites The Toro Company Foundation and corporate giving efforts, highlighting our commitment to preserving green spaces and agricultural systems, promoting sustainable water use, and fostering resilient communities through industry partnerships, employee engagement, and philanthropy. This approach reinforces our identity as a leader in sustainability and community impact while providing clarity and consistency in our efforts.



Employees

Through financial contributions and volunteering, our employees engage with nonprofit organizations and civic projects to support causes aligning with their personal passions.



Community

We leverage TTC equipment and financial support to provide resources to partner organizations that share our values and align with our strategic priorities.



Industry

We support initiatives that educate and drive progress in the industries we serve, focusing on enhancing outdoor spaces, conserving water, and promoting active lifestyles.

CELEBRATING 100 YEARS IN PARKS

For over a century, TTC has been deeply connected to the preservation and enhancement of parks and green spaces. We see this role as critical to fostering community health and social connection.

Our legacy in parks began in 1924 with the Park Special, Toro's first power mower. Designed for versatility and durability, the Park Special quickly became the go-to tool for municipalities, athletic fields, golf courses, and schools across the country. Equipped with interchangeable attachments for tasks like grass collection, snow removal, and aeration, it revolutionized park maintenance, allowing personnel to maximize efficiency and stretch budgets. While our product offerings have evolved over the decades, our commitment to supporting park professionals and addressing their unique challenges has remained steadfast.

Through our long-standing relationships with the National Recreation and Park Association and the City Parks Alliance, we work to empower park professionals and enhance green spaces across the country. By delivering innovative equipment and advanced irrigation solutions, we help park teams tackle labor challenges, optimize resources, and keep these vital spaces healthy and well-maintained. As parks play an increasingly important role in our communities, we remain committed to supporting their growth as vibrant and welcoming places for connection and recreation.



At TTC, we take pride in supporting the professionals who care for our parks, knowing these spaces are essential to the health and happiness of our communities. Through innovative solutions and longstanding partnerships, we're working to ensure parks remain accessible, sustainable, and vibrant for future generations.

Edric Funk, Group VP, Golf, Grounds & Irrigation



SUPPORTING THE MINNESOTA TWINS COMMUNITY FUND AND MINNESOTA UNITED FC

TTC's long-standing partnerships with the Minnesota Twins Community Fund and Minnesota United FC highlight our commitment to enhancing community spaces. Through collaboration with local municipalities, we provide financial support, equipment expertise, and employee volunteerism to restore and revitalize recreational areas, strengthening neighborhoods and connecting people to nature.

In 2024, we partnered with the Minnesota Twins Community Fund to rebuild a historic baseball field in St. Paul, where Hall of Famer Joe Mauer played as a child. The project, in collaboration with St. Paul Parks and Recreation, involved comprehensive improvements, including levelling the field and enhancing turf quality. Employee volunteers worked alongside professional grounds crews to complete the transformation, creating a space where young athletes can develop skills, build friendships, and experience the joy of the game.

On St. Paul's East Side, we partnered with Minnesota United FC to revitalize a neglected soccer field, turning it into a vibrant community hub. The project included laying sod, irrigation installation, and structural improvements, breathing new life into a space that had previously been unusable. Our employee volunteers and Minnesota United FC came together to roll out turf, install irrigation systems, and celebrate the pitch's reopening alongside local families and the city's leadership.

With these initiatives, we believe we are doing more than restoring recreational spaces—we are creating opportunities for youth engagement, physical activity, and community connection. By supporting accessible, well-maintained fields, we empower communities to thrive while advancing our mission to foster environmental responsibility and inclusivity in public spaces.



ZAMBIA INTERNATIONAL IMMERSION PROGRAM

For more than ten years, TTC has partnered with iDE, a global nonprofit that creates income and livelihood opportunities for entrepreneurs living in rural, underserved households around the world. TTC's support of iDE reflects our commitment to creating sustainable solutions while fostering global engagement. Using a human-centered design (HCD) approach, the program helps Zambian farmers address critical agricultural challenges with resources, training, and business models that ensure long-term resilience and prosperity to end poverty.

In 2024, a TTC team, representing nine different departments across five global locations, spent four intensive days alongside iDE staff in Zambia's Chibombo district, planting and installing drip irrigation with farmers in their fields, visiting agricultural supply stores, interviewing suppliers and members of village savings and loans groups, and participating in a community-led nutrition cooking class.

Christian Hall, a TTC design engineer and program participant, believes developing innovative solutions to serve customer needs is critical to TTC's continued success. "As an engineer, it is a crucial aspect of my job to understand the customer and understand the end user. Using human-centered design is something that can help us all be better at our jobs."

For employees, this program offers a transformative experience, providing hands-on exposure to global challenges while deepening their understanding of the company's role in sustainable solutions. This initiative strengthens employee engagement, builds leadership skills, and reinforces TTC's position as an industry leader in solving real-world problems. By aligning business expertise, resources, and employee passion, the Zambia program supports farmers, drives innovation, enhances Toro's global perspective, and strengthens its business through meaningful, purpose-driven work.



ROUTE ONE MINNESOTA

TTC partners with Route 1 MN, an organization focused on supporting agricultural growers, increasing food access, and addressing systemic hunger in our communities. Through this partnership, we provide grants, equipment, and hands-on support, while Route 1 MN farmers supply fresh produce for our employees' Community Supported Agriculture (CSA) program.

Additionally, we support the Seeds for Success Youth Academy, which combines hands-on agricultural education with leadership development to inspire the next generation of farmers.

With tools like the Toro® Workman® GTX utility vehicle, Route 1 MN farmers can enhance efficiency and productivity, address labor challenges, and streamline operations. Route 1 MN also provides business training that equips farmers with the skills and knowledge needed to successfully navigate the marketplace.

This partnership holds significant value on multiple levels—it strengthens local food systems, helps drive economic growth, provides employees with meaningful volunteer opportunities, and supports TTC's commitment to community and environmental stewardship. Programs such as CSA initiatives and farmers' markets create a direct connection between local agriculture and healthier, more resilient communities.



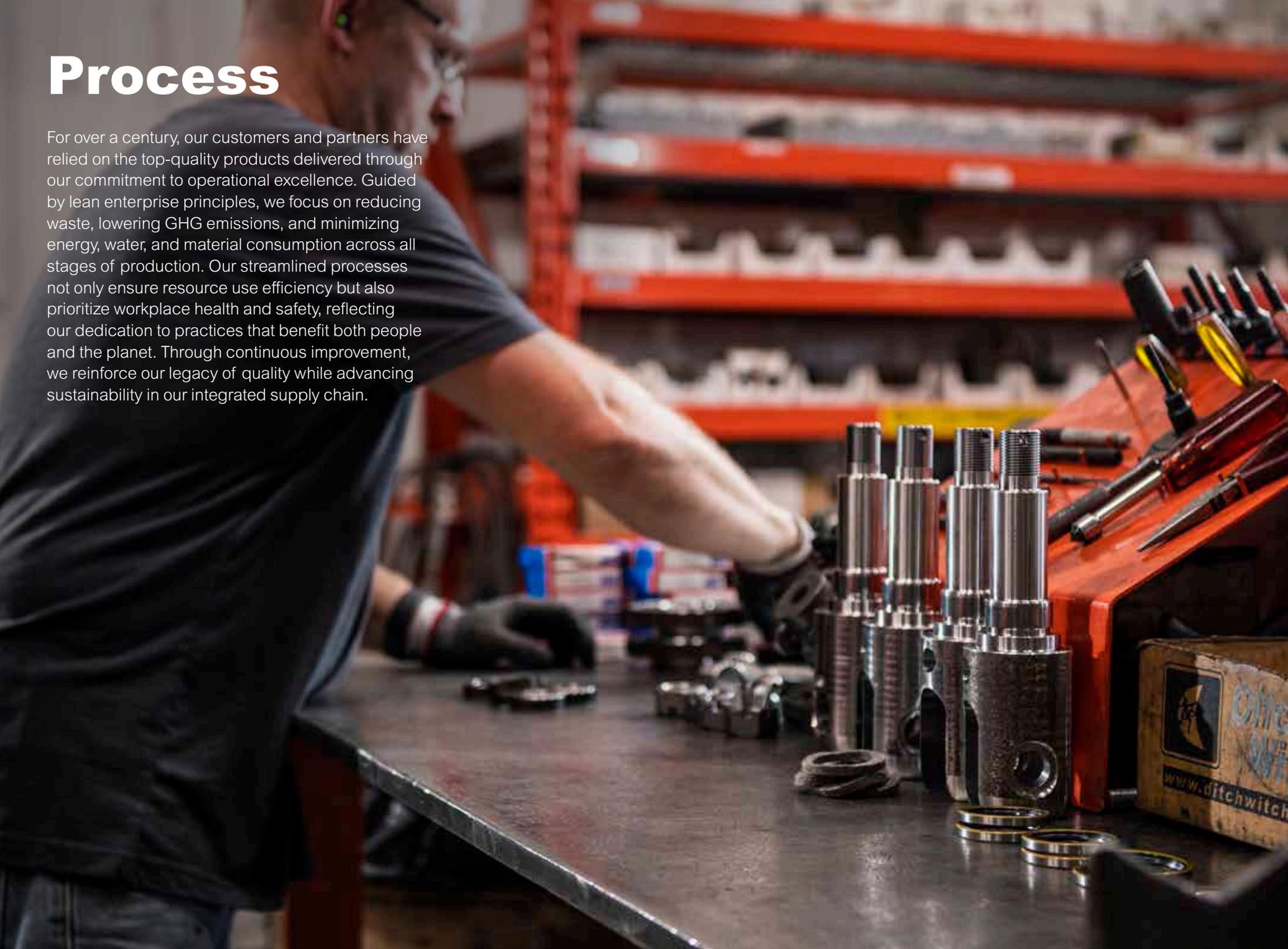


Process

- › Continuous improvement
- › Our footprint
- › Energy and emissions
- › Water
- › Waste
- › Supply chain

Process

For over a century, our customers and partners have relied on the top-quality products delivered through our commitment to operational excellence. Guided by lean enterprise principles, we focus on reducing waste, lowering GHG emissions, and minimizing energy, water, and material consumption across all stages of production. Our streamlined processes not only ensure resource use efficiency but also prioritize workplace health and safety, reflecting our dedication to practices that benefit both people and the planet. Through continuous improvement, we reinforce our legacy of quality while advancing sustainability in our integrated supply chain.



Continuous improvement

The Toro Company's approach to operational excellence is driven by lean principles and continuous improvement, aligning strategy, systems, and resources to enhance efficiency and sustainability across the organization. Integrated Business Planning (IBP) serves as a strategic, company-wide process to align supply, demand, and resources. This ensures we are using assets efficiently to meet business objectives while maintaining agility in a dynamic market.

The Toro Company Business System (TBS), our system for driving continuous improvement, focuses on reducing waste and improving processes, resource usage, material efficiency and overall customer value. In FY24, TBS efforts delivered significant productivity savings through initiatives targeting energy efficiency, reduced packaging waste, and enhanced ergonomic designs to improve workplace safety and productivity.

A newly developed Production Guide provides a roadmap for operations sites to implement TBS standards which integrates sustainability metrics into leadership assessments and ensures a focus on resource use efficiency and workforce optimization.

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.

Continuous improvement is reinforced through Kaizen Events and Problem-Solving Initiatives across our production sites. These workshops focus on resource use efficiency, waste elimination, and workplace safety, directly aligning operational enhancements with sustainability goals. Together, these efforts ensure that we remain at the forefront of operational excellence, innovation, and sustainability. Please see lean principles in action in [Product](#) for more information.

In celebration of Ditch Witch's 75th anniversary, the team in Perry, Oklahoma, broke ground on a new 170,000 square-foot paint facility, a move that will generate new employment opportunities in the area and create greater efficiencies in its operations.



In 2024, a nine-person team completed a three-day Kaizen Event at our Beatrice, Nebraska facility, cutting welding cycle time for the MyRIDE® seat platform for zero-turn mower frames by 50%.

With input from our Pune, India team, they improved safety, quality, and productivity, reducing walking, enabling one-piece flow, and optimizing robot use. The weld cell shrank by over 50 sq feet, and cycle time was cut in half, with estimated savings over \$150,000 annually.

Our footprint

In our ongoing commitment to sustainability, we are dedicated to enhancing efficiencies in our processes to actively reduce our environmental footprint.

Through targeted strategies and continuous innovation, we strive to achieve significant reductions in greenhouse gas emissions, aligning our operations with our broader sustainability goals and strengthening our understanding of climate-related risks and opportunities.

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

For more details on our greenhouse gas emissions, see the Appendix.

↓ **13%**

decrease in TTC absolute emissions since FY19

1. GHG emissions calculations include GHGs as applicable by variable per U.S. EPA for locations in the United States and per Ecolivent for all other worldwide locations. (CO₂, CH₄, N₂O)
2. Pro forma GHG emissions exclude one site, which was added in F24 and currently idled, aligning F24 reporting with future operations.
3. Data includes a partial reporting cycle for locations acquired during this time.

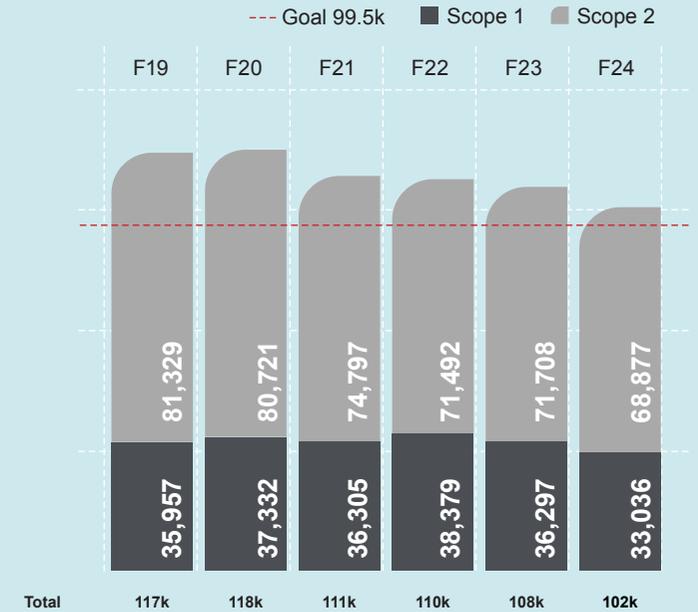
ABSOLUTE GHG EMISSIONS^{1,2} (MT CO₂e)

2025 GOAL:

Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by at least 15% by fiscal 2025 as compared to fiscal 2019.

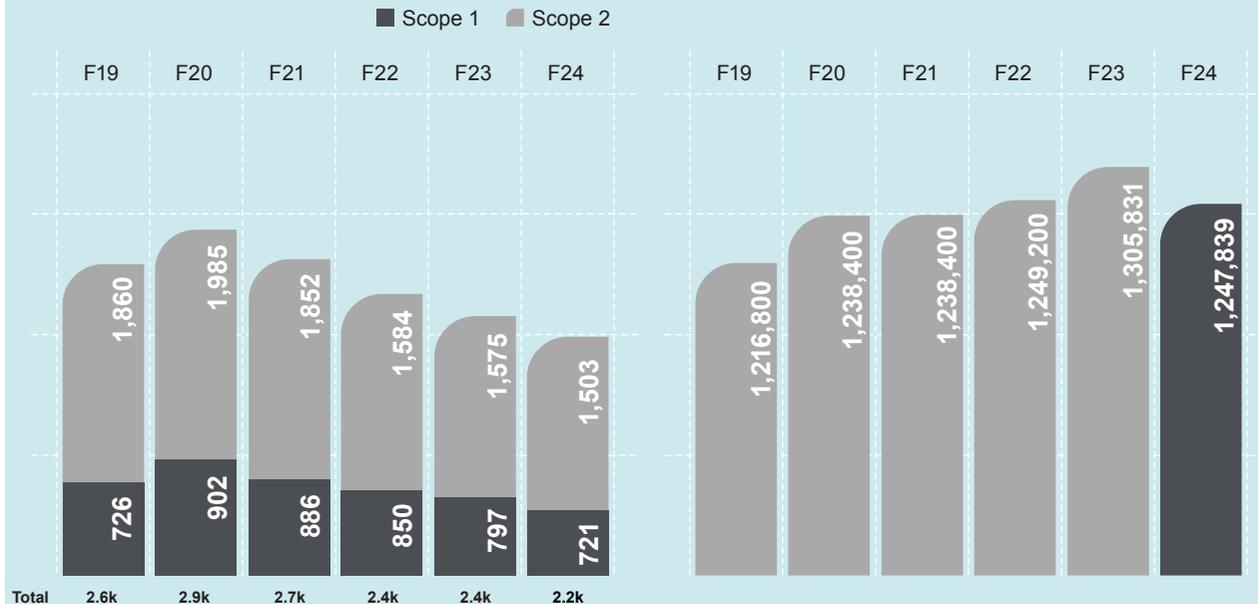
PERFORMANCE:

Our century-long tradition of delivering high-quality products is sustained through a commitment to continuous improvement. Our success relies on meeting and exceeding the expectations of our valued customers and partners. Embracing operational excellence and resource use efficiency.



TOTAL SCOPE 1 & 2 GHG EMISSIONS INTENSITY^{1,3} (kg CO₂e per 100k sales)

FACILITY ENERGY CONSUMPTION (GJ)



Energy and emissions

We are taking significant steps to reduce energy consumption and greenhouse gas (GHG) emissions as part of our sustainability strategy. In FY24, we made significant strides in energy management, supported by targeted investments and data-driven strategies. We upgraded aging air compressors to more efficient models, reducing overall energy consumption. Additionally, we continued implementing LED lighting upgrades across several buildings, prioritizing locations based on energy measurements.

In FY24, we updated our Global EHS Governance Manual. For more on our EHS framework and practices, see [Environmental Health and Safety](#).

Our ongoing use of submetering technology is helping us identify the most energy-intensive equipment and optimize future upgrades. Submetering allows us to measure energy use on an equipment-specific basis, providing insights into seasonal and operational consumption patterns. Ultimately, these efforts aim to reduce energy usage, improve operational efficiency, and deliver measurable savings reflected in our utility bills.

Additionally, 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 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. By improving operational efficiency, we strive to significantly lower our carbon footprint.

Beyond our own efforts, we help customers achieve their goals by offering solutions that reduce environmental impact, improve efficiency, and lower costs while supporting long-term responsible operations.

Our TTC Robotics Team in Colorado celebrated the opening of its new 22,000-square-foot facility in Frederick. The event showcased the facility's advanced capabilities, including a two-acre outdoor proving ground for technology demonstrations and product overviews. This state-of-the-art facility represents a significant investment in operational capacity, talent development, and the delivery of cutting-edge solutions for global customers.



Water

At TTC, water conservation is a top priority as we strive to protect this vital resource and reduce our environmental impact. Using tools like the Monitoring, Targeting, and Reporting (MTR) program and the Daily Management System (DMS), we actively track water usage across our global operations. By adopting lean management practices and upgrading facilities, we consistently work to minimize water consumption while ensuring efficient and seamless operations.

We are proactive in adopting sustainable water practices to address growing concerns about water scarcity, particularly in regions where we and our customers operate. Initiatives such as using recycled water from treatment plants and analyzing water risks with advanced data systems help us reduce our water footprint and optimize resource use.

We also collaborate with local communities, environmental groups, and industry partners to tackle water challenges together. By fostering partnerships and promoting sustainable water practices, we aim to contribute to a more resilient and water-secure future for all.



Waste

TTC is deeply 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, gaining a competitive edge in our industry. In 2024, 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 lbs pounds of waste from

landfills, transforming it into valuable compost. These efforts reflect our dedication to creating a more sustainable, resource-efficient future while maintaining the high-quality standards our customers expect.

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.

To achieve this, we integrate lean principles directly into our operations through The Toro Business System (TBS). This system embeds sustainability into both leadership decisions and everyday practices, focusing on eliminating inefficiencies in energy use, workflows, and talent allocation. By constantly identifying and addressing areas for improvement, we ensure that waste is reduced not only in our physical processes but also in how we manage resources and operations. This integrated approach supports our mission to reduce our environmental impact while driving innovation and improving overall efficiency across our global facilities.



Ditch Witch supports future workforce with repurposed drill pipe

Ditch Witch is investing in the next generation by repurposing drill pipe used in destructive testing for quality assurance. Instead of discarding the tested pipe, it is donated to local schools and vocational institutions, providing valuable materials for students to develop hands-on skills in welding, design, and construction. This initiative supports education while empowering students to develop practical skills and contribute meaningfully to their communities.

ZERO WASTE TO LANDFILL

We are advancing our commitment to environmental sustainability through the implementation of a Zero Waste to Landfill (ZWTL) initiative, which aligns with our EHS protocols. Over the past year, we selected a centralized waste management vendor and completed the necessary legal requirements to streamline waste processes across our North American operations. In 2025, we are actively deploying the program, which focuses on identifying and managing various waste streams such as liquid, solid, hazardous, non-hazardous, and recyclables across offices, manufacturing sites, and distribution centers.

This centralized approach addresses the challenges of managing waste across multiple locations and ensures a standardized method for handling materials. Under the new ZWTL program, we aim to reduce landfill contributions by prioritizing the reuse and recycling of materials such as pallets and plastics. As we roll out the program, we remain committed to ensuring compliance, optimizing waste streams, and achieving our waste reduction goals.



Our commitment to lean principles is at the core of our strategy to create lasting value for our customers and stakeholders. More than a methodology, lean practices drive continuous improvement, fostering innovation and building a strong foundation for sustained growth. By embedding these principles into everything we do, we gain a competitive edge that allows us to invest in strategic initiatives, adapt to industry challenges, and consistently deliver excellence.

Managing Director, Enterprise Transformation

eWaste recycling initiative

In 2024, TTC's ISO 14001 certified Tomah, WI facility hosted an electronic waste (eWaste) recycling event exclusively for its employees. As an ISO 14001 certified facility, we are committed to environmental responsibility and sustainability practices.

This initiative not only leveraged the organization's existing partnership with their business eWaste processor but also extended these ecofriendly services to employees at no additional cost. By providing a convenient and cost-free solution for employees, we aimed to encourage widespread participation in recycling efforts.

THE EVENT WELCOMED A VARIETY OF ELECTRONIC ITEMS FOR RECYCLING, INCLUDING:



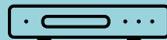
Televisions (plasma, projection, LCD, LED & tube-based)



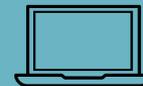
Small household appliances (microwaves, vacuum cleaners, etc.)



Computer monitors (LCD & tube)



Media players (VCRs, DVD & Blu-ray)



Computing devices (desktop computers, laptops & tablets)



Communication devices (cell phones, desk phones, GPS units & radios)

Supply chain

Supply chain management is crucial to our operations, ensuring efficient delivery of high-quality products. However, its complexity brings challenges like disruptions and inefficiencies. To address these, we commit to continuous improvement and innovation, optimizing our supply chain, implementing new technologies, and fostering collaboration with suppliers.

Responsible sourcing

We recognize our responsibility as global citizens to comply with laws and regulations governing material procurement while prioritizing sustainability and ethical sourcing practices. We are dedicated to continuously improving our due diligence processes and enhancing sourcing standards wherever possible. By extending product longevity and reducing waste across our supply chain, we strive to build a more sustainable and responsible operational model.

Our expectations are clearly defined in our [Supplier Quality Manual](#) and [Supplier Terms of Commerce Policy \(STOCP\)](#), The [Supplier Quality Manual](#), regularly updated to align with industry best practices, highlights our commitment to quality and continuous improvement. The STOCP specifies legal obligations and expectations regarding human rights, management systems, ethics, conflict minerals, and labor practices, affirming adherence to all relevant laws. All new suppliers must sign the STOCP, certifying their commitment to basic human rights and legal compliance. We handle non-compliance on a case-by-case basis, implementing corrective actions or terminating relationships if necessary.

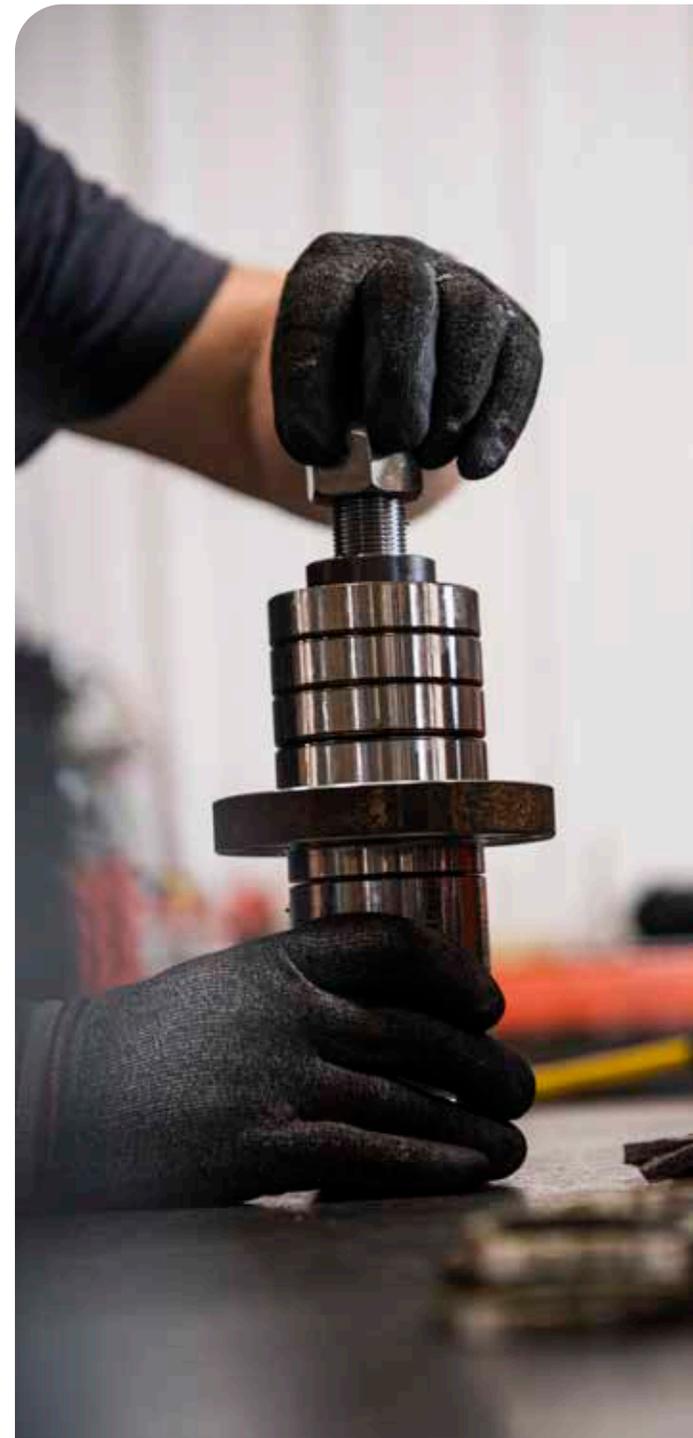
Human Rights Risk Assessment

In FY24, we established the Supplier Excellence team to enhance governance, risk management, and foster long-term supplier relationships. We strengthened our supplier audit process by incorporating ESG criteria, including labor practices, environmental impact, and community engagement. Additionally, we introduced a new Supplier Quality Manual. To further support regulatory compliance and ethical sourcing we initiated a partnership with an industry leading third-party supply chain sustainability management platform to conduct systematic risk assessments.



TTC is deeply committed to excellence in our supply chain. We're not just focused on having the best partners today — we're proactively building a plan to ensure all our future investments and technologies are aligned with the best partners for tomorrow. At its heart, everything we're doing is about building a supply chain rooted in trust, innovation, and long-term growth.

Director of Supplier Excellence



Strategic supplier consolidation

We maintain a streamlined supplier network, focusing on a concentrated base of strategic partners aligned with TTC's vision and held to the highest standards. A new TTC Supplier List classifies suppliers into tiers, with "Strategic Partner" as the highest level, supported by Master Supply Agreements to formalize expectations and accountability. By consolidating spend with fewer, high-performing suppliers, we aim to foster stronger relationships and ensure alignment with our goals.

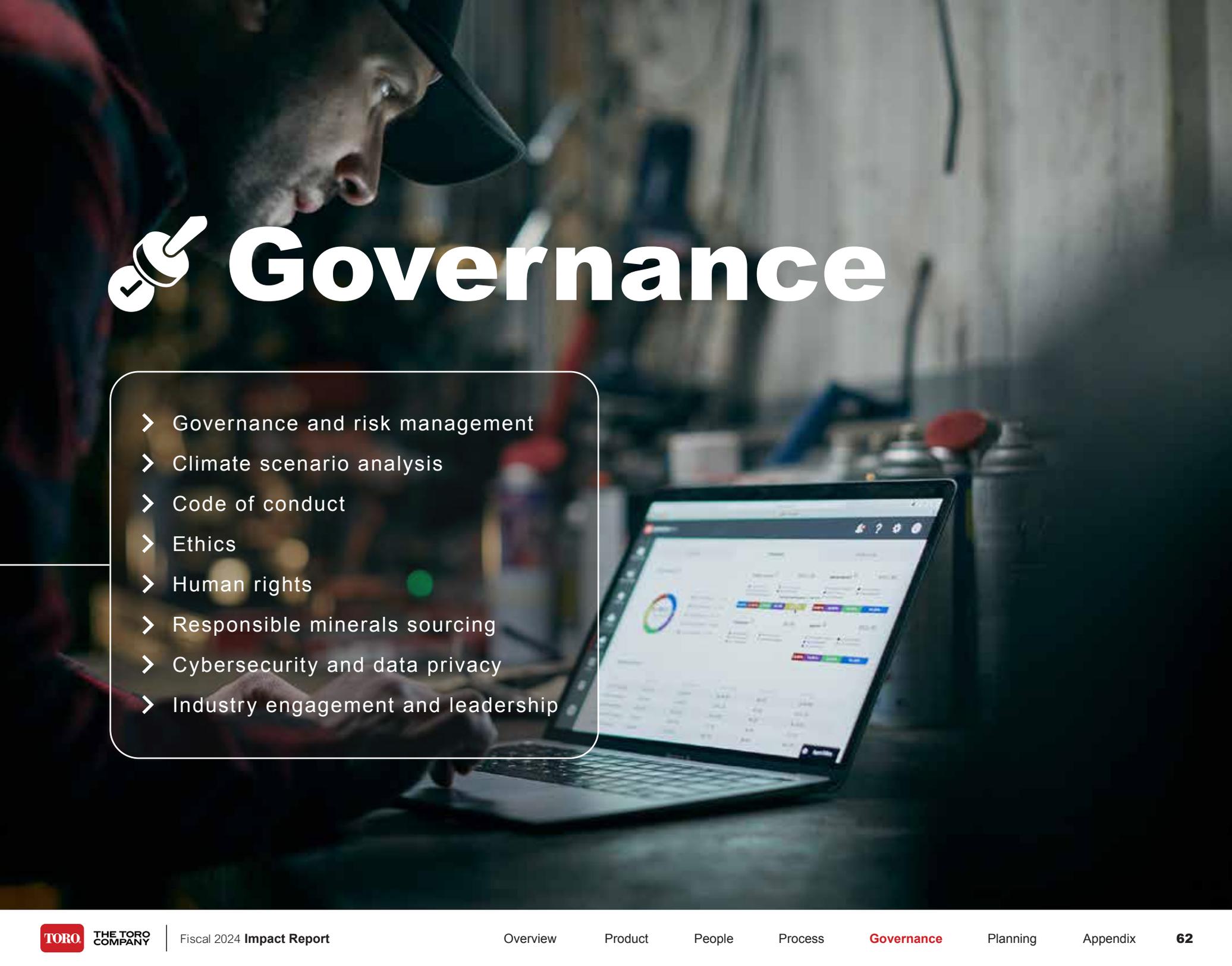
Focus on sustainability and emerging technologies

Sustainability is central to our supply chain strategy as we advance in autonomous and battery-powered technologies. To meet the growing demand for critical materials like lithium, we are committed to ethical and sustainable sourcing. We have a dedicated Advanced Technology sourcing team to focus solely on selecting the right partners for future technologies. This approach supports long-term growth while addressing regulatory requirements, building a resilient and sustainable supply chain for future demands.

Long-term vision for supplier excellence

Looking ahead, we are committed to building a supply chain ready to meet future challenges and opportunities. Initiatives like our inaugural Toro Supplier Summit in FY24 demonstrate our proactive approach to supplier engagement, fostering transparency and collaboration. By equipping partners to navigate emerging regulations and sustainability demands, we aim to create a supply chain rooted in trust, innovation, and excellence — aligned with our strategic goals and delivering lasting value for our business and stakeholders.



A man wearing a black cap and a dark jacket is looking intently at a laptop screen in a workshop setting. The background is filled with various tools and equipment, creating a professional and industrial atmosphere. The lighting is focused on the man and the laptop, with the rest of the workshop slightly blurred.

Governance

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

Governance

We believe that operating with transparency and honesty not only drives better business outcomes but also strengthens the foundation for long-lasting relationships with employees, customers, and other stakeholders. At The Toro Company, we maintain high moral, ethical, and legal standards by adhering to both the letter and spirit of the law, upholding our legacy of excellence, and fostering a culture of trust and respect.

Our commitment to governance, ethics, and integrity is deeply rooted in our belief that accountability at all levels — supported by a strong Board and proactive management — creates long-term value for all stakeholders. By cultivating a culture where employees thrive and customers choose to do business with us, we continue to uphold our legacy while advancing our vision for a sustainable and inclusive future.

Integration of sustainability into risk management

One of the most significant advancements in FY24 has been the integration of sustainability risks and opportunities into the Enterprise Risk Management (ERM) framework. Outputs from the company's climate scenario analysis and double materiality assessment are now treated as key components of enterprise-wide risk management. This alignment ensures that sustainability risks, such as climate change and regulatory compliance, are managed with the same rigor as other critical risks, including cybersecurity and operational resilience.

By embedding sustainability into ERM processes, we are mitigating potential risks as well as unlocking opportunities for innovation and growth. This integration reflects our commitment to treating sustainability as a business imperative rather than a separate initiative.

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 — Audit, Finance, Compensation and Human Resources, and Nominating and Governance — 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 sustainability program, environmental and governance factors and all other topics not covered by other committees.



ENTERPRISE RISK MANAGEMENT AND SUSTAINABILITY COMMITTEES

In addition to our Board committees, TTC maintains steering committees that oversee and guide enterprise risk management (ERM) and sustainability efforts.

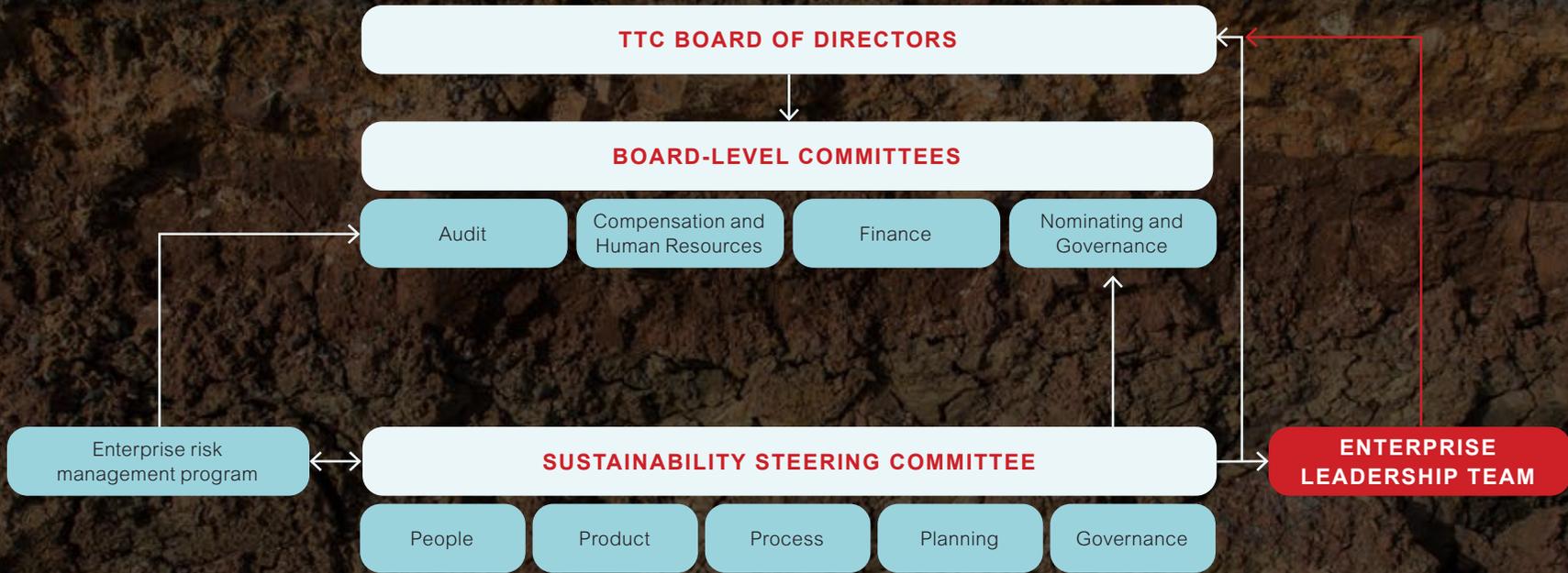
The ERM Steering Committee brings together leaders from our businesses and our internal audit, information technology (IT) security, global treasury, risk management, integrated supply chain and legal functions. Our ERM program is responsible for managing a dynamic risk framework that evaluates TTC strategic risks and ERM alignment with strategy. This includes assessing climate-related risks and opportunities as part of our broader risk management approach.

Our Sustainability Steering Committee is a cross-functional, enterprise-wide committee led by the VP, Strategy, Corporate Development and Sustainability and our Senior Sustainability Manager. This Committee supports TTC's sustainability goals holistically by managing our four strategic pillars: Planning, People, Product and Process. They regularly report progress, including on climate-related risks and opportunities, to the Enterprise Leadership Team, the Board, and relevant Board Committees.

Together, the ERM program and our Sustainability Committee allow us to better monitor and mitigate risk across the enterprise, including sustainability-specific risks such as climate-related risks, opportunities and their potential impacts on our business.



Sustainability governance structure



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 Corporate Sustainability Reporting Directive (CSRD) 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 both physical risks and opportunities, 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 regulation.



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.



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

We are committed to cultivating a workplace that prioritizes ethics and integrity, ensuring these values are embedded into every decision we make. Our commitment is outlined in The Toro Company'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 others.

The Code sets clear expectations for all employees and addresses critical areas such as anti-bribery, 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, which is 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.

Ethics

Our global Ethics Helpline operates 24/7 with translation into eight languages and is available to the public in addition to employees and other stakeholders. It provides a confidential avenue to voice concerns, and report unethical behavior, or suspected breaches of the Code. Concerns can be submitted anonymously via our secure online portal or through a telephone report. 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. Guided by our values of integrity, transparency, and care for others, we strive to create a culture where all individuals are treated with dignity and respect.

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 uphold human rights throughout our operations.

By setting clear expectations and choosing to partner with those who share our values, we create a safer, more ethical, and more collaborative environment for everyone. When necessary, we thoughtfully disengage from suppliers whose practices do not align with our principles—because honoring human rights is a shared responsibility we take seriously.



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—it's a strategic priority. By upholding these principles, we strengthen our workplace culture and deepen our connection across our value chain.

To learn more about how we support and develop our workforce, visit the [Top Talent](#) section.



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 Toro 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 biannually 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.

In FY24, we launched a Supplier Excellence team, enhanced audits to include ESG criteria, and implemented a tiered supplier system focused on partners aligned with our values. [Our Supplier Terms of Commerce Policy](#) 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.

For more information, visit the [Supply Chain](#) section.



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 will introduce 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 and Governance

In FY24, we launched 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. Additional information can be found in our [Statement on Modern Slavery](#).

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.

As part of our efforts, we gather information on the sourcing of tin, tantalum, tungsten, and gold (3TG) from our suppliers using a third-party platform designed to streamline data collection and enhance communication. When suppliers provide information about smelters or refiners,

we review those entries against the RMI's database of smelters that meet established standards. In cases where responses are unclear or incomplete, we work directly with suppliers to encourage more detailed and transparent reporting.

We also use systems like our Chemical Compliance Management System and the International Material Data System (IMDS) to help us better understand where materials may come from and to support reasonable inquiries into country of origin. These processes are part of our ongoing effort to strengthen our approach and contribute to more responsible practices over time.

Although current regulations focus on 3TG minerals, we understand that other materials may present similar challenges, and we are mindful of these broader considerations as we continue to learn and evolve.

Each year, we share updates on our practices in our Specialized Disclosure Report, which is included in our SEC filings. We know that creating meaningful change takes collective effort, and we are committed to working alongside our suppliers and industry partners to promote transparency, ethical sourcing, and continuous improvement.



Cybersecurity and data privacy

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

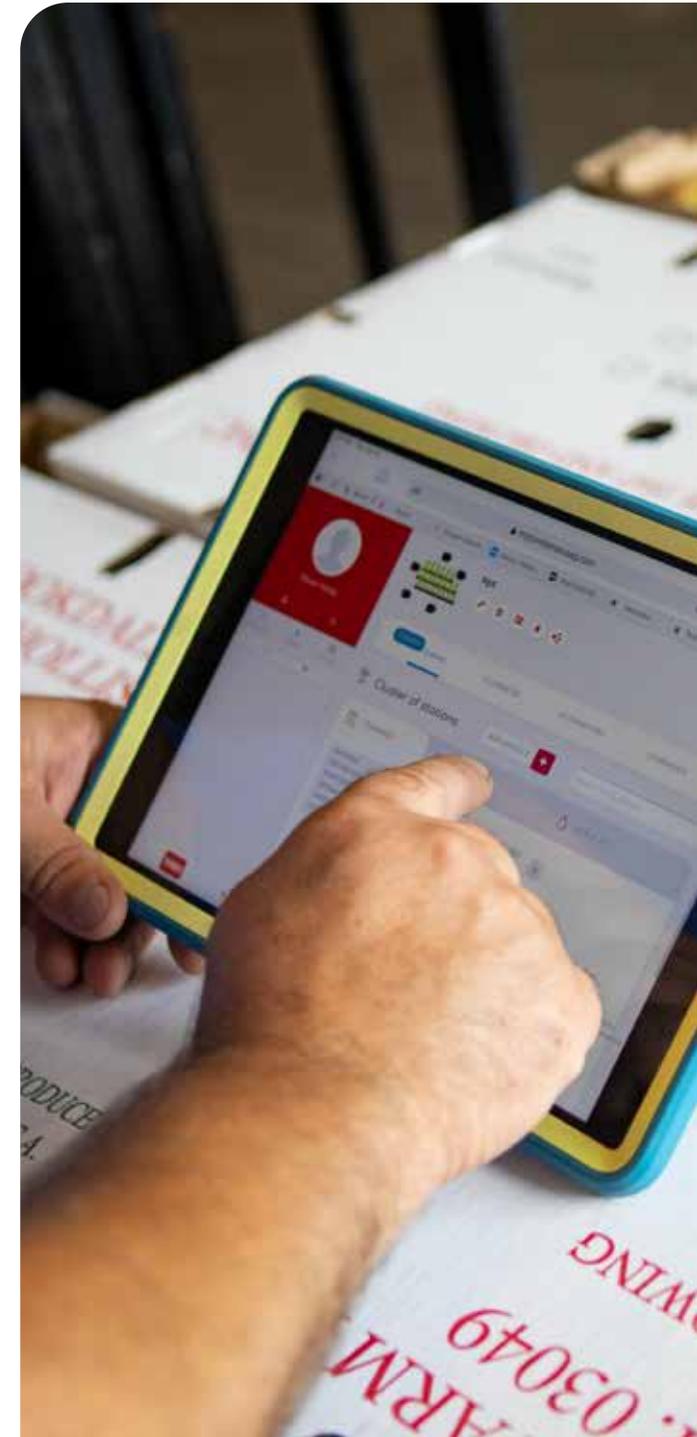
Our cybersecurity governance is led by the Senior Manager of Enterprise IT Security Risk and Compliance, who reports to executive leadership. Regular updates are provided to the CEO, CFO, and General Counsel, with oversight from the Board’s Audit Committee. This ensures strategic alignment in cybersecurity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

All employees receive mandatory cybersecurity training, with multifactor identification reduce suspicious accounts and improved processes for reporting phishing emails. Simulated phishing exercises are conducted regularly, with additional training provided as needed, and an annual Cybersecurity Awareness Month is observed.

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 our Board of Directors and its Audit Committee. Notably, The Toro Company did not experience any material information security breaches in 2024.



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.

A notable example is our involvement in Outdoor Power Equipment Institute's (OPEI) Mowers Aren't Toys campaign, which promotes public safety by raising awareness about the risks of allowing children on riding lawnmowers and around outdoor power equipment. We were a driving force behind this initiative, underscoring our commitment to safety both within and beyond our product lines.

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.



TTC teams up with OPEI for Mowers Aren't Toys public safety campaign

KEY INDUSTRY MEMBERSHIPS AND LEADERSHIP ENGAGEMENTS THAT FOCUS ON SUSTAINABILITY INCLUDE:



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 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 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 2025 and beyond

Priorities for fiscal 2025 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. Our initiatives reflect a dedication to advancing technology, empowering our employees, and strengthening communities while creating lasting benefits for our customers and industries. As we look ahead to 2025, our key priorities include:

- Pursue innovation and investment to reduce emissions and expand battery and hybrid product offerings.
- Strengthen our role as a responsible business by adopting renewable energy and advancing electrification in our products.
- 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



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.

* Topic definitions were developed and approved by TTC.

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.

Product metrics

BATTERY AND HYBRID SALES

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

People metrics

WORKFORCE DEMOGRAPHICS GENDER BREAKDOWN

Global Office Includes both Leadership Roles and Individual Contributor (Global office)	F21	F22	F23	F24
Male	76%	75%	74%	73%
Female	24%	24%	25%	26%
Not disclosed	<1%	1%	1%	1%
Non-binary	0%	0%	<1%	0%

Global Production Includes both Leadership Roles and Individual Contributor (Global production)	F21	F22	F23	F24
Male	69%	71%	72%	71%
Female	30%	28%	27%	28%
Not disclosed	<1%	1%	1%	1%
Non-binary	0%	0%	<1%	<1%

Global Combined Includes both Leadership Roles and Individual Contributor (Global Office and Global Production)	F21	F22	F23	F24
Male	72%	72%	73%	72%
Female	28%	27%	26%	27%
Not disclosed	<1%	1%	1%	1%
Non-binary	0%	0%	<1%	<1%

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

Gender by management level

Individual Contributor	F21	F22	F23	F24
Male	71%	72%	72%	71%
Female	29%	27%	27%	28%
Not disclosed	<1%	1%	1%	1%
Non-binary	0%	0%	<1%	<1%
Supervisor	F21	F22	F23	F24
Male	81%	81%	82%	81%
Female	19%	18%	18%	18%
Did not disclose	<1%	1%	1%	1%
Manager	F21	F22	F23	F24
Male	79%	78%	76%	74%
Female	21%	21%	23%	24%
Did not disclose	<1%	1%	1%	2%
Sr. Manager	F21	F22	F23	F24
Male	77%	81%	81%	79%
Female	22%	17%	18%	20%
Did not disclose	1%	1%	1%	1%
Director / Sr. Director	F21	F22	F23	F24
Male	85%	85%	83%	81%
Female	15%	15%	17%	19%

Sr. Managing Director / General Manager	F21	F22	F23	F24
Male	91%	92%	75%	80%
Female	9%	8%	25%	20%
Managing Director	F21	F22	F23	F24
Male	69%	77%	69%	62%
Female	31%	23%	31%	38%
Executive (VPS, Group VPS, CFO, CEO)	F21	F22	F23	F24
Male	75%	75%	71%	73%
Female	25%	25%	29%	27%
U.S. Office Includes both Leadership Roles and Individual Contributor (U.S. Office)	F21	F22	F23	F24
White	88%	87%	86%	85%
Hispanic/Latino	4%	5%	6%	6%
Asian	3%	3%	3%	3%
Black	1%	1%	1%	1%
American Indian/Alaska Native	1%	1%	1%	1%
Pacific Islander	<1%	<1%	<1%	<1%
Two or more ethnicities/races	1%	1%	1%	1%
Declined to answer	2%	2%	1%	1%
Not disclosed	<1%	<1%	0%	<1%

U.S. Production Includes both Leadership Roles and Individual Contributor (U.S. Production)	F21	F22	F23	F24
White	73%	74%	75%	74%
Hispanic/Latino	15%	15%	15%	15%
Asian	4%	4%	4%	4%
Black	2%	2%	3%	3%
American Indian/Alaska Native	2%	2%	2%	2%
Pacific Islander	1%	1%	1%	1%
Two or more ethnicities/races	1%	1%	1%	1%
Declined to answer	1%	<1%	1%	1%
Not disclosed	1%	<1%	0%	0%

U.S. Combined Includes both Leadership Roles and Individual Contributor (U.S. Office and U.S. Production)	F21	F22	F23	F24
White	78%	79%	79%	79%
Hispanic / Latino	11%	11%	11%	11%
Asian	4%	4%	4%	4%
American Indian / Alaska Native	2%	2%	2%	2%
Black	2%	2%	2%	2%
Declined to Answer	1%	1%	1%	1%
Two or More Races	1%	1%	1%	1%
Pacific Islander	<1%	<1%	<1%	<1%
Not disclosed	1%	0%	0%	<1%

Ethnicity / race by U.S. management level

Individual Contributor	F21	F22	F23	F24
White	77%	78%	78%	77%
Hispanic/Latino	11%	12%	12%	12%
Asian	4%	4%	4%	4%
Black	2%	2%	2%	2%
American Indian/Alaska Native	2%	2%	2%	2%
Pacific Islander	1%	<1%	<1%	<1%
Two or more ethnicities/races	1%	1%	1%	1%
Declined to answer	2%	1%	1%	1%

Supervisor	F21	F22	F23	F24
White	88%	88%	88%	88%
Hispanic/Latino	7%	8%	7%	7%
Asian	0%	<1%	<1%	<1%
Black	2%	2%	2%	2%
American Indian/Alaska Native	<1%	<1%	0%	0%
Two or more ethnicities/races	0%	<1%	1%	1%
Declined to answer	2%	2%	2%	2%

Manager	F21	F22	F23	F24
White	89%	87%	88%	87%
Hispanic/Latino	6%	7%	6%	6%
Asian	2%	3%	2%	2%
Black	0%	0%	<1%	1%
American Indian/Alaska Native	1%	1%	2%	2%
Two or more ethnicities/races	<1%	1%	<1%	1%
Declined to answer	2%	2%	1%	2%

Sr. Manager	F21	F22	F23	F24
White	91%	89%	88%	87%
Hispanic/Latino	1%	3%	3%	4%
Asian	3%	2%	2%	1%
Black	2%	2%	1%	1%
American Indian/Alaska Native	0%	1%	1%	0%
Two or more ethnicities/races	0%	1%	1%	1%
Declined to answer	3%	2%	3%	5%

Director / Sr. Director	F21	F22	F23	F24
White	89%	88%	87%	88%
Hispanic/Latino	4%	4%	5%	5%
Asian	2%	2%	2%	4%
Black	1%	1%	1%	0%
American Indian/Alaska Native	3%	2%	2%	1%
Two or more ethnicities/races	1%	1%	1%	2%
Declined to answer	0%	2%	2%	1%
Managing Director	F21	F22	F23	F24
White	92%	91%	92%	84%
Hispanic/Latino	8%	9%	8%	8%
Black	0%	0%	0%	8%
Sr. Managing Director / General Manager	F21	F22	F23	F24
White	100%	100%	92%	100%
Black	0%	0%	8%	0%
Executive (VPS, Group, VPS, CFO, CEO)	F21	F22	F23	F24
White	100%	94%	93%	93%
Black	0%	6%	7%	7%

Other workforce demographics

Workforce Generation	F23	F24
Traditionalists (B.Y. 1900 – 1945)	<1%	<1%
Baby Boomers (B.Y. 1946 – 1964)	13%	11%
Generation X (B.Y. 1965 – 1976)	29%	28%
Millennials (B.Y. 1977 – 1997)	46%	47%
Generation Z (B.Y. 1998 – 2010)	11%	13%
Blank/Declined to Answer	1%	1%

Veterans (U.S.)	F23	F24
I am not a veteran	91%	92%
I do not wish to self-identify	2%	2%
Identify as a veteran, just not a protected veteran	4%	3%
Identify as one or more of the classifications of protected veterans	3%	3%
Grand Total	7%	6%

Tenure (Office and Production)	F23	F24
0 – 1 Year	15%	13%
1 – 2 Years	25%	21%
3 – 4 Years	11%	13%
5 – 8 Years	14%	15%
9 – 14 Years	12%	15%
15 – 19 Years	7%	6%
20+ Years	14%	17%
Grand Total – Five or more years	48%	53%

Board metrics¹

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

1. Demographics represent Board composition at the time of the annual shareholder meeting in the year of report publication. Dates of these meetings were March 15, 2022, March 21, 2023, March 19, 2024, and March 18, 2025.

Health and safety metrics

	F19	F20	F21	F22	F23	F24
Total Recordable Total Recordable Incident Rate (TRIR ^{1,2})	2.16	1.98	2.16	1.78	1.24	1.35
Lost Working Days Rate (LWDR ^{1,2})	0.68	0.73	0.92	0.56	0.44	0.40
Near Miss Frequency Rate (NMFR ^{1,2})	8.27	12.35	8.88	8.39	12.63	33.59
Fatality Rate ^{1,2}	0.00	0.01	0.00	0.01	0.00	0.00
Locations with zero recordable injuries (#) ³	35	33	38	35	26	16
Locations with zero recordable injuries (%) ⁴	57%	56%	62%	57%	48%	36%
Percent of workers covered by occupational health and safety management system ²	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

Process metrics

Energy ^{1,2}	F19	F20	F21	F22	F23	F24 (ACTUAL) ³	F24 (PRO FORMA) ⁴
Facility Energy Consumption (GJ)	1,216,800	1,238,400	1,238,400	1,249,200	1,305,831	1,411,127	1,247,839
North America facility energy use (GJ)	1,144,800	1,162,800	1,162,800	1,173,600	1,232,741	1,340,863	1,177,575
EMEA facility energy use (GJ)	57,600	61,200	61,200	57,600	60,389	16,347	16,347
APAC facility energy use (GJ)	14,400	14,400	14,400	14,400	12,701	53,917	53,917
% 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)	35,957	37,332	36,305	38,379	36,297	38,740	33,036
North America scope 1 GHG emissions (MT CO ₂ e)	34,950	36,241	35,201	37,240	34,937	38,016	32,312
EMEA scope 1 GHG emissions (MT CO ₂ e)	985	1,065	1,080	1,120	1,325	18	18
APAC scope 1 GHG emissions (MT CO ₂ e)	22	26	24	19	35	706	706
Total scope 2 GHG emissions (MT CO ₂ e)	81,329	80,721	74,797	71,492	71,708	75,087	68,877
North America scope 2 GHG emissions (MT CO ₂ e)	74,694	74,448	68,824	65,753	66,044	68,764	62,554
EMEA scope 2 GHG emissions (MT CO ₂ e)	3,696	3,527	3,293	3,028	3,098	2,995	2,995

Note: F24 GHG emissions have been adjusted on a pro forma basis to exclude one location which was added in F24 and that is now idled and will not be part of our ongoing operations. This adjustment aligns reported emissions with our ongoing operational boundary and supports comparability with future disclosures. While full emissions data — including the idled site — is provided in this appendix for completeness, the site's emissions have been excluded from primary figures and graphics to avoid overstating our ongoing footprint. This treatment is consistent with GHG Protocol guidance on boundary-setting and organizational changes. The excluded emissions are not material to long-term trends or future inventory baselines.

1. TTC Emissions Calculations include GHG emissions 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 global locations, including Toro-owned distributors.
3. Actual: includes all locations and operational activities for fiscal year 2024.
4. Pro forma: Adjusted to exclude the idle location for clarity and to reflect ongoing operations.

Energy^{1,2}	F19	F20	F21	F22	F23	F24⁵ (ACTUAL) ⁵	F24⁶ (PRO FORMA) ⁶
APAC scope 2 GHG emissions (MT CO ₂ e)	2,939	2,746	2,680	2,711	2,566	3,328	3,328
Total scope 1 and 2 GHG emissions (MT CO ₂ e)	117,286	118,053	111,102	109,871	108,005	113,827	101,913
North America scope 1 and 2 GHG emissions (MT CO ₂ e)	109,644	110,689	104,025	102,993	100,981	106,780	94,866
EMEA scope 1 and 2 GHG emissions (MT CO ₂ e)	4,681	4,592	4,373	4,148	4,423	3,013	3,013
APAC scope 1 and 2 GHG emissions (MT CO ₂ e)	2,961	2,772	2,704	2,730	2,601	4,034	4,034
Scope 1 GHG emissions intensity (kg CO ₂ e per \$100K sales) ³	726	902	886	850	797	721	721
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	1,503
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	2,223	2,223
Facility energy use intensity (GJ per 100k sales) ³	33	35	30	28	29	27	27

Water⁴	F19	F20	F21	F22	F23	F24⁵ (ACTUAL) ⁵	F24⁶ (PRO FORMA) ⁶
Water consumption (Mgal)	134	156	168	177	184	193	189
North America water consumption (Mgal)	125	145	157	160	175	185	181
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) ⁴	39	46	42	39	40	41	41

1. TTC GHG 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 global locations, including Toro-owned distributors.

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

4. Data includes water usage at almost all global locations. The remaining locations will be added in the future.

5. Actual: includes all locations and operational activities for fiscal year 2024.

6. Pro-forma: Adjusted to exclude the idle location for clarity and to reflect ongoing operations.

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 for all of the Employee Health and Safety locations
	(2) Fatality rate	Health and Safety Metrics for all of the Employee Health and Safety locations
	(3) Near Miss Frequency Rate (NMFR)	Health and Safety Metrics for all of the Employee Health and Safety locations
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		
	Sales-weighted emissions of: (1) nitrogen oxides (NOX)	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 (NOX), 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	–
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 fifth annual sustainability impact report, covering data, events, and highlights from November 1, 2023, to October 31, 2024. 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.

Our Board of Directors (Board) reviews it prior to publication. For questions or feedback, please contact Public Relations atpr@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.

There is no assurance that future events will occur as anticipated. Statements in this report are current as of their date, and we are not obligated to update them. See The Toro Company's latest [Annual Report on Form 10-K](#) and [SEC filings](#) for risk factors related to forward-looking statements.

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