



Statement on Modern Slavery and Human Trafficking

The Toro Company and its subsidiaries (collectively “TTC”) strongly oppose modern slavery by any person or organization, including its business partners. Furthermore, as a manufacturer doing business globally, TTC is committed to compliance with applicable laws prohibiting modern slavery. As used in this Statement, “modern slavery” encompasses forced labor, prison labor, indentured labor, bonded labor, debt servitude, state imposed forced labor, human trafficking, child labor and other similar conduct commonly thought of as modern slavery.

This consolidated Statement describes TTC’s efforts to mitigate the risks of modern slavery in its business and supply chains and relates to TTC’s fiscal year beginning November 1, 2022, and ended October 31, 2023. This Statement has been prepared pursuant to California’s Transparency in Supply Chains Act, the United Kingdom’s Modern Slavery Act, Australia’s Commonwealth Modern Slavery Act, and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act. We have common policies and compliance procedures relating to modern slavery across our businesses. However, not all of our group companies are subject to the Acts referred to above.

Our Business and Supply Chains

TTC designs, manufactures, markets, and sells professional turf maintenance equipment and services; turf irrigation systems; landscaping equipment and lighting products; snow and ice management products; agricultural irrigation (“ag-irrigation”) systems; rental, specialty and underground construction equipment; and residential yard and snow thrower products. Our purpose is to help our customers enrich the beauty, productivity, and sustainability of the land. Our products are marketed and sold worldwide through a network of distributors, dealers, mass retailers, hardware retailers, equipment rental centers, and home centers, as well as online and direct to end-users under the primary trademarks of Toro®, Ditch Witch®, eXmark®, Spartan®, BOSS®, Ventrac®, American Augers®, Trencor®, Pope®, Subsite®, HammerHead®, Radius®, Perrot®, Hayter®, Unique Lighting Systems®, Irritrol®, and Lawn-Boy®, most of which are registered in the United States (“U.S.”) and/or in the primary countries outside the U.S. where we market our products branded under such trademarks.

TTC focuses on innovation and quality in our products, customer service, manufacturing, and marketing. We maintain manufacturing facilities with assembly lines and integrated core manufacturing functions. Our manufacturing facilities are designed to provide efficient and flexible assembly-line manufacturing of our products. In addition to most final assembly, we have strategically identified specific core manufacturing competencies for vertical integration, such as injection molding, extrusion, welding, stamping, fabrication, laser cutting, painting, machining, and aluminum die casting, and have chosen outside vendors to provide other services, where applicable. We design component parts through collaboration with our vendors, contract with them for the development of tooling, and subsequently enter into agreements with such vendors to purchase component parts manufactured using the tooling. We also have agreements with third-party manufacturers to produce certain standalone end-products on our behalf.

TTC purchases commodities, components, parts, and accessories for use in our manufacturing process and end-products or to be sold as stand-alone end-products. Our primary cost exposures for such items used in our products are with steel, aluminum, petroleum and natural gas-based resins, linerboard, copper, lead, rubber, engines, transmissions, transaxles, hydraulics,

electrification components, and others, all of which we purchase from several suppliers around the world. Besides our direct spend, we engage third-party vendors for the maintenance of our facilities and to engage contract staffing at certain locations.

Human Capital Resources and Management

TTC believes our commitment to our human capital resources is key to 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; and our **Mission** – To deliver superior innovation and to deliver superior customer care. As part of our guiding principles, we believe our success is deeply rooted in caring relationships built on trust and integrity. We believe these relationships are the foundation of our market leadership in innovation and solutions that make outdoor environments beautiful, productive and sustainable. We are committed to fostering a meaningful and enriching culture and engaging employee experience. We believe bringing more diversity to our workforce and our commitment to employee wellness and environmental stewardship creates a sense of community, allowing employees to take pride in their jobs and live the TTC values.

During the fiscal year 2023, TTC employed an average of 10,982 employees. A highlight of our commitment to employees is integrating the “People Pillar” in our Sustainability considerations across businesses.

Our commitment to the “People Pillar” consists of the following critical components:

- Unions and Collective Bargaining Agreements, where applicable
- Employee Safety
- Employee Engagement
- Talent Development
- Health and Wellness
- Diversity, Equity and Inclusion
- Compensation and Benefits
- Giving and Community Involvement
- Human Rights Policy

Regarding employee safety, which is paramount to TTC, we provide mandatory safety trainings each month in our production facilities, which are designed to focus on empowering our employees with the knowledge and tools they need to make safe choices and to mitigate risks. In addition to traditional training, we use safety scorecards, standardized signage, and visual management throughout our facilities, and regularly feature safety best practices in our employee newsletters and town halls.

The health and wellness of our employees is critical to the success of TTC. We provide our employees with access to a variety of innovative, flexible and convenient health and wellness programs, which include but are not limited to, 24/7 call-in service access to a licensed physician, on-site nurses at some of our manufacturing sites to monitor employee health, safety, and wellness on a daily basis, various mobile apps that provide physical and mental well-being support. Such programs are designed to support employees’ physical and mental health by providing tools and resources to help them improve or maintain their health status and encourage engagement in healthy activities.

At the heart of TTC is our commitment to people, and we believe that a satisfying life comes from contributing to, and engaging with, the communities where live and work. Community support is

core to our values and our efforts reflect a dedication to action and engagement that enriches the lives, communities, industries and land that we serve. Our employees around the world volunteer with local charitable and civic organizations to complete beautification, preservation, water conservation, community health, and housing and youth enrichment projects, including supporting the beautification and preservation of outdoor environments, water conservation, community health, housing and youth enrichment. We also provide immersion experience for our employees to work with smallholder farmers in developing countries to improve land productivity and agricultural practices while also strengthening our employees' empathy and customer-focused approach to problem solving.

More information about TTC's Sustainability commitments is available at <https://www.thetorocompany.com/sustainability/sustainability-commitment>.

Policies and Contractual Terms

TTC's **Human Rights Policy (Policy)**, available at www.thetorocompany.com/sustainability/people, is informed by the principles of the United Nations' Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and stands as the cornerstone of our dedication to upholding human rights. Regarding involuntary labor, the Policy affirms our belief that all labor must be voluntary. The Policy emphasizes that we stand against all forms of child labor and forced labor including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. The Policy further states that we will not tolerate within our business or supply chain any act of recruiting, harboring, transporting, providing or obtaining a human being for compelled labor or other unlawful purposes and that we expect all our employees and business partners to comply with local labor and employment laws wherever they operate. Suppliers are required to acknowledge this Policy during their onboarding as a TTC supplier.

TTC's **Code of Conduct (Code)**, available in multiple languages at www.thetorocompany.com/ethics, provides a framework for our actions and is the foundation of our partnership with TTC stakeholders – customers, suppliers, shareholders, communities, employees, and others. The Code requires all employees to conduct business with high moral, ethical and legal standards, and to comply with both the letter and spirit of the law, wherever and whenever we conduct business.

Among other things, the Code describes our commitment to complying with recognized health and safety standards, respecting diversity and inclusion, and maintaining a work environment that is free from intimidating, hostile and offensive behavior. The Code does not explicitly mention modern slavery. However, it is intended to provide a framework for ethical decision-making. Failure to comply with the Code and related TTC policies may result in disciplinary action up to and including termination of employment.

Our **Supplier Terms of Commerce (STOC)**, available at www.thetorocompany.com/sustainability/process, affirms that TTC is committed to complying with applicable laws and regulations regarding modern slavery and expects its suppliers to support that commitment. Our suppliers are required to respect the basic human rights of their own workforce in any stage of production including, but not limited to, mining, manufacture, contracting or subcontracting of goods or components. The purchase agreements that TTC enters into with suppliers incorporate by reference the terms, requirements, protocols and processes in our STOC.

TTC suppliers are required to sign the STOC before they can become approved suppliers. Failure by any supplier to comply with the terms of our STOC may result, in TTC's sole discretion, in the cancellation of any or all outstanding orders without recourse from Supplier to TTC.

Training

TTC conducts annual Code of Conduct training for all employees. The most recent training was announced to all employees by our Vice President, General Counsel & Corporate Secretary on November 16, 2023, with the target completion deadline of December 15, 2023, for all office employees, and February 23, 2024, for all production employees.

Right of Inspection

Our STOC gives TTC or its designated representative the right to conduct an on-site inspection of its suppliers' production facilities, scheduled in advance by agreement of the parties during regular business hours and conducted in a non-disruptive manner. Failure to comply or refusal of the TTC employee or designated representative to inspect may subject all outstanding orders to cancellation.

Reporting Violations

TTC provides multiple ways for its employees to ask for help regarding ethical concerns and to report any misconduct or suspected violation of the Code without fear of retaliation. TTC also has reporting mechanisms that can be used by suppliers, their workers and other third parties. Concerns or suspected violations of TTC's Supplier Terms of Commerce or Employee Code of Conduct can be reported anonymously to TTC's Ethics helpline **website at** <http://www.thetorocompany.com/ethicshelpline> or by making a confidential call to our ethics helpline, where the operators speak the local language, at:

Australia	1-800-955-174
Belgium	0-800-100-10, at the English prompt dial 800-850-7247
China	4006612175
Germany	0-800-225-5288, at the English prompt dial 1-800-850-7247
Italy	800-797121
Mexico	001-844-237-4647
Poland	00-800-151-0270
Romania	0800477041
United Kingdom	0808-234-9109
United States	1-800-850-7247

Due Diligence and Risk Assessment

The Toro Company conducted the following actions this reporting period to assess and address our modern slavery risks:

- Continued to include considerations of modern slavery risks in our operations and supply chains under the "People Pillar" of our Sustainability Endures initiative.
- Continued implementing and troubleshooting our new vendor management system to allow new and legacy TTC suppliers to download, read, and acknowledge our Supplier Terms of Commerce, Human Rights Policy, and Statement on Modern Slavery and Human Trafficking, as well as to fill out the Supplier Trade and Security questionnaire, based on the Customs-Trade Partnership Against Terrorism (C-TPAT).

- As a longstanding member of the Customs-Trade Partnership Against Terrorism (C-TPAT), TTC continued its commitment to the trade and security policies and priorities of C-TPAT. These commitments include a focus on prevention of forced labor within the supply chain. Moreover, TTC continues to monitor enforcement priorities and actions issued by the U.S. Customs and Border Protection (CBP) with respect to the implementation of the Uyghur Forced Labor Prevention Act (UFLPA).

Understanding our modern slavery risks and improving our ability to assess and address modern slavery risks in our operations and supply chain has been an ongoing and evolving process. We are committed to continue developing and reviewing frameworks and processes to ensure the effectiveness of our actions to assess and mitigate modern slavery risks in our operations and supply chain.

In accordance with the applicable sections of the Acts listed below, this Statement on Modern Slavery and Human Trafficking has been reviewed and approved by the Board of Directors of The Toro Company on May 21, 2024.

- United Kingdom's Modern Slavery Act 2015, Section 54(6)(a)
- Australia's Commonwealth Modern Slavery Act 2018, Section 13(2)(c) & (d)
- Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2022, Section 11(4)(b)(ii)

THE TORO COMPANY

By: /s/ Richard M. Olson
Richard M. Olson
Chairman and Chief Executive

Dated: May 21, 2024