Modern Slavery Statement

September 2025

TOYOTA FINANCE AUSTRALIA

ABOUT THIS STATEMENT

This joint Statement has been prepared in accordance with Section 14 of the Modern Slavery Act 2018 (Cth) ("Act") and outlines the steps Toyota Finance Australia Limited ("TFAL") has taken to assess and address the risks of modern slavery in its operations and supply chains during the financial year ending 31 March 2025.

The Australian Alliance Automotive Finance Pty Limited (AAAF), incorporated in New South Wales, is a subsidiary of TFAL and is included within the scope of this Modern Slavery Statement, along with other TFAL subsidiary entities, cited on page 4.

For the purposes of this Modern Slavery Statement ('Statement'), a reference to 'TFAL' includes the operations, management, compliance and governance of AAAF.

Consultation

This Statement was prepared by TFAL on its own behalf, and on behalf of AAAF. Preparation of this Statement has taken a coordinated approach, led by the TFAL's Procurement team, in consultation with the business segments and functional roles across TFAL's operations and on behalf of AAAF, its wholly owned subsidiary.

The matters contained in this Statement have been considered and approved by the Board of TFAL. Ongoing operational monitoring of TFAL's modern slavery risk controls will be managed by the TFAL Procurement Lead in collaboration with TFAL's Finance, Legal and Compliance functions.

Acknowledgment of Country

In the spirit of reconciliation, Toyota Finance Australia acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Cross Reference Table

For guidance, the following table cross-references sections of this Statement with the mandatory reporting criteria prescribed in section 16(1) of the *Modern Slavery Act 2018* Cth:

Modern Slavery Act 2018 (Cth) (s16(1)) Mandatory Reporting Criteria Reference Table	**Page**
a) Identify the reporting entity	3
b) Describe be the structure, operations and supply chains of the reporting entity	4-5
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity any entity the reporting entity owns or controls	6
d) Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	8-10
e) Describe how the reporting entity assesses the effectiveness of such actions	10
f) Describe the process of consultation with: i) Any entities that the reporting entity owns or controls	2
g) Include any other information that the reporting entity considers relevant	11

Feedback

We value your feedback. For any questions or comments about this Statement, please email compliance.service@tfal.com.au

INTRODUCTION

Toyota Finance Australia Limited ("TFAL") continues to remain vigilant to the risks of modern slavery across its operations and supply chains.

Our efforts to address modern slavery risk are ongoing, through awareness raising, robust due diligence, and supporting responsible sourcing practices.

We expect all employees, business partners, and suppliers (including contractors and agents) to take proactive steps to identify and prevent modern slavery risks within their operations and supply chains.

Our Key Achievements During FY25

Continued our due diligence risk screening as part of supplier on-boarding processes

Deepened our understanding of Tier 1 and Tier 2 (subcontractor) modern slavery risks through supplier risk assessments

Progressed staff awareness of modern slavery risks through online training and 'Nemawashi[1]' knowledge sharing sessions

Modern slavery is a complex and systemic issue that has no place in any society. We recognise the importance of setting a strong example by adopting better practices to address this risk, and contributing to meaningful change across our industry.

It has been encouraging to see TFAL making progress this year, in understanding its modern slavery risks, particularly through efforts to enhance supply chain visibility in risk screening, and awareness-raising initiatives aligned with its Global Supplier Risk Management Framework.

This Statement for financial year ending 31 March 2025 is a joint Statement, prepared pursuant to Section 14 of the Act and constitutes Toyota Finance Australia's Modern Slavery Statement.

The Statement has been approved by the Board of Directors of Toyota Finance Australia Limited.

Evan Tsirogiannis
CEO and President
Toyota Finance Australia Limited

Board Approval Date
4 September 2025

1. 'Nemawashi' is the process of engagement within TFAL to build understanding and consensus

IDENTIFYING THE REPORTING ENTITY

Toyota Finance Australia Limited ("TFAL"), which was incorporated as a public company limited by shares in New South Wales, Australia on 18 June 1982, operates under the Corporations Act 2001 and is a wholly owned subsidiary of Toyota Financial Services Corporation ("TFSC"), which is a wholly owned subsidiary of the ultimate parent entity, Toyota Motor Corporation, incorporated in Japan.

TFAL has the following owned and controlled entities that are also covered by this Modern Slavery Statement:

- The Trustee for Southern Cross Toyota 2009-1 Trust
- The Trustee for King Koala TFA 2012-1 Trust
- Australian Alliance Automotive Finance Pty Limited ("AAAF"), incorporated in New South Wales is a subsidiary of TFAL.
- TFAL also has an investment of 5,000,000 ordinary shares (45.45 per cent) in an associated company, Toyota Finance New Zealand Limited ("TFNZ"), incorporated in New Zealand.

The balance of the shares in TFNZ are owned by TFSC.

TFAL's registered office is located at Level 7, 225 George Street, Grosvenor Place Sydney, NSW, 2000.

OUR STRUCTURE AND OPERATIONS

The principal activities of TFAL, which are an integral part of the Toyota group's presence in Australia, are:

- financing the acquisition of motor vehicles by retail and commercial customers by way of consumer and commercial loans;
- providing bailment facilities and commercial loans to motor dealers;
- providing vehicle finance (by way of loans, term purchase, finance lease or operating lease) and fleet management services to government bodies and corporate customers;
- selling retail insurance policies underwritten by third party insurers; and
- providing short-term provision of vehicles through carshare, car rentals and car subscription services to registered members in Australia.

TFAL operates as three business segments across the east coast mainland states of Australia, South Australia and Western Australia:

Retail + Wholesale

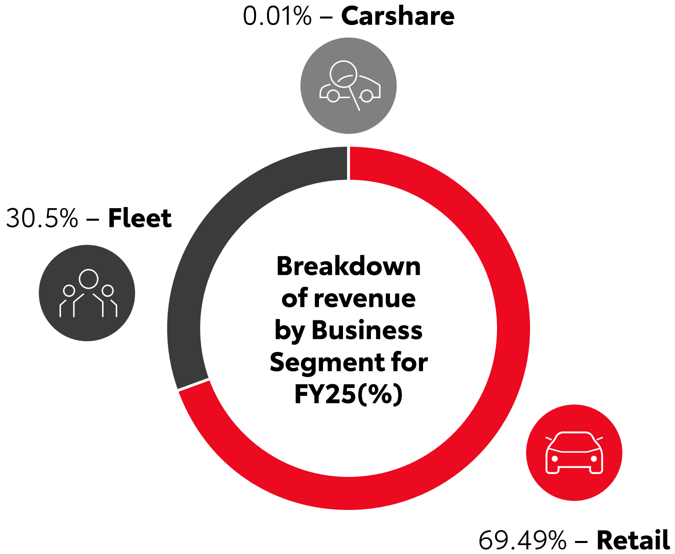
Comprising loans and leases to non-commercial and commercial customers including wholesale finance which comprises loans and bailment to motor vehicle dealerships.

Fleet

Comprising loans and leases to small business and fleet customers consisting of medium to large commercial clients and government bodies.

Carshare

Short-term provision of vehicles through subscription carshare and car rental services.



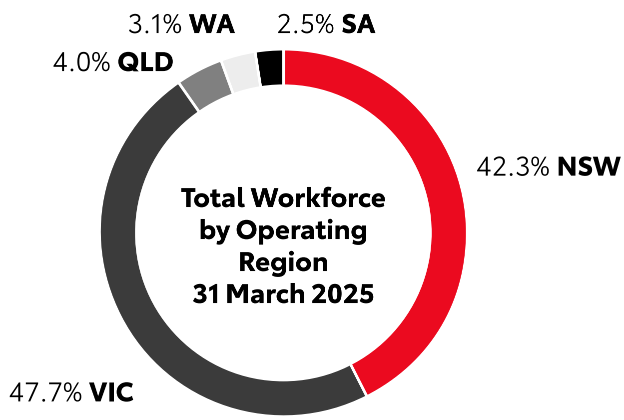
Our Values

Nemawashi is a core part of our operating culture. It reflects our commitment to respect for people and the importance of building shared understanding to achieve consensus when implementing process changes.

At TFAL, this approach supports more thoughtful, inclusive decision-making across our operations and stakeholder relationships, particularly when addressing complex issues such as modern slavery risk.

Our People

Our workforce is predominately located across our NSW and Victorian operations.



OUR SUPPLY CHAINS

1,245
WORKFORCE

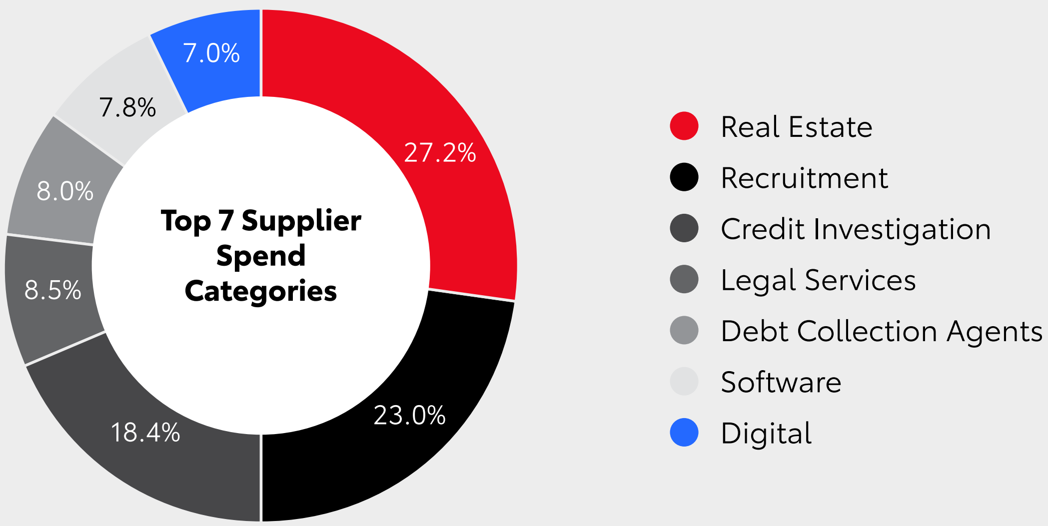
The majority of our employees are direct permanent and fixed term, with a small number of contractors and consultants

$2.6B[2]
FY25 SPEND

Over 80% of our direct supply chain spend relates to our top 7 spend categories as shown in graph below

3,505
SUPPLIERS

Majority of our direct supply chain is domestic



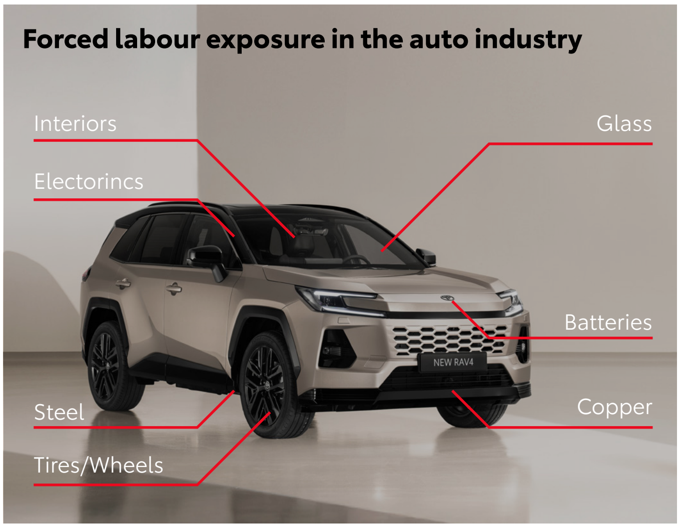
TFAL's supply chain for Fleet business segment includes:

- vehicle manufacturers for vehicle resale incl supply of parts + accessories
- car dealerships
- vehicle servicing and repair providers
- recruitment and workforce service providers
- providers of IT service
- office consumables

2. includes annual vehicle spend.

ASSESSING OUR MODERN SLAVERY RISKS

We acknowledge that modern slavery may manifest in different ways across the automotive industry, whether in the production of goods, or the delivery of services. The following sets out potential modern slavery-type labour practices that may exist in the deeper tiers of automotive supply chains:



Disciplined with fines	Subject to threats, abuse or violation	Lack of information about working conditions in local language
Workers charged unlawfully for tools, food, accommodation etc	No record of worker documentation or wages paid	Unsuitable housing, overcrowded accommodation
Lack of protective work equipment	Cannot leave work premises without being escorted by employer	Forced to work excessively long hours
No access to earnings or saving	Breaches of labour law	Unlawful recruitment fees

Whilst a significant majority of TFAL's direct supply chain is domestic and relates to professional services in loan financing, we acknowledge modern slavery risk exposure may exist in deeper tiers of our business segment supply chains due to:

- the geographical location of certain Tier 2+ suppliers e.g. sourcing car parts and accessories from 'high-risk' geographies
- engagement of contingent labour e.g. base-skill work in maintenance of fleet and operating premises, e.g. cleaning; and
- services and materials supplied to us, such as 'off-shore' business and upstream IT services / products and office consumables respectively in high-risk geographies.

We also acknowledge visibility into our indirect supply chains remains challenging.

In response, we have taken a risk-based approach to understanding potential modern slavery risk scenarios that may arise across our operations and continue to develop policies to support risk controls.

Factors considered in our risk assessment include:

- industry type
- supply chain category
- whether the product has been manufactured overseas potentially using base-skill labour, and
- services provided by suppliers in Australia that may utilise base-skill labour with opaque contracting arrangements.

The diverse nature of goods and services across key areas of expenditure, including vehicle purchase, sale, maintenance, and general business operations, combined with the dynamic complexity of international supply chains, presents ongoing modern slavery risks.

We recognise continuous supply chain risk assessment and monitoring is part of how we work, and are committed to mitigating potential exposures to modern slavery within our operations and supply networks.

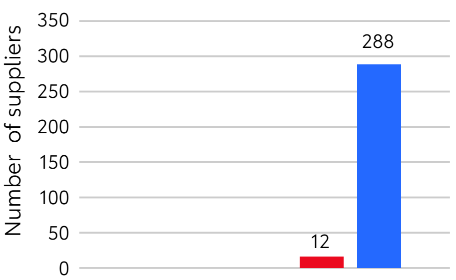
MAPPING POTENTIAL MODERN SLAVERY RISKS ACROSS TFAL VALUE CHAIN

To inform our risk mitigation response, we have mapped below our business segments against the *UN Guiding Principles 'Continuum of Involvement' (UNGPs)*[3] and cite key risk controls in place.

TFAL Business Segment	Nature of Operations	Cause	Contribute	Directly Linked	TFAL Modern Slavery Risk Mitigation Controls
Retail + Wholesale	Provides loans and leases to non-commercial and commercial customers Wholesale finance: provides loans and bailment to motor vehicle dealerships	Exploiting employees / contingent workers in loan processing centres through excessive working hours, or other coercive practices for base-skill work including off-shored business administration and IT services in higher risk countries (SE Asia) Engaging office cleaning and security contractors who use temporary migrant / casual labour and exploitative work practices	Knowingly providing loans to businesses with documented labour exploitation issues in their operations	Providing loans to commercial customers whose supply chains involve labour exploitation practices unknown to the lender	**Supply Chain Risk Intelligence Platform Insights** **Targeted Supplier Assessment Questionnaires** **Employee Code of Conduct** **Conduct and Grievance Resolution Procedure** **Whistleblower Policy** **Awareness Training**
Fleet	Provides loans and leases to small business and fleet customers who are medium to large commercial clients and government bodies		Financing dealerships that import auto parts sourced from suppliers with modern slavery in their operations	Financing fleets for businesses that, unknown to the lender, use drivers in conditions of labour exploitation, underpayment	
Carshare	Short-term provision of vehicles through subscription carshare and car rental services	Using exploitative labour practices on temporary migrant labour (eg underpayment, wage theft, excessive overtime) for vehicle cleaning, maintenance, or customer service in company-owned operations	Ignoring evidence that subcontractors are using exploited labour to clean or maintain rental vehicles	Sourcing vehicles from manufacturers with forced labour in their automotive supply chains, particularly from high-risk regions	

We have also invested in an enterprise-level supply chain risk intelligence platform with Fair Supply to risk-rate our supply chain using Multi-Region-Input-Output analysis, to map the modern slavery 'footprint' of our operations.

Toyota Finance: Risk Profile Overview



High · Moderate High · Moderate · Moderate Low · Low

Moderate Low Supplier Categories:

- Motor vehicle and related components
- International finance and insurance suppliers in Singapore and Hong Kong
- International computer and software providers
- Australian workplace health related suppliers

Low Supplier Category:

- Accounting and legal services
- Training
- Computer and related services
- Printed materials and marketing

A sample risk assessment of 300 suppliers through our *Fair Supply* platform, revealed 96% of the sample were rated as **'Low risk' for modern slavery.**

3. Principle 13 from The UN Guiding Principles of Business and Human Rights – as prescribed at p40 of the Cth Modern Slavery Statement Guidance for Reporting Entities – May 2023.

ACTIONS TAKEN

Our risk-based approach has comprised three focus areas:

1	2	3
GOVERNANCE AND CONTRACTUAL CONTROLS	RISK ASSESSMENT AND MONITORING	'NEMAWASHI' AWARENESS RAISING AND TRAINING

1. Governance and Contractual Controls

Modern Slavery Risk Governance

Modern slavery risk governance, is overseen by the TFAL Board through the Finance function, in collaboration with TFAL's Compliance team. The TFAL Board approves the Modern Slavery Statement, which is signed by TFAL's Managing Director (who also serves as the Executive Director of the TFAL Board).

An internal Working Group has also been established, responsible for developing, implementing and reporting on TFAL's modern slavery risk response.

Annual Attestations

Each year, each TFAL senior manager is required to provide an attestation, on their business area's compliance with TFAL's modern slavery risk mitigation commitments.

TFAL Senior Management must notify TFAL Compliance immediately if they become aware of a potential incident or increased risk exposure to modern slavery situation within the business operations, contractor relationships or other business partnerships.

Modern Slavery Contract Clause

Our modern slavery contract clause requires suppliers to:

- Warrant that none of its directors, officers, employees, agents, representatives, contractors or subcontractors engage in modern slavery,
- Develop and maintain policies to avoid modern slavery; and
- Comply with any reporting requirements applicable to them.

During the reporting period, we continued to integrate these clauses across our range of supply agreement templates, to ensure issues relating to modern slavery risk and mitigation measures are specifically addressed consistently across all of our business segments.

Policies

We have several policies in place that support the mitigation of modern slavery across our operations and supply chains. Our policies are reviewed and approved annually by TFAL Senior Management.

Our key policies include:

- Employee Code of Conduct
- Conduct and Grievance Resolution Procedure
- Whistleblower Policy

These policies are made available to all TFAL employees, contractors, suppliers and business partners.

During the reporting period, we progressed the development of our Supplier Code of Conduct.

As we approach finalisation and approval into the next reporting period, our rollout will include referencing the Code in supplier tendering and onboarding processes.

Suppliers will also be required to acknowledge their commitment to act in alignment with the Supplier Code.

2.Risk Assessment and Monitoring

Our monitoring and supervision risk assessment activities continued during the reporting period, with no modern slavery incidents identified.

Due Diligence

During the financial year TFAL continued to track its modern slavery risk assessment within its operations and high-risk supply chains to identify if any changes in known, or emerging areas of risk.

Through our Fair Supply supplier risk intelligence platform, (due diligence platform), our assessment identifies high risk factors of modern slavery and exposed supply chain categories of goods and services within our business and the business of our suppliers and partners considered to have elevated exposure to modern slavery risk.

'High Risk' categories of goods and services identified were:

- **Vehicle Purchase** – which includes vehicles purchased by TFAL for the purposes of leasing to our customers
- **Vehicle Maintenance, Fuel and Tyres** – which captures TFAL's activity in managing and maintaining its customers' fleet cars. As part of these activities, TFAL enters into service agreements with suppliers, and
- **Fleet Partners and Auto Dealerships**, with whom we have ongoing business relationships as an integral part of the Toyota value chain.

This assessment considers among other things, the use of base-skill labour by suppliers, goods that are manufactured in high-risk countries and services that are provided by suppliers that may have opaque contracting arrangements.

The outcome of this risk assessment this year remains consistent with previous reporting years' assessments. Through our due diligence platform, we mapped 300 suppliers, comprising 25% of our annual spend against modern slavery risk assessment criteria.

Around 75% of suppliers sampled revealed a **'low risk'** rating. There were no suppliers sampled, showing a **'high risk'** rating.

Supplier Assessment Questionnaires

We implemented an ESG questionnaire tool which also supports tracking of supplier risk assessment questionnaires and risk profiling. We also included targeted questions on modern slavery compliance in our tender documentation.

Our aim is to embed these processes as an annual requirement with our supplier relationships and business partnerships, and as part of our supplier onboarding processes and we continue to progressively work toward consistency across our business segments.

3.Awareness Raising

Raising awareness of modern slavery risk across our business extends our collective capacity in identifying modern slavery risks and TFAL's overall effectiveness in our risk mitigation efforts.

During the reporting period, we continued to broaden awareness raising and education on modern slavery risks with our people, suppliers and business partners. Our training comprises three modules with employee learning outcomes comprising:

- an understanding of what modern slavery is, where it might arise in supply chains, and how organisations may be unknowingly involved.
- awareness of the consequences and challenges of detecting modern slavery for organisations, and strategies for prevention, and
- awareness of the scope of Australia-wide modern slavery laws, including which entities are covered and key reporting requirements.

To date, some 400 employees have completed awareness training, with 227 employees completing training during the reporting period.

As part of our culture of *Nemawashi*, we also have conducted informal knowledge sharing sessions with employees.

Remediation

Our remediation processes are primarily governed by our *Grievance Resolution Policy and Whistleblower Policy*. These set out a process for safely and confidentially raising concerns, including modern slavery and labour rights violations, and are available to:

- All current and former permanent, casual employees, contractors and suppliers of TFA including their family and spouses, at any level of seniority, across all TFAL business units and locations
- Directors of TFAL, and
- Employees of third parties (such as Consultants, Auditors or Vendors).

The grievance reporting mechanism is delivered via two platforms, 'StopLine' and 'SpeakUp'.

'StopLine' is a third-party service provider responsible for receiving and managing disclosures on behalf of TFAL. Disclosures can be made via StopLine by both internal and external (non-TFAL) whistleblowers.

'Speak Up' is Toyota's internal whistleblowing mechanism. Its Global Speak Up Line is staffed by a third party with a variety of language capabilities.

During the reporting period, there was **one** whistleblower report on allegations related to a vendor used by Toyota engaged in unethical working practices including claims of modern slavery. This was investigated and found to be unsubstantiated.

Effectiveness

Our review and assessment of actions to identify and address our modern slavery risks in our operations and across our supply chain is an ongoing and evolving process.

In doing so, we set ourselves annual goals to achieve so we can look back and assess the effectiveness of our approach to inform our path forward.

Case Study: Improving Modern Slavery Statement Disclosure Quality

During the reporting period, we undertook a third-party review of our Modern Slavery Statement disclosure to improve our reporting practices and disclosure quality.

The review prompted consideration of: steps for mapping our modern slavery risks against our business segment value chain using the UN Guiding Principles, refining supplier-related policy development and implementation, modern slavery risk governance, capturing training data, extending supplier engagement and articulating our remediation processes.

Insights from the review also highlighted the need for more accurate and diligent adherence to the Commonwealth's Modern Slavery Statement Guidance for Reporting Entities.

These are all being implemented into our future reporting as part of our ongoing efforts in continuous improvement.

FY25 PROGRESS SCORECARD

The table below is a summary of the key focus areas and our progress against our FY25 Modern Slavery Statement.

Focus Area	Actions	Status
Risk Assessment and Monitoring	• Due Diligence Platform monitoring • Supplier onboarding: Implement supplier SAQs • Annual Management Attestations	• **Ongoing** • **In progress** • **100% Completed**
Governance and Contractual Controls	• Develop and Implement Supplier Code of Conduct • Convene the *Working Group* to progress modern slavery risk mitigation initiatives	• **In progress** • **Commenced**
Training and Awareness Raising	• Deliver modern slavery training modules • Cross-business segment knowledge sharing - *Nemawashi* • Supplier engagement	• **100% Completed** • **Ongoing** • **Commenced**

Other Relevant Information

In FY26 we will undertake the following actions to further strengthen our modern slavery risk mitigation response:

Leverage Our Supply Chain Risk Assessment and Monitoring Insights

Embed Modern Slavery Risk Governance, Policies and Contractual Controls

Progress Training and Awareness Raising with our People and Suppliers