

TOYOTA FINANCE AUSTRALIA

ABN: 48 002 435 181

EMPLOYER STATEMENT GENDER PAY GAP

2023-24 Gender Equality Reporting

CONTENTS

1. Key Terms used in this Employer Statement
2. Foreword
3. Our 2025 D&I Strategy
4. Our Gender Pay Gap
5. What's Driving Our Gender Pay Gap?
6. Our Actions

1. KEY TERMS USED IN THIS STATEMENT

Median Gender Pay Gap

The percentage difference between women's and men's median earnings. The median describes the figure in the middle of the dataset. Identifying the middle of the dataset assists in accounting for outliers in a data sample.

Base Salary

Annualised earnings including leave, penalty rates, shift loadings, workers compensation payments and employer funded parental leave.

Total Remuneration

Annualised actual earnings including base salary, superannuation, bonuses, incentives, commissions, overtime, fringe benefits, allowances, cashed out leave and any other payments in cash or other form. Part-time and casual salaries are converted to full-time equivalent earnings.

Gender Composition

The ratio of women and men within the workforce expressed as a percentage split.

2. FOREWORD

“Diversity and inclusion are critical pillars to our organisation as they help drive innovation, creativity, and success.

Gender equality is a critical aspect of our commitment to creating an inclusive workplace where everyone feels valued, respected, and empowered to reach their full potential.” – Evan Tsirogiannis

“Gender equality, it’s not just a buzzword; it’s a fundamental principle we’ve embraced for a long time at Toyota.

Our focus on gender equality at a leadership level has resulted in a significant increase in female representation at a senior level.

I’m motivated by a drive to build a workplace that reflects the values we hold dear.” – Joanne Romano



Evan Tsirogiannis
President & CEO



Joanne Romano
General Manager
People & Culture

3. OUR 2025 D&I STRATEGY

The Toyota Global Vision and the Toyota Finance Australia 2025 Diversity and Inclusion Strategy are in line with the Toyota Way principles, which drives our unique culture and shared business practices working towards our mission of **Producing Happiness for All**.

The 2025 Diversity and Inclusion initiatives fall under these 5 key Strategic Priorities:



4. OUR GENDER PAY GAP

Reporting Period: 1 April 2023 to 31 March 2024

The gender pay gap is the difference between the earnings for men and women, expressed as a percentage of men's earnings. The gender pay gap is not the same as equal pay – which is where men and women are paid the same for performing the same role or different work of equal or comparable value.

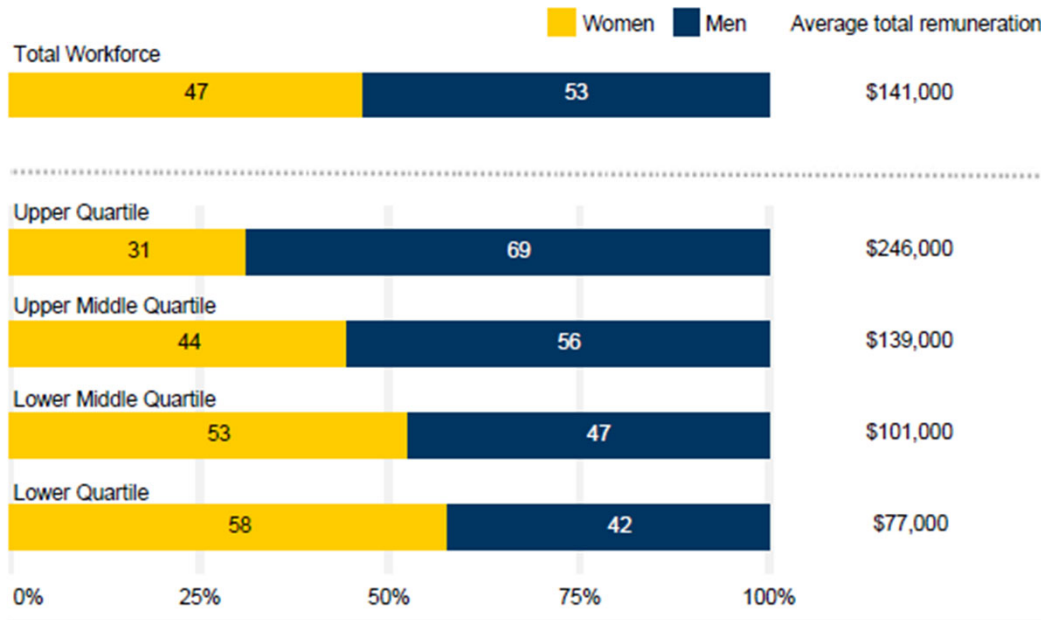
Our gender pay gap has been calculated based on 1,195 employees that were employed on a permanent, contract or casual basis. For comparability, earnings have been annualised, and part-time and casual earnings have been converted to full-time equivalent.

Gender Pay Gap		Toyota Finance Australia	Industry
Median	Base Salary	18.7%	20.0%
	Total remuneration	18.9%	20.3%
Average	Base Salary	16.4%	16.6%
	Total remuneration	19.2%	19.4%

This has been benchmarked against organisations in the ANZSIC industry class of Financial and Insurance Services. This industry comparison group consists of organisations mainly engaged in financial transactions involving the creation, liquidation, or change in ownership of financial assets, and/or in facilitating financial transactions.

5. WHAT'S DRIVING OUR GENDER PAY GAP?

The gender composition of our workforce is the primary driver of our pay gap. The median earnings of women are comparatively lower than men because of their lower levels of representation in middle / senior higher paying roles.



Key Points

- Historically, our challenge has been attracting and retaining female talent in senior roles.
- Our 2025 Diversity and Inclusion strategy drives us to balance representation of our people.
- This aims to reduce our gender pay gap, specifically in our senior management stream.

6. OUR ACTIONS

The following actions are specific commitments from our 2025 Diversity and Inclusion Strategy that help us better attract, retain and promote female talent to help us achieve our gender balance ambitions.

We have also established a cross functional project team with sponsorship from our senior executive team to deep dive the employee life cycle from a gender lens to identify root causes and ultimately determine countermeasures to reduce our gender pay gap.



Attraction & Recruitment

- Improved parental leave benefits (*26 weeks primary carers and 8 weeks secondary carers leave*)
- Ongoing partnership with WORK180 - raising organisational standards to attract women to our workplace



Progression

- Annual internal pay equity audits
- Salary adjustments
- Providing a gender lens during our succession planning, talent development programs and promotions process ensures gender equity across all roles



Retention

- Female representation targets set at all levels
- Our Women in Banking Finance Corporate Membership provides education programs to our employees
- Enhanced Hybrid Work Model

TOYOTA FINANCE AUSTRALIA

For all inquiries, please contact:

Email: diversityandinclusion@tfal.com.au