



FYE24

# CORPORATE SOCIAL RESPONSIBILITY

REPORT





# TABLE OF CONTENTS

**ABOUT US..... 3-7**

**PARTNERSHIPS..... 8**

 **HEALTHY & SUSTAINABLE LIVING..... 9-17**

AMERICAN RED CROSS

ARC OF BARTHOLOMEW COUNTY

MAKE-A-WISH

UNITED WAY OF BARTHOLOMEW COUNTY

 **EDUCATION AND YOUTH DEVELOPMENT..... 18-23**

INTERNSHIP PROGRAM

WELD CO-OP PROGRAM

BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION

COMMUNITY EDUCATION COALITION

 **ECONOMIC GROWTH AND DEVELOPMENT..... 25-29**

COLUMBUS CHAMBER OF COMMERCE

CRUMP THEATRE

NEXUS PARK

**LIFT THE COMMUNITY DAY..... 30-31**

**EXECUTIVE GIVING..... 32**

**DEIB- DIVERSITY, EQUITY,  
INCLUSION AND BELONGING..... 33**

**AWARDS..... 34**



# WHO WE ARE



Toyota entered the North American forklift market over 50 years ago and has manufactured over 888,000 forklifts on U.S. soil. Toyota Material Handling (TMH), based in Columbus, IN, is a full-service manufacturer and distributor of high-quality forklifts, reach trucks, order pickers, pallet jacks, container handlers, scissor lifts, tow tractors, AGVs, and other automated material handling solutions.

Built on a reputation of excellence, TMH remains popular due to its quality, durability, reliability and overall value. Toyota's world-renowned Toyota Production System (TPS) results in expertly engineered material handling equipment built on years of manufacturing insight and is the hallmark of all Toyota forklift manufacturing facilities.

## ABOUT TICO

Toyota Industries Corporation (TICO) started in 1926 as an automatic loom company founded by Sakichi Toyoda. From this innovative loom, Toyota grew into one of the top-10 recognized brands in the world. Today, TICO is a global company headquartered in Aichi, Japan, with more than 200 companies and 67,000 associates worldwide.

**276**  
WORLDWIDE GROUP  
COMPANIES

**72,000+**  
EMPLOYEES GLOBALLY



**Sakichi Toyoda**  
Founder



# WHY WE EXIST

**Toyota's founding principle**, the reason we exist, is to contribute to society. Our forklift interpretation of this is that we are 'Helping People Carry The Load.' It's what we do at Toyota. We take this even further by helping the communities where we live and work to carry the load too. We're passionate about serving our communities, giving our time, knowledge, and resources to support local organizations. To accomplish this, Toyota offers a robust community engagement program.

Focused on providing opportunities to overcome daily obstacles and ensuring a bright future for generations to come, Toyota Material Handling is proud to offer all associates 16 hours of paid volunteer time each fiscal year to give back to community organizations.



# HELPING PEOPLE CARRY THE LOAD





# OUR VALUES



## OUR VISION

Toyota Material Handling strives to create a positive and sustainable impact on society and the environment, while promoting ethical business practices and contributing to the well-being of all stakeholders. Through our commitment to social and environmental responsibility, we aim to be a catalyst for positive change, inspire others to take action, and foster a culture of compassion and sustainability within our organization and the communities we serve.

## ALWAYS BE FAITHFUL TO YOUR DUTIES

thereby contributing to the company  
and to the overall good

## ALWAYS BE STUDIOUS AND CREATIVE

striving to stay ahead of the times.

## ALWAYS BE PRACTICAL and avoid frivolousness

## ALWAYS STRIVE TO BUILD A HOMELIKE ATMOSPHERE

at work that is warm and friendly

## ALWAYS HAVE RESPECT FOR SPIRITUAL MATTERS

and remember to be grateful at  
all times.

# YEAR AT A GLANCE

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TOTAL ECONOMIC IMPACT  
**\$765,960**



**12,139** VOLUNTEER  
HOURS COMPLETED BY  
TOYOTA ASSOCIATES



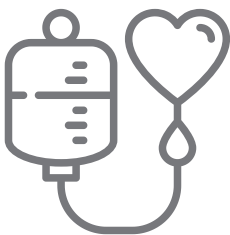
**\$379,940**  
DOLLARS DONATED TO LOCAL  
CAUSES & ORGANIZATIONS



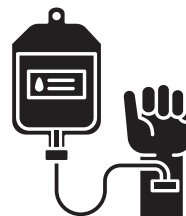
**35** LOCAL  
ORGANIZATIONS  
SUPPORTED



TOYOTA DEALERS LOANED  
**22** UNITS TO  
DISASTER  
RELIEF EFFORTS



**288** UNITS OF  
BLOOD COLLECTED  
ON TOYOTA'S CAMPUS  
FOR THE AMERICAN RED CROSS



**864** POTENTIAL  
LIVES  
SAVED OR IMPACTED

# PARTNERSHIPS



## HEALTHY & SUSTAINABLE LIVING



## EDUCATION & YOUTH DEVELOPMENT



## ECONOMIC GROWTH & DEVELOPMENT

**IN THE PURSUIT OF OUR MISSION** to create a positive and sustainable future, we are delighted to present this annual report highlighting our non-profit partnerships across three pivotal categories: healthy & sustainable living, education & youth development, and economic growth & development. Through strategic collaborations, we have continued to address critical social issues and nurturing the communities we serve.

In the realm of healthy and sustainable living, our non-profit partnerships have played a vital role in promoting the physical and mental wellness of individuals. By joining forces with organizations dedicated to serving the overall person, we have supported programs that empower members of our communities to make informed choices and lead healthier lives. These initiatives have provided access to vital resources, fostered awareness campaigns, and facilitated outreach efforts, leaving a lasting impact on the overall well-being of the counties in which our associates live and work.

Education & youth development remain cornerstones of our commitment to empowering future generations. Through our partnerships with educational institutions and youth-focused organizations, we have strived to create equitable opportunities for learning and personal growth. By investing in innovative educational programs, mentorship initiatives, and scholarships, we have enriched the lives of numerous young minds, unleashing their potential and paving the way for a brighter future. These partnerships have not only enhanced educational outcomes but have also fostered a sense of empowerment, resilience, and self-belief among the youth.

Recognizing the crucial role of economic growth & development in building thriving communities, our non-profit partnerships have focused on fostering entrepreneurship, job creation, and sustainable economic practices. By collaborating with organizations committed to skills training, job placement, and economic empowerment, we have worked to reduce disparities and uplift underserved communities. By providing resources, training, and access to networks, these partnerships have fueled economic growth, strengthened local businesses, and promoted a more inclusive and resilient economy.

As we reflect on the past year, we are immensely grateful for the invaluable contributions and unwavering support of our non-profit partners. Together, we have accomplished remarkable feats and driven tangible change in the areas of healthy & sustainable living, education & youth development, and economic growth & development. Moving forward, we remain committed to nurturing these partnerships, leveraging their expertise, and maximizing collective impact. With their continued support, we are confident in our ability to create a brighter future for all.









# HEALTHY & SUSTAINABLE LIVING



Promoting healthy and sustainable living is paramount in our pursuit of a better future, as highlighted in this annual report. By prioritizing healthy and sustainable living practices, we recognize the profound effect they have on individuals, communities, and the planet. Embracing overall wellness empowers individuals to lead fulfilling lives, ensuring physical and mental well-being.

Simultaneously, fostering environmental stewardship enables us to protect and preserve the natural resources that sustain us. By promoting healthy and sustainable living, we contribute to the overall resilience and longevity of our communities, while also safeguarding the planet for future generations. Together, we can create a world where wellness and environmental consciousness thrive hand in hand, ensuring a brighter and more sustainable future for all.

In FYE24, Toyota Material Handling proudly partnered with the following organizations promoting healthy and sustainable living:



**American  
Red Cross**



# AMERICAN RED CROSS



The American Red Cross assumes a pivotal role, fostering healthy and sustainable living through its wide-ranging health and safety training initiatives and environmental stewardship endeavors. By empowering individuals and communities to prioritize personal well-being and environmental consciousness, the organization actively contributes to cultivating a healthier and more resilient future for all.

In 2018, the partnership between Toyota Material Handling and the American Red Cross was forged, grounded in the philosophy of “Helping People Carry the Load” in impactful and far-reaching ways. While disaster relief remains central to this collaboration, TMH demonstrates unwavering dedication to supporting the American Red Cross across all facets of its mission.

A significant milestone in this partnership came with the unveiling ceremony of a groundbreaking bloodmobile generously sponsored by TMH, symbolizing their dedication to sustainable community service and alignment with Toyota Industries Corporation’s Vision 2030 goal to mitigate carbon emissions. This state-of-the-art vehicle, equipped to accommodate four donors simultaneously, represents TMH’s steadfast commitment to supporting vital humanitarian efforts in the greater southern Indiana region and beyond.



“ Since I started working at TMH, I have been blessed with good health that has allowed me to donate 42 units of blood. If it was not for TMH regularly doing our blood drives on site, that number would be much smaller. Please consider sharing life at a local blood drive. ”

**Dixon Churchill**

Environment, Safety and Sustainability Manager, Toyota Material Handling






Furthermore, TMH honors its pledge by steadfastly providing forklifts and certification training to bolster relief efforts for any U.S. disaster. Responding swiftly to 17 natural disasters with 22 material handling equipment units deployed, TMH has made a significant impact in aiding relief endeavors.

TOYOTA DEALERS LOANED UNITS  
 **22** TO DISASTER EFFORTS

In October 2023, TMH spearheaded a corporate campaign resulting in over \$10,000 in donations, amplifying their collaboration in the American Red Cross's philanthropic mission. The inaugural Swing for Hope Golf Outing united TMH associates, community leaders, and supporters in raising awareness and funds for the Red Cross's endeavors. Additionally, hundreds of smoke alarms were distributed proactively to TMH associates, reflecting their commitment to promoting community safety and resilience.

**2,259** UNITS OF BLOOD COLLECTED ON TOYOTA'S CAMPUS SINCE THE BEGINNING OF THE PARTNERSHIP  


As TMH and the American Red Cross continue to synergize their efforts, their alliance remains a beacon of hope, inspiring others to join in the collective pursuit of a more compassionate, sustainable future. Through innovation, dedication, and shared purpose, TMH and the American Red Cross exemplify the transformative power of partnership in effecting positive change and fostering resilient communities worldwide.

**6,777** POTENTIAL LIVES SAVE OR IMPACTED  


# ARC OF BARTHOLOMEW COUNTY



In the heart of Bartholomew County, the ARC of Bartholomew County stands as a beacon of support and empowerment for individuals with intellectual and developmental disabilities. Through their unwavering dedication, they provide essential services and support, enhancing overall well-being and quality of life for those they serve while promoting healthy and sustainable living practices. Central to the ARC's mission is their advocacy for inclusive policies and practices that promote engagement and support. Through educational programs and community initiatives focused on sustainability, they raise awareness about the importance of inclusion and foster a sense of belonging for all individuals.

Toyota Material Handling is proud to stand alongside the ARC of Bartholomew County as a partner in promoting inclusion, support, and sustainability. In 2023, TMH was honored to receive the prestigious Friend of the ARC award, recognizing their outstanding service on behalf of people with developmental disabilities and their families. This award reflects TMH's commitment to providing assistance consistent with the ARC's mission statement and values.





“ The volunteers from Toyota bring a wealth of experience and skills to the table. They consistently go above and beyond in their efforts, embodying the diverse and dynamic spirit of the Toyota team. They truly represent the breadth and depth of our collective strength for the good of The ARC of Bartholomew County. We extend our heartfelt thanks to the Toyota volunteers for their invaluable contributions. ”

**Laura J Moses-Wadsworth**

Director of Development, ARC of Bartholomew County

TMH's relationship with the ARC has also entailed meaningful discussions around disabilities through lunch and learns, providing a platform for education and understanding. Additionally, hands-on activities like TMH's Empathy Coloring Challenge have further enriched the partnership. This unique activity requires the use of one's non-dominant hand to build empathy and understanding for those facing challenges associated with disabilities.

Through their active involvement, TMH associates have demonstrated their dedication to fostering inclusion and community engagement. Together, TMH and the ARC of Bartholomew County collaborate to create a more vibrant society for all individuals. Their partnership exemplifies the power of collective action and shared values in making a positive impact on the lives of those they serve. As they continue their work together, TMH and the ARC are dedicated to building a future where everyone is valued and supported.



# MAKE-A-WISH



Make-A-Wish Foundation's commitment to corporate social responsibility goes beyond fulfilling the wishes of children with critical illnesses; they prioritize healthy and mindful living, recognizing its significance in enhancing the well-being of wish children and their families. Through transformative experiences, Make-A-Wish uplifts the spirits of brave children, positively influencing their mental and emotional well-being while fostering an environment for healing and recovery. Toyota Material Handling proudly supports Make-A-Wish through an annual campaign led by Toyota Material Handling North America (TMHNA). TMH associates actively participate in fundraisers and sales to raise funds, granting the wishes of local youth.

In a heartwarming instance this year, TMH had the privilege of granting the wish of 18-year-old Clara, who dreamt of attending Indiana University (IU) for college. Clara's wish was a testament to her resilience and determination in the face of adversity, and TMHNA was honored to play a part in making her dream come true. Throughout the campaign, TMH associates rallied together, raising funds to support Clara's wish and those of other local children. With TMHNA's match of \$7,500, a total of \$49,874 was donated to Make-A-Wish to benefit Clara and three other wish recipients.





Clara's wish marks another beautiful chapter in TMHNA's partnership with Make-A-Wish. It represents the tenth wish granted by TMHNA, reflecting the company's unwavering commitment to making a difference in the lives of wish children and their families. In honoring Clara's wish, TMHNA welcomed her and her family to their campus, where Clara was named TMHNA's CEO for the day. During her visit, Clara participated in a factory tour, made decisions on behalf of the company, and celebrated her wish with a special Indiana University-themed lunch and a cheer from Indiana University cheerleaders, where TMHNA officially announced the fulfillment of Clara's dream.

TMHNA's partnership with Make-A-Wish exemplifies the power of compassion and community, demonstrating the transformative impact of collective action in bringing joy and hope to those facing adversity. As TMH continues its collaboration with TMHNA and Make-A-Wish, they remain committed to uplifting the spirits of wish children and creating lasting memories that inspire hope and resilience.



# UNITED WAY OF BARTHOLOMEW COUNTY



United Way of Bartholomew County stands as a pillar of community support and empowerment, dedicated to promoting healthy and sustainable living for all. Through initiatives focused on healthcare access, community health programs, and environmental well-being, United Way addresses the social determinants of health and advocates for mindful living, creating lasting positive impacts for individuals and communities alike.

TMH's connection to United Way traces back to 1997 when TMH associates first participated in the annual giving campaign. This campaign serves as the cornerstone of the partnership, with TMH raising funds to support United Way's partner agencies, which provide vital services and assistance to those most in need within the community. In FY23, TMH associates raised and pledged over \$106,000 through the campaign.

Over the past two decades, TMH's commitment to the partnership has only strengthened, extending support to every aspect of United Way's mission. Beyond financial contributions, TMH actively engages in activities that make a tangible difference in the community. TMH associates eagerly participate in events like the Day of Caring and Day of Service, rolling up their sleeves to volunteer and support local initiatives. Whether it's renovating a community center, planting trees, or engaging with the youngest members of the community, TMH associates demonstrate their dedication to giving back and improving the lives of others.





“ Toyota is an outstanding partner who always helps our community carry the load. Toyota’s leadership and employees generously give, making them a consistent Top 2 campaign, and they are among the first to lend a helping hand to volunteer. Their support is vital to our mission of ensuring equal opportunities for everyone to achieve their full potential, and they play a key role in our efforts to lift 1,000 people out of poverty within 2,000 days and in strengthening the social services sector in our community. ”

**Mark Stewart**  
President, United Way of Bartholomew County

In addition to hands-on volunteerism, TMH engages in educational initiatives, such as speaking to students at the Foundation for Youth, to inspire the next generation and foster a culture of philanthropy and social responsibility. TMH also participates in poverty simulations organized by United Way, gaining valuable insights into the challenges faced by individuals and families in need within the community.

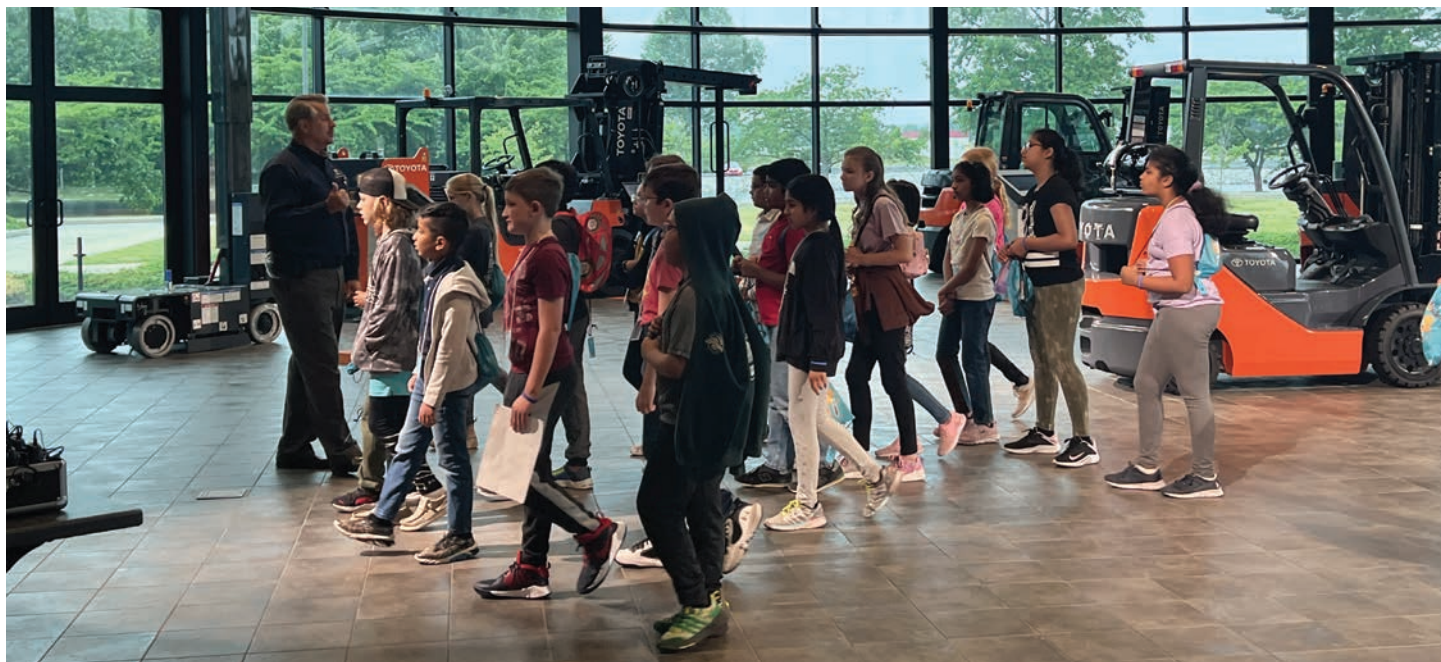
Moreover, TMH arranges organizational tours for its associates to visit United Way partner agencies. These tours provide firsthand exposure to the impactful work being done in the community and deepen associates’ understanding of the issues facing their neighbors. Through these experiences, TMH associates are inspired to further engage in philanthropic efforts and advocate for positive change within their community.

In the spirit of collaboration and shared values, TMH and United Way of Bartholomew County continue to work hand in hand to promote healthy and sustainable living, creating a brighter future for all. Together, they exemplify the power of partnership in effecting positive change and fostering resilient communities.





# EDUCATION & YOUTH DEVELOPMENT



Promoting education and youth development holds immense importance. By prioritizing these areas, we invest in the potential of future generations and foster their personal growth and success. Education empowers individuals with knowledge, critical thinking skills, and opportunities for lifelong learning. It serves as a catalyst for social mobility, enabling individuals to overcome barriers and reach their full potential. Youth development programs provide a supportive environment for young people to explore their interests, develop essential life skills, and build resilience. By promoting education and youth development, we contribute to building a skilled and engaged workforce, cultivating future leaders, and creating a more equitable society. Together, we can provide the foundation for a brighter future, where every individual has the opportunity to thrive and contribute positively to their communities and the world.

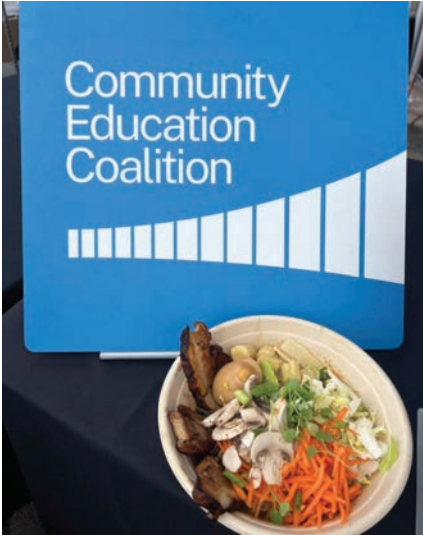
In FYE24, Toyota Material Handling proudly partnered with the following organizations promoting education & youth development:







# COMMUNITY EDUCATION COALITION



In the heart of Columbus, Indiana, a transformative partnership between TMH and the Community Education Coalition (CEC) is shaping the future of education and youth development. At the forefront of this collaboration is a shared commitment to advancing equity and ensuring that every individual has the opportunity to thrive academically, financially, and civically.

Toyota Material Handling's dedication to education and community empowerment extends beyond the confines of its facilities. Through initiatives like the annual Ethnic Expo, TMH has demonstrated its unwavering support for organizations like the CEC, which play a crucial role in addressing racial and income disparities in education.

The Ethnic Expo serves as more than just a celebration of cultural diversity—it's a platform for meaningful change. When Toyota Material Handling and AVI Foodsystems teamed up to establish a captivating Japanese food booth at the expo, they did so with a clear purpose: to bolster

the Community Education Coalition's mission of advancing equity in education.

All proceeds from the Japanese food booth were generously donated to the Community Education Coalition, providing vital funding for programs and initiatives aimed at leveling the playing field for students in Columbus and beyond. This partnership exemplifies the power of collective action in creating a more equitable community and fostering a brighter future for all.

Through their support of the Community Education Coalition, Toyota Material Handling is not only investing in the education of today's youth, but also laying the groundwork for a more inclusive and equitable society tomorrow. By championing initiatives that prioritize education and youth development, TMH is helping to shape a world where every individual has the opportunity to reach their full potential.



# INTERNSHIP PROGRAM



TMH continues to prioritize education and youth development through its esteemed internship program, reinforcing its commitment to nurturing emerging talent and fostering positive societal impact. Each year, TMH eagerly welcomes twenty to twenty-five interns to its vibrant hub in Columbus, Indiana, with a clear intention to offer permanent employment opportunities to promising individuals.

At the core of this initiative lies TMH's unwavering dedication to empowering young minds and driving community engagement through education. As an integral component of TMH's comprehensive talent management strategy, the internship program plays a pivotal role in identifying and cultivating future leaders who share the organization's values and vision for a better world.

Through active participation in various corporate social responsibility (CSR) projects and initiatives, interns at TMH gain invaluable hands-on experience while embracing a sense of purpose and responsibility toward building a sustainable and inclusive society. By immersing interns in real-world challenges and encouraging innovative thinking, TMH fosters a culture of collaboration and shared purpose, ensuring a seamless transition from learning to leadership.

Aligned with TMH's spirit of creating positive change, the internship program provides interns with the opportunity to collaborate with seasoned professionals who serve as mentors, guiding them on their journey of personal and professional growth. This mentorship not only enhances interns' skill sets but also fosters a sense of community and camaraderie within the organization.

TMH's structured internship program, underpinned by a genuine commitment to corporate social responsibility, cultivates a symbiotic relationship wherein talented interns gain invaluable experiences while contributing their passion and skills to meaningful projects. By integrating talent management with CSR initiatives, TMH not only invests in building a skilled workforce but also reaffirms its dedication to making a positive impact on society and the world.

In the spirit of continuous learning and collaboration, TMH remains steadfast in its mission to empower the next generation of leaders and drive meaningful change through education and community engagement.





# WELD CO-OP PROGRAM

At Toyota Material Handling (TMH), a deep commitment to fostering the growth and development of young talent while making a positive impact on society is evident. As part of TMH's enduring dedication to education and youth empowerment, the company proudly collaborates with high school vocational programs, offering a unique Co-Op (Work-Based Learning) opportunity tailored for aspiring welders.

Presently, TMH partners with three esteemed programs – C9, C4, and Seymour Weld – catering to 17 and 18-year-old students seeking to master the art of welding. These students balance traditional academic studies with vocational training, preparing themselves for successful careers. Upon reaching a certain level of proficiency, they become eligible for TMH's Weld Co-Op Program.

During their Co-Op experience, students spend half of their school day at TMH, where they are warmly welcomed as temporary associates. Here, they receive competitive pay and work alongside seasoned professionals, engaging in hands-on training that equips them with practical skills and industry insights.

TMH's Weld Co-Op Program is meticulously designed to provide students with meaningful learning opportunities while contributing to operations. Specific processes within welding areas are identified where Co-Op students can actively participate and receive additional training, with the ultimate goal of preparing them for successful careers and potential full-time positions upon graduation.

To select Co-Op candidates, TMH's team conducts interviews and weld tests, ensuring the identification of individuals who demonstrate both technical proficiency and a strong work ethic. Upon selection,



students undergo onboarding procedures facilitated by Elwood, TMH's staffing partner, before officially joining the workforce.

Currently, TMH is proud to host 12 Co-Op students, with plans to expand to 20 students in both morning and afternoon shifts in the coming years. Students are compensated at a rate of \$21.50 per hour and adhere to a schedule that aligns with their school commitments. Additionally, during school breaks, students have the option to work extra hours, although it is not mandatory.

At TMH, a belief in investing in the future by providing young individuals with opportunities to learn, grow, and succeed is paramount. Through the Weld Co-Op Program, TMH is not only preparing the next generation of welders but also contributing to the development of a skilled workforce that will drive innovation and growth in the industry for years to come.



# BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION



In the domain of education and youth development, cultivating alliances between industry leaders and educational institutions is pivotal. One such outstanding collaboration that highlights the importance of education is between TMH and Bartholomew Consolidated School Corporation (BCSC).

TMH firmly believes in the power of education and the significance of nurturing young minds to excel in STEM (Science, Technology, Engineering, and Mathematics) fields. This belief has led TMH to proudly partner with BCSC's summer STEM Camp, offering fifth and sixth graders an immersive experience that seamlessly blends classroom learning with practical application.

During BCSC's summer STEM Camp, students embark on a week-long journey filled with interactive activities, experiments, and projects designed to ignite their curiosity and enthusiasm for STEM subjects. However, the highlight of their experience unfolds when they visit TMH's campus, where they explore various aspects of manufacturing and innovation.

Upon arrival at TMH, students are welcomed warmly and guided through a series of stations meticulously designed to showcase different facets of TMH's operations and STEM education principles.





“ A special thank you to Toyota Material Handling and its colleagues for their commitment in partnering with Bartholomew Consolidated School Corporation to bring STEM to life through hands-on experiences for our students. Without their commitment, our students might not have an opportunity to have doors opened to them so that they can see what careers are available for them when they graduate. Consequently, we look forward to the endless possibilities this partnership has to offer our students. ”

**Davida Harden**

**K-6 STEM Teacher Lead, Bartholomew Consolidated School Corporation**

Their journey begins with an engaging plant tour, providing students with an inside look at TMH's manufacturing processes. From observing robotic arms in action to witnessing cutting-edge machinery at work, students gain a deep appreciation for the fusion of technology and manufacturing.

Following the plant tour, students participate in a session on backward design, where they are encouraged to tackle real-world problems with critical thinking and creativity. Through interactive exercises and collaborative discussions, students develop a systematic and strategic mindset, a skill invaluable in STEM fields and beyond.

At the culinary arts station, students explore the science behind cooking and food preparation. Under the guidance of culinary experts from AVI Foodsystems, TMH's food vendor, students delve into the chemistry of cooking while creating delightful treats.

In another interactive session on standardized work, students learn about the importance of efficiency and consistency in manufacturing processes. Through hands-on activities and simulations, students discover how these principles drive innovation and quality at TMH.

Moreover, TMH provides students with the unique opportunity to dine with professionals from various departments within the company, including legal, marketing, engineering, and logistics. This enriching experience allows students to interact with industry experts, gaining insights into different career paths and expanding their horizons.

In essence, TMH's partnership with BCSC's STEM Camp offers students a transformative experience that not only sparks their passion for STEM but also motivates them to pursue careers in fields like manufacturing, engineering, and technology. By investing in education and youth development, TMH is shaping the future workforce and fostering a culture of innovation that will propel society forward.









# ECONOMIC GROWTH & DEVELOPMENT



Promoting economic growth and development is a primary objective of our corporate social responsibility efforts. Through strategic partnerships, we empower underserved communities by providing essential resources, training, and access to networks. By fostering entrepreneurship, job creation, and sustainable practices, we contribute to the long-term prosperity of our communities. We are dedicated to growing these partnerships, leveraging their expertise, and maximizing our collective impact to foster meaningful employment, economic opportunities, and a sustainable community for all. Together, we can create a future where everyone has the chance to thrive and contribute to a thriving economy.

In FYE24, Toyota Material Handling proudly partnered with the following organizations promoting economic growth and development:





# COLUMBUS CHAMBER OF COMMERCE



In Columbus, economic progress thrives under the guidance of the Columbus Area Chamber of Commerce (CACC), a pivotal force behind initiatives propelling local businesses forward. The CACC ignites innovation, prosperity, and sustainability within the community. A cornerstone of this journey is the partnership with TMH, actively supporting CACC programs, amplifying their impact, and fostering economic vitality.

TMH's commitment to growth extends beyond its boundaries. Notably, TMH generously provides a location for CACC board meetings, pivotal moments where stakeholders convene to deliberate on initiatives, confront challenges, and identify growth prospects. This collaborative effort underscores TMH's dedication to nurturing a thriving business ecosystem in Columbus.

Furthermore, TMH partners with the CACC to host a session of the CACC's community onboarding program, Discover Columbus, showcasing the local business community's vibrancy and highlighting unique opportunities within the region. By offering a venue for this session, TMH provides support to CACC's efforts in empowering local businesses and entrepreneurs.

Beyond these initiatives, the partnership between TMH and the CACC extends to financial and volunteer support for Propeller, Columbus's maker space, in which the CACC serves as the fiscal agent. This collaboration underscores a commitment to nurturing not only established businesses but also fostering an environment conducive to innovation and creativity.





“ Toyota Material Handling has been an invaluable partner to the Columbus Chamber, enabling us to unite around common goals. Together, we strive to enhance the local economy by empowering the workforce, fostering community pride, and illuminating the abundance of well-paying opportunities within the manufacturing sector for tomorrow's talent. ”

**Cindy Frey**  
President, Columbus Area Chamber of Commerce

Through these collaborative endeavors, TMH, the CACC, and Propeller are driving economic progress and cultivating a culture of collaboration, innovation, and prosperity throughout the community. By uniting to bolster local businesses, attract investment, and address economic hurdles, they are laying the foundation for a brighter, more prosperous future for Columbus and its inhabitants. In essence, this partnership epitomizes the transformative potential of collaboration and collective action in driving economic growth and development, forging pathways to opportunity and unlocking Columbus's full potential as a vibrant and thriving business hub.





# THE CRUMP THEATRE



The Crump Theatre, located downtown Columbus, has emerged as a pivotal centerpiece in the economic growth and development of the community. This historic venue, undergoing transformation, is set to become a dynamic hub for live performances, media events, and shows, poised to invigorate the local arts scene.

For years, TMH has mobilized volunteers to aid the restoration efforts at the Crump Theatre. These volunteers have generously contributed their time and expertise to various facets of the renovation project, from refurbishment tasks to the coordination of community events. Their efforts have been

instrumental in preserving this cultural gem and shaping it into a dynamic space that enriches the local arts and entertainment landscape.

By supporting the revitalization of the Crump Theatre, TMH is not only investing in the preservation of local heritage but also contributing to the economic prosperity of the Columbus community. The refurbished Crump Theatre will serve as a catalyst for economic activity, drawing visitors, businesses, and investment to the area.

Furthermore, the Crump Theatre will offer a platform for local artists and performers to showcase their talents, further elevating the cultural vibrancy of Columbus. Through its backing of this historic restoration project, TMH is paving the way for new opportunities in economic growth and cultural enrichment within the community.

In essence, the partnership between TMH and the Crump Theatre exemplifies the transformative power of collaboration in driving economic development. Together, they are revitalizing a cherished landmark, igniting cultural resurgence, and forging a brighter future for Columbus and its residents.



“Nonprofits fight to survive every year on a minimal budget and little to no staff in order to better their communities. This couldn't be more true for our project of saving and creating a performing arts venue at The Crump Theatre. Without the generosity of Toyota's volunteer program and the work ethic of their employees, The Crump Theatre would still have its doors closed and continue to be on Indiana Landmarks Top 10 Most Endangered Buildings List. Now, we are able to open the doors for the whole community to share experiences and make new memories together!”

**Jess Schnepf**  
Project Manager, The Crump Theatre



# NEXUS PARK



NexusPark, a collaborative initiative between the city of Columbus and Columbus Regional Hospital, stands as a pivotal catalyst for economic growth and community development. This ambitious endeavor aims to transform the former FairOaks Mall into a vibrant hub for health, wellness, and recreation, offering new opportunities for residents and businesses alike.

TMH has been a reliable supporter of NexusPark's mission from the beginning, recognizing its potential to drive economic prosperity and enhance the quality of life for residents. TMH's commitment to this vision is underscored by its recent pledge of a quarter-million-dollar contribution over five years to support the creation of The Recreation and Entertainment Center (The REC), a central component of the NexusPark campus.

As a leading local employer, TMH understands the importance of investing in initiatives that stimulate

economic growth and foster community development. By supporting NexusPark, TMH is not only contributing to the revitalization of a prominent community space but also laying the groundwork for future economic opportunities and sustainable growth.

Moreover, TMH's partnership with NexusPark extends beyond financial contributions. In the coming year, TMH will further solidify its commitment to NexusPark by donating a forklift for operations, demonstrating its ongoing support for the project's long-term success and sustainability.

Through its collaboration with NexusPark, TMH is not only investing in the physical transformation of a community space but also fostering a culture of innovation, collaboration, and economic empowerment.

# LIFT THE COMMUNITY DAY



The third annual Lift the Community Day held on Thursday, July 6, 2023, was another resounding success, with TMH associates, along with approximately 34 family members and friends, coming together to make a positive impact in our community. This annual volunteer event provides an opportunity for our associates to engage in meaningful work, foster team building, and collaborate with colleagues from various departments across the company, all while giving back to those in need.

This year, a total of 256 TMH associates volunteered their time and efforts, collectively completing over 1,800 hours of service. Together, they supported 27 local organizations throughout Bartholomew, Jackson, and Jennings county, demonstrating their commitment to community betterment. Additionally, TMH affiliate companies, including TMH Dealer, Prolift, and TMH Heavy Duty, contributed a combined total of 152 hours of service, further amplifying the impact of our collective efforts.

One notable highlight of this year's event was the installation of 71 smoke alarms in communities across Columbus, in partnership with the American Red Cross. This initiative reflects TMH's dedication to not only giving back but also prioritizing the well-being and safety of our community members.



“Community service hours provide you an opportunity to feel good knowing you are getting to do something for the community you live in. I appreciate TMH for not only providing, but encouraging the use of paid community service hours.”

**Roger Hughes**

Ops and Warehousing Associate, Toyota Material Handling

The unwavering dedication and enthusiasm of TMH associates resulted in another successful Lift the Community Day, with an estimated economic impact exceeding \$60,000. The collective efforts of our associates have made a significant difference, creating ripple effects that will benefit our community for years to come.

As we reflect on the success of the third annual Lift the Community Day, we are reminded of the importance of coming together as a company to contribute to the well-being and prosperity of our community. Through unity, dedication, and a shared commitment to giving back, TMH Associates continue to showcase the power of collective action in making a positive difference in the lives of others.



 **256** ASSOCIATES PARTICIPATED

 **27** ORGANIZATIONS BENEFITED

 **1,864** VOLUNTEER HOURS COMPLETED

**71** SMOKE ALARMS INSTALLED IN PARTNERSHIP WITH THE AMERICAN RED CROSS

**152** VOLUNTEER HOURS COMPLETED BY TMH AFFILIATED COMPANIES

**\$62,975** TOTAL ECONOMIC IMPACT FOR THE DAY

# EXECUTIVE GIVING

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In alignment with our enduring commitment to corporate social responsibility, Toyota Material Handling is pleased to reaffirm its dedicated support for our Executive Giving Program. This initiative remains a cornerstone of our philosophy, underscoring our belief in the power of individual engagement as a catalyst for positive societal change. Through this program, we empower our executives to actively contribute to non-profit organizations that hold personal significance to them, recognizing the transformative potential of aligning passion with purpose. By leveraging their time, expertise, and resources in service of these causes, our executives exemplify our shared commitment to driving meaningful impact within the communities we serve. The Executive Giving Program embodies our spirit of personal involvement, fostering a culture of compassion and social responsibility that leaves a lasting legacy of positive change. Together, we are dedicated to making a tangible difference and building a brighter future for those in need.

Since its inception in 2012, our executive team has collectively contributed approximately \$63,750 to support 26 organizations across our local



communities. However, our commitment extends beyond monetary donations. Prior to receiving funding, our executives actively engage with their chosen non-profit organizations, volunteering their time and leveraging their unique talents and expertise. This holistic approach ensures a deeper connection and understanding of the causes they support, fostering more impactful and meaningful relationships. By combining financial resources, personal involvement, and professional skills, we are able to maximize our collective impact and drive positive change in the communities we serve.



“The executive team leading by example and giving back to non-profit organizations sets a powerful precedent for the entire organization, inspiring employees at all levels to actively engage in philanthropy and social responsibility. Their involvement demonstrates a genuine commitment to making a positive impact, fostering a culture of compassion, and reinforcing the company's core values.”

**Danielle Nickerson**

Corporate Social Responsibility Manager, Toyota Material Handling



# DEIB- DIVERSITY, EQUITY, INCLUSION AND BELONGING

At TMH, we are dedicated to cultivating a workplace culture that prioritizes Diversity, Equity, Inclusion, and Belonging (DEIB) as fundamental pillars of our organizational values. Our commitment to DEIB is not just a checkbox; it's deeply rooted in our core values, which emphasize creating a homelike atmosphere and showing respect for spiritual matters. Here are examples illustrating how we bring these values to life:

- 1 Recruitment and Talent Acquisition:** TMH actively partners with organizations like the Bartholomew Consolidated School Corporation (BCSC), the Community Education Coalition (CEC), and the ARC of Bartholomew County to promote diversity in our workforce. These partnerships provide opportunities for individuals from diverse backgrounds to join our team and contribute their unique perspectives and talents.
- 2 Employee Engagement and Development:** Our commitment to DEIB is evident in initiatives such as Lift the Community Day and the Executive Giving Program, where employees engage in meaningful community service and philanthropic efforts. Additionally, TMH celebrates and honors heritage and awareness months, significant cultural and religious holidays, and provides interactive activities to build empathy and understanding among employees throughout the year.
- 3 Cultural Enrichment and Community Support:** TMH supports cultural initiatives and community development projects, including the restoration of the Crump Theatre, the transformation of NexusPark, and partnerships with organizations like the ARC of Bartholomew County. These initiatives contribute to the economic prosperity and cultural vibrancy of our communities while providing platforms for diverse voices and expressions.
- 4 Workplace Policies and Practices:** TMH upholds inclusive policies and practices that promote equity, fairness, and accessibility for all employees. Initiatives like the BCSC partnership and collaborations with the Columbus Chamber of Commerce foster economic growth, educational opportunities, and community development in the local area.

Through these initiatives and more, TMH is committed to building a workplace culture where diversity is celebrated, equity is upheld, inclusion is embraced, and everyone feels a sense of belonging. By honoring and respecting the diverse backgrounds and experiences of our employees, we harness the power of diversity to drive innovation, foster collaboration, and create a more vibrant and resilient organization for the future.

# AWARDS AND RECOGNITION

We are honored to share that our organization has received numerous awards and recognition for our exceptional work and dedication to our non-profit partners. The recognition we have received is not only a source of pride but also a reminder of the trust and confidence placed in us by our stakeholders and peers. We humbly accept these awards and acknowledgments, knowing that they reflect the collective efforts of our talented and dedicated team. As we move forward, we remain committed to upholding the high standards that have earned us this recognition, continuously striving for excellence in all that we do.



**UNITED WAY OF BARTHOLOMEW COUNTY  
TOP TEN CAMPAIGN FOR 23+ YEARS  
AND LIVE UNITED AWARD APRIL 2019**



**AMERICAN RED CROSS PREMIER  
BLOOD PARTNER SINCE 2018**



**FOUNDATION FOR YOUTH CORPORATE  
VOLUNTEER OF THE YEAR APRIL 2022**



**FRIEND OF ARC OF BARTHOLOMEW  
COUNT AWARD MAY 2023**



**COMMUNITY IMPACT AWARD  
FROM INDIANA MANUFACTURERS  
ASSOCIATION OCTOBER 2023**



# FOLLOW US

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Stay connected with us online and on social media to witness the incredible work happening in our communities. Join our online community to gain inspiration and stay informed about the latest material handling news. Be a part of the journey by following us at the handles below or by visiting [ToyotaForklift.com](https://ToyotaForklift.com).



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## GET IN TOUCH

We welcome and encourage individuals and organizations to reach out to us if they believe their cause or organization would be a great fit for Toyota Material Handling's corporate social responsibility program. We believe in the power of collaboration and are always looking for opportunities to expand our impact and support new initiatives. By partnering with like-minded organizations, we can amplify our efforts and create even greater change together. If you have a cause that aligns with our values and mission, please don't hesitate to contact us. We look forward to exploring how we can make a meaningful difference together.

Contact Danielle Nickerson, Corporate Social Responsibility Manager:



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