

The Toro Company's Drive for 5 corporate initiative requires employees to complete four activities that fall under the areas of focus listed below to drive us towards our milestone of \$5B+ in organic net sales by the end of 2024, and the opportunity to receive a cash payout at the end of each fiscal year.

All eligible global office employees will be cascaded a goal in Workday where they can track their completed activities as we work to accelerate profitable growth and increase productivity and operational excellence.

You have the flexibility to choose activities that will contribute to your personal and professional growth, that best serve individual and team goals, and ultimately drives our strategic priorities. You are responsible for discussing activity choices with your manager and recording completed activities.

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|  FISCAL 2022 EMPLOYEE CHOICE ACTIVITIES | | |
| What activities will drive YOUR personal or professional growth? | <ul style="list-style-type: none">• Technology & Creativity• New Knowledge & Skills• Lean Practices• Sustainability• Diversity, Equity & Inclusion• Safety, Physical & Mental Health• Internal & External Relationships• Talent Growth & Development | Complete and record four (4) activities in Workday Goals by October 31, 2022 |


TRACKING ACTIVITIES & PROGRESS

All global office employees will be cascaded a goal to track and record their completed activities using Workday. In order to receive the end of the year payout, you must have four completed activities documented with an overall goal status of 'completed'.

1. To update your progress, visit your **Talent and Performance** dashboard from your Workday homepage.

2. Select **Update My Goals** from Key Tasks on the right and then select

Edit

3. Navigate to your Drive for 5 goal and add a milestone to track each activity, the date it was completed and the status for the specific activity by selecting the 

4. Please be sure to update your progress on a quarterly basis so your manager is aware of the team's progress towards the initiative.