



THE TORO COMPANY

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January 31, 2024

F22-F24  
\$5B+ Net Sales\*



### F24 Goals & Incentive

In 2024 we will continue toward our goals to drive across the milestone of **\$5B+ in organic net sales** and **\$700M adjusted operating earnings**. By **empowering each of us** to do our best work in a meaningful way, together we will **accelerate profitable growth** and **increase productivity and operational excellence** as we continue our **Drive for 5**.

<b>FISCAL 2024 GOALS &amp; INCENTIVE</b>	
<b>ACHIEVE</b>	<b>\$5B Net Sales* &amp; \$700M Adj Operating Earnings*</b>
<b>COMPLETE</b>	<b>4 Employee Choice Activities</b>
<b>RECEIVE</b>	<b>5 Days Compensation**</b> Following 2024 Results

### F24 Office Activities

All office employees will complete **four (4) activities of choice during Fiscal 2024** from the areas of focus listed below. Once again this year, you have the flexibility to choose any activities that will contribute to your personal and professional growth, that best serve individual and team goals, and ultimately drive our strategic priorities:

You are responsible for discussing activity choices with your manager and recording your completed activities in your **Workday Goals**. Please watch for a Drive for 5 Goal area to be automatically cascaded to your Goals. View the **Workday Drive for 5 Job Aid** for instructions to fill out this goal.

# FISCAL 2024 EMPLOYEE CHOICE ACTIVITIES

What activities will drive YOUR personal or professional growth?

- Transformational Productivity
- Sustainability
- Quality
- Talent Development & Team Building
- Safety & Wellness Awareness

Complete and record four (4) activities in Workday Goals by October 15, 2024

## [VIEW ACTIVITY IDEAS & RESOURCES](#)



### Need help or have questions about Workday?

Please contact **HR Connect**.  
Direct Dial (952) 887-8300 (ext.1008300)

*\*Organic Net Sales and Organic Adjusted Operating Earnings*

*\*\*Please note: If one or both of the financial goals are not achieved in Fiscal 24, the award payout will be adjusted accordingly based on corporate performance. Employees who start their service with TTC during Fiscal 24 will receive a prorated award. Employees who join TTC on or after September 1, 2024 are not eligible for the award payout. TTC businesses with incentive plan criteria independent of Drive for 5 will be compensated in accordance with that plan. Employees must be actively employed on the Drive for 5 payout date to receive the award. Locations outside the U.S. may distribute compensation differently in a way that is aligned with local laws and customs.*

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