

WHISTLEBLOWING PROCESS

The Toro Company and its subsidiaries (together, “TTC”) are committed to fostering a workplace that values ethics and integrity and integrates those values into every decision. Our dedication to ethical decisionmaking is set forth in our [Code of Conduct](#). Everyone—including TTC employees and third-party partners—is responsible for compliance with the principles expressed in the Code of Conduct.

We are committed to correcting and preventing violations of our Code of Conduct and of any other legal obligations. To promote the values of integrity and ethical behavior, we encourage anyone who has information or a reasonable suspicion that misconduct has occurred or may occur to make a confidential report through one of the channels described below.

A report may be submitted through the following channels:



- [EthicsPoint](#) webform: Active 7 days a week, 24 hours a day.



- [EthicsPoint](#) toll-free phone line:
 - Australia 1-800-955-174
 - Belgium 0-800-100-10, followed by 1-800-850-7247
 - China 4006612175
 - Germany 0-800-225-5288, followed by 1-800-850-7247
 - Italy 800-797121
 - Mexico 001-844-237-4647
 - Poland 00-800-151-0270
 - Romania 0800477041
 - United Kingdom 0808-234-9109
 - United States 1-800-850-7247



- **Email:** legal@toro.com



- **Post** to Legal (8111 Lyndale Avenue South, Bloomington, MN 55420).



- **In-person or Teams meeting** writing an email to legal@toro.com

MANAGEMENT OF REPORTS

For information on how reports are handled, see the [FAQs](#).

TTC will process all reports in compliance with The EU Whistleblowing Directive (2019/1937). Therefore, TTC will (a) notify the reporter that the report has been received within 7 days; (b) engage in discussions with the reporter and may request additional information; (c) diligently follow up on reports received; (d) conduct an appropriate investigation; and (e) within 3 months of receiving the report, provide the reporting party with appropriate information regarding the handling of the report.