

**TOYOTA
FINANCE
AUSTRALIA**

My benefits

Building a great place to work

Toyota will lead the way to the future by empowering people to innovate making mobility possible.

While people's roles, locations or business stream might be different in TFA, everyone is connected through the common purpose of our business; to make a difference by enabling people to connect to what matters most.

Our focus on continuous improvement means people grow professionally and personally. It's your talent, passion, and belief that there is always a better way forward that will be encouraged. While your functional skills and capabilities will be developed through a personal development plan which forms part of your annual hoshin.

You'll be supported to make difference in our business.

The reasons people love working here go beyond their pay.

It's about our unique culture and feeling you belong. It's about being proud to work for Toyota. It's also about the extra benefits like MY-CAR.

What we offer you in return for the skills and experience you bring to your role is known as an employee value proposition (EVP).

Competitive salaries

We regularly benchmark salaries to make sure they are in line or better than salaries in similar markets. We also undertake annual salary reviews.

Sharing success

We're keen for you to share in the success of our organisation. We offer a discretionary, annual incentive scheme based on company achievement and individual performance.



Superannuation

We have our own Toyota Superannuation scheme (Toyota Super) which is designed specifically for Toyota employees.

Unless you choose otherwise, we'll pay the Superannuation Guarantee amount outlined in your salary package into Toyota Super. We offer salary sacrificing arrangements if you want to make additional contributions.

To protect you and your family from the unexpected, Toyota Super provides benefits on Death, Terminal Illness, Total Permanent Disablement (TPD) and Total and Temporary Disablement (TTD).

Read the Product Disclosure Statement (PDS) for more information about Toyota Super and its benefits. You should obtain financial advice tailored to your personal circumstances.



Transport made easy

We're in the business of car finance and we believe that you should enjoy driving a Toyota for less. We offer a great range of car benefits including:

Employee Car Benefit Scheme (ECBS)

You can select a qualifying Toyota vehicle and pay just 1.25% of the Recommended Retail Price (RRP) each month for an 11 month term.

We cover all on-road costs, fully comprehensive insurance and roadside assistance.

All you have to cover is fuel and any insurance excess. Your payments are deducted from your salary post-tax.

Vehicle finance

We offer you finance for new and used vehicles through a standard consumer loan at a competitive finance rate – and you aren't charged an establishment fee.

Employee Family Vehicle Purchase Scheme (EFVPS)

Our EFVPS gives you and eligible family members the opportunity to own and drive a new Toyota vehicle by providing significant discounts ranging from 5% to 21% on the Recommended Retail Price (RRP)/ list price depending on the Toyota vehicle and your years of service with TFA.



Novated leasing

A novated lease enables you to include the finance and vehicle running costs in a convenient and tax effective salary package. All vehicle running costs are budgeted and packaged through a combination of pre and post-tax salary deductions which can give you significant income tax and GST savings.

There are additional savings benefits including discounts on fuel, maintenance and tyres available through Toyota Fleet Management services.

Used Toyota vehicles

You can buy a high-quality used vehicle at a price well below retail price directly from TFA. Discounts apply to the advertised price of vehicles.

Toyota spare parts

We offer you and your eligible family members the opportunity to buy Toyota spare parts and accessories for your Toyota vehicles.

Discounts vary from 2.5% to 62% depending on the part. All Toyota genuine parts come with a 12 month unlimited kilometre warranty.

Recognition with reward

Your peers recognise you for your efforts through our 'Let's Make it Happen' reward and recognition scheme.

We also celebrate and reward long serving employees through our Long Service Awards program. We recognise the dedicated and continuous loyal service of employees with an award at each five year interval.

Let's make it happen!

Recruitment



Successfully refer someone and we'll say thanks with a referral benefit. The person who you introduce during the recruitment process must accept a permanent offer of employment and successfully complete 6 months' service with us.

If you know someone who fits our TFA values and has the skills we're looking for, or if you've worked with someone in the past and would recommend them to TFA, don't miss your opportunity for a referral benefit.

Your opportunity to grow

Our focus on continuous improvement means you grow professionally and personally. You're encouraged to develop your functional skills and capabilities through your personal development plan which forms part of your annual goal setting (myHoshin).

You're offered workshops and online training on our TFA behaviours, kaizen, leadership and business skills to support you to perform at the top of your game.

You can take part in on-the-job development through rotation programs, mentoring, coaching and secondments.

In addition to online and face-to-face training, we'll help you financially with relevant academic studies and the cost of joining professional associations and networks.

We welcome new talent in our organisation and each year we run an annual graduate program which is open to people who've recently completed their degree.



Social club

Social clubs operate in each state and coordinate events through the year such as our Winter Ball, Family Days, Trivia Nights, Melbourne Cup celebrations and the Christmas Party.

Social clubs are generously subsidised by TFA; a small membership fee and occasional fund raising activities help cover event costs.

For more information on activities or to download an application form, go to our intranet, RED.



A healthier approach to life

Dress for Your Day

You make the call what you wear for the day whether that's smart jeans because you'll be tapping away at your laptop or business attire because you're meeting guests or clients, you can Dress for Your Day.

Confidential coaching and support

You and your immediate family members have access to professional, confidential coaching and support provided by an independent, professional organisation, Benestar.

This benefit offers you confidential coaching and support to assist with a broad range of personal or work related issues by qualified and experienced professionals. TFA covers the cost. Support is available face to face in Benestar offices throughout Australia (metropolitan and regional areas covered) on the phone, by video or online. Call 1300 360 364 or download the app. Go to our intranet **RED** for more information.

Your workspace

Fresh fruit deliveries to your office, sports programs and end-of-trip facilities support your wellbeing.



Parental leave



We offer industry-leading paid primary carer, secondary carer and adoption leave.*

Primary carer leave

We offer 16 weeks' paid primary carer leave.

Your long term financial future is important to us so we cover your Superannuation Guarantee Contribution (SGC) payment while you're on primary carer leave up to 52 weeks.

Paid secondary carer leave

We offer two weeks' paid leave after the birth or adoption of your child.

**Please refer to the Parental Leave Policy for eligibility requirements and more information.*

Giving back

We support charities that are aligned with our business objectives and focused on improving social outcomes through the environment, society and culture.

Employee Community Grants Fund

Through our Employee Community Grants Fund (ECGF) program you can apply for a \$1,000 grant toward projects or activities run by non-profit Community Groups with which you or eligible family members are directly involved.

Workplace giving

We support workplace giving so that more of your charitable donation goes to the cause and we match the amount you give dollar for dollar.

Giving to the community through the workplace is easy, convenient and tax effective. TFA matches your donations to a maximum annual company donation of \$20,000.

Throughout the year you can get involved in community based activities.



WORKPLACE
GIVING
PROGRAM

MY-BENEFITS

Our shared behaviours

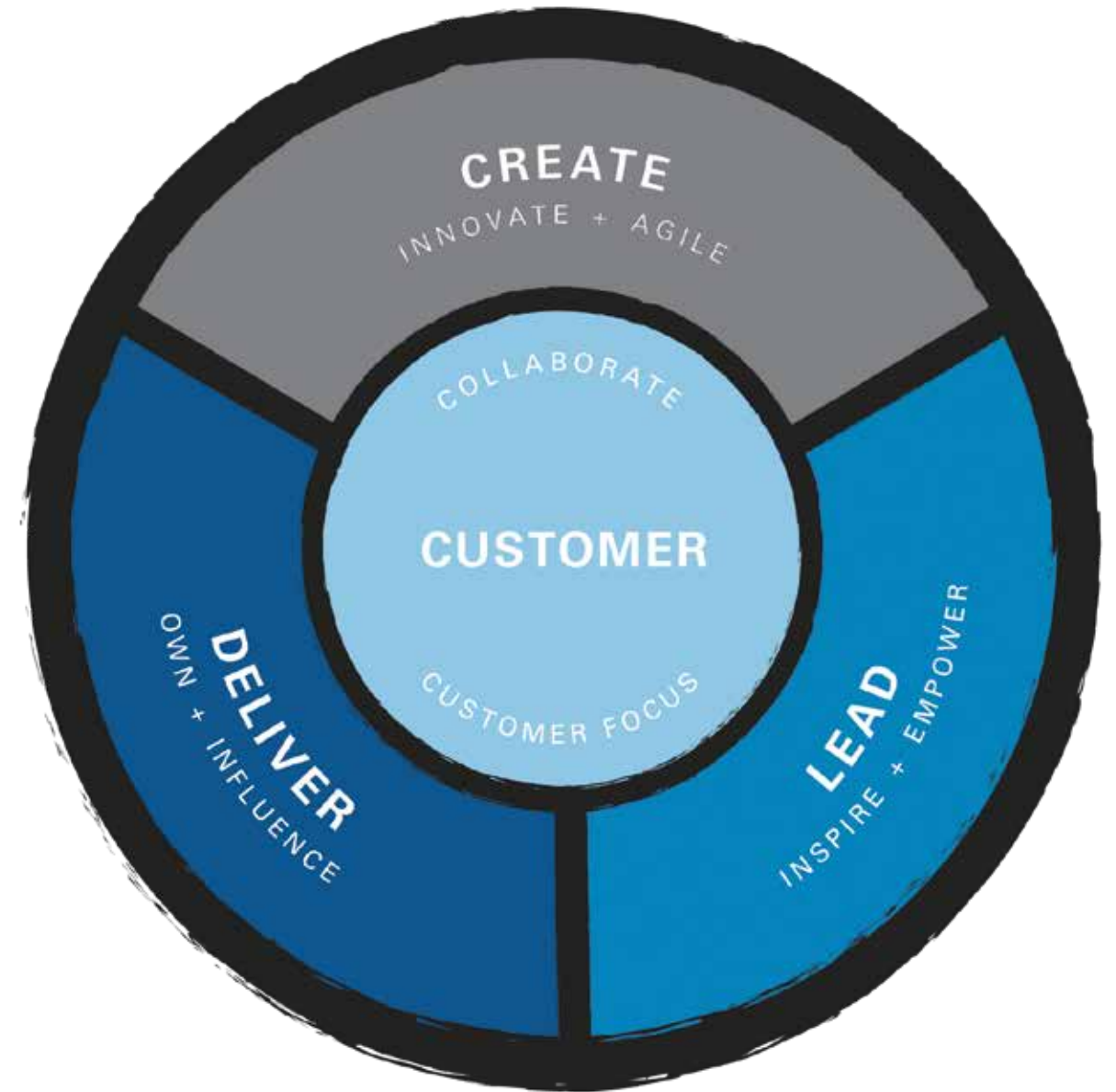
TFA is built on the achievements of talented people who are supported, skilled and inspired to do great things for our guests.

The TFA behaviours is a framework to discuss and assess how we do things, not just what we do. It's aligned to four core elements where the customer is the central focus of our organisation's efforts.

The behaviours also form part of your annual goal setting (myHoshin) along with performance and development goals.

We value these behaviours because they support us all in TFA to:

- Retain guests for life through customer focus and collaboration
- Create sustainable value for our guests by being agile and innovative
- Lead, inspire and empower by doing our best
- Deliver excellence by taking ownership and influencing others



More benefits


We're always on the lookout for new benefits for you.

You can read more information about the benefits outlined in this booklet on our intranet RED and by referring to the relevant PDS, policies and procedures.


We'll keep you in the loop on new benefits or changes to existing ones, watch out for updates in your weekly MY-NEWS e-bulletin.

Some of our current offers include:

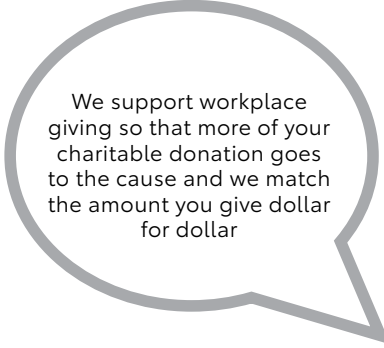
- discounts on hire cars
- discounts on health insurance
- frequent flyer benefits
- airport lounge membership
- TFA pays for you to access Fairfax digital news on your tablet, phone or desktop so you stay connected to news wherever you go.




Hertz offering discounted rental cars for employees' personal use



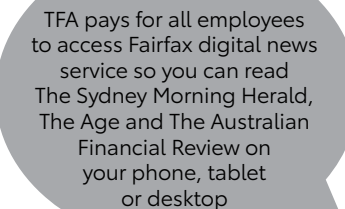
HCF offering employees exclusive corporate plans for discounted private health insurance and free health and wellbeing programs



We support workplace giving so that more of your charitable donation goes to the cause and we match the amount you give dollar for dollar




Discounted airport lounge membership



TFA pays for all employees to access Fairfax digital news service so you can read The Sydney Morning Herald, The Age and The Australian Financial Review on your phone, tablet or desktop



Want more information?
Email MyHR@toyota.com.au.

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