RETIREMENT FREQUENTLY ASKED QUESTIONS (FAQ)

Toyota Pension Plan

1. How does Toyota determine what my pension status will be when I separate from Toyota and Toyota Affiliates?

   **Term - Vested:** Indicates that you have separated employment with Toyota Motor Sales, U.S.A., Inc. ("Toyota") and affiliates after you have completed at least 5 years of vesting service*. This makes you entitled to a benefit under the Toyota Motor Sales, U.S.A., Inc. Pension Plan (the "Pension Plan") but you are not eligible (or chose not) to commence your pension immediately after termination from Toyota and affiliates. Please refer to the Pension Plan’s summary plan description or contact the Retirement Resource Center at 877-248-1635 if you would like more details about which companies are considered affiliates.

   *You have 5 years of vesting after you have completed 4 years, 5 months, and 1 hour of service.

   **Term - NonVested:** Indicates that you have separated employment with Toyota and affiliates without completing 5 years of vesting service. You are not entitled to a Pension Plan benefit.

   **Retiree:** Indicates that you have separated employment with Toyota and affiliates after you have completed the required 5 years of vesting service and immediately start receiving your Toyota Pension Plan benefit. The earliest you can retire is age 55. Normal retirement is the first day of month coincident with or next following the later of your 62nd birthday or the fifth anniversary of your participation in the Pension Plan. With 10 or more years of service, you are also eligible for retiree medical benefits (Pre- and Post-65, see specific details below).
Toyota Pension Status Summary

<table>
<thead>
<tr>
<th>Status upon separation of employment</th>
<th>Term - NonVested</th>
<th>Term - Vested</th>
<th>Retiree &lt; 10 Years of Service</th>
<th>Retiree 10+ Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>You term from Toyota and are not vested</strong></td>
<td>You term from Toyota and are not vested</td>
<td>You term from Toyota and are vested</td>
<td>You retire from Toyota and are vested but you have less than 10 years of service, and are at least age 55 or older</td>
<td>You retire from Toyota and are vested and have 10 or more years of service, and are at least age 55 or older</td>
</tr>
<tr>
<td><strong>Pension Benefits</strong></td>
<td>No pension benefits will be paid to you</td>
<td>A pension benefit will be paid to you as early as age 55, but not later than 90 days after your last day worked</td>
<td>A monthly pension benefit must commence the 1st of the month following your last day worked</td>
<td>A monthly pension benefit must commence the 1st of the month following your last day worked</td>
</tr>
<tr>
<td><strong>Other Benefits</strong></td>
<td>All remaining vacation will be paid to you. You will not be eligible for any other retiree benefits.</td>
<td>All remaining vacation will be paid to you. If you term from Toyota at age 55 and up without retiring, you forfeit all retiree benefits (other than your Pension Plan benefits).</td>
<td>100% of the retirement sick time (if applicable)* and all unused vacation will be paid to you. You are also eligible for the following retiree benefits: 1. Toyota OVR-Drive Program 2. Retiree Parts Purchase Program 3. Retiree Gift</td>
<td>100% of the retirement sick time (if applicable)* and all unused vacation will be paid to you. You are also eligible for the following retiree benefits: 1. Toyota OVR-Drive Program 2. Retiree Parts Purchase Program 3. Retiree Medical (Pre and Post 65), Dental, Vision, EAP 4. Retiree Life Insurance 5. Retiree Gift</td>
</tr>
</tbody>
</table>

* For team members hired before 2018, retirement sick time is a payout of 50% of your sick time accrued as of December 31, 2017.

2. **Can I estimate my pension benefit?**

Log onto Toyota Pension On-Line to process estimates for various retirement dates: [https://mybenefits.benefitcenter.com/toyota](https://mybenefits.benefitcenter.com/toyota)

3. **How does Social Security affect my pension benefit?**

The Pension Plan takes into account the fact that Toyota also contributes toward your Primary Social Security Benefit and applies a portion as an offset in determining your pension benefit. Your “Primary Social Security Benefit” is an estimate of the monthly benefit you will receive from Social Security on the later of the date you attain age 65 or the date on which you terminate employment from all companies participating in the Pension Plan or otherwise cease to participate in the Pension Plan.

The estimate of your Primary Social Security Benefit used in determining your Pension Plan benefit is based on an assumed history of your wages prior to retirement. You may supply earnings history from the Social Security Administration and submit it to the Plan Benefits Analyst at resource_center@toyota.com within six months of the date you are notified of your expected retirement benefit or when your employment terminates, if later. If you submit your actual earnings...
history, it will be used only if it increases your Pension Plan benefit by reducing the amount of the offset.

4. **When will I be 100% vested in the Pension Plan?**
   
   You are 100% vested in the Pension Plan once you have completed 5 years of service which you earn after completing 4 years, 5 months and 1 hour of vesting service if you were hired prior to 1/1/15 by a TMS-pension-eligible company.

5. **If I retire early, can I delay my pension benefit until age 62 and just receive the other retiree benefits?**
   
   No. The definition of retiree includes immediate commencement of your Pension Plan benefits, otherwise you are considered Term Vested and forfeit your other retiree benefits.

6. **What happens if I pass away before commencing my pension?**
   
   If you are married at the time of death, then your surviving spouse of one or more years will be entitled to receive a monthly pension benefit. This benefit is not payable to your surviving spouse until the first of the month coincident with or following the date you would have reached age 55, unless at time of death you are over age 55, in which case the benefit will be paid immediately.

   If you haven't been married for at least one year, no pension benefit will be paid under the Pension Plan.

**Pre-65 Retiree Medical Benefits**

7. **What are the Pre-65 retiree medical benefits and how do they work?**
   
   You become eligible for benefits under the Post-Retirement Medical Program (the “Toyota Plan”) once you have reached age 55 and completed at least 10 years of service, and you immediately commence your Pension Plan benefit if eligible to do so. If you are under 65 upon retirement, the Pre-65 retiree medical benefits serve as a continuation of the active PPO and HMO medical benefits for you and your eligible dependent(s). You and your spouse must have been married at least one year prior to your retirement for your spouse to be eligible.

   The amount Toyota pays will be a percentage of the total premium for the coverage option you select and will vary based on your years of service (see chart below). You are responsible for any remaining amount.
TMS/TMNA Pre-65 Percentage Covered by Toyota

<table>
<thead>
<tr>
<th>Service</th>
<th>% Paid</th>
<th>Service</th>
<th>% Paid</th>
<th>Service</th>
<th>% Paid</th>
</tr>
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<tbody>
<tr>
<td>Pre-65</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;10 Yrs</td>
<td>0%</td>
<td>&lt;10 Yrs</td>
<td>0%</td>
<td>&lt;10 Yrs</td>
<td>0%</td>
</tr>
<tr>
<td>10</td>
<td>44%</td>
<td>10</td>
<td>20%</td>
<td>18</td>
<td>52%</td>
</tr>
<tr>
<td>11</td>
<td>47%</td>
<td>11</td>
<td>24%</td>
<td>19</td>
<td>56%</td>
</tr>
<tr>
<td>12</td>
<td>50%</td>
<td>12</td>
<td>28%</td>
<td>20</td>
<td>60%</td>
</tr>
<tr>
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<td>53%</td>
<td>13</td>
<td>32%</td>
<td>21</td>
<td>64%</td>
</tr>
<tr>
<td>14</td>
<td>56%</td>
<td>14</td>
<td>36%</td>
<td>22</td>
<td>68%</td>
</tr>
<tr>
<td>15</td>
<td>59%</td>
<td>15</td>
<td>40%</td>
<td>23</td>
<td>72%</td>
</tr>
<tr>
<td>16</td>
<td>62%</td>
<td>16</td>
<td>44%</td>
<td>24</td>
<td>76%</td>
</tr>
<tr>
<td>17</td>
<td>65%</td>
<td>17</td>
<td>48%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* The minimum participant contribution for HMO coverage options is $50 for participant-only coverage and $100 for all other levels of coverage.

8. What other benefits are available under the Toyota Plan before I reach age 65?

Through the Toyota Plan, you also may purchase Toyota group dental, vision, and LifeMatters (EAP) coverage for you and your eligible dependent(s) at your own expense until you reach age 65.

9. Will my spouse be eligible for Pre-65 retiree medical benefits if he or she turns age 65 before me?

Yes, your spouse will be eligible for Pre-65 retiree medical benefits even if he or she turns age 65 before you. However, in that case, it is important that your spouse enroll in Medicare Parts A and B. Medicare becomes primary for your spouse once he or she turns 65. Toyota’s Pre-65 retiree medical benefits can be used as secondary. See, the “Medicare - How does Medicare interact with Toyota Plan coverage?” section below for more details. **Your spouse may incur significant out-of-pocket medical expenses if he or she fails to sign up for Medicare upon becoming eligible to do so.**

Your spouse will not be entitled to the Post-65 medical reimbursement program benefit until you reach age 65. You and your spouse must have been married at least one year prior to your retirement for your spouse to be eligible.

10. Will there be premium cost increases and how will they be paid?

Typically, costs increase yearly. Every year during Open Enrollment, you will have the opportunity to review any plan and/or premium changes and make election changes based on your review.

Chard Snyder (the direct billing vendor for Toyota) will collect your premiums.

11. How often can I make changes to my coverage?

You may discontinue your or your eligible dependents’ Pre-65 retiree coverage at any time, but once you cancel, you cannot re-enroll until the next Open Enrollment or you have a qualifying life event. Other changes to your coverage can only be made each year during Open Enrollment unless you have a qualifying life event.
Post-65 Retiree Medical

12. What is the Post-65 retiree medical reimbursement benefit and how does it work?

The Post-65 retiree medical reimbursement benefit is designed to work with Medicare coverage (see Medicare section below for more details). The reimbursement amount is based on your completed years of service, which will help pay for the purchase of:

- An individual Medicare supplemental (Medigap) plan;
- Medicare Part B coverage;
- Medicare Part D prescription drug coverage through a private company; and/or
- Medicare Advantage plans.

You become eligible for benefits under the Toyota Plan once you have reached age 55 and completed at least 10 years of service, and you immediately commence your Pension Plan benefit if eligible to do so. Coverage under the Post-65 retiree medical reimbursement benefit is effective for you and your spouse if you are 65 or older when you retire, or when you turn age 65 if you retire prior to that time. You are eligible for the Post-65 retiree medical reimbursement benefit whether or not you enrolled in Pre-65 retiree medical benefits. You and your spouse must have been married at least one year prior to your retirement for your spouse to be eligible.

The chart below shows the maximum reimbursement you'll receive each year depending on your years of service:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Hired on or before 12/31/2014 (TMS &amp; Affiliates)</th>
<th>Hired on or after 1/01/2015 (All Hires/Rehires)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 10</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>10–14</td>
<td>$1,045</td>
<td>$1,045</td>
</tr>
<tr>
<td>15–19</td>
<td>$2,090</td>
<td>$2,080</td>
</tr>
<tr>
<td>20–24</td>
<td>$3,135</td>
<td>$2,560</td>
</tr>
<tr>
<td>25 or more</td>
<td>$4,180</td>
<td>$3,200</td>
</tr>
</tbody>
</table>

The Post-65 retiree medical reimbursement benefit does not reimburse dental, vision or EAP premiums.

13. Are my dependent children eligible for the Toyota Plan once I turn age 65?

No, your dependent children are not eligible for the Post-65 retiree medical reimbursement benefit, and will lose Pre-65 retiree medical benefits (if enrolled) once you turn age 65. You should make other arrangements for coverage, because previously covered dependent children will not be eligible for continuation of coverage through COBRA.

14. What coverage will my spouse be eligible for once I reach age 65?

If your spouse is under age 65, then he or she is automatically enrolled in single coverage under the same coverage options in which he or she was enrolled for Pre-65 retiree medical benefits. You’ll pay the difference between the full cost of that coverage and the Post-65 retiree medical reimbursement...
spouse benefit. Your spouse cannot use the Post-65 retiree medical reimbursement benefit to purchase other medical benefits not offered by Toyota.

When your spouse reaches age 65, coverage under the Pre-65 retiree medical benefits ends. It is important, therefore, that before your spouse turns 65, he or she considers enrolling in Medicare Parts A and B and purchasing an individual Medicare supplemental (Medigap) plan, Medicare Part D prescription drug coverage through a private company, or a Medicare Advantage plan. Your spouse may use the Post-65 retiree medical reimbursement spouse benefit to purchase such coverage.

15. How do I receive my Post-65 reimbursement?

For more information and forms, visit the Chard Snyder website at www.chard-snyder.com or call 800-982-7715.

Social Security

16. What is Social Security?

The Social Security Program was established to provide the base of financial protection for working people and their families when earnings are lost due to retirement, disability or death. Social Security is the largest source of income for most people age 65 and over. More detailed information about Social Security benefits can be found in the “Guide to Social Security” at www.imercer.com/socialsecurity, at the Social Security Administration’s (SSA’s) website at www.ssa.gov, or by calling 800-772-1213.

17. When can I begin receiving Social Security benefits?

Social Security benefits can begin as early as age 62. All monthly benefits are based on your “primary insurance amount,” which is the amount you would receive if you retired at your full retirement age (FRA). The FRA is 65 for people born before 1938 and then gradually increases to 67 for those born in 1960 and later. If you elect to receive benefits before your FRA, then the amount you receive will be reduced depending on the number of months you retire before your FRA.

18. How do I sign up for Social Security?

You can apply for Social Security online at www.socialsecurity.gov/applytoretire, call the Social Security Administration (SSA) at 800-772-1213 or visit your local Social Security office. The SSA will not start your benefits until you file an application.

19. How do I get access to my Social Security earnings?

Your Social Security earnings and benefit information is available online at https://www.ssa.gov/myaccount/. You should check the information carefully and report any incorrect information to the SSA as quickly as possible.

Medicare

20. What is Medicare?

Medicare is health insurance for individuals age 65 or older. It is also available to individuals under age 65 with certain disabilities, as well as individuals of any age with permanent kidney failure. Medicare Part A generally covers inpatient care in hospitals or skilled nursing facilities, hospice care and home health care. Medicare Part B generally covers doctor visits, outpatient care, home health
services, durable medical equipment, preventive care and other medical services. Medicare Part D covers certain prescription drugs.

21. How does Medicare interact with Toyota Plan coverage?

There are rules that determine whether Medicare or other health insurance pays first (that is, which plan is “primary”). When you retire, Medicare coverage is generally primary, and any Toyota Plan that you are enrolled in will be “secondary.” This means that Medicare will provide the first level of coverage, and any additional benefits you may be entitled to receive under the Toyota Plan will apply toward the remaining portion, if any, not eligible to be paid by Medicare. When the law allows Medicare to be primary, the Toyota Plan will be secondary even if you do not actually enroll in Medicare. When the Toyota Plan is secondary, you may incur significant out-of-pocket medical expenses if you (and your spouse and dependents, as applicable) fail to sign up for Medicare upon becoming eligible to do so.

22. Should I sign up for Medicare?

Upon your retirement or other termination of active employment with Toyota, you and your dependents who are Medicare eligible (age 65 and older or with eligible disability status) should enroll in Medicare as soon as possible (preferably before you retire to ensure coverage is in effect with no gaps) to avoid incurring penalties or additional out-of-pocket medical costs as described under “How does Medicare interact with Toyota Plan coverage?” above.

23. How do I sign up for Medicare?

Medicare will automatically enroll some individuals in Medicare Part A and Part B. If you (and your spouse and dependents, if applicable and eligible) were not automatically enrolled in Medicare Part A or Part B, then you (and your spouse and dependents, if applicable and eligible) must apply for coverage to receive it. You may first sign up for Medicare Part A and/or Part B during the 7-month period that begins 3 months before the month you turn 65, includes the month you turn 65, and ends 3 months after the month you turn 65 (your “Initial Enrollment Period”).

If you sign up for Medicare Part A and/or Part B during the first 3 months of your Initial Enrollment Period, then in most cases, your coverage will start the first day of your birthday month. However, if your birthday is on the first day of the month, your coverage will start the first day of the prior month.

If you enroll in Medicare Part A and/or Part B during the month you turn 65 or during the last 3 months of your Initial Enrollment Period, then the start date for your Medicare coverage will be delayed. You and your dependents may also be eligible for a special enrollment period. To learn more about enrollment periods, visit Medicare.gov, or call 1-800-MEDICARE.

24. What happens if I miss the Medicare registration deadline?

If you do not sign up for Medicare timely, you may be penalized as a late enrollee. This means you may have to pay a permanent premium surcharge.
Other Questions

25. What happens with my Retirement Savings Plan?

For Retirement Savings Plan distributions or rollovers, please contact Fidelity directly at 800-648-7283 or online at www.netbenefits.com. If you have an outstanding loan, the payments will continue to be due in monthly installments until paid in full.

26. Who do I contact for questions regarding the Retiree Vehicle Purchase Program, Retiree Parts Program and Toyota OVR-Drive Program?

Contact Vehicle Services regarding these programs.

27. How do I change my address?

For Health and Welfare: The Toyota Benefits Center at 800-334-4015

For Pension: The Retirement Resource Center at 877-248-1635 or Resource_Center@toyota.com

For Retirement Savings Plan: Fidelity at 800-648-7283 or www.netbenefits.com

Note that Toyota reserves the right to modify, revoke, suspend or terminate coverage under its plans, in whole or in part, at any time. For more information about the Toyota plans, contact us at 1-800-334-4015. In the event of any conflict between this notification and the Toyota plans, the terms of the applicable Toyota plan will control.