



Approved	Verified	Prepared
		

Established on : 27 September 2025

Effective on : 27 September 2025

## Guideline for Whistleblowing

<b>Purpose</b>	<p>Article 1</p> <p><b>Chapter 1. General Provisions</b></p> <p>This regulation related to the whistleblowing policy of TTKA (TTK Asia Transport (Thailand) Co., Ltd.) is designed to ensure the compliance with corporate ethics under the Code of Conduct and Ethics to prevent, detect and correct the misconduct within the organization.</p>
<b>Definition</b>	<p>Article 2</p> <p><b>Chapter 2. Definition</b></p> <p><b>COCE</b> means the Global Code of Conduct and Ethics as announced by Toyota Tsusho Corporation (TTC) and applicable worldwide.</p> <p><b>Company</b> means TTKA (TTK Asia Transport (Thailand) Co., Ltd.)</p> <p><b>Employee</b> means Refers to permanent employees and temporary contract employees of TTK Asia Transport (Thailand) Co., Ltd., including expatriates assigned to work at the company.</p> <p><b>Whistleblowing</b> means the reporting of any misconduct or improper activities within the company.</p> <p><b>Report</b> means the report made to the whistleblowing line.</p>
<b>Policy</b>	<p>Article 3</p> <p><b>Chapter 3. Policy</b></p> <p>It is a Company policy that any occurrence of misconduct activities in violation of COCE shall be reported to the specified channel as will be announced by Corporate Compliance Management Department.</p>
<b>Obligation of the Employee</b>	<p>Article 4</p> <p><b>Chapter 4. Obligation of the Employee</b></p> <p>The Employee shall promptly report, in good faith, any concern about a violation of COCE to his/her line manager, or Human Resources, or COCE Officer. However, if it is inappropriate for the Employee to report it to them, the Employee may make the Report, in good faith, to the whistleblowing line.</p>
<b>Person in Charge</b>	<p>Article 5</p> <p><b>Chapter 5. Person in Charge</b></p> <p>The Human Resources will oversee the entire company and report to Top management.</p>
<b>Receipt Notice and First Evaluation</b>	<p>Article 6</p> <p><b>Chapter 6. Receipt Notice and First Evaluation</b></p> <p>The PIC will, without undue delay, notify the Employee who made the report (the "Reporter") about the receipt of the Report.</p> <p>Article 7</p> <p>The PIC will, without undue delay, first evaluate if the Report is valid concern about a possible violation of the COCE. Should the PIC determine that the Report is a valid concern and further investigation is necessary, then the PIC will notify the Reporter that further action will be taken. Should the PIC determine the Report is not valid concern, the PIC will notify the Reporter that no further action will be taken with reasons therefor.</p>
<b>Investigation</b>	<p>Article 8</p> <p><b>Chapter 7. Investigation</b></p> <p>The PIC will conduct an investigation into the Report if the PIC determines that further investigation is necessary as a result of evaluation as set forth in the preceding Article.</p> <p>The PIC may appoint any member for investigation concerning the Report (the "Investigator") and share the information related to the Report and the Reporter ( the "Information") with the Investigator.</p> <p>The PIC shall take every caution not to appoint anybody who might be involved in or related to the Report, as the Investigator.</p> <p>Article 9</p> <p>All directors, officers and employees of TTTC, including the Reporter, are obliged to cooperate with the PIC and the Investigator during the investigation process concerning the Report.</p>

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<p><b>Prohibited Actions</b></p>	<p style="text-align: center;"><b>Chapter 8. Prohibited Actions</b></p> <p>Article 10    1) All directors, officers and employees of TTTC, including the Reporter, are prohibited to obstruct the investigation, including to conceal, falsify or damage any information relating to the Report.</p> <p>                  2) All directors, officers and employees of TTTC are prohibited to interfere with the reporting to the whistleblowing line by the Employee.</p>
<p><b>Prohibited Report</b></p>	<p>Article 11    (1) It is strictly prohibited to make a Report with malicious or vexatious purpose.</p> <p>                  (2) It is strictly prohibited to make a false or misleading Report and the Employee shall exercise reasonable care to ensure the accuracy of the information contained herein.</p> <p>                  (3) It is strictly prohibited to make a Report regarding his/her personal grievance unless the Employee has first consulted with his/her line manager, or Human Resources, Legal, or any other appropriate corporate department regarding such grievance.</p>
<p><b>Confidentiality</b></p>	<p style="text-align: center;"><b>Chapter 9. Confidentiality</b></p> <p>Article 12    (1) The PIC and the Investigator shall treat the Information in a confidential and sensitive manner.</p> <p>                  (2) Notwithstanding sub-Article (1) above, the PIC and the Investigator may disclose the Information to the extent indispensable for their investigation or legally required to disclose.</p> <p>                  (3) Any director, officer or employee of TTTC who obtain the Information, shall have the same degree of confidential obligation as provided above.</p>
<p><b>Protection of the Reporter</b></p>	<p>Article 13    It is strictly prohibited in TTTC to take any retaliatory action or treatment whatsoever against the Reporter who made the Report in good faith.</p>
<p><b>Notice of Result</b></p>	<p style="text-align: center;"><b>Chapter 10. Notice of Result</b></p> <p>Article 14    After the completion of an investigation into the Report, the PIC will notify, without undue delay, the Reporter of the result thereof.</p>
<p><b>Corporate Auditor</b></p>	<p>Article 15    The responsible person shall inform the Company's auditor of the report and submit it for consideration to the Company's Executive Committee.</p>
<p><b>Correction and Preventive Measures</b></p>	<p style="text-align: center;"><b>Chapter 11. Correction and Preventive Measures</b></p> <p>Article 16    If any violation of the COCE is found in the process or as a result of the investigation into the Report, the PIC will instruct the responsible party to correct the wrongdoing and to implement preventive measures against the violation, and ensure the proper implementation thereof.</p>
<p><b>Responsible Department</b></p>	<p style="text-align: center;"><b>Chapter 12. Supplementary</b></p> <p>Article 17    The responsible department of these Regulations is the Human Resources.</p>
<p><b>In event of doubt</b></p>	<p>Article 18    Any doubts as to interpretation and/or application of these Regulations, and any matters not specified herein, shall be settled by the Human Resources.</p>
<p><b>Revision and Abolition of the document</b></p>	<p>Article 19    The approval of revision and abolition of this document shall be in accordance with the Regulations for Management of Company Rules.</p>
<p><b>Enforcement</b></p>	<p>Article 20    These Regulations shall become effective from September 27, 2025.</p>