



TOYOTA TSUSHO FORKLIFT (THAILAND) CO., LTD.

607 ASOKE-DINDAENG ROAD, KWAENG DINDAENG, KHET DINDAENG, BANGKOK 10400 THAILAND.

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Announcement

BK 071/2025

Subject: Emphasis on the policy of compliance

Dear Employees,

Toyota Tsusho Forklift (Thailand) Co., Ltd. places the highest priority on maintaining strict adherence with all applicable laws, rules, and regulations. As part of our commitment to upholding integrity and ethical conduct, all employees are expected to follow this policy rigorously, ensuring that no actions are taken that would contravene the company's established guidelines.

We would like to bring to your attention that any violation of company policy, particularly in cases involving serious breaches of discipline, will not be tolerated. Such offences may include, but are not limited to:

- Dishonesty, fraud, or theft involving the company's property, customer property, or personal belongings of any individual.
- Intentional actions that cause damage to the company's interests or assets.
- The unauthorised disclosure, distribution, or communication of confidential business information.
- Any other violations outlined in Chapter 8 of the Work Regulations related to serious disciplinary offences.

In the event of a violation, the company will conduct a thorough review through the Disciplinary Investigation Committee, in strict accordance with established procedures. Any employee found in breach of these policies may face disciplinary action, including potential termination of employment and legal consequences.

Please be guided accordingly.

14 October 2025

(Mr. Hiroshi Mukai)

President