

0001 Corporate Code of Ethics

Chapter 1 General Provisions

(General Provisions)

Article 1. These Rules govern the standards of conduct and compliance (compliance with laws and regulations) of TOYOTEC Corporation and its affiliated companies (hereinafter referred to as the "Company"), as well as the handling of the Ethics Committee.

(Purpose)

Article 2. The purpose of these Rules is to gain the trust of society by establishing corporate ethics, and the Company make compliance a basic management policy.

Chapter 2 Standards of Conduct

(Responsibilities of Board member, Officers)

Article 3. Board member and officers are well aware of their role in realizing the following standards of conduct, and take the initiative in making related parties known to all concerned.

(Principles in Action)

Article 4. The Company sincerely comply with all laws and regulations and act with social good sense in all its management activities.

(Customer service)

Article 5. The Company treat all customers using the Company in a sincere, cheerful, kind and courteous manner.

(Provide safe and high quality products and services)

Article 6. The company provide products and services that satisfy customers by manufacturing safe and high quality products that are trusted by customers based on its superior technology and rich experience.

(Proper indication)

Article 7. The company will correctly indicate the quality, contents, etc. of the products and services it provides to its business partners.

(Fair competition)

Article 8. The Company will engage in fair and free competition with other companies in the same trade.

2 The Company will not use fraudulent means to sell or receive orders for products or services.

(Management of confidential information)

Article 9. The Company strictly manage information on customers obtained in the course of business and the Company's own confidential information so that such information will not be leaked to outside parties.

(Troubleshooting for customers)

Article 10. The company respond promptly and in good faith to any problems that may arise with the customer with respect to the company's services.

(Political and administrative relations)

Article 11. The Company maintain sound and normal relations with politics and government.

2 We do not make illegal political contributions, illegal benefits, or bribes.

(Provision of corporate information)

Article 12. The Company provide appropriate corporate information to business partners, shareholders and other stakeholders as appropriate.

(Environmental Initiatives)

Article 13. The company recognize the importance of environmental issues and actively address environmental issues through the effective use of resources and energy conservation.

(Employee safety and health)

Article 14. To ensure the safety and health of employees in the workplace, the company take all possible and necessary safety and health measures in buildings and facilities.

(Realization of comfort and affluence for employees)

Article 15. The company endeavor to realize the economic, mental, and temporal comfort and affluence of its employees by improving working conditions.

(Respect for the character and human rights of employees)

Article 16. The Company respect the fundamental human rights of its employees and will not discriminate in its treatment of employees on the basis of race, nationality, ideology, religion, mental or physical disability, age, sex, marital status, or any other reason unrelated to the performance of their duties.

(Formation of workplaces where employees can make the most of their individuality and abilities)

Article 17. The Company endeavor to create a workplace where each and every employee can maximize his or her individuality, motivation and ability.

(Interaction with local communities)

Article 18. The Company, as a good corporate citizen, endeavor to contribute to society by deepening its interaction with local communities and participating in local social activities.

(Related Party Transactions)

Article 19. The Company obtain the approval of the Board of Directors for any transaction with a related party after explaining the transaction to the director in charge of each business office in advance, and the Board of Directors confirm the rationality of the transaction and the appropriateness of the transaction terms and conditions.

(Relationship with Anti-Social Forces)

Article 20. The Company take a firm stand against anti-social forces that threaten social order and sound corporate activities.

2 We do not provide economic benefits to anti-social forces.

(Response to violations of the Standards of Conduct)

Article 21. In the event of a serious violation of this Code of Conduct, the Company, led by the President, take company-wide action to resolve the problem, investigate the cause, and prevent recurrence.

2 The company promptly and accurately disclose information on matters that arise, both internally and externally, and fulfill its accountability.

3 The company will take strict action against the employees involved, including the president.

Chapter 3 Compliance

(Employee Obligations)

Article 22. Employees perform their duties in accordance with the basic policies of the Company and in good faith compliance with the law.

(Employee Prohibitions)

Article 23. Employees will not do any of the following

- (1) To act in violation of the law oneself.
- (2) Instructing other employees to do anything that violates the law
- (3) Instigating other employees to do anything that violates the law
- (4) Tacit approval of other employees' violations of the law

(Denied)

Article 24. Employees deny to accept any offer to violate the law from other companies in the same trade.

(Duty to report)

Article 25. When an employee becomes aware of a violation of the law by another employee, he/she promptly report it to the board member in charge of each business office.

2 Retaliation against a reporter is prohibited.

(Investigation of facts)

Article 26. When an employee reports a violation of the law, the facts shall be promptly investigated.

2 In investigating the facts, the privacy of the reporter shall be given due consideration.

3 Investigations of facts shall be conducted fairly and objectively.

(Report to the Ethics Committee)

Article 27. The board member in charge report the results of factual investigations to the Ethics Committee if he/she determines that the matter should be reported to the Ethics Committee. The Ethics Committee is defined in Chapter 4.

(Disciplinary action)

Article 28. The Company take disciplinary action against any employee who violates the law.

(Limitation of Exemption)

Article 29. No employee will be exempted from liability for any violation of law committed by any of the following reason

- (1) Lack of proper knowledge about the law
- (2) No intention to violate the law.
- (3) For the purpose of benefiting the company

(Confirmation of action)

Article 30. Employees constantly check themselves to ensure that their thoughts and actions are in line with the law and social good sense.

(Deferment or suspension of execution)

Article 31. Employees are not implement the matter with which they have consulted until they have received a response from the board member in charge.

2 If an employee receives a response from the board member in charge that a matter he/she has consulted is "against the law" or "may be against the law," the employee will not implement the matter.

Chapter 4: Ethics Committee

(Purpose of the Committee)

Article 32. The Company establish an Ethics Committee (hereinafter referred to as the "Committee") for the purpose of practicing fair and honest management in compliance with the law.

(Mission)

Article 33. The duties of the Committee are as follows

- (1) Promote and raise awareness of legal compliance among employees
- (2) Confirmation of the facts of the reported case
- (3) Cease and desist order for violation of law
- (4) Investigate the causes of legal violations and consider and implement measures to prevent recurrence.

(Composition)

Article 34. The Committee is composed of the Board of Directors and Executive Officers.

(Responsibilities)

Article 35. The Committee members strictly recognize that it is extremely important for the Company to practice fair and honest management based on high ethical standards and in compliance with the law, and faithfully perform their duties.

(Chairperson)

Article 36. The President serve as the chairperson of the Committee, and the chairperson oversee the activities of the Committee.

2 In the event that the chairperson is unable to act, another member take his/her place in the order previously determined.

(Committee meetings)

Article 37. The Committee is convened by the Chairperson, and is deemed to be constituted when a majority of the Committee members are present.

(Secretariat)

Article 38. The secretariat of the Committee is the Human Resources Development Department.

(Meeting Minutes)

Article 39. When a Committee meeting is held, minutes is prepared by the Secretariat.

(Cease and desist order)

Article 40. When the Commission, as a result of its investigation of the facts, finds that a violation of the law is being committed, it immediately order the department that is committing the act to cease and desist from the act.

(Investigation of causes and implementation of measures to prevent recurrence)

Article 41. The Committee investigate the causes of the legal violations that occurred, and study and implement measures to prevent recurrence.

(Suspension of Commissioner's Duties)

Article 42. If the Commissioner himself/herself becomes a party to a violation of the law, his/her duties shall be suspended until the matter is fully dealt with.

(Education of Ethics and Compliance)

Article 43. The Committee conduct ethics and compliance education as necessary to spread awareness of corporate ethics and compliance among employees.

Supplementary Provisions

(Implementation date)

(1) These Rules and Regulations come into effect as of July 1, 2024.