

## Labor and Human Rights Policy

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TTK Asia Transport (Thailand) Co.,Ltd. operates the business of cargo transportation service, safe driving training service, and truck maintenance service by giving precedence to labor matter and commit to ensuring that all employees are respected and protected in accordance with labor laws, social responsibility standard and the related regulations, as well as committed to continually improve labor operations. Besides, the Company is aware of and respect for human rights. human dignity, freedom, and equality of persons, therefore, the Company shall announce the policy on labor practices as follows:

1. The Company shall not commit or support the use of forced labor in any form, and shall not demand or receive any insurance money, identification card or any identification document from employees, either when they are admitted to work or has been admitted to work, or put it as a condition for admission to work, unless otherwise provided by law, and shall not use corporal punishment or the threat of violence or other formats of physical, sexual, mental, or verbal abuse as a measure of discipline or control.

2. The Company shall not employ or support the use of child labor under the age of 18 and shall not encourage child labor to perform work that is harmful to health or in an environment that may pose a hazard to health, sanitation and safety.

3. The Company shall not allow female employees to do work that is harmful to their health or body as required by law, and shall arrange for pregnant female employees to work in an environment that is not harmful to health and safety of pregnancy, and arrange a breastfeeding corner for female employees who are in the lactation period to be able to breastfeed. Moreover, the Company shall allow those female employees to change their nature of work, shall not layoff, demote or reduce their benefits with the reason of their pregnancy or lactation period.

4. The Company shall motivate all employees to be happy at work, grow in their career path along with the development of the Company.

5. The Company shall not commit or encourage discrimination in employment, payment of wages and work remuneration, provision of welfare, opportunities for training and self-development, consideration of promotion, employment termination or retirement, and shall not interfere, obstruct or take any action which affects the activities of exercising rights or practices of employees due to differences in race, caste, nationality, religion, language, marital status, age, sexual orientation or deviation, disability, gender, political affiliation, membership of labor unions, employee committees, or other personal ideas.

6. The Company shall respect the rights of employees to join (or not to join) an association / union / federation / collective bargaining, shall not hinder the operation of labor unions / labor federation, shall not obstruct the exercise of employees' rights to be a member of labor unions, and shall provide facilities as well as treat such members equally with other employees.

7. The Company is committed to working for all employees can work and operate with standards, promote suitable working conditions, keep safe working environment so that employees have a good quality of life, able to perform work without affecting physical and mental health as well as pay attention to high standards of occupational health and safety.

8. The Company promotes working conditions that respect each other, implements measures to prevent employees from being harassed (sexual and non-sexual) by words, gestures, physical touch or by any other means including violence against women. If an employee is harassed (sexual and non-sexual), the Company shall strictly proceed with disciplinary action against those who violate the working rules and regulations of the Company.

9. The Company shall pay wages and remuneration for working or overtime pay to employees not less than the rate required by law, and shall provide employees with the written information about all wages and remuneration for each period including details of the components, as well as compensation and benefits that employees are entitled to receive under the law.

10. The Company shall not require employees to perform work longer than the working hours regulated by law including overtime and working on holiday, and shall specify the normal working hours with the clear start and end time, which is not exceed the period of each type of work prescribed by law. Besides, the Company shall determine break times during work and meal breaks, give employees the right to take leave, vacation, etc. as required by law.

11. The Company shall comply with the Labor Protection Act B.E. 2541 which stipulates the duties of employers and employees' rights in case of termination of employment. The Company shall not terminate an employee's employment without reasonable grounds related to the employee's ability or behavior, and the employee shall be notified prior to termination of employment or received compensation which is required by labor law unless the employee commits a serious offense.

This policy is effective from 1 July 2022 onwards.

Announced on 1 July 2022.

Sukeyoshi Takahashi

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( Mr.Sukeyoshi Takahashi )

President