Code of Conduct
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What is the TFS Code of Conduct?

Toyota Financial Services Corporation (TFSC) is made up of a group of affiliated sales finance companies in more than 30 countries and regions around the world. The U.S. affiliate is named Toyota Motor Credit Corporation (TMCC) and is known to our business partners, customers and Team Members as Toyota Financial Services or TFS.

Wherever TFSC operates throughout the world, we conduct business with the highest ethical standards. Our aim is to have a positive impact in the communities in which we operate.

For that reason, TFSC has developed this Code of Conduct, which has been embraced by each TFSC affiliate worldwide, including TFS. Throughout this document, the TFSC Code of Conduct will be referred to simply as the “Code of Conduct.”

The Code of Conduct communicates the worldwide vision of TFSC and complements, but does not supersede, the ethics policies currently in place at each affiliate, including the TFS Ethics and Conflict of Interest Policy and the TFSB Code of Ethics Policy.

The Code of Conduct has also been developed to align with Toyota’s global principles, which have been articulated by TFSC’s parent company, Toyota Motor Corporation (TMC) and communicated in the TMC Code of Conduct for Toyota Team Members.

The Code of Conduct provides an overview of the expectations TFSC has for all Team Members worldwide. It provides detailed explanations and examples of the actions and issues that we must be aware of when carrying out our business activities and living in our global society.

The Code of Conduct is built on the two pillars of the Toyota Way—Respect for People and Kaizen, or Continuous Improvement, and is consistent with the TFS Values of Integrity, Customer Focus, Unity of Purpose, Speed and Performance.

The Code of Conduct will be an important resource for guiding your actions and answering your questions, as a valued Team Member of Toyota Financial Services.
How to Use the Code of Conduct

It is the responsibility of every Team Member to be familiar with and abide by this Code of Conduct.

Each section of the Code of Conduct contains a description of the basic codes or policies, as well as examples of specific issues each of us needs to be aware of when involved in actual business situations. Reviewing situations that one often faces in the business environment will help you answer questions you might have and help ensure that your actions are in line with the Code of Conduct.

We each have a responsibility to ask questions when we are in doubt and to report workplace concerns. The expectations of TFS for all of its Team Members are reflected in the following policies:

- TFS Ethics and Conflict of Interest Policy
- TFSB Code of Ethics Policy
- Non-Harassment Policy
- Equal Employment Opportunity Policy (Non-Discrimination)

If you have any questions about the Code or wish to report a possible problem or violation, do one of the following: (1) consult a TFS Human Resources Consultant, (2) contact the Legal Department, (3) call the TFS Concern Line at (888) 265-4147, or (4) access TFS Concern Line website at [www.tfsconcernline.com](http://www.tfsconcernline.com).

The Code of Conduct does not change the at-will employment relationship between TFS and its Team Members.
TFS and All of Us
The values and principles that form the foundation of our relationship with TFS and each other.

Creating a safe, productive and harmonious work environment

TFS is committed to a safe and productive workplace where Team Members are treated with dignity and respect. We encourage and support the personal growth of our Team Members and expect all Team Members to treat each other with courtesy and consideration at all times.

The Toyota Way directs us to:
• Act with honesty and integrity
• Communicate openly
• Leverage diversity and inclusion to achieve business goals
• Continuously learn

By following these principles and living the TFS Brand Attributes of Simple, Proactive and Personal, we will grow personally and contribute to the success of TFS.

Key requirements for achieving our desire for a safe, productive and harmonious work environment include:

• Respectful Interactions with others
  TFS respects human rights. Harassment and discrimination are inconsistent with our vision of becoming the most admired sales finance company in the world. Team Members, business partners, dealers, customers and government officials are to be treated with respect in every situation, in or out of the workplace.

• Safety and health
  We place the highest priority on safety and health at work. If accidents or disasters occur during work-related activities, we will quickly implement appropriate measures.
• **Diversity and Inclusion**
  TFS supports diversity and inclusion at all levels of the company, not only because it's the right thing to do, but because a healthy mix of talents and strengths from a variety of backgrounds helps create a more vibrant and creative workplace. TFS desires a work environment that attracts, retains and fully engages the talent of our Team Members.

• **Pride in our work**
  Following the principles of Simple, Proactive and Personal, we will think creatively and strive for continuous improvement in our work. Our efforts to develop our own capabilities will make us more valued Team Members and more effective in delivering extraordinary care to our customers.

• **Pride in our teamwork**
  Our belief in open communication and mutual respect means that cooperation is a highly valued quality. The ability to work together effectively will improve the quality of our work and increase the capabilities of all of us. Those of us in management positions will provide guidance that encourages cooperation and personal growth.

• **What not to do**
  Here are some examples of acts that violate the Code of Conduct.

  o Obtaining personal (i.e., non-work) benefit for ourselves or others using our job.
  o Using TFS assets (such as the Toyota or TFS name, computers, etc.) for a non-work related purpose (e.g. private or improper use of e-mail or internet).
  o Obtaining, using or disclosing TFS’s confidential information.
  o Selling and/or buying shares or securities unfairly using any confidential information of the company, including Toyota, TFS or our business partners (so-called “insider trading”).
  o Acting with a conflict of interest.
  o Using our position or authority in TFS for personal enrichment from our colleagues or our business partners.
Our Activities in TFS
The values and principles that guide how we should conduct the business activities of TFS.

Following the Law

TFS and all its Team Members will comply with the law and with internal TFS policies [i.e., the TFS Ethics and Conflict of Interest Policy, the TFSB Code of Ethics Policy, the Non-Harassment Policy and the Equal Employment Opportunity Policy (Non-Discrimination)]. We will take appropriate steps if we become aware of violations of those laws or policies. We will not make exceptions to this commitment, even if an unlawful act is motivated by the interests of TFS, the interests of the customer, or carried out under the instructions of one's superior.

For Team Members this commitment to compliance with the law means:

- **Making no exceptions in respecting the law**
  If someone demands or attempts to persuade us to be involved in such acts, we will have the courage to refuse and take appropriate action. This applies regardless of whether or not any person involved has a business relationship with TFS (including business partners such as dealers).

- **Actively demanding compliance with the law**
  If aware of illegal acts by others, we should take appropriate action, such as consulting our supervisor, the relevant division or the TFS Concern Line.

- **Respect for all laws and rules, including prohibition of bribery**
  As an important part of compliance with all applicable local, national and international laws and rules, it is a clear worldwide policy of TFS that bribery is prohibited. We will not become involved in bribery nor give or receive excessive presents or entertainment.
Protection of Assets and Confidential Matters

TFS possesses a wide variety of assets that are invaluable to its successful business operations—from tangible assets such as equipment, facilities and cash, to intangible assets such as trademarks, accounting information and customer data. These assets must be managed extremely carefully in order to prevent them from being lost, stolen or used illegally or wrongfully. All of us must protect TFS’ assets, intellectual property, company secrets (such as trade secrets) and personal information, as well as respect the assets, intellectual property and confidential information of others.

Team Members are expected to contribute to the security of assets and information in the following areas:

• **Protection of TFS assets and funds**
  TFS assets, including facilities, funds, equipment, and information should be used only for company business or purposes authorized by management. Team Members are expected to protect TFS assets from theft, carelessness, waste and misuse and shall immediately report any illegal or criminal acts or violations of company policy or rules (i.e., the TFS Ethics and Conflict of Interest Policy, the TFSB Code of Ethics Policy, the Non-Harassment Policy and the Equal Employment Opportunity Policy (Non-Discrimination).

• **Information security**
  The protection of company information is a key responsibility for all Team Members. All Team Members must comply with TFS’s information security-related policies and practices. Information includes any data relating to TFS business collected or held in electronic, paper or other format and under the direct or indirect control of TFS, such as financial and customer data. Information assets include any device or facility that stores, processes, transmits or otherwise handles information such as desktop and laptop computers. We will not allow information assets—such as personal computers—of other companies or individuals inside TFS except in accordance with company rules and procedures.

• **Personal, confidential and protected information**
  TFS has an obligation to protect personal, confidential and proprietary information of its Team Members, customers, dealers, suppliers, business partners, affiliated companies and other third parties from unauthorized use or disclosure.

  Information about TFS operations, performance, technology or personnel may be classified as confidential or protected under the Information Classification Practice. Team Members should ensure that confidential and protected information is not exposed to unauthorized parties.

Some examples of confidential information are:
  - Financial records and data
  - Marketing and business plans
  - Sensitive personal background information data such as social security numbers or driver’s license numbers
  - Personal health information
• **Protection of the TFS’s intellectual property**
  All intellectual property rights and any other rights—with respect to all inventions, trademarks, copyrights, trade secrets, or know-how, which were created or developed, directly or indirectly, through our work with TFS—belong to the company or are assignable to the company. We will continually monitor and protect all intellectual property rights owned by or belonging to TFS against any possible infringement.

• **Protection of company secrets**
  We shall endeavor to prevent leakage of TFS secrets including business secrets. For example, we shall not send confidential material outside TFS in any way that is not secured. We shall immediately report to our supervisor whenever we find a person engaging in illegal or criminal acts or acts in violation of Code of Conduct or other TFS policy or rules, including any violations of the TFS confidentiality obligations.

**Methods for preventing leakage of confidential information:**
- Avoid making calls through cell phone or cordless telephone when talking about confidential matters
- Avoid bringing up confidential matters as a topic of conversation in places where outsiders are present (such as airplanes or restaurants)
- Regularly check for viruses and perform password management on each personal computer*

* When using software or data from outside, it is essential to pre-check for viruses.

• **Protecting Information and assets of other companies**
  It is very important to respect the confidential information of business partners. Team Members may not disclose confidential information from suppliers, such as pricing information, without written permission from the supplier. Team Members must never use illegal or unethical methods to gather information about other companies.

• **Respect for the intellectual property of others**
  We will not infringe on or otherwise illegally use the intellectual property of others (such as patents, designs and trademarks), nor make illegal copies of software or publications. If we need to use the intellectual property of others, we will first obtain appropriate rights or licenses and use such intellectual property only within the scope allowed under such rights or licenses.

• **Protection of other companies' secrets**
  Whenever we obtain confidential information from another company, such as its trade secrets, we shall obtain such information through legitimate means (i.e., from authorized source) and shall keep appropriate records of it. We shall verify the permissible scope of use and other conditions concerning such confidential information and shall use it only within the scope allowed, maintain its confidentiality and endeavor not to infringe on the rights of that company.
Insider Trading and Stock Tipping

Insider information is information that has not been disseminated to the investing public. Material information is any information that a reasonable investor would consider important in determining whether to buy, sell or hold securities. Team Members are prohibited from buying or selling company stock on the basis of material inside information.

Team Members aware of material inside information relating to Toyota, TFS, or to companies with whom we do business, as well as any other corporation or business about which Team Members may obtain material inside information, may not, directly or through friends, family, or any third party:

- Buy or sell stock until that information is made public
- Pass inside information on to others including other TFS Team Members

**Team Members should not:**
- Disclose insider information regarding TFS or any other company in an illegal manner
- Buy or sell securities or make other financial investments in Toyota or any other company while they have inside information
- Recommend or suggest that any other person, including friends and family members, purchase, sell or retain securities of Toyota or any other company based on inside information

Sales Activities

We will conduct our sales activities based on the following three ideas.

**Philosophy of “Customers for Life”**
TFS strives to create a sales and service structure that promptly responds to the many needs of our customers to deliver an extraordinary customer experience. To achieve this, TFS develops financial products that meet customer needs and delivers simple, personal, proactive service that exceeds customers’ expectations. The end result: the best products and a quality of service that make our customers want to come back time and time again.

**Mutual growth based on mutual trust between TFS and Dealers**
To build mutual trust and enhance mutual growth, TFS provides dealers with attractive financial products, effective marketing methods, efficient tools for transacting business at dealerships and other benefits designed to contribute to improved sales efficiency and greater profitability.

**Importance of fair market competition**
TFS respects free trade and market competition, implements ambitious sales strategies in order to obtain customer satisfaction and is committed to fair competition and transactions.
To realize these three ideas in our sales activities, all Team Members must

- **Ascertain the customers’ needs**
  In order to most effectively meet customers’ wants and needs, we must focus on their preferences and expectations and deliver a financing experience that’s easy, straightforward and responsive to their requests.

- **Sell with integrity**
  We will always keep in mind that it is the dealers who actually sell the financial products of TFS to customers and provide them with related services. We will listen closely to the desires of dealers, seek out marketing and customer information from dealers, communicate with dealers in good faith, and strive to provide dealers with the products and services that customers desire.

- **Comply with the law**
  When we conduct business with dealers and customers, we shall not only comply with the laws and regulations, but also understand TFS policies, rules, and requirements. We shall also strive to win the trust of customers and society and to increase TFS’s corporate and brand image through fair competition and transactions and appropriate use of TFS trademarks, trade names and service marks.
International Business Activities

Transacting international business
Team Members whose job functions involve international trade must be knowledgeable of and compliant with the applicable restrictions and TFS policies on all relevant trade laws. Team Members with questions regarding these matters should consult with the Legal or Tax Departments.

Team Members should make sure that all international transactions are handled or reviewed in advance by authorized TFS Team Members with extensive knowledge and experience in export and import control law and regulation. In addition, Team Members are responsible for verifying that international transactions are in compliance with all applicable laws and regulations that restrict or prohibit transactions with certain countries or persons. When in doubt, Team Members should contact the Legal or Tax Departments.

Foreign corrupt practices act
The U.S. Foreign Corrupt Practices Act and similar anti-corruption laws and regulations of other countries prohibit making any direct or indirect payment or promises of payment to a foreign official for the purpose of obtaining or retaining business.

Team Members are responsible for:
• Using extreme caution in all transactions with any foreign agent, such as consultants, foreign government employees, officials or agencies.
• Following TFS policy prohibiting the offer of any payments or anything of value, directly or indirectly (including discounts, trips or offers of employment), for the purpose of inducing the individual to use his/her position to obtain or retain TFS business.

Money laundering
Toyota Team Members must be alert to individuals and businesses that seek to use TFS's legitimate business operations to launder the proceeds of criminal activity.

Team Members are responsible for:
• Complying with all laws and TFS policies regarding record keeping and tax reporting requirements and the reporting of cash transactions
• Carefully scrutinizing requests by customers, dealers, suppliers, contractors, business partners or affiliated companies to transact business using large sums of cash
• Being wary of requests to transact business in a manner that differs from normally accepted business practices, such as requests for wire transfers to unusual locations or unknown third parties
• Avoiding the use of any personal accounts for any TFS-related commercial or financial transaction without first obtaining appropriate TFS authorization
Profitability Enhancement Activities

In order to respond to the expectations of investors and society, TFS strives to improve business management efficiency and achieve sustainable increases in profitability, while placing the highest priority on safety and certainty. At the same time, TFS is committed to providing fair and timely disclosure of its financial condition and making appropriate payment of taxes.

To live up to these commitments, all TFS Team Members are expected to support:

- **Enhancement of profitability and cost reduction activities**
  In cooperation with our business partners and affiliated companies, we strive to improve profitability and strengthen our business in today’s highly competitive marketplace. In order to increase profitability, while providing our customers with attractive and competitively-priced products, all Team Members must work creatively to reduce costs.

- **Appropriate use of funds and expense processing**
  For investments, financing and expenditures on any project, we must manage funds effectively by abiding by the established approval standards and processes. This includes having more than one person carrying out accurate checks in order to prevent inappropriate and wrongful investment, funding, and payments, as well as establishing internal systems that ensure multiple checks and balances on the expenditure of funds and other financial activities.

- **Securing accuracy and compliance with the law**
  Based on appropriate accounting processing standards, we will endeavor to ensure accuracy of accounting and financial data and strive to maintain its confidentiality. When we disclose information, we will do so fairly and in a timely manner to prevent misunderstandings by parties such as shareholders, investors and tax authorities.

In addition to the promotion of efficiency of accounting processes through use of IT systems, we strictly implement the management of systems (including servers, computers, software, etc.) and safekeeping of data, accounting books, etc., and strive to prevent processing errors, leakage of confidential matters and any wrongful acts.
Society and Us

The values and principles that guide TFS Team Members in helping to improve the social and economic well-being of our communities.

Corporate Communications Activities

TFS delivers accurate and timely information to the public and its stakeholders to ensure transparency, build trust, and strengthen its corporate image. We work to build positive relationships with stakeholders through open and fair communication. We listen to and respect criticism and suggestions and, when appropriate, incorporate them into our business.

Team Members are responsible for:

• **Providing accurate information**
  When appropriate, each one of us plays an important part in increasing public trust in TFS by providing true and accurate information.

• **Sensitivity in our expression and terminology**
  Some of the words we use in our ordinary everyday speech may be considered discriminatory. Therefore, we avoid expressions or terminology that may slander, defame, lead to discrimination or cause misunderstandings among others.

• **Strict information management**
  Because it is an important asset of TFS, it is important to properly manage confidential information whenever we obtain, use or disclose it.

We shall take all appropriate steps to avoid plagiarizing, tampering or copyright infringement of any information we obtain through external sources such as the internet, newspapers, magazines and other documents.

When it comes to personal information of our customers, business partners, officers and employees, it will only be obtained or used according to established laws and regulations.
• **Communicating properly to the public**
  TFS makes every effort to present public communications, including press releases, advertising, marketing, sales data and promotional literature, in a true and accurate manner and free from false claims. Only authorized Team Members should communicate to the media about TFS.

Team Members involved in the review and approval of advertising, marketing and/or promotional literature should be thoroughly familiar with the TFS Advertising guidelines. Questions on any planned advertising, marketing or promotional literature should be directed to the Legal Department.

**Supporting the Community**

Each Team Member can play an important role in demonstrating our commitment to being a good neighbor and corporate citizen through both monetary contributions and personal involvement. In doing so, we help create a stronger community.

When considering the charitable contributions of TFS, the company will not only take into consideration the critical needs of the community, but also prioritize and evaluate which contributions are most appropriate for TFS. Through this careful assessment, we make certain that our support will:
  • Achieve the maximum effect in providing improvement in the quality of life
  • Increase goodwill for TFS

As a contributor, TFS will not seek nor expect any type of preferential treatment from the recipients of the support.

**Protecting the Environment**

Toyota has the highest regard for the quality of the environment including the water, air and general land usage of the communities where we do business. All Team Members are responsible for observing prudent environmental practices.

**Team Members are expected to:**
  • Comply with all environmental practices and establish Environmental Management Systems (EMS) at all operational facilities
  • Implement leading environmental practices and apply Kaizen (continuous improvement) on an ongoing basis to ensure sustainable development in all aspects of our business
  • Actively support the “zero emission” initiative throughout TFS's business operations
  • Strive to conserve resources and energy and actively participate in clean-up activities, as these relate to one's work
  • Participate in community environmental awareness activities
  • Foster environmental awareness and practices with our business partners
  • Work to ensure the environmental objectives and targets of TFS are achieved on an annual basis
Shareholder Relations

Responding to the expectations of shareholders and investors worldwide, TFS strives to operate its business globally and to enhance corporate value, while achieving stable and long-term growth. Relationships with investors are extremely important to TFS. Through timely and informative investor activities, TFS promotes understanding of its corporate management and business activities.

All Team Members help TFS meet the expectations of shareholders and investors worldwide through:

- **Efforts to enhance profitability**
  In order to meet the expectations of shareholders and investors, Team Members are encouraged to always strive for innovation and evolution, to seek out bold ideas and to work responsibly.

- **Carrying out investor relationship activities**
  Through investor relationship activities, we will help TFS provide shareholders and investors timely and fair disclosures on its management results and communicate its policies and strategies for enhancing profitability. We will listen to investor opinions or criticism regarding management results or plans, and strive to give responsive feedback.

- **Spirit of compliance with the law**
  To maintain our strong reputation and trust among shareholders, investors and the public at large—a position that took Toyota and TFS years to build—we shall maintain high ethical standards and a spirit of compliance with the law and act in accordance with sound common sense.

Government Relations

TFS works to build transparent and fair relationships with political parties, government administrative bodies, agencies and public officials, and takes appropriate actions to comply with applicable laws and regulations both locally and abroad.

Team Members are responsible for:

- **Compliance with the law**
  We will not be involved in bribery, unfair special benefits or any illegal political donations, nor engage in any act that may be misconstrued as a “back-scratching” alliance with a political or administrative body, or a public official. We shall be aware that in the United States and many other countries, political donations by corporations to federal candidates are prohibited.

- **Appropriate courtesy and association**
  When associating with a politician, a public official or an administrative body, we shall pay attention to related laws and regulations, and even in the case where providing presents, gifts or entertainment is a normal and permitted practice, we shall fully consider its appropriateness beforehand.
• **Making request to or responding to the instruction of administrative bodies**
  When making a request to a political or administrative body on matters such as deregulation, we shall make sure it is legitimate and reasonable. Meanwhile, when we are subject to unclear administrative instructions or guidance, we will request the content of such instructions or guidance in writing, then respond with a determined and sensible attitude.

**Political Activities**

• **Separation of private and public life**
  Political activities are private activities and each individual is free to engage in such activities. Because such activities are based on each individual’s choice, when stating opinions, each individual will make it clear that any opinions expressed are those of the individual and not of TFS. Team Members may not use their position or title with TFS in support of these activities or otherwise represent themselves as agents of TFS.

**Disaster Prevention**

TFS in cooperation with the local community engages in disaster prevention activities and contributes to the recovery of local communities in the event of an actual disaster. TFS also actively engages in crime prevention activities, thereby contributing to the promotion of a safe society.

• **Contribution to local community in natural disasters**
  As a member of society, in the event of a crisis situation such as a natural disaster, we will actively take part in restoration and support activities in order to help the recovery of the local community.
What to Do If you have a Legal or Ethical Concern

The integrity of TFS is compromised and its reputation is tarnished whenever the company’s ethical standards are breached. It is the obligation of each Team Member to promptly report what he or she, in good faith, believes to be a violation of the Code of Conduct or any other TFS policy.

• Prompt reporting of any alleged misconduct is critical to protecting TFS’s interests. A Team Member who fails to report suspected legal or ethical violations in a timely manner might cause additional harm to the interests of TFS. Supervisors and managers have a particular duty to report misconduct promptly.

• Toyota will investigate reports of suspected violations. TFS will work hard to keep the investigation confidential to the extent possible, but complete confidentiality cannot be guaranteed, as information may be disclosed on a need to know basis.

• Except for those conducting the investigation, Team Members should not discuss the allegations with anyone. That prohibition includes TFS management, fellow Team Members, friends or family members. This should not be construed to prohibit communication with an attorney or government officials.

• TFS does not tolerate any retaliation against Team Members for reporting concerns or violations of company policy. Team Members who believe they have been retaliated against should promptly contact a Human Resources Consultant or the Legal Department

Whom to Contact

The TFS Ethics Administrator holds responsibility for ensuring the consistent application and communication of the Code of Conduct and TFS Policies and for promoting compliance throughout TFS. If Team Members have any questions or concerns about the Code of Conduct or a particular policy or practice, those questions may be directed to the Ethics Administrator via the TFS Concern Line either anonymously or not. All Team Members are responsible for ensuring that questions and concerns are submitted in good faith

All suspected violations must be reported to Human Resources, the Legal Department or through the TFS Concern Line.

If a Team Member believes an ethical violation has occurred, he or she has the following options:
1. Report the possible violation to a Human Resources Consultant
2. Contact the Legal Department
3. Call the TFS Concern Line at (888) 265-4147 or access the website at www.tfsconcernline.com

TFS reserves the right to determine the nature and extent of the investigation based on each set of facts and circumstances.
WHAT TO DO?

It is against TFS policy for anyone to discharge, demote, suspend, threaten, harass or in any other manner discriminate against a Team Member in the terms and conditions of employment because the Team Member provides truthful information in good faith, causes information to be provided, or otherwise assists in an investigation regarding any conduct alleged to be in violation of this or any other TFS policy or suspected violation of law.

Penalties for Violations

TFS's primary goal is to achieve regulatory and policy compliance through training, communication and discipline when warranted. TFS takes misconduct seriously and will not tolerate behavior that compromises the company's ethical standards or violates TFS policy or the law.

TFS's commitment remains firm, regardless of whether misconduct was intended to be in the interest of TFS, in the interest of a customer, or is carried out by or at the behest of an executive. Team Members who violate TFS policy, including the Code of Conduct, will be subject to disciplinary action up to and including the termination of employment.

Team Members should:
- Always conduct activities on behalf of TFS in a manner that complies with the Code of Conduct, all other company TFS policies (i.e., the TFS Ethics and Conflict of Interest Policy, the TFSB Code of Ethics Policy, the Non-Harassment Policy and the Equal Employment Opportunity Policy (Non-Discrimination), and the law.
- Never encourage others to engage in unethical or illegal conduct or to violate TFS policy.
- Never retaliate against or condone retaliation against anyone who reports an allegation of unethical or illegal conduct, or who provides information or assists in the investigation of such conduct.
Resource Guide

If you desire more information or have additional questions about the Code of Conduct, or other TFS policies (i.e., the TFS Ethics and Conflict of Interest Policy, the TFSB Code of Ethics Policy, the Non-Harassment Policy and the Equal Employment Opportunity Policy (Non-Discrimination), here are the resources available to you within TFS.

TFS Concern Line: (888) 265-4147 (website at www.tfsconcernline.com)

TFS HR Intranet Site on Toyota Vision

TFS Legal Department Intranet Site on Toyota Vision

TFS Office of Privacy Intranet Site on Toyota Vision

Remember your Human Resources Consultant and the Legal Department are also available to answer questions or concerns.
The TFS Concern Line
(888) 265-4147 or
www.tfsconcernline.com