

To all staff working at Futaba (Futaba Industrial and Group companies worldwide):

## **Extending and Reinforcing the Anti-Corruption Guidelines**

The United Kingdom, the United States, and other countries have been reinforcing their anti-bribery regulations.

In recent cases, huge fines were imposed on corporations or individuals who committed bribery and, at times, the people involved were even sentenced to imprisonment.

The new 5-year plan announced by Futaba in May 2016 defines a stronger framework for the global supply of high value-added environmentally friendly products as a new pillar of our corporate growth. As we continue to optimize production at overseas group companies (mainly in China, Europe, and India), you will have more and more opportunities to interact with public officials in other countries.

Therefore, we formulated *The Futaba Way 2017* to share the universal values handed down through our history with you. Subsequently, in light of the policy of emphasizing compliance (observance of laws, regulations and company rules) described in the Management Principles, the prohibition of bribery was clearly listed in the *Futaba Action Guidelines* distributed to each of you (Paragraph b of Article 4, Sales and purchasing activities, in Chapter 2).

We have also decided to revise the Anti-Corruption Guidelines issued in 2013 to extend and reinforce the prevention of corruption (bribery) on a global level across all areas of business.

We are committed to conducting business with a strong sense of ethics in a fair, sincere, and open manner, and refuse to accept or seek any form of profit that require resorting to bribery or other fraudulent means. We must also call upon everyone involved in Futaba business activities (including subsidiaries and business partners in and outside Japan) to refrain from making use of any such fraudulent means to gain profit for Futaba.

Should an act of bribery be committed at Futaba, not only will we lose public trust, but both Futaba and the person who committed bribery will be subject to severe punishment.

Never forget that strict observance of corporate ethics, including avoiding corruption, is the foundation of the trust placed in Futaba and is essential to its further growth.

Please read the revised Anti-Corruption Guidelines, always refrain from resorting to bribery or other fraudulent means, and respect all international and local rules as you engage in your day-to-day tasks.

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