

## Ethical Standard Pamphlet

To achieve our Management Principle “Contributing to international society and continuously increasing our contribution,” we consider it is essential to observe laws, ordinances, and regulations in each country and region and to conduct business activities in accordance with corporate ethics required by society.



Ethical Standard Pamphlet

We have published a pamphlet called “Mabuchi Motor Ethical Standard” detailing the criteria for our conducts and judgments and distributed it to all directors and employees of our company.

We will update the first version of the ethical standard pamphlet, published in 2006, to adapt to the business environment that has changed with the times. We will also enrich the contents by including items for which social demand has increased since its publication. We will distribute the new version of the ethical standard pamphlet to all our employees in early 2009.

We have developed rules and procedures for the particularly important items in the ethical standard, and have been providing education and training to employees at various stages to familiarize them with those items.

In addition, we have established a mechanism allowing the internal audit department of the Head Office to conduct periodical and non-periodical audits on Group companies, including overseas related companies, concerning observance of compliance rules and procedures, unethical conducts, and other matters.

This audit department then reports the results to top management. The internal audit department is also established in major overseas related companies and reports the results of compliance audits to the Head Office. Through these systems, we gather accurate and extensive internal information, enabling top management to take appropriate measures in a timely manner.

## Ethical Standard Hotline

We have set up the Ethical Standard Hotline in the company to allow all employees to directly inform or consult with the internal audit department about compliance-related information under strict anonymity without using ordinary communication routes (senior managers or existing contact points of each division).

We have also delivered a top management message to all directors and employees promising that the company will never allow those who have consulted to be treated disadvantageously because of their consultation, regardless of whether or not they used the hotline, by following the Whistleblower Protection Act.

Our company is always striving to conduct honest and fair business with our customers and to build a relationship of trust with them. To address the current social situation in which social misconducts still occur frequently, we extended the operational range of the Ethical Standard Hotline, originally intended only for Mabuchi employees, to some of our customers beginning in 2008 with a view to preventing problems in advance and strengthening the misconduct prevention system.

## Basic Policy of Ethical Standard (Outline)

(1) All the directors and employees of the Mabuchi Group will put more priority on observing laws, ordinances and rules in the countries and regions where our companies are located as well as international rules than on the profits and work of our companies.

(2) We will strictly refrain from conducts against social ethics by fully recognizing our responsibilities to various stakeholders, including shareholders, investors, and local communities.

(3) We will clearly describe particularly important items among laws, regulations and social ethics in such documents as in-house regulations and publicize them widely. All the directors and employees will observe those items sincerely.