

Foster Group Corporate Action Guideline

Based on the “Corporate Creed: **Sincerity**”, “Corporate Vision: To make contributions for future society through acoustics”, “Mission: Through acoustic products or its solutions, a total commitment to help create a comfortable life and pleasure of communication around the world. A truly global enterprise our future society counts on.”, this Company and this group of companies (hereafter called the “Foster Group”) comply with any and all laws and regulations, international rules and their spirit or policy as well as corporate ethics and behave ourselves with good social sense.

Foster Group aims at not only an economic entity that seeks after profit but also an existence that is widely useful to the society.

Article 1. (Acquisition of Trust by Customers)

Foster Group engages in the works of development, design and manufacturing of products and merchandise that satisfy the market need and that are socially useful while paying due consideration to quality and safety and acquires the trust of customers and users by making available the result thereof.

Article 2. (Fair Disclosure of Corporate Information)

Foster Group communicates not only shareholders and investors but also the society and stakeholders broadly and discloses necessary corporate information actively and fairly in a timely manner.

Article 3. (Fair Competition and Sound Relationship)

Foster Group engages in fair, transparent and free competition and maintains sound and transparent relationship with the politics and administration.

Article 4. (Environment)

Foster Group recognizes that the efforts of the protection and preservation of environment is an indispensable requirement for the existence and activity of a company and makes efforts to voluntarily and actively.

Article 5. (Social Contribution Activity)

Foster Group aims at the co-existence with regional community as a “Good Corporate Citizen” and engages in the social contribution activity in a positive manner.

Article 6. (Shutting-off of Relation with Anti-social Force)

With a firm attitude, the Foster Group responds to anti-social forces or organizations that threaten good order and safety of the citizen's society and will not have any relations with them.

Article 7. (Respect for Humanity of Staffs)

Based on the mutual trust and responsibility between employees and the employer, the Foster Group attempts to realize latitude and affluence of employees, to secure safe and comfortable working environment and to pay respect to human rights, personality, individual character and capability. In addition, the Foster Group will not employ any type of forced labor or any child labor other than prescribed.

Article 8. (Respect for Foreign Culture and Contribution to Foreign Countries Concerned)

In foreign countries, the Foster Group pays respect to the culture and custom there and operates the management in the manner that contributes to the development of the countries concerned.

Article 9. (Mission of Top Management)

- (1) The top management aims at the realization of the spirit or policy of this Guideline, takes the initiative in showing good example for employees and ensures that this Guideline is thoroughly known to all of the concerned persons. In addition, the top management listens attentively to voices inside and outside the company at any time, maintains an internal system in the company that prevents scandals from occurring and endeavors to cause corporate ethics to be practiced completely.
- (2) Written performance objectives, targets and implementation plans to improve Foster Group's social and environmental performance, including a periodic assessment of Foster Group's performance in achieving those objectives.
- (3) Programs for training managers and employees to practice Foster Group's policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements to be planned and implemented.