

DENSO INTERNATIONAL INDIA PVT. LTD.

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**MESSAGE FROM MANAGING DIRECTOR ON REGIONAL HEAD QUARTER
ABOUT ANTI-CORRUPTION ACTIVITIES OF INDIAN GROUP COMPANIES**

To: All Managements and Employees

First of all, truly appreciate all of you have been working diligently and making effort in each of your jobs. This is my important message on COMPLIANCE.

I recognize that DENSO International India Private Limited (DIIN), DENSO India Private Limited (DNIN), DENSO Haryana Private Limited (DNHA), DENSO Kirloskar Industries Private Limited (DNKI), DENSO SUBROS Thermal Engineering Centre India Private Limited (DSEC) ("IGC") has been operating business with the highest level of business ethics as well as compliance with applicable laws and regulations on Anti-Corruption. However, global trend on the Anti-Corruption have been becoming more severe. Also in India, government authority is intensifying Anti-Bribery activities in cooperation with foreign authorities.

As a DENSO group company, we must seriously monitor such environmental change and keep improving our policy and behaviour.

Under such circumstances, based on the DENSO Global Anti-Bribery Policy and Code of Conduct, each IGC has additionally established Anti-Bribery regulations in order to clarify the IGC's severe stance and guidance and keep updating such Anti-Bribery regulations.

I hereby declare that, by those regulation, each IGC strictly prohibits all form of Bribery and encourages all of you to act positively to prevent any Bribery in each IGC's business operations, directly or indirectly through third parties, which includes;

- (i) giving, providing, offering or promising Bribe to anyone,
- (ii) receiving, obtaining, accepting, soliciting, demanding or promising to receive Bribe from anyone,
- (iii) abuse of consultants,
- (iv) providing false claim, or
- (v) any other acts which are considered corruption practices.

This Anti-Bribery Regulation is a part of IGC's code. The person who breaches this code or Anti-Corruption laws or regulations shall be subject to disciplinary action in accordance with applicable employment rules and regulations. If you have questions or concerns on this matter, please contact the IGC's Compliance Leader or Regional Legal Helpline of DENSO International India Private Limited.



Yasuhiro Iida
Managing Director
DENSO International India Private Limited