

## Request for Understanding and Cooperation in Anti-Bribery Activities

To our Business partners,

General Manager  
Corporate Compliance and Risk Management Headquarters  
Kubota Corporation

Kubota Group believes that the understanding and cooperation of not only the officers and employees of the Group but also our business partners are indispensable for thorough implementation of compliance including prevention of bribery.

We would like to ask for your understanding of the Kubota Group's approach to preventing bribery, and your understanding and cooperation of the "Requests to our Business Partners" would be highly appreciated.

### 1. The Kubota Group's Approach to Preventing Bribery

We Kubota Group have established "Kubota Group Charter for Action" and "Kubota Group Code of Conduct", and promote the group management which emphasizes not only the legal compliance in each country but the corporate ethics from the global viewpoint. In addition, amid growing awareness of compliance around the world, including prevention of bribery, we have established "Kubota Group's Policy on Anti-Bribery" that clearly declares that "Kubota Group never allows business based on unfair practices such as bribery" and that "The group strictly prohibits all of its officers and employees from being involved in bribery".

#### Kubota Group Policy on Anti-Bribery (excerpt)

There are no sales or profits that must be pursued at the expense of company's dignity in the Kubota Group. The Kubota Group will never condone any business activities that are based on bribery or other illegal acts. Officers and employees of the Kubota Group must not be involved in any bribery. Today, corporations are strongly required by the society to improve corporate value through their effort on ESG (Environmental sustainability, Social contribution, and Governance). As specified in the Kubota Group Charter for Action & Code of Conduct, we commit ourselves to conducting corporate activities based on compliance with legal regulations and ethical principles. Contributing to the realization of sustainable society by complying with legal regulations and maintaining high ethical standard in corporate activities is the mission of the Kubota Group. We must always bear in mind that bribery is a serious crime that is not tolerated anywhere in the world, as it deprives people of the opportunity of fair and equal competition and contributes to widening social disparities through corruption.

President,  
Kubota Corporation

### 2. Requests to our Business Partners

#### (1) Prohibition of bribery

- 1) Please observe the laws and regulations related to bribery in Japan and overseas in the course of business related to Kubota Group, and never commit bribery.
- 2) Please do not give instructions that violate the preceding paragraph to your subordinates, group companies, Joint venture partners, agents, or other third parties.
- 3) In the event that you become aware of or foresee an act of bribery by a third party such as a joint venture partner or an agent, please do not enter into or terminate a contract with such third party.

#### (2) Raising awareness and implementation of training on the prevention of bribery

Please make sure that all officers, employees and related third parties of your esteemed company are fully aware of the prevention of bribery.  
In addition, please conduct training on the prevention of bribery as necessary to enhance your awareness of preventing bribery.

#### (3) Measures to be taken when violations are suspected

Please notify immediately to the Kubota Group company you have business with if you find violation or alleged violation of the laws and regulations related to bribery and other related issues in Japan and overseas in the course of business related to Kubota Group.  
In addition, we would like to ask for your cooperation in the investigation of such violation or alleged violation by the Kubota Group Company or relevant authorities.

Your cooperation and understanding would be highly appreciated.

➤ [Kubota Group Policy on Anti-Bribery \(full text\)](#)