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Hitachi Kokusai Electric Code of Conduct

Hitachi Kokusai Electric, which **respects human rights, observes the spirit as well as the letter of national and international laws and regulations**, hereby adopts this Code of Conduct with a view to achieving continued growth and development while contributing to the creation of a sustainable society.

Fundamental Philosophy:

Manufacture products that contribute to a safe and affluent society.

Looking to the future, never stop working for **continuous improvement**.

Observe fundamentals, do things the right way, and be fair and transparent in all aspects of corporate conduct.

In accordance with the Fundamental Philosophy, Hitachi Kokusai Electric commits to the dissemination of this Code of Conduct with the following Guidelines and Commitments and to the maintenance of the related internal system.

Guidelines and Commitments:

1. **Obtain customers' trust and confidence** by developing and providing products and services in which the emphasis is on **safety, quality and environmental soundness**.
2. Engage in **fair and transparent** competition and business activities, comply with laws and be ethical in one's corporate conduct.
3. **Respect the diversity, character and individuality** of all employees and provide a mentally and physically rewarding workplace environment.
4. Provide shareholders and other **stakeholders with full and fair disclosure** of corporate information.
5. Take a **proactive, independent approach to protecting the global environment** and improving local living environments.
6. As a **good corporate citizen**, engage proactively in philanthropic activities and other activities that benefit society.
7. Respect international rules and local laws, cultures, practices and customs and always strive to **contribute to local progress and development**.
8. Respect the **value of other companies' business and technology information as well as our own**, and implement proper controls regarding such information.
9. Comply with **trade-related laws and regulations** in order to contribute to the maintenance of international peace and security.
10. Should a situation arise that runs counter to this Code of Conduct, managers shall endeavor to resolve the matter, establish the cause and take steps to prevent a reoccurrence. They will also endeavor to provide a prompt and accurate disclosure and explanation of the facts of the matter, clarify where the responsibility lies and deal strictly with those concerned, including with respect to their own activities.