

TOMEN Electronics Group Corporate Philosophy and Code of Conduct

[Corporate Philosophy]

(adopted in September, 1987)

“We will meet the emerging needs of society with creative information and intelligence”

[Code of Conduct]

(adopted in January, 2006)

Based on the Corporate Philosophy, TOMEN Electronics Group adopted this Code of Conduct, aiming at the globally integrated company who will be recognized and trustable in the world, in order to achieve Corporate Social Responsibility(CSR), and to contribute to the creation of a sustainable society.

1. Compliance with the Law and Fair Dealing

- We shall comply with all laws and regulations of the countries where we do business together with international rules, and shall respect social norms, carrying out our corporate activities in an honest and fair manner.
- We shall resolutely oppose any organization, group or individual engaged in unlawful activities that threaten the order and safety of the society.
- We shall maintain proper legal and ethical standards with respect to gifts and entertainment. In addition, we shall not receive any economic benefits more than common ideas from the clients.

2. Guarantee of Trust

- We shall always conduct our business transactions in the spirit of fair and free competition.
- We shall maintain a fair, sound and open relationship with government agencies and political bodies.
- We shall provide products and services to meet our customers' needs, considering carefully safety of products and services.

3. Disclosure and Information Security

- We shall make full, fair and timely disclosure of the corporate information to

our shareholders, other stakeholders and the general public.

- We shall carefully manage corporate trade secrets, information received from other companies and any personal information entrusted to our corporation.

4. Protection of Environment and Social Contribution

- We shall respect international rules and actively strive to preserve the global environment.
- As a good corporate citizen, we shall realize the role of our corporate and shall strive to work harmoniously with regional communities.

5. Creation of an Environment where Employees can Reach their Full Potential

- We shall respect the human rights and individuality of our employees, and shall ensure a positive working environment where employees are free to express themselves and where personal ability and vitality can thrive.

6. Commitment by Executives and Prevention of Recurrence

- The executives of our corporation shall take the lead in implementing and enforcing this Code of Conduct.
- Should any violation of this Code of Conduct arise, the executives of our corporation shall promptly clarify the facts relating to the incidence, investigate the causes, formulate responsible and appropriate policies, and take proper actions under strong management leadership so as to prevent recurrence of such violation.