

# **Seibu Group Code of Corporate Ethics**

All of us at the Seibu Group fulfill our social responsibilities as a corporate group carrying out business activities with a strong public spirit rooted in all aspects of our customers' daily lives and local communities, and we aim to be a corporate group trusted by our local communities and society at large.

To that end, we have established the Seibu Group Code of Corporate Ethics as presented below, which is to be followed by all our officers and employees.

## **1. Focus on customers**

To meet the expectations of our customers, we sincerely acknowledge customers' needs and provide quality services and pleasant times and spaces for our customers, while always giving top priority to safety and peace-of-mind.

## **2. Compliance**

We comply with all laws and regulations and internal regulations, and behave in a fair and sincere manner with social good sense. Moreover, we take a firm stand against antisocial forces and organizations that threaten the order and safety of civil society.

## **3. Respect for human rights**

Every officer and employee shows respect for the character and individuality of other officers and employees, and takes sincere action to create a workplace with an open atmosphere conducive to being able to work with peace of mind.

## **4. Obligation as a corporate citizen**

As a company, we are conscious of being a member of society. We strive to communicate broadly with society, and disclose corporate information in a timely and appropriate manner. We strive to be careful of the environment in our business activities and help develop the local communities and society at large.

## 5. Conduct of executives

The Group officers and executive employees take initiative and strive to realize the spirit of this code. If circumstances arise that go against the contents of this code, the top management in person will strive to solve the problem by identifying the cause of the problem and establishing preventive measures as well as clarifying where responsibilities lie.