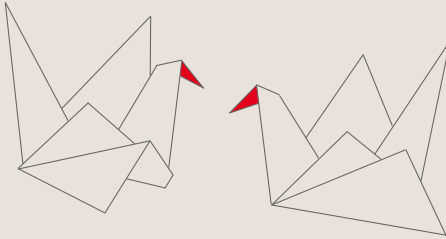
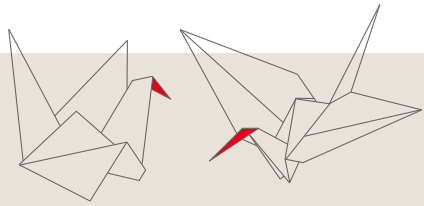


hr booklet

leadership guidelines



let's talk. about...



## preface

We as managers at Mitsubishi Electric support and pursue, to the best of our ability, the commercial growth of the company and the global goals of the business with due consideration for regional and local circumstances. Leadership represents a permanent and sustainable process and is not a single event without purpose or objective.

Leadership is experienced everyday with the people at Mitsubishi Electric Europe B.V.

## communication

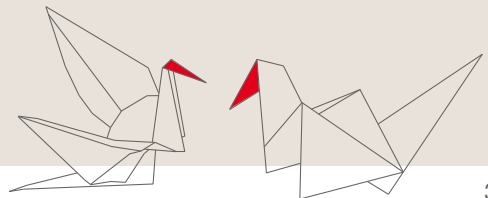
We as managers use a respectful, open and transparent communication style. We listen and take all facts into consideration before making decisions. We ensure a trustful working environment

# entrepreneurial responsibility

We act as trustful representatives of the company in public and communicate our values in order to improve our reputation, constantly. We translate the companies vision into short-, mid- and long term targets within the existing financial frame.

# individual leadership, responsibility for individuals

We create a fair, respectful, trustful and transparent working environment. Goals and expectations are made clear and support and challenge each individual to adduce his/her best accomplishment.



# self-perception of leaders, applied leadership culture

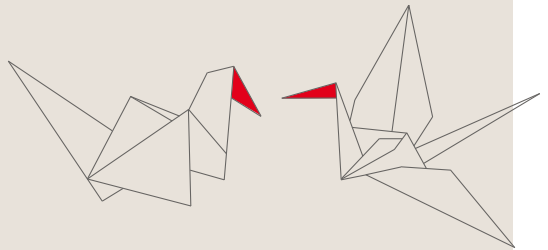
We as managers identify ourselves with the values and vision of the company. We understand ourselves as internal representatives with a positive attitude and act like a good example in realizing and developing these values authentically for our employees.

# leaders in the role as employers or hr managers

We as managers bring the best people on-board. We ensure that the best people stay in the company and create the best working team.

# social responsibility

We as managers show environmental awareness and protect our resources. We follow internal rules (compliance, business ethics, code of conduct) and take personal responsibility.



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