

## PERSONAL COMMITMENT

I acknowledge that I have received and will comply with Best Buy's Code of Business Ethics (the Code). I also understand that I have the responsibility to review Best Buy's policies and procedures. I understand and agree that the Code is not an employment contract between Best Buy and me and that violation of the policies and ethical standards outlined in the Code may subject me to disciplinary action up to and including termination without notice. I understand that if I have questions related to the standards of conduct outlined in the Code or other Company policies not covered in the Code, I am encouraged to discuss them with my manager, the Ethics Office, Human Resources, Employee Relations, or the Open & Honest Hotline.

I also understand that I may be required to sign one or more annual statements reporting conflicts of interest or receipt of gifts and gratuities.

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SIGNATURE

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DATE

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PRINT NAME

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EMPLOYEE NUMBER

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BUSINESS GROUP OR DEPARTMENT

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LOCATION