

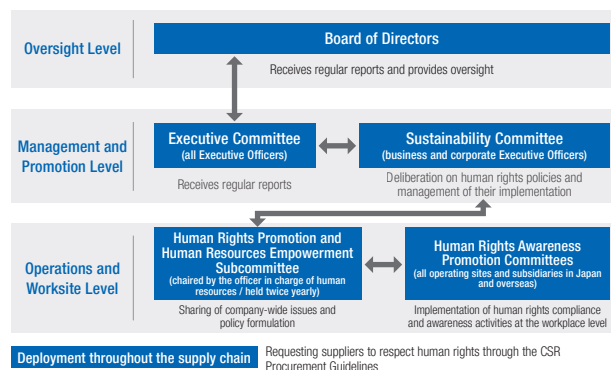
Respect for Human Rights

Fuji Electric supports and respects international norms including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and Section 54 of the UK Modern Slavery Act. The Fuji Electric Code of Conduct begins with the commitment to “respect and value all people,” and we have established the Policy for Human Rights of the Employees. In our supply chain as well, we have established the Fuji Electric CSR Procurement Guidelines and are working with business partners to build a sustainable social foundation that respects human rights.

Governance Framework

We have established an effective framework that combines oversight by top management with implementation at the workplace level. The Sustainability Committee, comprising Executive Officers including the officer in charge of human resources, deliberates on policies and measures, monitors progress, and regularly reports to the Board of Directors. The Human Rights Promotion and Human Resources Empowerment Subcommittee shares company-wide issues and formulates policies, while Human Rights Awareness Promotion Committees at each operating site and consolidated subsidiary in Japan and overseas ensure thorough compliance with human rights at the workplace level.

Human Rights Governance Framework

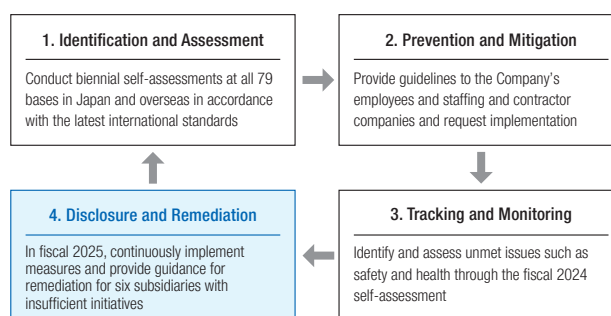


Promotion of Human Rights Due Diligence

Based on the “Protect, Respect and Remedy” framework required by the UNGPs, we continuously run the process of identifying, mitigating, and addressing adverse impacts on human rights through the PDCA cycle in order to reduce human rights risks.

As a result of the fiscal 2024 human rights and labor assessment, in fiscal 2025 we continued from the previous fiscal year to provide improvement guidance to six subsidiaries whose initiatives were insufficient in areas such as overtime work exceeding regulations and labor-management agreements, health measures for employees working long hours, and the existence of a health and safety policy.

Human Rights Due Diligence PDCA Cycle



Supply Chain Initiatives

To prevent human rights risks, we conduct an annual self-assessment of CSR procurement for major business partners accounting for the top 80% of transaction value. By confirming compliance with the Fuji Electric CSR Procurement Guidelines and engaging in dialogue, we are steadily improving human rights, labor, and health and safety practices.

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Remedy Mechanisms

We have established and operate multiple contact points to enable early detection and reliable remediation of human rights violations.

Contact Point / System Name	Eligible Parties	Features	Reports in Fiscal 2024	Reports in Fiscal 2025
Business Ethics Whistle-Blowing Systems	All employees, business partners, etc.	Anonymous reports accepted. Reports can be made directly to the compliance division or external lawyers.	25	55
JaCER Engagement and Remedy Platform	All stakeholders	External third-party platform compliant with the UNGPs. Ensures objectivity, fairness, and transparency in grievance handling through a third-party contact point.	—	0

* Of reports submitted through the Business Ethics Whistle-Blowing Systems, all cases in which violations were found have been addressed through corrective measures and measures to prevent recurrence (3 cases in fiscal 2024, 5 cases in fiscal 2025).

* JaCER: Japan Center for Engagement and Remedy on Business and Human Rights. Fuji Electric has participated in the Engagement and Remedy Platform since fiscal 2025.

* In addition to the above, employee human rights consultation desks are available at all bases in Japan.

Human Rights Education

We continuously provide education to foster an organizational culture that respects human rights. In fiscal 2025, 10,756 employees, from new hires through management-level employees, completed e-learning. We also provided company-wide mental health education (approximately 27,000 participants in total), among other initiatives, to instill awareness of respect for diversity.



For details on our initiatives to respect human rights, please refer to “Respect for Human Rights” on the Fuji Electric website.
<https://www.fujielectric.com/csr/social/social01/humanrights.html>

