

Fuji Electric Anti-Bribery Policy

Established: May 20, 2022

Fuji Electric declares in Fuji Electric Code of Conduct, which provides rules and standards for the behavior of its personnel, that it, "Makes global compliance a top priority," and contributes to solutions to global problems such as environmental and energy concerns. In line with this, Fuji Electric, as a member of a renowned group, recognizes the importance of compliance, fully understands domestic and foreign laws, customs, and other social norms and their spirit, and complies with them. Further, Fuji Electric publicly commits to always acting with a high degree of social consciousness and considers the prevention of bribery and corruption to be a very important issue. Fuji Electric participates in the UN Global Compact that is committed to the elimination of corruption and addresses anti-bribery issues as a unified group.

We ensure that all group companies and their directors, officers and employees (including non-regular employees, such as dispatched employees and part-timers) thoroughly carry out anti-bribery measures, and ask stakeholders involved in our group's business activities, including third-party service providers (e.g., agents, consultants and intermediaries) and our wide range of suppliers and other business partners to address anti-bribery issues throughout the supply chain.

1. Prohibition of Bribery

Fuji Electric shall not directly or indirectly through others give, offer or promise with corrupt intent cash or any other benefit or advantage (including facilitation payment (Note)) in any name or form, including contributions, donations, bearing costs and kickbacks, to public officials (including persons equivalent to public officials and their related persons), political organizations or private organizations or their directors, officers or employees, and shall not engage in any act which would invite suspicion of those acts.

We only provide gifts and entertainment within the reasonable range under generally accepted social standards.

We will resolutely refuse any request from a public official for a bribe or any other act that would invite suspicion of bribery.

(NOTE) Small payments to public officials to speed up or facilitate ordinary administrative services.

2. Establishment and implementation of the anti-bribery compliance program

In order to prevent bribery, Fuji Electric shall, in accordance with the Fuji Electric Compliance Program (Note), implement guidelines that provide the points to be addressed in the course of daily work for its directors, officers and employees, always follow said guidelines, conduct internal audits and provide regular education to ensure awareness of the guidelines and strive to detect bribery at an early stage by proactively utilizing the Fuji Electric Business Ethics Reporting Systems.

In addition, Fuji Electric Compliance Promotion Committee shall review these initiatives semi-annually and report on the same to the Board of Directors and the Audit & Supervisory Board.

(NOTE) Fuji Electric Compliance Program is applicable to Fuji Electric and other group companies. The four pillars of the Program are the following: 1) establishment and dissemination of internal rules; 2) constant monitoring of the status of compliance with laws and internal rules; 3) auditing of the status of compliance with respect to 1) and 2); and 4) compliance education.

End.