FUJI ELECTRIC
CSR PROCUREMENT GUIDELINES

Version 1.5

October 2026

Fuji Electric Co., Ltd.

Introduction

Fuji Electric Co., Ltd. (hereafter referred to as “Fuji Electric” or “we”), with the aims of “contributing to prosperity,” “encouraging creativity” and “seeking harmony with the environment” as stated in our corporate philosophy, is striving to help solve social and environmental issues throughout our activities under our management policies of: “creating a safe, secure and sustainable society through innovation in energy and environmental business technology,” “globally expanding our business” and “maximizing our strengths as a team.”

In the international community, business entities are also members of the community and must actively try to achieve economic growth while simultaneously solving social and environmental issues, in line with the United Nations’ Sustainable Development Goals (SDGs), the Paris Agreement as an international framework for countermeasures against global warming, the United Nations’ Guiding Principles on Business and Human Rights, and the like.

In February 2010 Fuji Electric signed the “Global Compact” advocated by the United Nations, and has been seeking to comply with and implement the ten principles of “human rights, labor, environment and anti-corruption.” In June 2019 we formulated our “Environmental Vision 2050,” and started ensuring that our supply chains as a whole pursue the following goals: “achieving a low-carbon society,” “achieving a recycling-oriented society” and “achieving a society that is in harmony with nature.” In parallel we revised the “Fuji Electric Corporate Code of Conduct,” which provides guidelines for our employees’ actions and clarifies our approach to addressing the common goals and norms of the international community, such as the SDGs, and which also states that we will promote procurement activities and establish supply chains that support equitable and fair trade as well as a sustainable society, together with our business partners (hereafter referred to as “Business Partners” or “you”), under the principle of “respecting and valuing our business partners.”

These Guidelines are intended to help Business Partners understand our activities for fulfilling Corporate Social Responsibility (CSR) to create a sustainable society, and summarize our requests to you to help reduce the risks in CSR associated with business activities as well as to create business opportunities.

Please understand, approve and carry out the objectives of these Guidelines and promote CSR activities together with us.

Fuji Electric Purchasing Policy

Our procurement activities are in line with our guiding principle of “fair trade.” We are seeking domestic as well as international Business Partners who are highly competitive in key areas such as quality, price, delivery and service, and who take CSR into consideration. We strive to create better partnerships, deepen mutual understanding, and then maintain and improve cooperative relations with all our Business Partners through trade based on domestic and international competition that is equitable, fair, impartial and open.

Regarding these Guidelines

These Guidelines summarize our approach to addressing CSR which we ask Business Partners to comply with and fulfill, as well as examples of approaches, on the basis of the "Fuji Electric Corporate Code of Conduct" and the "Fuji Electric Purchasing Policy," with reference to such documents that are expected to be used as international standards for CSR, including the International CSR platform in global supply chains, as well as the "Guidelines for Responsible Business Conduct" of the Japan Electrics and Information Technology Industries Association (JEITA).

- Fuji Electric Corporate Code of Conduct
  https://www.fujielectric.co.jp/about/company/contents_00_04_01.html
- Fuji Electric Purchasing Policy
  https://www.fujielectric.co.jp/about/company/contents_03_01.html
- Japan Electrics and Information Technology Industries Association (JEITA) "Guidelines for Responsible Business Conduct"
  https://www.jeita.or.jp/cgi-bin/public/detail.cgi?id=769&cateid=1

We may revise these Guidelines in response to social demand regarding international CSR in the future.

Request to Business Partners

Please understand and approve these Guidelines, and also make them widely known to your supply chains, so as to promote positive CSR activities.
We would also appreciate your cooperation in CSR self-assessments which we may periodically ask you to perform under these Guidelines.

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1. Human Rights and Labor

Fuji Electric and Business Partners shall respect the human rights of workers, with reference to international standards of human rights, in addition to complying with the relevant laws and regulations.

1-1 Prohibition of Forced Labor

Fuji Electric and Business Partners shall not use forced, bonded or inhumane indentured labor, or labor obtained by slavery or trafficking of persons. We and you shall not force workers to be employed, and shall guarantee workers' rights to leave their job or terminate their employment at their own free will.

Examples of approaches:

- Fuji Electric and Business Partners shall not use forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, or labor by slavery or trafficking of persons.
- There shall be no unreasonable restrictions on entering or exiting company-provided facilities, such as workplaces and dormitories.
- Each worker must be provided with a written notice of his/her working conditions in a language understandable to him/her, prior to executing his/her formal employment agreement.
- Fuji Electric and Business Partners or agencies shall not change any of the conditions of each worker's employment agreement which was made prior to the worker departing from his/her country of origin, to his/her disadvantage in the country of work.
- Workers shall be free to leave their job or terminate their employment at any time.
- Fuji Electric and Business Partners or agencies may not hold, destroy or confiscate workers' identification cards, such as government-issued identification cards, passports or work permits, or immigration documents, unless such holding is required by law.
- Recruitment fees shall not be collected from workers.
- If using a recruitment agency, Fuji Electric or Business Partners shall request in advance the agency to meet the requirements described above.

1-2 Prohibition of Child Labor

Fuji Electric and Business Partners shall not allow children to work under the minimum age for commencement of employment.

Examples of approaches:

- Fuji Electric and Business Partners shall not use child labor in any task. The term "child" as used herein refers to any person under the age of 15 (or 14 if a law of the relevant country permits), or under the age for completing compulsory education, or under the minimum age for commencement of employment as stipulated in the relevant country, whichever is greatest.

1-3 Consideration for Young Workers

Fuji Electric and Business Partners shall not have workers under the age of 18 (young workers) engage in dangerous tasks that are likely to jeopardize their health or safety, including night shifts and overtime, and shall protect young workers' rights.

Examples of approaches:

- Fuji Electric and Business Partners shall not have workers under the age of 18 engage in tasks that are likely to endanger their health or safety.
- In the absence of an applicable local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.
- We and you shall provide student workers with lawful workplace training in conformity with all of the relevant laws and regulations.

1-4 Consideration for Working Hours

Fuji Electric and Business Partners strive to prevent workers from working long hours (heavy workload) and shall not require workers to work for hours exceeding the maximum set by laws and regulations in their respective regions where they work. We and you shall properly control working hours, holidays and vacation for workers, taking international standards into consideration.

Examples of approaches:

- Working hours per week, including overtime, are not to exceed the maximum set by local laws.
- Workers shall be allowed at least one day off every seven days.

1-5 Adequate Wages and Benefits

Fuji Electric and Business Partners shall comply with all laws and regulations applicable to compensation paid to workers, including those relating to minimum wages, overtime allowances, as well as legally mandated benefits and deductions from wages. We and you shall also strive to pay a level of wages that enables workers to cover daily necessities (living wages).

Examples of approaches:

- Fuji Electric and Business Partners shall pay all workers wages and benefits pursuant to local laws without delay.
- We and you shall provide each worker with a salary statement that describes the wages for work performed by the payment date.
- We and you shall not reduce workers' salaries in violation of local laws.

1-6 Prohibition of Inhumane Treatment

Fuji Electric and Business Partners shall respect the human rights of workers, and prohibit inhumane treatment of workers, such as mental or physical abuse, coercion or harassment, as well as behaviors which may potentially constitute such treatment.

Examples of approaches:

- There shall be no harassment or inhumane treatment of workers, including sexual harassment, sexual abuse, corporal punishment, physical or mental coercion, or verbal abuse of workers.
- Fuji Electric and Business Partners shall clearly define and communicate to workers disciplinary policies and procedures.

1-7 Prohibition of Discrimination

Fuji Electric and Business Partners shall not engage in discrimination or harassment. Moreover, we and you shall respond to workers' requests for accommodating religious practices to a reasonable extent.

Examples of approaches:

- Fuji Electric and Business Partners shall prohibit discrimination in employment, promotion or treatment based on race, ethnicity, nationality, descent, skin color, age, sex, sexual orientation, presence/absence of handicaps, pregnancy, religion, thought, belief, political orientation, marital status, family status, contraction of infectious diseases or epidemic, or due to any other reason not related to each worker's competence.
- We and you shall create a work environment in which there is no discrimination against immigrant workers, or workers of ethnic minorities or ethnics having particular customs.
- We and you shall not require workers applying for employment to undergo medical tests or physical exams that could be used in a discriminatory way.

1-8 Workers' Right to Organize

Fuji Electric and Business Partners shall respect workers' right to organize as a means of consultation between labor and management on labor environment, wage levels and other relevant matters, in compliance with local laws and regulations.

Examples of approaches:

- Workers or their representatives shall be able to openly communicate with the management regarding working conditions and management practices.

1-9 Consideration for the Use of Security Services

We recognize that the use of weapons in security operations carries a potential risk of human rights violations. In addition to complying with the laws and regulations of relevant countries and regions, we will establish a security framework aligned with international guidelines such as the Voluntary Principles on Security and Human Rights.

Examples of approaches:

- We take action in accordance with the Corporate Sustainability Reporting management Directive (CSRD) of the European Union.

2. Health and Safety

In addition to compliance with the relevant laws and regulations, Fuji Electric and Business Partners shall take into consideration the International Labor Organization (ILO) Guidelines on Occupational Safety and Health and the like, minimize the incidence of work-related injuries or physical or mental illnesses of workers, and create a safe and healthy work environment.

2-1 Occupational Safety

Fuji Electric and Business Partners shall identify and assess risks to occupational safety, and endeavor to ensure safety through appropriate designs as well as technical and administrative means. Moreover, we and you shall pay reasonable attention to pregnant women and nursing mothers.

Examples of approaches:

- Fuji Electric and Business Partners shall identify the potential of workers for exposure to safety hazards (chemicals, electrical and other energy sources, fire, vehicles, fall hazards and the like), and take preventive measures and safety precautions (lockout, tagout or the like), and hold ongoing safety drills.
- Where hazards cannot be adequately removed, we and you shall provide workers with appropriate protective equipment (protective goggles, safety helmets, gloves or the like).
- We and you shall provide nursing mothers with appropriate facilities (such as a clean and safe place for milking), as necessary.

2-2 Emergency Preparedness

Fuji Electric and Business Partners shall prepare for emergency situations, such as disasters and accidents which may jeopardize human life or physical safety, and identify such actual and potential situations. We and you shall prepare emergency action programs and install necessary equipment or the like, so as to minimize damage to workers and assets, and carry out training and drills to enable workers to take proper actions in a time of disaster.

Examples of approaches:

- Fuji Electric and Business Partners shall install fire detectors and fire extinguishers in appropriate places, and put up notices indicating evacuation routes and evacuation sites at workplaces.
- The area around the entrance and exit shall be kept clear of any obstacle which may hinder evacuation attempts in an emergency situation.
- We and you shall regularly hold evacuation drills.
- We and you shall have emergency countermeasures and plans, including recovery plans, in place, in preparation for emergency situations.

2-3 Work-Related Accidents and Occupational Illnesses

Fuji Electric and Business Partners shall identify, assess, record and report the state of work-related accidents and occupational illnesses, and then take appropriate countermeasures and corrective actions.

Examples of approaches:

- If a worker suffers from any injury or illness, he/she shall promptly receive adequate medical treatment. In addition, Fuji Electric and Business Partners shall investigate and record the causes of the injury or illness, and take corrective actions as necessary.
- We and you shall help those workers who have suffered work-related accidents to return to work.

2-4 Industrial Hygiene

Fuji Electric and Business Partners shall identify and assess risks of workers for exposure to hazardous biological, chemical or physical effects in their workplaces, and properly control such risks.

Examples of approaches:

- Fuji Electric and Business Partners shall identify, remove or control the effects of factors hazardous to the health of workers which may be generated from operations, such as dust particles, organic solvents, intense heat or bacteria, so as to manage workers' health.
- Where hazards cannot be adequately controlled, we and you shall provide workers with well-maintained personal protective equipment.

2-5 Consideration for Physically Demanding Work

Fuji Electric and Business Partners shall identify and assess workers' physically demanding tasks, and then properly manage such tasks, so as not to cause any work-related accident or occupational illness.

Examples of approaches:

- Fuji Electric and Business Partners shall identify, grasp and manage workers' physically demanding and dangerous tasks, including manual handling of materials, heavy work such as manual carrying of heavy loads, forceful assembly tasks, or prolonged repetitive or continuous operations such as data entry.

2-6 Machinery Safeguarding

Fuji Electric and Business Partners shall assess the safety risks of machinery to be used by workers in the performance of their duties, and take appropriate safety precautions.

Examples of approaches:

- Fuji Electric and Business Partners shall assess the degree of risks of manufacturing equipment and other machines.
- We and you shall take safety precautions, such as using safety devices, interlocks and protective barriers, where machinery presents an injury hazard to workers.
- We and you shall properly maintain equipment to be used for safety precautions.

2-7 Safety and Hygiene of Facilities

Fuji Electric and Business Partners shall maintain the safety and hygiene of facilities provided to workers for meeting their basic needs (dormitories, canteens, toilet facilities and the like). In dormitories, we and you shall provide workers with an appropriate emergency way out, individually secured accommodations for storing personal and valuable items, and sizeable personal space along with reasonable entry and exit privileges.

Examples of approaches:

- Fuji Electric and Business Partners shall provide workers with ready access to clean toilet facilities, potable water, and food prepared by hygienic equipment.
- We and you shall provide workers with dormitories with access to hot water for bathing and showering, as well as adequate lighting and ventilation.

2-8 Health and Safety Communication

Fuji Electric and Business Partners shall provide workers with training and drills on appropriate health and safety information about various hazards that workers may be exposed to in the performance of their duties, in a language and manner the worker can understand. Moreover, we and you shall create a system for workers to feed back their opinions about safety.

Examples of approaches:

- Fuji Electric and Business Partners shall provide workers with information about health and safety in the language of the worker's native country or in a language the worker can understand.
- We and you shall provide workers with training on health and safety prior to the beginning of work and regularly thereafter.

- If a worker raises any issue concerning health or safety, we and you shall promptly resolve the issue.

2-9 Healthcare of Workers

Fuji Electric and Business Partners shall provide all workers with appropriate healthcare.

Examples of approaches:

- Fuji Electric and Business Partners shall conduct health examinations for workers pursuant to laws, and seek to prevent and promptly detect any disease among workers.
- We and you shall endeavor to prevent workers' health damage caused by prolonged work or overwork, and provide mental healthcare also.

3. Environment

While actively addressing global environmental issues, such as depletion of resources, climate change and environmental pollution, Fuji Electric and Business Partners shall take into consideration regional environmental issues and seek to ensure the health and safety of the people in the region concerned.
In addition, for the purpose of minimizing environmental burdens, we and you shall establish environmental management systems (such as ISO14001) and strive to operate them.

3-1 Environmental Permits and Reporting

Fuji Electric and Business Partners shall obtain permits and approvals necessary for business operations, and make registrations and reports pursuant to laws and regulations in the place of business.

Examples of approaches:

- Pursuant to applicable environmental laws, Fuji Electric and Business Partners shall obtain and keep updated all required environmental permits (including discharge monitoring) and registrations, and then follow their operational and reporting requirements.

3-2 Reduction in Energy Consumption and Greenhouse Gas Emissions

Fuji Electric and Business Partners shall endeavor to improve energy efficiency and continuously work on reducing their energy consumption and greenhouse gas emissions after setting goals therefor.

Examples of approaches:

- Fuji Electric and Business Partners shall calculate and record their own greenhouse gas emissions.
- We and you shall work on reducing our energy consumption and greenhouse gas

emissions with the aim of minimizing the same.

- Business partners shall obtain the Science Based Targets (SBT) certification.
- Business partners shall work to understand the CO2 emissions (Carbon Footprint) of products delivered to Fuji Electric.

3-3 Emissions into the Atmosphere

Fuji Electric and Business Partners shall take appropriate measures to reduce emissions of hazardous substances into the atmosphere, in compliance with the relevant laws and regulations.

Examples of approaches:

- Fuji Electric and Business Partners shall characterize, routinely monitor, control and treat volatile organic chemicals (VOC), aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations as required prior to their discharge pursuant to environmental laws.

3-4 Water Management

Fuji Electric and Business Partners shall monitor water sources, and the use and discharge of water used, in order to promote the conservation of water, in compliance with laws and regulations. We and you shall characterize, monitor, control and treat all wastewater as required prior to its discharge or disposal. Moreover, we and you shall identify sources of pollution which may cause water contamination, and properly manage such sources.

Examples of approaches:

- Fuji Electric and Business Partners shall characterize, routinely monitor, control and treat all wastewater discharged from operations, production lines or disposal facilities prior to its discharge or disposal pursuant to environmental laws and regulations.

3-5 Effective Utilization of Resources and Waste Management

Fuji Electric and Business Partners shall promote reduction, reuse and recycling, seek the effective utilization of resources, and then minimize waste generation, by complying with laws and regulations as well as appropriately managing such practice.

Examples of approaches:

- Fuji Electric and Business Partners shall minimize the use of natural resources, including water, fossil fuels, minerals and virgin forests, by actively promoting natural resource saving, such as substitution, conservation, recycling and reuse of materials.

3-6 Management of Chemical Substances

Fuji Electric and Business Partners shall identify, label and manage chemicals and other materials that pose a hazard to humans or the environment to ensure their safe handling, movement, storage, use, recycling or reuse and disposal, in compliance with laws and regulations.

Examples of approaches:

- Fuji Electric and Business Partners shall impose prohibitions or restrictions on substances to be used in manufacturing processes (including work of sorting out for recycling and disposal), according to applicable laws and regulations as well as requirements of customers.

3-7 Management of Chemical Substances Contained in Products

Fuji Electric and Business Partners shall comply with all applicable laws and regulations as well as requirements of customers regarding prohibitions or restrictions on the use of specific substances contained in products.

Examples of approaches:

Fuji Electric and Business Partners shall exercise such management pursuant to the Fuji Electric Green Procurement Guideline (Final Edition).

4. Fair Trade and Ethics

Fuji Electric and Business Partners shall carry out their business activities not only in compliance with laws, but also based on a high sense of ethics.

4-1 Anti-Corruption

Fuji Electric and Business Partners shall not engage in any bribery, corruption, extortion, embezzlement or the like of any kind.

Examples of approaches:

- Fuji Electric and Business Partners shall have and continuously comply with a zero tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

4-2 Prohibition of Improper Provision and Receipt of Advantages

Fuji Electric and Business Partners shall not provide or accept any promise, offer or permit of bribes or other means of obtaining undue or improper advantages.

Examples of approaches:

- Fuji Electric and Business Partners shall not offer or receive any bribes or excessive or undue advantages.

4-3 Disclosure of Appropriate Information

Fuji Electric and Business Partners shall disclose information regarding labor, health and safety, environmental practices, business activities, organizational structure, financial situation and business performance in accordance with applicable laws and regulations as well as industry practices. We and you shall not falsify records or disclose false information.

Examples of approaches:

- Fuji Electric and Business Partners shall disclose financial information, such as business activities, financial situation and business performance, as well as non-financial information, including information about the ESG (environment, society and governance), in accordance with applicable regulations and prevailing business practices.
- We and you shall neither falsify records of disclosed information nor misrepresent information or disclose false information.

4-4 Respect of Intellectual Property

Fuji Electric and Business Partners shall respect intellectual property rights, and ensure that intellectual property is protected in transferring technology and know-how. We and you shall protect also the intellectual property of third parties, including customers and suppliers.

Examples of approaches:

- Fuji Electric and Business Partners shall not use product specifications, technology or know-how of customers and suppliers without proper authorization.
- We and you shall not allow any worker to take out information related to the intellectual property of customers or suppliers when the worker leaves employment.

4-5 Fair Business Execution

Fuji Electric and Business Partners shall act fairly in their business operations, competition and advertising.

Examples of approaches:

- Fuji Electric and Business Partners shall undertake fair business operations, advertising and competition in compliance with international standards and local laws, and shall not make any agreement which may restrict competition by means of cartel, bid-rigging or

the like.

- We and you shall not have any relationship with antisocial forces which may exert an adverse influence on the social order and sound activities.

4-6 Proper Management of Import and Export

Fuji Electric and Business Partners shall have definite management systems in place for the import and export of technology and goods regulated by laws or otherwise, and shall carry out proper import and export procedures.

Examples of approaches:

- Fuji Electric and Business Partners shall understand and comply with various laws and regulations concerning import and export.
- We and you shall carry out proper procedures for import and export of parts, products, technology, equipment, software and the like of which import and export are regulated by international agreements, laws, regulations and the like.

4-7 Development of Complaint Handling Mechanism

Fuji Electric and Business Partners shall create a mechanism for handling complaints available to stakeholders, such as workers and suppliers, for the purpose of preventing themselves and supply chains from committing wrongful acts.

Examples of approaches:

- Fuji Electric and Business Partners shall establish whistle-blowing systems through which workers and suppliers may raise issues and complaints.
- We and you shall properly address issues and complaints raised through such whistle-blowing systems.

4-8 Protection of Whistle-Blowers

Fuji Electric and Business Partners shall ensure the confidentiality of information concerning whistle-blowing and the anonymity of whistle-blowers, and shall not retaliate against whistle-blowers.

Examples of approaches:

- Fuji Electric and Business Partners shall keep the confidentiality of workers and suppliers who have reported any matter, and shall prevent any retaliation against such workers and suppliers.
- We and you shall create a whistle-blowing system which enables workers to report any matter without fear of retaliation.

4-9 Responsible Sourcing of Minerals

Fuji Electric and Business Partners shall promote due diligence to clarify whether tantalum, tin, tungsten, gold or any other mineral contained in products that they manufacture causes or contributes to serious infringement on human rights, environmental destruction, corruption, conflict or the like in any conflict region or any high-risk area.

Examples of approaches:

- Fuji Electric and Business Partners shall develop policies concerning responsible sourcing of minerals, and continuously confirm that tantalum, tin, tungsten, gold or any other mineral contained in products is not a source of funds for antisocial forces which bring about infringement on human rights.

5. Quality and Safety

Fuji Electric and Business Partners shall secure the safety and quality of the products and services that they provide, and provide accurate information thereon.

5-1 Securing Product and Services etc. Safety

Fuji Electric and Business Partners shall design, manufacture and sell their products and services etc. which meet safety standards stipulated by laws or otherwise in the respective relevant countries and secure adequate safety, so as to fulfill their responsibilities as suppliers.

Examples of approaches:

- Fuji Electric and Business Partners shall establish systems for managing the traceability (history of materials, parts, processes and the like) and enable them to promptly solve problems if any.
- For the safety of products and services etc., we and you shall take into consideration a level of safety that would be expected customarily, in addition to compliance with laws.

5-2 Quality Control

For the quality of products and services, Fuji Electric and Business Partners shall comply with not only all applicable laws and regulations but also their own standards of quality and requirements of customers.

Examples of approaches:

- Fuji Electric and Business Partners shall introduce appropriate systems to manage and comply with their own standards of quality and requirements of customers, and endeavor to obtain third-party certification for quality management systems, such as ISO9001 certification.
- We confirm at that there is no discrepancy between our judgement criteria of final inspection and customer's criteria which is indicated in specifications.
- Regarding a special process which is hard to verify the quality, we handle a skill training, a certified worker, a working method, working condition, a checking/recording

of equipment and jigs.

- We have the system which prevents falsification of quality records.
- As a supply chain, we are working to prevent issues caused by unauthorized changes.

5-3 Provision of Accurate Information about Products and Services

Fuji Electric and Business Partners shall provide accurate information about products and services which is not misleading.

Examples of approaches:

- Fuji Electric and Business Partners shall communicate to customers accurate information about products and services, such as specifications and quality, and report to customers accurate information about chemical substances or the like contained in products.
- We and you shall neither use an expression that differs from the truth, nor place a label or advertisement that may mislead customers, with respect to products or services.

6. Information Security

Fuji Electric and Business Partners shall prevent the leakage of confidential information and personal information, and seek to enhance information security.

6-1 Defense against Cyber-Attacks

Fuji Electric and Business Partners shall take defensive measures against the threat of cyber-attacks or the like, so as to prevent the occurrence of damage to themselves and others.

Examples of approaches:

- Fuji Electric and Business Partners shall take defensive measures against threats on computer networks, so as to prevent the occurrence of damage to themselves, customers and the like. Threats on computer networks refer to computer viruses, spyware and the like.

6-2 Protection of Personal Information

Fuji Electric and Business Partners shall properly manage and protect the personal information of anyone, including suppliers, customers and workers, in compliance with the relevant laws and regulations thereon.

Examples of approaches:

- Fuji Electric and Business Partners shall manage and protect the personal information of all persons involved in business operations, such as suppliers, customers and workers.
- We and you shall carefully handle personal information in collecting, storing, altering, transferring, sharing or otherwise processing the same, in compliance with the relevant laws and regulations in each country.

6-3 Prevention of Leakage of Confidential Information

Fuji Electric and Business Partners shall properly manage and protect their own confidential information, as well as confidential information received from customers or third parties.

Examples of approaches:

- Fuji Electric and Business Partners shall introduce appropriate systems to manage and protect their own confidential information as well as confidential information received from customers or third parties. Confidential information refers to information described in any document or the like that the parties have agreed is confidential, including data information recorded electromagnetically or optically, and information communicated verbally after the disclosing party has notified that it is confidential.

7. Business Continuity Plan

Fuji Electric and Business Partners shall prepare for large-scale natural disasters from which they or their suppliers may suffer, so as to resume production activities soon, so that we and you may fulfill our respective responsibilities for supply.

7-1 Development and Preparation of Business Continuity Plan

Fuji Electric and Business Partners shall identify and assess risks which may hinder them from continuing their own business operations, and develop their respective business continuity plans (BCPs) that summarize a detailed study of effects on their business operations, required medium- to long-term precautions, as well as the progress of such studies and precautions.

Examples of approaches:

- Fuji Electric and Business Partners shall develop their respective Business Continuity Plans (BCPs) to enable rapid recovery from disasters and accidents.
- We and you shall seek to ensure alternative means, assuming that it may take a long time to restore business operations from damage suffered by natural disasters, accidents, contingencies or the like.

8. Establishment of Management Systems

8-1 Company Commitment

Fuji Electric and Business Partners shall establish their management systems to comply with the requirements of these Guidelines.

Examples of approaches:

- The executive management shall develop a policy meeting the requirements stipulated by these Guidelines, and strive to make the policy widely known to workers.
- Fuji Electric and Business Partners shall identify and manage laws and regulations, as

well as requirements of customers, relevant to these Guidelines, and put in place and update internal rules as necessary.

8-2 Management of Suppliers

Fuji Electric and Business Partners shall establish systems to communicate the requirements of these Guidelines to suppliers and to monitor the compliance of suppliers therewith.

Examples of approaches:

- Fuji Electric and Business Partners shall communicate the requirements of these Guidelines to suppliers and regularly check the compliance of suppliers therewith (through, for example, interview or questionnaire).

9. Social Contribution

9-1 Contribution to Local or Global Society and Community

Fuji Electric and Business Partners shall positively encourage interaction with society as good corporate citizens, and contribute to the development thereof.

Examples of approaches:

Fuji Electric and Business Partners shall positively and continuously work on the following social contribution activities:

- social contributions that make use of their primary business operations (contribution through products, services, technology and the like);
- non-financial social contributions that make use of their facilities and human resources; and
- social contributions through financial donations.

<Revision history>

Date	Edit no	Content
April 2020	1.0	First Edition created
October 2022	1.1	Added 3 cases to Examples of approaches of 5-2.Quality control
October 2023	1.2	Added 2 cases to Examples of approaches of 3-2. Environment
April 2024	1.3	Clearly stated that efforts should be made to prevent workers from working long hours (heavy workload) in 1-4. Consideration for working hours
July 2026	1.4	Under 'Quality Management' in 5-2, it is explicitly noted that active measures are in place to prevent issues arising from 'unauthorized changes (Silent Change, changes made without permission).'"
October 2026	1.5	Added 1-9 'Consideration for the Use of Security Services' in accordance with the EU Corporate Sustainability Reporting Directive (CSRD).