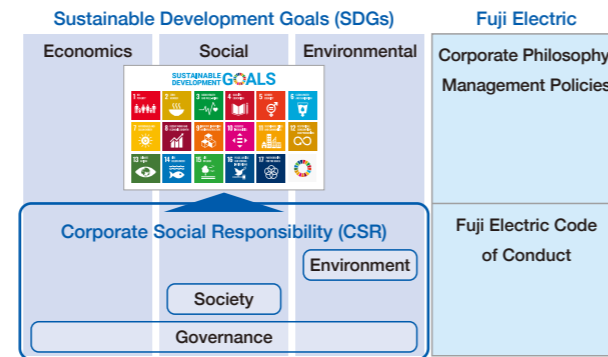


Measures to Reinforce the Operating Foundations

We are reinforcing our operating foundations from the perspectives of the environment, society, and governance to improve our corporate value over the long term.

Fuji Electric Corporate Activities and SDGs/CSR

Fuji Electric's corporate philosophy is to "contribute to prosperity," "encourage creativity," and "seek harmony with the environment," and the Company bases its management policies on contributing to the creation of a sustainable society through its energy and environment businesses. This is in line with the international community's efforts to integrate economic, social, and environmental improvements to achieve the SDGs. Our corporate social responsibility is to take corporate action to contribute to achieving the SDGs and to put our Corporate Code of Conduct into practice, there by promoting initiatives for material issues from the perspectives of the environment, society, and governance (see the next page).



Promoting the SDGs

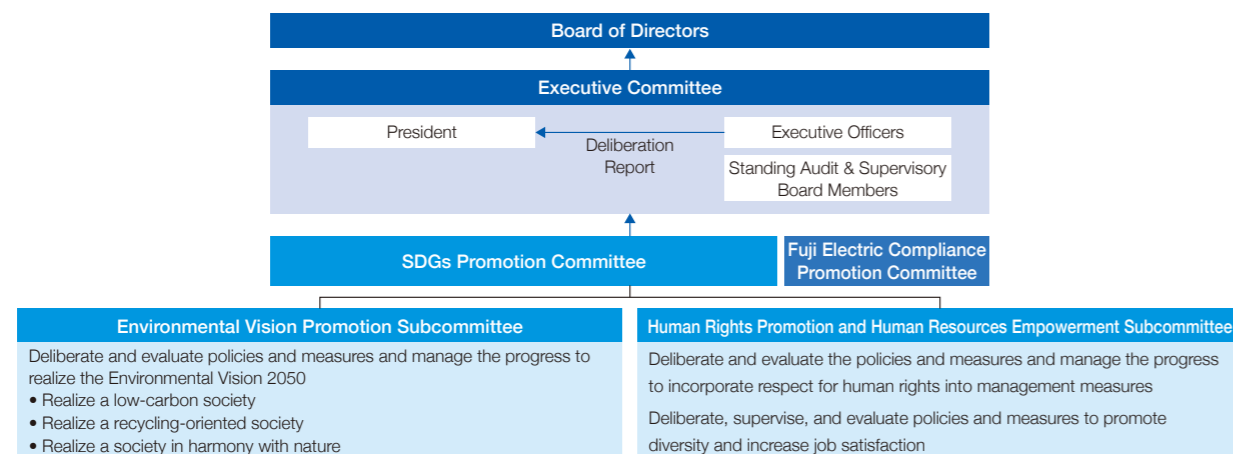
In June 2019, we announced nine SDG targets that we will focus on in all of our corporate activities to contribute to achieving the SDGs. We followed this in April 2020 by establishing the new SDGs Promotion Committee for deliberating, deciding, and evaluating the promotion of the SDGs at the management level.

We identify from an SDG perspective the key issues along with the business risks and opportunities for our company, incorporate them into our strategies, and evaluate our efforts to implement them. Our environmental efforts are focused on fulfilling our Environmental Vision 2050, which is mainly focused on realizing a low-carbon society; and our social efforts prioritize the promotion of human rights and human resources development. We have set up subcommittees dedicated to each topic that will deliberate our policies and strategies, supervise, and evaluate our efforts.

The committee's discussion content is reported to and deliberated by the Executive Committee and the Board of Directors.



| SDGs Promotion Committee Roles and Material Issues | |
|--|--|
| • Committee Members | Executive officers of the business, sales, and corporate divisions |
| • Roles | <ol style="list-style-type: none"> 1. Identify the company's material issues, business opportunities and risks from an SDG perspective 2. Incorporate the material issues into strategies, implement and evaluate the strategies (PDCA management) |
| • Material Issues | <ol style="list-style-type: none"> 1. Promote the Environmental Vision 2050 2. Promote human rights and human resources development |



Initiatives to Address the Main Environmental, Social and Governance Issues

To enhance our long-term corporate value, we are reinforcing our operating foundations and supply chain by identifying material issues to be addressed in the practice of our Corporate Code of Conduct from the perspectives of the environment, society, and governance.

- **Society:** Promote respect for human rights and activities of diverse human resources and reform our workstyles
- **Governance:** Ensure global compliance and further strengthen risk management in response to increasing variety of management risks

Material issues

- **Environment:** Address global warming through all of our corporate activities guided by the Environmental Vision 2050

| Field | Code of Conduct | Key Issues | Major Initiatives | Relevant SDGs | Relevant Pages |
|--|---|---|---|---|---|
| Environment | Respect and value the global environment | Realization of a low-carbon society | <ul style="list-style-type: none"> Reduce society's CO₂ emissions through provision of energy-saving products Reduce greenhouse gas emissions during production | 7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | Environment P31 |
| | | Creation of a recycling-oriented society | <ul style="list-style-type: none"> Promote 3Rs (reduce, reuse, recycle) in relation to products and production activities | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION | |
| Society | Respect and value all people | Human rights | <ul style="list-style-type: none"> Implement human rights due diligence | | Human Resources P37 Website (Refer to the following website) |
| | | Safe and healthy workplaces | <ul style="list-style-type: none"> Improve occupational health and safety awareness among employees Health and safety audits to eliminate occupational accidents Ensuring employee health and mental health care | | |
| | | Activities of diverse human resources | <ul style="list-style-type: none"> Expand areas in which female employees make contributions Utilize employees over 60 Broaden scope of duties performed by differently abled employees | 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH | |
| | | Work-life balance | <ul style="list-style-type: none"> Advance workstyle reform Offer work-life balance support and foster conducive workplace environments | | |
| | | Human resources development | <ul style="list-style-type: none"> Enhance development of future management candidates Strengthen global human resources development | | |
| | Respect and value our customers | Improvement of customer satisfaction | <ul style="list-style-type: none"> Improve product and service quality Enhance customer support and service systems | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | Website (Refer to the following website) |
| Society | Respect and value our business partners | Value chains for supporting a sustainable society | <ul style="list-style-type: none"> Practice fair and impartial procurement Fulfill social responsibilities together with business partners | | Supply Chain P60 |
| | Respect and value interaction with society | Community outreach | <ul style="list-style-type: none"> Contribute to communities through activities for protecting the natural environment and promoting youth development Engage in community outreach at major sites of overseas operations | 4 QUALITY EDUCATION, 13 CLIMATE ACTION | Social Outreach (Local Communities) P62 |
| | Governance | Make global compliance a top priority | Effective compliance program implementation | <ul style="list-style-type: none"> Establish, revise, and abolish internal rules and conduct oversight, audit, and education based on the Fuji Electric Compliance Program Cultivate mindset of strict compliance among employees | |
| Risk management | | | <ul style="list-style-type: none"> Reinforce business continuity capabilities Strengthen data security | 11 SUSTAINABLE CITIES AND COMMUNITIES, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | Risk management P55 |
| Top management will thoroughly practice this Code of Conduct | | Improvement of management transparency and oversight function | <ul style="list-style-type: none"> Reinforce corporate governance framework | | Corporate Governance P41 |
| Respect and value our shareholders and investors | | Constructive shareholder and investor engagement | <ul style="list-style-type: none"> Conduct timely, fair, and impartial information disclosure Enhance shareholder and investor engagement activities | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | Corporate Governance P48 |

Environmental, Social, and Governance
<https://www.fujielectric.com/company/csr/index.html>