

# Fuji Electric's CSR Activities

Fuji Electric's CSR is summed up precisely in its corporate philosophy and management policies. These principles entail contributing to the resolution of social issues through our energy- and environment-related businesses, effectively managing our business in a way that maximizes the positive impact of overall corporate activities on society and the environment while working to prevent or alleviate any negative impact.

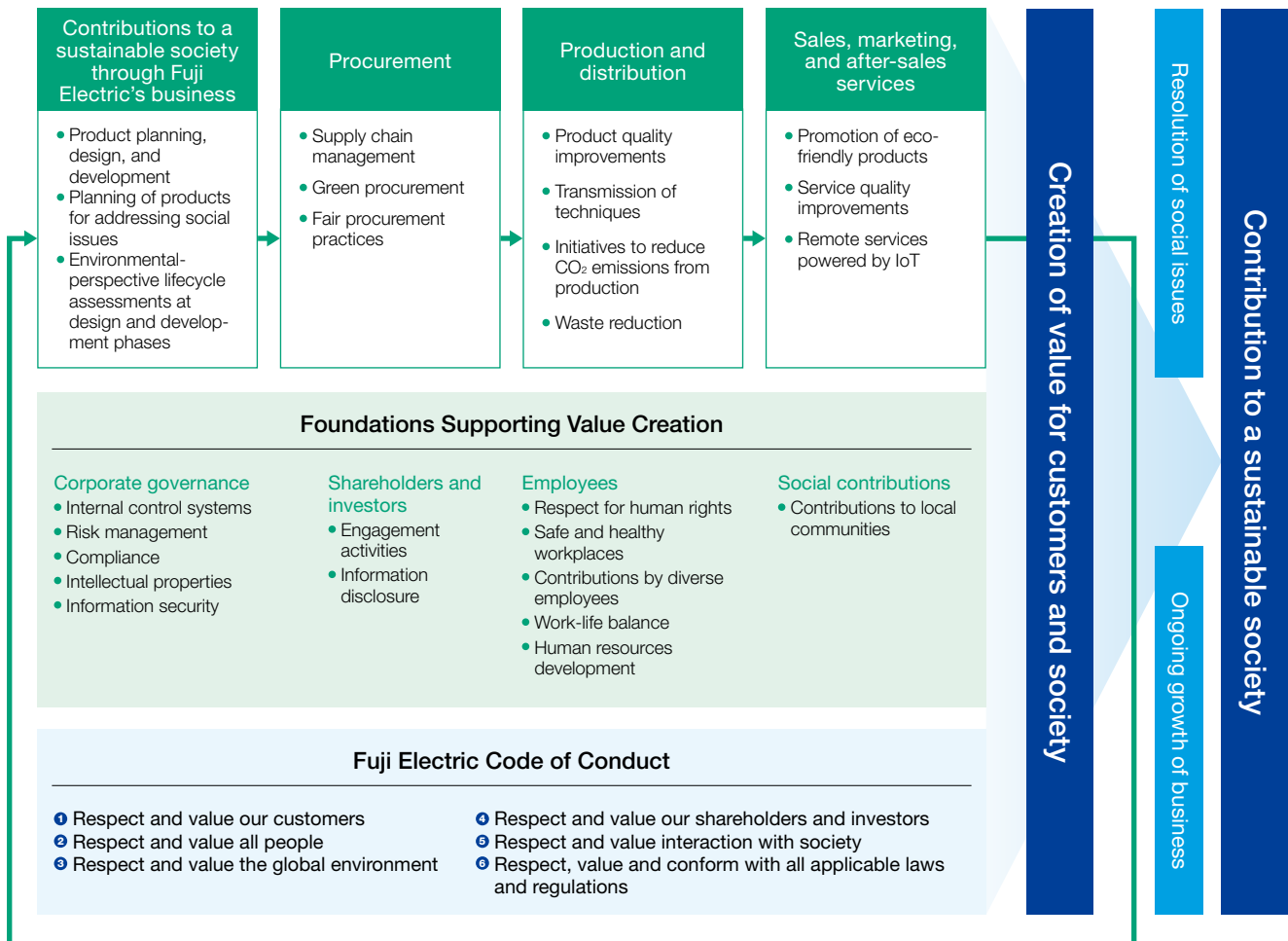
## Promotion of CSR

As a compass for the promotion of CSR, we have established the Fuji Electric Code of Conduct, a set of six principles for guiding concerted action based on a shared understanding between the Company and all of its employees. In addition, Fuji Electric has defined key environmental, social, and governance (ESG) issues in reflection of the Ten Principles of the United Nations Global Compact, which are arranged around four areas. Initiatives for addressing these issues are underway. Through its business, Fuji Electric endeavors to contribute to the achievement of the United Nations Sustainable Development Goals, which were adopted by the UN General Assembly in September 2015, and is thereby striving to help realize a sustainable society.



Sustainable Development Goals

## Contributions to a Sustainable Society Through Fuji Electric's Business



## Key ESG Initiatives

Fuji Electric acts from a perspective focusing on ESG issues with the aim of realizing ongoing improvements in corporate value. Accordingly, the Company has defined key ESG issues, which it is actively working to address. These issues relate to the preservation of the global environment, human rights, occupational health and safety, promotion of diverse workstyles and other workplace initiatives, compliance at subsidiaries and other Group companies, and fair and impartial engagement with shareholders and other investors. An end goal of these initiatives is to realize ongoing growth on a global scale.

ESG Area		Key Issues	Major Initiatives	Relevant Pages
Environmental	Global environment	Prevention of global warming	<ul style="list-style-type: none"> <li>Reduce CO<sub>2</sub> emissions during production</li> <li>Reduce society's CO<sub>2</sub> emissions through provision of energy-saving products</li> </ul>	P.31–P.32
		Creation of a recycling-oriented society	<ul style="list-style-type: none"> <li>Promote 3Rs (reuse, reduce, recycle) in relation to products and production activities</li> </ul>	
Social	Customers	Improvement of customer satisfaction	<ul style="list-style-type: none"> <li>Enhance customer support and service systems</li> <li>Administer customer satisfaction surveys</li> <li>Provide safe, high-quality products and services</li> </ul>	P.27–P.28
		Promotion of CSR across the supply chain	<ul style="list-style-type: none"> <li>Enforce procurement policies</li> <li>Practice green procurement</li> <li>Support CSR activities of business partners</li> </ul>	
	Employees	Human rights	<ul style="list-style-type: none"> <li>Entrench awareness of Policy for Human Rights of the Employees among all employees</li> <li>Conduct ongoing human rights training</li> </ul>	P.33–P.34
		Safe and healthy workplaces	<ul style="list-style-type: none"> <li>Conduct ongoing occupational health and safety training to prevent occupational accidents</li> <li>Carry out safety patrols to prevent serious accidents and frequently occurring accidents</li> <li>Establish comfortable, healthy workplaces</li> </ul>	
		Diversity	<ul style="list-style-type: none"> <li>Employ a diverse range of human resources (non-Japanese people, people with disabilities, senior citizens)</li> <li>Reform awareness of management and female employees</li> </ul>	
		Work-life balance	<ul style="list-style-type: none"> <li>Promote flexible workstyles (allow for work in satellite or home offices)</li> <li>Cut back on excessive work hours</li> <li>Encourage leave acquisition</li> </ul>	
	Human resources development	<ul style="list-style-type: none"> <li>Cultivate globally competent employees regardless of work locations and nationalities</li> </ul>		
Contributions to communities	Community outreach	<ul style="list-style-type: none"> <li>Contribute to communities through activities for protecting the natural environment and promoting youth development</li> <li>Engage in community outreach at operating bases</li> </ul>	P.34	
Governance	Global compliance	Compliance with laws and corporate ethics	<ul style="list-style-type: none"> <li>Reinforce corporate governance framework</li> <li>Cultivate mindset of strict compliance among employees</li> </ul>	P.35–P.37
		Effective compliance program implementation	<ul style="list-style-type: none"> <li>Establish and revise internal rules and conduct oversight, monitoring, and education based on the Fuji Electric Compliance Program</li> </ul>	P.38
		Risk management	<ul style="list-style-type: none"> <li>Establish business continuity plans</li> </ul>	P.39
	Shareholders and investors	Shareholder and investor engagement	<ul style="list-style-type: none"> <li>Hold factory tours for private shareholders and investors</li> <li>Conduct financial briefings for analysts and institutional investors</li> <li>Disclose information through shareholder reports, etc.</li> </ul>	P.37



Please refer to Fuji Electric's corporate website for more information on ESG initiatives.  
<https://www.fujielectric.com/company/csr/index.html>

