

# Material Management Initiatives

## Material Issues to Reinforcing Operating Foundations

Fuji Electric has identified key issues pertaining to the implementation of its Code of Conduct. We are proactively addressing these issues to improve long-term corporate value (the Fuji Electric Code of Conduct is available in its entirety on the following page).

Code of Conduct Area	Key Issues	Major Initiatives	Relevant SDGs	Relevant Pages
Respect and value all people	Human rights	<ul style="list-style-type: none"> <li>Implement human rights due diligence</li> </ul>		People (Employees) P29–P30
	Safe and healthy workplaces	<ul style="list-style-type: none"> <li>Improve occupational health and safety awareness among employees</li> <li>Bolster initiatives for ensuring occupational health and safety and protecting employee health</li> </ul>		
	Diversity	<ul style="list-style-type: none"> <li>Expand areas in which female employees make contributions</li> <li>Utilize employees over 60</li> <li>Broaden scope of duties performed by differently abled employees</li> </ul>		
	Work-life balance	<ul style="list-style-type: none"> <li>Promote flexible workstyles</li> <li>Offer work-life balance support and foster conducive workplace environments</li> </ul>		
	Human resources development	<ul style="list-style-type: none"> <li>Enhance development of future management candidates</li> </ul>		
Respect and value our customers	Improvement of customer satisfaction	<ul style="list-style-type: none"> <li>Improve product and service quality</li> <li>Enhance customer support and service systems</li> </ul>		Customers P31
Respect and value our business partners	Value chains for supporting sustainable societies	<ul style="list-style-type: none"> <li>Practice fair and impartial procurement</li> <li>Fulfill social responsibilities together with business partners</li> </ul>		Business Partners P31–P32
Respect and value our shareholders and investors	Constructive shareholder and investor engagement	<ul style="list-style-type: none"> <li>Conduct timely, fair, and impartial information disclosure</li> <li>Enhance shareholder and investor engagement activities</li> </ul>		Shareholders / Investors P32
Respect and value the global environment	Realization of a low-carbon society	<ul style="list-style-type: none"> <li>Reduce society's CO<sub>2</sub> emissions through provision of energy-saving products</li> <li>Reduce CO<sub>2</sub> emissions during production</li> </ul>		Environment P33–P36
	Creation of a recycling-oriented society	<ul style="list-style-type: none"> <li>Promote 3Rs (reduce, reuse, recycle) in relation to products and production activities</li> </ul>		
Respect and value interaction with society	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 major sites of overseas operations</li> </ul>		Social Outreach (Local Communities) P46
Make global compliance a top priority	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> <li>Cultivate mindset of strict compliance among employees</li> </ul>		Compliance P42–P43
	Risk Management	<ul style="list-style-type: none"> <li>Reinforce business continuity capacities</li> <li>Strengthen information security</li> </ul>		Risk Management P44–P45
Top management will thoroughly practice this Code of Conduct	Improvement of management transparency and oversight function	<ul style="list-style-type: none"> <li>Reinforce corporate governance framework</li> </ul>		Corporate Governance P37–P41

Initiatives for Accomplishing the SDGs

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