

## Human Rights

### ■ Human rights initiatives

#### □ Basic Approach to Human Rights

The FUJITSU GENERAL Way, which represents the common values of the Fujitsu General Group, states, "We respect human rights" in the first item of the Code of Conduct.

This clearly states the company's stance that "in all corporate activities, the spirit of 'respect for human rights' shall be the foundation of our activities."

We strive to ensure that all employees of the Group demonstrate this spirit in action.

We believe it is essential to recognize human rights issues properly to cultivate a spirit of respect and a sense of the true meaning of human rights and to act in a way that does not tolerate discrimination or other human rights violations.

#### □ Human Rights Policy (excerpt)

The Human Rights Policy of the Fujitsu General Group supports and respects the following international principles and standards.

- "International Bill of Human Rights"
- "Guiding Principles on Business and Human Rights"
- "ILO Declaration on Fundamental Principles and Rights at Work"
- "National Action Plan on Business and Human Rights"
- "United Nations Global Compact"
- "Convention on the Rights of the Child"
- "Children's Rights and Business Principles"

### ■ Internal education related to human rights

As part of the promotion of DE&I (measures to create an environment and foster a culture where everyone can exercise their capabilities and take on new challenges), the Fujitsu General Group conducted training to ensure a proper understanding of sexual minorities (LGBTQ+).

In addition, together with "Human Rights Week" and "World Human Rights Day," we also conducted training related to "global business and human rights" to provide an opportunity for employees to "take ownership" of human rights problems and act on them.

#### □ Results of awareness-raising activities related to human rights in FY2022

Subject	Content	Implementation method
Executives / all employees	Sexual minorities (LGBTQ+)	e-learning
	Global business and human rights	e-learning (video lessons)

### ■ Established a point of contact for consultation and redress regarding human rights.

The Fujitsu General Group has set up a "Corporate Ethics Helpline" for consultation and relief to protect employees' human rights. This can be selected either through the division in charge or via an external law firm.

### ■ Response to the Modern Slavery Act

Under the provisions of the UK Modern Slavery Act and Australia's Modern Slavery Act, we have disclosed statements related to our initiatives to prevent slave labor and human trafficking on the official websites of the applicable Group companies.



FUJITSU GENERAL AIR CONDITIONING (U.K.) LIMITED  
Modern Slavery Statement  
<https://www.fujitsu-general.com/uk/regional/modern-slavery-statement.html>



FUJITSU GENERAL (AUST.) PTY LIMITED  
Modern Slavery Statement  
<https://www.fujitsugeneral.com.au/about-us/company-information/modern-slavery-statement>



## Human Rights Due Diligence

### ■ Human rights due diligence initiatives

The Fujitsu General Group performs sustainability due diligence, which includes issues related to human rights, labor, health and safety, the environment, corporate ethics, and information security. Within this, we promote human rights due diligence by focusing in particular on items related to human rights.

Our Group's human rights due diligence is based on the "UN Guiding Principles on Business and Human Rights," and we endeavor to identify, prevent, and mitigate any negative impact on human rights. If it becomes clear that the Group's business activities have caused or promoted human rights violations, or if indirect effects through business relationships, etc. have become clear, or if there are not finalized, but it is suspected that there is a possibility of causing violations, we will correct and remedy it through dialogue and appropriate procedures.

### ■ Human rights due diligence at the company's overseas locations

In FY2022, we conducted risk assessments using self-assessment questionnaires at two of the Group's overseas production companies. In FY2023, we will continue conducting human rights due diligence at a greater number of overseas manufacturing sites.

#### □ Examples of human rights issues identified

Types of human rights issues	Details
Education related to human rights	It is necessary to provide regular education concerning human rights for all employees.
Labor time	It is necessary to appropriately manage labor time based on laws and regulations and on agreements between labor and management.
Consideration for minorities and socially disadvantaged persons	It is necessary to promote initiatives for employees categorized as minorities <sup>*1</sup> and socially disadvantaged persons. <sup>*2</sup>

### ■ Human rights due diligence covering the supply chain

We conduct human rights due diligence covering the supply chain as part of our sustainability due diligence, including self-assessment questionnaires and local audits.

> Our supply chain initiatives are described on P. 19.

\*1: Minorities: Persons and groups who are minorities in society for reasons such as race, religion, sexual orientation, physical disability, and gender identity

\*2: Socially disadvantaged persons: Persons placed in a socially disadvantageous position, such as children and young people, the elderly, people with disabilities, and refugees



For the full text of our Human Rights Policy, please refer to the Fujitsu General website.  
Human Rights Policy  
<https://www.fujitsu-general.com/global/csr/human-rights-policy.html>



## Care for Employees

### Promotion of Health and Productivity Management

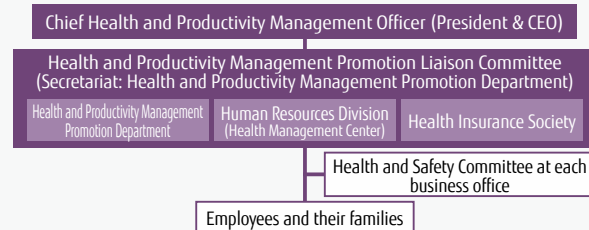
#### ■ Creating a workplace that promotes healthy lifestyles among employees to achieve a “Good Life”

Defining health and productivity management as “the strategic realization of health measures for the achievement of sustainable business growth,” Fujitsu General Group makes it clear that “employee health is a valuable asset for management” to promote and strengthen “valuing and investing in our people” as stated in our Corporate Philosophy and Sustainable Management. We are working to create a healthy and vibrant workplace as a comfortable and rewarding place to work and improve all employees’ motivation and overall strength.

#### Fujitsu General Group Declaration of Employee Wellness

Healthy employees and their healthy families are our most valuable assets. As a company that delivers comfort and safety to customers around the world, it is our responsibility to ensure that every employee stays healthy and happy in a vibrant workplace.

#### □ Promotion structure



#### ■ Pursuing the achievement of “Living together for our future”

In addition to promoting the health of employees, we also support the families who support our employees, as well as businesses and organizations that aim to introduce health and productivity management. We will realize our corporate philosophy of “—living together for our future—” by contributing to local communities and providing support to our stakeholders.



A scene from an external seminar

#### ■ Health and productivity management initiatives

- ◇ Health consultations with medical professionals for all employees (providing opportunities for employees to discuss matters with peace of mind)
- ◇ Health Design Center and regular events on health activity entry apps (enhancing employee awareness of health)
- ◇ Family days for the children who will lead the next generation and walking events at business offices around Japan (supporting our employees and the families who support them)

#### ■ Work-life balance

The Fujitsu General Group promotes a healthy work-life balance. We believe that a fulfilling personal life enhances the productivity and quality of work. Based on this approach, in the area covered by our Kawasaki Headquarters, we set one day a week as a day when all employees finish work at the scheduled time. Additionally, we encourage all employees to take two days of annual leave every six months in a planned manner, and recommend these days are combined with weekends and national holidays to ensure a longer break. We have also taken other measures to enhance employees’ personal lives, including increasing the amount of annual leave taken during the summer break by one day to four days, since FY2020. The positive impact of these initiatives has begun to show up in our engagement data.

#### ■ Supporting life fulfillment

The Fujitsu General Group has put in place various systems to enable its employees and their families to lead healthy and fulfilling lives. To meet the diversified needs of our employees, in addition to our existing welfare system focusing on livelihood support (rent subsidies, company cafeteria, group insurance at preferred rates, and cash for congratulatory occasions or condolences), we have introduced a Cafeteria Plan that allows each employee to choose a menu that suits their lifestyle.

This allows employees to freely select and utilize the menu they wish to use from among those set by the company, focusing on childcare, long-term care, health, and self-development support, together with benefit package services.

### Occupational Health and Safety

#### ■ Prevention of occupational accidents & preparedness for natural disasters

The Fujitsu General Group holds a monthly Safety & Health Committee meeting to achieve zero occupational accidents. The main areas of focus include root cause analysis of any occupational accidents, discussion to prevent recurrence of such accidents, the reporting of vehicle accidents involving company-owned vehicles operated by sales/service staff, and consideration of recommended corrective actions. Meeting minutes are disseminated through our internal infrastructure. In addition, safety and health training is conducted as necessary at the time of hiring and reassignment. As part of an annual campaign to raise employees’ health & safety awareness, a billboard is set up each year in September at our Kawasaki Headquarters. The purpose of this billboard is to announce the coming of National Occupational Health Week, which starts on the first of October.

In November, evacuation drills are conducted in order to strengthen our initial response readiness in the event of a natural disaster, as well as to raise employee awareness of disaster prevention. In previous years, all employees at our Headquarters participated in this event, but in FY2022, 180 representatives from each workplace took part in this event as a measure against COVID-19. During the drill, participants also practiced setting up sandbags to prevent flooding in the building, like we did in 2021.

In addition, a safety confirmation system is in place to quickly confirm the safety of employees in the event of a major disaster. In preparation for such an emergency, we hold regular drills to confirm the safety of employees using mobile terminals.

	FY2021	FY2022
Number of drills (safety confirmation system)	2	2
Number of operational accidents resulting in death	0	0

#### ■ Promoting safe driving

E-learning is utilized to promote safer driving, focusing on the prevention of accidents, raising of safety awareness, and traffic rules for employees who use company cars for business, as well as those who commute by private car, motorcycle, or bicycle.

## Diversity

### ■ Creation of a workplace in which diverse employees can thrive and succeed in a flexible manner

#### □ Promoting women in the company

As part of our promotion of diversity, equity, and inclusion, Fujitsu General Group is working on creating an organizational culture in which all employees can play an active role regardless of gender. In particular, we are focusing on the active participation of women. We believe that the success of women is indispensable for the growth of the company and the creation of innovation. In order to eliminate any situation in which gender is a barrier, we have conducted interviews at workplaces and with women themselves to ascertain the reality, conducted improvement measures, held roundtable discussions with female External Directors, and conducted training for mid-level women employees. Currently, in line with our new action plan (see below), we are actively promoting motivated and capable women in order to enhance the empowerment of female employees.

#### ◇ Fujitsu General (non-consolidated) Action Plan Second Phase (from FY2021 to FY2026) in line with "Act on Promotion of Female Participation, etc."

- 1) Promote a total of 15 or more new female employees to newly appointed managerial and leadership positions (Grade L).
- 2) Increase the ratio of male employees taking childcare leave or paternity leave to 100%.
- 3) Increase the rate of childcare leave taken by men (full-time employees) to 70% or more.
- 4) Increase the average number of days of childcare leave taken by men (full-time employees) to six weeks (42 days).

	As of April 2023		As of FY2022
Proportion of women (regular employment)	26%	Rate of childcare leave taken among men	47%
Female managers	11	Average days of childcare leave taken by men	65

#### □ Sexual minorities (LGBTQ+)

Knowing about sexual minorities (LGBTQ+), which encompass a diverse range of "sexualities," not only prevents discrimination and harassment, but is also part of Fujitsu General's DE&I vision, and contributes to putting into practice the SDGs and our Corporate Philosophy. A workplace that is inclusive of LGBTQ+ people creates an environment whose members can flourish without restrictions, embrace diverse values, and grow by leveraging their strengths. Accordingly, we have been promoting understanding and spreading awareness among employees, including e-learning related to LGBTQ+ in FY2022, and focusing on LGBTQ+ in human rights training in FY2023.

#### □ Re-employment after retirement

We provide a place where those who wish to continue working after the mandatory retirement age of 60 years can work until the age of 65, and those people take on the roles of training younger employees and passing on interpersonal networks and technical expertise, among other roles.

## Human Resource Development

### ■ Development of employees who take on new challenges on their own initiative

We believe the role of employee development and education is extremely significant for ensuring sustainable growth for the Fujitsu General Group. Our personnel system is a role- and rank- based system that clarifies the "roles of each rank." We urge employees of all ranks to voluntarily take on new challenges.

#### □ Support for voluntary learning

In today's rapidly changing world, the constant learning and growth of individuals is an essential element for the sustainable growth of the company. Accordingly, we have created an on-demand learning platform that enables employees to select topics they wish to study. We believe that each employee can contribute to the company's performance by fulfilling their required role, and that the experience of spontaneous learning and the growth that accompanies it will contribute to job satisfaction and, ultimately, greater engagement with the company.

In order to develop human resources who can play an active role on the global stage, we are enhancing our education system and have established an on-demand learning platform for employees to acquire comprehensive skills such as cross-cultural understanding and communication skills, as well as English proficiency. At the same time, we are continuing our efforts to create a system that allows employees to gain experience through their work and make their own career choices.

#### □ Career ownership

In training for each level of employee, we enable employees to acquire the knowledge and skills necessary to fulfill their required roles. At the same time, we also encourage career autonomy through "career ownership" through which employees take control of their own careers, including envisioning their "aspirations, visions, and dreams (the future they want for themselves)." For managerial roles, we also provide training to make managers aware of supporting the realization of their subordinates' careers and help them acquire specific methods for doing so.

### ■ Development of overseas engineers

To enable the excellent local engineers working at the Fujitsu General Group's overseas sites (Thailand and Shanghai) to become human resources capable of leading local sites in the future, we conduct hands-on training at our Kawasaki Headquarters over two to three years.

## Labor-Management Relations

### ■ Labor union

The Fujitsu General Group has entered into a collective agreement with the Fujitsu General Workers Union (union shop system), which was established in 1955 and is under the umbrella of the Japanese Electrical Electronic & Information Union and the Federation of All Fujitsu Workers' Unions, with mutual respect for the union's position. The agreement stipulates the importance of communication between labor-management, such as the "Establishment of Labor Council at Headquarters and Production Council at plants and other business sites for the purpose of mutual communication between labor-management and to maintain and improve labor productivity." The Central Labor Council and the Fall Labor Council, attended by the President and other corporate officers, convene regularly each year. In addition, meetings of the Labor and Production Councils are held as necessary to explain management policies, business conditions, and business reorganization to employees and to discuss various working conditions and improvements in the workplace environment.

Based on a union democracy, our Group fully cooperates with Fujitsu General Workers' Union, which is striving to enhance labor-management communication at all levels in order to make Fujitsu General Group a more "attractive, trusted, and reliable company" in the eyes of customers, society, and union members. At the same time, we are striving to maintain and improve sound and good labor-management relations through constructive dialogue based on mutual respect.



A scene from a Central Labor Council meeting



## Social Contribution

### Supply Chain

#### ■ Creation of a supply chain that is highly responsive to changes in social trends

We are working to strengthen the responsiveness of our supply chain through measures such as stabilizing supply by expanding the subjects of purchase (adopting alternatives and diversifying suppliers), dispersing orders, and conducting the long-term arrangement of parts; responding to fluctuations in demand by utilizing external resources such as production contractors; and reconstructing our IT infrastructure, including the creation of a new system for production management.

#### ■ CSR Procurement Guidelines

The CSR Procurement Guidelines of the Fujitsu General Group are based on the RBA Code of Conduct as well as the Responsible Business Conduct Guidelines of the Japan Electronics Information Technology Industries Association (JEITA). They apply the principles set forth in the ILO Declaration of Basic Principles and Rights in Labor, the Universal Declaration of Human Rights, UN Guidelines on Business and Human Rights Principles, Sustainable Development Goals (SDGs), and the “Ten Principles of the UN Global Compact across four themes.”

Under these guidelines, we request that suppliers understand the Fujitsu General Group’s CSR Procurement Policies and Guidelines, spread awareness of them throughout their supply chains, and consent to the guidelines.



For details, please refer to the Fujitsu General website.  
Summary of CSR Procurement Guidelines  
<https://www.fujitsu-general.com/global/csr/fair/guideline.html>

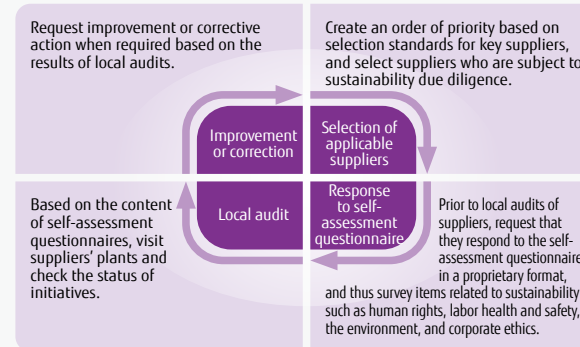


#### ■ Sustainability due diligence to the suppliers

We confirm our suppliers’ compliance with the “CSR Procurement Guidelines,” as well as their initiatives related to sustainability initiatives, such as human rights, labor, health and safety, the environment, corporate ethics, quality, information security, and regional society.

In FY2022, we conducted sustainability due diligence, including self-assessment questionnaires and local audits, at 14 suppliers. From FY2023 onward, we plan to conduct sustainability due diligence at even more suppliers.

#### □ Sustainability due diligence flow



#### □ Selection standards for key suppliers

In the Fujitsu General Group, we prioritize sustainability due diligence for key suppliers based on the following selection standards.

1. Suppliers within the top 80% of suppliers by value among those with which overseas production subsidiaries do business
2. Suppliers within the top 80% of the suppliers that overseas production subsidiaries deal with in terms of volume
3. Important suppliers, suppliers with high levels of country risk, etc.
4. New suppliers

#### □ Local audits

Based on the content of self-assessment questionnaires, we visit suppliers’ plants and check the status of initiatives.

In addition to written checks based on self-assessment questionnaires at the time of the audit, we also conduct on-site checks, interviews with employees, and other measures as necessary.

#### ■ Measures for conflict minerals

The basic approach of the Fujitsu General Group is to eliminate the use of products and components that contain high-risk minerals connected with support for forced labor, human rights violations, and war. In addition to stating these details in our CSR Procurement Guidelines, we also check suppliers’ implementation of this approach as part of sustainability due diligence.

### Quality Initiatives

#### ■ The Fujitsu General Group-wide Quality Assurance Policy

The Fujitsu General Group will continue to provide safe, high-quality products to ensure repeat purchases and increased customer loyalty.

1. We will always put quality first and foremost.
2. We will continue to produce products using advanced technology, which are both high quality and safe, to achieve customer satisfaction.
3. We will comply with all government laws and regulations.
4. We will proactively canvass our customers for feedback on product quality and safety issues. We will also promptly share any relevant information with our customer base.
5. We will continue to support both the global and local communities through ongoing quality improvement.

#### ■ Ethics Education for Engineers

Every year, the Quality Assurance Management Department, which supervises quality in the Fujitsu General Group, invites lecturers from the Business Ethics Research Center (BERC) to conduct “Ethics Education for Engineers.”

In FY2022, there were lectures, and group discussions on hypothetical issues, with the results presented by participants.

#### ■ Quality compliance interviews

The Quality Assurance Control Department, which controls the quality of Fujitsu General Group, conducts a questionnaire survey of engineers after the “Engineer Ethics Education” every year and interviews on quality compliance with the engineers who are deemed necessary in the survey. The purpose of the interviews is to explain the three factors (motive, opportunity, and justification) that cause fraud, and to ask about any cases that might have led to fraud committed by themselves or others, as well as to ask about the engineers’ concerns.

In FY2022, a total of 803 individuals submitted Ethics Education for Engineers questionnaires, none of whom were deemed to require interviews.

## Stakeholder Engagement

### List of stakeholders and groups and contact methods

- ◇Customers (call centers, surveys, websites, etc.)
- ◇Shareholders and investors (General Meeting of Shareholders, results briefings, websites, interviews, etc.)
- ◇Suppliers (procurement activities, CSR audits, CSR procurement briefings, etc.)
- ◇Regional communities (on-site lectures, plant tours, social contribution, etc.)
- ◇NPOs and NGOs (dialogue, etc.)
- ◇Industry bodies (participation in industry bodies, etc.)
- ◇Academic bodies and research institutions (research through industry-academia collaboration, etc.)
- ◇Employees (helplines, Labor Councils, various forms of training, etc.)

### The Company's General Meeting of Shareholders

The Fujitsu General Group considers the Company's General Meeting of Shareholders to be a valuable opportunity for communicating with shareholders. As a general rule, general shareholders' meetings are held while avoiding days when other companies tend to hold theirs, and the convocation notice is sent out approximately three weeks prior to the date of the meeting. In addition, to enable shareholders to exercise their voting rights appropriately and smoothly, we support the exercise of voting rights via the Internet, participation in an electronic voting platform for institutional investors, and provision of the convocation notice (narrowly defined convocation notice and reference document for general meeting of shareholders) in English.

### IR activities for analysts and institutional investors

In IR activities for analysts and institutional investors, the Fujitsu General Group strives to deepen investors' understanding of its business through timely and appropriate information disclosure. We hold briefings on our financial results and Medium-term Management Policies for analysts and institutional investors twice a year (in principle, in April and October), conduct individual interviews as appropriate, and also visit overseas investors as needed. We also hold press conferences when announcing our quarterly financial results so that the information can be communicated through the media.



For details, please refer to the Fujitsu General website.  
Investor Relations  
<https://www.fujitsu-general.com/global/ir/>



## External Recognition and Participating Initiatives

### External recognition

1. Selected as a constituent of "SOMPO Sustainability Index"
2. Selected as a "FTSE Blossom Japan Sector Relative Index"
3. Selected as a constituent of "S&P/JPX Carbon Efficient Index"
4. Recognized as "Health and Productivity Management, White 500"
5. Acquired the next-generation certification mark "Kurumin"
6. Accredited as "Sports Yell Company 2023"
7. Rated 3 -stars in the "7th Nikkei Smart Work Management Survey"
8. Rated 3.5 -stars in the "5th Nikkei SDGs Management Survey"
9. Received "Gan-Ally-Bu Award 2023 (Gold)"
10. Registered as a "CHO Concept Promotion Office"



### Participating initiatives

11. Japan Climate Initiative: JCI
12. United Nations Global Compact: UNGC
13. Task Force on Climate-related Financial Disclosure: TCFD
14. Keidanren Biodiversity Declaration Initiative



## Social Contribution Activities

### Coexistence with local communities

The basic policies underlying the Fujitsu General Group's community contribution activities are "development of next-generation people," "communication with local communities," and "conservation of the global environment." We promote initiatives to live in harmony with local communities through various activities, including interacting with nearby elementary schools, holding a summer festival on the company's lawn space for local residents, conducting cleanup work in areas around our sites, and protecting and nurturing rare plants and animals.

### Development of next-generation personnel

In order to develop next-generation personnel, we are communicating the joy of "monozukuri" as a manufacturer, and working to develop human resources who will lead the future of "monozukuri."

We engage in various activities, including "on-site lectures," given by our employees at nearby elementary schools, accepting social studies tours by elementary and junior high school students, and accepting high school students interested in the electrical and electronics industry for internships, as well as tours of Group company plants where home appliances are recycled.



A scene from an on-site lecture



A scene from a social studies tour

### Communication with local communities

In communication with local communities, we aim to promote coexistence with local communities through interaction. We engage in various activities, not just in Japan but also at overseas sites, including participating in afforestation, fund-raising activities, and volunteer activities.