

<Fujitec Human Rights Policy>

Fujitec, in its Corporate Action Rules, states under “The first priority is on human life and protection of human rights” that: ‘Our first priority in every aspect of our corporate activities is to protect human life, considering that Fujitec is a place where our Fujitec members are a part of society, and is a place where they are to accomplish self-realization. Also, we will protect the individual human rights of each Fujitec member. Further, we will respect Fujitec members’ team work and offer a good working environment to let them reach their full maximum potential.’ As stated, Fujitec regards respect for human rights as equally important as the protection of human life.

Beginning with showing genuine interest in colleagues seated nearby, the company fosters a culture of mutual care and compassion, which promotes mutual understanding and cooperation. This approach extends beyond the company to build trust-based relationships with all stakeholders, forming the foundation for realizing our management philosophy of ‘Respecting people, technologies, and products.’

This human rights policy is something that each and every one of us working at the company must adhere to. It is upheld as the highest-level policy regarding human rights in our business activities, and all employees are expected to understand and put it into practice in their daily work.

Moreover, the company endorses the United Nations Global Compact and supports international human rights standards, including the UN Guiding Principles on Business and Human Rights (hereinafter referred to as the UNGPs), the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Based on these standards, we actively promote initiatives to respect human rights and contribute to the realization of a sustainable society.

[Scope]

This policy applies to all executives and employees of Fujitec Co., Ltd. and its subsidiaries (hereinafter referred to as Fujitec). We also expect our affiliated companies, supply chain partners, and business partners to understand this policy and strive to respect human rights.

[Responsibility]

In its business activities, Fujitec is committed to not infringing on the human rights of others, minimizing any adverse impact on human rights, and actively promoting respect for human rights through its operations. We share the intent of our human rights policy with affiliated companies and request their cooperation to the extent possible. Furthermore, if there is reason to believe that adverse impacts on human rights within our supply chain are linked to our business activities, we will request our suppliers and business partners to take measures to prevent recurrence or mitigate such impacts, ensuring that the human rights of individuals within the supply chain are respected and not violated.

[Human Rights Due Diligence]

Fujitec has established a human rights due diligence framework and continues to implement it on an ongoing basis to identify and understand the potential direct or indirect adverse impacts and risks to human rights that may arise from its corporate activities, both within the company and throughout the value chain. Through this process, the company works to prevent and mitigate such adverse impacts and risks to human rights.

[Grievance Mechanism]

When it becomes clear that Fujitec has caused or contributed to adverse impacts on human rights, the company will take appropriate measures to address and remedy the situation.

[Education]

Fujitec continuously provides appropriate education and awareness-raising activities for its executives and employees to ensure that this policy is integrated into all business activities and effectively implemented.

[Information Disclosure]

Fujitec appropriately discloses information regarding its efforts to respect human rights based on this policy through its website, integrated reports, and other channels.

[Communication with Stakeholders]

To promote initiatives related to human rights under this policy, Fujitec actively utilizes internal and external expertise and engages in dialogue with relevant stakeholders.

[Policy Revision]

Fujitec continuously reviews and improves this policy.

Established: May 29, 2025

Yuji Ichimura

President and CEO

Fujitec Co., Ltd.

* Following the change in the Representative Director, President and CEO effective June 26, 2026, the signature has been changed to the current president's name.