

## ■ Situation of the Company

### Introduction

Fujitsu General will be delisted on August 19 of this year, following a takeover bid (TOB) by Paloma Rheem Holdings Co., Ltd. and a series of subsequent procedures to become a wholly owned subsidiary of Paloma Rheem Holdings Co., Ltd.

Since our listing in 1955, we have been able to continue to grow for almost 70 years, thanks to the tremendous support of our shareholders and other stakeholders. We would like to express our deepest gratitude for your understanding and warm support of our company's management over the years.

By joining the Paloma Rheem Holdings Group, which shares our passion for manufacturing, we aim to further expand and grow our business through the pursuit of business synergies, and to realize the Corporate Philosophy of "Living together for our future," we will continue to provide reliable value to our stakeholders while pioneering the future together with people around the world.

(August 2025)

### Information in this Book

- The "Company" and "standalone" in this Book refer to "Fujitsu General" as of FY2024.
- "Our Group" in this Book refers to "Fujitsu General" and "its consolidated subsidiaries" as of FY2024.

### When Published and Number of Editions

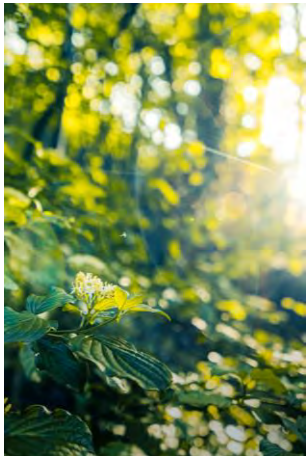
- Published August 6, 2025 (first edition)
- Revised September 24, 2025 (second edition)
- Revised December 12, 2025 (third edition)
  - \* Added information on third-party certification related to environmental data
  - \* English version published in December

### Scope of Reporting

- Reporting period: FY2024 (April 1, 2024 to March 31, 2025)
  - \*Please note that this report also refers to some events that took place before and after this period.
- Scope of organizations covered in the report: This report covers the activities and achievements of Fujitsu General Limited and its consolidated subsidiaries.
- For inquiries, contact: Corporate Communications Office, CSuO Office

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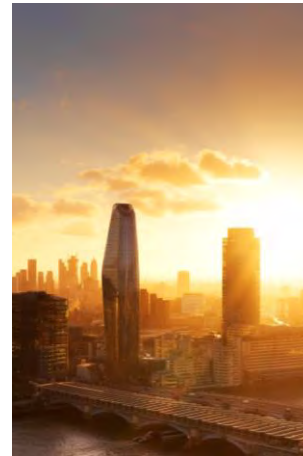
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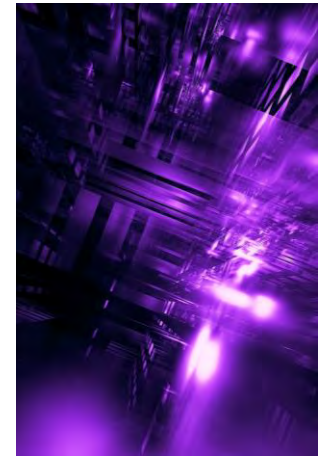
40. Human Rights
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## Corporate Philosophy and Vision

### Corporate Philosophy of Fujitsu General

## FUJITSU GENERAL Way

### Our Mission

It is a declaration of what we, at the Fujitsu General Group, will endeavor to achieve.

Living together for our future

Through innovation and technology, we deliver a brighter future with the peace of mind to our customers and societies around the world.

### Corporate Philosophy

### Our Philosophy

It indicates the way we should think and act in order to realize "Our Mission."

Act Spontaneously

We embrace new challenges by investing in ourselves for personal growth, and through continuous creativity with a spontaneous attitude.

Develop Our Team

We respect and value our people, and optimize their abilities through fostering culture and diversity, and utilizing a collaborative effort focused on communication.

Value Integrity

To achieve our goals, we always act with integrity and shared ethics.

### Code of Conduct

It defines how every employee of the Fujitsu General Group should act at work.

- We respect human rights.
- We protect and respect intellectual property.
- We comply with all laws and regulations.
- We maintain confidentiality.
- We act with fairness in our business dealings.
- We do not use our position in our organization for personal gain.

### Our Vision

## Creating a Life Conditioner

**What we strive to support and protect is the comfort of our loved ones and family.**

**We are also committed to protecting people from the effects of disaster-level heat and cold weather, and to promoting the sustainable lifestyles and well-being of our communities.**

**Our wish is to keep protecting all life, to ensure the smiles of future children and the health of the global environment.**

**In creating "air" conditioners, we create "Life" Conditioners.**



## ■ Organization

### Corporate Profile (As of March 31, 2025, Unless Otherwise Stated)

#### FUJITSU GENERAL LIMITED

##### □ Headquarters:

3-3-17, Suenaga, Takatsu-ku, Kawasaki, Kanagawa, 213-8502, Japan

Tel. +81-44-866-1111 (Main phone number)

Web: <https://www.fujitsu-general.com/>

##### □ Representative:

Koji Masuda, Chief Executive Officer

##### □ Established: January 15, 1936

##### □ Capital stock: 18,260 million yen

##### □ Number of employees: Fujitsu General Group: 8,503 / Fujitsu General Limited: 1,716

##### □ Number of Directors: 8 (including 4 External Directors)

### □ Group Profile (Consolidated Subsidiaries)

#### ■ Air conditioner Business

##### □ Manufacturing and Development Subsidiaries

Fujitsu General (Thailand) Co., Ltd.

FGA (Thailand) Co., Ltd.

TCFG Compressor (Thailand) Co., Ltd.

Fujitsu General Air Conditioning R&D (Thailand) Co., Ltd.

Fujitsu General (Shanghai) Co., Ltd.

Fujitsu General Central Air-Conditioner (WUXI) Co., Ltd.

F. G. L.S. Electric Co., Ltd.  
FGAHP

##### □ Sales Subsidiaries

Fujitsu General America, Inc.

Fujitsu General do Brasil Ltda.

Fujitsu General Air Conditioning (UK) Ltd.

Fujitsu General (Euro) GmbH

Fujitsu General (Italia) S.p.A.

Fujitsu General South East Europe S.A.

Kløver Vest Holding AS

Fujitsu General (Middle East) Fze

Fujitsu General (India) Private Ltd.

Fujitsu General (Aust.) Pty Ltd.

Fujitsu General New Zealand Ltd.

Fujitsu General (Taiwan) Co., Ltd.

6 other subsidiaries

##### □ Design & Construction and Service-Maintenance Subsidiaries

ABS Fujitsu General Private Ltd.

Precise Air Group (Holdings) Pty Ltd.

7 other subsidiaries

#### ■ Tech Solutions Business

Fujitsu General Electronics Limited

Fujitsu General OS Technology Limited

2 other subsidiaries

#### ■ Other Subsidiaries

Fuji Eco Cycle Co., Ltd.

Fujitsu General EMC Laboratory Limited

3 other subsidiaries

## ■ Definition of Data Book, Notes on Information in this Book, etc.

### About the Sustainability Data Book 2025

The “Fujitsu General Group Sustainability Data Book 2025” reports information related to the Fujitsu General Group’s efforts to achieve a sustainable society, including our basic approach, the results of activities, and future plans.

To ensure that the information disclosure in this data book is consistent with international guidelines, in the “GRI Standards” and various other guidelines. Also, we have structured it as Environment, Society, and Governance.

### Reference Guidelines Used for the Preparation of this Report

- “GRI Standards” by the Global Reporting Initiative
- United Nations Global Compact
- “ISO 26000: 2010” by the International Organization for Standardization (ISO)
- Recommendations by the Task Force on Climate-related Financial Disclosure (TCFD)
- “Environmental Reporting Guidelines 2018” by the Ministry of Environment (Japan)

### Forward-Looking Statements

This report presents not only the past and current facts about the Fujitsu General Group but also its projections, forecasts, and plans. Such projections, forecasts, and plans are based on the information available to us at the time we prepared this report. All readers are advised to note that results of the Group’s business activities and developments may differ from those projections, forecasts, and plans, depending on unforeseeable changes in the business environment and other relevant factors.

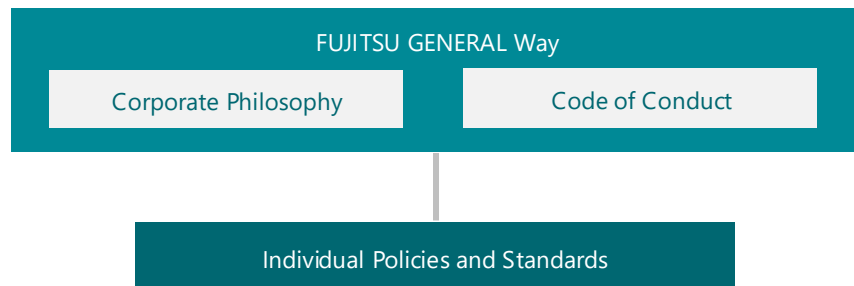
### Scope of Information Disclosure

Financial Data	Non-Financial Data
Integrated Report	
Annual Securities Report	Sustainability Data Book (this document)
Summaries of Financial Results	
Website (IR information)	Website (sustainability and environment)

## Sustainability Policy and Standards

### Structure of Policy and Standards

The policy and standards of the Fujitsu General Group are based on the “FUJITSU GENERAL Way,” which is the basic guiding principle for the sustainable development of the Group. We have also formulated individual policies, standards, etc., that indicate specific directions for material issues for the Group, under which we are promoting efforts to achieve a sustainable society.



### List of Policies and Standards

Policies and Standards		Related Page(s)	URL
Basic	FUJITSU GENERAL Way	P.3, 98	<a href="http://www.fujitsu-general.com/global/corporate/profile/fj-way.html">www.fujitsu-general.com/global/corporate/profile/fj-way.html</a>
Environment	Environmental Policy	P.15	<a href="http://www.fujitsu-general.com/global/environment/strategy/policy.html">www.fujitsu-general.com/global/environment/strategy/policy.html</a>
	Biodiversity Action Principles	P.35	<a href="http://www.fujitsu-general.com/global/environment/business/biodiversity/biodiversity-action-principles.html">www.fujitsu-general.com/global/environment/business/biodiversity/biodiversity-action-principles.html</a>
Society	Human Rights Policy	P.40-41	<a href="http://www.fujitsu-general.com/global/csr/human-rights-policy.html">www.fujitsu-general.com/global/csr/human-rights-policy.html</a>
	Occupational Health and Safety Policy	P.58	<a href="http://www.fujitsu-general.com/shared/jp/pdf-fcjp-industrial-safety-and-health-act-policy-01.pdf">www.fujitsu-general.com/shared/jp/pdf-fcjp-industrial-safety-and-health-act-policy-01.pdf</a>
	Declaration of Employee Wellness	P.62	<a href="http://www.fujitsu-general.com/jp/health-productivity/index.html">www.fujitsu-general.com/jp/health-productivity/index.html</a>
	Procurement Policy	P.68	<a href="http://www.fujitsu-general.com/jp/corporate/procure/index.html">www.fujitsu-general.com/jp/corporate/procure/index.html</a>
	Green Procurement	P.70	<a href="http://www.fujitsu-general.com/global/procurement/green.html">www.fujitsu-general.com/global/procurement/green.html</a>
	Guideline for Sustainable Procurement	P.68	<a href="http://www.fujitsu-general.com/global/csr/fair/guideline.html">www.fujitsu-general.com/global/csr/fair/guideline.html</a>
	Quality Assurance Policy	P.77	<a href="http://www.fujitsu-general.com/jp/corporate/safety/index.html">www.fujitsu-general.com/jp/corporate/safety/index.html</a>
Governance	Basic Policy on Internal Control Systems	-	<a href="http://www.fujitsu-general.com/jp/ir/pdf/pdf-fcjp-ir-securities-report2024-01.pdf">www.fujitsu-general.com/jp/ir/pdf/pdf-fcjp-ir-securities-report2024-01.pdf</a>
	Tax Policy	P.100	<a href="http://www.fujitsu-general.com/shared/jp/pdf-fcjp-taxation-policy-01.pdf">www.fujitsu-general.com/shared/jp/pdf-fcjp-taxation-policy-01.pdf</a>
	Information Security Policy	P.103	<a href="http://www.fujitsu-general.com/global/info-security/index.html">www.fujitsu-general.com/global/info-security/index.html</a>
	Policy on the Creation of Official Social Media Accounts	-	<a href="http://www.fujitsu-general.com/global/socialmedia/">www.fujitsu-general.com/global/socialmedia/</a>
	Privacy Policy	P.101	<a href="http://www.fujitsu-general.com/global/privacy/index.html">www.fujitsu-general.com/global/privacy/index.html</a>



## Business Information

### Business Details

#### ■ Air-conditioner Business

- Room air conditioners      • Package air conditioners
- VRF (Variable Refrigerant Flow: multi air conditioners for large buildings)
- Unitary air conditioners      • ATW (air-to-water: heat pump hot water heating system)
- Design, construction, and service maintenance of air conditioner-related facilities
- Air conditioner-related products

#### ■ Tech Solutions Business

##### □ Information & Communication Systems

- Firefighting systems      • Disaster prevention systems
- Restaurant industry solutions
- Outpatient information solutions for the healthcare industry
- BPO

##### □ Electronic Devices

- Electronic parts      • Unit products

##### □ Wearable

- Wearable Aircon (water-cooled neck coolers for commercial use)
- CONDITIONING BACKPACK (backpacks with cooling functions)

#### ■ Other Business

- Recycling business for home appliances
- Measurement and consulting services related to electromagnetic interference, etc.

### Main Countries of Operation

- Japan
- Americas
  - United States • Canada • Brazil, etc.
- Europe
  - Germany • United Kingdom • Italy • Greece • Norway • Austria • Spain • France, etc.
- Middle East and Africa
  - United Arab Emirates • Saudi Arabia, etc.
- Oceania
  - Australia • New Zealand, etc.
- Asia
  - India • Thailand • Singapore, etc.
- Greater China
  - China • Taiwan, etc.

