

Fujikura Group Slavery and Human Trafficking Statement

Preface

This statement concerns the UK Modern Slavery Act 2015. Fujikura Ltd and Fujikura Europe Limited thoroughly understands that the rights of all people affected during the course of business activities must be protected, and it respects human dignity and all internationally-recognized human rights. We have made the following efforts to abolish modern slavery and human trafficking.

1 . Overview of the company, business and supply chain

The Fujikura Group operates its businesses in four major fields in 24 countries and regions worldwide. These fields include infrastructure businesses, such as power and telecommunication systems; electronics businesses, such as electrical components; and automotive products businesses, such as wire harnesses. As of FY 2021, the company has 98 consolidated subsidiaries, of which 19 are located in Japan, and 79 overseas. The total number of employees is 52,434 globally as of March 31, 2022.

The Fujikura Group runs its business with the support of its suppliers of materials and parts, and equipment. To build strong relationships of trust with these suppliers through fair, square, and sincere procurement, we formulated the “Fujikura Group Basic Procurement Policy.”

Product parts and some finished goods are procured from our suppliers in Japan and overseas. The Fujikura Group explains the need for CSR-oriented procurement, including human rights and labor practices in the supply chain, and requests that our suppliers abide by conditions set forth in the “Fujikura Group Corporate Social Responsibility Guidelines for Suppliers”.

2 . Policies related to modern slavery and human trafficking

The Fujikura Group declares the importance of respect for human rights based on the “Fujikura Group Policy on Human Rights”, as well as other guidelines, and publishes all the following policies in the Fujikura Group CSR Integrated Report.

<https://www.fujikura.co.jp/eng/esg/index.html>

“Fujikura Group Policy on Human Rights”

The Fujikura Group decisions, found in the “Fujikura Group Policy On Human Rights ” of January 2017, are based on the United Nations (UN) “Guiding Principles on Business and Human Rights” (June 2011) and take into consideration other guidelines, such as the “ISO 26000,” the international standard for social responsibilities, the Organisation for Economic Co-operation and Development (OECD) “Guidelines for Multinational Enterprises,” and the International Labour Organization (ILO) “Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.”

“United Nations Global Compact (UNGC)”

Fujikura expressed its support for the “United Nations Global Compact (UNGC),” the universal international principles concerning “human rights,” “labor,” “environment,” and “anti-corruption,” proposed by the United Nations, and has been involved in related activities since September 3, 2013. Among the 10 principles, we believe “human rights” are the most important and universal concept, and that human rights are equally given to all people.

3 . Due diligence

The Fujikura Group uses international guidance on human rights, surveys from customers, and questionnaires from ESG rating institutions to establish human rights risks that could materialize through business activities and carefully examine them on a regular basis. And we regularly conduct a supply chain management questionnaire survey targeting major suppliers. The questionnaire includes a range of CSR procurement-related questions, such as those on consideration of human rights. The answers are evaluated by Fujikura Ltd. and the evaluation results are fed back to the suppliers to foster information-sharing between the Fujikura Group and each supplier.

The Fujikura Group has requested our suppliers to abide by the Fujikura Group Corporate Social Responsibility Guidelines for Suppliers,” and will conduct periodic compliance audits to assess risks for participation in modern slavery and human trafficking.

4 . Risk assessment and risk management

The Fujikura Group holds a “Fujikura Group Partners’ Meeting” annually, and conducts CSR-oriented procurement across the supply chain, gaining understanding and cooperation from suppliers.

We also hold Partners’ Meetings in China (Shanghai) to further globalize our supply chain activities.

We summarize and analyze responses obtained through periodic partners’ meetings and questionnaire surveys, and continue to manage supply chain risks for human rights violations.

5 . Measurement by appropriate indicators and effectiveness

We will monitor risks to modern slavery and human trafficking posed by our major suppliers based on data obtained from the annual "Fujikura Group Partners Meeting" and periodic Supply Chain Management Questionnaires. Key indicators include confirmation of suppliers' compliance with CSR procurement guidelines and formulation of policies on human rights.

6 . Training

We provide explanations about the risks of participation in modern slavery and human trafficking to our suppliers at our annual “Fujikura Group Partners’ Meeting,” and will continue working to ensure broader awareness and further

“Fujikura Group Code of Conduct”

In line with the basic principles set forth in the “Fujikura Group Code of Conduct,” the Fujikura Group guarantees all employees worldwide occupational safety and health, as well as a work environment based on ethical standards, including respect for human rights and elimination of discrimination. The Group also provides fair and equitable management consistent with the International Labour Organization (ILO) conventions, with due consideration to laws, regulations and standards, such as the labor act, and the safety and health act, as well as socially accepted notions.

“Fujikura Group CSR Activity Guidelines”

Among the “Fujikura Group CSR Activity Guideline” concerning “human rights,” (14) states, “we respect the rights of all people and never allow human rights violation, including forced labor and child labor.”

“Fujikura Group Basic Procurement Policy”

The Fujikura Group conducts CSR-oriented procurement globally based on the “Fujikura Group Basic Procurement Policy.”

1. Fair and level trade
2. Collaborative relationship with suppliers based on mutual trust
3. Compliance with laws, regulations and social norms
4. Environmental preservation

Fujikura Group Corporate Social Responsibility Guidelines for Suppliers”

With corporate activities becoming more global in nature, a company’s corporate social responsibilities are being called into question not only for itself but its entire supply chain. We created Fujikura Group CSR Procurement Guidelines for the further understanding and implementation of CSR procurement by suppliers. These guidelines are made available in Japanese, English and Chinese versions, enabling access to suppliers around the world. The 5th version of this guideline was released on August, 2021.

Fujikura Group Policy for Responsible Mineral Sourcing

In May, 2019, Fujikura Group established "Fujikura Group Policy for Responsible Mineral Sourcing".

In August, 2011, we set "Fujikura Group Policy for Non-Use of Conflict Minerals" in order to improve transparency in our supply chain. The revision this time is to respond to recent changes in social trend.

Regarding mineral procurement in conflict-affected and high-risk areas/countries, we recognize any risks and illegal acts including regional human right violations and labor problems as significant social issues, and promote responsible mineral sourcing in our entire supply chain.

We continue to strengthen our engagement in responsible mineral procurement through various measures including information sharing with our partners and affiliated companies. We would like to ask for our partners' understanding of our policy and cooperation to realize responsible mineral procurement.

understanding of these risks. We will also strive to fully instill an understanding of the Fujikura Group Human Rights Policy in our employees.

This Statement has been reported and discussed to the Sustainability Strategic Meeting. It signed by Director, President and CEO, Fujikura Ltd. and Managing Director, Fujikura Europe Limited.

December 21, 2022

Naoki Okada

Director, President and CEO

Fujikura Ltd.

A handwritten signature in black ink, appearing to read 'Naoki Okada', written in a cursive style.

December 21, 2022

Toshitane Nakatsuji

Managing Director

Fujikura Europe Limited

A handwritten signature in black ink, appearing to read 'T. Nakatsuji', written in a cursive style.