Fujikura-Group

slavery and human rafficking atatement

Preface

This statement concerns the UK Modern Slavery Act 2015. Fujikura Ltd (Fujikura) (and all of its subsidiary companies including Fujikura Europe Limited) understands its obligations under the Act and is committed to ensuring that people's rights as set out therein are fully protected during the course of its business activities. Fujikura respects human dignity and all internationally-recognized human rights. This document outlines Fujikura's business policies and actions regarding modern slavery and human trafficking.

１． Overview of the company, business and supply chain

Fujikura operates businesses in four major fields in 24 countries worldwide. These fields include infrastructure technology businesses, such as power and telecommunication systems; electronics businesses, such as electrical components; and automotive products businesses, such as wire harnesses. As of FY 2025 the company has 92 consolidated subsidiaries, of which 20 are located in Japan, and 72 overseas. The total number of employees is 50,586 globally as of March 31, 2026.

２． Policies related to modern slavery and human trafficking

Fujikura declares the importance of respect for human rights in the "Fujikura Group Policy on Human Rights", as well as other guidelines, and publishes all its relevant policies in the Fujikura Group CSR Integrated Report.

https://www.fujikura.co.jp/en/sustainability/

Fujikura Group Policy on Human Rights

The Fujikura Group Policy On Human Rights of January 2017, is based on the United Nations (UN) "Guiding Principles on Business and Human Rights" (June 2011) and takes into consideration other guidelines, such as "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."

https://www.fujikura.co.jp/en/sustainability/human-rights/

Fujikura Group Basic Procurement Policy.

Fujikura runs its business with the support of its global supply chain of materials parts, and equipment. To build strong relationships of trust with these suppliers through fair, square, and sincere procurement, the "Fujikura Group Basic Procurement Policy." was formulated. This CSR-oriented procurement policy is based on principles of:

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

https://www.fujikura.co.jp/en/sustainability/activity/

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 including human rights and labour practices. These guidelines are made available in Japanese, English and Chinese versions, enabling access to suppliers around the world. The 6th version of this guideline was released in March 2025.

https://www.fujikura.co.jp/sustainability/pdf/csr_guideline_english_ver6.pdf

Fujikura Group Code of Conduct

In line with the basic principles set forth in the "Fujikura Group Code of Conduct," Fujikura 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 UK labour Act, and the Safety and Health Act, as well as socially accepted notions.

https://www.fujikura.co.jp/en/company/governance/compliance/index.html

Fujikura Group Policy for Responsible Mineral Sourcing

In August, 2011, Fujikura published the "Fujikura Group Policy for Non-Use of Conflict Minerals" in order to improve transparency in our supply chain. In May, 2019, this was superseded by the "Fujikura Group Policy for Responsible Mineral Sourcing". The purpose of the revision 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 labour 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.

https://www.fujikura.co.jp/en/sustainability/activity/

United Nations Global Compact (UNGC)

Fujikura expressed its support for the "United Nations Global Compact (UNGC)," the universal international principles concerning "human rights," "labour," "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" is the most important and universal concept, and that human rights are equally given to all people.

https://unglobalcompact.org/

３． Due Diligence Process

Fujikura 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 examines them on a regular basis. Supply chain management questionnaire surveys targeting major suppliers are conducted regularly by Fujikura. The questionnaire includes a range of CSR procurement-related questions, such as those regarding human rights. The answers are evaluated by Fujikura and the evaluation results are fed back to the suppliers to foster information-sharing between Fujikura and each supplier.

Fujikura has requested our suppliers to abide by the Fujikura Group Corporate Social Responsibility Guidelines for

Suppliers," and conducts periodic compliance audits to assess risks for participation in modern slavery and human trafficking.

Risk assessment and risk management

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

Partners' Meetings are also held in China (Shanghai) to further globalize supply chain activities.

Responses obtained through periodic partners' meetings and questionnaire surveys are summarised and evaluated as part of the continuous management of supply chain risks for human rights violations.

Measurement by appropriate indicators and effectiveness

Fujikura will monitor risks of 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.

4. Training

Fujikura provides explanations about the risks of participation in modern slavery and human trafficking to our suppliers at the annual "Fujikura Group Partners' Meeting," and will continue working to ensure broader awareness and further 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 Promotion Committee. It is signed by Director, President and CEO, Fujikura Ltd. and Managing Director, Fujikura Europe Limited.

（Sustainability Promotion Committee : The meeting body that pursues the activities necessary for formulation of sustainability targets that include perspectives of the ESG +F (Finance and Future) materialities and other aspects of sustainable company management）

24th September 2026
Naoki Okada
Director, President and CEO
Fujikura Ltd.

24th September 2026
Thomas Bambury
Managing Director
Fujikura Europe Limited