Fujitsu Group Human Rights Statement

The Fujitsu Group (hereinafter, Fujitsu) is committed to respecting the human rights of all stakeholders in its own business activities and across the value chains associated with its products and services, in accordance with the Fujitsu Way, which comprises Our Purpose, Our Values and the Code of Conduct.

1 Upholding international standards

Fujitsu upholds the following international human rights standards:

- The Universal Declaration of Human Rights (UDHR)
- The International Covenants on Human Rights (International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR))
- The United Nations Guiding Principles on Business and Human Rights (UNGP)
- The 10 Principles of the United Nations Global Compact
- The ILO Declaration on Fundamental Principles and Rights at Work
- The Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
- The Convention on the Rights of the Child and the Principles on Children's Rights and Business
- The United Nations Standards of Conduct for Business to Tackle Discrimination Against LGBTI People
- The Convention on the Rights of Persons with Disabilities
- The United Nations Declaration on the Rights of Indigenous Peoples

2 Applicable scope

This statement applies to all Fujitsu business activities. All officers and employees, including permanent and contract employees (hereinafter, employees), shall be aware of, understand and comply with this statement. Fujitsu also requests all stakeholders related to its business, including customers, suppliers and business partners (including third parties with which Fujitsu collaborates or in which it invests as well as agents, intermediaries and subcontractors), to understand and support this statement, and will continue to engage and collaborate with them to promote respect for human rights.

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3 Commitment to respect for human rights

Fujitsu recognizes that corporate activities may impact human rights and is committed to respecting the human rights of all stakeholders involved in its business activities.

3.1 Respect for the human rights of employees

Fujitsu respects the rights of all employees in accordance with the core labour standards established by the ILO and the laws and regulations of each country and region.

- Fujitsu provides equal and fair opportunities in the treatment of people, including in relation to employment, training, and promotion, and strives to reflect the principle of equal remuneration for male and female workers for work of equal value.
- Fujitsu prohibits any kind of discrimination on the basis of race, color, religion, creed, sex, social status, social origin, disability, sexual orientation or gender identity, national origin, age, and other factors unrelated to legitimate business interests.
- Fujitsu prohibits forced labor, child labor, and human trafficking.
- Fujitsu takes into account the safety and health of its employees, and works to maintain and improve labor practices that include ensuring living wages that reflect local living standards, granting paid leave, and managing appropriate working hours.
- Fujitsu provides sufficient advance notice and conducts necessary notifications and consultations upon termination of employment, in accordance with the laws and regulations of each country and region.
- Fujitsu upholds freedom of association and the right to collective bargaining.
- Fujitsu does not tolerate any form of harassment, including sexual harassment, abuse of authority, and harassment related to pregnancy, childbirth, childcare or nursing care.

3.2 Respect for human rights in the supply chain

Fujitsu requests that all suppliers understand and support this statement and expects them to prohibit human trafficking, forced labour, child labour and discrimination, respect freedom of association and the right to collective bargaining, and ensure fair wages. Fujitsu has also established the Fujitsu Group Sustainable Procurement Policy and requires all suppliers to comply with it. In addition, suppliers of materials, components, hardware products and similar items are required to comply with the Responsible Business Alliance (RBA) Code of Conduct. Based on these policies, Fujitsu works with suppliers to promote respect for human rights throughout the supply chain.

3.3 Respect for human rights relating to customers, products, and services

To fulfil its responsibilities as a developer and provider of technologies, including AI, Fujitsu addresses a wide range of related human rights issues from the perspectives of information security, privacy protection and AI ethics. Fujitsu aims to contribute to respecting and promoting human rights through the use of technology, while recognizing that adverse impacts may arise in a rapidly changing environment. Therefore, Fujitsu deepens its understanding of potential adverse impacts related to technology through stakeholder engagement and other means and works to mitigate them. In particular, AI, including generative AI and AI agents, has developed rapidly in recent years. While offering benefits such as improved convenience and efficiency, AI may also pose risks of unintended disadvantages, including human rights issues such as discrimination and unfairness. In accordance with the Fujitsu Group AI Commitment, Fujitsu establishes an effective AI ethics governance structure and works to maintain and ensure trust in AI.

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3.4 Commitment to other stakeholders and human rights issues

Human rights defenders: Fujitsu does not tolerate or support violence, intimidation, retaliation, discrimination, coercion or other unjust acts against human rights defenders. Human rights defenders are individuals and organizations that promote the protection of human rights and the realization of freedom of expression through peaceful means.
Children: Fujitsu upholds the Convention on the Rights of the Child and the Principles on Children's Rights and Business, works to prevent violations of children's rights in its business activities, and promotes respect for children's human rights.
Indigenous peoples: Fujitsu upholds the United Nations Declaration on the Rights of Indigenous Peoples. Recognizing that Indigenous peoples have unique cultures and histories, Fujitsu acts in accordance with the laws of the countries and regions in which it operates and with international standards, and respects the rights of Indigenous peoples. Fujitsu also works to enable Indigenous peoples to enjoy all human rights through dialogue with relevant stakeholders.
Mitigation of and adaptation to climate change: Extreme weather events caused by climate change, including droughts and wildfires, have serious impacts on people's lives through hunger, migration and displacement. Fujitsu recognizes that people in vulnerable situations are more likely to be severely affected. Fujitsu has established the Fujitsu Group Environmental Vision and implements specific initiatives through its Environmental Action Plan to realize that vision.

4 Fujitsu's approach to respecting human rights

4.1 Compliance with applicable laws and regulations

Fujitsu is committed to complying with the laws and regulations concerning respect for human rights in each country and region in which it conducts business. Where such laws and regulations are not fully consistent with internationally recognized human rights principles, Fujitsu complies with the applicable laws and regulations while seeking ways to respect international human rights principles to the greatest extent possible.

4.2 Implementation of human rights due diligence

Fujitsu continuously conducts human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights.

4.2.1 Human rights impact assessment

Fujitsu regularly conducts objective human rights impact assessments that incorporate independent external expertise to identify actual and potential adverse human rights impacts. Fujitsu prioritizes identified human rights risks and works first to prevent and mitigate those that are most severe or may become difficult to remedy if action is delayed.

4.2.2 Approach to preventing and mitigating adverse impacts

If it becomes clear that Fujitsu's business activities have caused or contributed to an adverse human rights impact, Fujitsu works independently or in collaboration with other stakeholders to provide for or cooperate in appropriate remediation. In addition, where a business partner has caused or contributed to an adverse human rights impact, Fujitsu takes into account the severity of the impact and the nature of the business relationship, strives to exercise appropriate influence, and requests the business partner to take action for prevention, mitigation and correction.

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4.2.3 Tracking the effectiveness of actions

Fujitsu continuously tracks and evaluates the implementation and effectiveness of measures to prevent and mitigate adverse human rights impacts, and confirms whether those measures are functioning appropriately.

4.2.4 Information disclosure

Fujitsu discloses the progress and updates of its initiatives in a timely and continuous manner through its website and various reports.

4.3 Remedy

Where Fujitsu's business activities may have caused or contributed to an adverse human rights impact, Fujitsu verifies the facts in accordance with internationally recognized human rights standards, ensures access to effective remedy, and takes corrective measures and steps to prevent recurrence. Fujitsu also prohibits any disadvantageous treatment of persons who make reports.

4.4 Education, awareness-raising, and dialogue with stakeholders

Fujitsu conducts continuous awareness-raising activities for employees concerning its corporate responsibility to respect human rights, and improves understanding and capabilities relating to human rights through comprehensive human rights education for all employees and training that reflects the characteristics of each country and region. In addition, throughout the initiatives under this statement, Fujitsu uses independent external expertise and continuously engages in dialogue and consultation with stakeholders.

5 Governance

Under the Materiality framework, the Sustainability Management Committee, which is chaired by the CEO and meets every six months, deliberates on the progress of human rights initiatives based on this statement, the status of target achievement, and new initiatives. The results are reported to the Executive Management Council and the Board of Directors.

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Fujitsu Limited
CEO

Takahito Tokita

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