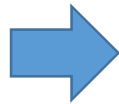


Whistleblowing System: Reporting Process

Who can be a reporter?



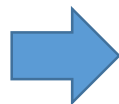
Any employee, former employee, persons whose work-based relationship with the company is yet to begin, supplier, business partner or any interested third party

What can be reported?

The existence of fraud, corruption, unlawful behavior or any other non-compliance with the principles set out in our Code of Conduct or rules governing Fujikura Group



How to report



CONDUCT FUJIKURA AUTOMOTIVE EUROPE
Cuatrecasas, Gonçalves Pereira
Almagro 9
28010 Madrid (Spain)

fujikura.automotive.europe@cuatrecasas.com

or

compliance@eu.fujikura.com

Fujikura Group Overseas base contact division for internal reporting

“D-Quest Fujikura Group overseas base hotline” website

<https://ml.helpline.jp/fujikura/>

Common ID: fujikura

Common password: hotline

Cuatrecasas external firm works together with **FAE Conduct Committee** and they receive any claims through the first two email addresses.

Fujikura Group Overseas hotline is directly managed by Fujikura Ltd in Japan.



Principles

- Everyone has the RIGHT and the OBLIGATION to report in good faith any suspected or actual violations or any other whistleblowing concerns
- Anonymity is allowed
- False reports are strictly prohibited
- It is governed by the principles of fairness, presumption of innocence, proportionality of the actions and conformance to the standards (*)
- Retaliation is not allowed and protection for whistleblowers and individuals implicated in an investigation is guaranteed
- Reported instances of questionable or unethical behavior will be investigated
- Investigations are conducted in accordance to the “Management, Investigation and Response Procedure” (**) by the Conduct Committee
- The Conduct Committee was established by the Board of Directors on June 2015 with the aim of overseeing and promoting the implementation of the Compliance Program
- The Conduct Committee is composed of the President, the VP-Corporate and the Internal Audit Manager, and its objective is to ensure compliance with the values, actions and ethical conduct guidelines, as well as the current legislation

(*) According to the EU Whistleblower Directive 2019/1937, of 23 October 2019

(**) “Management, Investigation and Response Procedure” Version 3, effective and approved by the Board of Directors on June 30th, 2021 available at <http://intranet.fujikura-automotive.com/CorporateDocs/Corporate%20Philosophy/Management,%20Investigation%20and%20Response%20Procedure%202021.pdf>