

CALIFORNIA CONSUMER PRIVACY ACT NOTICE

FOR EMPLOYEES, JOB APPLICANTS, CONTRACTORS, OWNERS, DIRECTORS, AND OFFICERS

The affiliates of Fujitsu Limited (“**Fujitsu**,” “**we**” or “**us**”) are providing the following details regarding the Personal Information that we collect and use about California residents in the context of their current, former, or potential role as our employees, job applicants, contractors, owners, directors, or officers. We supply this information consistent with the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 (collectively, the “**CCPA**”). Under the CCPA, “**Personal Information**” is information that identifies, relates to, or could reasonably be linked with a particular California resident or household.

This Notice also applies to the beneficiaries of your employment benefits, such as the individuals who are on your health plan and the beneficiaries of your retirement accounts, as well as your emergency contacts. It is your responsibility to inform any such individuals about this Notice and ensure that you have the right to provide their Personal Information to us.

Collection and Disclosure of Personal Information

The following chart details which categories of Personal Information we collected and processed, as well as which categories of Personal Information we disclosed to third parties for our operational business and employment purposes, within the 12 months preceding the date this Notice was last updated.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers , such as name, contact information, online identifiers, IP address, Social Security numbers, and other government-issued ID numbers	Our affiliates; service providers that provide services such as payroll, benefits, consulting, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners
Personal information as defined in the California customer records law , such as name, contact information, education information, employment history, financial information, and medical and medical insurance information	Our affiliates; service providers that provide services such as payroll, benefits, consulting, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners
Protected class information under California or federal law, such as sex, age, race, religion, national origin, disability, medical conditions	Our affiliates; service providers that provide services such as payroll, benefits, consulting, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental

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and information, citizenship, immigration status, request for leave, and marital status	authorities, such as regulatory authorities and law enforcement
Biometric information , such as fingerprints, voiceprints, faceprints, and iris or retina scans	Our affiliates; service providers that provide services such as payroll, benefits, training, consulting, expense management, medical/health, IT, and other services
Internet or network activity information , such as browsing history and interactions with our and other websites and systems	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; ad networks;; business partners; marketing partners
Geolocation data , such as device location and IP location	Our affiliates; service providers that provide services such as payroll, benefits, training, consulting, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners
Audio/video data and similar information, such as photographs or audio or video recordings created in connection with our business activities	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; ad networks;; business partners; marketing partners
Education information subject to the federal Family Educational Rights and Privacy Act	Our affiliates; service providers that provide services such as payroll, benefits, training, , IT, and other services; professional advisors, such as accountants, auditors, bankers and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners
Employment information , such as work history, prior employer, information relating to references, details of qualifications, skills and experience, human resources data, performance information, salary and data	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers and lawyers; public and governmental

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
necessary for benefits and related administration services	authorities, such as regulatory authorities and law enforcement; business partners
Inferences drawn from any of the Personal Information listed above to create a profile about, for example, an individual's preferences, behavior, or characteristics	Our affiliates; service providers that provide services such as payroll, benefits, training, expense management, medical/health, IT, and other services; professional advisors, such as accountants, auditors, bankers and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; ad networks; social networks; business partners; marketing partners
<p>Sensitive Personal Information.</p> <ul style="list-style-type: none"> • Personal Information that reveals an individual's Social Security, driver's license, state identification card, or passport number; account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; arbitrary questions and answers used for identification purposes, precise geolocation; racial or ethnic origin, religious or philosophical beliefs, citizenship, immigration status, or union membership; the contents of mail, email, and text messages unless Fujitsu is the intended recipient of the communication; genetic data; • The processing of biometric information for the purpose of uniquely identifying an individual; • 	Our affiliates; service providers that provide services such as payroll, benefits, training, consulting, expense management, medical/health, IT, and other services; public and governmental authorities, such as regulatory authorities and law enforcement

We may also disclose the above categories of Personal Information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

We do not sell Personal Information (including Sensitive Personal Information), and we do not share or otherwise process Personal Information (including Sensitive Personal Information) for purposes of cross-context behavioral advertising, as defined under the CCPA. We have not engaged in such activities in the

12 months preceding the date this Notice was last updated. Without limiting the foregoing, we do not sell or share the Personal Information (including the Sensitive Personal Information) of minors under 16 years of age.

Sources of Personal Information

We collect Personal Information directly from you and from our affiliates, your colleagues and managers, references you provide, prior employers or schools, clients, background check providers, providers of employee benefits, social networks, publicly available databases, and cooperative databases.

Purposes for the Collection, Use, and Disclosure of Personal Information

We may collect, use, or disclose Personal Information for the purposes of operating, managing, and maintaining our business, managing our workforce and other employment purposes, and accomplishing our business purposes and objectives, including, for example, using Personal Information to:

- Manage workforce activities and personnel generally, including for recruitment, performance management, career development, payments administration, employee training, leaves and promotions;
- Manage wages and other awards and provide healthcare, pensions, savings plans and other benefits;
- Maintain and secure our facilities, equipment, systems, and infrastructure;
- Undertake quality and safety assurance measures, protect the health and safety of our workforce and others, and conduct risk and security control and monitoring;
- Conduct research, analytics, and data analysis to assist in planning succession and to ensure business continuity, as well as to design employee retention programs and diversity initiatives;
- Perform identity verification, accounting, audit, and other internal functions, such as internal investigations;
- Operate, test, manage, and secure IT and communications systems and facilities, allocate company assets and human resources, and undertake strategic planning and project management; and
- Comply with law, legal process, internal policies and other requirements such as income tax deductions, record-keeping and reporting obligations, and exercise and defend legal claims.

Use and Disclosure of Sensitive Personal Information

We may use and disclose Sensitive Personal Information for purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals with whom we interact. This includes, without limitation, establishing and maintaining your employment relationship with us, ensuring the diversity of our workforce, complying with legal obligations, managing payroll and corporate credit card use, administering and providing benefits, and securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure.

Retention Period

We retain Personal Information, including Sensitive Personal Information, for as long as needed or permitted in light of the purpose(s) for which it was collected. The criteria used to determine our retention periods include:

- The duration of your employment or contract with us;
- The length of time we have an ongoing relationship with you or your dependents/beneficiaries and the length of time thereafter during which we may have a legitimate need to reference your Personal Information to address issues that may arise;
- Whether there is a legal obligation to which we are subject (for example, certain laws may require us to keep your employment records for a certain period of time); and
- Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation, or regulatory investigations).

Individual Requests

You may, subject to applicable law, make the following requests:

1. You may request that we disclose to you the following information:
 - a. The categories of Personal Information we collected about you and the categories of sources from which we collected such Personal Information;
 - b. The business or commercial purpose for collecting Personal Information about you; and
 - c. The categories of Personal Information about you that we disclosed and the categories of third parties to whom we disclosed such Personal Information.
2. You may request to correct inaccuracies in your Personal Information.
3. You may request that we delete your Personal Information we have collected from you.
4. You may request to receive the specific pieces of your Personal Information, including a copy of the Personal Information you provided to us in a portable format.

We will not unlawfully retaliate against you for making a request under the CCPA. To make a privacy request, please contact us at privacy@fujitsu.com or 1-800-FUJITSU. We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Information subject to the request. We may need to request additional Personal Information from you, such as your Employee Id, or proof of access to an email address which you have previously provided, in order to verify your identity and protect against fraudulent requests. If you maintain a password-protected account with us, we may verify your identity through our existing authentication practices for your account and require you to re-authenticate yourself before disclosing or deleting your Personal Information. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Information.

We will verify and respond to your request consistent with applicable law.

Authorized Agents

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted above. As part of our verification process, we may request that the agent provide proof concerning their status as an authorized agent. In addition, we may require that you verify

your identity as described in the section entitled “Individual Requests” or confirm that you provided the agent permission to submit the request.

Changes to this Notice

We may change or update this Notice from time to time. When we do, we will communicate changes by posting the updated Notice on this page with a new “Last Updated” date.

Contact Us

Please contact your HR representative if you have any questions regarding this CCPA Notice.