

Fujitsu Technology Solutions International Limited Pension Plan DB Section - Implementation Statement

Statement of Compliance with the Fujitsu Technology Solutions International Limited Pension Plan's Stewardship Policy for the year ending 31 March 2025.

Introduction

This is the Trustee Directors' ("Trustee") statement prepared in accordance with the requirements of the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019. This statement sets out how the Trustee has complied with the Plan's Stewardship Policy during the period from 1 April 2024 to 31 March 2025.

Stewardship policy

The Trustee's Statement of Investment Principles (SIP) sets out how the Trustee will behave as an active owner of the Plan's assets which includes the Trustee's approach to;

- the exercise of voting rights attached to assets; and
- undertaking engagement activity, including how the Trustee monitors and engages with the investment managers and any other stakeholders.

The Plan's Stewardship Policy is reviewed on a periodic basis in line with the Plan's SIP review which was last completed in June 2025.

You can review the Plan's SIP at <https://www.ftsipension.uk>

In March 2025, the Trustee entered into a third and final insurance policy with Canada Life Limited ("Canada Life") which cover the benefits of all the remaining members of the Plan (this in is addition to the buy-in insurance policies already held with Canada Life and Just Retirement Limited ("Just Retirement")). All of the Plan's remaining assets (with the exception of residual cash held in the Legal and General Investment Management ("LGIM") cash fund) were transferred to Canada Life as an insurance premium at the time. The Trustee's used their policies and beliefs when selecting Canada Life for the Plan's third buy-in policy. The Trustee's policies and beliefs haven't changed materially and have been shared with Canada Life.

Although Canada Life and Just Retirement are responsible for the management of the assets backing the Plan's insurance policies (including any engagement with the underlying investee companies and issuers), the Trustee may periodically discuss with the insurers their approach to stewardship, including voting and engagement activity as relevant. The Trustee's own engagement activity is focused on dialogue with Canada Life and Just Retirement as the Plan's buy-in providers. The Trustee also monitors its compliance with their Stewardship Policy on a regular basis and are satisfied that they have complied with the Plan's Stewardship Policy over the last year.

Voting activity

All of the Plan's assets (with the exception of residual cash held in the Legal and General Investment Management ("LGIM") cash fund) are managed by Canada Life and Just Retirement. The Trustee expects that in their management of the assets backing the Plan's insurance policy Canada Life and Just Retirement will actively engage with investee companies, including voting activity where relevant.

Review of policies

The Trustee may review Canada Life and Just Retirement's Responsible Investment (RI) policies from time to time should the need arise (e.g. if the Trustee has any concerns regarding emerging developments at either insurer). As part of the formal insurer selection process, the Trustee considered Canada Life and Just

Retirement's approach to integrating Environmental, Social and Governance (ESG) considerations and effective stewardship of assets, in addition to other factors such as financial strength, administration capabilities, and market experience. The Trustee was satisfied that Canada Life and Just Retirement's responsible investment policies were suitable and aligned to the Trustee's own views in this area.