



**PUBLIC SERVICES
INTERNATIONAL**

Public Services International Japan Council (PSI-JC)

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Chair: Chihiro Ishigami; Secretary General: Yumi Yamaki

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KDDI Labour Union

To Ms Sanae Ura, Chair of the Central Executive Committee

We are Public Service International Japan Council (PSI-JC).

In February 2021, the Myanmar military unlawfully seized power from the elected government. Since then, workers and trade unions in Myanmar have faced repression on an unprecedented scale. Many trade union members have been arrested and detained, and freedom of association has been effectively dismantled. In June 2025, the International Labour Organisation (ILO) decided to invoke Article 33 of its Constitution against the military regime's systematic violations of labor rights. This demonstrates that the situation in Myanmar has reached a critical juncture that cannot be overlooked by the international community.

KDDI Corporation, your union's employer, has long supported the telecommunications operations of Myanmar Post and Telecommunications (MPT), a state-owned enterprise, in partnership with Sumitomo Corporation. However, the fact that this telecommunications network is being used by the military regime as a tool for surveillance and information control over the population is an issue that your union, as a workers' organisation operating in the same information and communications industry and as employees of a company that upholds the 'KDDI Group Human Rights Policy', should take very seriously.

On 28 April 2025, KDDI Corporation announced a revision to its contract to scale back the scope of its support in Myanmar. Whilst we recognise this decision as a step towards addressing human rights risks, we believe that, unless the human rights situation on the ground improves, it is necessary to formulate a concrete roadmap for further scaling back and eventual withdrawal. Accordingly, we have submitted a request to KDDI Corporation as set out in the attachment.

Trade unions play a vital role in monitoring whether the human rights policies espoused by companies are being properly implemented on the ground, and in correcting management practices from the perspective of workers. Furthermore, the Federation of Information and Communication Technology Service Workers, the umbrella organisation of your union, views human rights violations in Myanmar as a matter of 'connection with Japan' and is calling for action taken with a sense of personal responsibility.

We therefore strongly request your understanding and cooperation on the following points, as fellow workers' organisations.

1. Raising the issue at management council meetings and similar forums: Request that the company provide an explanation regarding the thorough implementation of human rights due diligence in its Myanmar operations and the specific progress made in considering a withdrawal.
2. Informing union members: Share information via union newsletters and other channels regarding the harsh realities faced by workers in Myanmar and the risks associated with the company's operations, and encourage in-depth discussion within the organisation.
3. Strengthening international solidarity: Collaborate with international labour organisations, including PSI-JC, to raise our voices in support of democratisation and the restoration of labour rights in Myanmar.

We ask for your union's strong support to protect the lives and rights of our colleagues in Myanmar.

Japan Council of PSI-affiliated

Hiroshi

