



# Sustainability Data Book 2019

Fujitsu Group

shaping tomorrow with you

## Table of Contents

<b>Message from the President</b>	<b>2</b>	<b>Governance</b>	<b>5</b>
		Corporate Governance	5 - 1 - 1
<b>The Fujitsu Group's CSR</b>	<b>3</b>	Risk Management	5 - 2 - 1
FUJITSU Way and Group-wide Dissemination	3-1-1	Information Security	5 - 3 - 1
CSR Policy and Promotion Framework	3-2-1	Quality Initiatives	5-4-1-1
CSR Activities in FY 2018: Goals and Results	3-3-1	Working With Our Customers	5-4-2-1
United Nations Global Compact	3-4-1		
		<b>Data and Documents</b>	<b>6</b>
<b>Global Responsible Business</b>	<b>4</b>	External Recognition and Awards	6 - 1 - 1
Socio-Economic ICT Impact	4-1	Social data	6 - 2 - 1
SDG-related Activities in Fujitsu	4-1-1		
Human Rights, Diversity and Inclusion	4-2	<b>Fujitsu Group Profile</b>	<b>7-1</b>
Human Rights	4-2-1-1		
Diversity and Inclusion	4-2-2-1	<b>Financial &amp; Non-Financial Highlights</b>	<b>8-1</b>
Wellbeing	4-3		
Performance Evaluation and Compensation		<b>Sustainability Data Book Framework</b>	<b>9-1</b>
/ Work Environment	4-3-1-1		
Health Management	4-3-2-1	<b>Third Party Verification Report</b>	<b>10-1</b>
Human Resource Development and Career Design	4-3-3-1		
Environment	4-4	<b>GRI Standards / UNGC principles Comparison Table</b>	<b>11-1</b>
Environmental Management	4-4-1		
Environmental Action Plan (Stage VIII)	4-4-2		
Environmental Data	4-4-3		
Compliance	4-5		
Compliance	4-5-1		
Supply Chain	4-6		
Supply Chain	4-6-1		
Health and Safety	4-7		
Health and Safety	4-7-1		
Community	4-8		
Social Contribution Activities	4-8-1-1		
Activities that Empower People through			
Partnerships	4-8-2-1		
Social Contribution Activities to Develop Science and			
Technology	4-8-3-1		
Collaboration with External Parties	4-8-4-1		

## Message from the President

Since the Industrial Revolution, technological advances and the trend toward globalization have led to astounding progress in society. This sudden growth, however, has also triggered global warming and rapid urbanization and created numerous social distortions, such as widening inequality. Turning to the digital society, new technologies like Artificial Intelligence (AI), the Internet of Things (IoT) and 5G are bringing unprecedented convenience to our daily lives and to businesses. On the other hand, new challenges such as privacy, security and reduced employment are emerging.

I am convinced that we must make a contribution to the sustainability of the planet if Fujitsu is to continue growing on a worldwide basis. To ensure a prosperous future for Fujitsu and global society, the fundamental approach to sustainability-oriented management must be to radically change the way enterprises consider their impact on the economy, society at large and the business world.

To date, Fujitsu has employed information and communications technologies (ICT) and worked hand-in-hand with customers to deliver value in myriad ways. Fujitsu itself is now transitioning from an ICT company into a Digital Transformation (DX) enterprise. We will then be ideally positioned to support the long-term growth of our customers and society by applying digital technologies to create innovations that will help resolve a host of issues.

The essential philosophy is to contribute to the United Nations' Sustainable Development Goals (SDGs). Looking toward 2030, the SDGs represent an important initiative for the sustainable development of human society, and Fujitsu is also positioning the goals at the center of its management approach. This global framework – built on our business activities, which are underpinned by the FUJITSU Way corporate philosophy – is nothing less than a reflection of the trust and creativity we have cultivated over many years with our customers and the fulfillment of our ongoing responsibilities as a global enterprise.

One step on this path is the integration of our Global Responsible Business (GRB) management structure to unify the sustainability activities and policies of the various Fujitsu Group regions around the world. Fujitsu will now work with a single focus to tackle a range of challenges, including non-financial issues such as reducing environmental impacts, promoting respect for human rights and the cause of diversity & inclusion, and boosting the deployment of responsible delivery systems. We will specify key performance indicators (KPIs) for each GRB category and will share with stakeholders our plans for achieving these KPIs.

A decade ago, Fujitsu announced its support of the United Nations Global Compact, which consists of 10 principles in four areas: human rights, labor standards, the environment, and anti-corruption. I am committed to further reinforcing our corporate culture of zero tolerance, which does not tolerate any wrongdoing, as we make every effort to minimize negative impacts on people and on society as a whole.



Representative Director and President  
Takahito Tokita

A handwritten signature in black ink that reads "Takahito Tokita".



## The Fujitsu Group's CSR

Our vision and the policy for achieving a sustainable society.

# FUJITSU Way and Group-wide Dissemination

↳ [The Fujitsu Group Philosophy](#)   ↳ [Fujitsu's Framework for Dissemination Activities and Progress](#)   ↳ [FY 2018 Performance](#)

## The Fujitsu Group Philosophy "FUJITSU Way"

The Fujitsu Way facilitates management innovation and promotes a unified direction for the Fujitsu Group as we expand our global business activities, bringing innovative technology and solutions to every corner of the globe.

The Fujitsu Way provides a common direction for all employees of the Fujitsu Group. By adhering to its principles and values to their daily activities, the employees enhance corporate value and their contributions to global and local societies.

Since Fujitsu began its life in 1935, the ideas and spirit of successive leaders who paved the way for our progress have been condensed and codified in the Fujitsu Way.

For the Fujitsu Group, Corporate Social Responsibility (CSR) means contributing to a sustainable, networked society by working with our customers to resolve a variety of social issues through the practice of the Fujitsu Way.

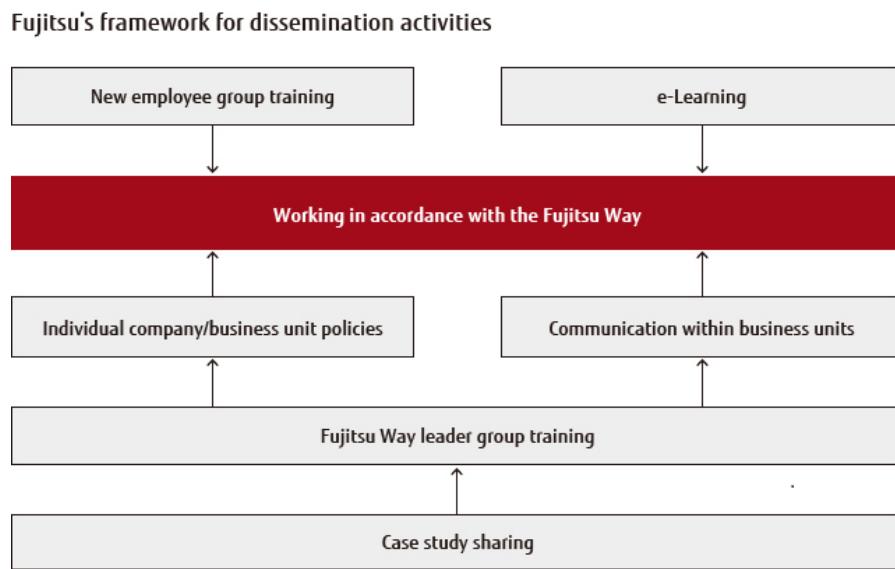
Corporate Vision	Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world.																		
	<b>What we strive for:</b> <table border="1"> <tbody> <tr> <td>Society and Environment</td><td>In all our actions, we protect the environment and contribute to society.</td></tr> <tr> <td>Profit and Growth</td><td>We strive to meet the expectations of customers, employees and shareholders.</td></tr> <tr> <td>Shareholders and Investors</td><td>We seek to continuously increase our corporate value.</td></tr> <tr> <td>Global Perspective</td><td>We think and act from a global perspective.</td></tr> </tbody> </table> <b>What we value:</b> <table border="1"> <tbody> <tr> <td>Employees</td><td>We respect diversity and support individual growth.</td></tr> <tr> <td>Customers</td><td>We seek to be their valued and trusted partner.</td></tr> <tr> <td>Business Partners</td><td>We build mutually beneficial relationships.</td></tr> <tr> <td>Technology</td><td>We seek to create new value through innovation.</td></tr> <tr> <td>Quality</td><td>We enhance the reputation of our customers and the reliability of social infrastructure.</td></tr> </tbody> </table>		Society and Environment	In all our actions, we protect the environment and contribute to society.	Profit and Growth	We strive to meet the expectations of customers, employees and shareholders.	Shareholders and Investors	We seek to continuously increase our corporate value.	Global Perspective	We think and act from a global perspective.	Employees	We respect diversity and support individual growth.	Customers	We seek to be their valued and trusted partner.	Business Partners	We build mutually beneficial relationships.	Technology	We seek to create new value through innovation.	Quality
Society and Environment	In all our actions, we protect the environment and contribute to society.																		
Profit and Growth	We strive to meet the expectations of customers, employees and shareholders.																		
Shareholders and Investors	We seek to continuously increase our corporate value.																		
Global Perspective	We think and act from a global perspective.																		
Employees	We respect diversity and support individual growth.																		
Customers	We seek to be their valued and trusted partner.																		
Business Partners	We build mutually beneficial relationships.																		
Technology	We seek to create new value through innovation.																		
Quality	We enhance the reputation of our customers and the reliability of social infrastructure.																		
Corporate Values	Principles	<table border="1"> <tbody> <tr> <td>Global Citizenship</td><td>We act as good global citizens, attuned to the needs of society and the environment.</td></tr> <tr> <td>Customer-Centric Perspective</td><td>We think from the customer's perspective and act with sincerity.</td></tr> <tr> <td>Firsthand Understanding</td><td>We act based on a firsthand understanding of the actual situation.</td></tr> <tr> <td>Spirit of Challenge</td><td>We strive to achieve our highest goals.</td></tr> <tr> <td>Speed and Agility</td><td>We act flexibly and promptly to achieve our objectives.</td></tr> <tr> <td>Teamwork</td><td>We share common objectives across organizations, work as a team and act as responsible members of the team.</td></tr> </tbody> </table>	Global Citizenship	We act as good global citizens, attuned to the needs of society and the environment.	Customer-Centric Perspective	We think from the customer's perspective and act with sincerity.	Firsthand Understanding	We act based on a firsthand understanding of the actual situation.	Spirit of Challenge	We strive to achieve our highest goals.	Speed and Agility	We act flexibly and promptly to achieve our objectives.	Teamwork	We share common objectives across organizations, work as a team and act as responsible members of the team.					
Global Citizenship	We act as good global citizens, attuned to the needs of society and the environment.																		
Customer-Centric Perspective	We think from the customer's perspective and act with sincerity.																		
Firsthand Understanding	We act based on a firsthand understanding of the actual situation.																		
Spirit of Challenge	We strive to achieve our highest goals.																		
Speed and Agility	We act flexibly and promptly to achieve our objectives.																		
Teamwork	We share common objectives across organizations, work as a team and act as responsible members of the team.																		
	Code of Conduct	<ul style="list-style-type: none"> <li>■ We respect human rights.</li> <li>■ We comply with all laws and regulations.</li> <li>■ We act with fairness in our business dealings.</li> <li>■ We protect and respect intellectual property.</li> <li>■ We maintain confidentiality.</li> <li>■ We do not use our position in our organization for personal gain.</li> </ul>																	

## FUJITSU Way

## Fujitsu's Framework for Dissemination Activities and Progress

Each company president or business unit head nominates Fujitsu Way leaders, who disseminate the Fujitsu Way to its all employees. Cooperating with their respective presidents and business unit heads, the Fujitsu Way leaders plan appropriate activities in alignment with their business strategies. Through dialogs on the Fujitsu Way, the Fujitsu Way leaders help their colleagues to understand the relation between their daily work and the Fujitsu Way.

As of March 2019, approximately 270 Fujitsu Way leaders are working to disseminate the Fujitsu Way message in organizations across the Fujitsu Group, including subsidiaries in Japan and abroad. By surveying the condition of activities at home and overseas once a year, the leaders also share information with each other on their progress in their respective organizations on a regular basis.



## Fujitsu Way New Employee Training

In April 2018, Fujitsu held a Fujitsu Way training program for approximately 950 new employees. At Fujitsu Group companies in Japan, Fujitsu Way cards and booklets were distributed at events such as company entrance ceremonies. Furthermore, each Fujitsu Group company added its own appropriate training program. The 163 mid-career recruits completed the Fujitsu Way training program as well, in a total of 11 different sessions.

## Promoting Group-wide Dissemination

The cards and booklets explaining the Fujitsu Way are distributed to all employees around the world, and posters are distributed to offices. An e-Learning course on the Fujitsu Way is always available translated in 16 languages. Also, Fujitsu Way cards data are distributed. So that each business unit head can add his or her message to the Fujitsu Way. Many business units actively utilize the data and post on internal portal website.

On our corporate intranet, we distribute a video message of President Tanaka talking about the Fujitsu Way based on his own personal experiences. Currently, the message is available in 18 languages including Japanese.

Through these efforts to share the Fujitsu Way, the Fujitsu Group tries to spread the core concepts and make all employees understand the mission of Fujitsu and how they can contribute to shape tomorrow.



President Tanaka talking about the Fujitsu Way

## Fujitsu Way Leader Training

We held a Fujitsu Way training program for the approximately 40 Fujitsu Way leaders that were appointed this year, divided across three instances. These were held in our in-house training centers and historic exhibitions of Fujitsu. Training participants gained a fuller understanding of the concepts at the foundation of the Fujitsu Way, and learned their roles as leaders. During the training, participants also discussed the issues in their own workplaces by each group while referencing past case studies and exchanged action plans for revitalizing organization based on Fujitsu Way.



Fujitsu Way Leader training session

## Fujitsu Way Workshops

In FY 2018, the Fujitsu Way Office visited three group companies inside and outside Japan upon request in order to support initiatives for reforming the corporate culture. Analyzing the results of employee satisfaction surveys and preliminary questionnaires, the workshop participants tried to find key issues and make a step forward to solve them based on the Fujitsu Way.



Workshops at group companies inside and outside Japan

## FY 2018 Performance

- Fujitsu Way Employee Training
  - New employees: Conducted collective training for approximately 950 new employees
  - Mid-career recruits: Conducted training for 163 mid-career recruits, across 11 instances
  - All employees: e-Learning program
- Fujitsu Way Leaders Training: 3 times
- Fujitsu Way Workshops: 3 companies

# CSR Policy and Promotion Framework

↳ [CSR Policy](#)   ↳ [Global Integration of Priority Issues](#)   ↳ [Organizational Structure and Regular Reviews](#)  
↳ [Implementing CSR Activities Utilizing ISO 26000](#)   ↳ [Development of CSR Surveys based on ISO 26000](#)

## CSR Policy

The Fujitsu Group is committed to being a truly global ICT corporation that remains keenly responsive to the needs and expectations of all its stakeholders\*1 while making a significant contribution to development that is sustainable for both society and the planet. With this in mind, in December 2010 the Fujitsu Group established a Corporate Social Responsibility (CSR) policy and determined five priority issues around which to focus its CSR practices. We also set medium-term targets, to be achieved in FY2020, for these priority issues. As we promote CSR activities that are an integral part of our business, we will continue to disclose and share the results of our progress toward those targets both inside and outside the company.



Isamu Yamamori  
Corporate Executive Officer  
and Executive Vice President

### CSR Policy

CSR in the Fujitsu Group is practiced by implementing the FUJITSU Way. In all its business activities, by implementing the FUJITSU Way in light of the expectations and needs of multiple stakeholders, the Fujitsu Group contributes to the sustainable development of society and the planet. In practicing CSR, we demonstrate a commitment to responsible business operations as a global ICT company by specifying priority issues and working to address them.

\*1 The Fujitsu Group's Stakeholders:

The Fujitsu Group regards its customers, employees, business partners, shareholders and investors, and global and local communities as its stakeholders. Government authorities, NPOs, NGOs, and similar organizations are also particularly important stakeholders within these global and local communities.

## Global Integration of Priority Issues

In 2010, the Fujitsu Group established a Basic Strategy Working Group within the CSR Promotion Committee. Interviews were conducted with external experts regarding the expectations and demands on Fujitsu, based on an awareness of international CSR standards and global social issues. The working group then determined five priority issues within the CSR Policy and we have since been engaged in activities focused on those priority issues.

With the advent of developments such as the adoption of the Sustainable Development Goals (SDGs) by the UN and the issuing of the COP21 Paris Agreement, in recent years we have seen escalating demands for even greater efforts to build sustainable communities on a global scale. As a result, to increase the effectiveness of its global CSR initiatives in contributing to sustainable development, the Fujitsu Group employed materiality analysis in a group-wide review of the priority issues. The result is a unified framework for the priority issues under the banner of Global Responsible Business (GRB).

## Global Responsible Business

Socio-economic ICT Impact	Use ICT to help solve social challenges, starting with the SDGs.
Human Rights, Diversity & Inclusion	Pursue the goals of human rights and global diversity in the AI era.
Wellbeing	Provide opportunities for employees to grow as individuals and fully develop their capabilities.
Environment	Work to achieve zero emissions of the CO <sub>2</sub> from our own operation by FY2050, and contribute to climate change adaptation and a de-carbonized society.
Compliance	Maintain a high level of awareness of corporate ethics and act fairly in all business activities.
Supply Chain	Accomplishing a responsible procurement in the supply chain.
Health and Safety	Provide a safe and healthy working environment.
Communities	Engage in activities that contribute to society and build prosperous, optimistic communities.

Extensive research was also conducted into the creation of a globally unified structure for promoting and managing activities. Long-term goals have been specified for each priority issue, with the end of FY2030 set as the final achievement deadline. Consideration is also being given to assigning short-term goals as required. The GRB framework will be used to check on progress toward these goals on a global basis and to drive improvements in the activities being undertaken for each priority issue.

## Organizational Structure and Regular Reviews

---

The Fujitsu Group has established a committee, under the chairmanship of the President, to provide governance and ensure that the group's sustainability activities are promoted and embedded globally in the corporate culture. At the semi-annual meetings of the committee, the executives in charge of activities right across the business units, including the respective department and overseas region heads, discuss and approve activity policies and measures relating to sustainability. They also offer guidance and advice on improvements to help achieve even more beneficial outcomes.

In the course of driving GRB, the staff at Fujitsu head office and in the overseas regions who are responsible for each of the priority issues will undertake the day-to-day handling of activities designed to achieve the goals for the priority issues. Regular reporting meetings, attended by the head office and overseas region representatives, will be held to share information and check on the overall progress of GRB.

Semi-annual meetings will be attended by the executives responsible for the priority issues, with the outcomes to be reported to the Vice President responsible for the execution of GRB and to the executives in the Global Corporate Unit.

## Implementing CSR Activities Based on ISO 26000

---

In order to drive CSR activities that are an integral part of our business, since FY2012 the Fujitsu Group, along with the major departments listed below, have conducted CSR surveys within the group companies in Japan and overseas, based on ISO 26000, the international standard for social responsibility.

The purpose of these surveys is to instill the two values of risk mitigation and value creation on a group-wide basis. First, in terms of risk mitigation, we will establish prevention and correction processes (due diligence) to minimize the effects of latent human rights and labor practice risks, including in our supply chain, which may negatively impact our corporate value. And, in terms of value creation, we will undertake activities that optimally leverage group resources to contribute to solving issues facing global and local communities and that are conducive to value creation across the entire group.

## Structure of the ISO 26000 Promotion Project

ISO 26000 Core Subjects	Responsible Departments*2
Organizational Governance	FUJITSU Way Office, Responsible Business Unit, Corporate Affairs and Risk Management Unit
Human Rights	Diversity Promotion Office
Labor Practices	Global Human Resources Unit
Environment	Responsible Business Unit
Fair Operating Practices	Legal, Compliance & IP Unit, Corporate Purchasing Unit
Consumer Issues	Marketing Strategy Unit, Corporate Affairs and Risk Management Unit, Corporate Quality Management Unit
Community Involvement and Development	Corporate Affairs and Risk Management Unit

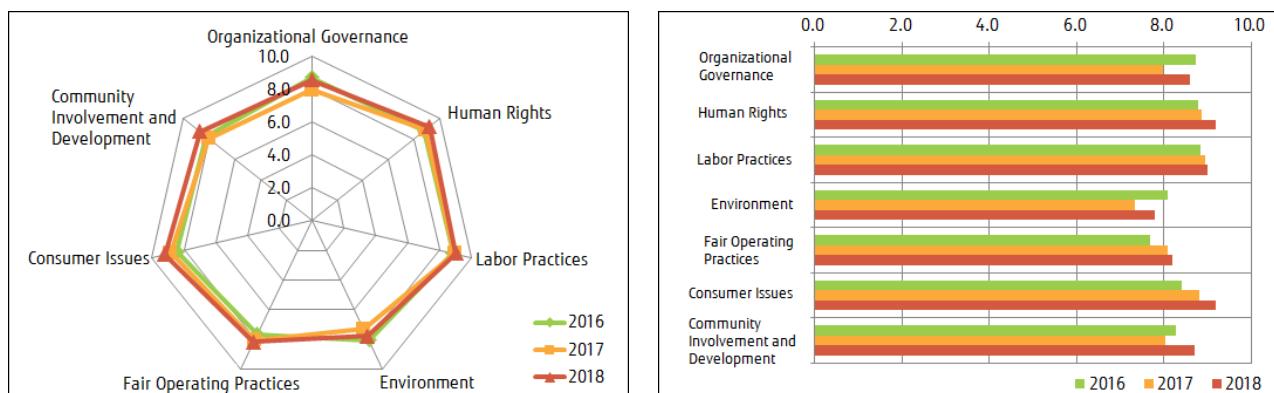
\*2 Department names as at the time the survey was conducted

As part of our continuous improvement process, we will review and enhance the content of our survey in a format that combines GRB and ISO 26000. This will allow us to more clearly identify CSR issues within the Fujitsu Group.

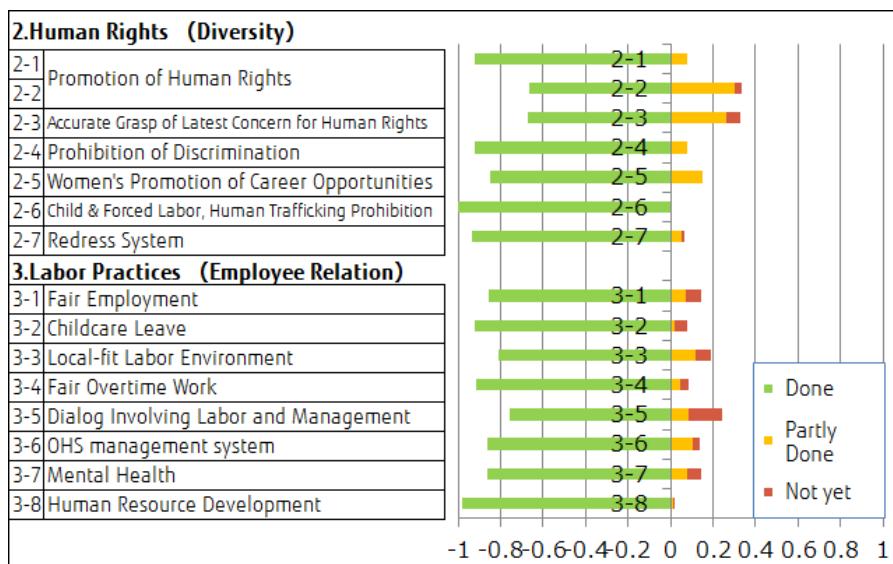
## CSR Surveys based on ISO 26000

In FY2018, the Fujitsu Group conducted its 6th CSR (ISO 26000)/Governance Survey at 89 key affiliated companies both in Japan and overseas (63 in Japan and 26 overseas). Following discussions in the preparatory stages of the survey with the major departments mentioned above, the survey was conducted with the same question content as in the previous year, to make it possible to identify progressive changes from the previous year. We provide feedback to each of the affiliated companies about the survey findings and are also working to enhance CSR activities that are synchronized with the individual measures of each of the major departments.

Overview of Progressive Changes for the Overall Fujitsu Group



Overview of Survey Results by Topic (the examples below cover Human Rights and Labor Practices)



# CSR Activities in FY 2018: Goals and Results

[Basic CSR Management](#) [Priority 1](#) [Priority 2](#) [Priority 3](#) [Priority 4](#) [Priority 5](#)

## Basic CSR Management

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Promoting Group-wide CSR activities	<ul style="list-style-type: none"> <li>Set global goals and formulate an action plan based on our new CSR policy.</li> <li>Establish global CSR management with a promotion framework befitting of a responsible business.</li> </ul>	<ul style="list-style-type: none"> <li>Revised our important CSR objectives, and formulated new globally-shared goals and an action plan for CSR activities called Global Responsible Business (GRB).</li> <li>Office headquarters and the regions worked together to discuss and decide on GRB, which has become established as a system for managing and promoting activities.</li> </ul>	✓✓
Implementing the PDCA cycle based on our vision	<ul style="list-style-type: none"> <li>Make the integrated report more extensive.</li> <li>Improve and execute internal processes based on international norms and industry standards.</li> </ul>	<ul style="list-style-type: none"> <li>Announced the Fujitsu Group AI Commitment as an initiative on artificial intelligence (AI) and ethics.</li> <li>Revised internal rules based on the RBA Code of Conduct.</li> </ul>	✓✓
Instilling CSR internally	<ul style="list-style-type: none"> <li>Grow a CSR community within the Group, including global sites.</li> <li>Spread information even more extensively through use of intranet websites.</li> <li>Continue increasing the use of methods such as seminars to instill CSR.</li> </ul>	<ul style="list-style-type: none"> <li>Built an internal global community for each important CSR objective, and engaged in activities internally.</li> <li>Held internal seminars to boost internal understanding of efforts toward the SDGs.</li> <li>Increased website content about the relationship between efforts toward SDGs and the business that Fujitsu does.</li> </ul>	✓✓

## Priority 1: Provide Opportunity and Peace of Mind through ICT

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Providing new value through ICT	<ul style="list-style-type: none"> <li>• Increase efforts to solve social problems in Japan and worldwide, with sights set on achieving the SDGs.</li> <li>• Increase more case examples of solutions for core fields in Japan and worldwide.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to operating a plant factory, Fujitsu itself practices smart agriculture together with partners from various industries. With a network that connects 7,000 hospitals, clinics, nursing homes, and pharmacies in Japan, we support the health and well-being of individuals while also providing cutting-edge technologies such as HPC and AI and engaging in co-creation with various academic research institutions in the fields of genetic treatments and pharmaceuticals. We also serve as partners for smartphone manufacturing in China and Singapore, and for creating digital innovation in France, offering solutions that leverage ICT to solve urban and educational issues in a variety of ways around the world.</li> <li>• Engaged in more solutions projects related to our core fields in Japan and around the world.</li> </ul>	✓✓
Increase access to ICT	<ul style="list-style-type: none"> <li>• Handle greater numbers of business cases that incorporate universal design.</li> <li>• Take on greater numbers of problem solving-type projects in emerging nations.</li> </ul>	<ul style="list-style-type: none"> <li>• We create new businesses and services that enrich people's lives and society, such as Universal Disaster Prevention Solutions that provide consistent support from disaster response centers to residents; customer engagement solution CHORDSHIP, which enables a greater number of users to interact naturally with ICT systems by voice; and the Hajimete no Jibun Computer (Lifebook LH Series) laptop computer.</li> <li>• We are working with the Sizwe Africa IT Group to provide Edu-Smart Green Center self-sufficient classrooms in South Africa.</li> </ul>	✓✓

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
		Similarly, we are taking on even greater numbers of projects in countries throughout Southeast Asia and the Middle East for business and field trials in the areas of disaster response and addressing traffic problems.	
Ensuring reliability and peace of mind through ICT	<ul style="list-style-type: none"> <li>Maintain thorough security training.</li> <li>Deepen affiliations with government agencies and international organizations.</li> <li>Further expand solutions based on internal practices.</li> </ul>	<ul style="list-style-type: none"> <li>We have maintained our security training for Fujitsu employees including executives. (participation rate 99 %)</li> <li>Masami Yamamoto of Fujitsu was appointed Vice Chair of the World Business Council for Sustainable Development (WBCSD) in January 2018, and Fujitsu is active as a board company for the Social Impact Sector Sustainable Cities Leadership Project. Fujitsu has also joined WIPO GREEN <a href="#">(*2)</a>, a marketplace for connecting environmental technology and service providers which is operated by the World Intellectual Property Organization (WIPO), a specialized agency of the United Nations. Having joined WIPO GREEN as a partner, Fujitsu has already registered upwards of 400 intellectual property assets to the database.</li> <li>We are providing services focused on communication platforms that transform work styles based on internal practices developed within the Fujitsu Group, including at overseas group companies.</li> </ul>	✓✓

## Priority 2: Protecting the Global Environment

	FY 2018 Targets (*3)	FY 2018 Performance	Achievement Level (*1)
Our Society	<ul style="list-style-type: none"> <li>Contribute to sustainable development of society through provision of ICT services.</li> </ul>	<ul style="list-style-type: none"> <li>We have selected 25 solutions that contribute to a sustainable society, 18 of which have been disclosed to</li> </ul>	✓✓

	FY 2018 Targets (*3)	FY 2018 Performance	Achievement Level (*1)
	<ul style="list-style-type: none"> <li>Achieve top-level energy efficiency of more than 50% of the newly developed products.</li> </ul>	<ul style="list-style-type: none"> <li>the public.</li> <li>67.9% of our new products have achieved the top level of energy efficiency.</li> </ul>	
Our Business	<ul style="list-style-type: none"> <li>Reduce greenhouse gas emission over 5% compared to FY 2013 by the end of FY 2018.</li> <li>Reduce CO2 emissions per sales from transport over 2% each year.</li> <li>Increase usage of renewable energy to at least 6% of total usage by the end of FY 2018.</li> </ul>	<ul style="list-style-type: none"> <li>Reduced emissions by 30.3 % compared to FY 2013</li> <li>Reduced 6.2 % year-on-year</li> <li>Usage rate will be opened in mid-July.</li> </ul>	✓✓

## Priority 3: Accepting Diversity

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Reform our organizational culture	<ul style="list-style-type: none"> <li>Make further advances in training and awareness at Fujitsu and domestic group companies, starting with the Human Rights Promotion Committee.</li> <li>Disseminate the Fujitsu Group Human Rights Statement, and work to establish a company culture of respect for human rights throughout the Fujitsu Group including global group companies.</li> <li>Provide stronger support for promoting diversity to generate innovation.</li> <li>Spread promotion activities to group companies in Japan and worldwide.</li> <li>Bolster organization-wide efforts aiming to foster an innovative organizational culture.</li> </ul>	<ul style="list-style-type: none"> <li>We held human rights awareness training sessions in each area in addition to training when employees are promoted. Organized a "Human Rights Week" event (gathered suggestions for a human rights slogan and gave awards, distributed leaflets to all employees, hung posters) as a company-wide activity.</li> <li>Held workshops with LGBT experts as guest speakers for employees on a voluntary attendance basis, and for promotion division and consultation desk personnel, with the aim of creating good work environments for everyone. Separate training activities by rank to promote understanding continued.</li> <li>Rolled out "Barrier-Free Minds" training company-wide to foster organizational culture in which anyone can succeed regardless of impairments.</li> <li>Continuing from the announcement the Fujitsu Group Human Rights Statement (in 21</li> </ul>	✓✓

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
		<p>languages) in line with international human rights standards, e-learning has been conducted to instill understanding throughout the Fujitsu Group, including globally.</p> <ul style="list-style-type: none"> <li>• Various diversity promotion activities at individual workplaces have been supported.</li> <li>• Diversity and inclusion policies for the Fujitsu Group have been disseminated.</li> <li>• We have defined indexes for "Innovative company culture" including "providing opportunities to do work that is both challenging and fascinating," and are engaged in activities efforts within each organization.</li> </ul>	
Supporting the career development of individuals	<ul style="list-style-type: none"> <li>• Bolster efforts in managing talent continuously starting with younger employees in order to produce more female managers.</li> </ul>	<ul style="list-style-type: none"> <li>• Working on measures at each rank to support women's career development. <ul style="list-style-type: none"> <li>• Implementing an expanded Female Leadership Development Program. (78 participants)</li> <li>• Holding new career workshops for female employees with the goal of medium- to long-term development of female employees. (48 participants)</li> <li>• Conducted Career Development Seminars. (twice)</li> </ul> </li> <li>• Events have been held to support the career development of employees with impairments, and those who are caregiving or raising children, held separately for each different attribute. (for domestic group companies also)</li> <li>• Management seminars were held for supervisors who are raising children. (for domestic group</li> </ul>	✓✓

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
		<ul style="list-style-type: none"> <li>companies also)           <ul style="list-style-type: none"> <li>Fujitsu:               <ul style="list-style-type: none"> <li>Ratio of female managers: 6.1%</li> <li>Ratio of employees with impairments: 2.28%</li> </ul> </li> </ul> </li> </ul>	
Promoting work-life balance	<ul style="list-style-type: none"> <li>Bolster measures to support each individual employee in reforming their work styles.</li> </ul>	<ul style="list-style-type: none"> <li>Usage results for systems within Fujitsu:               <ul style="list-style-type: none"> <li>Childcare leave taken: 442 employees</li> <li>Child-birth/child-care support leave taken: 585 employees</li> <li>As part of Telework Day/Telework Month, seminars were held to encourage use of these systems.</li> </ul> </li> </ul>	✓✓

## Priority 4: Developing Human Resources that Contribute to the Planet and Society

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Develop the human resources to support a truly global ICT company	<ul style="list-style-type: none"> <li>Conduct training programs as part of the systems for programs to develop next-generation business leaders.</li> </ul>	<ul style="list-style-type: none"> <li>Two new tracks were established to further accelerate the development of next-generation business leaders. Each training program was executed according to plan. (317 participants)            * Number for long-term training includes those who are currently enrolled in the training.         </li> </ul>	✓✓

## Priority 5: Dialogue and Cooperation with Stakeholders

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Communicating with stakeholders	<ul style="list-style-type: none"> <li>Organize the global communication of CSR information, and come up with a</li> </ul>	<ul style="list-style-type: none"> <li>Communicated about Fujitsu CSR activities through seminars and participation at events in Japan</li> </ul>	✓✓

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
	<p>vision.</p> <ul style="list-style-type: none"> <li>Regularly engage with residents and companies in communities to help develop neighborhoods</li> </ul>	<p>and worldwide.</p> <ul style="list-style-type: none"> <li>Discussed mechanisms for sharing information at group companies in Japan and worldwide.</li> <li>Practiced regular engagement with residents and companies in communities to help develop neighborhoods. (107 times)</li> </ul>	
Collaborating with stakeholders	<ul style="list-style-type: none"> <li>Build relationships through our main business activities with diverse stakeholders including local governments, NGOs, and international agencies, and bolster specific efforts to help achieve the sustainable development goals (SDGs) advocated by the UN.</li> </ul>	<ul style="list-style-type: none"> <li>The following activities were implemented to work together with stakeholders toward achieving the SDGs.           <ul style="list-style-type: none"> <li>Invited top corporate executives and academic experts to exchange opinions at the 49th World Economic Forum Annual Meeting (known as "Davos").</li> <li>External experts were invited for an SDGs conference held at Fujitsu Forum 2018.</li> <li>Information sessions and lectures about SDGs-related initiatives were held for customers, NGOs, employees, and other stakeholders. (33 times)</li> </ul> </li> </ul>	✓✓
Coexisting with society	<ul style="list-style-type: none"> <li>Work to horizontally expand and enliven social contribution activities throughout the Group as a whole through encouragement and announcements.</li> <li>Maintain the following efforts for social contribution programs.           <ul style="list-style-type: none"> <li>Building up an internal database for social contribution activities and make it more accurate.</li> <li>Work on measures to encourage more volunteer activities.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Horizontally expanding and enlivening social contribution activities throughout the Group as a whole through encouragement and announcements.</li> <li>Maintain the following efforts for social contribution programs.           <ul style="list-style-type: none"> <li>Building up an internal database for social contribution activities and make it more accurate. Number of activities registered in FY 2018: 612</li> <li>Working on measures</li> </ul> </li> </ul>	✓✓

Fujitsu Group Sustainability Data Book 2019

FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
		to encourage more volunteer activities.

1. ✓✓ : Achieved original plan, ✓ : Some of original plan is not yet achieved as some issues remain, × : Original plan has not been achieved
2. WIPO GREEN: A platform and global network to spread environmental technologies and promote innovation by connecting providers of environment-related technologies and services with those seeking innovative solutions. The WIPO GREEN network includes at least 6,000 individuals and organizations, from 170 countries around the world.
3. All items from the Fujitsu Group Environmental Action Plan (Stage VIII) :<https://www.fujitsu.com/jp/about/environment/approach/plan/>

## United Nations Global Compact

Fujitsu announced its support of the United Nations Global Compact in December 2009. The Fujitsu Group is committed to global CSR activities that uphold the 10 principles of the Global Compact. Through this commitment, we will meet the demands of various stakeholders in international society, and uphold responsible management as a true global ICT company contributing to the creation of a sustainable society.

### What is the Global Compact?

<The 10 principles of the UN Global Compact>

The UN Global Compact consists of 10 principles in the four areas of human rights, labor, the environment, and anti-corruption with which companies should rigorously comply.

#### Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.



#### Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

#### Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Please refer to [the GRI Standards / United Nations Global Compact Principles Comparison Table](#) which shows the relationship between the United Nations Global Compact and CSR activities we conducted in FY 2018, contained in the Fujitsu Group Sustainability Data book 2019.

<https://www.fujitsu.com/global/about/csr/guideline>

\* We have been reporting our COP (Communication on Progress) at the Advanced Level since FY 2012.



## Global Responsible Business

Given the requirement to enhance the sustainability-focused corporate management, fulfilling corporate social responsibility from a global perspective has become a more important issue. The Fujitsu Group promotes its CSR activities based on the CSR Policy. In order to strive its global effectiveness, we have reviewed material issues across the Group based on materiality analysis, and have established a framework called the "Global Responsible Business" by classifying issues into the following eight areas.



## Global Responsible Business

### - Socio-Economic ICT Impact -

Our goal is to realize a trusted Human Centric Intelligent Society.

The Fujitsu Group will create social value and contribute to the achievement of the UN Sustainable Development Goals and, in doing so, enhance our reputation as a globally trusted organization.

## SDG-related Activities in Fujitsu

### Goal

#### **Long-term Goal to be achieved by FY2030**

Our goal is to realize a trusted Human Centric Intelligent Society.

The Fujitsu Group will create social value and contribute to the achievement of the UN Sustainable Development Goals and, in doing so, enhance our reputation as a globally trusted organization.

↳ [SDG-related Activities](#)   ↳ [Promotion Systems](#)   ↳ [Specific Activities](#)

## SDG-related Activities in Fujitsu

---

The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are a set of common goals to be achieved worldwide, including by developed countries, by 2030. Achieving these goals places considerable demand on private-sector enterprises to play an active and useful role through their technology and capacity for innovation.

The Fujitsu Group has worked for many years to utilize technology and create new innovations with the aim of achieving a "human centric intelligent society". That is, a society which uses co-creation to generate outcomes that have a lasting impact on the community. These activities are recognized as being aligned with efforts by the international community toward achieving the SDGs.

In this sense, the SDGs are one element in an ecosystem aimed at achieving the Fujitsu growth strategy of "connected services", pointing the way to new business opportunities through ventures that work to resolve social issues. The Fujitsu Group views the SDGs as a global common language and undertakes SDG-related activities as an opportunity for wide-ranging collaboration with other organizations, including international agencies and governments, private companies and non-governmental organizations (NGOs). By embracing a multifaceted approach through cooperation with many partners, we can create and maximize social value on an even larger scale.

Adopting an approach that overlays the role Fujitsu must play onto common international social goals therefore allows us to flexibly transform our management and business in ways that are not bound by existing approaches and methodologies. Through this process, we will re-examine ourselves in light of society's expectations and demands and will actively use the SDGs as a tool in our management strategy for achieving sustainable growth.

As a first step, we are focusing on the six areas shown below as the fields in which we can deliver the greatest value by deploying the digital technologies at the core of the Fujitsu Group's operations.



#### Fujitsu's Initiatives for the SDGs

SDG2	Sustainable food and agriculture
SDG3	Well-being in an aging society and eradication of difficult diseases
SDG8	Promotion of innovation and human-centric way of work
SDG9	Intelligent industrialization by shaping ecosystems
SDG11	Realization of better urban mobility and resilient cities
SDG13	Achievement of zero CO <sub>2</sub> emissions and contribution to a de-carbonized society

## Promotion Systems

Because the creation of value on a larger scale by addressing the SDGs is inextricably tied to innovating its own business, Fujitsu is promoting a company-wide project that cuts across all levels. This is focused on staff members and includes executives in the Corporate, Sales and Business divisions, but also involves related divisions such as Fujitsu Laboratories and the Fujitsu Research Institute. The perspectives of the various divisions differ, with the Corporate Division focused primarily on sustainability and social responsibility, the Sales Division on business development, and the Business Division on solutions. However, they all collaborate in the verification and promotion of businesses that have a focus on solving social challenges, thereby forging ties in a new way through the co-creation of both social and economic value.



Overview of promotion systems

## Specific Activities

### Support for Sustainable Fisheries

While the aquaculture and fishing industries in Indonesia are seen as promoting the development of fishing communities and creating employment opportunities, there are also issues related to human resource development and setting up production technology aimed at maintaining a sustainable level of marine resources.

At Fujitsu, we have been participating in the SATREPS joint research project\*1, working primarily with Future University Hakodate on ways to apply information and communications technology (ICT) to achieve sustainable fisheries. As part of this initiative, Fujitsu is using its Fisdom internet-based digital learning platform to assist with the training of aquaculture farmers. The project researchers have become teachers and are leveraging Fisdom to deliver video lectures on aquaculture technologies and on the use of specialized equipment. Fisdom is deployed as a tool that allows the aquaculture farmers scattered across Indonesia's island archipelago to acquire the specialist knowledge that is essential to their success. Through its ICT expertise and support, Fujitsu is contributing to sustainable development by supporting human resource development in aquaculture and helping to ensure a stable supply of marine resources.



Online e-learning platform seminar in Indonesia

\*1 The Science and Technology Research Partnership for Sustainable Development (SATREPS) is a joint research project structured as a collaboration between the Japan Science and Technology Agency (JST) and the Japan International Cooperation Agency (JICA). Participating organizations: Future University Hakodate, Tokyo University of Agriculture, National Institute of Technology - Hachinohe College, Toyohashi University of Technology, Upside LLC, New Media Development Association, Fujitsu Limited

### "Kanagawa SDGs Partner" Certification

The Kanagawa SDGs Partner scheme, operated by Kanagawa Prefecture, is a system that registers companies engaged in businesses that assist in the promotion of the SDGs. As well as publicizing the activities of registered companies, the Prefecture collaborates with the companies in activities to raise public awareness of the SDGs. In this way, the system aims to broaden the impact of SDG initiatives by companies operating in Kanagawa. (Note: Kanagawa Prefecture borders Tokyo and includes the major cities of Yokohama and Kawasaki.)

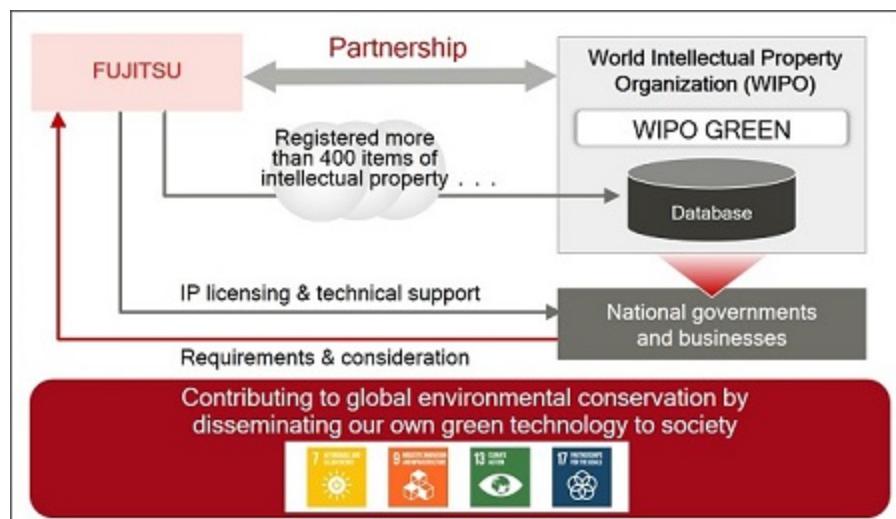
At Fujitsu, we are working to strengthen our collaboration with Kanagawa Prefecture and with the various registered companies as we promote the adoption of the SDGs in Kanagawa, while also making efforts to raise the profile of the SDGs both in Japan and elsewhere in the world.



Certification registration ceremony

## Participation in WIPO GREEN

Fujitsu aims to contribute to global environmental conservation by making its environment-related technologies more broadly available throughout society. As part of this effort, we have been participating since September 2017 as a partner in the WIPO GREEN framework run by the World Intellectual Property Organization (WIPO), a specialized agency of the United Nations. This framework acts as a network for the matching and exchange of environmental technologies and services. More than 400 items of Fujitsu intellectual property are already registered in the WIPO GREEN database and we are in the process of granting technology licenses.



Participation in WIPO GREEN

Fujitsu environmental technologies registered in the WIPO GREEN database include one that highlights regional characteristics and another that identifies species and predicts habitat suitability. In September 2018, we concluded IP licensing agreements for these two technologies with Kyushu University and the University of the Ryukyus.

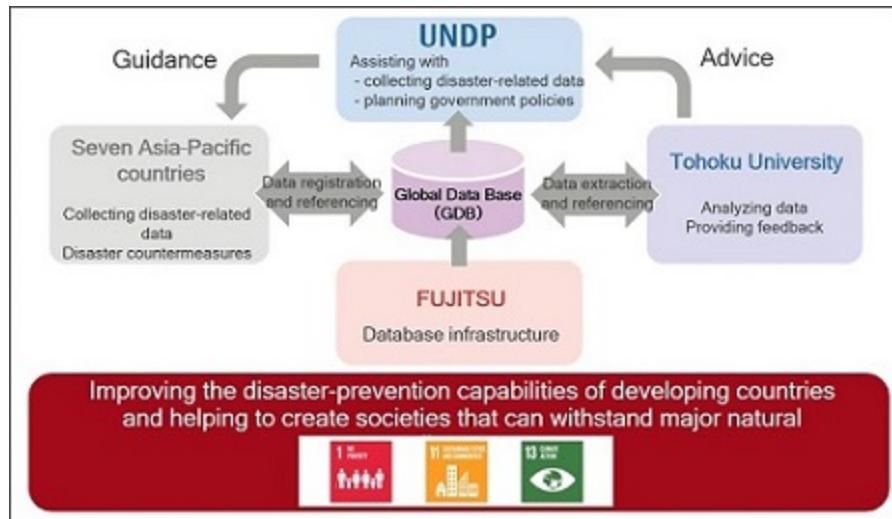
In the future, Fujitsu will contribute further to the attainment of the SDGs by continuing to promote the principle of open innovation through the dissemination of its environmental technologies and via technology transfers.

## Collaboration with the United Nations Development Programme and Tohoku University

In March 2017, Fujitsu entered into a partnership to build and operate a global database at the Global Centre for Disaster Statistics (GCDS), established by Tohoku University's International Research Institute of Disaster Science and the United Nations Development Programme (UNDP).

Fujitsu offers its design and build services free of charge relating to the Global Database (GDB), which serves as a platform for storing disaster statistics, and also provides donations that support the utilization of the GDB. In FY2018, we built a prototype in Indonesia and, alongside government agencies and other global companies, took part in events such as workshops hosted by the UNDP where we shared information on the role that ICT companies can play in disaster management.

Through activities such as these, Fujitsu is helping to enhance the disaster management capabilities of developing countries and to build communities that are better prepared for large-scale natural disasters.



Entities helping to build a global database of disaster statistics

## Case Studies of Contributions to the SDGs

In FY2018, Fujitsu began a series of initiatives aimed at helping its employees understand the links between the SDGs and the various services and solutions offered by Fujitsu. This encourages staff to incorporate an awareness of the SDGs into their work and into the proposals and solutions they develop.

As the SDGs become more widely adopted in society, we have been developing a system of selling points for our services and solutions. Drawing on the "SDG Compass"<sup>\*2</sup> and "Measuring Socio-Economic Impact: A guide for business"<sup>\*3</sup>, which provide SDG guidelines for corporate activities, we are replacing descriptions of our business activities with economic, environmental and social impacts and expressing them as links in the results chain.

We have summarized the outcomes of some of these activities in the form of case studies that contribute to the SDGs.

- Please see our home page for details.

<https://www.fujitsu.com/global/about/csr/sdgs>

\*2 SDG Compass: Created jointly by the Global Reporting Initiative (GRI), the United Nations Global Compact and the World Business Council for Sustainable Development (WBCSD).  
<https://sdgcompass.org/>

\*3 Measuring Socio-Economic Impact: A guide for business: Drafted by the World Business Council for Sustainable Development (WBCSD).  
<https://www.wbcsd.org/Programs/Redefining-Value/External-Disclosure/Reporting-matters/Resources/Measuring-Socio-Economic-Impact-A-guide-for-business>



## Global Responsible Business

### - Human Rights, Diversity and Inclusion -

Based on the Fujitsu Way Code of Conduct, the Fujitsu Group will ensure to underlay the spirit of "Respect for human rights" for all our corporate and individual activities, and we will strive to have 130,000 Group employees around the world accept diverse human resources and embrace individuality without bias toward nationality, gender, age differences, or disabilities.

# Human Rights

## Goal

### Long-term Goal to be achieved by FY2030

In alignment with the UN Guiding Principles for Human Rights and Fujitsu Group's Human Rights statement, Fujitsu will respect all aspects of Human Rights; for our employees, our supply chain and for our customers, partners and society as a whole. Based on this understanding, Fujitsu Group will operate an effective Human Rights Due Diligence across all of our activities.

↳ [Our Approach](#)    ↳ [Organizational Structure and Regular Reviews](#)    ↳ [Activities to Raise Awareness of Human Rights](#)

↳ [Education on Human Rights](#)    ↳ [Framework for Feedback on Efforts to Promote Respect for Human Rights](#)

↳ [Initiatives to Prevent Forced Labor and Child Labor](#)    ↳ [Achievements in FY2018](#)

## Our Approach

The shared values articulated in the Code of Conduct of the FUJITSU Way are guidelines for each employee to follow when conducting their daily business operations. Prime among them is "We respect human rights", a principle that underpins all our corporate activities. We are working to ensure that this concept becomes an integral part of the day-to-day actions of all employees in the group.

In December 2014, the Fujitsu Group released the "Fujitsu Group Human Rights Statement" to promote activities that respect human rights in accordance with this Code of Conduct, as set out in the FUJITSU Way. The statement has been prepared in 21 languages, including Japanese and English, with the aim of ensuring that it becomes embedded in the corporate culture of all our group companies. Fujitsu has also set out the "FUJITSU Guiding Principles of Respect for Human Rights in Employment" to ensure that respect for human rights in regard to employment becomes firmly entrenched.

Fujitsu has publicly announced its support for the ten principles of the United Nations Global Compact<sup>(\*1)</sup> based on universal principles regarding human rights and rights at work, such as the "Universal Declaration of Human Rights" and the International Labor Organization's (ILO) "Declaration on Fundamental Principles and Rights at Work". We will continue to drive management practices that respect human rights.

\*1 Ten principles of the United Nations Global Compact: The compact identifies ten principles in the four areas of human rights, labor practices, the environment, and anti-corruption, which corporations should uphold.

- Fujitsu Group Human Rights Statement  
[https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-human-rights-statement\\_en.pdf](https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-human-rights-statement_en.pdf)
- FUJITSU Guiding Principles of Respect for Human Rights in Employment  
[https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-principles-of-respect-for-human-rights-in-employment\\_en.pdf](https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-principles-of-respect-for-human-rights-in-employment_en.pdf)

In March 2019, the Fujitsu Group announced the "Fujitsu Group AI Commitment" as an initiative in the areas of Artificial Intelligence (AI) and ethics. This commitment is a set of guidelines that the Fujitsu Group will adhere to as a corporate entity engaged in businesses relating to the research and development, supply, and operation of AI-related technologies. The Fujitsu Group aims to create further value for customers and society through the safe and secure use of AI, as the deployment of this rapidly advancing technology becomes increasingly widespread.

- Fujitsu Group AI Commitment  
[https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-ai-commitment-201903\\_en.pdf](https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-ai-commitment-201903_en.pdf)

## Organizational Structure and Regular Reviews

In accordance with the "Fujitsu Group Human Rights Statement" referred to above, the Fujitsu Group is engaged in building a Human Rights Due Diligence Scheme that identifies the human rights impacts of our business activities throughout the entire global value chain, while also preventing and mitigating any negative impacts.

As part of this activity, we interviewed personnel across a wide range of departments in Fujitsu and exchanged ideas with Japan-based as well as international experts. In doing so, we identified three key areas where our business activities have a major impact; supply chain, employees, and customers and end users. We are now engaged in activities to address human rights issues in these areas.

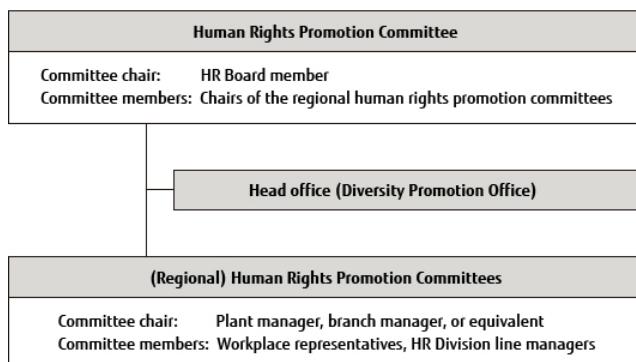
In order to further drive Human Rights Due Diligence, within the Human Rights and Diversity pillar of our global responsible business activities, we have established a structure of regular meetings for those responsible for promoting human rights in each of Fujitsu's operating regions. We will monitor the progress being made toward achieving our goals and KPIs in this area and continue to exchange ideas on Human Rights Due Diligence.

## Activities to Raise Awareness of Human Rights

The Fujitsu Group has established a Human Rights Promotion Committee which is chaired by the board member in charge of human resources. In addition, in 24 Fujitsu work locations within Japan we have set up Regional Human Rights Promotion Committees comprising regional workplace representatives. These bodies implement activities that promote respect for human rights. We have also created similar committees in approximately 80 group companies within Japan.

The head office of the Human Rights Promotion Committee regularly checks on the status of activities and issues with the regional and group company committees. Findings are used by the Human Rights Promotion Committee to summarize activities and set policy directions on an annual basis to drive ongoing, structured educational activities that promote respect for human rights. In order to communicate and entrench the Fujitsu Group Human Rights Statement in the culture of all group companies, we created "Business and Human Rights" posters and displayed them in approximately 230 work locations in Japan and other countries.

**Human Rights Promotion Structure**



**Initiatives led by the Human Rights Promotion Committee**



## Education on Human Rights

Based on the policy directions set by the Human Rights Promotion Committee, Fujitsu and the group companies within Japan conduct education and training activities using course content that is common across the company as well as content targeting issues specific to a region or group company. There are training programs that all employees undertake when joining the company and upon promotion, as well as other training programs held year-round. These training programs cover various human rights issues, including discrimination against minorities, workplace harassment, understanding of LGBT issues, and human rights issues related to business operations. At Fujitsu, we believe it is crucial for a culture of understanding to be championed by senior management in order to instill respect for human rights. Therefore, we conduct training for newly appointed executives in Fujitsu and our group companies in Japan that addresses our approach to corporate activities based on international human rights standards. Moreover, the Fujitsu Group has developed an e-learning program on "Business and Human Rights" that is intended for

all group employees and aims to heighten awareness about human rights issues for every member of staff. As at the end of FY2018, approximately 100,000 employees of group companies, both in Japan and other countries, had undertaken this training program.

## Framework for reporting and consulting on Human Rights issues

---

The Fujitsu Group conducts its business activities worldwide in close collaboration with local communities. As stated in the Fujitsu Way, we have established systems to engage in human rights-related consultations and information gathering both inside and outside the company, in order to listen to and understand the opinions of various parties.

The Fujitsu Group has created an intranet-based system for all Fujitsu Group employees to consult and provide input on human rights-related issues. Within Japan, Fujitsu has set up Human Rights Consultation Service facilities in 16 locations. The matters discussed are reported to the Human Rights Promotion Committee and regularly communicated to auditors, with careful consideration given to ensuring that personal information and privacy are respected. The objective is to understand the utilization status of this consultation service as well as to put in place initiatives designed to prevent recurrences of any breaches.

The Fujitsu Group has established the Compliance Line/Fujitsu Alert to receive reports and offer consultations related to compliance issues, including human rights issues, from all Fujitsu Group employees, customers, suppliers and other third parties globally. The Fujitsu Group has also set up the Compliance Line for Suppliers in Japan as a channel for receiving reports from suppliers in Japan regarding any actions that are potential or actual instances of non-compliance in our purchasing activities.

- Global Compliance Program  
<https://www.fujitsu.com/global/about/csr/compliance/#anc-03>

## Initiatives to Prevent Forced Labor and Child Labor

---

The Fujitsu Group has stipulated that it will not use forced labor or child labor. Every year, the Fujitsu Group conducts a written CSR survey based on the ISO 26000 standard in order to check on our initiatives for preventing forced labor and child labor.

We also make our stakeholders aware of the Fujitsu Group CSR Procurement Guideline, which includes provisions on the elimination of forced labor and child labor. Furthermore, we request our suppliers to complete a written survey on the status of CSR initiatives including steps to eliminate forced labor and child labor.

- Implementing CSR Activities Utilizing ISO 26000  
<https://www.fujitsu.com/global/about/csr/vision/policy/index.html>
- Implementing CSR Activities Utilizing ISO 26000  
<https://www.fujitsu.com/global/about/csr/procurement/index.html>

## Achievements in FY2018

### Fujitsu Initiatives Addressing Human Rights Issues in Three Areas of Human Rights Due Diligence

Areas	Human Rights Issues	Major Activities in FY2018
Supply chain	Work environment / conflict minerals	<ul style="list-style-type: none"> <li>Revised the name of the "Fujitsu Group Policy on Conflict Minerals" to the "Fujitsu Group Policy on Responsible Minerals Sourcing" and expanded the range of applicable minerals</li> <li>Conducted a CSR Survey to check the adoption status of the RBA Code of Conduct by suppliers (208 key companies we purchase goods from) and actioned the feedback from the survey results</li> <li>Notified "manufacturing subcontractors" and "manufacturing employment agencies" of the Fujitsu Group CSR Procurement Guideline and requested these companies to submit their written agreement to the guideline</li> <li>Conducted RBA Code of Conduct adoption audits of nine suppliers</li> <li>Confirmed the compliance status with the RBA Code of Conduct at Fujitsu group manufacturing sites</li> <li>Conducted RBA Code of Conduct adoption mock audits of three group manufacturing sites in Japan and elsewhere</li> </ul>
Employees	Discrimination and harassment / working hours	<ul style="list-style-type: none"> <li>Conducted a written survey of 97 group companies in Japan and other countries based on the ISO 26000 standard, to check on the status of initiatives promoting respect for human rights</li> <li>In addition to expressing Fujitsu's support for the UN's "Standards of Conduct for Tackling Discrimination against LGBTI people" we invited external experts to speak on this topic at a liaison meeting, which the President and all executives attended. This provided an opportunity to think about how to create workplaces and a society which are inclusive, irrespective of a person's sexual orientation or gender identification.</li> <li>Continued training for new and promoted employees, as well as human rights training by region throughout Japan, with the aim of preventing various forms of discrimination and harassment</li> <li>Conducted group-wide "Barrier-Free Minds" workshop (group-based training and e-learning) aimed at establishing workplaces and a society in which everyone can participate actively, whether disabled or not</li> <li>Reviewed internal systems, monitored ICT usage, and delivered management reforms to promote diversified, flexible workstyles that do not assume long working hours are necessary</li> <li>Conducted "Unconscious Bias" online training for all employees to help reveal underlying systemic discrimination while also further promoting diversity and inclusion</li> <li>Reviewed internal corporate regulations, documentation, and so on to ensure alignment with the RBA Code of Conduct</li> </ul>
Customers and end users	Privacy and data security	<ul style="list-style-type: none"> <li>Announced the "Fujitsu Group AI Commitment" and conducted an assessment of the impact of AI on human rights. We will systematically identify the points that should be taken into consideration for each industry and for the tasks in each occupation when promoting AI businesses and then refer to these points when planning specific measures.</li> </ul>

## **Education on Human Rights Issues**

- Employee training conducted by Fujitsu and group companies in Japan at various locations: 37,814 attendees
  - Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity, and human rights issues related to business operations
- New employee training conducted by Fujitsu and group companies in Japan: 1,125 attendees (Fujitsu attendees)
  - Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity, and human rights issues related to business operations
- Training for promoted employees conducted by Fujitsu and group companies in Japan: 2,796 attendees (Fujitsu attendees)
  - Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity, and human rights issues related to business operations
- New executive training conducted by Fujitsu and group companies in Japan: 97 attendees
  - Training that addresses our approach to corporate activities based on international human rights standards

## **Activities to Raise Awareness of Human Rights Issues**

- Held a contest in which employees of Fujitsu and group companies in Japan and their families devised slogans to promote human rights awareness: 6,590 submissions received
- Distributed human rights promotional leaflets to employees of Fujitsu and group companies in Japan
- Displayed posters promoting human rights awareness in the workplaces of Fujitsu and group companies in Japan

# Diversity and Inclusion

## Goal

### Long-term Goal to be achieved by FY2030

Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves.

We will celebrate difference and ensure that people can succeed regardless of their personal identity, especially their gender, sexual orientation, gender identity, race, ethnicity, health, disability, and age.

- ↳ [Diversity and Inclusion Policy](#)
- ↳ [Diversity Promotion Framework](#)
- ↳ [Application of International Standards](#)
- ↳ [Support of Female Employees](#)
- ↳ [Employment and Support of People with Impairment](#)
- ↳ [Support of Global Personnel](#)
- ↳ [Support of a Healthy Work-Life Balance](#)
- ↳ [Creating a More LGBT-Friendly Workplace](#)
- ↳ [External Awards / Certifications](#)
- ↳ [FY 2018 Performance](#)

## Diversity and Inclusion Policy

Here at the Fujitsu Group, we engage in efforts to advance diversity and inclusion. These efforts are based on one of our corporate values: "We respect diversity and support individual growth." Nowadays, diversity refers not only to factors like gender, impairment, and nationality, but also to things like work style, communication style, and multi-culturalism, in a variety of different settings and from a variety of different perspectives.

We established the Global D&I Vision & Inclusion Wheel to reflect this expansion in definition. It acts as a guideline, helping further advance our efforts toward inclusion and diversity within our employees. This wheel expresses the Fujitsu Group's overall efforts as they relate to D&I, and also defines what D&I means for the Group. The Global D&I Vision states that our ultimate goal is for each and every employee to be able to express themselves and their individual strengths. The wheel also defines the vision, strategic goals, and focus areas required to realize this goal. We also clarify, through the Inclusion Wheel, that our efforts toward D&I will be wide-ranging, covering a diverse array of factors and fields, while staying rooted in our focus areas.

### Global D&I Vision & Inclusion Wheel

Be Completely You							
Vision	Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves.						
Strategic goals	<ul style="list-style-type: none"> <li>• Make a positive difference in society</li> <li>• Enable innovation</li> <li>• Build stronger customer relationships</li> </ul>						
Focus area	<table border="0"> <tr> <td>• Gender</td> <td>• Sexual orientation &amp; gender identity (SOGI)</td> </tr> <tr> <td>• Health &amp; disability</td> <td>• Age</td> </tr> <tr> <td>• Ethnicity &amp; race</td> <td></td> </tr> </table>	• Gender	• Sexual orientation & gender identity (SOGI)	• Health & disability	• Age	• Ethnicity & race	
• Gender	• Sexual orientation & gender identity (SOGI)						
• Health & disability	• Age						
• Ethnicity & race							



## Diversity Promotion Framework

Here at Fujitsu, we established the Diversity Promotion Office in 2008. The office, which is under the direction of the President and the Diversity Officer, engages in efforts to promote diversity and inclusion in all group companies.

The office regularly hosts meetings attended by all regional Diversity Promotion Representatives, where they share the issues and policies they have experienced/implemented in each region, and generate ideas as to global promotional policies. All group companies in Japan are also required to select a diversity promotion manager. These managers promote diversity in the Group as a whole by sharing information amongst each other during their meetings, strengthening their coordination with Fujitsu, helping standardize policies, and more.

We also conduct an annual survey on diversity aimed toward all employees, in order to maintain an awareness of our current circumstances with regard to diversity promotion. The survey, along with other sources of data, revealed four elements that needed to be addressed in our companies in Japan: boss management style, workplace environment, awareness among individual employees, and work-life balance. From these, we derived three focus areas—corporate culture reform, support for individual growth, and work-style reform—that we have prioritized for our efforts.

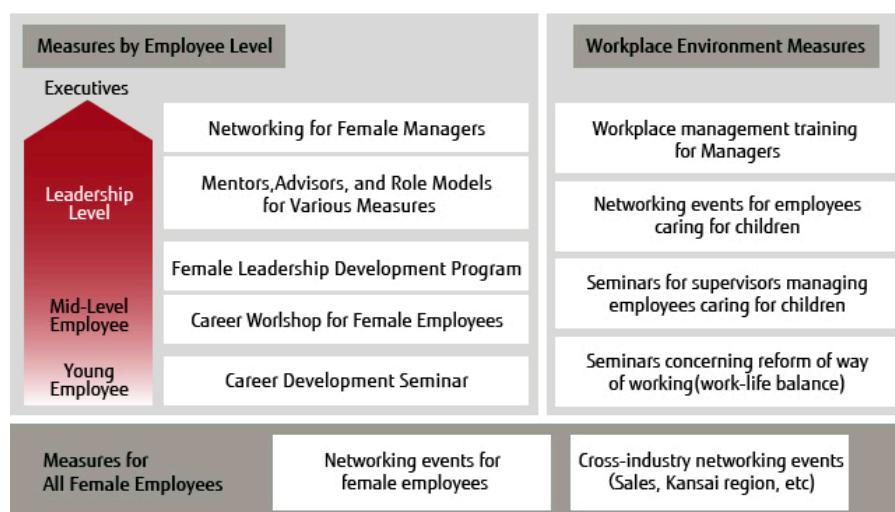
## Application of International Standards

In FY 2017, the Fujitsu Group issued a CEO Statement of Support for the Women's Empowerment Principles, which were created by the UN Global Compact and UN Women. In doing so, we pledged our support of the principles. In FY 2018, we also became the first Japanese company to pledge our support to the UN's LGBTI Standards of Conduct, and have been proactive overall in our adaptation to global trends in diversity.

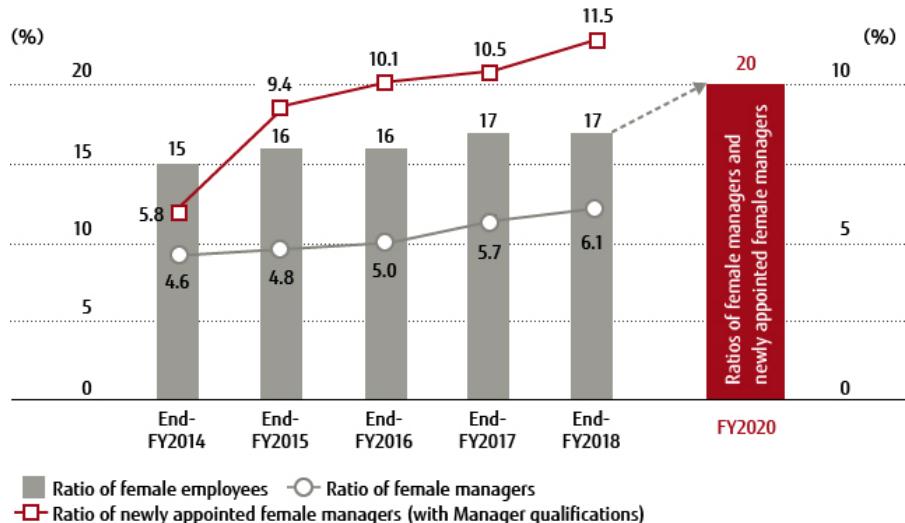
## Support of Female Employees

Our current priority at Fujitsu is to meet the numerical goals we have set to increase the number of female managers in our group companies (20% female employees and 20% newly appointed female managers by 2020), and are currently working to fulfill these goals. These efforts involve nominating female employees from the leader level as candidates for top management, and establishing/implementing individually-tailored training programs for these employees alongside their workplace, the management, HR, and the Diversity Promotion Office. In addition to these kinds of management-track leadership programs, we also conduct workshops and events that allow female employees to reflect and build on their careers in other tracks as well. These act as pipelines to drive female employees to further advancement, and allow us to support the careers of each and every employee.

### Female Employee Career Development Measures



### Active Participation of Female Employees – Targets and Progress



## Female Leadership Development Program

Since FY 2011, Fujitsu and its group companies in Japan have conducted a training program that aims to cultivate personnel for future leadership and managerial positions. This program is meant to support the long-term career development of female employees. Members chosen from each division gather for intensive courses and OJT, focused mainly on teamwork, over the course of approximately six months. Over this time, they develop management skills and learn to think in more career-oriented ways. At the end, each team makes their proposal to the management.

More than 60% of the employees that have gone through this program have been promoted, and it has had a definitive effect on the career development of female employees within the Group.



Presentation by program participants

## Career Workshop for Female Employees

In order to further encourage the career development of female employees, Fujitsu and its group companies in Japan provide female employees opportunities to engage in dialogue with multiple role models, Fujitsu managers, and more. This workshop is open mainly to young female employees that are on a leadership track. Our goal with the workshop is to help eliminate any internalized prejudice as to their manager-level career development, expand their career options, and acquire the broader perspective needed to perform in high-level positions.

## Career Development Seminar

Fujitsu and its group companies in Japan host seminars aimed toward a wide range of our female employees, in order to support their career development. Participants in the program attend lectures by in-house and external role models, engage in group discussion, and more in order to cultivate a more challenge-driven mindset, and a mid- to long-term perspective with regard to their career development and sustained growth in their respective companies.

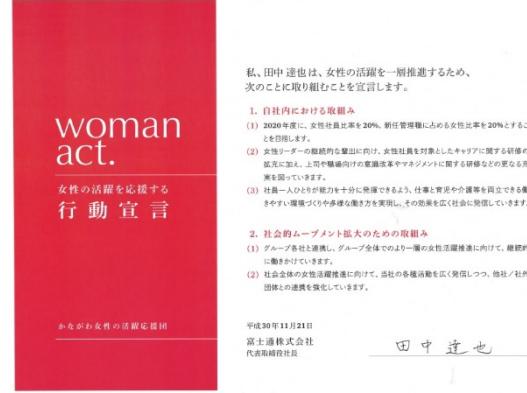
## International Women's Day Events

The Fujitsu Group engages in various efforts in honor of International Women's Day, on March 8. On the global scale, we published short interviews with female employees in countries all over the world, on our in-house portal website. In Japan, we engaged in various efforts under the theme, "For the Continued Success of Women," hosting lectures by successful in-house role models,

lectures by industrial physicians as to the medical perspective on health and beauty, as well as networking sessions for female employees.

## Support of the Kanagawa Women's Activity Support Group

The Kanagawa Women's Activity Support Group is made up of top male officials from well-known companies, administrative offices, universities, and other organizations that are headquartered (or have a major business office) in Kanagawa Prefecture, and that have been active in their support of women's career development. Supporting members share relevant initiatives in their own organizations through declarations of conduct, and in doing so, work to create and drive the women's career development movement in the area. In November 2015, Fujitsu became a supporting company of the group, and President Tanaka delivered a declaration of conduct aimed toward the expansion of the women's career development movement. The group now boasts 20 supporting organizations, and is working to vitalize relevant efforts in the area.



Declaration of Conduct

- Declaration of Conduct for Women's Activity Support  
[https://www.fujitsu.com/jp/documents/about/csr/diversity/Woman\\_act.pdf](https://www.fujitsu.com/jp/documents/about/csr/diversity/Woman_act.pdf)

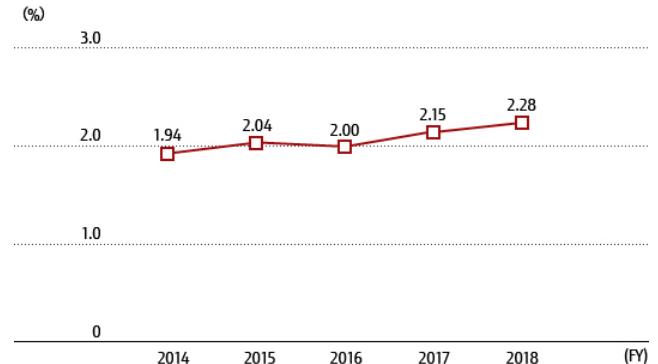
## Employment and Support of People with Impairment

At Fujitsu, we do not impose restrictions on the types of jobs available to people with impairment. As such, there are people with impairment who work in a wide range of jobs, from sales staff to SEs, R&D staff, administrative staff, and more.

During the hiring process, we distribute pamphlets aimed toward job seekers with impairment. This pamphlet includes employee interviews, as well as information as to our stance on the employment of people with impairment, and the wide range of jobs available to them. In explaining how we provide an affirming and individually-oriented workplace for all, regardless of impairment, we hope to relieve them of any anxiety they may have about their employment. We also conduct long-term follow-up on these employees, from training until they become settled in their jobs, to encourage them to stay with us for the long term. Examples of this include special training programs when they enter the company, and workplace-oriented consultations so that each employee is able to perform to the best of their abilities.

We also created a manual for workplaces that are to receive employees with impairment, called the Work Style Guideline. It lists the things that employees should consider when working with employees with impairment, according to each type of impairment.

Trend in Employment Rate of People with Disabilities (Fujitsu Limited)



## Impairment-Oriented Diversity Promotion Forum

Fujitsu hosts forums that aim to support people with impairment in the workplace. In FY 2018, the forum was held under the theme of developmental impairment for the very first time. It featured lectures from outside specialists and people with developmental impairment, as well as a workshop using a simulator.

## Efforts for the International Day of Persons with Disabilities

The Fujitsu Group aims to go beyond fulfilling legally-mandated quotas, to creating a corporate culture conducive to the individual

expression and growth of all employees, regardless of impairment, and have established policies in order to accomplish this goal. On December 3, the International Day of Persons with Disabilities, we send out an internal newsletter in purple, in support of the international Purple Light Up event. On the global scale, we shared a webinar introducing relevant efforts being made in various regions, and in Japan, we held a screening event under the theme of hearing impairment.

## Special Subsidiaries to Promote the Employment of People with Impairment

Fujitsu and its group companies in Japan have established special subsidiaries in order to provide people with impairment a wider range of workplaces. These subsidiaries work to cater to the unique needs of each and every individual, and create workplaces where they can thrive.

Year Established	# of People with Impairment	Main Work Tasks	Business Office(s)
Fujitsu FSAS Inc.	1955	33 Repair of ATMs, PCs, and printed circuit boards; various tasks for Fujitsu maintenance services	Beppu
Fujitsu Harmony Limited	2013	105 Recycling; office environment work; health maintenance work; creation of free gifts; operational support of meetings/events; order/sale of box lunches; support of health check-ups	Kawasaki, Numazu, Shinagawa, Shibaura Yokohama, Shin-Koyasu, Aomori, Sapporo, Nagano, Sendai, Niigata, Omiya, Okinawa
Fujitsu Social Science Laboratory Limited	2017	12 In-house delivery tasks; office support; maintenance/management of office environment; recycling-related tasks	Kawasaki

## Support of Global Personnel

Fujitsu works to create a corporate culture conducive to the individual growth and expression of all employees, regardless of nationality or ethnicity. We hire global personnel (international students, foreign university students, etc.) by participating in career events for international students both in and out of Japan, hosting our own seminars, accepting foreign university students as interns, and more. As a result, 391 employees with foreign nationality work at Fujitsu as of the end of March 2019.

In 2007, Fujitsu established the Integr8 project, which aims to support foreign employees and allow them to perform to the best of their abilities in the company. Through this project, we have worked to create a working environment that is more comfortable for our global personnel. As part of the project, we offer an intranet that provides explanations as to Japanese rules/regulations, HR procedures for business trips, visa acquisition procedures, information about food, clothing, and shelter, and more, to help these employees adapt more easily to the Fujitsu work environment and to their lives in Japan. There are also services that allow these employees to ask questions and receive consultation in English. The project has also been expanded to support the international integration of Fujitsu workplaces throughout the world. In order to accomplish this, we provide support for the establishment of global societies within the Fujitsu Group, host workshops to hear from our foreign employees and encourage them to share information, host networking events for new foreign employees and older foreign employees, and more.

## Support of a Healthy Work-Life Balance

Fujitsu is working to establish a system that allows employees to better balance their work and private life, including such events as pregnancy, child care, and long-term care.

Fujitsu has established an Action Plan (\*1) in accordance with the Law for Measures to Support the Development of the Next Generation, with regard to pregnancy and childbirth. We also provide babysitter subsidies, have in-house childcare facilities in our business offices, and offer a forum for employees returning from parental leave, to support their return to work and encourage them to create a network in their workplace. Since FY 2016, we have required that all applicable employees attend this seminar, and have worked to drive diversity management in general, for instance by increasing the frequency of seminars aimed toward the supervisors of employees with children, since FY 2017.

\*1 Action Plan

The first Action Plan was implemented in 2005. This current one is the 6th Action Plan (April 1, 2018 – March 31, 2021).

- 6th Action Plan (96KB) (Japanese content only)

<https://www.fujitsu.com/jp/documents/about/csr/employees/system/season-6-action-plan.pdf>

In November 2015, we received the Platinum Kurumin certification from the Minister of Health, Labour and Welfare. This certification is only given to companies that establish action plans based on the Law for Measures to Support the Development of the Next Generation, receive the Kurumin certification, then go above and beyond with advanced initiatives to achieve a healthy work-life balance for their employees.

Since FY 2017, we have also hosted the Balancing Work and Long-Term Care seminar for employees involved in long-term care. The seminar provides an opportunity to learn basic knowledge about long-term care in general, including support policies both inside and outside of the company, the mental/emotional attitude needed, and the preparation that goes into providing long-term care.



## Creating a More LGBT-Friendly Workplace

Fujitsu is working to drive deeper understanding of gender and sexual diversity in order to create a workplace where every employee can feel secure and comfortable and perform to the absolute best of their abilities. In 2016, we released a President's Message addressed to all employees of the Fujitsu Group, announcing our commitment to creating a more LGBT-friendly workplace and working towards diversity and inclusion within the group. In Japan, we have also worked to expand internal policies such as the provision of condolence money, vacation days, and leaves, to include same-sex partners as well.

Our efforts to raise Group-wide awareness include providing training on human rights, distributing leaflets, hosting lectures aimed toward managers, and sending messages through the intranet. In addition, we also host LGBT+Ally Meetings, where employees can engage in discussion with LGBT individuals, in order to expand the network of LGBT allies. In the past, we have hosted screening events under the theme of LGBT and LGBT allyship (2017: The Case Against 8 / 2018: Kalanchoe). In recent years, participants of these events have begun naturally to declare their LGBT allyship in the workplace, by putting stickers in rainbow colors (a symbol of respect for the LGBT community) on their office laptops, business card holders, and more.



Company volunteers participate in the parade

## External Awards / Certifications

---

For the list of the awards given for our activities, please visit the following URL.

- External Recognition and Awards  
<https://www.fujitsu.com/global/about/csr/evaluation/index.html>

## FY 2018 Performance

---

### Efforts Toward Corporate Culture Reform (Fujitsu)

- Held Companywide Diversity Promotion Forums: 300 participants
- Offered Unconscious Bias e-Learning class: 29,859 employees completed
- Held executive-oriented lecture (Japan): LGBT and Corporate Efforts (Lecturer: Masakazu Yanagisawa, good aging yell)

### Efforts Toward Female Employee Career Development (Fujitsu)

- Female employee rate: 17.1 / Female manager rate: 6.15% / Newly-appointed female manager rate: 11.5%
- Held Female Leadership Development Program: 78 participants
- Held Female Employee Career Workshop: 48 participants
- Held Career Development Seminar (2 times): 146 participants
- Held International Women's Day event (Japan): 60 participants

### Efforts Toward the Support and Employment of People with Impairment (Fujitsu)

- Rate of employment for people with impairment: 2.28% (June 2018)
- Held Diversity Promotion Forum for employees with impairment: 63 participants
- Held screening event for International Day of People with Disability, under the theme of hearing impairment (Japan)

### Efforts Toward the Support and Employment of Global Personnel (Fujitsu)

- Held Integr8 workshop / events: 2 times

### Efforts Toward the Support of a Healthy Work-Life Balance (Fujitsu)

- In-house childcare facilities: 2 facilities added in FY 2018 (3 total)
- Diversity Promotion Seminar for employees on parental leave: 2 times / 101 participants  
Health advice from public health nurses, speeches by female executives with child-rearing experience, lectures by external speakers, group discussions
- Diversity Management Seminar for supervisors of employees with children: 2 times / 108 participants  
Lectures about the characteristics of child-rearing female employees, lectures on management by external speakers, group discussions
- Number of Employees Utilizing Pregnancy and/or Childcare Policies, and Reinstatement/Retention Rates of Employees on Parental Leave

## Fujitsu Group Sustainability Data Book 2019

Number of Employees Utilizing Policies (FY 2018: Fujitsu) (Unit: # of employees)

	# of Users	Men	Women
Child Care Break	442	60	382
Family Care Break	17	12	5
Reduced Working Hours (Child Care)	841	19	822
Reduced Working Hours (Family Care)	9	3	6
Paternity Break	585	585	-

Reinstatement/Retention Rates After Parental/Long-Term Care Leave (FY 2018: Fujitsu)

	Reinstatement Rate	Retention Rate
Parental Leave	99.5%	97.8%
Family Care Leave	95%	71.4%



## Global Responsible Business

### - Wellbeing -

The Fujitsu Group aims to enrich and continuously improve our positive health culture where our employees can work to their full potential, both in mind and body. We value the importance of our people, and will strive to enable them to succeed in their own personal development and growth.

# Performance Evaluation and Compensation / Work Environment

## Goal

### Long-term Goal to be achieved by FY2030

The Fujitsu Group aims to enrich and continuously improve our positive health culture where our employees can work to their full potential, both in mind and body. We value the importance of our people, and will strive to enable them to succeed in their own personal development and growth.

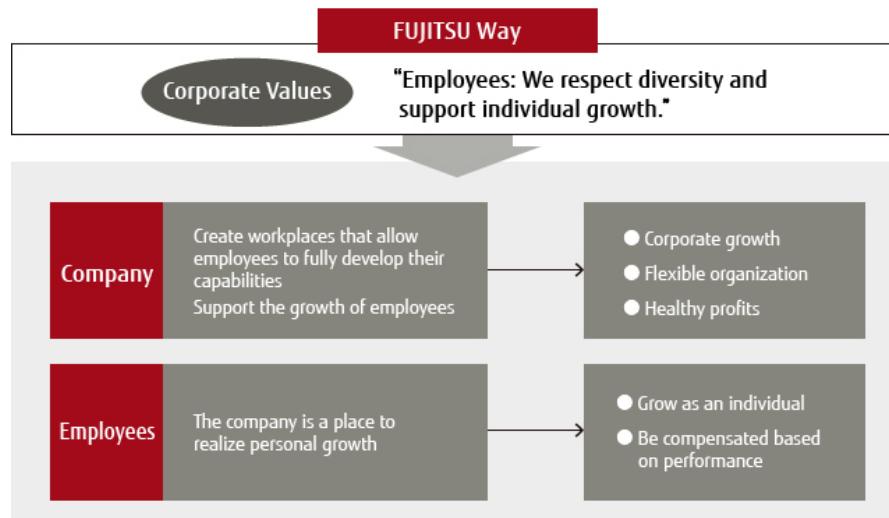
[↳ Performance Evaluation and Compensation](#)   [↳ Work Environment](#)   [↳ Employee Benefits Program](#)  
[↳ Measures to Enhance Communication](#)   [↳ Employee Engagement Survey](#)   [↳ FY2018 Performance](#)

## Performance Evaluation and Compensation

### Our Approach

The Fujitsu Way corporate philosophy emphasizes that employees are one of the key factors we value and states "We respect diversity and support individual growth". As a company, we will create workplaces that support the personal growth of employees, allowing them to fully develop their skills and capabilities and receive compensation according to their performance. Fujitsu manages its human resources based on this approach.

#### Our Approach to Performance Evaluation and Compensation



### Our Policy

Fujitsu emphasizes "qualitative" fairness in its human resources system, with decisions on employee compensation based on the "level of contribution to the Company" and the "level of results achieved".

For this reason, we disclose information related to human resources.

1. Show employees how they can be rewarded with higher compensation ⇒ Openly disclose rules of the human resources system
2. Show how the company evaluates staff ⇒ Provide individual evaluation feedback and compensate according to contribution
3. Show opportunities for challenge ⇒ Human resource development, internal postings, Free Agent program

In Japan, Fujitsu and the group companies have introduced a "human resources system based on functional division and competency grade". Under this system, which forms the basis for human resources compensation, we define "functional division" as the function the employee should be fulfilling and "competency grade" as the ability to achieve a specific performance that can be linked to a business outcome.

Under this human resources system, we clarify the competency grade requirements of employees in a job description for each functional division. Through periodical reviews of the competencies that each person demonstrates, we aim to support the growth of all employees over the medium and long terms.

## Responsibility

The Global Human Resources Unit operates this system, under the direction of the executive responsible for human resources.

## Detailed Activities

The Global Human Resources Unit operates this system, under the direction of the executive responsible for human resources.

We conduct evaluations of "initiatives aimed at medium-to-long-term growth" and "maximizing results in the current financial period". To reflect these in compensation, we use a two-pronged evaluation mechanism based on competency evaluations and performance evaluations. The results of the competency evaluations are reflected in salary increases and grade changes, and the results of performance evaluations are reflected in bonuses.

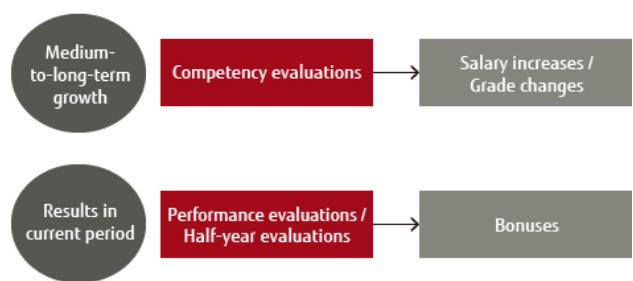
We conduct activity-based evaluations of the degree to which employees demonstrate "appropriate mindset", "business execution ability" and "specialist expertise", and then take into account the relative gap to upper-level grades before determining the overall evaluation.

By separating medium-to-long-term factors from the process, we are able to conduct more clear-cut evaluations based on the scale of half-year results.

In addition, we continue to support efforts aimed at the medium-to-long-term growth of each employee. With a focus on career goals, we also encourage interactive communication between employees and their managers that covers the areas of behavioural change and medium-to-long-term growth. Review meetings are conducted annually at the beginning of each year.

Furthermore, we have started formulating a globally unified role framework, as well as evaluation standards and evaluation cycles.

### Overview of Evaluation System and Objectives



## Work Environment

### Fujitsu Telework System

In April 2017, Fujitsu formally introduced a telework system that allows for flexible ways of working that are not tied to a specific location. This system is available to all 32,000 Fujitsu parent company employees in Japan and includes working from home or a satellite office as well as working during business trips.

The introduction of the system was preceded by a series of explanatory briefings.

#### Telework System

<b>Applicable workers/ workplaces</b>	Applies to entire organizations and targets employees looking to work autonomously or in a planned way.
<b>Frequency</b>	There is no limit on how many times this option can be used. However, full-day teleworking is limited to twice per week.
<b>Rules of use</b>	Strict adherence to prior notification of the immediate supervisor/manager. Reporting on a work plan with start/end times and targets achieved.
<b>Rules outside working hours</b>	Teleworking is generally not permitted on holidays or during the night. Full-day teleworking shall be no more than 8 hours.

#### Goals of the System

- To boost individual productivity and maximize the benefits of team work
- To build an environment that supports continued participation by a diverse range of staff
- To ensure business continuity and rapid responses to disasters

### Initiatives Aimed at Reducing Long Working Hours

The Fujitsu Group aims to improve the work-life balance and the productivity of every employee through a variety of initiatives aimed at reducing long working hours. As an example, at Fujitsu Headquarters, every Wednesday is designated as a day for leaving work on time. On these days, the company turns off the lights in the office at 6:00 p.m. to encourage employees to return home. We are also enhancing our systems that support diverse ways of working, allowing employees to make use of flexible working arrangements, such as flex time and exempt labor systems (\*1) . In addition to promoting varied ways of working, Fujitsu wants its staff to radically reconsider their approach to taking leave. To ensure that employees enjoy ample leisure time, we are encouraging them to take five continuous days of paid leave at any time during the year – not only in the key public holiday periods in Japan.

\*1 Exempt labor system: A system in which the employee mostly determines the number of hours for the work to be performed.

#### Examples of specific initiatives aimed at reducing long working hours:

- Adopting flex time, a exempt labor system for professional work, and a exempt labor system for management-related work
- Sending alert e-mails regarding overtime work
- Ensuring meetings are not scheduled outside of regular working hours
- Specifying the recommended days for taking annual leave
- Enforcing that staff leave work on time one day a week
- Encouraging staff to leave work one hour earlier every day
- Enforcing the concept of working hours management during management training
- Promoting a telework system aimed at diverse work practices
- Adjusting work patterns and leisure patterns according to fluctuations in workload

## Employee Benefits Program

---

The Fujitsu Group has programs in place that are suited to the lifestyles of employees and that enable them and their families to lead healthy, prosperous lives.

To respond to the advancing trends of globalization and diversity, and to the changing needs of employees, in October 2014 Fujitsu introduced the "F Life+" cafeteria plan (\*2) as a new employee benefits program.

Furthermore, in line with the belief that active work and personal growth for every employee leads to growth and development for the company, we have established various initiatives to support employees' own efforts to prepare for the future. These include savings/property accumulation programs, an employee shareholding association, group insurance benefits, housing support, medical support, health support, and childcare support.

\*2 Cafeteria plan:

A system under which employees select the employee benefits they want or need from a diverse menu prepared by the company, taking advantage of the chosen options by using "employee benefits points" awarded by the company.

## Measures to Enhance Communication

---

### Labor Relations

Based on labor-management agreements with the Fujitsu Labor Union, Fujitsu holds discussions about various employment conditions and explains management policies and business conditions, along with business reorganization and other matters, to its employees through regular and ad hoc meetings such as the Labor Council or Productivity Council. Furthermore, these agreements stipulate the collective bargaining rights of the union. Fujitsu adopts a union shop system, so all non-managerial employees are members of the Fujitsu Labor Union.

In Europe, the Fujitsu European Labor Relations Council Annual General Meeting has taken place every year since 2000, with the overall financial conditions of the Fujitsu Group and other issues shared with the employee representatives from Fujitsu Group companies.

Fujitsu has established a consultation service as a contact point for email and phone queries to the Human Resources and Administration Units. This is part of a structure that is designed to make it easy for employees to seek guidance on human resource and administrative programs.

## Employee Engagement Survey

---

In order to continue as "an organization wherein all employees are strongly motivated, have ample opportunities for advancement and work with pride and confidence" in accordance with the Fujitsu Way, the Fujitsu Group conducts employee satisfaction surveys that provide opportunities for serious consideration about ways in which the management in each organization can improve employees' motivation.

We have been gradually introducing this survey in Japan since FY2002, and outside Japan we began conducting an Employee Engagement Survey across all overseas Group companies in FY2011. We use this survey to compare regions within the Fujitsu Group and also to benchmark ourselves against our competitors in each country and region. Based on analysis of the results, we have identified issues specific to countries and regions, and to divisions and occupations, and we are now working toward management improvements and reform of our organizational culture.

## FY2018 Performance

### Initiatives Aimed at Reducing Long Working Hours

The discretionary working system applies to 17% of employees, and the flex time system applies to 64% of employees (in Fujitsu and group companies in Japan).

### Work-style Reforms

#### Held Telework Days and Telework Month (at Fujitsu)

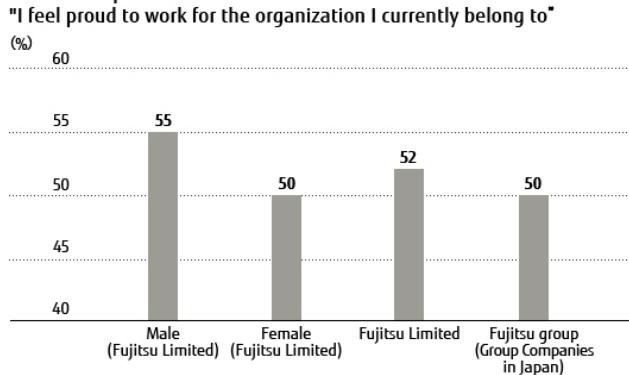
To encourage further uptake of the telework system by employees, we implemented an initiative where we asked all employees to participate in telework days (July 23-27). Around 40% of employees (15,000 people) teleworked on one or more days that week. In conjunction with these designated teleworking days, we also held online seminars on effective teleworking methods and workstyle reforms. During "Telework Month (November 1-30)" we again called for all employees to telework and we continue to proactively strive for diversified, flexible working practices.

### Unionization Rate

The Fujitsu Labor Union membership rate is 77.9% (Fujitsu).

### Employee Engagement Survey

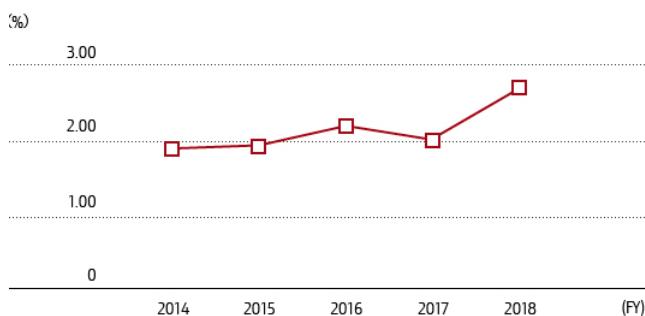
#### Positive Response Rate:



- Number of employees targeted in the survey (as of Oct. 2018):  
Total 126,000 employees.  
84,000 : Employees in Fujitsu Limited and 79 Group companies in Japan.  
42,000 : Overseas Employees.
- Survey response rate:  
81% globally (82% in Japan; 77% overseas)
- Positive response rate: 52% (Fujitsu Limited)

### Trend in Turnover Rate

#### Turnover Rate (Fujitsu)



# Health Management

## Goal

### Long-term Goal to be achieved by FY2030

The Fujitsu Group aims to enrich and continuously improve our positive health culture where our employees can work to their full potential, both in mind and body. We value the importance of our people, and will strive to enable them to succeed in their own personal development and growth.

↳ [Our Health Management Policy](#)   ↳ [Health Management Promotion Structure and Regular Checkups](#)   ↳ [Major Initiatives](#)  
↳ [Assessments from Outside the Company](#)   ↳ [FY2018 Performance](#)

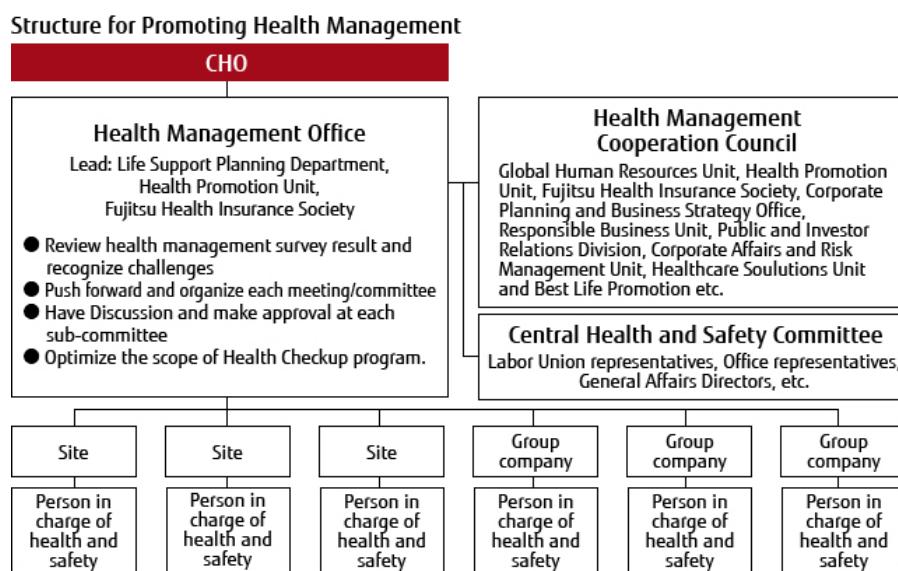
## Our Health Management Policy

In order to make the corporate philosophy of the Fujitsu Way a reality, and to tackle health management while simultaneously addressing work-style reform and diversity management, the Fujitsu Group has developed the Fujitsu Group Health Statement to make it clear that we will situate the health of our employees as the cornerstone of our operations. Furthermore, taking our internal company accomplishments up to this point into account, we are strategically implementing health maintenance and improvement for our employees and their families.

□ [Fujitsu Group Health Statement and Key Measures](#)

## Health Management Promotion Structure and Regular Checkups

The structure for promoting health management is led by the Chief Health Officer, in coordination with the Human Resources Unit, the Health Promotion Dept., and the Fujitsu Health Insurance Society. Together, the team works to enforce, enhance and expand health promotion measures at offices and Group companies. The team regularly holds meetings with related divisions within the Group, including those related to health care, and implements company-wide data-based initiatives that follow the PDCA cycle.



## Major Initiatives

### Health Checkups

Fujitsu and domestic Group companies conduct regular health checkups which include stomach examinations, fecal occult blood tests and other examinations for each age group, in accordance with legally mandated health examination items. Through feedback from occupational physicians and occupational welfare staff about the results, we strive to have employees understand the test results correctly and improve their health awareness, while also consistently encouraging them to undergo specialized tests and outpatient consultations at medical institutions. Furthermore, as a preventative measure against major illnesses, after employee checkups, we coordinate with health insurance societies to monitor the medical prescriptions of employees who have been diagnosed as requiring medical treatment due to their test results. We contribute to appropriate medical treatment by once again encouraging employees who have not undergone treatment to go for outpatient consultations.

Furthermore, through coordination with the Fujitsu Health Insurance Society, we help to detect cancer in its early stages by offering free gynecological examinations and subsidies to offset the costs of brain and lung checkups.



A system that allows employees to view health checkup results on their PC or smartphone

### Health Education

Fujitsu and domestic Group companies conduct health education to boost employees' awareness of their health, which is tailored to the workplace environment of each business office. Please consult the "FY 2018 Accomplishments" column for information about health education achievements in FY 2018.

### Mental Health Care

Fujitsu has established in-house mental health support facilities, and full-time psychiatrists and counselors support employees and workplaces by providing consultations, counseling, employment assistance for mental health patients, relapse prevention measures and all sorts of mental health education.

We support employee self-care by providing stress diagnostic tools, while integrating analyses of group results with ES surveys and other internal company surveys and providing feedback to management. By offering stress management education and holding workshops to build healthy and enthusiastic workplaces, Fujitsu reduces employee stress and provides support to energize the places where they work.



A stress diagnostic tool and individual results

## Health Promotion Events

Fujitsu and domestic Group companies conduct walking events, strength measurement tests, lunch seminars, "stop smoking" events, and other activities to promote exercise, nutrition education and abstaining from tobacco use. We are also moving forward with looking into activities like providing healthy menu offerings at employee cafeterias and taking steps to prevent secondhand smoke, in coordination with other divisions. In addition, we are leveraging various opportunities to tackle primary prevention through measures to promote physical and mental health, such as running female employee-targeted health seminars and distributing email newsletters.

### "Let's Walk Together," A Walking Event for All Companies

In this event, held twice a year in the spring and fall, participants use smartphone apps and other tools to compete based on their average number of steps. Participants can join as individuals or as teams to compete, and the top walkers in each division receive awards.

### "Let's Stop Smoking Together" Challenge

In this event, two to five people form a team with one smoker, who attempts to quit smoking with the support of the team. Teams who successfully get their smoking member to quit are awarded incentives from the company.

## Support for Balancing Work with Medical Treatment

Fujitsu and domestic Group companies provide support for early detection and treatment of diseases, beginning with disease prevention through various kinds of stratified health education, in addition to measures such as offering brain and lung checkups during health checkups. We also provide health support that is specially adapted to the disease of each individual, from care while they are absent up until they return to work, so that they can receive the appropriate medical treatment and work with enthusiasm during treatment.

## Infectious Disease Countermeasures

Fujitsu and domestic Group companies work proactively to keep employees safe from various infectious diseases by establishing health consultation services and dispensing information, among other initiatives. As preventative measures against infectious diseases, we give seasonal influenza vaccinations at companies, in addition to giving vaccinations to employees stationed overseas which are recommended in each place they will be staying (at company expense). With regard to the issue of rubella, which has been growing in recent years, we are cooperating with local governments to conduct education and public awareness campaigns.

## Assessments from Outside the Company

### Certified as One of the White 500 Health and Productivity Enterprises

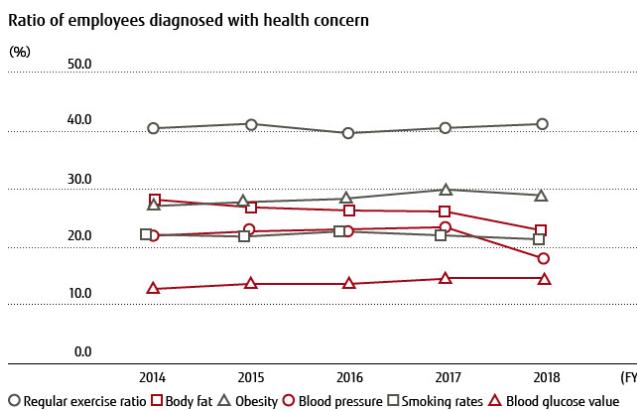
The Health and Productivity Enterprises (White 500) certification system recognizes companies that work to strategically improve employee health management from the perspective of management. Fujitsu, which has been lauded for its systematic approach to health maintenance and improvement, was certified in FY 2019 for the third year in a row. Furthermore, in 2019, 10 domestic Group companies in the large-scale enterprise category and four companies in the small to medium-scale enterprise category were certified.

- Large-scale enterprise category: Fujitsu FIP, Fujitsu FSAS, Fujitsu Kyushu Systems, Shimane Fujitsu, Shinko Electric Industries, Fujitsu General, Fujitsu Software Technologies, Fujitsu Social Science Laboratory, Fujitsu Marketing, PFU
- Small to medium-scale enterprise category: Best Life Promotion, Fujitsu Aprico, Mobile Techno, G-Search



## FY2018 Performance

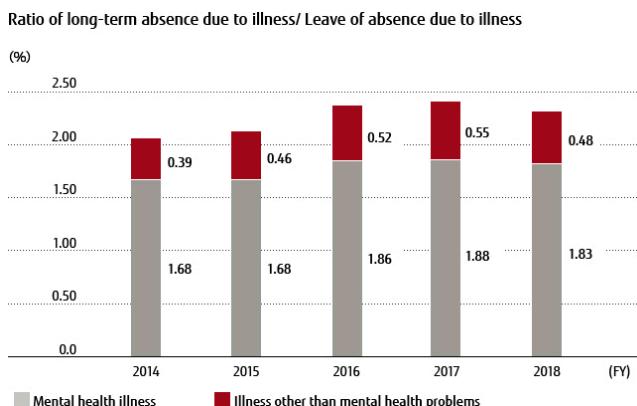
### Percentage of Employees with Health Concerns



**Target:** Full-time employees of Fujitsu Ltd. at the end of the fiscal year  
**Respondents who exercise regularly:** Percentage of those who said they exercise regularly when they underwent health checkups

- Body fat: Neutral fats of 150mg/dl or higher and HDL cholesterol below 40
- Obesity: BMI of 25 or higher
- Blood pressure: Systolic blood pressure of 130mmHg or higher and diastolic blood pressure of 85mmHg or higher
- Percentage of smokers: Those who said that they smoke when they underwent health checkups
- Blood sugar level: People with a blood sugar level over 110mg/dl or an Hba1c level over 6.0% who are receiving treatment for that particular item

### Percentage of Employees Who Took a Long-Term Leave of Absence or Medical Leave



**Target:** Full-time employees of Fujitsu Ltd. at the end of the fiscal year

**Percentage of people who had taken a leave of absence or taken medical leave for a continuous period in excess of one month by the end of the fiscal year**

### Health Promotion Accomplishments

- "Let's Walk Together," A Walking Event for All Companies: Roughly 1,500 teams and 15,000 participants (Fujitsu and domestic Group companies)
- "Let's Stop Smoking Together" Challenge: Roughly 1,490 participants (Fujitsu and domestic Group companies)

### Education and Training Accomplishments

- Mental health education targeted at employees receiving promotions: 1,300 learners a year (Fujitsu)
- Online mental health seminars: Roughly 3,000 learners a year (Fujitsu and domestic Group companies)
- Workplace management training targeted at managers: Roughly 1,800 participants, once every three years) (Fujitsu)

### Percentage of Employees Who Underwent Health Checkups

- Percentage of employees who underwent health checkups in 2018: 99.9% (Fujitsu)

# Human Resource Development and Career Design

## Goal

### Long-term Goal to be achieved by FY2030

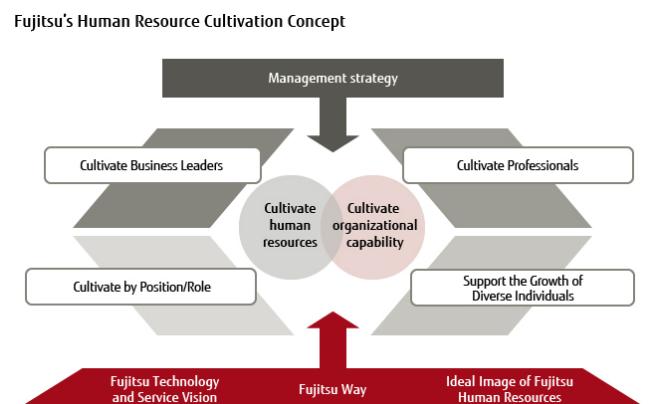
The Fujitsu Group aims to enrich and continuously improve our positive health culture where our employees can work to their full potential, both in mind and body. We value the importance of our people, and will strive to enable them to succeed in their own personal development and growth.

- ↳ [Policy](#) ↳ [Promotion Framework and Periodic Review](#) ↳ [Human Resource Educational System](#)
- ↳ [Cultivate Business Leaders](#) ↳ [Efforts to Develop Human Resources in Accordance with the Management Strategy](#)
- ↳ [Professional Certification System](#) ↳ [Support the Growth of Diverse Individuals](#) ↳ [FY2018 Performance](#)

## Policy

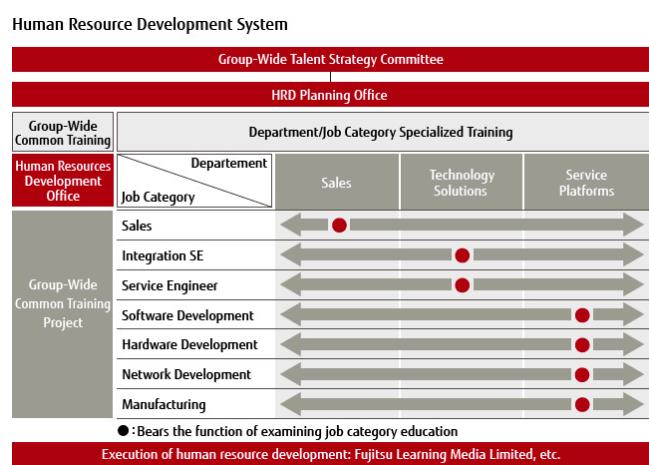
Fujitsu emphasizes the following four themes in the development of human resources. While collaborating with each business group and the Human Resources unit, the Human Resources Development Unit works to strengthen our Group from both perspectives of cultivating human resources and strengthening organizational capability.

- Cultivate Business Leaders: Cultivation of core human resources and global human resources from a long-term perspective
- Cultivate by Position/Role: From new employees to executives, enable each person to acquire the knowledge and skills required for their position and role
- Cultivate Professionals: Cultivate professionals in each specialized field and enable them to acquire knowledge of advanced technology and the latest skills
- Support the Growth of Diverse Individuals: Support the performance of diverse individuals through measures such as promoting diversity and inclusion, supporting career development, and providing education on human right



## Promotion Framework and Periodic Review

Fujitsu has established a Group-Wide Talent Strategy Committee comprised mainly of executives at the management level and above. The committee meets twice a year to discuss the Fujitsu vision and human resources strategy for achieving our business strategy. Under the policies of this Group-Wide Talent Strategy Committee, the Human Resources Development Planning Office reviews priority measures and frameworks for implementing measures, and designs education initiatives shared by the entire company. Furthermore, each unit has a Human Resources Development Division which oversees education for the unit, position-specific training, and specialized training. The division conducts human resource training across the entire division for each position, including



for domestic group companies.

Education is mainly conducted by the group company Fujitsu Learning Media Limited, which specializes in education.

## Human Resource Educational System

For all employees at Fujitsu and domestic Group companies, we provide shared education and specialized education. The latter improves the specialization of various departments and job types. We also provide various forms of self-development support to assist employees engaged in personal study.

Our rank-specific training programs are positioned as an important part of shared education. In addition to inputting necessary items across all ranks, the training includes shared items which require improvement across all ranks; for example, leadership, financial accounting, and facilitation.

Units implementing human resources development constantly work to improve training for individuals by utilizing various information such as training questionnaires and the latest educational methods.

Human Resource Development Structure

		Common Training				Specialized Training	Self-development Support	
		Business Leadership	Rank-Specific	Business Education	Career			
Officers/Executives	GKI/E (Global Knowledge Institute -E course)		New Officer Training					
	GOLD (Global Organization Leadership Development Program)	GKI/A (Global Knowledge Institute -A course)	New Unit Heads Training					
Ordinary Employees	Business Fundamentals		New Vice President Training					
	GKI/D (Global Knowledge Institute -D course)	GLIK (Global Leaders for Innovation and Knowledge)	New Director Training	Workplace Management Training				
	Leadership Essentials		New Manager Training					
	GEP (Global Exchange Program)	Innovation Academy	Evaluator Training					
	Female Leadership Development Program		Manager Pre-Promotion Training					
	GCDP (Global Competency Development Program)		SP Promoted Person Training					
			G4 Promoted Person Training					
			G3 Promoted Person Training					
			2nd Year Training					
			New Employee Training					
		Management Programs	Training for Expatriates		Fundamental Business Knowledge	Career and Life(C&L) Design Seminar	Sales	Self-development Seminar etc.
			Career Design Workshop					
		Fundamental Business Knowledge	Technology Solution		Service Platforms	Laboratories	Professional Certification	Language Education
			Career Design Workshop					

## Cultivate Business Leaders

With the aim of long-term cultivation, Fujitsu selects personnel with high potential from among young to mid-range employees, and then provides opportunities for growth through action learning based on actual work. Additionally, to expand its business in the field of innovation, Fujitsu is strengthening its organizational framework and human resource to better collaborate with diverse people, to generate business opportunities. At the core of cultivating global business leaders is the Global Knowledge Institute (GKI), which started in 2000. As of FY 2018, a total of over 1,200 GKI graduates are performing in Japan and overseas. Fujitsu revises the



GKI-A President Sessions

curriculum of the GKI as occasion demands, to keep up with changes in business and managerial environment.

## Efforts to Develop Human Resources in Accordance with the Management Strategy

---

Fujitsu and domestic Group companies are carrying out human resources development at each department with an emphasis on specialization closer to their respective fields.

For details on human resources development at each department, please refer to the following URL.

- Efforts to Develop Human Resources in Accordance with the Management Strategy  
<https://www.fujitsu.com/global/documents/about/csr/employees/education/jinkai.pdf>

## Professional Certification System

---

Fujitsu and domestic Group companies have established a professional certification system for cultivating professionals in various specialized fields. Every year, new certifications are issued through a screening process consisting of essays and interview. For employees who are already certified, we hold periodic screenings for certificate renewals to assist with continued skill retention. Furthermore, certified employees engage in community activities in various categories to further enhance their own skills, distribute information, and mentor their successors.

Professional Certification Categories (FY 2018, including 38 domestic group companies)

- Sales:  
Strategy, Account Management, Solutions
- System Engineers:  
Consulting, Project Management, Business Architecture, IT Architecture, Service Management, Quality Management, Product Architecture, IP Management
- Engineers:  
Product Planning, Architecture Development, Software Development, Hardware and Firmware Development, Quality Assurance Skills, Manufacturing and Production Skills

## Support the Growth of Diverse Individuals

---

Fujitsu works to energize its organizations and human resources by building a rewarding workplace culture that values career development and by providing various forms of support that encourage each employee to pursue self-initiated career formation. To facilitate these efforts, we have created specialized organizations for career design support. Specifically, we implement measures such as career seminars, career counseling, the Internal Posting Program, the Internal Recruiting Program, the Free Agent (FA) Program, and support activities for senior employees. These activities are in compliance with the revisions to the Human Resources Development Promotion Act in effect since April 2016. For details, please refer to the following URL.

- Career Design Support  
<https://www.fujitsu.com/global/documents/about/csr/employees/education/career.pdf>

## FY2018 Performance

---

- Professional Certification Categories (FY 2018, including 38 domestic group companies)
  - Sales: 578 certified employees
  - System Engineers: 2,720 certified employees
  - Engineers: 571 certified employees
- Career Design
  - Career seminars: 1,645 employees
  - Internal Posting Program: 86 employees
- Average Annual Hours Spent Studying and Annual Cost of Education Per Employee  
(FY 2017; tabulated in October every year)

	Managers	Regular Employees	Total Average
Average Annual Hours Spent Studying	34.8 hours	49.4 hours	45.3 hours
Annual Cost of Education	61,100 yen	91,300 yen	82,300 yen



## Global Responsible Business

### - Environment -

In line with the "FUJITSU Climate and Energy Vision", a Medium- to Long-Term Environmental Vision for 2050 which clarifies the role to be played in tackling global climate change as well as the future vision to be realized, we will work on to achieve zero emissions of the CO<sub>2</sub> from our own operation by 2050, and contribute to climate change adaptation as well as a de-carbonized society through technology supporting digital transformation.

## Environmental Management

# Environmental Policy at the Fujitsu Group

The Fujitsu Group is aware of its responsibilities as a global ICT company and seeks to reduce environmental burden, while working toward a sustainable and prosperous society together with its customers and society.

## Environmental Policy

---

Since its founding in 1935, the Fujitsu Group has made environmental preservation one of the most important elements in its management, based on its philosophy of "manufacturing in harmony with nature." We have formulated the Fujitsu Group Environmental Policy to promote environmental management reflecting the distinct character of our businesses.

In 1992, when Agenda 21\*1 was adopted at the Rio de Janeiro Global Summit, we established Fujitsu's Commitment to the Environment. This was created in the mold of the Global Environment Charter, announced by the Japanese Federation of Economic Organizations in the previous year. In October 2002, when the Johannesburg Summit was held, and summit participants were debating how to execute Agenda 21 in a more effective way, we revised this Commitment to create a Fujitsu Group Environmental Policy. Our objective in this revision was to implement environmental management in a way that reflects the distinct character of the Fujitsu Group's business, responding to more and more diverse problems where environmental management is increasingly vital.

\*1 Agenda 21:

A concrete plan of action for sustainable development, to be carried out by various countries and international organizations. It involves programs to deal with environmental issues, including social and economic problems such as population, poverty and human settlement issues, as well as soil, forests, the atmosphere, desertification, agriculture, biodiversity, water, hazardous wastes and chemical materials.

### Philosophy

The Fujitsu Group recognizes that global environmental protection is a vital business issue. By utilizing our technological expertise and creative talents in the ICT industry, we seek to contribute to the promotion of sustainable development. In addition, while observing all environmental regulations in our business operations, we are actively pursuing environmental protection activities on our own initiative. Through our individual and collective actions, we will continuously strive to safeguard a rich natural environment for future generations.

### Principles

- We help customers and society reduce the environmental impact of their business activities and improve environmental efficiency with comprehensive services that include advanced technologies, ICT products and solutions.
- We proactively promote environmentally conscious business activities to help the environment and economy coexist harmoniously.
- We strive to reduce the environmental impact of our ICT products and solutions throughout their entire lifecycle.
- We are committed to conserving energy and natural resources, and practice the 3Rs approach (reduce, reuse and recycle) to create best-of-breed eco-friendly products and solutions.
- We seek to reduce risks to human health and the environment from the use of chemical substances and waste.
- We disclose environment-related information on our business activities, ICT products and solutions, and utilize the resulting feedbacks to critique ourselves in order to further improve our environmental programs.
- We encourage our employees to work on global environmental conservation such as tackling climate change and preservation of biodiversity through their business and civic activities to be role models in society.

Revised in April 2011

President

Fujitsu Limited

The lifecycle includes "Procurement", "Distribution and Logistics", "Development and Manufacturing", "Usage", "Recycle and Management of Waste", etc. The stakeholders through the lifecycle represent "Suppliers", "Contractors", "Clients", "Business Partners" and so on.

## Medium- to Long-term Environmental Vision "FUJITSU Climate and Energy Vision"

---

The Fujitsu Group has established the "FUJITSU Climate and Energy Vision," a medium- to long-term environmental vision through 2050, with the goal of bringing the Fujitsu Group's CO<sub>2</sub> emissions to zero, and achieving a decarbonized society, as well as contributing to the response to climate change, through technology supporting digital transformation.

- The Fujitsu Group Medium/Long-term Environmental Vision "FUJITSU Climate and Energy Vision"  
<https://www.fujitsu.com/global/microsite/fujitsu-climate-and-energy-vision/>

## Approval by Science Based Targets (SBT) Initiative

---

In August 2017, the reduction targets of greenhouse gas (GHG) emissions from its business facilities and a part of value chain, set by Fujitsu Group, was approved by Science Based Targets (SBT) initiative as being at science based level. The SBT initiative was established in 2015 jointly by a number of organizations, including the World Resources Institute (WRI) and UN Global Compact. It encourages companies to set goals for reducing GHG emission based on scientific evidence, in order to limit the global temperature increase to less than 2°C over pre-industrial revolution temperatures.



### Targets

- To reduce GHG emissions from our business facilities by 33% by FY 2030 and 80% by FY 2050 in comparison to FY 2013.
- To reduce GHG emissions from our business value chain (purchased goods and services, and the use of sold products) by 30% by FY 2030 in comparison to FY 2013.

## Joining RE100 as Japan's First Gold Member

---

In July 2018, Fujitsu joined RE100, which strives to significantly expand the adoption of renewable energy at a global scale, as Japan's first Gold Member. RE100 is an international initiative led by The Climate Group in partnership with CDP and consists of companies committed to source 100% of the electricity they use from renewable sources.

The Fujitsu Group will consider the appropriate steps for each region and expand its procurement of electricity from renewable sources at locations in Japan and around the world, starting with data centers outside Japan. The Group will concurrently continue its work on R&D and technology trials for energy management and storage, and contribute to the spread of renewable energy in society as a whole.



### Renewable Energy Electricity Usage Goals at Fujitsu Group Locations

- Goal : 100% by 2050
- Intermediate Goal : 40% by 2030

## Support for the TCFD Recommendations

The Task Force on Climate-related Financial Disclosures (TCFD) was established by the Financial Stability Board at the request of G20 with the objective to reduce the risk of instability in the financial market due to climate change. The task force announced its recommendations in June 2017 asking companies and organizations to gain understanding of and disclose the risks and opportunities arising from climate change. The Fujitsu Group announced its support for the TCFD recommendations in April 2019 and strives to disclose information in line with the recommendations, including responding to CDP.

Item	Response Status	Reference
Governance	<p>Under our system for promoting environmental management, we have established the Environmental &amp; CSR Management Committee chaired by the President. This committee deliberates on medium- and long-term issues, makes policies, shares the risks and opportunities arising from climate change, determines measures to tackle them and manages the progress of these activities. It also reports the results of these activities to the Board of Directors at the meetings of the Management Council. In addition, we analyze and respond to risks faced throughout the Group, including those from climate change, under the supervision of the Board as part of our Group-wide risk management system.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Environmental Management System</a></li> </ul>
Strategy	<p>Based on the analyses of risks and opportunities arising from climate change in the medium to long term (2030-2050), we have formulated the FUJITSU Climate and Energy Vision, a medium- to long-term environmental vision through 2050.</p> <p>As the world strives for decarbonization, we recognize that any delay in action can lead to risks. Therefore, this vision aims to promote zero CO2 emissions from our company using ICT and contribute technology services that support digital innovation to build a decarbonized society and cope with climate change, including turning know-how gained into services.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Medium- to long-term environmental vision</a></li> </ul>
Risk Management	<p>The Fujitsu Group manages risks through committees and management systems. Our risk management system starts with identifying and evaluating risks. We then rank the risks by the frequency of their occurrence and impact level, and the relevant committees determine measures to avoid, mitigate, transfer or accept them as well as check the progress of such measures. Major risks are periodically reported to the Board of Directors.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Response to risks from climate change</a></li> <li>• <a href="#">Environmental Management System</a></li> <li>• <a href="#">Risk Management</a></li> </ul>
Indicators & Targets	<p>We have formulated the medium- to long-term vision to tackle climate change in the medium to long term, and the Environmental Action Plan for short-term targets. We manage the progress of our strategy by monitoring the indicators set in the vision and action plan.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Medium- to long-term environmental vision</a></li> <li>• <a href="#">Environmental Action Plan (Stage VIII)</a></li> <li>• <a href="#">Environmental Action Plan (Stage IX)</a></li> </ul>

## First ICT Services Company to Garner "Eco-First" Credentials

---

In September 2010, Fujitsu became the first ICT services company to be certified under Japan's Ministry of the Environment's "Eco-First Program." Under the program, industry-leading companies pledge to fulfill their environmental commitments to the Minister of the Environment in areas such as countering climate change and conserving biodiversity as a way to further promote their environmental protection initiatives.



## Environmental Management

# The Fujitsu Group Medium/Long-term Environmental Vision “FUJITSU Climate and Energy Vision”

The Fujitsu Group has established the “FUJITSU Climate and Energy Vision,” a medium- to long-term environmental vision with the goal of bringing the Fujitsu Group’s CO<sub>2</sub> emissions to zero by 2050, as well as contributing to the achievement of a decarbonized society and the adaptation to climate change, through provision of technologies and services supporting digital transformation.

## Concept

As an international framework of measures against global warming starting in 2020, the Paris Agreement, which sets a goal of limiting the rise in global average temperature to less than 2°C above the average temperature prior to the industrial revolution, came into effect in November 2016. In order to achieve this, the goal to “achieve a balance between emissions and removals of greenhouse gases (GHG) in the second half of this century” has been set, and a shift to a decarbonized society will be necessary beginning in 2050.

Various changes are taking place in the global market as well, and it is expected that regulations on CO<sub>2</sub> emissions will be tightened, carbon taxes and other carbon pricing will be applied to more countries, and carbon tax will rise sharply. In addition, investment taking into account Environmental, Social and Governance (ESG) factors is expanding, which is also exerting a significant influence on market rules.

This vision has three pillars, namely, “Our Business: Achieve Zero CO<sub>2</sub> Emissions”, “Mitigation: Contribute to a Decarbonized Society” and “Adaptation: Contribute to Measures in Society to Adapt to Climate Change”. The Fujitsu Group aims to use ICT effectively to accelerate its own efforts to shift away from carbon, and by providing the knowledge gained from such efforts to customers and society as solutions, leverage its own business activities as a way to mitigate and adapt to climate change.

The Fujitsu Group Medium/Long-term Environmental Vision

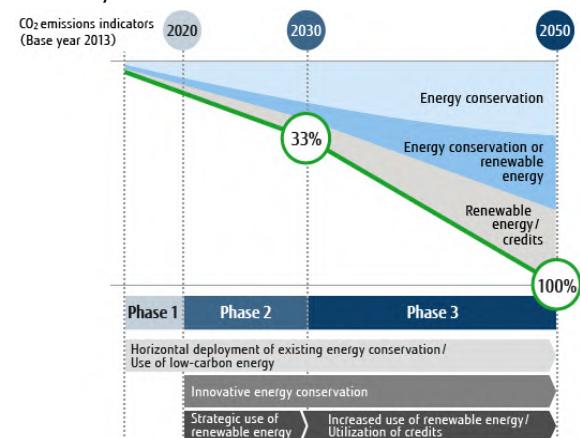


Note) Paris Agreement: New framework adopted by the 21st Session of the Conference of the Parties to the UN Framework Convention on Climate Change for measures to combat climate change starting in 2020.

## Vision1 Achieving Zero CO<sub>2</sub> Emissions in the Fujitsu Group

The Fujitsu Group established the challenging scenario of reducing its CO<sub>2</sub> emissions gradually to zero in three phases by 2050, with its intention to take the initiatives as a global ICT company to strive to create a decarbonized society. This scenario has been established with scenarios recommended by the Science Based Targets (SBT) initiatives. It is also consistent with the 2°C goal\*1.

The Roadmap to reduce the Fujitsu Group's CO<sub>2</sub> Emissions to Zero by 2050



## Phase I

In Phase I (until 2020), from the perspective of usability and economic efficiency of the technology, in Japan, we will horizontally deploy energy conservation technologies that already exist, verify new energy conservation technologies that use AI, etc., and move forward with the use of low-carbon energy. Overseas, we will proactively implement renewable energy, focusing on the EU.

## Phase II

In Phase II (until 2030), the Fujitsu Group will work to establish and spread a transition to AI and ZEB\*2, etc. to accelerate the reduction of emissions. Further, we will expand strategic implementation of renewable energy, which is expected to be easier to use in Japan as well, with consideration given to local characteristic and economic efficiency.

## Phase III

In Phase III (2030 and after), we will accelerate implementation of increasingly easy-to-use renewable energy, while supplementing with offsets from carbon credits, with an eye towards deploying and deepening innovative energy conservation technologies and shifting away from carbon.

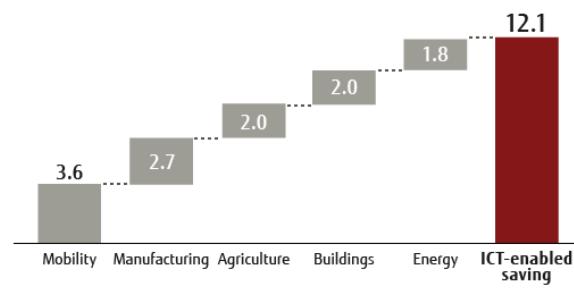
The Fujitsu Group intends to increase the use of renewable energy in the electricity consumed at Fujitsu Group locations to at least 40% by 2030 and to 100% by 2050 with the membership gained in July 2018 to RE100. RE100 is a collaborative initiative led by The Climate Group in partnership with CDP, for companies committed to source 100% of the electricity they use from renewable sources.

\*1 The GHG reduction target, with the Group's carbon credits subtracted, was approved by the SBT initiative.

\*2 ZEB: Zero Energy Building. A building with significantly reduced yearly energy consumption achieved through conservation of energy in its structure and facilities, and thorough creation of energy by using solar power generation, etc.

## Vision2 and 3 “Contributing to a Decarbonized Society” and “Contributing to Measures in Society to Adapt to Climate Change”

The Fujitsu Group believes that ICT has the potential to contribute to the mitigation of and adaptation to climate change. To that end, we have established "Mitigation: Contribute to a Decarbonized Society" and "Adaptation: Contribute to Measures in Society to Adapt to Climate Change" as pillars of Fujitsu's medium/long-term environmental vision, and are utilizing advanced ICT to create social innovation that contributes to resolving global environmental issues.

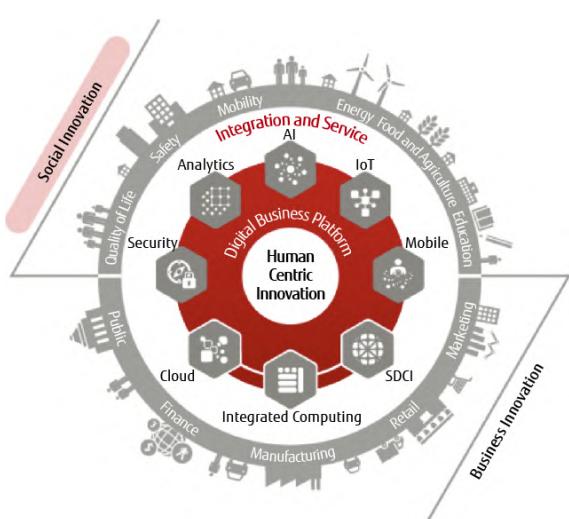


### Vision2 Contributing to a Decarbonized Society

The Fujitsu Group contributes to the decarbonization of society by creating ecosystems with customers in a variety of industries and business types. The key point of mitigation measures is the utilization of AI and other advanced digital technologies to maximize energy efficiency. We will achieve optimal usage of energy for the overall societal system by incorporating those technologies into a mechanism that crosses the boundaries between businesses, industries, and regions.

### Vision3 Contributing to Measures in Society to Adapt to Climate Change

The key point of measures to adapt to the impact of climate change is advanced measuring technology using AI, big data, and simulations through sensing technology and high-performance computing (HPC), etc. Fujitsu will utilize these to create solutions to enable creation of a resilient societal infrastructure and stable supply of agricultural products, as well as solutions to minimize food product loss, thereby contributing to the minimization of damage to our customers and society caused by climate change.



#### Environmental Management

## Fujitsu Group Environmental Action Plan

The Fujitsu Group views contribution to global sustainability as one of the responsibilities that a company must fulfill. With this in mind, we have been formulating environmental action plans once in every three years since 1993 and have expanded activities aimed at continuously reducing environmental impacts. In FY 2016-2018, we implemented and achieved the targets set in the Fujitsu Group Environmental Action Plan (Stage VIII) and strengthened the base for steadily accomplishing our targets for reducing GHG in line with global initiatives, such as SBT and RE100, to create a decarbonized society. We are now implementing the newly formulated Fujitsu Environmental Action Plan (Stage IX) since April 2019.

## Fujitsu Group Environmental Action Plan (Stage IX) (FY 2019-2020)

Sustainable Development Goals (SDGs) and Paris Agreement were established as globally common goals to solve various environmental and social issues, including climate change and resource circulation. To achieve these, businesses are expected to collaborate with various stakeholders and take proactive actions to solve these issues. The Fujitsu Group announced its medium-to long-term environmental vision, FUJITSU Climate and Energy Vision, to eliminate all its CO<sub>2</sub> emission and contribute to mitigation and adaptation to climate change. By steadily advancing toward these goals through its Environmental Action Plan Stage IX and simultaneously expanding collaboration with stakeholders, the Fujitsu Group aims to reduce environmental burden in its supply chain and contribute to sustainable growth of society and customers.

### Climate Change

Targets (till the end of FY 2020)
1. Reduce greenhouse gas (GHG) emission from business sites by more than 14% (compared to FY2013). Reduce GHG emission by 2.1% year-on-year through voluntary efforts.
2. Improve PUE (Power Usage Effectiveness)*1 of our data centers by 2% or more compared to FY 2017.
3. Increase renewable energy usage by more than 20% compared to FY2017.

\*1 PUE (Power Usage Effectiveness): An indicator of the efficiency of electric power usage by the data center. This value is calculated by dividing the data center's total electric power consumption by the electric power consumption of servers and other ICT devices. The closer the value is to 1.0, the higher is the efficiency.

### Resource Circulation

Targets (till the end of FY 2020)
4. Promote eco design for resource saving and circulation and increase resource efficiency of newly developed products by 25% or more (compared to FY 2014).
5. Reduce amounts of waste generated by an average of more than 5% compared to FY 2012-2014.
6. Maintain over 90% resource reuse rate of business ICT equipment.
7. Reduce total water usage by 1% compared to FY2017.
8. Limit the release of chemical pollutants (PRTR) to less than the average of FY 2012-2014.

## Supply Chain

Targets (till the end of FY 2020)
9. Reduce CO <sub>2</sub> emission due to power consumption during product usage by more than 14% (compared to FY2013).
10. Drive activities to reduce CO <sub>2</sub> emissions and conserve water resources in the upstream supply chain.

## SDGs

Targets (till the end of FY 2020)
11. Contribute to the achievement of SDGs through ICT services.

## Fujitsu Group Environmental Action Plan (Stage VIII) (FY 2016-2018)

Fujitsu Group endeavors to help limit the increase in the global average temperature to below 2 degrees Celsius, as adopted in the Paris Agreement at COP21, while striving to achieve zero emissions as a long-term goal. In our Environmental Action Plan (Stage VIII), we further intensified the activities undertaken under Stage VII in terms of our social contribution through business as well as reduction of environmental impact arising from our business activities. In concrete terms, we improved customers' and society's sustainability through ICT services and enhancing our products' energy and resource efficiency. We also reduced greenhouse gas emissions and environmental impact caused by our business throughout the value chain.

Fujitsu Group will work steadily on its Environmental Action Plan to meet the objectives of the FUJITSU Climate and Energy Vision, our medium- to long-term environmental vision through 2050.

## Our Society

Targets (till the end of FY 2018)	Performance in 2018	Status*2
Contribute to sustainable development and preservation of biodiversity through ICT services		
1. Contribute to sustainable development of society through ICT services.	Published 18 cases	✓
2. Develop innovative technologies that address environmental issues.	Announced 84 key green technologies*3	✓
Improve environmental value of products throughout their lifecycle		
3. Achieve top-level energy efficiency for 50% or more of the new products.	67.9% achieved	✓
4. Promote eco design for resource saving and circulation and increase resource efficiency of newly developed products by 15% or more. (Compared to FY2014)	25% improvement	✓
5. Maintain over 90% resource reuse rate of business ICT equipment.	91.7% achieved	✓

## Our Business

Targets (till the end of FY 2018)	Performance in 2018	Status*2
Reduce greenhouse gas emissions throughout the value chain		
6. Reduce greenhouse gas (GHG) emissions in our business facilities		
Reduce GHG emissions by 5% or more compared to FY 2013.	30.3% reduction	✓
Improve PUE of our data centers by 8% or more compared to FY 2013.	6.7% improvement	✗
Improve energy intensity by an average of 1% or more each year.	1.1% improvement	✓
Increase usage of renewable energy to at least 6%.	8.6% achieved	✓
7. Drive activities to reduce CO <sub>2</sub> emissions in the supply chain.	Requested secondary suppliers (over 46,000 companies) to implement CO <sub>2</sub> -reduction activities.	✓
8. Reduce CO <sub>2</sub> emissions per sales from transport by an average of 2% or more each year.	6.2% reduction	✓
Reduce environmental impact		
9. Reduce water consumption by 1% in total (128,000 m <sup>3</sup> ).	2.6% reduction	✓
10. Reduce chemical pollutant (PRTR) release to less than the average level of FY 2012–2014 (20.7 t).	9.3 tons	✓
11. Reduce the amount of waste generated to less than the average level of FY 2012–2014 (25,568 t).	19,056 tons	✓

\*2 ✓ : Target achieved ; ✗ : Target unachieved

\*3 Key green technologies: Technologies for reducing power and energy, improving man-hour efficiency, conserving resources, and resolving social issues.

### RELATED LINKS

- Fujitsu Group Environmental Protection Program (Stage VII)  
<http://www.fujitsu.com/jp/about/environment/approach/plan/stage7/index.html>
- Fujitsu Group Environmental Protection Program (Stage VI)  
<http://www.fujitsu.com/jp/about/environment/approach/plan/stage6/index.html>
- Fujitsu Group Environmental Protection Program (Stage V)  
<http://www.fujitsu.com/jp/about/environment/approach/plan/stage5/index.html>
- Fujitsu Group Environmental Protection Program (Stage IV)  
<http://www.fujitsu.com/jp/about/environment/approach/plan/stage4/index.html>
- Fujitsu Group Environmental Protection Program (Stage III)  
<http://www.fujitsu.com/jp/about/environment/approach/plan/stage3/index.html>

## Environmental Management

# Environmental Management System

We are continuously working to improve our ISO14001\*1 based environmental management systems and to promote Group-wide environmental management.

\*1 ISO14001:

Environmental Management Systems (EMS) standard determined by the International Organization for Standardization (ISO). Certification is granted to environmentally conscious organizations that develop systems for ongoing reductions in their environmental footprint.

## Fujitsu Group's Environmental Management Systems (EMS)

Fujitsu has constructed Environmental Management Systems (EMS) based on the ISO 14001 international standard and is promoting environmental improvement activities across the Group. After acquiring ISO 14001 certification for Japanese consolidated subsidiaries at the end of FY 2004, we expanded this effort to include overseas subsidiaries and acquired global integrated certification in FY 2005.

### Environmental Management Framework

To conduct comprehensive discussions on the Fujitsu Group's environmental management, we have established an Environmental & CSR Management Committee chaired by the president. This committee considers medium-to-long term issues, implements policy decisions and discusses methods for handling and sharing operating risks and opportunities from climate change, all with the aim of raising the level of the Group's environmental management and strengthening its governance. Based on that, final decisions on environmental management at the Fujitsu Group are made at meetings of the Management Council and reported to the Board of Directors.

Subordinate to the Environmental & CSR Management Committee, we have organized environmental issue-specific committees composed of concerned parties that go beyond the framework of business groups and business units. Through this promotion structure, we are quickly diffusing initiatives on these issues throughout the Group.

We have also established an Environmental Management Working Group (WG) which is working to unify global information transmission and strengthen environmental management systems (EMS) activities.

### Environmental Management Framework (as of March 2019)



## Constructing and Operating Environmental Management Systems

The Fujitsu Group has constructed EMS based on the ISO 14001 international standard and is promoting environmental improvement activities across the group. By constructing EMS worldwide, the Fujitsu Group further strengthened its Group governance. This also allows the Group to promote even more efficient and highly effective environmental activities, including understanding the state of activities, legal compliance, and emergency response.

As of March 2019, the Fujitsu Group has acquired global integrated ISO 14001 certification for a total of 119 companies of Fujitsu and its Japanese Group companies, as well as for 12 overseas Group companies.

Environmental Management Systems Audit Findings and Result

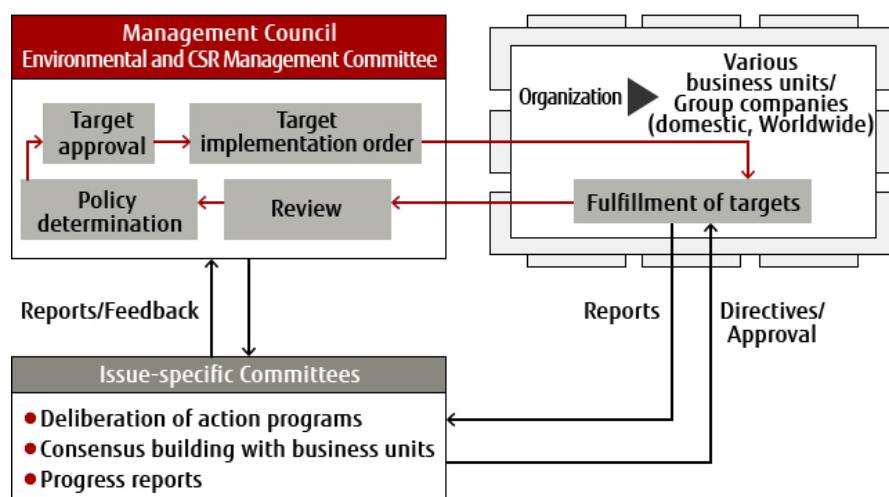
	FY 2016	FY 2017	FY 2018
Internal audit Findings	145	122	102
External audit Findings	4	8	3
Opportunities for improvement	103	126	113

## Activity Flow

The Environmental & CSR Management Committee proposes, deliberates, and decides upon environmental matters relating to all Group companies. It determines the directions to be taken for energy usage volume, CO<sub>2</sub> emissions reductions, ways to address environmental risk, and other medium-to-long term matters important to environmental management at an overall level. The Environmental & CSR Management Committee also conducts environmental management reviews and is exercising approval authority for the Fujitsu Group Environmental Action Plan.

The issue-specific committees are subcommittees set up by the Environmental & CSR Management Committee to provide dedicated responses to specific issues. Their main role is to discuss targets for the Environmental Action Plan and check on the progress being made for each target. The Environmental & CSR Management Committee gives approvals and directions, according to the issue-specific committees' progress reports and the Environmental Action Plan related WG's progress report.

### Activity Flow

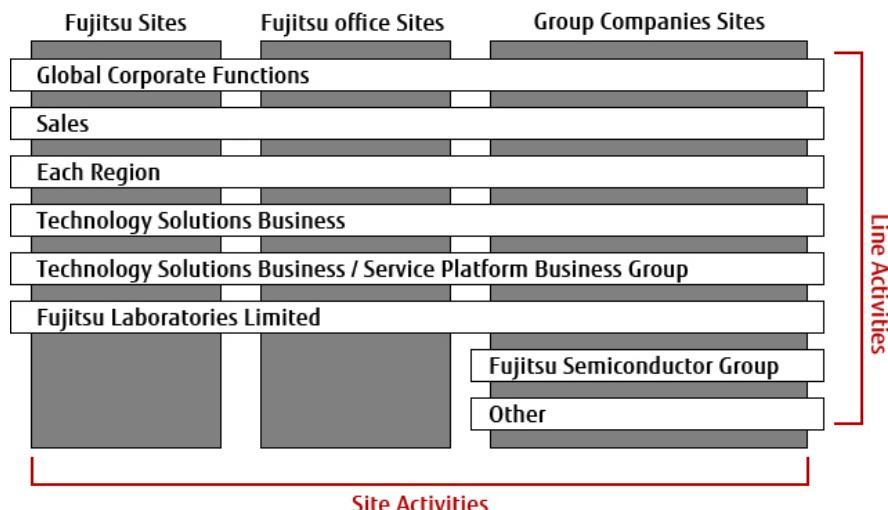


## Management Based on the Line/Site Matrix Structure

The Fujitsu Group carries out its environmental management within a matrix structure combining (1) "line activities" directly tied to the business operations of various divisions and companies (including development of eco-friendly products and the expansion of environmental contribution solutions) and (2) "site activities" to tackle common themes affecting each factory or business location (such as energy conservation and waste reduction).

In this way we carry our environmental management according to the same framework as our management, while also reducing the environmental footprint generated by our business activities and the sale of our products and services.

### Management Based on the Line/Site Matrix Structure



## Environmental Management

# Case Studies, Initiatives in Environmental Management

## Operations Utilizing ICT

The Fujitsu Group actively utilizes its own ICT-driven environmental management tools to visualize and boost the efficiency of its environmental management.

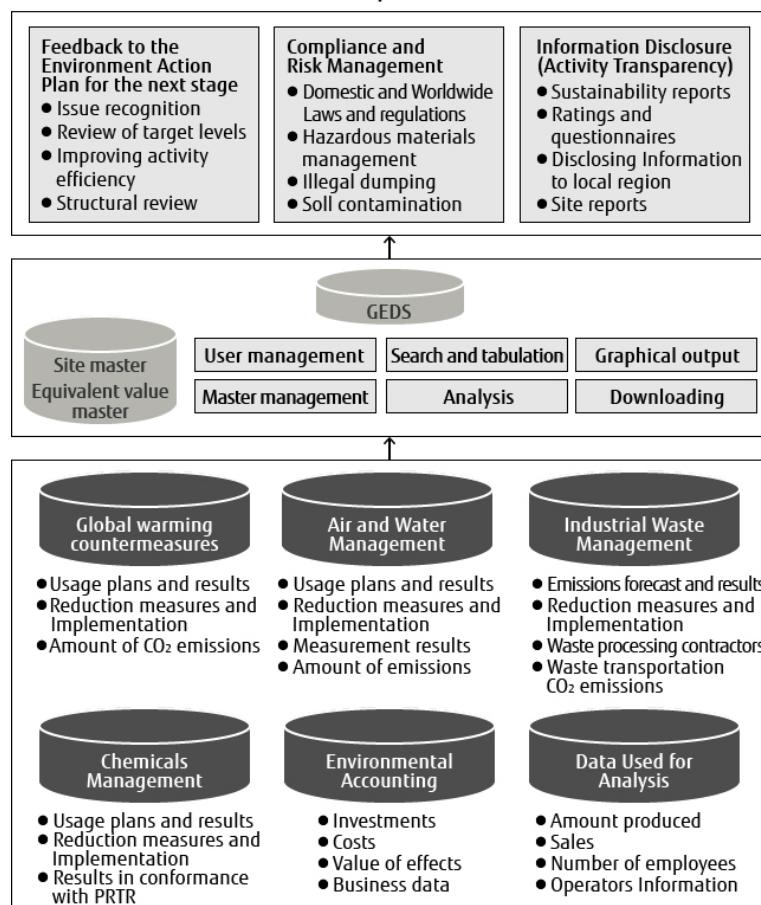
### EMS Operations Using ICT

The Fujitsu Group employs its own ICT-driven environmental management tools. Examples include the Global Environment Database System (GEDS) which can centrally manage aspects such as planning, performance, and policy information, at business sites scattered throughout the world, and the ISO 14001 Green Management System (GMS) which centrally manages compliance and risk management status to support EMS operations. These tools are employed to visualize environmental management and make it more efficient. Additionally, the communication infrastructure of all companies in the Fujitsu Group is used for EMS operations, including smart communications for EMS operations such as video conferencing systems used to conduct briefings in each area.

### Using the Global Environment Database System

The Global Environment Database System (GEDS) is used to gather information about the environmental footprint (performance) of Fujitsu Group companies and business sites and centrally manage aspects such as planning, performance, and policy information.

Global Environment Database System

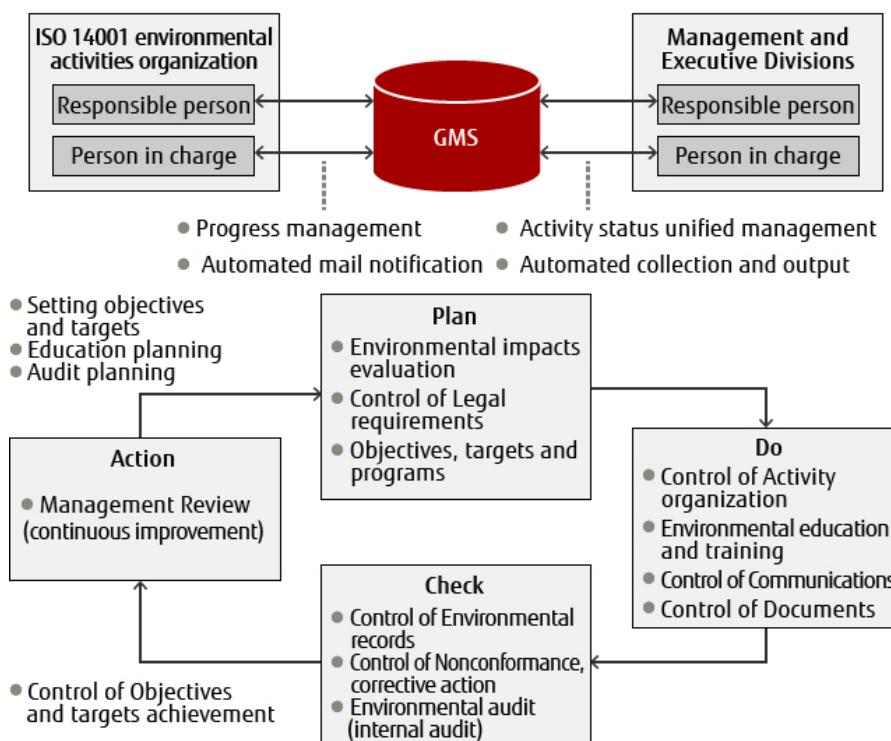


## Using the ISO 14001 Green Management System

The ISO 14001 Green Management System (GMS) is used to exercise unified control over the operational status of the EMS with regard to improvements in and conformance issues relating to findings from internal audits, communications activities, direct and indirect effects identified in environmental impact assessments, and the setting of environmental management objectives and targets.

GMS enables corrective measures and objectives to be certainly managed, and effectively ensures continual improvement of the activities with reduced risks.

### ISO 14001 Green Management System



## Implementing Environmental Audits

### Internal Audit Implementation and Results

The Fujitsu Group conducts internal audits, a requirement of ISO 14001. To ensure the objectivity and independence of internal audits, the Corporate Internal Audit Division, takes the lead, allocating internal auditors who belong to Fujitsu or Fujitsu Group companies and carries them out.

In FY 2018, we carried out internal audits within Fujitsu and Group Company for factories, offices, and other facilities at 340 in Japan and at 19 overseas. When conducting the audits, we scrutinized the results of FY 2017 internal and external audits, took the opinions and instructions of the Environmental Management Committee into consideration, and emphasis was placed on the three main tasks of (1) compliance, (2) operational control, and (3) organization operating original EMS.

There were 102 total findings (both Japan and overseas), of which 36% related to ISO14001:2015, , relating to methods for managing chemical substances and industrial waste. Overseas, receiving cooperation from external experts thoroughly knowledgeable in local laws and regulations and operation, we carried out internal audits with the objective of strengthening compliance and it leads to obtain less finding to point out. Started the same trial to organization in Japan.

## External Audit and Results

To maintain our ISO 14001 certification, we are carrying out external audits by a certifying body. In FY 2018, we were audited in Japan by the Japan Audit and Certification Organization for Environment and Quality (JACO). Outside Japan, we were audited by DNV GL Business Assurance Japan K.K.

As the results, opportunities for improvement 67 in Japan and 46 overseas.

Three minor nonconformities were identified at our overseas. We have completed corrective actions by the end of FY 2018. Those were shared throughout the Group in order to help efforts to prevent recurrences.

These audits were carried out, and as a result of the judgment of the two certifying bodies, we were able to continue ISO 14001:2015 certification acquired.

## Compliance with Environmental Laws

There were no major legal or regulatory violations or accidents with major impact on the environment in the Fujitsu Group during FY 2018.

#### Environmental Management

## Green Procurement

We are implementing green procurement alongside our business partners, to provide customers with products and services that have light environmental footprints.

### Procurement Activities Based on Green Procurement Direction

---

The Fujitsu Group summarized its requirements for business partners regarding the purchase of green parts, materials, and products, in the "Fujitsu Group Green Procurement Direction." The Group implements green procurement activities under this direction, together with business partners in Japan and overseas, and promotes procurement from business partners that fulfill the green procurement requirements (see below).

Using the Fujitsu Group Environmental Survey Sheet, we conduct annual monitoring of our business partners' statuses with regard to environmental management systems, CO<sub>2</sub> emission reduction, biodiversity preservation, and water resource preservation activities, and ask them to take appropriate measures.

- Fujitsu Group Green Procurement Direction  
<https://www.fujitsu.com/global/about/procurement/green/>

Green procurement requirements for business partners

Requirements	Business partners (materials/parts)*1	Business partners (non-materials/parts)
1. Establishment of environmental management systems (EMS)	✓	✓
2. Compliance with regulations for Fujitsu Group specified chemical substances	✓	–
3. Establishment of chemical substance management systems (CMS)	✓	–
4. CO <sub>2</sub> emission control/reduction initiatives	✓	✓
5. Biodiversity preservation initiatives	✓	✓
6. Water resource preservation initiatives	✓	✓

\*1 Business partners (materials/parts): Business partners that supply components for Fujitsu Group products or OEM/ODM products

### Establishment of Environmental Management Systems

---

We request our business partners to establish environmental management systems (EMS) as a base for ensuring that they independently and continuously improve their environmental-preservation activities. In general, we prefer them to have third party-certified EMS. If this is not possible, we ask them to build EMS incorporating the PDCA cycle suited to their circumstances.

## CO<sub>2</sub> Emission Reduction Initiatives

---

The Fujitsu Group also asks our business partners to work toward CO<sub>2</sub> emission reduction in hopes of addressing climate change. Specifically, we ask them to clearly express the intentions of their initiatives and request that they make efforts to achieve the objectives they set. We also ask them to collaborate with external organizations, where possible, and encourage their own suppliers to make similar efforts, in order to expand the initiatives outside their respective businesses. Our annual Supply Chain Business Continuity Survey gives us a clear picture of how business partners are responding to a variety of climate-change risks, including tsunamis, floods, and torrential rains.

## Acquiring and Managing Information on Chemical Substances Contained in Products

---

Countries around the world are establishing legal regulations as to the chemical substances contained in products, for instance the RoHS directive\*2 and the REACH regulation\*3. The scope of such regulations is expanding on an almost day-to-day basis, covering more and more substances, products, and applications.

The Fujitsu Group, using chemSHERPA\*4 as its standard format, investigates and acquires information on the chemical substances contained in our products. We share our findings with Group companies via our internal system, and allow relevant parties to access the information whenever necessary. We have established a system that allows for quick adaptation to revisions of laws/regulations and the enactment of new legal systems.

- \*2 RoHS directive:  
Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment
- \*3 REACH regulation:  
Regulation for Registration, Evaluation, Authorization, and Restriction of Chemicals
- \*4 chemSHERPA:  
Chemical Information Sharing and Exchange under Reporting Partnership in Supply Chain

## Establishing a Chemical substance Management System (CMS) for Product Substances

---

The Fujitsu Group not only asks business partners for information on chemical substances contained in their products; we also ask them to establish a Chemical substances Management System (CMS), based on the industry-standard JAMP\*5 guidelines on the management of chemical substances contained in products. Doing so enables the Group to comply even more thoroughly with laws and regulations related to the chemical substances contained in our products.

The Group also carries out CMS audits in order to confirm appropriate establishment and operation of such CMS. More specifically, Fujitsu's auditors implement on-site evaluation of the management status of the chemical substances contained in our business partners' products. If there are any inadequacies, auditors make requests for corrections and provide support for their enactment. Even after the establishment of CMS, we maintain awareness of its operation status through periodic audits.

\*5 Joint Article Management Promotion-Consortium.

## Environmental Management

# Response to Environmental Risks

## Environmental Risk Management Structure

---

The Fujitsu Group built and operates a group-wide risk management system to identify, prevent, and mitigate a variety of potential risks, or prevent their recurrence, including issues related to climate change and environmental pollution. The Risk Management & Compliance Committee, which reports directly to the Board of Directors, assesses the risks associated with the business activities of each division and each group company, and formulates a policy. We also leverage the group's Environmental Management System (EMS), which is based on ISO14001, for minimizing risks to the environment through continuous improvements.

- Risk Management  
<https://www.fujitsu.com/global/about/csr/riskmanagement/index.html>
- Environmental Management System  
<https://www.fujitsu.com/global/about/environment/management/ems/activity/index.html>

## Efforts to Minimize Risks to the Environment

---

### Dealing with Risks Related to Climate Change

There is a possibility of significant impacts on our business continuity from increases in the frequency and effects of natural disasters as a result of recent climate changes. For that reason, we have formulated a business continuity plan and are devoting effort to continually revising and improving the plan.

Furthermore, the implementation of stricter regulations for greenhouse gas emissions and a carbon taxes creates a risk of increasing the energy cost incurred by the Fujitsu Group, as well as the cost required for measures aimed at reducing greenhouse gases. Additionally, if climate change countermeasures are insufficient, there is a risk of harm to our corporate reputation or a disadvantage at bidding. In order to minimize these risks, we are conducting risk analysis/response within our company-wide risk management structure. Moreover, based on the FUJITSU Climate and Energy Vision, we are working to achieve net zero CO<sub>2</sub> emissions by 2050 and to contribute to mitigation/adaptation for climate change through business.

In accordance with the recommendations issued in 2017 by the Task Force on Climate-Related Financial Disclosures (TCFD), the Fujitsu Group analyzes and discloses information related to risks accompanying climate change that may have an impact on business and financial strategies. Refer to the table below for the currently recognized potential major risks and responses.

Risks Associated with the Transition to a Low Carbon Economy	
<b>Policy/Legal Risks</b>	<ul style="list-style-type: none"><li>● Risks: Increase in cost in order to respond to the strengthened laws and regulations on greenhouse gas emissions and energy use, and diminished corporate value in the event of a violation.<ul style="list-style-type: none"><li>✓ Response: Complete compliance with laws and regulations through EMS.</li></ul></li></ul>
<b>Technology Risks</b>	<ul style="list-style-type: none"><li>● Risk: Unrecovered investments and market share decline in the event that the company lags behind in a fierce competition in technological development toward a carbon-free society.<ul style="list-style-type: none"><li>✓ Response: Enhance development of energy-efficient products and energy-efficient enabling technologies, solutions, and services through steady implementation of Science Based Targets and our Environmental Action Plan.</li></ul></li></ul>
<b>Market Risks</b>	<ul style="list-style-type: none"><li>● Risk: Losing business opportunities if products, solutions, and services do not meet energy-saving performance needs.<ul style="list-style-type: none"><li>✓ Response: Enhance development of energy-efficient products and energy-efficient enabling technologies, solutions, and services through steady implementation of Science Based Targets and our Environmental Action Plans.</li></ul></li></ul>

<b>Risks to Reputation</b>	<ul style="list-style-type: none"> <li>● Risk: Decline in corporate value and an increase in response costs associated with a negative assessment from stakeholders on the response status of measures to counteract climate change.           <ul style="list-style-type: none"> <li>✓ Response: Enhance measures to counteract climate change and promote reduction of environmental footprint through steady achievement of the group's Science Based Targets and Environmental Action Plan.</li> </ul> </li> </ul>
----------------------------	--

#### Climate Change Related Risks in the Supply chain

<b>Upstream Supply Chain</b>	<ul style="list-style-type: none"> <li>● Risk: A temporary suspension of the suppliers' business activities due to the occurrence of severe natural disasters such as large-scale floods, sudden heavy downpours, and lightning strikes, which affects the procurement of materials.           <ul style="list-style-type: none"> <li>✓ Response: Conduct surveys of the business continuity capabilities of suppliers and implement measures to procure materials from multiple sources.</li> </ul> </li> </ul>
<b>Downstream Supply Chain</b>	<ul style="list-style-type: none"> <li>● Risk: Losing business opportunities due to the inability to obtain environmental labelling, which is a green procurement requirement of customers.           <ul style="list-style-type: none"> <li>✓ Response: Conduct trend surveys and risk assessments of the environmental labelling scheme. Develop and provide top-level energy-efficient products through steady implementation of Science Based Targets and our Environmental Action Plan.</li> </ul> </li> </ul>

## Assessing and Monitoring of Potential Water Risks

In recent years, the supply and demand for water has become strained in many areas around the world due to a variety of factors, such as population growth and climate change, and there is a growing concern that this may become a business risk. The Fujitsu Group conducts assessments of and monitors potential water risks for direct operations sites and supply chains.

In particular, the Group uses tools and databases provided by NGOs and governments at both country and municipal levels to check the status of water stress and the risk of natural disasters in the areas where businesses are located. We then comprehensively assess the water risk at each site by analyzing how important water use is in the business activities of each operations base, and we confirm the level of compliance in a variety of activities such as the reduction of water intake, measures to reduce pollution in wastewater, business continuity management (BCM) systems, and others. For the supply chain, we also assess our suppliers' flood preparedness and other water risks based on the supply chain BCM surveys, field surveys conducted according to the Responsible Business Alliance's (RBA) code of conduct and the CDP Supply Chain Program. As a result, we have confirmed that there are no significant risks that could substantially affect our business activities.

- Fujitsu Group response to the CDP Water Questionnaire 2018  
<https://www.fujitsu.com/global/documents/about/environment/operation/water/CDP%20Water.pdf>

## Preventing Water Pollution

In order to preserve the water quality of surrounding waterways, including rivers, groundwater and sewers, we have set voluntary controls that are even tougher than legal mandates, and conduct measurement and monitoring on a regular basis. We recover and recycle chemicals used in production processes, instead of discharging them into wastewater. We are also working to properly manage and reduce discharge of harmful substances and other regulated substances (COD, BOD, etc.) by ensuring appropriate chemical use, preventing chemical leaks and penetration, and properly managing the operations of water treatment and purification facilities, among other measures.

## Preventing Air Pollution

We have set voluntary control values that are more stringent than legally mandated emissions standards in order to prevent air pollution and limit acid rain. Regular measurement and monitoring is conducted based on these controls. Efforts are also made to appropriately process dust and soot, sulfur oxide, nitrogen oxide, and other harmful substances, and reduce emissions through measures including combustion management at facilities that produce soot and smoke, use of fuels with low sulfur content, and

managing the operations of exhaust gas processing equipment. Furthermore, we have installed activated carbon adsorption treatment equipment and are reducing our atmospheric emissions of organic solvent vapors containing substances like VOCs. Moreover, with the enactment in April 2015 of the Act on Rational Use and Proper Management of Fluorocarbons, we have set in-house stipulations and striven for proper management of specified products (commercial refrigerators and air conditioners containing fluorocarbon refrigerants) while working to identify the volume of our fluorocarbon leakage. In addition, emission of dioxins has been prevented by suspending use of all in-house incineration facilities as of January 2000.

## Preventing Destruction of the Ozone Layer

By implementing a precision water-wash system and non-wash soldering technology, we have completely eliminated the use of ozone-depleting substances in manufacturing processes (parts washing and solvents). We have also implemented leakage countermeasures for refrigerant chlorofluorocarbons used in air conditioning facilities (freezers, etc.), and are switching to non-chlorofluorocarbon gas when updating facilities.

Results for complete elimination of ozone-depleting substances

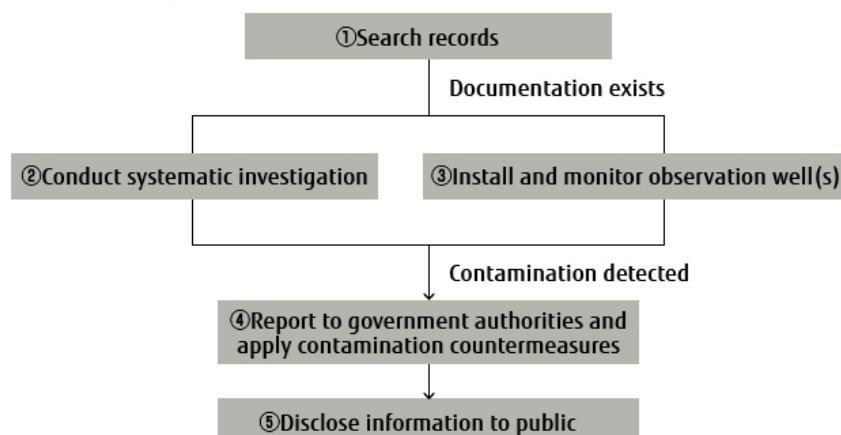
Ozone-depleting substances	Time of complete elimination
Washing chlorofluorocarbons (CFC-113, CFC-115)	End of 1992
Carbon tetrachloride	End of 1992
1,1,1-trichloroethane	End of October 1994
Alternative chlorofluorocarbons (HCFCs)	End of March 1999

## Preventing Pollution of Soil and Groundwater

We have established rules for soil and groundwater surveys, measures and disclosures. We review these in accordance with changes in the law and social circumstances and respond based on these rules. We systematically examine soil and groundwater, based on the rules, and if pollution is confirmed, we carry out cleanup and countermeasures at each plant according to the situation, while working together with government authorities to disclose information.

As of FY 2018, there are four business sites where soil and groundwater pollution from prior business activities have been confirmed. At those business sites, we have installed observation wells to observe effects outside the site due to groundwater pollution, while also working on purification measures through water-pumping aeration, etc.

### Monitoring the Impact of Groundwater Contamination Outside of Fujitsu Sites\*



\*We monitor groundwater contamination near our sites, which is the largest risk for soil and groundwater pollution.

Business Sites Where Soil or Groundwater Contamination Has Been Found

Site Name	Location	Cleanup and Measure Execution Status	Maximum Value Found at Observation Well (mg/L)		Regulated Level (mg/L)
			Substance	Measured Value	
Kawasaki Plant	Kawasaki City, Kanagawa Prefecture	We are continuing to clean up VOCs by pumping and aeration	Cis-1, 2-dichloroethylene	3.6	0.04
Oyama Plant	Oyama City, Tochigi Prefecture	We are continuing to clean up VOCs by pumping and aeration.	Cis-1, 2-dichloroethylene	2.58	0.04
			Trichloroethylene	0.20	0.03
FDK Sanyo Plant	Sanyo-Onoda City, Yamaguchi Prefecture	We are continuing to clean up VOCs by pumping and aeration.	Trichloroethylene	0.031	0.03
FDK Washizu Plant	Kosai City, Shizuoka Prefecture	We are continuing to clean up VOCs by pumping and aeration.	Cis-1, 2-dichloroethylene	0.20	0.04
			Trichloroethylene	0.42	0.03
			Tetrachloroethylene	0.30	0.01

## Chemical Substance Control

To prevent pollution of the natural environment or damage to health due to the use of harmful chemical substances, we are controlling the use of some 1,300 substances using our original Chemical Information System called "FACE" and working to appropriately control and reduce emissions at our business sites.

- Fujitsu Group Environmental Action Plan (Stage VIII): Reducing Chemical Substances Emissions  
<https://www.fujitsu.com/global/about/environment/operation/chemical/index.html>

With regard to chemical substances included in products, we have determined banned substances according to regulations in Japan and worldwide and are working to thoroughly control them, not only inside the Group but also with business partners who deliver materials and products to us.

- Green Procurement  
<https://www.fujitsu.com/global/about/environment/management/ems/procurement/index.html>

## Appropriately Processing Waste

We regularly carry out on-site audits in order to confirm that subcontractors are appropriately handling the waste processing tasks we entrust to them.

In addition, with regard to high concentration polychlorinated biphenyl (PCB) waste (transformers and condensers) processing, we have registered with the Japan Environmental Storage & Safety Corporation (JESCO), which handles temporary storage and disposal of PCB waste under government supervision, and are carefully carrying out processing based on JESCO plans.

## Conserving Biodiversity

Recognizing that activities benefit from the riches of the Earth's biodiversity while at the same time impacting it, the Fujitsu Group considers the conservation of biodiversity to be an important issue. In October 2009, we settled on the Fujitsu Group Biodiversity Action Principles, and promote them based on the two pillars of reducing the impact of our business activities on biodiversity and contributing to the creation of a society that conserves biodiversity.

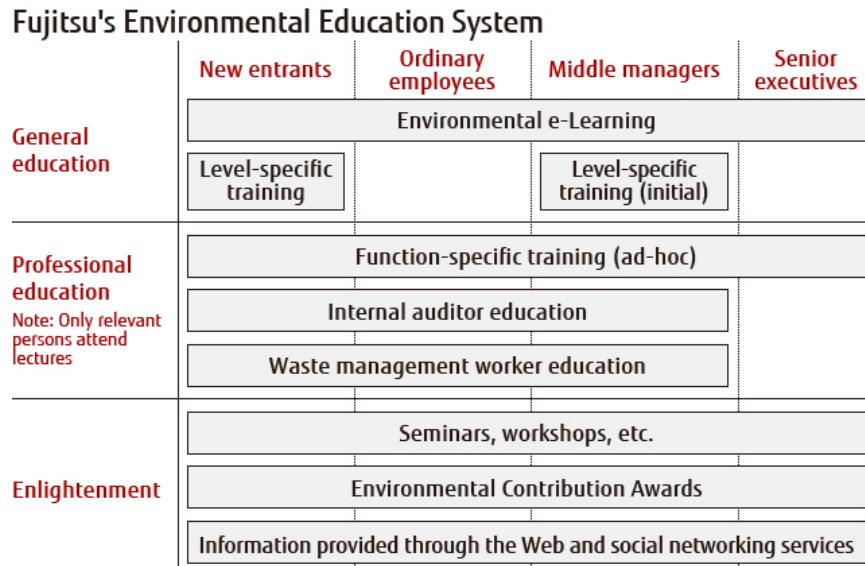
### Environmental Management

## Environmental Training and Awareness Activities for Employees

The Fujitsu Group conducts various environmental education and awareness activities based on the belief that "Greater environmental awareness and proactive efforts among all employees are essential for pursuing environmental management."

### Comprehensive Environmental Training

All employees undergo environmental e-Learning to facilitate a basic understanding of environmental management. In addition to training for new employees and for managers, training is also conducted on a per-division basis. Specialized trainings such as internal auditor training and training for those in charge of waste practices are also conducted for employees who are in charge of environment-related tasks.



### Environmental e-Learning for Group Employees around the World

All employees undergo environmental e-Learning to promote their understanding of the Stage VIII Environmental Action Plan and facilitate their putting it into practice.

Example of an environmental e-Learning screen

**Chapter 2 Fujitsu Group Environmental Action Plan, Stage VIII**

**2. Contribution to Society**

**(3) and (4) Increase energy and resource efficiency of newly developed products**

Today, ICT is becoming an important platform for our business and lives. It is more important than ever to reduce the environmental impact of products while improving their performance. The Fujitsu Group strives to further improve the value of our products by promoting achievement of top levels of energy efficiency and improvements to resource saving and resource circulation.

**Long battery runtime from power-saving design**

The tablet is at the top of its class in lightness among tablets of an equivalent size, because of our unique power-saving design. The power-saving design allows for long battery runtimes, and despite its large screen size, the tablet is easy to carry, all of which bring greater convenience to customers.

**Development and Design**

- Aim to save energy and resources across the whole process of product design, use, and disposal.

**ARROWS Tab Q7TBSK**

**Robust security with built-in palm vein sensor**

**Conforms to Energy Star program standards**

**Battery runtimes of over 9.1 hours**

**In the range of 900 g**

**Top in its class for lightness among 11.5-inch or larger tablets**

**Environmental Management**

## Raising Awareness through an In-House Award Scheme

### The Environmental Contribution Award

---

To raise environmental awareness among employees at all Fujitsu Group companies, we have established an Environmental Contribution Award Scheme to recognize business and activities contributing to the environment. The award scheme is open to all employees and has been implemented every year since 1995.

In FY 2018 too, we received entries from various fields. Winning initiatives include technology for a blockchain-based exchange system for electricity, development of SMD-compatible micro all-solid battery, using AI technology to monitor threatened species with images taken by drones, a space observation system to accurately determine and forecast the risk of collision between artificial satellites and space debris, reducing wastes through a technology to recycle activated carbon filled in organic exhaust gas removal devices, and making gold medals for the Tokyo 2020 Olympic Games by recycling smartphones.

#### Winner of the FY 2018 Environmental Grand Prize (Environmental Contribution Award)

- Increasing comfort and energy-saving abilities of domestic appliances using Edge AI technology**

We installed the AI system based on edge-cloud collaboration framework, a first in the air conditioner industry, developed by Fujitsu and Fujitsu Laboratories in the Nocria X-series of room air conditioners made by Fujitsu General Ltd. These room air conditioners automatically operate in a way that provides comfort tailored to each person, while saving more energy, using real-time control and high-level learning capabilities.



nocria®X AS-X22J

**Environmental Management**

## In-House Environmental Seminar and Workshop

Believing that the first step toward achieving a sustainable society is to be aware of social and environmental issues and international trends, we conduct environmental seminars for our employees periodically. In FY 2018, the following two events were held.

### September: 3rd SDGs Seminar by Industry (Finance & Distribution, Administration)

In order to consider the utilization of digital technologies in the fields of finance & distribution and administration from the perspective of SDGs, we hosted lectures concerning cases in China and Denmark, which are experiencing digital reform, as well as a lecture concerning Society 5.0 in Japan. These lectures were delivered by Ms. Weilin Zhao of the Fujitsu Research Institute, Mr. Kensuke Nakajima of the Embassy of Denmark, and Ms. Naoko Ogawa of Keidanren (the Japan Business Federation). Following the lectures, we held a panel discussion about the type of digital reform that should be advanced and the types of SDGs that should be achieved in Japan. The moderator of this discussion was Mr. Setsu Mori, chief editor of the magazine *alterna*.



From the left Mr. Setsu Mori, Ms. Naoko Ogawa, Mr. Kensuke Nakajima, Ms. Weilin Zhao

### June: Special Lecture "Will Space Debris Bring About an Age without Satellites?"

We welcomed Mr. Taguchi from Astroscale Pte. Ltd. in order to reacquaint ourselves with the concept that resolving environmental and social issues can lead to business. He delivered a lecture concerning space debris removal, which was previously thought by most space development professionals to be impossible to achieve. In the lecture, Mr. Taguchi addressed subjects such as the circumstances that led to the commercialization of space debris removal, as well as his company's business model.



Mr. Yusuke Taguchi

#### Environmental Action Plan (Stage VIII)

## Contributing to a Sustainable Society Through ICT Services

### Our Approach

The Fujitsu Group advocates "Contributing to a sustainable society through ICT services" as one of the goals of our Environmental Action Plan Stage VIII. The United Nations adopted the Sustainable Development Goals (SDGs) in 2015, setting them out as clear international goals. The Fujitsu Group took this as an opportunity to aim for even greater contributions to the sustainability of customers and society.

Achieving a sustainable society will require not only measures to counter global warming by reducing greenhouse gas (GHG) emissions, but we will also need to address a number of other social and environmental problems through efforts such as resource-saving, conservation of biodiversity, stability in food supplies and measures to deal with urbanization, and disaster prevention. Information and communication technology (ICT) that facilitates optimization, efficiency, and automation in a wide variety of fields has the potential to make tremendous contributions toward solving social and environmental problems. Together with our customers, the Fujitsu Group aims to contribute to the SDGs globally through provision of ICT services.

### FY 2018 Performance and Results

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Contribute to the sustainable development of society through provision of ICT services.	18 cases published externally (25 cases of solutions that contribute to a sustainable society)

### Publishing Cases of Initiatives that Contribute to the Development of a Sustainable Society Through ICT Services

Eighteen new cases of contributions have been posted on our website, including automated AI analysis of surveillance footage, and also combining this with the large capacity and high-speed processing technology of supercomputers to provide solutions that achieve smart surveillance of entire cities, and solutions that perform simulation analysis of car crash tests to evaluate crash safety performance without needing to produce large numbers of test cars for actual crash tests.

### Initiatives Toward a Sustainable Society: Reducing GHG Emissions Through ICT

Implementing ICT reduces the use of energy and resources and the movement of people and things, cuts down on office space and other things that can be made more efficient, which lead to reduced GHG emissions. The Fujitsu Group is quantifying GHG reduction effects through the implementation of ICT, and will be working to help expand the reduction in GHG emissions of customers and society as a whole.

- GHG Emission Reduction through the Provision of ICT  
<https://www.fujitsu.com/global/about/environment/society/sustainability/contribution/>

### Examples of Contributions to SDGs

The Fujitsu Group contributes to the sustainable society advocated by the SDGs through the provision of ICT services.

- SDG-related Activities in Fujitsu  
<https://www.fujitsu.com/global/about/csr/sdgs/>

**Environmental Action Plan (Stage VIII)**

# Reducing Greenhouse Gas (GHG) Emissions through ICT

## Main Activities in FY 2018

Through the provision of ICT, the Fujitsu Group generates innovations that make energy usage and production activities more efficient and reduce the movement of people and things in a variety of fields in society, with the aim of helping to reduce GHG emissions. We believe that when large numbers of customers use ICT, it reduces GHG emissions for society as a whole while also leading to the sustainable growth of the Fujitsu Group. The Fujitsu Group is working to quantitatively visualize the degree to which its customers' ICT usage contributes to GHG reductions, and to increase this amount, and is working to increase this amount. We recognized 22 new cases of environmentally conscious solutions in FY 2018, bringing the cumulative total to 539 and helping to reduce total CO<sub>2</sub> emissions by 7.35 million tons.

Reference Information	<b>Method to calculate contribution to GHG reduction</b>
-----------------------	--

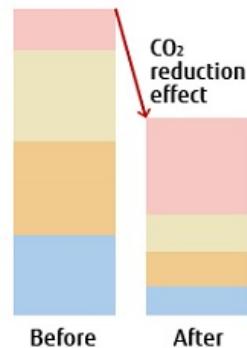
Fujitsu quantitatively assesses the effects of the environmental footprint reduction effects of our ICT implementations in terms of CO<sub>2</sub> emission reductions, using an ICT solution environmental impact assessment method developed by Fujitsu Laboratories Ltd. (at least 500 cases have been assessed to date). Contribution to GHG reduction is calculated in terms of annual reduction amount, using the basic units in the case being assessed plus either the number of users of the solution, the number of clients, or annual sales.

### Overview of Environmental Impact Assessment Methodology

**Conversion of 7 factors to CO<sub>2</sub> emissions**

Resource consumption	Consumption of paper, CDs, documents
Movement of people	Movements by airplanes, trains, buses and automobiles
Transport of goods	Transport by trucks and rail freight
Office space	Associated work-hours, documents/equipment space
Warehouse space	Storage in regular/ refrigerated warehouses
Power Consumption of ICT/ Network equipment	Power consumed by ICT equipment (servers, PCs,etc.)
Data communication traffic volume	Data communication traffic volume by Internet/FAX

Sum of CO<sub>2</sub> emissions


**Before/After comparison**

ICT solutions with expected reduction effect of 15% or more are certified as **environmentally conscious solutions**



Environmental-load basic unit database

- Environmental Impact Assessment Method for Solution Services  
<https://www.fujitsu.com/global/about/environment/society/sustainability/contribution/certification/index.html>

**Environmental Action Plan (Stage VIII)**

## Developing Innovative Technologies for Solving Environmental Issues

### Our Approach

---

As the central R&D organization in the Fujitsu Group, Fujitsu Laboratories considers environmental contribution to be a top priority and is pushing forward with R&D activities geared toward the creation of a sustainable society. These R&D activities cover a wide range of fields including advanced materials, next-generation elements, computers, networks, and ICT systems, leading toward the creation of next-generation solutions, services, and business models.

Based on these efforts to develop revolutionary technologies, Fujitsu Laboratories advocates the "development of technologies that help solve social and environmental problems," and is engaged in a variety of environmental initiatives. These include reducing CO<sub>2</sub> emissions by saving energy and making operation more efficient, conserving resources, handling of natural disasters, conserving biodiversity, measures to counteract global warming, and more.

### FY 2018 Performance and Results

---

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Developing Innovative Technologies that address Environmental Issues	Announced 84 key green technologies (*1) (Press announcements: 25, announcements at exhibitions & academic conferences: 59)

\*1 Key green technologies: Technologies for reducing power and energy consumption, improving work-hour efficiency, conserving resources, and solving social problems

### Doing More to Announce the Technologies We Develop

As part of our Environmental Action Plan Stage VIII, we aim to further improve our ability to get messages to the outside world about the key green technologies that we have developed. In FY 2018 we promoted the environmental value of ICT to the outside world at press announcements, academic conferences, and exhibitions.

In terms of the SDGs, the technologies that Fujitsu announced externally in FY 2018 contribute primarily to "Ensure healthy lives and promote well-being for all at all ages" (Goal 3), "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation" (Goal 9), "Make cities and human settlements inclusive, safe, resilient and sustainable" (Goal 11), "Take urgent action to combat climate change and its impact" (Goal 13), and "Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss" (Goal 15).

### Development Achievements in FY 2018 (announced in the press)

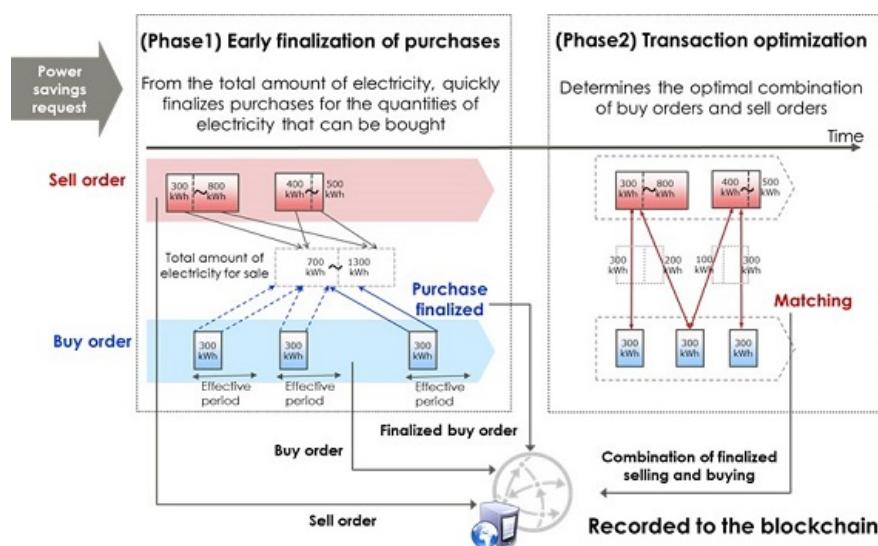
1. Fujitsu and Asahi Shuzo Launch Trial to Brew Sake Using Predictive AI
2. Fujitsu, SMU, and A\*STAR Collaborate on Traffic Management Technologies with the Maritime and Port Authority of Singapore
3. Fujitsu Develops Molecular Simulation Technology to Effectively Create New Drug Candidates

4. Fujitsu Develops Design Technology Using AI for Magnetic Material Geometries
5. High-efficiency Router-style Substrate Dividing Machine PBS-SH14A Released for Sale (Shinko Electric Industries)
6. Fujitsu Develops Network Control Technology to Minimize Impact of Cyberattacks on IoT Devices
7. Fujitsu Kyushu Systems Exhibits at Interop Tokyo 2018
8. Fujitsu Puts Blockchain to Use for "Virtuora DX" Data Distribution and Utilization Service
9. University of Tokyo's RCAST, Fujitsu, and Kowa Successfully Create Promising New Compounds to Fight Drug-Resistant Cancer
10. Fujitsu-Developed "ABC1" System Takes 5th Place in TOP500, 8th in Green500 Supercomputer Rankings
11. Academic, Corporate Collaboration Succeeds at World's Most Efficient Solar Power-Generated Hydrogen Production
12. Fujitsu Successfully Triples the Output Power of Gallium-Nitride Transistors
13. Fujitsu Technology to Solve Combinatorial Optimization Problems for Medium-Sized Drug Discovery
14. Fujitsu Laboratories and Waseda University Agree to Comprehensively Collaborate on Digital Annealer Research
15. Fujitsu Develops Technology to Improve Reliability of Data Distribution across Industries
16. Fujitsu Develops Novel Technology to Massively Boost Optical Data Transfer Throughput Using Existing Equipment
17. Fujitsu Begins Field Trials on High-Satisfaction Customer Experience Based on Psychological Analysis, Provided on the e-Commerce Website of Himaraya
18. Fujitsu Signs IP License Agreements for Green Technologies with Kyushu University and University of the Ryukyus
19. Fujitsu Releases New Version of "COLMINA" Digital Solution for the Manufacturing Industry
20. The International Gymnastics Federation to Implement Fujitsu's Judging Support System
21. Fujitsu Develops World's First Single-Panel Antenna to Simultaneously Support Multiple 5G Communications
22. Fujitsu Releases Nocria X-Series AI Air Conditioner with Wi-Fi Adaptor
23. Fujitsu Launches Automated Antenna Design Tool for Low-Cost Design of IoT Devices
24. Fujitsu Develops Blockchain-based Exchange System for Electricity Consumers
25. Fujitsu Detects 13 Types of Potential Risks of Enterprise Blockchain System

## Major Development Initiatives in FY 2018

### Developing a System for Energy Trading Between Consumers on the Blockchain

We developed a system that allows consumers such as factories and stores to trade surplus energy amongst each other. Demand Response (DR), an initiative which adjusts electric power usage through cooperation between electric utilities and consumers, has been attracting attention in recent years. However, it has been hard to control, and has therefore suffered from a low success rate. Fujitsu addressed this problem by applying Blockchain technology to develop mechanisms that facilitate efficient coordination between consumers, which has resulted in a confirmed improvement of around 40% in the DR success rate.



#### Environmental Action Plan (Stage VIII)

## Development of Top-Level Energy Efficient Products

### Our Approach

As ICT grows more and more common, we expect there to be an increase in energy demand in proportion to the higher performance and higher-density integration of servers and other ICT products. Various countries and regions are also expanding their energy-related regulations for ICT products, and energy efficiency is taking on increasing social importance as a factor in energy label conformance and green procurement requirements.

Here at the Fujitsu Group, we believe that we should work to improve the energy performance of our products during their use, in order to reduce GHG emissions. As such, we will actively implement energy-saving technologies and continue working to further improve the energy efficiency of products. Through these efforts, we will work to develop products that consume less power during customer usage.

### FY 2018 Performance and Results

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Achieve top-level energy efficiency for 50% or more of new products.	Made 67.9% of new products top-level energy efficient.

#### Actively Applying Energy-Saving Technologies

We have set division-specific targets for the achievement of top-level energy efficiency based on the number of product series we expect to develop in FY 2016-18. Applications of energy-saving technologies include new, high-efficiency microprocessors and power supplies, energy-saving displays, optimized energy-saving controls, and the strengthening of power management features. In addition to these, we are actively pushing for the aggregation of LSIs, reductions in the numbers of components, and the implementation of eco-friendly devices.

#### Achieved Top-Level Energy Efficiency for 67.9% of New Products

As a result of applying and expanding energy-saving technologies in our servers, PCs, network devices, and imaging devices, we were able to achieve top-level energy efficiency for 67.9% of new products, against the 50% target value set in the Fujitsu Group Environmental Action Plan (Stage VIII).

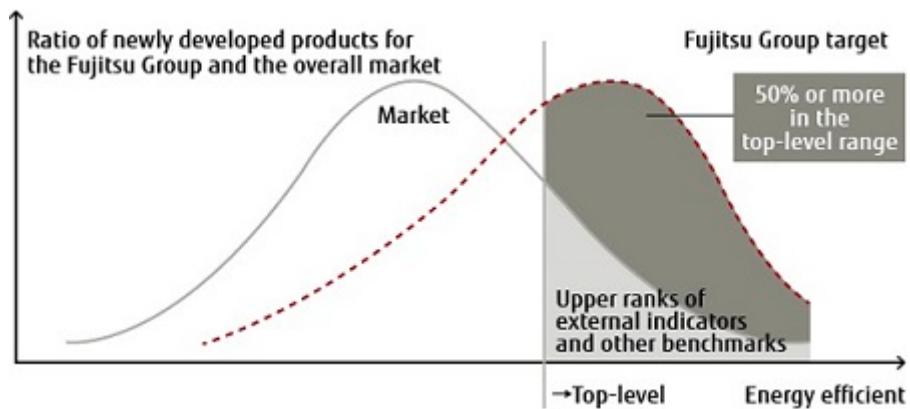
#### Working Toward Our Targets

In order to achieve the targets set in the Fujitsu Group Environmental Action Plan (Stage IX), we will continue to advance our efforts to develop products with top-level energy efficiency, starting with the top products in each division. We will also implement advanced energy-saving technologies and expand their application to our products, as part of our cross-Group policy to improve energy efficiency.

Looking toward the future, we aim to push the development of advanced eco-friendly devices, which will contribute to revolutionary improvements in energy efficiency and allow early product development.

**Reference Information****Top-Level Energy Efficient Products**

These are products, including our top products with regards to energy efficiency (first in the world or industry, best of the world or industry), that meet criteria equivalent to the upper ranks of external indicators and other benchmarks of energy efficiency.

**Reference Information****Top-Level Energy Efficient Product Target Standards**

Fujitsu sets targets that recognize top-level energy efficiency standards in each product area, compared with the overall market or with conventional products.

Main Target Standards \*1

Standards	Product Categories
ENERGY STAR criteria compliant	PCs, displays, imaging equipment, etc.
Top-level Top Runner achievement rate under the Energy Conservation Law	Servers, storage systems, etc.
Industry-leading energy efficiency	LSIs, products for specified fields, etc.
Industry's highest-level battery life	Smartphones
Reduction in power consumption as compared to prior products/prior performance	Network products *2, electronic components, etc.

\*1 Standard values differ even for products within the same category, depending on product specifications.

\*2 "Top-level" status for products evaluated under the "Ecology Guideline for the ICT Industry" is shown by the number of stars (multi-stage evaluation).

## Main Activities in FY 2018

---

### Next-Generation ScanSnap Combines Energy and Resource Conservation

The ScanSnap iX1500 scans paper documents and stores them as electronic data. It is made to be as easy to use and easy to understand as possible, and aims to make people's lives more "smart" and convenient. The various advantages that come from converting physical data into digital data can help revolutionize work styles and lifestyles, act as a foundation for work-style reform, and even help reduce the environmental burden of such data.

By reevaluating the scanning control process and improving power efficiency, we have been able to speed up the data reading process for this product by 20% (30 pages per minute; high-speed scanning of 60 sides), and reduce power consumption by approximately 15% as compared to previous models, all while maintaining compatibility with Wi-Fi at both 2.4GHz and 5GHz \*3 frequency bands. We also added a large 4.3-inch, easy-to-read touch panel onto the product, in order to make it even easier to use and understand, and updated the software (which comes with a learning function) to allow for one-touch controls for everything from the actual scanning to the use of the files scanned.

In light of recent advancements in Internet availability, we have also decided to eliminate the use of data drives to install applications, opting to ask customers to download manuals, etc., from the Internet, and thereby reducing in-box supplemental items to a minimum. We also use recycled plastic sourced from plastic bottles in the components for this product. Through these and other efforts, we have worked to reduce the environmental burden on the component end as well.



\*3 Japan/North America/China Only

- ScanSnap  
<https://scansnap.fujitsu.com/jp/>
- Case Studies  
<https://www.fujitsu.com/global/about/environment/society/energyefficiency/casestudy/index.html>

**Environmental Action Plan (Stage VIII)**

## **Improving the Resource Efficiency and Resource Circulation of Products**

### **Our Approach**

---

In recent years, we have seen a rise in the risks that threaten the sustainability of companies and society in general, from environmental destruction due to resource shortages and excessive mining, to severe fluctuations in resource costs worldwide, and anxieties surrounding the supply of rare metals. Resource efficiency is thus taking on growing importance worldwide. Examples can be seen in the EU's designation of resource efficiency as a growth strategy and its establishment of the Resource Efficiency Flagship Initiative. We believe it is important for us to make efficient use of the resources in the ICT products that we provide to customers. We have engaged in a 3R design that draws on the principles of reduce, reuse, and recycle, and have developed our products with technology that is effective in reducing the amount of resources we use. We are also making efforts to improve resource efficiency and reduce our environmental burden by designing products to be lighter and smaller, using recycled plastics, reducing the number of parts, enhancing ease of disassembly, and improving recyclability. Our goal is to offer such products so that they provide even the customer with benefits, whether it be by making these products smaller, more lightweight, or designing them so they take up less space.

### **FY 2018 Performance and Results**

---

<b>Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)</b>	<b>Last Fiscal Year (FY 2018 results)</b>
Promote eco design for resource saving and circulation and increase resource efficiency of newly developed products by 15% or more (Compared to FY 2014).	Improved by 25%

### **Improving the Resource Efficiency of New Products**

In FY 2012, the Fujitsu Group created its own definition of resource efficiency, as the Group had previously not had a system that could comprehensively and quantitatively evaluate improvements in resource efficiency, and due to the fact that there were as of yet no public indices that could measure resource efficiency.

In FY 2018, we continued to use our indicators to evaluate products newly developed by Fujitsu \*1, and worked to reduce product part quantities and reduce product size through smaller, thinner, and lighter parts and higher-density mountings.

\*1 Products newly developed by Fujitsu:

Excludes products for which resource efficiency is determined by customer specifications or standards.

### **Achieved 25% Improvement in Resource Efficiency**

By reducing the size and weight of our PCs, smartphones, mission critical x86 servers, POS tenant devices, and mobile phone radio base stations, and more, we were able to achieve an improvement in resource efficiency of 25%, against the 15% target value we set in the Fujitsu Group Environmental Action Plan (Stage VIII).

## Working Toward Our Targets

To improve new product resource efficiency by at least 15%, Fujitsu will continue current initiatives, while expanding development of new lightweight, rigid materials and the use of recycled materials. We will also widely publicize the eco-friendliness of our products in order to expand sales.

### Reference Information

#### Definition and Calculation of Resource Efficiency

Resource efficiency is evaluated by dividing the value of a production, by the environmental burden (in terms of use and disposal) of the elements (resources) comprising the products.

$$\text{Resource efficiency} = \frac{\text{Product value}}{\text{Environmental burden from resource usage} + \text{Environmental burden from resource disposal}}$$

Product value

Environmental burden from resource usage  
Σ (Resource burden coefficient × Resource usage volume)

+

Environmental burden from resource disposal  
Σ (Resource burden coefficient × Resource disposal volume)

#### Definition of Each Item

Product value	To place emphasis on the valuation of reduction in environmental burden due to resource usage and disposal, product value is limited to those that relate to resource usage and is set on a per-product basis. (Example of factor not considered: CPU performance improvements)
Resource burden coefficient	Environmental burden weighting coefficient that is specific to a particular resource and considers factors like exhaustibility, scarcity, and environmental impact from mining and disposal. Activities will begin with this figure set to a value of "1" for all resources.
Resource usage volume	Mass of each resource used in the product (excluding the mass of recycled plastic used).
Resource disposal volume	Mass of each resource disposed of (not reused) in connection with a post-use product (design value). Activities will begin with this figure set to a value of "0".

## Main Activities in FY 2018

### The High-Performance SR-S352TR1/SR-S752TR1 Layer 2/Layer 3 Switch Combines Compact Size with Energy Conservation

The SR-S352TR1 and SR-S752TR1 is a 52-port (10G x 4 / 1G x 44 / SFP/SFP+x4) Layer 2/Layer 3 network switch that comes equipped with a 10G interface. The Layer 2 switch in particular qualifies as a Category A product under Japan's Energy Conservation Law.

The SR-S352TR1 and SR-S752TR1 are made with the latest ASIC switches, with their high performance and low power consumption, and as such require only one ASIC switch for features that previously required two ASIC switches. This, as well as the use of many components with low power consumption, allowed us to reduce power consumption during this product's use by 45% as compared to previous models).

All of the Ethernet ports, other than the SFP/SFP+ ports, also come with a power-saving Ethernet technology called Energy Efficient Ethernet (EEE) \*2 that reduces power consumption during standby (not sending or receiving data) by 42% (compared to previous products). The product also comes with a technology that can limit the speed with which the cooling fans spin in multiple stages, depending on the temperature of the surrounding environment, helping save even more energy.



SR-S752TR1

## Fujitsu Group Sustainability Data Book 2019

Previous models had the redundant power supply attached to the outside of the product (2U\*2, including the body of the product). By reevaluating the product substrate and the structure of the components, however, we were able to redesign the product with high-density mounting, and install a hot swappable redundant power supply on the 19-inch rack, 1 U \*3 case. In doing so, we were able to make the product smaller as a whole. The new model is also only 12% heavier than previous models, even with the redundant power supply now located within the main body, and is a step forward with regard to making the product more lightweight. The product is also now completely free of lead, as we have opted for lead-free soldering to mount the electronic components onto the printed circuit board.

We also improved cooling efficiency within the case, and incorporated a front intake air panel/rear exhaust air flow system in order to allow more efficient cooling when installed within the same rack as the server. This allowed us to equip the cooling system on the rack without wasting space, thus allowing us to make the product smaller in general.

\*2      Compatible with IEEE802.3az, the IEEE standard specification.

\*3      1U = The size of one unit in EIA specifications (height of 44.45 mm)

- Case Studies

<https://www.fujitsu.com/global/about/environment/society/energyefficiency/casestudy/index.html>

**Environmental Action Plan (Stage VIII)**

## **Product Recycling**

### **Our Approach**

---

The Fujitsu Group's product recycling programs are based on Extended Producer Responsibility (EPR) and Individual Producer Responsibility (IPR). EPR holds that producers bear responsibility for products, from design and manufacturing to disposal and recycling. IPR holds that producers bear responsibility for their own products. IPR in particular has been a major challenge for the Fujitsu Group as we expand our business globally. However, we believe that responding to this challenge, and that of EPR, in collaboration with industry associations and governments, will allow us to help create a recycling-minded society that meets the requirements and demands of all stakeholders.

The Fujitsu Group thus carries out recycling programs that comply with the laws and regulations of the various countries in which it operates.

In Japan, Fujitsu is certified under the Industrial Waste National Permit System, which is based on the Act on the Promotion of Effective Utilization of Resources, and as such, accepts industrial waste and puts them through appropriate processing at Fujitsu recycling centers across Japan. We also try to do as much collection, reuse, and recycling as we can, even in countries where recycling is not obligatory.

### **FY 2018 Performance and Results**

---

<b>Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)</b>	<b>Last fiscal year (FY 2018 results)</b>
Maintain over 90% resource reuse rate for business ICT equipment at Fujitsu recycling centers.	Achieved a 91.7% resource reuse rate.

### **Promoting Recycling of ICT Products**

The Fujitsu Group has built a recycling system that covers the entire country of Japan. We have worked steadily to implement Extended Producer Responsibility, providing safe and secure services with high resource reuse rates in order to promote the recycling of ICT products. We have, at the same time, also ensured thorough traceability and security of these processes.

## Achieved a 90% or Higher Reuse Rate

We processed 3,436 tons of recycled ICT products (used ICT products for business applications) from corporate customers in Japan, and achieved a resource reuse rate of 91.7%. We have now also collected a total of 53,481 end-of-life PCs from individual customers.

### Changes in Resource Reuse Rates of End-of-Life Business ICT Products (Japan)

FY	2015	2016	2017	2018
Resource reuse rate*1 (%)	92.0	92.0	91.5	91.7
Amount processed (tons)	5,203	4,185	3,844	3,436

\*1 Weight percent ratio of recycled parts and materials to end-of-life products.

### Changes in Numbers of End-of-Life PCs Collected from Individual Customers (Japan)

FY	2015	2016	2017	2018
End-of-life PCs collected (units)	69,801	61,435	59,144	53,481

- Case Studies  
<https://www.fujitsu.com/global/about/environment/society/recycle/casestudy/index.html>

#### Environmental Action Plan (Stage VIII)

## Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites

### Our Approach

---

The Fujitsu Group considers the prevention of global warming an important issue. We have, therefore, formulated our medium- to long-term environmental vision, the FUJITSU Climate and Energy Vision, and aim to eliminate all CO<sub>2</sub> emissions from our business activities by 2050.

Among GHGs, our business sites (plants, offices and datacenters) primarily emit CO<sub>2</sub> when energy (electricity, fuel oil, gas) is used, and perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>) during the semiconductor manufacturing processes. We are striving to decrease and control the volume of emission of these gases by complying with relevant laws and setting reduction targets.

#### Reducing CO<sub>2</sub> Emitted During Energy Consumption

About 90% of the Fujitsu Group's total GHG emissions arise from CO<sub>2</sub> emissions due to energy consumption. Therefore, we continuously promote the following energy-saving measures to reduce CO<sub>2</sub> emissions.

- Appropriate operation of equipment, improvement in management, and energy-saving measures focused on motive-power facilities (introduction of free cooling, inverters and energy saving equipment, fuel conversion, etc.)
- Increasing efficiency by reviewing the manufacturing process (innovations in production, development of green production technology)
- Maintaining appropriate room temperature for office air conditioning, saving electricity used in lighting and office automation equipment
- Measuring energy consumption for visualization and promoting use of the data so collected

#### Reducing Emission of GHGs Other Than CO<sub>2</sub>

As for GHGs other than CO<sub>2</sub>, the Fujitsu Group mainly uses perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>) at the semiconductor divisions. We are taking continuous steps to switch to gases with lower global warming potential (GWP) and install equipment to remove harmful gases in our new and existing production lines.

### FY 2018 Performance and Results

---

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Reduce GHG emissions by 5% or more (compared to FY 2013)	Reduced by 30.3%
Improve energy intensity by an annual average of 1% or more	Improvement of 1.1%

## Promoting Reduction in CO<sub>2</sub> Emitted During Energy Consumption

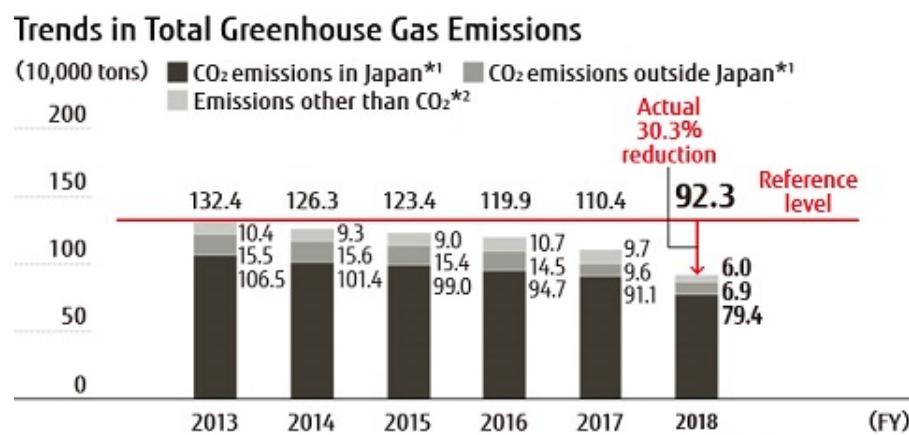
We continue to invest in energy-saving equipment (introduction and upgrade of BAT\*1 equipment, mainly for air conditioning and lighting) and ensure their appropriate operation at the facilities at all business sites. We are also streamlining our production processes, saving electricity used for air conditioning, lighting and automation in offices, making energy consumption visible, and leveraging measurement data.

For instance, we improved facility operations (2,300 tons) at the Tatebayashi System Center by controlling the number of air conditioners, reviewing their operation, suspending operation of devices and taking other measures. We also reviewed the appropriateness of the position of production devices (980 tons) at Fujitsu Interconnect Technologies Limited.

As a result of these efforts, the total emission of GHGs in FY 2018 was about 923,000 tons (specific consumption/sales revenue: 218,000 tons/100 million yen), which is 30.3% less in comparison to FY 2013. Although part of this decrease is attributable to transfer of business and other factors, we also reduced another 25,000 tons or so through measures implemented.

The energy intensity improved to an annual average improvement of 1.1% from FY 2016 to FY 2018.

\*1 BAT (Best Available Technologies): Usable state-of-the-art technologies to reduce GHGs



\*1 CO<sub>2</sub> emissions in Japan and abroad: The CO<sub>2</sub> conversion factor for purchased electric power has been calculated with a fixed value of 0.570 tons-CO<sub>2</sub>/MWh from FY 2013 to FY 2015, 0.534 tons-CO<sub>2</sub>/MWh for FY 2016, 0.518 tons-CO<sub>2</sub>/MWh for FY 2017 and 0.497 tons-CO<sub>2</sub>/MWh for FY 2018 for performance reports in our Environmental Action Plan.

\*2 Emissions other than CO<sub>2</sub>: These are converted to equivalent amounts of CO<sub>2</sub> using the global warming potential (GWP) of each gas.

- Case Studies  
<https://www.fujitsu.com/global/about/environment/operation/activities/casestudy/index.html>

#### Environmental Action Plan (Stage VIII)

## Improve Power Usage Effectiveness (PUE) at Our Data Centers

### Our Approach

---

Energy consumption at data centers is increasing due to the spread and growth of cloud computing, and society is paying greater attention to the environmental performance of data centers.

Data centers account for 25% of the CO<sub>2</sub> emissions (FY 2018) for each business in the Fujitsu Group, and the annual rate of increase for CO<sub>2</sub> emissions at our 34 main data centers in Japan and around the world has been around 2.0% over the five years from FY 2013 until FY 2018. Since data center CO<sub>2</sub> emissions are expected to continue increasing along with the growth of cloud business, it is the social responsibility of the Fujitsu Group to work toward having environmentally-friendly data centers. At the same time, it has also become an important topic to look at from a long-term perspective in terms of enhancing our business infrastructure. The Fujitsu Group has designated roughly 80% of all Group data centers (relative to the area of server rooms) for this activity\*1, and is working to achieve better environmental performance.

\*1 Data centers for the activity

Globally, data centers with area of 1,000m<sup>2</sup> or more, or data centers for which business divisions have requested for inclusion.

### FY 2018 Performance and Results

---

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last Fiscal Year (FY 2018 results)
Improve PUE*2 at data centers by 8% or more.(compared to FY 2013)	PUE 1.59 - Improvement of 6.7%

\*2 PUE (Power Usage Effectiveness):

An index for power usage effectiveness at data centers. Expresses overall power consumption at data centers as a value divided by the power consumption of servers and other ICT devices. The closer the number is to 1.0, the greater the efficiency.

### Actions to Achieve the Goal

Activities to improve PUE are under way at data centers in Japan and around the world, based on the Fujitsu Environmental Action Plan. With effects from the global heat wave in FY 2018 also a factor, we were unable to reach the target improvement rate with the scope and speed of improvements thus far, but improvements have consistently been at least 1% each year. Working mainly on improving the efficiency of air conditioning, energy use has been made more efficient and power usage by facilities and ICT has been continuously reduced thanks to fine-tuning type operational improvements such as longer hours using outdoor air and maximum use of free cooling, plus the implementation of revolutionary AI technologies.

We are also working to expand our use of renewable energies to make progress toward the "carbon-free society" sought under the Paris Agreement.\*3

\*3 Paris Agreement:

A new framework to counteract global warming by reducing greenhouse gases through international cooperation, with participation by over 190 developed and developing countries. The agreement entered into effect in November 2016.

#### PUE values and calculation methods

PUE Value	PUE calculation method, other
Range: 1.31 to 3.04 No. of data centers: 34	<ul style="list-style-type: none"> <li>• Apply The Green Grid</li> <li>• Work to implement improvements using DCMM</li> </ul>

## Examples of Initiatives in FY 2018

### Driving Improvements by Enhancing Information Linkage with Overseas Data Centers

We developed the \*4 Data Center Evaluation Tool which analyzes whether the cooling energy for ICT devices at data centers is being managed efficiently.

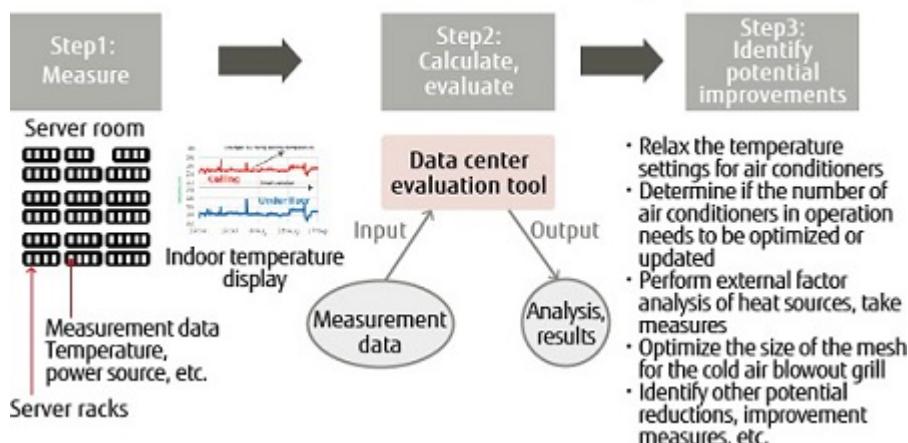
This initiative had been conducted before at data centers in Japan, but in FY 2018 it was rolled out to main data centers overseas, and optimization proposals were made. Additionally, information is being shared on company intranet websites and face-to-face meetings are also being held in order to connect and bolster improvement activities with overseas locations.

To facilitate smoother improvements, we are planning to compile evaluation methods and expertise gained at each site into guidelines which we plan to share with the Fujitsu Group.

\*4 Data Center Evaluation Tool:

A tool that uses analysis based on heat and airflow balance from the structural and equipment specifications of data centers to calculate potential energy reduction amounts, as well as optimization proposals for PUE improvements and the related effects

#### Data Center Evaluation Tool (Evaluation Example)



### Expanding Use of Renewable Energy

We are also currently working to shift in stages toward the use of renewable energies to supply the power used in our data centers, based on our in-house environmental vision for the creation of a carbon-free society which we published in May 2017. Implementations are particularly progressing in overseas locations where green power procurement is possible. Renewable energy now accounts for 19% of all the power used at our 34 main data centers in Japan and around the world.

Most of those are overseas data centers, and we plan to continue to actively increase usage of renewable energies at overseas data centers.

- Case Studies  
<https://www.fujitsu.com/global/about/environment/operation/pue/casestudy/index.html>

## **Environmental Action Plan (Stage VIII)**

# **Expand the Use of Renewable Energy**

## Our Approach

The popularization and widespread use of renewable energy is becoming increasingly necessary as a way of addressing global warming, securing stable energy supplies through the diversification of our energy sources, and as an energy-based foundation for economic growth.

The Fujitsu Group has established an environmental vision aimed at realizing a decarbonized society. The main pillars for this vision are a dedication to energy conservation, and the active implementation of renewable energy. To achieve this vision, we have set new quantitative targets in the Environmental Action Plan, and are actively promoting the installation of solar power generation equipment at our business sites, as well as the use, purchase, and expansion of green power (electric power generated with 100% renewable energy) at overseas business sites, where costs are relatively reasonable.

## FY 2018 Performance and Results

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Expand the renewable energy usage rate to 6% or higher.	8.6%

## **Usage Rate Target Increased to 8.6%**

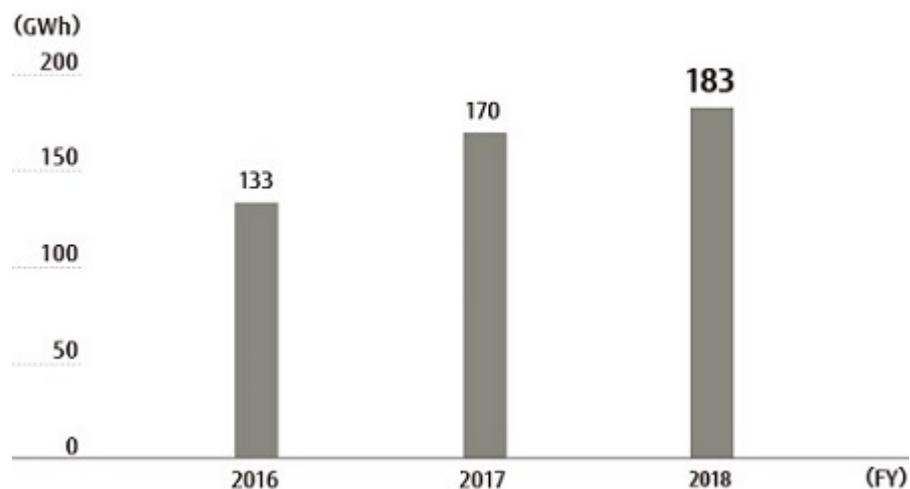
The amount of renewable energy we used in FY 2018 was approximately 183 GWh, due to our purchase of green energy, solar power generation through solar panels, etc. This made up 8.6% of our entire energy consumption, and meant we achieved the target value set in the Fujitsu Group Environmental Action Plan (Stage VIII).

We will continue to work toward the implementation of renewable energy in both our domestic and overseas business offices, in order to further our purchase and usage of renewable energy.



Fujitsu Finland Ltd. Green Power Certificate

### Change in Amount of Renewable Energy Used by the Fujitsu Group



- Case Studies

<https://www.fujitsu.com/global/about/environment/operation/renewable-energy/casestudy/index.html>

**Environmental Action Plan (Stage VIII)**

## Drive Activities to Reduce CO<sub>2</sub> Emissions in the Supply Chain

### Our Approach

---

In addition to reducing our own emissions, as a green procurement initiative the Fujitsu Group has also been requesting its suppliers to act toward reducing their own CO<sub>2</sub> emissions in order to help contain global warming. As a result, all of our main suppliers have undertaken efforts to reduce their CO<sub>2</sub> emissions. Starting in FY 2016, we have also been expanding these efforts further upstream in the supply chain by including efforts by the suppliers of those companies (secondary suppliers from the perspective of the Fujitsu Group) in our requests.

We expect that having the supply chain as a whole work toward reducing emissions can produce even greater reduction effects (synergies), while also expanding the network of these activities through the supply chain to cover an even wider area spreading beyond national boundaries. Through efforts such as these, the Fujitsu Group hopes to help create a carbon-free future society.

### FY 2018 Performance and Results

---

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Drive Activities to Reduce CO <sub>2</sub> Emissions in the Supply Chain	Requested emission reductions action by secondary suppliers (46,000 companies or more) via main suppliers of the Fujitsu Group (approximately 1,500 companies)

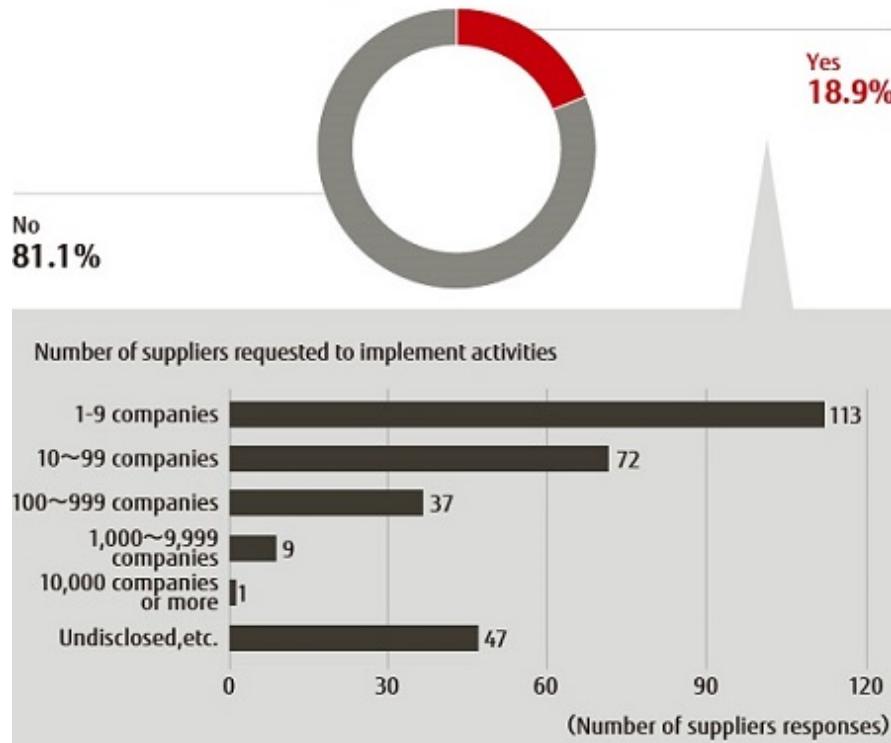
### Requesting and Supporting the Expansion of Activities to Secondary Suppliers

The Fujitsu Group communicated requests to its main suppliers who account for at least 98% of the Group's procurement volume to engage in activities to reduce their CO<sub>2</sub> emissions, and to expand these efforts to also include their own suppliers (the Fujitsu Group's secondary suppliers). We also conducted our own environmental survey to ascertain the activity status of these suppliers. As a reference for their future activities, we then provided suppliers who responded to the survey with feedback in the form of a report that analyzed survey responses to show trends in emissions reduction activities, while also requesting further activities and expansion to the activities of their own suppliers.

As of the end of FY 2018 only 18.9% of suppliers responded that they had requested their own suppliers to engage in emissions reduction activities, but this still amounted to a total of at least 46,000 secondary suppliers receiving such requests

### CO<sub>2</sub>-reduction activities at secondary supplier sites

Have you requested your suppliers to implement CO<sub>2</sub>-reduction activities?



## Providing guideline for activities for reducing CO<sub>2</sub> emissions

In order to facilitate the spread of CO<sub>2</sub> emissions reduction activities throughout the entirety of our supply chain, the Fujitsu Group produced an original set of explanatory materials and began providing these to suppliers. The purpose of these materials was not only to give suppliers a greater understanding of the importance of these activities taking place in the supply chain, but also to serve as something they could use to request and assist such activities amongst their own suppliers. The materials have had a strong response, including over 1,200 accesses since they were posted on our website at the end of November 2017. To fulfill our responsibilities as a global enterprise, the Fujitsu Group will continue to think about what must be done to contain global warming and will continue to take action.

"Guideline for activities for reducing CO<sub>2</sub> emissions" can be downloaded from the following sites.

- Japan  
<https://www.fujitsu.com/jp/about/procurement/material/green/>
- Global  
<https://www.fujitsu.com/global/about/procurement/green/>

## Informational materials for business partners

### 2. Practical activities: Procedure for target setting

#### 1. Setting of Activity contents

- 1) Extract feasible activities in-house.
- 2) Decide more suitable activities from the extractions.



#### 2. Selection of Progress Indexes (Numerical data)

Select CO<sub>2</sub> emissions data, or data leading to CO<sub>2</sub> emissions directly.

(e.g. P 2. Practical activities:

- \* If it is  
(e.g. C Select activities to be conducted and progress indexes to be controlled.





Activity items	Activity contents	Progress indexes
Saving energy (reducing lighting power consumption)	Switch off unnecessary lighting/install LED	Implementation rate/Installation rate/Energy-saving rate
	Light off during break times	Time for lights off/Implementation rate
	Stop of servers on holidays	Stopping time/Stopping rate
	Reduce overtime hours/specify days on which all employees leave work at the same time	Implementation rate per department
	Utility time limits on reception/conference room	Utility time/Energy-saving rate
Saving energy (reducing air-conditioning power consumption)	Appropriate temperature setting of air-conditioning systems	Implementation rate/Implementation period
	Installation of rooftop greening/wall greening	Implementation rate/Greening area per building
Saving energy (promoting of renewable energy)	Installation of green electricity systems	Installation rate
Saving energy (innovative changes of lifestyles)	Encouragement of bicycle commuting of employees	Number of employees taking part in the initiative/Implementation rate
	Promotion of eco-driving	Implementation rate/ELV installation rate
Preserving biodiversity (preservation of CO <sub>2</sub> -absorbing resources)	Implementation of forest-preservation activities	Number of activities/Number of participants/Forestation land area/Number of trees planted
Conservation of paper resources	Promotion of paperless	Reduction volume/Implementation rate
Promotion of environmental awareness	Raise awareness by in-house education	Number of attendance/Attendance rate/Test pass rate

9

Copyright 2017 Fujitsu Limited

## Examples of initiatives in FY 2018

### Starting activities to reduce CO<sub>2</sub> emissions together with Suppliers

Without stopping at providing customers with the "Guidance on activities for reducing CO<sub>2</sub> emissions," the Fujitsu Group also began sending its employees with extensive practical experience in CO<sub>2</sub> reduction activities to visit factories of Suppliers and engage in problem-solving efforts together with them. Utilizing the "diagnostic for CO<sub>2</sub> reduction potential"<sup>\*1</sup> which incorporates Fujitsu's expertise, they are engaging in activities to help Suppliers reduce their CO<sub>2</sub> emissions. These efforts are reducing the CO<sub>2</sub> emissions from materials procurement in the Fujitsu Group, while also helping reduce environmental impact throughout the supply chain as a whole.

#### Supplier collaboration example

Collaborative efforts began on reducing CO<sub>2</sub> in the production process for products at one of the Fujitsu Group's main Suppliers, Atago Manufacturing Co., Ltd. Based in the city of Midori in Japan's Gunma Prefecture, Atago Manufacturing produces air blowers, heat exchangers, and other equipment.

In order to get an understanding of the circumstances at Atago Manucaturing's production plant, their people in charge worked with experts from Fujitsu to conduct a diagnostic for CO<sub>2</sub> reduction potential. The results of the diagnostic revealed that the production facilities had high potential for CO<sub>2</sub> reduction. Efforts are currently under way to decide on reduction measures through mutual consultations, and subsequently achieve them.

### Supplier testimonial (Noboru Otomo, Managing Director, Atago Manufacturing)

Since our company has trouble visualizing the cost-effectiveness of our environmental initiatives, we understood them from a social perspective but had been slow to act and hardly accomplished any real progress. Speaking with Fujitsu, we were able to get a logical understanding, with the effects also clearly expressed numerically. As a result, we decided to go ahead and work together with them. If we can also reduce manufacturing costs even a little by focusing in on our high energy cost electrical furnaces, we will be killing two birds with one stone.

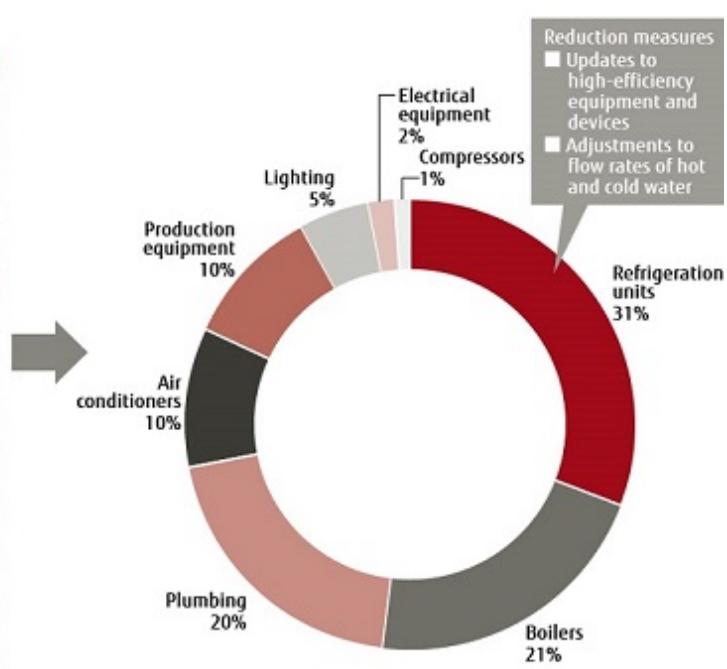
#### \*1 Diagnostic for CO<sub>2</sub> reduction potential

This is a diagnostic method using the Energy Conservation Measure Implementation Status Diagnostic Sheet which reflects the Fujitsu Group's in-house practical expertise, based on the CO<sub>2</sub> Reduction Potential Diagnostic Guidelines (Ministry of the Environment). In four stages it determines the implementation status for 128 items pertaining to eight types of equipment that emit large amounts of CO<sub>2</sub> at production plants (boilers, refrigeration units, air conditioners, production equipment, compressors, electrical equipment, lighting, and plumbing). The results can be used to calculate reduction potential and at the same time point the way toward reduction measures that can be effective.

### Decision Process for CO<sub>2</sub> Reduction Measures

Equipment	Measure
Boiler	Adjust the routes of the heating pipes Implement efficient operation management ...
Air conditioner	Install heat exchangers Shut off air conditioning in empty rooms and when away ...
Refrigeration unit	Update to high efficiency equipment and devices Adjust the flow rates of hot and cold water ...
Production equipment	Save energy from air conditioning by fitting heating devices with insulating jackets Reduce air leaks ...
Compressor	Implement systems to control number of compressors, etc. Manage the discharge pressure of compressors ...
Electrical equipment	Implement demand control Reduce contracted power ...
Lighting	Install LED lighting Install control devices for lighting ...
Plumbing	Shift to inverters, such as plumbing pumps Adjust temperature of hot water being supplied, and amount of circulating water ...

Examples of Questions on the Energy Conservation Measure Implementation Status Diagnostic Sheet



Reduction Potential Diagnostic Results (illustration)

**Environmental Action Plan (Stage VIII)**

## Reduce CO<sub>2</sub> Emissions from Transportation

### Our Approach

With Group companies and business sites worldwide, and materials/parts sourced from a significant number of business partners, reducing CO<sub>2</sub> emissions accompanying logistics and transportation activities is a priority for the Fujitsu Group.

The Fujitsu Group has worked toward its targets for reducing CO<sub>2</sub> emissions from domestic transport. Since the establishment of our Environmental Action Plan (Stage VII), we have expanded the scope of reductions to transport within regions overseas, as well as international transport. Stage VIII also drives more streamlined, efficient global logistics. The Group is working toward lowering the environmental impact of our logistics throughout the supply chain, for instance by distributing copies of the Fujitsu Group Green Logistics Procurement Directions to our business partners , to strengthen our partnerships and work toward our efforts together . Lastly, as an initiative in our overall distribution process, the Group is working toward the 3Rs (Reduce, Reuse, Recycle) in packaging products and materials/parts.

- Fujitsu Group Green Logistics Procurement Direction Edition1.0 [In Japanese]  
[https://www.fujitsu.com/downloads/JP/archive/imgjp/jeco/products/logistics\\_guide.pdf](https://www.fujitsu.com/downloads/JP/archive/imgjp/jeco/products/logistics_guide.pdf)

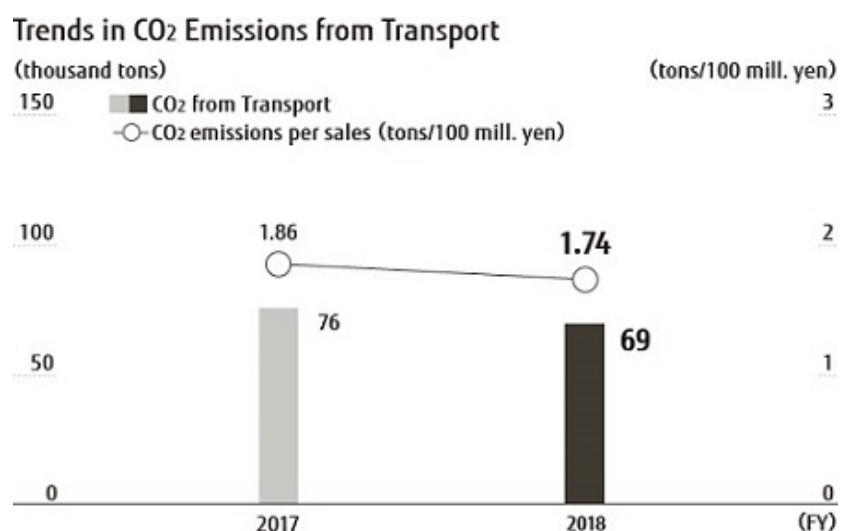
### FY 2018 Performance and Results

Targets under the Fujitsu Group Environmental Action Plan(Stage VIII)	Last fiscal year (FY 2018 results)
Reduce by over 2% on average every year CO <sub>2</sub> emissions per sales*1 from transport (compared to previous fiscal year).	6.2%

\*1 Net sales: Excludes the impact of exchange rates

### Reduced by 6.2% Compared to Previous FY; FY 2018 Results Met Targets

The amount of CO<sub>2</sub> emissions produced from transportation in FY 2018 was 69,000 tons. Of that amount, 22,000 tons of CO<sub>2</sub> were emitted during transport in Japan, while 47,000 tons were emitted during transport overseas and transport in foreign regions. The amount of CO<sub>2</sub> emissions per sales was reduced by 6.2% compared to FY 2017, which means that the Group succeeded in meeting its targets for FY 2018.



## Initiatives in FY 2018

---

### Promoting Modal Shifts

Fujitsu Technology Solutions GmbH in Germany has been working to streamline their logistics, and are actively promoting a modal shift from air shipment to ocean shipments for international transport. Group companies in Japan have also switched from trucks to railways for transport between plants, and have succeeded in reducing their transport-related CO<sub>2</sub> emissions.

### Reducing Transport Distances

Fujitsu managed to cut down the transport distance for the export of laptop computers\*2 to overseas Group companies, by switching the airport for export from Narita International Airport to Kansai International Airport. In doing so, Fujitsu managed to reduce their transport-related CO<sub>2</sub> emissions. They also switched from route-based delivery to direct delivery for the delivery of products to major clients, and in doing so cut down on the transport distance for their products.

\*2 Manufactured in Shimane Prefecture (Shimane Fujitsu Limited)

### Reducing the Amount of Transportation CO<sub>2</sub> Emissions through Various Measures for Increasing Efficiency

Under the "Green Logistics Case Studies handbook of Transportation CO<sub>2</sub> Reductions" created in FY 2016, Group companies in Japan and overseas actively engaged in efforts to reduce the amount of CO<sub>2</sub> emissions produced through transport. This included revising transportation plans, formulating measures for increased loading rate, and revising packaging materials.

- Case Studies  
<https://www.fujitsu.com/global/about/environment/operation/logistics/casestudy/index.html>

**Environmental Action Plan (Stage VIII)**

## Reducing the Amount of Water Used

### Our Approach

The risk of a global water shortage is on the rise, due to such factors as climate change, the destruction of forests, and the economic growth and population boom in emerging and developing countries. Such a water shortage is a risk for companies as well, since it may very well affect the survival of their businesses. As such, it is important for us to recycle and reduce the amount of water we use.

Since the Fujitsu Group uses particularly large amounts of water in the manufacture of semiconductors and printed circuit boards, we believe it is necessary to reduce our water consumption in these areas especially. In addition to our general water conservation efforts, we have also worked to reuse and recirculate water, through methods such as pure water recycling and the reuse of rainwater. Under the Environmental Action Plan (Stage VIII), we have strengthened our efforts to use water resources even more effectively than in the past.

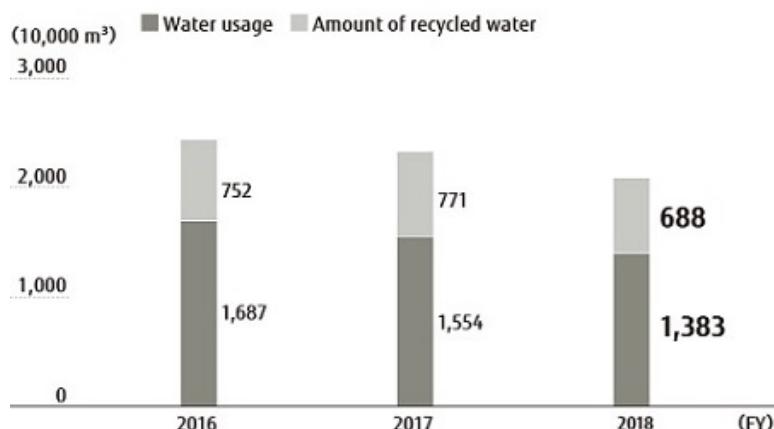
### FY 2018 Performance and Results

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Reduce water consumption by 1% in total (compared to FY 2013 128,000 m <sup>3</sup> ).	Cumulative Water Usage: 2.6% reduction (326,800 m <sup>3</sup> reduction compared to FY 2013)

### 326,800 m<sup>3</sup> Cumulative Reduction in Water Usage from FY 2013

The policies we established in FY 2018 to reduce water usage include reducing the amount of water used in coating and cleaning processes and optimizing the water supply for our scrubbers. These policies and various others were implemented at each business site, plant, etc., so that we could make more efficient use of our water resources. As a result, we were able to reduce our total water usage by 326,800 m<sup>3</sup> (FY 2016: 139,300 m<sup>3</sup> / FY 2017: 108,200 m<sup>3</sup> / FY 2018: 79,300 m<sup>3</sup>), which is significantly more than the target value of 128,000 m<sup>3</sup> that was set in the Fujitsu Group Environmental Action Plan (Stage VIII).

The amount of water we used in FY 2018 was 13.83 million m<sup>3</sup> (output level per sales amount: 349.9 m<sup>3</sup>/million yen), an 11.0% reduction as compared to FY 2017. Recycled water also comprised 49.8% of our total water usage—a 0.2% increase from FY 2017.

**Trends in Water Usage and Amounts of Recycled Water**

- Case Studies

<https://www.fujitsu.com/global/about/environment/operation/water/casestudy/index.html>

**Environmental Action Plan (Stage VIII)**

## Reducing Chemical Substances Emissions

### Our Approach

Here at the Fujitsu Group, we manage approximately 1,300 types of chemical substances, in order to prevent the risks associated with the use of toxic chemical substances (health issues, pollution of the natural environment, etc.).

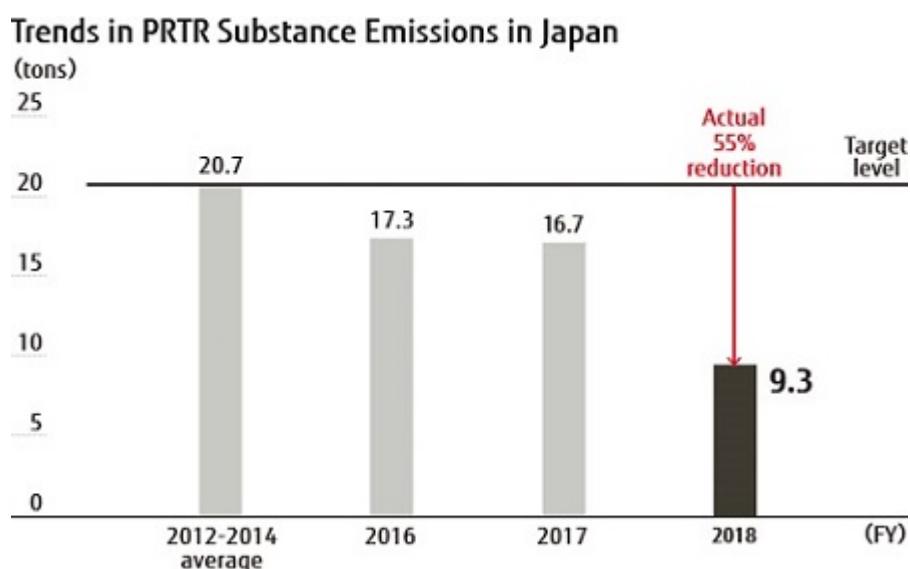
We operate a chemical information system called "FACE," which we use to register and monitor chemicals at every site, manage Safety Data Sheet (SDS), control income and expenditures using purchasing data and inventory data, and boost our level of management and efficiency with respect to chemical usage.

### FY 2018 Performance and Results

Targets under the Fujitsu Group Environmental Action Plan (Stage VIII)	Last fiscal year (FY 2018 results)
Reduce chemical pollutant (PRTR) release to less than the average level of FY 2012-2014 (20.7 tons).	PRTR: 9.3 tons

### Achieved Current PRTR Substance Emission Target

In FY 2018, we were able to limit our Group-wide chemical substance emissions to 9.3 tons of PRTR, which is under the target value set in the Environmental Action Plan (Stage VIII).



- Case Studies  
<https://www.fujitsu.com/global/about/environment/operation/chemical/casestudy/index.html>

**Environmental Action Plan (Stage VIII)**

## **Limiting the Amount of Waste Generated**

### **Our Approach**

---

The Fujitsu Group considers wastes as valuable resources and has continued to work toward recovering resources from its waste or using the waste as a source of energy. In Japan, our volume of final waste disposal has been decreasing every year. However, the environment surrounding waste disposal remains challenging as building new disposal sites is difficult and the existing ones have limited lifespans.

We are actively working to install new equipment and reuse waste with the objective to reduce the amounts of waste acid, waste alkali and sludge generated in the production of semiconductors and printed circuit boards. These efforts are in line with Japan's Fundamental Law for Establishing a Sound Material-Cycle Society to (1) reduce waste generated, (2) reuse it, (3) recycle it and (4) recover heat from it.

We have also established the company-wide Standards for Consignment of Waste Disposal to properly dispose waste, based on the Waste Management and Public Cleansing Law.

### **On-site Audits for Outsourcing Contractors**

We conclude contracts with waste processing companies. These contracts are common for the whole Fujitsu Group. We conduct on-site audits of the waste processing companies with which we have contracts to periodically confirm that waste is being appropriately processed. If multiple business sites have contracts with the same processing company, then a representative business site conducts on-site audits based on the representative auditing regulations. In other cases, each business site individually conducts audits to confirm that waste processing is appropriate.

## **FY 2018 Performance and Results**

---

<b>Targets of the Fujitsu Group Environmental Action Plan (Stage VIII)</b>	<b>Last Fiscal Year (FY 2018 results)</b>
Reduce the amount of waste generated to less than the average level of FY 2012-2014 (25,568 tons)	19,056 tons

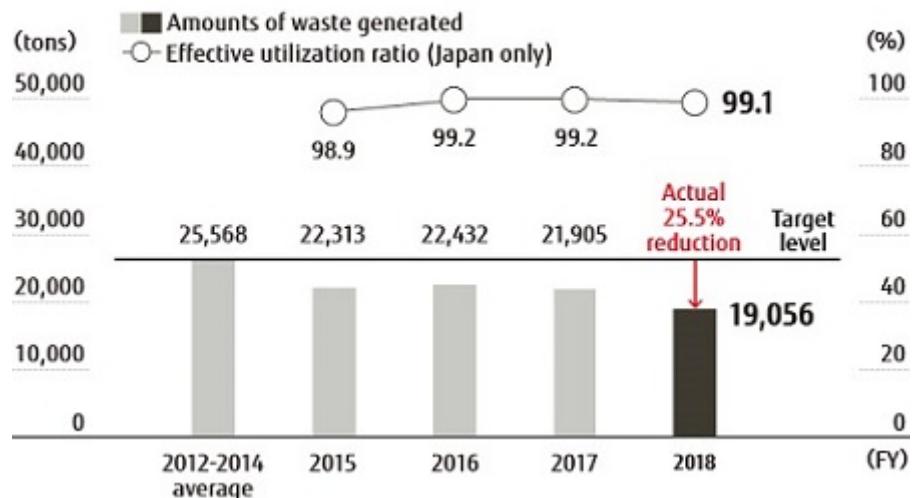
### **Promoting Measures to Reduce Waste Generation and Plastic Waste**

At our Nagano Plant, we had been subcontracting the processing of organic renewal effluents as industrial waste to a waste processing company. However, we can now process this waste in-house and have reduced effluents by 206 ton/year.

Such efforts have enabled us to achieve our target by reducing the amount of waste generated to 19,056 tons (generation rate/sales revenue: 0.48 tons/100 million yen).

From 2018, China has prohibited the import of waste plastic. This is gradually turning waste plastic, which was being sold as a valuable product until now, into industrial waste. To deal with this issue, we are striving to reduce plastic waste by taking various measures, such as collaborating with external reuse companies to partially reuse parts trays used at the time of delivery of procured parts.

### Waste Generated and Effective Utilization Ratio



### Waste Generated, Effective Use, and Final Disposal (tons)

Waste Type	Waste Generated	Effective Utilization	Final Disposal
Sludge	4,015	3,963	52
Waste oil	1,023	987	35
Waste acid	3,211	3,211	0
Waste alkali	3,848	3,597	251
Waste plastic	3,055	3,005	50
Waste wood	789	777	12
Waste metal	477	477	0
Glass/ceramic waste	386	383	3
Other (*1)	2,252	1,952	299
<b>Total</b>	<b>19,056</b>	<b>18,353</b>	<b>703</b>

\*1 Other includes general waste, wastepaper, septic tank sludge, cinders, rubble, textile waste, animal and plant residue, and infectious waste

- Case Studies  
<https://www.fujitsu.com/global/about/environment/operation/waste/casestudy/index.html>

#### Environmental Data

## Environmental Accounting and Environmental Liabilities

To promote environmental management, the Fujitsu Group introduced environmental accounting in FY 1998. We evaluate the efficiency of our environmental protection activities by monitoring required costs and benefits of these activities. Through this process, we have clarified issues and promoted sharing of the results.

### Basic Environmental Accounting Elements in FY 2018

---

- To clarify our corporate stance through disclosure of information to stakeholders
- To implement long-term, continuous environmental measures
- To raise the efficiency of investment in environmental protection measures
- To energize environmental protection activities

### Purpose of Introducing the Environmental Accounting System

---

- Applicable period  
April 1, 2018 to March 31, 2019
- Accounting coverage  
Fujitsu and its major consolidated subsidiaries worldwide \*1
- Calculation basis for environmental protection costs
  - Accounting method for depreciation and amortization:  
Depreciation and amortization expenses for investments are included in expenses using straight line depreciation (with no residual value) based on a useful life of 5 years. The useful life of 5 years was chosen based on the average length of the actual period from the introduction of environmental facilities to their implementation of repairs and upgrades.
  - Basis for recording composite costs:  
In regard to composite costs, in which environmental protection costs are coupled with other costs, the Fujitsu Group records only the portion corresponding to environmental protection in conformance with the Environmental Accounting Guidelines 2005 issued by the Japanese Ministry of Environment.
- Calculation basis for the economic benefits of environmental protection measures
  - Scope of benefits in environmental accounting:  
The Fujitsu Group records the actual benefits and estimated benefits (risk avoidance benefit and deemed benefit) of reducing environmental impact related to the following items.
    - Benefits of reducing environmental impact related to resources used in business activities
    - Benefits of reducing environmental impact related to environmental loads and waste emissions resulting from business activities
    - Benefits of reducing environmental impact related to goods and services produced by business activities
    - Benefits of reducing environmental impact related to transportation and other activities
  - Investment benefit materialization period and basis:  
The accounting period for actual economic benefits has been aligned with the depreciation and amortization period for investments (60 months). However, the accounting period for economic benefits derived from reducing personnel costs related to the environmental management system is 12 months, in line with the main thrust of the environmental management system, which is reviewed every year.  
With regard to estimated economic benefits, the accounting period for economic benefits derived from capital investment is the same as the depreciation and amortization period (60 months) for actual economic benefits. Benefits corresponding to a given fiscal year, such as the amount of contribution to environmental protection and

the avoidance of operational losses, are recorded only for that fiscal year. The basis for accounting for economic benefits is as follows:

- Contribution of environmental protection activities to added value derived from production activities

The Fujitsu Group recognizes support provided by environmental protection activities to production activities as an economic benefit. Accordingly, the amount of contribution is determined by multiplying the added value derived from production activities by the ratio of the maintenance and operation cost for environmental protection facilities to the total cost of each site.

Contribution = Added value x Maintenance and operation cost for environmental protection facilities / total facility cost

- Avoidance of operational loss at business site due to non-compliance with laws and regulations

The Fujitsu Group recognizes the avoidance of operation loss as the amount of loss that is avoided in the event of the materialization of risk arising from neglect to make upfront investments needed to comply with laws and regulations. The number of operational loss days is determined based on the size of investment related to environment, but it must not exceed three days.

Benefit = Added value / Operational days x Operational loss days

- Benefit of public relations activities

This benefit is calculated by converting publicity efforts related to environmental protection activities, in newspapers, magazines and TV, into an advertising cost.

Benefit = Cost of advertising through newspapers, magazines and TV x Number of advertisements ran and programs broadcast.

- R&D benefits

The Fujitsu Group calculates the amount of additional earnings resulting from the contributions of R&D achievements for environmental protection purposes, such as Super Green Products and environmental solutions.

\*1

Major consolidated subsidiaries worldwide:

FUJITSU ISOTEC LIMITED, FUJITSU IT PRODUCTS LIMITED, Fujitsu I-Network Systems Limited, Fujitsu Interconnect Technologies Limited, Ecolity Service Limited, FDK CORPORATION, FUJITSU OPTICAL COMPONENTS LIMITED, FUJITSU KASEI LIMITED, FUJITSU CLIENT COMPUTING LIMITED, Fujitsu Laboratories Limited, FUJITSU CONNECTED TECHNOLOGIES LIMITED, FUJITSU COMPONENT LIMITED, Shimane Fujitsu Limited, FUJITSU PERIPHERALS LIMITED, SHINKO ELECTRIC INDUSTRIES CO., LTD., Fujitsu Telecom Networks Limited, TRANSTRON Inc., PFU Limited, FUJITSU FRONTech LIMITED, MIE FUJITSU SEMICONDUCTOR LIMITED, AIZU FUJITSU SEMICONDUCTOR WAFER SOLUTION LIMITED, AIZU FUJITSU SEMICONDUCTOR MANUFACTURING LIMITED (currently ON Semiconductor Aizu Co., Ltd.), Fujitsu Network Communications Inc., FUJITSU TECHNOLOGY SOLUTIONS (HOLDING) B.V.

The Fujitsu Group also aggregates data on R&D costs and benefits from environmental solutions offered by subsidiaries other than those shown above. However, the date is aggregated solely for environmental solutions costs and benefits, so the relevant subsidiaries are not included in the scope of disclosure for major consolidated subsidiaries.

## FY 2018 Environmental Accounting Results

---

### Breakdown of results (Investments and costs) (billion yen)

Fiscal 2018 Breakdown of Results (Capital investments, Expenses, Economic benefits)

Item	Main Areas Covered	Capital Investment (billion yen)	Expenses (billion yen)	Economic Benefit (billion yen)
Business area costs/benefits	Pollution prevention costs/benefits	Air/water pollution prevention, etc.	0.32 (-1.7)	5.09 (+0.54)
	Global environmental protection costs/benefits	Global warming prevention, saving energy, etc.	0.27 (+0.02)	2.20 (-0.17)
	Resource circulation costs/benefits	Waste disposal, efficient utilization of resources, etc.	0.0 (-0.01)	2.24 (-0.04)
Upstream/downstream costs/benefits	Collection, recycling, reuse, and proper disposal of products, etc.	0.0 (-0.01)	0.62 (-0.22)	0.27 (-0.09)
Administration costs/benefits	Provision and operation of environmental management systems, environmental education of employees, etc.	0.03 (-0.0)	2.14 (-0.10)	0.31 (+0.01)
R&D costs/benefits	R&D on products and solutions that contribute to environmental protection, etc.	0.15 (+0.06)	29.65 (+1.35)	50.13 (+1.52)
Social activity costs	Donation to, and support for, environmental groups, etc.	0.0 (+0.0)	0.04 (+0.01)	-
Environmental remediation costs/benefits	Restoration and other measures related to soil and groundwater contamination, etc.	0.05 (+0.05)	0.08 (+0.04)	0.0 (+0.0)
Total		0.82 (-1.59)	42.05 (+1.41)	68.37 (-1.02)

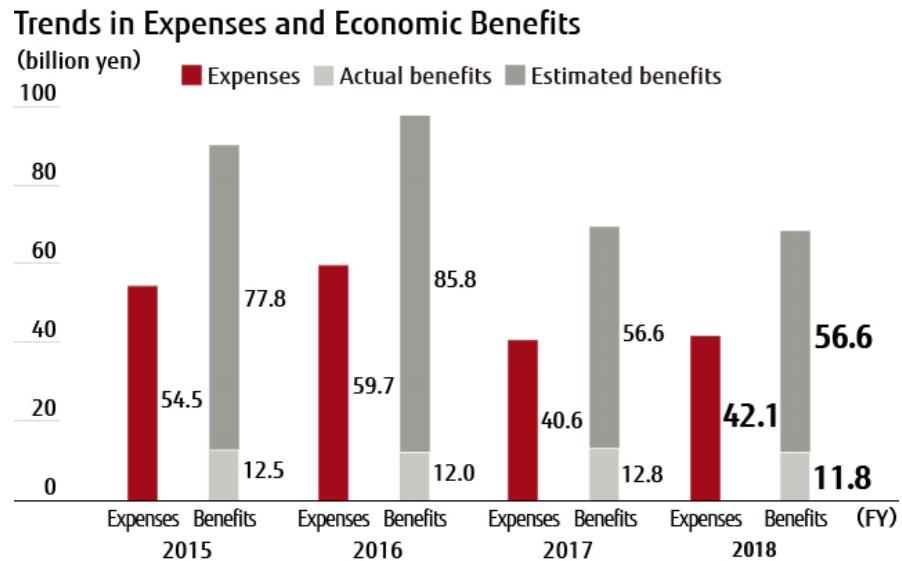
- Numbers in parentheses indicate increase or decrease in comparison with the previous year
- Due to rounding, the figures in columns may not add up to the totals shown
- Amounts shown as "0.0" include amounts for which the value was smaller than the display units used

### Costs and Economic Benefits in FY 2018

---

The results of environmental accounting for FY 2018 showed expenses of 42.1 billion yen (14% increase year on year) and economic benefits (calculated by our original estimating method) of 68.4 billion yen (10% decrease year on year), indicating that expenses increased, and economic benefits decreased in comparison to the previous fiscal year.

Also, our capital investments dropped by 0.8 billion yen (16% increase year on year) due to large-scale water pollution prevention measures implemented in FY 2017.



## Environmental Liabilities

---

The Fujitsu Group, in properly forecasting expected future environmental liabilities and communicating our soundness and stance of not deferring environmental liabilities, has recorded a liability of 4.33 billion yen in soil-pollution cleanup costs, high-level polychlorinated biphenyl (PCB) waste disposal costs, and asbestos processing costs during facilities demolition. This total is the amount we calculate, as of the end of FY 2018, to be necessary for the Fujitsu Group in Japan to carry out these tasks in the next fiscal year and beyond.

## Past Records up to FY 2017

---

Past records of our environmental accounting up to FY 2017 are included in the Sustainability Report.

- Fujitsu Group Sustainability Report  
<https://www.fujitsu.com/global/about/resources/reports/sustainabilityreport/>

**Environmental Data****Material Balance****INPUT**

Stage	Unit	FY2015	FY2016	FY2017	FY2018
Development / Design Planning / Design	Raw Materials				
	Metal	ktons	18	25	16
	Plastic	ktons	9	11	9
	Others	ktons	15	15	13
	Chemical Substances *1				
	VOC	ktons	1.3	1.4	1.3
	PRTR	ktons	9.7	9.8	9.5
	Water				
	Water usage	Mm <sup>3</sup>	15.83	16.87	15.54
	Energy				
Distribution / Sales	Total	PJ	18.37	20.38	19.25
	Purchased electricity	GWh	1,680	1,899	1,800
	Heavy oil, kerosene, etc.	kL	8,590	10,118	10,100
	LPG、LNG	tons	3,454	3,059	2,954
	Natural gas, city gas	Mm <sup>3</sup>	29.92	29.99	29.76
	District heating and cooling	TJ	42	43	41
	Energy				
Usage	Fuel (light oil, gasoline, etc.)	PJ	1.50	1.46	1.18
	Electricity	GWh (PJ)	7,898 (77.64)	8,111 (80.87)	6,680 (66.60)
Collection / Reuse / Recycling	Resources recycling rate	%	94.5	92	91.5
	Amount processed	tons	5,203	4,185	3,844

## OUTPUT

---

Stage	Unit	FY2015	FY2016	FY2017	FY2018
Development / Design Planning / Design	Raw Materials				
	CO <sub>2</sub> emissions	ktons-CO <sub>2</sub>	630	640	520
	Chemical Substances *1				
	VOC	tons	212	245	228
	PRTR	tons	10	11	10
	Atmospheric Release				
	Total GHG emissions	ktons	876	1,229	1,137
	CO <sub>2</sub>	ktons-CO <sub>2</sub>	786	1122	1040
	GHG other than CO <sub>2</sub> (PFCs, HFCs, SF6, NF3, others)	ktons	90	107	97
	NOx	ktons	103	104	63
	SOx	ktons	108	30	11
	Water Discharge				
	合計	km <sup>3</sup>	14,080	15,280	14,610
	BOD	tons	397	391	290
	COD	tons	160	179	94
	Waste				
	Amount of Waste Generated	ktons	20.7	22.4	21.9
	Thermal recycling volume	ktons	4.6	4.7	4.8
	Material recycling volume	ktons	14.9	15.6	16.0
	Disposal volume	ktons	1.1	2.1	1.1
Distribution / Sales	Atmospheric Release				
	CO <sub>2</sub>	ktons-CO <sub>2</sub>	100	99	80
Usage	Atmospheric Release				
	CO <sub>2</sub>	ktons-CO <sub>2</sub>	4,410	4,570	3,460
*1 Substances that qualify as both a PRTR targeted chemical and a VOC are included under "VOCs" only.					

**Environmental Data****GHG Emissions Report Based on GHG Protocol Standards**

Indicator	FY2015	FY2016 *1	FY2017 *2	FY2018
Upstream (Scope3) [ktons]				
Purchased goods and services	2,317	2,432	2,169	1,840
Capital goods	82	31	13	6
Fuel and energy-related activities not included in Scopes 1 and 2	68	76	72	71
Transportation and distribution (Upstream)	102	99	80	69
Waste generated in operations	8	8	7	5
Business travel	107	107	86	93
Employee commuting	76	87	69	68
Leased assets (Upstream)	123	373	288	281
Reporting company (Scope1,2) [ktons]				
Direct emissions	189	208	198	147
Indirect emissions from energy sources	686	1,021	939 *3 912 *4	808 *3 771 *4
Downstream (Scope 3) [ktons]				
Transportation and distribution (Downstream)	N/A *5	N/A	N/A	N/A
Processing of sold products	23	21	27	23
Use of sold products	4,407	4,566	3,460	3,649
End-of-life treatment of sold products	N/A	N/A	N/A	N/A
Leased assets (Downstream)	N/A	N/A	N/A	N/A
Franchises	N/A	N/A	N/A	N/A
Investment	N/A	N/A	N/A	N/A

- \*1 Estimate on not applicable and other items
  - Transportation and distribution (downstream): 5.4 ktons.  
Amount of emissions accompanying movement when individual customers purchase personal computers etc.
  - Other items: 311 tons.  
Emissions due to movements of visitors to the exhibition.

- \*2 Estimate on not applicable and other items
  - Transportation and distribution (downstream): 6 ktons.
  - Disposal of products sold: 1 ktons.

\*3 Emissions from location standards. Market standard is 912 ktons

\*4 Emissions from location standards. Market standard is 771 ktons.

\*5 N/A : Not Applicable

**Environmental Data**

# Environmental Performance Data Calculation Standards

- Applicable Period: April 1, 2018 – March 31, 2019
- Scope: Fujitsu and the Fujitsu Group (For details, refer to the List of Companies Covered by the Report on Environmental Activities)

## Fujitsu Group Environmental Action Plan (Stage VIII)

<https://www.fujitsu.com/global/about/environment/approach/plan/>

Target Item	Indicator	Unit	Calculation Method
Our Society			
Achieve top-level energy efficiency for 50% or more of the new products.	The percentage of new products that are top-level energy efficient	%	<p>The percentage top-level*<sup>1</sup> energy efficient products with respect to the number of product series that are expected to be developed</p> <p>*<sup>1</sup> Top-level energy efficiency: Achieve an upper level benchmark based on outside indicators, etc., in energy efficiency, on par with "top-runner" products (first in the world or industry, top of the world or industry, etc.)</p>
Promote eco design for resource saving and circulation and increase resource efficiency of newly developed products by 15% or more.	Rate of improvement of resource efficiency of new products	%	<p>The average rate of improvement of resource efficiency (versus FY 2014) of products*.</p> <p>* Hardware products, under the Fujitsu Brand, newly developed in FY 2016-2018. Excludes products not designed by Fujitsu (OEM products) and products designed under customer specifications.</p> <p>* Refer to "Improving resource efficiency of new products" for the resource efficiency calculation method.</p>
Maintain over 90% resource reuse rate of business ICT products at Fujitsu recycling centers.	Resource reuse rate of business ICT products	%	<p>Based on the calculation method provided by JEITA, recycled components and resources as a percentage of the weight of used products processed in Japan. Excludes collected waste other than used electronic products</p>
Our Business			
Reduce greenhouse gas emissions by 5% or more compared to FY 2013.	GHG emissions	tons CO <sub>2</sub>	<p>CO<sub>2</sub> emissions:  <math>\Sigma[(\text{Electricity, fuel oil, gas, and district heating and cooling annual usage}) \times \text{CO}_2 \text{ conversion factor for each type of energy}^*]</math></p> <p>* CO<sub>2</sub> conversion factor: The factor is based on the Electric Power Council for a Low Carbon Society. In FY 2013, the conversion factor for electricity was 0.570 tons CO<sub>2</sub>/MWh and in FY 2018 its was 0.497 tons CO<sub>2</sub>/MWh.</p> <p>GHG emissions other than CO<sub>2</sub>:  Annual emissions of HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> at three semiconductor plants (Mie Fujitsu Semiconductor Limited, Aizu Fujitsu Semiconductor Wafer Solution Limited and Aizu Fujitsu Semiconductor Manufacturing Limited)  <math>\Sigma[\text{Annual emissions for each type of gas}^{*1} \times \text{Global warming potential for each gas}^{*2}]</math></p> <p>*<sup>1</sup> Based on the calculation method used by the industries of electric and electronics: Amount of each gas used (or purchased) x Reactant consumption rate x Removal efficiency, etc.</p> <p>*<sup>2</sup> Global Warming Potential (GWP): IPCC (Intergovernmental Panel on Climate Change) Fourth Assessment Report "Climate Change 2007"</p>

## Fujitsu Group Sustainability Data Book 2019

	Percentage reduction in total greenhouse gas emissions	% reduction	(Total GHG emissions in FY 2013 – Total GHG emissions in the fiscal year) / Total GHG emissions in FY 2013 x 100
Improve PUE of our major data centers (DC) by 8% or more compared to FY 2013.	Rate of improvement of PUE	%	PUE = $\Sigma(\text{Total DC energy consumption}) \div \Sigma(\text{Total IT device energy consumption})$ $\Sigma$ : Combined total energy of the 34 main DCs Rate of improvement (%) - (Base fiscal year PUE - PUE for the current fiscal year) $\div$ Base fiscal year PUE x 100 Base fiscal year: FY 2013
Improve energy intensity by an average of 1% or more each year.	Rate of improvement of energy intensity	%	The improvement rate, year on year, for each business site's energy rate index is a weighted average of the proportion to the site's overall energy usage. These values are added to calculate our total improvement rate. $\Sigma[\% \text{ improvement year-on-year in each business site's rate index} \times \text{wt\% proportion of overall energy usage}]$ Target business sites: Japan (energy management plants specified under the Act on the Rational Use, etc., of Energy), UK and Australia offices
Increase usage of renewable energy to at least 6%.	Renewable energy usage rate	%	Power generated by the company through renewable energy (solar, wind, hydraulic, biomass, geothermal, etc.) or purchased from an outside source $\div$ total amount of electric power used
Reduce CO <sub>2</sub> emissions per sales from transport by an average of 2% or more.	CO <sub>2</sub> emissions per sales from transport	tons/100 million yen	Transport CO <sub>2</sub> emissions / sales (100 million yen)
	Reduction rate of CO <sub>2</sub> emissions compared to the previous fiscal year	% reduction	(Previous fiscal year's transport CO <sub>2</sub> emissions per sales - Current fiscal year's transport CO <sub>2</sub> emissions per sales) / Previous fiscal year's transport CO <sub>2</sub> emissions per sales x 100
Reduce water consumption by 1% in total (128,000 m <sup>3</sup> )	Amount of reduction of water used	m <sup>3</sup>	Build up the water use reduction impact (actual or estimated) of measures implemented at each business site, and calculate the amount of reduction for the current fiscal year
Reduce chemical pollutant (PRTR) release to less than the average level of FY 2012-2014. (20.7t)	Volume of PRTR-targeted substances released	tons	For the substances covered by the PRTR law (Act on Confirmation, etc., of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof), released totals are provided for those substances handled on quantities exceeding 100 kg annually per business site in Japan
Reduce the amount of waste to less than the average level of FY 2012-2014. (25,568t)	Amount of waste generated	tons	Total amount of industrial waste and general waste generated by factories and offices (Thermal recycling volume + Material recycling volume + Disposal volume)
	Effective utilization ratio (Japan only)	%	(Amount of effective use (thermal recycling & material recycling) / Amount of waste generated) x 100

## Environmental Liabilities

<https://www.fujitsu.com/global/about/environment/management/ems/accounting/>

Indicator	Unit	Calculation Method
Cost of environmental liabilities	Yen	1. Asset retirement obligation (Only asbestos removal cost related to facility disposal) 2. Cost for soil contamination countermeasures 3. Disposal processing cost for waste with high concentration of PCB (polychlorinated biphenyl)

## GHG Emissions Report based on GHG Protocol Standards

<https://www.fujitsu.com/global/about/environment/performance/ghg.html>

Indicator	Unit	Calculation Method
Upstream (Scope 3)	Purchased goods and services	tons Components purchased during the fiscal year x Emissions per unit of purchase (Source: Embodied Energy and Emissions Intensity Data (3EID) published by the National Institute for Environmental Studies Center for Global Environmental Research)
	Capital goods	tons Monetary value of capital x Emissions value per unit of capital value (Source: Same as above)
	Fuel and energy-related items not included in Scopes 1 and 2	tons Annual amounts of fuel oil and gas, electricity and heat purchased (consumed) mainly at business sites owned by Fujitsu x Emissions per unit (Source: Basic Guidelines for Calculating Greenhouse Gas Emissions Via Supply Chains and the Carbon Footprint Communication Program Basic Database Ver. 1 published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry)
	Transportation and distribution (upstream)	tons Transportation of goods within Japan: CO <sub>2</sub> emissions related to the transportation of goods within Japan by the Fujitsu Group * CO <sub>2</sub> emissions related to domestic transportation by the Fujitsu Group, based on the Act on the Rational Use, etc., of Energy. The fuel economy method (for some vehicles) or the improved ton-kilometer method (vehicle, rail, air, ship)
		tons International transport/overseas local transport: transportation ton-kilometer x Emission per unit (Source: GHG protocol emissions coefficient database)
	Waste generated in operations	tons Annual amounts of waste (discharged mainly by business sites owned by Fujitsu) processed or recycled, by type and processing method x Emissions per unit of annual amount of waste processed or recycled (Source: Basic Guidelines for Calculating Greenhouse Gas Emissions Via Supply Chains published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry)
	Business travel	tons (By means of transport) $\Sigma$ (Transportation expense payment x Emissions per unit) (Source: Basic Guidelines for Calculating Greenhouse Gas Emissions Via Supply Chains Ver. 2.3 and Emissions per Unit Database Ver. 2.6 published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry)
	Employee commuting	tons For portions of commute by public transportation: (By means of transport) $\Sigma$ (Transportation expense payment x Emissions per unit) (Source: Same as above) For portions of commute by private automobile: $\Sigma$ (Transported persons-kilometer x Emissions per unit) (Source: Same as above) Transported persons-kilometer is calculated from transportation expense payment, price of gasoline, and fuel efficiency
	Leased assets (Upstream)	tons Annual amounts of fuel oil, gas, electricity, and heat consumed mainly at leased business sites x Emissions per unit of fuel oil, gas, electricity, and heat consumed (Sources – Japan: Act on Promotion of Global Warming Countermeasures – GHG Emissions Accounting, Reporting, and Disclosure System; Overseas: IEA CO <sub>2</sub> Emissions from Fuel Combustion Highlights 2018)
Reporting company (Scope 1, 2)	Direct emissions	tons Amount of CO <sub>2</sub> emissions from the consumption of fuel oil and gas (burning of fuel) and GHG emissions other than CO <sub>2</sub> , mainly at business sites owned by Fujitsu * For the calculation method, see "Greenhouse gas emission (CO <sub>2</sub> emissions, greenhouse gas emissions other than CO <sub>2</sub> ) from business sites" in the Environmental Action Plan (Stage VIII)
	Indirect emissions from energy sources	tons CO <sub>2</sub> emissions from the consumption (purchase) of electricity and heat mainly at business sites owned by Fujitsu * For the calculation method, see "Greenhouse gas emission (CO <sub>2</sub> emissions) at business sites" in the Environmental Action Plan (Stage VIII). Use IEA CO <sub>2</sub> Emissions from Fuel Combustion Highlights 2018 for some overseas business sites.
Downstream (Scope 3)	Processing of sold products	tons Intermediate product sales volume x Emissions per unit of processing volume Intermediate product sales volume refers to Fujitsu's device solution sales

			Emissions per unit of processing volume is calculated from Fujitsu's FY 2015 assembly plant data
	Use of sold products	tons	<p>Electricity consumption during product use x Emissions per unit electricity          (Source: The Electric Power Council for a Low Carbon Society, Actions for Global Warming Countermeasures in the Electricity Business-FY 2018 Follow-up on FY 2017 Results (prior to adjustment))</p> <p>Electricity consumption during product use is calculated as electricity usage for the anticipated usage time per product unit x Units shipped for the subject fiscal year.</p> <p>Electricity usage for the anticipated usage time per product unit is calculated as electricity consumed (kW) x Time used (h) / Days x Number of days used / Year x Number of years used. Time used (h), number of days used per year, and number of years used are set according to Fujitsu's internal scenarios</p>
	End-of-life treatment of sold products	tons	<p>(Weight of all sold products / Weight of products processed at Fujitsu's recycling centers during the year) x Electricity used at Fujitsu's recycling centers during the year x Emissions per unit of electricity</p> <p>(Source: Actual emission factor for each electricity utility based on ministerial ordinances on calculation and adjustment emission factor for each electricity utility based on reporting orders, announced for each fiscal year from FY 2011 to FY 2015)</p>

## Response to Environmental Risks / Supplementary Data

<https://www.fujitsu.com/global/about/environment/management/ems/risk/>

Indicator	Unit	Calculation Method
Measured value of groundwater pollution	mg/L	The highest value in the fiscal year for substances detected at levels exceeding regulated levels set in the Soil Contamination Countermeasures Act, etc., at monitoring wells at the boundaries of sites where past business activities have resulted in soil contamination

## Operating Activities and Environmental Load

<https://www.fujitsu.com/global/about/environment/performance/burden.html>

Indicator	Unit	Calculation Method	
<b>INPUT</b>			
Design/ Procurement/ Manufacturing/ Development	Raw Materials	tons	Material inputs to our major products* <sup>1</sup> shipped in the fiscal year (raw materials per unit for each product x The number of units shipped in the fiscal year)
	Chemical Substances	Volume of substances subject to VOC emissions restrictions	Of the 20 VOCs (Volatile Organic Compounds) specified in the environmental voluntary action plans of the four electrical and electronic industry associations* <sup>2</sup> , total amounts handled are provided for those substances handled in quantities exceeding 100 kg annually at individual business sites, including overseas sites  Substances subject to VOC emissions controls that are also covered by the PRTR law are included in the section on substances subject to VOC emissions controls
		Volume of PRTR-targeted substances	Of the substances covered by the PRTR law (Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environmental and Promotion of Improvements to the Management Thereof), totals are provided for those substances handled in quantities exceeding 100 kg annually per business site, including overseas sites
	Water usage	m <sup>3</sup>	Annual use of clean water, industrial water and groundwater (not including groundwater used for melting snow or extracted for purification.)
	Amount of Recycled water	m <sup>3</sup>	Annual amount of water used for manufacturing and other purposes once, then recovered, processed, and used again for manufacturing and

Fujitsu Group Sustainability Data Book 2019

				other processes.
	Energy consumption (calorie basis)	GJ		$\Sigma[(\text{Electricity, fuel oil and gas, and district heating and cooling annual usage}) \times \text{Thermal conversion factor for each type of energy}^*]$ * Thermal conversion factor (Heating value unit): According to the "Act on the Rational Use, etc., of Energy," conversion factors from each supplier or 44.8 GJ/1000m <sup>3</sup> were used for town gas.
	Purchased electricity	MWh		Annual electricity usage
	Bunker A, fuel oil, light oil, benzine, gasoline	kL		Annual fuel oil usage (or purchases)
	Natural gas	m <sup>3</sup>		Annual natural gas usage (or purchases)
	Town gas	m <sup>3</sup>		Annual town gas usage (or purchases)
	LPG	tons		Annual LPG usage (or purchases)
	LNG	tons		Annual LNG usage (or purchases)
	District heating and cooling	GJ		Annual district heating and cooling (cold and hot water for cooling and heating) usage (or purchases)
Distribution / Sales	Energy consumed for transport	GJ		Total value of transport energy consumption for Fujitsu* <sup>1</sup> and Fujitsu Group companies* <sup>2</sup> *1 Fujitsu (domestic transport): Energy consumption related to domestic transport by the Fujitsu Group, based on the Act on the Rational Use of Energy "Logistics." *2 Fujitsu Group Companies: Calculated from the transport CO <sub>2</sub> emissions from OUTPUT (distribution and sales) using the ratio of Fujitsu (domestic transport) transport energy consumption to transport CO <sub>2</sub> emissions.
Usage	Energy	Electricity	GWh GJ	Electricity consumed in connection with major products ** shipped during the fiscal year (Amount of electricity used for time estimated per product unit x Units shipped in the fiscal year)
Recycling of resources	Resource recycling rate	%		Based on the calculation method provided by JEITA, recycled components and resources are calculated as a percentage of the weight of used products processed in Japan. Excludes collected waste other than used electronic products.
Output				
Design/ Procurement/ Manufacturing/ Development	Raw Materials	CO <sub>2</sub> emissions	tons -CO <sub>2</sub>	CO <sub>2</sub> emissions related to all stages from resource extraction through processing into raw materials (CO <sub>2</sub> emissions equivalent for raw materials used per product unit x Units shipped in the fiscal year) for the raw materials used in major products* <sup>1</sup> shipped in the fiscal year
	Chemical Substances	Volume of substances subject to VOC emissions restrictions	tons	Of the 20 VOCs (Volatile Organic Compounds) specified in the environmental voluntary action plans of the four electrical and electronic industry associations* <sup>2</sup> , total amounts released are provided for those substances handled in quantities exceeding 100 kg annually at individual business sites, including overseas sites. Substances subject to VOC emissions controls that are also covered by the PRTR law are included in the section on substances subject to VOC emissions controls.
		Volume of PRTR-targeted substances released	tons	Of the substances covered by the PRTR law (Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof), released totals are provided for those substances handled in quantities exceeding 100 kg annually per business site, including overseas sites.
	Atmospheric	CO <sub>2</sub> emissions	tons-CO <sub>2</sub>	* For the calculation method, see "Greenhouse gas emissions (CO <sub>2</sub> )

	pollution			emissions) from business sites" in the Environmental Action Plan (Stage VIII).
	GHG emissions other than CO <sub>2</sub>	tons	* For the calculation method, see "Greenhouse gas emissions (GHG emissions other than CO <sub>2</sub> ) from business sites" in the Environmental Action Plan (Stage VIII).	
	NOx emissions	tons	NOx concentration (ppm) × 10 <sup>-6</sup> × Dry gas emissions (m <sup>3</sup> /hr) × Operating time (hr/yr) × 64/22.4 × 10 <sup>-3</sup>	
	Sox emissions	tons	SOx concentration (ppm) × 10 <sup>-6</sup> × Dry gas emissions (m <sup>3</sup> /hr) × Operating time (hr/yr) × 64/22.4 × 10 <sup>-3</sup>	
Water Discharge	Wastewater discharges	m <sup>3</sup>	Annual water discharge into public waterways and sewers (not including groundwater used for melting snow, but including groundwater extracted for purification when the amount of water is known)	
	BOD emissions	tons	BOD concentration (mg/l) × Water discharges (m <sup>3</sup> /yr) × 10 <sup>-6</sup>	
	COD emissions	tons	COD concentration (mg/l) × Water discharges (m <sup>3</sup> /yr) × 10 <sup>-6</sup>	
Waste	Amount of waste generated	tons	* For the calculation method, see "Waste generated" in the Environmental Action Plan (Stage VIII).	
	Thermal recycling volume	tons	Among all types of waste put to effective use, the total volume used in thermal recycling * Thermal recycling: Recovery and use of the heat energy generated by incinerating waste	
	Material recycling volume	tons	Among all types of waste put to effective use, the total volume used in material recycling * Material recycling: Processing of waste to facilitate its reuse, and re-use of processed waste as material or raw materials for new products	
	Disposal volume	tons	Volume of industrial and general waste processed by, for example, landfilling or simple incineration	
Distribution / Sales	Atmospheric Release	tons-CO <sub>2</sub>	* For the calculation method, see "Transportation and distribution (upstream)" in the GHG Emissions Report based on GHG Protocol Standards.	
Usage	Atmospheric Release	tons-CO <sub>2</sub>	Emission intensity per electricity has changed since FY 2017. For the calculation method, see "Use of sold products" in the GHG Emissions Report based on GHG Protocol Standards.	

\*1 Major products:

Personal computers, mobile phones, servers, workstations, storage systems, printers, scanners, financial terminals, retail terminals, routers, LAN access equipment, access network products, mobile phone base stations and electronic devices

\*2 Four electrical and electronic industry associations:

The Japan Electrical Manufacturers' Association (JEMA), Japan Electronics and Information Technology Industries Association (JEITA), Communications and Information Network Association of Japan (CIAJ), and Japan Business Machine and Information System Industries Association (JBMIA).

**Environmental Data**

# List of Organizations Covered by the Report on Environmental Activities in FY2018

## Organizations Covered

The coverage is of Fujitsu itself plus a total of 191 companies (including companies outside Japan) centering on consolidated subsidiaries that have built environmental management systems.

The table below shows the organizations for which individual performance data is gathered.

## Regarding the Indicators:

- Environmental burden: Organizations and Fujitsu's overseas non-manufacturing business sites for which business site environmental burden data is calculated
- Scope 1, 2, 3: Organizations that are the subject of calculations used in the GHG Emissions Report based on GHG Protocol Standards
- Logistics: Organizations for which logistics and transport data is calculated
- Environmental Accounting: Organizations for which environmental accounting data is calculated
- EMS: Organizations with Environmental Management Systems (EMS)

\* The following company names are as of March 31, 2019.

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
1	Fujitsu Limited	✓	✓	✓	✓	✓

Fujitsu Group companies in Japan (138 companies)

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
1	Fujitsu Advanced Printing & Publishing Co., Ltd.		✓	✓		✓
2	FUJITSU HOME & OFFICE SERVICES LIMITED		✓			✓
3	Fujitsu University		✓			✓
4	Kawasaki Frontale Limited		✓			✓
5	Fujitsu Travelance Ltd.		✓			✓
6	Fujitsu Human Resource Professionals Limited		✓			✓
7	Fujitsu Techno Research Limited		✓			✓
8	Fujitsu CIT Limited		✓			✓
9	Toyama Fujitsu Limited	✓	✓			✓
10	Fujitsu Facilities Limited		✓			✓
11	OKINAWA FUJITSU SYSTEMS ENGINEERING LIMITED		✓			✓
12	DIGITAL PROCESS LTD.		✓	✓	✓	✓
13	PFU LIMITED	✓	✓	✓	✓	✓
14	FUJITSU BANKING SOLUTIONS LIMITED		✓			✓
15	SHIGA FUJITSU SOFTWARE LIMITED		✓			✓
16	FUJITSU BROAD SOLUTION & CONSULTING Inc.		✓			✓
17	FUJITSU SOCIAL SCIENCE LABORATORY LIMITED		✓			✓
18	FUJITSU YFC LIMITED		✓			✓
19	FUJITSU NIIGATA SYSTEMS LIMITED		✓			✓

Fujitsu Group Sustainability Data Book 2019

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
20	FUJITSU HOKURIKU SYSTEMS LIMITED		✓			✓
21	FUJITSU KYUSHU SYSTEMS LIMITED		✓			✓
22	FUJITSU KAGOSHIMA INFORNET LIMITED		✓			✓
23	FUJITSU FIP CORPORATION	✓	✓			✓
24	FUJITSU FIP SYSTEMS CORPORATION		✓			✓
25	FUJITSU FIP DC CORPORATION		✓			✓
26	FUJITSU FIP KYUSHU CORPORATION		✓			✓
27	FUJITSU CLOUD TECHNOLOGIES LIMITED		✓			✓
28	G-Search Limited		✓			✓
29	FUJITSU FSAS INC.		✓	✓		✓
30	Fujitsu FSAS Creative Inc.		✓			✓
31	Fujitsu FSAS Systems Inc.		✓			✓
32	Fujitsu FSAS Customer Service Inc.		✓			✓
33	Fujitsu FSAS Higashi-Nihon Customer Service Inc.		✓			✓
34	Fujitsu FSAS Tokai Customer Service Inc.		✓			✓
35	Fujitsu FSAS Hokuriku Customer Service Inc.		✓			✓
36	Fujitsu FSAS Kansai Customer Service Inc.		✓			✓
37	Fujitsu FSAS Shikoku Customer Service Inc.		✓			✓
38	Fujitsu FSAS & Sun LTD.		✓			✓
39	FUJITSU COMMUNICATION SERVICES LIMITED		✓			✓
40	FUJITSU NETWORK SOLUTIONS LIMITED		✓			✓
41	Fujitsu Frontech Limited	✓	✓	✓	✓	✓
42	LIFE CREATE LIMITED		✓			✓
43	FUJITSU FRONTECH SYSTEMS LIMITED		✓			✓
44	FUJITSU SYSTEM INTEGRATION LABORATORIES LIMITED		✓			✓
45	FUJITSU TOKKI SYSTEMS LIMITED		✓			✓
46	FUJITSU DEFENSE SYSTEMS ENGINEERING LIMITED		✓			✓
47	Fujitsu Applications, Ltd.		✓			✓
48	FUJITSU LEARNING MEDIA LIMITED		✓			✓
49	FUJITSU RESEARCH INSTITUTE		✓			✓
50	Fujitsu Marketing Limited		✓	✓		✓
51	Fujitsu Marketing Agent Ltd.		✓			✓
52	Fujitsu Marketing Office Services Ltd.		✓			✓
53	FUJITSU FOM LIMITED		✓	✓		✓
54	FUJITSU CoWorCo LIMITED		✓	✓		✓
55	TWO-ONE LIMITED		✓			✓
56	FUJITSU I-NETWORK SYSTEMS LIMITED	✓	✓	✓	✓	✓
57	ECOLITY SERVICE LIMITED		✓		✓	✓
58	FUJITSU ADVANCED ENGINEERING LIMITED		✓			✓
59	Fujitsu Software Technologies Limited		✓			✓
60	FUJITSU MIDDLEWARE LIMITED		✓			✓
61	Fujitsu Kyushu Network Technologies Limited		✓			✓
62	Fujitsu Telecom Networks Limited	✓	✓	✓	✓	✓
63	Fujitsu Telecom Networks Fukushima Limited	✓	✓			✓
64	Fujitsu Telecom Networks Kowa Limited	✓	✓			✓
65	FUJITSU COMPUTER TECHNOLOGIES LIMITED		✓			✓

Fujitsu Group Sustainability Data Book 2019

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
66	FUJITSU IT PRODUCTS LIMITED	✓	✓	✓	✓	✓
67	Fujitsu Isotec Limited	✓	✓	✓	✓	✓
68	FIT FRONTIER LIMITED	✓	✓			✓
69	FUJITSU PERIPHERALS LIMITED	✓	✓	✓	✓	✓
70	FUJITSU PERSONAL SYSTEM LIMITED		✓	✓		✓
71	Shimane Fujitsu Limited	✓	✓		✓	✓
72	FUJITSU KASEI LIMIED	✓	✓	✓	✓	✓
73	FUJITSU KASEI RECYCLE LIMITED		✓			✓
74	Fujitsu Interconnect Technologies Limited	✓	✓	✓	✓	✓
75	FUJITSU QUALITY LABORATORY LIMITED		✓			✓
76	FUJITSU QUALITY LABORATORY ENVIRONMENT CENTER LTD.		✓			✓
77	Eco Analysis Corporation		✓			✓
78	Fujitsu Optical Components Limited	✓	✓	✓	✓	✓
79	FUJITSU KANSAI-CHUBU NET-TECH LIMITED		✓			✓
80	Fujitsu Mission Critical Software LTD.		✓			✓
81	FDK CORPORATION	✓	✓	✓	✓	✓
82	FDK SALES CO., LTD.		✓			✓
83	FDK ENGINEERING CO., LTD.	✓	✓			✓
84	FDK PARTNERS CORPORATION		✓			✓
85	FDK ECOTEC CO., LTD.	✓	✓			✓
86	FUJITSU COMPONENT LIMITED	✓	✓	✓	✓	✓
87	SHINANO FUJITSU LIMITED	✓	✓			✓
88	TEC CO., LTD.		✓			✓
89	CHIKUMA TSUSHIN INDUSTRY CO., LTD.	✓	✓			✓
90	MIYAZAKI FUJITSU COMPONENTS LIMITED	✓	✓			✓
91	TAKAMISAWA ELECTRIC CO., LTD. Shinshu Plant	✓	✓			✓
92	Transtron Inc.		✓	✓	✓	✓
93	FUJITSU ELECTRONICS INC.		✓	✓		✓
94	Fujitsu Devices Inc.		✓			✓
95	SHINKO ELECTRIC INDUSTRIES CO. LTD.	✓	✓	✓	✓	✓
96	SHINKO PARTS CO., LTD.		✓			✓
97	SHINKO TECHNOSERVE CO., LTD.		✓			✓
98	FUJITSU LABORATORIES LTD	✓	✓		✓	✓
99	FUJITSU SEMICONDUCTOR LIMITED	✓	✓	✓		✓
100	Fujitsu Design Limited		✓			✓
101	Fujitsu Advanced Technologies Limited		✓			✓
102	FUJITSU CAPITAL LIMITED		✓			✓
103	MIE FUJITSU SEMICONDUCTOR LIMITED	✓	✓		✓	✓
104	AIZU FUJITSU SEMICONDUCTOR LIMITED	✓	✓			✓
105	AIZU FUJITSU SEMICONDUCTOR WAFER SOLUTION LIMITED	✓	✓		✓	✓
106	ON Semiconductor Aizu Co., Ltd.	✓	✓		✓	✓
107	Fujitsu IT Management Partner Co. Ltd.		✓			✓
108	Fujitsu IS Service Limited		✓			✓
109	Fujitsu Quality & Wisdom Limited		✓			✓
110	FUJITSU CLIENT COMPUTING LIMITED		✓		✓	✓
111	FUJITSU PUBLIC SOLUTIONS LIMITED		✓			✓

Fujitsu Group Sustainability Data Book 2019

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
112	FUJITSU ADVANCED SYSTEMS LIMITED		✓			✓
113	Fujitsu Systems Applications & Support Limited		✓			✓
114	FUJITSU YAMAGUCHI INFORMATION CO.,LTD		✓			✓
115	FUJITSU SHIKOKU INFOTEC LIMITED		✓			✓
116	FUJITSU SYSTEMS WEB TECHNOLOGY LIMITED		✓			✓
117	FUJITSU NETWORK SERVICE ENGINEERING LIMITED		✓			✓
118	FUJITSU SOCIAL LIFE SYSTEMS LIMITED		✓			✓
119	Mobile Techno Corp.		✓			✓
120	Carenet Limited		✓			✓
121	Fujitsu Advance Accounting service Limited		✓			✓
122	Fujitsu Harmony Limited		✓			✓
123	Fujitsu Banking Information Technology Limited		✓			✓
124	UCOT Infotechno co., Ltd		✓			✓
125	AB System Solutions Limited		✓			✓
126	ZIS INFORMATION TECHNOLOGY CORPORATION		✓			✓
127	Fujitsu Yamagata Information Technology Limited.		✓			✓
128	BANKING CHANNEL SOLUTIONS Limited		✓			✓
129	IT MANAGEMENT PARTNERS LIMITED		✓			✓
130	YJK Solutions Co., Ltd.		✓			✓
131	Best Life Promotion Ltd.		✓			✓
132	Fujitsu Traffic & Road Data Service Limited		✓			✓
133	Future City Solutions Limited		✓			✓
134	TechShop Japan Limited		✓			✓
135	Fujitsu Engineering Technologies Limited		✓			✓
136	Smart Agriculture IWATA Co., Ltd.		✓			✓
137	Grand Bouquet Otaki, K.K.		✓			✓
138	FITEC		✓			✓

Fujitsu Group companies worldwide (52 companies)

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
1	Jiangsu Fujitsu Telecommunications Technology Co., Ltd.		✓			✓
2	Fujitsu Electronics Pacific Asia Limited		✓			✓
3	Fujitsu Electronics (Shanghai) Co., Ltd.		✓			✓
4	FUJITSU HONG KONG LIMITED		✓			✓
5	FUJITSU DO BRASIL LIMITADA	✓	✓			✓
6	FUJITSU ASIA PTE LTD		✓			✓
7	FUJITSU NETWORK COMMUNICATIONS INC.	✓	✓	✓	✓	✓
8	Fujitsu America, Inc.	✓	✓	✓		✓
9	Fujitsu (Thailand) Co., Ltd.		✓			✓
10	FUJITSU BUSINESS TECHNOLOGIES ASIA PACIFIC LIMITED		✓	✓		✓
11	FUJITSU AUSTRALIA LTD.	✓	✓	✓		✓
12	Fujitsu Technology Solutions GmbH	✓	✓	✓	✓	✓
13	Fujitsu Electronics Europe GmbH		✓			✓
14	Fujitsu Nanda Software Technology Co., Ltd		✓			✓
15	FUJITSU SERVICES HOLDINGS PLC		✓	✓		✓
16	FUJITSU KOREA LTD.		✓			✓

Fujitsu Group Sustainability Data Book 2019

No.	Company name (*)	Environmental burden	Scope 1,2,3	Logistics	Environmental Accounting	EMS
17	FUJITSU TAIWAN LIMITED		✓			✓
18	Fujitsu Telecommunication Asia Sdn. Bhd.		✓			✓
19	Fujitsu (China) Holdings Co., Ltd.		✓			✓
20	Fujitsu Technology and Business of America, Inc.		✓			✓
21	FUJITSU (XI'AN) SYSTEM ENGINEERING Co., Ltd.		✓			✓
22	Beijing Fujitsu System Engineering Co., LTD.		✓			✓
23	Fujitsu Glovia, Inc.		✓			✓
24	FUJITSU AUSTRALIA SOFTWARE TECHNOLOGY PTY. LTD.		✓			✓
25	FUJITSU Enabling Software Technology GmbH		✓			✓
26	Fujitsu Electronics America, Inc		✓			✓
27	Fujitsu Electronics Korea Ltd.		✓			✓
28	Fujitsu Research and Development Center Co., LTD.		✓			✓
29	Fujitsu Computer Products of America		✓	✓		✓
30	Fujitsu Frontec North America	✓	✓	✓		✓
31	FUJITSU COMPONENTS (CHANGZHOU) CO., LTD.	✓	✓			
32	QINGDAO KOWA SEIKO CO., LTD.	✓	✓			
33	FUJITSU COMPONENT (MALAYSIA) SDN. BHD.	✓	✓			
34	PT FDK INDONESIA	✓	✓			
35	XIAMEN FDK CORPORATION	✓	✓			
36	SUZHOU FDK CO., LTD.	✓	✓			
37	FUCHI ELECTRONICS CO., LTD.	✓	✓			
38	FUJITSU DIE-TECH CORPORATION OF THE PHILIPPINES	✓	✓			✓
39	SHINKO ELECTRIC INDUSTRIES (WUXI) CO., LTD.	✓	✓			
40	KOREA SHINKO MICROELECTRONICS CO., LTD.	✓	✓			
41	SHINKO ELECTRONICS (MALAYSIA) SDN. BHD.	✓	✓			
42	TRANSTRON (THAILAND) CO., LTD.		✓			✓
43	Fujitsu Consulting India	✓	✓			
44	FUJITSU (CHINA) Co., Ltd.		✓			✓
45	Fujitsu Finance America, Inc.		✓			✓
46	FUJITSU EMEA PLC		✓			✓
47	Fujitsu RunMyProcess SAS		✓			✓
48	UShareSoft, SAS		✓			✓
49	Fujitsu Greenhouse Technology Finland Oy		✓			✓
50	Fujitsu Systems Global Solutions Management Sdn. Bhd.		✓			✓
51	Fujitsu Sweden AB		✓			
52	Fujitsu New Zealand Limited		✓			



## Global Responsible Business

### - Compliance -

The Fujitsu Group recognizes the operation and maintenance of internal control system including compliance is one of the most important management issues, from the perspective of maintaining and improving corporate value. Therefore, we will ensure to keep entire organizations informed about the Fujitsu Way Code of Conduct.

Furthermore, in all our business activities, we shall be aware of and act with integrity on a higher level of corporate ethics respecting international and local standards.

# Compliance

## Goal

### Long-term Goal to be achieved by FY2030

The Fujitsu Group, from the perspective of maintaining and improving corporate value, recognizes that the installation and operation of an internal control structure, which includes compliance, is one of the most important aspects of management. The Fujitsu Group will disseminate the Fujitsu Way Code of Conduct throughout the entire organization. Furthermore, the Fujitsu Group will be aware of a higher level of corporate ethics, which includes social norms in that scope, and act with integrity in all of its business activities.

[↓ Policies and Structure for Implementation](#) [↓ Top Management Initiatives](#) [↓ Global Compliance Program](#)

[↓ Initiatives for Security Export Controls](#) [↓ Our Approach to Tax Matters](#) [↓ FY 2018 Performance](#)

## Policies and Structure for Implementation

At the Fujitsu Group, the Risk Management & Compliance Committee, which is operated under the direct control of the Board of Directors and headed by the President, is responsible for overseeing Group-wide compliance at the global level based on our Basic Policy for Establishing Internal Control (\*1). Together with appointing a Chief Risk Management & Compliance Officer (CRCO) who is tasked with carrying out the Committee's compliance-related policies and decisions, the Committee established the Global Compliance Program. In cooperation with Region Risk Management & Compliance Committees, which have been established as subcommittees in each region, the Committee strives to raise Group-wide awareness of the Fujitsu Way Code of Conduct and achieve compliance with that Code.

The Risk Management & Compliance Committee and the Region Risk Management and Compliance Committees regularly verify the current operational status of the Global Compliance Program and file reports with the Board of Directors. Under the initiative and supervision of top management, these Committees implement and operate the internal company rules, training activities, and monitoring systems necessary for compliance with the laws and regulations that concerns the business activities of the Fujitsu Group.

\*1 "Basic Policy for Establishing Internal Control" in Japan  
[https://pr.fujitsu.com/jp/ir/report/2018/n119.pdf\(P.3-P.7\)](https://pr.fujitsu.com/jp/ir/report/2018/n119.pdf(P.3-P.7))

## The Fujitsu Way Code of Conduct

The Fujitsu Way contains a Code of Conduct that all Fujitsu Group employees should abide by, shown on the right. Fujitsu has also refined the Fujitsu Way Code of Conduct, developed Global Business Standards (GBS) (\*2) in 20 languages to serve as a guide on legally compliant behavior for all Fujitsu Group-affiliated employees around the world, and applies GBS uniformly across the Fujitsu Group.

\*2 Global Business Standards  
<https://www.fujitsu.com/global/about/philosophy/codeofconduct/gbs/>



**FUJITSU Way**

**Code of Conduct**

- We respect human rights.
- We comply with all laws and regulations.
- We act with fairness in our business dealings.
- We protect and respect intellectual property.
- We maintain confidentiality.
- We do not use our position in our organization for personal gain.

## Top Management Initiatives

Top Management proactively and continuously expresses its intentions to strive for compliance through their measures such as transmitting messages to employees, and in doing so, Fujitsu puts the Fujitsu Way Code of Conduct and GBS into practice, and make them widespread across the entire Fujitsu Group.

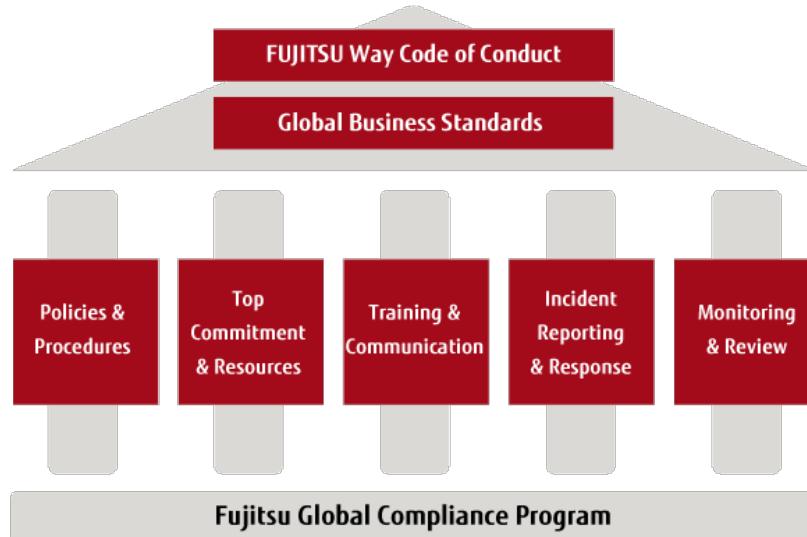
After the antitrust matter in relation to transactions for communication equipment targeted at electric power companies the President himself sends repeated messages to all employees, declaring that Fujitsu will put an end to compliance violations, including bid rigging and forming cartels. Even overseas, regional heads and Group company top managers continuously send messages that explain the importance of compliance and corporate culture that has zero tolerance for illegality.

Furthermore, starting in December 2017, Fujitsu newly established the Fujitsu Compliance Week in accordance with International Anti-Corruption Day on December 9th, which is designated by the United Nations, and engages in measures like sending out simultaneous messages across the Fujitsu Group to encourage employees to think once again about compliance and to promote the discussion.

## Global Compliance Program

Fujitsu has formulated the Fujitsu Global Compliance Program (GCP) in order to implement and disseminate the Fujitsu Way Code of Conduct and GBS, and is working to maintain and improve the global legal compliance structure across the entire Fujitsu Group. The GCP systematically organizes our various compliance-related activities into five pillars. While clarifying what items Fujitsu needs to address on a continual basis, the GCP also promotes external understanding of Fujitsu's compliance structure and its compliance activities. Based on this GCP, we take factors such as the legal systems of each country/region and the guidelines of their government institutions into account, and implement various policies and initiatives in each region. When implementing the GCP, we establish internal Group rules and deploy an officer responsible for compliance activities to each region to secure the implementation structure. We also continuously provide employees with various forms of training, and aim to embed the Fujitsu Way Code of Conduct and GBS. In addition, we have established an internal whistleblower system(\*3) in case of compliance issues, and in the event that compliance violations are discovered, employees are required to immediately report them to the Risk Management & Compliance section. We periodically verify the effectiveness of the GCP through measures such as risk assessment, audit, and reviews by external specialists, and continuously work towards improve the GCP.

- See here (PDF) for more information about the promotion of the Global Compliance Program.



\*3 Internal Whistleblower System

The Fujitsu Group has established a point of contact inside and outside the company, operated as the Compliance Line/Fujitsu Alert, to receive reports from all Group employees (including retirees, temporary transfers, contracted employees, part-time employees and dispatch workers) and offer consultations (including anonymous reports).

We have established a Compliance Line for Suppliers in Japan to receive reports from the suppliers of Fujitsu and domestic Group companies, to whom we directly supply products, services, software and other goods. FUJITSU Alert is also available overseas in 20 languages, and accepts reports from customers, suppliers and other third parties 24 hours a day, 365 days a year.

- Fujitsu Alert  
<https://secure.ethicspoint.eu/domain/media/en/gui/102834/index.html>
- Compliance Line for Suppliers in Japan  
<https://www.fujitsu.com/jp/about/csr/management/compliance/complianceline/>

## Our Response to Compliance Issues

In July 2016, Fujitsu was found to have violated the Antimonopoly Act with regard to coordinating an order of electric power security communications equipment for Tokyo Electric Power Company., Inc. (now Tokyo Electric Power Company Holdings, Inc.), and was ordered to cease and desist, in addition to being ordered to pay a surcharge (hereafter, the TEPCO case). Subsequently, in February 2017, Fujitsu was found to have violated the Antimonopoly Act with Chubu Electric Power Co., Inc. regarding transactions for hybrid optical communications equipment and transmission-path equipment (hereafter, the CEPCO case). With regard to the CEPCO case, by immediately filing for immunity from or reduction of surcharges, Fujitsu was fully exempted from having to pay a surcharge, and also avoided being subject to a cease and desist order. Fujitsu will once again deeply reflect on what led to this series of incidents, and sincerely apologizes to all parties affected for the trouble caused.

Fujitsu took disciplinary action against the employees involved in these violations and imposed salary reductions (a 10-30% reduction in monthly salary for three months) on seven executives, including the Chairman and the President, based on a resolution by the Board of Directors. Immediately after the TEPCO case came to light, the President declared that bid rigging and cartel forming would be stamped out, and continued to repeat this message to all executives and employees. The executives in charge have also made Fujitsu's commitment to compliance known to their subordinates. As mentioned above, Fujitsu also conducts compliance training for all Fujitsu Group executives and employees inside and outside Japan.

Furthermore, with the aim of securing effectiveness of the GCP in Japan, Fujitsu established the Domestic Compliance Program, based on Japan Fair Trade Commission documents about the state of business compliance with the Antimonopoly Act. In FY 2017 and FY 2018, Fujitsu adopted Antimonopoly Act-focused internal seminars and audits as key measures, promoted relationship-building and two-way communication with the relevant divisions, and worked to create an environment that would not allow for bid rigging.

As we continue to enhance our compliance-related initiatives based on these programs, we will work to win back the trust we had early on, and strive to prevent such issues from happening again.

## Initiatives for Security Export Controls

---

The export of goods and the transfer of technology that could be used for the development or production of weapons of mass destruction or conventional weaponry is controlled by an international framework for security export controls, with the objective of maintaining global peace and security. In Japan, regulations for security export controls are implemented under the Foreign Exchange and Foreign Trade Act (the Foreign Exchange Act).

In line with the Fujitsu Way Code of Conduct's stipulation that employees should comply with all laws and regulations, Fujitsu has enacted "Internal Compliance Program" on Security Export Control Regulations whose fundamental objective is the promotion of security export controls that are not only in accordance with the Foreign Exchange Act, but with the Export Administration Regulations (EAR) of the United States, which are applied extraterritorially.

Fujitsu has established a system in which the President serves as the designated Chief Security Export Control Officer, while the Security Export Control Office in the Legal, Compliance and Intellectual Property Unit serves as the organization that promotes security export control activities. The Security Export Control Office carries out all classification and transaction screening (verifying the country/region receiving the goods/technology, the intended application for it, and the identity of the client) for export of goods and the transfer of technology to overseas locations, where all necessary licenses are adequately obtained before shipment. In addition, in the "Internal Compliance Program" such process is established that legal violations shall be reported immediately. When conducting business, in order to prevent legal violations by misinterpretation of and/or overlook of related regulations, we coordinate closely with the Ministry of Economy, Trade and Industry, which has jurisdiction over export administration regulations.

In order to maintain this internal system for security export controls and keep it going, we continue to conduct regular audits and provide export controls training to all executives and employees.

With regard to all domestic and overseas Group companies, Fujitsu headquarters offer guidance about how to develop rules and establish frameworks for proper security export controls, provides educational support and audit support, and organizes gatherings within the Group for the purpose of information exchange, among other activities. In addition, since FY 2013, Fujitsu has been developing an e-Learning course that covers security export controls and is available in 20 languages for Group companies around the world.

## Our Approach to Tax Matters

---

Tax compliance at Fujitsu is carried out according to the Fujitsu Way Code of Conduct.

- We strive to comply with all applicable laws, rules, regulations and treaties in each country, as well as guidelines by OECD and other international organization, and to properly file and pay taxes.
- We strive to respect the general rule of an arm's length price in transactions between related companies, and to pay proper taxes in the countries where business activities are conducted.

We will follow Principles of the Fujitsu Way in our relationships with tax authorities, and act with sound ethics and integrity.

After taking the above into account, we will follow the corporate values of the Fujitsu Way, and in order to continuously increase our corporate value, we will aim to implement proper tax management.

## FY 2018 Performance

---

### Compliance Training

#### • Within Japan

- Training for new company executives at Fujitsu and domestic Group companies
- Internal seminars for managers at Fujitsu and domestic Group companies
- E-Learning courses for all employees at Fujitsu and domestic Group companies: 98.3% of employees at Fujitsu taking part, 98.4% of employees at domestic Group companies taking part (as of May 2019)
- E-Learning courses for new employees: 99.6% of new employees at Fujitsu taking part, 98.9% of new employees at domestic Group companies taking part (as of May 2019)
- Group training sessions for sales divisions: Implementation focused on supervising divisions of public businesses

#### • Overseas Regions

- E-Learning courses for employees at overseas Group companies (offered in 20 languages and available in 72 countries): Over 93% of employees taking part (as of April 2019)
- E-Learning courses for new employees
- Separate group training sessions for each region and division
- Training for employees who will leave for overseas: monthly

### Security Export Controls

- Regular internal audits: 30 divisions within Fujitsu
- Audits, training and structural enhancement and support: 37 domestic Group companies and 12 overseas Group companies



## Global Responsible Business

### - Supply Chain -

The Fujitsu Group sets "Co-existence with Suppliers", "Fair and Proper Evaluation and Selection of Suppliers" and "Promotion of CSR-Conscious Procurement Activities" as the procurement guidelines for its global procurement activities, and will accomplish a CSR risk-free procurement to fulfill our corporate social responsibility.

# Supply Chain

## Goal

### Long-term Goal to be achieved by FY2030

The Fujitsu Group will accomplish CSR risk-free procurement to fulfill our corporate social responsibility.

- Acquire written commitment to responsible procurement from all of our key suppliers.

↳ [Policy](#)   ↳ [Structures for Promoting CSR Procurement & Periodic Reviews](#)   ↳ [Promoting Green Procurement](#)  
↳ [Promoting Information Security Measures](#)   ↳ [Enhancing Supply Chain BCM](#)   ↳ [Communication with Suppliers](#)  
↳ [Strengthening Procurement Compliances](#)   ↳ [FY2018 Performance](#)

## Policy

The Fujitsu Group holds "Co-existence with Suppliers", "Fair and Proper Evaluation and Selection of Suppliers" and "Promotion of CSR-Conscious Procurement Activities" as the tenets of its CSR (Corporate Social Responsibility) Procurement Guideline, and conducts its global procurement activities accordingly.

In 2005 we formulated the "CSR Procurement Guideline" for CSR procurement and requested our suppliers in Japan and overseas to comply with that guideline. In 2018 we adopted the RBA (\*1) Code of Conduct as the "Fujitsu Group CSR Procurement Guideline".

\*1 Press Release: Fujitsu Joins EICC, a Global Corporate Social Responsibility Coalition (renamed as the Responsible Business Alliance (RBA) in October 2017)  
<https://www.fujitsu.com/global/about/resources/news/press-releases/2017/0329-01.html>

- Fujitsu Group Procurement Policy  
<https://www.fujitsu.com/global/about/procurement/policy/>
- Fujitsu Group CSR Procurement Guideline (RBA Code of Conduct)  
<https://www.responsiblebusiness.org/code-of-conduct/>

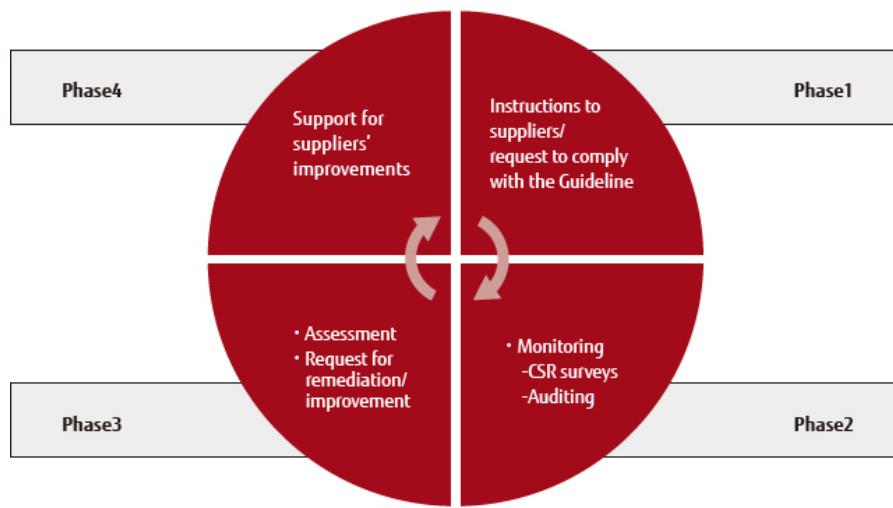
## Structures for Promoting CSR Procurement & Periodic Reviews

Under the group-wide policy, the relevant departments in the Fujitsu Group collaborate regarding the promotion of CSR activities. In the area of procurement, the Global Supply Chain Unit works with the relevant departments in promoting socially responsible procurement activities by suppliers. The CSR promotion activities are targeted at our major suppliers, that is, the largest suppliers on a monetary basis and those who have ongoing dealings with Fujitsu.

We initially clarify the compliance items through our CSR Procurement Guideline and then require our suppliers to undertake CSR activities. To confirm that these CSR activities are being fully implemented by suppliers, they are asked to respond to a range of surveys on topics such as green procurement, information security and Business Continuity Management (BCM).

The survey responses are analyzed and the results are returned to the suppliers as feedback. Where a supplier fails to meet Fujitsu's standards, they undertake to make improvements. Where there is a particular need to check whether CSR activities are being fully implemented by a supplier, a CSR audit is conducted. Such suppliers are required to submit a remediation plan for any matters identified by the audit and Fujitsu works with the suppliers to make the necessary improvements. Fujitsu is continually improving its processes and promoting CSR procurement with the goal that ultimately CSR activities will be properly undertaken by suppliers and will become firmly entrenched.

#### Processes for Promoting and Improving CSR Procurement



### Promoting Activities and Participation in Industry-standard Initiatives (RBA Membership)

The Fujitsu Group is a member of the Responsible Business Alliance (RBA), a global CSR alliance. As such, we give serious consideration to the RBA's Code of Conduct and engage in socially responsible procurement with our suppliers and throughout our supply chain.

The Fujitsu Group also takes an active role in the programs and initiatives of organizations such as the Japan Electronics and Information Technology Industries Association (JEITA) and works to promote socially responsible procurement in the industry.

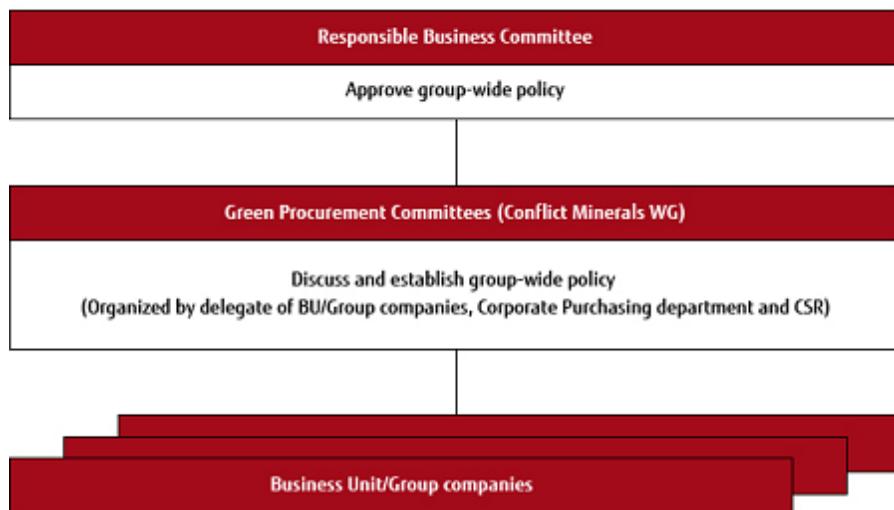
### Addressing High-Risk Minerals

The policy of the Fujitsu Group is to exclude from its products, components and supply chain any minerals that give rise to conflicts ("conflict minerals"), or minerals that are at high risk of being associated with forced labor or human rights violations. (The Fujitsu Group identifies tantalum, tin, gold, tungsten and cobalt as high-risk minerals.)

Fujitsu has also established a structure to ensure the transparency of procurement activities in the supply chain and the responsible procurement of minerals. This structure includes the relevant internal departments and operates under the jurisdiction of the Responsible Business Committee (chaired by Fujitsu's President).

- Fujitsu Group Policy on Responsible Minerals Procurement  
[https://www.fujitsu.com/global/documents/about/csr/procurement/Fujitsu\\_Group\\_Policy\\_on\\_Respons...\\_v01.pdf](https://www.fujitsu.com/global/documents/about/csr/procurement/Fujitsu_Group_Policy_on_Respons..._v01.pdf)

### Structure for Responsible Minerals Procurement



## Surveys on High-Risk Minerals

As part of its due diligence, the Fujitsu Group conducts high-risk minerals surveys with reference to the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas". These surveys use the Conflict Minerals Reporting Template (CMRT) and Cobalt Reporting Template (CRT) developed by the Responsible Minerals Initiative (RMI).

- List of smelters checked in the surveys  
[https://www.fujitsu.com/global/documents/about/csr/society/procurement/CF\\_SOR\\_List\\_20190610.pdf](https://www.fujitsu.com/global/documents/about/csr/society/procurement/CF_SOR_List_20190610.pdf)

Reminders are sent to those suppliers who failed to respond to our survey by the due date. If survey responses reveal insufficient answers, suppliers are asked to resubmit their responses. Where customers indicate that a smelter is considered to be "risky", we ask suppliers using that smelter to re-examine the nature of their dealings with the smelter.

While there have been no confirmed reports yet of smelters having any involvement with armed groups, we will continue to conduct programs aimed at identifying smelters and further increasing transparency in our supply chain.

## Promoting Green Procurement

The Fujitsu Group has set out its basic approach to the environmentally sound procurement of components, materials and products in the Fujitsu Group Green Procurement Direction, and we are working with our suppliers to promote green procurement activities. We are also implementing a program to reduce CO<sub>2</sub> emissions in the supply chain. Specifically, the Fujitsu Group is promoting activities aimed at reducing environmental impacts throughout the supply chain, including by requesting that all of its suppliers call on their own suppliers (companies that are secondary suppliers from a Fujitsu Group perspective) to also reduce their CO<sub>2</sub> emissions. We will also be intensifying our engagement with suppliers regarding water resource conservation.

- Promotion of the Fujitsu Group Green Procurement Direction and our initiatives to reduce CO<sub>2</sub> emissions in the supply chain  
<https://www.fujitsu.com/global/about/procurement/green/>

## Promoting Information Security Measures

Based on the "Cybersecurity Management Guidelines" issued in December 2015 by Japan's Ministry of Economy, Trade and Industry and the Information-technology Promotion Agency (IPA), the Fujitsu Group, along with its suppliers, has adopted the goal of "eliminating information security incidents", and is continually implementing measures to prevent such incidents or recurrences.

These measures include education, raising awareness, auditing, and sharing information.

In recent years, there has been a significant increase in the commercial use of external services such as cloud computing and social media. There has also been a rapid increase in opportunities for the use of smart devices such as smartphones and tablet PCs. It is necessary to prevent not only incorrectly addressed emails being sent by mistake and the theft or loss of PCs and smart devices, but also new kinds of risks involving information leaks such as in-house crimes and cyber terrorism. In this context, when the Fujitsu Group consigns work to suppliers, including offshore development work entrusted to overseas suppliers, it promotes education and awareness by requiring the same standards of information security management and handling of personal information as it applies to its own operations. If any serious problem regarding information security is discovered at a supplier, or if the supplier fails to immediately implement corrective measures and no improvement is observed, Fujitsu will take steps such as reviewing its business relationship with the supplier.

## Enhancing Supply Chain BCM

---

The Fujitsu Group sees the enhancement of Business Continuity Management (BCM) throughout its supply chain as essential to ensuring a stable supply of products and services in the event of major disasters or other unexpected contingencies. Accordingly, since FY2007 we have provided our suppliers with ongoing support to improve their BCM capabilities.

Fujitsu conducts an annual questionnaire-based survey of its suppliers on how they address BCM. This survey also covers some group companies that conduct their own procurement. We analyze the responses to the survey and then provide feedback to the suppliers and group companies. Since FY2014, we have been using a standard survey form developed by JEITA's Materials Committee.

Fujitsu also conducts annual surveys of major solutions-related suppliers, analyzing the responses and providing feedback.

## Communication with Suppliers

---

### Business Meetings

Under the Suppliers' Performance Review (SPR (\*2)) system, the Fujitsu Group holds management-level business meetings targeting around 200 of its major suppliers. These meetings provide both direct feedback on the assessment results in an interactive format as well as explanations of Fujitsu's business outlook and procurement strategy. The feedback provided at these meetings also addresses CSR topics, and suppliers whose efforts do not meet Fujitsu's standards are asked to make improvements. Fujitsu also carries out assessments of solutions-related suppliers and provides the results of those assessments as feedback to the major suppliers.

\*2 Suppliers' Performance Review: A program developed by Fujitsu that assesses the performance of procured goods and the basic profile of enterprises in terms of quality, technology, price, supply and CSR.

### Fujitsu Suppliers' Reception

The Fujitsu Group has been holding receptions for its suppliers since 1997. These events provide an opportunity for Fujitsu's President to give an overview of the Fujitsu Group's business activities and for the Vice President responsible for purchasing to explain Fujitsu's purchasing strategy. These gatherings are also used to present certificates of appreciation to suppliers who have made exceptional contributions to our business and to further strengthen our partnerships with suppliers.

## Strengthening Procurement Compliance

---

### Education by Procurement Divisions

The procurement divisions of the Fujitsu Group conduct annual education and training programs for their suppliers to thoroughly disseminate awareness of CSR and to ensure that procurement is socially responsible. In FY2018, in addition to CSR procurement and green procurement, training aimed at increasing awareness among procurement staff was also offered in the areas of risk management (BCM activities) and compliance with legislation such as the Subcontracting Law and the Worker Dispatching Business Law.

## Supplier Compliance Line

The Fujitsu Group uses the Supplier Compliance Line as a channel to receive reports from suppliers regarding any actions that are potential or actual instances of non-compliance in our purchasing activities. Channels have been set up both internally and externally through which we can verify and investigate the facts of each report and respond quickly.

Fujitsu's internal reporting standards prohibit any adverse treatment of its own staff making such reports or of staff from suppliers making the reports.

Our agreements with suppliers also include explicit provisions on the elimination of anti-social forces and other such groups with the aim of preventing harmful actions by such anti-social forces (and avoiding any encouragement of their activities). The Fujitsu Group, including its suppliers, will have no relationship whatsoever with anti-social forces.

- Supplier Compliance Line  
<https://www.fujitsu.com/jp/about/csr/management/compliance/complianceline/>

## FY2018 Performance

---

### CSR Surveys & Audits

- CSR surveys of major suppliers in Japan and overseas: Approximately 200 companies
  - Responses revealed that more than 90% of all major suppliers are actively undertaking CSR activities.
- CSR audits of suppliers: Nine companies
  - While no major violations were found, the audits confirmed the existence of items requiring remediation in some minor areas, such as employment that exceeded legal overtime hours, deficient equipment installation and insufficient management of waste product facilities.
  - The suppliers concerned were requested to provide remediation plans and to implement the remediation measures; these matters will be pursued until remediation is completed.

### High-Risk Mineral Survey Results

- In the FY2018 survey, Fujitsu received responses from 85% of the suppliers surveyed.
- Smelters operated by 322 companies were checked, of which 254 were compliant with the RMI-certified Responsible Minerals Assurance Process (RMAP).

### Promoting Information Security Measures

- Information security briefings (total 9 locations; Oct.-Nov. 2018): Approximately 900 companies / 1,300 people
- Written surveys on the state of information security measures (Feb.-Mar. 2019): Approximately 1,700 companies
- Audits on the state of information security measures (on-site checking) (Apr. 2018-Mar. 2019): Approximately 200 companies
  - \* Repeated status surveys, education and auditing of suppliers are fundamental to the maintenance of trouble-free operations.

### Enhancing Supply Chain BCM

Products:

- Surveys conducted (May-September 2018): 907 companies / 2,384 locations

## Fujitsu Group Sustainability Data Book 2019

- Feedback provided (October 2018): 907 companies / 2,384 locations

Solutions:

- Assessment feedback provided: Approximately 250 companies

## Communication with Suppliers

Products:

- Business meetings held: 27

Solutions:

- Assessment feedback provided: Approximately 250 companies

## Fujitsu Suppliers' Reception

- Held January 2019: Suppliers in Japan and overseas - Approximately 310 companies and 600 people

\* This year's event was also used as an opportunity to request that suppliers expand their CSR activities to their own upstream suppliers.



## Global Responsible Business

### - Health and Safety -

According to our corporate policy "to ensure a safe and comfortable working environment", the Fujitsu Group gives the first priority in all business activities to protect the health and safety of our employees both in mind and body, by providing a healthy and safe work environment tailored to the different cultures in which we operate.

# Health and Safety

## Goal

### Long-term Goal to be achieved by FY2030

The Fujitsu Group's first priority in all business activities is to protect the health and safety of our employees both in mind and body by providing a safe and healthy work environment tailored to the different cultures in which we operate.

- We will foster a culture that does not tolerate accidents, incidents and poor safety performance.
- We will ensure safety is a core business value; Make safety important and personal in order to influence peoples decisions and behavior
- We will eliminate all instances of preventable illness, injury and business loss due to unplanned events throughout our operations and premises.

[↓ Policy](#)   [↓ Promotion Framework and Regular Reviews](#)   [↓ Efforts to Improve Occupational Health and Safety](#)  
[↓ FY 2018 Results](#)

## Policy

The Fujitsu Group corporate philosophy advocates, "ensuring a safe and comfortable working environment." Based on this philosophy we have also established our Health and Safety Policy, and through coordination between the Human Resources and General Affairs Units, the Group works together as a whole to establish safe, pleasant work environments, create our corporate culture, and ensure the health and safety of employees.

### Fujitsu Group's Health and Safety Policy

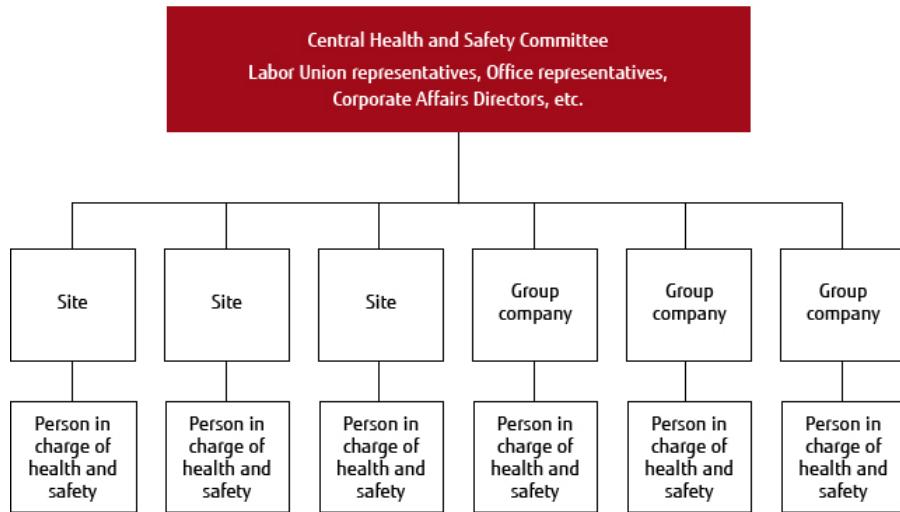
Ensuring the health and safety of Fujitsu's employees is one of the most important management topics, and it is given the highest priority in all of Fujitsu's business activities.

## Promotion Framework and Regular Reviews

The Fujitsu Group has established a Central Health and Safety Committee to coordinate the activities of the health and safety committees at individual business sites. The Central Health and Safety Committee is comprised of the executives in charge of the Human Resources Unit and Health Promotion Unit, and representatives and others from the Labor Union. It meets once per year to share information and report to management and those in charge at each location about the confirmed status of disasters that have occurred at business sites, and about preventative measures, while also formulating Group-wide health and safety related policies.

The health and safety management organizations at individual business sites hold monthly Health and Safety Committee meetings. These committees establish policies suited to the unique characteristics of each site and work to create healthier, safer workplaces in accordance with policies related to the Occupational Health and Safety Management System. These health and safety management organizations also survey the worksites to check and improve anything that is potentially dangerous or could lead to occupational accidents, and they conduct risk assessments. Some business sites have obtained OHSAS 18001 and ISO 45001 international health and safety standard certification.

### Structure for Promoting Health and Safety



## Efforts to Improve Occupational Health and Safety

The Fujitsu Group works toward health and safety with the goal of having zero occupational accidents. Our efforts to boost awareness for the prevention of occupational accidents include health and safety training at each division, and encouraging exercise habits that help prevent falls. Starting in FY 2014 we have also been conducting voluntary inspections and getting third-party verifications from specialists to reduce the risk of accidents at manufacturing sites.

### Occupational Health and Safety Training

Fujitsu and our group companies provide health and safety training, as well as health education that raises health awareness. Training is also conducted on-site for the particular work environments present at each individual business site.

### Overseas Health and Safety Efforts

Our Occupational Health and Safety Group in the EMEA region employs a comprehensive region-driven approach to promote thorough awareness of occupational health and safety compliance and preventive measures.

Every year employee occupational health and safety awareness activities are widely conducted in the region, advocating the themes of World Day for Safety and Health at Work organized by the International Labor Organization (ILO). Efforts also began in FY 2018 to collect and utilize data on occupational accident occurrences with the aim of preventing such accidents. This data is being used to construct a cross-organization incident management system for the EMEA region, which is scheduled to go live in FY 2019.

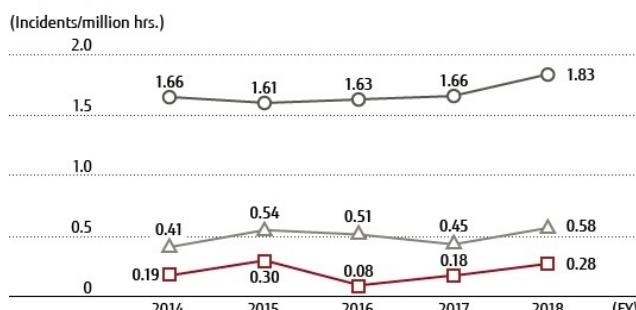
The EMEA region sets specific medium- to long-term objectives that include specific measures such as these, and works working diligently to foster a culture that is not permissive of occupational accidents, while also strengthening governance, establishing management systems, and developing human resources and skills.

## FY 2018 Results

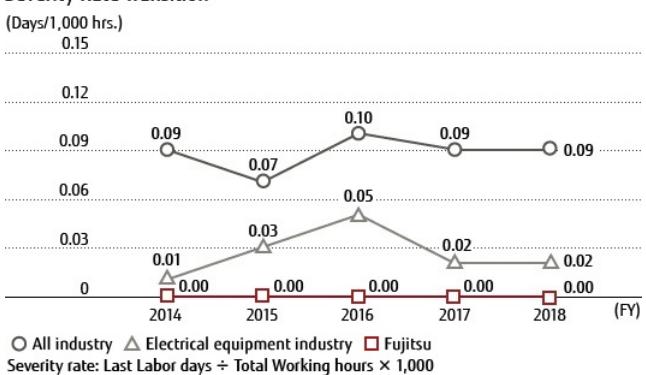
### Occupational Accident Occurrences (Fujitsu and group companies in Japan)

Accident frequency rates and severity rates have been much lower than the national average in Japan. The most common type of accidents in FY 2018 was falls. There were also no deaths from occupational accidents.

Frequency Rate Transition



Severity Rate Transition



○ All industry △ Electrical equipment industry □ Fujitsu

Frequency rate: Number of accidents requiring off-time from work ÷ Total Working hours × 1,000,000

Severity rate: Last Labor days ÷ Total Working hours × 1,000

### Group Companies with OHSAS 18001 Certification

- FDK Corporation (Takasaki Plant, FDK Tottori Co., Ltd.)
- PFU Techno Wise Limited
- Fujitsu Interconnect Technologies Limited
- Fujitsu Australia Limited

### Group Companies with ISO 45001 Certification

- Fujitsu Services Ltd
- Fujitsu Technology Solutions SA

### Details of Education and Training Efforts

- Health and safety training for new employees (approximately 2,000 employees/year) (Fujitsu and group companies in Japan)
  - Learning basic knowledge for preventing occupational accidents, and fundamental tips for managing personal health
- Health and safety training for business sites (approximately 800 employees/year, at main business sites in the Tokyo-Yokohama area) (Fujitsu and group companies in Japan)
  - Traffic safety training: Seminars that include case examples, aimed at preventing traffic accidents
  - Safety training for laboratories: Learning about laws and regulations pertaining to laboratories, points to note when conducting experiments, and how to manage chemicals

### Overall Efforts

- Training for those in charge of health and safety - 30 sites (Fujitsu and group companies in Japan)
- Sharing information about the occupational accident status at all sites - once/year (Fujitsu and group companies in Japan)
- Registering and accumulating case examples of occupational accidents on our health and safety intranet website - ongoing (Fujitsu and group companies in Japan)
- Occupational accident prevention verifications at manufacturing sites - 30 sites (Fujitsu and group companies in Japan)



## Global Responsible Business

### - Community -

The Fujitsu Group will build collaborative partnerships to engage and empower communities. We will contribute to the prosperity of the communities in which we work globally through collaboration with our business activities, and encourage our employees to develop their skills, have confidence, and be proud to work for Fujitsu through giving back to society.

# Social Contribution Activities

## Goal

### Long-term Goal to be achieved by FY2030

The Fujitsu Group will build collaborative partnerships to engage and empower communities. We will contribute to the prosperity of the communities in which we work globally through collaboration with our business activities. We will encourage our employees to develop their skills, have confidence, and be proud to work for Fujitsu through giving back to society.

↓ [Approach to Social Contribution Activities](#) ↓ [FY 2018 Performance](#)

## Approach to Social Contribution Activities

The Fujitsu Group will create new value and knowledge together with our customers, communities, and people worldwide through ICT, and contribute to sustainable development for the earth and society to achieve a prosperous future where people's dreams are fulfilled.

All Fujitsu employees are actively participating and engaging in social contribution activities together with a wide range of stakeholders and base on "activities that empower people through partnership" and "social contribution activities to develop science and technology".

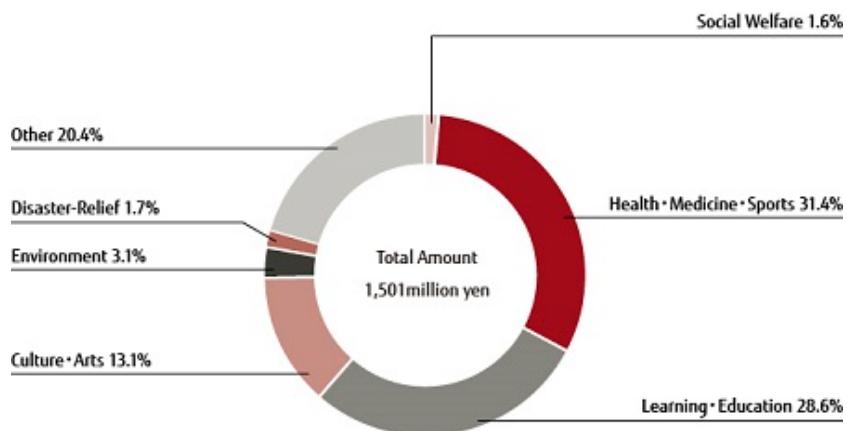
In order to energize our social contribution activities and share best practices, we are building and have made viewable a record of our activities on our internal system. We also carry out an in-house award program using this database.

## FY 2018 Performance

### Total Amount of Investments for Social Contribution Activities

The following chart describes the investments for social contribution activities at Fujitsu in fiscal 2018.

Social Contribution Expenditure Chart



## Employee Volunteer Activity Support System

The Fujitsu Group has in place a volunteer activity support system to encourage each employee's active contribution to society. Additionally, we have also developed various programs customized to the characteristics of each region in order to support better local communities in each area where we have a business site.

In FY 2018, 60 employees took Reserve leave (a total of 177 days) to participate in volunteer activities.

### Volunteer Activity Support System

Fujitsu has established the following programs for supporting volunteer activities undertaken by employees.

- System of leave of absence for participation in Japan Overseas Cooperation Volunteers or Senior Overseas Volunteer: up to three years
- Reserve leave: Five days paid leave per year, can be accumulated up to twenty days (to be used for specified purposes including volunteer work)

## Activities that Empower People through Partnerships

### Goal

#### Long-term Goal to be achieved by FY2030

The Fujitsu Group will build collaborative partnerships to engage and empower communities.

We will contribute to the prosperity of the communities in which we work globally through collaboration with our business activities.

We will encourage our employees to develop their skills, have confidence, and be proud to work for Fujitsu through giving back to society.

### Soccer watching for sensitive children (Japan)

Fujitsu held an event to watch the J.League (Top tier soccer league of Japan) match of "Kawasaki Frontale vs Oita Trinita" for children with developmental disabilities and their families to promote "Barrier-free minds (\*1)". This event was held by Fujitsu, JTB and ANA in cooperation with Kawasaki City, J.League and Kawasaki Frontale.

Children with sensory sensitivity to crowds and loud cheers, watched the game in the sensory room (\*2). On the following day, they participated in a "Soccer class" led by a coach from Kawasaki Frontale to experience the excitement of playing sports.

Fujitsu works to achieve "Barrier-free minds" by supporting the creation of children's diaries using ICT and by holding simulated experiences of children with developmental disabilities by spectators as well as being involved in the planning and management. Fujitsu will continue to promote "Barrier-free minds" through sports in cooperation with the J.League, other sports-related organizations, and local governments.



Watching a game in a sensory room



Experience making a diary



Experience outside the stadium  
(Photo credit: J.League)

\*1 "Barrier-free minds" means that all people with various mental and physical characteristics and ways of thinking communicate and support each other to deepen mutual understanding.

\*2 This is a special area where children who have difficulties dealing with large crowds and loud cheers due to sensuality caused by developmental disorders, can watch the game without any concerns. This was the first case of watching a sporting event in a sensory room in Japan.

### CO<sub>2</sub> Reduction Credit Donated to Tokyo Metropolitan Government "Zero emission Tokyo" (Japan)

The Fujitsu Group medium / long-term environmental vision, "FUJITSU Climate and Energy Vision (\*3)", sets out "To achieve zero emissions by ourselves" and "Contribution to society toward a carbon-free society". Accordingly, in order to support the Tokyo Metropolitan Government's goal of "Zero Emissions Tokyo (\*4)" and to cooperate with its activities, we donated a CO<sub>2</sub> emission reduction credit based on the Tokyo Metropolitan Cap and Trade System (\*5), 59,820 [t-CO<sub>2</sub>], to the Tokyo Metropolitan

## Fujitsu Group Sustainability Data Book 2019

Government on August 8th, 2019.

The Tokyo Capital Cap & Trade System, owned by the Fujitsu Group, has 2 sites: Fujitsu Limited "Fujitsu Solution Square" (Ota Ward, Tokyo) and Fujitsu Semiconductor Co., Ltd. "Akiruno Technology Center" (Akiruno City, Tokyo). All the credits earned since the system's inception have been donated to the Tokyo Metropolitan Government. These credits resulted from exceeding the reduction obligation due to the replacement with improvement of air conditioning and lighting, replacement of power equipment (High-efficiency elevators, etc.), and changes in business structure.

The Fujitsu Group will continue its efforts to reduce greenhouse gas emissions and contribute to the Tokyo Metropolitan Government's efforts and the realization of a sustainable society.



Fujitsu Solution square (Ota Ward, Tokyo)



High-efficiency elevators (Fujitsu Solution square)

\*3 FUJITSU Climate and Energy Vision

<https://www.fujitsu.com/jp/microsite/fujitsu-climate-and-energy-vision/>

\*4 Tokyo Metropolitan Government's goal of "Zero Emissions Tokyo" \*Japanese-site only

[http://www.kankyo.metro.tokyo.jp/policy\\_others/zeroemission\\_tokyo/index.html](http://www.kankyo.metro.tokyo.jp/policy_others/zeroemission_tokyo/index.html)

\*5 Tokyo Metropolitan Cap and Trade System \*Japanese-site only

[http://www.kankyo.metro.tokyo.jp/climate/large\\_scale/index.html](http://www.kankyo.metro.tokyo.jp/climate/large_scale/index.html)

## To provide every child with an education

### A partnership towards helping all children attain an excellent education (India)

Over last 5 years, Fujitsu Consulting India (FCI) has been enjoying a rewarding partnership with Teach for India (TFI), a non-profit government organization that places outstanding college graduates and working professionals as full-time teachers in under-resourced government schools.

Every year, FCI sponsors TFI fellows with an aim to eliminate educational inequity in India and help the less-privileged students compete with their counterparts in private schools, by achieving the right skill set and contemporary education.

In FY2018, FCI sponsored 17 fellows (teachers) and made a direct impact on the lives of 960 children in partnership with TFI at Pune, Delhi, Bangalore and Hyderabad.

We will continue our support to TFI and increase the level of employee participation in social activities to help students undergo transformational change in themselves, their classroom, school and community.



Scene of the class

## A partnership towards providing education for communities (Philippine)

On its 25th anniversary, Fujitsu Philippines Global Delivery Center (GDC) entered into a partnership with Makabata School Foundation, Inc.. Makabata School Foundation, Inc. is a not-for-profit foundation located in Pasig City that focuses on providing education for communities in extreme poverty.

We regard this partnership as an important element in realizing the vision Fujitsu aspires to be as an ICT company, in line with Fujitsu's CSR framework of "Realizing a prosperous and dream-inspiring future with job satisfaction and peace of mind".

Beginning with the renovation and refurbishment of school classrooms, we then donated equipment (Routers, projector screens, projectors, LED televisions, and other library accessories) to improve the learning abilities of all students.

In 2018, as part of the Noche Buena Bonanza (Christmas event with students and faculty) initiative, PH GDC volunteer employees provided short-term education programs.

Fujitsu Philippines GDC will continue to provide educational opportunities to the children by providing continuous support to the Makabata School Foundation.



Scene of the school

## Charity partner with Camp Quality (Australia)

Fujitsu has chosen Camp Quality as its charity partner since 2015. Camp Quality makes a real difference to children and their families living with Cancer. The services' Camp Quality provides for children (0-13 years) living with cancer and their families help create a better life through building optimism and resilience throughout each stage of their cancer journey.

Fujitsu donates over \$100k per year to Camp Quality which supports the programs and services they deliver today. Our staff also have the opportunity to be involved in volunteering and fundraising events, amongst other positions such as Camp Quality's NSW Revenue committee, where our Senior Marketing Manager Sue Armstrong is currently appointed.

In addition, utilizing our digital expertise, Fujitsu funded the establishment of an online volunteer portal. It enables all of their volunteers to complete e-learning and training, before becoming fully-fledged 'vollies'.

Our support equates to over \$100K each year, \$27K donation+ in kind support + fundraising.



Participants of Camp Quality

## Donation Activities

### Activities that Contribute to Society by Group Employees (Japan)

Employees of Fujitsu Group companies voluntarily participate in everyday social contribution activities, such as collecting used plastic bottle caps, stamps and prepaid cards and donating the proceeds to polio vaccine or seedling planting projects.

Employees participate in the "sutenai seikatsu", or waste free lifestyle, activities. "Sutenai seikatsu" activities are intended to

support Shapla Neer (Citizen's Committee in Japan for Overseas Support), an international NGO engaged in volunteer activities, by donating the sales of used books and DVDs collected from employees.

## Support for Damage from Natural Disasters

---

The Fujitsu Group is carrying out donation and contribution campaigns in order to assist with efforts to recover from the damage caused by natural disasters.

For examples of overseas cases where we donated and contributed to support natural disaster recovery, please see below (cases in Japan are covered on our Japanese website)

- FY2019
  - Fujitsu donated food, and hygienic materials for the affected families of the fires that occurred in the Philippines where 1,000 families were effected.
- FY2018
  - Fujitsu responded to Hurricane Florence which caused extensive damage in the southern part of the U.S, by raising money to donate to the Red Cross.
  - Fujitsu fundraised and matched employee donations for the devastating California wildfires. Fujitsu works with Australia Post to quickly restore essential services after flooding in Townsville, Queensland (More information is the following URL: <https://blog.au.fujitsu.com/?p=1562>)
- FY2017
  - Fujitsu promoted initiatives to collect and deliver goods for firefighters combatting the Wildfires in Portugal
  - Fujitsu Donate Food and personal care products to relief for Costa Rica's Hurricane
- FY2016
  - Fujitsu fundraise and matches the contributions in support of Italy earthquake victims

See the following URL for the Great East Japan earthquake disaster recovery and reconstruction support activities. (Japanese website)

<https://www.fujitsu.com/jp/about/csr/recovery/index.html>

## Contributing to Society through Sports (Japan)

---

The Fujitsu Group promotes sports as a building block of a strong society. Company sports encompass the track and field team, the Frontiers American football team, and the RedWave women's basketball team. These organizations share the thrill of sports while building a more prosperous society and contributing to promoting the mental and physical health of people.

We also cosponsor sports and promote initiatives to promote barrier-free minds through sports.

- See the following URL for our sponsorship and contributions to sports. (Japanese Only)  
<https://sports-topics.jp.fujitsu.com/activity/>
- See the following URL for the barrier-free activities of the mind through sports. (Japanese website)  
<https://sports-topics.jp.fujitsu.com/accessibility/>

## Cultural and Sponsorship Activities (Japan)

---

See the following URL for Information on Fujitsu's cultural and sponsorship activities. (Japanese website)

<https://www.fujitsu.com/jp/about/resources/advertising/event/index.html>

## Social Contribution Activities to Develop Science and Technology

### Goal

#### Long-term Goal to be achieved by FY2030

The Fujitsu Group will build collaborative partnerships to engage and empower communities. We will contribute to the prosperity of the communities in which we work globally through collaboration with our business activities. We will encourage our employees to develop their skills, have confidence, and be proud to work for Fujitsu through giving back to society.

## Support for Mathematical Olympiad and Olympiad in Informatics (Japan)

Fujitsu supports the Mathematical Olympiad Foundation of Japan and the Japanese Committee for the International Olympiad in Informatics (the latter being a non-profit organization) to help discover and foster valuable human resources who will play leading roles in the future development of society. The Mathematical Olympiad Foundation of Japan was established in 1991 in order to discover gifted mathematicians for selection and entry as national representatives in the International Mathematical Olympiad (IMO) and to further develop their skills. The foundation is also committed to helping improve and promote education in mathematics from an international perspective. Fujitsu provided the basic funds for the establishment of the Foundation along with two other companies and one individual.

Meanwhile, the Japanese Committee for the International Olympiad in Informatics was established in 2005 to train human resources in support of Japan's mathematics and information science sector. It provides support for participants of the International Olympiad in Informatics (IOI), a programming contest for junior and senior high school students.

As a supporting member, Fujitsu provides assistance in the committee's operation.



The 18th International Olympiad in Informatics awards ceremony

## Macmillan pro-bono tech projects (UK)

During a 2-year charity partnership with Macmillan, the UK's leading cancer supporter charity, Fujitsu used its core skills to create a lasting legacy for the charity through pro-bono co-creation technology projects.

Fujitsu supported Macmillan in laying the foundations for a single technology platform to transform how volunteers give their time to the charity; this platform reaches 25,000 + users and has created transformative change for volunteers and volunteer managers.

The project has had a revolutionary impact for the charity and all work to empower those living with cancer and their families, Macmillan volunteers and employees. This work was awarded silver recognition at the Corporate Engagement Awards, 2019.



Corporate Engagement Awards ceremony

## Support for Student Contests at the Kazan Aviation Institute (Russia)

Fujitsu Russia GDC is supporting the Kazan Aviation Institute's Student Initiative "ITEAM Student Project Competition".

Fujitsu employees perform master classes on "mobile programming", "machine learning", "project management", "information security", "risk management", and other topics through master classes, and helped students submit business ideas to contests. These diverse courses improve student skills and help improve prototypes. Products created by the contest include food delivery apps, Kazan City tour apps, and Telegram Bots.

The strong relationship between Fujitsu and the University through a series of these activities will open up the possibility of students taking internships and job roles at Fujitsu in the future.



Participants of ITEAM Student Project Competition

## Fujitsu-JAIMS Foundation

The Fujitsu JAEMS is a non-profit educational foundation that provides graduate level education. Its predecessor organization, the "JAEMS" was established in Hawaii in 1972 with the objective of fostering human resources that would serve as bridges between Japan and the United States. Since its establishment, it has produced about 23,000 graduates from 55 countries.

In 2012, to strengthen ties with Asia, we established the Fujitsu JAEMS Foundation in Japan, and will fulfill its mission of contributing to creating a future full of richness and vision through training personnel capable of creating new value for society (innovation) in the Asia-Pacific region.

Fujitsu has contributed working capital and has an organization within the company that has been supporting Fujitsu-JAEMS'



Participants

activities. In addition to comprehensive support of the Foundation, Fujitsu has been coordinating with Fujitsu-JAIMS by incorporating its own practical wisdom, ICT, and expertise into the Foundation's activities. Fujitsu has thus been pushing forward with its social contribution activities, furthering promotion of academic and educational fields as well as international exchange.

- See the following URL for Fujitsu-JAIMS Foundation.

<http://www.jaims.jp/en/index.html>

## Fujitsu Scholarship Program

---

Fujitsu established the Fujitsu Scholarship Program in 1985. The aim was to foster business leaders who, through their deep understanding of Japan's culture, society, and business methods, will connect Japan with the rest of the world. 542 people have received scholarships as of April 1, 2018.

It now provides opportunities to participate in the Fujitsu-JAIMS Foundation's program for business people in 18 countries and areas in the Asia-Pacific region.

Fujitsu is working with Fujitsu Group companies doing business in the Asia-Pacific region to provide scholarships to people considering helping their country or community, and contribute to society by providing education rooted in local communities worldwide, aimed at developing business leaders and promoting cultural exchange and mutual understanding.



Fujitsu Scholarship Recipients

- See the following URL for Fujitsu Scholarship.

<https://www.fujitsu.com/global/about/csr/activities/community/scholarship/>

## Fujitsu Kids Project: shaping tomorrow with children (Japan)

---

Fujitsu's mission is to create new value through IT, to realize the dreams of our customers, the dreams of the Fujitsu Group, and our employees. We also believe that our mission is to help children realize their dreams, which are important treasures for the future. We have prepared content related to school curricula and content that children can use for research and learning.

- See the following URL here for "Fujitsu Kids". (Japanese website)

<http://jp.fujitsu.com/about/kids/>

## Collaboration with External Parties

- ↳ [Creating Social Value through International Sports Events](#)
- ↳ [Participation in the World Business Council for Sustainable Development](#)
- ↳ [Participation in the World Economic Forum](#)

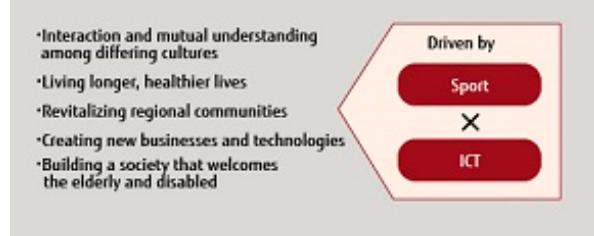
### Creating Social Value through International Sports Events

Japan will host a succession of massive international sporting events in coming years, with the Rugby World Cup in 2019, Olympic and Paralympic Games Tokyo 2020 (Tokyo 2020 Games) and the Kansai World Masters Games in 2021. This has sparked efforts across the industry, government and academic sectors aimed at ensuring that these events are a success.

By bringing together ICT and sport, with the focus on people, Fujitsu's goal is to help build communities in which everyone can live happy, prosperous lives. Fujitsu understands the true power of sport as a vehicle for promoting the broader adoption of ICT in society through its customers, suppliers and local residents. By working to resolve social issues in this way, we believe that we are stimulating growth toward a better future for Japan, and in turn, creating new businesses and boosting our corporate value.

#### Solving Social Problems through Sport

- Interaction and mutual understanding among differing cultures
- Living longer, healthier lives
- Revitalizing regional communities
- Creating new businesses and technologies
- Building a society that welcomes the elderly and disabled



### Building a Society where Everyone Can Live in Comfort – based on the Concept of "Barrier-Free Minds"

The keys to success at Tokyo 2020 Games will be the work of the 100,000 volunteers planned for the event and the role of the Paralympics in promoting community participation by people with disabilities. Fujitsu is boosting its social contribution programs with the aims of cultivating a corporate volunteer culture and promoting diversity, targeting full-scale implementation at the Games.

To build a society that welcomes elderly citizens and citizens with disabilities, we need to do more than simply provide the physical infrastructure. It is crucial that we also eliminate attitudinal barriers and actively encourage participation in society by the elderly and disabled through the "barrier-free minds" concept.

Fujitsu is engaged in a range of initiatives, including product development related to the "barrier-free minds" concept of mutual support. The goal is to promote deeper shared understanding by enabling better communication among all kinds of people, regardless of their attitudes or their physical or psychological characteristics. Fujitsu is also undertaking training and information dissemination activities both internally and externally.

As one of the lead companies in the barrier-free sector of the All Japan Business Committee for Olympic and Paralympic Games Tokyo 2020, Fujitsu is working with the entire business community to build a legacy for 2020 and beyond.



Helping create accessibility maps in collaboration with local government



Barrier-Free Minds workshop to further mutual understanding

Visit the web page below for information on Fujitsu's sport-related initiatives

- Fujitsu + Sport  
<https://sports-topics.jp.fujitsu.com/index.html>

## Participation in the World Business Council for Sustainable Development

The World Business Council for Sustainable Development (WBCSD) is a body headed by the CEOs of around 200 global corporations that aims to build sustainable communities through business activities. Fujitsu Chairman Masami Yamamoto has been serving as Vice Chair of the WBCSD since January 2018. The annual Council meeting held in Singapore in October 2018 took "Lead, Transform, Succeed" as its theme and the ensuing discussions ranged across a variety of programs. Fujitsu highlighted not only the increased efficiencies in future employment scenarios from the standpoint of technology, but also our responses to the challenges faced by business, such as enhanced privacy and security measures, and the importance of value as it applies to people. Through these activities, Fujitsu is working toward sustainable development and the resolution of the many different issues faced by communities around the world.



Chairman Yamamoto speaking at the Council

### WBCSD Round Table

In December 2018, WBCSD COE Peter Bakker visited Tokyo for a round table meeting with Council members from various Japanese companies. At the meeting, the consensus view was that, given the rapidly changing circumstances around social issues, initiatives towards sustainability are simultaneously a mission for global companies and an opportunity for growth. To ensure continued sustainable development, it was also agreed that we should further accelerate our efforts to boost collaboration both among the WBCSD member companies and with our respective governments.



Round Table Meeting in Tokyo

- WBCSD  
<https://www.wbcsd.org/>

## Participation in the World Economic Forum

---

The World Economic Forum (WEF) is a not-for-profit foundation established by economist Klaus Schwab that engages in programs to improve the state of the world through cooperation between the public and private sectors in a spirit of global citizenship. It offers a venue for close collaboration among leaders from a diverse range of major international institutions as well as from the business world, government, academia and society, with the aim of shaping global, regional and industry-based agendas.

In January each year, the WEF holds its annual meeting in Davos, Switzerland. The Davos meetings bring together in one venue more than 3,000 leaders in their fields from around the world, including company executives, political leaders, intellectuals, and journalists, to discuss the major problems confronting the world. (The theme for the 2019 annual meeting was "Globalization 4.0: Shaping a Global Architecture in the Age of the Fourth Industrial Revolution".)

Fujitsu has participated in the forum since 2001, with representatives from various levels in the company - from executives down to the departmental level - engaging in a range of activities, including the Davos meetings.

During January 2019, as well as taking part in the annual meeting, top industry executives and experts were invited to a dedicated venue in central Davos. There was a lively exchange of views on a range of global issues, including "The Relationship Between Advanced Technology and Ethics", "New Ways of Working Resulting from AI Development" and "Addressing the Issues of Security and Sustainability (How Social Impacts will Manifest)". These discussions will underpin Fujitsu's ongoing formulation of policies aimed at helping to resolve those issues while achieving sustained growth.

- World Economic Forum  
<https://www.weforum.org/>



## Governance

# Corporate Governance

↳ [Basic Stance on Corporate Governance](#)    ↳ [Basic Stance on Internal Control System](#)

## Basic Stance on Corporate Governance

As a resolution of the Board of Directors meeting held in December 2015, Fujitsu established the "Corporate Governance Policy" to define the company's basic stance on corporate governance. This Policy has been deliberated and established to best fit the present company conditions; however, considering the objective of corporate governance—that is, to conduct a better management—the company strives for a continuous review for the Policy not being too rigid and not losing substance as well as discussions on the Policy in the Board of Directors Meeting from time to time to maintain the best corporate governance structure. The following URL contains the latest version of the December 2018 revision.

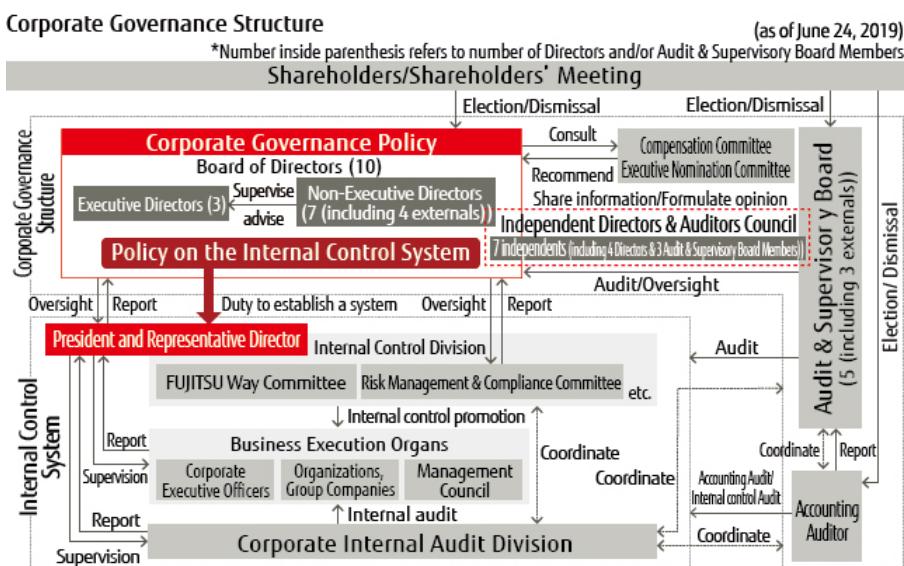
- Corporate Governance Policy  
<https://www.fujitsu.com/global/documents/about/ir/library/governancereport-b-en.pdf>

## Overview of Corporate Governance Structure (as of June 24, 2019)

The Company has established rules for the purpose of effectively supervising and advising the diverse perspectives of outside directors (hereinafter referred to as "outside directors and outside directors"). Conduct business operations as a member of the Board of Directors while utilizing the Company by the Board of Corporate Auditors system.

For more information on "Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions" and "Reasons for adoption of Current Corporate Governance System", please see the following URL.

- Corporate Governance Report
  - II 2, Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)
  - II 3, Reasons for Adoption of Current Corporate Governance System  
<https://www.fujitsu.com/global/documents/about/ir/library/governancereport-en.pdf>



Policy on the Determination of Executive Compensation

Compensation of Directors and Audit & Supervisory Board Members is determined in accordance with the Executive Compensation Policy below, which was determined by the Board of Directors following the recommendation by the Compensation Committee..

- Reports on the 119<sup>th</sup> Business Period  
Executive Compensation Policy  
<https://www.fujitsu.com/global/documents/about/ir/library/reports/Report119.pdf> (p.17)

## Basic Stance on Internal Control System

---

To continuously increase the corporate value of the Fujitsu Group, it is necessary to pursue management efficiency and control risks arising from business activities. Recognizing this, Fujitsu is working toward the practice and penetration of the FUJITSU Way, the basic principles behind the Fujitsu Group's conduct. At the same time, the Board of Directors has articulated the Policy on Internal Control Framework as systems and rules to pursue management efficiency and control the risks arising from the Company's business activities.

For more information on "Full Text of Policy on the Internal Control System" and "Overview of the Operation on the System for Ensuring the Properness of Fujitsu Group Operations," please see the following URL.

- Disclosed Information on the Internet at the Internet at the Time of Notice of the 119th Annual Shareholders' Meeting  
<https://www.fujitsu.com/global/Images/notice119b.pdf> (P.3-P.7)

# Risk Management

[↓ Risk Management Guidelines](#) [↓ Risk Management & Compliance Structure](#) [↓ Risk Management Reviews](#) [↓ Business Risks](#)  
[↓ Risk Management Education](#) [↓ Group-Wide Disaster Management](#) [↓ Business Continuity Management](#)  
[↓ Results for FY2018](#)

## Risk Management Guidelines

Through its global activities in the information technology sector, the Fujitsu Group continually seeks to increase its corporate value and to contribute to all stakeholders. Management places a high priority on properly assessing and dealing with any risks that threaten the achievement of our objectives. These include preventing the occurrence of these risk events, minimizing the impact of any such events that do occur and preventing recurrence. We have also built a risk management & compliance structure for the entire group and we are committed to its ongoing implementation and improvement.

## Risk Management & Compliance Structure

To prevent potential risks of business-related loss from transforming into actual risks, and to respond appropriately to and prevent the recurrence of any risks, the Fujitsu Group has established a Risk Management & Compliance Committee. This committee acts as the highest-level decision-making body on matters involving risk management and compliance.

The committee also assigns Risk Management Compliance Officers to each of Fujitsu's divisions and to group companies in Japan and overseas. In April 2016, we established Regional Risk Management & Compliance Committees. These organizations collaborate to build a risk management & compliance structure for the entire Fujitsu Group, thereby guarding against potential risks and mitigating risks that have already materialized.

The Risk Management & Compliance Committee is responsible for monitoring the progress of risk management and compliance in all Fujitsu business divisions and group companies in Japan and other countries. This committee is tasked with establishing the appropriate policies and processes, as well as implementing and continually improving them. In practical terms, it determines the risk management regulations and guidelines, then applies them and reviews them on an ongoing basis.

Risk Management & Compliance Structure



## Risk Management Reviews

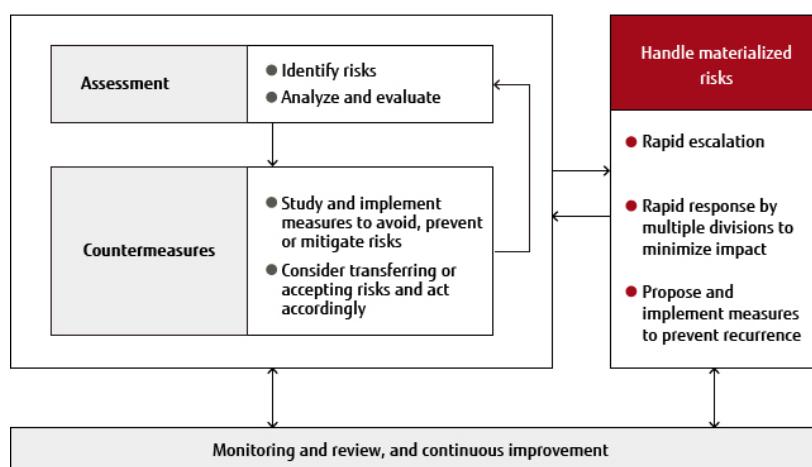
The Risk Management & Compliance Committee, which maintains regular communications with Risk Management Compliance Officers, identifies, analyzes and assesses the risks associated with business activities. It also checks the progress of measures

designed to avoid, mitigate, transfer and accept major risks, and then formulates new measures or reviews existing measures. The committee reports regularly to the Board of Directors regarding major risks that have been identified, analyzed and assessed.

The committee also prepares processes for dealing with risks that have eventuated despite implementation of the various preventive measures. If a critical risk arises, such as a natural disaster, product fault or defect, system or service problem, compliance violation, information security breach or environmental problem, the department or group company concerned reports immediately to the Risk Management & Compliance Committee.

This committee then coordinates with the related departments and work sites to quickly resolve the problem by taking appropriate steps, such as establishing a task force. At the same time, the committee works to identify the causes of the problem and proposes and implements measures to prevent any recurrence. For critical risks, the committee also reports as needed to the Board of Directors. The Risk Management & Compliance Committee checks the progress of implementation of these processes on an ongoing basis and formulates improvements.

**Risk Management Process**



## Business Risks

The Fujitsu Group identifies, analyzes and assesses the risks associated with business activities and works on measures to avoid or mitigate their impact and also to deal promptly with any issues that do occur.

Major Business Risks (*1)	
<ul style="list-style-type: none"> <li>• Economic and financial market trends</li> <li>• Customers</li> <li>• Competitors and the industry</li> <li>• Investment decisions and business restructuring</li> <li>• Suppliers, alliances, etc.</li> <li>• Public regulations, public policy, and tax matters</li> <li>• Natural disasters and unforeseen incidents</li> <li>• Finance</li> </ul>	<ul style="list-style-type: none"> <li>• Deficiencies or flaws in products and services</li> <li>• Compliance issues</li> <li>• Intellectual property</li> <li>• Security</li> <li>• Human resources</li> <li>• Fujitsu Group facilities and systems</li> <li>• Environment</li> </ul>

\*1 These are just some examples of the risks associated with doing business. More detailed risk-related information can be found in our securities and other reports.

<https://pr.fujitsu.com/jp/ir/secreports/>

Please refer to the web page below for detailed risk information in accordance with our Task Force on Climate-Related Financial Disclosures (TCFD) declaration.

"Response to Environmental Risks"

<https://www.fujitsu.com/global/about/environment/management/ems/risk/>

## Risk Management Education

---

To enforce risk management across the entire Fujitsu Group, we conduct education and training at every level.

These programs are targeted at newly appointed executives and managers, as well as Risk Management Compliance Officers, and educate them on our basic approach to risk management and our rules for promptly escalating issues to the Risk Management & Compliance Committee. The programs present specific instances of problems with products, services, and information security, with the aim of continually improving participants' awareness of risk management and enhancing their capacity to respond to risks.

Please refer to the "Results for FY2018" section at the end of this document for information on education outcomes for FY2018.

## Group-Wide Disaster Management

---

The basic policy of Fujitsu and its group companies in Japan is to ensure the safety of staff and facilities when disasters occur, to minimize harm and to prevent secondary disasters. We also aim to ensure that business operations resume quickly, and that we can assist in disaster recovery for our customers and suppliers. To this end, we are building robust collaborative structures in our internal organizations and strengthening our capacity for business continuity.

In particular, we are working to build "area-based disaster management systems" that enable the group offices in each region to cooperate effectively and also to encourage responses via the management structures in each business unit and group company. To verify the efficacy of our disaster management systems and enhance our response capabilities, we conduct drills tailored to every level, from the entire company through to task forces, workplaces and even individuals. We also implement voluntary inspections and verification activities to prevent accidents and minimize the level of harm in each of our facilities. These efforts enable us to accurately identify existing issues, review and implement measures to address those issues, and work toward continually improving our capacity to prepare for disasters and sustain our business operations.

For more information on our Group-wide disaster management, joint disaster response drills and verification activities, please refer to the PDF listed below in the activity outcomes for FY2018 in the "Results for FY2018" section at the end of this document.

- Group-wide disaster management, joint disaster response drills, verification activities

[https://www.fujitsu.com/global/documents/about/csr/riskmanagement/Group\\_Wide\\_Disaster\\_Management\\_20190628v1.pdf](https://www.fujitsu.com/global/documents/about/csr/riskmanagement/Group_Wide_Disaster_Management_20190628v1.pdf)

## Business Continuity Management

---

Recent years have seen a significant increase in the risk of unforeseen events that threaten continued economic and social activity. Such events include earthquakes, floods and other large-scale natural disasters, disruptive incidents or accidents, and pandemics involving infectious diseases.

To ensure that Fujitsu and its group companies in Japan can continue to provide a stable supply of products and services offering the high levels of performance and quality that customers require, even when such unforeseen circumstances occur, we have formulated a Business Continuity Plan (BCP). We are also promoting Business Continuity Management (BCM) as a way of continually reviewing and improving our BCP. Through the BCM process, the lessons learned in the course of the Great East Japan Earthquake and the 2016 Kumamoto earthquake are now reflected in our BCP.

For more information on our BCM activities, infectious disease countermeasures and BCM in our supply chain, please refer to the PDF listed below in the activity outcomes for FY2018 in the "Results for FY2018" section at the end of this document.

- BCM activities, infectious disease countermeasures, supply chain BCM

[https://www.fujitsu.com/global/documents/about/csr/riskmanagement/BCM\\_20190624v1.pdf](https://www.fujitsu.com/global/documents/about/csr/riskmanagement/BCM_20190624v1.pdf)

## Results for FY2018

---

### Risk Management Education

- Fujitsu Group new executive training: Approximately 90 people  
Uses specific examples to illustrate key points that new executives need to take note of, including internal regulatory systems and issues relating to risk management and compliance.
- Fujitsu Group new manager training: Approximately 700 people  
An e-learning course that covers areas such as the basic approach to risk management and the role of managers regarding risk management.
- Training for Japan-based Fujitsu and group company staff prior to assignment outside Japan: 10 sessions  
Provides employees assigned to roles outside Japan with information and training in advance on Fujitsu's risk management systems and the key points of overseas-specific risks and how to deal with those risks.

### Disaster Management & BCM Training

- Joint disaster response drills: Theme for FY2018 - "Nankai Trough Megathrust Earthquake"  
During Japan's annual Disaster Preparedness Week, held every September, we conduct nationwide disaster response drills that incorporate mock disaster exercises. These drills are used to ensure and verify that Fujitsu and its group companies in Japan are fully versed in the essentials of dealing collaboratively with major disasters. (Proposed scenarios include "Tokyo Inland Earthquake" and "Nankai Trough Megathrust Earthquake")

# Information Security

↳ [Policy](#)   ↳ [Promotion Framework and Periodic Reviews](#)   ↳ [Security Controls](#)   ↳ [Security Measures](#)   ↳ [FY 2018 Performance](#)

## Policy

The Fujitsu Group places ICT as our core business. Our corporate vision is to contribute to creating a safe, pleasant, networked society, we work to ensure and improve the level of information security throughout the Group.

In April 2016, we established the Fujitsu Group Information Security Policy([\\*1](#)) in order to share this vision and encourage action by each employee. Based on this policy, we are implementing information security measures, along with establishing internal rules related to information management and ICT security at Group companies in Japan and overseas.

- \*1 Complete text of the Fujitsu Group Information Security Policy (Global Security Policy)  
[https://www.fujitsu.com/global/imagesqig5/InformationSecurityPolicy\\_en.pdf](https://www.fujitsu.com/global/imagesqig5/InformationSecurityPolicy_en.pdf)

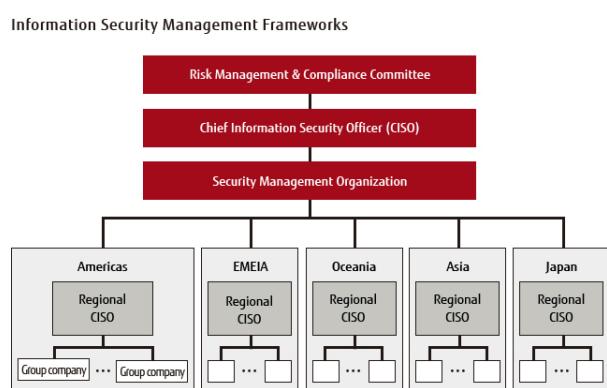
KEIDANREN, otherwise known as the Japan Business Federation, announced its Declaration of Cyber Security Management in March 2018. The Fujitsu Group supports KEIDANREN's declaration as being consistent with principles set forth in the Fujitsu Cyber Security Declaration (November 2016).

- KEIDANREN's DECLARATION OF CYBER SECURITY MANAGEMENT  
<https://www.keidanren.or.jp/en/policy/2018/018.pdf>
- The Fujitsu Declaration on Cybersecurity  
[https://www.fujitsu.com/global/documents/about/csr/security/Cybersecurity\\_declaration.pdf](https://www.fujitsu.com/global/documents/about/csr/security/Cybersecurity_declaration.pdf)

## Promotion Framework and Periodic Reviews

Given the recent increase in cyberattacks, the Fujitsu Group appointed a Chief Information Security Officer (CISO) under the authority of the Risk Management and Compliance Committee ([\\*2](#)) in order to further strengthen security measures in the Group. Moreover, in aiming to strengthen our global information security governance we have appointed Regional CISOs around the world.

- \*2 Message from the Fujitsu Group Chief Information Security Officer (CISO)  
(page 2)  
<https://www.fujitsu.com/global/about/resources/reports/securityreport/>

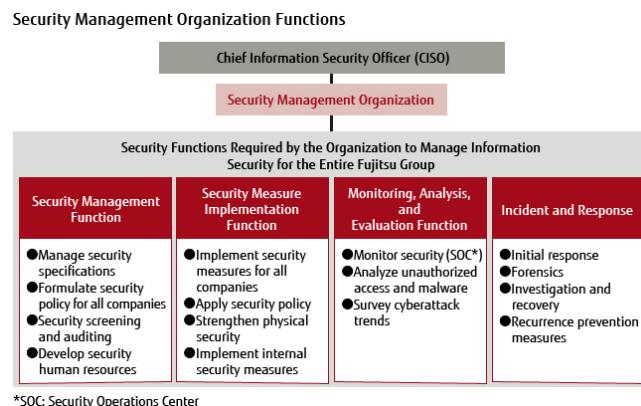


Regional CISOs report to the CISO on information security measures implemented by security teams at each group company. The CISO periodically reports to the Risk Management and Compliance Committee on the status of information security measures, and also makes additional reports whenever necessary.

## Security Controls

### Functions

In order to strengthen information security measures, the Fujitsu Group has established a Security Management Organization under the direct control of the CISO. The Security Management Organization implements controls by fulfilling the following functions: Security Management, Security Measure Implementation, Monitoring, Analysis, and Evaluation, and Incident and Response.



\*SOC: Security Operations Center

### Information Management Training

To prevent information leaks, instead of simply informing our employees of the various rules and regulations, it is important to raise the security awareness and skill level of each individual employee. The Fujitsu Group holds information management training for employees. Specifically, we hold e-Learning for all employees (including executives) every year. We also provide information security education during training for new employees and employees being promoted. At overseas Group companies, we hold information security training for employees every year.

We also provide information security managers with special security training for managers.



e-Learning

## Security Measures

### Three Important Measures Incorporating the Concept of Defense in Depth

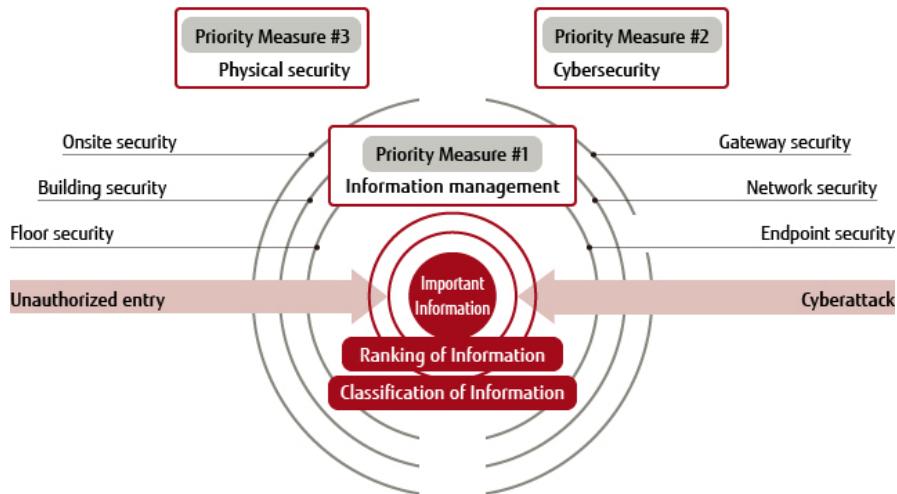
The cyberattacks in recent years are prime examples of targeted attacks. These attacks have an unprecedented level of sophistication, diversity, and complexity. It is no longer possible to achieve comprehensive defense by using single types of conventional security measures.

The basic concept of information security measures at the Fujitsu Group incorporates defense in depth. This refers to implementing multilayer protection via multiple measures, instead of seeking protection through a single measure. Defense in depth has three objectives: 1) to prevent attacks by establishing a multilayer defense wall, 2) to discover attacks at an early stage by establishing a multilayer detection function, and 3) to minimize damage in the event of infiltration.

Appropriate implementation of these objectives makes it possible to prevent attacks and minimize damage.

The Fujitsu Group implements the following three priority internal information security measures: 1) information management for protecting information, 2) cybersecurity which focuses on measures for protecting systems against cyberattacks, and 3) physical security which prevents unauthorized access to facilities such as offices and plants.

### Conceptual image of "Defense in depth"



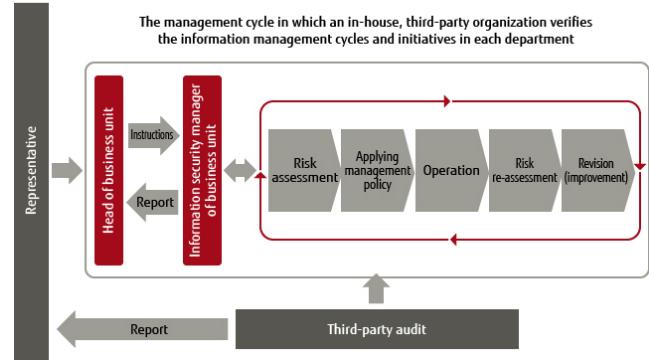
## Cybersecurity

The Fujitsu Group implements separate measures at multiple layers based on network characteristics to prepare for cyberattacks. We are working to protect against increasingly sophisticated, diverse, and complex cyberattacks by combining gateway security measures, including firewalls and targeted attack measures; network security measures, such as unauthorized access detection; and endpoint security measures, including malware measures and security patch management.

## Information Protection Management Systems

Fujitsu and its domestic Group companies implement autonomous activities at work sites to properly safeguard third-party confidential information and our confidential information. Specifically, these include establishing appropriate management and taking action to protect information. Activities are designed to match circumstances at different customers and clients; for example, we consider rules for different industries and business categories. We also conduct audits by in-house, third-party organizations. In this way, we work to build information protection management systems to confirm the status of initiatives and improve protection of information.

### Information Protection Management Systems



## Personal Information Protection

As part of our efforts to protect personal information, Fujitsu acquired the PrivacyMark<sup>(\*3)</sup> from JIPDEC in August 2007. We are also working to continually enhance our personal information protection, including annual training and audits on personal information handling. Domestic Group companies also acquire the PrivacyMark as needed and implement thorough personal information management. Privacy policies based on the laws and social demands of each country are posted on the websites of overseas Group companies.



<sup>\*3</sup> The PrivacyMark is granted to business operators that appropriately handle personal information under personal information management systems that conform to JIS Q 15001:2006.

## GDPR (\*4) Response

Fujitsu has constructed a global personal information protection structure and is working to strengthen protection of personal data. Under the guidance of the CISO organization and legal business units, we have cooperated with entities such as the EMEIA region to develop guidelines and internal rules related to protection of individual rights in response to GDPR. We have also designed check sheets for the formulation, design, and initial setting of rules. Furthermore, we have updated the operation process with the rules and held employee training.

In response to regulations on transfer of personal data outside of the EU, we applied to the Dutch Data Protection Authority (DPA) in December 2017 for our Binding Corporate Rules for Processors (BCR-P), which are common rules established across the Fujitsu Group related to the handling of personal data that customers have entrusted to the Group for processing.

On January 23, 2019, the European Commission and Japan mutually recognized each other's data protection laws as providing an adequate level of protection. Based on this recognition, Fujitsu established internal rules related to the handling of personal information moved between regions, and spread awareness regarding those rules.

\*4 General Data Protection Regulation (GDPR): The GDPR (EU regulations requiring companies, organizations, and groups to protect personal information) was enacted on May 25, 2018. It includes regulations on transferring personal data out of the European Economic Area and the obligation to report data leaks within 72 hours.

For details on other security measures, please refer to the Fujitsu Group Information Security Report 2018 (pages 8 to 13).

<https://www.fujitsu.com/global/about/resources/reports/securityreport/>

## Information System Certification

The Fujitsu Group is actively working to acquire third-party evaluations and certifications in its information security initiatives.

- Third-Party Evaluation and Certification

[https://www.fujitsu.com/global/documents/about/csr/security/Third-party\\_Evaluation\\_and\\_Certification\\_20190628v1.pdf](https://www.fujitsu.com/global/documents/about/csr/security/Third-party_Evaluation_and_Certification_20190628v1.pdf)

## FY 2018 Performance

---

### Information management education

- Company-wide e-learning education for information management (targeted Fujitsu employees: 35,100): Trained employees: 34,708 (99% attendance ratio)
- E-learning for newly-appointed managers (Fujitsu): 700 managers
- Introductory education and e-learning for new employees (Fujitsu): 930 new employees

Please refer to the following URLs for details on information security in the Fujitsu Group.

- Fujitsu Group Information Security Report 2018  
<https://www.fujitsu.com/global/about/resources/reports/securityreport/>
- Cyber Security  
<https://www.fujitsu.com/global/themes/security/>

# Quality Initiatives

[↳ Quality Policy](#)   [↳ Our Approach to Promoting Quality Assurance](#)  
[↳ Improving Quality Assurance: Quality Management System](#)   [↳ FY 2018 Performance](#)

## Quality Policy

---

In addition to establishing a corporate philosophy and charter that applies to all products/services, we have also established regulations and standards to uphold customer requests and the various features of our products/services. These are all based on the Fujitsu Way.

The Fujitsu Global Quality Policy is a way of thinking, shared across the entire Group, that was established in order to implement the Fujitsu Way philosophy, "Quality: We enhance the reputation of our customers and the reliability of social infrastructure." This quality policy was established in order to continue providing our customers with products/services that they can feel secure using, but also to define quality as a foundational part of our business, and come to a shared understanding of the policy worldwide.

### Fujitsu Global Quality Policy

1. We pursue quality from the customer's perspective.
2. We ensure quality to support safety and security.
3. We engage in quality improvements together with our business partners.
4. We have constructed a quality management and quality assurance system and we continuously engage in quality improvement activities.

Fujitsu has established the Fujitsu Group Quality Charter, as well as five quality-related regulations (Shipment, Registration, and Release Regulations, Safety Promotion Regulations, etc.), in order to implement the Fujitsu Global Quality Policy.

All of our measures, from planning to design to evaluation, production, sales, and even follow-up support, are based on this charter and these regulations. This is necessary in order to continue providing products/services that stay one step ahead of our customers and any changes in their business landscapes.

- Establishment of quality policy, rules, and regulations  
Fujitsu Quality: Your Safety and Security (Page 4)  
[https://www.fujitsu.com/global/documents/about/csr/society/quality/Fujitsu\\_Quality\\_Your\\_Safety\\_and\\_Security.pdf](https://www.fujitsu.com/global/documents/about/csr/society/quality/Fujitsu_Quality_Your_Safety_and_Security.pdf)

### System of Policy Rules and Regulations



## Implementation Policy for the Safety of Our Products and Services

The Fujitsu Group recognizes its social responsibility to contribute to building a safe and secure society. The Fujitsu Group always considers and endeavors to improve the safety of products and services in every aspect of the group's business activities.

### 1. Observation of laws and regulations

We observe laws and regulations concerning product and service safety.

### 2. Efforts to secure safety

We try to ensure that products and services are safe in a variety of use situations and take measures as necessary to secure the safety of the products and services. In addition to legally specified safety standards, we develop and observe voluntary safety standards in our endeavors to improve products and services continuously.

### 3. Prevention of incidents caused by improper use, etc.

For the safe use of products and services by customers, we properly display notices and warnings in handbooks or on the body of the products in order to prevent incidents caused by improper use or carelessness.

### 4. Collection of incident information, etc.

We actively collect safety-related information from customers, including information on product and service incidents and what might lead to such an incident.

### 5. Handling of incidents

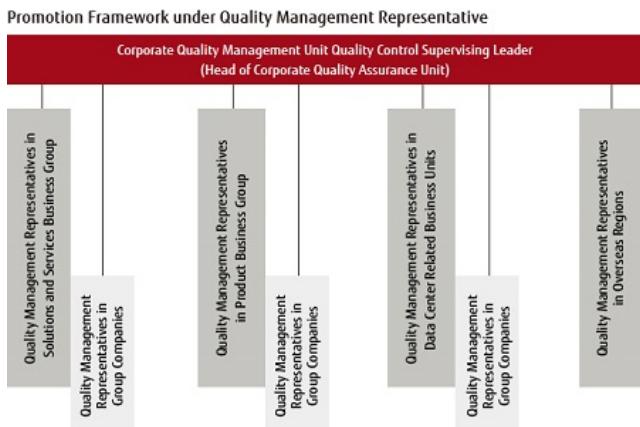
We immediately check the facts of any occurring incident related to a product or service, investigate the cause, and handle it properly. If the product or service has a safety problem, we provide that information to customers and take proper measures, such as product recall, service recovery, and prevention of further damage and other damage from occurring. We quickly report the occurrence of major product incidents to the proper authorities in accordance with laws.

## Our Approach to Promoting Quality Assurance

In addition to working with individual divisions and regions with regards to their quality assurance efforts, we also coordinate across the entire Group to share knowledge and information that transcend organizational boundaries. This helps us make better use of these efforts, and allows us to solve quality assurance issues that are shared across organizations.

This sharing of effective quality assurance efforts increases the overall quality of Fujitsu's products/services, helps prevent the occurrence and reoccurrence of issues, and allows us to work toward consistent, optimal quality for our customers all over the world.

In order to ensure the promotion of these efforts Group-wide, we have selected Quality Management Representatives from relevant divisions both in Japan and overseas, through official HR announcements. These representatives will act as leaders, always participating in and helping implement Group-wide quality assurance efforts. They are led by the Corporate Quality Management Unit, an organization that operates independently of our divisions.



- Quality assurance promotion system

Fujitsu Quality: Your Safety and Security (Page 5)

[https://www.fujitsu.com/global/documents/about/csr/society/quality/Fujitsu\\_Quality\\_Your\\_Safety\\_and\\_Security.pdf](https://www.fujitsu.com/global/documents/about/csr/society/quality/Fujitsu_Quality_Your_Safety_and_Security.pdf)

## System for Addressing Major Quality Issues

In the event of a major quality issue in our products/services, our executives and/or employees report the issue immediately to the Risk Management & Compliance Committee, in accordance with risk management regulations. The committee then reports the

issue to the Division Head, in line with the pre-established reporting structure. The Division Head delivers reports as necessary to the Risk Management & Compliance Committee, keeping them up-to-date on the handling of the issue, and follows the instructions (if any) from the committee. Once a solution has been established, the Division Head files a report to the committee describing the circumstances around this newly-surfaced risk, measures to prevent such an issue from reoccurring, and more. The Risk Management & Compliance Committee can then instruct the Division Head to file this report to them, the Board of Directors, and/or the Management Council.

## Marking and Labeling of Products and Services Regarding Quality and Safety

Fujitsu is dedicated to observing all laws and internal regulations related to marking and labeling of products and services regarding quality and safety.

## Improving Quality Assurance: Quality Management System

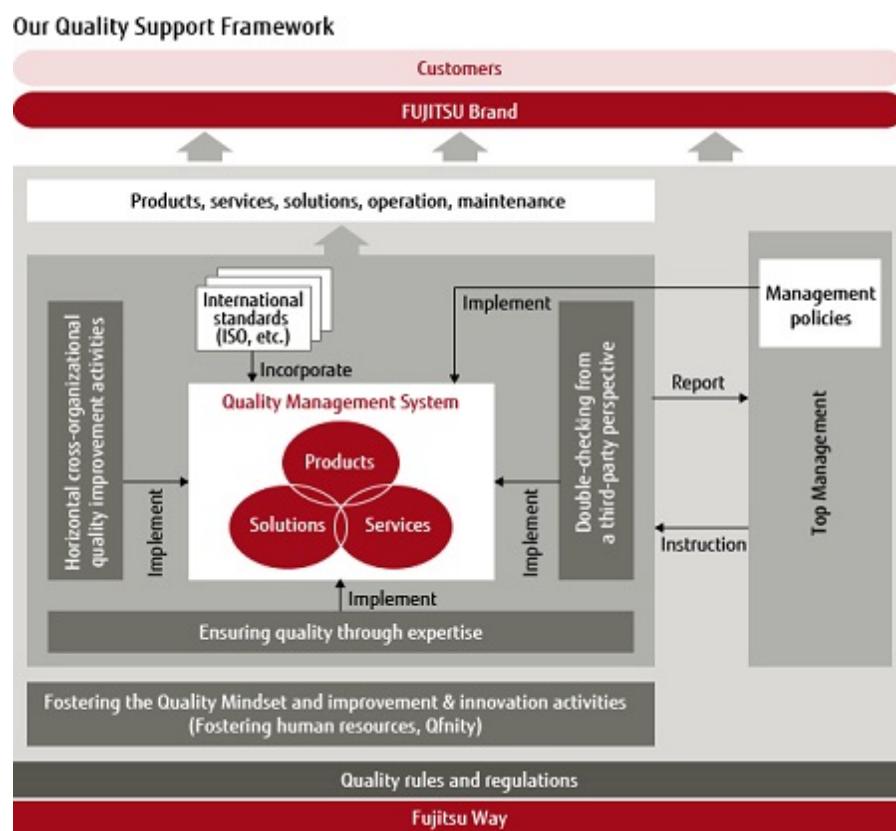
To consistently provide products and services that meet customer needs and expectations, it is essential to coordinate both internally (among the business units involved in product and service projects, planning, development, production and testing; the field business units involved in operation and maintenance; and the various common business units that support them) and externally (business partners, sales units and sales bases). It is also essential to have a platform to unify these systems and mechanisms.

This is why we built our Quality Management System (QMS): to coordinate among these business units as appropriate for the product or service. QMS periodically verifies the progress of the PDCA cycle in light of international certification standards such as the ISO in the aim of achieving process improvements to realize even higher quality.

- Our quality support framework

Fujitsu Quality: Your Safety and Security (Page 3)

[https://www.fujitsu.com/global/documents/about/csr/society/quality/Fujitsu\\_Quality\\_Your\\_Safety\\_and\\_Security.pdf](https://www.fujitsu.com/global/documents/about/csr/society/quality/Fujitsu_Quality_Your_Safety_and_Security.pdf)



## FY 2018 Performance

---

### Disclosure of Information Related to Product Safety

- Number of disclosed issues: 2 major product incidents (laptop battery ignition)\*

\*With regards to this accident, Fujitsu has followed the relevant laws and regulations (Consumer Product Safety Act) appropriately, and reported to the Consumer Affairs Agency, as well as posted the contents on its website.

- Prevention Measures for Laptop Battery Ignition Incidents

On three previous occasions, Fujitsu has asked customers to exchange and return battery packs in order to prevent the spread of ignition incidents due to the possibility that foreign matter had contaminated the interior of the battery during the battery pack manufacturing process.

At the same time, however, although extremely rare, there have been cases of ignition occurring in battery packs outside those covered by the returns and exchanges.

It has been found that limiting the phenomena that increase the internal pressure of batteries is an effective measure in preventing these types of ignition incidents.

Since February 9, 2017, Fujitsu has been offering a "Battery Charging Control Update Tool" through its website for its laptop PCs launched between 2010 and 2016. In addition, since November 2018, Fujitsu has been distributing the Battery Charging Control Update Tool via Microsoft's Windows Update service to the laptop PCs of all those affected in order to ensure all customers using the affected laptop PCs apply the update.

### Marking and Labeling of Products and Services Regarding Quality and Safety

We experienced no marking or labeling violations related to products or safety.

### ISO9001 / ISO20000 Certification Status

Fujitsu is continuously working to improve processes under the QMS.

- ISO9001: 30 divisions certified
- ISO20000: 8 divisions certified

# Working With Our Customers

## Improving Customer Satisfaction

Our current era is characterized by dizzying levels of social and economic change, and it seems impossible to predict what will come about in the future. In this kind of landscape, it is vital that we maintain an accurate understanding of our customers' various needs, and adapt quickly to changes as they arise. In order to accomplish this, we must think and behave from the customer perspective, and engage continuously in reform.

### Working with the Customer to Drive Field Innovation

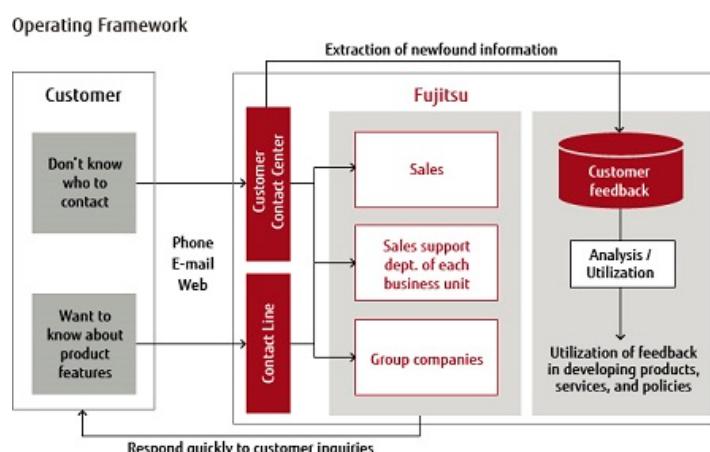
Field Innovation is the process of getting down to the customers' level, observing the behaviors and mentalities that drive people, and recognizing previously unnoticed factors—for instance, an opportunity for reform, or unnecessary parts of certain processes. Through Field Innovation, we work to maximize the value of ICT, and advance/expand our customers' businesses.

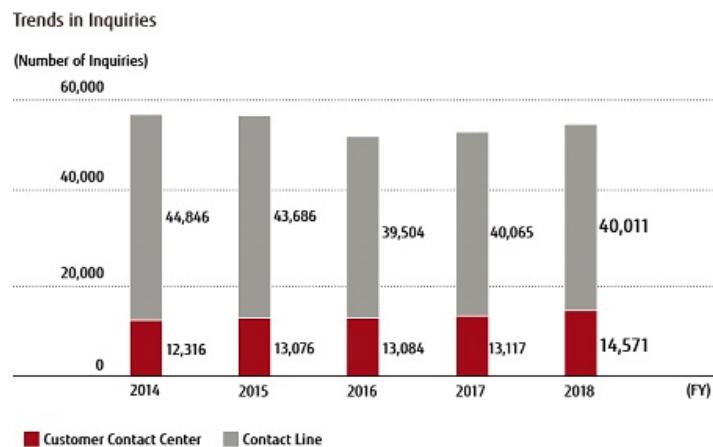
This process happens through our Field Innovators (Flers), and their work with the customers. These are individuals who have built up their careers in various business areas, and who are skilled at advancing reform, utilizing visualization technologies, and consensus building. They work as a team, delving into customer work sites to discern the intentions of those in high-level management, and clarifying workplace issues through on-site interviews and visualization processes. They also help the customer solve their issues through a third-party perspective.

- FY 2018 Field Innovation Performance: 298 cases
- Field Innovation  
<https://www.fujitsu.com/jp/about/businesspolicy/fieldinnovation/en/>
- Field Innovation Case Studies  
<https://www.fujitsu.com/jp/about/businesspolicy/fieldinnovation/en/case-studies/>

### The Fujitsu Customer Contact Center and Fujitsu Contact Line

Both the Fujitsu Customer Contact Center and the Fujitsu Contact Line allow us to gain an accurate understanding of customer inquiries, and quickly transfer customer inquiries to the relevant division. They also work as a form of surveillance, helping prevent missed and late responses. These improve customer satisfaction by facilitating quick responses, and also allow us to analyze customer inquiries so that we can improve the development and quality of our products and services. We also have an international coordination system in place for these points of contact, in order to facilitate smooth communication both domestically and internationally.





## Qfinity

Qfinity is a Fujitsu Group program that encourages reform in order to improve the quality of products/services and work in general. The program is individually-focused, emphasizing the importance of each and every employee as the Group works to establish greater customer value for its products/services. The name Qfinity is a combination of the words "Quality" and "Infinity," and expresses the Fujitsu Group vision of each and every employee, pursuing infinite quality.

The various reform efforts made in the Fujitsu Group are implemented and shared under the Qfinity umbrella, and passed on as part of the Group's vision. Qfinity also encourages each and every employee to practice the principles of the Fujitsu Way (Global Citizenship, Customer-Centric Perspective, Firsthand Understanding, Spirit of Challenge, Speed and Agility, and Teamwork), through persistent reform efforts.

The Fujitsu Group also holds educational programs and awards ceremonies, and encourages the sharing and dissemination of information and case studies, in order to promote Qfinity group-wide.



Qfinity Award Convention



Qfinity leaflet

- Awards Ceremonies and Events

Domestic participants of Qfinity (FY 2015: 55 => FY 2016: 63 => FY 2017: 72 => FY 2018: 71)

Overseas participants of Qfinity (FY 2015: 13 => FY 2016: 17 / FY 2017: 24 / FY 2018: 16)

- Fujitsu's Quality Improvement Model: Qfinity (Leaflet)

[https://www.fujitsu.com/global/documents/about/csr/society/customers/Fujitsu\\_Quality\\_Improvement\\_Activities\\_Qfinity.pdf](https://www.fujitsu.com/global/documents/about/csr/society/customers/Fujitsu_Quality_Improvement_Activities_Qfinity.pdf)

## The Fujitsu Family Association (ICT User Coalition)

The Fujitsu Family Association aims to encourage discussion of thoughts and values related to ICT, and help member companies solve ICT-related issues within their organizations. The association is run primarily by its members, with Fujitsu providing support

for its various efforts. It is made up of approximately 4,200 companies/organizations, and is Japan's largest ICT user coalition, providing opportunities to socialize and share valuable information for both Fujitsu and the member organizations. Through these efforts, the Fujitsu Family Association has contributed greatly to the building of lasting relationships among its members. The activity of the Fujitsu Family Association is based largely on efforts made by its branches. There are more than 500 of these efforts made annually, and they include such things as ICT-related seminars, personnel training, and locally-oriented social events.

## Advertising and Promotion Policy

At Fujitsu, we work to make sure that our advertising makes use of fair and appropriate language and symbols, and are in adherence to laws, regulations, and in-house rules. In FY 2019, we plan to promote the efforts we have made to collaborate with customer businesses using our strength in digital technologies, and make these efforts more widely known to the public. We also set goals (KPIs) and monitor these indices via the PDCA cycle to see if they have been achieved, in order to determine whether our advertising policies have been effective/cost-effective.

Due to changes in the Fujitsu business model, we have also not had products and/or services that would fall under the regulation of the Act Against Unjustifiable Premiums and Misleading Representations.

Fujitsu offer contact lines where the general public can voice their opinions about our advertisements. We take all of these opinions to heart, respond quickly and accurately if necessary, and work to keep communication open at all times.

## Universal Design

At the Fujitsu Group, we encourage the use of ICT Universal Design, to help create a more safe, secure, comfortable, and plentiful society.

### Fujitsu's Vision of Universal Design

Fujitsu aims to innovate and create a future capable of solving various social issues, by gaining an understanding of a wide variety of people, adapting to changes in the landscape, and utilizing ICT technologies. Our goal is to use the power of ICT to realize a society where everyone—regardless of nationality, age, gender, or impairment—is able to express themselves and their individuality as much as possible.

In order to promote this vision within the Group, we asked a professional organization to create a universal design guideline for system development, and have encouraged complete adherence to this guideline within the Group.

#### Fujitsu's Vision of Universal Design



- Fujitsu's Vision of Universal Design  
<https://www.fujitsu.com/global/about/businesspolicy/tech/design/policy/ud/>
- FY 2018 Efforts Toward Universal Design  
We received six International Design Award 2018 awards (Grand Prize, and five other prizes) from the International Association for Universal Design (IAUD). This award is given to individuals/organizations who have achieved particularly outstanding ideas or results, towards the realization of a UD society that is secure and comfortable for as many people as possible.
- IAUD International Design Award 2018 (Award Details)  
<https://www.fujitsu.com/jp/group/fdl/awards/#y2018iaud>



## Data and Documents

## External Recognition and Awards

Fujitsu continues to be highly regarded throughout the world for its social and environmental initiatives, which have won awards from external organizations and led to inclusion in the following stock market indexes.

[↓ Inclusion status for major stock market indexes related to Socially Responsible Investment \(SRI\)\)](#)

[↓ Major external awards received \(from FY 2018 onward\)](#)      [↓ Past recognition and awards](#)

### Inclusion status for major stock market indexes related to Socially Responsible Investment (SRI)

Stock market index	Description	Logo
Dow Jones Sustainability Indices (World, Asia Pacific)	Highly regarded as a global index for SRI, this index evaluates 2,500 companies around the world in terms of corporate economic, environmental, and social performance, and recognizes the top 10% of them as DJSI World. Fujitsu has been included in the index for seven consecutive years, and 19 times overall.	 MEMBER OF <b>Dow Jones Sustainability Indices</b> In Collaboration with RobecoSAM 
RobecoSAM Sustainability Award	2,500 major companies from around the world are evaluated for their economic, environmental, and social sustainability, and companies that are particularly outstanding among the top 10% in terms of CSR are awarded Gold Class, Silver Class, and Bronze Class ratings. Fujitsu was awarded a Bronze Class rating.	 SAM Sustainability Award Bronze Class 2019
FTSE4Good Index Series	FTSE is an investment-related organization established by the London Stock Exchange which has created this globally-recognized SRI index that evaluates companies based on their environmental, social and governance practices. Fujitsu has been selected for inclusion in the index for nine consecutive years.	 FTSE4Good
CDP	International non-profit organization CDP represents a network of institutional investors that control over \$100 trillion in assets. CDP scores over 5,000 companies throughout the world on their environmental action and identifies those that it rates highest as the "A List." Fujitsu has earned a spot on the A List for action on climate change for two consecutive years.	 CDP DISCLOSURE INSIGHT ACTION <b>A LIST</b> 2018 CLIMATE CHANGE
MSCI ESG Select Leaders Indexes (World, Japan)	These world-renowned ESG (Environmental, Social, Governmental) indexes were developed by global stock index provider MSCI. Companies with outstanding ESG performance are selected for the indexes, and Fujitsu has been included for nine years running.	 2018 Constituent MSCI ESG Leaders Indexes

STOXX® Global ESG Leaders	This index compiled by STOXX, a subsidiary of Deutsche Börse, selects companies that meet criteria based on the results of research by ESG research company Sustainalytics from the Netherlands. Fujitsu has been included in the index for five consecutive years.	
ISS-oekom Corporate Rating	Germany-based CSR ratings company ISS-oekom produces these corporate responsibility ratings which rate companies according to environment, social, and governance topics. The ratings have conferred Prime Status on Fujitsu since 2011.	
Ethibel Sustainability Index (ESI) (Excellence Register)	The Ethibel Excellence Investment Register is an investment universe managed by Forum Ethibel, an NPO headquartered in Belgium. The Ethibel Sustainability Index is comprised of companies from this register which demonstrate superior performance from a CSR perspective. Fujitsu has been included in the index from 2013 through 2016, and in 2018.	
Euronext Vigeo Index - World 120	This sustainability ratings index by the world's largest securities trading group NYSE Euronext and European CSR performance ratings company Vigeo Eiris selects the stocks of the 120 companies with the best environmental, social, and corporate governance performance. Fujitsu was included from 2013 through 2015, and in 2017, and 2018.	

## Major external awards received (from FY 2018 onward)

Award	Month/Year	Organizer	Awarded For
Named by Fortune Magazine of the US as one of the World's Most Admired Companies <a href="https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0206-01.html">https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0206-01.html</a>	February 2019	Fortune Magazine, USA	Fujitsu corporate activities
2018 Energy Conservation Grand Prize Prize of the Director General, Agency for Natural Resources and Energy <a href="https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0118-01.html">https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0118-01.html</a>	January 2019	The Energy Conservation Center, Japan Supported by: Ministry of Economy, Trade and Industry	Immersion cooling system
2018 Environment Minister's Award for Global Warming Prevention Activities <a href="https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1114-01.html">https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1114-01.html</a>	November 2018	Ministry of the Environment	Immersion cooling system
Received the Award for Best Business Practices at EcoBalance 2018 <a href="https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1102-01.html">https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1102-01.html</a>	November 2018	EcoBalance 2018 (13 <sup>th</sup> Biennial International Conference on EcoBalance)	Initiatives relating to evaluating the environmental impact of data center energy and resource use
28 <sup>th</sup> Nikkei Global Environmental Technology Award <a href="https://www.fujitsu.com/global/about/resources/news/press-">https://www.fujitsu.com/global/about/resources/news/press-</a>	October 2018	Nikkei Inc.	Development of an animal habitat survey

<a href="http://releases/2018/1031-02.html">releases/2018/1031-02.html</a>			system that uses sound data
Received Green Legacy certification from the Social and Environmental Green Evaluation System (SEGES) <a href="http://pr.fujitsu.com/jp/news/2018/10/22.html">http://pr.fujitsu.com/jp/news/2018/10/22.html</a>	October 2018	Social and Environmental Green Evaluation System	Green conservation activities Numazu Plant
Received the award for excellence at the Environmental Leadership Development Awards <a href="http://pr.fujitsu.com/jp/news/2018/04/6.html">http://pr.fujitsu.com/jp/news/2018/04/6.html</a>	April 2018	Ministry of the Environment, Environmental Consortium for Leadership Development	Outstanding efforts in environmentally-conscious human resources development

## Past recognition and awards

Contents	Fiscal Year	Detail	Logo
Chosen for the Diversity Management Selection 100	FY 2013	Fujitsu was recognized by the Ministry of Economy, Trade and Industry as a company that promotes diversity, creates innovation, generates value, and employs diverse human resources.	
Selected as a Nadeshiko Brand	FY 2015	Fujitsu was selected as a Nadeshiko Brand in FY 2015 by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange for being a company that actively encourages women's success in the workplace.	
Eruboshi (level 3) certification	FY 2016	Under the provisions of the Act on Promotion of Women's Participation and Advancement in the Workplace, the Minister of Health, Labour and Welfare certified Fujitsu as a company with excellent performance in promoting women's success in the workplace.	
Pride Index Gold Award	FY 2016, 2017	Non-profit group Work with Pride presented Fujitsu with its Gold Award as a company that satisfies all elements of its Pride Index, Japan's first index that measures LGBT-related efforts of companies and organizations.	

## Social Data

\*Items listed in the third party verification report.

[↳ Employees in Fujitsu group](#)   [↳ Board of Directors](#)   [↳ Diversity](#)   [↳ Employment](#)  
[↳ Using the Care Leave and Short Work Hours system](#)   [↳ Occupational Safety and Health](#)   [↳ Human Resource Development](#)

## Employees in Fujitsu group

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Number of employees by region*	Total	155,069	140,365	132,138	G102-7,8,
	Japan	98,447	97,476	85,347	
	Asia	17,209	12,376	10,488	
	Oceania	3,422	3,137	2,926	
	Americas	7,821	5,867	5,262	
	EMEIA	28,170	26,509	28,115	
Number of Employees by Type of Contract (person)	Full-time	155,069	140,365	132,138	
	Non Full-time* <sup>1</sup>	16,307	15,883	12,990	

\*<sup>1</sup> Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

## Board of Directors (As of June 24, 2019)

		End of June, 2017	End of June, 2018	End of June, 2019	GRI Standards No.
Directors	Total	10	10	10	G405-1,
	Male	8	8	8	
	Female	2	2	2	
External directors		4	4	4	
Non-Japanese directors		1	1	0	

## Diversity (Fujitsu Limited)

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Number of employees*		33,095	32,969	31,827	
Total					
Average age*		43.1	43.3	43.2	
Number of employees by age group*	Under 30	4,281	4,337	4,432	
	30-49	18,875	17,655	16,287	
	50 and over	9,939	10,977	11,108	
Number of employees by gender (person)	Male	27,754	27,462	26,397	G405-1,
	Female	5,347	5,507	5,430	
Ratio of female employees (%)		16.1%	16.7%	17.1%	
Ratio of female managers (%)*		5.24%	5.71%	6.15%	
Ratio of newly appointed female managers (%) (qualified personnel)		10.1%	11.3%	11.5%	
Number of non-Japanese employees (person)		343	383	391	
Trend in employment rate of people with disabilities (%)* (counted in every June)		2.00%	2.15%	2.28%	

## Employment (Fujitsu Limited)

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Hiring of Recent College Graduates (person)	Total*	740	750	750	G401-1
	Male	480	530	510	
	Female	250	220	240	
Average year of service*	Total	20.0	19.4	19.2	
	Male	20.6	20.0	19.9	
	Female	17.2	16.4	16.0	

## Using the Care Leave and Short Work Hours system (Fujitsu Limited)

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Number of employees using child care leave*	Total	336	425	442	
	Male	38	42	60	
	Female	298	383	382	
Return to work rate after child care leave (%)	Total	98.5%	98.4%	99.5%	
	Male	100%	100%	100%	
	Female	98.3%	98.3%	99.4%	
Continuous work rate after child care leave (%)	Total	98.2%	98.3%	97.8%	
	Male	100%	93.3%	83.3%	
	Female	96.0%	98.8%	98.8%	
Number of employees using family care leave*	Total	14	7	17	
	Male	10	4	12	G401-3,
	Female	4	3	5	
Return to work rate after family care leave (%)		100%	100%	95.0%	
Continuous work rate after family care leave (%)		97.1%	92.3%	71.4%	
Reduced working hours (child care) I*	Total	789	871	841	
	Male	16	21	19	
	Female	773	850	822	
Reduced working hours (family care) *	Total	17	13	9	
	Male	7	6	3	
	Female	10	7	6	
Paternity leave*		482	652	585	

## Occupational Safety and Health (Fujitsu Limited)

	FY 2016	FY 2017	FY 2018	GRI Standards No.
Frequency rate*	0.08	0.18	0.28	G403-2,
Severity (rate)	0.000	0.000	0.000	

Frequency rate: Number of accidents requiring off-time from work ÷ Total Working hours × 1,000,000

Severity (rate) : Lost Labor days ÷ Total Working hours × 1,000

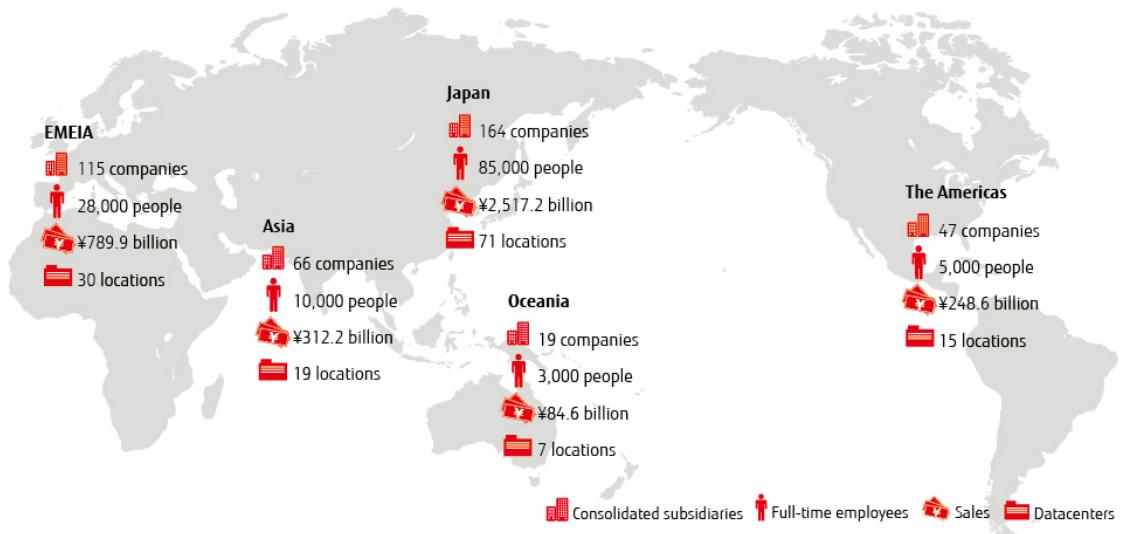
## Human Resource Development

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Average Hours Dedicated to Training Per Employee (Fujitsu)	Total	55.7	45.3	49.9	G404-1
	Executive Employees	39.8	34.8	31.9	
	Ordinary Employees	59.9	49.4	53.8	

\*Until FY2016 Fujitsu Limited, in FY2017 and FY 2018, Fujitsu and domestic Group companies(excluding some)



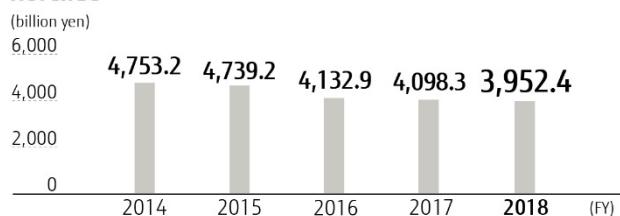
**Grobal Business System**



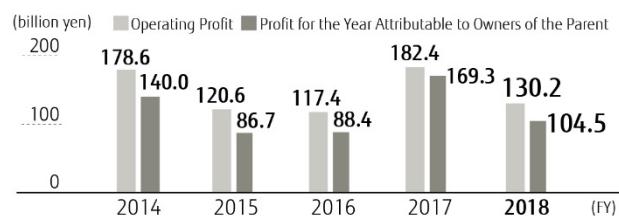
\*As of March 31, 2019.

## Financial & Non-Financial Highlights

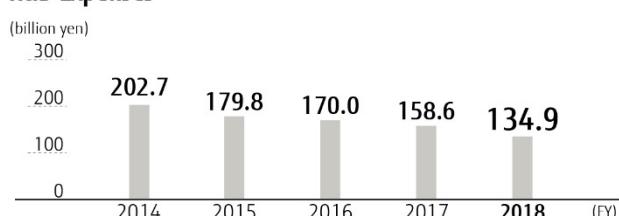
### Revenue



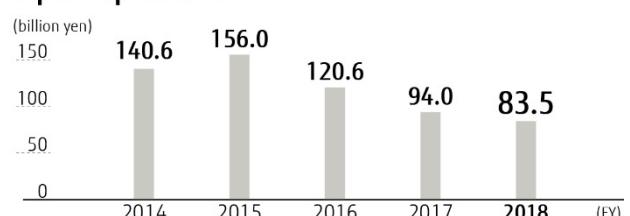
### Operating Profit/ Profit for the Year Attributable to Owners of the Parent



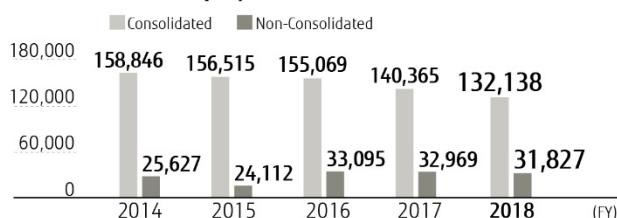
### R&D Expenses



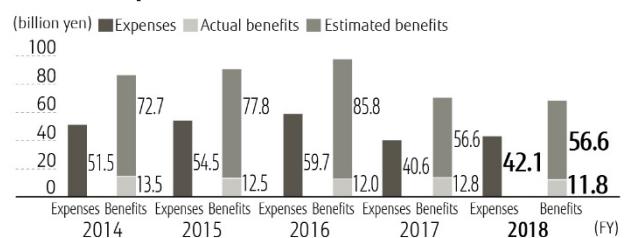
### Capital Expenditures



### The Number of Employees



### Trends in Expenses and Economic Benefits



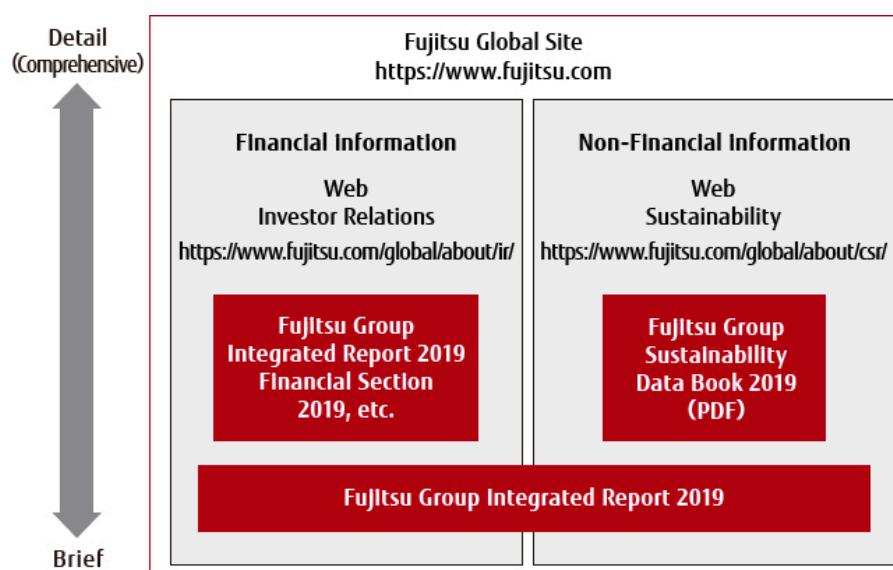
# Sustainability Data Book Framework

[↳ Our Sustainability Website and Data Book](#)   [↳ Guidelines Referenced](#)   [↳ Reporting Period](#)  
[↳ Target Readership](#)   [↳ Organizations Covered](#)   [↳ About Third Party Verification](#)   [↳ Contact](#)

## Our Sustainability Website and Data Book

Fujitsu established a sustainability website in FY 2019 in order to disclose non-financial information from the "Fujitsu Group Integrated Report" in more detail. Through this website, we are able to update our sustainability information in a more timely manner.

We will also begin release of our "Sustainability Data Book," a PDF that contains the information on our website, every year at the end of September, in order to leave a record of the information that has been disclosed.



## Guidelines Referenced

- GRI Standards
  - Environmental Reporting Guidelines (2012/2018 versions / Ministry of the Environment)
  - UN Global Compact
  - ISO26000
- 
- Comparison Table of Guidelines Referenced (GRI / UN Global Compact)  
<https://www.fujitsu.com/jp/about/csr/guideline>

## Reporting Period

This website focuses on activities in FY 2018, from April 1, 2018 to March 31, 2019, and the data presented is actual performance data from that period. However, information from up to the end of September 2019 is also presented if it is a part of important announcements regarding sustainability.

## Target Readership

---

This report is written assuming the following readership: Fujitsu stakeholders including customers, employees, stockholders/investors, suppliers/business partners, international society/local communities, and public institutions/governments.

## Organizations Covered

---

Description of social fields of this data book generally refers to the Fujitsu Group as a whole.

"Fujitsu" in the text refers to Fujitsu, Ltd., "Fujitsu Group" refers to Fujitsu, Ltd. and its consolidated subsidiaries inside and outside of Japan, and "Fujitsu and its domestic Group companies" refers to Fujitsu, Ltd. and its consolidated subsidiaries in Japan.

When using descriptors that are not listed above, we will specify the organizations that are covered.

- "Community Involvement" Section  
[https://www.fujitsu.com/jp/about/csr/editingpolicy/social\\_j.pdf](https://www.fujitsu.com/jp/about/csr/editingpolicy/social_j.pdf)
- "For Our Environment" Section  
[https://www.fujitsu.com/jp/about/csr/editingpolicy/environment\\_j.pdf](https://www.fujitsu.com/jp/about/csr/editingpolicy/environment_j.pdf)
- See the following URL for the organizations covered in environmental field description of this data book  
<https://www.fujitsu.com/jp/about/environment/performance/organization/>

## About Third Party Verification

---

In order to ensure the reliability of the content in the Fujitsu Group Sustainability Data Book 2019, we asked a third party, Bureau Veritas Japan, to examine and post a review of the report.

- About Third Party Verification  
[https://www.fujitsu.com/global/documents/about/csr/Independent\\_Assurance\\_Statement\\_E.pdf](https://www.fujitsu.com/global/documents/about/csr/Independent_Assurance_Statement_E.pdf)

## Contact

---

- CSR Sustainable Development Division  
Shiodome City Center, 1-5, 2 Higashi-Shimbashi, Minato-ku, Tokyo 105-7123, Japan  
<https://www.fujitsu.com/global/about/csr/contact/>

Publisher

FUJITSU LIMITED

Authority for Publication: Takahito Tokita

President and Representative Director

Published: December 2019

(The next report will be published in September 2020 and the previous report was published in September 2018.)

## Third Party Verification Report

In order to ensure the reliability of the contents of the Fujitsu Group Sustainability Data Book 2019, we asked a third party, Bureau Veritas Japan to examine and post a review of the report.

### INDEPENDENT ASSURANCE STATEMENT

To: Fujitsu Limited



Bureau Veritas Japan Co., Ltd. (Bureau Veritas) has been engaged by Fujitsu Limited (Fujitsu) to provide limited assurance and to conduct an external review over sustainability information selected by Fujitsu. This Assurance Statement applies to the related information included within the scope of work described below.

#### Selected information

The scope of our assurance work was limited to assurance over the following information included within the Fujitsu Group Sustainability Data Book 2019 (the 'Data Book') for the period of April 1, 2018 through March 31, 2019 (the 'Selected Information'):

- All indicators listed in Annex 1: 'The list of social performance indicators verified'
- All indicators listed on Annex 2: 'The list of environmental performance indicators verified'

The scope of our review work was limited to assurance over the following information included within the Fujitsu Group Sustainability Data Book 2019 (the 'Data Book') for the period of April 1, 2018 through March 31, 2019 (the 'Selected Information'):

- All indicators listed on Annex 3: 'The list of environmental performance indicators reviewed'

#### Reporting criteria

The Selected Information included within the Data Book needs to be read and understood together with the reporting criteria stated in the Data Book.

#### Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Any other information within the Data Book, which is not listed as the Selected Information.

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

#### Responsibilities

This preparation and presentation of the Selected Information in the Data Book are the sole responsibility of the management of Fujitsu.

Bureau Veritas was not involved in the drafting of the Data Book or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria by conducting our assurance work;



- assess the reliability and accuracy of the Selected Information by conducting our review work;
- form an independent conclusion based on the procedures performed and evidence obtained;
- and
- report our conclusions to the Directors of Fujitsu.

#### **Assessment Standard**

We performed our assurance work in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (Effective for assurance reports dated on or after December 15, 2015) issued by the International Auditing and Assurance Standards Board and ISO14064-3 (2006): Greenhouse gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions.

We performed our review work by using Bureau Veritas' standard procedures for external review of sustainability information.

#### **Summary of work performed**

As part of our independent verification, our work included:

1. Conducting interviews with relevant personnel of Fujitsu;
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Fujitsu;
4. Reviewing Fujitsu systems for quantitative data aggregation and analysis;
5. Verification of sample of data back to source by carrying out six site visits, selected on a risk based bases at the following locations:
  - Fujitsu Headquarters
  - Fujitsu Kawasaki Main Office
  - Fujitsu Kawasaki Plant
  - Fujitsu Numazu Plant
  - SHINKO ELECTRIC INDUSTRIES CO., LTD. Takaoka Plant
  - Fujitsu I-Network Systems Ltd. Yamanashi Plant
6. Reperforming a selection of aggregation calculations of the Selected Information;
7. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



#### **Verified greenhouse gas emissions**

We performed our verification work on greenhouse gas emissions data in accordance with the requirements of ISO14064-3(2006).

Verified data in greenhouse gas assertion made by Fujitsu are as follows.

	Greenhouse gas emissions [kt-CO <sub>2</sub> e]	Boundary
Scope 1	147	·CO <sub>2</sub> emissions from energy use through business operations of Fujitsu, Fujitsu Group's 31 companies within Japan and 18 companies outside Japan for the period of April 1, 2018 through March 31, 2019
Scope 2	808 (location-based)	·HFCs, PFCs, SF <sub>6</sub> and NF <sub>3</sub> emissions through business operations of Fujitsu Group's three semiconductor manufacturing sites within Japan for the period of April 1, 2018 through March 31, 2019
	771 (market-based)	
Scope 3	5,515	Categories 1, 4 and 11 of Scope 3 GHG emissions accounted and reported for the period of April 1, 2018 through March 31, 2019 within the boundaries defined by Fujitsu for each category

The breakdown of Scope 3 emissions are as follows.

Category 1: 1,840 kt-CO<sub>2</sub>e | Category 4: 27 kt-CO<sub>2</sub>e | Category 11: 3,649 kt-CO<sub>2</sub>e

#### **Conclusion**

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria;
- It is our opinion that Fujitsu has established appropriate systems for the collection, aggregation and analysis of quantitative data within the scope of our work.

#### **Statement of Independence, Integrity and Competence**

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior and high ethical standards in their day-to-day business activities.

Bureau Veritas Japan Co., Ltd.

Yokohama, Japan

September 20, 2019



Annex 1

The list of social performance indicators verified

Indicators	Page No. of the Data Book
Rate of female managers	3-3-6 4-2-2-7 6-2-2
Employment rate of people with disabilities	3-3-6 4-2-2-7 6-2-2
Number of employees using the care leave support system	3-3-6 4-2-2-8 6-2-3
Frequency of industrial accidents	4-7-3 6-2-4
Numbers and average ages of employees	6-2-2 7-1 8-1
Number of employees by age group	6-2-2
Hiring of recent college graduates	6-2-2
Employees by region	6-2-1 7-2
Average years of service	6-2-2
Promoting socially responsible procurement (the number of written surveys to suppliers)	4-6-5



Annex 2

The list of environmental performance indicators verified

Indicators	Page No. of the Data Book
Amount of greenhouse gas emissions in our business facilities	4-4-2-14
CO <sub>2</sub> emission from transport (Fujitsu and group companies in Japan)	-
Water usage	4-4-2-25
PRTR Substance and VOC Emissions	4-4-2-26 4-4-3-6
Amount of waste generated	4-4-2-27
Effective utilization ratio	4-4-2-28
INPUT (design, procurement, manufacturing, development)	Water Energy
OUTPUT (design, procurement, manufacturing, development)	Chemical substances Atmospheric release Greenhouse gases total Atmospheric release CO <sub>2</sub> Atmospheric release Greenhouse gases other than CO <sub>2</sub> Volume of waste generated Volume of thermal and material recycling Volume of waste disposal
OUTPUT (distribution) Atmospheric release CO <sub>2</sub> (Fujitsu and group companies in Japan)	-
Scope3 (upstream) Transportation and distribution (Fujitsu and group companies in Japan)	-
Scope1 (reporting company) Direct emissions	
Scope2 (reporting company) Indirect emissions from energy sources	
Scope3 (upstream) Purchased goods and services	
Scope3 (downstream) Use of sold products	
Energy usage in Scope1 and Scope2	4-4-3-5



Annex 3

The list of environmental performance indicators reviewed

Indicators	Page No. of the Data Book
Renewable energy usage	4-4-2-17
Renewable energy usage rate	4-4-2-17
Percentage of reduced CO <sub>2</sub> emission per sales from transport	4-4-2-23
CO <sub>2</sub> emission from transport	
CO <sub>2</sub> emission from transport (group companies in worldwide)	-
INPUT (design, procurement, manufacturing, development)	Chemical substances 4-4-3-5
INPUT (distribution) Energy	
OUTPUT (distribution) Atmospheric release CO <sub>2</sub>	4-4-3-6
OUTPUT (distribution) Atmospheric release CO <sub>2</sub> (group companies in worldwide)	-
Scope3 (upstream) Transportation and distribution	4-4-3-7
Scope3 (upstream) Transportation and distribution (group companies in worldwide)	-



# GRI Standards / United Nations Global Compact (UNGC) principles Comparison Table

[G102-1～17](#) [G102-18～39](#) [G102-40～56](#) [G103-1～3](#) [GRI 200](#) [GRI 300](#) [GRI 400](#)

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
GRI 102: General Disclosures			
1. Organizational profile			
102-1*	Report the name of the organization.	◆ <a href="#">Fujitsu Group Profile "Company Name"</a>	—
102-2*	Report the primary brands, products, and services	◆ <a href="#">Fujitsu Group Profile "Main Business Activities"</a>	—
102-3*	Report the location of the organization's headquarters.	◆ <a href="#">Fujitsu Group Profile "Addresses"</a> [Reference] <a href="#">Organization</a>	—
102-4*	Report the number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	◆ <a href="#">Fujitsu Group Profile "Global Business System"</a>	—
102-5*	Report the nature of ownership and legal form.	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a> ◆ <a href="#">Fujitsu Group Profil "Headquarters"</a> [Reference] <a href="#">WEB(Worldwide)</a>	—
102-6*	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	◆ <a href="#">Fujitsu Group Profile "Main Business Activities"</a> "Break down of Revenue by Business Segment"	—
102-7*	Report the scale of the organization, including: Total number of employees - Total number of operations - Net sales (for private sector organizations) or net revenues (for public sector organizations) - Total capitalization broken down in terms of debt and equity (for private sector organizations) - Quantity of products or services provided	◆ <a href="#">Fujitsu Group Profile "Revenue", "Capital", "Total Assets", "Employees", "Main Business Activities", "Global Business System"</a> ◆ <a href="#">Social Data "Employees in Fujitsu Group"</a> [Reference] <a href="#">Fujitsu at a Glance</a>	—
102-8*	a. Report the number of employees by employment contract (permanent and temporary), by gender. b. Report the number of employees by employment contract (permanent and temporary), by region. c. Report the number of employees by employment type (full-time and part-time), by gender. d. Report Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Report any significant variations (such as seasonal variations in the tourism or agricultural industries). f. Report an explanation of how the data have been compiled, including any assumptions made.	◆ <a href="#">Fujitsu Group Profile "Employees" "Global Business System"</a> ◆ <a href="#">Social Data</a>	—

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
102-9*	Describe the organization's supply chain.	◆ <a href="#">Supply Chain</a>	
102-10*	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: - Changes in the location of, or changes in, operations, including facility openings, closings, and expansions - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) - Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.	◆ <a href="#">Sustainability Report Framework</a> ◆ <a href="#">Integrated Report Financial Section</a>	—
102-11*	Report whether and how the precautionary approach or principle is addressed by the organization.	◆ <a href="#">FUJITSU Way and Group-wide Dissemination "Fujitsu's Framework for Dissemination Activities and Progress"</a> ◆ <a href="#">United Nations Global Compact</a> ◆ <a href="#">CSR Policy and Promotion Framework "Implementing CSR Activities Utilizing ISO 26000"</a> ◆ <a href="#">Risk Management</a> ◆ <a href="#">Environmental Policy at the Fujitsu Group</a> ◆ <a href="#">Response to Environmental Risks</a>	—
102-12*	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	◆ <a href="#">United Nations Global Compact</a> ◆ <a href="#">CSR Policy and Promotion Framework "Implementing CSR Activities Utilizing ISO 26000"</a>	—
102-13*	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: - Holds a position on the governance body. - Participates in projects or committees. - Provides substantive funding beyond routine membership dues. - Views membership as strategic.	◆ <a href="#">United Nations Global Compact</a>	—
<b>2. Strategy</b>			
102-14*	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	◆ <a href="#">Message from the President</a>	—
102-15	Provide a description of key impacts, risks, and opportunities.	◆ <a href="#">Risk Management "Business Risks"</a> ◆ <a href="#">Medium/Long-term Environmental Vision</a> ◆ <a href="#">Response to Environmental Risks</a>	—
<b>3. Ethics and integrity</b>			
102-16*	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	◆ <a href="#">Our Approach to CSR "The Fujitsu Group Philosophy "FUJITSU Way"</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
		◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a> ◆ <a href="#">Compliance "The Fujitsu Way Code of Conduct"</a>	
102-17	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines. Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	◆ <a href="#">Compliance "Global Compliance Program"</a> ◆ <a href="#">Human Rights "Framework for Feedback on Efforts to Promote Respect for Human Rights"</a>	—
<b>4. Governance</b>			
102-18*	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a> ◆ <a href="#">Environmental Management System</a>	—
102-19	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a>	—
102-20	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a>	—
102-21	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a> ◆ <a href="#">Compliance "Global Compliance Program"</a>	—
102-22	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"><li>- Executive or non-executive Independence</li><li>- Tenure on the governance body</li><li>- Number of each individual's other significant positions and commitments, and the nature of the commitments</li><li>- Gender</li><li>- Membership of under-represented social groups</li><li>- Competences relating to economic, environmental and social impacts</li><li>- Stakeholder representation</li></ul>	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a>	—
102-23	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a>	—
102-24	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members,	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a> ◆ <a href="#">Corporate Governance Report</a>	—

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	<p>including:</p> <ul style="list-style-type: none"> <li>- Whether and how diversity is considered</li> <li>- Whether and how independence is considered</li> <li>- Whether and how expertise and experience relating to economic, environmental and social topics are considered</li> <li>- Whether and how stakeholders (including shareholders) are involved.</li> </ul>		
102-25	<p>Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> <li>- Cross-board membership</li> <li>- Cross-shareholding with suppliers and other stakeholders</li> <li>- Existence of controlling shareholder</li> <li>Related party disclosures</li> </ul>	<p>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></p> <p>◆ <a href="#">Corporate Governance Report</a></p>	—
102-26	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	<p>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></p>	—
102-27	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	<p>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></p>	—
102-28	<p>a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.</p> <p>b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.</p>	<p>◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a></p> <p>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a></p> <p>◆ <a href="#">Corporate Governance Report</a></p>	—
102-29	<p>a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</p>	<p>◆ <a href="#">Corporate Governance "Basic Stance on Internal Control System"</a></p> <p>◆ <a href="#">Risk Management "Business Risks"</a></p> <p>◆ <a href="#">Risk Management " Risk Management &amp; Compliance Structure"</a></p>	—
102-30	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	<p>◆ <a href="#">Corporate Governance "Basic Stance on Internal Control System"</a></p> <p>◆ <a href="#">Risk Management " Risk Management &amp; Compliance Structure"</a></p>	—
102-31	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and	<p>◆ <a href="#">Risk Management "Risk Management Reviews"</a></p>	

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	opportunities.		
102-32	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	◆ <a href="#">CSR Policy and Promotion Framework</a> ◆ <a href="#">"Organizational Structure and Regular Reviews"</a>	—
102-33	Report the process for communicating critical concerns to the highest governance body.	◆ <a href="#">Corporate Governance "Basic Stance on Internal Control System"</a> ◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a> ◆ <a href="#">Risk Management "Business Continuity Management"</a>	—
102-34	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	—	—
102-35	a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:  - Fixed pay and variable pay: - Performance-based pay - Equity-based pay - Bonuses - Deferred or vested shares - Sign-on bonuses or recruitment incentive payments - Termination payments - Clawbacks - Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees  b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	◆ <a href="#">Corporate Governance "Policy on the Determination of Executive Compensation"</a> ◆ <a href="#">Corporate Governance Report</a>	—
102-36	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	◆ <a href="#">Corporate Governance "Policy on the Determination of Executive Compensation"</a> ◆ <a href="#">Corporate Governance Report</a>	—
102-37	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure (as of June 24, 2019)"</a>	—
102-38	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—	—
102-39	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all	—	—

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
	employees (excluding the highest-paid individual) in the same country.		
<b>5. Stakeholder engagement</b>			
102-40*	Provide a list of stakeholder groups engaged by the organization.	◆ <a href="#">CSR Policy and Promotion Framework "The Fujitsu Group's Stakeholders"</a>	—
102-41*	Report the percentage of total employees covered by collective bargaining agreements.	◆ <a href="#">Performance Evaluation and Compensation / Work Environment "FY2018 Results"</a>	1, 3
102-42*	Report the basis for identification and selection of stakeholders with whom to engage.	◆ <a href="#">CSR Policy and Promotion Framework "The Fujitsu Group's Stakeholders"</a> ◆ <a href="#">Stakeholder Dialogue</a>	—
102-43*	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	<p>◆ <a href="#">Stakeholder Dialogue</a></p> <p>&lt;Customers, International Society, Local Community&gt;</p> <p>◆ <a href="#">Working With Our Customers</a></p> <p>◆ <a href="#">Quality Initiatives</a></p> <p>◆ <a href="#">Approach to Social Contribution Activities</a></p> <p>&lt;Suppliers&gt;</p> <p>◆ <a href="#">Supply Chain</a></p> <p>&lt;Employees&gt;</p> <p>◆ <a href="#">Diversity and Inclusion</a></p> <p>◆ <a href="#">Human Rights</a></p> <p>◆ <a href="#">Performance Evaluation and Compensation / Work Environment</a></p> <p>◆ <a href="#">Health and Safety</a></p> <p>◆ <a href="#">Health Management</a></p> <p>◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a></p>	1~10
102-44*	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	◆ <a href="#">Stakeholder Dialogue</a> ◆ <a href="#">Working With Our Customers "The Fujitsu Customer Contact Center and Fujitsu Contact Line"</a>	—
<b>6. Reporting Practice</b>			
102-45*	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	◆ <a href="#">Fujitsu Group Profile "Main Business Activities"</a> ◆ <a href="#">Sustainability Data Book Framework</a> ◆ <a href="#">Integrated Report Financial Section [Reference]Organization</a>	—
102-46*	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	◆ <a href="#">CSR Policy and Promotion Framework "Organizational Structure and Regular Reviews"</a>	—
102-47*	List all the material Aspects identified in the process for defining report content.	◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a>	—

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
102-48*	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-49*	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-50*	Reporting period (such as fiscal or calendar year) for information provided.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-51*	Date of most recent previous report (if any).	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-52*	Reporting cycle (such as annual, biennial).	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-53*	Provide the contact point for questions regarding the report or its contents.	◆ <a href="#">Sustainability Data Book Framework</a>	—
102-54*	Report the 'in accordance' option the organization has chosen.	◆ GRI Guideline/UNGC 10 Principles Comparison Table ◆ <a href="#">Third Party Verification Report</a>	—
102-55*	Report the GRI Content Index for the chosen option.	◆ GRI Guideline/UNGC 10 Principles Comparison Table ◆ <a href="#">Third Party Verification Report</a>	—
102-56*	Assurance a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	◆ <a href="#">Third Party Verification Report</a>	—
<b>GRI 103: Management Approach</b>			
103-1*	For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization	◆ <a href="#">CSR Policy and Promotion Framework "Global Integration of Priority Issues"</a> ◆ <a href="#">Sustainability Data Book Framework</a>	—
103-2	Disclosures on Management Approach (DMA) a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	◆ <a href="#">Human Rights "Our Approach"</a> ◆ <a href="#">Diversity and Inclusion "Diversity and Inclusion Policy"</a> ◆ <a href="#">Diversity and Inclusion "Diversity Promotion Framework"</a> ◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a> ◆ <a href="#">Human Resource Development and Career Design "Policy"</a> ◆ <a href="#">Human Resource and Carrer Design "Promotion Framework and Periodic Review"</a> ◆ <a href="#">Quality Initiatives "Quality Policy"</a> ◆ <a href="#">Quality Initiatives "Our Approach to Promoting Quality Assurance"</a> ◆ <a href="#">Supply Chain"CSR Procurement Guideline"</a>	—

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
		<ul style="list-style-type: none"> <li>◆ <a href="#">Social Contribution Activities "Approach to Social Contribution Activities"</a></li> <li>◆ <a href="#">Environmental Policy at the Fujitsu Group</a></li> <li>◆ <a href="#">Medium/Long-term Environmental Vision</a></li> <li>◆ <a href="#">Environmental Management System</a></li> </ul>	
103-3	<p>An explanation of how the organization evaluates the management approach</p> <ul style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ul>	<ul style="list-style-type: none"> <li>◆ <a href="#">Human Resource Development and Career Design "Promotion Framework and Periodic Review"</a></li> <li>◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a></li> <li>◆ <a href="#">Environmental Management System</a></li> </ul>	—
<b>GRI 201: Economic Performance</b>			
201-1	Direct economic value generated and distributed.	—	—
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	◆ <a href="#">Response to Environmental Risks</a>	7, 8, 9
201-3	Coverage of the organization's defined benefit plan obligations.	[Reference] <a href="#">Integrated Report Financial Section</a>	—
201-4	Financial assistance received from government.	—	—
<b>GRI 202: Market Presence</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	—	—
202-2	Proportion of senior management hired from the local community at significant locations of operation.	—	—
<b>GRI 203: Indirect Economic Impacts</b>			
203-1	Development and impact of infrastructure investments and services supported.	<ul style="list-style-type: none"> <li>◆ <a href="#">Social contribution activities that value people</a></li> <li>◆ <a href="#">Social contribution activities contributing to the development of science and technology</a></li> </ul>	8, 9
203-2	Significant indirect economic impacts, including the extent of impacts.	—	—
<b>GRI 204: Procurement Practices</b>			
204-1	Proportion of spending on local suppliers at significant locations of operation.	—	—
<b>GRI 205: Anti-corruption</b>			
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	—	10
205-2	Communication and training on anti-corruption policies and procedures.	<ul style="list-style-type: none"> <li>◆ <a href="#">FUJITSU Way and Group-wide Dissemination "Fujitsu's Framework for Dissemination Activities and Progress"</a></li> <li>◆ <a href="#">Compliance "FY 2018 Accomplishments"</a></li> </ul>	10
205-3	Confirmed incidents of corruption and actions taken.	—	—

Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
<b>GRI 206: Anti-competitive Behavior</b>			
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	—	—
<b>GRI 301: Materials</b>			
301-1	Materials used by weight or volume	◆ <a href="#">Material Balance</a>	
301-2	Recycled input materials used	—	
301-3	Reclaimed products and their packaging materials	—	
<b>GRI 302: Energy</b>			
302-1	Energy consumption within the organization	◆ <a href="#">Material Balance</a>	
302-2	Energy consumption outside of the organization	◆ <a href="#">Material Balance</a>	
302-3	Energy intensity	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a>	
302-4	Reduction of energy consumption	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a> ◆ <a href="#">Environmental Performance Data Calculation Standards</a>	
302-5	Reductions in energy requirements of products and services	◆ <a href="#">Development of Top-Level Energy Efficient Products</a> ◆ <a href="#">Environmental Performance Data Calculation Standards</a>	9
<b>GRI 303: Water</b>			
303-1	Water withdrawal by source	—	
303-2	Water sources significantly affected by withdrawal of water	—	
303-3	Water recycled and reused	—	
<b>GRI 304: Biodiversity</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	
304-2	Significant impacts of activities, products, and services on biodiversity	—	
304-3	Habitats protected or restored	◆ <a href="#">Social contribution activities that value people</a>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	
<b>GRI 305: Emissions</b>			

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
305-1	Direct (Scope 1) GHG emissions	◆ <a href="#">Global Warming Prevention</a>	
305-2	Energy indirect (Scope 2) GHG emissions	◆ <a href="#">Global Warming Prevention</a>	
305-3	Other indirect (Scope 3) GHG emissions	◆ <a href="#">Global Warming Prevention</a>	
305-4	GHG emissions intensity	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a>	
305-5	Reduction of GHG emissions	◆ <a href="#">Reducing Greenhouse Gas (GHG) Emissions and Boosting Energy Intensity at Our Business Sites</a>	
305-6	Emissions of ozone-depleting substances (ODS)	—	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	◆ <a href="#">Material Balance</a>	
<b>GRI 306: Effluents and Waste</b>			
306-1	Water discharge by quality and destination	◆ <a href="#">Material Balance</a>	
306-2	Waste by type and disposal method	◆ <a href="#">Limiting Amounts of Waste Generated</a> ◆ <a href="#">Material Balance</a>	
306-3	Significant spills	—	
306-4	Transport of hazardous waste	—	
306-5	Water bodies affected by water discharges and/or runoff	—	
<b>GRI 307: Environmental Compliance</b>			
307-1	Non-compliance with environmental laws and regulations	◆ <a href="#">Case Studies</a>	
<b>GRI 308: Supplier Environmental Assessment</b>			
308-1	New suppliers that were screened using environmental criteria	—	
308-2	Negative environmental impacts in the supply chain and actions taken	—	
<b>GRI 401: Employment</b>			
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	◆ <a href="#">List of Employee related Indicators "Employees"</a> ◆ <a href="#">Performance Evaluation and Compensation / Work Environment "FY2018 Results"</a>	—
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	◆ <a href="#">Performance Evaluation and Compensation / Work Environment "Employee Benefits Program"</a>	—
401-3	Return to work and retention rates after parental leave, by gender.	◆ <a href="#">Social Data "Using the Care Leave and Short Work Hours system"</a>	6
<b>GRI 402: Labor/Management Relations</b>			
402-1	Minimum notice periods regarding operational changes,	—	—

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
including whether these are specified in collective agreements.			
<b>GRI 403: Occupational Health and Safety</b>			
403-1	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a>	1
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	◆ <a href="#">List of Employee related Indicators "Occupational Safety and Health"</a>	—
403-3	Workers with high incidence or high risk of diseases related to their occupation.	◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a> ◆ <a href="#">Risk Management "Business Continuity Management"</a>	1
403-4	Health and safety topics covered in formal agreements with trade unions.	◆ <a href="#">Health and Safety "Efforts to Improve Occupational Health and Safety"</a>	—
<b>GRI 404: Training and Education</b>			
404-1	Average hours of training per year per employee by gender, and by employee category.	◆ <a href="#">Human Resource Development and Career Design "FY 2018 Results"</a>	—
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	◆ <a href="#">Human Resource Development and Career Design "Career Design Support"</a>	6
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	—	—
<b>GRI 405: Diversity and Equal Opportunity</b>			
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	◆ <a href="#">Social Data "Board of Directors"</a> ◆ <a href="#">Social Data "Diversity"</a>	1, 6
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	—	—
<b>GRI 406: Non-discrimination</b>			
406-1	Total number of incidents of discrimination and corrective actions taken.	—	—
<b>GRI 407: Freedom of Association and Collective Bargaining</b>			
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a> ◆ <a href="#">Supply Chain "Strengthening Procurement Compliance"</a> ◆ <a href="#">Compliance "Global Compliance Program"</a>	—

## Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
<b>GRI 408: Child Labor</b>			
408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	<ul style="list-style-type: none"> <li>◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a></li> <li>◆ <a href="#">Supply Chain "Strengthening Procurement Compliance"</a></li> <li>◆ <a href="#">Compliance "Global Compliance Program"</a></li> </ul>	—
<b>GRI 409: Forced or Compulsory Labor</b>			
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	<ul style="list-style-type: none"> <li>◆ <a href="#">Supply Chain "Structures for Promoting CSR Procurement &amp; Periodic Reviews"</a></li> <li>◆ <a href="#">Supply Chain "Strengthening Procurement Compliance"</a></li> <li>◆ <a href="#">Compliance "Global Compliance Program"</a></li> </ul>	—
<b>GRI 410: Security Practices</b>			
410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	—	—
<b>GRI 411: Rights of Indigenous Peoples</b>			
411-1	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	—	—
<b>GRI 412: Human Rights Assessment</b>			
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<ul style="list-style-type: none"> <li>◆ <a href="#">Human Rights "Achievements in FY2018"</a></li> </ul>	—
412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<ul style="list-style-type: none"> <li>◆ <a href="#">FUJITSU Way and Group-wide Dissemination "FY 2018 Performance"</a></li> <li>◆ <a href="#">Human Rights "Achievements in FY2018"</a></li> </ul>	1
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	—	—
<b>GRI 413: Local Communities</b>			
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	—	8
413-2	Operations with significant actual and potential negative impacts on local communities.	—	7, 8
<b>GRI 414: Supplier Social Assessment</b>			
414-1	Percentage of new suppliers that were screened using labor practices criteria.	—	—
414-2	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	—	—

Fujitsu Group Sustainability Data Book 2019

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
<b>GRI 415: Public Policy</b>			
415-1	Total value of political contributions by country and recipient/beneficiary.	—	—
<b>GRI 416: Customer Health and Safety</b>			
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	◆ <a href="#">Quality Initiatives "FY 2018 Performance"</a> ◆ <a href="#">Supply Chain "FY2018 Results"</a>	9
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	◆ <a href="#">Quality Initiatives "FY 2018 Performance"</a>	—
<b>GRI 417: Marketing and Labeling</b>			
417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	—	—
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	◆ <a href="#">Quality Initiatives "FY 2018 Performance"</a>	—
417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	◆ <a href="#">Working With Our Customers "Advertising and Promotion Policy"</a>	—
<b>GRI 418: Customer Privacy</b>			
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	◆ <a href="#">Information Security</a>	—
<b>GRI 419: Socioeconomic Compliance</b>			
419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	◆ <a href="#">Compliance [Our Response to Compliance Issues]</a>	—