

# Fujitsu Netherlands Responsible Business Report

FY22/23



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# 1 Message from the CEO

The Fujitsu Group's purpose is to make the world more sustainable by building trust in society through innovation. As a company that has provided value to customers through technology for many decades, we feel a heightened sense of responsibility to pro-actively contribute to this transformation. Our purpose also acts as a compass to guide the 120,000 Fujitsu professionals around the world and harness their thoughts and capabilities as they work together to enhance the sustainability of society. To align all business areas toward achieving our purpose, we are now conducting a comprehensive reform of our internal structures, systems, and corporate culture. One example of this approach is the complete overhaul of our human resources management system that we implemented last fiscal year. Recognising that people in Fujitsu are the most valuable resource both for delivering value to society and for driving the company's medium to long-term growth, this sweeping change encourages continual growth by each individual as they challenge themselves in work and study, with a view to their own career development.

To realise our purpose, we have established non-financial management indicators in addition to financial indicators. We understand that sustainability management is necessary to make a stable, long-term contribution to society, which in turn creates opportunities for our own growth. To this end, Fujitsu conducts activities within the framework of Global Responsible Business (GRB), under which the following seven priority issues have been specified: Human Rights, Diversity, Equity and Inclusion; Well-being; Environment; Compliance; Supply Chain; Occupational Health and Safety; and Community. Last fiscal year, we incorporated the GRB perspective into our standard sales proposal process. By including the Fujitsu GRB activities as references in customer proposals, we are supporting customer efforts to help overcome societal challenges.

In addition, we launched Fujitsu Uvance as a global business brand designed to contribute to the resolution of societal challenges by addressing sustainability as a business, not simply as an activity within the company. Taking as a starting point the issues that must be resolved to realise the ideal society of 2030, we have systematised our future focus by combining a cross-industry perspective with the digital solutions and platforms that support these issues, as well as considering Fujitsu technological strengths, the needs of the world, and other factors.

Finally, as a signatory to the United Nations Global Compact, the Fujitsu Group supports the 10 principles in the four areas of human rights, labour, the environment, and anti-corruption. We are absolutely committed to minimising negative impacts on people and society and to promoting a corporate culture throughout our global business that is aimed at eliminating corruption.

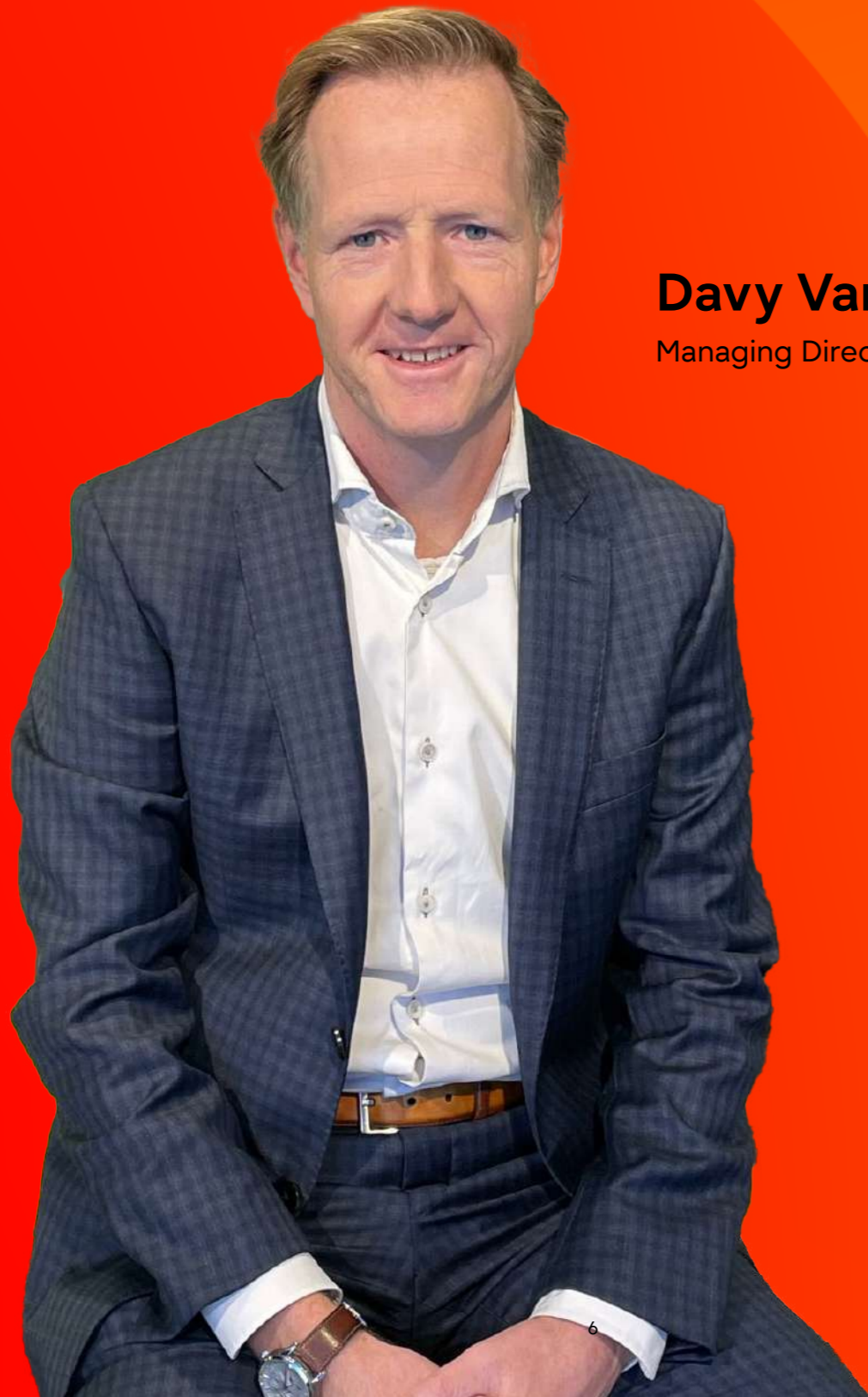


**Takahito Tokita**

Representative Director CEO, CDXO



## 2 Message from the Managing Director Netherlands



**Davy Van Iersel**

Managing Director, Fujitsu Netherlands

The Fujitsu purpose is to make the world more sustainable by building trust in society through innovation. We build new possibilities by connecting people, technology, and ideas to create a more sustainable world. We do this in accordance with our values of trust, empathy and aspiration, and our Code of Conduct. We call this the Fujitsu Way. The Fujitsu Way is about who we are and how we work. It unites our people and our operations around the world and is brought to life through our Responsible Business Strategy. This strategy is focused on enabling initiatives that contribute to achieving the targets of the United Nations Sustainability Development Goals (UN SDGs). The role of information and digital technology is essential in everyday life, from transport and energy, to healthcare and education. Fujitsu is committed to making a positive impact to the society in which we operate. This commitment to responsible business, embodied in our ongoing Responsible Business Program, is at the heart of our long-term strategy. This is what we call sustainability transformation. Our Uvance portfolio is a perfect fit and in NL we invest heavily in Track and Trust which makes Supply Chains of any kind transparent to serve multiple SDG's.

Challenge people to become more sustainable is critical to create awareness. Why not start every repetitive meeting with the question what did you do this week to make the world a better place?

We don't only try to be a frontrunner. We are a frontrunner as we also go full electric with our carpark in 2024 instead of 2025.

Let's keep creating awareness and ambition, but also execute!



# 3 Fujitsu Way

The Fujitsu Group established the Fujitsu Way in 2002 as a principle for the behaviour of all its people. In response to changes in society and the business environment, the company revised the philosophy in 2008 to further instil awareness in its people working around the globe.

The world has become more inter-connected with ever-growing complexity, and we are experiencing an era that is fast-changing and uncertain. Various threats to global sustainability have become apparent. It's the responsibility of Fujitsu to use technology to deliver value for customers and contribute pro-actively to the transformation of society. Accordingly, we have set out Our Purpose to make the world more sustainable by building trust in society through innovation and renewed the Fujitsu Way for every person within Fujitsu to act with Our Purpose.

**The new Fujitsu Way comprises the following three core elements:**

- Our Purpose: Why Fujitsu exists in society
- Our Values: The important sense of value each person should have
- Code of Conduct: What Fujitsu people should comply with.



# 4 Sustainability Management

Fujitsu is transforming to a sustainable management model via its Global Responsible Business (GRB) framework and is also working to resolve societal challenges through business by promoting activities under the new Fujitsu Uvance business brand announced in 2021.





## 4.1 Fujitsu Uvance

The starting point of Fujitsu Uvance is Fujitsu Group's Purpose, which is "to make the world more sustainable by building trust in society through innovation." Fujitsu Uvance was launched with the vision to seek growth by providing services globally that are tightly linked to the realisation of this Purpose. Under the name Uvance, Fujitsu offers a transformation portfolio of products and services that contribute to a more sustainable world. The name 'Uvance' embodies a concept of moving all (Universal) things forward (Advance) in a sustainable direction. It's all about building new, sustainable possibilities by connecting people, technology, and ideas.



## 4.2 Global Responsible Business (GRB)

In contributing pro-actively to the transformation of society amid the current uncertainty and volatility, we must conduct business activities as a member of international society based on the new Fujitsu Way, which clarifies Our Purpose, or reason for being. It is particularly important that we take into consideration environmental, social, and economic viewpoints when addressing issues, thereby formulating initiatives that have beneficial impacts on society. The GRB framework aims to foster the mindset and corporate culture necessary to realise the

Fujitsu Way by engaging in specific activities that address our priority issues and to earn and maintain the social trust that is a prerequisite for global business activities. All our employees must be constantly aware that their companies are part of society and aim to not only pursue profits but also reduce the negative impact of their business activities on sustainability issues while maximising the positive.

By promoting the GRB platform, our initiatives will ultimately benefit our business and financial performance in the long term. Fujitsu has identified seven pillars in which they shape the 'Fujitsu Way' corporate culture.

### GRB (Global Responsible Business)



*This report reflects our efforts and achievement for each Global Responsible Business Pillar.*





### 4.3 UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are a set of common goals to be achieved worldwide by 2030. The Fujitsu purpose is “to make the world more sustainable by building trust in society through innovation”, and our company has made a commitment, both internally and externally, to contribute to achieving the SDGs. As a global enterprise that for decades has leveraged technology to create value for society, Fujitsu has a responsibility to proactively contribute to societal transformation.

To help make the world more sustainable, we aim to generate larger and more beneficial impacts for society, which will also help to spur ongoing sustainable corporate growth. In its efforts to contribute to achieving the SDGs.

In Fujitsu we see the SDGs as a global common language and as an opportunity for wide-ranging collaboration with other organisations including international agencies and governments. In that sense, Fujitsu Netherlands has identified a set of material issues linked to specific SDGs as shown in each of the sections below:



### Recognitions and certificates

#### Ecovadis

We share our sustainability objectives in a sustainability report every year. These objectives are audited by external parties. One of these parties is Ecovadis (with which the Dutch government also cooperates).

For the year 2021 we have received a platinum certificate from Ecovadis.



#### Dow Jones Sustainability Indices

Dow Jones index evaluates 2,500 large companies in terms of sustainability, and only the top 10% of companies receive an index listing.



#### CDP (Carbon Disclosure Project)

Fujitsu received an “A-List” for both climate change and water security. This is the highest rating from the CDPs, and the third consecutive climate change A-list ranking for the Fujitsu Group.



#### Euronext Vigeo Index

The Euronext Vigeo index rates the 120 best performing companies in terms of sustainable business practices, and we have been part of this list for 5 years.



#### FTSE4Good

FTSE4Good evaluates companies based on their environmental and social practices. Fujitsu has been selected for inclusion in the index for nine consecutive years.



FTSE4Good

#### World Economic Forum

Fujitsu supports the World Economic Forum’s (WEF) efforts to enhance reliability and security through ICT cybersecurity.



#### GeSI

GeSI is a globally recognised thought leader, partner of choice, and proactive driver of the ICT sustainability agenda. Measured by the development, and use of its tools, broad membership base, and contributions to relevant policies.



#### UN Global Compact

Fujitsu announced its support for the United Nations Global Compact in December 2009. The Fujitsu Group is committed to global CSR activities that uphold the 10 principles of the UN Global Compact.



#### WBCSD

The Senior Director of the Fujitsu Board was appointed Vice President of the World Business Council for Sustainable Development.



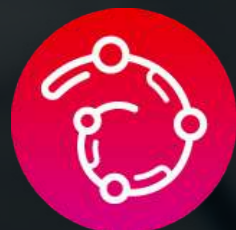


## 5 Responsible Business in the Netherlands

In the Netherlands, the management team is responsible for the local Responsible Business policy. We are proud that sustainability, the way we interact with the world around us, and good Environmental, Social & Governance (ESG) practices have been part of our company philosophy since day one. Employees at both European and national level are encouraged to dedicate themselves to projects that contribute to the Sustainable Development Goals (SDGs), in addition to their daily jobs. We do this based on the Global Responsible Business (GRB) pillars.



# 6 Human Rights, DE&I



## Definition:

### Human Rights

*Embedding "respect for human rights" within Fujitsu.*

### Diversity, Equity, and Inclusion

*Cultivation of inclusive corporate culture.*



## 6.1 Celebrating diversity

In 2022, we celebrated Eid-al-Fitr. An Islamic holiday that marks the end of the fasting month of Ramadan, with baklava for all colleagues in the office. The introduction of our pilot Flexible Leave Policy (April 2023) will allow our Islamic colleagues to take time off if necessary, and during Eid-al-Fitr without it impacting their vacation balance. This will also count for other non-Christian holidays.

## 6.2 Socially involved and inclusive employer

We undertake various initiatives in the field of diversity and equal opportunities for everyone. Diversity and an "inclusive society" are part of our philosophy. We work hard on our own diversity; In specific terms during the FY 2022-2023 we:

1. Have offered internships of MBO for IT students of the ROCs. In addition to arranging or mediating such an academical exercises, we contribute to the supervision of interesting assignments for university students.
2. Built a suitable workplace within our company for people with a distance to the labor market. We employ status holders, being recognised as a training company and top employer for recent graduates. We have an EMEIA graduate program with which we want to offer every graduate, regardless of his or her background, equal development opportunities. This supports the diversity in the intake and advancement processes in our company.
3. Developed the Women Community and the Young Fujitsu Team. The second network is for our younger employees (under 35 years old). This creates a think tank for new ideas and innovative solutions to a wide range of challenges; to create a diversified and enjoyable place to work. These communities find all CSR aspects very important and that influences their employment decisions.
4. We've adopted a proactive approach to improve the gender ratio here in Fujitsu Netherlands. We currently work with strategic partners who help us to increase the women working in our offices. The percentage of female colleagues has increased from 16.4% (2022) to **18%** (March 2023). In addition, we yearly offer a "Women in IT" event to increase the interest of women in the IT field. In the past year, Maria Genova, known for her book "A woman comes to the h@cker", presented various trending topics, such as cybersecurity, data science, and agile working.
5. Celebrated International Women's Day, which was organized by our Women's Community. An external speaker, Laura Coello, spoke about Diversity & Inclusion during the event. The attendance was approximately 25 colleagues, of which two were male.
6. Fujitsu works to create safe environments for personal growth, regardless of one's background. Therefore, we commit all our employees to train in diversity and inclusion topics on a regularly basis. Currently, we are running our diversity and inclusion virtual course where employees learn how to identify and avoid biases, microaggressions, discrimination, and as well as other undesirable behaviours.





# 7 well-being



Global goal	Major achievements in the Netherlands
<p><b>Providing a positive work environment.</b></p> <ul style="list-style-type: none"> <li>An average score of 71 for "Work-life Balance" and "Work Environment" in the Engagement Survey.</li> </ul>	<p>According to the GLINT survey 2022: <b>Work-life balance 72.</b></p>
<p><b>Provide opportunities for employees to develop personally, and fully display their abilities.</b></p> <ul style="list-style-type: none"> <li>An average score of 70 for "Growth Opportunities" in the Engagement Survey.</li> </ul>	<p>According to the GLINT survey 2022: <b>Growth opportunities 68.</b></p>



Well-being is the source of employee engagement. We are strongly committed in continuing to provide supportive work environments, and opportunities for personal growth and self-realisation based on four elements: the health of employees and their families, relationships of trust with the company and colleagues, self-driven learning and growth, and financial and non-financial compensation.

At Fujitsu, we care about the well-being of all our people. We want to create an inclusive environment where everyone can bring their full selves to work, be able to combine work and life priorities and sustain positive levels of well-being. The aim is to inspire our Fujitsu community to achieve healthier lifestyles as contribution to a more sustainable future.

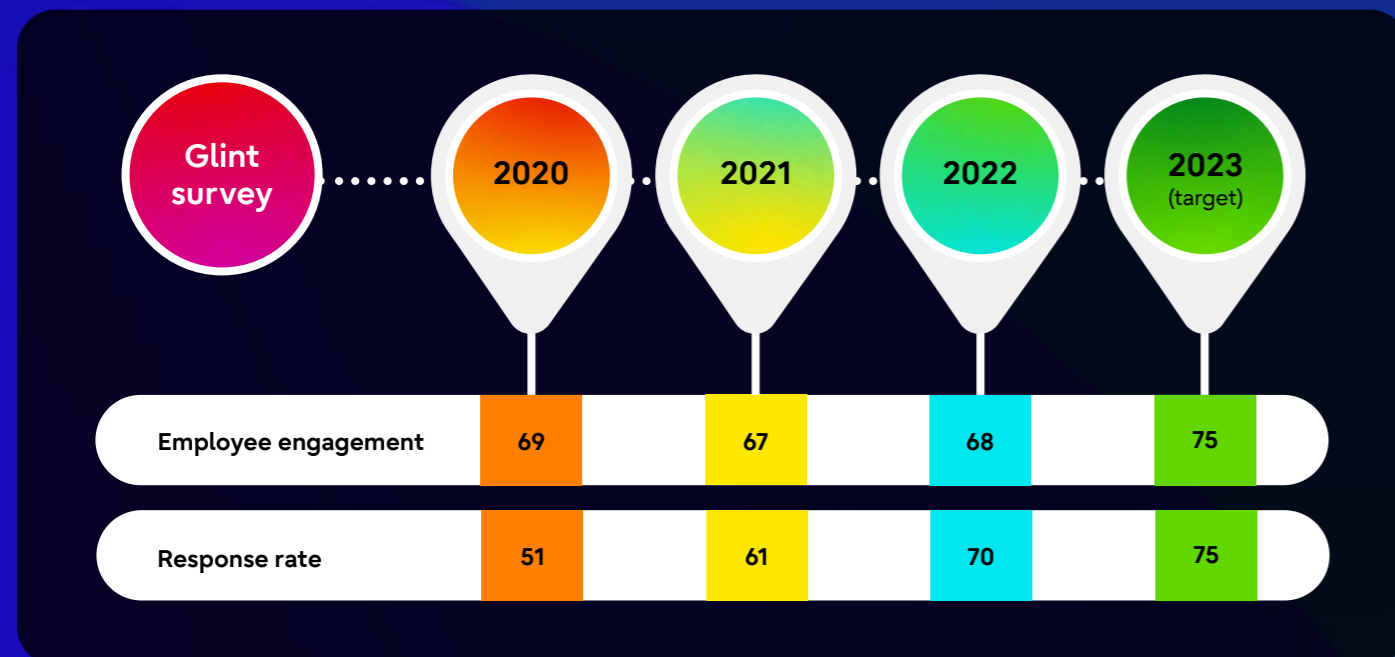
In the Netherlands, Fujitsu has been awarded as a top employer for the tenth consecutive time since 2013. As a local Dutch organisation, we are proud to receive this recognition year after year, and it indicates that Fujitsu is a great place to work.





## 7.1 Glint survey

To continue as a company which “promotes community trust, and helps build a more sustainable world through innovation”, Fujitsu Netherlands conducts quarterly employee satisfaction surveys via Glint (a tool developed by the Glint company to measure employee engagement and satisfaction that provide employees with opportunities to seriously consider the importance of being highly motivated to take on challenges and how that motivation can be maintained or increased. There is a big focus on employee engagement and employee response rate to the survey. Below are the figures from 2020, 2021 and 2022, together with the aspiration for 2023.



## 7.2 Career & Growth well-being

Fujitsu Netherlands offers many options to provide continuous learning and growth to its employees, making it possible for every employee to follow specific trainings (hard skills and soft skills), and providing access to e-learning platforms such as LinkedIn learnings and Bookboon. Fujitsu also offers various talent programmes. We provide a Junior Talent Programmes where starting graduates can grow their professional careers in a safe and dynamic environment. The two-year developmental journey supports apprentices and graduates to build a strong foundation on business skills for a successful career. This learning journey has been designed to accelerate the development of high potential individuals. We currently have three participants in the Junior Talent Programme.

We also started a “Community of Practice” this year. This initiative consists of various sessions around different topics where knowledge sharing, and innovation are stimulated within our organisation.

As an organisation, we value feedback, new insights, and the development of our talent. Therefore, this year we created a ‘Talent Leadership Team’. The Talent Leadership Team consists of 5 talented Fujitsu employees who work on the same challenges that the daily Leadership Team faces. With a fresh pair of eyes, new perspectives, and a healthy dose of optimism, they will be challenging, advising, and coaching the Leadership Team. This keeps us sharp as an organisation and simultaneously helps us give the talent a chance to develop their careers.

## 7.3 Financial well-being

It is very important that our employees take control of their own finances and make informed decisions. Fujitsu provides financial benefits, including pensions and insurances, employee discounts, and other financial benefits such as:

- Paid parental leave
- Fujitsu bicycle plan
- Company car scheme
- Fujitsu lease a bike
- Introduce a client
- Fujitsu STARS
- Discount on fitness membership



Fujitsu is promoting Work Life Shift in these uncertain times to generate higher employee productivity than ever before, while ensuring that creativity and innovation continue to grow. Work Life Shift is a concept that achieves employee Well-being by focusing not only on ‘work’, but by completely shifting the ‘job’ and the ‘lifestyle’. One of the initiatives that was implemented this year is Flexible Time Off (FTO). This gives employees the opportunity to be more productive, make more effective use of their spare time, and work less overtime. FTO is a time-off policy that gives employees an unlimited amount of Paid Time Off (PTO) days. Employees can use their Flexible Time Off for vacation, sick leave, or other reasons that would otherwise cause them to miss time off from work.

## 7.4 Social well-being

Fujitsu understands the power of building a positive social environment and culture at work, and we aim to do this by creating an inclusive environment where everyone can be themselves. We created a working environment tailored to different cultures and needs, such as quiet rooms for mediation and religious needs. One of the things that will catch your eye when you visit the office in De Meern is the bridge and the bar which is located centrally on the 1st floor. The Bridge offers a stimulating place where we invite our clients and partners to show and talk about the latest developments and innovations within IT. The bar welcomes every employee on a weekly basis to join and socialize with their fellow colleagues, and this year Fujitsu Netherlands also introduced Celebration Thursday to celebrate all our successes. Fujitsu Netherlands organizes quarterly town halls to get together and share vital information about business developments. This year the annual celebration dinner took place in January where the employees and their partners were invited to join together at the office for a dinner and a fantastic party. We also celebrate with our employees and their families specific celebration days like Sinterklaas.



Fujitsu Celebration Dinner



## 7.5 Health well-being

Fujitsu Netherlands contributes to the mental and physical health of employees. We support a healthy balance between work and private life through workplace facilities for the office and home location, optimal office environments, connections, and remote 'teleworking' facilities. Next to that we offer:

- Borrow a bike at the office
- Daily (free) fruit from local farmers
- Company doctor (weekly office hours)
- Check your vitals
- Personal coaching (mental or lifestyle related)
- Options to quit smoking
- Dr Tamara lifestyle programme
- Company psychologist
- Confidants
- Weekly online yoga sessions.



### Above:

1 - Borrow a bike at the office

### Lower left:

2 - Dr. Tamara lifestyle programme

### Lower right:

3 - Weekly online yoga session

Starting from next fiscal year Fujitsu Netherlands will sponsor Olaf van den Bergh, a former 400m runner and now triathlete at high amateur level. Olaf understands that sport has a positive impact on well-being and will support us by hosting clinics, challenges, and being involved during the Week of Well-being. With our sponsoring it will help him to make his dream of joining the professional world top come true.



Triathlete, Olaf van den Bergh

### Week of well-being

Very often, as an individual, we forget about our own Well-being. We are too busy with work, our family or because we have too much on mind to check how our well-being is. Therefore, we organized the Week of Well-being (WoW) every year where we would like our employees to take a moment and give their well-being the attention it needs. Fujitsu offers many benefits to improve the well-being of its employees. During this week these benefits were highlighted during the daily activities that were organized.

Activities differ from being able to have your blood pressure / blood sugar measured, joining a boot camp class, having a walk and talk together with colleagues or joining the healthy bar.

Also the WoW provided more information about some hot topics in relation to well-being, such as food and recipes, first aid, and workplace assessment.

WoW is one of the recurring activities in Fujitsu Netherlands that makes a positive change in the overall well-being of our employees.



## 7.6 Flexible Leave Policy

To further explain the pilot "Flexible Leave Policy", Fujitsu has decided to give all responsibility regarding paid time off to its employees and Managers. This means that each employee of Fujitsu can take unlimited vacation days, considering certain rules. This pilot is an addition to the already existing flexible work arrangements (Work Your Way). We believe that the pilot Flexible Leave and Work You Way are foundational to taking responsibility, focusing on output instead of time invested, professional growth, development, and long-term career satisfaction.



# 8 Environment



Global goal	Major achievements in the Netherlands
<p><b>Fulfill our social responsibilities and help to resolve environmental challenges.</b></p> <ul style="list-style-type: none"> <li>Reduce greenhouse gas emissions at Fujitsu sites by 37.8% or more from the base year level (reduce by 4.2% each year compared with FY2013).</li> <li>Avoid risks associated with our business activities, and minimize our impact on the environment.</li> <li>Help to resolve environmental challenges for customers and society through our business operations.</li> </ul>	<p><b>Reducing in a 30% the on-site energy consumption by moving to an A+ energy class building.</b></p> <ul style="list-style-type: none"> <li>Implementation of a paper cup system to promote waste circularity.</li> <li>Banning plane travel for trips within 700km or within 8 hours traveling time.</li> <li>Offering The ICT Sustainability Benchmark and the carbon footprint calculation service.</li> </ul>

Responsible action on global environmental issues, such as responding to climate change, strengthening resource circulation, and conserving biodiversity, is required of us as a company, but it is also essential for realising Our Purpose. Moving quickly to mitigate our environmental impact, by reducing greenhouse gas (GHG) emissions, and using the knowledge gained along the way to provide customers with new solutions and contribute to society will also stimulate our growth.



## 8.1 Sustainable workplace

A Closing the Loop Solutions (CLS) e-waste compensation was purchased for the new laptops for internal use (the method can be found on the website of [Closing The Loop](http://Closing The Loop) ([www.closingtheloop.eu](http://www.closingtheloop.eu)). In this way, we ensure during the purchasing process that the equipment used by Fujitsu employees already receives e-waste compensation at the time of purchase.

All IT equipment is erased and safely disposed of by a partner of Milieu Service Nederland who is CA+ certified. Everything is disposed of according to the DIN 66399 standard.

In addition, we prioritise the use e-invoicing, and opt for environmentally friendly choices for coffee, tea, and water supply.



Our workplace pantry offering environmentally friendly options.

## 8.2 Fujitsu paper cup recycling

In 2018 we introduced the circular cup system. No plastic coffee, water, and teacups anymore but paper cups which are recycled for another use in the paper industry. The logistic process is also aimed at reducing CO<sub>2</sub> footprint. The new paper cups are delivered in pre-fitted boxes, which are then replaced with a box containing used paper cups. Meaning one ride to deliver and return cups, saves fuel, and reduces CO<sub>2</sub> emission.



The circular cup system.



## 8.3 Move to an energy class A+ building

Since July 2021, Fujitsu Netherlands is located in a renovated building in De Meern, powered by green electricity from wind energy. After moving from the Maarsse location (energy class D) to the de Meern location (energy class A+), Fujitsu has been saving on energy (especially on gas) and electricity. The energy usage has decreased more than 30% less in contrast with the old Maarsse location.

The A+ label indicates how energy efficient the building is. The criteria examined includes: the insulation of the building, and the installations (heating, cooling, hot water, ventilation, humidification, and lighting). Our building has LED lighting with an automatic light stop.

The energy saving initiative is part of a European wide policy to reduce energy and carbon footprint. The Fujitsu HQ location in the Netherlands has contributed significantly to this reduction programme.



# HQ footprint reduction

Country	HQ location	Historical sqm	Revised sqm	% reduction
Belgium	Brussels	3,573	1,371	62
Denmark	Copenhagen	3,846	2,363	39
England	London	4,748	1,033	78
Estonia	Tallinn	3,682	1,411	62
Finland	Helsinki	20,139	8,934	56
France	Paris	3,187	1,858	42
Germany	Munich	28,379	12,800	55
<b>Netherlands</b>	<b>De Meern</b>	<b>4,953</b>	<b>3,605</b>	<b>27</b>
Scotland	Edinburgh	2,917	697	76
Spain	Madrid	8,000	4,200	47
Sweden	Stockholm	4,033	3,261	19
<b>Total reduction</b>		<b>87,457</b>	<b>41,533</b>	<b>53</b>





## Commuting and international travel

Fujitsu Netherlands bans air travel within 700km or within 8 hours travelling time by train. Short flights are being replaced by travel by train meaning an 85% reduction of CO<sub>2</sub> emission on the short distance travel destinations.

For longer trips, we compensate 100% of all CO<sub>2</sub> released during our business trips. We do this in the following way:

- If the trip is only made by plane, the flight will be booked with an airline where the CO<sub>2</sub> emissions of the flight will be immediately compensated by means of an extra fee on top of the ticket price. The airline transfers this to a company that provides climate compensation.
- If the trip is made by car (not electrically), we will compensate the CO<sub>2</sub> emissions over the kilometres made through the organisation Trees for All or Staatsbosbeheer.

In addition, our car lease policy is aimed at reducing CO<sub>2</sub> emissions and replacing the diesel or petrol car with an electric variant. We aim to have the fleet fully electric by 2026. The first steps have already been taken and employees are being encouraged to drive as sustainable as possible. One of the first results from Fujitsu Netherlands is that we have achieved our goal of having more than 15% of our fleet electric in 2022.



An electric car charging station in The Netherlands

## Our CO<sub>2</sub> footprint for 2022

Compared to 2021 the overall CO<sub>2</sub> emission has gone down (by 31 ton) mainly due to less electricity usage and especially savings on gas consumption. Business travel went from zero to fifty-two ton emission. This was due to COVID measures. There was no business travel (air flights) in 2021, but started again in 2022. Although more electrical cars were introduced in our fleet the CO<sub>2</sub> emission compared to 2021 went slightly up. This was due to the number of kilometres by car went up after the relaxing of COVID measures. If we leave out the Business travel, eighty-three ton of CO<sub>2</sub> would have been saved in 2022.

Scope	CO <sub>2</sub> (ton)	% (of tot)
1.1 Gas consumption	30.63	2.41%
1.2 Fuel consumption fleet (leasing)	925.18	72.74%
1.3 Fuel other	0.00	0.00%
<b>Total Scope 1</b>	<b>955.81</b>	<b>75.14%</b>
2.1 Electricity usage	264.49	20.79%
3.0 Business travel	51.68	4.06%
<b>Total Scope 2, plus business travel</b>	<b>316.17</b>	<b>24.86%</b>
<b>Total Scope of 1 and 2, including business travel</b>	<b>1,271.90</b>	



## 8.4 Sustainable Fujitsu Products and Services

Our equipment is maintained for a minimum of five years after the last date on which the relevant line was last sold. In the Netherlands, many of our customers have been using our products for more than five years. In addition, our clients can purchase an annual health check including update service, whereby the environment is analysed and, in consultation with our customer, updates are made to the hardware and software level (firmware, bios, etc). We also offer Closing the Loop solutions to our customers.

Fujitsu has been assessing its products since 1993 with the aim of supplying eco-friendly products to our customers. Fujitsu servers are more than 97% recyclable. More information about this can be found in the added appendix 'wp-py-recycling en.pdf'.

**Reuse:** in a combined effort with our customers, we calculate what is the residual value of the hardware to be replaced and buy it up. The residual value can come as a financial benefit (credit note) to our customer or can be used to plant trees, or sponsor a socially responsible cause.

## 8.5 Logistics and packaging

We use train transport to cover long distances. For short distances, we combine shipments with other batches and use the cleanest means of transport for that specific route. In addition, customers can optionally opt for bulk packaging with their order. This means that not every product is packaged separately, but in bulk. As a result, much less packaging material is used, and the amount of pallet space in means of transport is reduced.



In addition to the legal standards regarding reuse and recycling, there are also standards regarding the proper packaging of products. Unfortunately, this last requirement leads to a lot of packaging material. Fujitsu uses recycled packaging material that is also easy to recycle.

All paper to be disposed of within our organisation is recycled. This means that we amply meet the criterion of at least 70% reuse. All the paper used within our Dutch organisation is subsequently collected and processed by Milieu Service Nederland. We are taking extra measures to limit the use of paper, for example by using the follow-me print concept.

## ICT Sustainability Benchmark: establishing the foundation for resource efficient ICT

*"The majority of CIO's have no idea how much power their ICT equipment consumes. Those that do perform almost 35% better than their peers."*

### 2014 Fujitsu ICT Sustainability Survey

The ICT Sustainability Benchmark service, and the carbon footprint calculation service helps our customers to assess their sustainability profile and provide advice on how to improve it.

The ICT Sustainability Benchmark is a sustainability scan of an organisation. The result shows how the organisation is doing in the field of sustainability compared to more than 3,500 organisations. The results are shown in a report with advice and a roadmap on how to improve the sustainability of IT within the customer organization.

The ICT Sustainability Benchmark service is part of a complete portfolio of products and services that improve the sustainability profile of organisations by aligning IT and business goals.



## 8.6 Raising environmental awareness within our community

Fujitsu Netherlands takes an active role when raising awareness and engaging their employees to participate in environmental-related activities. Throughout the year, we run periodical events that involve our collaborators in environmental events and activities. These include the commemoration of the digital clean-up day, the earth's hour, the world cleanup day, and other activities such as pop-quizzes during company events, and supporting local environmental organizations.

- Fujitsu Netherlands promotes local healthy environments. During 2022, we did a partnership with Stichting Landschap Erfgoed Utrecht (LEU) to support the management and preservation of nature, landscape, and heritage in the province of Utrecht. Our employees participated in the vitality days of the LEU.
- To take action during the digital clean-up day, employees were encouraged to remove unnecessary emails, files, apps, duplicates of photos and videos from their devices.
- To commemorate the World Clean-up Day 2022, our employees participated to build bee hotels in the surroundings of Utrecht. Together with our partner LEU.
- During our town hall session, we created an environmental pop-quiz where employees won prizes by answering the environmental-related questions (in general, and about Fujitsu specific). Raising awareness and informing our employees about environmental facts and issues in a fun way.



# 9 Compliance



Compliance is the bedrock upon which trust with customers is built and remains essential for capturing business opportunities and for all value creation. To prevent compliance violations, senior management must make a strong, ongoing commitment to sustained efforts across Fujitsu. We have a corporate culture with zero tolerance for misconduct. Going forward, we work even harder with partners in our Supply Chain to increase awareness of compliance. Together, we contribute to maintaining and strengthening our competitive advantage and our relationships of trust with customers.



## 9.1 Compliance training

Informing new employees about our code of conduct is an integral part of the on boarding at Fujitsu. In addition, we are familiar with the international whistle-blower programme, where employees, suppliers, customers, and other third parties can report violations of the Fujitsu Global Business Standards.

We understand the importance of compliance training for our employees. Therefore, we provided comprehensive compliance training to all our employees, including new hires. This training program covers important topics such as anti-bribery and corruption, data protection, and anti-money laundering.

## 9.2 Code of Conduct & Responsible Working Practices

Our commitment to compliance is a fundamental part of our overall corporate responsibility.

We respect and comply with all applicable laws, treaties, government regulations and statutes, customs, and social norms considered to be fair. Violating laws or regulations, even when motivated by a misguided devotion to the organization is unacceptable. We endeavour to understand all relevant laws and regulations prior to initiating any business, abide by their principles and ensure through our actions that we do not inadvertently violate those laws.

Appropriate handling of information is fundamental to our business activities. A careless mistake that results in information being leaked can lead to enormous damage and loss of reputation of not just the Netherlands subsidiary, but also the Fujitsu Group. We must have a proper understanding of the rules for handling different types of information and thoroughly comply with those rules. In addition, we are conscious of the vital importance of data security in our daily work so as not to unintentionally leak confidential information or personal data.

To ensure the security and privacy of our clients and employees, we have implemented policies and procedures that promote a clean desk, the use of key cards, and the locking of computers. To further reinforce these policies, we created posters that were placed around the office as a visual reminder.

## 9.3 Certifications and internal auditing

We are proud to have received ISO certifications that reflect our commitment to sustainability and quality management. Our organization is subjected to periodic audits by an independent organisation to test the implementation and correct execution of sustainability standards. We are certified for ISO 14001, 20000, 27001, and ISO 9001. Additionally, we have an ISAE 3402 type 2 statement, which confirms our adherence to the highest standards of internal controls.

We conduct regular internal audits to ensure that our compliance policies and procedures are being followed. These audits provide us with an opportunity to identify areas where we need to improve and make necessary changes.





# 10 Supply Chain



Global goal	Major achievements in the Netherlands
<p>To ensure that its major suppliers comply with the international standards for responsible procurement, the Fujitsu Group will obtain one of the following documents from its major manufacturing subcontractors and parts suppliers for its core products:</p> <ul style="list-style-type: none"> <li>• A platinum or gold level of site recognition under the RBA (*1) Audit Recognition programme.</li> <li>• Written consent with the Fujitsu Group CSR Procurement Guideline (equivalent to the RBA Code of Conduct).</li> <li>• We set Supply Chain diversity as our goal of Responsible Business and promote it globally.</li> <li>• Reduction of Greenhouse Gas (GHG) Emissions in Supply Chain.</li> </ul>	<p>The Green Procurement Policy Agreement must be followed by all our key suppliers and new suppliers from 2017 onward.</p> <p>On a local level we undertook a survey in 2022 to request the sustainability goals of our key suppliers. We selected 13 of our key suppliers, of which 11 responded.</p> <ul style="list-style-type: none"> <li><b>80%</b> Has a strategy on sustainability</li> <li><b>55%</b> Having a target</li> <li><b>55%</b> Have sent reports on the results</li> <li><b>64%</b> Is ISO14001 certified</li> </ul>





## 10.1 Products

Achieving zero waste and managing surplus IT equipment in an environmentally friendly way is a commitment we take seriously. Our management strategy includes reuse, resale, or safe disposal of surplus IT equipment to ensure minimal impact on the environment. This strategy has been successful, resulting in a reuse and recycle rate of 91% in Fujitsu Netherlands.

Our newly developed products have undergone an eco-design approach that led to a 24% improvement in the consumption and recyclability of primary raw materials compared to 2014. Our commitment to designing environmentally friendly and sustainable products is evident in this improvement.

Reducing waste and minimising our environmental impact is a top priority. Through a combination of waste prevention, reuse, and recycling, we have reduced our waste disposal by 18%. We continue to search for ways to reduce waste across all areas of our operations.

Adherence to the Waste Electrical and Electronic Equipment (WEEE) directive is integral to our sustainability strategy. We have implemented policies and procedures that enable us to manage electronic waste in an environmentally friendly way, in compliance with this directive.

## 10.2 Green Procurement Policy

Our purchasing decisions prioritise environmentally friendly products and services, guided by the Green Procurement Principles by following these principles. We promote sustainable business practices, and minimise our environmental impact.

By signing this agreement, suppliers acknowledge that they have read and agree to adhere to principles 1-5 of the Fujitsu EMEA Green Procurement Policy:

1. Promote environmental sustainability within their own organisation.
2. Procure goods and services based on environmental sustainability.
3. Communicate critical environmental concerns.
4. Communicate opportunities for positive environmental impacts.
5. Disclose environmental data and targets (where relevant).

We support fair trade practices and implement this commitment in our coffee machines by using fair trade products. By using fair trade products, we support ethical business practices and minimise our environmental impact. Additionally, our partnership with Bikketz provides environmentally friendly and sustainable office supplies to minimise our environmental impact while meeting our office supply needs.





# 11 Occupational Health & Safety



Global goal	Major achievements in the Netherlands
<p>Fujitsu will maintain a safe and comfortable working environment and promote employees' mental and physical health at their workplace.</p> <ul style="list-style-type: none"> <li>• Zero occurrences of serious accidents.</li> <li>• Implementing health and safety-related management reviews at the global level, conducted once a year.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero major incidents.</li> <li>• 100% compliance with corporate COVID regulations.</li> </ul>

At Fujitsu, we believe that the health and safety of our employees is of paramount importance. We understand that a healthy workforce is a productive workforce, and we take our responsibilities in this regard very seriously. This corporate responsibility report outlines some of the key activities that we have undertaken in health and safety over the past year.



## 11.1 Healthy workplace

To promote healthy habits in the work, we facilitate healthy choices to all our employees including free fruit in the office and discounted gym memberships.

As part of our commitment to ensuring a healthy work environment, we conducted a comprehensive assessment of our desk workplaces. The assessment included a detailed review of ergonomic factors such as desk height, chair adjustments, and computer monitor placement to identify any potential hazards or risks that could impact the health and safety of our employees.

In addition, we provided training to all employees on proper desk posture and the importance of taking regular breaks to stretch and move throughout the workday. By making these changes and promoting good ergonomic practices, we aim to create a safer and more comfortable work environment for our employees.

We recognize the importance of access to quality medical care for our employees. To ensure that our employees have access to medical care whenever they need it, we have engaged the services of a corporate doctor. The corporate doctor is available to all employees for consultations and medical advice and can provide referrals to specialists where necessary.

At Fujitsu, we believe that our employees are our greatest asset. We are committed to ensuring that they work in a healthy environment, and that they have access to quality medical care whenever they need it. Our ongoing efforts in health and safety are a testament to our commitment to our employees, and we will continue to invest in this area in the years to come.



The office squat



Blood pressure test for Fujitsu employees.

## 11.2 Safe workplace

We understand the importance of prompt and effective first aid in the event of an accident or injury in the workplace. To ensure that all employees are aware of the first aid procedures, we conducted a comprehensive communication campaign in the past year. Moreover, we participated in the Safety Awareness World 2022 event, which was designed to raise awareness about the importance of health and safety in the workplace.

In addition, Fujitsu is developing its own computer game called 'Safety Awareness World 22'. In this game you travel around the world in different Fujitsu locations, and you must protect virtual employees from dangerous situations. In this way, we meet the obligation of safety training in a playful manner.



# 12 Community



Global goal	Major achievements in the Netherlands
<p>Contributing to the transformation of both our corporate culture and mindset of employees.</p> <ul style="list-style-type: none"> <li>Rate of increase in the number of employees participating in social contribution activities related to social issues: <b>10% increase compared with FY 2019 under the "new normal" situation.</b></li> </ul>	<p>To support local charity Sam&amp;.</p> <ul style="list-style-type: none"> <li>Increase of the clients and employee's engagement rates in community-related activities organized by Fujitsu. Donations by employees by gifting benefits to good causes like Stichting Hulphond and the Red Cross.</li> </ul>



We recognise that contributing to local communities, one of our most important stakeholders, represents our social responsibility as a global corporation and a global citizen. We also believe that community activities by employees provide a valuable opportunity to deepen their understanding of social issues and empathy for people in difficult situations and contribute to the development of their own skills, instilling pride in working for Fujitsu and giving them a sense of belonging. Our priority is to build a virtuous cycle that creates a positive impact, linking people and organisations through empathy for social issues, encouraging employees to contribute to communities through their activities, and inspiring innovation based on trust. In this way, we will work to realise Our Purpose.

In the Netherlands, we set focus areas where we can have the most impact, and which are most material to our stakeholders, including our employees and local communities.



## 12.1 Sam&

During the fiscal year we have organized several activities to engage our employees and customers more. At the start of the fiscal year, we have had several sessions with Sam& to establish what kind of activities we wanted to do.

We are pleased to announce our partnership with Sam& voor alle kinderen, a local non-profit organisation that focuses on improving the lives of children in need in our community. This partnership aligns with our company's values of giving back and making a positive impact on the world.

The purpose of this partnership is to work together with Sam& Charity to have a more significant impact on our local community. We have done several activities together, including gift wrapping with customers, a cookie sale fundraiser, and a significant donation of 50 refurbished laptops and 6 screens. These activities demonstrate our commitment to supporting Sam& Charity and the communities they serve.

During the holiday season, we collaborated with Sam& to hold a gift-wrapping event at 'Stichting Jarige Job'. This part of Sam& focuses on making 'birthday' boxes for children. Our employees and employees of a customer volunteered their time to wrap the gifts. This event was a huge success, with customers appreciating the opportunity to support a local charity.

Building on the success of the gift-wrapping event, we partnered with Sam& again to hold a cookie sale fundraiser. Our employees bought dozens of cookies for a small donation to Sam& voor alle kinderen.

Our partnership with Sam& has had a positive impact on our local community. Together, we have raised funds and provided resources to support children in need. Our donation of refurbished laptops will have a lasting impact on the education and professional opportunities of those who receive them.

We are proud to work together with Sam& to make a positive impact on our local community. We look forward to continuing this partnership and finding new ways to support



Our employees can choose from a donation to charity instead of gifts around Christmas, anniversaries and more. These proceeds are donated annually to Sam& also. Fujitsu believes in building a better sustainable future. So we will continue to support children in need to support them to reach their full potential. They are the future.

## 13 Our Customers

And finally, our customers. Fujitsu works extensively across the Public & Private Sector, and we pride ourselves on the partnerships and long-standing relationships we build with customers spanning a wide range of industries. It is through these relationships that we can implement and develop programs with our like-minded customers that benefit the wider community and society with which we all interact. We value the cooperation, the challenges, the feedback, the ideas and best practices which inspires us to fulfill Our Purpose:

***"To make the world more sustainable by building trust in society through innovation".***







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