



Fujitsu Thailand Sustainability report

Make the world more sustainability by building trust in society through innovation



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Top management Message

Currently, global trends across the world from the perspective of business, communication, technology, and others are changing rapidly. Social, economic and environmental threats are increasing having a significant impact on various businesses.

Fujitsu Thailand is a company within Fujitsu Group. The company focuses on being a sustainability transformation service provider, where we act as our customers' assistants by using appropriate technology and innovation to achieve sustainable results for customers, industry, society, the environment and the world at large. In 2023, Fujitsu (Thailand) Co., Ltd. has initiated the preparation of a sustainable development report. Our objective is to communicate the company's intentions to the public in striving to develop the business for sustainable growth. To highlight activities on reducing our impacts on environmental issues supporting society and community and conducting business under good corporate governance (Environment, Social and Governance: ESG) including taking care of stakeholders in every sector.

By doing so the company has adopted the purpose of the Fujitsu Group which is to make the world more sustainable by building trust in society through innovation. We have continuously improved the quality of our services and increased the skills, knowledge and abilities of more than 400 employees. To be able to respond to customer needs in a timely manner along with cultivating the consciousness of employees and creating a corporate culture that recognizes the importance of sustainable development. It is the main part of working and providing customer service. We have adopted Fujitsu UVANCE principles, a revolutionary brand for Fujitsu focused on delivering technology and innovative solutions that help address social issues. There is a focus on developing 7 important issues for customers, including: Sustainable manufacturing, Healthy living, Consumer Experience, Trusted Society, Business Applications, Hybrid IT and Digital shift. We believe that development in such issues will help to support the sustainable transformation of our clients' businesses. As well as the environment ecosystem and society.

In addition, the company measures non-financial indicators, including employee engagement and Customer NPS, according to targets from Fujitsu, in addition to financial measures. Because we realize that it is better to track and measure satisfaction indicators from key stakeholders. It is equally as important to financial measures as it creates stability for our business. Moreover, the company conducts business by adhering to the Global Business Responsible (GRB) guidelines of Fujitsu Company Limited, which consist of 6 important topics, including respect for human rights, and diversity equality and inclusion, supporting well-being including Occupational health and safety, reducing our impact on the environment compliance with laws and contractual obligations maintaining the supply chain through responsible procurement, and social responsibility toward our communities. We consider all these pillars as our main responsibility along with conducting business. Finally, as the managing director of the company we promise that Fujitsu Thailand Company Limited will continue developing quality products and services, along with the use of innovative technology and knowledge skills that we have to help solve and improve various issues, to achieve sustainable development for society and the environment.



Ms. Kanokkamon Laohaburanakit
Managing Director
Fujitsu (Thailand) Co., Ltd.

Executive members



(Left to right and Top to down)

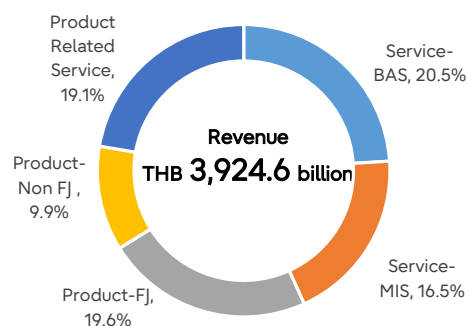
- | | | | |
|----------------------------------|---|-----------------------------------|--|
| 1. Ms. Kanokkamon Laohaburanakit | Managing Director | 5. Mr. Supreede Wattanakaroon | Head of MIS |
| 2. Ms. Garntaya Patthanant | Country Financial Director & Head of BS Finance | 6. Mr. Thaweechai Lerttiendamrong | Head of BAS |
| 3. Mr. Manop Samranthin | Head Of Horizontal Offering Business App | 7. Mr. Prapan Pansripech | Head Of Human Resources & Administration |
| 4. Mr. Poonvit Ujjin | Head Of Sales Group | | |

Fujitsu Thailand at a glance

Fujitsu (Thailand) Co., Ltd (FTH) is an affiliated company of Fujitsu Limited, a global leader in the provision of customer-focused information technology and communication solutions. Our unique value is in providing comprehensive IT solutions comprised of high-performance, high-quality products and services with our trained professional team.

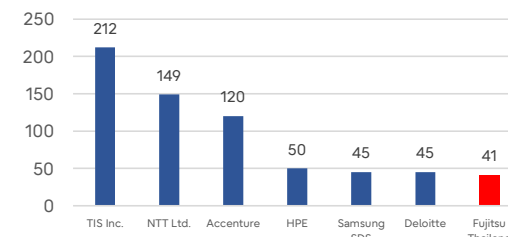
| | |
|------------------------------|--|
| Company name | Fujitsu (Thailand) Co., Ltd. |
| Managing Director | Ms. Kanokkamon Laohaburanakit |
| Date of Establishment | September, 1990 |
| Capital Stock | Baht 50,000 K |
| Head Quarter | Thailand Head Quarter Exchange Tower, 23rd FL, 388 Sukhumvit, Road, Kwaeng Klongtoey, Khet Klongtoey, Bangkok, 10110, Thailand / TEL:66-2302-1500 FAX:66-2302-1555 |
| Branch | Eastern Branch (Rayong-Chonburi) Harbor Mall Office, 6 Fl., Unit 6A04, 4/222 Moo 10, Sukhumvit Road, Tung Sukla, Sriracha, Chonburi 20230 TEL:038-330345-7, 038-400-422, 038-401-422 |
| Employees | 417 (as of May 2023) |
| Main Business | Total solutions in the field of Digital Transformation and Information Technology. Multifaceted services, cutting-edge/high-quality products & solutions, operation and maintenance. |

Revenue by Service/Product (Fiscal year ended 31 March, 2022)



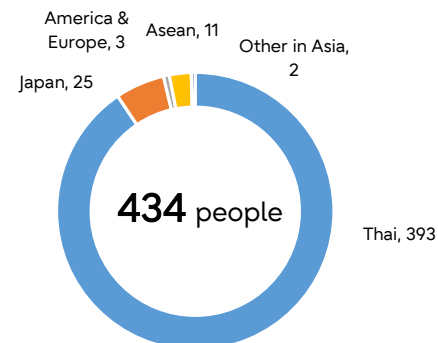
Fujitsu Thailand's position in Thailand IT service market

IT Service Revenue
(Million of US dollars)



Note: Ranking by vendor revenue in 2022
Source: the ITKMD research

Consolidate number of employee (As of March 2022)



Fujitsu Thailand Location



Bangkok

Thailand HQ

23rd Fl., Exchange Tower, 388 Sukhumvit Rd.,
Klongtoey, Bangkok 10110

Service Center

2nd Fl., Olympia Thai Tower, 444 Rachadapisek
Rd., Samsennok, Huay Kwang, Bangkok 10310

Data Center 1

Interlink Tower, Building II, 1858 6rd Fl.,
Moo 10, Bangna-Trad Rd, Bangna, Bangna,
Bangkok 10260

Data Center 2

181, 181/1 Ratchadaphisek – Ram Inthra Rd,
Nuanjun, Bungkum, Bangkok 10230



Sri Racha

Eastern Branch

Harbor Mall Office, 6 Fl. Unit 6A04
4/222 Moo 10, Sukhumvit Rd.,
Tung Sukla, Sriracha,
Chonburi 20230



DX Solution and Service Portfolio



Digital Solutions

- Digital Manufacturing
- Robot Automatic Process
- Mobility DX
- Smart Retail & CX



Modernized Managed Services

- Service Desk
- Network Operation Center
- Desktop Management



Governance Platform

- ServiceNow
- Case Management



Application Service

- SAP (S4 HANA), other ERPs
- Enterprise Application
- Application Development & Implementation



Hybrid IT

- Cloud Migration
- Cloud Managed Service
- Cloud Productivity for Remote Working
- Infrastructure Service



Network & Security

- Managed Security Service
- Network Infrastructure
- Network Security
- Bandwidth Management



Data Analytic & AI

- End-to-End advanced analytics
- Business Intelligence and AI capabilities
- AIML Solutions
- Consulting Services



Integration Service

- Project Management
- Solution Implementation
- Support & Maintenance

Fujitsu way

The Fujitsu Way comprises three parts:

Our Purpose : Why Fujitsu exists in society

Our Values : The important sense of value each person should have

Code of Conduct : What we should comply

Our Values represent an action cycle consisting of Aspiration, Trust and Empathy, which is necessary to achieve Our Purpose. As members of society, our employees will comply with the Code of Conduct.

We aim to achieve Our Purpose by engaging in corporate activities that are based on the Fujitsu Way and that underpin the actions of each person in the group.



| | |
|------------------------|--|
| Our Purpose | Our purpose is to make the world more sustainable by building trust in society through innovation. |
| Our Values | Aspiration <ul style="list-style-type: none"> • Set ambitious targets and act with agility. • Embrace diversity and create original ideas. • Stay curious and learn from failures and experiences. • Deliver positive impact through human centric innovation. |
| | Trust <ul style="list-style-type: none"> • Honor promises and exceed expectations. • Act with ethics, transparency and integrity. • Work autonomously and unite for common goals. • Contribute to a trusted society using technology. |
| | Empathy <ul style="list-style-type: none"> • Strive for customers' success and their sustainable growth. • Listen to all people and act for the needs of our planet. • Work together to solve global challenges. • Generate shared value for our people, customers, partners, community and shareholders. |
| Code of Conduct | <ul style="list-style-type: none"> • 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. |

The Structure of Fujitsu Way

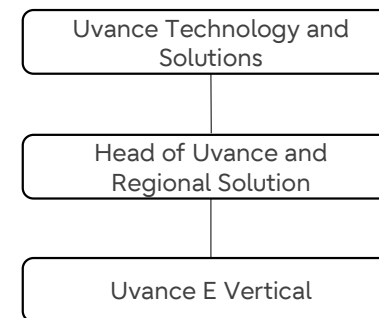
Fujitsu Uvance

Tackling global social challenges: seven Key Focus Areas

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 realization of this Purpose.

To turn our vision into practice, Fujitsu Group have envisaged what global society might look like in 2030, the target year of the "2030 Agenda" of the United Nations Sustainable Development Goals (SDGs), and they are back casting to examine the social issues to be resolved and the role that the Group should play in addressing them. As a result, they have identified seven Key Focus Areas that comprise Fujitsu Uvance. Four of these are cross-industry Vertical areas, while the remaining three are Horizontal areas, all supported by five Key Technologies.

Fujitsu Thailand has adopted Fujitsu Uvance vision to implement in organization by establish FTH UVANCE vertical team and direct report to Uvance, Technology and Solutions. We strive to drive Fujitsu Uvance the core business unit that drives Fujitsu Uvance. Formulating, building and creating an organization and structure that enables a new business model.



Uvance department of Fujitsu Thailand

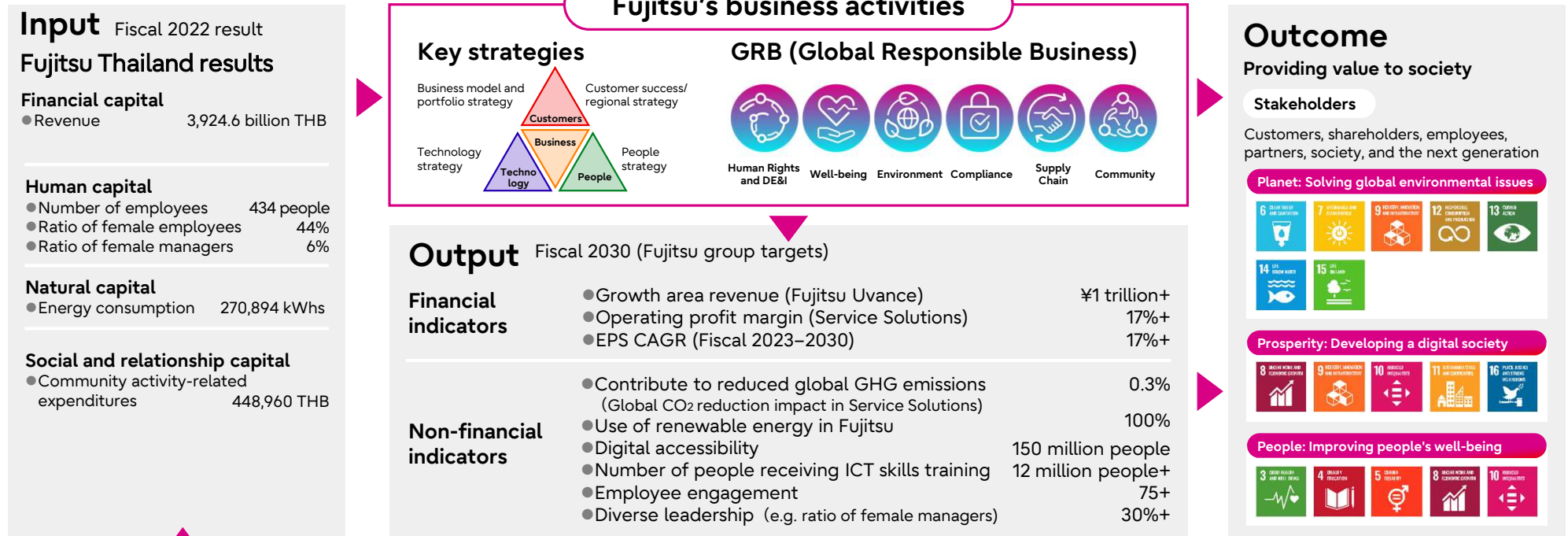
Fujitsu's Value Creation Model (Fujitsu Thailand)

Our purpose is to make the world more sustainable by building trust in society through innovation.

Fujitsu's Materiality



Vision for 2030: Being a technology company that realizes net positive through digital services



Sustainability Management



Sustainability promotion activity

Sustainability Promotion

Throughout the years, Fujitsu Thailand has promoted and supported sustainable development. This includes guidelines of each process of business and operations aiding in a partnership in sustainability transformation with customers.

The guidelines for product and service development in the 7 Key focus areas of Fujitsu UVANCE present solutions and technology that help customer organizations and address society, environmental and governance problems.

Moreover, we believe that the most important transformation must begin with people, that is, every employee in Fujitsu Thailand must understand sustainability. In order that this principle can be applied in our work. Helping to drive the organizations sustainability values to customers and society efficiently and effectively.

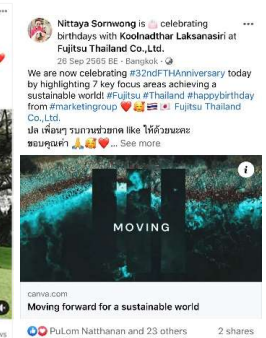
The company has organized activities to promote understanding of the term Sustainability by allowing employees to participate in viral contests or video clips with the theme "costume sustainability". Through posting on social media, such activities we aim to encourage employees to focus on and show their commitment to sustainability and share creative ideas with the public.

Such activities generated 1,955 engagements on social media with views, shares, likes, and comments.

Sustainability knowledge training

To create a strong knowledge and understanding based on sustainability and its application, the company has organized a training course for all employees. In the course ESG and Sustainability Knowledge necessary for IT Business, is detailed in an online training format.

We believe that sustainability is important to every department. If employees understand they will be able to pass this value on to their customers and society. Employee satisfaction in attending the training was 89.



Sustainability Promotion



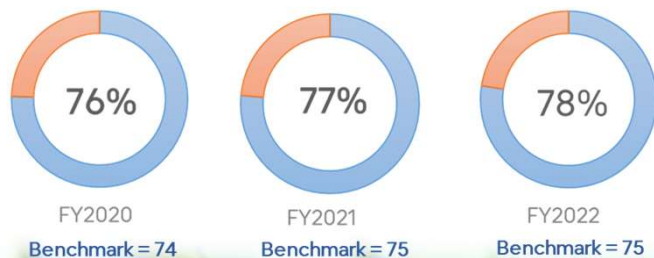
Sustainability knowledge training

Non Financial Indicator

Employee engagement

The Fujitsu Group's greatest management resource is its employees, who are the source of the value it provides to customers. Our experience has shown that highly engaged employees are better able to provide customers with high quality services, and that positive customer evaluations correlate with employees having a more positive attitude toward their work.

We believe that increasing the engagement of each and every employee leads to the growth for both the individual and the Group. Employee engagement is a top priority at Fujitsu, and our Engagement Survey is a valuable tool to continuously check the pulse of the organization and drive positive change. With our Engagement survey, we regularly measure and act on employee feedback. This helps in setting goals appropriate for a global company. The Fujitsu Group has clearly stated its aspiration to be a purpose-driven company and has introduced measures to broaden the range of work options for employees. In this context, we conduct a survey to measure employee engagement twice a year on a global basis to grasp changes in organizational culture, employee workstyles, opinions, and awareness in a timely manner, and to reflect the results in our management in a speedy manner.



Employee engagement score of Fujitsu Thailand

Customer Net Promoter Score (NPS®)

Listening to customers through a common global survey Customer NPS® is a metric that enables objective evaluation of customer loyalty, i.e., the customers' level of trust and attachment toward a company. Unlike customer satisfaction, which indicates the degree of satisfaction or dissatisfaction with a purchased product or service, customer loyalty is characterized by its ability to determine the degree of customer attachment and the likelihood of repeat purchases.

The Group uses Customer NPS as one of its nonfinancial indicators in order to realize customer-centric management. By listening to our customers through Customer NPS and providing services that accurately meet their needs, or by making proposals that anticipate their needs, the value of the customer experience is enhanced, and Customer NPS is further increased.

We believe that creating such a positive cycle will result in the enhancement of the Fujitsu Group's corporate value. Fujitsu Thailand attended , is held quarterly. This mechanism creates a "feedback loop" that addresses customers' issues as management issues, proposes improvement actions, examines areas for investment, and verifies the effectiveness of the measures. Aiming for continuous action for improvement.



FY2022 Customer NPS® scores of Fujitsu Thailand



Good governance

Good governance

Fujitsu Thailand has adopted the policy announced by the Fujitsu group company to express its intention to operate under the ethical principle "Code of Conduct" and applies it in accordance with our operating context.

We comply with all laws and regulations.

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, under any circumstances, is unacceptable. We endeavor 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.

We protect and respect intellectual property.

We are fully aware that our intellectual property is a valuable asset and an essential management resource underpinning our business activities and the confidence our customers place in us. We will make every effort to obtain and maintain all necessary intellectual property rights, including patents, copyrights and trademarks, and utilize them effectively in growing our business. We recognize that the knowledge and know-how held by each employee give us a competitive edge in our business activities.

We respect third-party intellectual property and utilize it only after having properly secured rights to its use.

We do not use our position in our organization for personal gain.

We do not use our position, role, or corporate information, or act in any way contrary to our corporate obligations, to seek or gain benefits for ourselves, our relatives, our friends or other third parties. We do not utilize, sell, lease or dispose of company software, hardware, other facilities or assets for any purpose other than transacting or undertaking the business of the organization.

We do not trade stocks or other securities using undisclosed "insider" information gathered from our organization or third parties.



Good governance

We maintain confidentiality

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 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.

Handling confidential company information

The company information we have access to in our daily work is considered confidential. We do not disclose such information to anyone outside the company without following established procedures, nor do we use it for purposes other than conducting the business of our organization.

Handling customer or other third-party information

Information from our customers or business partners must be handled and used appropriately in accordance with the terms and conditions defined and specified in each contract with them, including terms and conditions relating to the intended use, management and duration of confidentiality of such information. We therefore handle such third-party information appropriately at all times and ensure that we do not break our contractual obligations to preserve confidentiality.

Handling personal data

In gathering and keeping personal data for any purpose, we must handle, manage and use such personal data appropriately and in accordance with local laws.

Blow the whistle – Fujitsu's Alert

Fujitsu has a whistleblower program for Employees and Third Parties – called Fujitsu Alert – which enables employees, suppliers, customers and other third parties to report breaches of Fujitsu's Global Business Standards.

Fujitsu has a zero tolerance of unethical or illegal conduct, any ethics or compliance questions or concerns, employee can raise them to Fujitsu Alert that is accessible by online and phone, and it is available 24 hours a day, seven days a week. They can also contact directly to their supervisor, a representative of Compliance, Legal or Human Resources depending on the nature of question or concern



Report your concern or ask a question



Call us



Follow up on a report



People and culture

Human rights

What Fujitsu Aspire for

In both the real-world and digital societies, consideration for "human dignity" is reflected in all our corporate activities and we constantly work to "create human-centric value".

Fujitsu's GOALS FOR FY2022

- Embedding "respect for human rights" within the Fujitsu Group
- Completion rate for global human rights training: 80%

Fujitsu Thailand is committed to respecting human rights and adhering to strict compliance with laws and international principles. In particular, the company has followed the ethical guidelines of the Fujitsu Company Limited business group, which specifies in the Code of Conduct of the Fujitsu Way "We respect human rights". It is important in daily business operations, for employees at all levels, that there is "Respect for human rights" as stated in the Code of Conduct. Fujitsu Thailand respects everyone's human rights and will not discriminate on the basis, color, religion, creed sex, age social status, family origin, physical or mental disability or sexual orientation. We will be resolute in upholding human rights in everything we do and will not tolerate such discrimination against others. Ignorance and inaction do not constitute an excuse for discrimination. We make every endeavor to provide education and awareness of human rights issues and foster respect and equality for all.

Moreover, Fujitsu Thailand is continuously committed to preventing human rights violations in all business activities and covers those involved throughout the supply chain, including business associates and trading partners. By highlighting the importance of equality by creating equal employment and opportunities in selecting sellers, we require all sellers to sign a contract to comply with Fujitsu's Business Ethics Guidelines and the Fujitsu Way, which includes respecting human rights and complying with labor laws. Fujitsu Thailand encourages employees to have knowledge and understanding about respecting human rights. 98.4% of our employees and management team have completed our internal training the course on Business and Human Rights. If an action is seen that is considered to be a violation of human rights, employees must not be neglectful or negligent. The Fujitsu Group has a system that employees and third parties can use to report incidents called Fujitsu Alert, which will be discussed in the next section.



FY2022 Human rights violations in FTH= 0 case

Diversity Equity and Inclusion

Total Employees
434 people



Female Male

Number of Employees By Employment Type

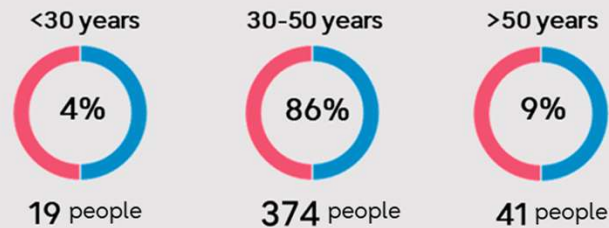
Permanent Employees

402 people
50%

Temporary Employees

32 people
78%

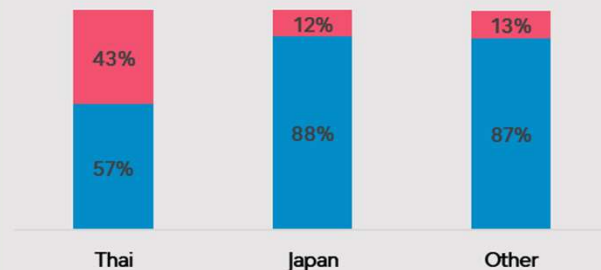
Number of employees by age group



Number of employees by level



Number of employees by geography



Fujitsu Thailand regards human resources as the most valuable resource. The company strongly believes that the growth of an organization depends on the quality of employees. We focus on the development of their potential, knowledge and ability to suit responsibilities, including a good working environment, welfare, promotion physical and mental health through effective communication and engagement.

In addition, Fujitsu Thailand actively promotes culture diversity and inclusion for talent development, retention and to enhance company performance and business growth while ensuring equal opportunity for all employees.

Diversity Equity and Inclusion

Policy

Here at the Fujitsu Group, we have engaged in efforts to advance diversity and inclusion (D&I)" as described in the Purpose Statement of the Fujitsu Way "We respect fairness and equality, and promote diversity and inclusion"

In FY 2022, we revamped our Global DE&I Vision & Inclusion Wheel to promote an equitable and more inclusive culture where everyone belongs and can be completely themselves. Equity, recognize and respond to the fact that all people are in different situation and will require difference resources and opportunities depending on their circumstances. As opposed to Equality concept, which provides the same support and resources to everyone. Through this more inclusive and holistic approach to DE&I, we aim to achieve a sustainable society, not only perusing business, but also aiming for positive impact our technologies and solutions on society.


Diversity Equity and Inclusion promotion activities in Fujitsu Thailand

Fujitsu Thailand is well aware and actively embraces and promotes a culture of diversity equity and inclusion in organization.

LGBTI+ Initiatives

On the LGBTI+ Focus Area we have increased the welfare for LGBTI+ community inside Fujitsu by expanding the medical coverage to include partners of employee in same sex couples, starting on FY2022. This in order to promote and drive equity in the organization

Welfare
FUJITSU



Celebrating Pride month
Telling this good news
to your life partner.

Celebrating the **Pride month**, FTH is delighted to announce medical insurance coverage for Life partner of FTH employees who are entitled to get spouse and children coverage (Department manager level and above).

Employee can contact HR to inform information to proceed this coverage starting from June 2022 onwards.

Please contact Khun Natthanant ext.2680 or Khun Nuntikant ext.1682 respectively.



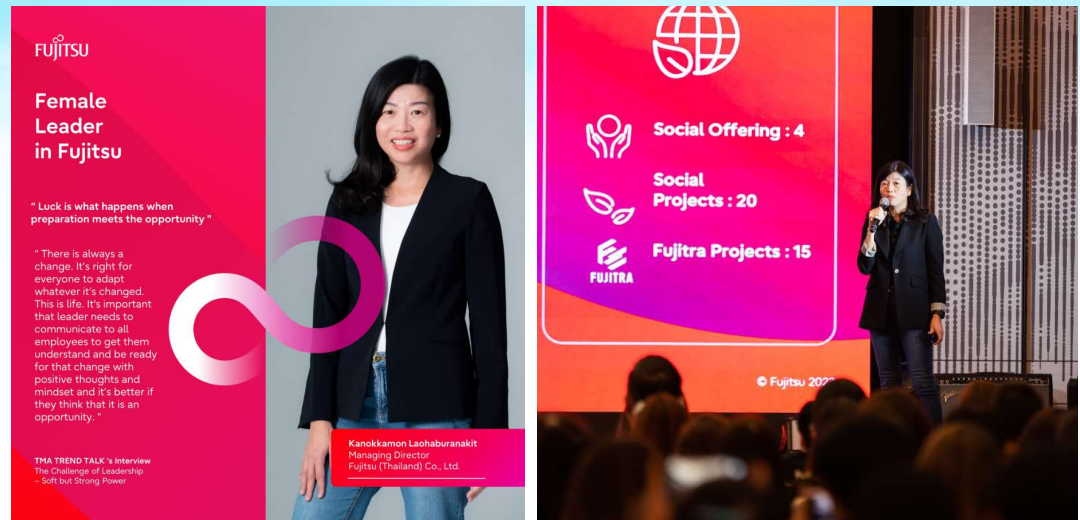
Global DE&I Vision & Inclusion Wheel

Diversity Equity and Inclusion

First Female Managing Director for Fujitsu Thailand

With our Fujitsu's Global DE & I Vision, we aim to create a working environment where everyone feel that they belong to and can be themselves. We aim to increase female leaders as effort to achieve more diverse and inclusive corporate culture and promote innovative and sustainable business. In April 2022, Ms. Kanokkamon Laohaburanakit (Ning) was appointed as Managing Director. She is the first female and Thai leader in 33-year of Fujitsu Thailand (FTH) history. At Fujitsu, gender equality is encouraged in every aspect of the business to create opportunities and empower women to achieve leadership roles. As Kanokkamon Laohaburanakit explained "You don't have to be perfect; just be yourself."

Furthermore, she has joined other inspiring women as a panelists to learn, connect and collaborate in the "Women Leaders in Asia: The Untold Secrets" event, organized by the Thailand Management Association (TMA) where she shares her career stories and provide practical tips to help you unlock your full potential at work.



Well being

What Fujitsu aspire to

To create a positive and healthy work environment where all employees have physical and psychological safety. We also working to provide opportunities for self-development of employees to enhance their abilities and reach their full potential. and display their abilities to the fullest extent. Increasing well-being.

“Well-being” is the baseline for the Fujitsu Group’s human resources and organizational transformation. Employees can continue to learn and grow at their own pace in order to realize their career objectives while, receiving an appropriate and fair compensation accordance to their roles and contributions. We support them, to build and maintain trusted relationships with colleagues, family, and friends, and maintain and improve their own and their families’ physical and mental health.

Fujitsu Thailand welfare

- Flexible Working Allowance
- Welfare benefit for wedding, ordination & funeral
- Provident fund
- Health checkup & vaccination
- Flexible benefits
- Medical insurance for FTH staff Life partner
- IT Certificate Allowance
- Annual Bonus & Pay raise
- Group Health Insurance
- Transportation allowance

FTH Recognition Award

FTH Recognition Award "Raising the Likes" is an awards for employees who demonstrate and promote outstanding service to their colleagues or the internal organization. The objectives is to recognize and reward employees' outstanding supports and contributions to their colleagues' happiness and organization successes., It's a way toto express appreciation to employees who demonstrate creativity and& initiative, a good teamwork, those who lead by example, and people who have received recognition from customers. This initiative encourages employees to contribute to their colleagues' and their own happiness as well as the company and customers' successes while promoting the Fujitsu Way and acting in accordance to the Fujitsu Values.



Well-being

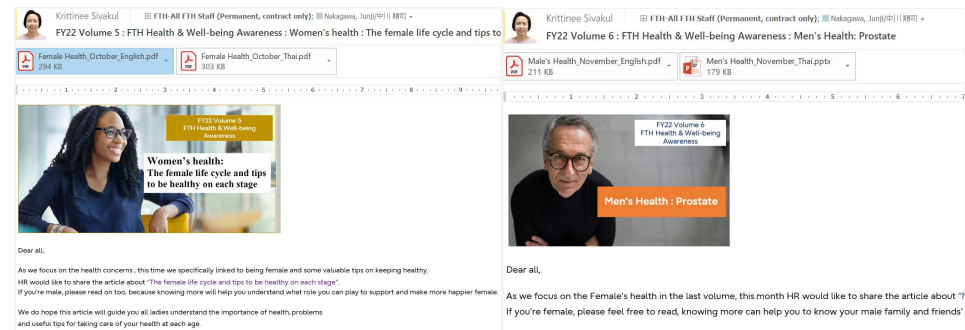
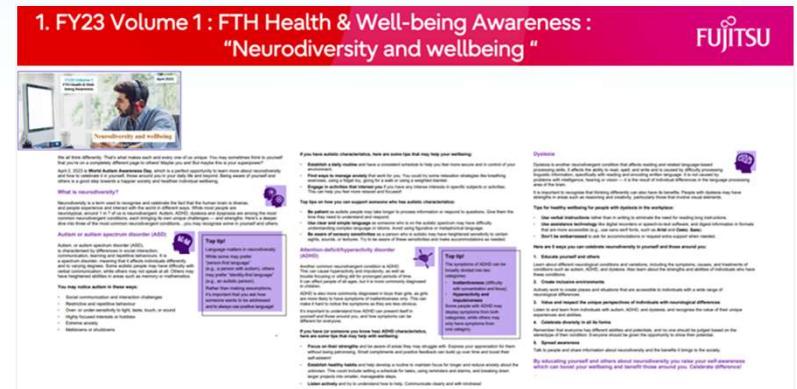
The Work Life Shift (WLS)

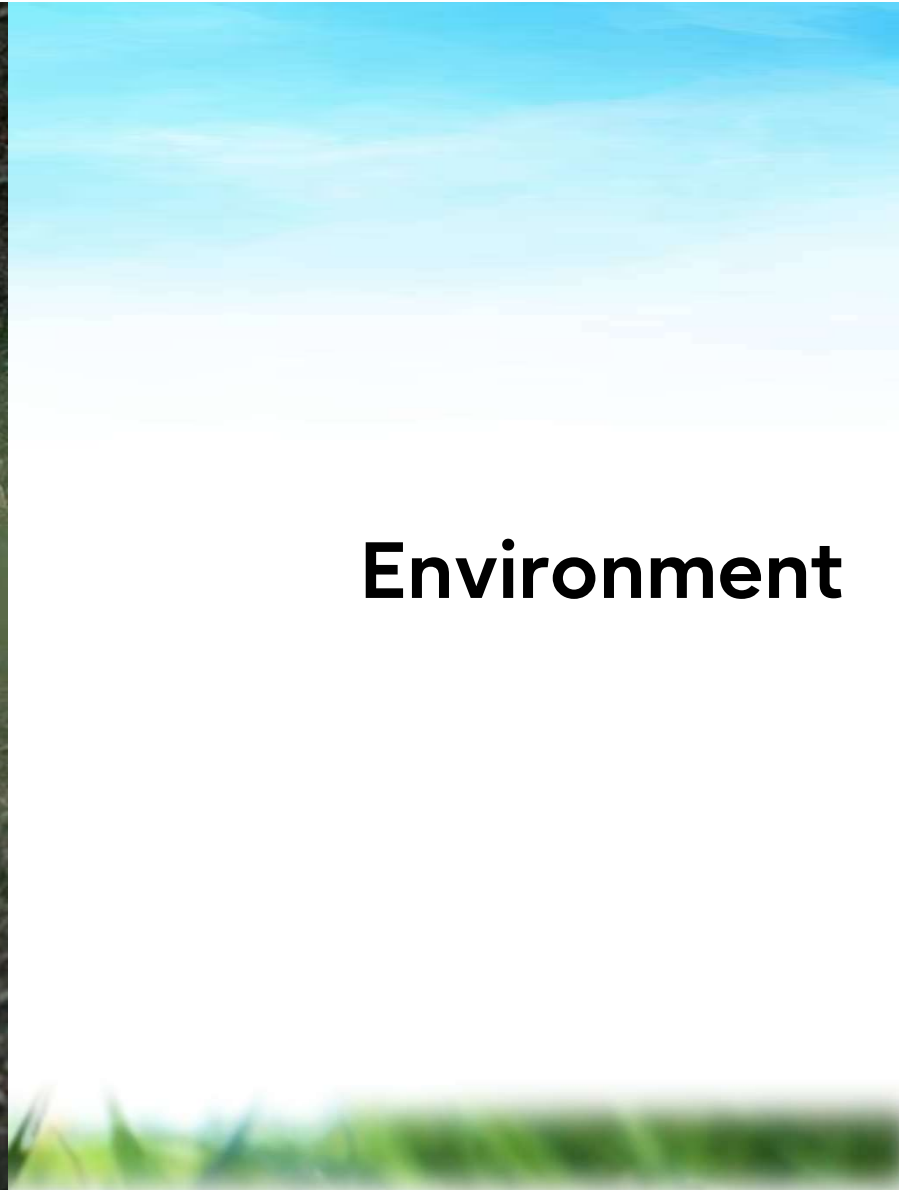
The Work Life Shift (WLS) initiative launched in 2020 also aims to improve well-being. WLS promotes change through three approaches: "Smart Working," which enables employees to choose the most suitable workstyle depending on their type of work, objectives, and lifestyle; "Borderless Office," which allows employees to choose their office space according to the objective and type of work; and "Culture Change," which aims for a corporate culture highly based on the employee's autonomy and mutual trust.



FTH Health & Well-being Awareness

As we focus on the health well-being of employee, we have created a campaign to promote health related information to employee aiming for improvement of their health and for wellbeing awareness.





Environment

Environment

Environmental commitment


The Fujitsu groups commitment is to strive to reduce environmental impact and minimize risk through the value chain and contribute to the realization of a sustainable society by solving environmental issues together with customers.

In June 2023 the Fujitsu group has a set a target of “Net Zero by removing GHG emission from our business operations by 2030 and from our entire value chain by 2040. Fujitsu Thailand adopt our global target on environment and blend it to our purpose.

We are certified to ISO14001:2015 since 2018, we have no environmental complaints from interested parties and customers. Our top management, has issued an environmental and safety policy to improve environmental outcomes, driven by the pursuit of objectives of broader wellbeing and ensuring sustainable growth.

Environmental and Safety Policy

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FTH Environmental and Safety Policy

Fujitsu (Thailand) Co., Ltd (FTH) is an affiliated company of Fujitsu Limited, a global leader in the provision of customer-focused information technology and communication solutions. Our unique value is in providing comprehensive IT solutions comprised of high-performance, high-quality products and services with our trained professional team.

We commit to continuously improve the Environment, Occupational Health and Safety System for reduce the Environmental and Safety impacts of our own organization through a program.

In this respect, our policy is aimed to;

- Strive to protection of the environment, including prevention of pollution and other specific commitments relevant to the context of organization. Moreover, sustainable natural resources use
- Strive to continuously reducing activity, which impact to climate change including transportation.
- Strive to a strong safety program that protects employees, sub contractors, properties and the public from accidents
- Employees at every level, including management, are responsible and accountable for the company's overall safety initiatives. Complete and active participation by everyone, every day, in every job is necessary for the safety among all staffs on the job site.
- Comply with all relevant Environment, Occupational Health and Safety registration including fulfilment of compliance obligation related to environmental aspect and risk.
- Provides a framework for setting environmental objectives
- Communicate and enhance awareness of the importance of the Environment, Occupational Health and Safety issues to both internal and external, to ensure that all employees and interested parties receive training and/or information to help them act according to our environment and safety policy.
- Promote social contribution and biodiversity conservation activities.
- Publish information on Environment, Occupational Health and Safety performance timely.


(Ms. Kanokkamon Laohaburanakit)
Managing Director
Fujitsu (Thailand) Co., Ltd.
Date: 27 June 2022

Bureau Veritas Certification

FUJITSU (THAILAND) CO., LTD.

388 EXCHANGE TOWER, 22ND (LANT 2203, 2204) - 23RD FLOOR, SURKHAMIT ROAD, KLONGTOEY, KLONGTOEY, BANGKOK 10110, THAILAND

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the management system standard detailed below

ISO 14001:2015
Scope of certification

THE PRODUCTION OF COMPUTER HARDWARE, SOFTWARE PRODUCTS AND IT SERVICES, SYSTEM DESIGN & DEVELOPMENT, HELPDESK INCLUDING IT SERVICES PROVIDED BY PARTNERS

| | |
|--|-------------|
| Original certificate date: | 11 May 2021 |
| Expiry Date of Previous Cycle: | NA |
| Certification / Recertification Audit date: | NA |
| Certification / Recertification audit start date: | 19 May 2021 |
| Subject to the continued satisfactory operation of the organization's Management System, the certificate expires on: | 30 May 2024 |
| Certificate No.: | THS19033 |
| Version: | 1 |
| Issue Date: | 11 May 2021 |


Signature on behalf of BUREAU VERITAS UK Branch

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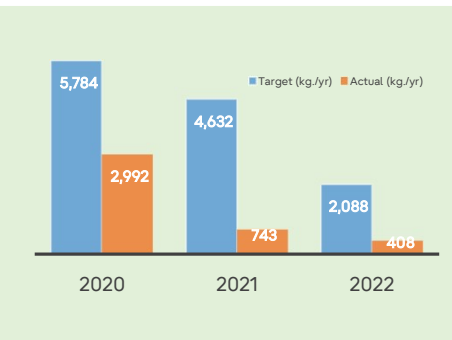




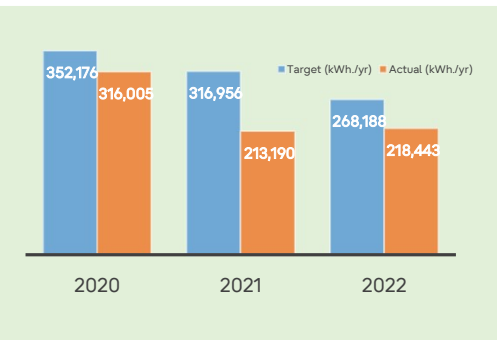
Environment

Environmental management performance

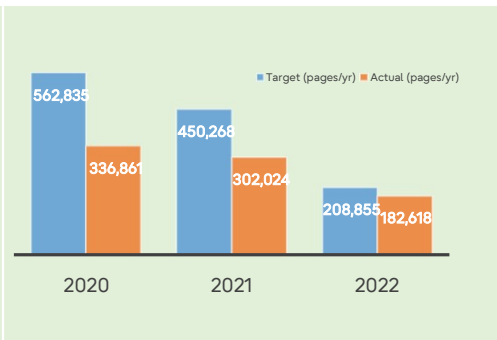
EO 1. Reduce waste generation



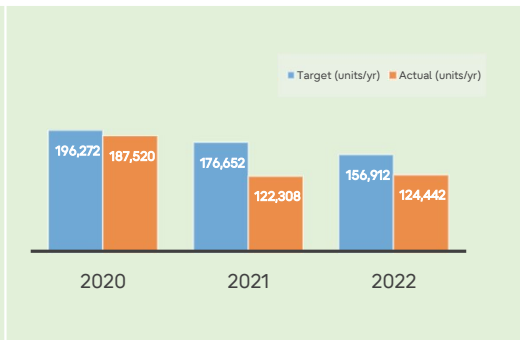
EO 2. Reduce electricity consumption



EO 3. Reduce paper usage



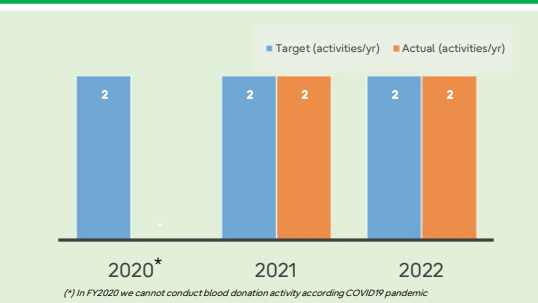
EO 3. Reduce CO2 emission



EO 5. Conduct biodiversity preservation activity



EO 6. Conduct social contribution activity: Blood donation



EO 7. Conduct campaign for improve environmental awareness



Environment

Waste management

Fujitsu Thailand focuses on waste management and waste segregation even though our workplace area is only an office, the company is aware of systematic waste separation.

The types of waste in the organization are separated into 4 types: general waste, recycled paper waste, recycled plastic waste and food waste. In addition, knowledge about waste separation is given to employees regularly. We have announced targets for controlling the amount of waste generated to make employees conscious of reducing waste generation and that separating waste correctly and compliance are critical. Moreover, we have issued and communicated waste reduction information to employees to enhance their knowledge and awareness about waste management.



Natural resources preservation

Conservation protects the environment through the responsible use of natural resources. Preservation protects the environment from harmful human activities. Fujitsu Thailand strive to reduce resource consumption through effectively using environment targets to reduce electricity and paper consumption. With these actions, we can help our planet and preserve trees and coal.

• Reduce electricity consumption

Fujitsu Thailand considers energy preservation through reduce electricity consumption as one of our priorities, including with conservation promotion activities, joining the global event "Earth Hour" have been organized with employees.

• Reduce paper consumption

Fujitsu Thailand actively change the culture and work way by realizing paperless in every practice. Top management define the target to reduce paper usage since 2016 until now. The paper consumption performance was significantly reduced, around 60 percent from baseline year.



Earth hour campaign

| FTH Paperless office | |
|--------------------------------|--|
| Paperless office Policy | |
| Plan | Reducing paper consumption targets. |
| Do | <ul style="list-style-type: none"> • 20% Reducing paper consumption from last year • Employees shall review Print Output Formatting (if needed) • Reduce color printing • 2 site print • Reduce default line spacing • Reduce margins • Reformat reported/ spreadsheets to fit a full page • Reduce report detail • Set fit to page and review page break view before print |
| Check | <ul style="list-style-type: none"> • Sales/Presales team shall negotiate customer to reduce document paper, proposal and replace with soft file proposal. • Monitor printing and copying performance of employee • ISO monitor and summary printing and copying performance of employee • And report to management 1 time per month |

FTH paperless campaign

Preserve biodiversity implementation

FY2014-2016

300 trees planted and 13.5 tonnes of carbon can be sequestered as a result of this action.

FY2014-2016 continuation as a continuous of Breeding plant activity and Planting tree activities in Bangkrajao Green Area, Samutprakarn Province



FY2017-2021

500 trees planted across the area 4,000 sq. m². and 21.9 tonnes of carbon can be sequestered as a result of this action.



FY2022

3,000 sea basses released to mangrove

In total 134 participants joined the activity for sustainable society under the FTH CSR 2022 - Sea Animal Releasing activity in Phetchaburi province. The purpose of this activity was to contribute to the conservation of marine species to enhance the ecosystem balance and increase the marine animal population in the coastal areas of Thailand. We released sea bass which is an important fish species. In total 3,000 sea basses were released to Mangrove Forest Plantation.



Fujitsu We Care 2017-2021: ,with the help from our partners , PTT, and Pa Yup Nai Sub district Administrative Organization, and FTH employees, we have successfully planted over 500 trees across the area 4,000 sq. m². and 21.9 tonnes of carbon can be sequestered by the growing forest through during 5-years project.



Social contribution

Social contribution

FTH PC/laptop donation to school in need at Ratchaburi

Fujitsu Thailand. Ms. Kanokkamon Laohaburanakit, Managing Director together with FTH employee donated computer equipment and notebook to Dhammajarinee Witthaya school in Pakto District, Ratchaburi Province on 26 January 2023. The project enabled implementation of sustainability goals of company.

Fujitsu aims to provide more opportunities for the children to study on technology by increasing access to computer work to students and youth in rural areas that lack of ICT tools for learning and searching new knowledge which is the fundamental in the digital era.



FTH PC/laptop donation to school in need at Phetchaburi

Fujitsu (Thailand) Co., Ltd. MIS group donated computers and educational tools provision of lunch to students and teachers at Wat Thep Prachum Nimit School in Khao Yoi District, Phetchaburi Province. The project enabled implementation of sustainability goals of MIS department. Fujitsu aims to provide more opportunities for the children to study information on technology by increasing access to computer for students and youth in rural areas with lack of computer tools for learning and searching new knowledge which is the fundamental skill in the digital era.



Social contribution

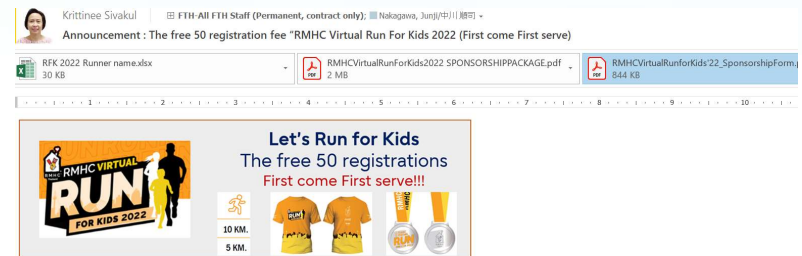
Fujitsu Thailand Football Day

FTH Football Day 2022 is one of activities that company arranges to offer children opportunity of improvement in football skill. FTH in cooperation with Kawasaki Frontale team will arrange the football clinic session to give a chance to orphans who have less Development opportunities. This program in Thailand started five years ago as when Kawasaki Frontale collaborated with Fujitsu to carry out activities to promote sports for community, inspire and encourage Thai children to play sports to maintain good health and enhance football skills so that they can reach professional and global levels in the future. Company does hope that this program will create positive impacts onto children' lives and brings improvement in social equity.



Run for kids

Fujitsu Thailand commits to support the children who are the future of society., FTH has invited employees to join "Run For Kids 2022 and 2023". In total, 100 employees participated in custom er and educational institute charity event. The running activities aim to raise funds for children and various foundation in Thailand.



Dear all,

To support the children who are the future of society, FTH has joined the event with McDonald's Thailand thru McDonald Charity "RMHC Virtual Run For Kids 2022". HR is pleased to announce the free 50 registration of this event for interested employees on first-come-first-serve basis. To enroll in this program , please follow the below advice.

RMHC Thailand
 Ronald McDonald House Charities Thailand

12 W.B. 2566
 12 November 2023

Dear all,

Let's Run for Kids
 Sunday 12 Nov. 2023, 04:00-08:00 am.
 The Free 55 registrations
 first-come-first-serve!!!

ACTUAL RUN / ส่วนที่ลงจริง

1. 10 KM / 10 กิโลเมตร 25 คน
 2. 3 KM / 3 กิโลเมตร 30 คน

ROUTE MAP

ROUTE 10 KM
 3 KM

To support the children who are the future of society, FTH has joined the event with McDonald's Thailand thru McDonald Charity "RMHC Mini Marathon Run For Kids 2023". HR is pleased to announce the free 55 registration of this event for interested employees on first-come-first-serve basis.

Date - Sunday, 12th November 2023
 Time: 04:00-08:00 am.
 Venue : Chulalongkorn University
 Race Categories : 10KM and Walk and Run 3KM.

To enroll in this program , please follow the below advice.

1. Complete your information and running-T shirt size in excel file and return to HR, Khun Chayakorn: email address "chayakorn@fujitsu.com" within Friday, 15 September 2023.
2. The total of 55 free registration consists of 25 for 10 KM and 30 for 3 KM.
 HR will announce 55 names to collect Race-shirt (will inform later)
3. For employees who can't register for the first 55 people or want to donate, can register, or donate by yourself at Ronald McDonald House Charities Thailand <http://www.rmhc.or.th> (Please see RMHC Mini Marathon Run For Kids 2023 Sponsorship Form as attached)

Any inquiries, please feel free to contact Khun Chayakorn ext.2691, respectively.

Best Regards,
 Prapan Pansripech

Social contribution

FTH Blood donation

A long-term project since Y2007 in cooperation with Thai Red Cross society aiming to organize the Blood Donation activity in our head office space by inviting both employees and general public to join as volunteers. It always planned twice a year in June and December each year.

Our office accommodates 8-10 beds for blood giving during working time 0900 - 1500 hrs. Moreover, we have invited the employees from other company in Exchange Tower building to participate in blood donating action. Since the first time we launched this program, we have been joined by of 4,664 persons who participated this event.

This program helps to save lives of people who need to receive blood and blood product. Thai Red Cross has been assigned by government to have the primary responsibility for supplying sufficient amount of blood which is safe and of the highest quality. Blood is used in treating patients nationwide in the form of blood, blood components and products.



Social contribution

Cooperative Education KMUTNB and KOSEN-KMITL Project

Fujitsu Thailand focuses on creating educational opportunities by providing knowledge and skill support to youth as well as infrastructure and knowledge, including technology and innovation, that are beneficial to the country's sustainable goals and development. It also supports the development of skills and potential of personnel to enter the business and ICT industry as well.

The company cooperates with KOSEN-KMITL and sign agreement with KMUTNB educational institute that are established according to the engineering workforce development program promoting technology and innovation support investment and increase in industrial capacity in the country and region.

From Cooperative Education project, the company offers opportunities to students interested in the fields of computer engineer and mechatronics engineering , to join the student internship program with the company. It provides opportunities for learning and gaining hands-on experience outside of the classroom to prepare for future work.

Within project the company has allowed students to join by learning and working in the workplace for creating a project that corresponds to chosen profession. Currently, we have 1 student from Mechatronics Engineering on internship from KOSEN KMITL that start his internship program in area of UVANCE Team and 6 students from computer engineering from KMUTNB that start his internship program in area of Service integration Team .



Social contribution

Making an English alphabet card for children in rural area

Making an English alphabet cards for children in rural area Fujitsu Thailand actively support activities that improve knowledge of children. Fujitsu Thailand volunteers were making an English alphabet card for children. The cards will be sent to children in various rural area. We trust that developing English communication skills among children is an important driver for national development.



Canal cleaning at Bang kra Jao, Samutprakarn

Fujitsu Thailand volunteers have offer help to clean up canals by picking trash on 2 km part of routes that are being polluted. This is great example of Fujitsu Thailand effort to raise public awareness about the need to stop rubbish littering among society and preserve the environment .



Approach to the report

Approach to the report

Fujitsu Thailand has established the 1st annual sustainability report in 2023 by primarily focusing on the disclosure of information on economy, safety, occupational health, environment and social responsibility. This report also covers the company's performance in 2022-2023

Scope of the Report

This report covers the company's overall operation of environment, economy, and society that occurred during April 1st, 2022 to October 31st, 2023 which can be downloaded from the company's website.

For more information, please contact

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Tel: +662 302 1500

Website: <https://www.fujitsu.com/th/th/>



**Let's move forward for a
sustainable future**

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