

FUJITSU GROUP
SUSTAINABILITY REPORT

2008



The 2008 Fujitsu Group Sustainability Report describes the thinking, efforts, and accomplishments regarding the social and environmental aspects of Fujitsu Group operations based on the Fujitsu Way, the vision and principles of the Fujitsu Group.

● **This report is produced in printed format and published on our website.**

- This report presents our basic thinking with respect to the various stakeholders of the Fujitsu Group and the global environment, concentrating on specific approaches taken and results achieved.
- We also make every effort to provide more detailed information and to present the activities of the Fujitsu Group as extensively as possible on our website.

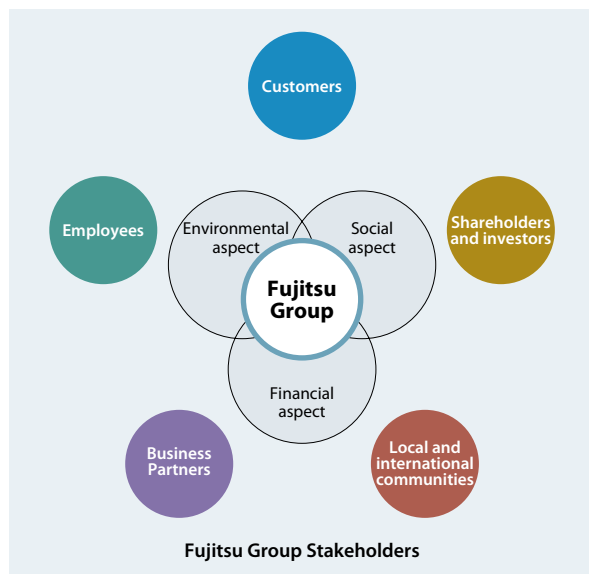
 **Fujitsu website: Corporate Responsibility**
<http://www.fujitsu.com/global/about/responsibility/>

● **Special Feature Reports on Matters of High Interest**

Issues of particularly high concern to our stakeholders and the primary themes of approaches taken by the Fujitsu Group are "Achieving a low-carbon society" and "Activities rooted in local communities around the world." We have included special features reporting on these initiatives.

● **A Means of Communication with our Stakeholders**

We see this report as a means of communicating with the many stakeholders in the Fujitsu Group. We hope that you will take the time to provide feedback on this report, either with the separate questionnaire or via our website.



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You can also contact us via the Fujitsu "Environmental Activities" website.
<http://www.fujitsu.com/global/about/environment/contact.html>

Time Frame

This report primarily focuses on the thinking, efforts, and accomplishments of the Fujitsu Group for fiscal 2007, the period from April 1, 2007 to March 31, 2008, with the data reflecting the actual results for that period.

The report also includes the Fujitsu Group's thinking, approaches, and activity data prior to April 1, 2007 and for the period since April 1, 2008.

Organizations Covered

In principle, this report covers the entire Fujitsu Group, while the environment-related sections cover a total of 103 consolidated subsidiaries (domestic and overseas subsidiaries) that have formed environmental management systems in conjunction with Fujitsu Limited. The section on environmental impact data covers Fujitsu Limited (21 business locations) and 31 of its major manufacturing subsidiaries (22 domestic and 9 overseas).

Please note that this report generally uses the term "Fujitsu Group," or "the Group" to indicate the entire Fujitsu Group (although in some instances this does not include overseas Group companies), and the term "Fujitsu" to indicate Fujitsu Limited on an unconsolidated basis.

Significant Changes in Coverage

Fujitsu Semiconductor Technology Inc., our LSI wafer fabrication company, has been added now that it has commenced operations.

Guidelines Referenced

- GRI Sustainability Reporting Guidelines, Version 3
<http://www.globalreporting.org/>
- Ministry of the Environment: Environmental Reporting Guidelines (2007 edition)
<http://www.env.go.jp/policy/report/h19-02/full.pdf> (Japanese)
- Ministry of the Environment: Environmental Accounting Guidelines (2005 edition)
<http://www.env.go.jp/policy/kaikei/guide2005.html> (Japanese)

Ensuring the Reliability of Information Disclosure

This report has been reviewed by an independent body, the Shin Nihon Environmental and Quality Management Research Institute, whose independent assurance report is appended.

Furthermore, the reliability of the information presented here meets the standards for being granted the sustainability report audit and registration mark stipulated by The Japanese Association of Assurance Organizations for Sustainability Information, and this report has been duly granted this audit and registration mark.

- The Japanese Association of Assurance Organizations for Sustainability Information (a foundation with limited liability).
<http://www.j-sus.org/index.htm> (Japanese)



A Note Concerning Forward-looking Statements, Projections, and Plans

This report not only describes past and present facts related to Fujitsu Limited and its related subsidiaries (the Fujitsu Group), but also includes forward-looking statements, projections, and plans. Such forward-looking statements, projections, and plans are based on data available when the report was prepared, and therefore involve a degree of uncertainty. Accordingly, future results of operating activities and other new developments may differ from the statements, projections, and plans included in this report. We ask our readers' understanding of the fact that the Fujitsu Group cannot be responsible for such eventualities.

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A Fully Revised Fujitsu Way Clarifies Roles and Responsibilities towards Society and the Environment



Chairman

Michiyoshi Mazuka

Michiyoshi Mazuka

Appointed Chairman of Fujitsu on June 23, 2008

Acting with a Stronger Awareness of the Roles and Responsibilities of a Corporate Citizen

The Fujitsu Way, the philosophy guiding the conduct of the Fujitsu Group, was revised on April 1, 2008. In making our revisions we paid particular attention to changes in our corporate roles and responsibilities within society. Specifically, we defined our Corporate Vision, which is the reason for the Fujitsu Group's existence, as "Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world." Then, our Corporate Values comprise a set of value statements that identify the values we strive for, and in top place we put "In all our actions, we protect the environment and contribute to society." In our Principles (those we adhere to in all business dealings and actions) we clearly affirmed our intention to "act as good global citizens, attuned to the needs of society and the environment." In this way, all of the individual employees of the Fujitsu Group around the world will share a strong common awareness of their roles and responsibilities as members of society. We will work to ensure that this awareness pervades the entire worldwide Group and to further promote its implementation.

We Will Provide Solutions for Global Environmental Protection, Addressing Intensifying Environmental Problems

In recent years, society's expectations of enterprises include the responsible performance of their role in building a society with a sustainable global environment.

Ever since its foundation, the Fujitsu Group's thinking on environmental management has been based on manufacturing in harmony with Nature. Today, based on this same concept, one of our highest management priorities is the protection of the global environment under the slogan, "We make every activity green." We are committed to environmental protection activities in all sectors of our business. From fiscal 2007, we started Stage V of the Fujitsu Group Environmental Protection Program as an action plan, setting up clear targets and promoting activities to secure their achievement.

Now, in line with the revision of the Fujitsu Way, we are drawing up new plans to set the directions of our business for the

medium term, clearly committing all of our business sectors to provide solutions for global environmental protection. Behind this commitment lies the increasing severity of global environmental problems, among which the need to arrest global warming is surely the most urgent for all nations, enterprises and individuals, who need to take this problem as their own. From now on, the Fujitsu Group will be using the most sophisticated technology it has developed both to reduce the environmental burden imposed by the IT infrastructure and to offer products, services and solutions to its customers that will utilize IT itself to reduce environmental burdens.

Generating the Innovations Essential to Arrest Global Warming

In recent years, worldwide consideration is being given to the proposal that arresting global warming will mean setting the target of halving by 2050 the discharged volume of gases, such as CO₂, that have a warming effect. If this is to be achieved without calling for serious financial sacrifices, it will undoubtedly require innovations—from revolutionary new technologies, through new systems of control, to structural market reforms—all with major influences on society. In the Fujitsu Group we see IT as having a major role to play in creating such innovations.

The Governors Meeting for Information Technology and Telecommunications at the annual Davos World Economic Forum held in January, 2008, announced that while the IT sector was responsible for some 2% of warming effect gases it had the potential to halve the volume of the 98% of CO₂ discharged by all other, non-IT sectors.

The Fujitsu Group, in order to harness this potential of the IT sector to the necessary innovations, published its “Green Policy Innovation” in December 2007 with the aim of reducing the environmental burdens imposed by its customers. This initiative aims to secure a cumulative reduction of seven million tons of CO₂ over the four years from fiscal 2007 through fiscal 2010.

The Group, seeing global warming as the most serious issue we face in the 21st century, is fully aware of the role the IT industry must play in addressing it. Environmental management will be a mainstay of management strategy, and in order to ensure the survival of a sustainable global environment we are determined to contribute to the needed innovations.



President

A handwritten signature in black ink that reads "Kuniaki Nozoe". The signature is written in a cursive, flowing style.

Kuniaki Nozoe

Appointed President of Fujitsu on
June 23, 2008

The Fujitsu Group creates and provides high-performance, high-quality solutions based on powerful information technologies.

Fujitsu Group Profile

Parent Company: Fujitsu Limited

Addresses:

- **Kawasaki Main Office**
1-1 Kamikodanaka 4-chome
Nakahara-ku, Kawasaki, Kanagawa
211-8588, Japan
Tel: +81-44-777-1111
- **Headquarters**
Shiodome City Center
5-2 Higashi-Shimbashi 1-chome
Minato-ku, Tokyo 105-7123, Japan
Tel: +81-3-6252-2220

President: Kuniaki Nozoe

Established: June 20, 1935

Main Business Activities: Manufacture and sale of communications systems, information processing systems, and electronic devices, and the provision of services related to those products

Capital: ¥324.6 billion (as of the end of April 2008)

Sales: Fiscal year 2007: ¥5,330.8 billion

Fiscal Year-End: March 31

Employees Consolidated: 167,374 (as of the end of March 2008)
Unconsolidated: 27,310 (as of the end of March 2008)

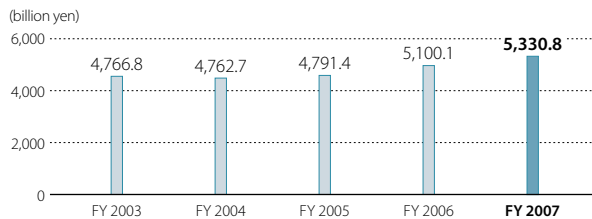


Kawasaki Main Office

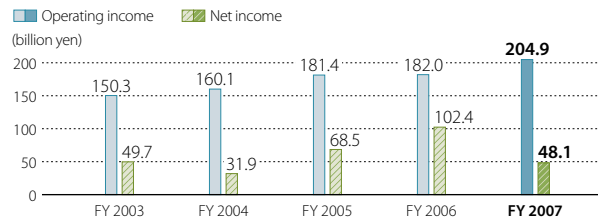


Headquarters

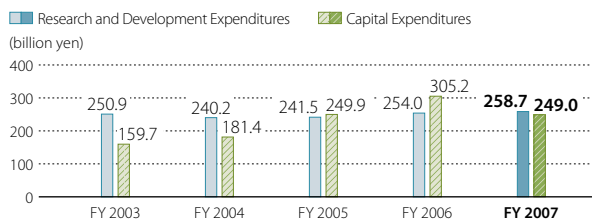
Consolidated Net Sales



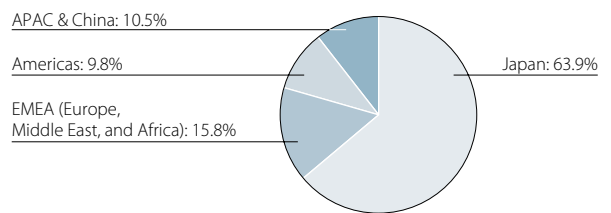
Consolidated Operating Income/Net Income



Research and Development Expenditures/ Capital Expenditures



Fiscal 2007 Sales by Geography (Sales to unaffiliated customers)



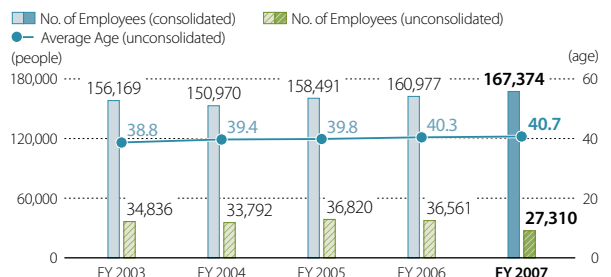
Employees by Region

(thousands)

Region	Employees
Japan	100
EMEA (Europe, Middle East, and Africa)	24
Americas	10
APAC & China	33
Total	167

* From fiscal 2006, the regions formerly classified as "Europe" and "Asia, Australia, and Others" were reclassified as "EMEA" and "APAC & China," respectively.

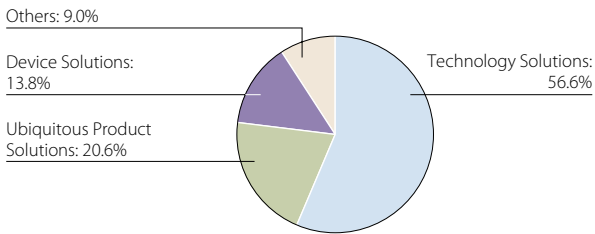
Trends in Number and Average Age of Employees



Regarding Our Business Segments

In order to provide comprehensive solutions that combine worldclass hardware, software and services and ensure high customer satisfaction throughout the time that customers use them, we have integrated our sales and system engineering groups in Japan and pursued other organizational reforms. In light of these activities, in fiscal 2005 we reclassified our business segments from a product- and technology-focused orientation to a customer-centric categorization as described below.

Fiscal 2007 Sales by Segment (Including intersegment sales)



Technology Solutions

Covering the provision of comprehensive solutions consisting of the high-performance, high-quality products, software and services that customers demand, Technology Solutions is positioned as the principal business domain of the Fujitsu Group. We will aggressively pursue greater profitability and growth in this area.

Ubiquitous Product Solutions

Ubiquitous Product Solutions includes products such as PCs, mobile phones and hard disk drives, which are integral to meeting individuals' needs in the era of ubiquitous networking. In this segment we will work to improve time to market and quality and to reduce costs.

Device Solutions

In Device Solutions, through a series of corporate restructuring initiatives and alliances, we have been focusing our resources on leading-edge logic LSI devices. In this area, as well as in our related electronic components businesses, we will pursue advanced technologies that other companies cannot match, as well as higher quality and greater efficiency.

Business Segments

Technology Solutions

Sub-segments

System Platforms

- System Products
- Network Products

Services

- Solutions/SI
- Infrastructure Services
- Others



Mission-critical IA server: PRIMEQUEST



Network server: IPCOM EX Series



Outsourcing



Palm vein authentication unit

Ubiquitous Product Solutions

- PCs/Mobile Phones
- Hard Disk Drives
- Others



Raku-Raku PHONE BASIC S



FMV-DESKPOWER

Device Solutions

- LSI Devices
- Electronic Components, Others



CPU chips



45nm Wafers

FUJITSU Way

The Fujitsu Way embodies the Philosophy of the Fujitsu Group, our reason for existence, values and the principles that we follow in our daily activities.

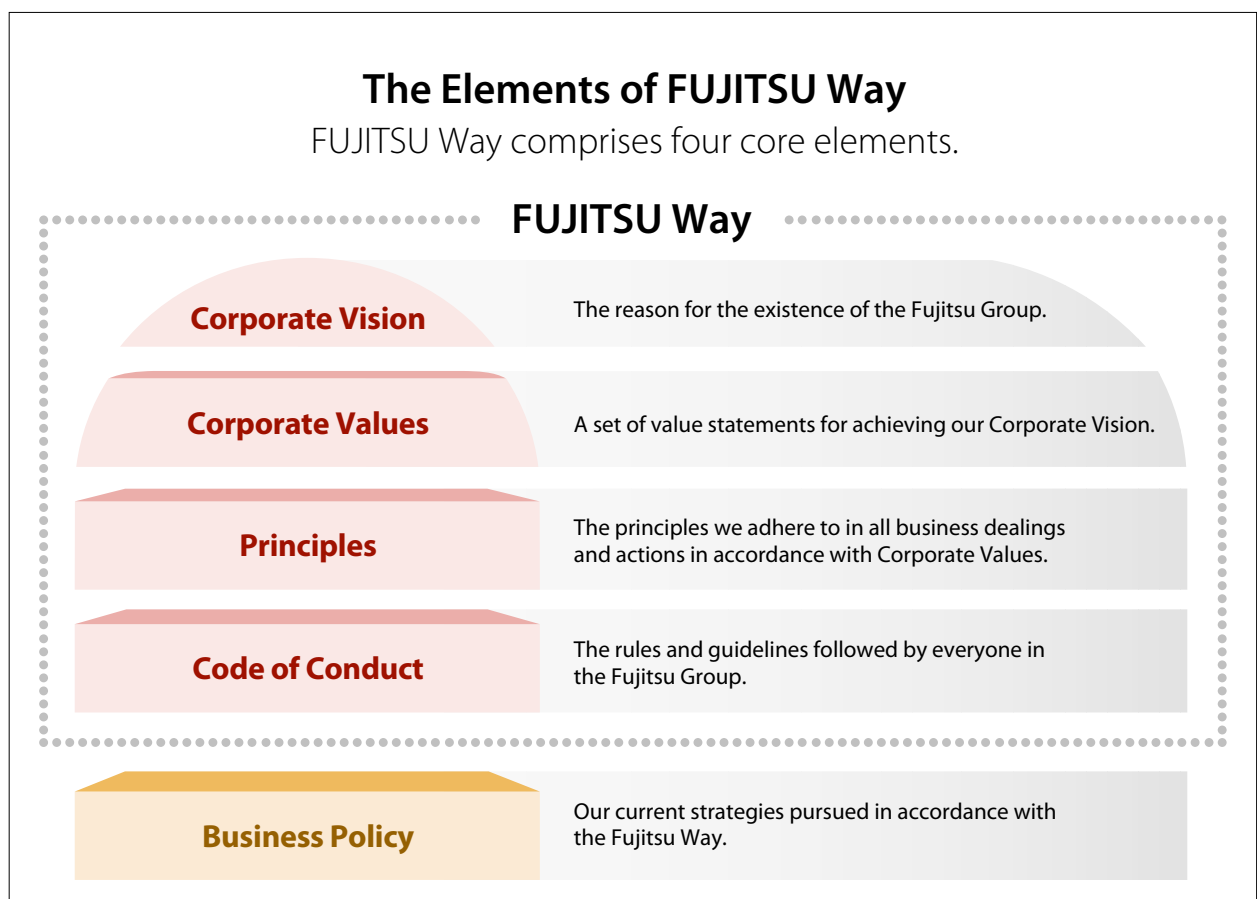
On April 1, 2008, Fujitsu announced a fully revised Fujitsu Way. The Fujitsu Way embodies the philosophy of the Fujitsu Group, articulates the Group's overarching values, and defines concrete principles and a code of conduct that Group employees follow in their daily business activities. The new Fujitsu Way will facilitate management innovation and promote a unified direction for the Group as we expand our global business activities.

As outlined below, the Fujitsu Way consists of four core elements the Corporate Vision, Corporate Values, Principles, and Code of Conduct. The Corporate Vision embodies the reason for the Group's existence, as well as the social role that it should fulfill. Corporate Values encompasses a set of values important for realizing the Corporate Vision. Finally, the Principles and

Code of Conduct articulate rules of behavior to which every Fujitsu Group employee should actively adhere in accordance with the Corporate Values.

The Group has also formulated a Business Policy that outlines the medium-term direction of Fujitsu's businesses as defined by the Fujitsu Way. This policy serves as the basis for all Group business activities.

All Fujitsu Group employees have a shared commitment to the Fujitsu Way, which promotes a common direction for Group employees as they conduct their daily business activities. Employees aim to contribute to enhanced corporate value for the Fujitsu Group and to the well-being of the global and local societies in which we operate.



Corporate Vision

Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world.

Corporate Values

What we strive for:

Society and Environment	In all our actions, we protect the environment and contribute to society.
Profit and Growth	We strive to meet the expectations of customers, employees and shareholders.
Shareholders and Investors	We seek to continuously increase our corporate value.
Global Perspective	We think and act from a global perspective.

What we value:

Employees	We respect diversity and support individual growth.
Customers	We seek to be their valued and trusted partner.
Business Partners	We build mutually beneficial relationships.
Technology	We seek to create new value through innovation.
Quality	We enhance the reputation of our customers and the reliability of social infrastructure.

Principles

Global Citizenship	We act as good global citizens, attuned to the needs of society and the environment.
Customer-Centric Perspective	We think from the customer's perspective and act with sincerity.
Firsthand Understanding	We act based on a firsthand understanding of the actual situation.
Spirit of Challenge	We strive to achieve our highest goals.
Speed and Agility	We act flexibly and promptly to achieve our objectives.
Teamwork	We share common objectives across organizations, work as a team and act as responsible members of the team.

Code of Conduct

- 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.

Business Policy

- We use Field Innovation to find new approaches and the inspiration to improve ourselves, while delivering added value to our customers.
- We provide global environmental solutions in all our business areas.
- Fujitsu Group companies work together to accelerate our global business expansion.



Special Feature ①

The Fujitsu Group will Meet the Challenge of Creating a Prosperous, Low-Carbon Society.

Group Vision and Strategy for IT that Will Contribute to realize a Low-Carbon Society

Global warming is an increasingly severe problem, and countermeasures are now being sought at the global level.

In this situation, the Fujitsu Group sees its social responsibility as an IT enterprise in starting to tackle the problems of achieving a prosperous, low-carbon society.

Here we introduce the vision and strategy of the Fujitsu Group in seeking to contribute to realize a prosperous, low-carbon society.



Realizing a Low-carbon Society—The Role of the Fujitsu Group

As part of corporate citizenship befitting a global IT company, the Fujitsu Group will help create a prosperous, low-carbon society

First Commitment Period for Kyoto Protocol Commences

The Kyoto Protocol set the period from 2008 to 2012 as the first commitment period for advanced industrial nations, which must reduce their total greenhouse gas emissions by at least 5% compared to 1990. Signatories have specific reduction targets to meet this overarching goal. With the commitment period having started, questions are now being raised in every country about the effectiveness of emission-reduction initiatives. At the same time, there are calls for new global warming countermeasures aimed at realizing a low-carbon society; this, while as worldwide debate rages as to what new “post-Kyoto” framework will be devised to take up from where the Kyoto Protocol left off.

Preventing Global Warming Through Innovation

In considering future global warming countermeasures, the Fujitsu Group believes that innovation-based measures must be recognized as a necessary and integral complement to the largely “improvement-driven” measures pursued to date. The IT industry has a tremendous role to play in putting these innovation-based measures into practice.

To give an example, Japan’s Ministry of Internal Affairs and Communications estimates that high IT utilization levels will effectively reduce Japan’s CO₂ emissions by roughly 38 million tons in 2012. In other words, high-level IT utilization will enable CO₂ reductions in a host of different areas by making energy usage more efficient, reducing the physical movement of people and goods, and supporting more accurate measurement of environmental load and environmental forecasts. On the other hand, with the amount of electricity consumed by the use of IT devices growing each year, it is critically important to devise ways to reduce the environmental load caused by these devices.

Fujitsu’s Role as a Global IT Company

In this context, we formulated “Green Policy 2020,” a medium-term environmental vision that will see the Fujitsu Group do its part to make a prosperous society that generates low carbon emissions a reality. Designed to dovetail with the target being considered worldwide of reducing global greenhouse gas emissions to half of current levels by the year 2050, this vision will guide Group efforts to help emissions peak in 2020 as a necessary milestone in

meeting this larger goal.

Fiscal 2007 also witnessed the launch of a new Fujitsu Group initiative called “Green Policy Innovation.” By offering “Green IT” built on expertise and technologies from the Group’s own environmental activities, this initiative will help to reduce the environmental load of our customers and society. Our minimum goal is to have the Fujitsu Group assist in reducing CO₂ emissions by a cumulative 7 million tons or more by fiscal 2010.

Along with more robust initiatives to further reduce the environmental load associated with its own activities, the Fujitsu Group will work together with customers to realize a prosperous society where low carbon emissions are the norm by merging expertise from our own environmental initiatives and powerful information technology to offer solutions for protecting the Earth and our natural environment.



President, Corporate Environmental Affairs Unit
Atsuhisa Takahashi

Seeing Beyond the Next Generation...

The Fujitsu Group's Medium-Term Environmental Vision: "Green Policy 2020"

The Background of the Medium-Term environmental Vision "Green Policy 2020".

The Japanese government's "Cool Earth 50" initiative published in May, 2007, which aims to establish a low-carbon society, calls for targeting a halving of the current levels of greenhouse gas emissions by 2050. Achieving this target will require the cooperation of the whole world.

However, the further economic development predicted primarily for the newly industrializing nations makes it extremely difficult to halve greenhouse gas emissions. To achieve this target will require innovative new technology, systematic reforms, and structural

changes to markets, etc., and various innovations affecting society will be essential. It is in creating these innovations that the Fujitsu Group see IT playing a vital role.

For its own part, the Fujitsu Group has laid out a new medium-term environmental vision for dealing with global environmental issues in terms of the role the Group should play as a global IT leader and how it plans to carry out its role.

A Milestone on the Way to Halving Greenhouse Gas Emissions by 2050

Green Policy 2020, our medium-term environmental vision, targets the year

2020, pointing the way ahead for the role the Fujitsu Group must play over the next dozen years or so in moving towards resolution of the world's environmental issues.

The Fujitsu Group sees 2020 as a milestone in progress towards the target, now under worldwide consideration, of halving current greenhouse gas emissions by 2050, seeing it as essential that such emissions should peak by 2020, i.e., should cease to increase and then go into decline, if the 2050 target is to be met. And the Group aims to contribute to this achievement.

Green Policy 2020: Medium-Term Environmental Vision

Green Policy 2020

The Fujitsu Group will meet the challenge of creating a prosperous, low-carbon society

To support the creation of a prosperous, low-carbon society, the Fujitsu Group will leverage its technologies and know-how to inspire environmental innovation for its business and for society, in collaboration with customers and partners.

The Concepts of Green Policy 2020

- (1) The prosperous, low-carbon society that we aim to achieve will not only use little carbon, it will also take into account the contributions that biodiversity and a safe living environment make to well being.
- (2) As well as reducing the environmental load that our own company imposes, the mainstays of our contributions to customers and society will be the reformation of the Fujitsu Group itself and the provision of information technology and the creation of IT solutions, contributing environmental innovations not confined to the Group but extending to the world beyond it. We will seek to maximize the volume of such contributions.
- (3) We also aim to collaborate with our customers and partners, and indeed with all the various influential bodies that have a stake in international society, in making the industrial and other contributions needed for a low-carbon society.



The Image of the Prosperous, Low-Carbon Society that Fujitsu Seeks

Society as a whole, if it shares the common target of low carbon usage, will require all of its constituent bodies —government, enterprises, and citizens— to work together towards that target. And the application of IT, by bringing innovations to social systems, corporate activities, lifestyles, etc., in many areas of life, will achieve a society that combines prosperity with low carbon usage.

For example, innovative energy technologies will support the effective use of renewable energy, and the more efficient use of energy in buildings, homes, and in transportation, etc., and as their use spreads they will support the low-carbon society.

Also, rendering various kinds of environmental information visible and facilitating access to it by ordinary citizens will enhance their awareness of environmental issues and encourage

them to select products and services that impose lower environmental load.

Then again, the adoption of advanced IT by enterprises will enable control of information on environmental performance throughout the entire supply chain, reducing the overall environmental load of their corporate activities and encouraging them to concentrate efforts on developing products and services that impose lower load.

What is more, by adopting a widening variety of working styles, including teleworking, the environmental load of moving people and things will be

reduced and the ordinary citizen will be able to enjoy a lifestyle enriched by closer involvement with family and the local community and with more opportunities to come into contact with nature.

The IT support of society has been thoroughly greened. As well as developing and spreading the use of IT equipment that provides superior miniaturization, low energy consumption and recyclability, network integration is ensuring the most effective use of IT resources, lowering the load on the environment, and providing a wide range of increased values to society.

Reducing Environmental Load by Improving the Efficiency of the Entire Supply Chain
IT can optimize the entire supply chain, from receipt of order through production, transportation and sales, improving the use and movements of products.



Changing Working Styles
Higher network speeds and virtualization technology offer communications via TV conferences, etc., with a high sense of immediacy and “presence.”



HEMS/BEMS Boost Energy Efficiency
Home energy management systems (HEMS) and buildings energy management systems (BEMS) use sensors to detect the presence and movement of people, and to optimize control of energy equipment over networks.



We will provide Green IT to support customers in reducing their environmental load.

Green Policy Innovation

Concentrating on Developing and Providing Green IT

With environmental issues like that of global warming becoming increasingly serious, all enterprises are being required to engage in stronger environmental management. This is making it even more important to ensure that in advancing measures to arrest global warming the power consumption of IT equipment should be reduced along with the environmental load imposed by the use of sophisticated IT.

The Fujitsu Group, deploying a total IT business ranging from PCs, servers and other IT equipment to complete IT solutions, recognizes one of its major responsibilities to society as the development and provision of Green IT that can contribute to the reduction of its customers' environmental load. It is therefore intensifying efforts in this approach.

Supporting Customers in Reducing Their Environmental Load

In December 2007, the Fujitsu Group announced its Green Policy Innovation project to support customers in reducing their environmental load.

This project uses the environmental technology and know-how possessed by the Group to provide Green IT that reduces the environmental load imposed by customers and society, including the emission of CO₂. In promoting this project, the aim is to reduce CO₂ emissions by 7 million tons or more* over the four years from fiscal 2007 through fiscal 2010.

In the Fujitsu Group, environmental considerations are being strengthened at every stage of our business activities, from research and development, through design, manufacture, purchasing and distribution up to

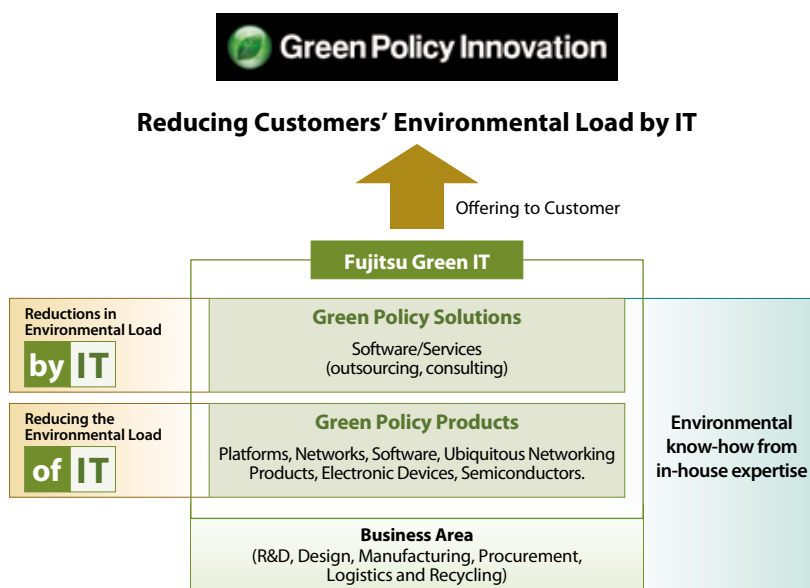
recycling when the product life cycle is over. Using the know-how acquired in these environmental activities, we will be working to develop and provide IT equipment and solutions that can contribute to lower environmental load.

In fiscal 2007, reductions of 60,000 tons of CO₂ emissions were projected from the provision of IT infrastructure, and a further 680,000 tons from IT solutions. These targets were filled on schedule.

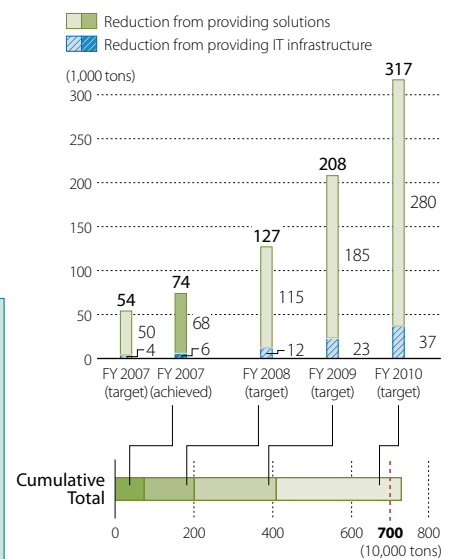
* 7 Million Tons or More

Estimated CO₂ emission reductions in Japan possible through application of proprietary methods from Fujitsu based on projected future sales levels of major platform products and specified Fujitsu products developed as environmentally friendly solutions.

Green Policy Innovation



Targets and Achievements in Reducing CO₂ Emissions by Green Policy Innovation







Reduction of at least 7m tons over 4 years.

Examples of Green IT Provided by Green Policy Innovation

Reducing the Environmental Load **of IT**

Technologies to reduce power consumption, to miniaturize, and to save space, etc., use the latest advances to pursue reductions in power consumption and size in the IT products we provide.

<p>Blade Server (PRIMERGY BX620 S4)</p>  <ul style="list-style-type: none"> • Saving space, cables • Energy saving by server consolidation <p>CO₂ emissions reduced by 26%^{*1,2}</p>	<p>Storage System (ETERNUS2000)</p>  <ul style="list-style-type: none"> • A super-green product with low energy consumption and fewer parts • Eco-mode low-power consumption operation possible <p>CO₂ emissions reduced by 40%^{*1}</p>
<p>Network Server (IPCOM EX2000)</p>  <ul style="list-style-type: none"> • A super-green product with low energy consumption • Combined functions save space <p>CO₂ emissions reduced by 57%^{*1}</p>	<p>UNIX Server (SPARC Enterprise T5220)</p>  <ul style="list-style-type: none"> • Low power consumption, saving space • Features high-performance processor with low power consumption <p>CO₂ emissions reduced by 75%^{*1}</p>

*1 The figures are the effective reduction when in use (for one year) in comparison with the previous product.

*2 A comparison of the power consumptions in use for systems with similar performance (10 rack servers and 10 server blades)

Energy-Saving Data Centers

The increasing numbers and density of servers in data centers in recent years result in major increases in power consumption (and consequent heat generation), and more power is needed to operate the air-conditioning equipment to keep them cool. Fujitsu, based on knowhow acquired in actual operation of 50 data centers throughout Japan, provides "Green Infrastructure Solution" consulting services to support the design, configuration and operation of highly energy-efficient IT facilities.





Fluid flow simulation



Applying the latest technology, including fluid simulation, the optimum arrangement of air-conditioning equipment and servers can be implemented to make energy-saving data centers and machine rooms.

Reductions in Environmental Load **by IT**

Adopting IT solutions does not just make work procedures more efficient, it also reduces the movements of materials and people and makes more efficient use of office space, in this way contributing to the lowering of environmental load. By "visualization" of the effects of the IT solutions provided in reducing environmental load, using the methodology developed by Fujitsu Laboratories, Ltd., we can provide our customers with solutions that contribute to the environment.

<p>POS System (GlobalSTORE III)</p> <p>By concentrating the servers formerly distributed among multiple stores into a single server HQ and replacing the paper previously required for journal control by electronic media, energy is saved and paperless operation achieved.</p>	 <p>CO₂ emissions reduced by 30%[*]</p>
<p>Intelligent Transport Systems (ITS) In-Vehicle Digital Tachometer Stations</p> <p>By rendering visible the data for speeds, distances, and times of delivery-vehicle operations, low consumption driving practices can be encouraged.</p>	 <p>CO₂ emissions reduced by 19%[*]</p>

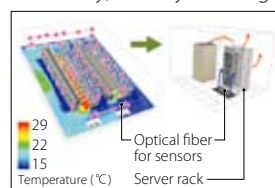
* The figures are comparative reductions to the previous figures achieved in use (for one year).

Terminal Technology

Developing the Technology to Monitor Multiple Temperatures in Real Time

Fujitsu Laboratories, Ltd., has developed a new technology, based on optical fibers, that enables accurate and real-time temperature distribution measurement in large datacenters which have multiple heat sources.

Through a single optical fiber, this technology makes it possible to measure simultaneously the temperature of over 10,000 areas in a facility, thereby enabling visibility of temperature distribution



Technology for multiple temperature measurement in real time (artist's impression)

in large datacenters. Combining this technology with an air-conditioning control system will enable fine-tune air conditioning, allowing for more energy-efficient large-scale data centers.

Special Feature ②

The Fujitsu Group: Engaging in Activities Rooted in Local Communities Around the World

Examples of Activities at Overseas Locations —Earning the Trust of International Society and Local Communities

The Fujitsu Group conducts business globally, and engages in supportive activities for local communities overseas, such as environmental protection activities, the promotion of cultural events and youth educational programs, etc. Here we introduce various Fujitsu Group activities in fiscal 2007 that sought to increase the value of the Group while contributing to international society and local communities in accordance with the newly revised Fujitsu Way.



in Europe

Fujitsu Services (UK)

Fujitsu Services Ltd. (FS) is a key company in our global business deployment and the nucleus of our European IT service business. It provides IT infrastructure services, primarily outsourcing, to customers in the United Kingdom and over 20 other countries.

FS and its group companies currently not only seek to create added value for their customers but also to discharge their corporate social responsibility (CSR), and from this perspective they select priority themes in each of the four categories Marketplace, Workplace, Community and Environment, for their activities.

WEB **Fujitsu Services' Corporate Responsibility**
<http://www.fujitsu.com/ul/about/corporateresponsibility/index/html>



Priority themes for Fujitsu Services' CSR

Corporate Summary

- **Name**
Fujitsu Services Ltd.
- **Founded**
In December 1907 as The British Tabulating Machine Company, later ICL (the name was changed to Fujitsu Services Ltd. in 2002.)
- **Head Office**
22 Baker Street, London W1U 3BW, United Kingdom.
- **CEO**
David Courtley
- **Main Lines of Business**
Management of IT infrastructure and the provision of outsourcing services for desktop, network and data-center environments.
- **Sales**
2.567 billion GBP (in fiscal 2007)
- **Employees**
23K (as of March 2008, consolidated)



A view of head office.

Voice

Corporate Responsibility is Fundamental to Our Business. Environmental Considerations and Responsibilities to Our Stakeholders are Behind Our Business Expansion.



Linda Neilson, head of corporate responsibility.

Now, when companies are required to demonstrate their corporate social responsibility (CSR), they are responsible for activities based on, and responding to, stakeholder values.

Customers want IT partners who share their values, and want to buy products and services that enhance their own reputation. Employees want to work for companies that provide a fulfilling experience in a healthy and safe environment and whose values align with theirs. Communities want companies who promote cohesion and prosperity.

At FS, corporate responsibility is fundamental to our business, based on values shared with our stakeholders—our customers, employees and local communities—and our business activities reflect our concern for the global environment.

Corporate social responsibility cannot be an afterthought; it's about responsible action now for the long term and it has to be embedded in what we do.

We are on a journey, moving from compliance to creating new value for our stakeholders that ultimately leads to greater sustainability for us all.

in Europe



Marketplace

We Require CSR from Our Suppliers

We require our suppliers to run their businesses ethically and with proper consideration for their effect on the global environment. Our key suppliers undertake an annual survey, covering everything from equitable labor conditions that embody human rights to the way the environment is managed. If the survey highlights any concerns, we work with the supplier to address them.



Workplace

We Aim to Create a Pleasant Workplace

Our range of family-friendly and other related policies helps our employees to find an appropriate work-life balance. For example, the majority of employees and their families have access to a 24-hour helpline.

Also, we have a comprehensive learning and development program that helps employees to improve their skills. This program uses an intranet website "Invest in Yourself" where employees can search the entire program, apply for suitable courses and get practical help in mapping their careers.

As a result of these approaches, FS has been recognized as a champion (effective 2006 – 2008) under the British government's "Investors in People" program.



An educational support program in South Africa.



Community

A Wide Diversity of Initiatives Contributing to Local Communities

We have organized groups in each community, encouraging volunteer and other activities serving local society. We focus particularly on the areas of education, youth and health.

For example, in the field of education, we are involved in several programs in primary schools and junior high schools. In primary schools in the UK and South Africa we help to increase basic numeracy, literacy and IT skills. We participate in mentoring in junior high schools and have hosted career and

interview technique clinics, supporting employability and life skills. Among young people, we are a patron of the Prince's Trust (headed by Prince Charles), directly supporting disadvantaged young people. Health-related items include employee participation in charity events like the London and New York marathons, raising money for many worthy causes, and donated equipment to local sports clubs.

We are also an active member of Business in the Community (BITC, an NPO), including its May Day Network of 1,000 business leaders committed to action on climate change.

Other items include donations to UNICEF and Médecins sans Frontières, and in the UK and South Africa we offer payroll giving to employees via the company intranet so they can make tax-efficient donations to charities.



Environment

Environmental Management as an IT Company

FS's environmental management system and the continuous improvements it makes will further reduce the environmental impact of our IT services.

In practical terms, we work with The Carbon Trust (set up by the U.K. government) on a company-wide carbon management program. At each of our business locations we are cutting power consumption and increasing our recycling levels. We also use video conferencing facilities to reduce the need for business trips.

We also provide IT services that lessen the impact of our customers on the environment. For example, our new data center near London operates systems on behalf of customers using only half the energy of a conventional data center, and saves up to 10,000 tones of CO₂ each year. Our take-back service for used IT equipment, which is either refurbished and returned or forwarded for further recycling, further reduces our customers' environmental impact.

Fujitsu Microelectronics Europe (Germany)

Fujitsu Microelectronics Europe GmbH (FME) has signed an agreement with Stadtwerke Langen to shift completely to "Watergreen Power" from 2008. This power is produced from 100% renewable energy that generates no carbon dioxide.

Electrical power will come from a hydroelectric plant based in Norway. While usage fees for the power supplied will be slightly higher than before, this arrangement will enable FME to cut its CO₂ emissions by 467 tons per year. This contract was also the first for Stadtwerke Langen in which the company became the supplier of only Watergreen power to a major consumer.



Ceremony commemorating the switch to Watergreen Power

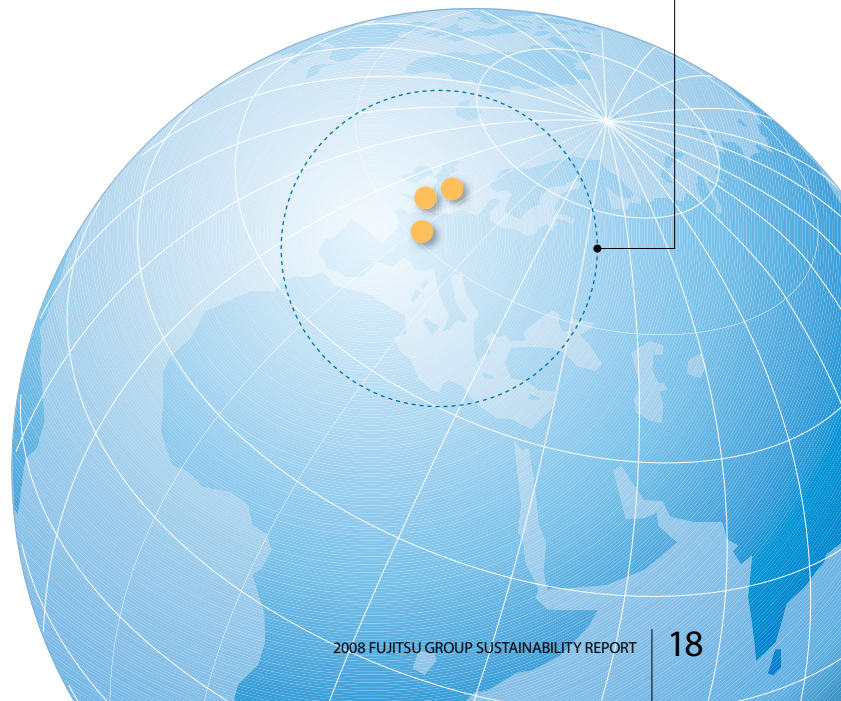
Fujitsu Laboratories of Europe (UK)

Fujitsu Laboratories of Europe Ltd. (FLE) is carrying out a variety of CSR activities.

For example, FLE continuously supports Cambridge University, such as providing scholarships to doctoral students.

FLE also, as part of creating a workplace that facilitates work, has introduced a system allowing employees who live a long distance away to work to spend from one to three days a week working at home, and is trying to establish flexible working styles.

From the environmental perspective, the people of FLE visited research laboratories and government organizations in the U.K. and France to start of new research into the environment and energy in fiscal 2007.



in America

Fujitsu Computer Products of America (USA)

Fujitsu Computer Products of America Inc. (FCPA) established the Fujitsu Technology Grant Program in May 2006. This program seeks to contribute to society by providing Fujitsu products to local communities and NPOs that lack the financial resources to purchase the latest information technologies on their own. The program chose to donate products to 39 recognized groups active in the fields of medicine, the environment, education and the arts. In fiscal 2007, FCPA completed the program by installing the donated equipment.



Presentation ceremony at the University of California, San Diego.

Fujitsu America (USA)

Fujitsu America Inc. (FAI), has been providing companies grouped in the area surrounding Sunnyvale Campus (California) since August 2007 with a data center using fuel cells as the power source, supplying about 50% of the center's air-conditioning power requirements, that is some 10% of total campus power requirements. This has reduced annual CO₂ emissions by 781 tons (the equivalent of 164 acres of forest) and annual NO_x emissions by 2.8 tons (the equivalent of 146 cars).

Fujitsu Computer Systems Corporation (USA)

Fujitsu Computer Systems Corporation made the contribution to the activities of De Anza College, Cupertino, California, such as planetarium operation and enhancement of the IT classroom environment in May 2008.

Fujitsu Americas Sales Conference

Eight companies of the Fujitsu group in North and South America held the Fujitsu Americas Sales Conference in April 2008. A drawing was held to benefit charity, contributions collected from employees and the companies were given to charitable organizations.

in Asia, Pacific

Fujitsu Systems Business (Thailand)

Fujitsu Systems Business (Thailand) Ltd. (FSBT) presented a total of 149 personal computers to ten schools in Thailand.

In Thailand, there are still many schools where classrooms do not have sufficient personal computers for instruction. The computers presented will enable the young people responsible for the future of Thailand to study IT, and they are expected to use their IT expertise to access useful information.



Presenting PCs to a local school.

Fujitsu PC Asia Pacific (Hong Kong)

To educate staff on the importance of environmental sustainability and how everyone can contribute by going green in the office, Fujitsu PC Asia Pacific Ltd. (FPCA) organised talks by NGOs in Singapore & Hong Kong. Nature walks were also organised in Singapore to raise awareness of negative impacts on our rainforests.



Nature walk in Singapore

Fujitsu Microelectronics Asia (Singapore)

Fujitsu Microelectronics Asia Pte. Ltd. (FMAL) is a corporate partner for Princess Elizabeth Primary School in Singapore as a participant in the government's Corporate and School Partnership Program. This program seeks to transfer corporate technical knowledge through the mentoring system, encourage corporations to groom young environmental leaders and initiate environmental programmes.

The school recently sponsored an eco-shopping bag logo contest, after which eco-bags emblazoned with the winning logo were sold to the students' parents. Proceeds from the eco-bag sales were donated back to the program.

The school also developed an ecologically-balanced aquarium, which only requires water refills once in two years. The company actively supported with funds and employees. In fiscal 2007, the aquarium took third place in Singapore's "Clean & Green School Environment Project," with FMAL receiving a citation from the government alongside the school as its corporate partner.



The ecologically-balanced aquarium

Fujitsu Computer Products Corporation of the Philippines

Fujitsu Computer Products Corporation of the Philippines (FCPP) has run a "3W program", where 3W means Work, Wellness, and Well-Being. This seeks to establish a healthy environment, including work, from the three aspects of the company, the individual and society.

Every Christmas, FCPP identifies one organization as the beneficiary of its Christmas gift-giving activity. FCPP employee-volunteers visit the beneficiary site to meet and exchange pleasantries with the children and the elderly and to give FCPP's presents. Past beneficiaries included street children, abandoned children, abused children as well as the elderly and the homeless.

Fujitsu Australia and Fujitsu New Zealand

Fujitsu Australia Ltd. (FAL) and Fujitsu New Zealand (FNZ) have been running a Fujitsu Community Reach program that supports employee participation in activities contributing to local communities since September 2005.

In fiscal 2007, they introduced applications of communications for remote locations at a high school in Australia's Northern Territory. They also repaired facilities for the physically challenged in the suburbs of the Australian capital, Canberra.



Repairing facilities for the physically challenged

Jiangsu Fujitsu Telecommunications Technology (China)

Jiangsu Fujitsu Telecommunications Technology Co., Ltd. (JFTT) is located in the historic city of Suzhou, not far from the Huashan Environmental Area, the site of ancient ruins. To mark its certification under ISO 14001, JFTT contributed to the activities of nature preservation and planted trees there.



JFTT employees climbing Mt.Hua to plant trees.



Corporate Governance

Pursuing sound and efficient management and strengthening our governance structure for putting the Fujitsu Way into practice.

Basic Stance

We believe that pursuing management efficiency while effectively managing business risks is essential to achieving sustainable improvement in corporate value. Recognizing that stronger corporate governance is vital to realizing this goal, we have been active in appointing outside board members to help ensure sound and transparent management. At the same time, by separating management oversight and operational execution functions, we have promoted faster decision-making while further clarifying management responsibilities. The clear separation of these functions is designed to further improve management transparency and efficiency.

We manage our Group companies based on clear distinction between 1) companies that perform an assigned function in our business; and 2) companies that pursue a synergistic relationship with us based on a shared corporate strategy.

Our Corporate Governance Framework

The Board of Directors is responsible for management oversight, supervising the business execution functions of the Management Council, an executive organ under its authority.

The Management Council deliberates upon fundamental policies and strategy regarding business management, as well as makes decisions on important matters regarding business execution. Issues discussed by the Management Council and a summary of its discussions are reported to the Board of Directors, which makes decisions on items of particular importance. In principle, the Management Council meets three times a month, but meetings may be convened whenever necessary.

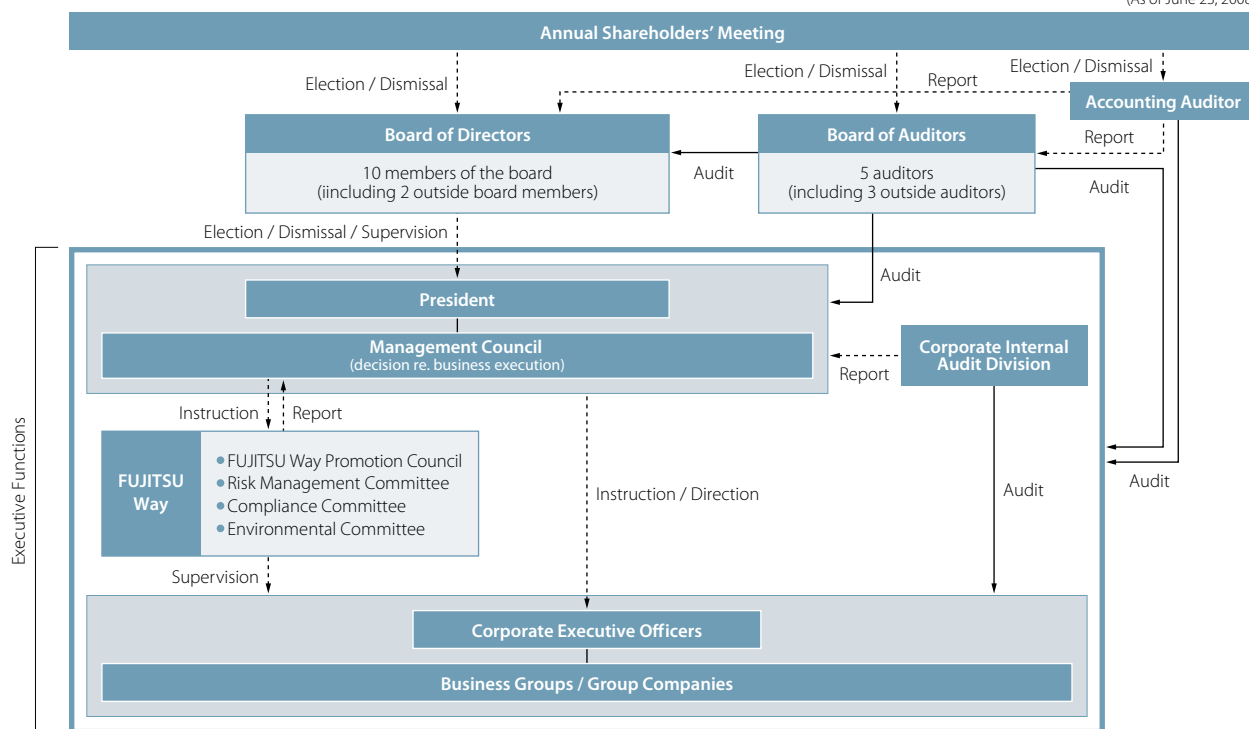
The auditing function is carried out by auditors, who review the Board of Directors as well as business execution functions and attend important meetings, including meetings of the Board of Directors as well as Management Council.

In addition, the Corporate Internal Audit Division has been established to serve as an internal audit group. This division audits the internal affairs of the company and its affiliates, proposes improvements in their business practices, and regularly reports its audit findings to the Management Council. Ernst & Young ShinNihon performs accounting audits for Fujitsu.

There is no nominating committee or compensation committee.

Corporate Governance Framework

(As of June 23, 2008)



Enhancing Corporate Governance

Basic Stance

We have established the Fujitsu Way, which consists of a Corporate Vision, Corporate Values, Principles, and Code of Conduct, that guides the Group and its employees in their daily activities.

We pursue the sound and efficient execution of our business activities by striving to accelerate the penetration and implementation of the Fujitsu Way and to promote structures and procedures to ensure that business dealings are appropriate throughout the Group.

Status of Implementation

The Company, through a resolution by the Board of Directors, has adopted the following basic stance on the framework for internal control (resolved on May 25, 2006, and revised on April 28, 2008). In terms of putting an internal control system in place a department with executive responsibility for internal control has been established. The Company is, moreover, pursuing initiatives to implement an even more robust operational execution structure by reviewing and revising its regulations and business operations.

To accelerate the penetration and implementation of the Fujitsu Way and ensure the appropriateness of business operations, four groups were established directly under the Management Council and tasked with pursuing more robust and efficient business execution: the Fujitsu Way Promotion Council, the Risk Management Committee, the Compliance Committee, and the Environmental Committee.

The functions of each are described below.

● Fujitsu Way Promotion Council

The Fujitsu Way Promotion Council promotes the inculcation and implementation of the Fujitsu Way. In addition, it has also been promoting Project EAGLE, which was launched as a company-wide activity for building an internal compliance system for effective and reliable financial reporting in compliance with the Securities and Exchange Law. By establishing a promotion organization dedicated to this endeavor, the Council has been working to extend it across the Group. Along with improving deficiencies, the goals of the project also include achieving greater efficiency through the pursuit of business process reforms across the Group.

We are taking into consideration the opinions of our accounting auditors as we build an internal control system that will ensure the validity and reliability of our financial reports.

● Risk Management Committee

This committee promotes risk management for the Fujitsu Group. By instilling awareness of risk and bringing to light risk information, including latent information, the committee continuously confirms the execution status of risk mitigation measures. It also implements policies for verifying information regarding specific instances of risk and mitigating their effects on customers and the Group as a whole. Moreover, as a preventative measure to deal with major unforeseen events, such as natural disasters, the committee promotes business continuity management (BCM), providing customers with a stable supply of the high performance, high-quality products and services that they need. It reports to the Management Council and the Board of Directors on significant matters and holds discussions with them on countermeasures, seeking thereby to disseminate information throughout the Group and strengthen the overall Group's risk management posture.

● Compliance Committee

This committee promotes adherence to social norms and corporate rules as well as the creation of corporate systems and initiatives for fostering a corporate culture of respect for norms. In conjunction with efforts to maximize compliance, a help-line system was set up as a confidential liaison point to receive reports from employees and provide guidance to them on matters of conduct.

● Environmental Committee

This committee is responsible for promoting the environmental protection activities of the Fujitsu Group, which are based on The Fujitsu Group Environmental Policy and The Fujitsu Group Environmental Protection Program.

For further details, please see the "Fujitsu Limited Corporate Governance Report."

 **Corporate Governance**
<http://www.fujitsu.com/global/about/profile/governance/>

* The Corporate Governance Report is available through a link at the foot of the corporate governance page.

Risk Management

Working to strengthen our Group-wide risk management structure, we are promoting activities aimed at preventing risks from materializing and minimizing the effects should an incident occur.

Business Risks

Listed below are a few examples of the business risks affecting the Fujitsu Group. We are aware of such risks and are making efforts to prevent them from arising, avoid potential risks altogether and immediately confront risk incidents should they occur.

- Economic and financial market trends (economic trends in key markets, high-tech market volatility)
- Changes in customers' IT investment trends
- Competitor/industry trends (price competition, competition in technology development)
- Procurement, collaborations, alliances, and technology licensing
- Public regulations, public policy, and tax matters
- Other operational risks (deficiencies or flaws in products and services, project management)
- Natural disasters and unforeseen incidents

* The above examples of risk factors are by no means exhaustive. More detailed risk-related information can be found in our financial results materials and other company reports to shareholders.

To manage potential risks, the Risk Management Committee maintains close coordination with each business group to extract, evaluate, and analyze a variety of risk-related information. At the same time, it continuously monitors the progress of risk incident prevention measures.

If an incident occurs despite these preventive measures, the Risk Management Committee receives initial reports from frontline locations. Then, in collaboration with local management, the committee takes appropriate response measures including, when necessary, setting up an ad hoc response headquarters to resolve the problem quickly. With regard to major risks, the Management Council and Board of Directors are informed as necessary, and they provide direction to each of the business groups and to the frontline management. Furthermore, with the cooperation of the lead response divisions, we work to determine the cause, deploy those results across the organization, and prevent the risk from reoccurring.

Business Continuity Planning

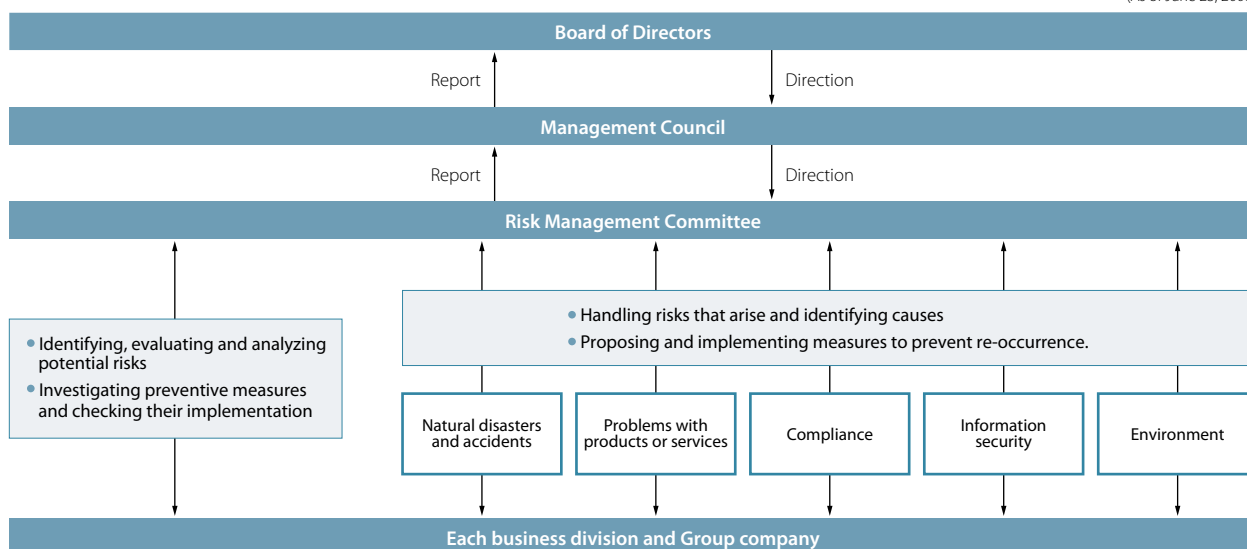
The risks of unforeseen events that threaten economic and social continuity, such as large-scale flooding, earthquakes, disruptive incidents, and accidents, have increased greatly in recent years. Currently, we are working to create business continuity plans and to firmly establish business continuity management so as to assure stable supply of the high-performance high-quality products and services our customers require in the event of such incidents.

Risk Management Structure and Risk Management Cycle

We have established a Risk Management Committee as the body to promote risk management in accordance with the Fujitsu Way. Through the activities of this committee, we are building a risk management structure focused on preventing potential risks from arising and responding to any incidents that do materialize.

Risk Management Structure and Risk Management Cycle

(As of June 23, 2008)



From 2007 our suppliers have been cooperating in improving supply chain continuity, and we have conducted a survey on each supplier's approach. Based upon our own experience, we have been holding seminars for our suppliers on how to plan for business continuity.

Group-wide Earthquake Disaster Prevention Network

We are organizing a Group-wide earthquake disaster prevention network in Japan to prepare the Fujitsu Group in the event of a major earthquake. To minimize harm to persons and property, we perform frequent disaster prevention inspections at all our domestic business locations and since 1995 have carried out annual nation-wide disaster prevention drills in conjunction with Japan's Disaster-Prevention Day.

In 2007, on the assumption that an earthquake of intensity just under six on the Japanese scale had occurred with its epicenter in Niigata City, we carried out system recovery support exercises for information systems that support our customers' core business operations. At the same time, we performed a practice of substituting locations in the performance of certain operations following the procedures of the newly drawn up business continuity plan.

Risk Management Education

To prevent incidents from occurring, and to minimize the extent and spread of damage if incidents do occur, we have put in place a systematic training curriculum to educate employees on the importance of compliance and risk management and to provide training in specific ways of dealing with risk issues. For instance, we offer code of conduct training specific to job title, including risk management seminars primarily targeting recently appointed general managers.

We also carry out educational programs in the areas of information security, environment, and natural disasters as necessary.

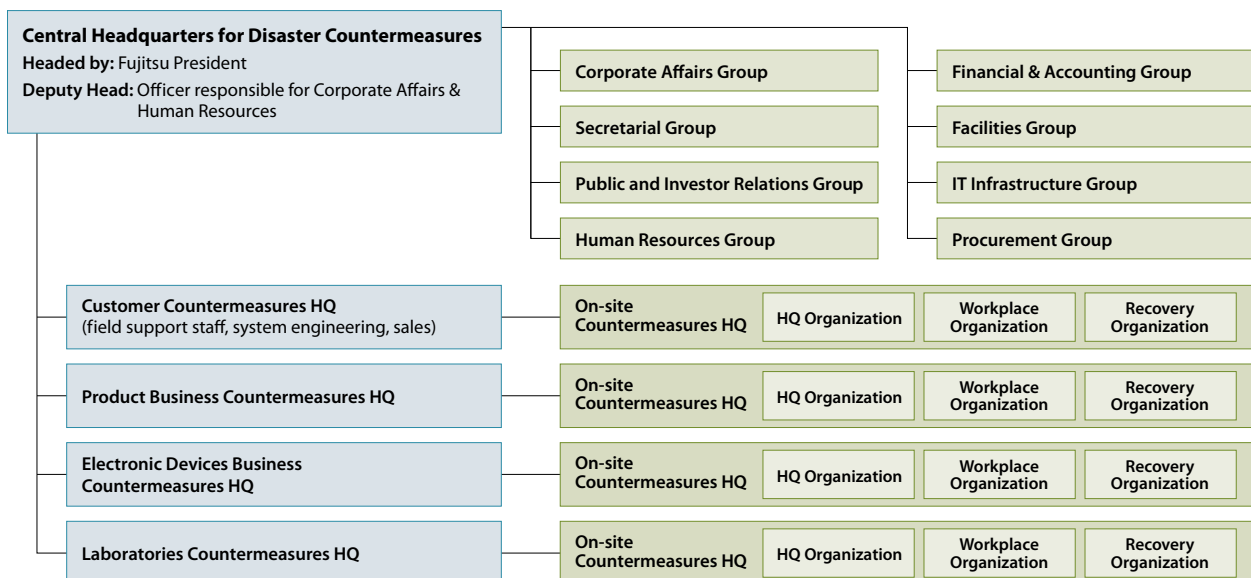
Promoting Information Security Training

The Fujitsu Group promotes information security training as part of its measures to prevent the loss or leakage of information.

Fujitsu and Group companies in Japan give face-to-face education in this field to those employees when they join the company or when they are promoted. Furthermore, e-learning education is given to all employees including officers every year.

The activities of departments implementing effective information security measures within the company are also available on the intranet, and every department is encouraged to take its own security-related initiatives.

Earthquake Disaster Prevention Network



Compliance

Ensuring thorough compliance in line with our code of conduct.

Our Basic Approach to Compliance

The Fujitsu Way, the philosophy of the Fujitsu Group, includes the Code of Conduct stipulating the basic rules that each and every employee is expected to follow in realizing our Corporate Vision.

This Code of Conduct clearly spells out the stance of the Fujitsu Group with respect to strict observance of laws, regulations and social norms, and indicates the rules and guidelines followed by everyone working in the Fujitsu Group.

Code of Conduct

April 2008

Fujitsu Group employees will abide by this Code of Conduct.

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



Code of Conduct (full statement)

<http://www.fujitsu.com/global/about/profile/philosophy/>

Compliance Promotion Structure

In 2004, we established the Compliance Committee including an independent lawyer as an outside member.

This committee is responsible for nurturing a corporate culture of strict compliance with the social norms indicated in the Code of Conduct, and for constructing the necessary systems and structures to ensure the thorough diffusion and implementation of internal company rules.

Furthermore, we carry out activities aimed at instilling an awareness of compliance in cooperation with the Rules & Compliance Division of the Legal Unit.

Operating the Helpline System

In September 2004, we established an internal helpline system at Fujitsu to handle reports from employees and provide consultation. We have been taking our efforts to promote compliance with the Code of Conduct.

The helpline is a resource for employees who, in the course of performing their duties based on the Code of Conduct, cannot decide whether a particular action is potentially in violation of the Code of Conduct or who are unable to report through normal management channels, and also for those concerned whether an action may violate laws or social norms. The helpline is available to all Group employees (including seconded, contracted, part-time or other short-term employees as well as temporary staff.)

Each of our domestic Group companies has also built and started operating similar helpline systems.

Information Security

Our Approach to Information Security (System of Related Rules)

We are working to strengthen information security based on our policy of promoting appropriate information management and use in strict compliance with internal rules and regulations. The Fujitsu Way "Code of Conduct" clearly spells out our confidentiality policy and is the foundation of our approach to information security. We have also devised seven separate rules relating to information management, "Rules for Management of Confidential Information", "Rules for Management of Personal Data", "Rules for Management of Third Parties' and Customers' Confidential Information", "Rules for Information System Security", "Rules for the Use of FUJITSU PKI*", "Rules for the Use of Personal Computers and Networks", "Rules for Handling of Intellectual Property Rights", which we are working to assure are fully observed at Fujitsu and domestic Group companies.

* Information Management Regulations for Fujitsu PKI Usage

These regulations govern the approach to personal authentication over networks and encryption.

Strengthening Information Security at the Business Group Level

To assure the strongest possible information security management, we are working to implement a company-wide information security management structure.

The Group is at work in a wide variety of industries throughout society, and is organizing business groups in order to promote individual businesses. In view of different issues that arise in the information management and security of businesses with widely different characteristics, we are building dedicated information security management systems within each business group.

In the various Fujitsu business units and in some domestic Group companies, we have acquired ISMS (Information Security Management System) certification and are working to provide the most thorough management possible of customers' and others' confidential information.

Personal Data Protection Initiatives

Previously, Fujitsu only acquired PrivacyMark certification for those business units whose business activities actually required it, but in August 2007 we acquired company-wide PrivacyMark certification.

In addition to implementing a Personal Data Protection Policy, we have strengthened our personal information management system by stipulating Rules for Management of Personal Data based on Act on the Protection of Personal Information in Japan, which came into force in April 2005. Now, however, with the acquisition of PrivacyMark certification, we intend to further strengthen our personal data protection.

Specifically, under the Rules for Management of Personal Data, each business unit is responsible for managing personal data. Also, with regard to personal information that requires particularly sensitive handling, detailed rules are prepared for each relevant project, and a manager responsible for auditing assesses the situation for observance of the rules and reports this

to the president.

Domestic Group companies are also promoting thoroughgoing management of personal information by acquiring PrivacyMark certification individually, according to their business needs.



Protecting Intellectual Property

Our Basic Approach to Intellectual Property Protection: Promoting Close Teamwork

The Code of Conduct of the Fujitsu Way explicitly states that "We protect and respect intellectual property". Fujitsu Group employees, in line with the Code of Conduct, understand that intellectual property is a critical business asset that supports corporate activities and that it gives our customers a sense of safety and trust in the Fujitsu Group as their partner, so employees are required to keep this constantly in mind as they perform their duties.

The Structure and Mission of Promotion

Our Legal Unit and Intellectual Property Unit are responsible for handling everything from general issues concerning laws and legal compliance, through company-wide strategic planning and proposals and practices for acquisition, maintenance and management of intellectual property rights; negotiation of licensing agreements; the strategic planning, proposals and promotion of standardization activities; and the investigation and acquisition of information related to Fujitsu's business and its provision to each division within the company.

For patents, we have a research subsidiary, Fujitsu Techno Research Limited, that performs prior patent searches (to check whether a patent that we intend to apply for has already been awarded to some third party) and clearance searches (to determine beforehand whether products and services we intend to provide are protected by other companies' patents).

Furthermore, within each business group, there is someone responsible for taking strategic advantage of intellectual property during research and development.

Respecting Intellectual Property

Infringing the intellectual property rights of other companies would not only directly threaten the viability of the Fujitsu Group but also cause serious difficulties for our customers. We therefore take great care to avoid this through various internal rules and procedures. Also, before releasing a new product or service, we make the greatest efforts to avoid potential infringement of other companies' intellectual property rights at every stage from early research and development until shipment, thoroughly checking for other companies' patents, aware that any product or service infringing intellectual property rights is defective.

And while we respect others' rights, we deal resolutely and swiftly with any and all infringements by other companies of Fujitsu's rights.

 **Intellectual Property Report**
<http://www.fujitsu.com/global/about/ir/library/intellectualproperty/>

With Our Customers



Our Basic Approach to Our Customers

Based on the statement of “We seek to be their valued and trusted partner.” in the Corporate Values of the Fujitsu Way, all our ideas and actions originate from a customer-centric approach to business. We aim to contribute to the success of our customers and grow together as their valued and trusted partner.

Implementing Customer-Centric Management

At the Fujitsu Group, by keeping the front lines of our customers’ operations foremost in our thoughts and actions, helping them cope with the changes they face and keeping our commitments to them, we strive to become their valued and trusted partner.

We are intensely focused on continuous quality improvement so that customers can use our products and services with confidence. We communicate with our customers on a variety of levels, starting with our sales personnel and system engineers, who are in direct contact with them. This communication allows us to stay in tune with our customers and to relay their valuable opinions and requests to upper management for further consideration.

Communicating with Our Customers

In addition to the support provided by our sales, system engineering and field support staff who work directly with customers to configure their systems, we have set up various customer service desks to improve customer satisfaction and enhance communications.

The Framework of Organizational Operation Under the Quality Assurance Program

To ensure that the Fujitsu Group’s organization is aligned in a manner that promotes customer-centric behavior, the organizational operation of each division is based upon the framework of the Japan Quality Award Program*. We are striving to create an organization in which management issues identified within this framework are investigated and then a business plan formed and properly implemented so that we can constantly be in a position to implement customer-centric innovations.

* Japan Quality Award Program

This is a framework for achieving superlative customer-centric management modeled on the U.S. Malcolm Baldrige National Quality Award, the de facto standard for global management innovation.

Initiatives to Improve Quality

Based on the statement of “We enhance the reputation of our customers and the reliability of social infrastructure.” in the Corporate Values of the Fujitsu Way, we view quality as fundamental to our business activities and are committed to continuous quality improvement.

Quality Assurance System

In developing products and solutions, we strive to assure quality by an Audit System for development processes and evaluations of the development processes and of suitability. Focusing on design reviews, we seek to deliver quality assurance in our product development and manufacturing processes by evaluating the reliability of the components and units as well as the systems themselves. In addition to working with suppliers to develop agreed-upon quality assurance criteria for purchased parts and units built into our products, we carry out joint quality assurance measures. The Quality Assurance Unit, which reports directly to the president and adopts a position independent of development, manufacturing and evaluation units, makes the final independent judgement on whether or not a product is suitable for shipping.

We are continuously working to improve these Quality Management System within the framework of ISO9001 certification acquired by each of our business locations beginning in 1992.

Improving Quality in All Our Work through Qfinity Activities

In 1966 we launched a high reliability program under the watchwords “reliability” and “creativity” primarily to improve product functions and reliability. Then, from 1977, we introduced Value Engineering (VE) activities to reduce product costs and rationalize working procedures. Building on these successes, in April 2001 we launched the “Qfinity” program with the aim of pursuing quality improvement activities suited to the new age.

Our Qfinity concept emphasizes a quality improvement model using the PDCA (plan, do, check, act) cycle that exhaustively pursues not only better product functions and reliability but also quality improvements in all phases of work, including efforts to improve customer response and delivery and reduce costs. The

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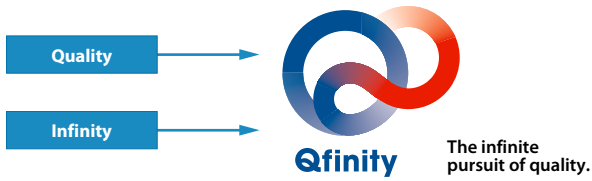
For the Environment

themes of Qfinity activities range from the major guidelines of each division to everyday issues arising in the workplace. These themes are then addressed by groups of employees who work on specific projects, and by individual employees who actively propose reforms and improvements, with all Fujitsu employees participating in principle in at least one of these ways.

We also aim to make thorough use of IT in our Qfinity activities. Using the web-based Qfinity information system on our intranet, all Qfinity information can be shared, enabling information on the objectives and process benchmarking, the technologies, know-how and other expertise to be used effectively. In addition, the Group promotes sharing the successes achieved by Qfinity activities, actively spreading information through the Qfinity system, and holding a company-wide Qfinity conference every year at which examples of Qfinity activities are announced.

We went on to establish "striving to be number 1 in quality in products, services, and customer response" as a critical goal from the second half of 2004, and to achieve that goal, we have been moving forward with Qfinity activities in which both customer-centric and Toyota Production System* (TPS) concepts have been adopted.

Qfinity Company-Wide Quality Improvement Activity

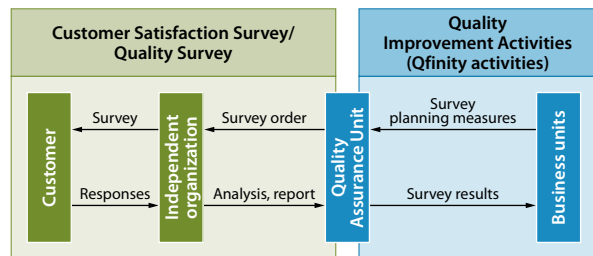


Qfinity is Our Quality Improvement Model	Thorough use of IT in our Qfinity activities
<ol style="list-style-type: none"> 1. We exhaustively pursue Quality improvement in all phases of work by using PDCA (plan, do, check, act) cycle. 2. Everything is improved from the emphasis measure problem to the mundane task. 3. The project activity by the group of each theme and a reform individual and suggestions for improvement are assumed to be both circles and the activity is promoted. 4. All Fujitsu employees participate in these improvement activities. 	<ol style="list-style-type: none"> 1. Information on activities is shared through the Qfinity system. 2. Objectives and processes are benchmarked. 3. The technologies and know-how are accumulated and shared with the all group companies. 4. Using the web-based Qfinity information system, all employees share the result of the Qfinity activities. 5. The annual company-wide conference stimulates activities by announcing outstanding initiatives and presenting awards.

We are now seeking to spread the thinking behind Qfinity activities throughout the entire Fujitsu Group. The products shipped and services provided after passing through these processes, and through tests of product quality and customer satisfaction performed by independent organizations, with the results fed back to the production departments, represent our unceasing efforts to improve quality.

* The TPS philosophy is not just about production methods for manufacturing sites, but rather, it is a practical mechanism and approach for various types of improvement, as well as an approach to management reform.

Quality Improvement Efforts through Qfinity Activities



Our Approach to the Electrical Appliance and Material Safety Law for Lithium-Ion Batteries

In recent years, there have been unforeseen accidents caused by rechargeable batteries. In particular, growing numbers of the lithium-ion batteries used to power notebook computers, mobile phones, and other portable electronic devices have caused accidents, emitting smoke or catching fire.

In order to guard against such accidents caused by rechargeable batteries, and to prevent their reoccurrence, in November 2007 the Electrical Appliance and Material Safety Law was revised and will go into force one year later, on 20 November 2008. After this change in the law, new engineering standards will apply to lithium-ion batteries, with various obligations imposed on companies engaged in their manufacture, import and sales.

Fujitsu manufactures and sells portable electronic devices that use lithium-ion batteries. We have therefore revised our internal standards, provided collective education, and held quality assurance meetings through which we have thoroughly circulated the information on the proper actions to be taken in dealing with lithium-ion batteries in conformity with the revised regulations of the Electrical Appliance and Material Safety Law, and are in full compliance with them. Our customers can therefore feel secure in using the batteries we provide.

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Promoting Universal Design

We believe that universal design is a corporate social responsibility and are actively putting it into practice. We aim to use the products and services in which we have incorporated these principles to increase user satisfaction and contribute to further advances in our customers' businesses.

Contributing to Customers' Businesses with Universal Design

Information technology is an indispensable part of business and our everyday lives, and it is being used in a variety of ways. As IT gathers momentum and becomes more interwoven with our social fabric, so too have its users become more diverse.

One Fujitsu Group goal is to make IT accessible to everyone. To make even more progress in "human-centered design," which takes human characteristics into account so that even more people can make use of IT safely, securely, and efficiently, we actively espouse the following four principles of universal design.

- **Complement the Five Senses**

We equip our products and services with various operating methods so as not to restrict accessibility for users whose vision, hearing or other sensory functions may be impaired.

- **Consider Physical Capabilities**

The dimensions, setup and operability of our products are all designed to flexibly accommodate users of all different statures and physical capabilities, including those in wheelchairs, and to minimize physical stress and fatigue.

- **Consider Cultural and Individual Sensitivities**

We provide readily understood information in an attempt to avoid misunderstandings and incomprehensibility brought about by disparities in user experience, culture and language.

- **Maximize Usability**

We design interfaces with outstanding usability to enhance user safety, security, efficacy, efficiency and satisfaction.

 **Fujitsu Design Policy**
<http://www.fujitsu.com/global/accessibility/policy/>

Pursuing Universal Design Solutions for Optimal Workplaces

To ensure that as many people as possible can participate in an IT-oriented society, the Fujitsu Group is taking the first step towards implementing universal design by not only researching human characteristics but also applying IT in order to understand the workplace requirements for universal design.

Specifically, we consider not just the IT systems but the workplaces where they are used and the modes of communication (work styles) of those who will be using them—their awareness, the space they need, the environmental burdens, etc. Fujitsu Group survey methodology illuminates all the issues affecting the workplace, and aims at providing our customers with the most effective solutions from the point of view of universal design. We see this as the way to make an IT-oriented society in which all can participate.

Examples of Fujitsu Group Universal Design

To create an IT-oriented society in which all can participate, we seek to provide products and services that are easy for the maximum possible number of people to use.



Self Check-Out System

Simple operation supports everyone in the family, including children, in enjoyable shopping.



Raku-Raku PHONE PREMIUM (an easy-to-use mobile)

This mobile phone makes it even easier to use the latest functions, such as digital TV or payment services.



Fujitsu Accessibility Assistant

This tool, intended to make the Internet accessible to the most people, has been downloaded a total of 200,000 times. It won a universal design award in 2008.

 **Universal design award 08**
http://www.ifdesign.de/projects_udaward_index_e

Global Deployment of “PalmSecure” Palm Vein Biometric Authentication System



In 2004, Fujitsu Limited commercialized a biometric authentication system that identifies individuals based on their palm vein patterns. Since then, under the brand name “PalmSecure,” Fujitsu has provided the technology to financial institutions and a wide array of other businesses and organizations for PC login, physical access control, attendance management and other applications. Global shipments of PalmSecure Systems began in 2006. The Fujitsu Group had sold 30,000 units in 34 countries as of September 2007.

Features of contactless palm vein biometric authentication technology

- Veins are internal to the body, making it difficult to forge an identity and thereby enabling a high level of security.
- Palm veins contain about 300 times more information than a finger, enabling highly accurate authentication.
- Palm veins are less susceptible to constriction caused by cold weather and therefore realize a high applicability rate.
- Contactless authentication is hygienic.

Global Deployment of PalmSecure Biometric Palm Vein Authentication System

in North America Carolinas Healthcare System (USA)

PalmSecure system installed in July 2007 by Fujitsu Computer Products of America, Inc. at Carolinas Healthcare Systems, a comprehensive medical services provider for North and South Carolina.

The system registers patient information and identifies the patient, in addition to providing secure access to the patient’s medical records.

Besides protecting patients from personal information theft and insurance fraud, the system also helps to ensure that patients receive appropriate medical care.

in South America Banco Bradesco S.A. (Brazil)

In July 2006, Fujitsu Do Brasil Ltda. began pilot testing of an ATM solution using PalmSecure authentication for Banco Bradesco S.A., Latin America’s largest financial institution. Based on the results, the PalmSecure authentication system was chosen because of its high rate of authentication accuracy, its relative imperviousness to external influences, and the superior hygiene enabled by contactless authentication. The system commenced operation in January 2007.

in Europe Siemens AG (Germany)

In August 2007, Fujitsu Ltd. and Siemens AG announced that they would collaborate in the field of biometric authentication by using PalmSecure authentication in Siemens’ “ID Center” biometric authentication solution.

One reason for its adoption is the fact that Authentication using the palm, which is less affected by the constriction of blood vessels in cold weather, is also well-suited for colder regions of Europe.

in Asia China Electronic Commerce Association (China)

In March 2008, Fujitsu (China) Co., Ltd. proposed a PalmSecure authentication system to the China Electronic Commerce Association (CECA. Headquarters: Beijing), a government-backed organization that rates the trustworthiness of electronic transactions carried out by Chinese companies. The very accurate authentication and simplicity of operation were highly evaluated, and the PalmSecure PC mouse equipped with a palm vein biometric sensor has been deployed. At the CECA, when collecting information on companies or reporting the results of evaluations, they previously gained system access by inputting an ID and password. The new system denies system access to anyone who has not registered beforehand, achieving very robust information security.

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Our Basic Approach to Our Employees

Based on the statement of “We respect diversity and support individual growth” in the Corporate Values of the Fujitsu Way, we respect the diversity of our employees. We also support our employees in their efforts to enhance their capabilities and develop skills through their work so they can achieve individual growth.

Respect for Human Rights

The shared principles articulated in the code of conduct of the Fujitsu Way are guidelines for each employee to use in conducting daily business operations. Prime among them is “We respect human rights”, an attitude that underpins all our corporate and individual activities. This principle informs the actions of every member of the Group.

In conjunction with these principles, we have also stipulated and published “Guidelines on Respect for Human Rights in Employment” to articulate our stance on human rights in employment.

Promoting Awareness of Human Rights

The Fujitsu Group provides ongoing education for all employees on various human rights issues, including sexual and other forms of harassment and discrimination. The purpose of this is to extend an awareness of human rights throughout the organization. We have also set up a consultation desk to address employee concerns over human rights.

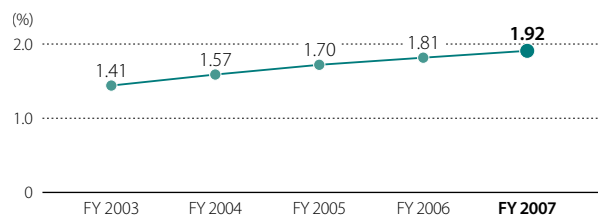
Through these activities, we are striving to foster a climate of respect and a flexible and comfortable working environment, and to educate our employees to play their part as members of society in the elimination of discrimination.

Respect for Diversity

Employment of People with Disabilities

Employees with disabilities are at work in various departments throughout the Group, such as in development, in sales and as system engineers. We create many opportunities to meet prospective employees, from our own seminars to interviews arranged by employment and job placement support agencies. We also provide an open flow of information for current and potential employees with disabilities via special pamphlets, website content and in-house seminars. With respect to workplace assignments, we try to select workplaces that will enable individuals to make the most of their abilities, and we provide long-term support and follow-up interviews to promote their further development and continuation in employment.

Trend in Percentage of Employees with Disabilities (Fujitsu Limited)



Employment of Foreign Nationals in Japan

The Fujitsu Group, including its member companies within Japan, promotes internationally minded employment practices in keeping with the globalization of our business. In Japan, we proactively employ Japanese exchange students and foreign nationals through specific activities, including recruiting events and in-house seminars for exchange students held domestically and overseas, as well as on-campus recruiting at leading universities around the world. From a global perspective, we will actively continue to employ many non-Japanese citizens.

FUJITSU Guiding Principles of Respect for Human Rights in Employment

With a view to realizing our growth and profits, respect for human rights must be an integral part of our business culture. FUJITSU is committed to creating a culture in which employees respect the dignity and worth of individuals.

To this end, FUJITSU will strive to foster respect for human rights in all the countries and regions where we operate our business while providing an environment that encourages employees to understand and realize the importance of human rights.

1. Equal Employment Opportunity and Respect for Human Rights

FUJITSU strives to provide equal employment opportunities. FUJITSU is committed to treat our employees with no illegal discrimination based on race, color, religion, creed, sex, social status, lineage, physical or mental disability, sexual orientation

and any other legally protected category that is unrelated to the legitimate interests of FUJITSU.

2. Compliance with Employment Laws and Regulations

FUJITSU adheres to the applicable laws and regulations of the countries and regions in which it operates in treating our employees.

3. Prohibition of Forced Labor / Child Labor

FUJITSU will not use any form of forced or compulsory labor. FUJITSU will not use child labor.

4. Work Environment

FUJITSU strives to achieve and maintain a healthy and safe work environment that motivates its employees.

As a part of this effort, FUJITSU ensures that no illegal discrimination and/or harassment are conducted in such work environment.

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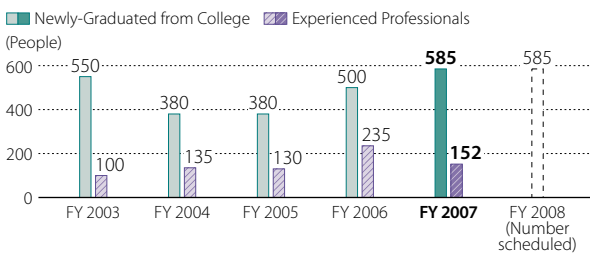
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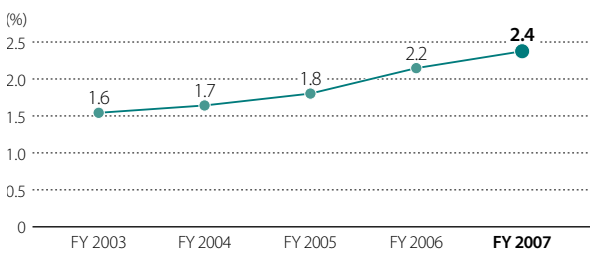
Striving to Provide Equal Opportunity in Employment and Advancement

Together with our employment policy of not discriminating by education, age, gender or other factors, once someone has entered employment we offer opportunities for promotion commensurate with performance and competence. We also are actively advancing the promotion of female employees to managerial positions as part of our equal opportunity efforts in all areas of the Group.

Transition in Number of Employees Hired (Unconsolidated)



Trend in Women Managers (Fujitsu Limited)



The J-Win Fighting-spirit prize

Fujitsu YFC Ltd. received an award from the Japan Women's Innovative Network (J-win, an NPO) for achievements in its approach to diversity and in creating the groundwork for advances in women's activities (February 2008).



The plaque for the first J-Win "Fighting-spirit" prize.

Creating Good Working Conditions

Balancing Work with Pregnancy, Child Care and Nursing Care Needs

We offer flexible working conditions and a favorable environment that makes it easier to balance a career with raising a family or providing nursing care to a family member, thereby enabling all employees to develop their abilities to the fullest. In Japan, in accordance with the Law for Measures to Support the Development of the Next Generation, we formulated our first action plan* (for the period 1 April 2005 through 31 March 2007) that was approved by the Minister of Health, Labor, and Welfare

in 2007. In addition, we provide babysitter subsidies, paid leave honoring long-term service and for volunteer and other activities,



and we have also established and are operating in-house childcare facilities at some of our business sites. Moving forward, in addition to continuing to improve workplace conditions, we will also be reviewing the ways we work and proceeding according to these plans.

Logo mark stipulated by the Minister of Health, Labor, and Welfare according to article 14, item 1 of Japan's Law for Measures to Support the Development of the Next Generation (Next Generation approval mark)

* We are currently drawing up and implementing our second action plan (for the period 1 April 2007 through 31 March 2010).

Number of Employees Using the Support System

(FY 2007, Fujitsu Limited)

(no. of people)

System	Users	Men	Women
Child care leave	173	7	166
Family care leave	9	5	4
Reduced working hours (child care)	163	3	160
Reduced working hours (family care)	0	0	0
Paternity leave	709	709	—

Trials of Teleworking (working at home)

In moving towards the support to balance work and private life, Fujitsu is striving to create better working environments and to improve productivity by reforming work practices. As a part of these activities, the company is performing company-wide trials to further spread teleworking.

Teleworking in Fujitsu

Type of Work	Definition of Workplace	Notes
Working at Home Option	Home	Undergoing trial
Satellite Office Option	Another office, not the main one. • Fujitsu or Group company office (other than the one with one's own desk)	Previously introduced
Mobile Work Option	Another place, not the main one. • At the end user, hotel or room on business trips, etc.	Previously introduced

Attitude Survey to Improve Employee Satisfaction

To grasp the motivational state of our employees and assess the vitality of activity within the organization, we take an annual survey of employee satisfaction. In fiscal 2007, we targeted about 58,000 employees and received responses from some 45,000. (This was a response rate of 77% and included some Group companies.) To move towards the achievement of an environment in which employees can exhibit their abilities to the full and work as though they themselves have a leading

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role to play, Fujitsu executives directly assess the state of the organizational units they oversee, carefully address any issues of concern, and set up and implement improvement measures. For example, they may organize all-hands information exchange forums for employees, provide opportunities for dialogue with those at the top of the organization, or interdepartmental dialogs, etc. In this way, they utilize the forms of communication best suited to the organization and strive to encourage a sense of confidence and solidarity.

Health and Safety at Work

To ensure that all Group employees have a working environment that is safe, pleasant, and secure, we carry out health and safety educational programs and training matched to particular workplace situations. Our suppliers are required to do the same.

We do not overlook the requirements of mental health, either, and proper care is taken to ensure employee well-being.

Health Management & Mental Health

In Japan, Fujitsu has established Health Promotion Centers and Health Management Offices at each business location. These are responsible for performing various health checks, providing education to increase health consciousness, offering guidance to maintain good health, as well as counseling for those in need of mental health care. To bolster support for employee health self-management, our online system allows employees to access the results of company health checkups. We also run a walking rally program to help employees prevent lifestyle-related diseases and maintain and improve their health.

As support for employees dispatched overseas or on extended business trips, we provide pre-departure education programs, health exams for accompanying family, and health guidance and consultation for both employees and their families. We also have a supply system for required materials in the event of situations requiring an emergency response, such as avian influenza.

In the mental health area, we have implemented e-learning study programs and an online tool for diagnosing one's own level of stress. In addition to in-house counseling, we have enhanced self-care options that leverage counseling provided by external organizations, and we are working to bolster care through mental health training programs for managers and other measures.

Additionally, from fiscal 2008 we intend to implement officially specified health checkups and guidance in cooperation with the insurer (Fujitsu Kenpo(Corporate Health Insurance Society)). Preparations are continuing in cooperation with a newly formed Group company, Best Life Promotion Ltd.

Human Resources Development

We consider the development of human resources and employee education as key management priorities and essential to ensure continuing growth in an era of increasingly severe changes in our operating environment. We are committed to cultivating a group workforce that is second to none.

Fujitsu University

Drawing together the collective knowledge and expertise of the Fujitsu Group, Fujitsu University was established in April 2002 to carry out world-class human resources development.

Here, closely aligning human resources strategies with the Group's business strategies, we offer employees a variety of courses aimed at:

- Training professionals who are able to provide customers with a high degree of added value;
- Fostering business leaders who can exhibit global business leadership;
- Promoting the shared values and skills of all employees—the "baseline" of the group's capabilities as a comprehensive solutions provider.

Through these efforts, we are striving to cultivate the leaders who will support the Group in the future.

Furthermore, we are enhancing the presence of the Fujitsu Group through active collaboration with universities and other external educational institutions, hosting of exchange students at the Japan-America Institute of Management Science (JAIMS), and other initiatives.

Fujitsu NetCampus

Open to all employees around the world, NetCampus is our in-house educational platform for the management of learning. Course content, applications and acceptances for enrollment, and a wide variety of learning support functions are all provided via intranet, providing strong impetus for the widespread implementation of e-learning.

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Developing Professional Personnel

Based on the system of training professionals linked to their business strategy in some business groups, we provide good training in the various skills needed to perform the work (technological training, global training, etc.) and cultivate professional personnel. Beyond this, those recognized as qualified are also offered elite training to further enhance their professionalism and there are community activities to encourage the emergence and sharing of knowledge between professionals.

The system of training professionals is not confined to the Solutions Business Group and the Products Business Group where it is currently operated. We plan to extend this system to other groups.

Education on Manufacturing Innovation

Based on the Human Resources Promotion Development Law, the Fujitsu Institute of Technology carries out accredited career training in a one-year intensive group education course that combines the basic disciplines and practical skills required by the Fujitsu Group. This training fosters basic production site operators capable of adapting to the dynamic changes occurring on the manufacturing floor.

In addition, the course is structured to provide education for each rung of the career ladder, including site foreman, and offers a well-rounded training curriculum to reinforce the organizational strength of the Group's manufacturing sites.

Fostering Business Leaders

In addition to trainings for executives (the corporate vice presidents of the Fujitsu Group Companies and the presidents of Business Units), we have sought to develop the business leaders needed for future global activities ever since October 1999, when the Global Knowledge Institute (GKI) was established. A full range of leadership and other programs, selective trainings and practical experience (using job rotation) are combined to implement systematically planned development of human



A debate at GKI.

resources. Also, for younger employees there is a system of sending outside the company, and selected candidates can participate in Japanese or overseas MBA programs.

Supporting Career Development with the "Executive Personnel Image" Standard

We set a standard with regard to the image that Fujitsu managers should project to give our employees the right idea of the direction they should pursue and skills they should acquire. This standard forms the basis for our promotion scheme. Employees can refer to this standard as a guide in their own day-by-day efforts to develop their skills and advance their careers. At the same time, the company uses the standard in providing employee education programs and a career support structure.

We provide training for managers based on this image, and distribute handbooks containing practical advice for supporting their workplace and staff in order to help them become better managers.

Promoting Flexible Allocation of Human Resources and Career Development

To respond to changes in the business environment and operational needs, we seek to optimize allocation of personnel to growth areas and elds and occupations that require even stronger staffing resources. Along with providing various types of specialized training and follow-up education, and recognizing increasingly diverse employee work-styles, we have introduced in-house recruitment and a free agent system that allows employees to choose for themselves their career direction. We also offer career development and support including career training and counseling.

In-house Transfers (FY 2007, Fujitsu Limited) (no. of people)

System	Transfers
In-house Recruitment	118
Free Agent System	63

Employee Career Development Self-Support System

This system aims to empower employees to access a wide array of career options that can provide meaning in both their work and daily lives as they venture out into a world no longer bound by age-based conventions on employment. The system assists them to make proactive career decisions and opens the way for career shifts and independent ventures well in advance of their retirement.

Retiree Re-employment Scheme

Although the official age for retirement is 60 years in Japan, we have implemented a system for re-employment of retirees in accordance with the Law Concerning Stabilization of Employment of Older Persons enacted in April 2006. We strive to provide fulfilling opportunities for all employees who wish to continue working past 60.

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Our Basic Approach to Our Shareholders and Investors

Based on the statement of "We seek to continuously increase our corporate value" in the Corporate Values of the Fujitsu Way, to raise corporate value and meet the expectations of shareholders and investors, we aim to achieve long-term sustainable growth and profit, and pursue strategic business expansion and focused management, while maintaining a sound financial standing. We also provide timely and accurate disclosure of our corporate activities and financial information, improving management transparency so that shareholders and investors can better understand how we are performing in increasing corporate value.

Basic Policy on Returns to Shareholders

Article 41 of Fujitsu Limited's Articles of Incorporation grants the Board of Directors the authority to distribute retained earnings. As part of Fujitsu's basic policy on the exercise of this authority, we believe that a portion of retained earnings should be paid to shareholders to provide a stable return, and that a portion should be retained by the company to strengthen its financial base and support new business development opportunities that will result in improved long-term performance. In addition, taking into consideration the level of profits, Fujitsu aims to increase the distribution of profits to our shareholders when the financial base is sufficiently strong enough, including through share buybacks.

In the current fiscal year ended March 31, 2008, the company recorded extraordinary losses resulting from changes to its accounting standards and a significant decline in the value of its securities holdings. On an operational basis, however, as a result of the company's improved business performance, progress has been made in developing a structure that can generate a stable level of profits. The company therefore decided to raise the year-end dividend by 2 yen to 5 yen per share, thereby increasing the annual dividend to 8 yen per share, with 3 yen paid following the interim financial results.

The company plans to continue its policy of paying dividends twice a year, based on financial results at the half-year and year-end.

 **Financial Results Announcements**
<http://www.fujitsu.com/global/about/ir/data/results/>

Basic Policy on Information Disclosure

We recognize that timely and appropriate disclosure of company information to shareholders, investors and securities analysts is the bedrock of a healthy securities market. Based on this awareness, we disclose information in accordance with the Securities and Exchange Law and with disclosure regulations for stock exchanges where Fujitsu stock is listed. Also, it is our policy to disclose information promptly, accurately and fairly whenever it may affect investment decisions, even without any regulatory obligation and when it may be adverse to Fujitsu.

Timing of Annual Shareholders' Meeting

In order to have as many as possible of our shareholders attend, we schedule our Annual Shareholders' Meeting to avoid days when many other such meetings take place in Japan. Also, in consideration of the needs of our shareholders outside Japan, English agendas for the meeting are dispatched about three weeks in advance.

Further, in addition to introducing in June 2002 a means to enable shareholders to exercise their voting rights using the Internet, from the Annual Shareholders' Meeting held in June 2006 we have been implementing an online platform for voting by institutional investors.

For shareholders unable to attend the annual meeting,



Annual Shareholders' Meeting (held in June 2008)

we relay a live video broadcast of the meeting to sites in Sapporo, Nagoya, Osaka and Fukuoka. Streaming distribution of the video broadcast is also available through our website.

Communicating with Shareholders and Investors

We are actively involved in IR activities in Japan and abroad, including holding briefing sessions for institutional investors and securities analysts, responding to individual requests from investors, visiting Japanese and international investors, and transmitting information through the Fujitsu website as part of our communications efforts.

We also disseminate press releases, providing information through the media to individual investors and the public at large as part of our efforts to ensure fair disclosure.

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A Variety of Meetings for the Investor Community

In addition to briefings on financial results, we provide a variety of presentations on management policy and specific business briefings targeted at institutional investors and securities analysts in Japan.

In these presentations, senior managers speak on various topics: the president and corporate senior executive vice presidents discuss the broad management picture; top executive officers use financial data and other materials to describe business conditions; presidents of the various business groups speak about strategy; and other corporate executive officers speak on conditions at the frontlines. Besides these presentations, we also actively hold small-scale meetings when appropriate and respond to individual requests on a one-on-one basis.

For institutional investors outside Japan, we hold road shows twice a year in Europe and North America, and local staff members also visit investors individually. In addition, we strive to provide the same level of information to parties outside Japan as to those in Japan. For example, we have a policy of simultaneously posting important press releases in English and Japanese on our website.



Annual Report 2007
(Covering the fiscal year ended March 31, 2007)

Communicating with Individual Shareholders and Investors

We prepare and send out interim and year-end financial reports for individual shareholders and investors. We promptly disclose IR materials used at analyst briefings and materials and images from the year-end presentation of results on our website, utilizing PDF files and streaming technology. In May 2006, we enhanced our website for individual shareholders and investors. This investor relations website is a centralized resource for information on the company and includes sections on Financial Information, Shareholder and Stock Information, Fujitsu Management Direction, IR Reference Library and Frequently Asked Questions. We have also placed an inquiry form on the website for two-way communication.



IR website (Japanese)

Main Results of IR Activities in Fiscal 2007

		2007 Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	2008 Jan.	Feb.	Mar.
In Japan	Annual Shareholders' Meeting				• Annual Shareholders' Meeting								
	Management direction briefing			• Management direction						• Seminars for investors outside Japan			
	Financial statement briefing		• Annual financial statement			• First-quarter figures			• Interim figures		• Third-quarter figures		
	Business briefing/ External seminar	• Semiconductor business • R&D/Intellectual assets					• Outsourcing business	• Server business • SI production reform				• New semiconductor company • Environment	
Outside Japan	Business briefing/ External seminar											• Strategy for business outside Japan	
	Road show			• Europe	• North America		• Asia			• Europe & America			• Asia

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Our Basic Approach to Our Business Partners

Based on the statement of “We build mutually beneficial relationships” in the Corporate Values of the Fujitsu Way, we seek to build close relationships with our partners, working to create long-term mutual benefit and learning from each other. As good business partners, we wish to enhance each other’s capabilities, aiming at the common goals of sustained growth and prosperity.

Promoting Socially Responsible Procurement

In our procurement activities, we pursue a policy based on harmonious coexistence with our business partners, fair and proper evaluation and selection of suppliers, and the promotion of socially responsible procurement activities. Not just in our own business activities but throughout our supply chain, we work together with our suppliers to implement procurement activities grounded in the principles of corporate social responsibility (CSR). In March 2006, we articulated a basic stance on procurement under the theme of “promoting CSR-conscious procurement,” and at the same time published new CSR Procurement Guidelines outlining for our business partners various CSR related considerations we require in order to do business.

In fiscal 2007, to further strengthen CSR procurement, we not only performed a survey of the state of CSR in our business partners in Japan but also confirmed the status of CSR in individual overseas locations, primarily those in Southeast Asia.

In fiscal 2008, aiming for a global deployment of CSR

procurement, we added a set of criteria for the status of CSR management to our system of evaluating business partners, and included sections on CSR in our basic procurement contracts, thus taking another concrete step towards CSR procurement.

 **Fujitsu Procurement Policy and CSR Procurement Guideline**
<http://www.fujitsu.com/global/about/procurement/policy/>

Collaboration with Business Partners in Procurement

Advancing Green Procurement

We have set out the basic requirements for environmentally sound procurement of parts, materials and products in the “Fujitsu Group Green Procurement Direction” and are working with our business partners on green procurement activities (see page 49).

In the Stage V Fujitsu Group Environmental Protection Program, to promote further reductions in environmental burdens, we requested cooperation from our business partners in configuring, operating and enhancing their environmental management systems (EMS). In practical terms, we held explanatory meetings urging them to raise standards and acquire third-party accreditation of their EMS and/or comply with the Fujitsu Group Environmental Management System (FJEMS).

Also, to achieve the proper control of the use of chemical substances in products throughout the entire supply chain, we asked suppliers to cooperate in applying the guidelines issued

Fujitsu CSR Procurement Guideline

1. Protection of the Global Environment

Complying with the Fujitsu Group Green Procurement Direction, we promote the establishment of environmental management systems (“EMS”), and we aim to supply products and services that involve low environmental load and do not contain hazardous substances.

2. Compliance with Laws and Regulations

We adhere to applicable laws, regulations and accepted social practices governing our local and global businesses.

3. Respect for Human Rights, Labor, Health and Safety

- We respect individuals’ human rights and do not unfairly discriminate against people based on race, color, religion, creed, sex, social status, and physical or mental disability, and we do not engage in human rights abuses such as sexual harassment. Also, we do not induce anybody to infringe such human rights.
- We establish comfortable work environments for the security and health of our employees.
- We do not use child labor or any form of forced or compulsory labor.

4. Assurance of Safety and Quality of Products and Services

We maintain high standards of safety and quality in our products and services.

5. Maintenance and Promotion of Information Security

We maintain and promote information security in order to properly protect our own information and information systems and those of third parties.

6. Fair Trade and Corporate Ethics

1. Fair Trade

We promote fair, transparent and free competition and do not engage in any illicit trade.

2. Protection of Confidential Information

We maintain and promote proper handling of confidential information, including third parties’ confidential and personal information.

3. Protection of Intellectual Property

We strive to obtain, maintain and utilize the intellectual property of others, understanding the role that intellectual property plays as an important resource to underpin organizations’ business activities.

4. Prohibition of Bribes

We do not engage in any bribery of public officials or any similar activities, or any corruption, extortion, or appropriation through the abuse of one’s position in the organization.

by JGPSSI*1 by forming a CMS*2 to strengthen control of the chemical substances contained.

***1 JGPSSI**

The Japan Green Procurement Survey Standardization Initiative.

***2 CMS**

Chemical substances Management System.

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

Promoting CSR in Collaboration with Our Business Partners

• CSR Seminars

In November 2007, Fujitsu held a meeting to brief some 180 business partners on CSR. The briefing covered the principles of Fujitsu CSR Procurement and the Fujitsu CSR Promotion Guidebook (which conforms with the JEITA Supply Chain CSR Promotion Guidebook), etc.

Simultaneously with the briefing, we carried out a questionnaire-based survey of the state of our partners' implementation of CSR. In February 2008 we gave them feedback on the results of the survey and requested them to make their own improvements.



The CSR briefing



The Fujitsu CSR Promotion Guidebook

• Promoting Information Security Measures

Recently there has been a marked increase in the number of information security incidents, such as the loss or theft of notebook PCs or storage media, or data leakage due to infected file-sharing software. We are strengthening our Group-wide internal information security measures (including measures to protect personal information) to prevent the occurrence or reoccurrence of such incidents.

In 2007, we took the following initiatives in collaboration with some of our software development, service and hardware product partners.

Particularly, we have carried out information security audits of our business partners to verify the state of their operational management of confidential information. If a major problem is discovered, and if subsequent improvements are not apparent, we review our dealings with that company and implement a cessation of new orders to that company as necessary.

- Information Security Seminars (October-December 2007)
32 seminars with approx.1,680 companies in attendance
- Questionnaires on the status of our business partners' information security measures (November 2007 to January 2008)
- Audits (on-site) of the information security measures of our business partners (April 2007 to March 2008)
A total of 200 companies

Our System for Evaluating Business Partners

In 1997, Fujitsu established its Suppliers' Performance Review (SPR). Since then, to strengthen our business partnerships, we have introduced programs to give overall assessments of some 260 of our main suppliers based on this system of evaluations and covering their quality, technology, price, supply and environmental/reliability.

Also, from fiscal 2008, in the category "environmental/reliability" we have added standards for the status of our partners' CSR.

Social Gatherings with Our Business Partners

Since 1997, Fujitsu has held social gatherings with business partners. At these gatherings, as well as presenting letters of thanks to suppliers who have made exceptional contributions, Fujitsu seeks to encourage stronger cooperation by sharing purchasing policy based on the Fujitsu business plan. The fiscal 2007 meeting was held in January 2008, attended by representatives from some 280 companies.

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With Local and International Communities



With Local and International Communities

Based on the statement of "In all our actions, we protect the environment and contribute to society" in the Corporate Values of the Fujitsu Way, we take a leading role in sustaining the well-being of society through our business activities as good corporate citizens.

We have developed deep roots in communities around the world and engage in social activities in harmony with these local communities. This includes the promotion of cultural events, sporting activities, youth educational programs and other local initiatives.

Our Approach to Social Contributions

A primary motivation for the Fujitsu Group is to live and thrive as a good global citizen in harmony with local and international communities. We aim to grow and to fulfill our responsibility to promote the sustainability of society by working for the best interests of all of our stakeholders, including customers, employees, shareholders and investors, suppliers and business partners, local and international communities, public institutions and government authorities.

As part of this policy, the Fujitsu Group engages in social contribution activities that include educational programs

for young people who will become future leaders, as well as a variety of initiatives to actively promote communications with international and local communities and environmental preservation (see page 50).

WEB See the following site for more on Fujitsu's social contribution activities.

<http://www.fujitsu.com/global/about/responsibility/community/>

Social Contribution Highlights for 2007 Japan-America Institute of Management Science

JAIMS is a non-profit educational institution set up with the full backing of Fujitsu in 1972 to provide post-graduate level education. Anticipating the increasing importance of US-Japan business relations, the institute was established based on the vision of Yoshimitsu Khora, then Fujitsu President, to foster the development of globally minded business people who could act as future bridges between the two nations. Currently, its mission is to contribute to the development of the human resources and economies of the Asia-Pacific region.

Fujitsu has continued to provide financial assistance for operating funds, setting up a dedicated support organization within the company which functions as the Japan branch of JAIMS. This branch is active in the advertising and publicity for

Social Contribution Activities in Fiscal 2007

Promoting Learning & Education and International Exchange

- Management of the Japan-America Institute of Management Science (JAIMS)
- Management of the Foundation for International Information Processing Education (FINIPED)
- Support for the Mathematical Olympiad Foundation of Japan & The Japanese Committee for the International Olympiad in Informatics
- Sponsorship of the Fujitsu Asia Pacific Scholarship Program
- Fujitsu Kid's Site (Japanese website)

Cultural & Artistic Activities

- Sponsorship of the Fujitsu Concert Series
- Sponsorship of the Concord Jazz Festival
- Hosting of the 15th Fujitsu Cup Masters Tournament (the only senior level *Shogi* tournament of its kind)
- Hosting of the 20th World Go Championship Fujitsu Cup
- Sponsorship of the Fujitsu Ladies Golf Tournament
- Support for the Kawasaki Frontale Professional Soccer Team

Company Sports

- Track and field
- American football
- Women's basketball

Local Activities

- Kawasaki Plant Spring Festival
- Numazu Plant Tea-Picking Festival
- Fujitsu Solution Square *Kusunoki* Festival

Disaster Relief Support

- Disaster relief support for the Niigata Prefecture Chuetsu offshore earthquake (Japan, July 2007)
- Disaster relief support for the areas of Toyama Prefecture affected by high waves (Japan, February 2008)
- Disaster relief support for the Myanmar cyclone (May 2008)
- Disaster relief support for the Sichuan earthquake (China, May 2008)



Soccer coaching by Kawasaki Frontale



Primary school sports friendship classroom



Kawasaki Plant Spring Festival



Fujitsu Solution Square *Kusunoki* Festival

assisting business people engaged in overseas education to plan seminars, and in supporting the acceptance of overseas students within Japan, contributing to society through academic and educational promotion and international exchanges.

There are now about 3,000 graduates of the JAIMS program, and approximately 19,000 have attended overseas seminars, while over 22,000 have participated from 54 nations and regions. These participants are using the multicultural communication and management skills they acquired through other JAIMS programs, along with its global network of contacts, in countries all over the world.

In 2006, JAIMS was awarded the Japanese Foreign Minister's Commendation for that year in recognition of contributions to international exchange extending for more than three decades.



The entrance to JAIMS

WEB The Japan-America Institute of Management Science
<http://www.jaims.org/>

Running the Fujitsu Scholarship Program

In 1985, the 50th anniversary of Fujitsu's foundation was celebrated by establishing the Fujitsu Scholarship Program. Initially, it was intended to fund scholars who would study Japanese management at JAIMS, but since 1996 its range of application has been extended to embrace other academic programs, and it now provides the opportunity for businesspersons from the Asia-Pacific region to study JAIMS intercultural management programs. The scholarships now extend to 18 nations, and a total of 331 students have received awards.

Of the many who apply each year, the successful applicants have, in addition to English language skills, good academic records and working experience, the intention to contribute to the advance of their home country. The Fujitsu Scholarship Program is coordinated with Group business deployment in Asia-Pacific nations, contributing to society by providing education firmly rooted in international society so



Scholars at graduation ceremony

as to foster business leaders for the Asia-Pacific region, cultural exchanges, and the promotion of mutual understanding.

WEB Fujitsu Scholarship
<http://www.fujitsu.com/scholarship/>

Support for the Mathematical Olympics & Olympiad in Informatics

Fujitsu supports the Mathematical Olympiad Foundation of Japan and the Japanese committee for the International Olympiad in Informatics (a designated NPO) to discover and foster valuable human resources expected to play leading roles in the future development of society.

The Mathematical Olympiad Foundation of Japan was established in 1991 in order to discover gifted mathematicians for selection and entry as national representatives in the International Mathematical Olympiad (IMO), to further develop their skills, and to help improve and promote mathematical education from an international perspective. Fujitsu provided the basic funds for the establishment of the Foundation together with two other companies and one individual, and presents supplementary prizes to the top performers at the Japan Junior Mathematical Olympiad and the Japan Mathematical Olympiad from which national representatives for the IMO are selected.

The Japanese committee for the International Olympiad in Informatics was established in 2005 to train human resources in support of Japan's mathematical information science sector. It provides participants and cooperation for the International Olympiad in Informatics (IOI), a programming contest that targets junior and senior high school students. As a supporting member, Fujitsu provides assistance in the committee's operation, and present supplementary prizes to the top performers at the Japanese Olympiad in Informatics from which national representatives for the IOI are selected,



The award ceremony for the Seventh Japanese Olympiad in Informatics

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Activities Contributing to Local Society

The Fujitsu Group, as one of its site activities under the Environmental Management System (EMS), promotes contributions to local communities at every department, branch, factory and office throughout Japan. In fiscal 2007, some 770 projects—mostly cleaning-up activities—were carried out to strengthen cooperation with the local community.

For example, at the Kawasaki Plant, a wide variety of volunteer activities are performed that contribute to the community. Specifically, these range from cleaning-up activities in the area around the plant to planting flowerbeds along the plant perimeter in spring and autumn. Recently, when dragonfly nymphs were found to be inhabiting a local swimming pool, they were saved and released in a large pond within the plant site. This nymph rescue campaign is now a regular fixture on the calendar, and is performed with the help of local primary school children.



Planting flowerbeds

These and similar activities are performed during lunch time, and more staff are participating as more of these events take place. In fiscal 2007 the cumulative total exceeded 1,000 staff members.

Preserving the Natural Environment

Forests help to alleviate natural disasters like droughts and floods and they are the place where wild animals and plants live and grow. They also are effective in absorbing the CO₂ that causes global warming.

As part of its activities to preserve the natural environment, the Fujitsu Group participates in forestry preservation, and 50 Group employees participated in the Fujitsu Nasu Factory Natural Reforestation Activities, (part of a Tochigi Prefecture cooperative



Employees who volunteered to participate in natural forest replanting

initiative to promote reforestation to secure water resources) planting 150 seedlings of several different species of native tree.

At Fujitsu Chubu Systems, Ltd., they worked with the forestry union of Odai Town (formerly Miyagawa Village) in replanting to undo the damage caused by Typhoon No.21 and the resulting landslides in 2004. Employees and their family members, 117 in all, planted 282 seedlings of 34 different species.

The Fujitsu Kids' Project

At a time when children are said to be turning away from science and mathematics, the Fujitsu Group started the Fujitsu Kids' Project in 2007, seeing its corporate mission as raising up a new generation. The approach is to convey to the next generation the joys of making things and the wonders of technology.

The Group is taking this project nationwide, with a website positioned as one of the main media for future oriented activities. Specifically, at the dedicated website, "Fujitsu Kids' Site" the contents include learning materials linked to the school curriculum that introduce the fun of making things, environmental preservation, universal design, and show how personal computers work, etc., all with many ideas to make learning an enjoyable experience for children.

The project is not confined to using the website to convey information but also, through practical activities, holds events that actually convey the pleasures of making things.

The concept behind "Fujitsu Kids' Event 2007," which was held that summer, was to get parents and children to enjoy learning together about the wonders of technology and how to make things. The program included environmental education, visits to science and technology exhibitions, and workshops for turning future dreams into present realities run in liaison with the Fujitsu Kids' Site, and soliciting participation from primary schools near and far.



The Fujitsu Kids' website

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To spread good web-page contents and to promote universal design, we made available in December 2007 a "Handbook for Creating Kids' Contents" based on the know-how we had acquired in creating the Fujitsu Kids' Site. It had been downloaded some 10,000 times within five months and has been used by many people to create high quality website contents.

This value of this approach in conveying the fun and joy of making things has been recognized by the Eco goo Award 2007 "Outstanding" Award (Kids' Section) sponsored by NTT Resonant, Inc., and the "Outstanding" Award of the 6th Consumer Education Materials Awards made by the National Institute on Consumer Education.



The ceremony for the Eco goo Award 2007 "Outstanding" Award (kids' section)

WEB Fujitsu Kids' Site
<http://jp.fujitsu.com/about/kids> (in Japanese)

Public Policy Development

Among the corporate activities involving daily social life, the widespread use of IT has given rise to the need for new regulations and new social rules, as well as new approaches to ensure appropriate and convenient use of IT.

Under these circumstances, Fujitsu is working with various stakeholders to develop policy proposals for regulatory reform, to promote global dialogues among industry members, and to contribute to a more prosperous society that people dream of.

Information Security Policy Development

Addressing such issues as a declining birthrate with an aging population, globalization of the economy and society, building a safe and secure society, and achieving economic growth through productivity improvements are major challenges for the Japanese society. As an IT industry leader, Fujitsu is actively involved in the government policy development process in seeking solutions to these important issues.

For example, in recent years, we have been facing information-related incidents, including system failures and personal information leaks in core social industries such as government, finance, telecommunications and healthcare. In these circumstances, the Japanese government has set up an Information Security Policy Committee so that government and private industry could cooperate in the proper allocation of responsibilities to appropriately deal with the issues of information security. Fujitsu's executives participate in this committee, as industry representative members, to develop information security policy, including helping to draw up the security guidelines for government bodies and critical infrastructures.

Global Industry Dialogues

Facing the demand for solutions or improvements to global environmental challenges, both government and the private sector are expected to take a lead in national and international cooperation and dialogues on how IT can contribute positively to environmental issues. Fujitsu is fulfilling its responsibility as an IT industry leader by actively taking those positive actions.

For example, in April 2008, the Global Information Infrastructure Commission (GIIC), chaired by a Fujitsu executive, held its annual meetings in Tokyo. The theme of the meeting was "The Power of Green: In the Future of ICT*, Is It Part of the Problem or the Solution?". The key representatives from private industry, governments and academia discussed environmental problems and the future IT society, and issued the Tokyo Declaration as a summary of the meetings with recommendations on how the ICT industry can contribute to improving the environment.

Other Fujitsu activities include participation in a variety of Japanese and overseas forums, proposing a better quality of life.



The Global Information Infrastructure Commission

* ICT
 Information Communication Technology.

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Environmental Activities in Fujitsu Group

Based on the “In all our actions, we protect the environment and contribute to society” statement in the Corporate Values of the Fujitsu Way, we have made environmental protection a top management priority to contribute to the creation of a sustainable environment for future generations. With clear environmental goals set for all our business areas, we conduct our business activities in a well-planned and sustainable manner.

Green Policy 21

We want every employee of the Fujitsu Group to understand the approach, which has applied since our founding, of manufacturing in harmony with nature and to put this approach into practice in their daily work. For this purpose, we have established “Green Policy 21” as a concept to guide our actions—a concept that goes beyond any mere statement of intent.

We have adopted as our slogan “We make every activity green,” and we put this idea into practice in all areas of our business. Furthermore we have established Fujitsu Group Environmental Policy to promote environmental management that reflects the uniqueness of the Fujitsu Group businesses.

WEB **Fujitsu Group Environmental Policy**
<http://www.fujitsu.com/global/about/environment/policy/>

Environmental Concept “Green Policy 21”



Medium-Term Environmental Vision: “Green Policy 2020”

Our medium-term environmental vision “Green Policy 2020” specifies the roles and directions that the Fujitsu Group should

Concepts of the Medium-Term Environmental Vision Green Policy 2020



achieve over the medium-term period through the year 2020. We aim to support the creation of a prosperous, low-carbon society by providing IT products and services (see page 11).

Stage V Fujitsu Group Environmental Protection Program

As a concrete target for strengthening environmental management in accordance with our environmental policies, The Fujitsu Group creates medium-term action plans. Fujitsu has now created the Stage V Fujitsu Group Environmental Protection Program (fiscal 2007 through fiscal 2009) and is moving forward with environmental activities according to that plan.

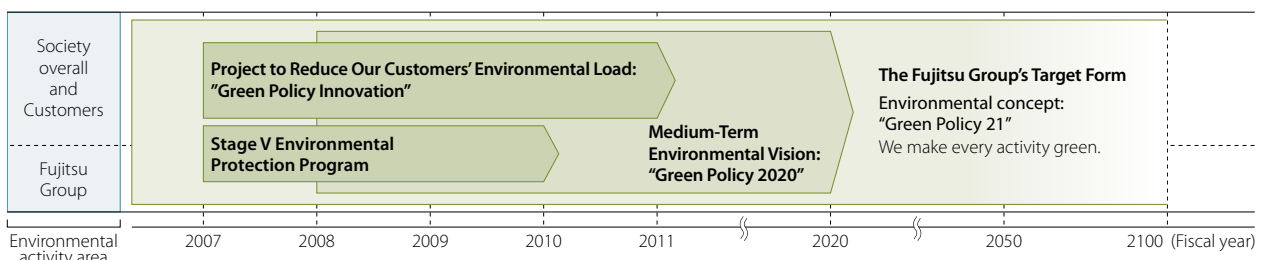
WEB **Stage V Fujitsu Group Environmental Protection Program**
<http://www.fujitsu.com/global/about/environment/program/stage5.html>

Project to Reduce Our Customers’ Environmental Load: “Green Policy Innovation”

We are working to reduce the environmental load created by our customers and society as a whole by providing green IT products that take advantage of the Fujitsu Group’s environmental technologies and know-how.

We are aiming at contributing to the reduction of a total of over 7 million tons of CO₂ emissions by our customers and society as a whole over the four years from fiscal 2007 to fiscal 2010 (see page 13).

Fujitsu Group Environmental Activities Overview



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Targets and Achievements

Establishing clear objectives that apply to all business areas of the Fujitsu Group, as well as carrying out well-planned and continuous environmental protection efforts.

Progress Status of the Stage V Fujitsu Group Environmental Protection Program

We reliably achieved targets in fiscal 2007. These included significantly exceeding our targets for increasing the number of Super Green Products, which feature industry-leading environmental aspects, increasing the number of certified

environmental solution products, and deploying activities that make environmental contributions to society.

However, due to product downsizing and other factors, we have not succeeded in meeting our goal for the amount of resource reuse from end-of-life products.

Five Priority Areas	Stage V Targets	Targets (fiscal 2007)	Performance (fiscal 2007)	Status*	Related Pages
Improving the Environmental Value of Products and Services	Increase the number of Super Green Products Targeting the Green Products being newly developed in all business units, by the end of fiscal 2009 we aim to increase to over 20% the proportion of products that are Super Green Products with top-class environmental characteristics.	Super Green Products ratio: 7%	Certified of 32 product families in the Super Green Products Achieved an 18% ratio of Super Green Products in all Green Products.	○	P51~
	Achieve an improved environmental efficiency factor By fiscal 2009 we will strive to achieve an environmental efficiency factor of "2" (i.e., twice the environmental efficiency) relative to products in fiscal 2005 for newly developed Green Products in all business units.	Factor: 1.5	Achieved a factor of 2.0 on average across the Fujitsu group newly-developed products in fiscal 2007	○	P51~
	Increase resource reuse and recycling for collected end-of-life products By the end of fiscal 2009 we aim to increase the volume of reused and recycled resources by 15% relative to fiscal 2005. Also, we will maintain the 90% resource reuse and recycling rate for collected end-of-life business-use IT products achieved in Stage IV.	Volume of reused and recycled resources: improve by 3% Resource reuse and recycling rate: 90% or higher	Volume of reused and recycled resources: about a 20% reduction Resource reuse and recycling rate: 91.8%	△	P55~
	Expand environmental solution offerings We will strive to offer Environmentally Conscious IT Solutions in all areas of our business by fiscal 2009.	Expand to 6 the number of areas where our environmental solutions have been certified or registered in the SI and outsourcing areas.	Increased the number of areas with certified or registered environmental solutions to 19 in the SI and outsourcing areas.	○	P54
Global Warming Countermeasures	Reducing CO₂ emissions from energy consumption • Global: Reduce CO ₂ emissions per unit sales to 28% below fiscal 1990 levels by the end of fiscal 2010. • Japan: Limit energy consumption-related CO ₂ emissions at our business sites to below fiscal 1990 levels by the end of fiscal 2010.	• Global: Reduce by 63 to 69% from fiscal 1990 levels • Japan: Hold down to a 14% increase over fiscal 1990 levels	• Global: Reduced by 68.4% from fiscal 1990 levels • Japan: Held down to a 10.8% increase over fiscal 1990 levels	○	P57~
	Reduce greenhouse gasses other than CO₂ We will work to reduce emissions of greenhouse gasses other than CO ₂ by 10% relative to fiscal 1995 emissions by the end of fiscal 2010.	Hold down to a 123% increase over fiscal 1995 levels	Held down to a 112% increase over fiscal 1995 levels	○	P57~
	Reduce CO₂ emissions during distribution and transport We will strive to reduce the volume of transport-related CO ₂ emissions by 30% from fiscal 2000 levels by the end of fiscal 2010.	Construction of a certification system	Certification system constructed and trial runs performed	○	P57~
	Apply Green Factory and Green Office systems We seek to achieve a two star or higher ranking* in the Green Factory or Green Office systems at all our business sites by the end of fiscal 2009. * Specific achievement level under an original Fujitsu evaluation standard	Reduce by 4% from fiscal 2000 levels	Reduced by 23% from fiscal 2000 levels	○	P57~
	Reduce VOC emissions We aim to reduce volatile organic compound (VOC) emissions by 30% relative to fiscal 2000 levels by fiscal 2009.	Hold down to a 10% increase over fiscal 2005 levels	Held down to a 2.4% increase over fiscal 2005 levels	○	P57~
	Reduce waste generation We will strive to reduce waste generation by 3% relative to 2005 levels by the end of fiscal 2009.	Reduce by 26% from fiscal 2000 levels	Reduced by 27% from fiscal 2000 levels	○	P62
Reinforcing Governance Reinforcing Risk Management Environmental Contributions to Society	Improve our environmental management system (EMS) We will strengthen environmental activities in our business by improving our globally integrated environmental management system.	• Make explicit the companies to which EMS applies and the requested level • Review the systems, frameworks, and organizations for these activities • Review the internal audit process	• Fact-finding survey of organizations of concern • Initiated environmental activities in which business divisions were the sponsor • Performed trial runs of the electronic audit system	○	P45~
	Advance green procurement activities We will strengthen environmental activities throughout our supply chain and support the activities of our business partners. • We will promote improvements in our business partners' environmental management systems, for example, encouraging them to obtain third-party certification such as ISO14001. • We will promote construction of chemical substance management systems (CMS) by our business partners.	• Operate a level II (FJEMS) or higher EMS for 60% of structural material business partners • Construct CMS systems for 60% of structural material business partners	• Operated a level II (FJEMS) or higher EMS for 72% of structural material business partners • Constructed CMS systems for 60% of structural material business partners	○	P49
	Activities for environmental contributions to society We will carry out locally attuned activities that make environmental contributions to society and in which each of our employees can play an important role.	Number of activities that make environmental contributions to society implemented • Japan: One per year at all business sites • Overseas: One every three years at all business sites	• Japan: Implemented at all sites • Overseas: Implemented at 22% of all sites	○	P50

* ○: Achieved, △: Partially achieved

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Environmental Management

We are continuously working to improve our ISO14001-based environmental management system and to promote unified environmental management of the Fujitsu Group.

EMS Implementation and Operational Status Acquisition of ISO 14001 Global Integrated Certification

We obtained integrated ISO14001 certification, which is an international EMS standard, covering our domestic consolidated subsidiaries at the end of fiscal 2004. In fiscal 2005, we expanded our EMS coverage to include certain overseas Group companies. By the end of fiscal 2007, we had acquired globally integrated ISO14001 certification covering 88 domestic Group companies and 11 overseas Group companies.

Furthermore, we have constructed and are operating an EMS based on a common foundation drawn from the Fujitsu Group environmental policies in 32 consolidated overseas non-manufacturing companies, and have thus established an environmental management system in the group as a whole.

A feature of the Fujitsu Group integrated EMS is that to respond to the globalization of our business activities the integrated EMS aims at handling and is operated for this globalization. We are aiming for continual improvements to our systematic and efficient environmental management, including lateral efforts that cut across the whole supply chain including overseas components, as well as responses to the RoHS directive and the REACH rules (see page 52).

We are also operating an integrated EMS system as part of our strengthening of corporate governance. For instance, we are aiming for strengthened group governance through, for example, achievement status reports for the Environmental Protection Program (Stage V), efforts towards compliance in each group company, handling of emergency situations, environmental communication activities, collection of environmental protection activity reports (each quarter), and implementing management reviews including for overseas operations.

Environmental Promotion Structure and its Role

In order to carry out management decisions quickly, the Fujitsu Group's EMS has been developed in accordance with our business organization, that is, our business group structure. In particular, we have constructed a matrix structure that combines both line activities that promote environmental efforts according to the characteristics of each business group and site activities that deal with common themes at each factory or business site.

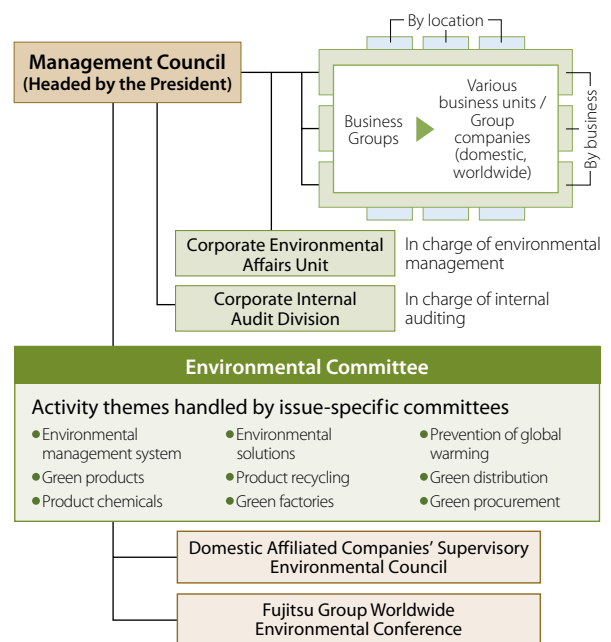
The Management Council makes decisions on EMS activities, and those decisions are transmitted to each business group. Also, an Environmental Committee is provided directly under the Management Council. In the Environmental Committee, for each environmental activity theme, an issue-specific committee, consisting of concerned parties that transcends the business group/unit organizational structure, discusses the establishment of concrete environmental action plans and improvements to the EMS. The results of the discussions in each issue-specific committee are managed and integrated by the Environmental Committee, and after feedback to the Management Council, they are reflected in the activities in each of the business groups.

To strengthen communication with Group companies, we hold meetings of the Domestic Affiliated Companies' Supervisory Environmental Council, comprising the heads of our domestic Group companies, and of the EMS Managers Council, for managers in charge of actual EMS operations. With respect to our overseas operations, we hold overseas group environmental conferences in each of our four key geographic areas, Europe, North America, Asia, and China, where we provide information on the direction of environmental activities for the Group as a whole and the results of management reviews.

We have implemented measures related to expansion of the EMS applicability range to sub-subsidiary and related companies, strengthening of environmental activities in our main business, and improving the quality of the internal audit committee based on the following goal stipulated in the Environmental Protection Program (Stage V): strengthening of environmental activities in our main business by improved quality in the global integrated EMS.

Structure for Environmental Activities

(As of June 23, 2008)



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Implementing Environmental Audits (internal audits)

To assure auditing objectivity and independence, we have implemented a Corporate Internal Audit Division, which is not affiliated with any line organization, for the Fujitsu Group internal audit.

In fiscal 2007, we implemented, from July to December, an internal audit that covered 647 Fujitsu Group domestic and overseas factories, offices, and other facilities. When performing this audit, we carefully examined both the trends pointed out by the fiscal 2006 internal audit and the results of an external audit and adopted the following four points as critical auditing items: (1) methods for setting purposes and targets, (2) procedures for extracting legal and other requirements that apply to one's own group, (3) methods for correcting nonconformance, and (4) operations management.

The result of this internal audit was a total of 589 suggestions, and of these, 79 were minor findings. There are no major findings. One trend for this fiscal year's internal audit was to aim for strengthened and more thoroughgoing corporate employee education, such as implementing seminars on environment related law, and there were fewer suggestions relating to compliance with laws than there were in fiscal 2006. In contrast, the number of suggestions related to environmental influence evaluation and environmental purposes and targets increased. We implemented support at all locations to improve these aspects.

To aim for more rational and efficient investigation, we have introduced a "document audit" starting with the fiscal 2007 internal audit. This document audit was performed for offices and business locations that generated relatively small environmental load in association with their business activities or for which no critical suggestions were made in past internal or external audits. Factories and large-scale business sites with large environmental load are excluded from this document audit. We plan to verify further the effectiveness of this document audit in the future.

Status of Environmental Compliance

While the Fujitsu Group caused no major violations of environmental law and caused no accidents that had any major impact on the environment in fiscal 2007, there were 11 events in which laws were violated or our own standards were exceeded. Four of these were wastewater related, one was soil related, four were solid waste related, one was notification related, and one was noise related. We completed resolution of all of these incidents within fiscal 2007. We ascertained the causes of these incidents during fiscal 2007, and we are working to prevent reoccurrence in fiscal 2008 by informing all group companies of measures for preventing violation of environmental laws.

Environmental Education and Enlightenment

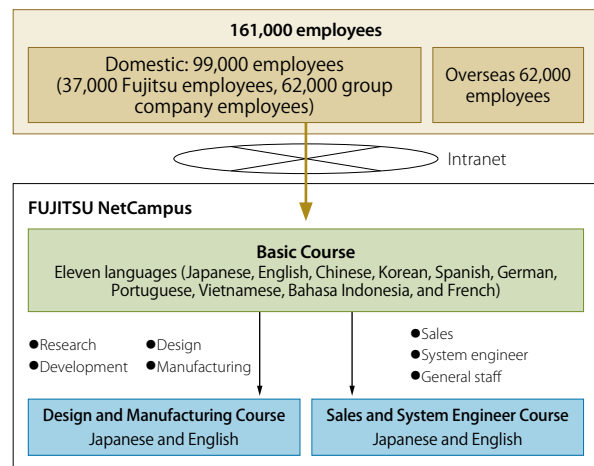
As a basis for promoting environmental activities with participation of all employees, the Fujitsu Group is implementing a wide range of environmental education and enlightenment

efforts for employees in all divisions based on the idea that improving the environmental awareness of every one of our employees is required.

Implementing Environmental e-Learning for All Groups

At the same time as promoting proactive efforts for environmental protection activities by every one of our employees in our main business, we have also implemented an "Environmental e-Learning for All Groups" program to support the implementation of environmental protection activities that conform to the ISO 14001 international standard as well as informing of, making understood, and implementing the Environmental Protection Program (Stage V). In this program, in addition to the basic course, we have also implemented a design and manufacturing course and a sales and system engineer course to make the content appropriate for our main business.

Environmental e-Learning for All Groups



Targets and Contents

- Basic Course**
 All Fujitsu Group employees (including corporate officers), both domestic and foreign
 Critical issues facing the earth, Fujitsu Group environmental efforts, what each and every employee can do at the workplace and in their homes, and other issues
- Design and Manufacturing Course**
 Research, development, design, and manufacturing employees in Japan
 Customer contributions due to environmentally conscious product design, the importance of reducing the environmental load at the manufacturing workplace, and other issues
- Sales and System Engineer Course**
 Sales staff, system engineers, and general staff in Japan
 Promotion of reductions in customers' environmental load, environmental activities in the solutions area, and other issues

Note that by implementing this education in an e-learning format, we calculate that this will have the effect of reducing CO₂ emissions by about 5,000 tons compared to earlier concentrated education formats.

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Enlightenment Activities that Use Events such as Environment Month

The Fujitsu Group implements a wide range of environmental enlightenment activities (see page 41) at each business site that make use of events such as Environment Month (which is June) sponsored by Japan's Ministry of the Environment. In addition



Screening of "An Inconvenient Truth"

to our annual environmental lectures and other events, as a new effort for fiscal 2007, we presented screenings of the environmental movie "An Inconvenient Truth." About 5,300 employees from the whole Fujitsu Group attended.

Environmental Management Information Systems

To improve the efficiency and visibility of our environmental management, the Fujitsu Group makes aggressive use of its unique environmental management tools, which take full advantage of IT.

Use of the Global Environment Database System

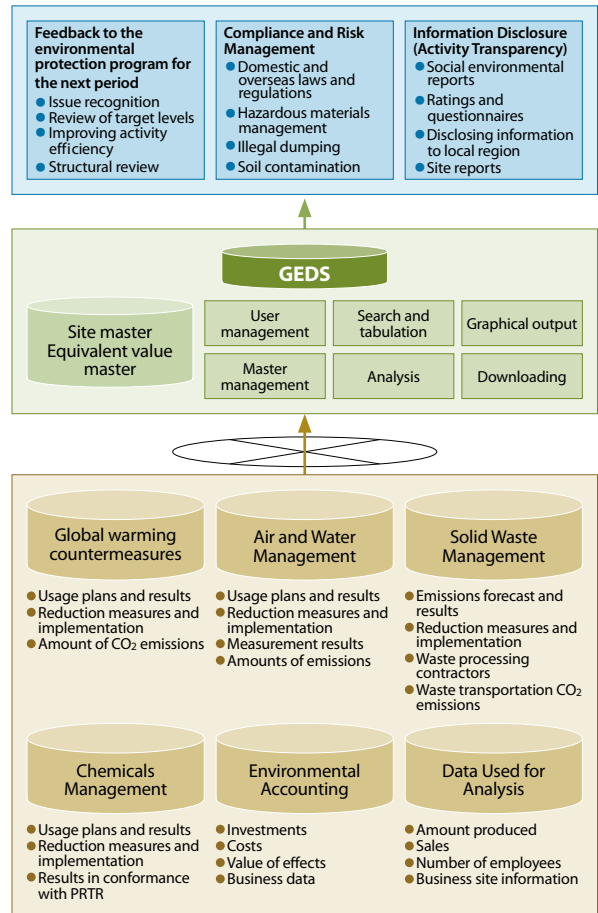
The Fujitsu Group uses the Global Environment Database System (GEDS) to collect the environmental load (performance) information for the Fujitsu Group companies and business sites worldwide and to manage plans, results, and policy information uniformly.

Use of the ISO 14001 Green Management System

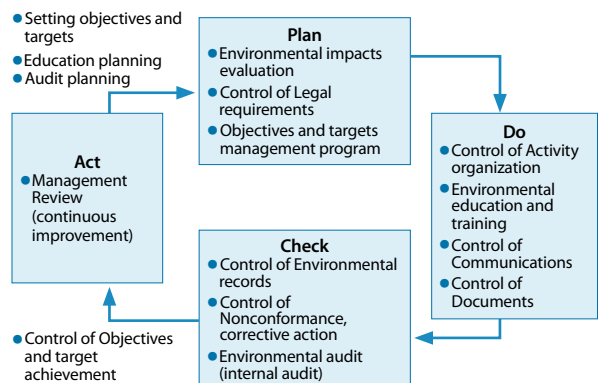
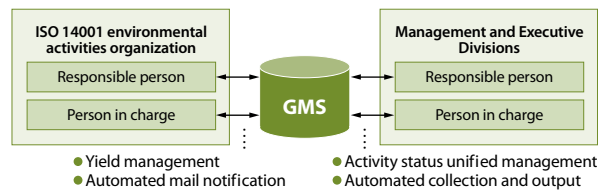
We make use of our ISO 14001 Green Management System (GMS) and perform unified management of our EMS operating conditions, including the status of improvements suggested by the environmental audit, the status of communications activities, the status of assigning objectives and targets for environmental management, and the implementation status of the environmental management program. We are achieving results in continuous improvement of activities and in risk reduction by reliably carrying out improvement measures and goal management.

Furthermore, in fiscal 2007 we introduced an environmental impacts evaluation function that is based on common group evaluation standards into this system. In future, this will provide for the efficient evaluation of factories and administrative offices.

Global Environment Database System



ISO 14001 Green Management System



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Environmental Accounting

Understanding and evaluating the costs and benefits of effective environmental protection activities helps to identify problems and share best practices across the Group.

Fiscal 2007 Results

The fiscal 2007 environmental accounting for the Fujitsu Group showed a 1.74 billion yen investment in plants and equipment, expenses of 19.43 billion yen, and an economic benefit of 31.7 billion yen.

While costs increased by 2.72 billion yen from the previous year, the majority of that was due to increases in expenses for soil and groundwater contamination countermeasures and increases in maintenance and operating costs related to energy saving equipment adopted as global warming countermeasures. We also saw a 4.2 billion yen increase compared to the previous fiscal year in economic benefits due to both a large increase following that of the previous fiscal year in the effects of resource recycling and risk avoidance benefits (estimated benefits) associated with soil and groundwater contamination countermeasures. In contrast, investment in plant and equipment fell by 1.93 billion yen.

That is, as reported in the 2007 Fujitsu Group Sustainability Report, we implemented, in a planned manner, appropriate and reliable contamination counter measures at business sites where contamination was verified, such as the soil contamination at the Suzaka plant building demolition site and the soil and groundwater contamination at the Oyama plant. As a result, our environmental remediation costs were 1.34 billion yen. Note that we calculated 0.8 billion yen as the estimated effect, using our unique calculation standard, for these soil and groundwater contamination countermeasures.

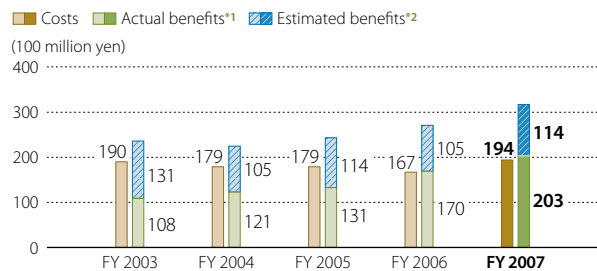
Furthermore, as a result of promoting reduce and reuse activities that aim at achieving more effective use of resources, our resource circulation costs increased by only 0.41 billion yen while the resource circulation benefit, which is the result of these activities, increased by 3.26 billion yen.

Note that of the causes for this increase in the resource circulation benefit, one that is included is an increase of 0.7 billion yen in the sales profits from unnecessary valuables by electronic device subsidiaries due to the rise in the market price of precious metals, which continued from the previous year.

Another point here is that as a significant change to the coverage of important data collected from fiscal 2007, Fujitsu Semiconductor Technology, Inc. has newly become an object of consolidated accounting and it has also been added to the scope of data collection for environmental accounting. The effect of this has been a cost of about 0.6 billion yen and an economic benefit of about 0.5 billion yen.

WEB Environmental Accounting
<http://www.fujitsu.com/global/about/environment/accounting/>

Trends in Costs and Economic Benefits



*1 Actual Benefits

These are benefits that can be directly declared in monetary amounts, like savings produced in the case of reductions in environmental conservation costs and income from the sale of unusable products.

*2 Estimated Benefits

These are benefits not directly presentable in monetary amounts but which have benefit that can be expressed in monetary terms under certain circumstances, for example, the contribution of environmental conservation activities to value added in manufacturing and savings from avoidance of business site operating losses that would arise from failure to observe environmental laws and regulations.

Environmental Accounting

Item	Main areas covered	Capital investment (100 million yen)	Costs (100 million yen)	Economic benefits (100 million yen)	Related Pages
Business area costs/benefits	Pollution prevention costs/benefits	5.8 (-11.5)	51.8 (-0.8)	82.5 (+0.6)	P60
	Global environmental conservation costs/benefits	8.2 (-1.8)	25.6 (+5.3)	25.5 (+0.5)	P58-59, 62
	Resource circulation costs/benefits	0.5 (-1.3)	38.0 (+4.1)	168.6 (+32.6)	P57, 60-61
Upstream/downstream costs/benefits	Collection, recycling, reuse, and proper disposal of products, etc.	0.4 (-2.4)	12.4 (+1.3)	6.4 (-0.6)	P49, 55-56
Administration costs/benefits	Provision and operation of environmental management systems, environmental education of employees, etc.	1.9 (+0.5)	30.0 (+1.3)	8.2 (+2.2)	P45-47
R&D costs/benefits	Research and development on products that contribute to environmental protection, etc.	0.6 (-2.5)	22.9 (+2.8)	17.8 (-1.3)	P51-53
Social activity costs	Donations to, and support for, environmental groups, etc.	0.0 (±0.0)	0.2 (±0.0)	—	P50
Environmental remediation costs/benefits	Restoration and other measures related to soil and groundwater contamination	0.0 (-0.2)	13.4 (+13.2)	8.0 (+8.0)	P61
Total		17.4 (-19.3)	194.3 (+27.2)	317.0 (+42.0)	—

- Numbers in parentheses indicate increases or decreases in comparison with the previous year.
- Due to rounding, figures in columns may not add up to the totals shown.
- See pages 63, 64 for details on the environmental performance index (environmental conservation benefits).

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Green Procurement

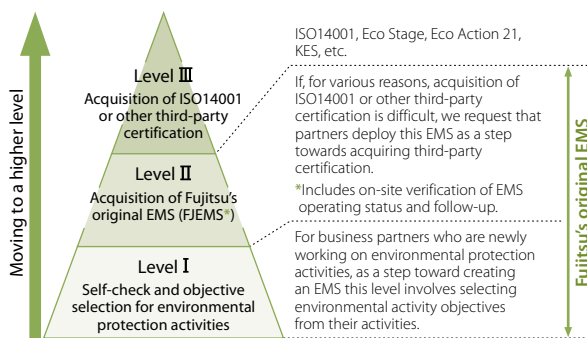
In cooperation with our business partners, we promote green procurement—from parts and materials for manufacturing through software and services—to provide our customers with products and services with superior environmental efficiency.

Our Approach to Green Procurement

In our procurement activity, we give priority to purchasing parts, materials, and products that are eco-friendly. We stipulate our basic requirements for green procurement in the Fujitsu Group Green Procurement Direction and promote green procurement activities together with our business partners.

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

EMS Construction for Green Procurement



* **FJEMS**
 Fujitsu Group Environmental Management System. The Fujitsu Group's original EMS.

Objectives of the Environmental Protection Program (Stage V)

The Fujitsu Group is engaged in the following two proactive efforts as green procurement activities in the Environmental Protection Program (Stage V).

Improving Our Business Partners' Environmental Management Systems (EMS)

In the Environmental Protection Program (Stage V), we are aiming at increasing the level of our business partners' environmental management systems (EMS). Through our EMS Level-Up Briefing Sessions, we are asking our business partners to increase the level of their EMS by Third-Party Certification Acquisition and FJEMS Construction and similar activities. This aims at promoting environmental load reduction activities by our business partners.

Note that we held six such briefing sessions at the Fujitsu Kawasaki Plant in fiscal 2007, and that a total of 656 persons from 573 companies attended.

Construction of Business Partners' Chemical Substances Management System (CMS)

In the Environmental Protection Program (Stage V), we target the construction of chemical substances management systems (CMS^{*1}) by our business partners. To achieve appropriate management of chemical substances throughout the whole supply chain, we request and support the construction of a chemical substances management system based on the

Guideline for the Management of Chemical Substance in Products issued by JGPSSI^{*2}, and promote strengthened management of chemical substances with a strong emphasis on source management.

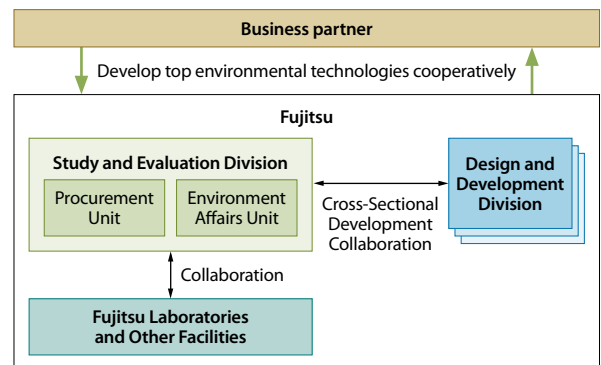
In fiscal 2007, in addition to promoting CMS construction for direct business partners (primary business partners), we are now, as a new effort, (a) requesting through our primary business partners that our secondary business partners also attend our briefing sessions, (b) providing both materials that summarize the management content required for source management as well as our original audit sheets, and (c) promoting activities for firmly establishing CMS directed at the root of the supply chain. In the future, we will continue to stress the importance of source management through briefing sessions and periodic audits, and aim at increasing the level of chemical substances management in the whole supply chain.

- *1 **CMS**
 Chemical Substances Management System
- *2 **JGPSSI**
 Japan Green Procurement Survey Standardization Initiative

Promotion of Green Policy Innovation by Strengthening Green Procurement Activities

To achieve the Green Policy Innovation (reduction of customers' environmental load by the provision of green IT, see the section starting on page 13) announced in December 2007, we are studying the following two ideas: (1) seeking for top environmental technologies and materials that our business partners possess, and (2) grasping the trends in environmental technologies and providing consistent proposals to our design and development divisions based on medium and long-term standpoints. In particular, we are studying the creation of an infrastructure for rapid adoption of superlative environmental technologies in our products by having our business partners provide "Environmental Proposal" documents (this name is provisional), studying and evaluating those proposals internally, and aiming at moving these proposals to the design and development divisions.

Infrastructure for Achieving Green Policy Innovation



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Environmental Contributions to Society

We vigorously promote activities that make environmental contributions to society and foster mutually beneficial relationships in our communities worldwide.

Our Basic Approach to Activities that Make Environmental Contributions to Society

All employees of the Fujitsu Group recognize the importance of the global environment and, to assure that the next generation inherits a beautiful planet-wide environment, contribute to their local community through activities that make environmental contributions to society based on the following three pillars: regional contributions, nature conservation, and environmental education.

In our Environmental Protection Program (Stage V), which started in fiscal 2007, we have proposed environmental social contributions as one of five critical areas, and are strengthening our activities in this area.

Conservation of Biological Diversity

At the 9th Meeting of the Conference of the Parties to the Convention on Biological Diversity held in May 2008 in Germany, Fujitsu signed the "Initiative on Business and Biodiversity", as a corporation that approves this leadership declaration. Fujitsu will continue to promote activities aimed at conserving biodiversity within its environmental management framework.

Reviving the Tropical Rainforest in Borneo, Malaysia

It is said that over 50% of the world's species live and grow in tropical rainforests. In recent years, these rainforests are being rapidly destroyed by commercial logging and other human activities. Fujitsu is working, from the standpoint of protecting biodiversity, for the revitalization of the tropical rainforest in Borneo, Malaysia, Southeast Asia, which is said to be one of the world's three largest tropical rainforests.

Since 2002, Fujitsu employees, as volunteers, have been reforesting the 150 hectares of the Fujitsu Group Malaysia Eco-Forest Park with the support of the Sabah State Forestry Development Authority and the Japan International Forestry Promotion and Cooperation Center. Until now, these volunteers have planted 37,500 seedlings of the tropical rainforests' native kinds such as Shorea.

Together with Advantest, which has been cooperating in reforestation since fiscal 2005, Fujitsu carried out a study of the state of the planted seedlings. Since the reforestation site is almost directly under the equator at 6 degrees north



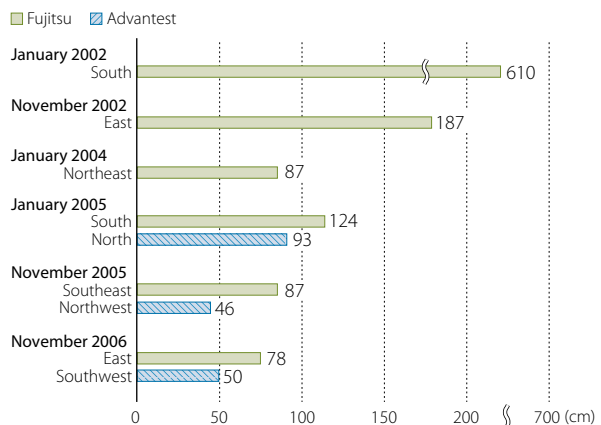
Dipterocarpaceae that have Grown to a Height of 6 Meters

latitude, we had expected that the incident sunlight would be unrelated to the direction faced by the planted slopes. However, the study discovered that, contrary to this expectation, the closer to facing south a slope was, the faster the seedlings grew. Also, in areas that were covered with grass, the survival rate of the seedlings was worse, and that there was also a tendency for growth to be slower

when there were miscellaneous trees in the area.

From these results, we realized that it was necessary to improve the amount of sunlight the seedlings received by removing grass and brush. In the future, Fujitsu will put efforts into removing grass and brush to assist in the restoration of tropical rainforests.

Seedling Growth Height and Planted Slope Direction



Creating Broadleaf Tree Forests

The Fujitsu Group is working on creating a broadleaf tree forest in the Fujitsu Group Kii Ryujin Murmuring Forest in Tanabe City, Wakayama Prefecture. This is an effort to rejuvenate the logged-out area that was previously a cedar forest and create a broadleaf tree forest.

In April, 2008, 134 Fujitsu Group employees and family members assembled at the site. The participants climbed the steep slope, dug holes with hoes, and carefully planted about 500 seedlings of quercus myrsinaefolia (a type of oak), horse chestnut, Japanese maple, prunus sargentii (a type of cherry),



Creating a Broadleaf Forest (commemorative plaque and those participating)

and Japanese zelkova. We are aiming at rejuvenating a rich and natural forest by carefully raising the seedlings we planted, including planning summer weeding and other projects.

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Eco-Friendly Products

We are accelerating the development of Green Products and Super Green Products and are working to reduce environmental load throughout the product life cycle.

Green and Super Green Product Development

The Fujitsu Group has adopted a unified Group-wide approach to eco-design for newly designed products and strives to improve environmental performance throughout the product life cycle. We have been implementing our own environmental assessments for products since 1993, and we develop eco-friendly products that reflect environmental considerations in such areas as energy saving, 3R design,* non-use of hazardous chemical substances, packaging materials, and information disclosure.

In 1998, to further strengthen development of eco-friendly products, we established Green Product Evaluation Standards and positioned the products that satisfy them as Green Products.

Then, in fiscal 2004, we combined what had previously been two separate sets of regulations—for product environmental assessment and for Green Product evaluation—into a single set of standards with even higher levels of consideration for the environment. We called these Product Environmental Green Assessment Regulations, and they have helped to both strengthen our Green Product development efforts and make them more efficient.

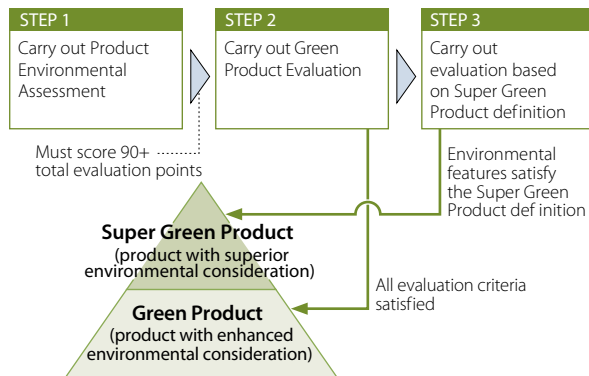
Furthermore, since fiscal 2004, we have been working on what we call “Super Green Product” development for newly developed products. Super Green Products are those that meet the required conditions for Green Products and are also top class in terms of low energy consumption and/or 3R design technology, non-use of hazardous substances, packaging materials and use of eco-friendly materials and technologies. Super Green Products are products or systems with superior environmental characteristics to others we supply or are available on the market.

In fiscal 2007, 32 product families were recognized as Super Green Products.

*** 3R design**

Design based on the principles of reduce, reuse and recycle

Mechanism for Green and Super Green Product Evaluation



Super Green Product Development Achievements (Fiscal 2007)

Fujitsu Limited (19 product families)

- Notebook PCs (5 product families):
FMV-BIBLO NX95W/D,
FMV-LIFEBOOK U8240, FMV-LIFEBOOK C8250
FMV-BIBLO MG Series (MG90Y/V, MG75Y)
FMV-LIFEBOOK S8350
- Desktop PCs (2 product families):
FMV-ESPRIMO K5250, FMV-ESPRIMO D5255
- Displays: ECO Plus Monitor VL-176SR
- PC Workstations: CELSIUS N460
- Ethernet edge system: FLASHWAVE 5740
- IP telephones: i-station-70 series
- Network servers:
IPCOM EX2000IN, redundant power supply type
- Storage, Disk arrays: ETERNUS 2000 M50/M100/M200
- Mobile phones: Raku-Raku PHONE BASIC (F883i/IV, F883iES)
- Hard disk drives (4 product families)
2.5-inch SATA drives (MHY2 BS Series, MHY2 BH Series)
2.5-inch SAS drives (MBC2 RC Series)
2.5-inch SAS drives (MBB2 RC Series)
3.5-inch SCSI/SAS drives (MBA3 Series)
- Wireless base station equipment:
W-CDMA high-density multi-band BTS equipment

Consolidated subsidiaries and affiliates (13 product families)

- Overhead reader: 3G-OHR (Fujitsu Frontech, Ltd.)
- Portable information terminal: FLEPiA (Fujitsu Frontech, Ltd.)
- Scanners (2 product families):
ScanSnap S300 (PFU Limited)
fi Series fi-6140 and fi-6240 (PFU Limited)
- High-density/low-power computer: RG1000 (PFU Limited)
- Electronic components (2 product families):
SMD Gyro Sensor (Fujitsu Media Devices, Ltd.)
Rx Module R03 Series (Fujitsu Media Devices, Ltd.)
- Thermal printers (2 product families):
FP-510 (Fujitsu Isotec, Ltd.)
FTP-6x7MCL601 (printer with low-profile cutter) (Fujitsu Component, Ltd.)
- Keyboards:
Switch Panel-less Keyboard (Fujitsu Component, Ltd.)
- Relays: JSL type relays (061RX) (Fujitsu Component, Ltd.)
- Touch panels:
0.55mm Glass Touch Panel (Fujitsu Component, Ltd.)
- ICs:
On-chip FRAM IC (IMB85RF402) for Digital TVs (Fujitsu Microelectronics, Ltd.)

Research and Development on Leading-Edge Environmental Technologies

Fujitsu and Fujitsu Laboratories, Ltd. carry out R&D on advanced environmental technologies to support the development of Green Products and Super Green Products. In addition to adopting bio-based plastics in notebook PCs for the first time in the industry, we have achieved a variety of successes, including, in September 2007, developing an efficient analysis

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procedure for determining the amount of lead included in the plating on chip components to strengthen our response to the RoHS directive.

Reducing Product Environmental Load by Using the Environmental Efficiency Factor

We carry out a Life Cycle Assessment (LCA*1) for all newly-developed products to determine the environmental load throughout the whole life cycle of the product.

In fiscal 2007, we introduced the eco-efficiency factor*2, which evaluates both increases in product value and reductions in its environmental load at the same time. We are working to not only indicate increases in environmental performance in an easy to understand manner, but also to use this evaluation in product development. This factor is calculated relative to fiscal 2005 products for newly-developed Green Products.

On average, the factor was 2.0 for the Fujitsu Group as a whole for products developed in fiscal 2007. Fujitsu will continue to work for improvements in environmental performance to maintain our eco-efficiency factor at a high level in future product development.

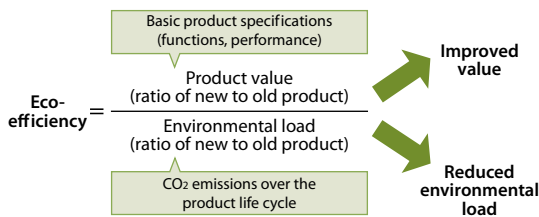
*1 LCA: Life Cycle Assessment

The LCA is calculated using a resource unit database created by Fujitsu Laboratories, Ltd. Based on input output tables.

*2 Eco-efficiency factor

A method for comparing old and new products that quantitatively grasps improvements in both product environmental load and value (functionality and performance). This is an environmental index that promotes the creations of products that can provide even higher values at even lower environmental load.

Eco-efficiency factor



Management of the Restricted chemical substances in products

In compliance with Japanese and international laws and regulations, we have specified Banned Substances and Control Substances in Products. And through our Green Procurement activities (see page 49) we are working to eliminate use of these specified substances. Fujitsu provides products that do not contain Fujitsu Group-specified Banned Substances.

At the same time as the thoroughgoing management of chemical substances in all processes from design to delivery as a response to the RoHS*1 Directive, we are also moving forward with our response to the European REACH regulation*2 in fiscal 2007. We regard the REACH obligation of information communication on the specific substances contained in products as an issue for the whole supply chain, we are participating in activities of industry associations such as JAMP*3

and JGPSSI*4, and we are studying the implementation of an efficient scheme.

We are also applying our company-internal know-how on this type of study to PLEMIA/ECODUCE, which is an Environmental Solution for the REACH Regulation support (see page 54).

*1 RoHS Directive

Restriction of the use of certain hazardous substances in electrical and electric equipment

*2 REACH Regulation

Regulation concerning the Registration, Evaluation, Authorization, and Restriction of Chemicals.

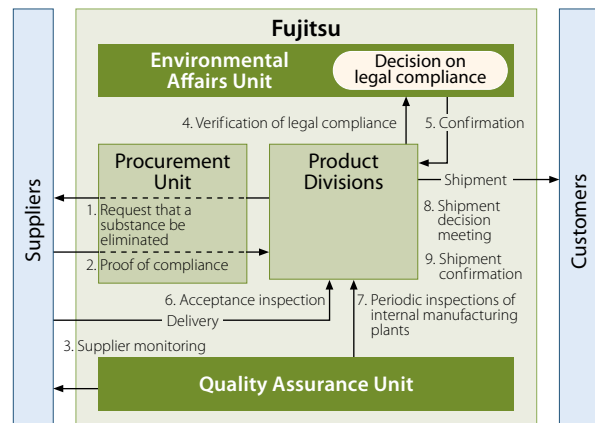
*3 JAMP

Japan Article Management Promotion Consortium

*4 JGPSSI

Japan Green Procurement Survey Standardization Initiative

Framework for RoHS Directive Compliance



* Group companies are also constructing frameworks based on the above figure.

Disclosure of Environmental Information on Products

We actively disclose environmental information on our products, both via the Internet and in the form of environmental labels.

We register notebook personal computers under the EPEAT*1 system, which encourages the purchase of green PCs and is used chiefly by US government bodies.

In Japan, environmental information on the products that are covered by green purchasing laws*2 are listed on the Ministry of the Environment's web site*3.

*1 EPEAT web site

<http://www.epeat.net/>

*2 Green purchase laws

Laws related to promoting the purchase of eco-friendly goods and products by the country or other parties.

*3 Ministry of the Environment web site

<http://www.env.go.jp/en/laws/policy/green/index.html>

Super Green Product Development Examples


Notebook PC
FMV-LIFEBOOK S8350



-  **Energy savings**
 Conforms to the new international Energy Star program standards
-  **Chemicals**
 LED backlight LCD adopted (mercury free)
-  **Eco-friendly materials**
 Bio-based plastics were adopted (VGA cover: castor oil, connector covers: polylactate)


Desktop PC
FMV ESPRIMO D5255



-  **Energy savings**
 Achieves an achievement ratio in excess of 500% relative to the target values in Japan's Energy Conservation Law. Conforms to the new international Energy Star program standards


Thermal printer FP-510



-  **3R design technology**
 Product volume has been reduced by 25% compared to earlier products (the industry's top level of miniaturization).


Display
ECO Plus Monitor (VL-176SR)



-  **Energy savings**
 Uses an operator sensor that turns off the display when the user is away from the display. The normal power consumption of 32W is reduced to 3.2W when the user is away from the display (a power savings of about 90%).


2.5-inch SAS hard disk
(MBC2 RC Series)



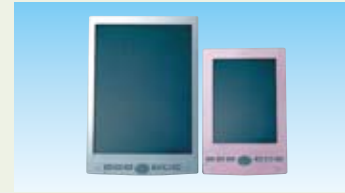
-  **Energy savings**
 These products achieve an achievement ratio in excess of 500% relative to the target values in Japan's Energy Conservation Law.



IP telephone i-station 70 Series



-  **Energy savings**
 Power consumption has been reduced by 28.9% compared to earlier products (at maximum load)



Portable information terminal
FLEPia



-  **Energy savings**
 Low-power product that uses color electronic paper as the display for the first time in the world (50 hours of operation, 3000 pages at 1 page/minute)
-  **3R design technology**
 Weight is reduced compared to competitors' products by the inclusion of batteries, a WLAN circuit, and a touch panel.



Scanner ScanSnap S300



-  **3R design technology**
 Ultra compact scanner achieves the industry's smallest size (unit volume) for an A4/ADF scanner.
-  **Energy savings**
 International Energy Star Program sleep mode power consumption of under 3.2 W (This is under 70% of the new scanner standard of 5 W, and the S300 achieves the same level in the ready state.)

Relay JSL type relay (061RX)



-  **Energy savings**
 Power consumption of under 480 mW during switching (the lowest in the 8A contact rating class)
-  **3R design technology**
 Product height of 12 mm for space savings (the lowest profile in the 8A contact rating class)

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Environmental Solutions

Developing and providing a wide variety of environmental solutions that support environmental management and reduce the environmental load.

Environmentally Conscious Solutions

In the Fujitsu Group, we quantitatively evaluate the effects of our efforts to reduce the environmental load in software and IT services (IT solution products), and develop and provide eco-friendly solutions that contribute to reductions of our customers' environmental load after the adoption of those IT solution products (see the section starting on page 13). We have certified 105 products that can be used in a wide variety of operations and business areas and provide these to our customers. In addition to this quantitative evaluation, from 2007 we have also introduced the Environmentally Conscious Solutions Registration System, which is a qualitative environmental assessment. This is not limited to earlier business areas but also targets efficiency-improving tools for corporate internal use. We have registered 60 proposals as a system that all employees can work with. We are expanding these Eco-Friendly and Environmentally Conscious Solutions from a package centered approach (we achieved complete coverage of all areas in Stage IV) to the SI and outsourcing areas, and have deployed this approach in 19 of the total of 27 areas.

Furthermore, to share our thinking and environmental load assessment methodology from our experience in environmentally conscious solution certification activities, we participated in Japan's Ministry of Internal Affairs and Communications' Study Group on ICT Systems and Networks for the Global Warming Problem.

Environmentally Conscious Solutions
<http://www.fujitsu.com/global/about/environment/activity/esolutions.html>

Environmental Business Solutions

To contribute to a sustainable world, the Fujitsu Group supports customers' environmental operations through the provision of various Environmental Business Solutions based on the know-how we have acquired in our previous environmental activities.

The Fujitsu Group supports our customers' environmental management and environmental administration by providing Environmental Business Solutions such as the examples described below.

The PLEMIA/ECODUCE Environmental Business Solution that Powerfully Supports Chemical Substances Management and Environmentally Conscious Design

In April 2000, Fujitsu developed the PLEMIA/ECODUCE Environmental Business Solution that powerfully supports chemical substances management and environmentally conscious design, and has put this product into service.

Green Procurement Survey Support Function

This function supports management in accordance with customer or parts supplier attribute. For example, this system supports input/output using JGP files stipulated by the Japan Green Procurement Survey Standardization Initiative (JGPSSI) for the electrical and precision equipment industry and the green procurement unified data sheets used by IMDS* and the Japan Automobile Manufacturers Association (JAMA) for the automotive industry.

* IMDS: International Material Data System

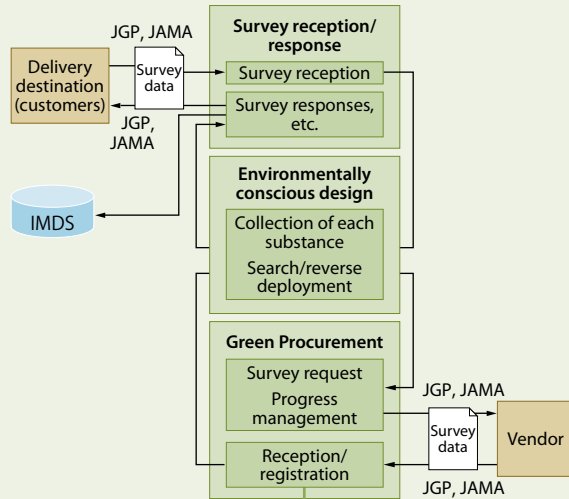
Common international system for collecting information on materials and included substances of the parts that are used to form automobiles.

Environmentally Conscious Design Support Function

This function supports the collection and analysis of data on the amounts of included substances in each structure unit of products. This makes it possible to immediately identify units and products that use problematic parts and to smoothly develop and improve products that conform to a wide range of regulations. Furthermore, since this is a web application that can be used throughout the whole company, it can be taken advantage of by multiple divisions (such as design, procurement, purchasing, and quality assurance) including overseas business sites due to its unified management of environmental data.

REACH Regulation Support

In fiscal 2008 we added new functionality required by the REACH regulation, including the handling of AIS and MSDS Plus, which are new formats stipulated by JAMP. We are planning to release a version that includes this REACH regulation support.



Parts list		Vendor	Regulations	User's voluntary management	Substance content	
			RoHS		Lead	Mercury
Products			○	×	0.1	0.03
Products A	Parts A101	Vendor A	○	○	—	0.01
	Parts A102	Vendor A	○	○	—	—
Products B	Parts A102	Vendor A	○	○	—	0.01
		Vendor B	×	×	0.1	0.02
Product structure	Parts structure	Vendor	Regulation methods		Environmental information	

○ : Compliant
 × : Not compliant

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Promoting Product Recycling

Advancing collection and materials recycling of end-of-life IT products to help promote a recycling-minded society.

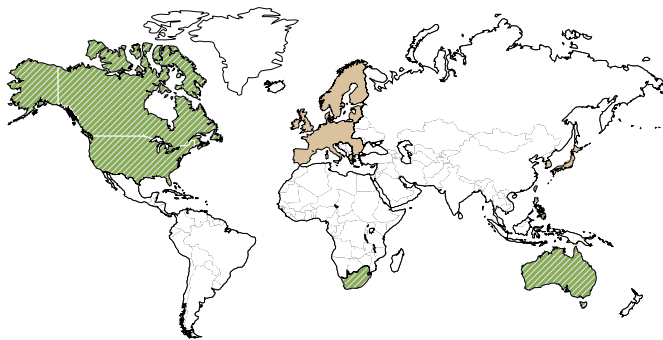
Efforts Outside Japan

The Fujitsu Group recognizes the responsibility of manufacturers to process end-of-life IT products appropriately and we began the recycling of business IT products in Japan in 1995, well before the legal requirements for such recycling were enacted. Using this as an opportunity, we have worked proactively to construct recycling systems for end-of-life IT products outside Japan as well, and, as of fiscal 2007, have constructed our own recycling systems in Europe, North America (US and Canada), Asia (The Philippines, Singapore, and Australia).

In constructing these systems, we consider both our experience in Japan as well as guidelines for recycling created by the governments of each country. We then create a standard for recycling provider selection and select recycling partners in each country based on that standard.

The Fujitsu Group makes use of this system to provide a service that collects end-of-life IT products from our customers and processes them appropriately at a recycling partner. Just one of the results of this system in fiscal 2007 was that Fujitsu Australia, Ltd. recycled about 17 tons of end-of-life CRT and POS systems from major retailers in that country. Similarly, Fujitsu Korea, Ltd. recycled about 20 tons of electronics solid waste, mainly notebook PCs.

Recycling Services



■ Countries with recycling legislation in place
 ■ Countries in which Fujitsu voluntarily provides recycling services

* The recycling service in South Africa is an effort of Fujitsu Siemens Computers.

Efforts in Japan

As an enterprise with official designation for wide-area industrial waste disposal in Japan, Fujitsu has developed a nationwide recycling system and engages in various kinds of contracts for accepting industrial waste for appropriate processing throughout Japan. This system provides for rigorous traceability and security, and achieves a high rate of resource reuse*1. By providing this safe and secure service, we are fully discharging our Extended Producer Responsibility (EPR)*2.



Wide Area Industrial Waste Disposal Certificate

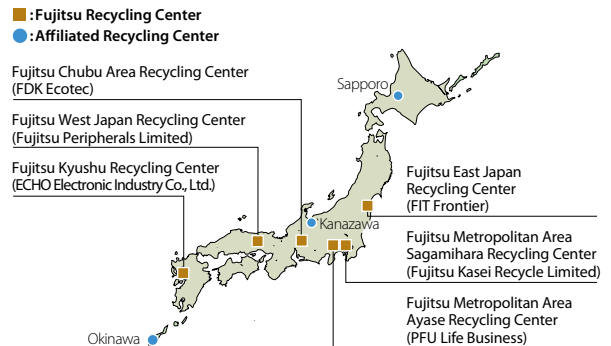
*1 Resource reuse rate

The ratio of the amount (by weight) of recycled parts and resources to the amount of end-of-life business IT products processed.

*2 Extended Producer Responsibility (EPR)

The idea that the producer's responsibility for their products is not limited to the product design and manufacturing stages but extends to the disposal and recycling stages as well.

Fujitsu Recycling Centers throughout Japan



Recycling Achievements

We recycled 8,364 tons of IT products in fiscal 2007, a reduction of 20% from the previous year. This was due to, among other factors, advances in product downsizing. We recycled 7,078 tons of reusable resources, including end-of-life PCs from individual customers.

By expanding applicability to recycled parts for maintenance and repair, we achieved an IT product resource reuse ratio of 91.8%, which was an increase of 0.3 points.

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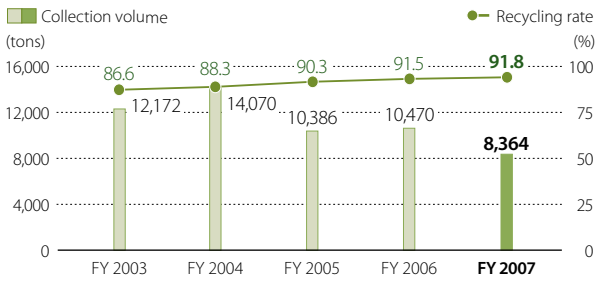
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Trends in Collection Volume and Materials Recycling Rate of Post-use IT Products for Business



Providing Product Recycling Information

To process end-of-life IT products appropriately, Fujitsu develops and operates an electronic disassembly manual management system that provides, using internal web sites, Fujitsu recycling centers with both the information necessary for product recycling and disassembly manuals in a video format. In particular, this system provides information on chemical substances, plastic materials, and units that may retain customer data.



Electronic Disassembly Manual Management System



Video format disassembly manual

Steady Implementation of Proper Processing

Fujitsu recycling centers improve the sorting precision by disassembling IT products one at a time by hand. This reduces residual waste to the absolute minimum and enables the usable resources to again be used to manufacture various products.

Risk Management

Developing a Traceability System

We developed a recycling integrated information management system and have adopted it at the Fujitsu recycling centers. This system prevents theft and illegal dumping by attaching barcodes to customers' IT products and managing data on the history of the recycling process from acceptance at the recycling center through disassembly and destruction of the hard disks on a per-customer basis.



Integrated Recycling Information Management System

Security Camera Monitoring System

The Fujitsu recycling centers automatically monitor for intruders and the storage status of accepted products using IR monitoring.

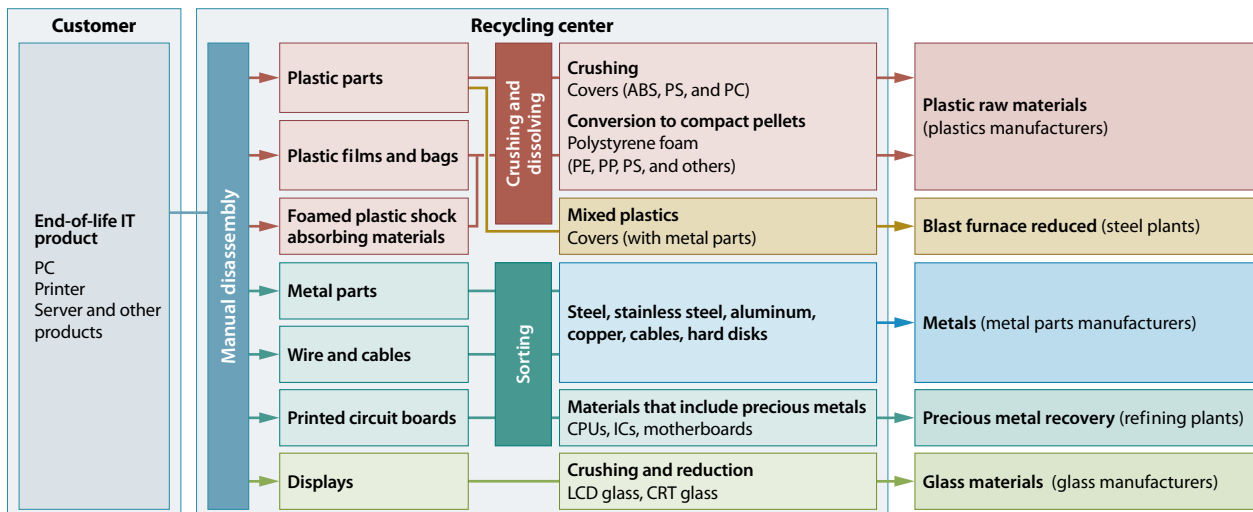


Security system



Security Camera Monitoring System

Fujitsu Integrated Recycling Process



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Reducing the Environmental Load of Factories and Business Offices

Advancing eco-friendly manufacturing through comprehensive environmental protection activities in our factories.

Applying the Green Factory and Green Office Systems

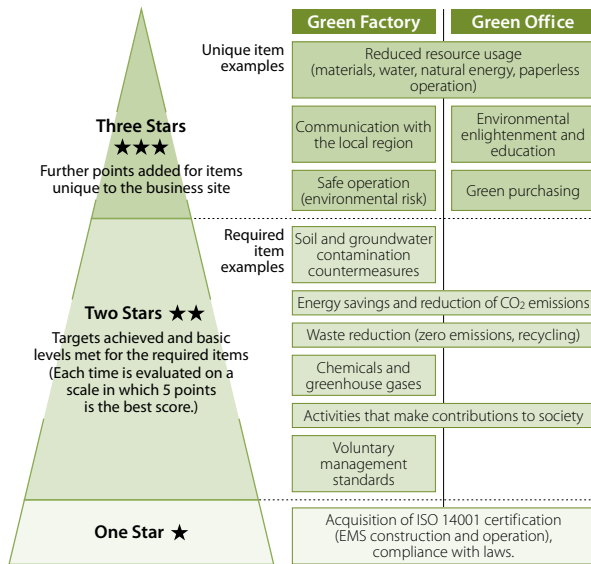
The Fujitsu Group's approach has been to work with our Green Factory Construction concept for environmentally conscious factories. Now, to advance this construction of green factories even further in our Stage V Environmental Protection Program, we have developed our Green Factory and Green Office systems, which render visible by comprehensive evaluation our level of environmental awareness and voluntary efforts.

In our Stage V Environmental Protection Program, we propose achieving a two star (★★) or higher level in the Green Factory or Green Office system at every one of our business sites by the end of fiscal 2009, that is, we will apply these systems not only to manufacturing facilities, but to office divisions as well. This aims at achieving this certification level in comprehensive evaluations at all business sites and at continuous improvement in our level of environmental awareness.

We saw fiscal 2007 as a period for preparing for these efforts and we implemented the evaluation standards and an operational trial. We promoted efforts towards energy savings and zero emissions* of waste materials and achieved a two star or higher level at all 67 sites.

*** Zero emissions**
Reducing landfill and simple incineration to zero by 100% effective reutilization of waste materials.

Certification Levels



Green Process Activities – Reduction of Environmental Load in Manufacturing Processes

Our Green Process activities are intended to save energy and reduce the amounts of chemical substances used and waste produced in manufacturing processes.

In a Green Process activity, we strive to reduce the environmental load (waste, chemical substance emissions,

energy usage) of a manufacturing process by optimizing (and reducing costs) of raw material inputs, chemical substance usage, energy usage, and other aspects, and/or switching to alternatives with lower environmental load.

In these activities, we first assign an environmental load index (CG index*), an originally developed method, as a yardstick for determining target values for specific materials, chemical substances, and energy used in the manufacturing process, and then apply the PDCA cycle to guide activities at each quarter. These diverse efforts range from reviewing manufacturing technologies and particular processes to daily improvements from the workers themselves.

* CG index: Cost/Green index

This index describes the product of input volume used per product, the cost, and the environmental impact (on a scale from 1 to 10).

Green Process Example Improving Polishing Quality in the Semiconductor Manufacturing Process

We manufacture ICs for AV equipment, home appliances, PCs, OA equipment, and other products at the Fujitsu Microelectronics, Ltd. Aizu Wakamatsu plant, a Fujitsu Group semiconductor manufacturing site.

At this plant, we worked to reduce the number of product surface flaws that occur in the polishing stage of the wafer process as a Green Process activity theme. In this effort we found that there is a tendency for the occurrence of flaws to depend on the shape of the grooves in the polishing pads used in the polishing process. On further investigation, we found that at the same time as reducing the occurrence of flaws, we could also increase the life of the polishing pads by optimizing the shape and depths of the grooves.

Furthermore, in the conditioning disks used to restore the surface of the polishing pads to their original conditions, we also improved quality of polishing pad restoration by adopting disks that reduced the variations in setting precision.

In addition to improving the polishing quality with this effort, we also extended the useful lifetime of the polishing pads. As well as reducing both the frequency of polishing pad replacement and the volume of waste polishing pads, this also led to a reduction in the total amount of polishing compound used in polishing tests at pad replacement. Compared to the situation prior to this effort, the polishing pad CG value was reduced by 60.2% and the polishing compound CG value was reduced by 21.5%.

We are aiming to increase this effect even further by deploying this effort at our Mie plant and Iwate plant.

Efforts to Prevent Global Warming Basic Approach

We are working to reduce emissions of greenhouse gases associated with all our group business activities. These efforts include reducing emissions of CO₂ due to energy consumption and other greenhouse gases at our factories and offices and reducing emissions associated with transportation (see page

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62). Furthermore, we are working to prevent global warming throughout all areas of business activity by contributing to reduced emissions of greenhouse gases by our customers, industry, and society in general by developing IT products that achieve energy savings and by providing IT solutions that have the effect of reducing environmental load (see the section starting at page 13).

Reducing Greenhouse Gas Emissions Associated with Manufacturing

In our Stage V Environmental Protection Program, we established the goals for annual CO₂ emissions from energy consumption of (1) holding emissions levels to under those of 1990 for business sites in Japan and (2) reducing emissions per unit of actual sales by 28% relative to fiscal 1990 levels by the group as a whole including overseas businesses, both by the end of fiscal 2010. We have implemented and are continuing to move forward with the following energy-saving measures.

- Energy-saving measures for equipment with a focus on motive power facilities (introduction of free cooling, inverters, energy saving facilities, fuel conversion, etc.)
- Increased efficiencies through revised manufacturing processes, accompanied by proper motive-power facility operation and improvement of management.
- Proper settings for office air conditioning, energy saved with lighting and office automation equipment.
- Promotion of visualized measurement of energy consumption and proactive use of that data.
- Use of natural energy sources such as solar and wind power (for street lighting and other uses).

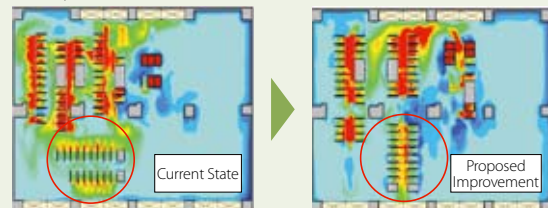
As a result of these efforts, our CO₂ emissions due to energy consumption in fiscal 2007 was about 1.147 million tons in Japan. While this was an increase of 176 thousand tons over the previous fiscal year due to increased production of semiconductor devices and plant acquisitions, it represents a 10.8% decrease from fiscal 1990.

CO₂ emissions for the whole group were about 1.345 million tons, and this corresponds to a 68.4% decrease compared to fiscal 1990 in per unit of actual sales terms.

Energy Saving Efforts at Computer Centers and in Air Conditioning Systems

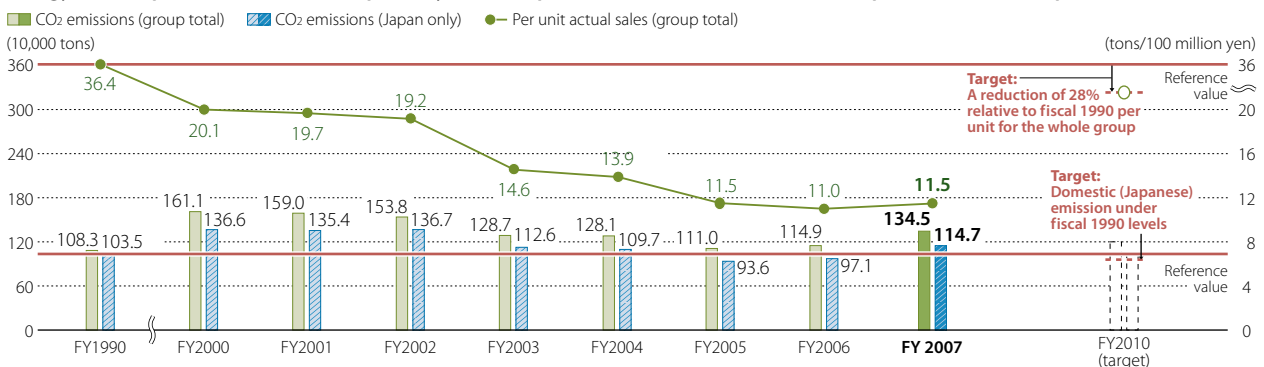
We perform activities from software development to hardware computer system verification, evaluation, and quality assurance at the Fujitsu, Ltd. Numazu plant. These activities take place at the computer center at the plant. Although we have adopted the traditional through-the-floor air conditioning to cool the computers (large-scale computers, servers, and other systems) efficiently at this computer center, starting in fiscal 2007 we have adopted the following "energy saving tune-ups" which aim at even further reductions in air condition energy consumption. These aim at increasing the efficiency of the air conditioning systems and we have reduced the number of operating air conditioning units and optimized and eased the operating conditions (settings).

- Use of an appropriate air conditioning capacity for the thermal load generated by the computers (avoiding excess or insufficient cooling capacity)
- Review of the computer layout (unification of the intake and exhaust directions and the layout in the parallel direction for the consolidated layout and air flow)
- Modification of the floor air vent positions (changed to the computer intake vent side) and selection of the intake vent type (slit, punch-formed, and other grill types).
- Implementation of prior studies using air flow and temperature distribution simulation



Air Flow and Temperature Distribution Simulation Example (floor plan)

Energy Consumption CO₂ Emissions (Japan only and Group Total) and Trends in CO₂ Emissions per Unit Sales (Group Total)



* CO₂ conversion coefficient for purchased electric power: Our results for fiscal 2002 and later are calculated as 0.407 tons CO₂ per MWh. (We expect the coefficient to be 0.34 tons CO₂ per MWh in 2010.)

* Actual sales: Consolidated sales compensated by the Bank of Japan's corporate goods price index (electrical equipment). (Per unit value = CO₂ emissions/actual sales)

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Reducing the Environmental Load of Factories and Business Offices

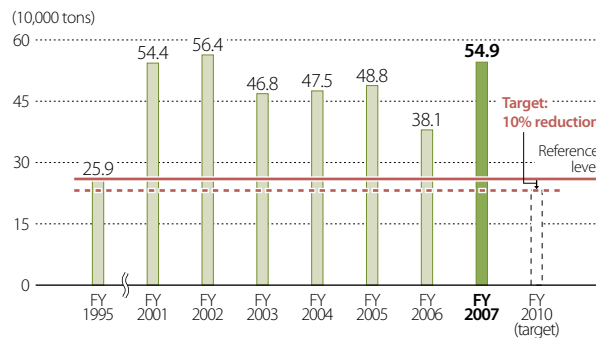
Cutting Emissions of Greenhouse Gases Other than CO₂

The semiconductor industry has established a voluntary action plan to cut the emissions of PFC, HFC and SF₆, which are all greenhouse gases.

We have set a target of reducing emissions of greenhouse gases other than CO₂ to 10% below the fiscal 1995 level by the end of fiscal 2010. Our Electronic Devices units are continuing to change over to gases with lower global warming potential as well as to install equipment to extract such gases on new manufacturing lines.

Converted to Global Warming Potential (GWP) figures, these gas emissions corresponded to about 549,000 CO₂ equivalent tons in fiscal 2007. Although there are differences in our scale of production and manufacturing processes, this represents a 112% increase from fiscal 1995.

Emissions of Greenhouse Gases other than CO₂ (Total for Electronic Devices)



Office CO₂ Emissions Reduction Activities

While we have created environmental protection programs and have optimized office air conditioner temperature settings and reduced power consumption by lighting and OA equipment, for fiscal 2007 we focused on and strove for "Energy saving PC power supply settings" as an activity that every one of our employees could become involved in.

Activity Status at Fujitsu

We are working to achieve energy saving using power supply control settings, such as turning off the monitor when the user is away from their desk and AC adaptors that turn off in the standby state. In these efforts, at the same time as calling on all employees to participate, we investigated the effects of PC energy saving efforts with the participation of about 900 employees at the sales division at company headquarters (Shiodome area), the SE division at Solution Square (Kamata), and the Corporate Environmental Affairs Unit.

At the same time we also looked into problems arising from using energy saving settings for sales and business PCs, and we switched to energy saving settings for the business PCs for which

problems do not occur. When we verified the results of these efforts, we saw a reduction in power consumption from OA equipment compared to earlier usage patterns. Based on these results, we now provide only PCs for which the energy saving options have been set in advance for company-internal business PCs.

System Defender Box (SDB)* Energy Saving Activity

At the Fujitsu FSAS Central Headquarters, we focused on turning PCs off at night, installed a unique Fujitsu support tool, System Defender Box (SDB) at 13 locations, and implemented PC operation-time management from January through June in 2007. As a result, we found that we were able to reduce CO₂ emissions by about 4 tons annually.

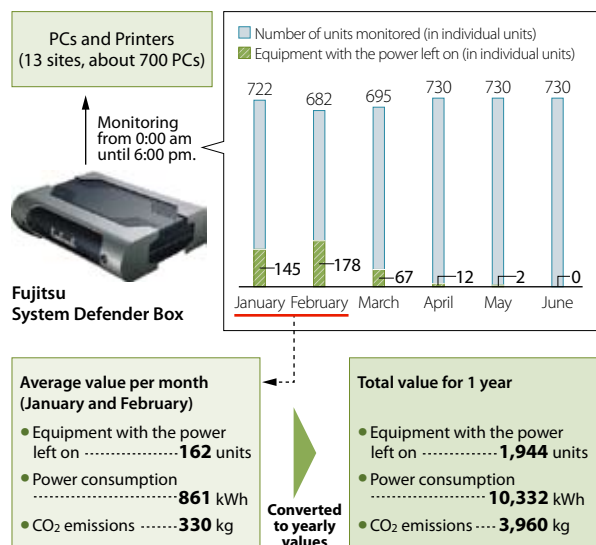
Also, we increased our company-internal awareness of power saving by applying ECO yellow card stickers to equipment whose power is left on all the time and by providing detailed logs to group managers. Six months after we started measurement, we found that we had established the habit of turning off the power in OA equipment within the company.

Based on these results, we plan to deploy these efforts to the whole company at Fujitsu FSAS. This activity is also being promoted as a Qfinity activity (see page 28)

* System Defender Box (SDB)

This is a Fujitsu-developed automatic concentration tool that is used by IT resource management services. It is used by hardware products such as servers and PCs that are connected to a network and collects log and configuration information 24 hours a day, 365 days a year. This allows notification by email when a problem occurs or when there is a change to IT infrastructure, such as the operating states or load conditions of the various hardware.

Overview of Energy Consumption CO₂ Reduction Effects



About 4 tons of CO₂ can be eliminated per year.

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Basic Policy for Chemical Substances Management

Basic Approach and Management System

We have established "Prevention of environmental risks that could lead to environmental pollution or adverse health effects due to the use of harmful chemical substances" as our basic policy for chemical substances management, we manage the amounts used for about 1,200 chemicals, and we work to reduce the amount discharged and implement appropriate management at every business site.

In fiscal 2007, we strengthened the functions of an existing chemical substances management system and increased the input operation efficiency for chemical substances registration and amounts handled management operations.

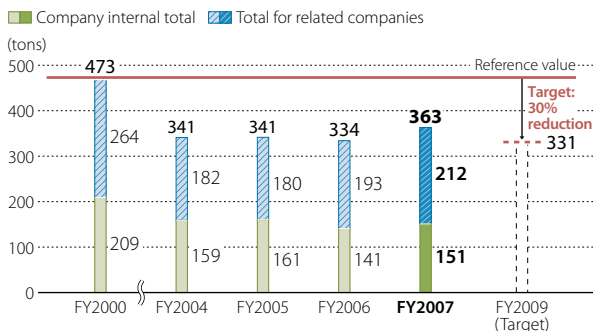
Results for Fiscal 2007

In our Stage V Environmental Protection Program, we propose the target of reducing VOC atmospheric emissions from business sites by 30% from fiscal 2000 levels by the end of fiscal 2009.

In addition to aiming for thoroughgoing and appropriate management of the target VOC chemicals and review of our manufacturing processes, in fiscal 2007 we also implemented reduction measures such as installing organic solvent collection units in semiconductor plants. As a result of these efforts, the total VOC atmospheric emissions for the whole group in fiscal 2007 was 363 tons, which corresponds to a 23% reduction from fiscal 2000 levels. The following graph shows the conditions in fiscal 2007.

Although we have not set targets for target PRTR substances, we are managing the amounts handled and the amounts emitted.

VOC Atmospheric Emissions



Fujitsu Receives 2007 PRTR Award for Excellence

The PRTR award was established in 2004 by the Center for Environmental Information Science to recognize companies and business sites that proactively promote communication concerning chemical substances.

In fiscal 2007, of the 14 applicants, our Iwate Prefecture plant (currently the Fujitsu Microelectronics, Ltd. Iwate plant) was awarded one of three Outstanding Performance Awards. This was the first time for a site in Iwate Prefecture to receive a PRTR award.

The Iwate plant uses Fujitsu's own CG (Cost/Green) index to promote green process activities that strive to save energy in the manufacturing process, manage chemical substances, or reduce waste production. While other Fujitsu Group plants are also promoting environmental activities using the CG index, the Iwate plant is particularly proactive in activities designed to achieve smooth communication with the local area, for example, by participating in the annual reporting



Receiving the Award

event sponsored by the prefecture and explaining the plant's efforts at environmental protection to the residents of the local region. This award was given in recognition of those efforts.

Reducing the Amount of Waste Generated

Basic Approach

In working towards creating a recycling-minded society, we have adopted a basic 3R policy (reduce, reuse and recycle) and in aiming for an even higher level of 3R achievement, we encourage all our employees to separate waste materials into different categories for more effective recycling.

Fiscal 2007 Performance

In the Stage IV Environmental Protection Program, we set the goal of reducing the amount of waste generated by our business operations by 3% compared to fiscal 2005 levels by the end of fiscal 2009.

The total amount of waste generated by the Fujitsu Group came to 33,947 tons in fiscal 2007. While the results for the previous fiscal year corresponded to a 2.5% decrease, they corresponded to a 2.4% increase compared to fiscal 2005. This increase was due to increased production of semiconductors.

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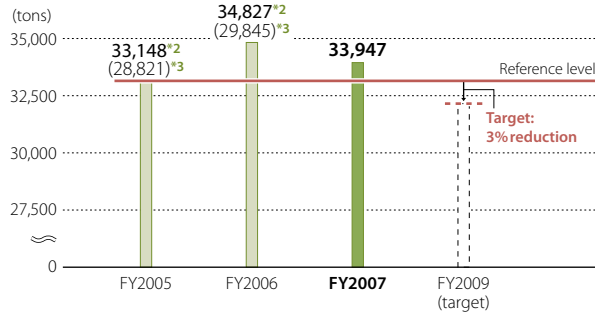
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Reducing the Environmental Load of Factories and Business Offices

Amounts of Waste Generated*1



*1 Statistics for 12 Fujitsu sites and 30 Group companies.
 *2 The values for 2005 and 2006 include the values for Fujitsu Semiconductor Technology, which became an object of consolidation starting in 2007.
 *3 Values in parentheses are for the range that was reported the previous year.

Effort to Recycle Fluorite

While hydrofluoric acid is indispensable in semiconductor manufacturing, it also generates large amounts of sludge in effluent wastewater processing. At the Fujitsu Microelectronics, Ltd. Mie plant, we succeeded in creating and recovering high purity fluorite from wastewater with high concentrations of hydrofluoric acid by adopting a revolutionary new technology. This new technology allowed us to reduce the amount of sludge generated by about 40%. Furthermore the recovered fluorite can be used as a raw material for making hydrofluoric acid.



Recovered High-Purity Fluorite

Responding to Soil and Groundwater Pollution

We have reviewed our internal rules established in fiscal 2006 in response to soil and groundwater problems and will handle such problems based on these revised rules for soil and groundwater surveys, policies, and disclosure.

In the future, at the same time as performing planned surveys and, if pollution is discovered, implementing cleanup operations and countermeasures appropriate for the conditions at each business site, we will also disclose relevant information in collaboration with government authorities.

Use of Special-Purpose Returnable Containers for Semiconductors

In fiscal 2007, as a result of a voluntary survey we performed, we found soil and groundwater contamination at six business sites. For all six of these, we reported the state of the contamination and explained the countermeasures we would take to the relevant authorities and the local citizens. We have been implementing these countermeasures at all six sites since last year.

See the following web page for an overview of our efforts at solving soil and groundwater contamination problems, the results of surveys on soil and groundwater contamination at our business sites in Japan, and cleanup measures.

Groundwater Conditions

We have dug monitoring wells for monitoring the influence outside our sites of contamination due to groundwater at business sites where soil or groundwater contamination has been found and continuously monitor those wells. The table below lists the largest of the most recent measurements for chemicals whose measurements are recognized to have exceeded legal limits in fiscal 2007 and are due to past business activities.

Business Sites and Chemical Substances which have been Recognized to Exceed Legal Levels in Fiscal 2007

Site Name	Location	Cleanup and countermeasure status	Monitoring well maximum value (mg/ℓ)		Regulation value (mg/ℓ)
			Substance	Measured value	
Kawasaki plant	Kawasaki, Kanagawa Prefecture	We are continuing to cleanup VOCs by pumping and	Cis-1, 2-dichloroethylene	0.768	0.04
			1, 1-dichloroethylene	0.022	0.02
Suzaka plant	Suzaka City, Nagano Prefecture	We are excavating and removing contaminated soil	PCB	0.0007	Must not be detected.
Oyama plant	Oyama City, Tochigi Prefecture	We are continuing to cleanup VOCs by pumping and aeration and other methods.	Trichloroethylene	3.437	0.03
			Cis-1, 2-dichloroethylene	5.242	0.04
Nagano plant*	Nagano City, Nagano Prefecture	We plan to implement a policy of VOC cleanup by pumping and aeration.	Cis-1, 2-dichloroethylene	0.30	0.04
Minami Tama plant (retired)	Inagi City, Tokyo	We have completed cleanup using the in situ iron admixture method (powdered iron insertion). We are monitoring groundwater.	Tetrachloroethylene	Below the standard value	0.01
			Cis-1, 2-dichloroethylene	Below the standard value	0.04
Shinetsu Fujitsu	Shinano machi, Kamiminochi Gun, Nagano Prefecture	We are continuing to cleanup VOCs by pumping and aeration and other methods.	Cis-1, 2-dichloroethylene	0.18	0.04
			Trichloroethylene	0.043	0.03

* Business sites where groundwater contamination due to the business site was verified for the first time in the fiscal 2007 survey by monitoring wells used to monitor for influence outside the site.

Environmental Considerations in Distribution

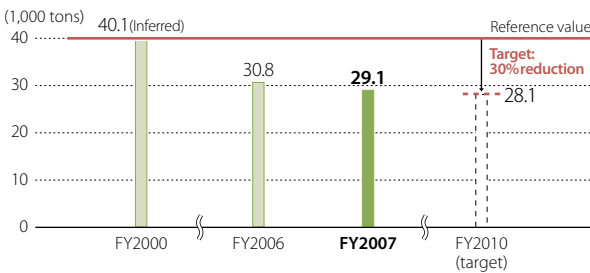
Promoting efficiency and rationalization in distribution that keeps the whole supply chain in view and striving to reduce the environmental load due to distribution

Reduction of Distribution Associated CO₂ Emissions

We promote Green Logistics Activities which strive to reduce CO₂ emissions associated with transportation by coordination between the distribution divisions of all group companies and cooperation between manufacturing and sales divisions. Furthermore, we take advantage of partnerships with our business partners and strive to reduce the environmental load associated with distribution across the whole supply chain.

In our Stage V Environmental Protection Program, we established the goal of reducing the CO₂ emissions associated with transportation by 30% compared to fiscal 2000 by the end of fiscal 2010. In addition to aiming for a modal shift, in aiming for the achievement of this goal, the Fujitsu Group is continuing with its efforts such as increasing the loading efficiency.

Trends in CO₂ Emissions from Transportation (Fujitsu)



Expanding the Application of Modal Shifts

We are working to achieve a modal shift in transportation of PCs to Korea. In July 2007, we opened a new route that starts at Shimane Fujitsu, ships product by rail to Shimonoseki, and then transports by ship to Pusan. This route uses 12-foot railroad containers and is aimed at reducing CO₂ emissions by using both railroad and sea transportation efficiently.

We are also striving to reduce CO₂ emission in the transport of semiconductors and repair parts for PCs by lowering the percentage of air freight used.

Personal Systems Business Unit Acquires Eco Rail Mark Certification

Fujitsu's Personal Systems Business Unit has received Eco Rail Mark certification, which recognizes products and businesses



that proactively work to solve global environmental problems by taking advantage of rail freight transportation. We displayed the Eco Rail Mark in our catalog of PCs for corporate customers which was published in April 2008.

Reducing the Number of Trucks

As a result of reviewing our domestic PC transport routes and improving cargo loading methods (increasing the number of layers stacked), we have reduced the CO₂ emissions associated with transport of PCs within Japan by about 8%. Furthermore, by moving forward with our production reform activities at the Nasu plant and Shimane Fujitsu, we have eliminated external warehousing and now store and ship products from within these plants. This has reduced the amount of transport between factory and warehouse.

Reception of the Minister of Economy, Trade and Industry Award

We implemented a CO₂ reduction effort based on unified concentrated vehicle assignment control from part procurement to product shipment, which was a model business for our fiscal 2006 Green Logistics Partnership Projects. We received the Minister of Economy, Trade and Industry Award for this effort in December 2007.

In this effort, in addition to companies throughout the whole supply chain cooperating to improve the efficiency of distribution, we also constructed a leading-edge tool that automatically calculates CO₂ emissions from measurement data from vehicle mounted terminals and detailed transport data. Furthermore, we worked to advance multiple efforts, such as eliminating and consolidating of distribution centers and converting distribution information to data. This award recognized these efforts.

Reduction of Environmental Load Associated with Distribution

To reduce the environmental load of the distribution process as a whole, we are promoting 3R efforts in packaging for both products and parts.

Use of Special-Purpose Returnable Containers for Semiconductors

We have achieved elimination of external cardboard boxes and reuse of shock absorbing materials by using small returnable containers and a significant reduction in the use of packing materials in the shipment of semiconductor devices within the Fujitsu Group.



Special-purpose returnable containers for semiconductor devices and their use at Fujitsu IT Products, Ltd.

With Our Customers

With Our Employees

For Our Shareholders and Investors

With Our Business Partners

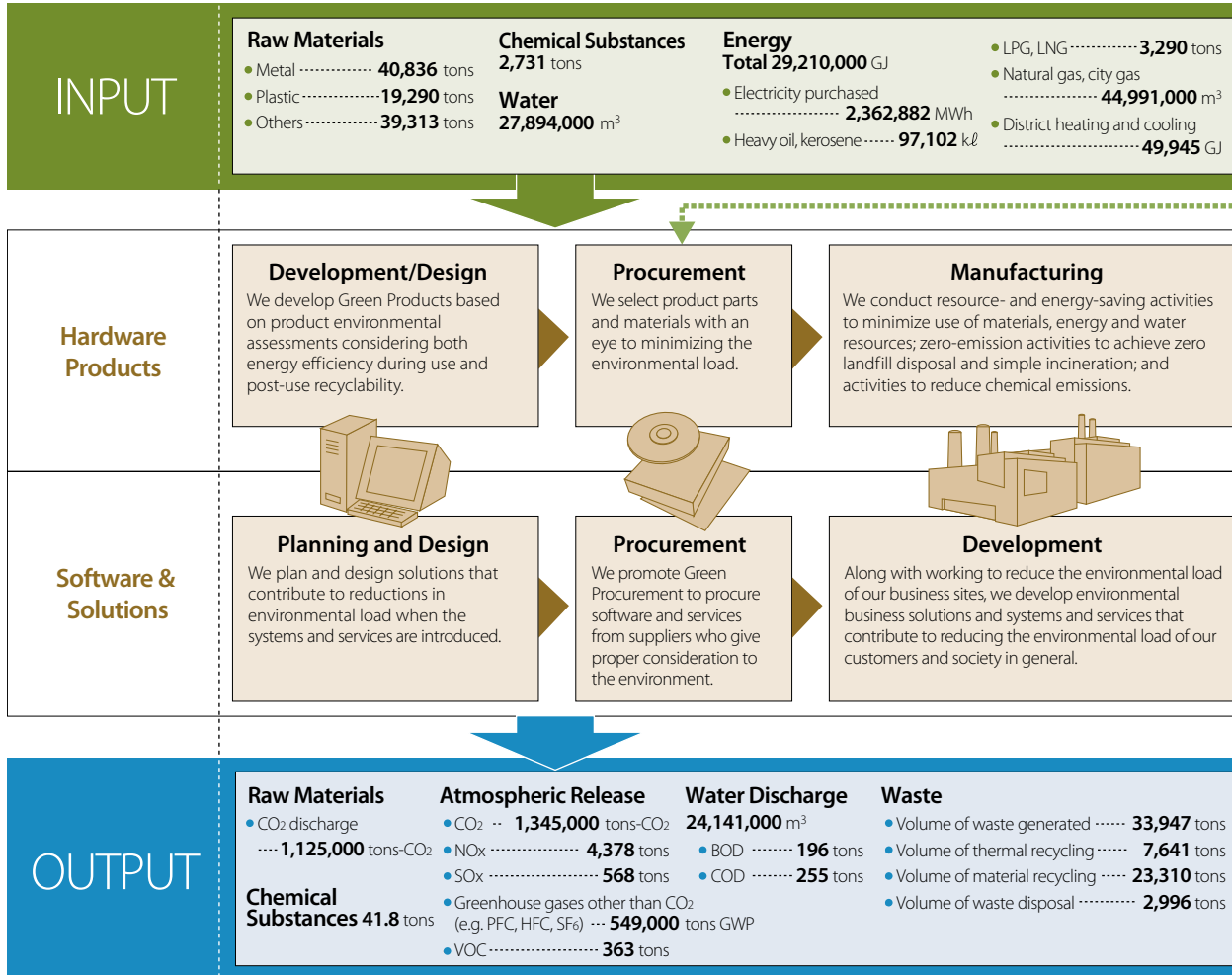
With Local and International Communities

For the Environment

Operating Activities and Environmental Load (Material Balance)

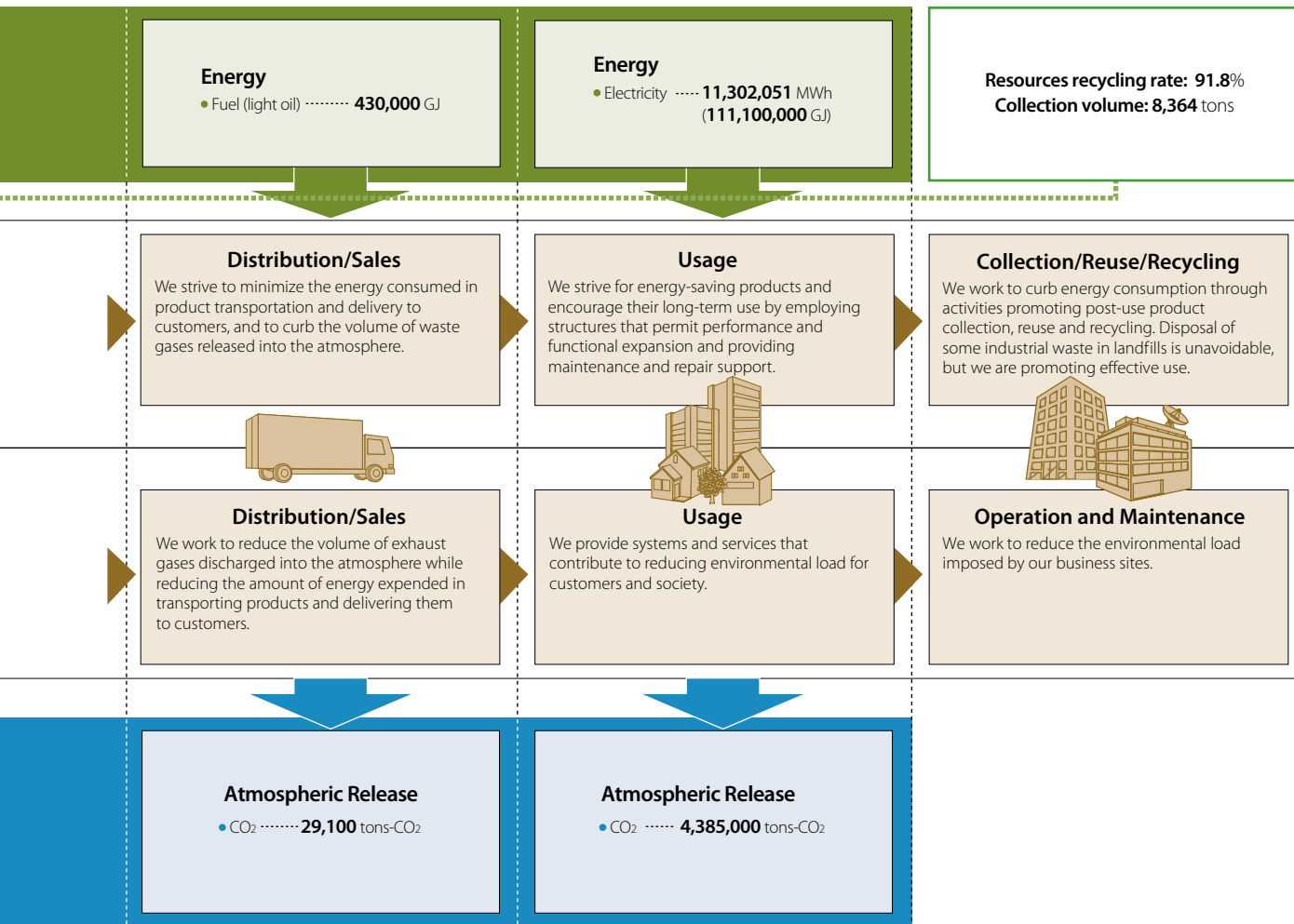
We promote environmentally friendly business activities through overall quantitative assessment of our environmental load from the life cycle and supply chain standpoints.

Material Balance



Calculation Methods

INPUT		
Development / Planning & Design	Raw Materials	Material inputs to our major products* shipped in fiscal 2007 (raw materials per unit for each product times the number of units shipped in fiscal 2007). We have modified the calculation method used starting this fiscal year; packaging materials and accessories are now classified under "Others". (Using this method to calculate the value of the previous fiscal year gives 39,249 tons). Glass is also classified under "Others". * Major products: Personal computers, mobile phones, servers, workstations, storage systems, magnetic disk drives, MO drives, printers, scanners, financial terminals, retail terminals, routers, LAN access equipment, access network products, mobile phone base stations, and electronic devices.
Procurement	Chemical Substances	Volume of PRTR Law target chemicals handled by plants/sites in fiscal 2007
Manufacturing / Development	Water	Volume used by plants/sites in fiscal 2007
	Energy	Electricity, oil and gas consumed by plants/sites in fiscal 2007
Distribution / Sales	Energy	Energy consumption in transportation in fiscal 2007
Usage	Energy	Electricity consumption by major products shipped in fiscal 2007 (Assumed hours of use, per product x age-based electricity consumption x the number of units shipped in fiscal 2007)
Collection/Reuse/Recycling		The weight ratio of recycled parts and resources with respect to the processing volume of post-use products is calculated according to the method of the Japan Electronics and Information Technology Industries Association. It excludes collected waste other than post-use electronic products.



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Calculation Methods

OUTPUT		
Development / Planning & Design	Raw Materials	Material inputs to our major products* shipped in fiscal 2007 (per-unit volume of CO ₂ emitted from mining the resource until it becomes a raw material for each product times the number of units shipped in fiscal 2007) * Main products: Personal computers, mobile phones, servers, workstations, storage systems, magnetic disk drives, MO drives, printers, scanners, financial terminals, retail terminals, routers, LAN access equipment, access network products, mobile phone base stations, and electronic devices.
Procurement	Chemical Substances	Measuring the concentrations of PRTR Law target chemicals discharged through plants' drains and exhaust ports in fiscal 2007 and multiplying the total volume discharged (nickel compounds, manganese compounds, etc.) or total volume emitted (xylene, toluene, etc.), or calculating based on the chemical substance balance (xylene and toluene).
Manufacturing / Development	Atmospheric Release	CO ₂ : CO ₂ discharge volume associated with energy consumption by plants/sites in fiscal 2007 (Energy consumption times CO ₂ conversion factor) NOx, SOx: Calculated from concentrations in gases discharged from vents (boilers, etc.) by plants/offices in fiscal 2007 Greenhouse gases other than CO ₂ : Discharge volume of process gases used in semiconductor manufacturing in fiscal 2007. (Calculated by formulas such as <volume of gas used> x <ratio consumed in reactions> x <detoxification ratio>) VOC: Emission amounts of the substances subject to emissions restrictions stipulated by the four electric and electronics associations for factories and business sites for fiscal 2007
	Water Discharge	Wastewater volume discharged by plants/sites into sewerage or rivers in fiscal 2007 BOD: A measure of the emission volume of organic pollution of water discharged by businesses employing the volume of oxygen consumed when organic matter in water is removed by microbial activity COD: A measure of the emission volume of organic pollution of water discharged by businesses employing the volume of oxygen consumed when organic matter in water is removed chemically by oxidation.
	Waste	Volume of Waste Generated: The volume of waste disposal by plants/sites in fiscal 2007 Volume of Waste Disposal: The volume of landfill disposal and simple incineration by plants/sites in fiscal 2007 (including waste which is not a zero emission target)
Distribution/ Sales	Atmospheric Release	The total CO ₂ volume in fiscal 2007, including both fuel consumption by Fujitsu's shipping business when measurable, and shipping distance x freight weight x coefficient when the freight of companies other than Fujitsu is included, as in mixed load transportation
Usage	Atmospheric Release	The volume of CO ₂ emissions during use of major products shipped in fiscal 2007 (Assumed hours of use per product, age-based CO ₂ emissions x units shipped in fiscal 2007)

Basic Approach

We recognize the importance of communication with all our stakeholders and actively promote communication activities through a variety of opportunities such as sustainability reports, exhibitions, and web sites. In addition, through bidirectional communication, we try for improvement of our daily environmental protection activity.

Environmental Considerations at Exhibitions and Events

We make a wide range of eco-friendly efforts at exhibitions and events such as the Fujitsu Forum and shareholders' meetings, including carbon offsets for electrical power used by proactive use of green power, reducing paper use, and taking advantage of eco-friendly materials.

For example, at the Fujitsu Forum 2008, held in May 2008, these eco-friendly efforts resulted in a reduction in CO₂ emissions equivalent to about 6.2 tons compared to the Fujitsu Forum 2007.



Fujitsu Forum 2008



Green Power Certificate

WEB **Fujitsu Forum 2008**
<http://www.fujitsu.com/global/news/pr/archives/month/2008/20080326-01.html>

Environmental Considerations in Brochure Printing

We have further strengthened our previously implemented environmental standards for brochure printing and since June 2007 have been using Forest Stewardship Council (FSC) certified paper, soy ink, and waterless printing. These contribute to the environment by reducing CO₂ emissions, reducing the amount of toxic effluent discharge, and in other ways as well.



Examples of Eco-Friendly Brochure Printing



- 1935 • Park-style design adopted for new Kawasaki Plant at the suggestion of Fujitsu's founder, Manjiro Yoshimura.
- 1972 • Environmental control sections established at each plant.
- 1987 • Ozone Layer Protection Committee established.
- 1989 • Environmental Committee established.
- 1990 • Environmental management evaluation system implemented.
- 1991 • Environmental Engineering Promotion Center established.
- 1992 • Fujitsu's Commitment to the Environment formulated.
 - Use of CFCs and carbon tetrachloride for cleaning eliminated.
 - Energy Saving Committee established.
- 1993 • Product Recycling Committee established.
 - Waste Control Committee established.
 - Fujitsu Environmental Protection Program (Stage I) formulated.
 - Product Environmental Assessment Guidelines formulated.
 - Domestic Affiliated Companies' Environmental Protection Council established.
 - Environmental Information Service (FJ-CUG) inaugurated.
- 1994 • First issue of Eco-Plaza environmental bulletin published.
 - Use of 1,1,1-trichloroethane eliminated.
 - 1st Fujitsu Group Environmental Technology Exhibition held.
 - Fujitsu Environmental Emblem designed.
 - Overseas Environmental Information Network begins operation.
- 1995 • Environmental Management System Committee established.
 - Recycling system established and implemented.
 - Fujitsu Group Worldwide Environmental Protection Council established.
- 1996 • Fujitsu Environmental Protection Program (Stage II) formulated.
 - Environmental Engineering Center homepage placed on intranet.
 - Chemical Emissions Reduction Committee established.
 - First Environmental Report published.
- 1997 • Environmental homepage established on Fujitsu website.
 - All domestic manufacturing sites certified ISO14001 compliant.
- 1998 • Reforestation activities conducted in Thailand.
 - Green Product program launched.
- 1999 • Environmental accounting introduced.
 - Reforestation activities conducted in Vietnam.
- 2000 • Four development and service sites in Japan certified ISO14001 compliant.
 - Corporate Environmental Affairs Unit established.
 - Desktop PC awarded Eco-mark for first time.
- 2001 • Fujitsu Environmental Protection Program (Stage III) formulated.
 - Calendar using paper from sustainable forest published.
 - Reforestation activities conducted in Malaysia.
- 2002 • A world's first: Tin-zinc-aluminum lead-free solder developed.
 - A world's first: Biodegradable plastic parts with lower environmental load employed in notebook computers.
 - Fujitsu Group Environmental Policy established.
 - A world's first: Magnesium alloy recycled in-house applied in notebook computers.
- 2003 • Support for reforestation activities employing Rhythm Forest reforestation network game initiated.
 - Zero waste emission achieved by all 13 plants in Japan.
- 2004 • ISO14001 integrated certification acquired by all Fujitsu Limited sites, among largest systems in Japan.
 - 100% Green Product ratio achieved for all newly developed products.
 - Fujitsu Group Environmental Protection Program (Stage IV) formulated.
- 2005 • ISO14001 certification acquired by all Group companies in Japan.
 - Supply of Super Green Products begins.
- 2006 • ISO14001 globally integrated certification acquired, including overseas Group companies. Establishes global environmental management framework for the Group as a whole.
- 2007 • Fujitsu Group Environmental Protection Program (Stage V) formulated.
 - Green Policy Innovation project, which reduces our customers' environmental load through green IT, started.

With Our Customers

With Our Employees

For Our Shareholders and Investors

With Our Business Partners

With Local and International Communities

For the Environment

TRANSLATION

Independent Assurance Report

June 30, 2008

Mr. Kuniaki Nozoe
President and Representative Director
FUJITSU LIMITED

1. Purpose and Scope of our Assurance Engagement

We have performed certain assurance procedures, based on the engagement with Fujitsu Limited (the "Company"), to express an independent opinion on the Company's Key Sustainability Performance Indicators (the "environmental accounting data" and the "material sustainability information"^{*1}) reported in the "Fujitsu Group Sustainability Report 2008" (the "Report") of the Company and its major subsidiaries for the year ended March 31, 2008, as provided in the Assurance and Registration Scheme of the Sustainability Report with respect to whether the Key Sustainability Performance Indicators are measured and calculated accurately and whether material information are disclosed completely in accordance with the reporting standards of sustainability reports².

The preparation of the Report is the responsibility of the Company's management. Our responsibility is to express an independent opinion on the Report.

^{*1} The material sustainability Information refers to the information stipulated in the "2008 Sustainability Reporting Assurance and Registration Criteria" of the Japanese Association of Assurance Organizations for Sustainability Information ("J-SUS").

^{*2} The reporting standards refer to the "2003 Environmental Reporting Guidelines" of the Ministry of Environment, the "2006 Sustainability Reporting Guidelines" of the Global Reporting Initiatives, and the "2008 Sustainability Reporting Assurance and Registration Criteria" of the J-SUS in the context of specifying the subject matter.

2. Outline of Assurance Procedures Performed

We have performed limited assurance procedures^{*3} which are mainly composed of inquiries, reviews and analytical procedures in accordance with the "2003 International Standard on Assurance Engagements (ISAE) 3000 Other than Audits or Reviews of Historical Financial Information" of the International Federation of Accountants (IFAC) and the "2008 Practical Guidelines for the Assurance of Sustainability Information" of the J-SUS. Therefore, our assurance engagement provides relatively limited assurance compared to a reasonable assurance engagement.

^{*3} We have reviewed and assessed the Company's procedures for the collection and aggregation of data, as well as recalculated and reconciled them with the corroborating evidences on the quantitative sustainability information on a test basis. Also, we have reviewed the minutes, checked for consistency and made inquiries on the qualitative environmental information.

3. Conclusion

Based on the assurance procedures performed, nothing has come to our attention that causes us to believe that the Key Sustainability Performance Indicators have not, in all material respects, been measured and calculated accurately in accordance with the reporting standards of sustainability reports.

4. Independency

We, as a subsidiary of Ernst & Young ShinNihon LLC, comply with the "Certified Public Accountant Law", and the "Ethics Regulation" of the Japanese Institute of Certified Public Accountants. Therefore, there has been no interest to be noted between the Company and us.

Akihiro Nakagome
Representative Director
Shin Nihon Environmental and Quality Management Research Institute Co., Ltd.

Note: This Independent Assurance Report was prepared as a translation of the original Japanese version.

FUJITSU LIMITED

<http://www.fujitsu.com/global/about/environment/>



Legibility Considerations

We have reviewed this report using our ColorSelector tool to choose a highly accessible color combination so that the text and figures will be as legible as possible to the widest range of readers.

Consideration for the Environment

- It is printed on FSC Certified Paper as designated by the Forest Stewardship Council in order to help preserve forestry resources.
- It uses vegetable oil inks that do not include volatile organic compounds.
- This report has been printed using waterless printing, which reduces the amount of harmful materials used and emitted.

To: Corporate Environmental Affairs Unit, Fujitsu Limited

Thank you for reading our 2008 Fujitsu Group Sustainability Report. We hope you will spare us a few more minutes to fill in this questionnaire and fax it to us to help us in preparing next year's report. The questionnaire is also available on the Web site. Please note that any comments and requests received may be published in the next report. Also, we will be pleased to send the 2009 edition of the Fujitsu Group Sustainability Report to those who request it.

Q1 Did you know anything about Fujitsu's sustainability activities before reading the report?

- Yes A little Nothing

Q2 (For those who answered "Yes" or "A little" to Q1) How did you come to know about them?

- Previous Sustainability Report Fujitsu website Seminar or other event
 Product catalog TV, newspaper or magazine Other ()

Q3 What is your impression of this report?

- ① Categories included Adequate Inadequate
 ② Amount of information Too much Appropriate Not enough
 ③ Ease of reading Good Average Poor

Q4 Which sections of this report were of greatest interest? (Please select one or more sections.)

- | | | |
|---|---|---|
| <input type="checkbox"/> Editorial Policy | <input type="checkbox"/> Corporate Governance | <input type="checkbox"/> Environmental Accounting |
| <input type="checkbox"/> Message from Management | <input type="checkbox"/> Risk Management | <input type="checkbox"/> Green Procurement |
| <input type="checkbox"/> Fujitsu Group Profile | <input type="checkbox"/> Compliance | <input type="checkbox"/> Environmental Contributions to Society |
| <input type="checkbox"/> FUJITSU Way | <input type="checkbox"/> With Our Customers | <input type="checkbox"/> Eco-Friendly Products |
| <input type="checkbox"/> Special Feature ① | <input type="checkbox"/> With Our Employees | <input type="checkbox"/> Environmental Solutions |
| The Fujitsu Group will Meet the Challenge of Creating a Prosperous, Low-Carbon Society. | <input type="checkbox"/> For Our Shareholders and Investors | <input type="checkbox"/> Promoting Product Recycling |
| <input type="checkbox"/> Special Feature ② | <input type="checkbox"/> With Our Business Partners | <input type="checkbox"/> Reducing the Environmental Load of Factories and Offices |
| The Fujitsu Group: Engaging in Activities Rooted in Local Communities Around the World. | <input type="checkbox"/> With Local and International Communities | <input type="checkbox"/> Environmental Considerations in Distribution |
| | For the Environment | <input type="checkbox"/> Operating Activities and Environmental Load (Material Balance) |
| | <input type="checkbox"/> Targets and Achievements | <input type="checkbox"/> Environmental Communications |
| | <input type="checkbox"/> Environmental Management | <input type="checkbox"/> The History of Fujitsu's Environmental Activities |

Q5 From what perspective did you read this report?

- | | | |
|--|---|--|
| <input type="checkbox"/> Fujitsu product user | <input type="checkbox"/> Journalist | <input type="checkbox"/> NGO/NPO member |
| <input type="checkbox"/> General consumer | <input type="checkbox"/> Shareholder | <input type="checkbox"/> Government official/administrator |
| <input type="checkbox"/> Student | <input type="checkbox"/> Investor/analyst | <input type="checkbox"/> External research organization member |
| <input type="checkbox"/> Environmental specialist | <input type="checkbox"/> Corporate buyer/purchaser | <input type="checkbox"/> Other () |
| <input type="checkbox"/> Resident of Fujitsu facility neighborhood | <input type="checkbox"/> Corporate environmental staff member | |

Q6 How did you learn about the existence of this report?

- | | | |
|--|---|-------------------------------------|
| <input type="checkbox"/> Newspaper | <input type="checkbox"/> Fujitsu Public & Investor Relations Div. | <input type="checkbox"/> NGO/NPO |
| <input type="checkbox"/> Magazine | <input type="checkbox"/> Fujitsu Group employee | <input type="checkbox"/> Friend |
| <input type="checkbox"/> Advertisement | <input type="checkbox"/> Fujitsu Group sales representative | <input type="checkbox"/> Exhibition |
| <input type="checkbox"/> Website | <input type="checkbox"/> Plant tour | <input type="checkbox"/> Other () |

Q7 Please use the space below to communicate any comments or requests you may have concerning Fujitsu's sustainability activities.

.....

.....

.....

Thank you for your cooperation. Please fill in the following to be included in our mailing list.

Name _____ Those who would like to be sent a copy of the 2009 Fujitsu Group Sustainability Report should check the appropriate box below.
 Request a copy Do not request a copy

Mailing address (for 2009 report):
 〒 _____

Occupation (employer): _____ Department/position: _____

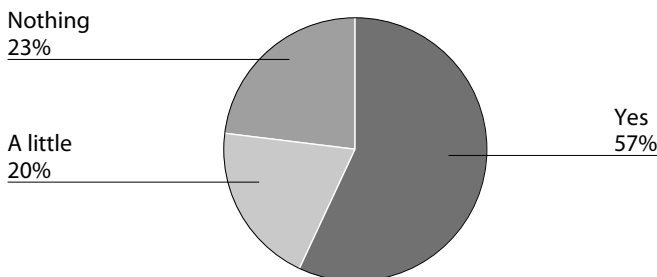
2007 Fujitsu Group Sustainability Report Questionnaire Results

(As of May, 2008)

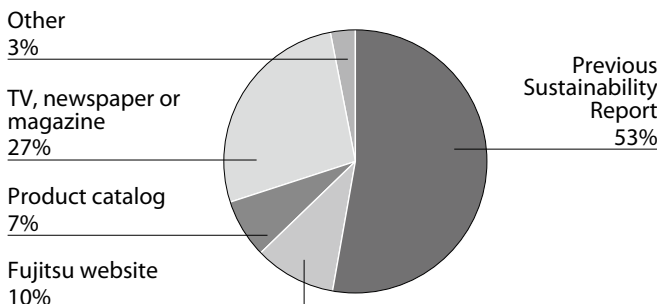
Thank you very much for your cooperation in responding to the 2007 Fujitsu Group Sustainability Report questionnaire. The tabulated results for the questionnaire are as follows. We will continue to use your valuable opinions, to help improve our activities and create even better reports.

Questionnaire tabulation results Respondents = 65

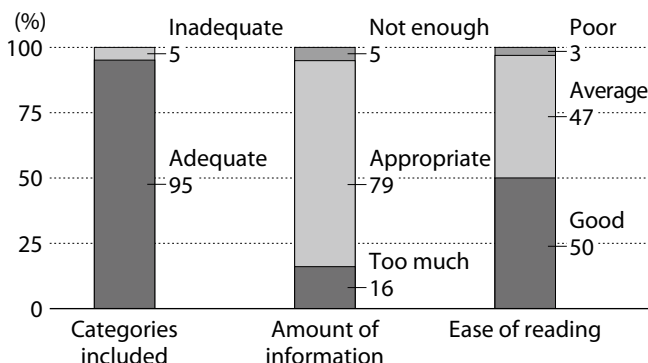
Q1 Did you know anything about Fujitsu's sustainability activities before reading the report?



Q2 (For those who answered "Yes" or "A little" to Q1) How did you come to know about them?



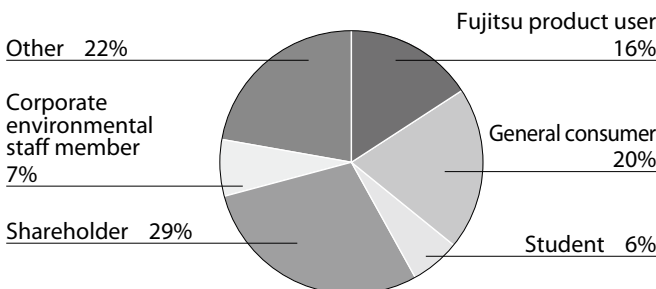
Q3 What is your impression of this report?



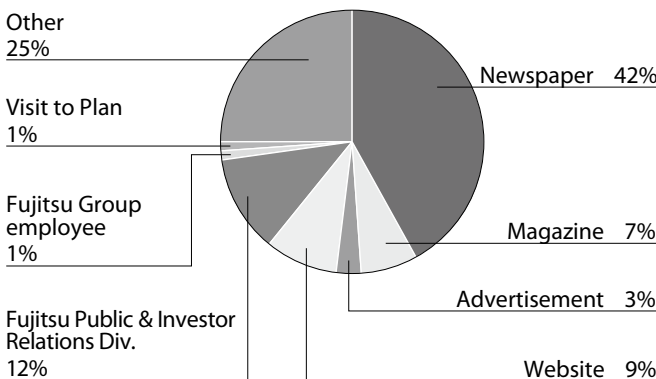
Q4 Which sections of this report were of greatest interest?

Category title	Votes for this category
Global Warming Countermeasures	35
Soil and Groundwater Surveys and Cleanup Measures	22
Fujitsu Group Profile	21
Eco-Friendly Products	21
Targets and Achievements	20
For Our Customers	20
Highlight: Launching the Stage V Fujitsu Group Environmental Protection Program	18
For Our Shareholders	17
Reducing the Environmental Burden of Factories and Business Offices	17
With Local and International Communities	17

Q5 From what perspective did you read this report?



Q6 How did you learn about the existence of this report?



Comments and Requests Expressed to Fujitsu

- I would like to you to use more photographs.
- I would like you to express things so that they are easier to understand.
- I would like to see more details of the education about the environment and CSR activities that you are providing to entire employee.

- I want to see you thoroughly implementing CSR activities.
- I want you to continue reducing the environmental load.

Your opinions will be used to improve future editions of our sustainability report and will be reflected in our future activities.