

Fujitsu Group
Sustainability
Report
2013

The Power of ICT

for sustainability and beyond



shaping tomorrow with you

ISSUES of Sustainable Development

Issues Humanity Must Overcome on an Increasingly Crowded Earth and in a Rapidly Expanding Cyber Society

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Global Environmental Challenges

At around 7 billion, the global population imposes on the Earth an environmental burden that is 1.5 times what is thought to be sustainable. It is expected that this figure will have risen to 2.0 when the global population hits 8.4 billion in 2030. The capacity of our irreplaceable planet is not unlimited.

The Fujitsu Group is committed to using ICT^{*1} to help solve problems like the need to reduce greenhouse gas emissions for all of society, and protect natural capital.



Food and Energy Demand

Throughout the world, one out of eight people suffers from malnutrition, and one out of nine, from water stress. By 2030, food demand will have risen by 50% (compared to 2008), even as water shortages worsen and production of biofuels rises.

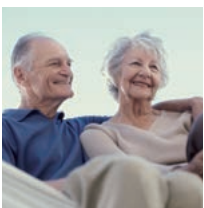
The Fujitsu Group is moving forward with the application of innovative ICT in fields like supply/demand management and agriculture, which have not seen the intense application of ICT to date.



The Social Impacts of Urbanization

Across the world, 28 cities have populations of 10 million or more and around 500 have populations of 1 million or more. With the expectation that 60% of the global population will live in cities by 2030, traffic congestion, atmospheric pollution, energy management, and other problems will only worsen.

The Fujitsu Group, by using ICT to analyze massive amounts of data, will help to solve these linked problems.



Global Population Aging

People 60 or older comprise 30% of the population in Japan, and average 20% in advanced countries and 9% in developing countries. By 2030, figures of 37%, 29%, and 14%, respectively, are expected. Swiftly addressing medical and elderly care, social security, and other problems, therefore, will be critical.

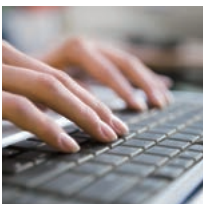
The Fujitsu Group, leveraging know-how developed in Japan, will rise to the challenge of solving these problems on a global basis.



The Digital Divide^{*2}

The number of Internet users, now at around 2.4 billion, is seen as rising to 6.6 billion by 2030. While many people are benefitting from ICT, there are concerns about the growing disadvantages to those who cannot, due to hurdles like age, handicaps, and economic circumstances.

The Fujitsu Group, in working to create a society where ICT is available for everyone, is moving forward with the construction of ICT platforms and development of access devices.



Cyber Attacks and Cyber Crime

Cyber attacks on key ICT infrastructure are a major threat. As the use of cloud-based services and smart phones continues to rise, cyber crime, which now affects 500 million people and causes over 100 billion dollars in damages annually, will only grow.

The Fujitsu Group, in its aim to help create an ICT society that is safe and secure, will continue to strengthen its cyber security measures.

We are striving to transform society through the Three Powers of ICT

Please refer to pages 15 and beyond for case examples.

*1 ICT: Information and Communication Technology

*2 Digital divide: The gap between people who have ready access to digital information resources and those who do not.

The Power of ICT for sustainability and beyond

Using the Power of ICT to Solve Sustainability Issues and
Creating a Better Society for the Future

Human Centric Intelligent Society

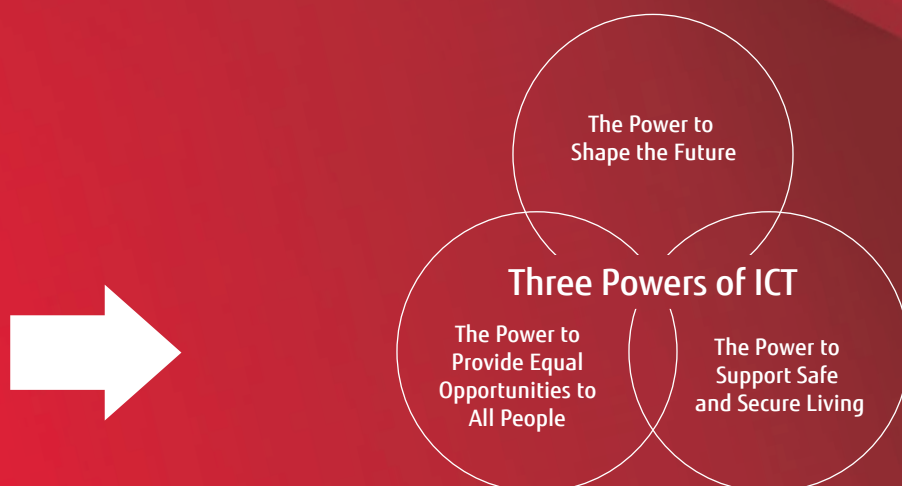
Imagine a world where people are free to achieve their full potential and instinctively feel secure and in control. A world where knowledge is continually harnessed to drive new value and support sustainable growth.

An Era in which All Manner of Objects and Social Infrastructure are Connected by Networks.

But with instant access to knowledge enabled through smart devices and the cloud, computing is now progressing into a new, human-centric era, where technology connects people, rather than the other way around.

The Fujitsu Group will transform society by producing new knowledge from the real-time analysis of the enormous volumes of data obtained in digital worlds.

"The Power of ICT" will support the activities and actions of people, striving for solving various social issues.



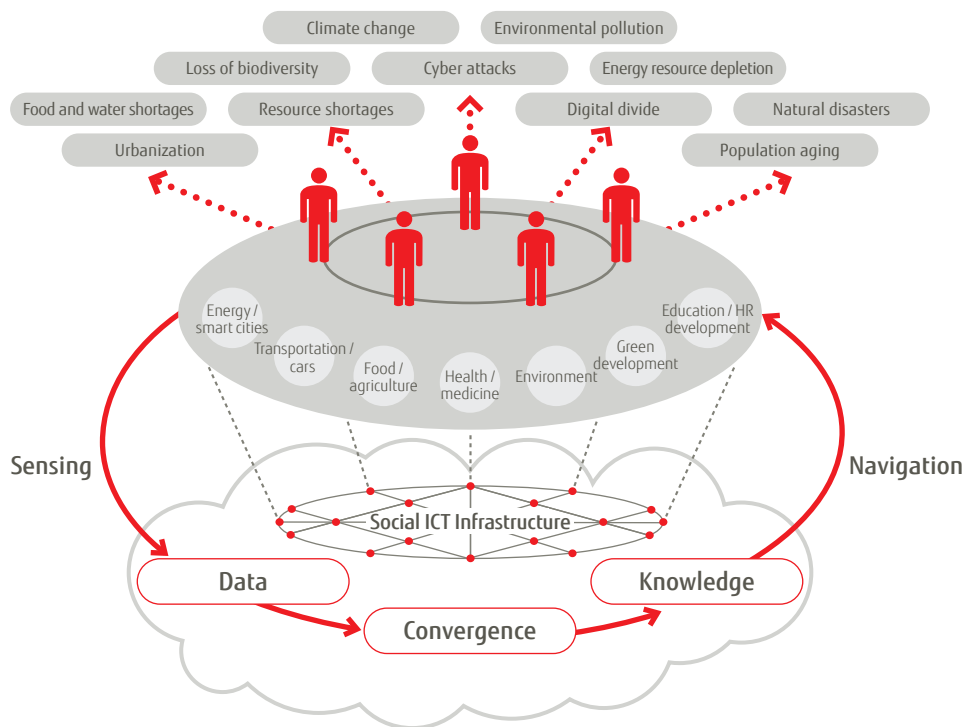


The Power to Shape the Future

Solving difficult global challenges and social issues through computing

- Demonstrate world-class technology leadership to step as far as possible into the future
- Expand the provision of solutions designed to address priorities (food, healthcare, education, etc.)
- Achieve our environmental vision – a low-carbon, prosperous society

Framework for Opening a Path to the Future



Interpreting the Activities of People and Society As Data, Solving Issues, and Creating New Intelligence

Data from households, workplaces, and various other places in society; data collected over networks from smart devices and sensors. Data portrays the activities and conditions of people and society in real time. By analyzing these enormous volumes of data with powerful computing resources, new knowledge can be created to support decision-making and enable the solving of social issues. We want to use the

power of ICT to get even one step closer to the future – we want to step up to the challenge of solving the world's most vexing problems through innovation. The Fujitsu Group is committed to helping solve environmental, energy, transportation, food, health, medical, and various other social issues by realizing a human centric intelligent society.

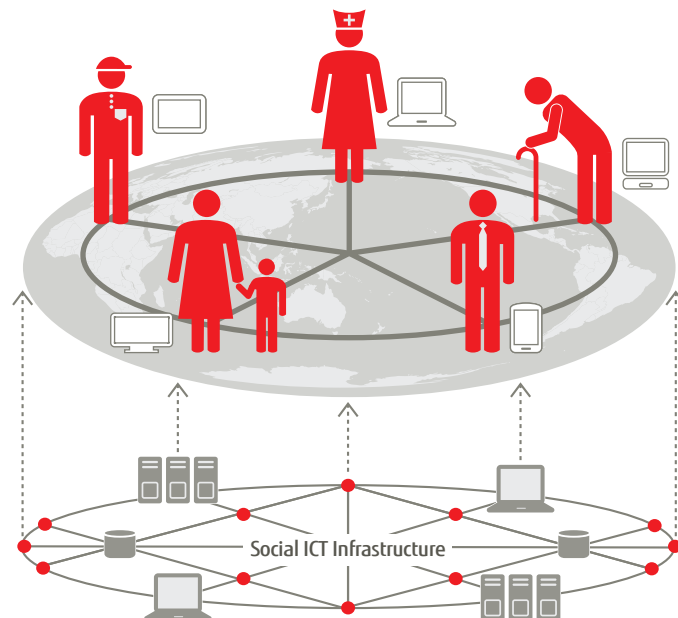


The Power to Provide Equal Opportunities to All People

Develop user-friendly terminals and interfaces, along with frameworks for promoting ICT implementation in developing countries

- Develop terminals and devices targeting rapidly increasing Internet users
- Execute businesses that provide opportunities on a global basis
- Conduct field surveys in developing countries and develop partnerships

Creation of Environments where the Advantages of ICT Can Be Enjoyed



**Toward a Society Where All of the World's People Can Easily Use and Apply ICT
Toward a Society Where Bonds among People Are Deepened,
and Wisdom and Expertise Are Shared**

With the spread of the Internet, it is now possible for anyone to easily obtain new information and knowledge. Smart devices provide us with various kinds of information while we shop, work, and go about other aspects of our daily lives. On the other hand, seniors for whom it is difficult to take full advantage of ICT, and people living in developing countries with inadequate infrastructure, are suffering from opportunities lost because of an information gap. We want to

use the power of ICT to help connect people and bring opportunity to the world's 7 billion people. The Fujitsu Group is working to create a framework for promoting the spread of ICT, for example, by developing interfaces that are easy to understand and use, and installing telecommunications infrastructure. We see this as working toward the realization of a society where as many people as possible can use ICT to pursue their own potential.

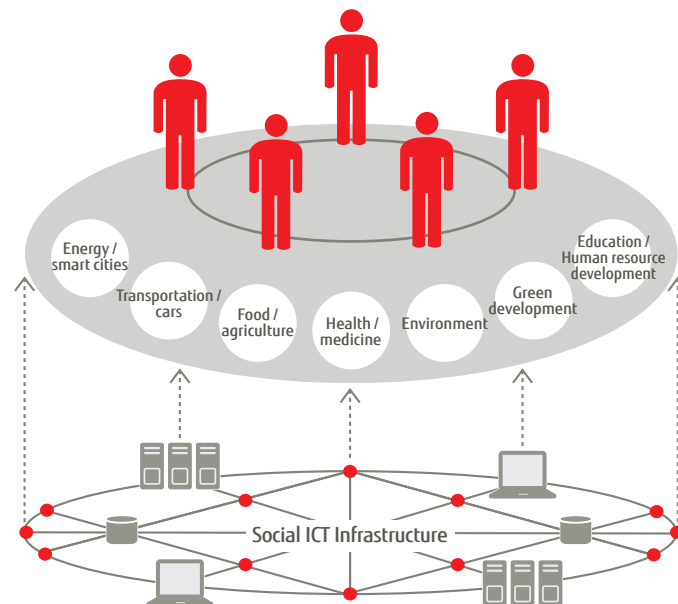


The Power to Support Safe and Secure Living

Ensure stable operation of social ICT infrastructure and cyber security

- Help to build a value-creation platform, eyeing an era when virtually everything is connected to the Internet
- Achieve stable operation of world-class ICT systems
- Develop and strengthen cyber security solutions

Social Infrastructure Supported by ICT



Social ICT Infrastructure that is Highly Reliable and Robust against Accidents, Disasters, and Cyber Attacks. We Want ICT to be a Power that Protects Peoples' Daily Lives, Industry, Society, and the World

ICT covers every aspect of society and supports our daily lives in areas like energy, transportation, finance, and medicine. ICT systems, however, have gradually become more and more complex, and there have been occasional instances in which accidents, disasters, unanticipated trouble, or other problems have resulted in significant impacts on society. The Internet, too, while greatly improving convenience for society, has shown its dark side

in the form of rising cyber crime, cyber attacks on key infrastructure, and other threats to international society. We want to use the power of ICT to promote safety and security in daily life by completely insulating social infrastructure from all threats. The Fujitsu Group will continue to use cloud-based security monitoring, biometric authentication devices, and other cutting-age technology to protect people's daily lives, industry, and society.

Toward a Human Centric Intelligent Society

Fujitsu will contribute to the development of a sustainable earth and society, and to the construction of a safe and secure digital society, as the social responsibilities of an ICT company.



Toward the Realization of a Sustainable Society

ICT has connected people across the globe and given rise to countless ideas and opportunities. Globalization, which has accelerated with the innovative application of ICT, has been instrumental in the global economy's threefold expansion over the past 20 years. Problems, however, remain. Climate change and natural disasters are growing in severity. Population growth is giving rise to concerns about possible shortages of food, water, and energy. And there are any number of other linked social problems that have come to light. These threats tell us that we, rather than pursuing profits at the expense of others, should work together toward sustainable, inclusive development.

Enhancing the Power of ICT

As a global ICT enterprise, the Fujitsu Group actively thinks about its social responsibility to use the power of ICT to contribute to the realization of a sustainable earth and society, and to maintain and strengthen the safety and security of digital society.

Through the expansion of the environments and circumstances in which it is used, and growth in its capabilities, ICT, now, more than a tool for making business more efficient and supporting social infrastructure, stands at the threshold of an era in which it will have enormous power to produce intelligence from massive volumes of data, and drive both change to a better society and improvements in human capabilities. The Fujitsu Group has put forth a medium-term vision of a "Human Centric Intelligent Society" in which the potential of everyone will be maximized through ICT, and society will develop along a sustainable path. Working together with others, we will use the power of ICT to create social innovation that will give rise to solutions in the fields of energy, transportation, food, health, the environment, and education.

The proliferation of ICT has led to the melding of daily life and digital society, and given rise to incalculable opportunities. At the same time, however, the rapid adoption of ICT has presented us with new issues.

Swiftly responding to the constantly rising number of cross-border cyber attacks, and the need to protect privacy, is the responsibility of all global ICT companies. The Fujitsu Group, working from a foundation of technologies it has developed through the operation of its own systems, is collaborating with various entities to address these problems.

The use and application of ICT, however, entails increases in the consumption of electricity and other forms of environmental burden, and these cannot be ignored. The Fujitsu Group, therefore, has formulated the Fujitsu Group Environmental Strategy (Stage VII) not just as a matter of its own environmental consciousness but also to cooperate with customers and society to use ICT to reduce greenhouse gases for society as a whole and advance environmentally conscious management in other ways, as well.

Toward the Joint Creation of New Innovations

The Fujitsu Group, based on its brand promise of "shaping tomorrow with you," is committed to the practice of management that emphasizes the joint creation of value with stakeholders. Fujitsu will continue to support the UN Global Compact's 10 principles in the areas of human rights, labour, the environment, and anti-corruption, and, from FY 2012, has already embarked on the strengthening of its CSR management from perspectives like using the ISO26000 framework to confirm the status of Group company initiatives.

The Fujitsu Group, ever cognizant of the expectations and demands of stakeholders, will work to help realize a sustainable society and pass on to future generations a thriving global environment, as it works with others to create new innovations.

Our Approach to CSR

FUJITSU Way

On April 1, 2008, Fujitsu announced a fully revised Fujitsu Way.

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

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

Organization Promoting CSR

Three committees have been set up and charged with promoting the uptake and firm establishment of the Fujitsu Way as the cornerstone of the Fujitsu Group's CSR activities. Reporting directly to the Management Council, they are the Fujitsu Way Promotion Council, Risk Management & Compliance Committee, and the Environmental Management Committee.

To promote CSR management across the entire Fujitsu Group, the CSR Promotion Committee, under the chairmanship of the vice president and representative director (for corporate affairs) and with administrative support from the CSR Promotion Department, began in FY 2012 to hold regular reviews of CSR activities at Board of Directors' and Management Council meetings.

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.

Strengthening Global CSR Management

The Fujitsu Group signed the United Nations Global Compact in December, 2009 and has since taken steps to pursue CSR management in line with global standards. We also submitted our COP (Communication on Progress) at the Advanced level in 2012. In FY 2013, we verified the status of the Fujitsu Group's CSR activities which were covered in the last survey, and launched initiatives for improvement.

• The Survey for 117 Fujitsu Group Companies

In FY 2012, we conducted a survey of 117 Fujitsu Group companies (80 domestic and 37 overseas; 104 subsidiaries) and reviewed the results at the CSR Promotion Committee.

The survey was composed of items related to the seven core subjects of the ISO 26000 standard, international standards for social responsibility, and items specified in the Governance Checklist used for internal control at the Fujitsu Group.

• Survey Results Feedback

Analyzing responses from the Group companies, we have verified the status of activities at each as of FY 2012 and provided feedback to individual companies.

The results show that the issues need to be addressed especially in the area of "Fair Operating Practices," "Consumer Issues," and "Community Involvement & Development."

We had briefing sessions to present these results and provide guidance on ISO 26000 to 50 group companies in Japan (80 participants) and shared the same information with overseas group companies by using a web-based conference system.

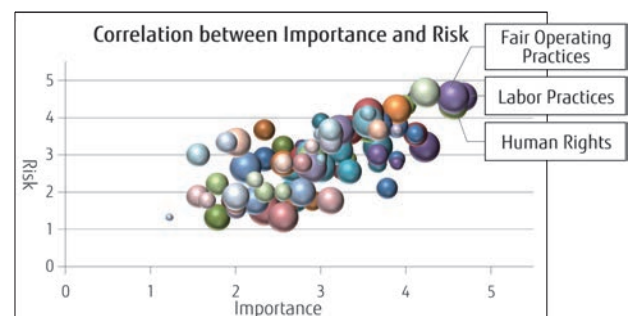
• Future Plan

For improvement and enhancement based on the survey results, we have formed a special team with our Field Innovators (see page 41) and we have identified the issues, using techniques such as "Visualization" and "Logical Analysis," discussed initiatives for improvements. As a first step, we have made decisions about the relevance, importance, and priority of initiatives based on ISO 26000 concepts and selected preferential target areas.

In addition, we have discussed details on significant issues that need to be addressed quickly, such as "Human Rights," "Labor Practices" and "Fair Operating Practices," through analysis of importance and risks for the Fujitsu Group.

With the commitment of top management, the Fujitsu Group will strengthen the Group governance in collaboration with related departments, as well as develop CSR activities, which are being made an integral part of management from a global perspective.

Overview of the Correlation between Importance and Risk for Individual Questions



Stakeholder's Message

Take CSR Activities to a Higher Level Globally

Utilizing the ISO 26000 framework, we provided support for creation of the CSR (ISO 26000) / governance questionnaire and analysis of survey results at Fujitsu Group companies.

Survey results for 117 Group companies clarified issues for the Fujitsu Group. We think Fujitsu needs to prioritize the issues it addresses and steadily upgrade its CSR management globally, while communicating appropriately with its Group companies.



Takehiko Mizukami
CSR Consultant
Cre-en Inc.

To Advance CSR Activities as an Integral Part of Business



Masami Fujita
Corporate SEVP &
Representative Director

In December 2010, the Fujitsu Group established a corporate social responsibility (CSR) policy and determined five priority issues around which it will focus its CSR practices.

Based on this CSR policy, the Group will focus on five priorities in a more forceful response to the

multiple needs and expectations of stakeholders so as to contribute to the sustainable development of society and the planet, discharging its responsibilities as a truly global ICT company.

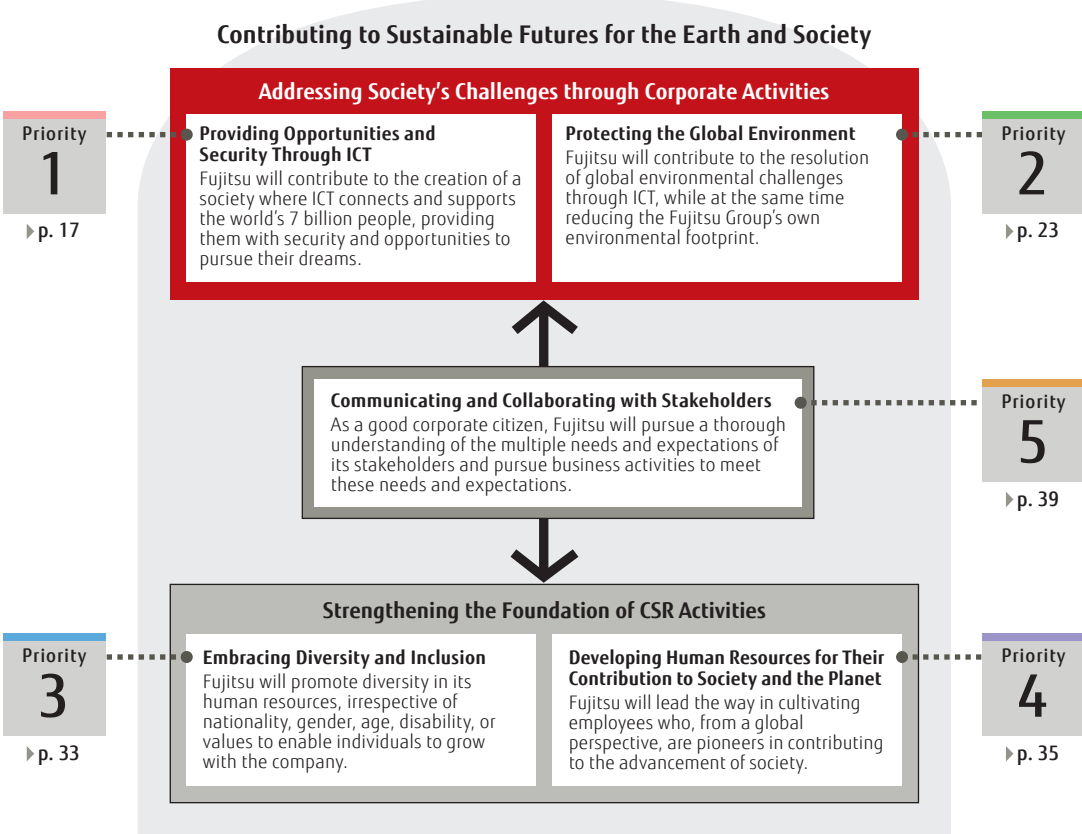
In addressing the priority issues, Fujitsu will set short- and medium-term objectives and follow the

PDCA cycle in making actual progress. This progress will be disclosed within and outside the company and shared while CSR activities are being made an integral part of management.

In setting priorities, the CSR Promotion Committee, which has representatives from all concerned departments of the Company, formed a basic strategy working group that considered the Global Reporting Initiative guidelines and other internationally recognized CSR norms, identified global social problems, and held repeated discussions to decide those which Fujitsu should address as priorities.

Two dialogue sessions were also held with stakeholders, in which they were represented by outside experts, deepening our understanding of their needs and expectations.

Fujitsu Group CSR Policy



5 Priorities of Fujitsu Group's CSR and CSR Activity Targets and Achievements

Basic Policy	Category	FY 2012 Targets
CSR Basic Management	Promoting CSR Activities Across the Group	<ul style="list-style-type: none"> Explore measures for completing remaining items and ranking their priority. Expand items covered by the checklist for Group companies, including those overseas.
	Implementing the PDCA Cycle Based on Our Vision	<ul style="list-style-type: none"> Establish medium-term CSR targets and single fiscal year targets for PDCA processes. Announce detailed plans for issues we should tackle heading toward 2020. Begin work on strengthening processes and setting specific goals when formulating organizational targets.
	CSR Penetration and Execution	<ul style="list-style-type: none"> Renovate tools for infusing the CSR Policy throughout the organization, including Internet-based frameworks, in-house publications, and events. Enhance systems encouraging employees to voluntarily take part in linking the CSR Policy to their work. <ul style="list-style-type: none"> Expand the CSR Promotion Task Force's scope to more departments. Enhance employee education through questionnaires, e-Learning, round-table discussions for employees, and the like. Introduce an award program.
Priority 1 Providing Opportunities and Security Through ICT ▶ p. 17	Providing New Values Through ICT	<ul style="list-style-type: none"> Expand programs utilizing sophisticated computing to address social issues. Generate multiple examples of viable businesses in the form of ICT-enabled solutions for social issues in areas like medicine, education, and food. Examine introducing an evaluation system for projects designed to solve social issues.
	Increasing ICT Accessibility	<ul style="list-style-type: none"> Incorporate diverse stakeholders' opinions and conduct field tests to further the development of products that deliver great ICT experiences to more people. Conduct surveys to ascertain the issues and identify areas where ICT should make a difference (e.g., estimate benefits, establish processes), with a view to creating more solution businesses in developing countries.
	Reliability and Security through ICT	<ul style="list-style-type: none"> Continue and strengthen FY 2011 initiatives. Strengthen responsiveness to government policies for enhancing IT security. Promote the advancement of a global communications platform.
Priority 2 Protecting the Global Environment ▶ p. 23	Benefitting Customers and Society	<ul style="list-style-type: none"> Provide green ICT that will reduce cumulative CO₂ emissions worldwide by 15 million tons for the FY 2009-12 period. Achieve a 3% reduction in level of impact (in main business areas) compared to FY 2009 as evaluated by BD integration index-numerical indicators developed to measure impact of operations on biodiversity, as part of a system to expand the contribution of ICT to reducing that impact.
	Pursuing Internal Reforms	<ul style="list-style-type: none"> Reduce total greenhouse gas emissions globally to 6% below FY 1990 levels by end of FY 2012 (CO₂: 5% reduction; other greenhouse gases: 20% reduction). Reduced CO₂ emissions from domestic transport to 15% below FY 2008 levels by the end of FY 2012. Increased renewable energy usage ratio to 10 times FY 2007 levels by the end of FY 2012.
Priority 3 Embracing Diversity and Inclusion ▶ p. 33	Corporate Culture Reform	<ul style="list-style-type: none"> Further advance human rights training and enlightenment and their diffusion throughout domestic Group companies. Enhance individual support and other steps to further develop the diversity promotion measures. Work to increase the rate of positive responses to working environment-related items on the diversity awareness survey by looking closely at the issues.
	Helping Individuals Flourish	<ul style="list-style-type: none"> Expand positive action (e.g., utilization of diversity mentors for female employees). More effectively augment networking events. Work to increase the rate of positive responses to individual awareness-related items on the diversity awareness survey by looking closely at the issues.
	Promoting a Work-Life Balance	<ul style="list-style-type: none"> Work to increase the rate of positive responses to work-life balance-related items on the diversity awareness survey by looking closely at the issues.
Priority 4 Developing Human Resources for Their Contribution to Society and the Planet ▶ p. 35	Working to Develop Employees Who Can Support a Truly Global ICT Company	<ul style="list-style-type: none"> Foster global business leaders. <ul style="list-style-type: none"> Promote diversity among the next generation of business leaders by strengthening ties with overseas business bases. Enhance the quality and scope of business leaders through continued training. Strengthen the baseline. <ul style="list-style-type: none"> Reinforce baseline training to ensure that every employee understands and acts in accordance with our corporate philosophy. Increase training opportunities for generating business from social and market changes.
Priority 5 Communicating and Collaborating with Stakeholders ▶ p. 39	Stakeholder Communications	<ul style="list-style-type: none"> Reflect the opinions of a wide range of stakeholders regarding our CSR initiatives and sustainability report in our actual corporate activities. Engage in periodic dialogue with residents to promote development in neighboring communities.
	Collaboration with Stakeholders	<ul style="list-style-type: none"> Build relationships with NGOs, NPOs, international organizations, and other diverse stakeholders, and resolve social issues through our business operations. Create forums conducive to innovation creation through dialogue with diverse stakeholders.
	Harmony with Society	<ul style="list-style-type: none"> Examine introducing an evaluation system for programs promoting co-existence with society. Enhance social contribution programs capitalizing on the Fujitsu Group's expertise.

FY 2012 Performance

	<ul style="list-style-type: none"> • Leveraged ISO 26000 to survey the status of CSR activities at 117 Group companies, including overseas. • Ranked priorities and identified issues to address based on importance/risk analysis of results of above. 	★★★
	<ul style="list-style-type: none"> • Performed reviews and approvals of CSR goals and key activities, with a Corporate Senior Executive Vice President as chair of the CSR Promotion Committee. • Through unified messages (reports, exhibits, etc.), announced Fujitsu's intent to enact societal change by 2020 through The Power of ICT. • Established guidelines for setting goals for divisions, based on CSR priority issues and Fujitsu's top vision. 	★★★
	<ul style="list-style-type: none"> • Began disseminating information through a CSR information portal site for all Group employees. • Implemented the following to promulgate the CSR Policy among all employees. <ul style="list-style-type: none"> – e-Learning concerning CSR activities. – Questionnaire for all employees concerning CSR priority issues (2,442 responses). – CSR briefing for about 500 Fujitsu and Group company executives. – Ongoing evaluation of quality improvement activities based on social perspectives. 	★★★
	<ul style="list-style-type: none"> • In Japan and overseas, promoted our Smart City business (to address air pollution, energy management, and transportation) that leverages the power of supercomputers. • Established 7 key innovation sectors for the expansion of businesses that resolve social issues. • Set "Build a better society" and "Empower people" as "New Role of ICT" in the Fujitsu Technology and Service Vision. 	★★★
	<ul style="list-style-type: none"> • Implemented the following as universal design initiatives. <ul style="list-style-type: none"> – Received multiple international universal design awards for our smartphones for seniors. Rolled out these products to the European market. – Expanded the scope of accessibility JIS standards to our entire public website. • Created prototypes for resolving issues in emerging countries (India, Laos, Myanmar, etc.). 	★★
	<ul style="list-style-type: none"> • Conducted e-Learning on security for all Fujitsu executives and employees, with nearly 100% attendance. • Supported activities by the World Economic Forum (WEF) to strengthen cyber security. • Continued to gradually adopt standardized communication platforms in domestic and overseas Fujitsu Group companies. Completed implementation for Fujitsu Limited and 75 domestic Group companies, covering about 68,000 employees (as of May 28, 2013). 	★★★
	<ul style="list-style-type: none"> • Through the provision of green ICT, contributed to reduction of cumulative CO₂ emissions from customers and society by 15.61 million tons for the FY 2009-12 period. • Achieved a 9.6% reduction in level of impact (in main business areas) compared to FY 2009 as evaluated by BD integration index-numerical indicators developed to measure impact of operations on biodiversity, as part of a system to expand the contribution of ICT to reducing that impact. 	★★★
	<ul style="list-style-type: none"> • Reduced total greenhouse gas emissions globally to 24.4% below FY 1990 levels by the end of FY 2012. • Reduced CO₂ emissions from domestic transport to 32% below FY 2008 levels by the end of FY 2012. • Increased renewable energy usage ratio to 11.9 times FY 2007 levels by the end of FY 2012. 	★★★
	<ul style="list-style-type: none"> • Conducted ongoing human rights training and enlightenment for plants, subsidiaries, workplaces, and domestic Group companies. • Began establishment of human rights management structure (human rights due diligence) based on the United Nations Guiding Principles on Business and Human Rights. • Implemented the following as workplace diversity promotion activities. <ul style="list-style-type: none"> – Conducted interviews with 30 Heads of Units (including executives) to assess the status of workplaces. – Rolled out e-Learning in domestic Group companies. • Achieved a 78.2% positive response (a 0.2-point increase over the previous year) to item "Feel pride in working at Fujitsu Group" in employee satisfaction survey. 	★★★
	<ul style="list-style-type: none"> • Implemented positive action at Fujitsu. <ul style="list-style-type: none"> – Implemented development program for women leaders (46 attendees). • Held attribute-specific events (including at domestic Group companies) to promote networking by employees who are involved in child care or nursing care, employees who are foreigners, employees with disabilities, etc. • Ratio of female executives at Fujitsu: 4.0%; Ratio of employees with disabilities: 2.00%. 	★★★
	<ul style="list-style-type: none"> • Performance in usage of work systems at Fujitsu: <ul style="list-style-type: none"> – Employees taking child care leave: 186; Employees taking leave for wife's childbirth: 510. • Conducted survey related to nursing care and, based on the results, held forum (also targeting domestic Group companies) concerning improvement of work styles for balancing jobs with nursing care. • Prepared an ICT-based telecommuting environment to achieve more diverse work styles. 	★★★
	<ul style="list-style-type: none"> • Fostered global business leaders. <ul style="list-style-type: none"> – Promoted diversity by increasing the number of attendees from overseas Group companies in the next-generation business leader training program (92 attendees). – Leadership development program targeting overseas sites (59 participants). – Global competency nurturing program targeting young employees in Japan (103 attendees). • Strengthened baseline education. <ul style="list-style-type: none"> – Reviewed baseline education system from the respective standpoints of executives and regular employees. 	★★★
	<ul style="list-style-type: none"> • Implemented the following as part of stakeholder communication. <ul style="list-style-type: none"> – Conducted questionnaire on our Sustainability Report and analyzed comments (142 comments) from consumers, shareholders, etc. – Engaged in periodic dialogue with residents in regions with major business sites (75 times). • Gave lectures on corporate social responsibility in cooperation with neighboring communities, to widely introduce and publicize our initiatives to communities. 	★★★
	<ul style="list-style-type: none"> • Provided cloud-enabled environment and life form surveying tools, free of charge, to a total of 10 NGOs and NPOs (out of 41 requests received). • Held 11 sessions of dialogues with experts on topics of diversity, human resource utilization, human rights, BOP, universal design, and the environment. 	★★★
	<ul style="list-style-type: none"> • Implemented the following as part of social contribution programs. <ul style="list-style-type: none"> – Launched a program to provide support systems for NPOs, supporting their work efficiency. – Achieved a total of about 2,000 internal database records of social contribution activities linked to local communities. – Dispatched a total of about 300 volunteers to regions affected by the Great East Japan Earthquake. 	★★

Level of achievement ★★★: Achieved plan targets ★★: Not all plan targets were achieved and some issues remain to be addressed ★: Plan targets have not been achieved

FY 2013 Targets

Medium-Term Targets (FY 2020)

<ul style="list-style-type: none">• Create improvement process suggestions for issues identified in FY 2012, and extend these across Group companies.	<ul style="list-style-type: none">• We have CSR management processes in place across the Group and implement CSR initiatives in line with global standards, including those for value chains.
<ul style="list-style-type: none">• In Fujitsu's business vision, reflect those areas in which Fujitsu will address resolution of social issues through its business.• Implement measures to promote the use of guidelines mentioned at the left.	<ul style="list-style-type: none">• We work continuously to bring our CSR efforts to the next level by setting shared short and medium-term targets for the entire Group and utilizing the PDCA (plan, do, check, act) cycle.
<ul style="list-style-type: none">• Start disseminating information within and outside the company using SNS.• Hold study sessions and workshops aimed at global penetration of CSR standards.• Reflect opinions from internal questionnaires in CSR activities.	<ul style="list-style-type: none">• Fujitsu Group employees take it upon themselves to promote CSR with a comprehensive view to economic, environmental, and social dimensions.
<ul style="list-style-type: none">• Continue and strengthen the initiatives at the left.• Create multiple examples of solutions related to core areas like medicine, education, and food.	<ul style="list-style-type: none">• We are using global cutting-edge computing to generate simulations of the future, and employing them to help solve an array of tough problems like climate change, resource shortages, and disaster damage. In addition, we are globally deploying ICT-enabled solutions for various issues affecting cities, food, medicine, education, and more.
<ul style="list-style-type: none">• Continue and strengthen the initiatives at the left.• Strengthen initiatives to commercialize solution businesses in emerging countries.	<ul style="list-style-type: none">• So that as many people as possible in the world can leverage ICT to pursue their potential, we are opening doors to cyber society, providing devices and interfaces that are easy to use for all, and offering systems supporting ICT deployment to developing countries.
<ul style="list-style-type: none">• Continue and strengthen the initiatives at the left.• Expand solutions to secure total security and privacy.	<ul style="list-style-type: none">• We deliver reliability and security through the stable operation of ICT systems, the infrastructure underpinning economic and social activity. Further, we provide ICT solutions to realize highly secure environments where personal and proprietary information is protected.
<ul style="list-style-type: none">• Through the provision of ICT, reduce cumulative greenhouse gas emissions from customers and society by 26 million tons through FY 2015.• Through FY 2015, provide funding, technology, and human resource support for activities addressing the resolution of social and environmental issues such as biodiversity.	<ul style="list-style-type: none">• By providing technologies and solutions, we are moving closer to our target of reducing CO₂ emissions by 30 million tons a year in Japan by 2020, and helping to cut greenhouse gas emissions worldwide.• We are advancing and taking concrete measures regarding all of the items outlined in the "Business and Biodiversity Initiative" leadership declaration.
<ul style="list-style-type: none">• Reduce greenhouse gas emissions from workplaces to 20% below FY 1990 levels by the end of FY 2015.• Reduce CO₂ emissions from transport per unit of sales by 4% or more compared to FY 2011 levels.• Expand renewable energy purchase from external sources and generation capacity.	<ul style="list-style-type: none">• The Fujitsu Group boasts world-leading overall energy efficiency in each of its business fields, including software services, hardware products, and electronic devices.
<ul style="list-style-type: none">• Further promote training and enlightenment for Fujitsu and domestic Group companies, led by the Human Rights Enlightenment Committee.• Advance the process of establishing a human rights management structure (human rights due diligence).• Implement new measures in workplaces to address issues uncovered in the Head-of-Unit interviews.• Strengthen initiatives to address factors that were strongly related to improvement of employee satisfaction in the FY 2012 survey.	<ul style="list-style-type: none">• We offer a good working environment for everyone, thanks in part to measures to further human rights promotion and diversity.• Our corporate culture fosters ongoing creation of new knowledge and technologies inside and outside the organization through open and free discussion from a wealth of perspectives.
<ul style="list-style-type: none">• Expand positive action for women at Fujitsu (enhance training and diversity mentor program; consider support for active work by young women employees).• More effectively implement networking events for all attribute groups.	<ul style="list-style-type: none">• Fujitsu is creating workplaces in which employees recognize each other, and can exhibit the full added value they possess to contribute to the organization.
<ul style="list-style-type: none">• Consider measures based on results related to work-life balance that were uncovered in the survey of diversity awareness.• Promote telecommuting using ICT to help achieve more diverse work styles.	<ul style="list-style-type: none">• We are helping every employee to achieve a work-life balance and maintain a mutually beneficial relationship with society.
<ul style="list-style-type: none">• Continually perform "program development for selected employees based on human resource strategy" and "global competency development program for young employees in Japan" to nurture global business leaders.• Roll out baseline education that is systemized according to job function and role.	<ul style="list-style-type: none">• We are contributing to the advancement of society by fostering business leaders that can balance the pursuit of business strategies with the creation of social value.• Every employee grasps and acts in accordance with our corporate philosophy to create new value for society.
<ul style="list-style-type: none">• Conduct CSR activities based on analysis of comments from the questionnaire.• Continue dialogue with local residents and companies to promote development in neighboring communities.	<ul style="list-style-type: none">• We have forged relationships built on trust with diverse stakeholders by maintaining mutual lines of communication.
<ul style="list-style-type: none">• Through our business operations, expand social issue resolution and relationship building with NGOs, NPOs, international organizations, and other diverse stakeholders.• Promote sustainable co-existence with society by reflecting the opinions of diverse stakeholders in our corporate activities.	<ul style="list-style-type: none">• Fujitsu Group employees practice optimal collaboration with stakeholders in delivering value which meets society's needs.
<ul style="list-style-type: none">• Promote social contribution activities using our internal award program.• Implement the following as part of social contribution programs.<ul style="list-style-type: none">– Establish a next-generation human resource training program that leverages the strengths of the Fujitsu Group.– Improve and promote local social contribution activities that leverage our internal database.– Expand and improve systems for the further promotion of volunteer activities.	<ul style="list-style-type: none">• Most employees take part in social contribution activities that leverage their strengths.

Chapter I

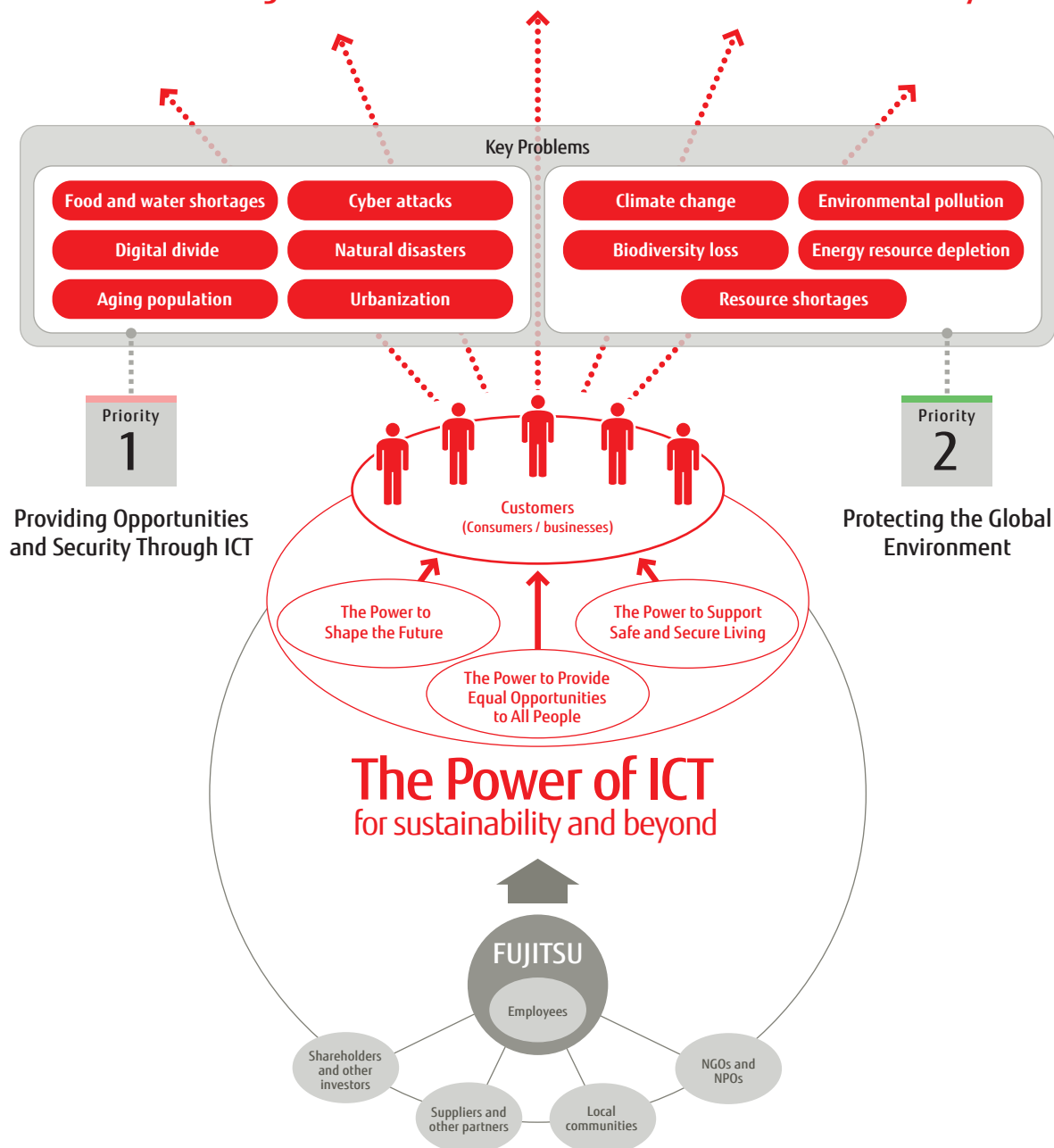
The Power of ICT
for sustainability and beyond

in Our Business

Solving Social Issues and Global Environmental
Challenges through Business Operations



Contributing to Sustainable Futures for the Earth and Society



Creation of New ICT Businesses that Lead to Solutions of Social Issues

The Fujitsu Group has identified two keys for solving social issues through business activities.

The first is the provision of opportunities and a sense of security through ICT. The Fujitsu Group is working to realize a society in which the world's 7 billion people have ICT access, offer highly reliable ICT system infrastructure that supports economic and social activities, and create innovations that overcome social problems.

The other key for solving social issues is acting to protect

the global environment. In response to worsening climate change, the loss of biodiversity, and other global environmental issues, the Fujitsu Group is committed to using ICT to contribute to solutions and to doing everything practicable to lower its own environmental burden.

The Fujitsu Group accepts the challenge of realizing social innovation that helps to solve the social and environmental problems facing humanity.

Providing Opportunities and Security Through ICT

Looking Back on FY 2012

Using Human-Centric ICT to Solve Social Issues

Fujitsu has put forth its vision of a Human Centric Intelligent Society, and is working to realize business and social innovation based on a view of ICT that begins with human activities. Against a background of advancing technology, ICT has gained the ability to not only improve productivity but also solve various social issues. Through its penetration in daily life, ICT has become a familiar presence that promotes both cooperation among individuals and better decision-making, and supports creative activities. ICT areas have yet to be extensively adopted in fields such as agriculture, visiting care services, and natural disaster mitigation, but here, too, people are beginning to be served by cloud computing and other new technologies. The use of smart devices, the cloud, and big data will bring significant opportunities to daily life, business, and society. It will also, however, mean increasingly complex risks, and there are growing concerns about cyber attacks and protection of privacy.

The Fujitsu Group thinks about the totality of security, governance, and the protection of privacy in its provision of optimal solution services. Fujitsu is committed to the idea that the sophisticated use of information will be a positive force in helping people bring about change in business and society, and in realizing a sustainable future for the global environment.

►WEB For more details on a Human Centric Intelligent Society, please refer to our website.
<http://www.fujitsu.com/global/vision>



Hideyuki Saso
 Corporate Senior
 Executive Vice President
 and Representative
 Director, CTO&CMO



The Power to Shape the Future

Flood Disaster Mitigation using Meteorological Simulations (Australia)

Flood disasters due to climate change and urbanization have been increasing in the recent years. In 2010, for example, approximately 200 million people in the world fell victim to flooding. Australia, where approximately 80% of the population is concentrated in coastal areas, was no exception. 8, Abnormal precipitation is a growing cause of flood disasters there and decreasing flood-related risks is of considerable importance to the nation.

Fujitsu, in collaboration with the National Computational Infrastructure (NCI) led by the Australian National University (ANU), is focusing on climate change, disaster prevention, and flood research using meteorological simulation. NCI's new supercomputer, constructed with Fujitsu in June 2012, offers peak performance of 1.2 Pflops and is the most powerful system in the Southern Hemisphere. Fujitsu, in its partnership with NCI, expects that this system will provide accurate weather forecast simulations for better disaster prevention, prompt responses to flooding, and a greater understanding of the environmental challenges facing Australia.

By utilizing these HPC technologies, Fujitsu aims to contribute to the mitigation of flood disasters in Australia, and many other countries around the world.



Flooding in Australia



The supercomputer system "Raijin" installed at Australian National University

Supporting High-Quality, High-Productivity Greenhouse Horticulture with "Akisai"

The percent of Japan's population engaged in agriculture is both declining (comprises about 2% of the total) and aging (average age greater than 65). Boosting the industry with increases in agricultural productivity, therefore, is an urgent matter.

In the Miyagi Prefecture town of Yamamoto, where greenhouse-based production of tomatoes and strawberries is a thriving industry, producers were in need of a system capable of finely controlling greenhouse temperatures, humidity, sunlight, and other growing conditions to improve supply stability and production efficiency.

In response to that need, Fujitsu began offering greenhouse horticulture service as a new solution for "Akisai" food and agriculture cloud platform, in October 2012. This service, by measuring and accumulating greenhouse environmental data in a cloud, enables the use of this data for controlling greenhouse environmental conditions.

This system employs the new Ubiquitous Environmental Control System (UECS)* information standard for plant cultivation. UECS enables the use of a smartphone and other devices to remotely manipulate devices and equipment for controlling temperature, levels of sunlight, and other environmental conditions. "Akisai" saves labor and promotes high-quality, low-cost production activity that is also stable.

Through ICT, Fujitsu aims to continue helping to bring about a plentiful future for food.

* Ubiquitous Environmental Control System (UECS): Japan's primary communications standard for greenhouse cultivation. Compared to conventional centralized management approaches, UECS excels in terms of low implementation cost, ease of installation, and low maintenance.



Greenhouses in Yamamoto Town, Miyagi Prefecture



Remote data monitoring and facility environment control possible with a tablet PC and other devices

Sustainable Urban Development Using Big Data (Singapore)

As of 2012, 52% of the world's population lives in cities. With this figure expected to rise to 60% by 2030, there are concerns that such rapid urbanization will only exacerbate traffic congestion, environmental pollution, and other urban problems. Creating sustainable cities, therefore, is an issue with global proportions.

In March 2013, Fujitsu entered into discussions with Singapore's Agency for Science, Technology and Research on the establishment of a Center of Excellence for creating urban development solutions.

In providing Fujitsu's computer simulation technology and expertise in applying big data, our aim is to create solutions for managing transportation and energy networks, building greener urban spaces, minimizing disaster damage, creating new business, and meeting other needs of urban environments.

Looking to the future, Fujitsu intends to continue contributing to sustainable regional development in Asia and other parts of the world, as well.



View of Singapore



Singapore's Agency for Science, Technology and Research

Rising to the Challenge of Creating a Community Where Everyone in Need of Nursing Care Can Live with a Sense of Security

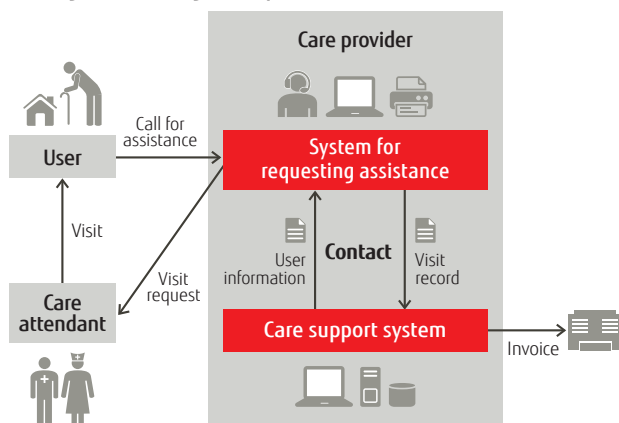
In Japan, which leads the world in population aging, seniors* now comprise 24% of the population and are projected to make up 32% by 2030. Visiting care and visiting nursing care services play important roles in providing health care in rural communities, where hospitals are lacking or access to them is impractical. Care providers and nurses, however, can visit no more than about 50 patients a day, and are, therefore, significantly overmatched when it comes to meeting patient needs.

Fujitsu, therefore, joined with Kouseikai, a provider of medical services in Yao City, Osaka Prefecture, to develop a visiting nursing care system that, by linking a care support system and system for requesting assistance, speeds the acquisition of a patient's current and past medical data, selection of care providers, designation of the route to the patient's location, and issuance of care instructions. This system became available in December 2012 and, since then, has not only increased the number of patient visits per day by 240% but also facilitated the ability to provide patients with high-quality services and a sense of security.

Moving ahead, Fujitsu will continue working to improve quality of life by applying this system to preventive medicine to extend possibilities for people to continue living in their homes as long as possible.

* Seniors: People age 65 or older.

Visiting Care/Nursing Care System



Creating a Personal Health Record System to Make Preventive Medicine a Reality (Finland)

Preventive medicine that manages daily-life practices has become the focus of attention as an approach for preventing lifestyle-related diseases and heading off increases in future medical costs.

In advanced countries, which lead the world in population aging, preventive medicine for managing daily living habits is drawing attention as a way to prevent lifestyle-related diseases and rise in medical costs.

In Finland, the Taltioni Cooperative was considering possibilities for building a Personal Health Record (PHR) system that would consolidate individuals' health and medical information from various medical and service institutions, and make preventive medicine and effective follow-up care a reality.

Fujitsu undertook a project in which we would develop and operate the Taltioni service, which would allow individuals to manage their health and medical data online. We built a highly secure platform, and made the service available beginning in January 2013. As a result, ordinary people can now use a tablet PC and other devices for daily entry and management of health condition, diet, exercise, and other data indispensable for health maintenance. Also, this system is designed to link it to hospital medical data to enable comprehensive health management covering prevention, as well as treatment and follow-up care.

Moving forward, Fujitsu aims to continue with its efforts to apply ICT for the improvement of medical and health services.



Image of medical institution using a PHR system



Taltioni service screen

The Power of ICT

The Power to Provide Equal Opportunities to All People

Supporting Healthy Lives for Seniors with the Raku-Raku Smartphone

As information technology becomes a greater part of daily life across the globe, and creates various forms of value, the “digital divide,” or information gap based on region, income, age, and other factors, has emerged as an important social issue. To help alleviate the age-based digital divide, in particular, Fujitsu is applying the know-how it has developed addressing Japan’s aging society to the development of products and services that make daily life easier and more convenient for seniors throughout the world.

One such product, the Raku-Raku Smartphone, was released in Japan in August 2012. Using many of the functions offered in previous models of the Raku-Raku Phone series, this Raku-Raku Smartphone was designed with ease of use for seniors in mind. Linked to the “Karada Life” health management support service*, which records activity via a pedometer, blood pressure, and other data, the Raku-Raku Smartphone offers a wealth of functions that help individual seniors pursue full and healthy lives.

At the global level, Fujitsu has launched the “STYLISTIC S01” smartphone in France. This handset is offered, together with services, one of which is designed to support communication among seniors, via a dedicated user community of their peers.

Going forward, Fujitsu is committed to providing society with value shaped by user experience.

* Karada Life:

This service is also available to users of conventional smartphones in Japan.



The “STYLISTIC S01” smartphone for seniors



“Karada Life” screen shots (for services offered in Japan)

Building A Cloud-Computing-Based Financial System for an Emerging Nation (Myanmar)

In advance of the fast-approaching economic integration of ASEAN nations scheduled for 2015, financial system modernization is a high priority for Myanmar. Until now, most aspects of the Central Bank of Myanmar’s operations were being performed through tedious manual processes. The rapid rise in work volume and need for security measures expected to accompany the country’s economic development, therefore, had become urgent concerns.

Daiwa Institute of Research Ltd., KDDI Corporation and Fujitsu Limited collaborated to build a cloud-computing-based financial system – Myanmar’s first – for the Central Bank of Myanmar in December 2012. In addition to significantly improving the bank’s operational efficiency, the new financial system incorporates the high security levels required by government financial institutions.

Through this computing environment, we and our partners are helping the Central Bank of Myanmar to not only smoothly issue and manage currency with speedy, streamlined action but also stably implement monetary policy.

Going forward, Fujitsu will continue to contribute to the sustainable development of Myanmar and other Asian countries.



Secure printing system using the Fujitsu PalmSecure palm vein authentication technology at the Central Bank of Myanmar



Inside the office (Image)

3 The Power of ICT

The Power to Support Safe and Secure Living

Development of an Integrated Radiation Monitoring Data System for Supporting Safety and Security in Daily Life

The dispersion of radioactive substances seriously impacts daily lives, but the invisibility of radiation makes it difficult to accurately grasp these impacts and this results in specific communities suffering unduly from speculation and rumors.

The shared Radiation Monitoring System inaugurated by the Nuclear Regulation Authority is operated by a Fujitsu datacenter that is robust against natural disasters and equipped with advanced security functions. "Big data" in various formats is collected from approximately 3,900 municipalities and other locations throughout Japan and rapidly and accurately converted and accumulated at the datacenter. Information based on that data is provided from a central location to multiple types of devices, including PCs and smartphones, on easily comprehensible screens, so that anyone can readily check the dose rate for a particular location in real time.

To support safety and security in daily life, Fujitsu will continue to provide various types of information, based on "big data" analysis, in formats that are easily understandable.



Radiation Monitoring Information screen



Representation of monitoring coverage

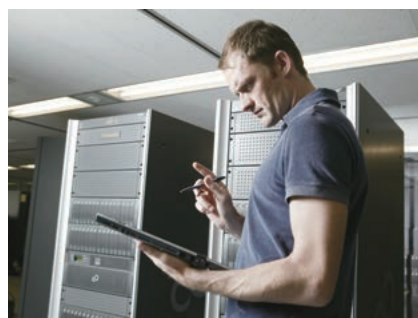
Provision of Remote Backup Services that Protect Businesses against Disasters

The business continuity plans (BCP) companies develop to protect themselves from increasingly severe natural disasters and unpredictable emergencies require robust data backup environments and schemes for achieving rapid resumption of business activities.

Since January 2013, Itochu Enex Co., Ltd. has been using Fujitsu's remote backup and optimization solutions. Fujitsu's 66 datacenters in Japan offer the highest levels of performance available in the country.

Itochu Enex has chosen to use our Kagoshima Datacenter, which is in a different location from its own servers, for its daily data backups. In doing so, Itochu Enex has realized lower telecommunications costs and shorter backup times, and strengthened itself against disasters by making it possible to immediately recover its most critical data and rapidly restore business operations.

Going forward, Fujitsu, by preparing for disasters and other unpredictable events through its remote backup services, will continue to enhance the initiatives it takes to enable customers to more reliably and rapidly restore business operations.



Remote backup services protecting customers' businesses



Fujitsu datacenter (Fujitsu Kagoshima InforNet Limited)

Comprehensive Security and Privacy Protection for the Stability of a Cyber Society

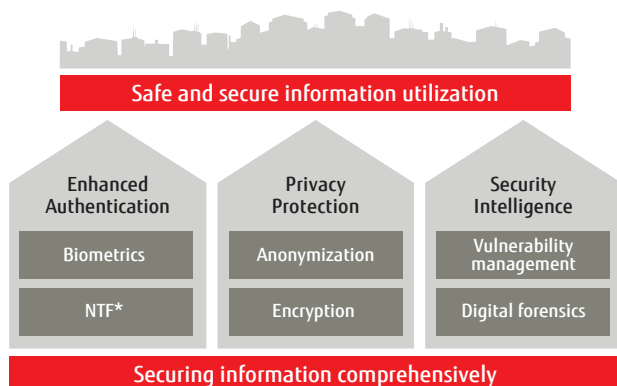
The Internet society now boasts a population of some 2.4 billion. And with 400 million computer viruses being created every year, it is very much like a new ecosystem. Amid the ongoing globalization of businesses, the Fujitsu Group believes multilayered cyber security measures, including preventive ones, are indispensable.

In response to increasing cyber risks, Fujitsu established the Fujitsu Cloud CERT. As Japan's first Computer Emergency Response Team specifically for the cloud, this organization monitors cloud security 24 hours a day, 365 days a year.

Fujitsu, however, is also focusing on security intelligence based on prediction, and offering systems that create visual representations of information on a company's internal systems, identify weaknesses, and raise alarms in real time. Together with the enhancement of authentication platforms and protection of privacy, we are promoting the safe and secure use and application of information from three perspectives.

Through the application of cutting-edge technology and know-how, the Fujitsu Group is committed to the ongoing support of a stable cyber society, which continues to expand in complex ways.

An ICT Environment That Is Safe and Secure from Three Perspectives



*Near Field Communication

►WEB For details of our yearly activities for information security, visit Fujitsu Group Information Security Report.
<http://www.fujitsu.com/global/about/responsibility/management/security/reports/>

Helping to Secure a Medical Insurance System with Palm Vein Authentication (Turkey)

With medical services among the most modern in the Arab world, Turkey sees a considerable number of people coming from neighboring countries for medical care. However, with one out of five medical insurance claimants requesting benefits under false circumstances, measures for rooting out insurance fraud had become a major concern.

The Fujitsu Group, using PalmSecure, a biometric authentication system that uses palm vein pattern recognition technology, built a system for authenticating patient identities. Field tests of this system in two hospitals contributed significantly to efforts to stop fraudulent insurance claims and made previously burdensome reception work more efficient. Based on these results, Turkey's Social Security Institution is planning to implement this patient identity authentication system in hospitals and pharmacies throughout the country.

The Fujitsu Group is pressing on with efforts to use PalmSecure technology to make daily life safer and more secure in locations throughout the world.



Field testing palm vein authentication in Turkey

Protecting the global environment

Looking Back on FY 2012

The Fujitsu Group Environmental Protection Program (Stage VI) targets were achieved. Moving forward, we will continue to expand our environmental contributions to customers and society.

The Fujitsu Group practices environmental management along two dimensions, i.e. helping customers and society to overcome environmental issues through business activities, and pursuing reductions in our own environmental impact.

For the Fujitsu Group Environmental Protection Program (Stage VI), which covered the three years beginning with FY 2010, we achieved all of our targets, including four we revised upward. We contributed to a cumulative 15.61 million tons of CO₂ emission reductions by customers and society (from FY 2009 to FY 2012).

In FY 2012, we began to incubate a new range of environmentally focused business services. In one example, we began offering services based on our Environmental Management Dashboard, which visually represents and forecasts energy usage. We also began providing a cloud service usage environment to organizations working to conserve biodiversity, and engaged in other forms of cooperation with stakeholders and society to further promote protection of the global environment.

From FY 2013, we expanded contributions to the environment by increasing the deployment of ICT in society as a whole in ways consistent with our recently formulated Fujitsu Group Environmental Action Plan (Stage VII). Environmental initiatives cannot be successfully undertaken by a single company working in isolation. Through an even greater level of dialogue with our stakeholders, we will strive to promote the innovative use of ICT.



Atsuhisa Takahashi
Corporate Executive Advisor
(Environmental Strategy)

Minoru Takeno
Head of Unit, Corporate
Environmental Strategy Unit

Environmental Management at the Fujitsu Group

Leveraging the power of ICT to achieve sustainable growth and help to solve social and environmental issues

Since its inception in 1935, the Fujitsu Group has advanced consideration for the environment based on the principle of “operating in harmony with nature.” Among the Corporate Values we have put forth in the FUJITSU Way, we state that we will strive to “protect the environment and contribute to society.” Contributing to global sustainability is one of the Fujitsu Group’s social responsibilities, and a reason for its existence.

In 1993, we began to create environmental action plans to set forth specific environmental goals and since then have used these plans to embark on significant efforts to reduce our greenhouse gas (GHG) and waste emissions, reduce or appropriately manage chemical substances, and lower the environmental burden of business operations in other ways as well. One indicator of the results of our efforts is that our FY 2012 GHG emissions were about 24.4% below what they were in FY 1990.

Deployment of ICT is expanding into more and more areas of daily life and society, and there are growing expectations that it can play an important role in solving complex social and environmental issues. That is why we are emphasizing contributions to customers and society through the provision of ICT in the Fujitsu Group Environmental Action Plan (Stage VII), which began with FY 2013. It is based on these ideas that the Fujitsu Group, will expand its contributions in solving environmental challenges together with customers and society together with its business development.

The Fujitsu Group aims to help realize a prosperous, sustainable society by working with customers and society in our global value chain.

Principal FY 2012 Environmental Management Results

	Green ICT Contributions to CO ₂ Emission Reductions	Total GHG Emissions
FY 2012 targets	15 million tons or more	6% reduction compared with FY 1990
FY 2012 results	15.61 million tons (Total for FY 2009-2012)	1.01 million tons (24.4% reduction compared with FY 1990)

Fujitsu Group Environmental Action Plan (Stage VII) FY 2013-2015

The Intention of Fujitsu

Our world faces many challenges relating to population growth. These include the security of supply of energy, other resources and food, climate change, the increasing frequency of natural disasters, and loss of biodiversity. These social and environmental issues are deeply interconnected, and they cannot be managed in isolation. Society expects businesses to proactively take actions to address these challenges.

Deploying information and communications technology (ICT) in an intelligent manner can improve the efficient use of energy and other natural resources and reduce greenhouse gas emissions. ICT can also assist society preparing for and responding to natural disasters. Fujitsu believes ICT has a major role to play in helping society address the world's environmental challenges. Beyond meeting today's demands, ICT has the power to connect people, enable sharing of knowledge and experience, and shape a safer, sustainable, and more prosperous tomorrow.

Through our business activities, Fujitsu will continue to respond to these social and environmental challenges, by increasing the deployment of ICT sustainability solutions throughout society and developing new innovative technologies. As a leading ICT company, we will continue working together with our stakeholders in the global value chain including our customers, partners and suppliers to shape a sustainable and prosperous society.

	Target items
Our Society	Contribution to Society by ICT: Reduce Greenhouse Gas Emissions • Reduce greenhouse gas emissions for our customer and society over 26 million tons.*1
	Contribution to Society by ICT: Increase Solutions • Increase the deployment of sustainability solutions.
	Design and Deliver Eco-efficient Products: Energy Efficiency • Achieve top-level energy efficiency*2 of more than 50% of the newly developed products.
	Design and Deliver Eco-efficient Products: Resource Efficiency • Increase resource efficiency of newly developed products by 20% compared to 2011.
	Leading Edge R&D • Develop innovative technologies that enable solutions and products to reduce the environmental load.
	Corporate Citizenship: Social Challenges • Support initiatives that address the complex social and environmental challenges, e.g. biodiversity conservation.
	Corporate Citizenship: Social Activities • With society, support our employees to volunteer social activities.
Our Business	Efficient Business Operations: Reduce Greenhouse Gas Emissions • Reduce greenhouse gas emissions in our business facilities by 20% compared to 1990.
	Efficient Business Operations: Energy Intensity • Improve energy intensity in our business facilities over 1% each year.
	Efficient Business Operations: Data Centers • Improve environmental performance of our major data centers.
	Efficient Supply Chain: Logistics • Reduce CO₂ emissions*3 per sales from logistics over 4% compared to 2011.
	Efficient Supply Chain: Procurement • Expand activities of reducing CO₂ emissions to all types of suppliers.
	Efficient Use of Resources: Renewable Energy • Increase generation capacity and procurement of renewable energy.
	Efficient Use of Resources: Water • Continue efforts for efficient use of water, e.g. water recycling and water saving.
Continuous targets*4	Reduced Environmental Impact: Chemicals • Reduce chemical emissions to less than the average level of 2009-2011 (PRTR: 21 tons, VOC: 258 tons).
	Reduced Environmental Impact: Waste • Reduce the amount of waste to less than average level of 2007-2011 (amount of waste: 31,134 tons). • Keep Zero Emission in factories in Japan.
	Reduced Environmental Impact: Recycling • Maintain over 90% resource reuse rate of business ICT equipment at Fujitsu recycling centers.

*1 Calculate the numeric target by multiplying annual sales of each solution category by a conversion factor of CO₂e savings per sales which is based on around 300 case studies of Environmentally Conscious Solutions in Japan.

*2 Achieve more than 25% of market benchmark in energy efficiency such as top-runner products (first in the world or industry, top of the world or industry)

*3 Calculate emissions of CO₂ equivalence from energy consumption

*4 Targets to be achieved through business activity because already achieved high level performance.

Using Environmental Management Systems to Make Industrial Estates More Eco-Friendly (Saudi Arabia, Thailand)

In recent years, Saudi Arabia, which has the world's largest oil reserves, has been aggressively pursuing industrial diversification and industrial city development as national policies. There are concerns, however, that the inability of pollution-control measures to keep up with the pace of industrialization could result in growing problems with water pollution, atmospheric pollution, and other types of environmental issues.

Fujitsu, therefore, entered into an agreement with the Saudi Industrial Property Authority (MODON) to construct and operate environmental management systems to contribute to the improvement of environmental conditions in the country's industrial estates. Services will be provided at the Damman 2nd Industrial City in Saudi Arabia's Eastern Province and two other locations, where atmospheric and water quality data will be comprehensively gathered through fixed measurement stations and mobile sensors, and data will be analyzed to identify pollution sources and make improvements.

Thailand has also taken notice of environmental pollution problems in recent years, and is acting to avoid and minimize environmental risks. Fujitsu has contributed to their efforts by constantly monitoring atmospheric pollution, assisting with dispersion simulation research, and advancing the transfer of environmental monitoring technology at the Map Ta Phut Industrial Estate, a symbol of the country's industrialization. Moving forward, Fujitsu, by using ICT to make environmental pollution visible, and incorporating Japanese expertise in overcoming pollution problems, will continue with efforts to improve atmospheric and water quality at industrial cities and estates.



Field survey in Saudi Arabia

Lowering CO₂ Emissions through Optimal Energy Management

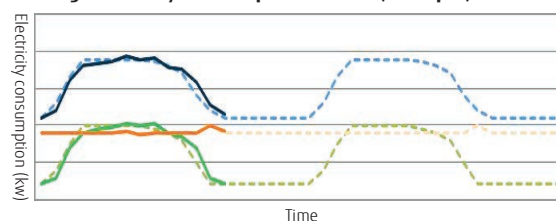
YKK Corporation, the world's leading brand of fasteners, is pursuing environmental management in accordance with its top priority of "achieving harmony with the environment," and, as part of those efforts, is working to significantly reduce its CO₂ emissions. To get a better handle on its electricity consumption through visual representations and identify points for improvement, YKK worked with Fujitsu to develop an FEMS*, which began operating at full scale in April 2012 in the Metallic Materials Manufacturing Department, YKK's leading fastener manufacturing facility in Japan.

This system uses sensors that take minute-by-minute measurements of electricity consumption by each of the plant's furnaces and, through analysis and consideration of manufacturing needs, can identify optimal production conditions (best practices). Using visual representations of electricity consumption, the system enables the optimization of energy management for business activities, and produces results in the form of reductions in electricity consumption and CO₂ emissions.

The FEMS also makes it possible to improve manufacturing quality and productivity by using data analysis results in evaluations of production operations and quality. YKK is planning to implement FEMSs in its other operations in Japan and in its overseas fastener production sites in an effort to reduce electricity consumption and CO₂ emissions for its entire group.

* FEMS: Factory Energy Management System

Making Electricity Consumption Visible (Example)



Customer's Message

Identifying Energy Waste with FEMS and Making Significant Cuts in CO₂ Emissions

YKK aims to contribute to the "creation of a sustainable society" by reducing its CO₂ emissions. Using the FEMS we developed together with Fujitsu, we were able to identify energy wastage and accelerate our efforts to further reduce CO₂ emissions.



Kunio Miyazaki
Vice President
Quality & Environment
Management Center
YKK Corporation

Major Cuts in Electricity Cost by Realigning ICT Assets (U.K.)

In the U.K., rising world energy prices and declining gas production have contributed to a near doubling of electricity rates, compared to 2004. Electricity rates there are now among the highest in Europe.

The Highland Council, one of Scotland's local authorities needed to update the aging ICT assets owned by local schools and offices as a way to reduce electricity costs.

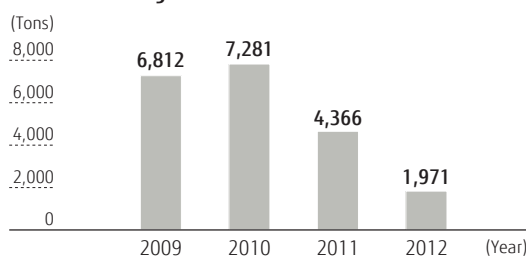
Fujitsu, therefore, embarked upon a "Community Benefit Program," part of a contract with the Council lasting from 2010 through 2015, to implement various measures to reduce energy consumption and costs related to ICT assets within the Council's jurisdiction. To date, for example, Fujitsu's state-of-the-art datacenter has been in use to virtualize the application software used by Highland Council, and over 8000 PCs, servers, and thin-client devices at approximately 200 schools and 470 offices have been replaced with modern energy-efficient models.

As a result, over the four years ending with 2012, electricity costs were reduced by about 1.3 million pounds (approx. 74%) and CO₂ emissions were cut by 71%.



Inverness, seat of the Highland Council's administrative headquarters

Trends in the Highland Council's CO₂ emissions



Customer's Message

Aiming to Cut CO₂ Emissions Further with Fujitsu's Help

The Community Benefits programme has been a very innovative part of the Council's contract with Fujitsu. The Council has stretching targets for carbon reductions and Fujitsu has helped us to secure significant savings in both carbon emissions and electricity costs.



Stewart Black

Director of Planning and Development
Highland Council

Cloud Services to Support Biodiversity Conservation

To stop the loss of biodiversity, the Aichi Biodiversity Targets adopted at COP10* call for national and local governments, NGOs, and other actors to take effective and immediate action.

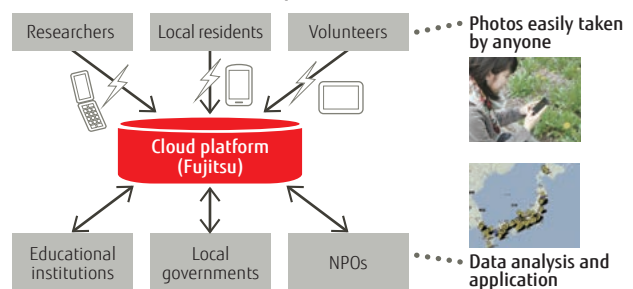
Accurate knowledge of ecosystem conditions is required for implementing strategic conservation activities. Efforts to obtain such knowledge, however, were being obstructed by limited survey personnel and geographic coverage ability, and the significant amounts of time and labor needed to organize collected data.

Fujitsu, believing that ICT could be used to support biodiversity conservation activities, began in FY 2013 to provide organizations, selected through a public application process, with Mobile Photo System and cloud service free of charge. As the system allows anyone to conduct surveys using a mobile phone or smartphone to photograph and send images of animals and plants from anywhere, it enabled the opening up of survey participation to large numbers of people and expanded the geographic area that can be covered. Furthermore, since collected data is centralized in the cloud, where it can also be viewed, the system makes it easier to check on the status of conservation activities by individual organizations and facilitate progress in biodiversity conservation activities.

Looking ahead, the Fujitsu Group will continue to support biodiversity conservation with ICT.

* COP10: The 10th Meeting of the Conference of the Parties (COP10)

Overview of a Mobile Photo System and Cloud Services



Customer's Message

Using the System to Gather Information on Plants and Animals from Citizens

Kurashiki City is in the midst of formulating a regional biodiversity strategy, and we believe this system will make it easy to gather from the citizenry-at-large the biodiversity information needed to formulate our strategy. We have only just begun, so we have no concrete results yet, but we have been covered by the media several times and have seen signs that the system, as one that involves citizens, is generating a great deal of interest. There are expectations that using the new system will lead to some kind of new discovery.



Yasuhiro Miyake

Environmental Affairs
Policy Section
Kurashiki City

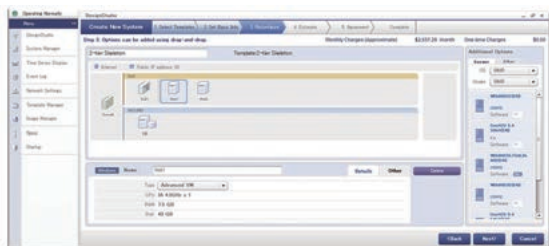
Using the Cloud to Help Reduce Energy Usage by Society As a Whole

The transfer and operation of ICT infrastructure to the cloud is spreading as a way to quickly launch new businesses and as a business continuity measure against threats including natural disasters and cyber attacks. This, however, has also led to the question of how to control the electricity consumption of ICT infrastructure, which is rising with the skyrocketing of data volume on networks.

It is possible to efficiently operate the server, storage, and other ICT devices in the datacenters that support the cloud, and, through virtualization technology, to provide similar levels of services as delivered in the past, but with fewer devices. That means it is also possible to lower the energy consumption for all ICT infrastructure.

Fujitsu provides Fujitsu Cloud IaaS Trusted Public S5 in six countries – Japan, Australia, Singapore, the U.S., the U.K., and Germany. The eco-friendly Fujitsu datacenters that provide these services host approximately 15,000 virtual servers on around 1,000 physical servers. This 93.3% reduction in the need for physical servers reduces CO₂ emissions by around 30,000 tons globally.

The Trusted Public S5 service was recognized for its global contribution in lowering energy consumption with awards at the Green IT Awards 2012 and the 9th Eco-Products Awards.



Portal screen image



- Winner of the METI Commerce and Information Policy, Director-General's Award in the category of "Savings in Society's Energy Consumption by IT" at the Green IT Awards 2012
- Winner of the Chairperson's Award, Eco-Products Awards Steering Committee, in the Eco-Services Category at the 9th Eco-Products Awards

The PRIMERGY TX120 S3p – The World's Most Energy Efficient Tower Server

Servers must not only deliver appropriate levels of performance in datacenters and offices but also respond to energy-efficiency, compact design, quiet operation, and various other customer needs, while incorporating measures for lowering environmental burden from all perspectives.

Fujitsu Server PRIMERGY TX120 S3p, launched in May 2012, features a power supply unit with 90% conversion efficiency, which is high in comparison to other units, and operates with less electricity than competing products. In addition, with patented technology for zero-watt electricity consumption in the off mode, the PRIMERGY TX120 S3p reduces off-mode electricity losses to zero. On the SPECpower_{ssj}®2008*¹ product energy efficiency benchmark, the PRIMERGY TX120 S3p achieved over 6,100 overall ssj_ops/watt, making it the world's most energy efficient*² server.

In the area of resource consumption, the PRIMERGY TX120 S3p features an extremely compact form factor and weighs about 50% less than a conventional server. That means far fewer resources go into its manufacture. Moreover, the PRIMERGY TX120 S3p uses a halogen-free motherboard to reduce the use of harmful chemical substances and is just one more example of our commitment doing whatever we can to lower environmental burden.

Fujitsu is aggressively moving forward with efforts to improve the energy- and resource-efficiency of all of its ICT devices.

*1 SPECpower_{ssj}®2008:

An industry-standard benchmark developed by Standard Performance Evaluation Corporation (SPEC®) to evaluate the energy efficiency of volume server class computers

*2 May 14, 2012 SPECpower_{ssj}®2008 benchmark measurement result



PRIMERGY TX120 S3p

Making Factory Energy Usage "Visible" on a Production Line Basis and Using this Information to Save Energy

Companies that have already spent many years reducing their environmental burden find it difficult to identify additional areas for improvement. Fujitsu is working to save energy through the use of its Environmental Management Dashboard, a tool that visually represents energy usage in real time. We use the Environmental Management Dashboard in-house and have begun to provide it to customers, as well.

Fujitsu Isotec Limited (FIT), which manufactures personal computers, PC servers, and printers, had already implemented various energy-saving measures, mainly for its manufacturing facilities and was finding it harder and harder to achieve additional energy savings of consequence.

Adopting the Environmental Management Dashboard, however, has made it possible for FIT to know exactly, from visual representations, how much energy it is using, not on an entire plant basis, but by production line, production process, and even product. Now it knows how much energy it is using at particular times and in particular areas. The Energy Management Dashboard shows FIT, for example, when it is using additional energy even though production volume has not increased and how much electricity is being used even on days off, when there are no production activities. With this knowledge in hand, FIT can seek the causes of inefficiency, and develop and implement new energy-saving measures in a PDCA cycle.

Because individual employees can check the energy efficiency of their department via the Environmental Management Dashboard, they are encouraged to see themselves as directly involved in energy-saving efforts and to view from a new perspective the environmental measures that were previously implemented based on experience and instinct.

Moving forward, the Fujitsu Group will continue to use ICT to take environmental management to even higher levels.



Environmental management dashboard screen

Contributing to Resource Reuse by Recovering High Concentrations of Copper from Wastewater

As copper mines have penetrated deeper and deeper into the Earth in recent years, the waste and the amount of energy needed for refinement have increased, giving rise to concerns about environmental burden. Resource reuse, therefore, is now more important than ever.

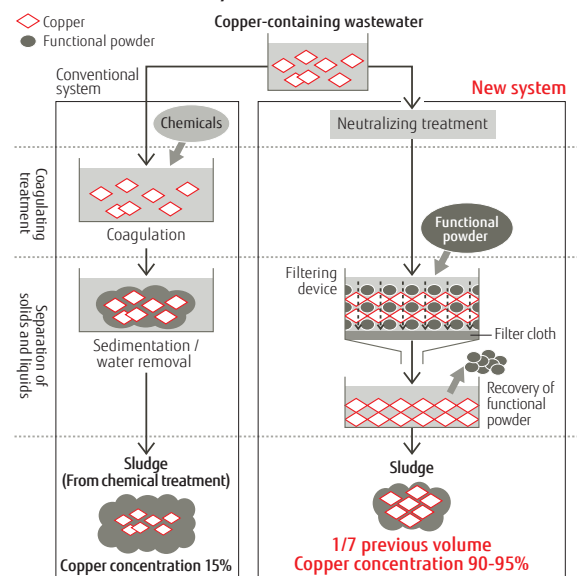
At Fujitsu's Nagano Plant, we are working to recover copper from the large amounts of sludge*1 that are produced from the processing of industrial wastewater. Chemicals used for wastewater processing, however, bind with copper particles, making it difficult to recover copper in high concentrations.

We, therefore, have begun to replace the coagulating sedimentation treatment that uses the problematic chemicals with a new wastewater treatment system that uses a functional powder that provides high filtering efficiency. Since implementing this new system in June 2012, we have been able to recover high concentrations of very fine copper particles. Copper-containing sludge has been improved to a concentration of 90-95%, from 15% before; the amount of sludge from chemical treatment has been reduced to 5 tons per month, only 1/7 what it was before; and money spent on chemicals has fallen by 5.48 million yen.

At present, we are aiming to use this new system for about 10% of the total wastewater from the Nagano Plant, with plans to gradually increase this figure. Looking to the future, Fujitsu will continue to actively promote resource reuse and reduction of waste generation.

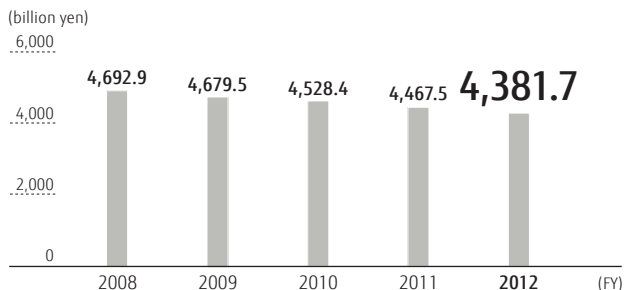
*1 Sludge: A semi-solid substance that is generated from the processing of wastewater and contains heavy metals, water, and other substances.

Overview of the New System

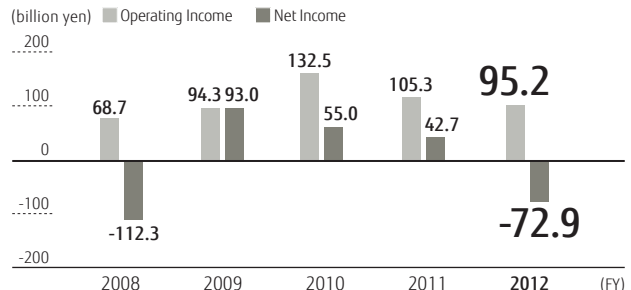


Financial & Non-Financial Highlights

Net Sales and Ratio of Sales Outside Japan



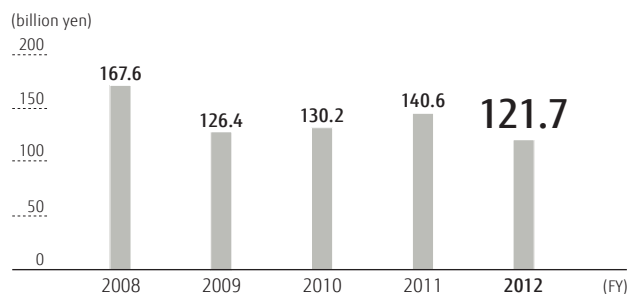
Operating Income / Net Income



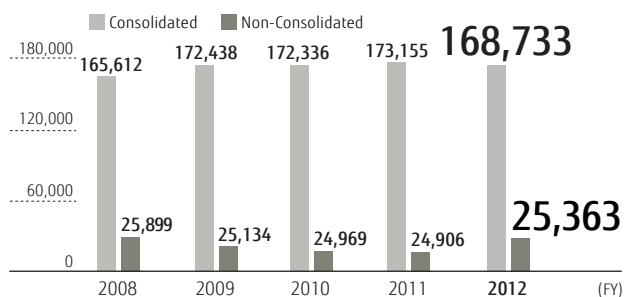
R&D Expenses



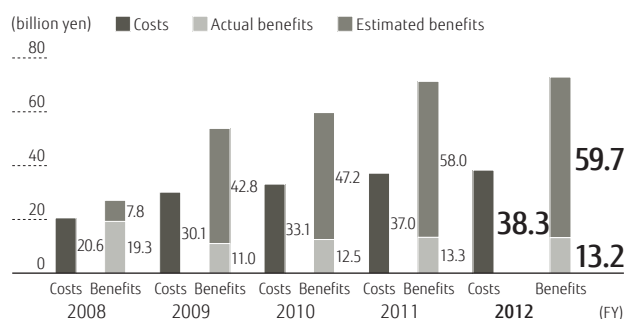
Capital Expenditures



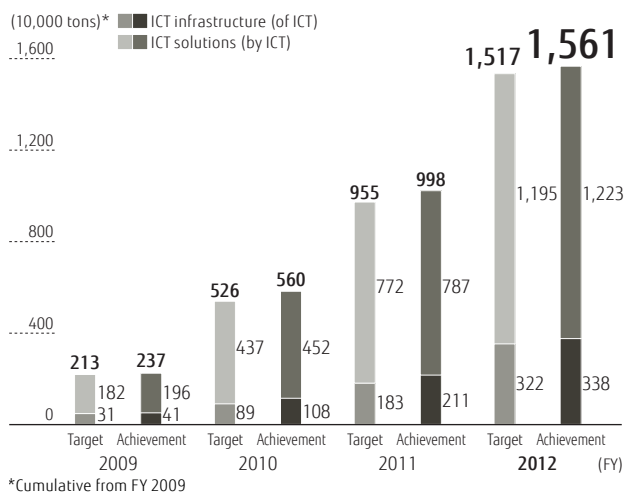
The Number of Employees



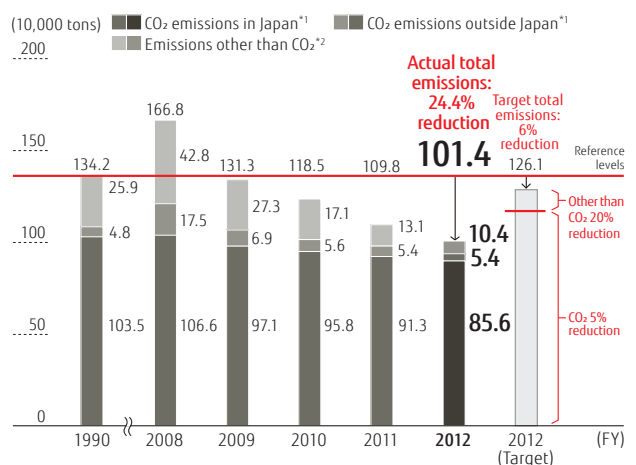
Trends in Costs and Economic Benefits



CO₂ Reduction Targets and Achievements by Green ICT



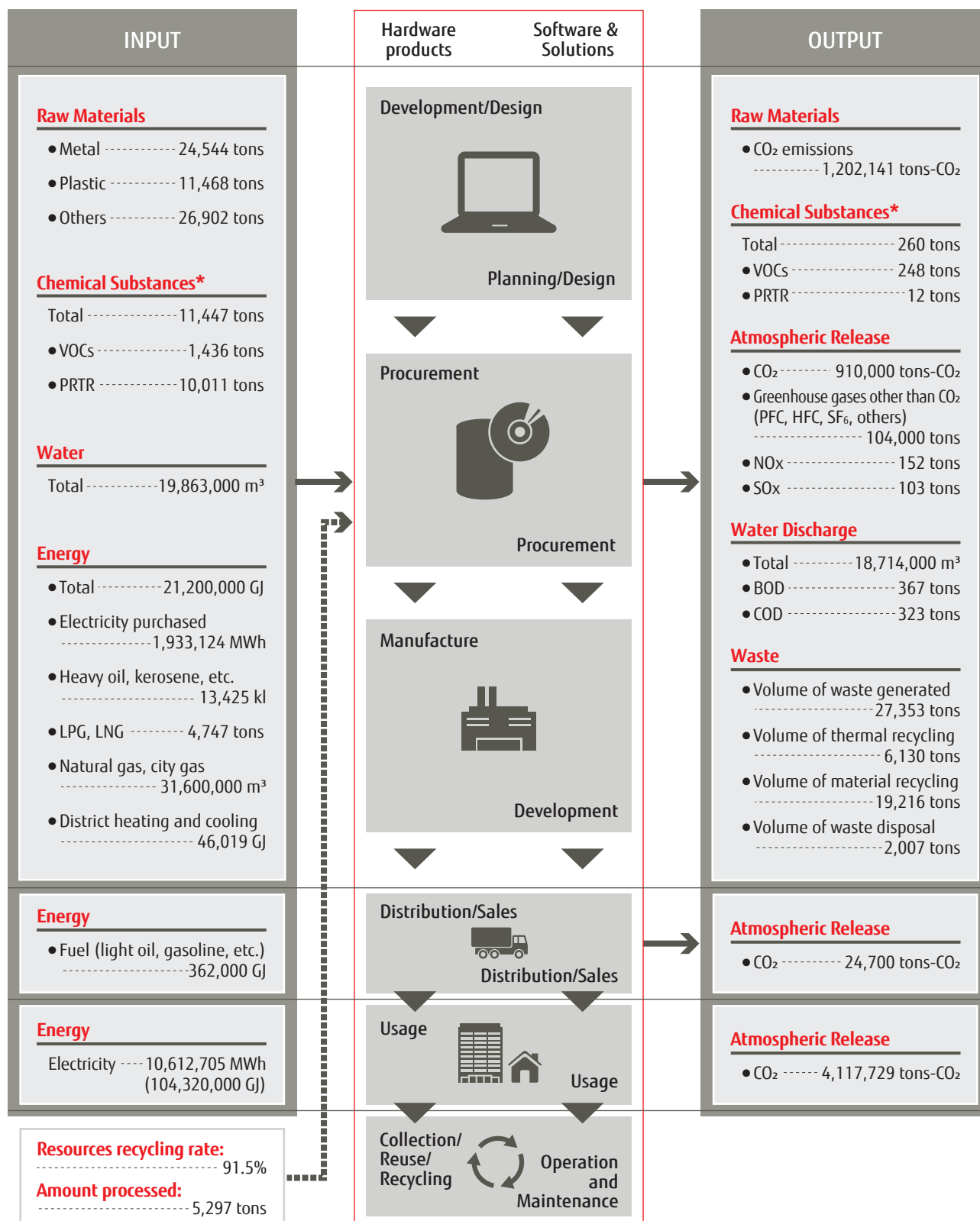
Trends in Total Greenhouse Gas Emissions



*1 CO₂ emissions in/outside Japan: CO₂ conversion factor for purchased electric power has been calculated with a fixed value of 0.407 ton of CO₂ per MWh since FY 2002 for performance reports in our Environmental Protection Program.

*2 Emissions other than CO₂: These are converted to equivalent amounts of CO₂ using the global warming potential (GWP) of each gas. Our FY 1995 performance is taken to be the emissions in FY 1990.

Material Balance



*Substances that qualify as both a PRTR targeted chemical and a VOC are included under "VOCs" only.

► WEB For details, visit Calculation Methods of Environmental Performance Data.
<http://www.fujitsu.com/global/about/environment/contents/>

Chapter II

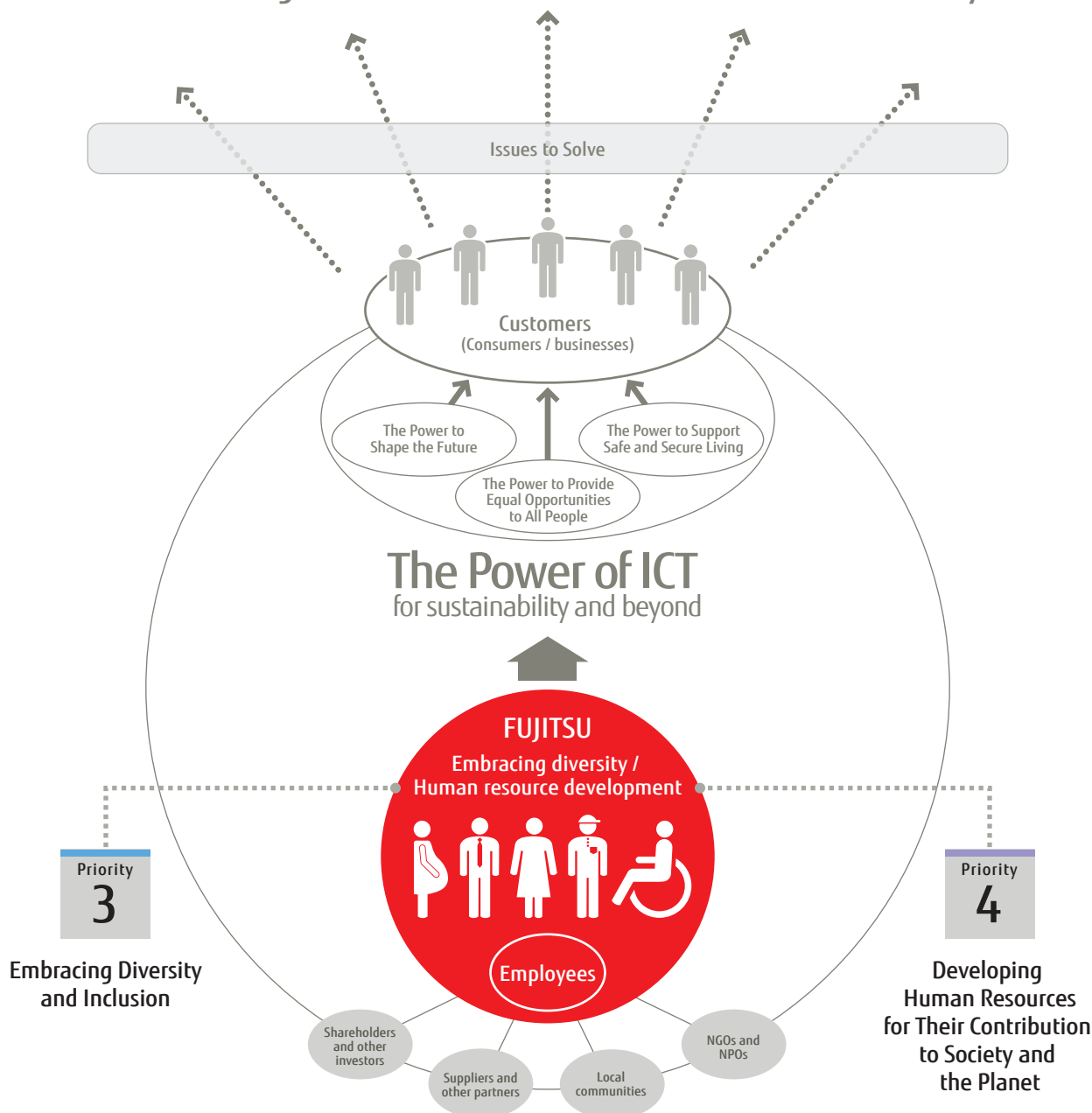
The Power of ICT
for sustainability and beyond

by Our People

Reinforcing the Foundation of CSR Activities through
Human and Workplace Development



Contributing to Sustainable Futures for the Earth and Society



Employees underpinning the activities of a global ICT company

The Fujitsu Group has specified 5 priorities for its efforts to strengthen the foundation of its CSR activities.

The first is "Embracing diversity and inclusion." Throughout the world, 170,000 employees of various nationalities and ages work for the Fujitsu Group. The Fujitsu Group aims to create workplaces where individuals accept diversity and there is mutual respect or individual differences, and seeks to promote

the mutual development of companies and individuals.

Another of the five priorities is to develop human resources for their contribution to society and the planet. In practicing CSR-conscious management, the Fujitsu Group devotes considerable effort to the development of human resources that are highly motivated to contribute to sustainable futures for the Earth and society.

Embracing Diversity and Inclusion

Looking Back on FY 2012

Aiming to Create Workplaces Where a Diversity of Human Resources Can Work with Enthusiasm

Fujitsu positions diversity and inclusion as a management imperative, and pursues ongoing and wide-ranging initiatives toward that end. In FY 2011, we entered the “understanding and practice” phase of diversity promotion activities.

In FY 2012, we continued the three measures we launched in FY 2011 while also continuing phase one measures.

As for the development of diversity measures in the workplace environment, we conducted interviews with heads of units to determine the current status of each workplace and the extent to which the intentions of top management have taken hold. Based on the results of these interviews we will consider, through FY 2013, measures that will lead to concrete actions at the workplace level.

In support of greater participation by female employees, we are taking positive action to achieve the targets established in FY 2011 (women comprising 20% of the workforce and 20% of newly appointed managers by FY 2020). These actions have included ongoing selective training for female employees, as one example.

Meanwhile, initiatives to expand the promotion of diversity efforts to Fujitsu Group companies in Japan have included encouragement to participate in various Fujitsu-sponsored events, the conduct of a survey on the promotion of diversity, and the provision of e-Learning opportunities.



Noriko Shiono
Diversity Promotion Office
Vice President

Diversity Promotion Objectives

Phase 1

- Period** 2008-2010: Awareness and Understanding
- Target**
- Foster awareness and understanding of diversity promotion among all corporate officers and employees

Phase 2

- Period** 2011-2013: Understanding and Practice
- Target**
- Promote workplace diversity
 - Support more active participation by female employees
 - Promote measures among Group companies in Japan

Phase 3

- Period** From 2014: Practice and Business Contribution
- Target**
- Promote measures among domestic and overseas Group companies
 - Generate new business and increase productivity by practicing diversity and inclusion

Support for Even Greater Participation by Female Employees

As an immediate high-priority issue, Fujitsu is setting quantitative targets to reliably create significant numbers of female managers, while promoting activities to achieve these targets.

In more specific terms, we are selecting people from the leadership level of our female employees and, in coordination with the relevant workplace, management level, HR division, and the Diversity Promotion Office, establishing and implementing training programs appropriate for these individuals as candidates for promotion. For other levels of employees, we also hold workshops and events to encourage them to review their careers and envision their future career path. We are also planning and implementing networking events as opportunities to receive fresh encouragement from others.

Furthermore, to help our female employees improve their self-esteem and enhance job satisfaction, we hold forums for all our female employees and giving publicity to role models. Starting in FY 2011, as a new effort, we are setting up “diversity mentors” who will support the personal and career development of our female employees from a different standpoint than their immediate supervisors.

FY 2020 Quantitative Targets

(Achieve equal percentages of female employees and female managers)

- Female employees ----- **20%**
- Newly appointed Female managers ----- **20%**

Help in Balancing Work and Nursing Care Responsibilities

As part of our efforts to enable employees with nursing care responsibilities to balance them with their jobs, and pursue their work with a sense of worthwhileness, Fujitsu conducted a survey to determine the circumstances employees are facing, and what their workplace needs are, with regard to nursing care. Conducted in June 2012, this survey was fielded among employees 40 and older at Fujitsu and two Group companies. Results were posted on an internal website and shared with employees in other ways as well.

Using the survey results, we held a forum in September 2012 to provide information on public nursing care services, for which there was a substantial need, and on nursing-care-related information available internally. Targeting employees who are currently providing nursing care or are interested in the topic, the forum was held to give participants an opportunity to think about ways to balance nursing care with work and continue working while providing nursing care.

We followed this forum up with another, in December, to examine ways of changing work approaches to balance work and nursing care responsibilities. This forum included both talks and group discussions and was intended to help participants develop their understanding of ways to balance work and nursing care responsibilities, and make immediate changes that would allow them to continue working with a sense of worthwhileness.

Both of the forums discussed above were held for Group employees as well.

Our efforts to support the activities of our diverse workforce also include initiatives in areas like work style promotion applying Fujitsu's global communications infrastructure.

Stakeholder's Message

I feel the dynamism of Fujitsu's ICT business in my work.

As an attorney at Fujitsu, I have enjoyed a rewarding career supporting the activities of various divisions. I frequently travel throughout the country for meetings with customers. When I took up my position here, I, of course, felt some uncertainty, but I found that doors open when one rises to challenges.

The most rewarding times are when my efforts to take a bird's eye view of a situation, and explain the details, succeed in communicating benefits to the customer and result in the signing of a win-win agreement. The most attractive aspect of my work is that I can feel the dynamism of Fujitsu's ICT business.



Atsushi Moriyama
Legal Unit, Legal Div.,
Business Affairs
Manager

Respect for Human Rights

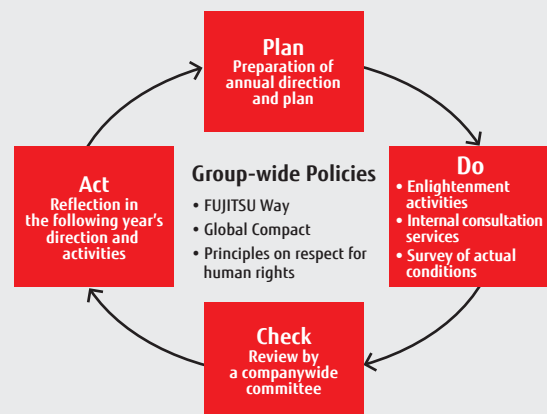
Under the shared values articulated in the FUJITSU Way, the Fujitsu Group pursues management that respects human rights. We engage in human rights awareness and organizational enlightenment activities led by our Human Rights Enlightenment Committee in a process that follows a PDCA cycle, as we work to foster a corporate culture that respects human rights.

Furthermore, in creating an environment where individual employee can work with peace of mind and fully exercise their capabilities, we have established internal consultation services to which employees may bring their human rights concerns. Matters brought to the attention of these services are reported to the Human Rights Enlightenment Committee, with strict measures taken to protect personal information and privacy, and are also regularly communicated to corporate auditors. This is done to monitor use of the consultation services and to prevent recurrences of problems.

In FY 2012, we started establishing a human rights due diligence* process that covers the entirety of our global value chain. As an initial step of establishing this, we held a stakeholder dialogue in which we deepened our understanding of the United Nations Guiding Principles on Business and Human Rights and human rights issues related to our business activities. We also conducted a survey, based on the ISO 26000 standard, to 117 Group companies inside and outside Japan to check the status of CSR initiatives, including ones addressing human rights and labor issues.

* Human rights due diligence: Process for identifying and addressing human rights issues.

Initiatives Led by the Human Rights Enlightenment Committee



Developing Human Resources for Their Contribution to Society and the Planet

Looking Back on FY 2012

We are working to develop employees who can support a truly global ICT company

The Fujitsu Group has established its Company-wide Human Resources Strategy Committee, with members comprised of Corporate Executive Vice Presidents and higher-level management to discuss Fujitsu's human resource approach for implementing its vision and business strategies.

The committee considers issues concerning next-generation leaders and global human resource development, talent management, and training programs that are appropriate for changes in our business environment, and is open to the contributions of overseas human resources in its deliberations.

Selecting excellent human resources, having employees engage in action learning, and providing challenging assignments are the cornerstones of training. To make the uniform implementation of this approach possible at the global level, we are working to build global human resources foundation that provides a unified base for compensation systems that differ by country.

Fujitsu has adopted an evaluation system the aim of which is to enhance the expertise of individual employees and develop human resources capable of adapting to change. With this system, we perform two types of human resource evaluations. One is the Performance Evaluation, which helps employees rise to the challenge of achieving difficult goals. The other is the Competency Evaluation, which assesses individual employee success in attaining required capabilities and helps them build careers over the medium-to-long term.

We have also created internal recruiting and FA systems that allow employees to choose their own career directions, and are intended to continuously boost employee motivation and achieve optimal human resource deployment.



Akio Uekuri

Head of Corporate Affairs &
Human Resource Unit

Developing Global Business Leaders

The Fujitsu Group founded the Global Knowledge Institute (GKI) in 1999. GKI provides a system of programs to develop global leaders who ask "What is good for society?" in pursuing the common good. GKI programs put potential next-generation business leaders through intensive intellectual polishing.

As of the end of FY 2012, training programs have been completed by a total of 918 potential future business leaders, including 335 from overseas.

Summaries of two programs given in FY 2012 are given below.

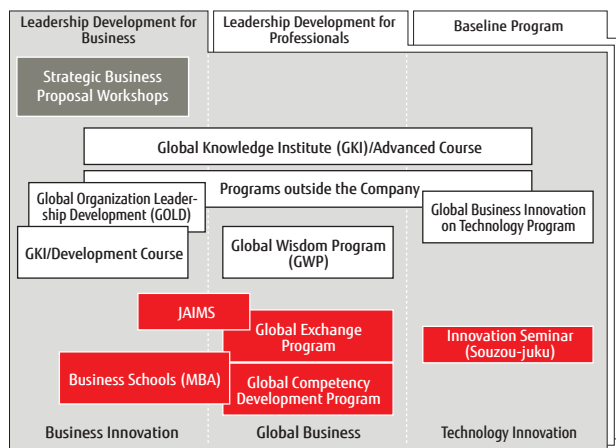
(1) Promotion of diversity among next-generation leaders by strengthening ties with overseas business sites

In the program for developing future managers, the GKI/Advanced Course, the number of participants from overseas Group companies was increased. This raised the total number of class participants to the highest it has ever been and made it possible for future leaders from various backgrounds to engage in a discussion of "the common good and Fujitsu's role" from a wide array of perspectives. Furthermore, by enabling the networking future leaders across geographic boundaries, the program succeeded in forming a foundation from which Fujitsu can pursue the common good through its business activities.

(2) Enhancement of the quality and scope of business leaders through continuous nurturing

As part of the GKI/Development course for young manager-class employees in Japan, participants got hands-on experience in fields outside the ICT industries and conducted overseas studies focusing on the U.S. and Singapore. As a result, program participants were able to gain a real sense and understanding of the high-level concept of solving social and business issues through the power of ICT.

System of Leadership Development Programs



Programs for Young Managers GKI / Development Course (GKI / D)

The GKI/Development course, for which participants are selected from among young manager-class employees in Japan, aims to nurture leaders who will create new businesses and lead the transformation of business structures.

In FY 2012, participants, in order to develop a clear understanding of what it means to be field- and customer-oriented, gained hands-on experience in agriculture, food service, and other non-ICT sectors in which they had no prior knowledge. Participants then applied that experience in action learning.



Experiencing first-hand the work of cultivating agricultural produce as a local revitalization program (Sakaki-machi, Nagano Prefecture)

Programs for Young Employees Global Competency Development Program (GCDP)

"GCDP" aims to help younger employees in their twenties develop their understanding of and ability to deal with different cultures, and enhance their ability to communicate in English. Having been launched in 2008, the sixth round of this program was held in the second half of FY 2012.

GCDP consisted of three modules. The first two, which aimed to develop a global mindset and the basis for communication capabilities with global application, were held in Japan. The third, an overseas field experience module, took place in the U.S. and India, where participants applied what they had learned in modules one and two, and gained experiences possible only by going overseas.



Visiting a local company (Tata Motors)

New-Hire Training through a Disaster Support Program

In our FY 2012 training for new hires, we continued the program, begun in FY 2011, to provide assistance in areas struck by the Great East Japan Earthquake.

Focusing on the Tohoku Region, where the need for recovery assistance continues, we, with the cooperation of Kanagawa Saigai Volunteer Network, an NPO, had a total of around 300 of our new hires participate in assistance activities on nine occasions between September and November. On one such occasion, participants went to a coastal area of Iwate Prefecture, where they spent the first half of their time removing debris, started the second half helping with agricultural and fishing work, and ended with the latter.



Helping to harvest oysters in Rikuzentakata

Chapter III

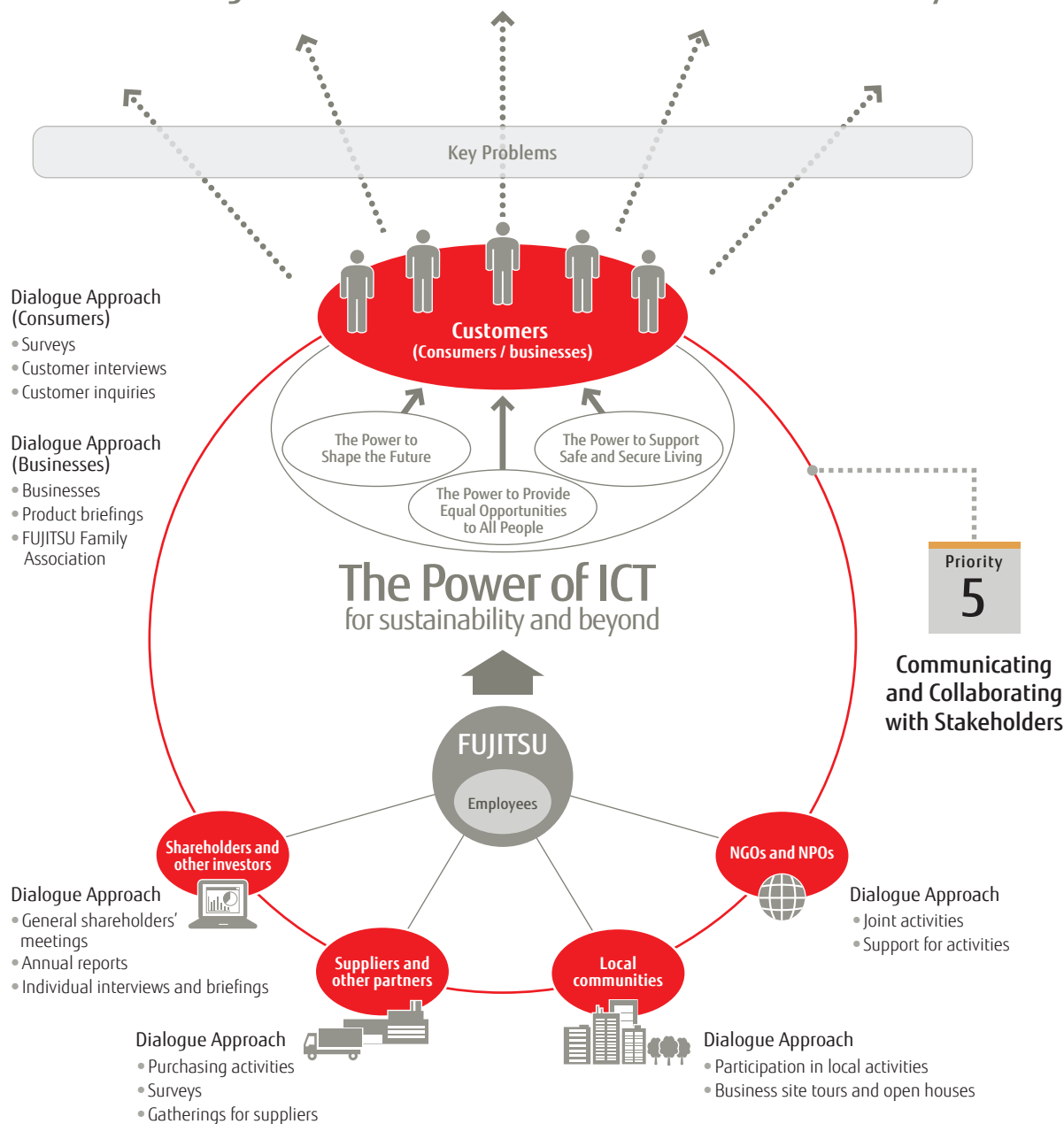
The Power of ICT
for sustainability and beyond

with Our Stakeholders

Communicating and Collaborating with Stakeholders



Contributing to Sustainable Futures for the Earth and Society



To Respond to the Faith and Expectations of Stakeholders

The Fujitsu Group treats dialogue and collaboration with stakeholders as one of its top priorities. In order to practice highly transparent management, the Fujitsu Group endeavors to properly disclose information to stakeholders and, in its efforts to build solid relationships on trust, creates communication tools and opportunities for dialogue. We also periodically conduct dialogues with external experts to

identify and consider the CSR issues the Fujitsu Group should be addressing. We listen to what people from various perspectives have to say about the Fujitsu Group and use what we learn to strengthen our CSR management. The Fujitsu Group, as a good corporate citizen, is committed to practicing CSR activities that respond to the various expectations and demands of our stakeholders.

Communicating and Collaborating with Stakeholders

Stakeholder Dialogue with Guest CSR Experts

Focusing on Global Issues Related to People

Working to promote diversity and inclusion, and develop human resources that will contribute to society and the planet, as means to strengthen the foundation for its CSR activities, are among the Fujitsu Group's highest priorities.

The essence of CSR is the incorporation of stakeholders' expectations and demands into management and the evolution of the value that we deliver. As a corporate group that aims to achieve a human centric ICT society, we invited outside experts to participate in several dialogues we held during the fiscal year ended March 31, 2013 to discuss global issues related to people.



Session 1

Diversity and Human Resource Development

Discussion on diversity management and the inclusion of diversity that contributes to business.

Session 2

Diversity and Understanding of Human Rights

Discussion on the importance of top management and the necessity of reforming work styles.

Session 3

What are "People" in global ICT companies?

Discussion on the fusion of human rights and human resource management in digital society/global society.

Dialogue Participants



Tomoyuki Kaneko
Associate Professor
The University of Tokyo
Graduate School of Arts
and Sciences



Hiroki Sato
Professor
Interfaculty Initiative in
Information Studies
The University of Tokyo
Graduate School



Yayoi Masuda
Former Asia-Pacific
Head of Human
Resources for Nike, Inc.



Osamu Shiraishi
Director
Asia-Pacific Human
Rights Information Center



**Sakie Tachibana
Fukushima**
President and
Representative Director
G&S Global Advisors Inc.



Jun Murai
Dean/Professor
Faculty of Environment
and Information Studies
Keio University

For more information on individual dialogues, visit our web site.

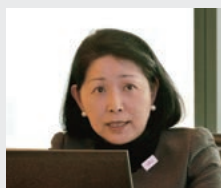
►WEB <http://www.fujitsu.com/global/about/responsibility/society/dialog/>

Key Comments from Participants (From Session 3)



In order to carry out corporate social responsibility (CSR) as a global company, it is important to disseminate a philosophy of respect for human rights throughout the entire company. The first necessity is to learn about international human rights standards and, with top-level commitment, establish a corporate policy. At that time it is vital that the company introduce a due diligence process that enables the prevention and correction of human rights abuse. The company's sustainability and future prospects will be enhanced by its meeting these expectations of the international community.

Osamu Shiraishi Director Asia-Pacific Human Rights Information Center



When thinking about the diversity of human assets, it is important to view differences in nationality, ethnicity, gender, and other attributes as part of each person's individuality. Doing so enables appropriate placement of personnel without being swayed by nationality or gender. Support for activity by women, too, should be considered on the assumption of joint participation by men and women throughout society, rather than only from the viewpoint of providing support for women. I would like leaders acting on the global stage to act in "Gaijuu-naigou (gentle but firm)" manner, flexible outwardly with strong convictions inwardly.

Sakie Tachibana Fukushima President & Representative Director G&S Global Advisors Inc.



Cyberspace is the first global space to appear on this earth that is free of national boundaries. The Internet has made it possible for anyone to be respected as an individual with a voice heard worldwide. The role of ICT is to connect individuals and communities online, making possible a range of actions that contribute to society. I hope that global ICT companies like Fujitsu will advance the creation of a societal foundation for supporting the activities of multiple stakeholders through ICT, keeping contribution to the world foremost in mind.

Jun Murai Dean/Professor Faculty of Environment and Information Studies Keio University

Key Comments from Our Management (From Session 3)

Fujitsu aims to help realize a people-centric ICT society, and we listened with great interest to everyone's opinion on that topic from the perspective of "people." Because of ICT, the world is coming together at an accelerating rate and globally shared space is expanding. As for the related social responsibilities, it is not enough to simply think of them as cost/profit, convenience/risk, or any number of other trade-offs. Today's dialogue strongly suggests that human wisdom will take on even greater importance in building CSR infrastructure, applying ICT on top of that, and balancing social value and economic value.



Masami Yamamoto
President and Representative Director

The essence of globalization is the disappearance of barriers to peoples' ideas. The world will become increasingly diverse, and change to emphasize respect for individuals. Applying ICT, which has few physical limitations, and empowering people will be indispensable for realizing a sustainable society. For companies, "people" are assets and the foundation of all business activities. As a global company, we would like to strengthen our CSR activities by continuing to hold dialogues with stakeholders and working together with them to search for solutions.



Masami Fujita
Corporate Senior Executive Vice President and Representative Director

Other Stakeholder Dialogues held in FY 2012

• Seminar on Universal Design and the Application of IT

We invited international experts participating in the DO-IT Program* to discuss what would be ideal in terms of universal design that applies ICT.

* DO-IT Program: DO-IT is an acronym for Diversity, Opportunities, Internetworking and Technology. The DO-IT Program promotes the use of technology for supporting the independence, productivity, and greater social participation of people with disabilities.



Dialogue on Universal Design

• Dialogue among BOP* and Inclusive Business Experts

We invited Asian Development Bank representatives and development consultants to discuss approaches for using ICT to solve social problems in developing countries and prospects for the development of BOP markets.

* BOP: BOP is an acronym for Base of the Pyramid, which refers to the lowest segment of the world's income-earning population. The BOP population numbers some 4 billion.



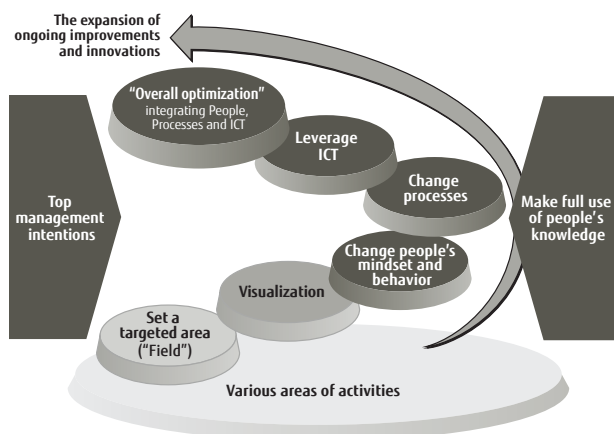
Dialogue on BOP and Inclusive Business

With Our Customers

Promoting Field Innovation with the Customer

The Fujitsu Group initiated “Field Innovation” in 2007 to create a prosperous future along with our customers.

It is important to get back to the starting point, where ICT is seen as a tool to support people in their work and increase efficiency in their working places. Field Innovators, who are specialists in Field Innovation, concentrate on the customer’s workplace to determine the true nature of the issues present by visualizing relationships between people, processes, and ICT. This increases the value of using ICT by making full use of actual insights from the workplace.

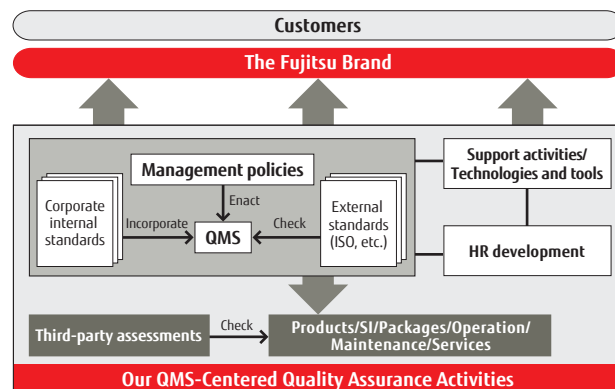


Quality that Builds Trust, Safety and Security

The Fujitsu Group attaches fundamental importance to quality in all business activities to ensure that everyone can equally enjoy the benefits provided by ICT with peace of mind. That is the reason behind our QMS-centered quality assurance activities.

Based on the policy of emphasizing safety in all aspects of our business activities, we strive for assured safety in product designs, collection and the publication of information on product-related problems, and rapid response to such problems.

QMS-Centered Quality Assurance Activities



Quality Assurance Principles

- We pursue quality from the customer's perspective.
- We build in quality that anticipates changes.
- We achieve quality consistent with our social responsibilities.
- We use first-hand feedback based on the actual situation.
- We work with our business partners to improve quality.
- We seek to make public quality-related information transparently.
- We foster employees who think about quality.

Improving Quality of Products and Services through Qfinity

Since FY 2001, Fujitsu has implemented Qfinity, which are unique quality improvement activities, in all divisions. The word Qfinity was created as the combination of “Quality” and “Infinity” to express the concept of our commitment to the infinite pursuit of quality.

The Qfinity concept emphasizes a quality improvement model using the PDCA 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.

Customer-Centric Quality Assurance Activities for Products and Services

In providing products and services, we adopt the customer-centric perspective. This attitude is central not only at the design review stage but also at every stage of the development and production process, where we perform evaluations, asking, “does it meet customer needs and expectations?”

Through this process, we work from an objective standpoint to bring products that provide the value that customers expect.

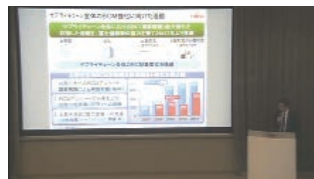
With Our Suppliers

Supply Chain BCM

Fujitsu believes that strengthening BCM (Business Continuity Management) capabilities throughout the entire supply chain is essential for ensuring the stable supply of products and services to our customers in the event of major disasters and other unexpected contingencies.

Each year, Fujitsu surveys its suppliers on how they address BCM. In FY 2012 we conducted this survey among roughly 760 major suppliers (at about 1,960 sites). In February 2013, we held a briefing on BCM for suppliers and shared survey analysis results and information on the latest trends involving BCM in an effort to further promote BCM activities.

In FY 2013, we plan to conduct a survey, shifting the emphasis from BCP formulation to BCP execution, and hold a briefing for our suppliers on further BCM enhancement.



BCM briefing for suppliers

Promoting Green Procurement

We have set out the basic requirements for environmentally sound procurement of components, materials and products in the Fujitsu Group Green Procurement Direction and are working with our suppliers on green procurement activities.

As new initiatives starting in FY 2010, we are undertaking activities involving limiting and reducing CO₂ emissions and conserving biodiversity. We ask our suppliers to understand the importance of these themes and undertake activities with specific goals.

Furthermore, we support our suppliers' efforts in this area by providing biodiversity conservation guidelines for them which include concrete examples of such efforts and information on ways of promoting such activities. We also hold seminars related to CO₂ emissions reduction and biodiversity conservation. In 2011 and 2012, Fujitsu's purchasing unit held woodland preservation activities. This experience allowed both the unit and our suppliers to reconfirm the importance of preserving woodlands as they worked hard together in removing weeds and thinning trees.



Woodland preservation activities

Partnerships with Our Suppliers

In 1997, Fujitsu established its suppliers' performance review (SPR^{*1}) system, in which about 200 major suppliers are comprehensively evaluated for their products and efforts from the standpoint of quality, technology, price, supply, the environment and reliability.

For our partners in the solutions business, we developed a similar review system (PPR^{*2}) in 2004. Since 2008, we have reviewed about 1,320 solution-related system supplier companies and provided the results as feedback to about 220 of our main suppliers.

With our main suppliers, we hold business review meetings (QBR^{*3}) organized by our top management in which we directly share the results of our evaluation with suppliers and explain the outlook of our business and procurement strategies.

*1 SPR: Suppliers' Performance Review

*2 PPR: Partners' Performance Review

*3 QBR: Quarterly Business Review

Fujitsu Supplier Day

Every year, Fujitsu holds a social gathering for suppliers. At these events, we present letters of appreciation to those suppliers who have made exceptional contributions to our business, and the company president and the VP in charge of Purchasing give presentations to share our procurement policies in line with Fujitsu's business plans.

The FY 2012 event was attended by approximately 800 representatives from some 330 domestic and overseas suppliers.



Social gathering for suppliers

With Local and Global Communities

Examples of Social Contribution Activities in Japan Computer Training Sessions at Temporary Housing in Area Affected by the Great East Japan Earthquake

NIFTY has created a place where the Internet can be accessed at any time at an assembly hall inside temporary housing in Yamamotocho in Miyagi Prefecture. The company has also given its support to the Yamamoto ICT Community College plan and conducted computer training sessions in conjunction with the Society of Socio-Informatics. Session participants were able to, for example, access information about reconstruction plans, learn how to make greetings cards, and use social networking services to disseminate information. Local middle school students acted as instructor assistants in an effort to create a truly multigenerational exchange opportunity.

The Fujitsu Group continues to help revitalize local communities by enabling people living in temporary housing and other places of refuge to use ICT to keep in touch with friends and family in faraway places.



Computer training session held with support from local middle school students

Helping to Promote Tourism Using Open Data between Public and Private Organizations

Recent years have seen more people traveling on their own, which has led to a greater demand for information about how to better enjoy a region and the little-known attractions it may hold, rather than just the most famous spots.

Fujitsu Systems East Limited has formed a non-commercial public/private partnership agreement with Aomori Prefecture. One aspect of the partnership involves tourism information held by public institutions being put on Fujitsu's "Tourism Cloud" as open data and being made available on Aomori Prefecture's tourism site for those looking for tour route information. As of May 2013, data has been provided to 30 tourism sites in the Prefecture as Fujitsu continues to help travelers plan their trips and to help the local communities disseminate tourism information.

Going forward, the Fujitsu Group will be further developing tourism through public/private partnership as we make the most of open data.



Tour route information service for Aomori Prefecture

Bolstering Support for NGOs by Building the "Fundraising Management System to Support NGOs"

The Japan NGO Center for International Cooperation (JANIC), which tackles issues involving poverty around the world, was looking to expand its operations by automating various kinds of office work conventionally done manually.

To this end, Fujitsu Systems East Limited built the "Fundraising Management System to Support NGOs" for JANIC, increasing work productivity by automating calculations and the distribution of notices and contributing to an increase in the number of JANIC's supporters.

The Fujitsu Group will continue to provide support in enhancing social contribution activities by strengthening NPOs' and NGOs' operational basis through ICT.



JANIC staff

Examples of Social Contribution Activities Overseas Manpower and Technology Support in Thailand Flood Recovery Efforts

The floods that occurred throughout Thailand in October 2011 did some 3.5 trillion yen of damage. Even in March 2012, six months after the disaster, factories were only back to 70% operational capacity. It was a major blow to life in the country and to business supply chains.

Confronting the crisis head-on, Fujitsu dispatched 14 people from Japan who had helped with recovery efforts for the Great East Japan Earthquake to reinforce 50 local field engineers already at work. We helped with maintenance and recovery at 294 companies through efforts that included providing data centers and servers free of charge to affected companies and managing the recovery status of customers' systems using cloud computing.

In the future, Fujitsu will continue to leverage the power of ICT to help get affected areas back on their feet.



Thailand during the floods

Charity Partnership with a Homeless Support Organization

The current economic climate is increasingly forcing people to seek support and advice losing their homes. In the UK, with a 25% increase in the number of people without a stable residence over the past three years, this is truly a critical time for the housing charity.

Fujitsu has undertaken a two year partnership with the UK's leading housing and homelessness charity, Shelter. Fujitsu's support will allow Shelter to better achieve its ambitious three-year strategy, which aims to help more



Celebrating at a charity event for Shelter with London's mayor

people in need than ever before. Fujitsu's core expertise in ICT enable us to make the partnership about more than just money, and a key objective in our joint strategy is focused on our ability to help increase the capacity of Shelter's website and helpline, as well as bringing digital capabilities to the Shelter shop network.

Approach to Social Contribution Activities

The Fujitsu Group will create new value and knowledge together with our customers, communities, and people worldwide through ICT, and contribute to sustainable development for the earth and society. Fujitsu engages in social contribution activities together with a wide range of stakeholders and bases those activities on four pillars: ICT for Everyone, Support for Challenges, Community Engagement and Environment.

With Our Shareholders and Investors

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 efforts to improve communications with all our investors.

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

The Annual Shareholders' Meeting is taken as an opportunity to improve communications with all our shareholders, for example by displaying our products so as to increase understanding of Fujitsu. We also carry out questionnaire surveys of opinions of our Annual Shareholders' Meeting, and the results are used to improve subsequent meetings.

Publication on IR websites

Fujitsu publishes information that we would like our shareholders and investors to know on our Japanese and global IR websites. Data from briefings held in Japan is also translated into English and posted on our global IR site.

We also use our IR websites for information disclosure and communication to deepen people's understanding of Fujitsu through IR activities, such as early public release of proposals submitted at shareholders' meetings.

► WEB Japanese IR site
<http://pr.fujitsu.com/jp/ir/>
 Global IR site
<http://www.fujitsu.com/global/about/ir/>

Main Result of IR Activities in FY 2012

		Apr. 2012	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Jan. 2013	Feb.	Mar.
In Japan	Annual Shareholders' Meeting				● Annual Shareholders' Meeting								
	Management Direction Briefings						● Small Briefing with President Yamamoto			● Nomura Investment Forum		● Management Direction Briefing	
	Financial Results Briefings		● Full-Year Financial Results		● 1Q Financial Results			● 2Q Financial Results				● 3Q Financial Results	
	Business Briefings	● R&D						● Mobile Phones					
Outside Japan	Roadshows		● Europe	● North America			● Asia		● North America				

In FY 2012, we held about 970 meetings for institutional investors and securities analysts (56% of them outside Japan and 44% within Japan)

Corporate Governance

Basic Stance

Recognizing the essential importance of strengthening corporate governance, the Board of Directors has articulated the Basic Stance on Internal Control Framework, and these measures are continuously implemented.

Furthermore, by separating management oversight and operational execution functions, we aim to accelerate the decision-making process and clarify management responsibilities. Along with creating constructive tension between oversight and execution functions, we are further enhancing the transparency and effectiveness of management by proactively appointing outside directors.

With respect to Group companies, we are pursuing total optimization for the Fujitsu Group by clarifying each group company's role and position in the process of generating value for the group as a whole and managing the group to continuously enhance its corporate value.

The Framework for Strengthening Corporate Governance

Fujitsu has established Executive Nomination and Compensation Committees in order to ensure the transparency and objectivity of the process for choosing candidates for the Board of Directors and determining their compensation, and to ensure the appropriateness of the compensation system and levels. The Executive Nomination and Compensation Committees act as consultative bodies to the Board of Directors. Taking into consideration the current business climate and anticipated trends, the Executive Nomination Committee makes recommendations of candidates (draft) for the Board of Directors, choosing candidates having objectivity in making management decisions, foresight and perceptiveness, and a superior character. The Compensation Committee is tasked with making recommendations on executive salaries and methods for calculating bonuses linked to financial performance, taking into consideration compensation levels at other companies with similar business activities, business scale, and other factors. The aim of this activity is to retain superior management talent, and provide effective incentives for improving the company's financial performance. Executive compensation will be determined in accordance with the Executive Compensation Policy revised in an April 2011 meeting of the Board of Directors based on a report by the Committee.

In addition, we have adopted the processes in place, in accordance with laws and regulations, to ensure that conflicts of interest are avoided, including but not limited to obtaining approval from the Board of Directors.

Risk Management

Risk Management & Compliance Structure

The Fujitsu Group aims to contribute to customers, local communities, and all of its other stakeholders through its activities. Properly identifying the various risks that would threaten our success in doing so, and preventing risks from becoming realities, minimizing the impacts of those that do, and preventing recurrences of problems is, therefore, one of our top management priorities.

Risk Management Processes

The Risk Management & Compliance Committee, which maintains regular communications with Chief Risk Compliance Officers, identifies, analyzes and evaluates the risks of business activities, confirms the detailed measures intended to deal with major risks by averting, minimizing, transferring or retaining them. It also reports important risks to the Management Council.

The Risk Management Committee also prepares responses against the actual materialization of a risk despite the implementation of various preventive measures. If a critical risk such as a natural disaster, product breakdown or defect, a problem with a system or service, a compliance violation, an information security breach, or an environmental problem materializes, the department or Group company reports immediately to the Risk Management & Compliance Committee. The Risk Management & Compliance Committee coordinates with the related divisions and workplaces for rapid resolution of the problem by appropriate measures such as establishing a task force. At the same time, the Risk Management Committee strives to identify the causes of the problem and propose and implement solutions. Additionally, for critical risks, the committee also reports as appropriate to the Management Council and the Board of Directors.

Disaster Preparedness and Business Continuity Management (BCM)

The Fujitsu Group is continuously advancing training and other measures based on the basic direction it has set forth for business continuity, so that it can meet its social responsibilities even under unforeseen circumstances. In FY 2012, we conducted Group-wide joint disaster training based on the Disaster Response Plans (DRP) prepared by business sites throughout Japan.

► WEB Risk Management
<http://www.fujitsu.com/global/about/responsibility/management/riskmanagement/>

Compliance

Promoting Compliance

Under our top management's commitment, the Fujitsu Group engages in various activities to ensure widespread awareness of the need for compliance.

As a set of standards for Fujitsu Group global compliance, we fleshed out the Code of Conduct in the Fujitsu Way then put together the GBS (Global Business Standards), a set of guidelines that even incorporates a guide for individual employee behavior. These guidelines were uniformly put into practice throughout the Group in January 2013.

In Japan, we have put in place a range of internal company rules. We are also disseminating information to Fujitsu and Group company employees about major legislation closely connected to our business (the Antimonopoly Act, the Unfair Competition Prevention Act, Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors, etc.) through easy-to-follow compliance manuals posted on the intranet. Furthermore, we have established a special internal hotline for consultation on and reporting of matters related to the Antimonopoly Act.

Overseas, the GBS has been codified into rules at each Group company to ensure that employees understand these rules.

Advancing Compliance Education

In FY 2012, we began offering the "Carrying Out the Code of Conduct" e-Learning course at Group companies in Japan. The course focuses on issues like harassment and problems like bribery, which can greatly harm the company, and provides an opportunity for each employee to review and correct their conduct. At overseas Group companies, we also implemented e-Learning courses covering areas such as the GBS and corruption prevention.

In addition to compliance training for executives, which is provided by outside lawyers, we also conduct in-house training for heads of sales divisions and branches covering bidding-related laws and the Antimonopoly Act. For new managers, we also regularly hold in-house training where a Fujitsu instructor explains the importance of the Code of Conduct and compliance, while also providing case studies of typical scenarios and situations whose optimal handling may not be clear.

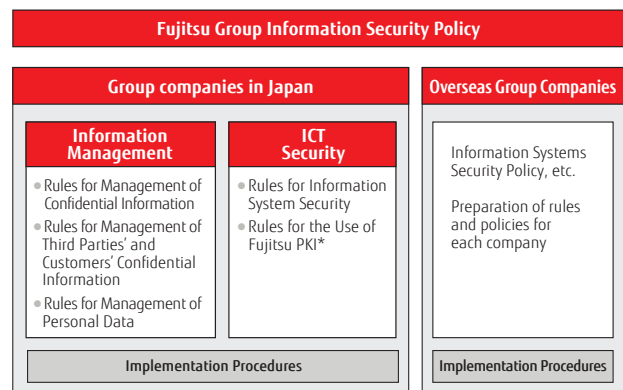
Advancing Information Security

We see maintaining confidentiality as a vital aspect of our social responsibility. Based on this approach, we have established the Fujitsu Group Information Security Policy, which applies to all of our operations throughout the world, and are promoting information security in accordance with the policy.

Each Group company codifies related rules in accordance with the Fujitsu Group Information Security Policy, and implements information security measures.

We have also established a special team to respond to targeted email and various other types of cyber attacks. Working with governmental and other partners, the team addresses these attacks with the aims of detecting and defeating them as early as possible.

Our framework of information security rules



* PKI (Public Key Infrastructure): Rules relating to the use of systems for personal identification and encoding.

Organizations and Frameworks to Protect Intellectual Property Rights

Fujitsu established Intellectual Property Unit as one of its corporate centers. The Intellectual Property Unit deals with any activities relating to intellectual property, in areas ranging from the development and planning of the intellectual property strategies of the Fujitsu Group to the utilization of intellectual property, including licensing of intellectual property rights. It is also promoting strategic standardization activities for creating international standards.

The Intellectual Property Unit also takes the initiative in activities relating to the intellectual property of the entire Fujitsu Group. In each business group, an intellectual property strategy manager is appointed and assures seamless cooperation between the research and development sections and the intellectual property sections.

Furthermore, to promote efficient global business operations, the Fujitsu Group is making efforts to appropriately acquire, maintain, and utilize its intellectual property throughout the world. In particular, Fujitsu Group resident offices are located in China to promote applications for patents for those inventions and the Fujitsu Patent Center in the U.S. is expanding its activities to improve the quality of our patents.

Fujitsu Group Profile (as of March 31, 2013)

Company Name Fujitsu Limited

Addresses

- Kawasaki Main Office
4-1-1 Kamikodanaka, Nakahara-ku, Kawasaki-shi,
Kanagawa 211-8588, Japan
- Headquarters
Shiodome City Center 1-5-2 Higashi-Shimbashi,
Minato-ku, Tokyo 105-7123, Japan

President Masami Yamamoto

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

Total Assets ¥3,049.1 billion
(Liabilities: ¥2,139.2 billion, net assets: ¥909.9 billion)

Fiscal Year-end March 31

Employees Consolidated: 168,733
Unconsolidated: 25,363

Directors 12 (incl. 1 female director, out of 4 outside directors as of June 24, 2013)

Consolidated Subsidiaries 514 companies

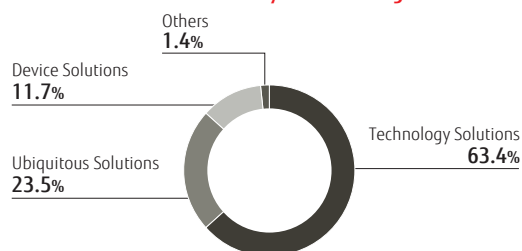
Equity-method Affiliates 26 companies

Stock Exchange Listings Tokyo, Osaka, Nagoya, London

Regarding Our Business Segments

The Fujitsu Group provides a wide range of services and products with the advanced technology, high performance and high quality essential for the future of the ICT sector, and operates an integrated total solutions business, from the development, manufacture and sale of those products and electronic devices to the provision of maintenance services.

FY 2012 Consolidated Net Sales by Business Segment



Ubiquitous Solutions

The Ubiquitous Solutions segment is involved in the development, manufacture and sale of PCs and mobile phones, as well as audio and navigation equipment and other types of mobilewear.



ARROWS Tab Wi-Fi



ARROWS NX F-06E

Technology Solutions

The Technology Solutions segment provides corporate customers around the globe with IT-driven business solutions based on our advanced technology and high-quality system platforms and services.



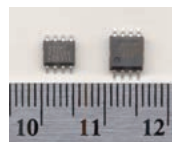
Fujitsu M10
UNIX Server



Fujitsu Trusted Cloud Square

Device Solutions

The Device Solutions segment provides LSI devices for digital consumer electronics, automobiles, mobile phones and servers, as well as semiconductor packages and other electronic components. The segment also offers structural components, such as batteries, relays and connectors.

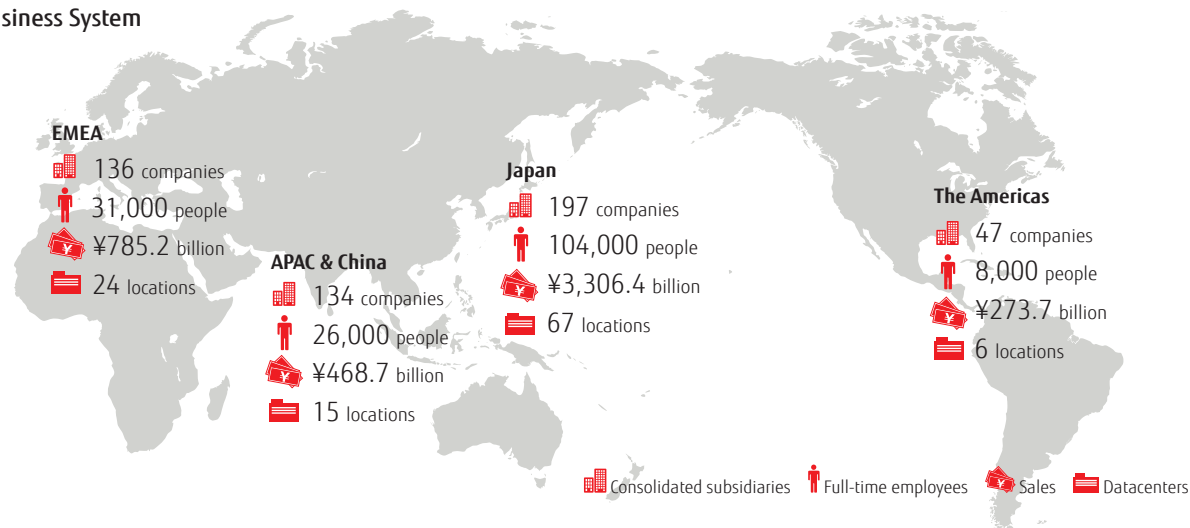


MBBSRS1MT/MB85SR2MT
High-capacity 1M/2Mbit
FRAM with SPI serial interface



SPARC64X
high-performance
processor

Global Business System

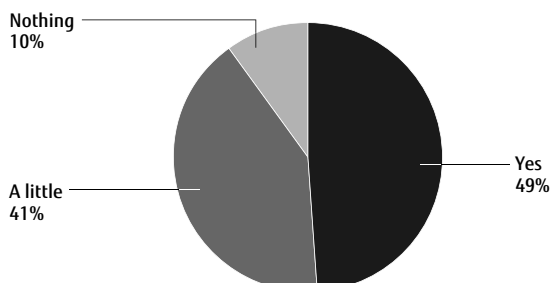


Fujitsu Group Sustainability Report Questionnaire Results 2012

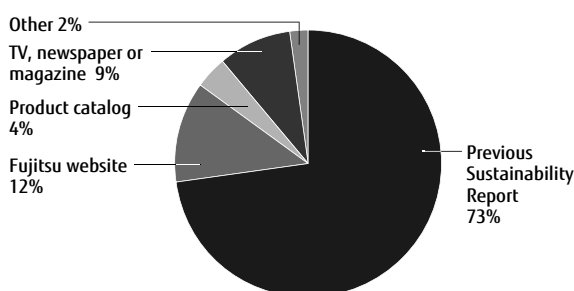
(As of July 2013)

Questionnaire tabulation results, Respondents =142

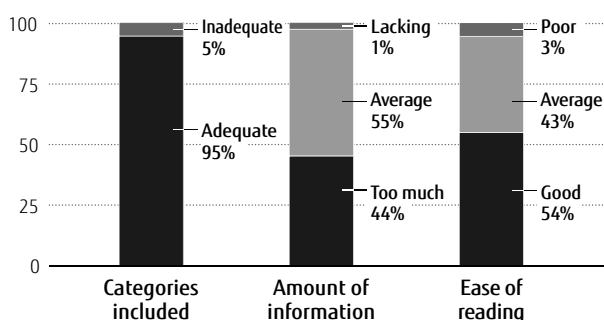
Q1 Did you know anything about Fujitsu's sustainability activities before reading the report?



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



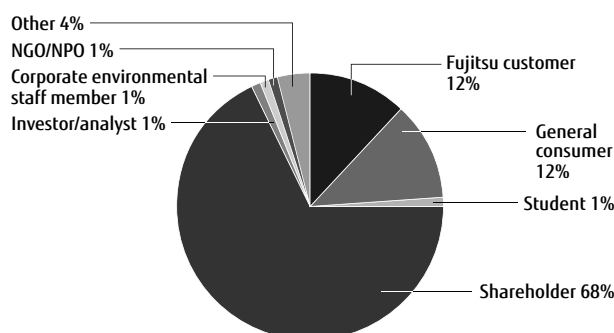
Q3 What is your impression of this report?



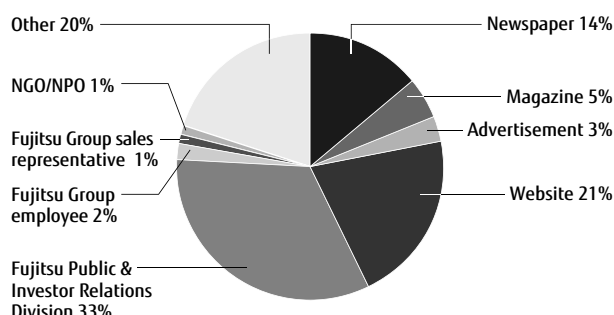
Q4 Which sections of this report were of the greatest interest?

Category title	Votes for this category
Special Feature: Fujitsu Envisions Smart Cities	61
Priority 1	60
Priority 2	58
Our Approach to CSR	48
Fujitsu Group Profile	46
Message from Management	45
Opening Discussion	40
Priority 3	40
Priority 4	37
CSR Activity Targets and Achievements	32

Q5 From what perspective did you read this report?



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



Feedback from the questionnaire was used to improve the Sustainability Report 2013 in the following ways:

- We stated clearly and simply the "Three Powers of ICT" (The Power of ICT for sustainability and beyond) for solving social issues. (p. 3 – p. 6 of this report)
- Since the booklet was reviewed last year, we reduced the number of pages and transferred detailed information to the website.
- We added a Web-based questionnaire, thereby increasing the number of questionnaire respondents. (20→142)

CSR Department, Fujitsu Limited

Thank you for reading the Fujitsu Group Sustainability Report 2013.
We hope you will spare us a few more minutes to fill in this questionnaire and fax it to us or complete it at the above URL to help us in preparing next year's report.

Fifty questionnaire respondents will be randomly chosen to receive a free 2014 Fujitsu calendar.
(Offer valid until December 13, 2013. Calendars will be sent out in lieu of a formal announcement of winners.)

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? (Choose all that apply.)

- ☐ 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 the greatest interest? (Choose all that apply.)

- ☐ Introduction ☐ Priority 1 Providing Opportunities and Security Through ICT ☐ Priority 5 Communicating and Collaborating with Stakeholders
☐ The Power of ICT for sustainability and beyond ☐ Priority 2 Protecting the Global Environment ☐ Corporate Governance/ Risk Management/Compliance
☐ Top Message ☐ Priority 3 Embracing Diversity and Inclusion ☐ Fujitsu Group Profile
☐ Our Approach to CSR ☐ Priority 4 Developing Human Resources for Their Contribution to Society and the Planet ☐ Editorial Policy
☐ 5 Priorities of Fujitsu Group's CSR and CSR Activity Targets and Achievements

Q5 From what perspective did you read this report?

- ☐ Fujitsu customer ☐ Resident of a Fujitsu facility neighborhood ☐ CSR/Environmental affairs staff member
☐ General consumer ☐ Shareholder ☐ NGO/NPO
☐ Student ☐ Investor/analyst ☐ Other ()

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

- ☐ Newspaper ☐ Fujitsu Public & Investor Relations Division ☐ NGO/NPO
☐ Magazine ☐ Fujitsu Group employee ☐ Friend
☐ Advertisement ☐ Fujitsu Group sales representative ☐ Exhibition
☐ Website ☐ Plant tour ☐ Other ()

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

.....

.....

.....

Would you like to enter to win a Fujitsu calendar? (50 respondents will be randomly selected)

☐ Yes ☐ No If you answered "Yes" to either question, please fill in the information below.

Name:

Mailing address:

Occupation (employer): Department/position:

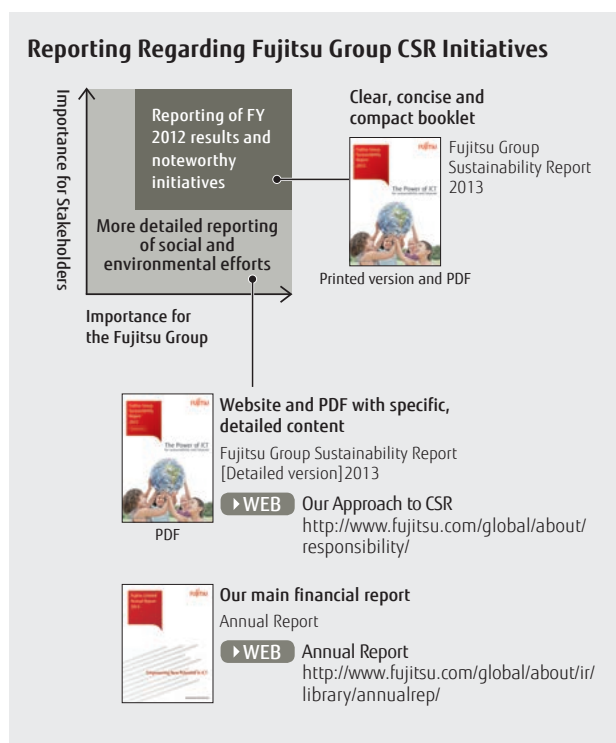
Editorial Policy

Reporting According to the Fujitsu Group CSR Policy.

The Fujitsu Group Sustainability Report 2013 reports in accordance with the Fujitsu Group Corporate Social Responsibility (CSR) Policy. Of the Group's wide-ranging initiatives, this report focuses on those in areas thought to be of particular interest to stakeholders. Items that could not be covered here are reported in the PDF version of the Sustainability Report 2013 (detailed version) on the Fujitsu website.

● Reporting System

Details concerning Fujitsu Group initiatives are reported in the formats described below.



Our basic editorial policy is to consider issues from two standpoints: the importance to society and stakeholders and the importance to the Fujitsu Group. In particular, we consider directions for this report based on opinions we receive from third parties, general readers, and stakeholders on the previous fiscal year's version of the report. Our intention was to create a report that is easy for members of the general public to read.

● Reporting Period

This report focuses on activities in FY 2012, from April 1, 2012 to March 31, 2013, and the data presented is actual performance data from that period. Content from times outside that period, however, is also presented.

● Target Readership

This report is written assuming the following readership: Fujitsu stakeholders including customers, employees, stockholders and investors, suppliers and business partners, international society and local communities, public institutions and governments.

● Organizations Covered

While the whole of the Fujitsu Group is covered in this report, when it is necessary to indicate the range of applicability, we will specify Fujitsu Group (to indicate the Group as a whole) or Fujitsu (to indicate Fujitsu, Ltd. as an independent entity). Note that for environmental reporting, the coverage is of Fujitsu itself plus a total of 123 companies (including companies outside Japan) centering on consolidated subsidiaries that build environmental management systems. Also, environmental burden data reporting covers Fujitsu itself, Fujitsu Laboratories, Ltd. (17 locations), and 27 main manufacturing subsidiaries (of which 24 are in Japan and three are overseas). Environmental accounting data covers Fujitsu itself and 28 main subsidiaries (of which 24 are in Japan and four are overseas).

► WEB <http://www.fujitsu.com/global/about/responsibility/reports/2013/>

● Significant Changes in Coverage

Due to divestment, SHIN-ETSU FUJITSU LIMITED, Fujitsu Semiconductor Limited's Iwate Plant, and FUJITSU INTEGRATED MICROTECHNOLOGY LIMITED have been excluded from the environmental accounting reporting scope beginning with FY 2012. Regarding environmental burden data, Fujitsu Semiconductor Limited's Iwate Plant was excluded from the reporting scope starting with October 2012 and FUJITSU INTEGRATED MICROTECHNOLOGY LIMITED was excluded starting with December 2012.

● Independent Third Party Assurance

To ensure the reliability of information disclosed in the Fujitsu Group Sustainability Report 2013 (detailed version), we have obtained the independent assurance report of the key sustainability performance indicators from Ernst & Young Sustainability Co., Ltd.

A Note Concerning Future Projections, Forecasts and Plans

This report not only describes past and present facts related to the Fujitsu Group but also includes future projections, forecasts and plans. Such projections, forecasts 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 projections, forecasts 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 company's brand promise expresses the value the company delivers to its customers.

The Fujitsu Group's brand promise articulates the importance we place on working with our customers to shape a prosperous society, by harnessing the power of information and communication technology (ICT).

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