



Policy Statement

This policy, applicable to Fujitsu in Europe supports the **Fujitsu Way** defining **Our Purpose**, which is to “make the world more sustainable by building trust in society through innovation”; **Our Values** (Aspiration, Trust, and Empathy); and the **Code of Conduct** defining with what we should comply as detailed in our Global Business Standards.

Fujitsu Group's "Sustainability Management" states our goal to prosper as a responsible global company, taking into account its impact on the environment, society and the economy, and giving consideration to its stakeholders. Specifically, by strengthening non-financial initiatives through respect for human rights, commitment to diversity, equity and inclusion, human resource development, global environmental protection, and contribution to the development of local communities, we aim to continuously and long-term increase the value of the Group through corporate activities.

It is Fujitsu in Europe's policy to fulfil its social responsibilities to its stakeholders and contribute to a sustainable society whilst endeavoring to provide ever higher value to its customers. Fujitsu in Europe is committed to reducing negative impacts across the scope of our operations and to contributing to sustainable development through digital innovation that supports DX/SX (digital transformation/sustainability transformation) which is essential for business transformation and a sustainable society.

Why is this important?

The ethical performance of Fujitsu is scrutinized by our stakeholders and has a direct effect on Fujitsu's reputation. We therefore expect those within the organization and our suppliers to act in accordance with the aims, values and goals set out in this policy. The Board of Directors of the respective company is responsible for ensuring implementation of this policy.

Focusing on what matters

The structure within which Sustainability matters are addressed is based on Double Materiality Assessment and on best practice acknowledged across our customer base and covers six key areas, also referred to as Responsible Business Areas:

- Human Rights and Diversity, Equity & Inclusion
- Well-being
- Environment
- Compliance
- Supply Chain
- Community

In addition, embracing the Sustainable Development Goals is recognized as a priority consideration for the business and for the communities in which the business operates.

On a company level, the Fujitsu “Global Responsible Business” Framework interconnects the SDGs.

Our Aims	
	• Ensure the long term viability of Fujitsu’s business by leveraging our consulting skills and capability in digital transformation to guide our customers through the net Zero transition, deepening relationships and driving growth.
	• Ensure all employees focus on the importance of Sustainability to our business and our customers, and the actions they can take to drive positive impact.

- Transfer Fujitsu's global sustainability action plans into Fujitsu's European business.
- Comply with relevant sustainability standards and regulations as well as with in-country legislative requirements.
- Transparent reporting of sustainability performance using recognized frameworks.
- Continually review and improve our sustainability performance.

Fujitsu in Europe contributes to the Group's goal to fulfil its social responsibilities as a global corporate SX Leader by providing innovative solutions through co-creation with our customers.

Core Values and Goals of our Sustainability Master Policy

With regards to its own business operations Fujitsu in Europe is committed to:

- Reducing negative impacts on the environment associated with its business operations and through its value chain.
- Promoting activities to increase net positive value- i.e. going beyond reducing the harm we inflict on the world to leaving it in a better state thanks to our positive impact.
- Establish measurable sustainability targets and track progress
- Increasing sustainability awareness among employees, which contributes to achieving Fujitsu's sustainability targets and strengthening our position with our customers.

Through its core business, Fujitsu in Europe contributes to creating a positive regenerative impact on nature and society by:

- Promoting Fujitsu as a leading DX/SX company in dialogues with customers and stakeholders.
- Helping customers to optimize their assets and to achieve digital and sustainability transformations (DX/SX).
- Addressing significant sustainability impacts in all stages of the lifecycle.
- Contributing to addressing sustainability challenges.

Scope

This Policy applies to Fujitsu operations in Europe. This means that all Employees, Contractors, Working Partners and businesses carried on by Fujitsu Services Holdings PLC, Fsas Technologies and their subsidiaries, whether they be incorporated within Fujitsu Europe or not, and any other company or organization that is managed by the Heads of the Europe Region, except to the extent, if any, stated under Exemptions below, must comply with it.