To our shareholders,

Kuniaki Nozoe, President
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June 23, 2008

RESOLUTIONS OF THE 108th ANNUAL SHAREHOLDERS’ MEETING

At the 108th Annual Shareholders’ Meeting held today, June 23, 2008, the following four resolutions were passed after presentation of the Business Report, Consolidated and Unconsolidated Financial Statements for the 108th Business Period (April 1, 2007 - March 31, 2008); Report of Independent Auditor and Board of Auditors on Consolidated Financial Statements.

Resolutions:

Resolution No. 1  Partial Revision to the Articles of Incorporation

As originally proposed, to comply with stock dematerialization, it was resolved to eliminate the provision regarding “registered seal” notifications in Article 13 of the Articles of Incorporation and make other necessary revisions to the Articles of Incorporation.

Resolution No. 2  Election of Ten Members of the Board

As originally proposed, the following ten individuals were elected and have taken office as Members of the Board: Naoyuki Akikusa, Chiaki Ito, Michiyoshi Mazuka, Hiroshi Oura, Ikujiro Nonaka, Haruo Ito, Haruki Okada, Kuniaki Nozoe, Koichi Hironishi and Tatsuo Tomita.

Ikujiro Nonaka and Haruo Ito are considered Outside Board Members under Clause 15, Article 2 of the Company Law.

Resolution No. 3  Election of Four Auditors

As originally proposed, Akira Kato, Yoshiharu Inaba, Megumi Yamamuro and Masamichi Ogura were elected and have taken office as Auditors.

Yoshiharu Inaba and Megumi Yamamuro are considered Outside Auditors under Clause 16, Article 2 of the Company Law.

Resolution No. 4  Payment of Bonuses to Members of the Board and Auditors

As originally proposed, it was resolved that, in consideration of the financial results for the fiscal year, the company will pay a total of 189 million yen to six Members of the Board (Outside Board Members excluded) and a total of 34 million yen to two Auditors (Outside Auditors excluded).

Regarding specific amounts to be paid, the amounts for individual Members of the Board will be determined by the Board of Directors and the amounts for individual Auditors will be determined by mutual consultation among Auditors.