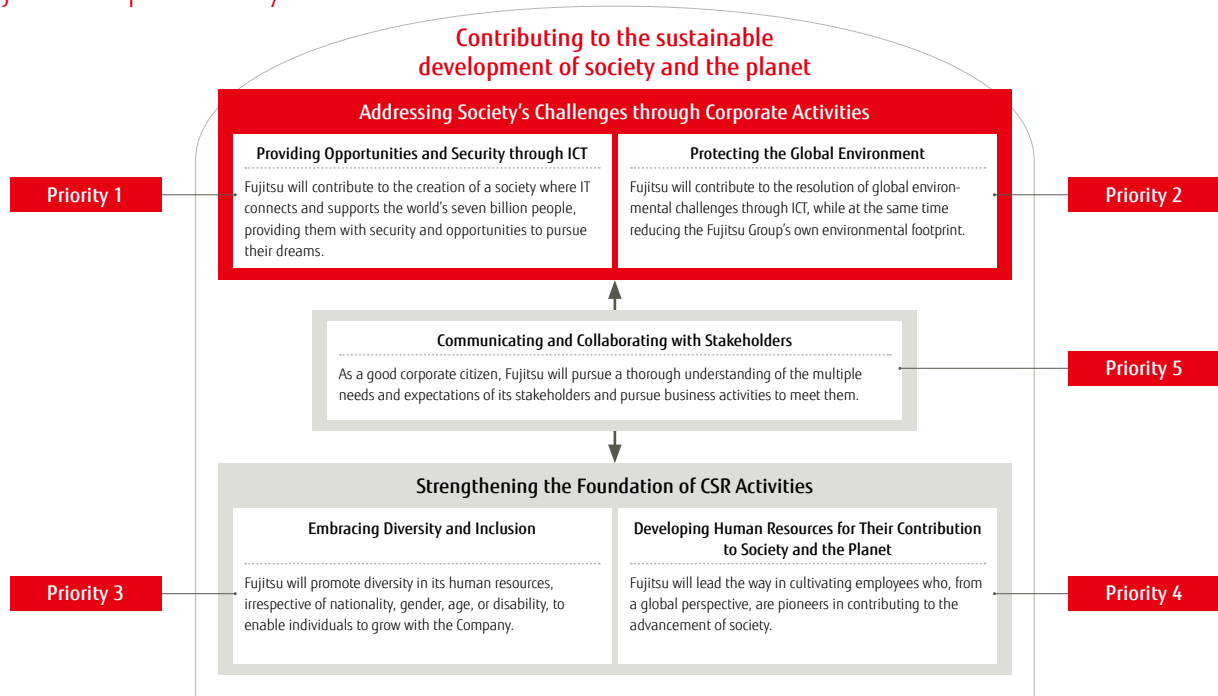


CSR AT THE FUJITSU GROUP

CSR at Fujitsu is practiced by implementing the Fujitsu Way. In all its business activities, in applying the Fujitsu Way in light of the expectations and needs of multiple stakeholders, the Fujitsu Group contributes to the sustainable development of society and the planet. Our CSR initiatives focus on the five challenges below. In addressing these challenges, we demonstrate a commitment to responsible business operations as a global ICT company.

Fujitsu Group CSR Policy



Systems for Promoting CSR Initiatives

Strengthening Our Global CSR Governance Structure

The Fujitsu Group is advancing CSR activities that transcend regional boundaries through top-down and bottom-up approaches. To advance global CSR activities and promote them in-house, the heads of four global regions exchange opinions and discuss regional issues at CSR Board Meetings. Representatives from each region and leaders at each office implement the CSR Board Meeting's policies and measures. Meanwhile, the CSR Global Community encourages related departments to collaborate in the advancement of CSR measures focused on specific issues and enables the sharing of best practices.

on-site support for the activities of Group companies and encouraging lively discussions between the Company and Group companies, the Group will strengthen overall governance and enhance the quality of business management.

Revising CSR Policy Priorities

In light of changes in international society and business conditions, we have undertaken a revision of the "Five Priority Issues" of the CSR Policy that we established in 2012, in accordance with the below steps. Currently at Step 3, we plan to decide on new priorities in fiscal 2017.

Advancing CSR Activities Based on ISO 26000

Since fiscal 2012, we have conducted an annual CSR survey at Group companies worldwide based on the ISO 26000 international standard for social responsibility. Focusing on the issues identified through these surveys, from fiscal 2016 we are setting improvement targets and action plans and, at the same time, have scheduled the introduction of a CSR management system to support the implementation of such measures. By providing

- Step 1 Analyze international norms and external conditions**
 - Prepare a list of candidate items of material importance
 - Establish 34 items in light of Sustainable Development Goals (SDGs), the ISO 26000 standard, and various guidelines
 - Undertake mapping based on degrees of social and in-house importance
 - Conduct questionnaire targeting business unit heads and above to select priorities from among the 34 items
- Step 2 Hold dialogues with stakeholders**
 - Exchange opinions with multiple stakeholders, including CSR experts, customers, and employees
- Step 3 Select priorities**
- Step 4 Select key performance indicators (KPIs)**

Global Measures for Human Rights

Our Approach to Human Rights

We believe respect for human rights is indispensable to a global company's fulfillment of CSR. To advance human rights measures, the Group has established the below statement and principles. Working in partnership with many different stakeholders, we will meet responsibilities in relation to human rights.

- Fujitsu Group Human Rights Statement
- Fujitsu Guiding Principles of Respect for Human Rights in Employment

For the complete text, please visit the following website:
<http://www.fujitsu.com/global/about/csr/vision/hrapproach/>

Building a Human Rights Due Diligence Scheme

We are establishing a Human Rights Due Diligence Scheme, which identifies the effect on human rights of business activities throughout the value chain and prevents or mitigates any negative effects. This is particularly evident in procurement as we have updated procurement-related documents and made them applicable to the entire Group, conducted a written survey of suppliers' measures for human rights and other aspects of CSR, and performed on-site audits of overseas suppliers' implementation of CSR measures. We will continue consulting with external experts in and outside of Japan to identify potential human rights issues in our business activities. At the same time, we will take concrete measures based on global collaboration.

Inculcating the Fujitsu Group Human Rights Statement

To coincide with Human Rights Day on December 10, we created "business and human rights" posters and displayed them at approximately 230 locations in Japan and overseas. Further, we heightened each employee's awareness of human rights issues by developing and conducting a "business and human rights" e-learning program for Group employees worldwide.



In addition, we hold workshops mainly for senior managers at the major bases of overseas Group companies. Drawing on the expertise of Shift, a US nonprofit organization focused on human rights in business, the workshops further understanding of companies' responsibilities in relation to human rights and allow participants to discuss human rights issues that the Fujitsu Group faces.



Measures for Sustainable Development Goals

Incorporating Sustainable Development Goals

Companies are expected to play a role in realizing the Sustainable Development Goals (SDGs) that the UN Sustainable Development Summit adopted in 2015. The Fujitsu Group is proactively aligning its SDGs with sustainable growth, integrating the SDG philosophy into management and moving forward on measures across the employee hierarchy to ensure that its business contributes to the achievement of SDGs. Also, from an outside-in perspective that takes into account international society's expectations, the Fujitsu Group will continue seeking ways to benefit society.



Measures across the Employee Hierarchy

- ◆ **SDG workshops (fiscal 2015)**
Held mainly for business division heads to increase understanding of SDGs and encourage discussions about issues in the advancement of business activities
- ◆ **Roundtable discussions with CSR experts (fiscal 2016)**
Invited CSR experts to participate in three separate roundtable discussions with business division heads, executives, and the president and directors, which were themed on contributions to sustainable development and continuing corporate growth (For summaries of the roundtable discussions, please visit the following website:
<http://www.fujitsu.com/global/about/csr/activities/society/dialog/>
 For a summary of the roundtable discussion in which the president participated, please see pages 42–43.)
- ◆ **Business seminars themed on social issues and SDGs (fiscal 2016)**
Conducted business seminars themed on social issues and business development for general employees

Held webinars for employees conducted by external experts and held joint workshops with the World Business Council for Sustainable Development
For details on workshops, please visit the following website:
<http://www.fujitsu.com/jp/group/fri/en/resources/events/2016/160714.html>