

GLOBAL RESPONSIBLE BUSINESS

Given the need to enhance sustainability-focused corporate management, fulfilling corporate social responsibility (CSR) from a global perspective is becoming increasingly important. The Fujitsu Group has reviewed priority issues and redesignated them under the name “Global Responsible Business.”

Sustainability Activities of the Fujitsu Group

Establishment of the CSR Policy

In December 2010, the Fujitsu Group established its CSR Policy and determined Five Priority Issues upon which to focus its CSR practices, in response to the growing demand for CSR in Japan and overseas. In establishing this policy, the Basic Strategy Working Group within the CSR Promotion Committee conducted interviews with outside experts regarding the expectations and demand on Fujitsu, based on an awareness of international CSR standards including the GRI guidelines and global social issues. We have also set medium-term targets to be achieved in fiscal 2020 and are promoting CSR activities as an integral part of management.

CSR Policy

CSR at the Fujitsu Group is practiced by implementing the Fujitsu Way. In all of its business activities, the Group contributes to the sustainable development of society and the planet through the implementation of the Fujitsu Way, in accordance with the expectations and needs of multiple stakeholders.* In practicing CSR, we demonstrate a commitment to responsible business operations as a global ICT company by specifying priority issues and working to address them.

* The Fujitsu Group's stakeholders: The Fujitsu Group regards its customers, employees, business partners, shareholders and investors, and global and local communities as its stakeholders. Government authorities, NPOs, NGOs, and similar organizations are also particularly important stakeholders within these global and local communities.

A Changing World

The adoption, in 2015, by the United Nations of the COP 21 Paris Agreement and of the Sustainable Development Goals (SDGs) was expected to accelerate efforts to solve global issues facing society. However, climate change has evolved more rapidly than scientists had predicted. As the climate crisis approaches, increasingly serious social problems have emerged in such areas as inequality and poverty. Meanwhile, the rise of protectionism and unilateralism in the political arena has been driving global fragmentation and impeding international coordination to solve challenges.

Against this backdrop, private companies that conduct business globally are being called on to tackle social issues more actively than ever before as members of society. In the final decade leading to 2030, the year designated for attaining the SDGs, people are more closely scrutinizing the extent to which the negative impact of business activities on society is being minimized, as well as to whether companies are undertaking activities that have an impact globally and will contribute to the achievement of the SDGs.

Review of Priority Issues

Amid this evolving global landscape, the Fujitsu Group needs to accelerate its own global sustainability activities and enhance its effectiveness in order to be recognized as a “responsible company” by all of its stakeholders, including customers, business partners, and investors.

The Fujitsu Group has employed a materiality analysis in a Groupwide review of the priority issues to ensure that they reflect changes in its business over the past several years. The result is a unified framework for the priority issues under the banner of Global Responsible Business (GRB).

Global Responsible Business

Priority Issues

Socioeconomic ICT Impact	Use ICT to help solve social challenges, starting with the SDGs
Human Rights, Diversity & Inclusion	Pursue human rights goals and global diversity in the AI era
Well-being	Provide opportunities for employees to grow as individuals and fully develop their capabilities
The Environment	Work to achieve zero emissions from our operations by fiscal 2050, and contribute to climate change adaptation and a decarbonized society
Compliance	Maintain a high level of awareness of corporate ethics and act fairly in all business activities
Supply Chain	Accomplish responsible procurement in the supply chain
Health and Safety	Provide safe and healthy working environments
Communities	Engage in activities that contribute to society and build prosperous, optimistic communities

Bolstering of Non-Financial Initiatives

In our Management Direction announced in September 2019, we positioned being a “Global Responsible Business” (GRB) as a management target in the non-financial field. As shown in the table above, the Fujitsu Group continuously aims to increase corporate value by identifying globally unified priority issues on sustainability and strengthening initiatives in the non-financial field in addition to the financial (business) field.

The GRB framework aims to foster the mindset and corporate culture necessary to realize the Fujitsu Way, and to earn and maintain the social trust that is a prerequisite for global business activities. All Group employees must be constantly aware that their companies are part of society and aim to not only pursue profits but also reduce the negative impact of their business activities on sustainability issues while maximizing the positive.

We have specified long-term goals for each priority issue, with the end of fiscal 2030 set as the deadline for their achievement, and have been building an effective management system to attain the goals. In order to carry out higher-level activities globally while taking into account the differences between countries and regions in such areas as local laws and labor markets, we have set Groupwide targets

for all employees. Employees based at our headquarters who are responsible for each of the priority issues led efforts in formulating these targets, while personnel in overseas regions with similar responsibilities also provided input in this regard. We will continue to work on specific measures toward achieving the goals.

In addition, the status of progress in the execution of GRB is periodically checked by an internal committee led by the president, with announcements made in management direction reviews and through various communication methods.

Achievement of Goal of Becoming a “Company Chosen and Respected by Stakeholders”

The Fujitsu Group, as an integral part of the social ecosystem, aims to become a leading company that solves the issues facing customers and the communities in which it operates. To this end, we must deepen our empathy for and insight into society through the GRB framework and undertake corporate management in a way that considers sustainability. The Fujitsu Group will continue its efforts to become a “company chosen and respected by stakeholders” by promoting GRB in a united manner.

