The Fujitsu Way

In July 2020, Fujitsu reformulated the "Fujitsu Way," the principle for the behavior of its people centered on Our Purpose, which sets out why Fujitsu exists in society. All Fujitsu employees will seek to create value by working every day in accordance with Our Values and Our Code of Conduct. In line with the new Fujitsu Way, all people in the Group will strive to achieve Our Values through the cycle of three actions necessary to achieve Our Purpose: Aspiration, Trust, and Empathy.



Our Purpose is to make the world more sustainable by building trust in society through innovation.

Our Values	Aspiration	 Set ambitious targets and act with agility. Embrace diversity and create original ideas. Stay curious and learn from failures and experiences. Deliver positive impact through human centric innovation. 	Code of Conduct	We respect human rights.
	Trust	 Honor promises and exceed expectations. Act with ethics, transparency and integrity. Work autonomously and unite for common goals. Contribute to a trusted society using technology. 		We act with fairness in our business dealings.
	Empathy	 Strive for customers' success and their sustainable growth. Listen to all people and act for the needs of our planet. Work together to solve global challenges. Generate shared value for our people, customers, partners, community and shareholders. 		We maintain confidentiality.

Our

Purpose

CONTENTS

LETTER FROM THE MANAGEMENT

- 02 MESSAGE TO SHAREHOLDERS AND INVESTORS Takahito Tokita
- 08 THE FUJITSU GROUP'S RESPONSE TO THE COVID-19 PANDEMIC

FUJITSU GROUP OVERVIEW

- 10 FUJITSU AT A GLANCE
- 12 FINANCIAL HIGHLIGHTS / ENVIRONMENT, SOCIETY, AND GOVERNANCE HIGHLIGHTS
- 14 BOARD OF DIRECTORS / AUDIT & SUPERVISORY BOARD MEMBERS
- 16 DISCUSSION WITH INDEPENDENT DIRECTORS

SPECIAL FEATURE

- 20 PROGRESS TOWARD BECOMING A DX COMPANY
- 26 FUJITSU'S DX: VIEWS OF KEY PEOPLE
 - 26–27 Message from the COO

 - 35–36 Message from the CFO

SUSTAINABILITY MANAGEMENT

- 38 SUSTAINABILITY MANAGEMENT
- 40 OVERVIEW OF OUR SUSTAINABILITY MANAGEMENT
- 42 HUMAN RIGHTS, DIVERSITY & INCLUSION
- 44 WELLBEING / OCCUPATIONAL HEALTH AND SAFETY
- 46 ENVIRONMENT / SUPPLY CHAIN
- 48 COMPLIANCE
- 52 STAKEHOLDER DIALOGUE

CORPORATE GOVERNANCE

- 54 MANAGEMENT
- 56 CORPORATE GOVERNANCE
- 64 DISCLOSURE PURSUANT TO
- THE RECOMMENDATIONS OF THE TCFD 66 RISK MANAGEMENT
- 68 INFORMATION SECURITY

REVIEW OF OPERATIONS

- 70 PERFORMANCE HIGHLIGHTS
- 72 HIGHLIGHTS BY SEGMENT
- 74 HIGHLIGHTS BY REGION
- 76 SHAREHOLDER DATA
- 77 FUJITSU GROUP'S INFORMATION DISCLOSURE

We comply with all laws

and regulations.

Æ

We protect and respect

intellectual property.

We do not use our position

in our organization

for personal gain.