

OVERVIEW OF OUR SUSTAINABILITY MANAGEMENT

Until now, the Fujitsu Group has earned society's trust by delivering products and services responsibly. At present, however, given the unpredictability of day-to-day life and business activities due to an unprecedented crisis, we must redouble efforts to meet society's expectations. Accordingly, under the guidance of our leadership, we will step up sustainability-focused business management and make significant advances in directions that benefit society.

The Fujitsu Group's Sustainability Management

Basic Approach

In contributing proactively to the transformation of society amid the current uncertainty and volatility, we have to conduct business activities as a member of international society based on the new Fujitsu Way, which clarifies Our Purpose, or reason for being. It is particularly important that we take into consideration environmental, social, and economic viewpoints when addressing issues, thereby formulating initiatives that have beneficial impacts on society. To this end, we have revised our management targets by incorporating new non-financial indicators alongside existing financial indicators. Through long-term, stable contribution to society and customers financially and non-financially, the Fujitsu Group will achieve renewed growth.

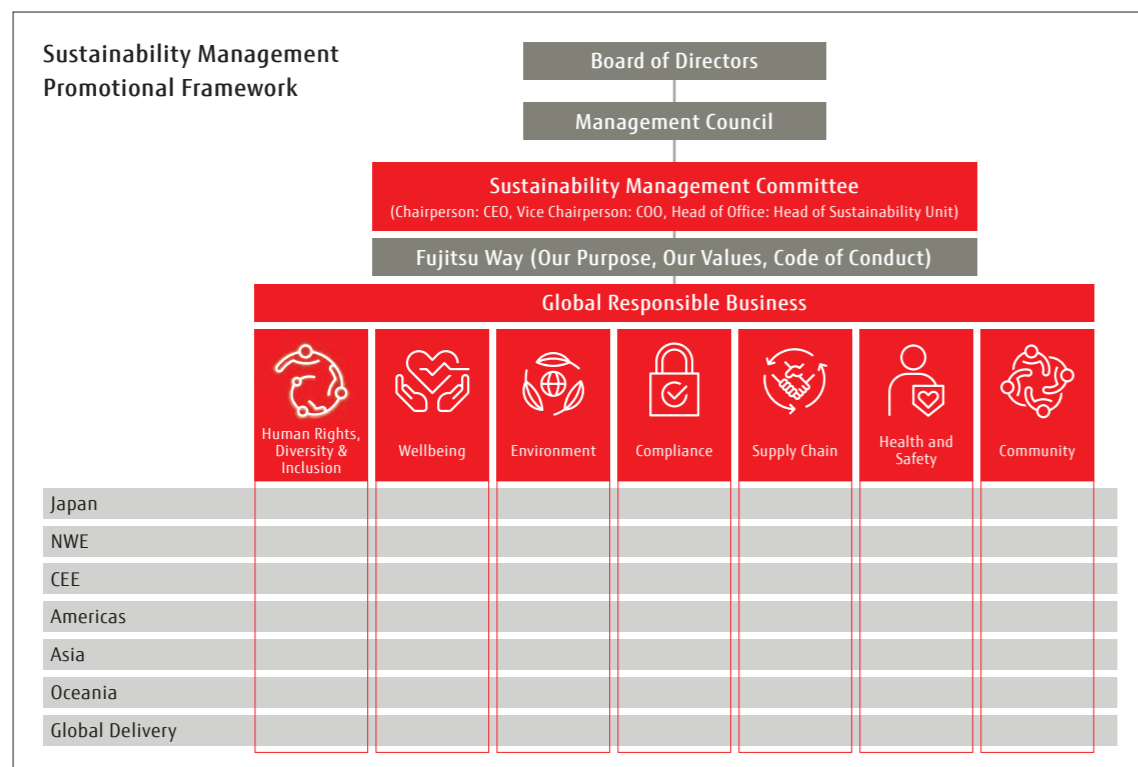
Promotional Systems and Framework

In April 2020, the Fujitsu Group established the Sustainability Management Committee, tasked with determining how a responsible global company should conduct business management. Specifically, the committee is focused on realizing long-term growth by taking into consideration environmental, social, and economic impacts and by creating value for all of the Group's stakeholders.

Convening every six months, the committee checks progress toward non-financial targets, deliberates on new activities, and reports findings to the Management Council and the Board of Directors. The committee is chaired by the CEO and comprises executives whom the chairperson appoints with a view to furthering sustainability management. As of October 2020, the committee had 13 members, including the chairperson.

With being a Global Responsible Business (GRB) as an overriding non-financial platform, we have identified seven priority issues. Setting our sights on key performance indicators for each of these issues, we are advancing initiatives globally. The leaders of units and Group companies are responsible for promoting the Fujitsu Way in-house. Therefore, these leaders will establish missions for their organizations based on the Fujitsu Way and the GRB platform and review the progress of initiatives aimed at accomplishing the missions.

As the chart below illustrates, all Fujitsu Group operating bases will move sustainability initiatives forward through a matrix in which vertical priority issue categories intersect with horizontal organizational categories.



Global Responsible Business (GRB)

Seven Priority Issues

Human Rights, Diversity & Inclusion	Pursue human rights goals and global diversity in the AI era
Wellbeing	Provide opportunities for employees to grow as individuals and fully develop their capabilities
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
Community	Engage in activities that contribute to society and build prosperous, optimistic communities

By driving sustainability initiatives, the GRB platform gives concrete form to the Fujitsu Way. To put it another way, in pursuit of this platform we are conducting global management that is focused on seven priority issues, including human rights and diversity & inclusion; wellbeing; and the environment. Ever mindful that their corporate group is a member of society, all Group employees will not just seek profits but also reduce the negative impact of business activities on sustainability while maximizing their positive benefits.

Tackling the seven priority issues will strengthen our relationships with a host of different stakeholders by garnering and maintaining trust from society that underpins global business activities. Moreover, taking on these efforts will transform employees' mindset and culture. We particularly want to earn the further trust of customers and employees—the most critical stakeholders for business activities. With this in mind, in the non-financial sector we have made the customer Net Promoter Score (NPS) and employee engagement

management indicators for our customers and employees, respectively. At present, we are preparing to embed these indicators in our operations.

Having established key performance indicators for each priority issue and set March 31, 2023, or the end of fiscal 2022, as the time limit for their achievement, we will build effective management systems to ensure we reach indicator-based targets. Also, we will examine specific actions for target achievement that enable us to lift the overall level of initiatives while allowing for the differences in the laws and labor markets of countries and or regions.

Ultimately, our initiatives in the non-financial sector will, in the long term, benefit our business and financial performance. Accordingly, the Sustainability Management Committee will regularly check progress toward achievement of the Global Responsible Business platform, and the committee's conclusions will be released through reviews of the Group's Management Direction and various media.

SDG Initiatives

Our Purpose is to make the world more sustainable by building trust in society through innovation. This statement represents an internal and external pledge to help realize the Sustainable Development Goals (SDGs). We view the SDGs as essentially calling for systemic transformation by 2030 so that in 2050 a population of more than 9 billion is able to live well without exhausting the earth's finite resources. In contributing to the achievement of the SDGs, we must both make our business management more sustainable as well as help resolve societal issues through our businesses. With respect to the former, we need to strengthen business management by pursuing the Global Responsible Business platform, while the latter will require us to transform businesses by viewing them as a system composed of complexly linked arrays of elements.

In more than 100 countries worldwide, the Fujitsu Group has rolled out solutions that are helping address issues in such fields as ICT infrastructure, healthcare, the environment and energy, disaster responsiveness, traffic systems, and workstyles. With the aim of contributing to the realization of the SDGs, we will use the power of digital technologies to form ecosystems that transcend industry boundaries and work with like-minded stakeholders to embark upon large-scale value creation.

For details on "Sustainability Management in the Fujitsu Group," please visit the following website:
<https://www.fujitsu.com/global/about/csr/vision/policy/>