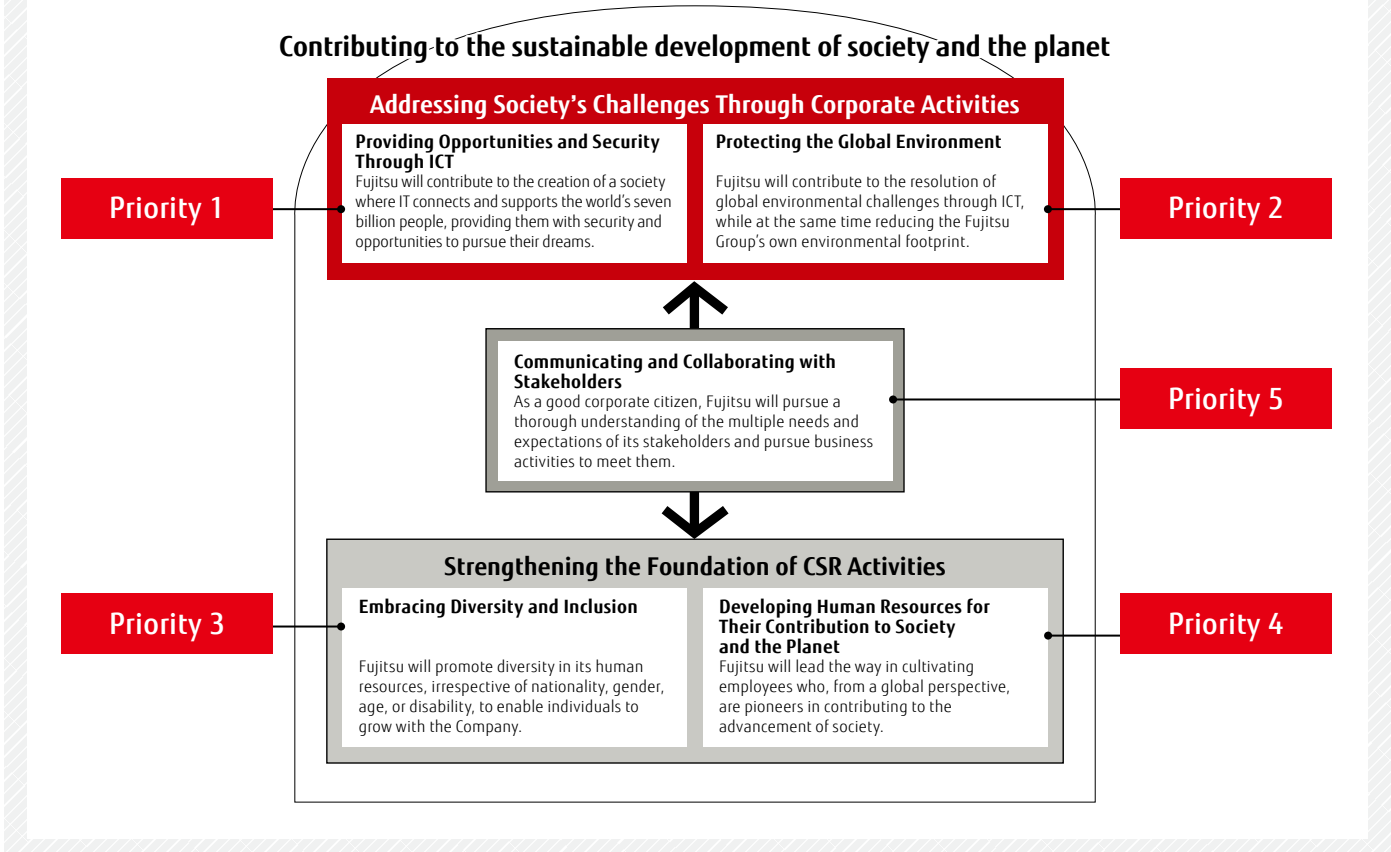# FUJITSU GROUP CSR

Fujitsu Group CSR Policy

CSR at Fujitsu is practiced by implementing the Fujitsu Way. In all its business activities, by implementing 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. Fujitsu will focus on the following five priority issues in implementing its CSR practices. By pursuing these issues, Fujitsu will promote responsible management as a global ICT company.

Contributing to the sustainable development of society and the planet

Addressing Society's Challenges Through Corporate Activities

Providing Opportunities and Security Through ICT
Fujitsu will contribute to the creation of a society where IT connects and supports the world's seven billion people, providing them with security and opportunities to pursue their dreams.

Protecting the Global Environment
Fujitsu will contribute to the resolution of global environmental challenges through ICT, while at the same time reducing the Fujitsu Group's own environmental footprint.

Priority 1

Priority 2

Communicating and Collaborating with Stakeholders
As a good corporate citizen, Fujitsu will pursue a thorough understanding of the multiple needs and expectations of its stakeholders and pursue business activities to meet them.

Priority 5

Strengthening the Foundation of CSR Activities

Embracing Diversity and Inclusion

Fujitsu will promote diversity in its human resources, irrespective of nationality, gender, age, or disability, to enable individuals to grow with the Company.

Developing Human Resources for Their Contribution to Society and the Planet
Fujitsu will lead the way in cultivating employees who, from a global perspective, are pioneers in contributing to the advancement of society.

Priority 3

Priority 4

CSR Activity Targets and Achievements

Fujitsu has defined medium-term targets for fiscal 2020. It also sets goals for individual fiscal years along the way, and publicizes its level of achievement. Please refer to Fujitsu's "Sustainability Report 2014" on page 12 for more details on responsible management as a global ICT company.

http://jp.fujitsu.com/about/csr/reports/2014/

CSR Activities Utilizing ISO 26000

Fujitsu supports the United Nations Global Compact's 10 principles in the four areas of human rights, labor, the environment, and anti-corruption, as a signatory company (since December 2009), in order to conduct a sustainable business. Furthermore, under the global matrix structure launched in March 2014, we are introducing a CSR management cycle using the ISO 26000 framework at 122 Group companies worldwide. Looking ahead, Fujitsu will continue to implement business activities in line with the expectations and demands of stakeholders based on its brand promise of "shaping tomorrow with you," with the aim of helping to realize a sustainable society.

Explanations for underlined words can be found in the glossary on pages 160-162.

Priority 1   Providing Opportunities and Security Through ICT

■ Key Examples from Fiscal 2013

Future Medical Care Center (Targeting Medical Innovation and Creating a Healthy Society)

In December 2013, Fujitsu established the Future Medical Care Center to work on a range of medical care-related problems facing Japanese society. The purpose of the center is to fully leverage ICT to create new businesses in areas such as health promotion, early detection of diseases, prevention of serious diseases, drug discovery, and personalized medicine. Fujitsu collaborates on this with cutting-edge research institutions and medical practitioners.

Notably, Fujitsu seeks to develop personalized medicine and a next-generation medical record system that integrates genome information and information on patient's daily lifestyles, in addition to their clinical records. These efforts will leverage Fujitsu's track record and expertise in having the top share of medical record systems installed in healthcare institutions in Japan.

Fujitsu also is working on IT-enabled drug discovery using supercomputers in collaboration with pharmaceutical companies, research institutions, and other partners around the world. The use of supercomputer simulations has been shown to markedly shorten the time needed to identify substances that are effective against the causes of diseases.

Looking ahead, Fujitsu aims to help to achieve innovative healthcare and realize a society that supports people's health. To reach these goals, the Company will leverage the technologies and expertise it has developed through business activities to date, as well as its cutting-edge technologies.

#### Social Innovation Laboratories (Pioneering New ICT Domains)

ICT has superceded its role as a tool to increase business efficiency—and is now developing the power to transform society as a whole. Fujitsu will endeavor to drive social innovation by expanding into new ICT usage areas that will help to solve global issues, such as agriculture, healthcare, and disaster readiness.

The Social Innovation Laboratories was formed in December 2013 by integrating the existing Environment and Energy Center, Life Innovation Research Promotion Office, Mobility Research Promotion Office, and Software Technology Research Laboratories. It was established to build a social infrastructure that will provide new value and knowledge by bringing together different specialized fields and linking and utilizing different forms of data.

To realize Social Innovation, we will engage in fieldwork on societies front lines, workshops with relevant people, and other activities in order ascertain the current status of society and the issues that need to be addressed. Having determined the issues, we will introduce a vision and specific ICT strategies to solve them. This is the same approach that Fujitsu has taken to field innovation in the front lines of companies and organizations being applied in various social fields. In this way we aim to create new

businesses and social contribution in the social fields where conventional ICT has not penetrated.

Moreover, addressing laws and systems, and designing systems in consideration of human psychology are also important aspects of solving social issues. Fujitsu will therefore undertake research in social sciences such as systems design and social psychology.
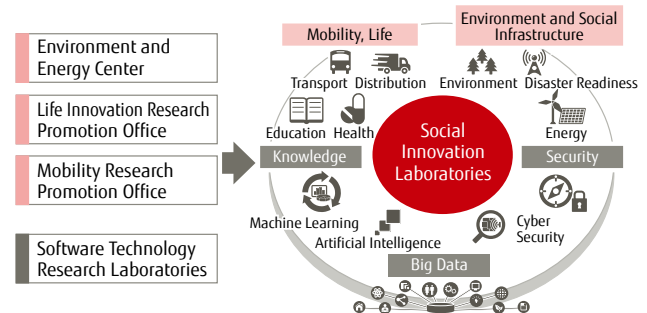
Aiming to Create Social Infrastructure to Provide New Value through Information

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Participation in the World Business Council for Sustainable Development (WBCSD)

In November 2013, Fujitsu joined WBCSD, based on its commitment to the organization's philosophy that "industry can achieve a positive impact on the environment and social issues through business activities."

As part of its activities with WBCSD, Fujitsu is participating in Sustainable Mobility Project (SMP) 2.0 together with leading global automobile, oil, tire, and other companies (15 companies in total). Through this project, Fujitsu is proceeding to develop vision for a society that will support sustainable mobility. Under SMP 2.0, field trials will be conducted relating to traffic accidents, environmental impact, traffic congestion, and other mobility issues in six cities around the world. The results will then be used to make recommendations to national governments with the goal of making mobility even better in tomorrow's society.

In WBCSD, Fujitsu is also engaged in awareness-raising activities focused on themes such as the strategic use of socio-economic impact measurements and inclusive business. These activities are directed at enhancing corporate value from a CSR perspective.

Priority 2 Protecting the Global Environment

The Fujitsu Group will strive to contribute broadly to solving societal issues, such as the environment. We can contribute through our business activities, by promoting the utilization of ICT throughout society and creating innovative technologies.

Using ICT to Pursue Growth While Contributing to Solutions for Societal and Environmental Problems

Ever since its founding in 1935, the Fujitsu Group has been guided by the concept of "operating in harmony with nature." We have always taken a long-term perspective in promoting environmental awareness. The Group has committed itself to a corporate philosophy of the Fujitsu Way, which states, "In all our actions, we protect the environment and contribute to society," and will strive to make a sustainable world as one of its social responsibilities, and part of the reason for its existence.

ICT enables more efficient use of resources and energy, and it also has the potential to play an important role in solving complex societal and environmental issues. The Fujitsu Group will continue to create innovations and solutions for its customers' issues, and to expand its business. These efforts will also contribute to the creation of a sustainable, affluent society.

It is also important that the Fujitsu Group itself continues to reduce its impact on the environment. While energy use at datacenters increases accompanying the growth of cloud-based services, promoting energy saving enables us to respond to societal

demands as well as cutting our electric power costs. Moreover, using less energy and resources in the life cycles of our products and services also helps to strengthen our competitive edge, and is therefore essential to achieve excellence in business.
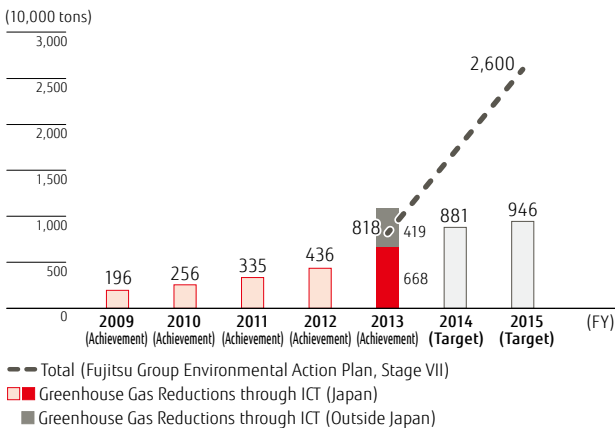
In fiscal 2013, provision of ICT helped customers and society to reduce their greenhouse gas emissions by 10.87 million tons, while Fujitsu cut its own greenhouse gas emissions by 66,000 tons compared to the previous year. This represents steady progress toward attaining the objectives for the Fujitsu Group Environmental Action Plan Stage VII by the end of fiscal 2015. Furthermore, in our targets for enhancing resource efficiency in ICT products, we achieved a 21.3% improvement, mainly through reducing the size and weight of smartphone, PCs, servers, and other products. In addition, in social contribution activities, Fujitsu employee's all over the world actively take part in initiatives that are closely tied to local communities, such as conducting lessons at elementary schools in the Philippines and reforestation activities in Iwate Prefecture.

Reducing Greenhouse Gas Emissions by Providing ICT

The Fujitsu Group quantitatively visualizes the extent to which its solutions and services contribute to customers' reduction of greenhouse gases, and strives to increase this contribution. In the four years from fiscal 2009 to fiscal 2012, we helped to achieve cumulative CO_2 emission cuts of 12.23 million tons. In fiscal 2013, we expanded applicable areas to outside Japan, and in the three years until the end of fiscal 2015 we aim to contribute to total global reductions of at least 26 million tons. In fiscal 2013, we achieved our goal of a reduction of at least 8.18 million tons by contributing to a global decrease of 10.87 million tons.

Reducing Greenhouse Gas Emissions from Business Activities

The Fujitsu Group is working to reduce emissions of greenhouse gases associated with Group business activities. Accordingly, we set " Reducing our total greenhouse gas emissions at business sites by over 20% by the end of fiscal 2015 compared with fiscal 1990" as a goal. We achieved our goal with actual total global emissions in fiscal 2013 of approximately 948,000 tons, a reduction of 29.4% compared with fiscal 1990.

TARGETS AND PERFORMANCE IN CONTRIBUTION TO GREENHOUSE GAS EMISSIONS THROUGH ICT PROVISION

(10,000 tons)

- - - Total (Fujitsu Group Environmental Action Plan, Stage VII)
- ☐■ Greenhouse Gas Reductions through ICT (Japan)
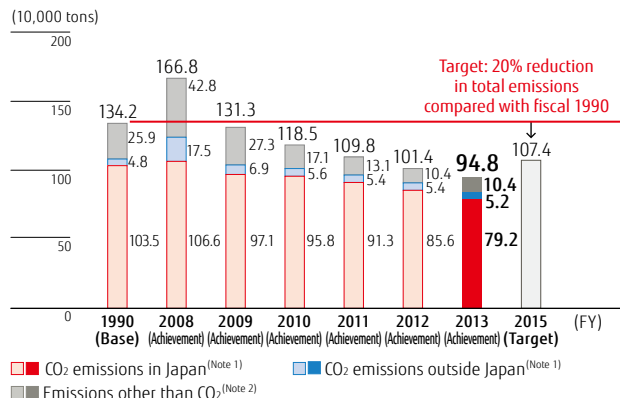- ■ Greenhouse Gas Reductions through ICT (Outside Japan)

* Values from fiscal 2010 to fiscal 2012 are actual values under the Fujitsu Group Environmental Action Plan Stage VI.
The scope of activities has been widened globally since fiscal 2013.

CHANGE IN TOTAL GREENHOUSE GAS EMISSIONS

(10,000 tons)

Target: 20% reduction in total emissions compared with fiscal 1990

- ☐■ CO_2 emissions in Japan[Note 1]
- ☐■ CO_2 emissions outside Japan[Note 1]
- ☐■ Emissions other than CO_2[Note 2]

(Note 1) CO_2 emissions in/outside Japan: Purchased electric power based on performance reports under the Fujitsu Group's Environmental Protection Program. CO_2 conversion coefficient calculations performed with a fixed value of 0.407 ton of CO_2 per MWh since fiscal 2002.
(Note 2) Greenhouse gases other than CO_2: Converted to equivalent amounts of CO_2 using the global warming potential (GWP) of each gas. Our fiscal 1995 performance is taken to be the emissions in fiscal 1990.

■ Principal Environmental Activities in Fiscal 2013

Supplying Tablets to Life Insurance Sales Personnel Reduced CO_2 Emissions by 43.1%

In December 2013, Fujitsu supplied life insurance sales personnel with a tablet solution that forms a core part of their policy management system.

Previously, insurance sales personnel used large amounts of paperwork to conduct their business transactions, which needed to be done at their offices. But with this solution, thanks to tighter security functions, it is now possible to go through the entire administrative process at the client's premises, courtesy of being able to use the tablets to provide everything from product explanations through to policy sign-up. The process is now paperless and this has eliminated extra travel from customers' premises back to sales personnel workplaces.

Assessing the environmental contribution effect on the customer showed there had been a greenhouse gas reduction of 43.1% (Fujitsu calculations). Going paperless had saved tens of millions of sheets of paper, but reduction effects could also be seen in reduced movement of people (business trips and travel expenses) and reduced office space (with energy saved by using less lighting and air conditioning).

Tablet usage scenario

Datacentre Optimisation at University Campus Suffolk Reduces Power Consumption by 80%

ICT has become ubiquitous, always on, always available, and on any form factor. University students expect 100% uptime, 100% availability, and delivery of learning materials to the platform of their choice. For University Campus Suffolk (UCS) that meant transforming its legacy datacentre.

The objective that UCS set itself was to reduce power consumption by 80% and used floor space by 70%, as well as delivering increased uptime and performance. To achieve this ambitious goal, UCS worked in partnership with Fujitsu to implement a technology replacement program.

The program commenced with the installation of a new storage area network (SAN), consolidating all storage into two FUJITSU Storage ETERNUS DX80 SANs. The second stage of the program was an ambitious virtualization project, which consolidated nearly 100 physical servers into five FUJITSU Server PRIMERGY RX300 units.

The success of the datacentre transformation project has led UCS to increasingly adopt Fujitsu technology, including the recent purchase of FUJITSU CELSIUS M730 workstations for their Games Design degree course. These units were selected specifically for their combination of low power draw, almost silent operation, and high-performance architecture.

Suffolk University Campus

Energy Reduction by Changing Humidifying Methods in Clean Rooms

Fujitsu Component Limited is striving to reduce energy use by changing the humidifying methods used in clean rooms and making effective use of exhaust heat from compressors in its R&D centers.

Conventionally, humidity in touch panel manufacturing plant clean rooms came from steam in boilers within air conditioners, but due to insufficient humidifying capability and other issues, the method was changed to a pure water spray humidifying method. This improved humidity management and control, as well as reducing the amount of fuel needed to run the boiler. Furthermore, the cooler inside the clean room had previously been used throughout the year, but switching to a pure water spray absorbed heat through evaporation, lowering the room temperature, and reducing the cooler burden (cutting power consumption by the cooler).

Since compressors emit exhaust heat, coolers were used to prevent rising room temperatures and to control reduced efficiency in devices. Water purifiers, on the other hand, heated the raw water using the boiler's steam. Using heat exchangers to heat the raw water by the heat emitted from the compressors led to simultaneous reductions in consumption of power for the coolers and boiler fuel.

The result was a reduction of approximately 650 tons of CO_2 emissions (−20% decrease compared to the previous fiscal year) and over ¥20 million in costs over one year.

Humidifying using pure water spray
(image)

Priority 3   # Embracing Diversity and Inclusion

The Fujitsu Group has approximately 160,000 employees working around the world. By embracing diverse human resources and respecting one another's individuality, regardless of nationality, gender, age, disability, and so on, Fujitsu aims for every employee and the organization as a whole to achieve growth together.

Fujitsu positions diversity and inclusion as one of management's top priorities. Fiscal 2013 was the final year of " Understanding and achievement," our second phase of diversity promotion activities. In this phase we continued to implement the three key diversity and inclusion initiatives under way since fiscal 2011 in tandem with the first-phase initiatives.

Looking at the third phase of activities from fiscal 2014 onward, we plan to augment our activities so far with the following three key initiatives based on the theme of "Transforming diversity into innovation."

- Support promotion of diversity in the workplace to generate innovation
- Upgrade and expand continuous talent management from young employees onward for developing a diverse spectrum of business leaders (especially women)
- Promote initiatives among domestic and overseas Group companies

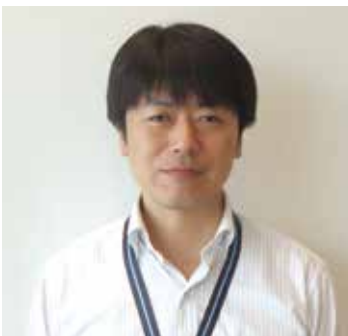**Manager, Diversity Promotion Office**
Noriko Shiono

Fujitsu was included in the 2014 Diversity Management Section 100 project organized by the Ministry of Economy, Trade and Industry (METI), in recognition of its wide range of innovative measures to promote diversity and inclusion in the workplace and throughout the company.

Priority 4   # Developing Human Resources for Their Contribution to Society and the Environment

The Fujitsu Group is developing the next-generation of leaders to realize its goal of becoming a truly global ICT company. In the process, Fujitsu will balance successful business strategy execution with a commitment to solving social issues, as it contributes to the sustainable development of society and the world at large.

We are focused intently on global talent management and developing the next generation of leaders who will help to realize Fujitsu Group's goal of becoming a truly global ICT company.

With regard to developing the next generation of leaders, our policy on training is to select talented human resources and provide them with opportunities to grow through "action learning" on the job and experience from challenging assignments. We will also step up efforts to develop organizations and human resources that are able to collaborate with a wide range of personnel to create businesses. This will be crucial to expanding business in innovation areas, which will be growth fields going forward.

We are also working to lay down a global personnel platform that will facilitate the consistent execution of these processes.

Specifically, we will introduce standardized job responsibilities and leadership competencies that are shared in common by all of our global operations. The goal is to monitor key positions and talented human resources around the world, as we utilize human resources effectively across different countries and regions.

Senior Director, Human Resources Unit
Hiroki Hiramatsu

Priority 5   Communicating and Collaborating with Stakeholders

As a good corporate citizen, the Fujitsu Group is striving to build solid relationships of trust with stakeholders, including customers, shareholders and other investors, suppliers and other business partners, and communities. To this end, the Fujitsu Group provides opportunities for dialogue by developing communication methods tailored to each type of stakeholder. In addition, the Fujitsu Group holds dialogues with outside experts based on the themes it is working on, in order to strengthen its CSR activities base. In doing so, the Fujitsu Group works to understand the diverse array of expectations and demands of stakeholders and reflect them in its CSR and corporate business activities.

Dialogue Sessions with Guest Experts

We invited various experts to come and share their opinions on, "The nature of sustainable society and companies."

First Session:
Comprehensive Perspective
Disclosure of financial and
non-financial information

Second Session:
Long-Term Perspective
Long-term business models

Third Session:
Sustainable Society
Continued sustainable growth
of companies

Communication of financial and non-financial information with a view to integrated reporting

The nature of businesses basic research that contribute to solving social issues

Sustainability of corporate missions executed through innovation

http://jp.fujitsu.com/about/csr/society/dialog/

Approach to Social Contribution Activities

The Fujitsu Group will create new value and knowledge together with our customers, communities, and people worldwide through ICT, and contribute to sustainable development for the earth and society. Through these efforts, we hope to ensure a prosperous and fulfilling future for all people.

Fujitsu engages in social contribution activities together with a wide range of stakeholders and bases those activities on four pillars: ICT for Everyone, Support for Challenges, Community Engagement, and Environment.

http://jp.fujitsu.com/about/csr/community/

Global Recognition

• Included in Dow Jones Sustainability Indexes (World)

MEMBER OF
Dow Jones
Sustainability Indices
In Collaboration with RobecoSAM

ROBECOSAM
Sustainability Award
Bronze Class 2014

• Included in Carbon Disclosure Project

CDP CLIMATE DISCLOSURE LEADER 2013

CDP CLIMATE PERFORMANCE LEADER 2013

• Included in UN Global Compact 100 (Stock Index)

• Included in Fortune Magazine's 2014 list of "World's Most Admired Companies"

• Incorporated into FTSE4Good Index Series

FTSE4Good

• Selected for the Ethibel sustainability Index

member of the INVESTMENT REGISTER
ETHIBEL EXCELLENCE

MANAGEMENT

PERFORMANCE

RESPONSIBILITY

FACTS & FIGURES