Environmental Management

We are continuously working to improve our ISO14001-based environmental management system and to promote unified environmental management of the Fujitsu Group.

EMS Implementation and Operational Status

Acquisition of ISO 14001 Global Integrated Certification

We obtained integrated ISO14001 certification, which is an international EMS standard, covering our domestic consolidated subsidiaries at the end of fiscal 2004. In fiscal 2005, we expanded our EMS coverage to include certain overseas Group companies. By the end of fiscal 2007, we had acquired globally integrated ISO14001 certification covering 88 domestic Group companies and 11 overseas Group companies.

Furthermore, we have constructed and are operating an EMS based on a common foundation drawn from the Fujitsu Group environmental policies in 32 consolidated overseas non-manufacturing companies, and have thus established an environmental management system in the group as a whole.

A feature of the Fujitsu Group integrated EMS is that to respond to the globalization of our business activities the integrated EMS aims at handling and is operated for this globalization. We are aiming for continual improvements to our systematic and efficient environmental management, including lateral efforts that cut across the whole supply chain including overseas components, as well as responses to the RoHS directive and the REACH rules (see page 52).

We are also operating an integrated EMS system as part of our strengthening of corporate governance. For instance, we are aiming for strengthened group governance through, for example, achievement status reports for the Environmental Protection Program (Stage V), efforts towards compliance in each group company, handling of emergency situations, environmental communication activities, collection of environmental protection activity reports (each quarter), and implementing management reviews including for overseas operations.

Environmental Promotion Structure and its Role

In order to carry out management decisions quickly, the Fujitsu Group's EMS has been developed in accordance with our business organization, that is, our business group structure. In particular, we have constructed a matrix structure that combines both line activities that promote environmental efforts according to the characteristics of each business group and site activities that deal with common themes at each factory or business site.
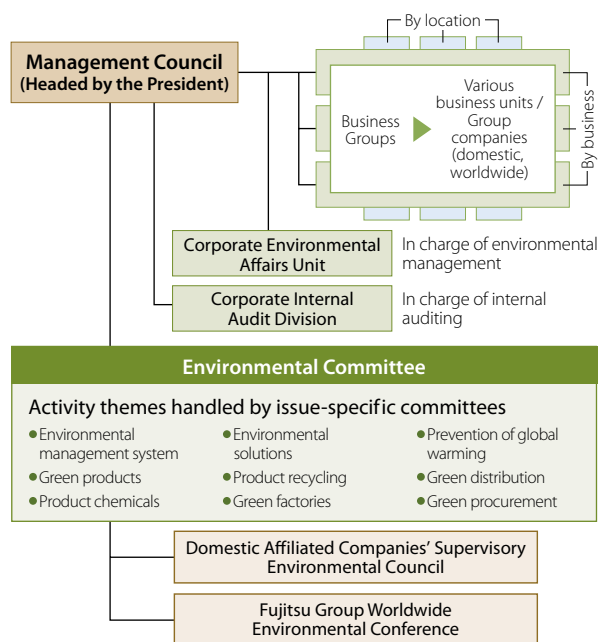
The Management Council makes decisions on EMS activities, and those decisions are transmitted to each business group. Also, an Environmental Committee is provided directly under the Management Council. In the Environmental Committee, for each environmental activity theme, an issue-specific committee, consisting of concerned parties that transcends the business group/unit organizational structure, discusses the establishment of concrete environmental action plans and improvements to the EMS. The results of the discussions in each issue-specific committee are managed and integrated by the Environmental Committee, and after feedback to the Management Council, they are reflected in the activities in each of the business groups.

To strengthen communication with Group companies, we hold meetings of the Domestic Affiliated Companies' Supervisory Environmental Council, comprising the heads of our domestic Group companies, and of the EMS Managers Council, for managers in charge of actual EMS operations. With respect to our overseas operations, we hold overseas group environmental conferences in each of our four key geographic areas, Europe, North America, Asia, and China, where we provide information on the direction of environmental activities for the Group as a whole and the results of management reviews.

We have implemented measures related to expansion of the EMS applicability range to sub-subsidiary and related companies, strengthening of environmental activities in our main business, and improving the quality of the internal audit committee based on the following goal stipulated in the Environmental Protection Program (Stage V): strengthening of environmental activities in our main business by improved quality in the global integrated EMS.

Structure for Environmental Activities

(As of June 23, 2008)

Implementing Environmental Audits (internal audits)

To assure auditing objectivity and independence, we have implemented a Corporate Internal Audit Division, which is not affiliated with any line organization, for the Fujitsu Group internal audit.

In fiscal 2007, we implemented, from July to December, an internal audit that covered 647 Fujitsu Group domestic and overseas factories, offices, and other facilities. When performing this audit, we carefully examined both the trends pointed out by the fiscal 2006 internal audit and the results of an external audit and adopted the following four points as critical auditing items: (1) methods for setting purposes and targets, (2) procedures for extracting legal and other requirements that apply to one's own group, (3) methods for correcting nonconformance, and (4) operations management.

The result of this internal audit was a total of 589 suggestions, and of these, 79 were minor findings. There are no major findings. One trend for this fiscal year's internal audit was to aim for strengthened and more thoroughgoing corporate employee education, such as implementing seminars on environment related law, and there were fewer suggestions relating to compliance with laws than there were in fiscal 2006. In contrast, the number of suggestions related to environmental influence evaluation and environmental purposes and targets increased. We implemented support at all locations to improve these aspects.

To aim for more rational and efficient investigation, we have introduced a "document audit" starting with the fiscal 2007 internal audit. This document audit was performed for offices and business locations that generated relatively small environmental load in association with their business activities or for which no critical suggestions were made in past internal or external audits. Factories and large-scale business sites with large environmental load are excluded from this document audit. We plan to verify further the effectiveness of this document audit in the future.

Status of Environmental Compliance

While the Fujitsu Group caused no major violations of environmental law and caused no accidents that had any major impact on the environment in fiscal 2007, there were 11 events in which laws were violated or our own standards were exceeded. Four of these were wastewater related, one was soil related, four were solid waste related, one was notification related, and one was noise related. We completed resolution of all of these incidents within fiscal 2007. We ascertained the causes of these incidents during fiscal 2007, and we are working to prevent reoccurrence in fiscal 2008 by informing all group companies of measures for preventing violation of environmental laws.

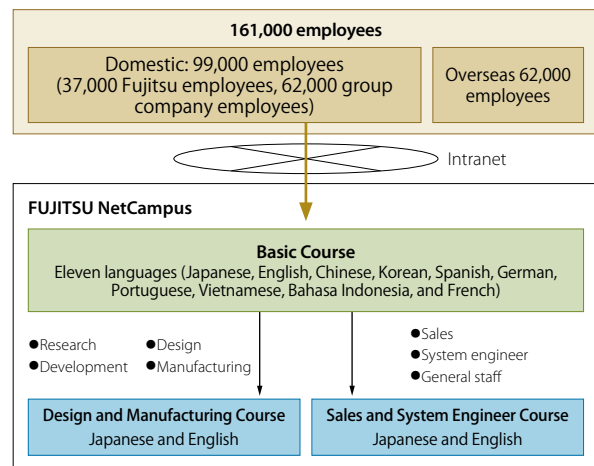## Environmental Education and Enlightenment

As a basis for promoting environmental activities with participation of all employees, the Fujitsu Group is implementing a wide range of environmental education and enlightenment efforts for employees in all divisions based on the idea that improving the environmental awareness of every one of our employees is required.

Implementing Environmental e-Learning for All Groups

At the same time as promoting proactive efforts for environmental protection activities by every one of our employees in our main business, we have also implemented an "Environmental e-Learning for All Groups" program to support the implementation of environmental protection activities that conform to the ISO 14001 international standard as well as informing of, making understood, and implementing the Environmental Protection Program (Stage V). In this program, in addition to the basic course, we have also implemented a design and manufacturing course and a sales and system engineer course to make the content appropriate for our main business.

Environmental e-Learning for All Groups

161,000 employees	
Domestic: 99,000 employees (37,000 Fujitsu employees, 62,000 group company employees)	Overseas 62,000 employees

Intranet

FUJITSU NetCampus

Basic Course
Eleven languages (Japanese, English, Chinese, Korean, Spanish, German, Portuguese, Vietnamese, Bahasa Indonesia, and French)

● Research ● Design ● Sales
● Development ● Manufacturing ● System engineer
● General staff

Design and Manufacturing Course Japanese and English	**Sales and System Engineer Course** Japanese and English

Targets and Contents

● **Basic Course**
All Fujitsu Group employees (including corporate officers), both domestic and foreign
Critical issues facing the earth, Fujitsu Group environmental efforts, what each and every employee can do at the workplace and in their homes, and other issues

● **Design and Manufacturing Course**
Research, development, design, and manufacturing employees in Japan
Customer contributions due to environmentally conscious product design, the importance of reducing the environmental load at the manufacturing workplace, and other issues

● **Sales and System Engineer Course**
Sales staff, system engineers, and general staff in Japan
Promotion of reductions in customers' environmental load, environmental activities in the solutions area, and other issues

Note that by implementing this education in an e-learning format, we calculate that this will have the effect of reducing CO_2 emissions by about 5,000 tons compared to earlier concentrated education formats.

With Our Customers

With Our Employees

For Our Shareholders and Investors

With Our Business Partners

With Local and International Communities

For the Environment

Enlightenment Activities that Use Events such as Environment Month

The Fujitsu Group implements a wide range of environmental enlightenment activities (see page 41) at each business site that make use of events such as Environment Month (which is June) sponsored by Japan's Ministry of the Environment. In addition to our annual environmental lectures and other events, as a new effort for fiscal 2007, we presented screenings of the environmental movie "An Inconvenient Truth." About 5,300 employees from the whole Fujitsu Group attended.

Screening of "An Inconvenient Truth"

Environmental Management Information Systems

To improve the efficiency and visibility of our environmental management, the Fujitsu Group makes aggressive use of its unique environmental management tools, which take full advantage if IT.

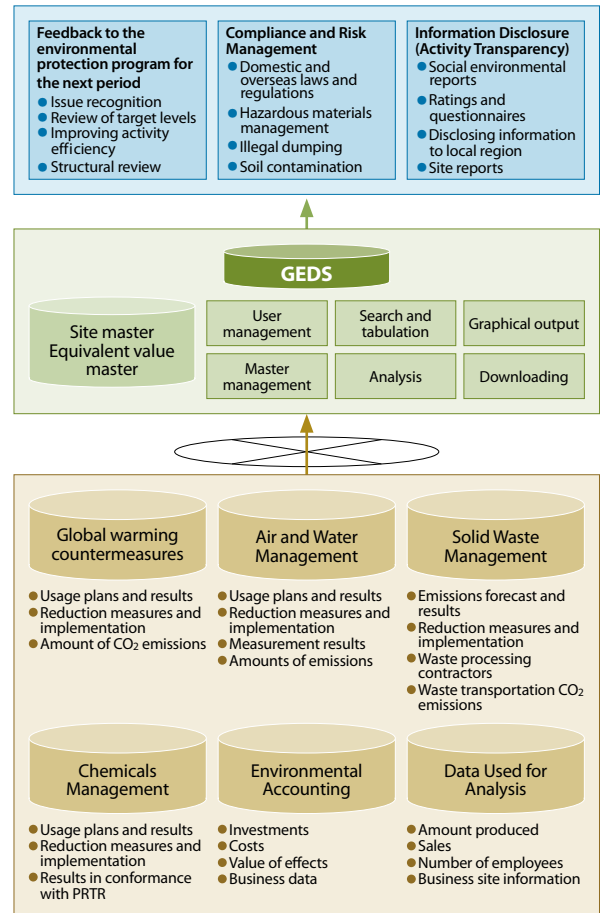### Use of the Global Environment Database System

The Fujitsu Group uses the Global Environment Database System (GEDS) to collect the environmental load (performance) information for the Fujitsu Group companies and business sites worldwide and to manage plans, results, and policy information uniformly.
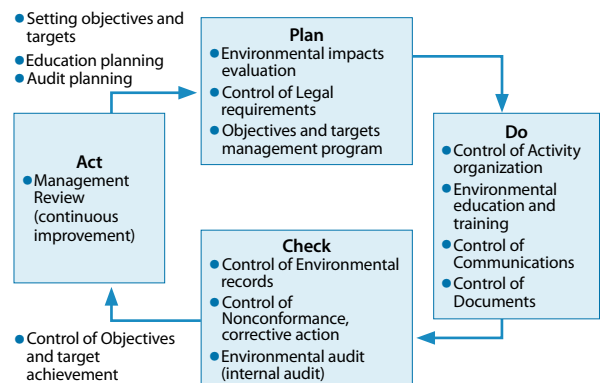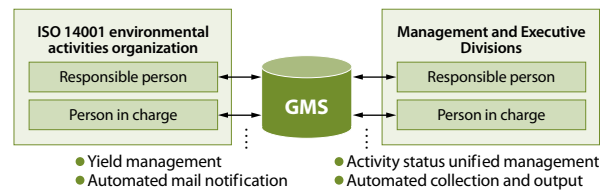
Use of the ISO 14001 Green Management System

We make use of our ISO 14001 Green Management System (GMS) and perform unified management of our EMS operating conditions, including the status of improvements suggested by the environmental audit, the status of communications activities, the status of assigning objectives and targets for environmental management, and the implementation status of the environmental management program. We are achieving results in continuous improvement of activities and in risk reduction by reliably carrying out improvement measures and goal management.

Furthermore, in fiscal 2007 we introduced an environmental impacts evaluation function that is based on common group evaluation standards into this system. In future, this will provide for the efficient evaluation of factories and administrative offices.

Global Environment Database System

Feedback to the environmental protection program for the next period
- Issue recognition
- Review of target levels
- Improving activity efficiency
- Structural review

Compliance and Risk Management
- Domestic and overseas laws and regulations
- Hazardous materials management
- Illegal dumping
- Soil contamination

Information Disclosure (Activity Transparency)
- Social environmental reports
- Ratings and questionnaires
- Disclosing information to local region
- Site reports

GEDS

Site master Equivalent value master

| User management | Search and tabulation | Graphical output |
| Master management | Analysis | Downloading |

Global warming countermeasures
- Usage plans and results
- Reduction measures and implementation
- Amount of CO_2 emissions

Air and Water Management
- Usage plans and results
- Reduction measures and implementation
- Measurement results
- Amounts of emissions

Solid Waste Management
- Emissions forecast and results
- Reduction measures and implementation
- Waste processing contractors
- Waste transportation CO_2 emissions

Chemicals Management
- Usage plans and results
- Reduction measures and implementation
- Results in conformance with PRTR

Environmental Accounting
- Investments
- Costs
- Value of effects
- Business data

Data Used for Analysis
- Amount produced
- Sales
- Number of employees
- Business site information

ISO 14001 Green Management System

ISO 14001 environmental activities organization
- Responsible person
- Person in charge

GMS

Management and Executive Divisions
- Responsible person
- Person in charge

- Yield management
- Automated mail notification
- Activity status unified management
- Automated collection and output

- Setting objectives and targets
- Education planning
- Audit planning

Plan
- Environmental impacts evaluation
- Control of Legal requirements
- Objectives and targets management program

Do
- Control of Activity organization
- Environmental education and training
- Control of Communications
- Control of Documents

Act
- Management Review (continuous improvement)

Check
- Control of Environmental records
- Control of Nonconformance, corrective action
- Environmental audit (internal audit)

- Control of Objectives and target achievement