

Environmental Management

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

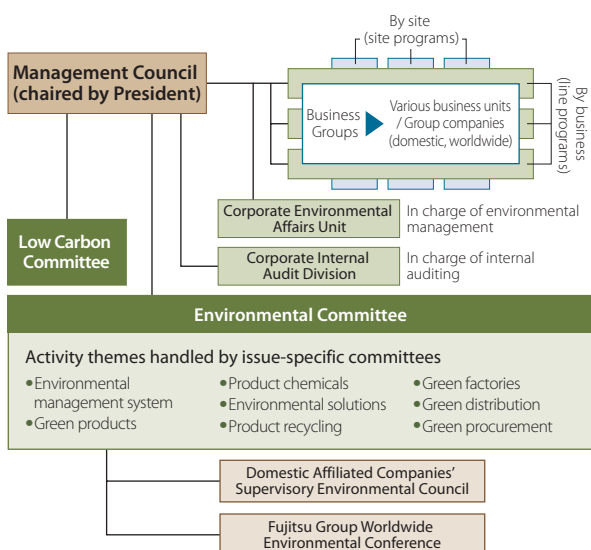
EMS Implementation and Operational Status Environmental Promotion Structure

The Fujitsu Group's environmental management system (EMS) is based on the company's business group organization in order to facilitate rapid management decision-making, and consists of a matrix structure combining 'line programs' for promoting environmental protection activities tailored to each group's particular operating characteristics and 'business-site programs' under which individual factories and offices tackle common themes.

The final decisions on environmental management are taken at meetings of the Management Council, which is headed by the company's President and has two committees – the Environmental Committee and the Low Carbon Committee – under its direct authority. The Environmental Committee sets up subcommittees staffed by those responsible for specific environmental protection programs, transcending the structure of business groups and units, to consider matters such as environmental action plans and improving the EMS. The Environmental Committee manages and integrates the results of these subcommittees' deliberations and reports them to the Management Council. The new Low Carbon Committee, established in September 2008, is staffed by business group operations executives and was set up to review company policy particularly in relation to the prevention of global warming, for example by reducing emissions associated with the Group's own operations.

An EMS Committee with a Factory Working Group and Overseas EMS Committee under its authority has also been set up to communicate the results of these discussions and reviews throughout the Group and ensure that they are understood, assimilated, and acted on dynamically. The EMS Committee convenes those responsible from each business

Structure for Environmental Activities



group and informs the various divisions and group companies of what the Group requires them to do. The Factory Working Group brings together environmental coordinators from the Group's manufacturing facilities to deliberate matters such as establishing common environmental standards, and issues affecting the operation of the EMS. Meanwhile, environmental coordinators from Group companies outside Japan attend Overseas EMS Committee meetings to hear about and discuss the Group's environmental requirements.

In FY 2008, the Stage V Fujitsu Group Environmental Protection Program called for the Group's main businesses to be strengthened by raising the quality of its globally integrated EMS. In line with this, the scope of EMS application was broadened, environmental activities in its main businesses were strengthened, and policies implemented to improve the quality of internal auditors.

Establishment of BU Environmental Activities Councils

In the Stage V Fujitsu Group Environmental Protection Program, Fujitsu has specified strengthening the environmental programs of its main businesses.

Moving towards practical implementation, it was decided in the FY 2007 management review to promote a shift toward more autonomous environmental activities. BU Environmental Activities Councils, attended by the senior managers of the BUs under the control of each business group, were set up at the BU level for this purpose. This has made the BUs the key stakeholders and has enabled them to implement environmental programs tailored to their particular operations (both products and services), strengthening their activities not only at the site (factory or office) level but also at the line (business) level.

In FY 2008, these activities were centered mainly on product BUs, but it is planned to extend them to include solutions BUs and address them in similar ways from FY 2009 on.

Operation of globally integrated ISO14001 certification

We obtained integrated ISO14001 certification, which is an international EMS standard, covering our domestic consolidated subsidiaries at the end of fiscal 2004. Fujitsu and Group companies in Japan (a total of 97 companies), together with 11 overseas companies, now operate their environmental programs under a single management system. After acquiring integrated certification, an annual surveillance audit was performed until FY 2007, and then in FY 2008 the first renewal audit was performed and the certification registration document was rewritten.

Since 31 of our consolidated overseas non-manufacturing subsidiaries have constructed and are operating an EMS based on common standards derived from the Fujitsu Group's environmental policy, we have now established an environmental management system that covers the entire Group.

We are also aiming to utilize the EMS to achieve strengthened group governance through, for example, achievement status

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reports for the Environmental Protection Program (Stage V), efforts towards compliance in each group company, handling of emergency situations, environmental communication activities, collection of quarterly environmental protection activity reports, and implementing management reviews also covering overseas operations.

Fujitsu Group Wins Continuation Award for its EMS.

The Fujitsu Group has won an award from JACO (Japan Audit and Certification Organization for Environment and Quality) for operating its EMS continuously for the last 13 years. This award recognizes the sustained improvement of environmental programs run by registered organizations. Corporate First Senior Vice President Junichi Murashima received the trophy on behalf of the Fujitsu Group from JACO's President Yasunori Shimoi.

To commemorate the winning of this prize, EMS 10-Year Continuation Award trophies were also presented to 25 Fujitsu factories and Group company sites that had maintained their registration for a period of at least ten consecutive years.

Implementing Environmental Audits (internal audits)

To ensure that our internal audits are fully objective and independent, they are directed by a Corporate Internal Audit Division unaffiliated with any line organization and are performed by auditors from Fujitsu and Group companies.

From July through December of FY 2008, 536 Fujitsu Group factories, offices and other facilities in Japan and abroad were internally audited. During these audits, the trends in items highlighted in the FY 2007 round of internal audits were examined together with the results of external audits, with two top priorities: (1) confirming compliance and (2) confirming main business activity status and supporting performance improvement. Sales divisions also audited each other in fiscal 2008, with the aim of stimulating their environmental programs by reflecting their experience of auditing another division in their own activities.

The result of these internal audits was a total of 584 findings, including 89 minor nonconformances and no major ones. Most of the findings related to compliance (mainly to do with industrial waste), operations management (observance of self-imposed rules) and environmental aspects (either omitted or not evaluated satisfactorily). All of the findings had been resolved by the end of fiscal 2008.

External audits were also performed from July through December of fiscal 2008. Group companies in Japan were audited by JACO, which listed seven minor nonconformances, while overseas Group companies were audited by DNV (Det Norske Veritas), which found 16. Neither auditing company discovered any major nonconformances. When the results of the audits were combined, it was found that, in Japan, most of the nonconformances related to objectives and targets, operational management and management reviews. In Japan, all of the nonconformances had been corrected by the end of fiscal 2008,

while their status at overseas companies will be reviewed in the fiscal 2009 round of external audits.

Status of Environmental Compliance

While the Fujitsu Group made no major violations of environmental law and caused no accidents that had any major impact on the environment in FY 2008, there were 13 events in which laws were violated or our own standards were exceeded. These consisted of matters like exceeding the allowable limits for water quality and noise, inadequacies in contracts and other documentation, and failing to make the required submissions to official authorities.

We will do our best to prevent any recurrence of such incidents.

Environmental Education and Enlightenment

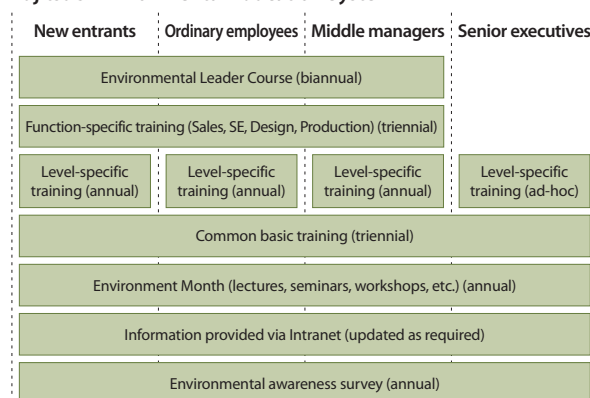
In order to promote environmental activities with the participation of all employees, the Fujitsu Group is implementing a wide range of environmental education and enlightenment efforts for employees in all divisions based on the idea that improving the environmental awareness of every one of our employees is required. We have also established a system for recognizing outstanding efforts.

Our Environmental Education System

To ensure that our environmental activities take firm hold, the Fujitsu Group believes it essential to inculcate and raise the environmental awareness of each and every employee to a point where it translates into actual practice. To this end, the Group has been carrying out environmental education and enlightenment training since 1995, based on the system described below.

In addition to having all of our employees undertake environmental E-learning once every three years to acquire a basic understanding of environmental issues, environmental education also forms a part of the general training given to new entrants when they join the company and to ordinary employees, middle managers and senior executives whenever they are promoted. On top of this, customized environmental

Fujitsu's Environmental Education System



training is also delivered to individual areas of the business such as sales, systems engineering (SE), design, quality assurance and production.

Some Group companies also run their own environmental training programs. Fujitsu CoWorCo, for example, set up its 'Eco-Creator' internal certification system in 2008, and the whole company is working on developing a workforce highly aware of environmental considerations.

Internal Award System

To raise the environmental awareness of employees in all the Fujitsu Group companies, we have operated an Environmental Contribution Award scheme and an Environmental Contest (with a photo division and an eco-life division), open to all employees, every year since 1995. Since fiscal 2002, the Environmental Contribution Awards 1st Award has been designated a 'Key Award' and is conferred by our President at the company's annual Foundation Day celebration held each June.

Implementing Environmental E-Learning

Once every three years, we run an environmental e-learning program for all Group employees with the object of implementing environmental protection activities conforming to ISO14001 and promoting the awareness, understanding and implementation of the Stage V Fujitsu Group Environmental Protection Program.

Also, in FY 2008, we delivered an E-learning program titled 'Win the Deal with Green IT!' for sales and SE employees from all of our domestic Group companies. This program, designed to teach trainees about Fujitsu's environmental business and Green IT in an easily-assimilated way through the use of dialogs and case studies, was participated in by some 12,000 people.



An E-learning screen

Environmental Leader Course

In April 2009, people responsible for promoting the Fujitsu Group's environmental management system gathered at the Group's Nakatosa Kuroshio no Mori resort house in Nakatosa-cho, Kochi Prefecture, for a one-night, two-day training course.

The theme of the course was biodiversity, and the participants gained a new awareness of this issue while learning about ecosystems, by observing local soil organisms and undertaking exercises designed to encourage thinking about what companies should do to lighten the burden they place on biodiversity.

Development of Environmental Learning Materials

In order to share with the outside world the environmental education expertise it has developed for its employees, Fujitsu has teamed up with Fujitsu FOM Limited to create a set of learning materials for environmental education entitled Global Environmental Issue Keywords, and has been marketing them since May 2008 in the form of books and E-learning materials.

These materials cover a wide range of subjects including basic global environmental issues, other companies' environmental businesses, and IT's contribution to the environment. They are designed to promote a wider understanding not just among people engaged in environmental business but also among ordinary employees.



Global Environmental Issue Keywords book and E-learning Screen

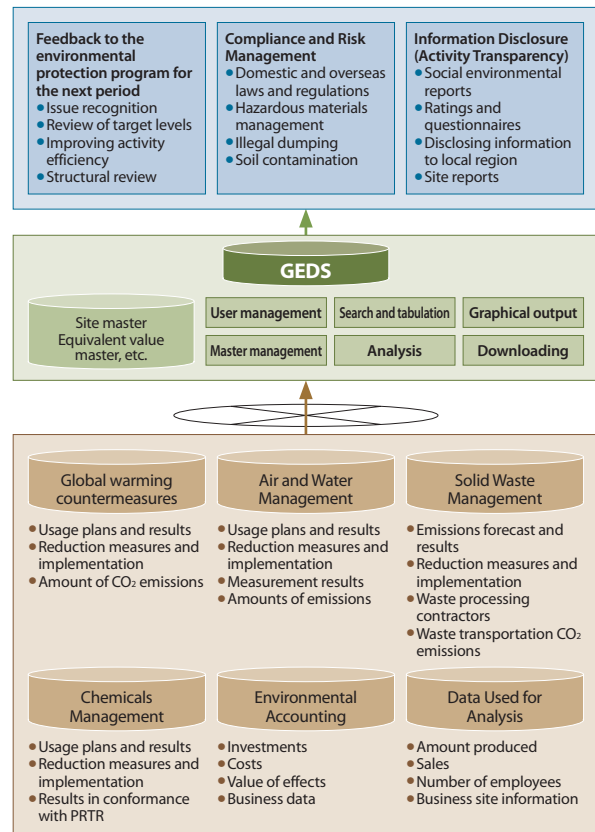
Promoting Environmental Management Utilizing IT

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 of IT.

Use of the Global Environment Database System

The Fujitsu Group uses the Global Environment Database System (GEDS) to collect the environmental burden (performance) information for the Fujitsu Group companies and business sites worldwide and to manage plans, results, and policy information uniformly.

Global Environment Database System



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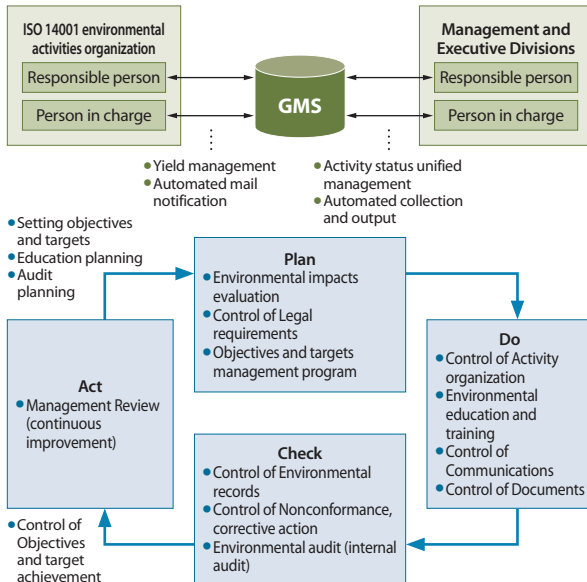
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Use of the ISO 14001 Green Management System

The ISO 14001 Green Management System (GMS) is used to exercise unified control over the operational status of the EMS, and to monitor the situation involving improvements to, and legal compliance with, nonconformance issues notified at environmental audits; communications activities; direct and indirect effects and risk/countermeasure levels identified in environmental impact assessments; the setting of environmental management goals and objectives; and the implementation of the environmental management program itself.

This enables corrective measures and objectives to be soundly managed, and effectively ensures continual improvement of the activities with reduced risks.

ISO 14001 Green Management System



Conservation of Biodiversity

The mass consumption of energy and natural resources through human activities such as industry, the emission of greenhouse gases and the expansion of populated areas all promote climate change and environmental destruction, severely affecting global ecosystems.

Against this background, Fujitsu joined other companies in signing the Initiative on Business and Biodiversity leadership declaration at the 9th Meeting of the Conference of the Parties to the Convention on Biological Diversity held in May 2008 in Germany. Conservation of biodiversity was also cited as one of the objectives in the Fujitsu Group's Green Policy 2020 medium-term environmental vision published in July of the same year, in which the



Signing the Initiative on Business and Biodiversity

Group pledges to promote all of the items in the "Initiative on Business and Biodiversity" leadership declaration and implement specific initiatives by the year 2020.

The Fujitsu Group addresses the conservation of biodiversity from the twin aspects of its business activities (working to reduce the burden these place on biodiversity) and its social contribution programs (using these to promote biodiversity regeneration and conservation). It also implements a wide range of programs concerned with educating people about the natural environment.

Reducing the Environmental Burden Placed on Biodiversity by Business Activities

In the business activities of manufacturing industry, there is a need to tackle the reduction of the environmental burden on biodiversity in all phases of a product's life cycle, namely research, design, development, procurement, production, transportation, marketing, utilization and recovery. Fujitsu is currently formulating internal guidelines for conserving biodiversity, and will promote environmental impact assessment and reduction initiatives at every phase.

Furthermore, in order to extend the initiative reducing the environmental burden on biodiversity to cover the entire supply chain, we promote and evaluate the biodiversity initiatives of our suppliers. Supplier biodiversity initiatives have been included for this purpose since FY 2009 in the list of environment/reliability items evaluated under our supplier evaluation system. This system evaluates our principal suppliers from the perspectives of quality, technology, price, supply, and environment/reliability.

Now and into the future, the Fujitsu Group aims to contribute to the conservation of biodiversity through the provision of IT products and services while progressively reducing the environmental burden placed on biodiversity by Group business activities.

Promoting Biodiversity Regeneration and Conservation through Social Contribution Programs

More than half of the main distribution areas of rare species in Japan are said to exist in SATOYAMA, natural environments close to populated areas. However, the number of exotic species in such areas is increasing, leading to a decline in indigenous species.

In November 2008, 44 Fujitsu Group employees and family members took part in a SATOYAMA conservation day at Shishitsuka, Tsuchiura City, Ibaraki Prefecture, to help eradicate bluegills, black bass, Canada goldenrod and other non-native species. Guided by members of the Shishitsuka Nature and History Association (an NPO that conducts ongoing conservation of the local natural environment), the participants also enjoyed observing wild fungi and making eating utensils from bamboo.



Participants Enjoying the Conservation Day