

Environmental Governance

We are continuously working to improve our ISO 14001-based environmental management system and to promote unified environmental management of the Fujitsu Group.

EMS Implementation and Operational Status

Environmental Promotion Structure

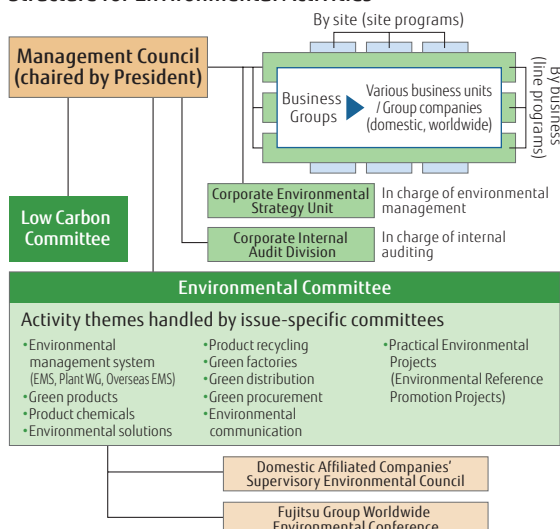
The Fujitsu Group's environmental management system (EMS) is based on the company's business group organization in order to facilitate rapid management decision-making, and consists of a matrix structure combining 'line programs' for promoting environmental protection activities tailored to each group's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

Our original environmental management tools include the Global Environment Database System, which enables the Fujitsu Group throughout the world to coordinate the management of the disparate elements that help to reduce our environmental burden, such as plans, achievements, and measures. They also encompass the ISO 141 Green Management System, which supports our EMS management and allows us to integrate our compliance and risk management measures.

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

Structure for Environmental Activities



particularly in relation to the prevention of global warming, for example by reducing emissions associated with the Group's own operations.

In fiscal 2009, we established a new subcommittee, the Environmental Communication Committee, to promote management reforms from an environmental perspective and to support business expansion through enhanced communication both inside and outside of the Group. In addition, we launched the Environmental Reference Promotion Project, which aims to strengthen environmental management and reduce our environmental burden by actively utilizing products, solutions, and services within the Group.

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 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.

Fiscal 2009 marked the final year of Fujitsu Group Environmental Protection Program (Stage V). This Program aims to strengthen the Group's main businesses by improving the quality of its globally integrated EMS. We achieved our targets in all areas.

BU Environmental Activities Councils Go Into Action

In the Environmental Protection Program (Stage V), 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 fiscal 2009, we continued to hold councils for product BUs that create a significant environmental burden, and also for solutions BUs. We will further strengthen our environmental programs by tailoring them to the characteristics of each specific business.

Updating Our Globally Integrated ISO 14001 Certification

We obtained integrated ISO 14001 certification, which is an international EMS standard, covering our consolidated subsidiaries. At the end of fiscal 2009, Fujitsu and Group companies in Japan (a total of 94 companies), together with 11 overseas companies, now operate their environmental programs under a single management system.

Since 26 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.

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 2009, 492 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 2008 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 2009, 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 424 findings, including 52 minor non-conformances 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 2009.

External audits were also performed from August 2009 through January 2010. Group companies in Japan were audited by JACO, which listed no non-conformances, while overseas Group companies were audited by DNV, which found eight. Neither auditing company discovered any major non-conformances.

When the results of the audits were combined, most non-conformances in overseas Group companies related to operational management, objectives and targets, and we had corrected all of these non-conformances by the end of fiscal 2009. Within Japan, we will review the progress we are making in those items earmarked for improvement during the fiscal 2010 internal audit.

In order to further improve the quality of our environmental programs, in September 2008 we began discussions with our external auditors toward the introduction of the ISO 14031 performance evaluation in future audits. We will make a final decision on evaluation methods during fiscal 2010, and to inform this decision

we are continuing to carry out the trial audits we began in the first half of fiscal 2009.

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 2009, there were 12 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.

In April 2009, we received a request from the Ministry of Economy, Trade and Industry (METI) for an inspection to verify our product labeling. The results of the inspection showed that some descriptions of products, such as in our catalogues, did not comply with the requirements of the Energy Saving Law. The relevant labeling included energy efficiency values of some products, including servers, magnetic disk drives, and PCs. We submitted to METI the results of the inspection and also the measures we will take to prevent problem reoccurrence. To prevent problem reoccurrence, we have clarified and improved our energy-saving training for staff in the product development department and our checks and rules to ensure accurate labeling.

Thanks to these efforts, we have eliminated all non-compliant labeling and we now constantly monitor our revised processes to ensure they continue to function effectively.

Promoting Environmental Programs with External Organizations

The Fujitsu Group is actively cooperating with a diverse range of external groups such as corporate networks, industry groups, the government, international and educational institutions, and NGOs and NPOs. Our goal is both to promote our own environmental programs and to contribute more widely to the realization of a sustainable society. See examples as follows:

■ Green ICT

Activities to promote, spread, and standardize green ICT

- Green IT Promotion Council
- ITU and Climate Change, the climate change group of the International Telecommunication Union Telecommunication Standardization Sector (ITU-T)

■ Climate Change

Carrying out proposals to achieve a sustainable low carbon society

- Japan Climate Leaders' Partnership (Japan-CLP)

■ Product Chemicals

Investigating frameworks to effectively communicate information on restricted chemical substances

- The Japan Article Management Promotion Committee (JAMP)
- The Japan Green Procurement Survey Standardization Initiative (JGPSSI)

■ Biodiversity

Promoting the conservation of biodiversity by corporations

- Business and Biodiversity Initiative
- Japan Business Initiative for Conservation and Sustainable Use of Biodiversity (JBIB)

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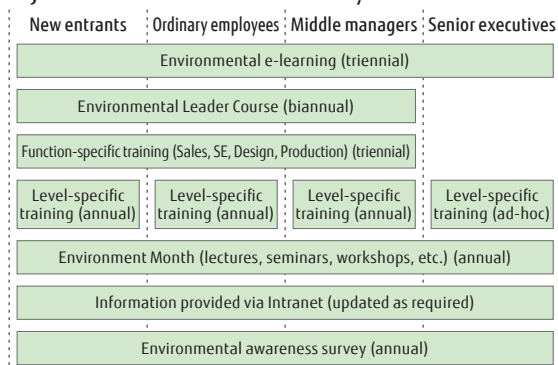
Environmental Education and Enlightenment

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

Fujitsu's Environmental Education System



In-House Award Scheme

To raise the environmental awareness of employees in all Fujitsu Group companies, we have operated an Environmental Contribution Awards scheme and an Environmental Contest (with a photo division and an eco-life division), open to all employees, every year since 1995. Since 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.

Moreover, in fiscal 2008 the Fujitsu Solutions Business Group independently established an awards scheme to help even more customers utilize our outstanding environmental solutions.

One of the awards presented is the Special Environment Award for an organization that has carried out an outstanding environmental program, and the recipient's achievements are recognized at the Solutions Business Sales Expansion Meeting held every year.

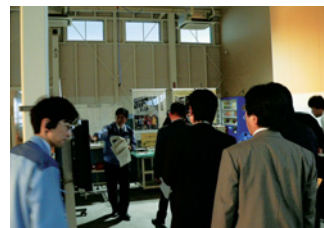
Environmental Leader Course

In April 2010, people responsible for promoting the Fujitsu Group's environmental management system gathered at the Group's Nakatos Kuroshio no Mori site in Nakatosacho, Kochi Prefecture, for a one-night, two-day training course to learn about biodiversity.

Through the training, the participants deepened their understanding of biodiversity through practical activities, such as checking the quality of river water. This hands-on training encouraged them to consider precisely what needs to be done to conserve biodiversity and helped them to acquire the planning skills and know-how they need to become environmental leaders when they return to their places of work.

Environmental Education for Engineers

The Corporate Environmental Strategy Unit carries out a range of environmentally-related education, such as equipment-dismantling training for engineers and tours of recycling centers for members of the Sales Division. As a new trial program for fiscal 2009, every member of our Sales and Systems Engineering divisions in Japan was invited on a tour of a recycling center at five locations throughout the country. A total of ten tours were held, with a total of 131 participants.



Inspecting a recycle center

Promoting Awareness Through Environment Month

The Fujitsu Group holds a number of events to raise environmental awareness among our employees in conjunction with the Environment Month sponsored by the Ministry of the Environment. These events include lectures and movie presentations on the environment at our places of work. In 2009, about 200 employees in the Kawasaki district attended our screening of the National Geographic Channel's "Six Degrees Could Change the World" DVD documentary, which shows the changes the earth will undergo due to climate change.

Moreover, each company in the Group is engaged in a variety of environmental programs. For example, PFU Ltd. employees participate in several social-contribution programs, such as picking up trash in the Kahokugata Polder Windbreak Forest and on the roads they use to commute to work, and also visit environmental facilities. In addition, Fujitsu Semiconductor Technology Ltd. is running a flower-planting program.



Screening of the "Six Degrees Could Change the World" DVD