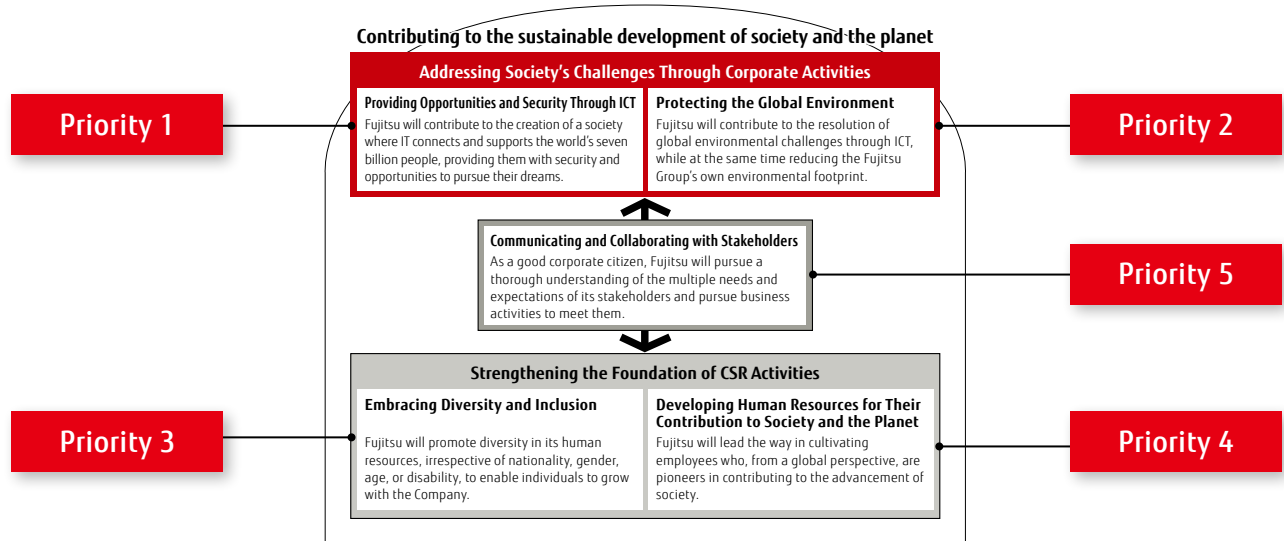


## Fujitsu Group CSR Policy

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. Our CSR initiatives focus on the five challenges below. In addressing these challenges, we demonstrate a commitment to responsible business operations as a global ICT company.



### Organization Promoting CSR

#### CSR Promotion Committee

To promote CSR management across the entire Fujitsu Group, the CSR Promotion Committee has been established under the chairmanship of the Vice President and representative director (head of global corporate functions) and with administrative support from the CSR Division. The Committee sets key performance indicators (KPI), communicates CSR information, and conducts regular reviews of Fujitsu's systems and organizations to create new examples of social contribution activities and how we are approaching a sustainable society and our business.

#### Strengthening the Global CSR Governance Structure

To promote and disseminate Fujitsu Group's global CSR activities, we have enhanced our governance structure. Specifically, we have established a CSR Board Meeting as a platform for the heads of the five global regions\* to share their opinions and discuss regional issues. The policies and initiatives discussed at the CSR Board Meeting are implemented by Liaison Delegates (LDs), representatives from each region, and approximately 250 domestic and overseas Fujitsu Way leaders at each office. Furthermore, the Fujitsu Group has newly established a Fujitsu Way/CSR Global Community. This will be utilized as a global communication platform, such as for sharing information on articles approved by the CSR Promotion Committee, promoting CSR initiatives by individual themes in coordination with related depart-

ments, and sharing good practices within the Group.

\* Five global regions:

EMEA (Europe, Middle East, India, and Africa), the Americas, Asia, Oceania, and Japan

#### CSR Activity Targets and Achievements

Fujitsu has stipulated medium-term targets (for fiscal 2020) and discloses achievements for individual fiscal years regarding set targets. For details, refer to page 10 of the Fujitsu Group CSR Report 2015.

(<http://www.fujitsu.com/global/documents/about/resources/reports/sustainabilityreport/2015-csrreport/fujitsureport201501-e.pdf>)

#### 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. Since fiscal 2012, we have conducted an annual CSR survey at Group companies worldwide based on ISO 26000, the international standard for social responsibility, to monitor the status of initiatives at each Group company. In fiscal 2014, the survey was conducted at 112 Fujitsu Group companies worldwide (77 in Japan, 35 overseas). Additionally, measures relating to human rights and labor, which were identified in the fiscal 2013 survey as areas with potential risks, have begun.

Please refer to the following link for information about initiatives the Fujitsu Group undertakes in the CSR and environmental fields.  
Our Approach to CSR and the environment: <http://www.fujitsu.com/global/about/responsibility/>

**Priority 1**

**Providing Opportunities and Security through ICT**

➔ Please refer to pages 22–27.

**Priority 2**

**Protecting the Global Environment**

<http://www.fujitsu.com/global/about/environment/>

**Fujitsu Group Environmental Action Plan Stage VII (FY 2013 to FY 2015)**

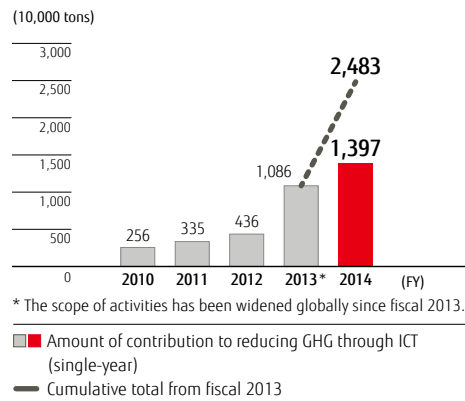
The Fujitsu Group has positioned environmental preservation as one of our important management priorities and has set specific targets under a medium-term action plan. Environmental Action Plan Stage VII started in fiscal 2013 and takes two approaches, first, of contributing through our business to solving the environmental challenges of our customers and society, and then by thoroughly reducing our own environmental impacts. We have set targets in 17 items.

**Contribution to Society**

Under Stage VII of the Environmental Action Plan, the Fujitsu Group is aiming to expand our contributions to society overall and is broadening the scope of our targets globally, including reduction of greenhouse gas (GHG) emissions through the provision of ICT and social contribution activities by employees. Moreover, Fujitsu, understanding that ICT can be used to tackle environmental issues, has set goals for expanding the provision of solutions that contribute to global sustainability, as well as for promoting research and development. The Company will also make efforts to improve the environmental performance of ICT products.

**REDUCING GHG EMISSIONS BY PROVIDING ICT**

(Target: Cumulative reduction of over 38 million tons of emissions from fiscal 2013 to the end of fiscal 2015)

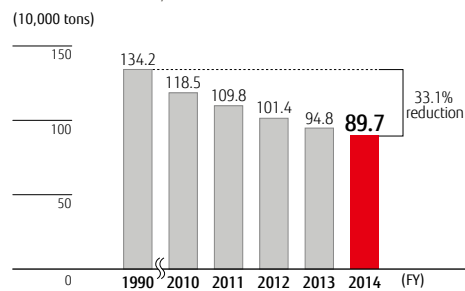


**Reducing Our Environmental Burden**

The Fujitsu Group has taken steps to reduce the burden it places on the environment through its business operations since 1993, when the Fujitsu Environmental Protection Program Stage I was formulated. Amid an upward trend in energy consumption at datacenters as cloud services expand in recent years, the Fujitsu Group has set new targets in our Environmental Action Plan (Stage VII) for promoting environmentally conscious datacenters. In addition, we have set targets that include reduction of GHG emissions from business sites, business partners, and transportation operations; the effective use of water resources; and expanded use of renewable energy.

**CHANGE IN TOTAL GHG EMISSIONS AT BUSINESS SITES**

(Target: Compared to the fiscal 1990 level, reduce GHG emissions a minimum of 20% by the end of fiscal 2015)



**Priority 3**

**Embracing Diversity and Inclusion**

<http://www.fujitsu.com/global/about/csr/activities/employees/diversity/>

**Embracing Diversity and Inclusion**

Based on the statement “We respect diversity and support individual growth” in the Corporate Values of the Fujitsu Way, we set up the Diversity Promotion Office in 2008. Drawing on “Diversity-Driven Innovation” as its theme, the Diversity Promotion Office’s vision for Fujitsu sets forth the following two objectives:

- ◆ **Improving individual growth and job satisfaction:** That all employees will have mutual respect for one another, that each will demonstrate their own personal added value, and that everyone will contribute to the organization.
- ◆ **Improving corporate competitiveness and growth:** That we will continue to create new knowledge and technologies through free and active discussions from a variety of viewpoints.

To achieve these objectives, we are aiming to create workplaces where people can work energetically, create new value, realize coexistence and mutual prosperity with society, and develop Fujitsu into an even better company.

### Diversity Promotion Framework

The Diversity Promotion Office engages in the promotion of diversity under the Company President and the officer in charge of diversity (the current Vice President).

In Japan, diversity promotion managers selected from each company engage in this work while sharing information in diversity promotion manager meetings at domestic Group companies. Overseas, Fujitsu promotes diversity within each of the four regions while sharing information at venues such as the Global Human Resources Conference.

## Priority 4 Developing Human Resources for Their Contribution to Society and the Planet <http://www.fujitsu.com/global/about/csr/activities/employees/education/>

### Human Resources Development

The employees of the Fujitsu Group are our biggest assets, and we believe that each individual is full of potential. Fujitsu is committed to systematic and continuous human resources development. It takes various approaches so that its employees can enhance their abilities and specialties through work to grow as individuals and learn to take on challenges and adapt to the intense changes and competition in society.

### Guidelines for Human Resources Development

The Fujitsu Group's Human Resources Development Unit collaborates with each business group and the Human Resources Unit to develop high-level human resources. The Group has implemented systematic education programs emphasizing the four themes below.

#### Four Major Themes of Human Resources Development

Developing Global Business Leaders	Promoting Professionalism	Baseline Reinforcement	Creating a Culture in Which Diverse Individuals Can Excel
Long-term development of employees to succeed as global business leaders	Develop professionals within industry and global-standard frameworks	Enhance level-specific education tailored to employee age brackets and ranks ranging from young to senior-level employees	Support individual employees through the promotion of diversity and career support, etc.

### Promotion System

Fujitsu has established a Human Resources Strategy Committee, comprising executives at the management level and above. The committee regularly discusses Fujitsu's human resources approaches for implementing its vision and business strategies. The Human Resources Development Office handles the human resources development approaches, as well as common human resources development programs across the entire company. The human resources development groups within business units conduct training to enhance the specialization of the employees in the fields they are involved in.

The two Group companies Fujitsu University and Fujitsu Learning Media Limited, both specialists in education, carry out the training sessions.

## Priority 5 Communicating and Collaborating with Stakeholders <http://www.fujitsu.com/global/about/csr/activities/community/policy/>

### Approach to Social Contribution Activities

To achieve a prosperous future where people's dreams are fulfilled, 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.

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.



**Stakeholder Dialogue** ➔ Please refer to page 46.