

Environmental Management System

We establish and operate Environmental Management System (EMS) based on ISO14001, to mitigate the environmental risks and to enhance our environmental performance.

Environmental Management System in Fujitsu Frontech

We obtained the certification of ISO14001 for the first time in 1998, recognizing the importance of actions on the environment issues as one of the main responsibilities of businesses. After that, we transited to “Fujitsu Group Integrated Certification” in 2005, so as to realize aims such as “Further reinforcement of Group governance”, that Fujitsu Group had set, and push forward with the environmental activities, under a basic philosophy called “Eco-friendly business activities”.

> [About Fujitsu Group Environmental Management System \(linked to the Website of Fujitsu Limited.\)](#)

Environmental Organization

We organize “Environmental Business Committee”, whose chairman is a president, with the approval of our “Business Committee”, composed of directors and executive officers involved in our business execution, to discuss comprehensive issues relevant to our environmental business. In this committee, we, for example, review medium- to long-terms issues, make policies, share risks and opportunities in business derived from climate change, and consider the countermeasures, in the purpose of enhancing the environmental business and reinforcing the governance.

In addition, we also organize “Environmental Management Committee” whose chairman is Site Controller (executive officer / plant manager etc.) at each EMS site. In this committee, we, for instance, discuss the whole environmental activities, review issues at a site level, make policies, share risks and opportunities, and consider the countermeasures.

Under each Environmental Management Committee, we also organize “Expertise Committee” related to energy saving, waste management, chemical substance management control and so on, to make plans to solve individual issues and practice them, so that our environmental performance can be enhanced.

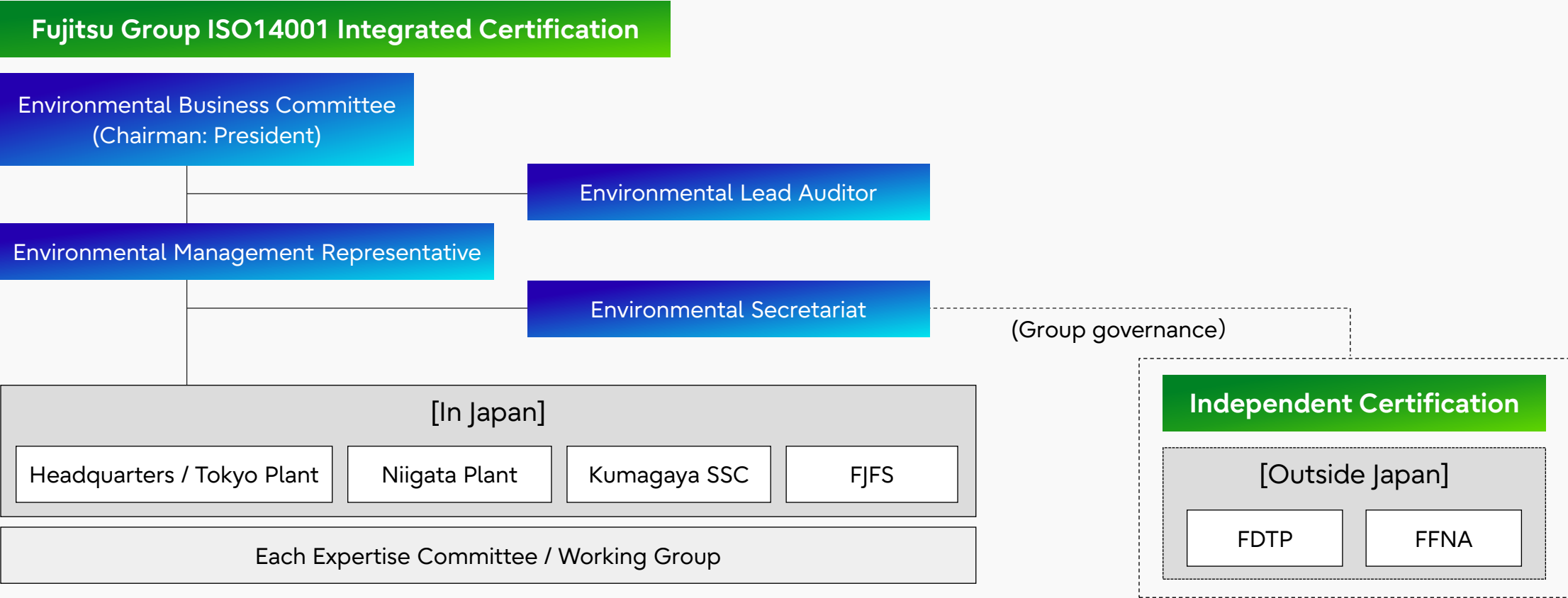
Moreover, in both Environmental Business and Management Committees, we discuss not only issues related to “Environment”, but broad ones related to ESG and SDGs or the like, following recent global trends.

In FY2025, we have restructured our environmental organization accompanied by our business restructuring in April 2025, and we promote EMS activities, together with Fujitsu Frontech Systems Limited which became a wholly-owned subsidiary of Fujitsu Limited.



Environmental Business Committee

Environmental Organization Chart (As of August 2025)



[Official names of our bases in and outside Japan]

Kumagaya SSC: Kumagaya Service Solution Center
FJFS: Fujitsu Frontech Systems Limited
FDTP: Fujitsu Die-Tech Corporation of the Philippines
FFNA: Fujitsu Frontech North America Inc.

* The Secretariat confirms the EMS operational status of each Group company acquiring independent certification periodically, and reports on the results at our management review.

Establishment and Operation of Environmental Management System

We, through the EMS established based on ISO14001, implement the PDCA cycle (Plan, Do, Check, Act) appropriately, which consists mainly of evaluation of risks and opportunities, internal audit, and management review, so that we are able to mitigate the environmental risks and to enhance our environmental performance, and that we can realize our more efficient and more effective environmental business, for example, in response to legal compliance and emergency.

In addition, we identify material environmental issues (climate, resource circulation, biodiversity etc.) among [Fujitsu Group Materiality](#), Fujitsu Group / Fujitsu Frontech Group Environmental Policy, Fujitsu Group Environmental Action Plan, risks and opportunities. After that, we establish “[Fujitsu Frontech Group Environmental Action Plan](#)” as the measures to solve these issues and practice, aiming to enhance our environmental and business performance. Incidentally, we disclose the results in our activities on “Fujitsu Frontech Group Environmental Report”, annually.

Flow-chart of Identifying and Addressing Material Environmental Issues



Implementation of Environmental Learning

We implement the general environmental learning (e-learning) whose scope is all executive officers and employees annually, so that our employees can not only understand our environmental activities but contribute to the earth environmental conservation through their own work. This learning includes the latest information such as our case studies of climate-related countermeasures and contribution to Circular Economy through our products & services, in addition to curriculums of “Environmental Policy”, “EMS”, “Environmental Action Plan”, “Environmental compliance” etc. We can confirm our employees have highly environmental consciousness, because the attendance rate of the e-learning is over 95% every year.

Moreover, targeting our staff in charge of the work which has significant impacts on the environment, we implement “Special learning” relevant to EMS, internal audits, waste, chemical substances, eco-friendly product design etc., so that they can obtain and keep their competence related to the work.

Major Environmental Learning

Category		Target	Main Contents
General environmental learning		All executive officers and employees	Environmental Policy, EMS, Environmental Action Plan
Special learning	EMS	EMS Secretariat etc.	EMS in general
	Internal audits	Internal auditors	Requirements of ISO14001, procedures of internal audits
	Waste	Persons in charge of waste	Responsibility of a "waste generator", consignment contracts
	Chemical substances	Users of chemical substances	SDSs, risk assessments, PPEs
	Fluorocarbons	Persons in charge of simple inspections	Simple inspection based on Fluorocarbon Emissions Control Act
	Eco-friendly product design	Product developers	LCA, regulations on chemical substances contained in products

Internal / External Audits

Implementation of internal audits

We, following the requirements of ISO14001, implement individual internal audits annually. Firstly, we create an annual audit schedule under the leadership of Environmental Lead Auditor, and then hold internal auditor training before starting audits to ensure the competence of auditors. After that, we start implementing audits against each environmental organization, legal compliance or the like.

Because remote work has spread into our company in the wake of COVID-19, we have adopted online-based and cross-functional audits since FY2020. This audit style brings about an effect that both auditing organization and internal auditors can get new insights each other because, for example, a certain internal auditor belonging to HQs participates in an audit against an organization in Niigata Plant.

Moreover, after the end of an audit period, we share all the environmental organizations with results of audits such as “opportunities for improvement” and “noteworthy efforts” in the fiscal year to review if they have similar issues to be improved.

Incidentally, we have no non-conformity in the audits of FY2024.

Fujitsu Group integrated internal audits

We get audited as Fujitsu Group integrated internal audits annually, because we are subject to the scope of Fujitsu Group ISO14001 Integrated Certification. The audits are implemented by auditors belonging to Fujitsu Group, who have the official qualification as an external auditor. Through the audits, we can enhance our environmental activities by finding out the environment-related issues to be improved, which we cannot find out by ourselves.

Incidentally, we have no non-conformity in the audits of FY2024.

External audits

To sustain our Certification of ISO14001, we get audited by a certification body named JACO (Japan Audit and Certification Organization for Environment and Quality).

Incidentally, we have no non-conformity in the audits of FY2024.



A scene of Fujitsu Group Integrated Internal Audits