



Fujitsu Sweden AB

Responsible Business
Report 2020–2021

FUJITSU

Content

Message from the President	3
Introduction – Responsible Business in Sweden	4
UN Sustainable Development Goals	5
Responsible Business Strategy	6
Environment	7
Diversity and Inclusion in Fujitsu Sweden	10
Wellbeing	12
Community Involvement and Development	14
Operating Practices	16

Message from the President

The threat posed by COVID-19 has made us realize just how vulnerable the sustainability of our societal systems really is. At the same time, I feel tremendous sympathy for everyone who has been impacted by this disease.

In the midst of this situation, the climate change issue is becoming more critical, and numerous social distortions continue to emerge, such as widening disparities between groups. From a corporate viewpoint, there is a heightened global awareness that companies will not survive unless they can contribute to solving societal challenges while also addressing the need for efficiency and profitability.

Given this reality, I believe that the way we must serve every one of our stakeholders is with the spirit of 'empathy for others'. This year we defined the reason Fujitsu exists in society, our Purpose, as "to make the world more sustainable by building trust in society through innovation". We also decided to modify the Fujitsu Way, which was the first revision in 12 years. Under the banner of One Fujitsu and with a shared sense of values, all 130,000 employees are proactively working to enhance the sustainability of society.

Undertaking actions based on our Purpose equates to meaningful contributions to the UN's Sustainable Development Goals (SDGs). I view the essence of the SDGs as being systemic changes that the global community must achieve by 2030 to allow all 9 billion-plus people around the world to live a good life in 2050 – while keeping within the sustainable limits of this planet. The challenges addressed by the

SDGs are complex connected chains that comprise many elements. To solve these problems, we need digital transformation on a scale that encompasses all aspects of society. At Fujitsu, we have vast global experience across a range of industries and business areas, and we aim to play a leading role in the creation of digital ecosystems that transcend traditional sector boundaries.



Representative Director and President Takahito Tokita

A handwritten signature in dark ink that reads "Takahito Tokita".

With this objective in mind, we will transform our mindset and corporate culture. In the management policy released this fiscal year, in addition to conventional financial indicators, we formulated new non-financial indicators to evaluate activities that impact the interests of our many stakeholders, including the community, our customers and our employees. In terms of the priority non-financial areas, we created a unified Global Responsible Business (GRB) framework that covers such issues

as enhancing human rights, diversity and inclusion; the environment; and responsible procurement in the supply chain. Fujitsu aims to make stable, long-term contributions to all its stakeholders, both in a financial and a non-financial sense. This will create a positive cycle that results in further growth for our company.

Finally, as a signatory to the United Nations Global Compact, Fujitsu supports the 10 principles of the Global Compact in the four areas of human rights, labour, the environment, and anti-corruption. We are absolutely committed to minimizing negative impacts on people and society and promoting a corporate culture with zero tolerance for corruption.

Introduction

– Responsible Business in Sweden



“Responsible Business is an integral part of our company DNA ”

Acting responsibly is a part of everything we do at Fujitsu, every day. This Responsible Business Report updates our actions and progress as we continue to serve and collaborate with our customers, partners and communities with openness, sustainability, fairness and inclusion.

The activities highlighted in this report show the great range of activities our team members in Sweden are undertaking in the cause of responsible business.

The threat posed by COVID-19 has made us realize just how important it is that we all do our best to contribute to society. During this last year we have done our best to support our customers and our employees in challenging situations. We are now focusing more than ever on helping our customers with digital transformation, enabling them to be more agile, rise to more opportunities and adapt in unpredictable circumstances. As we encourage Fujitsu employees to work dynamically, we're able to reduce travel and repurpose our office spaces.

Digital transformation makes sense for business and for the planet. We are currently transforming our approach to Responsible Business to integrate responsible behavior even more closely in all our activities. We want responsibility to be instinctive as well as objectively measurable – for the right behaviors to flow naturally from our ways of serving our customers, interacting with our partners and participating in society.

Our responsible business pillars – Environment, Community Involvement & Development, Diversity & Inclusion, Wellbeing and Operating Practices - are the foundation for our country level strategy whilst defining common themes across Fujitsu.

Håkan Dahlström

Managing Director Fujitsu Sweden

UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are a set of common goals to be achieved worldwide, including by developed countries, by 2030.

The Fujitsu Group sees the SDGs as a global common language and as an opportunity for wide-ranging collaboration with other organizations including international agencies and governments.

The SDGs cover a wide range of issues. The idea is that if all organizations do something, no matter how small, the world will make progress together.

We are integrating the SDGs as part of our Responsible Business program and have aligned each to one, or more, of our Responsible Business pillars.



In Responsible Business, we have identified our five “Big Ticket Items”, where we feel we can focus our energy and resources to help tackle these goals, aligning to our own Responsible Business pillars.

Under each of our Responsible Business Pillars, Fujitsu Sweden has identified a bold vision linked to a specific SDG.



| Responsible Business Strategy

At Fujitsu, Responsible Business is firmly anchored in our corporate philosophy, the Fujitsu Way. We act as global citizens, attuned to the needs of society and the environment.

Our Global Business Standards govern our relationships with all stakeholders involved: employees, customers, suppliers, governments, other businesses and local communities.

In 2014, the Europe Responsible Business program established five core areas of work.

The approach sets the strategic direction allowing the region to set appropriate priorities to account for differing cultures.

This strategic approach drives the business benefits underpinning the imperative to have diverse high performing teams. It creates a workplace culture where colleagues' social wellness and inclusion is paramount. It ensures we win business the right way.



Responsible Business Pillars

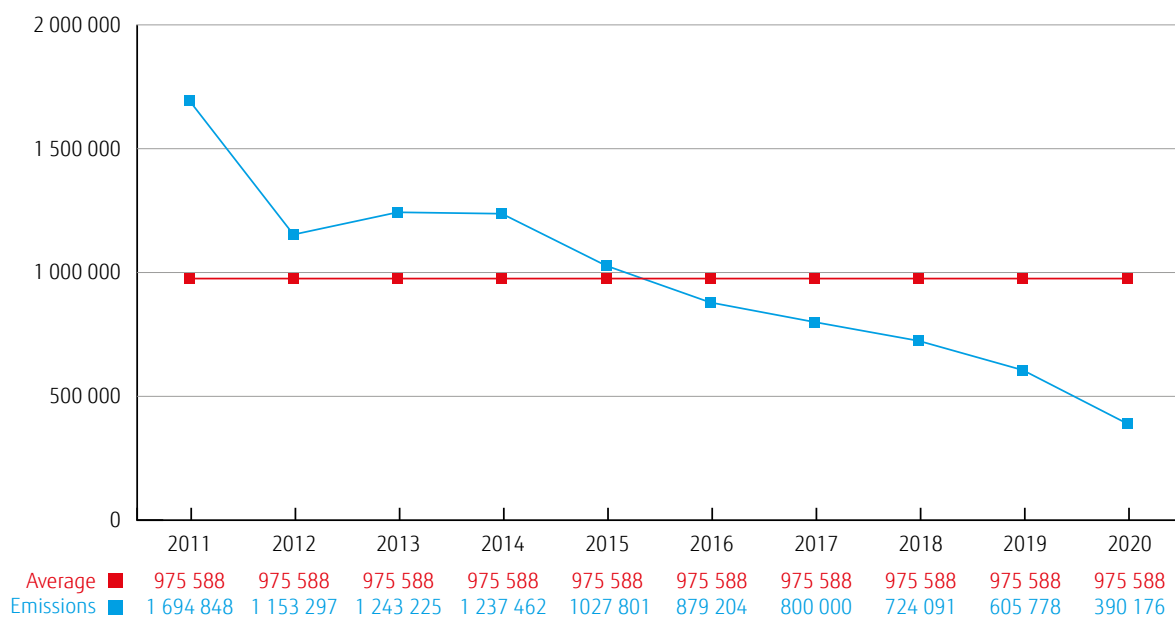
| Environment

Environmental Management

We work globally to recognize ISO sustainability standards as an important aspect of our corporate citizenship. We are in 100+ Fujitsu operations around the globe, certified for the international standard for Environmental Management System ISO 14001:2015. In Sweden we have been certified for 20+ years. Targets and plans are integrated in our common "Responsible Business program". Some of the targets are aligned to our global corporate environmental action plan, others we are committed to locally.

Reduction of Climate change

Fujitsu Group is committed to reducing emissions and has established the "FUJITSU Climate and Energy Vision" a medium to long-term environmental vision through 2050. With the goal of bringing the Fujitsu Group's CO2 emissions to zero, and achieving a decarbonized society, as well as contributing to the response to climate change, through technology supporting digital transformation. Our main focus is in the Swedish organisation is to reduce climate change by minimizing the CO2 emissions from business travel and to further increase the use of renewable energy in our premises and data centres.



- From year 2011 to 2020 we reduced our yearly CO₂-emissions from business travel (cars, air, and train) by 77%.
- Our new target aiming on a min. 10% yearly reduction between years. The up to date achievement from year 2020 vs. 2019 was a reduction with 36%.
 - Fujitsu practice a bonus/malus system for purchase and benefits taxation of company cars. The system is implemented to keep down the fuel consumption and the related emissions.
 - Our Technical Maintenance Service (TMS) operation is limited to cars emitting a maximum of 130g CO₂ per km (WLTP). 85% of the calls are solved in the first visit. We measure the number of visits and our goal is "First time fix" which means that the problem is solved on the first visit. This reduces emissions caused by driving. In addition, the routes are optimised by using a GPS-tracking system.
 - Average CO₂ per car purchased during 2020 was 55 g/km.
- All our premises use renewable energy where we can control the purchases (all the major sites). Be aware that more than 60% of Swedish produced electricity is renewable and more than 92% is emission free.
 - Water 44,8%
 - Nuclear 29,7%
 - Wind 17,3%
 - Other 8,2% (partly biofuel, sun etc.)
- Fujitsu Sweden use 3 data centres, we only contract partners using renewable energy. The total amount of electricity usage in DC:s 2020 were 504.430 KWh.
- To promote a quieter and cleaner city, Fujitsu Sweden has, since 2016, joined to the non-profit organisation Nollzon. Together with 1400+ other companies and organisations around the country, we will increase the demand for electric vehicles (EV) and superchargers. This is encouraged via an easy to use system, i.e. when a taxi is ordered to or from Fujitsu offices an EV is automatically prioritised.
- Fujitsu support offices with bicycles for loan to employees. This is to encourage employees to take the bike to client meetings or other occasions and thus considering the climate and promote health.



Other environmental activities

- Recycling systems for WEEE, paper, plastics, etc. are established in each office around the country.
- Sustainability is considered in our customer- and partner events. A list of criteria are defined to fulfil lowest possible environmental impact.
- Restrictions for plastics in the office. Plastic plates, cutlery, mugs are banned in every office.
- Consolidation of DC's to reduce cost and consumption is ongoing only two DC's will operate in FY2021.
- Travel restrictions and guidelines to promote video conference etc. implemented.
- Travel by train instead of air where it's possible is required.
- TMS to evaluate fully electrical cars for technicians.
- Car policy in general revised yearly with focus on lowering CO² emissions on entire car fleet, the current policy prohibit purchasing of pure fossil vehicles only electric or hybrid cars with the aim to have a car fleet with zero emission in 2030 and only purchases of fully electric cars from 2026.

Diversity and Inclusion in Fujitsu Sweden

Inclusion is what helps to make diversity sustainable. This is one of the many reasons why we have chosen to focus on developing our company culture together during this year. We have done so by having 28 round table discussions with around 300 of our colleagues who volunteered to discuss questions such as:

- How do we want our culture to be?
- How can we create and support that culture together?

The result is that we have identified three themes in which we have an interest to develop our culture further. Next step is to drill down and take actions to develop our culture with regards to cooperation, success stories and feedback culture. We believe this will support Diversity & Inclusion and help people thrive at Fujitsu Sweden.

In this section we hope to inspire and give a brief insight with regards to our work within diversity and inclusion during April 2020 and March 2021.

Equality

Women/Men:

We carried out an equal pay analysis with really good results. Adjustments has already been made within the pay review for five men and five women. Following up on our previous action plan from the equal pay analysis report we can also see proof that we have kept to our action plan from previous year well.

Womentor

We are active in a network and mentor program for women called Womentor. The purpose of the program is to empower

women as leaders in the IT industry with a target to increase female leaders in the sector. Womentor is a strategic initiative by the Swedish IT & Telecom Industries (IT & Telekomföretagen). Womentor's main activities includes research, projects, training, public relations, lobbying, mentor programs etc. Fujitsu participates by volunteering mentors and mentees to the Womentor program.

Including, attracting, retaining and developing young people

Graduates

We have great experience with the value the Graduates adds to our business, culture and way of working. One much appreciated initiative is the reversed mentorship the Graduates offer to members of our Swedish leadership team.

In 2020 we started the fifth intake of the Fujitsu Graduate Program. The purpose of the program is to ensure a pipeline of talent in our business, develop our diversity and encourage young people into the technology industry. Alongside their role and the training they undertake in their chosen area, they take on a comprehensive 24-month development program, providing training in skills such as self-awareness, Agile, Leadership, Business Awareness, Responsible Business and more.

This year we welcomed 4 people onto our Graduate Program, whereof 75% females. As a total we have welcomed 22 people onto our Graduate Program, whereof 73% females and 27% males.

DO IT !

☒ NOW

☐ LATER

My Dream Now

We partner up with My Dream Now to attract a diverse group of people to the IT industry in the long-term perspective. We do this by:

- Colleagues coaching high school classes in socio economical challenged areas. The students are 12-15-year-old.
- Offer contact persons for students via the My Dream Now app.

Awareness & Way Forward Everyday inclusion

To create awareness and way forward within Diversity and Inclusion in Sweden we work hard on ensuring, among other things, that:

- Fujitsu employees agree they are treated with respect as an individual in our twice a year Fujitsu Survey and in our 3 weekly pulse survey.
- There are equal opportunities to progress career within Fujitsu.
- At Fujitsu, we make it a top priority to build a diverse and inclusive workplace where we can all be completely ourselves and succeed!

| Wellbeing

Mission

We promote a healthy work culture to empower and enable our employees.

Our approach to Wellbeing is to strive to promote a positive health culture, in order to enable individuals to feel more resilient and cope successfully with both their personal and work life. By promoting a healthy work-life balance as well as physical and mental wellbeing, individuals become empowered, motivated and loyal.

Hälsokampen – health challenge

Hälsokampen is a fun and social exercise challenge which is all about motivating and helping each other to start exercise on a regular basis. The first challenge took place 2016 and since then we have arranged it on a regular basis. In this year's challenge approximately 150 employees participated in the event. In all challenges the employees achieved better performance than WHO's recommendations for a healthy life, 150 minutes/week. All happened thanks to all cheering and pep among the employees.

Wellness

During the year our focus has been on physical and mental wellbeing. The employees were given possibility to attend seminars and webinars with focus on for example "Physical wellbeing whilst working from home" and "Support your wellbeing to cope with additional pressures and anxiety" as well as given the opportunity to attend yoga and meditation sessions. To make positive behavior changes the employees have been offered different digital apps such as break exercises as well as online access to mental health, physical health, nutrition and sleep, empowering to make positive behavior changes.

Work Environment

By involving our employees and raising awareness in a number of wellbeing areas, we inform around many different topics via seminars, local intranet and activities, such as:

- Work environment policy.
- Activities such as blood donation and participation in National run races as Blodomloppet and Våruset for our employees to take part in.
- Encourage all employees to use the wellness contribution and also inform of what the contribution can be used for. Utilization of the Wellness contribution is a goal in our occupational health action plan. The goal is 75% utilization rate.
- Inform and educate managers regarding their role in work environment, work life balance policies, rules and activities.
- Managers are also supported by an external partner on how to manage stress related topics in their teams.

In Fujitsu Sweden, all employees are entitled to a healthy, safe and stimulating work environment. A good physical and psychosocial work environment is of great importance for everyone to be happy and fulfilled whilst at work. We aim for a productive and sustainable work environment. A pulse survey has been in effect since September 2016 to measure productivity and sustainability. Seven quick recurring questions are sent out to all employees on a regular basis. Team reports and trend lines are automatically created for all teams and levels, all team members get access to their team report and the outcome is discussed in the team to drive continuous improvement and inform future responsible business initiatives.



People

Fujitsu is a leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 130,000 Fujitsu people support customers in more than 100 countries.

In Fujitsu Sweden on 31 March 2021, the number of permanent employees was 588 working in the HQ situated in Kista, Stockholm and over twenty other sites throughout the country.

In addition, during the year we engaged 114 sub-contracted workers, equivalent to 91 full time employees. Our sub contract workers provide services such as consulting and infrastructure services.

The average age of all employees is 45 years old and 12% of our employees are under the age of 30. During the year we employed 60 people, with 37% of these new hires under the age of 30.

Human Rights

Recently, the role of companies in upholding human rights has become clearer. In our daily business activities, we interact with a huge variety of stakeholders and touch the lives of millions of people every day.

We have a responsibility to use that influence to respect and uphold international human rights norms. Fujitsu is applying international standards, including the 2011 UN Guiding Principles on Business and Human Rights, to our business operations. In December 2014, we published the Fujitsu Human Rights Statement to show our commitment in this area. We are using a risk based approach to human rights due diligence on our own operations and through our value chain, and will communicate the results through our global CSR report.

Locally we have developed an Equality and Diversity Policy and a Harassment Policy to further break down the Fujitsu Group statements and local laws and regulations.

VIP – Value in People

For Fujitsu Sweden it is of great importance to highly value our employee's engagement and therefore reward employees who contributes with extra effort and act as role models of the company's values. The rewards are carried out according to Fujitsu Sweden's valuation and reward model "Value in People" (VIP) and are handed out as "awards" that can be given to individuals or to groups. Anyone can nominate an employee. In FY20 29 employees were awarded; 9 Gold, 16 Silver and 4 Bronze.

Community Involvement and Development

Womentor – Business benefits through gender equality

Womentor is a program to support companies in the IT and Telecoms sector who want to work systematically to increase the proportion of women in management positions. It consists of two parts: firstly, nominating a woman in a management position to take on the role of mentee in the Womentor program, for a period of one year.



What separates Womentor from other mentorship and leadership programs is that it is not exclusively aimed at specific individuals but instead requires that the company as a whole signs up to actively participate in the process of change. Ultimately it is about increasing the capacity of both the company and the industry as a whole to attract and retain the best talent – men as well as women.

In 2020, Fujitsu participated in Womentor by appointing two mentors. We also nominated one mentee to participate in the program. A series of workshops and inspiring lectures, along with regularly mentor/mentee 1to1 meetings, was scheduled for our participants in 2020.

MyDreamNow

Fujitsu in Sweden are partners of My Dream Now, an organization that believes that all teenagers should know their value in society and find their way to their dream job. My



Dream Now works to combat segregation, youth unemployment and for social sustainability in low income areas. Students in schools often lack

understanding of their opportunities and how to get jobs matching their potential. At the same time many employers around the world are eager to get more interest in their vacant positions, with different levels of education and experience.

Employees from Fujitsu, together with other volunteers, work to inspire and motivate teenagers to find and realize their dreams.

Due to the challenges with Covid19, several activities within the MyDreamNow program have been put on hold. As our offices closed, we were not able to invite students. Also, there were limitations at the schools, making it difficult for our volunteers to participate in workshops and inspire the students by presenting on their careers and their work.

The program has been going on, somewhat in a digital format, and we are now planning for a reboot in 2021, by training more Fujitsu employees engage and act as role models for young people.

Serving meals to homeless

In Gothenburg, Fujitsu is engaged in "Räddningsmissionen" – a volunteer organization that among other things serves breakfast to homeless people. Volunteers from Fujitsu have regularly participated in this project during FY20.

Stockholm Integration Pact

One of Fujitsu Sweden's most important customers are City of Stockholm. As a vendor to Stockholm, we are members of their initiative



"The integration pact". The initiative have three goals: Meet employers' need for skills, create a shorter path to language and work, and finally strengthen integration in Stockholm for immigrants.

The members of the Integration Pact have decided to contribute to a more inclusive labor market and city. They want to do something about the fact that thousands of people are left without jobs despite the fact that many jobs remain unmanned.

IT and Telecom Industries Organization

Fujitsu Sweden is active in the Swedish IT and Telecom Industries (IT & Telekomföretagen).

It is a member organization for companies within the Swedish IT and telecom sector. It is the largest industry network in Sweden and the purpose is to promote and further develop the IT market and conditions for IT enterprises. We represent about 1 300 member companies that between them have nearly 100 000 employees.

In 2020, Fujitsu also joined their initiative #vitecherupp, where IT companies joins a network to show that we are available to support society in business during the crisis.



| Operating Practices

The Fujitsu Way Mission

We put ethical practices at the heart of every business decision. Everything – our compliance program, our brand, our cultural values and our corporate social responsibility activities are determined by the Fujitsu Way. Based on this corporate philosophy, we have a global code of conduct: our Global Business Standards (GBS). These combine to provide detailed guidance on how we must act so as to prevent breaches of the law, maintain our own high standards of business conduct and protect Fujitsu's global reputation. In order to guarantee the long-term success of the business, it is crucial that the company continues to expand and maintain its compliance culture. To put our philosophy into practice, Fujitsu has defined appropriate guidelines, introduced standard processes and provided training resources globally.

Fujitsu Global Compliance Program

In order to promote and implement the Fujitsu Way Code of Conduct and GBS, Fujitsu has established the Global Compliance Program (GCP). It is working to maintain, review and improve its global structure for legal compliance. The GCP is a framework for activities to increase awareness of, and achieve compliance with, the Fujitsu Way Code of Conduct and GBS. It systematically organizes our existing activities concerning compliance into five pillars, clarifies items that Fujitsu should continuously work on, and seeks to promote external understanding of our compliance structure and activities.

Compliance Training

The GCP is the basis for regular and compulsory employee training on anti-corruption

and bribery, cartel and competition law and export control laws within Europe. Fujitsu requires not only itself, but also its partners and suppliers to commit to the principles of the UN Global Compact on human rights, labor standards, environmental protection



and anti-corruption, as well as the implementation of CSR initiatives. This is why Fujitsu provides its channel partners with a dedicated compliance training. In addition to the above, employees conducted training in Security awareness, the General Data Protection Regulation (GDPR), Occupational Health and Safety program and Global Quality Policy.

Whistleblowing

It is fundamental to Fujitsu that all of us are able to report actual or suspected compliance breaches without fear of retaliation. Fujitsu Alert is available to Fujitsu employees as well as third parties and allows also for



anonymous reporting. Allegations are always followed up and investigated by the Corporate Compliance Department in cooperation with other departments. If required, sanctions are imposed and countermeasures for identified weaknesses are implemented.

Internal auditing

Internal auditing measures incorporate both the relevant compliance measures and

systematic compliance considerations and focus on areas which are associated with particular risks from a compliance perspective. Actual or suspected infringements are investigated by our specialist team with external support where required and the investigations are documented using a case management system. After every infringement, the corporate compliance department issues recommendations for action and implementation is monitored by corporate compliance. A remediation process helps Fujitsu to resolve any weaknesses identified.

Supply Chain

Fujitsu is committed to developing responsible business practices in our supply chain. Suppliers and Partners are required to comply with Fujitsu's Global Business Standards. They shall also commit to the principles of the UN Global Compact in terms of human rights, working standards, environmental protection, anticorruption measures and the implementation of CSR initiatives. The principles of the UN Global Compact are set out in supplier agreements and underpinned in our binding Supplier Code of Conduct.

As a top IT services provider, we have a large and complex supply chain. By placing the highest importance on our partners' integrity and ethics, we use our position as a major global procurer to foster good practice and standards throughout the value chain. This is achieved partly by risk-based due diligence prior to on boarding a supplier, plus regular audits and other control practices. Fujitsu supplies its customers with all equipment they need, regardless of brand. We are able to include equipment from a number of different manufacturers in a single delivery, which

reduces the logistics footprint. Our operations are developed in compliance with the continual improvement principle by using the Lean philosophy and methods in all aspects of our operations and by utilizing the ideas of our employees. We also use customer feedback and customer requests to focus our operations.

Fujitsu has been awarded the following certifications related to product delivery: ISO 9001:2015, ISO 14001:2015 and ISO/IEC 27001:2013. In addition, Fujitsu has the "known consignor" certification, which speeds up the delivery of products abroad. Fujitsu aims to favor suppliers that have a documented quality system or environmental management system in place. Fujitsu assesses its prospective partners and suppliers based on the following:

- The product or service fulfil the specific need.
- Suppliers financial, security-of-supply and ethical factors and environmental indicators.
- If any quality and price factors are involved in procurement.
- Risks are involved.
- Suppliers willingness to commit to Fujitsu's Global Business Standards.
- Supplier meets the essential data security requirements required by procurement.

Third Party Due Diligence

In order to decrease the risks of bribery and corruption when working with third parties and to comply with the ethical standards and



the anti-corruption guideline, a “third party due diligence process” for the verification of suppliers has been implemented in Europe. Prior to entering into business relationships, Fujitsu is intensively examining whether its suppliers meet the high standards of the Fujitsu Group with regard to combatting corruption.

Conflict Minerals

The EU’s conflict mineral rules aim to prevent the financing of armed groups through trade in minerals from conflict zones and to end human rights violations in the mining and mineral industries. Conflict minerals include gold, tantalum, tungsten and tin. Fujitsu Group has established our Group Policy on Conflict Minerals which is available online. This commits us to responsible procurement with no use of conflict minerals from any

known conflict sources. Fujitsu takes the issue of conflict minerals very seriously and considers due diligence an essential step to ensure these are not present in our global supply chain. Fujitsu has established a structure including relevant internal departments chaired by the President to conduct due diligence evaluations. Target is to increase transparency of the process for our customers and stakeholders. We are a member of the Responsible Minerals Initiative and we use the Conflict Minerals Reporting Template (CMRT) developed externally in collaboration by Global e-Sustainability Initiative (GeSI) and Responsible Business Alliance (formally EICC). These two are the largest industry bodies that focus on sustainability and human rights respectively. This reporting template is recognized as best practice by a large number of our stakeholders, and the industry as a whole.



Since 2013, Fujitsu has used this to survey manufacturing suppliers. We are keen to encourage our stakeholders to act responsibly on conflict minerals and recognize the importance of raising awareness across our own organization. We address mineral sourcing openly with customers and provide them with the CMRT as completed by Fujitsu. We engage with our employees by raising awareness of 'conflict minerals' as part of our European Responsible Business program. Fujitsu asks all employees to complete human rights training which addresses conflict minerals. In order to guarantee that our products do not contain conflict minerals, we will intensify this cooperation with our suppliers in the future as well.

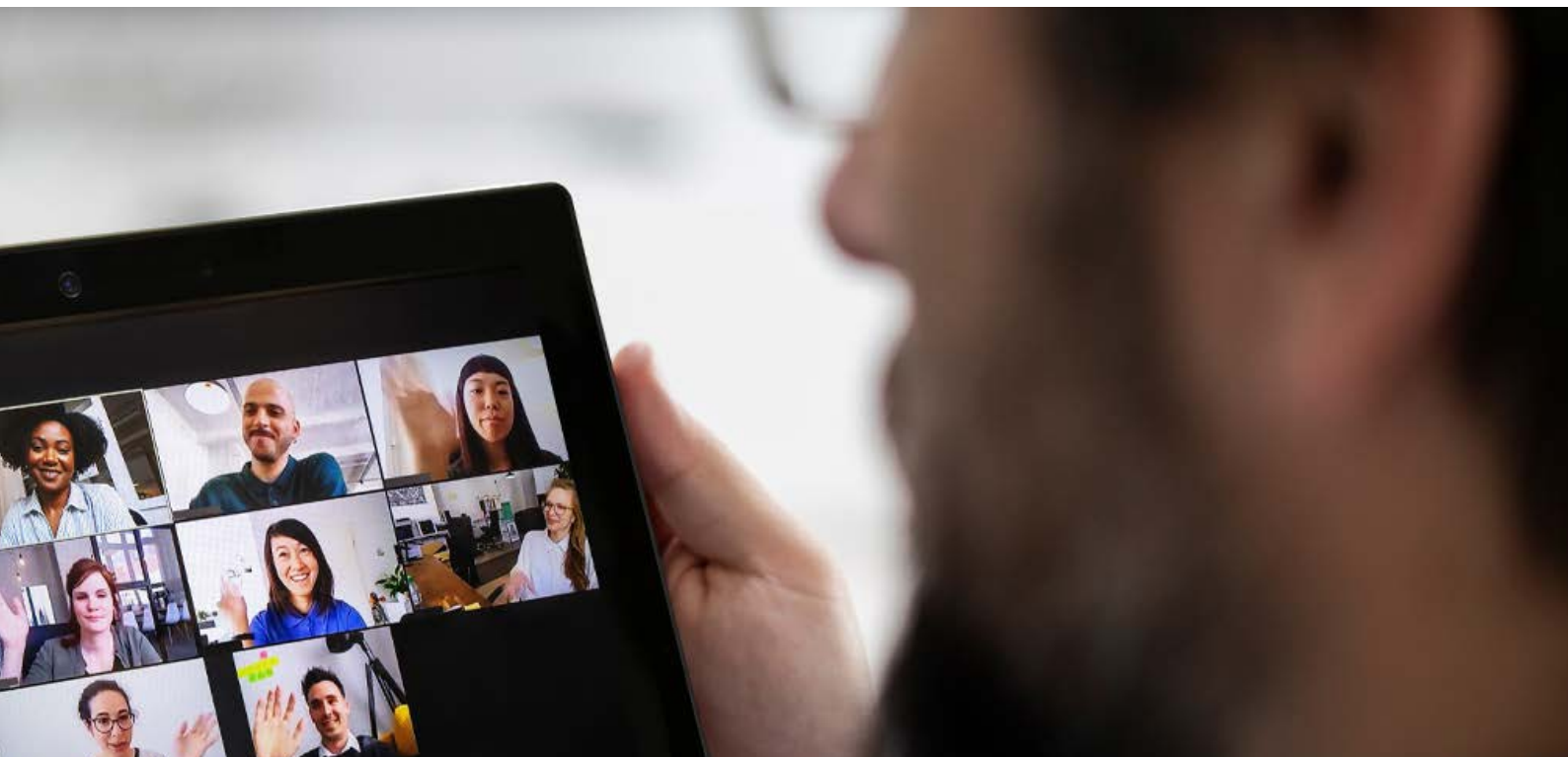
Responsible Business Alliance Membership

In 2017, Fujitsu joined the Responsible Business Alliance (RBA), previously the Electronic Industry Citizenship Coalition (EICC), a coalition promoting high ethical standards within the global electronics supply chain. RBA is a non-profit multi-industry body established in 2004 with the goal of supporting the rights and wellbeing of workers and communities worldwide affected by the global electronics supply chain. Currently, over 170 global companies have joined the group, including electronics makers and ICT companies, as well as retail, automotive, and toy-related companies. RBA has set standards through its Code of Conduct for compliance issues in the supply chain related to labor, health and safety, the environment, ethics, and management systems. As a member, Fujitsu will respect the RBA's Code of Conduct, and, together with its partners, further strengthen initiatives related to ethics in the supply chain.



Risk Management and Information Security

Risk management is a central part in the ISO 9001:2015, ISO 14001:2015 and ISO 27001:2013 standards for which Fujitsu holds certifications. Hence Risk management is an important part of Fujitsu's internal operations. Through risk management, we ensure that risks affecting the company's business are identified, managed and monitored. New digital opportunities increase cybercrime. When everything goes online, more and more people are exposed to more diverse and professionally committed abuses. The ISO 27001:2013 standard includes a comprehensive set of security and management requirements that a company must have in use, communicated, described and approved by management, as well as being subject to continuous development. The certification



concerns monitoring of servers and data communication, management and use services, application services, end-user support services, mobile and Internet services, logistics and installation services and HR management.

Data Protection

Data Protection is a key part of our operations and services. Customers, legislation and business make demands on Fujitsu, and secure operation help our company meet these requirements. It is also very important to educate end users to act in a secure manner so that they understand the risks involved in processing information. If the risk awareness of users is modest, security can become a serious challenge for the company. Fujitsu takes its data privacy obligations very seriously, and an extensive General Data Protection

Regulation (GDPR) readiness program was implemented within the group which included employee communications and training, reviewing and updating internal policies, system capability reviews and customer and supplier engagement.

Contribution to GDP and Taxes

We are fully committed to greater tax transparency. As a responsible taxpayer, Fujitsu does not engage in any aggressive tax planning, tax avoidance schemes or offshore tax structures to artificially reduce the amount of tax it pays in Sweden. Fujitsu Europe ensures that all tax decisions are accompanied by due consideration to its corporate and social responsibilities. Fujitsu's fiscal year runs from April 1 through March 31. We refer to our fiscal years based on the calendar year in which the fiscal year begins.



Tel: +46 (0)8 793 70 00 • E-mail: info@se.fujitsu.com • Website: fujitsu.com/se/

© FUJITSU 2021. All rights reserved. FUJITSU and FUJITSU logo are trademarks of Fujitsu Limited registered in many jurisdictions worldwide. Other product, service and company names mentioned herein may be trademarks of Fujitsu or other companies. This document is current as of the initial date of publication and subject to be changed by Fujitsu without notice. This material is provided for information purposes only and Fujitsu assumes no liability related to its use. Subject to contract. Fujitsu endeavours to ensure that the information contained in this document is correct but, whilst every effort is made to ensure the accuracy of such information, it accepts no liability for any loss (however caused) sustained as a result of any error or omission in the same. No part of this document may be reproduced, stored or transmitted in any form without prior written permission of Fujitsu Sweden AB. Fujitsu Sweden AB endeavours to ensure that the information in this document is correct and fairly stated, but does not accept liability for any errors or omissions. Unclassified

The auditor's report on the statutory sustainability report

To the general meeting of Fujitsu Sweden AB, corporate identity number 556147-5897

Engagement and responsibility

The Board of Directors is responsible for that the statutory sustainability report has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination of the statutory sustainability report has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's report on the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

Opinion

A statutory sustainability report has been prepared.

Stockholm
Ernst & Young AB

Magnus Johansson
Authorized Public Accountant