

Responsible Business Sweden 2022-2023

FUJITSU



This report is Fujitsu Sweden AB's (corporate identity number 556147-5897) statutory sustainability report prepared according to the requirements stated in the Swedish Annual Accounts Act (Chapter 6, Sections 10-14). It covers fiscal year 2022 (April 1, 2021–March 31, 2022) and was approved by the Board of Directors along with the Annual Report.

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1 Responsible Business in Sweden

At Fujitsu, being responsible is embedded in all we do. 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 that our team members in Sweden are undertaking in the cause of responsible business.

In our last business year ending March 31, 2023, 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 re-purpose 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. We are committed to create a positive impact on society and the environment through our business operations. Our goal for FY23 is to emphasize the integration of sustainability principles into the company's strategies, products, and services to contribute to a more sustainable world.

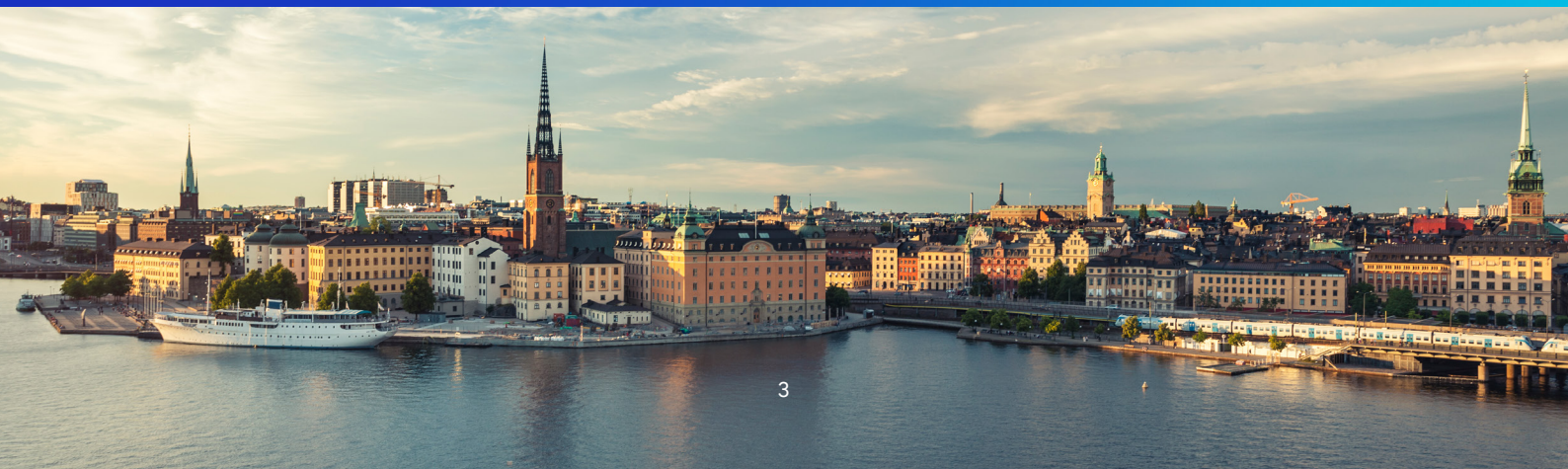
Our Responsible Business pillars: Environment, Human Rights and DE&I, Wellbeing, Compliance Supply Chain, and Community are the foundation for our country level strategy whilst defining common themes across Fujitsu.

Find out more on our website: [vår svenska RB sRida](#)



Viktoria Granqvist

Managing Director, Fujitsu Sweden



2 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 seven “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.

GRB (Global Responsible Business)



3 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.



An aerial photograph of a forest with a road. The road is a straight, light-colored line running vertically through the center of the image. The forest is dense with trees, some of which have yellow and orange autumn foliage, while others are green. The overall scene is a mix of natural beauty and infrastructure.

4 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. Fujitsu Sweden participated in the sequence of external audits, which resulted in the fact that Fujitsu Europe's multi-site 14001:2015 certificate was renewed for another three years period, during autumn 2021. The certificate is audited against Fujitsu's Europe Business Management System (EBMS), the Europe Environmental System, as well as against the ISO 14011:2015 standard itself.

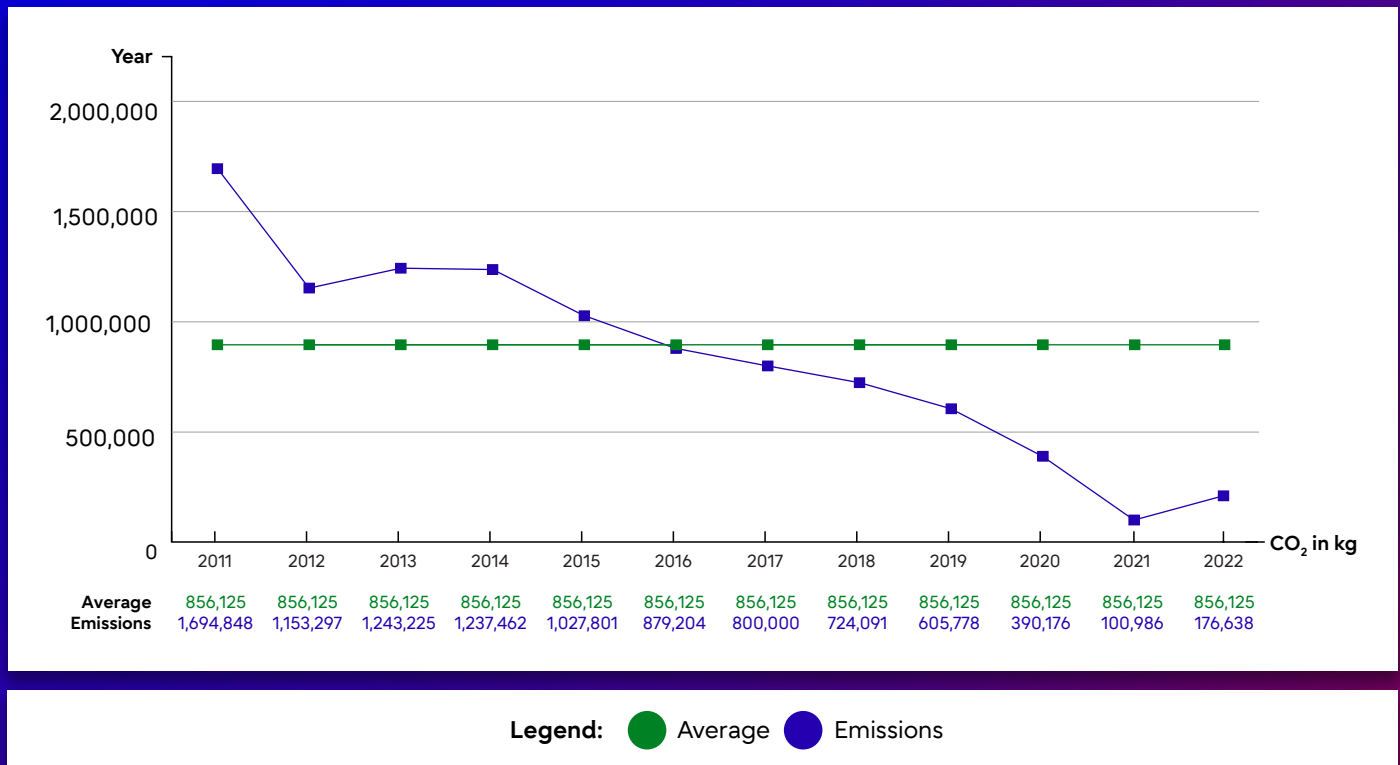
During autumn 2022, Fujitsu Sweden requested Fujitsu Europe's external auditor to perform "Extension to Scope" audits in Sweden specifically, to ensure that all Swedish offices and Technical Maintenance Services (TMS) sites are ISO 14001:2015 (environment) and ISO 9001:2015 (quality) certified, and included in the certified sites list, which is an appendix to the European multi-site ISO certificates, which Sweden is a part of.

We have been certified for 20+ years in Sweden. Targets and plans are integrated in our common "Responsible Business program". Some of the targets are aligned to our global corporate environmental action plan, and others, we are committed to locally.

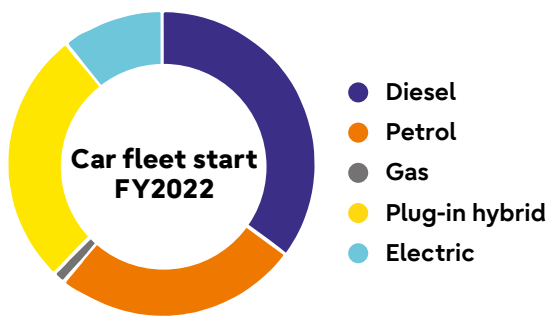
Reduction of climate change

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 carbonized society, as well as contributing to the response to climate change, through technology digital transformation.

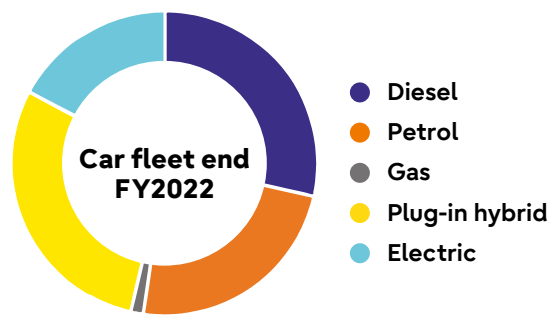
In Sweden, the plan is to have emission free car fleet and zero emission locations in 2030. Our main focus in the Swedish organization is to reduce climate change by minimizing the CO₂ emissions from business travel and to further increase the use of renewable energy in our premises and data centers.



- From year 2011 to 2022, we reduced our yearly CO₂-emissions from business travel (cars, air, and train) by **89%**.
- Our new target aiming on a minimum 10% yearly reduction between years. In our latest achievement from year 2022 vs. 2021, we increased by 89% due to pick up of abroad flights after low levels during the pandemic and move of our delivery from Russia to India, but emissions from cars is on track with lower emissions according to plan.
 - 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 30g CO₂ per km (WLTP) for all new ordered cars. 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 is optimised by using a GPS-tracking system.
 - Average CO₂ per car delivered during 2022 was 15 g/km.
 - Car fleet has been the same number compared to 2021, 151 cars in total.
 - Average CO₂ in car fleet has been lowered from 86 (2021) to 75 (2022).



Vehicle fleet information for the start of 2022.



Vehicle fleet information for the end of 2022.

- All our premises use renewable energy where we can control the purchases (all the major sites). Be aware that more than 61% of Swedish produced electricity is renewable, and more than 91% is emission free.

- Water 41%
- Wind 19%
- Sun 1%
- Nuclear 29%
- Other 9% (partly bio-fuel)

We export 23.1% of our production, and we import 3.6% of our usage.

- Fujitsu Sweden uses two data centers. We only contract partners using renewable energy. The total amount of electricity usage in DC's 2022 were 486.197 KWh. We have under the year started the process to replace the two current sites with three new sites that will have new hardware installed, and that will be significantly more environmental friendly. All of this will be fully operating during FY2023.

- To promote a quieter and cleaner city, Fujitsu Sweden has, since 2016, joined to the non-profit organization Nollzon. Together with 1400+ other companies and organizations 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 ride the bike to client meetings or other occasions, taking in account the climate, promoting 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 fulfill lowest possible environmental impact.
- Restrictions on plastics in the office. Plastic plates, cutlery, mugs are banned in every office.
- Travel restrictions and guidelines to promote video conference.
- Travel by train instead of air whenever possible is required.
- TMS started to use fully electrical cars.
- Car policy in general is revised yearly with a focus on lowering CO2 emissions in the entire car fleet. The current policy prohibits the purchase of pure fossil vehicles and only electric or hybrid cars, with the aim of having a car fleet with zero emissions by 2030 and only fully electric cars by 2025.



5 Human Rights and DE&I

Gender

We are delighted to report that our Swedish Leadership team is gender balanced, with 50% men and 50% women. In addition to the variety of viewpoints it provides our customers and our business, it conveys crucial messages to Fujitsu employees. In terms of equity, the Swedish Leadership Team naturally serves as a role model.

We won the Jämix Award in the IT and telecom industry. Being the best employer within the industry with regards to equality feels great, but of course we will not settle with that. We will keep developing to become even better with regards to equality.

We carried out an equal pay analysis with really good results. 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.

Including, attracting, and developing people

During this year, we have focused on two main inclusion initiatives to ensure that we have good prerequisites for the diversity we aim to attract, develop, and retain. The two initiatives are called Language and Culture, and Women at Fujitsu. The goal is to establish a welcoming environment for employees, which enriches our variety. This will help us move closer to our objective of fostering trust in society via innovation and technology. Diversity will not be sustained unless it is inclusive.

Language and culture

In this network we have offered our colleagues that do not speak Swedish a two-hour Swedish course per week during FY22. The purpose is to make everyone feel included not only at work, but also in society. By speaking the same language, we get to know each other's culture and it also creates more cohesion. We believe it creates a greater sense of belonging which we value at Fujitsu.

Women at Fujitsu

The Women at Fujitsu network is a community at Fujitsu Sweden. It strives to develop and retain women at Fujitsu while also attracting more women to join Fujitsu. During the autumn, we hosted an event together with "Tjejer Kodar" where around 100 external guests visited our office in Kista. The purpose was to attract women to the tech business and give these women and non-binary people feel for who Fujitsu is as an employer, what they could be doing at Fujitsu, how we can help them thrive and what our culture is like. We also had four much appreciated, inspirational workshops and seminars which were facilitated by Fujitsu colleagues.

Lunch and Learn

We've also had some lunch and learns with inspirational speakers with themes such as: "The importance of equality" and "How to make use of the competencies you develop in your spare time at work". This, we believe, creates prerequisites to develop our diversity, and helps us be an attractive employer. It also creates

lots of positive energy, ideas, a sense of togetherness, and a sense of belonging.

Workshops

At Fujitsu, we believe in the power of creating together, which we also have done in our work to further develop how we work with inclusion. One such example is the Inclusion workshop we ran where we discussed questions such as:

- What is inclusion to you?
- What can hinder inclusion?
- How should a colleague behave to be including?
- Why should we work with inclusion?
- What is the desired outcome?
- How can we improve inclusion at Fujitsu?

Other workshops we've had is with Arbetsmarknadsförvaltningen with the purpose of attracting diversity to the Tech industry by developing a 45-week IT program for people that are outside of the labor market. This has been widening our perspectives and given us the opportunity to contribute to society while building our opportunities for competency/skill supply.

Reflecting in workshops like this gives us the opportunity to enrich our cooperation both with customers, partners, and in-between colleagues.





Awareness and way forward

Everyday inclusion to create awareness is a way forward within Diversity & 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 yearly Fujitsu Survey and in our monthly pulse survey.
- There are equal opportunities to progress career within Fujitsu.

We want to create the best prerequisite for Diversity & Inclusion because we are convinced that it plays an important role in offering our customers the best and most innovative solutions and in offering our employees the best employee experience. At Fujitsu, we make it a top priority to build a diverse and inclusive workplace where we can all be completely ourselves and succeed!

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 FY22, 55 employees were awarded.

6 Wellbeing and Occupational Health & Safety

Mission

Our aim is to have an open wellbeing culture, where the norm is to talk about our wellbeing and mental health and where we all feel comfortable being completely themselves at work.

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

Wellness

During the year, our focus has been on physical and mental wellbeing. The employees were given possibility to attend seminars/webinars/sessions/training with focus on mental health, mindfulness, exercise, nutrition, and work environment. To make positive behavior changes, the employees have also been offered a digital app with pause exercises.

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 the challenge on a regular basis. In all challenges, the employees achieved better performance than the World Health Organization's recommendations for a healthy life, 150 minutes/week. All of this happened thanks to all cheering and pep among the employees.

Save lives during office hours - Geblod

We are proud to be part of the concept "Rädda liv på arbetstid" where employees have the opportunity to donate blood during working hours.





En j*vla skitturning

During FY22, Fujitsu organized a highly successful fundraising padel tournament dedicated to supporting mental illness, called “en j*vla skitturning”. Bringing together players and enthusiasts, the tournament showcased both competitive spirit and a shared commitment to making a difference. The tournament not only raised vital funds but also helped reduce stigma surrounding mental illness, highlighting the power of sports in creating positive social change.

Occupational Health & Safety

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 feeling well whilst at work. 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, and 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.

By involving our employees and raising awareness in several wellbeing areas, we inform around many different topics, such as:

- Occupational Health & Safety policy
- Encourage all employees to use the wellness contribution, and inform of wha the contribution can be used for. Utilization of the Wellness contribution is a goal in our Occupational Health & Safety 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.

People

Fujitsu is a leading Japanese Information and Communication Technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately **124,000** Fujitsu people support customers in more than **100** countries.



7 Community

"Save the Children believes every child deserves a future."

Around the world, too many children start life at a disadvantage simply because of who they are and where they come from. Millions of children are dying from preventable causes, face poverty, violence, disease, and hunger. "The Fujitsu Group supports all the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015, and Save the Children is a charity organization that works for these goals. As a company that supports Agenda 2030 and all the 17 UN goals, it is natural for us to do our part. Each year we donate money to the charity as a Christmas gift."

Mustaschkampen

Each year, “Mustaschkampen” is held globally to raise awareness and support for men’s health issues, with a particular focus on prostate and testicular cancer. The campaign encourages men to grow mustaches during the month of November, also known as “Movember,” as a symbolic gesture to spark conversations and generate funds for research, education, and support programs. At Fujitsu we chose to organize a music quiz where our colleagues showcased their knowledge of music while raising funds for a great cause!

Read more about the initiative here:
[Mustaschkampen](#)

Tryggrätt

In 2021 our colleagues in the Responsible Business Unit in Japan created a strategic community investment fund to support local charities or NGOs. This gave us a fantastic opportunity to help charitable organizations in our communities in line with the Fujitsu Purpose.

The five key target areas were:

- Environment
- Education
- Health & Wellbeing
- Human Rights and Diversity
- Revitalization of local communities.

The Stockholm and Gävle office worked together and focused on targets four and five. Since 2021, Fujitsu has been in partnership with the non-profit organization Tryggrätt. Tryggrätt was founded in 2018 by Nour Habib with the goal to increase social security and prevent crime among young people between the ages of 17 to 23.

Their goal is to help young people in rougher neighbourhoods work or a daily occupation to avoid criminal circles and create a new and safer lifestyle. With the donation, Fujitsu has been able to help Tryggrätt by offering mentorship, branded merchandise, and guidelines for use for their brand. During FY22, Fujitsu has been able to craft a comprehensive method guide containing detailed information regarding the services Tryggrätt can offer with a corresponding pricing structure. The collaboration will be continued throughout FY23. Read more about Tryggrätt here: www.tryggratt.se

Mentorship through Xenter

Since FY21, Fujitsu has initiated a collaboration with Xenter Yrkeshögskola, which is part of Campus Botkyrka, and organizes education programs in areas such as IT, technology, media, real estate, healthcare, and administration. Every year, students get the chance to apply for an internship where only the top students get a place. At Fujitsu, we received the six top students within the IT Security Specialist program. Three of them participated in a 10-week internship program and two of them in a 20-week internship program. Both Fujitsu and the students were able to gain a lot of new information and knowledge, and through this internship program, one of them have been given a permanent position.

My Dream Now

Fujitsu 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 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. During FY22/FY23, employees from different departments at Fujitsu have been hosting more than 100 student visits from high school and elementary to inspire and motivate teenagers to find and realize their dreams. By offering study visits show them what it is like to work in the tech industry and show them how diverse it can be.

View our reports:

1. [Fujitsu Integrated Report 2022](#)
2. [Fujitsu Group Sustainability Data Book](#)

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 has 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 even though many jobs remain unmanned.

IT and Telecom Industries Organization

Fujitsu Sweden is active in the Swedish IT and Telecom Industries. 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. Swedish IT and Telecom Industries represent about 1,300 member companies that between them have nearly 100,000 employees.

8 Compliance

The Fujitsu Way – Purpose, Values, and Code of Conduct

The world is becoming more uncertain. There are many difficult societal challenges, like unrest, climate change, rapid urbanization, an aging population, pandemic, cyber threats, and spread of untrustworthy data. These problems pose a great threat to the sustainability of the world.

As a global company with a long history of delivering technology-based value to customers, it is our responsibility to contribute proactively to the transformation of society. We set out our corporate purpose to contribute to society. Our Purpose is to *make the world more sustainable by building trust in society through innovation*. Our purpose represents why we exist. We have renewed the Fujitsu Way based on our purpose. This is for us to continue contributing to society and achieving growth. The Fujitsu Way is a compass for every person of Fujitsu to act with our purpose.

The Fujitsu Way comprises three parts: *Our Purpose, Our Values, and Code of Conduct*". Our purpose is to *make the world more sustainable by building trust, in society through innovation*. In order to realize the purpose, the values indicate a critical action cycle consisting of 'Aspiration', 'Trust' and 'Empathy'. As a member of society, we must comply with the Code of Conduct:

- We respect human rights
- We comply with all laws and regulations
- We act with fairness in our business dealings
- We protect and respect intellectual property
- We maintain confidentiality
- We do not use our position in our organization for personal gain.

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 also have a global code of conduct: our Global Business Standards (GBS). These combine to provide detailed guidance on how we must act to prevent breaches of the law, maintain our own high standards of business conduct, and protect the Fujitsu global reputation. 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

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 with laws, regulations and corporate policies, and fair business practices. 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 (Policies & Procedures, Top Commitment & Re-sources, Training & Communication, Incident Reporting & Response, Monitoring & Review), clarifies items that Fujitsu should continuously work on, and seeks to promote external understanding of our compliance structure and activities. The 5 focus areas in Europe Compliance comprises:

1. Anti-bribery and anti-corruption
2. Antitrust
3. Whistleblowing
4. Internal investigations and dawn raids
5. Conflicts of interest

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. Therefore, Fujitsu provides its channel partners with a dedicated compliance training. In addition to the above, employees conducted training in Conflict of Interest, Security Awareness, the General Data Protection Regulation (GDPR), Occupational Health & Safety program, and Global Quality Policy.





Whistleblowing

Fujitsu strongly encourages reporting of suspected or actual misconduct, and does not tolerate retaliation for reporting. The protection of whistleblowers is of the highest priority at Fujitsu and governed by Fujitsu's Global Business Standards. Many countries in which Fujitsu operates also have laws to protect whistleblowers and to punish individuals who commit retaliatory acts against whistleblowers. It is fundamental to Fujitsu that all of us can report actual or suspected compliance breaches without fear of retaliation. Fujitsu Alert is available to Fujitsu employees as well as to third parties and also allows for anonymous reporting. Allegations are always followed up and investigated by the Europe Compliance Organization in cooperation with other departments. If required, sanctions are imposed and countermeasures for identified weaknesses are implemented.

The protection of whistleblowers is of the highest priority at Fujitsu and is governed by the Fujitsu Global Business Standards. Therefore, the company has additionally implemented the requirements under EU Directive 2019/1937, on whistleblowers protection, which is encouraging whistleblowing and increases protection of whistleblowers. The EU Directive reflects the alternative possibility for individuals to reporting concerns to EU agencies and/or external national designated authorities. The Swedish law implementing this EU Directive came into force on 17 December 2021, and the implementation of whistleblowing reporting functionality was finalised on July 17, 2022 for the designated authorities in Sweden. Accordingly, Fujitsu has informed its employees of this coming alternative possibility to report any concerns. During FY22 no concerns were raised.



Internal auditing

Fujitsu in Europe is responsible for adhering to required industry standards, regulations, and legislative requirements, at a regional as well as on a country level. Adherence is fundamental in the ability of Fujitsu to hold and maintain our registrations to industry standards as required by our customers. The Europe Business Management System (EBMS) includes policies and processes designed and maintained in conformance with the requirements of relevant industry standards, models, and codes of practice adopted by the business. Internal as well as external audits are conducted, documented and followed-up carefully to ensure compliance and uphold registrations.

Internal auditing, specifically related to Fujitsu Code of Conduct, incorporates both the relevant compliance measures and systematic compliance considerations and focuses on areas which are associated with risks from a compliance perspective. Actual or suspected infringements are required to be investigated by our specialist team with external support, and the investigations are documented using a case management system. After an 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.

Data Protection

As a multinational company and a responsible business, Fujitsu in Europe and its affiliated companies, collect process, share, and store personal data obtained from individuals, employees, customers, and other third parties. Fujitsu processes personal data regarding its own employees and individual contract workers, customers, and other third parties like partners and suppliers, and other individuals in the course of its business. Fujitsu is committed to protecting and respecting the privacy of data subjects when processing their personal data. Personal data may only be processed in compliance with the policies of Fujitsu, and as applicable in the context of its role as either Data Processor or Data Controller. Fujitsu will comply with all relevant local and international data protection legislations.

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 before, and after GDPR was coming into force in May 2018, which included employee communications and training, reviewing, and updating internal policies and processes, system capability reviews, and customer and supplier engagement.

An aerial photograph of a wastewater treatment plant. Several large, circular clarifiers are visible, each divided into radial segments. The water in the clarifiers is a greenish-brown color. A central metal structure with a spiral staircase is visible in the center of one of the clarifiers. The surrounding area includes roads, parking lots with several vehicles, and some industrial buildings.

International Data Transfers

Fujitsu is committed to undertaking international transfer of personal data, if needed to deliver the contracted services to our customers, (both within the Fujitsu group of companies and externally) in a legally compliant way and more particularly in accordance with Step 1: Controller Instructions, and Step 2: Contractual Terms.

For transfers between Fujitsu group entities, Fujitsu uses its Global Data Transfer and Security Agreement ("DTSA") to put in place the required data processing terms and the appropriate data protection safeguards for transfers outside the EEA/UK to jurisdictions not in receipt of a valid adequacy decision. The DTSA uses the latest standard contractual clauses approved by the European Commission ("EU SCCs") alongside the UK Information Commissioner's Office International Data Transfer Addendum ("UK Addendum"), where required. All relevant Fujitsu entities are signatories to the DTSA.

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 the internal operations of Fujitsu. Through risk management, we ensure that risks affecting the company's business are identified, managed, and monitored effectively.

Risk management in Fujitsu Sweden is handled, reported, and monitored in our day-to-day business on a monthly basis. A cohesive report of all risks is prepared by the Swedish Risk Manager, and sent to the Swedish higher management around the 15th of each month for information, actions, and/or escalations. The input is collected from all business lines and units; shared functions (Country Operations, Finance, HR, Legal & Commercial, Marketing and Sales) Consulting & Partner Solutions (all Consulting offices, Digital Experience, Dynamics and ServiceNow), and Sweden Delivery (Accounts, Applications & Multi-Cloud, Enterprise Cyber Security, Projects & Programs, Technical Maintenance Service and Work Life Shift).

All units are requested to collect all their risks independently on which area they belong in a single report using either of two approved risk management tools. The probability that the risk will happen is multiplied by the impact it would have on the company's business if it would become an issue. Hence, each risk will get a black, red, amber or green color. The impact is selected from any of the six areas: Health, Safety and Welfare, Society and Environment, Legal and Regulatory, Reputational, Operational, or Financial. Risks that cannot be managed and mitigated within Sweden are then escalated to the European level in separate channels, for example, Environmental, Health & Safety, Security, Service Delivery, Technology, etc. The Fujitsu Manage Risk process is part of Fujitsu Europe's common Business Management System (EBMS).



Fujitsu Sweden participated in the sequence of external audits, which resulted in a three-year extension of Fujitsu Europe's multisite ISO 14001:2015 certificate "Environmental management systems – Requirements with guidance for use", during autumn 2021. The overall audit conclusions were described as "In general well implemented environmental management system", and no non-conformities were found. During the external audits, Fujitsu Sweden got two findings marked as *Best Practices*. One for *Fujitsu process for risk assessment*, and the other one for *Good process external environmental communication*.

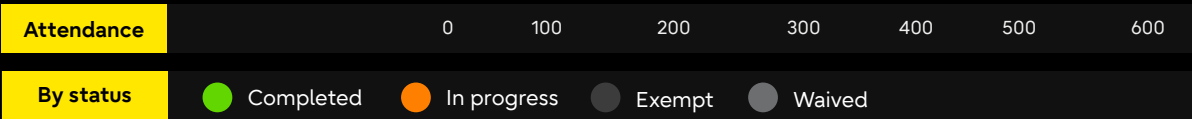
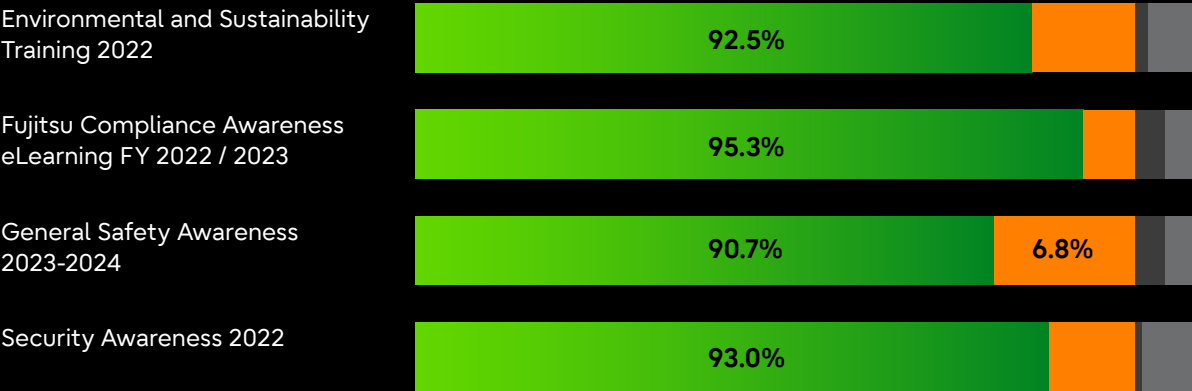
New digital opportunities increase cybercrime. When everything goes online, more and more people are exposed to more diverse and professionally committed abuses. The ISO 27001:2013 standard – *Information Technology – Security Techniques – Information Security Management Systems – Requirements*, includes 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. Fujitsu Sweden participated also in the external audits, which resulted in a three-year extension of Fujitsu Europe's multisite 27001:2013 certificate in December 2021, as well as during the external revisit of year 1 audit in November 2022.

Mandatory trainings

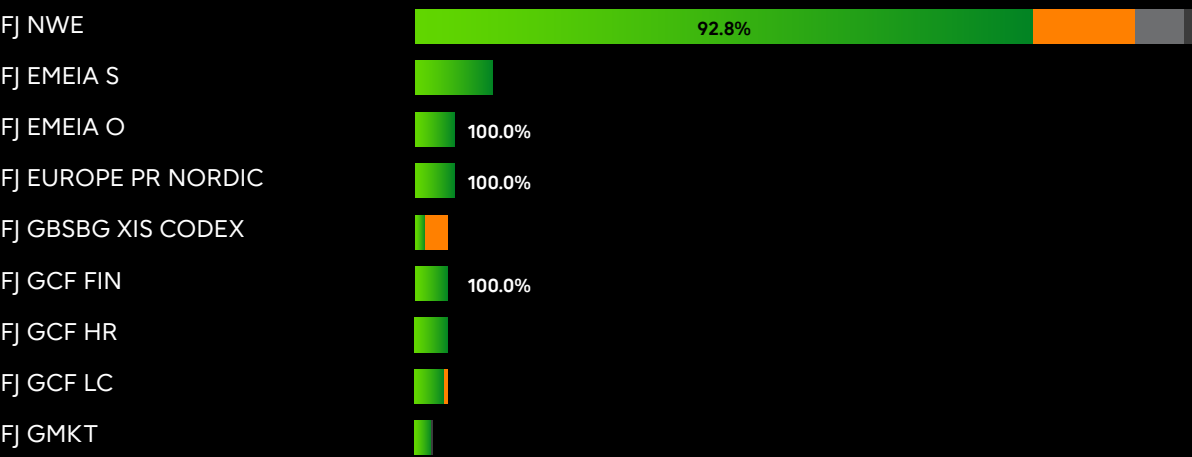
Below is the result of all mandatory trainings, including sustainability trainings, for FY22/23. On an average, more than 90% of all employees have undergone the mandatory trainings.

92.9% Completed | 4.9% In progress | 0.9% Exempt | 1.3% Waived

Detailed reports for Line Managers are available via SABA, My Team, Analytics.



2,282 Completed | 121 In progress | 21 Exempt | 33 Waived



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.

9 Supply Chain

Fujitsu is committed to developing responsible business practices in our Supply Chain. Suppliers and partners are required to comply with the Fujitsu Global Business Standards. They shall also commit to the principles of the UN Global Compact in terms of human rights, working standards, environmental protection, anti-corruption 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 consolidate equipment from multiple suppliers in a single delivery to the customer, 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.

For our Supply Chain service delivery, we work jointly with our customers with reducing the environmental footprint. We offer Life cycle Management and re-use services prolonging the HW lifecycle with a certified disposal service.

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 consignee* 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 the Fujitsu Global Business Standards.
- Supplier meets the essential data security requirements required by procurement.

Responsible procurement

All Procurement activities in Sweden are aimed to secure highest environmental and business ethics standards for us and our partners. As part of supplier selection and on-boarding process, all suppliers are requested to comply with the Responsible Procurement Charter of Fujitsu. Large and strategic suppliers to Fujitsu are expected to acknowledge their adherence to, and flow down to their Supply Chain, the Responsible Business Alliance (RBA) Code of Conduct. We expect all SME suppliers to Fujitsu to aspire to this set of principles, not only in their own organization, but also throughout their Supply Chains.

Fujitsu has set Supply Chain diversity as our goal and works to achieve responsible procurement that embraces diversity, and gives full consideration to human rights, the environment, and health & safety.

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 vendors has been implemented in Europe. Hence, prior to entering into business relationships, Fujitsu is examining whether its vendors meet the high standards of the Fujitsu Group with regard to combating 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. The 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 many 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. All major manufacturing subcontractors and parts suppliers for the core products of Fujitsu are requested to ensure compliance to international standards for responsible procurement, by providing a site recognition under the RBA Audit Recognition program or a written consent with the Fujitsu Group CSR Procurement Guideline. 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, the Fujitsu group 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 200 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, the Fujitsu group will respect the RBA's Code of Conduct and, together with its partners, further strengthen initiatives related to ethics in the Supply Chain.



General responsibility business reports

For more information about our
responsibility business projects
in Sweden [click here](#)

For more information about our
master policies [click here](#)

For more information about our global
sustainability projects [click here](#)



Revisorns yttrande avseende den lagstadgade hållbarhetsrapporten

Till bolagsstämman i Fujitsu Sweden AB, org.nr 556147-5897

Uppdrag och ansvarsfördelning

Det är styrelsen som har ansvaret för hållbarhetsrapporten för år 2022-04-01--2023-03-31 och för att den är upprättad i enlighet med årsredovisningslagen.

Granskningens inriktning och omfattning

Vår granskning har skett enligt FARs rekommendation RevR 12 *Revisorns yttrande om den lagstadgade hållbarhetsrapporten*. Detta innebär att vår granskning av hållbarhetsrapporten har en annan inriktning och en väsentligt mindre omfattning jämfört med den inriktning och omfattning som en revision enligt International Standards on Auditing och god revisionssed i Sverige har. Vi anser att denna granskning ger oss tillräcklig grund för vårt uttalande.

Uttalande

En hållbarhetsrapport har upprättats.

Stockholm den dag som framgår av vår elektroniska underskrift

Ernst & Young AB

Magnus Johansson
Auktoriserad revisor