

# Table of Contents

|                                                                  |            |                                                                                         |               |
|------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------|---------------|
| <b>Message from the CEO</b>                                      | <b>2-1</b> | <b>Governance</b>                                                                       |               |
|                                                                  |            | Corporate Governance                                                                    | 6-1-1         |
| <b>Fujitsu Way</b>                                               | <b>3-1</b> | Risk Management                                                                         | 6-2-1         |
| Transforming Our Corporate Culture                               | 3-2-1      | Information Security                                                                    | 6-3-1         |
| Value Creation Model                                             | 3-3-1      | Quality Initiatives                                                                     | 6-4-1         |
| Materiality                                                      | 3-4-1      | Working With Our Customers                                                              | 6-5-1         |
| Non-Financial Indicators                                         | 3-5-1      |                                                                                         |               |
| Intellectual Property (IP) Strategy to Support Fujitsu's Purpose | 3-6-1      | <b>Social and Governance data</b>                                                       | <b>7-1</b>    |
|                                                                  |            | <b>FUJITSU GROUP PROFILE</b>                                                            | <b>8-1</b>    |
| <b>Sustainability Management</b>                                 |            | <b>FINANCIAL &amp; NON-FINANCIAL HIGHLIGHTS</b>                                         | <b>9</b>      |
| Sustainability Management in the Fujitsu group                   | 4-1-1      | <b>SUSTAINABILITY DATA BOOK FRAMEWORK</b>                                               | <b>10-1</b>   |
| GRB (Global Responsible Business) Goals and Achievements         | 4-2-1      | <b>INDEPENDENT ASSURANCE REPORT</b>                                                     | <b>11-1</b>   |
| United Nations Global Compact                                    | 4-3-1      |                                                                                         |               |
| External Recognition and Awards                                  | 4-4-1      | <b>GRI STANDARDS / UNITED NATIONS GLOBAL COMPACT (UNGC) PRINCIPLES COMPARISON TABLE</b> | <b>12-1-1</b> |
|                                                                  |            | <b>SASB STANDARDS COMPARISON TABLE</b>                                                  | <b>12-2-1</b> |
| <b>Global Responsible Business</b>                               |            |                                                                                         |               |
| Human Rights, DE & I                                             | 5-1        |                                                                                         |               |
| - Human Rights                                                   | 5-1-1-1    |                                                                                         |               |
| - Diversity, Equity and Inclusion                                | 5-1-2-1    |                                                                                         |               |
| Well-being                                                       | 5-2        |                                                                                         |               |
| - Well-being                                                     | 5-2-1-1    |                                                                                         |               |
| - Career & Growth Well-being                                     | 5-2-2-1    |                                                                                         |               |
| - Financial Well-being                                           | 5-2-3-1    |                                                                                         |               |
| - Social Well-being                                              | 5-2-4-1    |                                                                                         |               |
| - Health Well-being                                              | 5-2-5-1    |                                                                                         |               |
| - Occupational Health and Safety                                 | 5-2-6-1    |                                                                                         |               |
| Environment                                                      | 5-3        |                                                                                         |               |
| Compliance                                                       | 5-4        |                                                                                         |               |
| Supply Chain                                                     | 5-5        |                                                                                         |               |
| Community                                                        | 5-6        |                                                                                         |               |