Environmental management system

We are continuously working to improve our ISO 14001 (*1) based environmental management systems and to promote Group-wide environmental management.

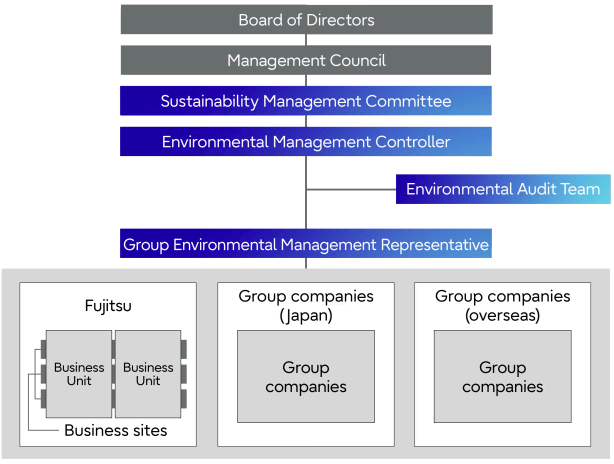
- (*1) ISO 14001 : Environmental management systems (EMS) standard determined by the International Organization for Standardization (ISO). Certification is granted to environmentally conscious organizations that develop systems for ongoing reductions in their environmental footprint.

Fujitsu Group's EMS

Fujitsu Group has constructed EMS based on the ISO 14001 international standard and is promoting environmental improvement activities across the Group. After acquiring ISO 14001 certification for consolidated subsidiaries in Japan at the end of FY 2004, we expanded this effort to include overseas subsidiaries and acquired global integrated certification at the end of FY 2005. Subsequently, the overseas subsidiaries switched to individual certification.

Environmental Management Framework

In April 2020, Fujitsu Group established the Sustainability Management Committee, which plays a role in leading the Group's sustainability-driven management initiatives. This committee identifies and addresses key global sustainability issues under the Global Responsible Business (GRB) framework, one of which is the environment.
In order to enhance our Group's EMS as well as to strengthen governance, each relevant organization (including each business unit, division and group company) within Fujitsu Group that is responsible for advancing environmental initiatives, examines medium- to long-term issues and formulates policies.
In addition, they share climate-related business risks and opportunities, consider appropriate response measures, and report regularly to the Sustainability Management Committee. Based on these reports, final approvals and decisions on environmental management within the Fujitsu Group are made by the Management Council. For each specific issue, there are designated environmental organizations in charge that are composed of relevant parties that go beyond the framework of business groups

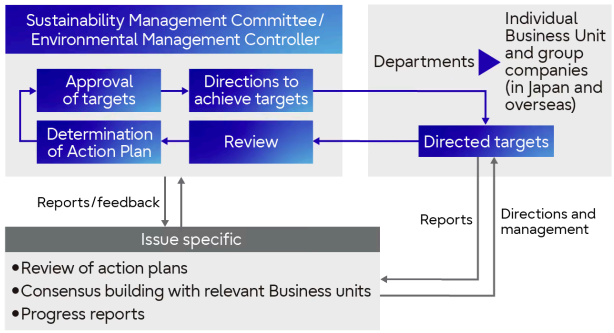


Environmental Management Framework

and business units. This structure, shown in the diagram below, enables us to swiftly disseminate and integrate our environmental initiatives across the Group.

Activity flow

The Sustainability Management Committee deliberates on matters related to the environmental initiatives that impact the entire Fujitsu Group which are reported regularly by the environmental promotion units across the group. The reports cover the progress of environmental initiatives, their status towards achieving targets, and updates on new activities. The committee will then determine the mid- to long-term issues in overall environmental management—such as reducing energy consumption and CO_2 emissions and responding to environmental risks. It also approves the Fujitsu Group Environmental Action Plan. The designated organizations for each environmental issue (e.g., energy, greenhouse gas emissions, waste, water) address those matters professionally, following a defined implementation process. They identify areas for improvement based on various performance data, propose and promote relevant targets for the Environmental Action Plan, and monitor the progress towards those targets. Upon receiving progress reports from these designated organizations, the Environmental Management Controller reviews and approves the current status and the suggested future direction of the initiatives. In turn, the Group Environmental Management Representative instructs all relevant organizations to take actions on implementing the necessary initiatives.



Activity flow

To further disseminate these initiatives and improve skills, we continually provide environmental training/education and briefing sessions on topics such as climate change (including energy consumption reduction), resources (including water) and waste.

Management based on the Business Line/Site Matrix Structure

The Fujitsu Group carries out its environmental management within a matrix structure combining (1) “business line activities” directly tied to the business operations of various Business Groups and companies (including development of eco-friendly products and the expansion of environmental contribution solutions) and (2) “business site activities” to tackle common themes affecting each factory or business location (such as energy conservation and waste reduction). In this way we carry our environmental management according to the same framework as our management, while also reducing the environmental footprint generated by our business activities and the sale of our products and services.

Establishment and implementation of the environmental management systems

The Fujitsu Group has established its EMS based on the international standard ISO 14001 and is promoting environmental improvement initiatives across the group. By implementing the EMS globally, the Fujitsu Group further strengthened its Group-wide governance. This also allows the Group to enable an even more efficient and highly effective environmental management. This includes improved monitoring of activities, ensuring legal compliance, and responding to emergencies. As of March 2026, Fujitsu and 15 domestic Group companies have obtained ISO 14001 Group Integrated Certification.

Internal Audit implementation and results

The Fujitsu Group conducts internal audits in accordance with the requirements of ISO 14001. In FY2025 audits were carried out at 39 domestic sites including factories and offices of Fujitsu and its Group companies. The audit was carried out based on the audit policy developed through careful review of the previous year's internal audit results and external audits. As a result 1 minor nonconformity and 7 opportunities for improvement were identified. While there were some shortcomings in compliance with certain environmental regulations no significant risks were found overall.

External Audits implementation and results

To maintain our ISO 14001 certification, we undergo external audits conducted by a certification body. In FY2025 in Japan the Group was audited by the Japan Audit and Certification Organization for Environment and Quality (JACO). The audit results included 24 opportunities for improvement and no nonconformities. The recommended improvement items have been shared across the Group and efforts are underway to address and implement the necessary improvements.

Compliance with environmental laws

There were no major legal or regulatory violations or accidents with major impact on the environment in the Fujitsu Group during FY2025.

Optimizing the collection, accounting, and disclosure of ESG Data

The Fujitsu Group is optimizing all processes from collection to disclosure through centralized management of ESG data.

- **Sustainability Management Information Service**

ISO 14001 Certification acquisition

- Scope of Certification: Design, Development, Manufacture and Sales of Telecommunication System, Information Processing System and Electronic Device, and Provision of ICT Services
- Certified Organization: Fujitsu Limited
- Certification Renewal Date: March 23, 2024
- Certification Expiration Date: March 22, 2027

- Certification Organization: Japan Audit and Certification Organization for Environment and Quality (JACO)
- Certificate No.: EC98J2005
- **[PDF] The scope of FUJITSU GROUP ISO 14001 Certification**

Response to environmental risks

Environmental risk management structure

The Fujitsu Group built and operates a Group-wide risk management system to identify, prevent, and mitigate a variety of potential risks, or prevent their recurrence, including issues related to climate change and environmental pollution. In addition to the Risk Management & Compliance Committee, which reports directly to the Board of Directors, and Risk Management & Compliance Officers at each Fujitsu division and Group company in Japan and overseas, we have regional Risk Management & Compliance Committees, to build a structure where these organizations cooperate with each other to promote risk management and compliance throughout the Fujitsu Group, both in terms of preventing potential risks and responding to risks that have emerged.
The Committee identifies, analyzes, and assesses key risks associated with the business activities of each Fujitsu division and Group company in Japan and overseas, and formulates and reviews the countermeasures for these risks after confirming the status of countermeasures for avoiding, mitigating, transferring, or retaining them.
The Committee makes regular reports to the Board of Directors about key risks that have been identified, analyzed and assessed, using methods such as the creation of visualized rankings and maps which take the degree of impact and likelihood of occurrence into account. In addition, we have put response processes into place in the event that risks become tangible, despite the implementation of various measures. Each division and Group company will immediately report to the Risk Management & Compliance Committee about any key risks that become tangible, such as natural disasters, accidents, product accidents or failures, system or service problems, compliance violations such as fraud, information security incidents, or environmental problems.
We also leverage the group's Environmental Management System (EMS), which is based on ISO14001, for minimizing risks to the environment through continuous improvements.

- **Risk management**
- **Environmental management system**

Efforts to minimize environmental risks

Dealing with risks related to climate change

There is a possibility of significant impacts on our business continuity from increases in the frequency and effects of natural disasters as a result of recent climate changes. For that reason, we have formulated a business continuity plan and are devoting effort to continually revising and improving the plan.
In addition to risks such as implementation of stricter regulations for greenhouse gas (GHG) emissions and the introduction of carbon tax, there is demand from customers and society for contribution to carbon neutrality. This creates a risk of increasing the energy cost incurred by the Fujitsu Group, as well as the cost required to comply with regulations related to measures for reducing GHG emissions. Additionally, if climate change countermeasures are insufficient, there is a risk of losing business opportunities due to damage to our corporate reputation and of being unable to participate in tenders.
In order to minimize these risks, we are conducting short-term, medium-term and long-term risk analysis/response within our company-wide risk management structure. As the trend toward carbon neutrality in the global community as a measure against climate change, we have obtained net-zero target certification from the Science Based Targets initiative (SBTi). We will further raise the 1.5°C level we acquired in fiscal 2021 and aim for net-zero by FY 2040.
In accordance with the recommendations issued by the Task Force on Climate-Related Financial Disclosures (TCFD) in 2017, the Fujitsu Group analyzes and discloses risks associated with climate change that may have an impact on its business and financial strategies. Refer to the table below for the major potential risks and responses currently identified.

Risks associated with the transition to a low carbon economy, and our response to them

Policy/legal risks	● Risks: Increase in cost in order to respond to the strengthened laws and regulations on GHG emissions and energy use (such as a carbon tax), and diminished corporate value in the event of a violation. ○ Response: Complete compliance with laws and regulations through EMS. Continual reduction of the amount of GHG emissions through steady implementation of Science Based Targets and the Environmental Action Plan.
Technology risks	● Risk: Unrecovered investments and market share decline in the event that the company lags behind in a fierce competition in technological developments toward a carbon-free society (such as energy-saving performance and low-carbon services). ○ Response: Enhance development of energy-efficient products and energy-efficient enabling technologies, solutions, and services through steady implementation of Science Based Targets and our Environmental Action Plan.
Market risks	● Risk: Losing business opportunities if products, solutions, and services do not meet energy-saving performance needs. ○ Response: Enhance development of energy-efficient products and energy-efficient enabling technologies, solutions, and services through steady implementation of Science Based Targets and our Environmental Action Plan.
Risks to reputation	● Risk: Decreased corporate value and increased response costs associated with negative stakeholder perceptions of the status of implementation of climate change mitigation efforts (e.g., improving renewable energy adoption rates). ○ Response: Enhance measures to counteract climate change and promote reduction of environmental footprint through steady achievement of the group's Science Based Targets and Environmental Action Plan.

Climate change related risks in the supply chain, and our response to them

Upstream supply chain	● Risk: A temporary suspension of the suppliers' business activities due to the occurrence of severe natural disasters such as large-scale floods, sudden heavy downpours, and lightning strikes, which affects the procurement of materials. ○ Response: Conduct surveys of the business continuity capabilities of suppliers and procure materials from multiple sources, as well as implement other measures.
Downstream supply chain	● Risk: Losing business opportunities due to the inability to obtain environmental labelling, which is a green procurement requirement of customers. ○ Response: Conduct trend surveys and risk assessments of the environmental labelling scheme. Develop and provide top-level energy-efficient products through steady implementation of Science Based Targets and our Environmental Action Plan.

RELATED INFORMATION

- **[PDF] Fujitsu Group Responses to the CDP Corporate Questionnaire 2025**

Assessing and monitoring of potential water risks

In recent years, due to a tight demand-supply situation in many areas around the world because of water damage—such as flooding—and droughts that are caused by a variety of factors, including population growth and climate change, there is a growing concern that this issue may become a business risk. The Fujitsu Group conducts assessments of and monitors potential water risks for direct operations sites and supply chains.
Specifically, while using tools and databases provided by NGOs and national and local governments, we identify water stress conditions and natural disaster risks in regions where our business sites are located in accordance with RCP 4.5 (intermediate stabilization scenario) from among the emissions scenarios defined by the Intergovernmental Panel on Climate Change (IPCC). We then comprehensively assess the water risk at each site by analyzing how important water use is in the business activities of each operations base, and we confirm the level of compliance in a variety of activities such as the reduction of water intake, measures to reduce pollution in wastewater, business continuity management (BCM) systems, and others.
For the supply chain, we also assess our suppliers' flood preparedness and other water risks through both the supply chain BCM surveys and surveys conducted in line with Fujitsu Group Sustainable Procurement Policy . As a result, we have confirmed that there are no significant risks that could substantially affect our business activities.

Physical Climate Risk Adaptation

Fujitsu has risk assessment systems that include Physical Climate risk in place in Japan, Oceania, Europe and cross regional department Global Delivery.
As physical risk is different based on the location, adaptation is tailored to that specific location and risk.
In FY2025 Fujitsu Australia and New Zealand undertook an updated assessment of climate-related physical risks which included a climate scenario analysis across short, medium and long term time horizons to assess the physical impacts of climate change on its operations, business model and value chain.
Through this process, key physical climate risks relevant to the region were confirmed which included wildfires, flooding and

chronic temperature increases over time.
Key measures undertaken in Australia and New Zealand to manage and adapt to these climate-related physical risks include:

- Business continuity processes:
  - Implementation of business continuity and disaster recovery processes to support ongoing operations during acute climate events.
  - Flexible service delivery and workforce arrangements to maintain continuity during disruptions.
- Operational and infrastructure resilience:
  - Installation of equipment designed to tolerate extreme climate hazards – such as suitable cooling equipment to manage extreme temperatures.
  - Preventative and scheduled maintenance programs to manage climate-related stress on infrastructure and equipment.
  - Measures to support continued operations during energy disruptions, including energy back-up systems.
- Workforce health and safety:
  - Occupational health, safety and wellbeing measures to support employees during extreme weather conditions.
  - Flexible working arrangements to mitigate impacts on productivity during climate-related events.
- Supply chain and service delivery:
  - Implementation of operational and commercial contractual arrangements to manage disruption to logistics networks, supplier/product availability and customer delivery timelines.
- Asset and business activity locations:
  - Inclusion of climate-related risks in infrastructure planning and facility site selection to reduce exposure to hazards such as wildfires and flooding.

Within Europe the climate risk is different to Oceania and a number of measures to adapt to climate change risk have been undertaken at a cost of over £1million in one London location showing the seriousness that we consider Climate impact and the commitment that we take protecting our continued service.

- Installing the infrastructure to enable the local water authority pumping equipment to use our data centers Uninterruptable Power Supply (UPS) in the event of a flood
- Dredging the local lagoon to help it act as a water sink

Other examples of adaptation based on Physical climate risk in specific locations

- Philippines, the Business Continuity Planning includes natural disaster events such as typhoons and monsoons and other extreme weather events
- Malaysia – Natural Disaster Prevention guidelines provides emergency contact details and advice for employees with their safety prevalent

Another example of adaptation is the modernisation and cocreation of the Flood Warning System (working with the UK Environment Agency). A system that can issue flood warnings to citizens within 20 minutes. The flood warning service hosts more than 1.5 million registered properties, 2.9 million telephone numbers, 180,000 email addresses and 1.5 million registrations for mobile text alerts. Since its launch the flood warning system has sent more than 7 million messages across email, text, telephone and social media.



Switching Mechanism to enable Fujitsu Datacenter UPS to power local water pumps in the event of a flood (United Kingdom)



Dredging of a lagoon to act as a water basin (United Kingdom)



Datacentre emergency access via lagoon preserving biodiversity (United Kingdom)

Flooding damage impact assessments through hazard maps and measures against flooding

Fujitsu and its domestic Group companies conduct impact assessments of flooding damage according to a rainfall scale with 2 types, depending on the magnitude of the impact on our business, as follows. We identify and assign rankings to business sites which will be highly impacted. If a business site falls under a level 4 impact ranking, we implement various measures.
[Assessment 1 Planned scale (Rainfall on a scale that occurs about once every 10-100 years)] *1

- Assessment subjects: 169 sites for Fujitsu, 280 sites for Group companies All owned properties and major leased properties (such as sales offices and data centers) in the Fujitsu Group
- Assessment method: We assess whether or not the site falls within the "estimated flood inundation area (planned scale)" for nearby rivers as established by the Ministry of Land, Infrastructure, Transport and Tourism or the prefectural government, as well as the extent of the impact within and outside the site and the impact of flooding on buildings. We rank sites that were assessed as being impacted by flooding on a scale of 1 (minor impact) to 4 (major impact).

[Assessment 2 Assumed maximum scale (Rainfall on a scale that occurs about once every 1000 years)] *2

- Assessment subjects: Domestic data centers and business sites that will be heavily impacted by flooding (such as Fujitsu Solution Square (FSS), and the Fujitsu Technology Park (FTP: former Kawasaki factory))
- Assessment method: We conduct reassessments by upgrading the criteria to "estimated flood inundation area (assumed maximum scale)," and rank the sites on a 4-point scale.

- **(*1) Planned scale**
- **(*2) Assumed maximum scale**

Results for assessment 1 and assessment 2 *Only sites with an impact rank of 4 are shown below.

- Fujitsu
  - Fujitsu Solution Square（FSS）/ Assessment 1: Impact rank 4 / Assessment 2: Impact rank 4 / Final impact: Impact rank 4
  - Fujitsu Technology Park (former Kawasaki factory) / Assessment 1: No impact / Assessment 2: Impact rank 4 / Final impact: Impact rank 4
- Group companies
  - No sites which fall under impact rank 4

Major measures

FSS:
The site perimeter is protected by retaining walls and watertight panels



(a) Retaining walls and embankments



(b) Sliding gates

FTP:
Perimeter entrances and exits are protected by watertight panel



(c) Removable watertight panels



(d) Gates that can be raised and lowered

Preventing water pollution

In order to preserve the water quality of surrounding waterways, including rivers, groundwater and sewers, we have set voluntary controls that are even tougher than legal mandates, and conduct measurement and monitoring on a regular basis. We are also working to properly manage and reduce discharge of harmful substances and pollutants by ensuring appropriate chemical use, preventing chemical leaks and penetration, and properly managing the operations of water treatment and purification facilities, among other measures.

Preventing air pollution

We have set voluntary control values that are more stringent than legally mandated emissions standards in order to prevent air pollution and limit acid rain. Regular measurement and monitoring are conducted based on these controls. Efforts are also made to appropriately process dust and soot, sulfur oxide, nitrogen oxide, and other harmful substances, and reduce emissions through measures including combustion management at facilities that produce soot and smoke, use of fuels with low sulfur content, and managing the operations of exhaust gas processing equipment. Furthermore, we have installed activated carbon adsorption treatment equipment and are reducing our atmospheric emissions of organic solvent vapors containing substances like VOCs. Moreover, with the enactment in April 2015 of the Act on Rational Use and Proper Management of Fluorocarbons, we have set in-house stipulations and striven for proper management of specified products (commercial refrigerators and air conditioners containing fluorocarbon refrigerants) while working to identify the volume of our fluorocarbon leakage.
In addition, emission of dioxins has been prevented by suspending use of all in-house incineration facilities by January 2000.

Preventing destruction of the ozone layer

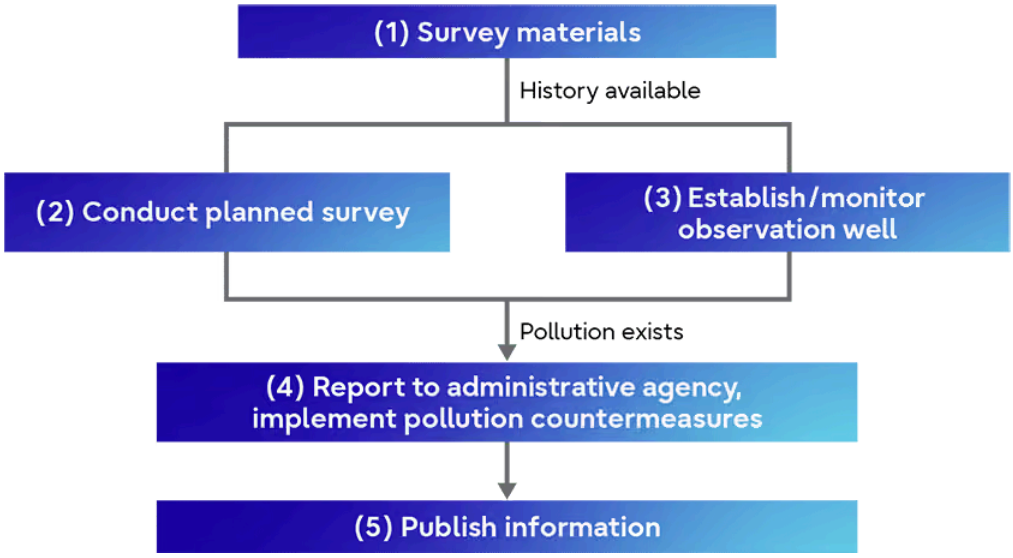
Since fluorocarbons not only destroy the ozone layer but also cause global warming, we have totally eliminated the use of ozone-depleting substances in manufacturing processes (parts cleaning and solvents) by introducing precision water cleaning systems and no-clean soldering technology. On the other hand, with regard to fluorocarbons for refrigerants used in air conditioning facilities (freezers, etc.), we are switching to non-fluorocarbons when equipment is renewed, and are working to appropriately manage and dispose of Class I specified products in accordance with the Fluorocarbons Emission Control Act.
In addition, the annual confirmation of calculated fluorocarbon leakage for FY2025 indicates that the Group-wide total was 283 t-CO_2, and the amount at each company remains below 1,000 t-CO_2 (not subject to reporting to the minister in charge).

Results for complete elimination of ozone-depleting substances

Ozone-depleting substances	Time of complete elimination
Washing chlorofluorocarbons (CFC-113, CFC-115)	End of 1992
Carbon tetrachloride	End of 1992
1,1,1-trichloroethane	End of October 1994
Alternative chlorofluorocarbons (HCFCs)	End of March 1999

Preventing pollution of soil and groundwater

We have established rules for soil and groundwater surveys, measures and disclosures. We review these in accordance with changes in the law and social circumstances and respond based on these rules. We systematically examine soil and groundwater, based on the rules, and if pollution is confirmed, we carry out cleanup and countermeasures at each plant according to the situation, while working together with government authorities to disclose information.
As of FY2025, there are 2 business sites where soil and groundwater pollution from prior business activities has been confirmed. At those business sites, we have installed observation wells to observe effects outside the site due to groundwater pollution, while also working on purification measures through water-pumping aeration, etc.



Monitor impact of groundwater pollution on areas outside of premises*3

- (*3) Monitor impact of groundwater pollution on areas outside the premises, which is the greatest risk of soil / groundwater pollution

Site Name	Location	Cleanup and Measure Execution Status	Maximum Value Found at Observation Well (mg/L)		Regulated Level (mg/L)
			Substance	Measured Value	
Fujitsu Technology Park (former Kawasaki factory)	Kawasaki City, Kanagawa Prefecture	We are continuing to clean up VOCs by pumping and aeration.	1, 2-dichloroethylene	1.5	0.04
			Chloroethylene	5.7	0.002
Oyama Plant	Oyama City, Tochigi Prefecture	We are continuing to clean up VOCs by pumping and aeration.	Trichloroethylene	0.3	0.01
			1, 1-dichloroethylene	0.25	0.1
			1, 2-dichloroethylene	4.806	0.04
			Chloroethylene	1.177	0.002

Business sites where soil or groundwater pollution has been found

- **[PDF] Business sites where soil or groundwater contamination has been found**

Chemical substance control

To prevent pollution of the natural environment or damage to health due to the use of harmful chemical substances, we manage chemical substances using our original chemical information system called "FACE" and work to appropriately control and reduce emissions at our business sites. With regard to chemical substances included in products, we have determined banned substances according to regulations in Japan and worldwide and are working to thoroughly control them, not only inside the Group but also with business partners who deliver materials and products to us.

- **Green procurement**

Appropriately processing waste

In accordance with the Act on Waste Management and Public Cleansing, we appropriately store and manage waste generated from our business sites, select waste disposal companies that can properly dispose of waste, and outsource disposal. Also, we regularly carry out on-site audits in order to confirm that subcontractors are appropriately handling the waste processing tasks we entrust to them. As part of our efforts to reduce waste, we are promoting the reuse of certain plastic trays in cooperation with a vendor that is working to reuse plastic trays and convert them into recyclable materials.

Environmental liabilities

In properly assessing the Fujitsu Group's expected future environmental liabilities, and communicating our integrity and corporate stance of not deferring our liabilities, we have recorded liabilities of 1.56 billion yen in soil pollution cleanup costs and asbestos processing costs during facilities demolition, which is the amount we calculate, as of the end of FY2025, to be necessary for the Fujitsu Group to conduct these tasks domestically in the next fiscal year and beyond.

Conserving biodiversity

In recent years, risks involving the natural environment have been recognized as serious global risks. This necessitates the disclosure of relevant information by companies and toward this end, the Task Force on Nature-related Financial Disclosures (TNFD) has proposed an information disclosure framework.

Following the TNFD's LEAP approach, the Fujitsu Group conducted an assessment of nature-related risks. The analysis identified several potential risks, including disruptions to raw material procurement, operations, and the delivery of products and services due to the degradation of ecosystem services on which our value chain depends. It also highlighted the possibility of increased costs associated with adapting to new regulations, reporting standards, and shifting customer preferences as society moves toward a nature-positive future. Additionally, insufficient action on natural capital could expose the corporation to reputational risks. For more details, please refer to our section on "Response to the Task Force on Nature-related Financial Disclosures (TNFD)*4."

- **(*4) Response to the Task Force on Nature-related Financial Disclosures (TNFD)**

Green procurement

We are implementing green procurement alongside our business partners, to provide customers with products and services that have light environmental footprints.

Procurement activities based on the Fujitsu Green Procurement Direction

The Fujitsu Group summarized its requirements for business partners regarding the purchase of green parts, materials, and products in the "Fujitsu Group Green Procurement Direction." To promote the adoption of these standards among its business partners, the Fujitsu Group publishes them in multiple languages (in three languages) and strives to communicate with business partners through various means, including explanatory sessions and individual meetings, as needed. Through such activities, the Group implements green procurement activities in conjunction with its partners in Japan and overseas and promotes procurement from business partners that fulfill the green procurement requirements (see below). Using external evaluation tools such as EcoVadis and surveys , we conduct annual monitoring of our business partners' statuses with regard to environmental management systems, CO_2 emission reduction, biodiversity preservation, and water resource preservation activities, and ask them to take appropriate measures. When making requests, we provide them with various kinds of information—such as guidance on activities to reduce CO_2 emissions, explanatory documents related to water risk, and the water risk information tool AQUEDUCT—which have been useful for our business partners.

- **Fujitsu Group Green Procurement Direction**

Green procurement requirements for business partners (materials/parts)

Requirements	Business partners (materials/parts)（*1）
1. Establishment of Environmental Management Systems (EMS)	✓
2. Compliance with regulations for Fujitsu Group specified chemical substances	✓
3. Establishment of Chemical Substance Management Systems (CMS)	✓
4. CO_2 emission control/reduction initiatives	✓
5. Biodiversity preservation initiatives	✓
6. Water resource preservation initiatives	✓

- (*1) Business partners (materials/parts) : Business partners that supply components for Fujitsu Group products or OEM/ODM products

Green procurement requirements for business partners (non-materials/parts)

Requirements	Business partners (non-materials/parts)
1. Establishment of Environmental Management Systems (EMS)	✓
2. Compliance with regulations for Fujitsu Group specified chemical substances	—
3. Establishment of Chemical Substance Management Systems (CMS)	—
4. CO_2 emission control/reduction initiatives	✓
5. Biodiversity preservation initiatives	✓
6. Water resource preservation initiatives	✓

Establishment of Environmental Management System

We request our business partners to establish environmental management systems (EMS) (*2) as a base for ensuring that they independently and continuously improve their environmental-preservation activities. In general, we prefer them to have third party-certified EMS. If this is difficult, we ask them to build an EMS that incorporates a PDCA cycle suited to their circumstances.

- (*2) EMS : Environmental Management System

CO_2 emission reduction initiatives

The Fujitsu Group also asks our business partners to work toward CO_2 emission reduction in hopes of addressing climate change.
Specifically, we ask them to clearly express the intentions of their initiatives and request that they make efforts to achieve the objectives they set. We also ask them to collaborate with external organizations, where possible, and encourage their own suppliers to make similar efforts, in order to expand the initiatives outside their respective businesses. Our Supply Chain Business Continuity Survey gives us a clear picture of how business partners are responding to a variety of climate-change risks, including tsunamis, floods, and torrential rains.
Moreover, we are asking our major suppliers to establish CO_2 reduction targets based on the international standard of Science Based Targets (SBT) as we strive to further mitigate global warming.
Since 2025, we have been collaborating with 45 suppliers, both in Japan and overseas, to share product-level CO_2 emissions data (carbon footprints). This initiative leverages Fujitsu's Sustainability Value Accelerator - Fujitsu Track and Trust to calculate and exchange Product Carbon Footprint (PCF) data in accordance with both international and domestic standards.

Water resource conservation initiatives

As populations grow rapidly and water sources become progressively more contaminated, the increased need for water around the world, as well as water resource scarcity, has become an international challenge. Water resource conservation initiatives are necessary, even in business activities. The Fujitsu Group asks its business partners to investigate and understand the water risks associated with their own companies, and engage in water resource conservation initiatives, such as preventing water pollution and reducing water use.

Acquiring and managing information on chemical substances contained in products

Countries around the world are establishing legal regulations as to the chemical substances contained in products, for instance the RoHS directive (*3) and the REACH regulation (*4), with an increasing range of chemical substances, products and applications subject to these regulations.
The Fujitsu Group, using chemSHERPA (*5) as its standard format, investigates and acquires information on the chemical substances contained in our products. We also share this information within the Group, and have a system in place to respond quickly to revisions to laws and regulations and the enactment of new regulations.

- (*3) RoHS directive : Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment
- (*4) REACH regulation : Regulation for Registration, Evaluation, Authorization, and Restriction of Chemicals
- (*5) chemSHERPA : Chemical Information Sharing and Exchange under Reporting Partnership in Supply Chain

Establishing a Chemical substance Management System (CMS) for product substances

In addition to obtaining information on chemical substances contained in our business partners' products, the Fujitsu Group also asks these partners to establish a Chemical substances Management System (CMS) based on the industry-standard JAMP (*6) guidelines for the management of such chemical substances. Doing so enables the Group to comply even more thoroughly with laws and regulations related to the chemical substances contained in our products.
The Group also carries out CMS audits in order to confirm appropriate establishment and operation of such CMS. More specifically, Fujitsu Group's auditors implement on-site evaluation of the management status of the chemical substances contained in our business partners' products. If there are any inadequacies, auditors make requests for corrections and provide support for their enactment. Even after the establishment of CMS, we maintain awareness of its operation status through periodic audits.

- (*6) JAMP : Joint Article Management Promotion-Consortium
- (*7) CMS : Chemical substances Management System

Environmental training and awareness activities for employees

The Fujitsu Group conducts various environmental education and awareness activities based on the belief that "Greater environmental awareness and proactive efforts among all employees are essential for pursuing environmental management."

Comprehensive environmental training

We offer environmental e-Learning opportunities for all employees through the Group wide training program, aiming to foster a fundamental understanding of environmental management. In addition, specialized training program such as internal auditor training and waste management practitioner training is also provided to employees who are in charge of environment-related tasks.

<table>
<tr><th>Environment training</th><th>New hires</th><th>Employees</th><th>Managers</th><th>Top management</th></tr>
<tr><td>General training</td><td colspan="4">Environmental e-learning</td></tr>
<tr><td rowspan="2">Specialized training
(Only for applicable individuals)</td><td colspan="3">EMS training for new appointees, Internal auditor training</td><td rowspan="2"></td></tr>
<tr><td colspan="3">Waste management practitioner training, Environmental law training</td></tr>
<tr><td rowspan="2">Awareness activities</td><td colspan="4">Seminars, workshops, etc.</td></tr>
<tr><td colspan="4">Communication through the Internet and social media</td></tr>
</table>

Fujitsu's Environmental Training Scheme

Environmental e-Learning

Under the theme of "environmental management of the Fujitsu Group and role of each individual employee", we offer training opportunities that cover key topics comprehensively, including global environmental trends, Fujitsu Group's environmental management practices, and the role of each individual employee. This training is considered essential to acquire the fundamental knowledge they should possess and is included as a core part of the Group wide training program.