

Key CSR Themes

The Fujitsu General Group identifies Materiality (key issues) and promotes activities on high-priority issues as the Key CSR Themes. We aim to play our part in helping achieve SDGs by implementing these Key CSR Themes.

Sustainable Management Promotion Structure

In Fujitsu General Group, our President is appointed as Chief Sustainability Officer (CSO) and the Office of Sustainability Promotion is involved in promoting CSR activities across the entire company.

The Office of Sustainability Promotion consists of not only personnel dedicated to CSR but also general managers of procurement, public relations, general affairs and human resources divisions as Office members, and the requests from each stakeholder and the results of activities are grasped and reflected in planning.

Under this management system, we are working to contribute to the resolution of social issues and to achieve sustainable growth for the company.

List of key CSR themes

Classification		Key Initiatives	
Harmonious Coexistence with Our Planet		Action against Climate Change, Reduce Energy	Reduce CO ₂ emissions from products during their use Reduce CO ₂ emissions across business activities
		Efficient Use of Natural Resources	Promoting resource-saving design Reduce material waste from production
		Air Pollution Control	Reduce air pollutant emissions
		Reduce Water Usage and Waste	Reduce water usage Reduce waste disposal
Social Contribution	Customer Relations	New Value Creation	Conduct research and development projects that address social issues Offer products that address social issues
		Delivering Products that Meet Customers' Expectations	Improve the quality of products and services
		Improve Customer Communication	Initiatives to boost overall quality of the call center operation
	Coexistence with the Local Communities	Community Relations	Provide educational assistance for children Conduct community outreach programs Make charitable donations
		Dialogues with Shareholders and Investors	Investor Relations Promotion of CSR procurement
	Care for Employees	Develop Employees to Take on Challenges on Their own Initiative	Introduce a system that encourages employees to take on challenges spontaneously Train employees
Creating a Workplace that Promotes Healthy Lifestyles Among Employees to Achieve the "Good Life"			Promote mental health Measures to prevent lifestyle-related illness Reducing second-hand smoke exposure and encouraging smokers to quit Help employees maintain a balanced diet Raise awareness of women's health among all employees Support employees continue to work while receiving medical treatment
Creating a Workplace in which Diverse Employees Can Thrive and Succeed in a Flexible Manner		Promote diversity & inclusion in the workplace	
		Help employees to maintain a good work-life balance Dialogues with the labor union	
		Respect for Human Rights	Promote human rights awareness Action against human rights violations
Governance Agendas		Adherence to Compliance and Governance Guidelines	Provide compliance training to employees

Identification of Materiality

The Fujitsu General Group identifies Materiality to promote Sustainable Management in its business operations.

In identifying Materiality, we use international guidelines, such as the Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) Standards, as well as reports published by independent research institutions. We use them in light of the Group's Corporate Philosophy and management policy to select issues for the Group to address.

The extracted issues are classified and organized into two categories: "Stakeholder interest & impact" and "Significance to the Group," and the more important issues are designated as the Key CSR Themes.

Please visit our website for more information.
Fujitsu General Group CSR
<https://www.fujitsu-general.com/global/csr/policy.html>

* The numbers in this column correspond to the SDG number our Company addresses through its CSR activities

Management Indicator (KPI)	SDGs*	Reference
Greenhouse gas emissions		P.18 , PP.59 - 61
Greenhouse gas emissions		PP.65 - 67
-		P.68
Waste loss ratio to purchase volume		
-		-
Water use reduction rate		-
Reduction rate of total waste generated		
-		PP.19 - 27 P.33
"Sustainable Products" consolidated net sales composition ratio		P.42
-		
-		PP.44 - 46
-		
Number of local audit firms		PP.39 - 40
-		P.42
-		
-		PP.28 - 32
-		
-		PP.49 - 50
-		
-		
Number of newly promoted female managers and leaders		PP.51 - 56
Percentage and number of days of childcare leave taken by full-time male employees		
-		
-		
Number of cases of due diligence on human rights conducted		P.34 , PP.73 - 74
-		PP.75 - 82