

# Sustainability Targets

We set annual activity targets for addressing material issues, improving corporate value, strengthening governance, etc.

We intend to contribute to the UN's Sustainable Development Goals (SDGs) by achieving these targets.

## Our Targets and Results for FY2022

### Environment

Theme	FY2022 Targets	FY2022 Results
Climate change	●Reduction of CO <sub>2</sub> emissions at our facilities by at least 11.2% of the base year (FY2020)	●Reduction in CO <sub>2</sub> emissions: 22.6%
	●Increase renewable energy use by 8%	●Rate of renewable energy use: 30.4%
	●Collect market and customer requirements and share information with related departments	●Conducted surveys on customer demands, etc. (top 10 companies) ●Education to improve understanding within the sales division
	●Survey and understand greenhouse gas (GHG) emissions at major suppliers (Object of survey: 10 major suppliers)	●Conducted surveys of 13 major suppliers and shared information with related divisions
Resource circulation	●Reductions in generation of waste Hold below 7,254 tonnes	●Waste generated: 6,126 tons
	●Reductions in use of water resources Reduction: 19,329m <sup>3</sup> or more	●Reduction in water consumption: 30,974 m <sup>3</sup>
Living in harmony with nature	●Promotion of local biodiversity conservation activities · Participate in the adopt-a-forest program in Nagano Prefecture (2 times)	●Promotion of local biodiversity conservation activities · Participation in the adopt-a-forest program in Nagano Prefecture: Conducted twice (May/November), 116 employees participated
	●Engage in biodiversity conservation activities in the Kurita Sogo Center · Natural environment surveys · Survey of the actual condition of the ecosystem · Biodiversity conservation activities based on the survey of the actual condition of the ecosystem	●Biodiversity conservation activities at the Kurita Sogo Center · Nature survey: Implemented as planned · Ecosystem field study: Implemented as planned · Conservation activities based on field study: Implemented as planned
	●Implement environmental education and awareness activities to foster consciousness of biodiversity (5 times)	●Environmental education and awareness activities: Conducted 5 times
Promote green procurement	●Promote upstream initiatives in the supply chain to reduce CO <sub>2</sub> emissions and contribute to the maintenance of water resources · Perform surveys on 100% of applicable suppliers · Survey response rate: more than 90%	●Promotion of efforts to reduce CO <sub>2</sub> emissions and conserve water resources upstream of the supply chain · Environmental survey of 29 target suppliers: Implemented 100% · Survey recovery rate: 100%
Initiatives to protect the local environment	●Continuation and expansion of environmental beautification activities at all plants	●Environmental beautification activities at each plant: Held in June, 95 employees participated

### Social

Theme	FY2022 Targets	FY2022 Results
Respect for human rights	●Promote human rights education for all employees	●Company-wide power harassment prevention education ●Implementation of human rights education as part of rank-specific training
Work-life balance	●Improve productivity and achieve work-life balance by strengthening the Transforming Work Styles initiative ●Increase male childcare participation rate	●Development and expansion of various systems related to childcare and nursing care ●Labor Management Council on Transforming Work Styles ●Review of intervals between work shifts, etc.

Diversity & Inclusion (D&I)	●Improve working environments to encourage the full participation of women	●Selection of female leaders; training for female leaders and mentors
	●Acquire Platinum Kurumin certification (childcare support company certification system by Japan's Ministry of Health, Labor and Welfare)	●Platinum Kurumin Plus Certification (first in Nagano Prefecture)
	●Hire international students	●Recruitment of international students (2 people)
	●Create a workplace environment where employees with disabilities can demonstrate their abilities and work comfortably	●Promotion of employment of persons with disabilities and expansion of accepting workplaces (10 new employees)
	●Establish a system that allows older employees who are willing to work to exercise their abilities and play an active role	●Revised post-retirement rehiring program
Human resource development	●Improve the training system for developing employees who will lead in the future	●Expanded scope of training and programs for manufacturing process leaders
	●Expand training programs for developing globally aware employees	●Expanded business English courses and introduction of English education for new employees
Worker safety and health management	●Conduct safety and health plus fire and disaster prevention activities that are required by laws and regulations	●Promoted safety and health activities in accordance with safety and health management manual based on RBA Code of Conduct, implemented fire prevention and disaster prevention activities, and conducted evacuation drills for all employees
	●Prevent accidents by raising awareness of safety and following all work procedures and work rules ●Number of serious accidents: 0	●Conducted on-site inspections (periodic inspection and protective equipment inspection), implemented safety education for all employees, implemented hazard perception education, implemented traffic safety education, etc. ●Number of serious accidents: 0
	●Conduct continual risk reduction activities by identifying and assessing hazards and adverse factors	●Risk assessments (for Safety Week, chemical substances, before long holidays, and new equipment), risk extraction and improvement by employees, and company-wide deployment and promotion of similar disaster prevention measures
	●Improve employees' health management awareness and create workplace environments where they can work enthusiastically in good physical and mental health ●Specific health guidance implementation rate: 75%	●Obtained certification as an Outstanding Health and Productivity Management Organization, promoted activities to reduce smoking rate, implemented stress checks, and took measures to prevent long overtime hours ●Specific health guidance implementation rate: 75.1%
Community contribution / Youth development / Sports promotion	●Conduct tours at every plant	●Accepted factory tours (129 high school students)
	●Fully participate in and sponsor local events	●Participation in and sponsorship of local events: Implemented as planned
	●Sponsor a soccer team	●Sponsorship for a soccer team: Implemented as planned
Enriching communication with stakeholders	●Promote constructive dialogues with shareholders and investors	●Increased and enhanced opportunities for dialogue with institutional investors; resumed visiting and accepting visits from institutional investors for interviews
	●Improve dissemination of information to stakeholders	●Updated and enhanced website information, enhanced the content of the Sustainability Report, increased news releases, and increased disclosed information
Promoting CSR throughout the supply chain	●Make sure suppliers are aware of our purchasing policy	●Disseminated our purchasing policy: 738 companies in Japan and 27 companies overseas
	●Give CSR questionnaires to main suppliers	●Conducted CSR questionnaires of main suppliers: 34 companies (Reviewed questionnaire content, evaluated responses, and provided feedback to each company)
	●Confirm CSR compliance of subcontractors working on company premises	●Conducted CSR questionnaires of subcontractors working on company premises: 9 companies (Reviewed questionnaire content, evaluated responses, and provided feedback to each company) ●Performed field validation of CSR status and on-site contracting optimization (2 times)

Initiatives for and promotion of the responsible sourcing of minerals	<ul style="list-style-type: none"> <li>● Upstream surveys of raw materials using the RMI<sup>1</sup> template and improvement activities to promote due diligence</li> </ul>	<ul style="list-style-type: none"> <li>● Conducted surveys using RMI templates and hearing risk assessments based on survey responses</li> <li>● Requested improvement of RMI-compliant procurement rate based on risk assessment</li> </ul>
Conducting BCP <sup>2</sup> questionnaire surveys of purchased goods and for formulating BCPs	<ul style="list-style-type: none"> <li>● Improve risk reduction through BCP questionnaire surveys and by formulating BCPs</li> </ul>	<ul style="list-style-type: none"> <li>● Conducted surveys using BCP questionnaire and hearing risk assessments based on survey responses</li> <li>● Requested improvements based on risk assessment</li> </ul>

<sup>1</sup> RMI : Responsible Minerals Initiative

<sup>2</sup> BCP : Business Continuity Plan

## ■ Governance

Theme	FY2022 Targets	FY2022 Results
Strengthening corporate governance	<ul style="list-style-type: none"> <li>● Respond as a TSE Prime listed company (establish a Special Committee; make TCFD disclosures)</li> </ul>	<ul style="list-style-type: none"> <li>● Complied with revised Corporate Governance Code</li> <li>● Secured and enhanced disclosure through various publications and websites (Nomination and Remuneration Advisory Committee, Special Committee, TCFD, etc.)</li> <li>● Introduced a share-based remuneration system</li> </ul>
Strengthening compliance	<ul style="list-style-type: none"> <li>● Implement countermeasures to reduce compliance risks <ul style="list-style-type: none"> <li>· Hold training sessions related to compliance</li> <li>· Operate an internal whistleblowing system</li> <li>· Conduct monitoring to understand risks</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Implemented various types of compliance training</li> <li>● Operated and handled internal whistleblowing system</li> <li>● Established and revised compliance-related regulations</li> </ul>
Strengthening compliance systems at overseas sites	<ul style="list-style-type: none"> <li>● Reinforce compliance and reduce compliance risks in line with the Fujitsu Group's Global Compliance Program (GCP)</li> </ul>	<ul style="list-style-type: none"> <li>● Implemented compliance training for all employees, including operators</li> <li>● Operated internal whistleblowing system</li> <li>● Developed e-Learning infrastructure for overseas, etc.</li> </ul>
Building trusting relationships with customers	<ul style="list-style-type: none"> <li>● Conduct education and training for applicable departments on the security trade control system and the specified export declaration system</li> </ul>	<ul style="list-style-type: none"> <li>● Implemented education and training of security trade control system (for all managers, indirect departments, overseas assignments, etc.) and of specified export declaration system (manufacturing divisions, etc.)</li> </ul>
Strengthening risk management	<ul style="list-style-type: none"> <li>● Understand risks through potential risk surveys; consider and revise measures in advance for important risks</li> <li>● Raise risk awareness by implementing and improving company-wide education</li> <li>● Address climate change risks</li> </ul>	<ul style="list-style-type: none"> <li>● Conducted potential risk surveys and reported the results of the surveys</li> <li>● Implemented various risk-related education and training (disaster prevention BCM education, rank-specific training, training for manufacturing process leaders)</li> <li>● Disclosed climate change risks in line with TCFD recommendations</li> </ul>
	<ul style="list-style-type: none"> <li>● Strengthen ability to respond to COVID-19</li> <li>● Strengthen ability to respond to the risk of natural disasters</li> </ul>	<ul style="list-style-type: none"> <li>● Implemented and reviewed COVID-19 prevention and control measures (year-round)</li> <li>● Conducted table-top exercises using Typhoon and Flood Damage Timeline, and initiated the Timeline</li> <li>● Reviewed and distributed disaster prevention cards</li> </ul>
Strengthening information management	<ul style="list-style-type: none"> <li>● Operate an information protection management system (in-house, other companies, and for individuals) <ul style="list-style-type: none"> <li>· Conduct periodic inventories</li> <li>· Raise employee awareness of information management</li> <li>· Comply with other countries' legal systems applied outside those countries</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Operated information protection and personal information protection management system</li> <li>● Implemented information security training</li> <li>● Complied with overseas legal systems</li> </ul>
Protecting and strengthening our intellectual property	<ul style="list-style-type: none"> <li>● Strengthen patent applications</li> <li>● Enhance intellectual property-related information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>● Promoted patent applications</li> <li>● Disclosed intellectual property-related information on our company website</li> </ul>
Respecting the intellectual property (IP) of others	<ul style="list-style-type: none"> <li>● Raise awareness through intellectual property education for engineers</li> </ul>	<ul style="list-style-type: none"> <li>● Implemented intellectual property education</li> </ul>

## Our Targets for FY2023

### Environment

Materiality	Action Themes	FY2023 Targets
Climate change	Responding to climate change	<ul style="list-style-type: none"> <li>● Reduce greenhouse gas emissions               <ul style="list-style-type: none"> <li>• Reduce CO<sub>2</sub> emissions at all domestic sites: 16.8% or more (compared to FY2020)</li> <li>• Rate of renewable energy use: 34.1% or more</li> </ul> </li> </ul>
		<ul style="list-style-type: none"> <li>● Collect information on market and customer requirements, and share them internally</li> <li>● Conduct environmental survey of logistics suppliers</li> </ul>
		<ul style="list-style-type: none"> <li>● Conduct survey of greenhouse gas emissions of major suppliers and assess actual conditions</li> </ul>
		<ul style="list-style-type: none"> <li>● Promote green procurement (reduction of CO<sub>2</sub> emissions upstream of the supply chain)               <ul style="list-style-type: none"> <li>• Conduct surveys on 100% of target suppliers, with a questionnaire recovery rate of 90% or more</li> </ul> </li> </ul>
Resource circulation	Reducing waste	<ul style="list-style-type: none"> <li>● Waste reduction: Reduce by at least 970 tons, equivalent to 16.2% of the FY2020 waste emissions</li> <li>● Promote measures to reduce amount of plastic materials used and amount of waste plastic</li> </ul>
	Reducing water use	<ul style="list-style-type: none"> <li>● Reduce water consumption: Reduce by at least 38,270m<sup>3</sup>, equivalent to 1% of the FY2020 water consumption</li> <li>● Promote green procurement (conservation of water resources upstream of the supply chain)               <ul style="list-style-type: none"> <li>• Conduct surveys on 100% of target suppliers, with a questionnaire recovery rate of 90% or more</li> </ul> </li> </ul>
Living in harmony with nature	Biodiversity conservation	<ul style="list-style-type: none"> <li>● Promote biodiversity conservation activities               <ul style="list-style-type: none"> <li>• Forest maintenance through participation in the adopt-a-forest program in Nagano Prefecture (Iizuna Town, Nagano Prefecture)</li> <li>• Biodiversity conservation at the Kurita Sogo Center</li> <li>• Biodiversity education and awareness activities</li> </ul> </li> <li>● Reduce negative impacts on ecosystems               <ul style="list-style-type: none"> <li>• Promote climate change and resource circulation initiatives</li> <li>• Proper management of chemical substances</li> </ul> </li> </ul>

### Social

Materiality	Action Themes	FY2023 Targets
Contributing to and coexistence with local communities	Dialogue and coexistence with local communities	<ul style="list-style-type: none"> <li>● Continue and expand environmental beautification activities at each plant</li> <li>● Conduct tours at each plant</li> <li>● Participate in and sponsor local events; sponsor a soccer team</li> </ul>
		<ul style="list-style-type: none"> <li>● Promote human rights education for all employees</li> </ul>
Respect for human rights and diversity	Respecting human rights	<ul style="list-style-type: none"> <li>● Develop a working environment that promotes the active participation of women</li> <li>● Hire international students</li> <li>● Create a workplace environment where employees with disabilities can exercise their individual abilities and work easily</li> </ul>
	Diversity & Inclusion	
Creating a dynamic corporate culture	Work-life balance	<ul style="list-style-type: none"> <li>● Improve productivity and achieve work-life balance by strengthening the Transforming Work Styles initiative</li> <li>● Increase male childcare participation rate</li> </ul>
	Human resource development	<ul style="list-style-type: none"> <li>● Improve the training system for developing employees who will lead in the future</li> <li>● Expand training programs for developing globally aware employees</li> <li>● Support career development to encourage the full participation of women</li> </ul>

Creating a safe and comfortable working environment	Occupational safety and health	<ul style="list-style-type: none"> <li>Promote safety and health, fire prevention, and disaster prevention activities in compliance with laws and regulations</li> </ul>
	Emergency Preparedness	<ul style="list-style-type: none"> <li>Engage in disaster prevention activities by raising employee safety awareness and complying with work procedure and rules</li> <li>Number of serious accidents: 0</li> </ul>
		<ul style="list-style-type: none"> <li>Conduct continual risk reduction activities by identifying and assessing hazards and adverse factors</li> </ul>
		<ul style="list-style-type: none"> <li>Raise employee awareness of health care and promote the creation of a workplace environment in which employees can work with robust physical and mental health</li> <li>Specific health guidance implementation rate: 75%</li> <li>Increase attendance at health-promoting walking events by 10% year-on-year</li> </ul>
Promoting social responsibility in the supply chain	Responsible minerals sourcing	<ul style="list-style-type: none"> <li>Upstream surveys of raw materials using the RMI template and improvement activities to promote due diligence</li> </ul>
	Conducting BCP questionnaire surveys of purchased goods and for formulating BCPs	<ul style="list-style-type: none"> <li>Improve risk reduction through BCP questionnaire surveys and by formulating BCPs</li> </ul>
	Promote CSR and respect for human rights in the supply chain	<ul style="list-style-type: none"> <li>Disseminate purchasing policy to suppliers</li> <li>Conduct CSR questionnaire surveys of major suppliers</li> <li>Confirm CSR status of on-site contractors</li> </ul>
Dialogue with stakeholders	Enriching communication with stakeholders	<ul style="list-style-type: none"> <li>Promote constructive dialogue with shareholders and investors</li> </ul>
		<ul style="list-style-type: none"> <li>Improve dissemination of information to stakeholders</li> </ul>

## Governance

Materiality	Action Themes	FY2023 Targets
Strengthening governance	Strengthening corporate governance	<ul style="list-style-type: none"> <li>Respond to requests for disclosure of non-financial information</li> </ul>
	Strengthening compliance	<ul style="list-style-type: none"> <li>Implement countermeasures to reduce compliance risks               <ul style="list-style-type: none"> <li>Hold training sessions related to compliance</li> <li>Operate an internal whistleblowing system</li> <li>Conduct monitoring to understand risks</li> </ul> </li> </ul>
	Strengthening compliance systems at overseas sites	<ul style="list-style-type: none"> <li>Implement compliance risk reduction measures               <ul style="list-style-type: none"> <li>Implement various types of compliance education</li> <li>Disseminate information on the whistle-blowing system</li> </ul> </li> </ul>
	Building trusting relationships with customers	<ul style="list-style-type: none"> <li>Conduct education and training for applicable departments on the security trade control system and the specified export declaration system</li> </ul>
	Strengthening risk management	<ul style="list-style-type: none"> <li>Conduct risk assessment and hearings based on survey of potential risks; review and revise measures for addressing important risks in advance</li> <li>Conduct training to raise risk awareness</li> <li>Enhance and implement company-wide disaster prevention and business continuity management education</li> </ul>
		<ul style="list-style-type: none"> <li>Review and strengthen risk management system</li> <li>Strengthen ability to respond to natural disaster risks</li> </ul>
	Strengthening information management	<ul style="list-style-type: none"> <li>Operate an information protection management system (in-house, other companies, and for individuals)               <ul style="list-style-type: none"> <li>Conduct periodic inventories</li> <li>Raise employee awareness of information management</li> <li>Comply with other countries' legal systems applied outside those countries</li> </ul> </li> </ul>
	Protecting and strengthening our intellectual property	<ul style="list-style-type: none"> <li>Improve registration rates for number of patent applications and assessments</li> <li>Promote technology creation and disclose and share technical information</li> <li>Conduct external disclosure of intellectual property-related information</li> </ul>
Respecting the intellectual property of others	<ul style="list-style-type: none"> <li>Provide intellectual property education to engineers</li> </ul>	