



■ Contents

■ [Introduction](#) [1-6](#)

- [1. Contents](#)
- [2. Corporate Philosophy](#)
- [3. Organization](#)
- [4. Definition of Data Book, Notes on Information in this Book, etc.](#)
- [5. Sustainability Policy and Standards](#)
- [6. Business Information](#)

■ [Management](#) [7-12](#)

- [8. Sustainable Management](#)
- [9. Materiality](#)
- [11. External Recognition and Participating Initiatives](#)

■ [Environment](#) [13-39](#)

- [14. Environmental Management](#)
- [20. Sustainable Product System](#)
- [22. Disclosure Based on TCFD](#)
- [24. Responding to Climate Change](#)
- [26. Chemical Substance Management](#)
- [29. Resource Circulation](#)
- [33. Design for the Environment](#)
- [36. Biodiversity Conservation](#)
- [38. Water Resources Conservation](#)
- [39. Contribution to Local Communities](#)

■ [Society](#) [40-79](#)

- [41. Human Rights](#)
- [46. Human Resources](#)
- [58. Occupational Health and Safety/Health and Productivity Management](#)
- [67. Supply Chain Management](#)
- [74. Stakeholder Engagement](#)
- [75. Pursuit of Customer Satisfaction](#)
- [76. Quality Assurance](#)
- [77. Social Contribution](#)

■ [Governance](#) [80-104](#)

- [81. Corporate Governance](#)
- [94. Risk Management](#)
- [96. Corporate Ethics/Compliance](#)
- [102. Information Security](#)
- [104. Artificial Intelligence Initiatives](#)

■ [Data](#) [105-121](#)

- [106. Environmental Performance Data](#)
- [114. Social Data](#)
- [121. Governance Data](#)



Corporate Philosophy

FUJITSU GENERAL Way

The FUJITSU GENERAL Way represents the Fujitsu General Group’s core purpose that defines, as a basis for achieving sustainable growth, where our company wants to be, the mission we must fulfill to support customers and society, and the value we offer.

It also serves as a guidepost for every employee of the Fujitsu General Group to follow in everything they do at work.

By fulfilling Our Mission in the Corporate Philosophy through our businesses, we will bring comfort, wellness, confidence, and safety to society and pave the way for a brighter future for generations to come.

Structure of the FUJITSU GENERAL Way

The FUJITSU GENERAL Way encompasses the Corporate Philosophy and the Code of Conduct.

Corporate Philosophy	<p>Our Mission</p> <p>It is a declaration of what we will endeavor to achieve at the Fujitsu General Group.</p>	<p>“Living together for our future”</p>	<p>Through innovation and technology, we deliver a brighter future with the peace of mind to our customers and societies around the world.</p>
	<p>Our Philosophy</p> <p>It indicates the way we should think and act in order to realize “Our Mission.”</p>	<p>Act Spontaneously</p> <p>Develop Our Team</p> <p>Value Integrity</p>	<p>We embrace new challenges by investing in ourselves for personal growth, and through continuous creativity with a spontaneous attitude.</p> <p>We respect and value our people, and optimize their abilities through fostering culture and diversity, and utilizing a collaborative effort focused on communication.</p> <p>To achieve our goals, we always act with integrity and shared ethics.</p>

Code of Conduct	It defines how every employee of the Fujitsu General Group should act at work.	■ We respect human rights.	■ We protect and respect intellectual property.
		■ We comply with all laws and regulations.	■ We maintain confidentiality.
		■ We act with fairness in our business dealings.	■ We do not use our position in our organization for personal gain.



Organization

Corporate Profile (as of March 31, 2024, unless otherwise stated)

FUJITSU GENERAL LIMITED

- Headquarters:
3-3-17 Suenaga, Takatsu-ku, Kawasaki-shi, Kanagawa, Japan
Tel. +81-44-866-1111 (Main phone number)
Web : www.fujitsu-general.com/jp/
- Representative:
Koji Masuda President & CEO (from June 18, 2024)
- Established: January 15, 1936
- Capital stock: 18,219 million yen
- Number of employees:
Fujitsu General Group: 8,765
Fujitsu General Limited: 1,734
- Number of Directors (as of June 18, 2024) :
9 (including 5 External Directors)
- Stock exchange listing: The Prime Market of the Tokyo Stock Exchange

Scope of Reporting

- Reporting period: FY2023 (April 1, 2023 to March 31, 2024)
*Please note that this report also refers to some events that took place before and after this period.
- Scope of organizations covered in the report:
This report covers the activities and achievements of Fujitsu General Limited and its consolidated subsidiaries.
- For inquiries, contact: Corporate Communications Office, Sustainability Promotion Division

Group Profile (Consolidated Subsidiaries)

■ Air Conditioners

Manufacturing and Development Subsidiaries

Fujitsu General (Thailand) Co., Ltd.	Fujitsu General (Shanghai) Co., Ltd.
FGA (Thailand) Co., Ltd.	Fujitsu General Central Air-Conditioner (WUXI) Co., Ltd.
TCFG Compressor (Thailand) Co., Ltd.	F.G.L.S. Electric Co., Ltd.
Fujitsu General Air Conditioning R&D (Thailand) Co., Ltd.	FGAHP
	1 other subsidiary

Sales Subsidiaries

Fujitsu General America, Inc.	Fujitsu General (Middle East) Fze
Fujitsu General do Brasil Ltda.	Fujitsu General (India) Private Ltd.
Fujitsu General Air Conditioning (UK) Ltd.	Fujitsu General (Aust.) Pty Ltd.
Fujitsu General (Euro) GmbH	Fujitsu General New Zealand Ltd.
Fujitsu General (Italia) S.p.A.	Fujitsu General (Taiwan) Co., Ltd.
Fujitsu General South East Europe S.A.	
Kløver Vest Holding AS	5 other subsidiaries

Design & Construction and Service-Maintenance Subsidiaries

ABS Fujitsu General Private Ltd.	7 other subsidiaries
Precise Air Group (Holdings) Pty Ltd.	

■ Information & Communication System and Electronic Devices

Fujitsu General Electronics Limited	1 other subsidiary
Fujitsu General OS Technology Limited	

■ Other Subsidiaries

Fuji Eco Cycle Co., Ltd.	4 other subsidiaries
Fujitsu General EMC Laboratory Limited	



Definition of Data Book, Notes on Information in this Book, etc.

About the Sustainability Data Book 2024

The “Fujitsu General Group Sustainability Data Book 2024” reports information related to the Fujitsu General Group’s efforts to achieve a sustainable society, including our basic approach, the results of activities, and future plans.

To ensure that the information disclosure in this data book is consistent with international guidelines, we have structured it around the framework of Environment, Society, and Governance, while referring to disclosure items in the “GRI Standards” and various other guidelines.

Reference Guidelines Used for the Preparation of this Report

- “GRI Standards” by the Global Reporting Initiative
- United Nations Global Compact
- “ISO 26000: 2010” by the International Organization for Standardization (ISO)
- Recommendations by the Task Force on Climate-related Financial Disclosure (TCFD)
- “Environmental Reporting Guidelines 2018” by the Ministry of Environment (Japan)

When Published and Number of Editions

- Published September 27, 2024 (first edition)

Scope of Information Disclosure

Financial Data	Non-financial Data
Integrated Report	
Annual Securities Report	Sustainability Data Book (this document)
Summaries of Financial Results	
Website (IR information)	Website (sustainability and environment)

Forward-looking Statements

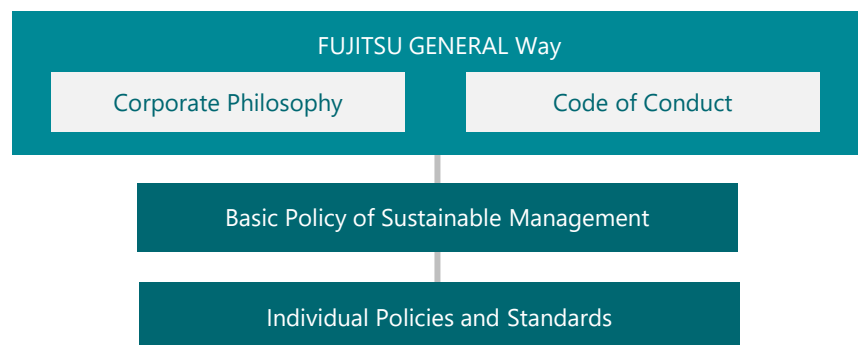
This report presents not only the past and current facts about the Fujitsu General Group but also its projections, forecasts, and plans. Such projections, forecasts, and plans are based on the information available to us at the time we prepared this report. All readers are advised to note that results of the Group’s business activities and developments may differ from those projections, forecasts, and plans, depending on unforeseeable changes in the business environment and other relevant factors.



Sustainability Policy and Standards

Structure of Policy and Standards

The policy and standards of the Fujitsu General Group are based on the “FUJITSU GENERAL Way,” which is the basic guiding principle for the sustainable development of the Fujitsu General Group. Additionally, we have also formulated a “Basic Policy of Sustainable Management” and are promoting Sustainable Management in order to contribute to a sustainable society from a medium- to long-term perspective. Furthermore, we have also formulated individual policies, standards, etc., that indicate specific directions for material issues for the Group, under which we are promoting efforts to achieve a sustainable society.



List of Policies and Standards

Policies and Standards		Related Page(s)	URL
Basic	FUJITSU GENERAL Way	PP. 2, 96	www.fujitsu-general.com/global/corporate/profile/fg-way.html
	Basic Policy of Sustainable Management	P. 8	www.fujitsu-general.com/global/csr/sustainable-management.html
Environment	Environmental Policy	P. 16	www.fujitsu-general.com/global/environment/strategy/policy.html
	Biodiversity Action Principles	P. 36	www.fujitsu-general.com/global/environment/business/biodiversity/biodiversity-action-principles.html
Society	Human Rights Policy	PP. 41-42	www.fujitsu-general.com/global/csr/human-rights-policy.html
	Occupational Health and Safety Policy	P.58	www.fujitsu-general.com/shared/jp/pdf-fcjp-industrial-safety-and-health-act-policy-01.pdf
	Declaration of Employee Wellness	P. 61	www.fujitsu-general.com/jp/health-productivity/index.html
	Procurement Policy	P. 67	www.fujitsu-general.com/global/procurement/green.html
	Green Procurement	P. 69	www.fujitsu-general.com/global/procurement/green.html
	Guideline for Sustainable Procurement	P. 68	www.fujitsu-general.com/global/csr/fair/guideline.html
	Quality Assurance Policy	P. 76	www.fujitsu-general.com/global/quality/index.html
Governance	Basic Policy on Internal Control Systems	—	www.fujitsu-general.com/shared/jp/pdf-fcjp-ir-securities-report2023-01.pdf
	Tax Policy	P. 98	www.fujitsu-general.com/shared/jp/pdf-fcjp-taxation-policy-01.pdf
	Information Security Policy	P. 102	www.fujitsu-general.com/global/info-security/index.html
	Policy on the Creation of Official Social Media Accounts	—	www.fujitsu-general.com/global/socialmedia/
	Privacy Policy	P. 99	www.fujitsu-general.com/global/privacy/index.html



Business Information

Business Details

- Air Conditioners
 - Room air conditioners - Package air conditioners
 - VRF (Variable Refrigerant Flow: multi air conditioners for large buildings)
 - Unitary air conditioners - ATW (air-to-water: heat pump hot water heating system)
 - Design, construction, and service maintenance of air conditioner-related facilities
 - Air conditioner-related products

- Wearable
 - Cómodo gear (water-cooled neck coolers for commercial use)
 - CONDITIONING BACKPACK (backpacks with cooling functions)

- Information & Communication Systems
 - Firefighting systems - Disaster prevention systems - Restaurant industry solutions
 - Outpatient information solutions for the healthcare industry - BPO

- Electronic Devices
 - Electronic parts - Unit products - Vehicle-mounted cameras - Power modules

- Other Subsidiaries
 - Recycling business for home appliances
 - Measurement and consulting services related to electromagnetic interference, etc.

Main Countries of Operation

- Japan
- Americas
 - United States - Canada - Brazil, etc.
- Europe
 - Germany - United Kingdom - Italy - Greece - Norway - Austria
 - Spain - France, etc.
- Middle East and Africa
 - United Arab Emirates - Saudi Arabia - Oman - Qatar - Kuwait, etc.
- Oceania
 - Australia - New Zealand, etc.
- Asia
 - India - Thailand - Singapore - Vietnam - Bangladesh, etc.
- Greater China
 - China - Taiwan, etc.

