



Management

[08. Sustainable Management](#)

[09. Materiality](#)

[11. External Recognition and
Participating Initiatives](#)





Sustainable Management

Basic Policy of Sustainable Management

In order to promote Sustainable Management, the Fujitsu General Group formulated and announced its Sustainable Management Basic Policy in March 2021.

Basic Policy of Sustainable Management

The Sustainable Development Goals (SDGs) are intended to drive future business creation, and their core principle of "Leave No One Behind" is synonymous with our own Corporate Philosophy of "Living together for our future." Fujitsu General takes a medium- and long-term approach to the promotion of sustainable management. Fujitsu General promises the children and society of the future to create a sustainable society, and pursues its own business growth by accelerating these sustainability efforts.

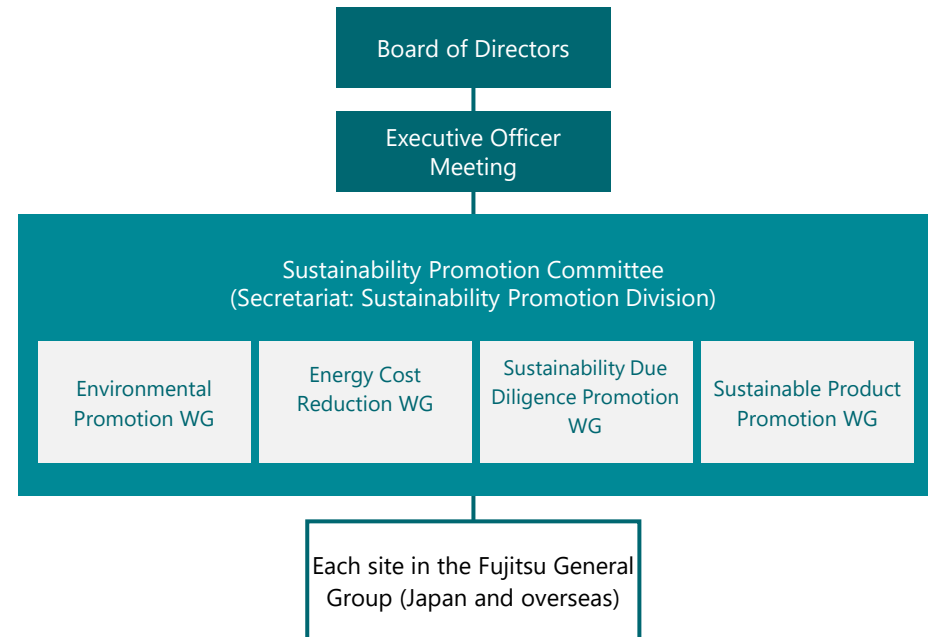
Three Core Strategic Themes

In order to promote Sustainable Management, we are implementing measures based on three pillars: Harmonious Coexistence with Our Planet (Planet), Social Contribution (Society), and Care for Employees (Our People).



Sustainability Promotion Structure

In the Fujitsu General Group, the President is appointed Chief Sustainability Officer (CSuO), and we promote company-wide activities based on "Sustainable Management." In addition, the Sustainability Promotion Committee deliberates plans, progress, and issues related to sustainability with a particular focus on Sustainable Management.





Materiality

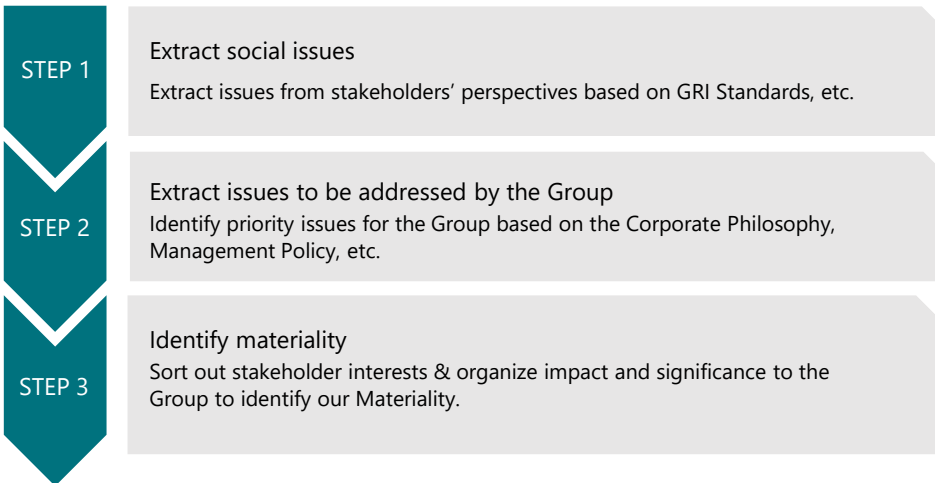
Identify Material Issues

The Fujitsu General Group identifies material issues (materiality) to promote Sustainable Management and pursues business activities to realize a sustainable society.

In identifying materiality, we extracted issues in light of our Group's Corporate Philosophy and Management Policies, considering international guidelines such as SDGs and the GRI Standards as well as the results of various surveys conducted by external research organizations. We then classified and organized the extracted issues into two Categories: "Stakeholder interest & impact" and "Significance to the Group," then assessed their materiality.

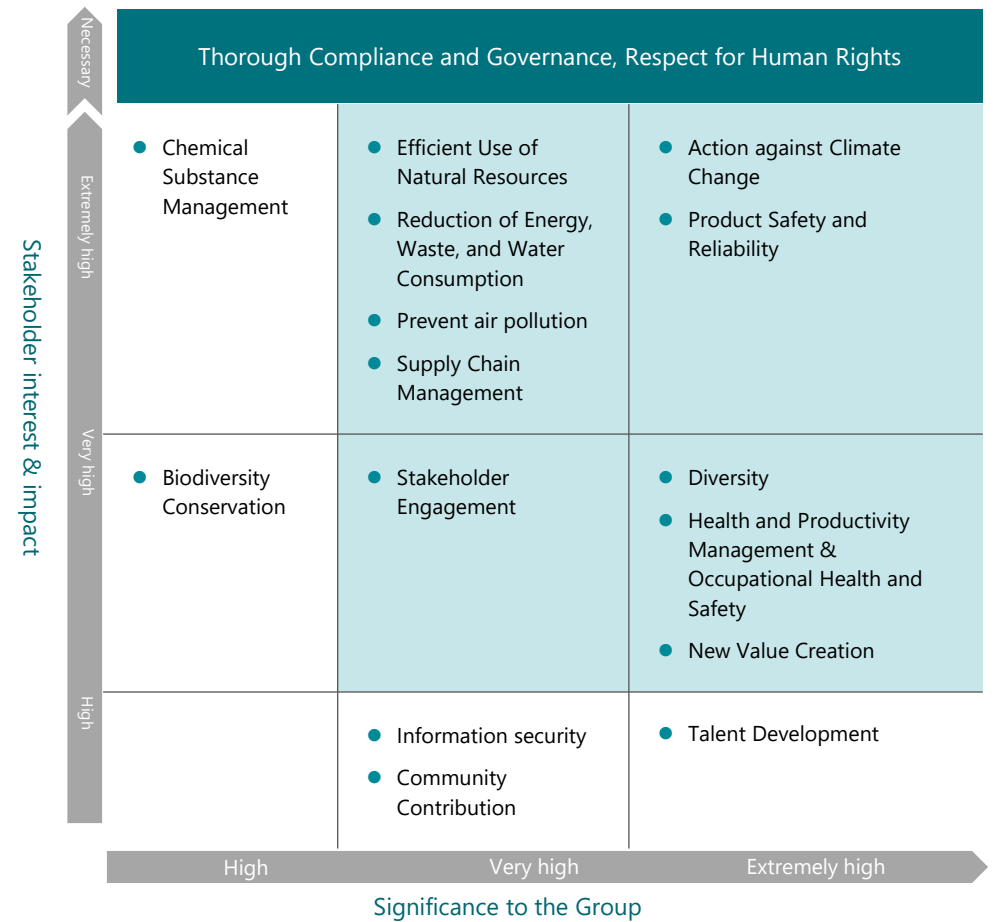
We have also been making revisions to our Group's materiality assessments from the perspective of double materiality, in accordance with the ESRs (standards under the European Corporate Sustainability Reporting Directive (CSRD)) and related implementation guidance drafts since FY2023.

Materiality Identification Process



Materiality Assessment Results

We assessed materiality and identified 17 areas of materiality. We are also promoting efforts related to the most material issues of these 17 areas of materiality as core strategic themes.



Materiality

Core Strategic Themes

Classification		Key Initiatives	KPI	SDGs	
Harmonious Coexistence with Our Planet	Action Against Climate Change, Reduction of Energy	Reduce CO2 emissions from products during their use	Greenhouse gas emissions		
		Reduce CO2 emissions across business activities	Greenhouse gas emissions		
	Efficient Use of Natural Resources	Promote resource-saving design	—		
		Reduce material waste from production	Ratio of waste loss ratio to purchase volume		
Prevent air pollution	Reduce air pollutant emissions	—			
	Reduction of Water and Waste	Reduce water usage	Water use reduction rate		
Reduce waste generation		Reduction rate of total waste generated			
Social Contribution	Customer Relations	New Value Creation	Conduct research and development projects that address social issues	—	
			Offer products that address social issues	Percentage of products certified as Sustainable Products in consolidated net sales	
		Delivery of Products that Meet Customers' Expectations	Endeavor to improve quality	—	
		Improvement of Customer Communication	Improve the satisfaction of customers served by the call center	—	
	Community Relations	Coexistence with Local Communities	Provide educational assistance for children	—	
			Promote community coexistence	—	
			Make charitable donations	—	
	Supplier Relations	Approach to Our Suppliers	Promotion of Sustainable Procurement	Number of local audit firms	
Hold dialogue with shareholders and investors		Hold dialogue with shareholders and investors	—		
	Share company information with shareholders and investors	—	—		
Care for Employees	Development of Employees Who Take on New Challenges on Their Own Initiative	Introduce a system that encourages employees to take on new challenges spontaneously	—		
		Train employees	—		
	Creation of a Workplace that Promotes Healthy Lifestyles Among Employees to Achieve a "Good Life"	Promote mental health	—		
		Implement measures to prevent lifestyle-related illness	—		
		Reduce second-hand smoke exposure and encourage smokers to quit	—		
		Help employees maintain a healthy diet	—		
		Raise awareness of women's health among all employees	—		
	Help employees continue to work while receiving medical treatment	—			
Creation of a Workplace in which Diverse Employees Can Thrive and Succeed in a Flexible Manner	Promote diversity & inclusion in the workplace	Number of newly promoted female managers and leaders			
	Help employees maintain a good work-life balance	Percentage and number of days of childcare leave taken by full-time male employees			
	Hold dialogue with the labor union	—			
Governance	Respect for Human Rights	Promote human rights awareness	—		
		Take action against human rights violations	Number of cases of due diligence on human rights conducted		
	Compliance and Governance	Provide compliance training to employees	—		



External Recognition and Participating Initiatives

External Recognition

1. Selected as a constituent of "SOMPO Sustainability Index"



4. Recognized as the "2024 Certified KENKO Investment for Health Outstanding Organizations Recognition Program"



2. Selected as a "FTSE Blossom Japan Sector Relative Index"



5. Acquired the next-generation certification mark "Kurumin"



3. Selected as a constituent of "S&P/JPX Carbon Efficient Index"



6. Accredited as "Sports Yell Company 2024 Bronze" Certification





External Recognition and Participating Initiatives

External Recognition (cont.)

7. Rated 3-stars in the "7th Nikkei Smart Work Management Survey"



8. Rated 3.5-stars in the "5th Nikkei SDGs Management Survey"



9. Received "Gan-Ally-Bu Award 2023 (Gold)"



Participating Initiative

10. Japan Climate Initiative: JCI



11. United Nations Global Compact: UNGC



12. Task Force on Climate-related Financial Disclosure: TCFD

