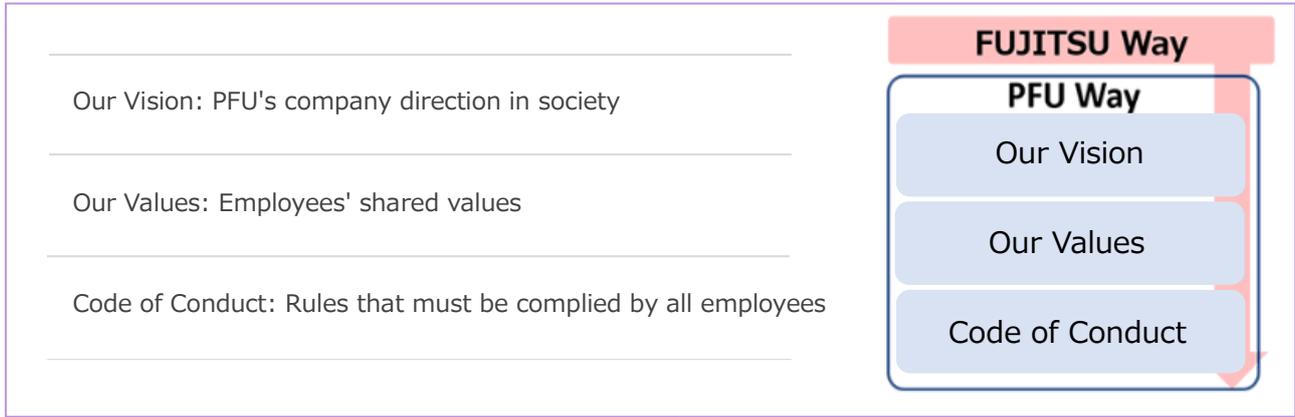


PFU Way

PFU established the "PFU Way" in August 2020. PFU Way, derivative norms of Fujitsu Way, sets forth guiding principles for every decision and action of all PFU employees around the world. PFU Way consists of three components: "Our Vision", "Our Values" and "Code of Conduct".

Sustainability

Our Values
We will solve social issues through co-creation activities.



Our Vision

Providing value to the customers as their premier Edge Solution Partner

As an engineering group, PFU aims to be a leading solution partner that paves the way to a brighter future for our customers involved in both analog and digital

Our Values

- We will bring vision and excitement to our customers.
- We will create the world's best technology.
- We will solve social issues through co-creation activities.

Our Vision

Code of

Conduct

- We will respect human rights.
- We will comply with all laws and regulations.
- We will conduct fair trade.
- We will protect and respect intellectual property.
- We will maintain confidentiality.
- We will not commit acts for personal gain.

Our Values

Code of
Conduct

PFU is a premier Edge Solution Partner that delivers on-site value and contributes to the development of our customer's business and to society.

In recent years, with the advent of innovative technologies such as AI, robotics, IoT, and 5G, the digital transformation of society has advanced, and ICT is becoming an indispensable part of creating a prosperous society. Nowadays, people are unconsciously using various ICT services daily and enjoying smart lifestyles and work styles.

As shown by the SDGs that aim to realize a sustainable society, there is a need for innovations that are compatible with solving social issues such as global environment conservation and economic growth in this digital revolution.



Our mission is to maximize the potential of ICT and continue to contribute to the development of customers and society.

Even in a world where the external environment has changed drastically and the future is uncertain, aka the VUCA era, we will keep taking on challenges through trial and error.

We will be an "Edge Solution Partner that provides value to customers on-site", and we promise to provide better products and services, creating the future together with you.



President and Representative Director *Izumi Nagahori*

Sustainability Management

By acting based on the PFU Way, we will realize our vision, work to solve social issues, and aim for the coexistence of business and economics.

Sustainability Management

PFU is developing its business while protecting E - the environment, S - society, and G - governance.



Connecting Business and the SDGs

PFU Way/Our Policy for Promotion of SDGs/Our Business Plans



PFU Way

Our Vision
Providing value to the customers as their premier Edge Solution Partner

Our Values

- (1) We will bring vision and excitement to our customers
- (2) We will create the world's best technology
- (3) We will solve **social issues** through co-creation activities

Code of Conduct

Design and promote business plans that connect together the PFU Way, our vision, and our policy for promotion of SDGs on the premise that the coexistence of business and economic activity comes first.



Major goals for SDGs that PFU can contribute to through its business activities

4 QUALITY EDUCATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS
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Mapping Out of Measures for Vision Realization Based on the Policy for Promotion of SDGs

Organized the measures to realize our vision to fit into the framework of the policy for promotion of SDGs according to the perspectives of "Substance", "Material", and "Material" to be utilized for mapping out of company-wide strategy and business strategy, or for planning of measures to be taken.

Providing value to the customers as their premier Edge Solution Partner

(1) Customer value	(2) Technical value	(3) Social value
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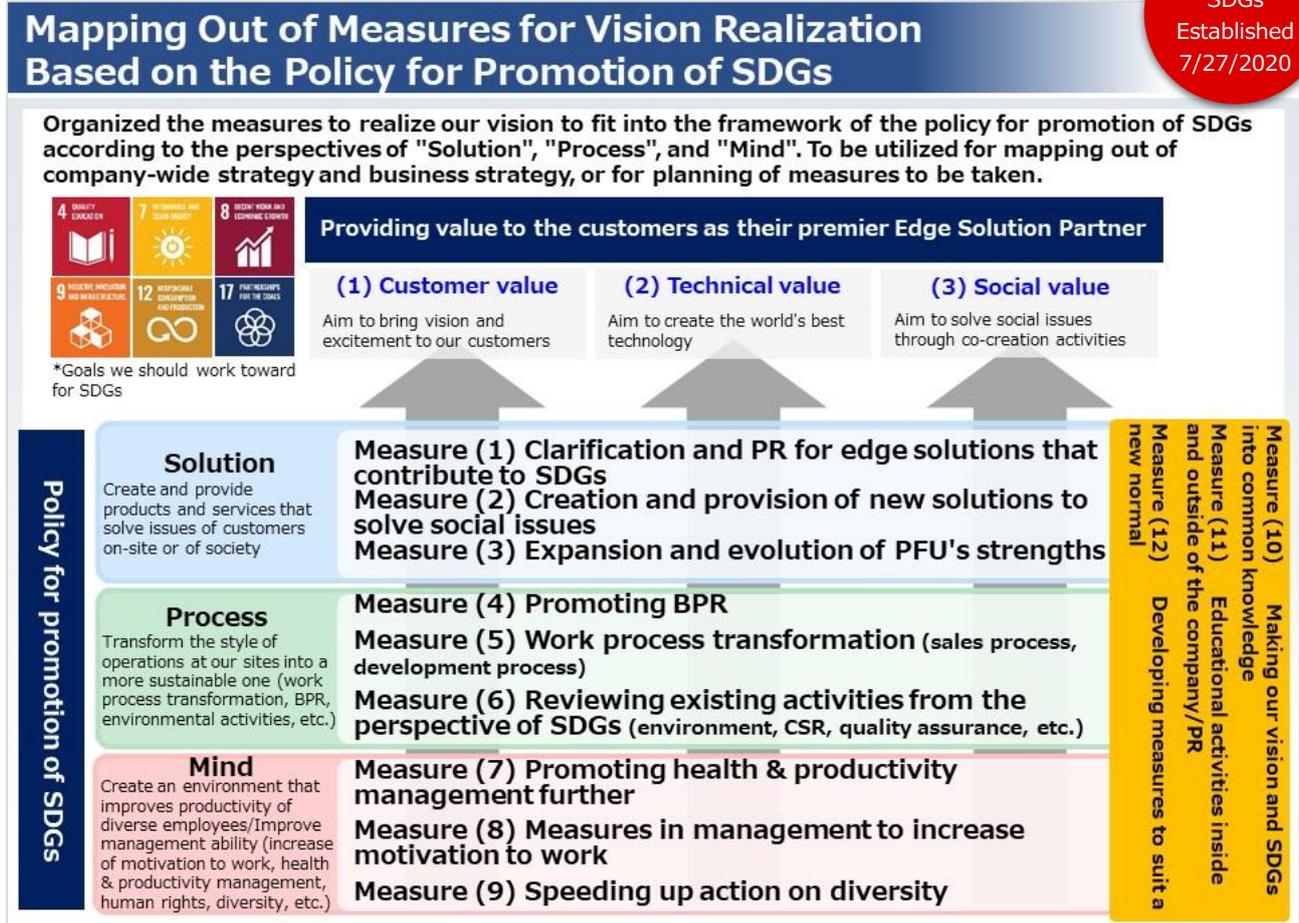
PFU Policy for Promotion of SDGs

Measure (1) Clarification and PR for action realizations that...
Measure (2) Promoting ESG...
Measure (3) Promoting ESG...
Measure (4) Promoting ESG...
Measure (5) Promoting ESG...
Measure (6) Promoting ESG...
Measure (7) Promoting ESG...
Measure (8) Promoting ESG...
Measure (9) Spending up action on diversity

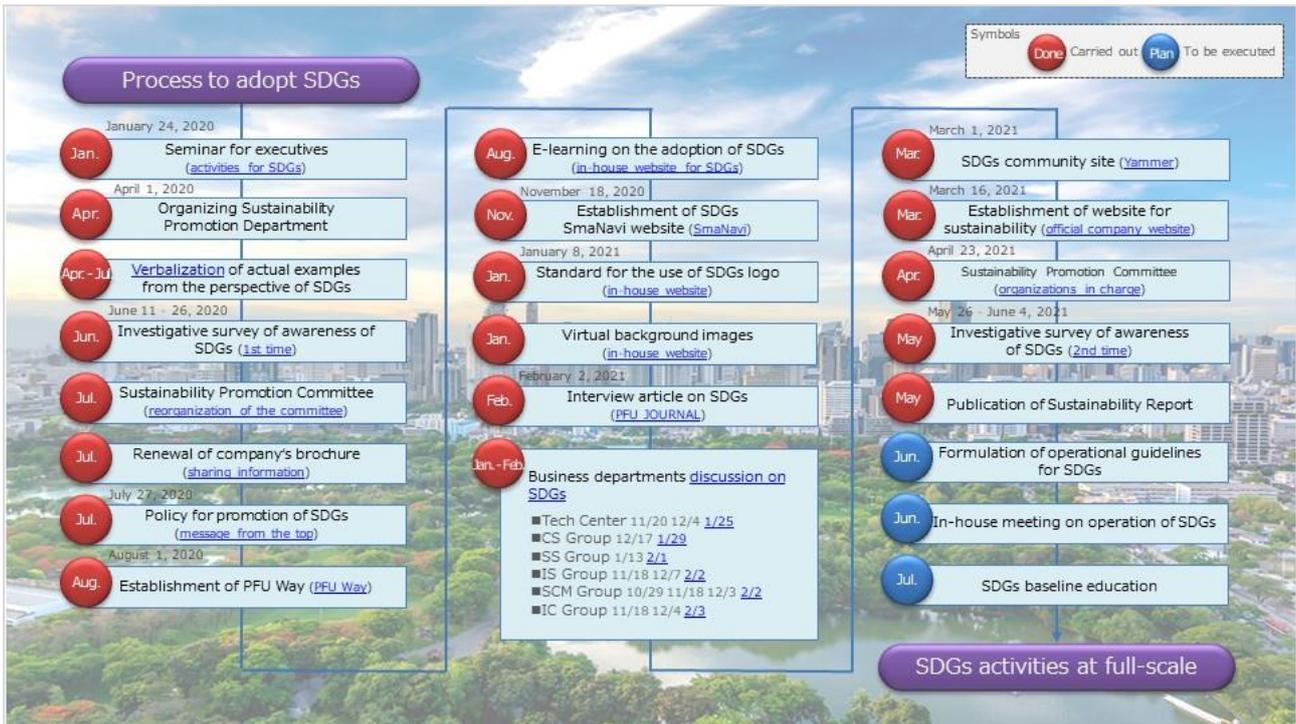
Approach for SDGs

PFU established its "policy for promotion of SDGs" in July 2020. "12 measures" have been designated and operations have begun. The policy for promotion of SDGs and 12 measures select six core goals that PFU can achieve from among the 17 goals in the SDGs, and we are focusing on actions to advance these.

Policy for SDGs
Established
7/27/2020



In line with its efforts toward SDGs, PFU has specified a "process for adoption of SDGs". In January 2020, we held a "seminar for executives", so that the senior executives could start taking the first initiative toward advancements. Now, we are proceeding with taking steps together with all employees.

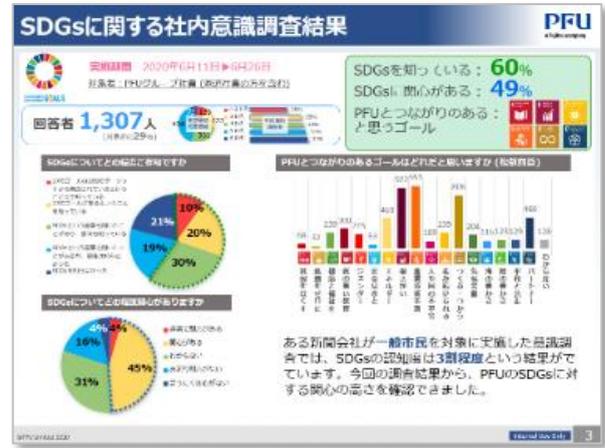


To promote steps toward the SDGs, we are utilizing activities such as an "investigative survey of awareness of SDGs", "e-learning on the adoption of SDGs", "in-house website for SDGs", and "in-house social networking service for SDGs" with the expectation that our employees' motivation will be maintained and increased.

Investigative Survey of Awareness of SDGs

In order to realize our vision as PFU and simultaneously implement steps to achieve the SDGs, we performed an investigation in the form of a survey to test the understanding of employees regarding SDGs.

Our company employees had a 60% understanding of the SDGs. In this survey, out of the 17 goals of the SDGs, our employees chose "8: Decent Work and Economic Growth" and "9: Industry, Innovation and Infrastructure" as the top two goals that we should work toward.



E-learning on the Adoption of SDGs

Along with making "general knowledge and social trends" for the SDGs into common knowledge, this was also executed with the goal of deepening knowledge regarding "the direction PFU is taking to adopt the SDGs". We carried out this project with the intention to introduce the broad vision and the information required when working toward the SDGs. Moreover, we did this to encourage employees to take into consideration the relationship with the business operations of PFU, which would foster the learning of new habits for the natural awareness of "the resolution of social issues".



Establishment of In-house Website for SDGs

We established and have been utilizing an in-house website for SDGs, so that all employees can obtain the latest information on and can take action according to PFU's structured approach to SDGs, which connects together the PFU Way, our vision, our policy for promotion of SDGs, and our business plans. From March 2021, we set up the "PFU SDGs community", an in-house social networking service, to enable the exchange of information on SDGs between company employees.



Discussion on SDGs

In order for our business and the SDGs to coexist, we held an in-house discussion between each business division in our company and our in-house SDGs business division. The aim of these two months of discussions was to utilize the business operations handled by each business division to realize the provision of contributive solutions for the resolution of social issues in the marketplace and for our customers.



The following slides show actual examples of contributions to the resolution of social issues that PFU has provided solutions for in the marketplace, verbalizing the contributions from the three perspectives of "technical value", "customer value", and "social value". By making such slides from the stage of planning of new solutions, we hope to develop a business that has an awareness of social issues.

By Providing Operational Management Services for a Society with a New Normal, We Can Contribute to the Security and Safety of Our Customers and Employees

Social Background/Challenges

- Confrontation with unprecedented situations such as the coronavirus, which has been rampant around the world, or the Great East Japan Earthquake, which inflicted a huge amount of damage, has urged industries to promote "measures for safety and security" even more than before, including reformation of the way we work, such as working from home (remote work) and avoiding the three Cs.



The PFU Approach (Technical Value)

- Reducing risk and ensuring safety by having engineers do remote work and by creating an environment where engineers can go directly to customers and directly home afterward
- 24 hours/day, 365 days/year, nonstop "Unified Management Center (UMC)" that manages 800 engineers across Japan, observes and manages essential ICT devices, and handles more than 100,000 alerts a month



Value Felt by Customers (Customer Value)

- Sustaining and deepening the feeling of security for our customers with our policy that "our service level won't change"
- Our 24 hours/day, 365 days/year "nonstop center" to maintain not only PFU's own products but also the products of other companies and provide a sense of security that our customers' essential networks will not stop

Connection to Society (Social Value)

- Contribution to the reformation of the way we work for customers and engineers by changing and evolving to suit a society with a new normal
- By providing 24 hours/day, 365 days/year nonstop service, we can contribute to the sustainment of safe and secure social action for society as a whole



PFU's Scanners and OCR Software Make Huge Contributions

to Local Government's Processing of Applications

Social Background/Challenges

- In order to make fast payment of the "Special Cash Payments" for the coronavirus, 2,600 or more applications needed to be processed per day, and moreover frequent changes to specifications demanded an adaptable approach. Additionally, the need for workers who could focus exclusively on work related to examination and payment created a situation where data input and format changes needed to be swiftly dealt with by only two employees, and thus **reduction of labor** and **reformation of the way we work** presented themselves as challenges.

The PFU Approach (Technical Value)

- With the paper feeding technology of the "fi-7180", even folded applications can be scanned with no delays
- With the high-precision character recognition of "DynaEye 10", processing performance can be improved
- Based on an ample amount of actual results, the appropriate device/product can be selected and smoothly introduced



PFU

Customers

Society

Value Felt by Customers (Customer Value)

- Even applications folded into small pieces can be processed smoothly without worrying about paper jams
- Contents of applications from residents can be converted into data the same day (2,600 applications/day at a peak period)
- Even if application specifications change frequently, workers can handle these changes themselves in a short amount of time

Connection to Society (Social Value)

- Able to handle the application status of all different kinds of residents
- Speed-up of providing service to residents
- Improvement of work environment for administrative workers (reduction in time required to complete tasks)
- Automatic robotization of simple tasks to support **reduction of labor** in order to **reform work style**



Support for Work in Medical Settings

Social Background/Challenges

- Due to increasingly sophisticated medical treatment, the aging population, preventative medical care, and other factors, the number of patients is on the rise. Meanwhile, hospitals and pharmacies continue the advancement of ICT to **improve the efficiency of work** and **improve the work environment** as they aim for **high-quality medical services**.

PFU

Customers

Society

The PFU Approach (Technical Value)

In addition to documents such as medical questionnaires and medical prescriptions, the compact fi-800R scanner can also scan ID cards and passports all on one machine

Value Felt by Customers (Customer Value)

- By digitizing information originally stored and managed on paper, searchability improves and work becomes more efficient
- Due to simplified operability and saving of space, the work environment improves

Connection to Society (Social Value)

- **Increased work efficiency** and **an improved work environment** provide increased motivation to work
- Support for smooth hospital management and **high-quality medical services**



Automation and Robotization of Factories to Support the Reduction of Labor, Improved Quality, and Increased Productivity

Social Background/Challenges

- In manufacturing factories, advancements in automation and robotization are being made in order to work toward both improved quality and improved productivity, while also actualizing the **reduction of labor**. Thus, industrial robotics are now in demand that support the ability to connect to a network, offer the versatility of being switchable remotely, and are highly robust. **The reformation of the way we work** is another challenge that has emerged.

The PFU Approach (Technical Value)

- We offer a COM Express board controller that is small form factor, as well as having both high processing capability and low energy consumption, making it optimal for the control of industrial robots. It also has high environmental endurance, and is highly reliable and has high design flexibility that includes strong RAS features.



Value Felt by Customers (Customer Value)

- High design flexibility and strong support for designs enables the rapid preparation of core parts for industrial robots
- With our strong response and ability to offer solutions if by any chance a problem occurs, and moreover with our high reliability that enables stable operation, we can safely provide robots to factory locations

Connection to Society (Social Value)

- We can achieve improvement in quality and improvement in productivity to support lasting economic growth
- We can use the automation of simple tasks to support **reduction of labor** in order to **reform our work style**



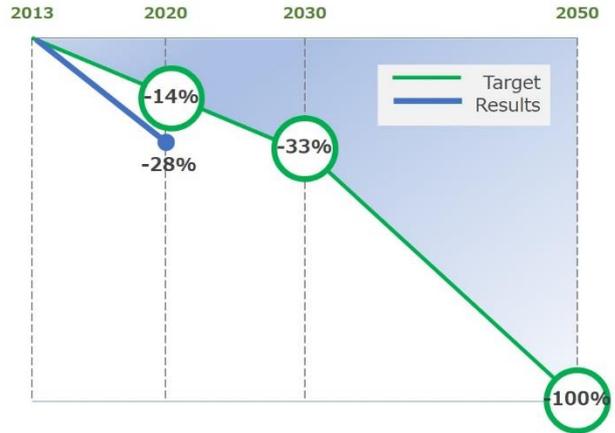
Carbon Neutral

PFU aims to be completely carbon neutral by 2050. We want to achieve the goal of zero CO₂ emissions coming from the PFU group (Scope 1, Scope 2).

In order to achieve carbon neutrality, we have created a "roadmap to completion", and while promoting the sustainable conservation of energy, we are also advancing toward the adoption of renewable energy.

PFU wants to contribute fully to efforts to prevent global warming to realize a sustainable society.

Roadmap to Achieve Carbon Neutrality



Target for Reduction in Amount of CO₂ Emissions (Scope 1, Scope 2)

Goal for 2030	Goal for 2050
33% reduction compared to fiscal 2013	100% reduction

Renewable Energy

The Fujitsu Group to which PFU belongs has joined RE100 (Note) as a Gold Member, which makes PFU a member of RE100. Our goal is to make the electric power consumed by our business into 100% renewable energy by 2050.



(Note) RE100 is convened by the Climate Group in partnership with CDP. In Japan, as a regional partner, the Japan Climate Leaders' Partnership (JCLP) has helped Japanese companies join RE100 since April 2017.

Sharing Information

PFU is sharing information about sustainability and SDGs on its website.

PFU aims to be a business that can contribute to "solutions to social issues" and "a design for a sustainable society". We have posted a "Sustainability" page on our public website to share information about our way of thinking, course of action, and future direction for "sustainable operation", "environment (E)", "society (S)", and "governance (G)".

In addition, we have built an environment to distribute information within the company to raise awareness of SDGs among workers in the PFU group.

With the aim to create a business that has awareness of both industry and society, we have established an "in-house website for SDGs" and "in-house social networking service for SDGs" in which we encourage development of solutions to resolve social issues through our business operations and call for support in activities to make an environmental society.



Stakeholder Engagement

Through engagement with our customers, community, supply chains, company employees, and other stakeholders, we make efforts to solve social issues.



Customers	<ul style="list-style-type: none"> • Eco Mark Award 2015 Prize (image scanner) • Ishikawa Ecodesign Award (silver prize) (2020, Ishikawa prefecture) • BCN scanner division, #1 share for 11 consecutive years (2021)
Supply Chains	<ul style="list-style-type: none"> • Green procurement (Fujitsu Group) • CSR procurement (Fujitsu Group)
Community	<ul style="list-style-type: none"> • Hama Road Supporter (Yokohama city) • Ishikawa Satoyama ISO (Ishikawa prefecture) • We entered into a contract to take part in voluntary activities such as weeding and beautification of the environment to help maintain the beauty of the reclaimed land in the Kahoku Lagoon (in Kahoku) and the function of its agricultural facilities
Company Employees	<ul style="list-style-type: none"> • 2021 Certified Health & Productivity Management Outstanding Organizations Recognition Program (PFU Group) • Eruboshi certification (2019, level 3) • 2020 Yokohama Health and Productivity Management Accreditation (Class AAA) (Yokohama Headquarters) • Ishikawa Health and Productivity Management Declarative Business (Ishikawa Headquarters)