

Fujitsu's ESG Initiatives

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Activities for promoting diversity & inclusion

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Direction of Diversity and Inclusion

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FUJITSU Way

Corporate Vision

Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world.

Corporate Values

What we strive for :

Society and Environment

Profit and Growth

Shareholders and Investors

Global Perspective

What we value:

Employees

Customers

Business Partners

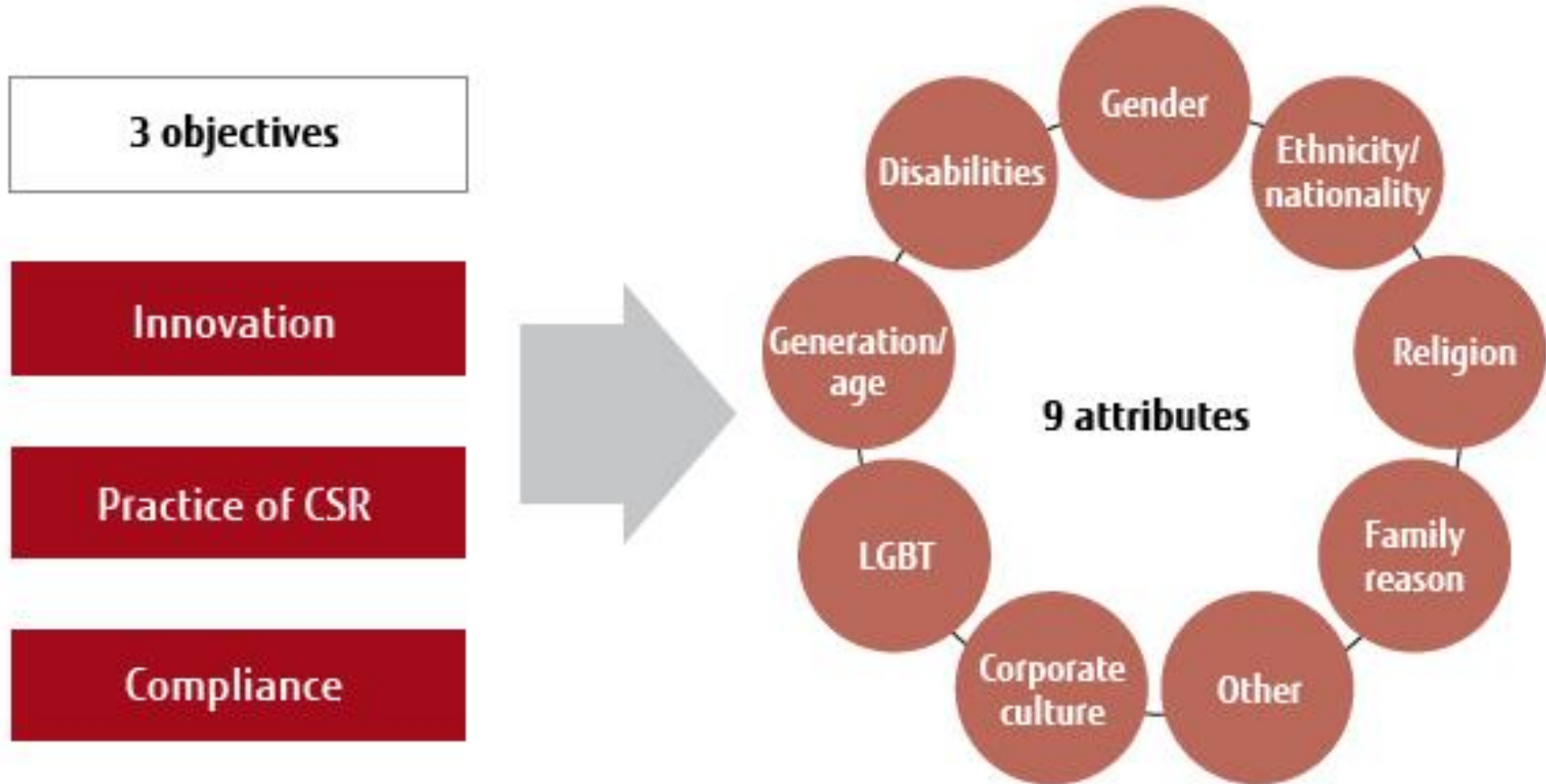
Technology

Quality

**We respect diversity
and support
individual growth**

**Principles
Code of Conduct**

Direction of Fujitsu group D&I



Global D&I promotion activities

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Women's Empowerment Principles (WEPs)

- ◆ Led by : UN Global Compact • UN Women
- ◆ Establishment purpose : To inspire and intensify the efforts to bring women in at all levels, contribute to the sustainable development of corporations and societies.



The Principles

1. **Establish high-level corporate leadership for gender equality**
2. **Treat all women and men fairly at work - respect and support human rights and nondiscrimination**
3. **Ensure the health, safety and well-being of all women and men workers**
4. **Promote education, training and professional development for women**
5. **Implement enterprise development, supply chain and marketing practices that empower women**
6. **Promote equality through community initiatives and advocacy**
7. **Measure and publicly report on progress to achieve gender equality**

- ◆ Supported by : 1,937 companies

Global : Accenture, Microsoft, Nestlé, Novo Nordisk, PepsiCo, SAP, Unilever, etc.
Japan : ANA, Honda, Ricoh, Shiseido, Sharp, Sumitomo Chemical, etc.

Partnership with NYAS

The New York Academy of Sciences (NYAS)

NYAS is an independent nonprofit organization aiming at solving social problems through innovation by promoting scientific research as well as education and policy, while committing to the progress of the society, technology, and science of the world.

1000 Girls, 1000 Futures

1000 GIRLS
1000 FUTURES

- Mentors will be paired with girls one-on-one to support their progress of the curriculum.
- Female engineers from different companies will mentor female students aged 13 to 19 from around the world.

Fujitsu was the first company in Japan to sponsor this program

A total of 28 female employees from across all the regions will be mentors.

Americas	EMEIA	Oceania	GDC	Japan	Total
5	5	5	7	6	28

Support for the UN LGBTI Standards of Conduct for Business



- This standard was prepared by the UN after consultation with companies around the world. In June, Fujitsu was the first Japanese company to announce support for this standard.

Companies should...



RESPECT HUMAN RIGHTS

of LGBTI workers, customers and community members



ELIMINATE DISCRIMINATION

against LGBTI employees in the workplace



SUPPORT LGBTI STAFF

at work



NOT DISCRIMINATE

against LGBTI customers, suppliers and distributors—and insist that business partners do the same



STAND UP FOR HUMAN RIGHTS

of LGBTI people in the communities where they do business



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER



Promotion of D&I in Japan

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Key Examples of Specific Measures in Japan

Support for individual empowerment

Seminar to support career development

Female leader development program

Career Workshop for female employees

Networking event for child-rearing employees

Seminar for managers who have child-rearing staff

Seminar on balancing work and family care

Networking event (Disabled person / Non-Japanese, etc.)

LGBT-Ally meeting
Companywide diversity promotion forum
Top Message Surveys concerning diversity
e-Learning

Workstyle transformation

Telework

Workstyle transformation seminar

Management training in the workplace

Reformation of organizational culture

Evaluation from outside the company

Platinum-Kurumin (FY2015)

We received special certification from the Minister of Health, Labor and Welfare, as a company supporting child care.



Nadeshiko Brand (FY2015)

We were selected as a "Nadeshiko Brand" from the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange, as a company actively promoting women's success.



L-boshi (Third Stage) (FY2016)

We were certified by the Minister of Health, Labor and Welfare, as prescribed by the Act on Promotion of Female Activities, as a company with excellent conditions for women's promotion and success.



PRIDE Index Gold award (FY2016・2017)

From Work With Pride, we received a gold award as the first Japanese company that satisfies all indicators concerning 'PRIDE Index', which evaluates companies' efforts related to LGBT.



Fujitsu won first prize in the "ranking company that women can work comfortably" published by Toyo Keizai (FY2017)

Fujitsu won the "18th Telework Promotion Award" by Japan Telework Association (FY2017)

Priority initiatives in FY2018

① Reforming the organizational culture to promote innovation

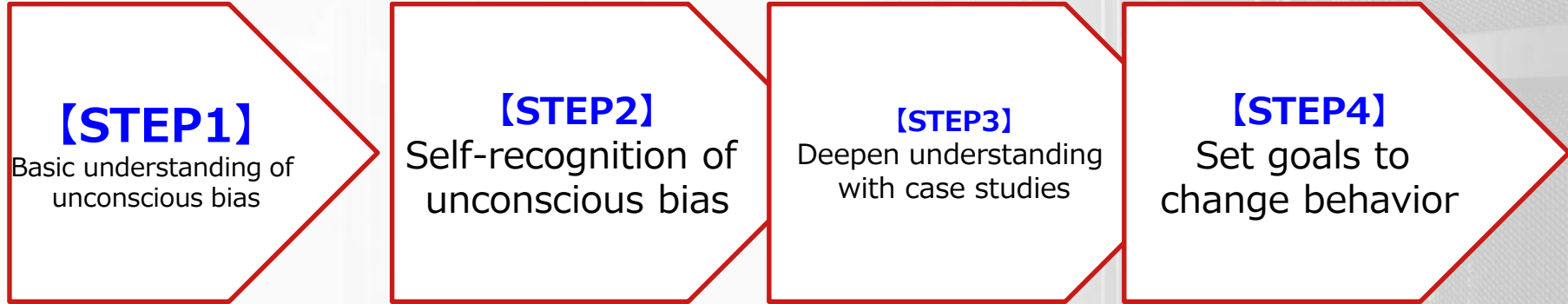
② Further expansion of pipeline for producing female leaders

③ Efforts to realize diverse workstyles

① Transforming the organizational culture : Unconscious Bias training

New development of e-learning program

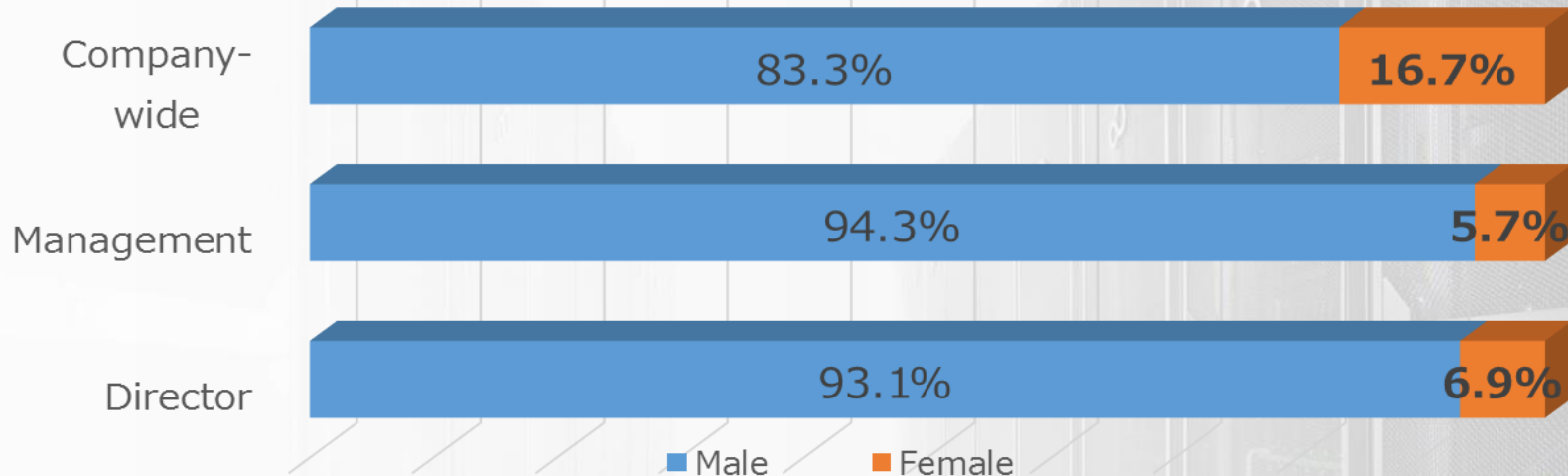
Contents tailored to the needs of the Japanese society



Planned to be available for 100,000 employees in Japan

② Producing female leaders : Male-Female Ratio of Employees

(Regular employees of Fujitsu as of March 20, 2018)



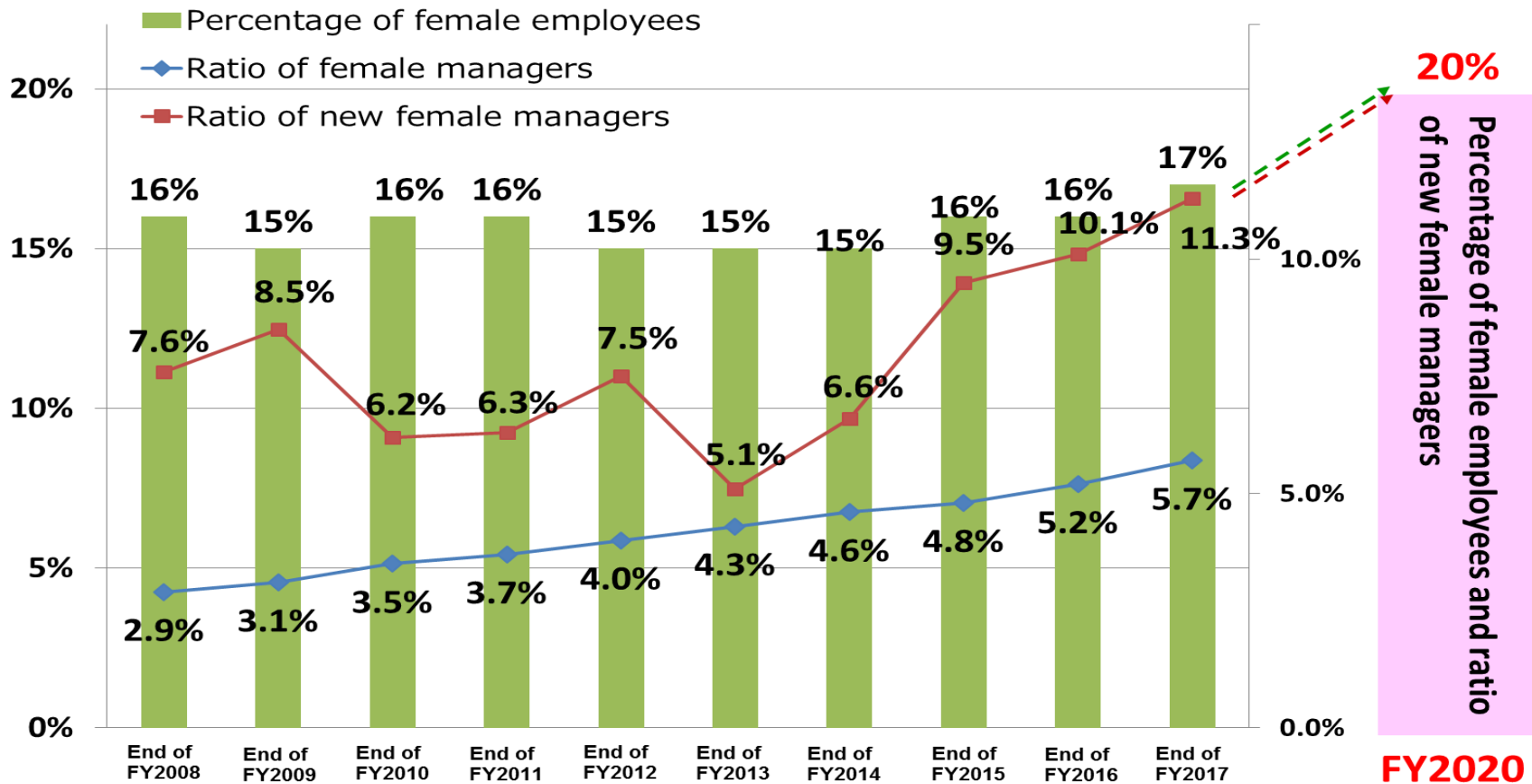
(Reference) Male-female ratio in hires of new graduates

Hires of new Graduates
(entering the company
in 2018)



*"Directors" includes outside directors and Corporate Executive Officers

② Producing female leaders : Women empowerment status and numerical goals



② Producing female leaders : Specific measures to promote female employees

Female leader development program

This program aims to support and develop women to have successful careers and participants are selected from all divisions. The intention is that participants will develop their leadership skills so that they will have the potential to become executives in the future.

Basics (Off-JT)

- ◆ Group training
- ◆ Team activities/mentoring

Workplace practice (OJT)

- ◆ Program supported by their manager
- ◆ Shadowing other division's business leaders

※From FY2017, we will further accelerate the promotion of female employees by increasing the number of participants by 1.5 times

About 400 people cumulatively took this program/
60% of graduates have been promoted

② Producing female leaders : Measures for managers

Management training

Through this program, we review our management on a regular basis in order to improve. With interactive discussions on best practices and specific cases, we confirm the keys to successful management.

Main contents

Introduction to workplace management, Workstyle transformation, **Diversity**, Evaluation and human resource development, Mental health, Compliance, etc.

D&I theme

- ◆ Management to reduce working hours
- ◆ Improving turnover rate among young female employees

The third phase of training is almost completed.
(The first phase : FY2007, the second phase : FY2011)

③ Efforts to achieve diverse workstyles: Overview of Fujitsu's Workstyle Transformation

Responding to digitalization

Promoting diversity /
Changes in workforce composition

Reducing long working hours

Basic policies of HR measures

Healthy management

Diversity and
inclusion

Workstyle transformation

Achieve high
productivity

Achieving desired workstyles

- Long hours not a given
- Diverse and flexible

Overview of measures

Implement systems to improve workstyles

- Telework system
- Reexamine flex time system and discretionary labor system

Increase effectiveness of workstyle transformation:

Transforming management

Transforming individual mindsets

Review HR systems, Use technologies

③ Efforts to achieve diverse workstyles: Characteristics of Measures (A Three-Pronged Initiative)



Promoting with three prongs: systems and rules, ICT and facilities, and mindset transformation

③ Efforts to achieve diverse workstyles: Results of Workstyle Transformation

① Creation of environment that enables diverse and flexible workstyles is steadily proceeding. Especially, employees with small children or caring for elderly parents can now thrive in their work.

② The awareness of time has increased, reducing unnecessary overtime work.

③ More business units are participating as leaders take initiative to accelerate workstyle transformation.

Tokyo Olympic and Paralympic Games

- Through its activities with the All Japan Business Committee, Fujitsu aims to create momentum toward the 2019 Rugby World Cup and Tokyo 2020 Games, as well as create a society in which all people, including the disabled, the elderly, and foreigners, can participate without feeling physical or emotional barriers.

All Japan Business Committee

103
companies

Chairman: President Akio Toyoda, Toyota Motor Corporation

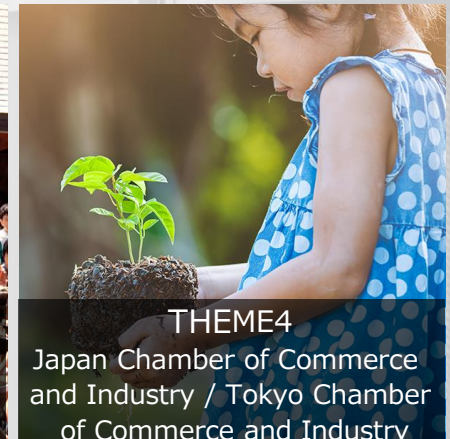
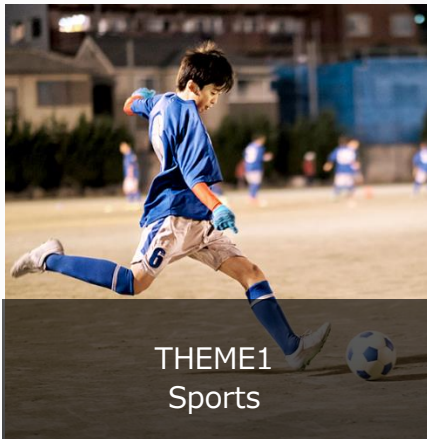
Committee members: Each company's chairperson and president

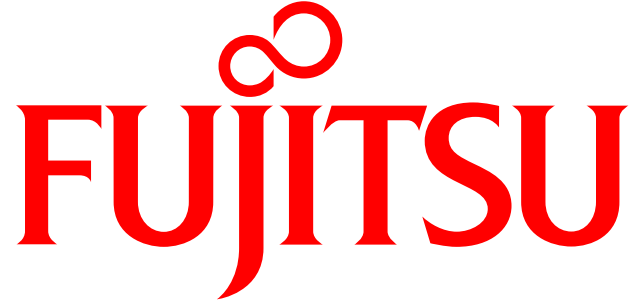
Secretariat: **Fujitsu**, Toyota, Panasonic, NTT, NEC

Japan Business Federation

Japan Association of Corporate Executives

Japan Chamber of Commerce and Industry / Tokyo Chamber of Commerce and Industry





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- Rapid technological change, fluctuations in customer demand and intensifying price competition in IT, telecommunications, and electronic device markets in which Fujitsu competes;
- Fujitsu's ability to dispose of non-core businesses and related assets through strategic alliances and sales on commercially reasonable terms, and the impact of losses which may result from such transactions;
- Uncertainties as to Fujitsu's access to, or protection for, certain intellectual property rights;
- Uncertainty as to the performance of Fujitsu's strategic business partners;
- Declines in the market prices of Japanese and foreign equity securities held by Fujitsu which could cause Fujitsu to recognize significant losses in the value of its holdings and require Fujitsu to make significant additional contributions to its pension funds in order to make up shortfalls in minimum reserve requirements resulting from such declines;
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