



Community Involvement

The Fujitsu Group promotes diverse social contribution activities to realize a prosperous future where people can pursue their dreams.

Approach to Social Contribution Activities

The Fujitsu Group will create new value and knowledge together with our customers, communities, and people worldwide through ICT, and contribute to sustainable development for the earth and society to achieve a prosperous future where people's dreams are fulfilled.

All Fujitsu employees are actively participating and engaging in social contribution activities together with a wide range of stakeholders and base those activities on four pillars: ICT for Everyone, Support for Challenges, Community Engagement and Environment.

In order to energize our social contribution activities and share best practices, we are building and have made viewable a record of our activities on our internal system. We also carry out an in-house award program using this database.



Employee Volunteer Activity Support System

The Fujitsu Group has in place a volunteer activity support system to encourage each employee's active contribution to society. Additionally, we have also developed various programs customized to the characteristics of each region in order to support better local communities in each area where we have a business site.

Results of initiatives like these helped support a worldwide total of 169,000 employee volunteer hours* in FY 2015.

* Total volunteer hours:

Calculated by "Total Activity Hours = Σparticipants x Activity hours." For an event hosted by the Fujitsu Group, employee families and stakeholders are included as participants. Furthermore, volunteer activities during and outside work hours are included.

Volunteer Activity Support System

Fujitsu has established the following programs for supporting volunteer activities undertaken by employees.

- System of leave of absence for participation in Japan Overseas Cooperation Volunteers or Senior Overseas Volunteer: up to three years
- Accumulated leave: Five days paid leave per year, can be accumulated up to twenty days (to be used for specified purposes including volunteer work)

Promoting Learning & Education, and Cultural and Sponsorship Activities

Fujitsu-JAIMS Foundation



The Fujitsu-JAIMS Foundation originated from a nonprofit educational institution founded by Fujitsu providing graduate level education. JAIMS was originally founded in 1972 in Hawaii, a place where Eastern and Western cultures meld with one another. The purpose of JAIMS was to foster mutual understanding between Japan and the U.S. and cultivate human resources. Since its founding, JAIMS had more than 23,000 graduates from 55 different countries and received the Foreign Minister's Commendation in 2006. It had become highly regarded for its efforts to promote international exchange.

To strengthen ties with Asia, which has come to play an important role in global business in recent years, the Fujitsu-JAIMS Foundation was established in Japan in July 2012. In April 2013, JAIMS moved its headquarters functions to the Fujitsu-JAIMS Foundation and embarked on a new stage of activity. Under a unique structure, with multiple virtual campuses forming a network, the Fujitsu-JAIMS Foundation works with the Hawaii campus (JAIMS) and its Asian partners to fulfill its mission of contributing to form a new community through human resources development and knowledge co-creation in the Asia-Pacific region, and by promoting knowledge collaboration that is flexible and multi-dimensional.

One of the main programs offered by the Fujitsu-JAIMS Foundation is Global Leaders for Innovation and Knowledge, an international management program developed based on the vision of Dr. Ikujiro Nonaka (Professor Emeritus of Hitotsubashi University), the global authority in knowledge creation theory. The goal of the program is to "nurture innovative leaders armed with a global perspective and local knowledge, so that they can create a virtuous future of their own accord." The participants study for 3.5 months in the Asia-Pacific region (Japan, the U.S. (Hawaii), Singapore, and Thailand) to nurture leadership capabilities, gain insights on how to capture the essence of situations at hand, exercise good judgment, and take action within a changing context. Not only can they refine their global sensitivity and knowledge, but also gain the perspective and ability to overcome obstacles to become leaders at the forefront of global business, through working hard in diverse cultural environment by competing with skilled participants mainly from East and Southeast Asia, as well as discussion with instructors who are preeminent authorities in their respective fields and experts in each country.

Fujitsu has contributed working capital and has an organization within the company that has been supporting Fujitsu-JAIMS' activities. In addition to comprehensive support of the Foundation, Fujitsu has been coordinating with Fujitsu-JAIMS by incorporating its own practical wisdom, ICT, and expertise into the Foundation's activities. Fujitsu has thus been pushing forward with its social contribution activities, furthering promotion of academic and educational fields as well as international exchange.



Participants

- Fujitsu-JAIMS Foundation

<http://www.jaims.jp/en/index.html>

Fujitsu Scholarship Program



Fujitsu established the Fujitsu Scholarship Program in 1985 to commemorate the 50th anniversary of its founding. The aim was to foster business leaders who, through their deep understanding of Japan's culture, society, and business methods, will connect Japan with the rest of the world. 499 people have received scholarships as of April 1, 2016.

Although this program was started to provide scholarships for studying Japanese-style business management, it now provides opportunities to participate in the Fujitsu-JAIMS Foundation's program for business people in 18 countries and areas in the Asia-Pacific region.

Every year, Fujitsu receives many applications for its scholarships. Scholarship recipients are selected based on criteria that include English language skills, academic record, and work experience, as well as a desire to make a contribution to their home country. Through efforts that include joint-recruiting programs, Fujitsu is working with Fujitsu Group companies doing business in the Asia-Pacific region to provide scholarships to people considering helping their country or community, and contribute to society by providing education rooted in local communities worldwide, aimed at developing business leaders and promoting cultural exchange and mutual understanding.



Fujitsu Scholarship Recipients

- Fujitsu Scholarship
[http: \[www.fujitsu.com/scholarship\]\(http://www.fujitsu.com/scholarship\)](http://www.fujitsu.com/scholarship)

Support for Mathematical Olympiad and Olympiad in Informatics



Fujitsu supports the Mathematical Olympiad Foundation of Japan and the Japanese Committee for the International Olympiad in Informatics (the latter being a non-profit organization) to help discover and foster valuable human resources who will play leading roles in the future development of society. The Mathematical Olympiad Foundation of Japan was established in 1991 in order to discover gifted mathematicians for selection and entry as national representatives in the International Mathematical Olympiad (IMO) and to further develop their skills. The foundation is also committed to helping improve and promote education in mathematics from an international perspective. Fujitsu provided the basic funds for the establishment of the Foundation along with two other companies and one individual. It provides additional support including offering supplementary prizes to the top performers at the Japan Junior Mathematical Olympiad (JJMO) and the Japan Mathematical Olympiad (MMO), the latter from which national representatives for the IMO are selected.



The 26th Mathematical Olympiad awards ceremony

Meanwhile, the Japanese Committee for the International Olympiad in Informatics was established in 2005 to train human resources in support of Japan's mathematics and information science sector. It provides support for participants of the International Olympiad in Informatics (IOI), a programming contest for junior and senior high school students.

As a supporting member, Fujitsu provides assistance in the committee's operation, and presents supplementary prizes to the top performers at the Japanese Olympiad in Informatics, from which national representatives for the IOI are selected.

Supporting a Programming Contest for Technical College Students



Through special corporate sponsorship, Fujitsu supports ProCon, the Japan technical college programming contest. We have established "Fujitsu Company Prize", and we provide Fujitsu PCs to the winner.

In FY 2015, the Fujitsu company prize was given to National Institute of Technology, Toba college, which created a support tool for staging production based on Power Point.

Fujitsu will continue to support the development of young ICT technicians.



Students from National Institute of Technology, Toba College received the Fujitsu Company Prize in the 26th Japan technical college programming contest.

Fujitsu Kids Project: shaping tomorrow with children



Fujitsu Kids: Giving Shape to Dreams website for children:

<https://www.youtube.com/watch?v=7k5r00mF9Ew>

Cultural and Sponsorship Activities



Information on Fujitsu's cultural and sponsorship activities:

<http://www.fujitsu.com/jp/about/resources/advertising/event/index.html>

Contributing to Society through Sports

The Fujitsu Group promotes sports as a building block of a sound society. Company sports encompass the track and field team, the Frontiers American football team, and the RedWave women's basketball team. These organizations strive daily to improve their skills, embodying Fujitsu's proactive spirit.

Track and Field Team



Challenges



Community Engagement



Established in 1990 with the slogan "fostering athletes that can compete globally," the Fujitsu Track and Field Team has been a leader in Japanese track and field ever since, awarded the Best Team Prize for the Top Athlete Support Award at the JOC Sports Awards in 2008 and the 1st Industrial Track and Field Team of the Year in 2016. The team has produced Japanese representatives for six straight Olympics—from the 1992 games in Barcelona to the 2012 games in London. The top athletes who belong to the team actively participate in track and field clinics throughout Japan, helping to raise the level of track and field in Japan as well as fostering sports development in general.

In FY 2015, four Japanese representatives from Fujitsu participated in the World Championships in Athletics in Beijing. With further achievements that include participating for 25 consecutive years in the New Year Ekiden, and Yusuke Suzuki setting a new world record for the Men's 20 km Racewalking, the team is a leader in the world of Japanese track and field.



The Track and Field class held in October 2015 in Chiba Prefecture.

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Frontiers American Football Team



Challenges



Community Engagement



Established in 1985, Fujitsu's American football team named itself the "Frontiers" in recognition of its pledge to be a pioneer in the field of American football in Japan under the slogan "to be the best in Japan's amateur league, and at work."

The team has won the Bowl three times, including its first victory in 2003 at the Pearl Bowl, a tournament for East Japan Division teams of the Shakaijin (working adults) league. In 2014, the team won the Japan X Bowl, the championship game to decide the best team in Japan, as well as competing in and winning the Rice Bowl, the Japanese Championship title, for the first time. Although a shot at a second consecutive Rice Bowl title in 2015 was unfortunately halted in the finals, the team has emerged as the top team in the X League.

Moreover, the Frontiers have been recognized as a Hometown Sports Partner by Kawasaki City where they are based, for community contributions. Since FY 2010, the team has been teaching in school physical education classes in Kawasaki City and engaging in other activities, as well, to popularize flag football, which is safe and easy to play.



Workshop "Friendship Classroom" held in FY2015 at an elementary school in Kawasaki City.

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RedWave Women's Basketball Team



Following its establishment in 1985, Fujitsu named its women's basketball team "RedWave" with the goal of becoming like a red wave that poses a threat to even the most formidable of opponents. The team took its first victory at the 72nd All Japan Basketball Tournament (Empress Cup) in 2006, holding on to the top spot for the three straight years through 2008. RedWave fulfilled a long-held ambition in FY 2007 when it won its first Women's Japan Basketball League (W League) title (2007-2008 (ninth) season). The team has made it to the playoffs for 11 consecutive years since 2005, as well as making it to the finals for the second consecutive year in during the 2015-16 season, which is the first time in 7 years. It won second place and is now a highly-competitive force in the W League.

As part of Fujitsu's social contribution activities and to encourage sports in the local community while building up the foundation of Japan's basketball world, the team has been recognized as a Hometown Sports Partner by Kawasaki City where the team is based, and it provides coaching in basketball workshops it conducts for elementary school students in Kawasaki City during PE classes. The team has conducted these workshops for 10 consecutive years since 2004, with 11 workshops conducted in FY 2015.



Workshop "Friendship Classroom" held in FY2015 at an elementary school in Kawasaki City.
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Support for Kawasaki Frontale

A Japan Professional Football League (J-League) member since 1999, the Kawasaki Frontale soccer team has Fujitsu as its official sponsor and is based in the city of Kawasaki. The team works to further the development of professional soccer, young local athletes, and sports culture.

The team set up the "Mind-1 Nippon Project" soon after the Great East Japan Earthquake in 2011, and has been continuously engaged in supporting mid- to long-term recovery efforts in the affected areas. In September 2015, the team concluded the "Takata Frontale Smilesip" friendship agreement with the city of Rikuzentakata, where it had engaged in support activities. The team will continue its activities, aiming to move from support aid to a relationship of mutually supporting smiles.



Soccer class held in November 2015 in Rikuzentakata
© KAWASAKI FRONTALE

Sponsorship Activities



Information on Fujitsu's cultural and sponsorship activities:

<http://www.fujitsu.com/jp/about/resources/advertising/event/index.html>

International Support and Disaster-Relief Activities

Supporting Tropical Rainforest Restoration Activities through Beverage Sales



As part of the Fujitsu Group's social contribution and environmental activities, Fujitsu sells its own private brand beverages to employees, a portion of the proceeds of which are directed to tropical rainforest restoration activities underway at the Fujitsu Group Malaysia Eco Forest Park. As of the end of FY2015, a total of around 2.64 million beverages had been sold since the start of this initiative in 2009, which has helped contribute to promoting activities.

Activities that Contribute to Society by Group Employees



Employees of Fujitsu Group companies voluntarily participate in everyday social contribution activities, such as collecting used plastic bottle caps, stamps and prepaid cards and donating the proceeds to polio vaccine or seedling planting projects.

Employees participate in the "sutenai seikatsu", or waste free lifestyle, activities. "Sutenai seikatsu" activities are intended to support Shapla Neer (Citizen's Committee in Japan for Overseas Support), an international NGO engaged in volunteer activities, by donating the sales of used books and DVDs collected from employees.

Support for Damage from Natural Disasters



The Fujitsu Group is carrying out donation and contribution campaigns in order to assist with efforts to recover from the damage caused by natural disasters.

In FY2015, we made donations to the national government and local governments to aid areas affected by the torrential rains that struck the Kanto and Tohoku regions in September.

Examples of Activities in FY2015

Global Support for Youth Leadership Training



At the 23rd World Scout Jamboree, the world's largest Scouting event held once every four years, Fujitsu provided sponsorship and held a Disaster Information Systems workshop.

About 33,000 Scout leaders and young Scouts from around 150 countries gathered at Kirarahama Beach in Yamaguchi Prefecture to share experiences together over a two-week camp.

Fujitsu developed ICT-based learning materials on disaster preparedness, drawing on the lessons we gained from reconstruction activities following the Great East Japan Earthquake. Using these materials, participating Scouts played card and tablet games, and, crossing language barriers, enjoyed learning about the benefits of sharing information.

Fujitsu will continue supporting such youth-led initiatives.



Scouts playing a tablet game

Promotion of ICT Usage by Senior Citizens



In the year 2030, persons of age 65 or older are expected to make up 30% of Japan's population. Against this background, the "information gap" between senior citizens and the young must be acknowledged.

Recognizing the issue, Fujitsu Niigata Systems has conducted courses on mobile phone, e-mail and hands-on tablet workshops to promote the use of ICT by senior citizens.

The course on e-mail provided rudimentary instruction on items such as learning the positions of the phone buttons, with content designed to make ICT familiar and gradually take participants' image of ICT from "scary" to "fun." The company also collaborates with the Consumer Information Centers to provide information on topics including usage charges, security, and troubles such as computer-related fraud.

Looking ahead, we will create new support services in collaboration with government, the Japan National Council of Social Welfare, universities, and private companies, and will contribute to the creation of ways by which people in local regions can support each other using ICT.



ICT course for senior citizens

Teaching Children to Program: MegaDojo



Fujitsu BeLux participates annually in the unique event known as MegaDojo, part of a volunteer-led global movement to address the global shortfall in programmers and IT skills by getting children interested in technology. Held in Brussels, the free event gives over 1,000 children the opportunity to learn programming skills.

This year, children between the ages of 10 and 14 from 27 schools across Belgium took part. Fujitsu volunteers provided instruction for the children, and donated 50 computers. The children were also able to learn about robotics, 3D printer techniques, and many other new technologies.



A scene from MegaDojo

Support for Activities to Integrate Refugees



In 2015, Europe was hit with an influx of refugees from the Middle East and Africa. The United Nations High Commissioner for Refugees reported at the end of the year that over 1 million refugees and emigrants had reached Europe since the beginning of the year. In response to this European refugee crisis, Fujitsu Germany supported a number of initiatives to aid newly arriving refugees. In Frankfurt, the company donated 30 boxes of clothing, as well as ICT equipment. The company also offered support for refugees' language learning via online German education courses, and other support to help refugees integrate into local society and business.



Supporting Activities to Integrate Refugees

Encouraging Girls into Science and Technology: Girls' Day



In the fields of science and technology, encouraging more female participation is crucial to addressing the shortage of skilled workers and driving innovation. Accordingly, early educational support in these fields is considered vital.

Fujitsu Germany participated in a government-led initiative called Girls' Day. In this event, German companies establish venues for schoolgirls between ages 13 and 17 to learn about technology and the natural sciences, with the aim of advancing education in ICT, technical skills, technology, and natural sciences.

As in the previous year, Fujitsu held a session on notebook computer technologies. The company showed and explained the units making up a computer, and demonstrated their functions in operation. A highlight for the students was the opportunity to disassemble and reassemble notebook computers themselves. The girls also showed profound interest during hands-on experience with products on display.



A scene from Girls' Day