

Responsible Business Report

Finland 2017

FUJITSU

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shaping tomorrow with you

President's Note

For Fujitsu Group's continued viability, it is crucial that we bear in mind the future of global society and we undertake a transformation of our management methodologies and corporate systems in order to respond to the expectations of stakeholders. I believe the role of Corporate Social Responsibility (CSR) in this process should be based on the concept of technology making people happier, and in our business activities we must maximize the positive elements and minimize any negative elements.

The trend of digital transformation is accelerating and a core growth strategy for the Fujitsu Group is to realize "connected services", thereby creating global ecosystems that encompass a broad range of stakeholders, including academic institutions, international agencies and other organizations – in addition to our customers. We must flexibly transform our own activities and business approaches to optimize the new value that we create, while aligning our thought processes with other parties on a global level.

In this regard, one critical consideration is the set of common global goals to be achieved by 2030 that was defined by the United Nations as the Sustainable Development Goals (SDGs). The Fujitsu Group has positioned these SDGs as a key element in realizing its connected services offerings and is focused on a unified viewpoint with stakeholders for Digital Co-Creation that will help to meet these common global targets. Furthermore, the 160,000 members of the Fujitsu Group worldwide share the same objectives and are working through their daily business activities to scale-up the beneficial impacts to customers and society.

To ensure ongoing sustainable operations, the Fujitsu Group supports and is a signatory to the UN Global Compact's 10 principles in the areas of human rights, labor, the environment, and anti-corruption. Our corporate activities are focused on minimizing any negative outcomes for society and we are committed to reviewing and improving our socially responsible activities. In terms of compliance, we have implemented the Global Compliance Program throughout the Fujitsu Group to firmly establish a corporate culture where all executives and managers continue to lead each and every employee around the world in an environment with zero tolerance for any wrongdoing.

In this way, by integrating CSR as an essential part of our management and business practices, we are employing digital transformation to meet the expectations of customers and society, thereby helping to create a more prosperous society for all.

T. Tanaka

Tatsuya Tanaka
President
Fujitsu



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Our Promises

What we strive for:

Society and Environment	In all our actions, we protect the environment and contribute to society
Profit and Growth	We strive to meet the expectations of customers, employees and shareholders
Shareholders and Investors	We seek to continuously increase our corporate value
Global Perspective	We think and act from a global perspective.

What we value:

Employees	We respect diversity and support individual growth
Customers	We seek to be their valued and trusted partner
Business Partners	We build mutually beneficial relationships
Technology	We seek to create new value through innovation
Quality	We enhance the reputation of our customers and the reliability.

Code of Conduct

- We respect Human Rights
- We comply with all laws and regulations
- We act with fairness in our business dealings
- We protect and respect intellectual property
- We maintain confidentiality
- We do not use our position in our organization for personal gain.

Greetings from Head of Fujitsu Finland

How our philosophy is transformed into everyday actions

Our Managing Director Simo Leisti has been the Head of Fujitsu Finland for a year and a half. During this time, thinking and acting responsibly has strengthened in both the economic, social and ecological areas. At the same time, responsible actions have become part of the daily life of our employees. This is how Simo reviews Fujitsu Corporate Responsibility situation in the spring of 2018:



How has the significance of Corporate Responsibility changed in recent years?

Responsibility requirements have tightened further and the importance of responsible development has risen to a new level. People's awareness of global issues and commitment to accountability have strengthened. On the other hand, changes in working life, for example accelerating automation, the introduction of robotics and the rise of artificial intelligence raise new kinds of possibilities, but also threats.

The changing world emphasizes the need to develop new technologies and related ICT services responsibly. The ethical perspective is central: How are new ICT solutions brought to people's reach so that human knowledge is strengthened and not displaced? Businesses have to carry responsibility for people.

You have challenged your own Management Team to protect the Baltic Sea, why?

Because the Baltic is our sea. One of the worst threats to protecting the Baltic Sea is the lively shipping traffic and the ever-increasing accident risk. Members of the Management Team have completed the WWF Oil Spill training arranged by the World Wildlife Foundation. Anyone from the management team that is a member of oil spiller response troops can, when needed, take leave and take part in cleaning beaches and the rescue aquatic animals.

What more would you like to do for the environment?

We have set targets and we aim to reduce the amount of waste and support recycling. Since 2014 we have been using fully renewable energy, hydro power. We encourage and support staff to use public transport when commuting. Our remote work practices are flexible and take into account family situations. Last year, we managed to reduce the carbon dioxide emissions associated with air travel for the first time. This year, our goal is to reduce our emissions by ten percent. We will continue to compensate our emissions.



What is the significance of Corporate Responsibility in Fujitsu operations?

The Fujitsu Way philosophy is reflected strongly in Finland. The Fujitsu Way supports everyday decision-making through processes that all employees have to adhere to. Our vision and values are unique and ours. We stand out from our competitors by maintaining socially important systems in Finland. We must be able to meet the strict quality criteria.

One important dimension of responsibility is co-creation with customers. For example, we work in quality assurance, where artificial intelligence replaces non-value added or even dangerous work. Thus people can focus on more demanding tasks. The same solution can be applied to many tasks where human senses become tired quickly. So let's not just think of amazing possibilities or threats to technology, but also how it genuinely supports people. How to build a better life and the world.

What will Fujitsu Corporate Responsibility focus on next?

We face major challenges, such as the aging population and the development of social and health care functions. They include, for example, solutions supporting wellbeing and elderly people, so that they can stay at home for as long as possible. Another dimension is, for example, the rehabilitation of a recuperating patient. This could be significantly enhanced by utilizing modern solutions. Thus, monitoring the treatment would also be more comfortable for the patient.

Technological solutions need to be developed with determination. The suitability of solutions to different purposes needs to be constantly evaluated. There is a need to think of the bigger picture and to discuss the possibilities open mindedly in order to create solutions that help people live a better life. One of the bigger everyday things is, for example, supporting sustainable urban development. We must not be condemned to traffic congestion, because it is possible to make the city's internal logistics more flexible and smarter. Here too, we want to influence the UN's sustainable development goals (SDGs)

How is Corporate Responsibility associated with competitiveness?

The connection is strong. Competitiveness can no longer be achieved by any means. What matters is that we are responsible for the environment, for the various minorities and the underprivileged in society. Responsibility work is affecting competitiveness by bringing meaning our own business through our vision and values. We also allow our employees to do volunteering within the framework of the new Competitiveness Agreement.

The UN's Sustainable Development Goals (SDGs) are an important part of our thinking. Through Fujitsu Greenhouse Technologies we are already working in Finland to improve cultivation of crops. Solutions that address the flow of logistics have an immediate impact on reducing congestion in urban environments. In healthcare, Fujitsu carries its responsibility via its technologies. We are obliged to bring modern ICT services and solutions to the social and health care reform and through them a real change. In this development we are the facilitator of change.

What obstacles related to responsibility do you intend to tackle this year?

One of the challenges we are currently facing is the ongoing economic boom. Unless responsibility has been linked to corporate values, it is easily forgotten in better times. We are committed to working responsibly regardless of the business cycle. The next step is to use our ICT skills more to promote responsibility. Youth is an important target group. Responsibility should also be a focus in their education - strive to ensure that a new generation can think responsibly and is involved in making sure life is better. This year I have talked already to hundreds of young people about what Fujitsu is doing. The fact that Fujitsu is building up some great things to promote intelligent society has raised the most interest. I believe that the attractiveness of the employer will be built in the future from something other than a sports car or a speed boat. At Fujitsu you can do things that have social significance.

Simo Leisti

MD, Fujitsu Finland Oy
Member of WWF Finland oil spill response troops

Executive Summary

Fujitsu is the leading Japanese Information and Communication Technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 140,000 Fujitsu people support customers in more than 100 countries. We use our experience and the power of ICT to shape the future of society with our customers. Fujitsu Limited reported consolidated revenues of 4.1 trillion yen (US \$39 billion) for the fiscal year ended March 31, 2018. For more information, please see www.fujitsu.com.

Around 65% of the revenue comes from Japan and around 19% from Europe. In Finland we have a strong local service capability, but at the same time we are an international company with strong networks globally. We operate in 20 locations. Our HQ office is located in Helsinki and the largest offices outside of the capital are in Turku and Tampere.

Our promise and mission is 'Shaping tomorrow with you'. We build innovation based on human activity and combine physical experiences with digital technology. The digital revolution offers great opportunities for productivity and development of services. Digitalization is a change in the whole operating environment. In the center are innovations, customer orientation and new use of digital technology. A properly built digital ecosystem is capable of delivering real value to business. Digitalization is a comprehensive process that reaches from the start to end of the service chain. We shape our customers' digital future, from strategy definition and creation of a digital platform to service deployment and measurement of customer experience.

Our vision is "Human centric intelligent society". The Fujitsu companies around the world implement the global vision and strategy locally. Responsibility is part of everything we do. We are committed to promoting solutions that help organizations and businesses build the future safely and sustainably.

In 2017, Fujitsu was included in the Dow Jones Sustainability World Index (DJSI World) for the 18th time; the World's leading Socially Responsible Investment Index.

The roots of Fujitsu sustainable development activity extend as far back as 1938, when the company built a park like recreation area around its factory. The first environmental committee was founded in 1989 and in 2002 the world's first biodegradable plastic parts were installed in Fujitsu laptops. In 2003 all Fujitsu 13 factories in Japan achieved carbon neutrality. In 2006 Fujitsu applied the ISO 14001 environmental management system worldwide.

For Fujitsu, Corporate Responsibility means creating excellent results for our customers, investing in our own personnel and ensuring adherence to good practices throughout the production chain. For us, it is essential to understand how our own operations are linked to the surrounding world and meet the needs of our diverse stakeholder groups.





Fujitsu in Finland 2017



64
Vaasa

64
Turku

73
Oulu

163
Tampere

1265
Helsinki

2020
Fujitsu People
Work in Finland

In 2017 Air Travel was
9%
less than
in 2016

15 Years
Average length
of the employment

45.5 Years
Average age
of staff

877
Volunteer
hours

25
Hobby
clubs

76%
Men

24%
Women

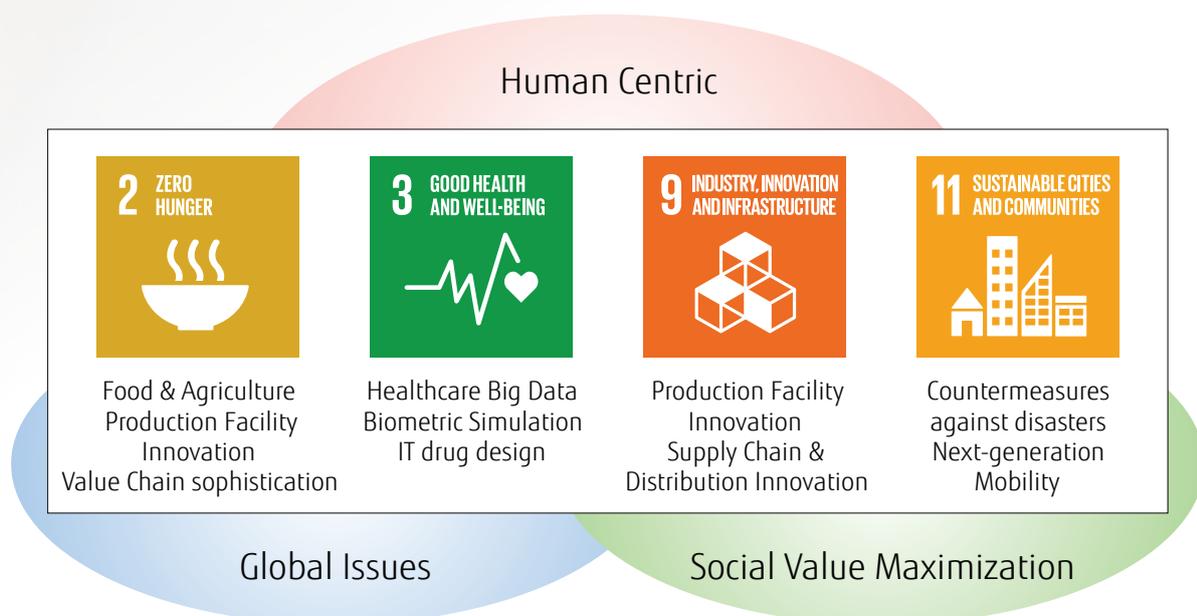
United Nations (UN) Sustainable Development Goals as part of Fujitsu Operations

Fujitsu is committed to The UN's Sustainable Development Goals (SDGs) and working systematically to achieve the set targets. As a global ICT company, Fujitsu is constantly making efforts toward technological innovation with the aim of bringing happiness to people's lives. As a first step towards achieving this, we have identified which of the 17 SDGs we focus on. Fujitsu is focused on SDGs 2, 3, 9 and 11 as the areas where we can deliver the greatest value and, accordingly, is advancing business initiatives in these areas.

During the fiscal year 2017 Fujitsu Finland worked in particular on the UN's SDGs 2 and 3.

- Fujitsu Greenhouse Technology Finland is developing a fully automated multi-story lettuce cultivation farm in co-operation with Robbes Lilla Trädgård Ab. It utilizes Fujitsu Akisai cloud technology and Finnish know-how and technology in greenhouse automation and LED lighting.
- Fujitsu Finland is part of the CleverHealth Network ecosystem that is co-ordinated by the Hospital District of Helsinki. In this ecosystem, funded by Business Finland (formerly Tekes - Finnish Funding Agency for Technology), companies and the best healthcare professionals are together developing better care for Finns and export of successful health technology and products. The objective is also to attract foreign investment to Finland.

You can read about these projects in this report.





“The main issue Fujitsu must address in order to make genuine efforts toward realizing the SDGs is to determine whether or not it can incorporate the goals of the SDGs in the core of its business model. By making the SDGs a common language within the Group so as to leverage the comprehensive strengths of our employees, we will be able to have all employees work toward achieving the SDGs under the same direction.”

Nobuhiko Sasaki Corporate Executive Officer SEVP, Head of Global Strategy, Corporate Environmental and CSR Strategy

Our Responsible Business Program

The EMEIA Responsible Business Program is designed to continuously improve and align our approach on Corporate Responsibility across the business. The same approach is implemented in Fujitsu across EMEIA (Europe, Middle East, India and Africa), North America and Oceania.

The Program has set out five pillars: Environment, Community Involvement and Development, Diversity and Inclusion, Wellbeing and Operating Practices. The Program enables each country to build and strengthen its responsibility strategy and to implement the pillar model with appropriate indicators.

The Program has three important goals: First, the aim is to reinforce our employees' feeling that we all are involved in an important process that can also benefit the surrounding community and society. Second, the goal is to enhance Fujitsu profile and reputation. Third, the aim is to support growth.



Contribution to GDP and Taxes

In the fiscal year 2017, the amount of taxes and other fees paid by Fujitsu Finland amounted to EUR 84.8 million. This amount is composed of corporate income taxes (EUR 3.3 million) and other tax related payments (EUR 81.5 million). The majority of the other tax related payments were accumulated from the net value-added tax, which was EUR 49.1 million. The withholding tax and social security contributions amounted to EUR 32.4 million. The consolidated gross investments of the Fujitsu Finland group (incl. the subsidiaries Nico and Symfoni) totaled EUR 12.7 million. The R&D investments amounted to EUR 0.6 million. Fujitsu fiscal year runs from April 1 through March 31. We refer to our fiscal years based on the calendar year in which the fiscal year begins.

As a responsible tax payer, Fujitsu does not engage in any aggressive tax planning, tax avoidance schemes or offshore tax structures to artificially reduce the amount of tax it pays in Finland. We are fully committed to greater tax transparency.

In the Nordics, we strongly believe in an affluent society for all individuals equally. That is strongly financed by taxes – all Nordic people and companies pay taxes, and the burden is quite heavy compared to many other countries. As set in our Global Business Standards, all Fujitsu Group companies are committed to act in compliance with local laws in all our business dealings. We have every intention of making profit in Finland, and thus contribute to the Finnish society with company tax.

Our commitment to Transparency and Human Rights

Our vision is to create a better, fairer society through our products and services. Fujitsu influence is far-reaching. Recently, the role of companies in upholding human rights has become clearer. In our daily business activities, we interact with a huge variety of stakeholders and touch millions of people every day. We have a responsibility to use that influence to respect and uphold international human rights norms.

For Fujitsu, the prevention and elimination of corruption are very important values and we have zero tolerance to any form of corruption. Anti-bribery and anti-corruption policies and measures have been implemented within each unit of the organization. In this way we ensure that our operations comply with all Finnish and international anti-bribery and anti-corruption standard. Our Code of Conduct brings together the principles of Corporate Responsibility and sustainability, as well as our commitment to comply with the laws and regulations of each country. Our Global Business Standards emphasize honesty and integrity of our employees.

Fujitsu applies international standards including the 2011 UN Guiding Principles on Business and Human Rights to our business operations. Fujitsu supports the United Nations Global Compact's 10 principles in the four areas of human rights, labor, the environment, and anti-corruption, as a signatory company (since December 2009), in order to conduct sustainable business. In December 2014, we published the Fujitsu Human Rights Statement to show our commitment in this area. We use a risk-based approach to human rights due diligence on our own operations and through our value chain, and communicate the results through our global CSR report.

Global Business Standards



Fujitsu Code of Ethics and Global Business Standards (GBS) govern Fujitsu relationships with others. This includes shareholders, employees, customers, suppliers, governments, other businesses, the environment and the community. The standards provide guidance on how Fujitsu is expected to act and are designed to ensure that Fujitsu excellent reputation is maintained. They also prevent Fujitsu, its people and all those who come into contact with us, from being exposed to harm.

Fujitsu demands that we, and our suppliers and partners comply with GBS and are bound by the principles of the 'UN Global Compact' in terms of human rights, working standards, environmental protection, anticorruption measures and the implementation of CSR initiatives. In addition, we demand compliance with the principles of responsible procurement. The principles of the UN Global Compact are set out in supplier agreements and underpinned in our binding 'Supplier Code of Conduct'.

Supply Chain

As a top IT services provider, we have a large and complex supply chain. By placing the highest importance on our partners' integrity and ethics, we use our position as a major global procurer to foster good practice and standards throughout the value chain. We have to meet the challenge of rigorously ensuring everybody fits the standards. This is achieved partly by risk-based due diligence prior to onboarding a supplier, plus regular audits and other control practices. It checks, among other things, the content and price of the service, but also the ability of the suppliers and subcontractors to comply with all relevant laws.

Fujitsu supplies its customers with all equipment they need, regardless of brand. We are able to include equipment from a number of different manufacturers in a single delivery, which reduces the logistics footprint. Our operations are developed in compliance with the continual improvement principle by using the Lean philosophy and methods in all aspects of our operations and by utilizing the ideas of our employees. We also use customer feedback and customer requests to focus our operations.

Fujitsu has been awarded the following certifications related to product delivery: ISO9001:2008, ISO/IEC27001:2013 and ISO14001:2004. In addition, Fujitsu has the "known consignor" certification, which speeds up the delivery of products abroad. Fujitsu is one of the founding members of the Finnish ICT Producer Cooperative. The ICT Producer Cooperative manages producer responsibility matters on behalf of IT and telecommunications technology equipment manufacturers.

Fujitsu aims to favor suppliers that have a documented quality system or environmental management system in place. Fujitsu assesses its prospective partners and suppliers based on the following questions:

- The product or service fulfil the specific need
- Suppliers financial, security-of-supply and ethical factors and environmental indicators
- If any quality and price factors are involved in procurement
- Risks are involved
- Suppliers willingness to commit to Fujitsu Global Code of Conduct
- Supplier meets the essential data security requirements required by procurement
- The supplier is willing to commit to other requirements required by the Legal Department, such as the Anti-Corruption Provision, export control regulations and the Certificate of Conformity.

Conflict Minerals

The EU's conflict mineral rules aim to prevent the financing of armed groups through trade in minerals from conflict zones and to end human rights violations in the mining and mineral industries. Conflict minerals include gold, tantalum, tungsten and tin. Since 2013, Fujitsu has been conducting annual supplier surveys. We received replies from 87% of suppliers surveyed for FY 2017. As a result of the survey, we confirmed 324 refiners, of which 252 companies complied with RMI certified Responsible Minerals Assurance Process (RMAP) as evaluation protocol. Fujitsu Group has established a 'Fujitsu Group Policy on Conflict Minerals' in March 2018 and Fujitsu is committed to operating in a socially responsible way and has a policy of not procuring conflict minerals from any known conflict sources. We also expect our suppliers to adhere to the same standards. We have established a committee chaired by the president to conduct due diligence investigations in our supply chain to promote transparency for our customers and stakeholders.

We use the Conflict Minerals Reporting Template (CMRT) developed externally in collaboration by Global e-Sustainability Initiative (GeSI) and Responsible Business Alliance (RBA, formerly known as EICC), two of the largest industry bodies that focus on sustainability and human rights respectively. This reporting template is recognized as best practice by a large number of our stakeholders, and the industry as a whole. Fujitsu takes the issue of conflict minerals very seriously and considers due diligence an essential step to ensure these are not present in our global supply chain. Nevertheless, we are keen to encourage our stakeholders to act responsibly on conflict minerals and recognize the importance of raising awareness across our own organization. We address mineral sourcing openly with customers. We engage with our employees by raising awareness of 'conflict minerals' as part of our EMEIA Responsible Business program. Fujitsu asks all employees to complete human rights training which addresses conflict minerals.

We will continue to build on our engagement with suppliers to ensure our products do not contain conflict minerals.

Our People

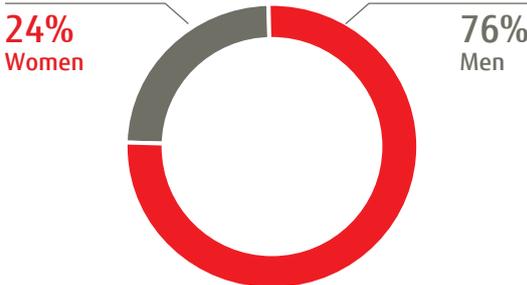
Responsible leadership is essential for the wellbeing of our people. Responsible leadership ensures we have skilled, motivated and healthy employees. We aim to ensure that our people are provided with optimal conditions in which to carry out their work for the benefit of our customers and our own business alike. Our goal is to achieve an environment of openness and trust in our workplaces. One key principle of social responsibility is to ensure good working conditions in diverse life situations, foster diversity and ensure equal treatment.

We have a long tradition of developing our line managers and these traditions are still valued. New line managers are trained to act in accordance with Fujitsu global leadership principles. Performance management processes bring together managerial aspects which creates a uniform method and timetable of key themes dealing with: setting targets, conducting regular discussions and employee assessments.

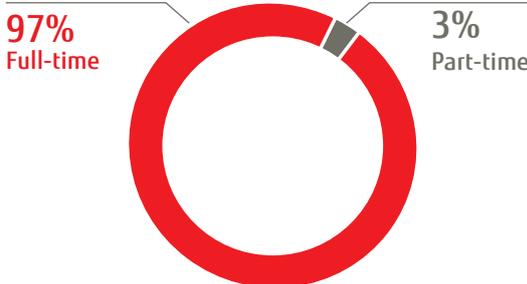
Our Workforce

In Fujitsu Finland we have 2020 employees (during the fiscal year ending 31.3.2018). Our Service Center in Estonia has 350 employees. The average age of our employees is 45.5. 2% of our employees are under the age of 29. Last year we hired 51 employees. 15 years is the average career length.

The Gender Distribution



Type of Employment Relationship





Opportunities for young People

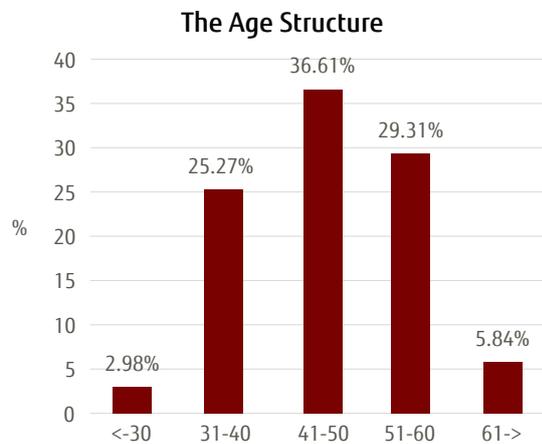
We collaborate with educational institutes such as Aalto University, the Haaga-Helia University of Applied Sciences, Centria University of Applied Sciences and South-Eastern Finland University of Applied Sciences. We arrange excursions and visits for students and visit educational institutes to talk about our company. We also offer students training opportunities and opportunities to complete their practical assignments and thesis work at Fujitsu.

Fujitsu offers job opportunities for young and newly graduates through the Graduate Program. During the last financial year, four young people were employed through the program. In the fiscal year starting 1.4.2018 we are hiring 16 graduates.

Diversity

24% of our workforce is female and we have 26% female managers from all of our line managers. These numbers are near the national average for the IT and telecommunications industry. Fujitsu is undertaking a number of initiatives to increase female representation in the company. In order to encourage women in the IT field, we hosted a Mothers in Business breakfast in spring 2017. In October, we participated in the Women In Tech event arranged by Technology Industries of Finland Federation (this is the lobbying organization for technology industry companies)

Fujitsu Finland signed the FIBS diversity network pledge in February 2016. By signing the pledge Fujitsu has agreed to provide equal opportunities, to identify and utilize individual skills and needs, to lead the right way and to communicate goals and achievements in this area. In July 2017 Fujitsu Finland participated again in the Helsinki Pride parade. Fujitsu employees dressed in red t-shirts marched in support of diversity and inclusion. We are passionate about showing our support for diversity, inclusion and equality in both the workforce and society as a whole.



Learning and Development

It is important that our employees are trained, motivated and knowledgeable so they can reach their potential. Skills and knowledge development at work is an important part of working at Fujitsu. Training is also crucial when work is automated. We strive to anticipate potential training needs and opportunities. This means that increased automation makes it possible employees to use their freed working time on more demanding tasks.

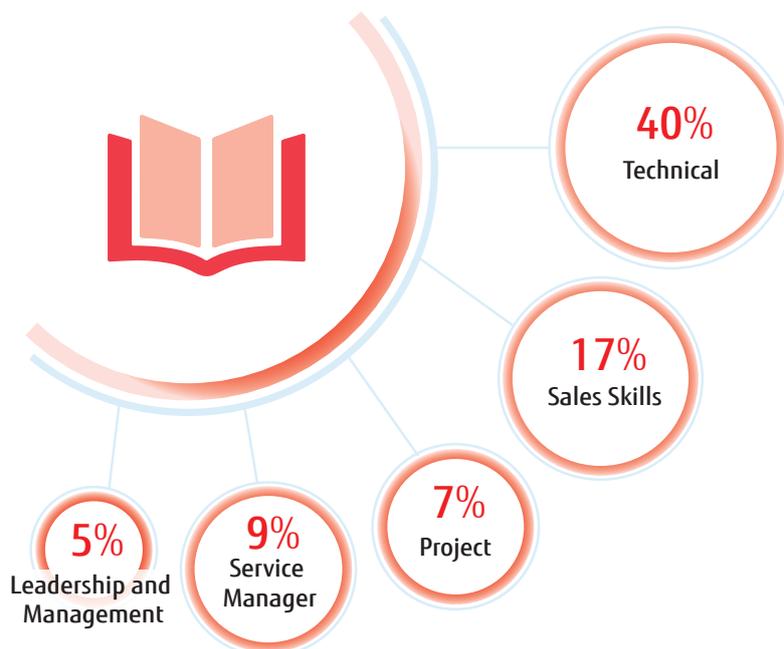
Fujitsu Finland offered its employees approximately 18000 hours of training during the fiscal year 2017 (during 1.4.2017 – 31.3.2018). For the previous fiscal year the figure was approximately 19000 hours.

Fujitsu has moved to an EMEIA-level model when it comes to producing and coordinating learning. This change allows more broad-based learning in different countries, ensuring the high quality of training. Major training efforts focused in sales and offering portfolios.

The main themes of the trainings have recently been:

	FY17	FY16	FY15
1. Technical Training	(40%)	(40%)	(53%)
2. Leadership and Management Training	(5%)	(14%)	(16%)
3. Project Training	(7%)	(1%)	(3%)
4. Language and Culture Skills	-	(4%)	(6%)
5. Service Manager Training	-	-	(9%)
6. Sales	(17%)		
7. Services	(9%)		

Fujitsu offers its employees the best possible workplace in terms of career development and training opportunities, wellbeing at work, the working environment and occupational safety. Our recruitment strategy is based on our values and during the recruitment process we try to assess how well the candidate's views match our values. We also invest in good people management practices as we believe all Fujitsu employees should have a strong leader.



Employee Engagement and Wellbeing

Fujitsu Finland's occupational health and safety team is actively planning and implementing activities and follows the requirements of the OHSAS18001 standard.

We also comply with all statutory regulations and ensure that all required internal workplace reports are prepared on the basis of the Finnish Regional State Administration Agency's risk and hazard assessment survey and workplace visits. Together with our occupational healthcare provider, we have devised an occupational health and safety plan for our company. We continue to develop our activities in this sector on the basis of regular workplace visits and surveys. The main goal is to promote and maintain employee health so they are able to work, and to prevent hazards and poor health from affecting the workplace. Monitoring enables us to ensure that all applicable rules are followed in all of our workplaces. We encourage our employees to actively participate in programs and goals that have a positive impact on health, safety and well-being.

Safety and Accidents at Work

Occupational Health and Safety is one of the core values of the business. We strive to eliminate all preventative diseases, injuries, and business losses throughout our operations and facilities. Our international Occupational Health and Safety Management System defines that the employees needs are taken into account at all levels both in the planning stage and in the implementation. This process involves equally employees, authorities, contract service providers, suppliers, contractors and subcontractors.

We ensure resources for effective workplace safety management and development. Fujitsu takes all accidents seriously and strives to foresee and regulate the effective identification, measurement and control of risks. Our principle is that employees also understand their personal responsibility for safety. Therefore, Fujitsu has invested in the development of its employees through a training program on occupational safety. In 2017 staff reported a total of 31 accidents in the workplace. Of these, 20 were whilst commuting to work and 11 in the workplace.

Fujitsu aims to anticipate accidents at work and to avoid near-miss situations and accidents by all means. We have a new Ask Safety Reporting Tool, where employees report accidents or near misses. The reporting tool obliges the line manager to investigate the circumstances of the event and to ensure means are put in place to stop re-occurrence in the future.



Employee Survey

Fujitsu international employee survey was done companywide the second time in 2017. The survey collects feedback from employees on two areas: their engagement and enablement at work. How do they understand our strategy, how do they see leadership working in the company etc.

In Finland, a similar survey has been carried out for several years. Employee engagement has improved compared to last year (65%, increased by + 5%). Satisfaction with enablement stayed at a good level (70%, increased by + 1%). The strongest improvement was with the confidence in the top management and positive prospects for the Future (+ 12% and +7% respectively). The feedback on quality, customer satisfaction and career development were also more positive.

Improved feedback can be interpreted as confirming that the work done on communicating and clarifying strategy has begun to bear fruit. This work will continue. The EMEIA management team is committed to promoting customer perspective, agility, innovation, trust and empowerment.

According to the survey, Fujitsu Finland employees are particularly pleased with their ability to have challenging and interesting work (75%). Employees understand their targets and responsibilities, and three out of four have been motivated to take responsibility beyond their day jobs.



Employees are satisfied with leadership; they feel supported by their line managers and they are treated with respect as an individual (85%). One challenge is to identify potential career paths within Fujitsu. The results are processed by business unit and each unit creates and implements their own development plans and ensures that they are tracked and communicated.

We use a survey tool that allows line managers to create surveys for his or her own group, for example to ask about the quality of leadership. With the help of the survey tool line managers can monitor longer-term trends. The tool has also been used during our ongoing transformation to support our line managers.

Wellbeing Programs

We have an early intervention model which is developed as a 'Dare- to-Care' model, allowing line managers to support individuals in challenging situations. With good leadership we want to prevent unnecessary sick leave and retirement too early.

A process for those aged over 58 has been developed to give our senior employees the ability to share their experiences and also prepare for retirement. Our goal is that everyone, regardless of age, can experience their work as meaningful. In the annual performance discussion line managers bring up the topic of retirement plans with employees that are over 58 years of age.

We are participating in the Työkaari kanta project arranged by the Federation of Finnish Technology Industries and Trade Unions. Within this project, we have been arranging training for long term employees, which aims to find new opportunities to maintain work motivation and cope with change. Feedback has been positive, and we continue to organize training.

Fujitsu supports and encourages staff in matters related to wellbeing. We also offer comprehensive occupational health services, flexible working arrangements, active recreational activities, hobby clubs and financially support sports services. Fujitsu has 25 hobby clubs. The largest is the cultural club, which has more than 200 members. At Fujitsu we embrace flexible working and actively support methods that make combining work and family life easier. Working remotely also reduces our carbon footprint associated with commuting and workplaces. In 2017 we also participated in the Global Corporate Challenge program to encourage our employees to be active and to add awareness of healthy life habits. During the fiscal year 2018, we will continue in the Global Corporate Challenge program with eight seven-member groups that were filled in record time. In 2017 we organized a well-being day in the spring and European Mobility Week in the autumn. The goal was to increase awareness of the importance of both body and mind welfare. The topics were, for example, ergonomics, cycling and the importance of mental recovery. Employees have been able to do body measurements and get reports that help in monitoring their own health and stress levels.

We have also set up a focus group that develops work wellbeing. The group consists of enthusiastic volunteers.





Fujitsu 'Behind the Scenes' – Keeping Finland Running

Our society is in the midst of rapid change. Finland's public administration and industry are shaken by trends that force us to seek new ways and solutions to succeed in an ever-changing operating environment. Regardless of sector, organizations face consumerization, threats and opportunities of an aging population, economic insecurity, increasing automation and threats and opportunities related to common working methods.

With our vision, we feel that it is important and meaningful to assume responsibility for the development of Finnish society together with the local public administration and the business community. Our goal is to use ICT to solve the challenges of society and the environment and to enable prosperity in Finland in the future.

The guiding principle of our operations is emphasizing first-hand information of customer needs. Our sales are organized based on business sectors. We operate in sectors such as central government, local government, security and defense, healthcare, manufacturing, retail, finance, transportation and logistics. We also serve other large and medium-sized businesses and organizations from other business sectors. Data security is vital in a digitalizing society for both organizations and citizens.

The purpose of data security is to ensure that our own and our customer's information is secured according to the usability, confidentiality and integrity requirements set for them.

In Finland, we have a comprehensive local service and expert network that has experience over several decades. We have developed critical systems and environments that are key to our society and provide related services.

Central Government

Fujitsu Finland has worked with the government for a long time and has built a relationship with a number of different central government agencies and sectors, and we aim to be an innovative and visionary partner for public authorities.

We develop and improve the Finnish Government's operations by, for example, implementing a unified and end-user-based basic ICT environment, digitizing government activities through smart system solutions and improving the interaction between citizens and authorities with our e-service solutions.

We have also accumulated extensive experience by implementing end-user services via the central government's IT service centers. Our most significant central government accounts include the Tax Administration, Government ICT Center Valtori, VTT Technical Research Center of Finland, Veikkaus Finnish gaming company and Metsähallitus State Forest Enterprise. Fujitsu has played a key role in the preparatory work for the State's joint ICT solutions as well as in working groups created to develop the public procurement legislation. We are also an active participant in the different work groups of the Federation for Technology Industries of Finland.

We make improvement suggestions that enable the public administration to achieve significant cost-savings by implementing nationwide ICT solutions, such as the basic ICT systems jointly used by the ministries. The government's ICT Service Center Valtori chose Fujitsu K5 Open Source-based cloud as their computing solution. Fujitsu has also implemented Virtu, the identification and access control service for civil servants. Virtu harmonizes the different methods by which civil servants sign on securely to shared information systems. Fujitsu has implemented an electronic service platform for the Tax Administration as an integrated service. Thanks to this service, the Tax Administration office has been able to digitize a significant proportion of its services. The platform is used by a number of electronic services, such as the Tax Card Online service, the tax return e-filing service and the Business Information System.



Local Government

Fujitsu delivers digital services to customers in the local government sector, benefiting all residents and improving their service experience. Smooth electronic processes also increase employee motivation and reduce routine workloads, allowing resources to be released into decision-making and customer service. Fujitsu goal is to help municipalities achieve their digital goals, ease the burden of departments and provide added value to the whole community.

Fujitsu CaseM case and document management solution reduces the number of manual steps required and speeds up decision making. The solution also enables the electronic archiving and smooth recycling of data. Fujitsu CaseM system is awarded with all three Sähke2 certifications. These certifications verify that the system complies with the case and document management, data management and archiving standards of the National Archives Service of Finland.

By adopting shared solutions between municipalities, commissioning of systems becomes faster, development resources of different municipalities can be combined to achieve greater results, and savings of 20–30% can be achieved from resource planning related ICT costs.

City of Mikkeli and Center of Expertise

For many years we have been working closely with the City of Mikkeli in their Lupaus development program. With the help of our CaseM solution, Mikkeli has achieved significant time savings and reduced environmental impact. In the end of 2017 we set up a center of excellence in Mikkeli in order to support and promote information management projects in Finland and in Europe. Information management plays a key role when companies and organizations renew their operating models as part of digital transformation. One major goal is to improve productivity.

The new center of expertise is located in the campus area of South-Eastern Finland University of Applied Sciences and works closely with the city of Mikkeli and the development company Miksei Oy. Current employees of Fujitsu in the South Savo region will move to a new office, but a large number of staff will be recruited. The recruitment of ICT professionals in business administration and archiving began in early 2018. Dozens of new experts are expected to be recruited to the center in the coming years.

"Mikkeli has an excellent knowledge base for developing a center of expertise, as Mikkeli's University of Applied Sciences (currently known as South-Eastern Finland University of Applied Sciences, XAMK) strongly emphasizes digital competence in its education. XAMK has established, together with the University of Helsinki and the National Library, Digitalia's Digital Information Management Research and Development Center. XAMK is the only University in Finland to have a Master's degree in e-business and archiving," says **Mayor of Mikkeli, Timo Halonen**

Kuntien Tiera

Fujitsu and Kuntien Tiera Oy (Tiera) collaborate extensively at the local government level. The solutions tendered by Tiera and supplied by Fujitsu are intended for Tiera's customer-owners that is to say to Finnish municipal officials. With these solutions, time and financial savings as well as positive environmental impacts are verifiably significant.

Healthcare

We have a significant role in the digitization of our country's healthcare sector. We deliver solutions for sharing, exploration and securing information across organizational boundaries. We also bring a digital working environment to healthcare. It fulfills needs by being flexible and supporting the community. In addition, Fujitsu has comprehensive solutions for capacity management. We help the healthcare sector to utilize new technologies such as artificial intelligence. For example, we have built the Hikari system that analyzes the reference group's data and provides physicians with information and support services needed when dealing with patients with mental health problems.

Examples of our role in National Healthcare:

- Fujitsu has been involved in the design and implementation of the National Archive for Health Information (or the KanTa Services for short) in collaboration with Kela, the Social Insurance Institute of Finland. KanTa Services include the Electronic Prescription, Pharmaceutical Database, Patient Data Repository, Data Management Service and OmaKanta. My KanTa Pages is a service that allows citizens to view their own electronic prescriptions and medical records.
- Fujitsu has as Kela's partner also implemented Kvarkki, the national image archive service of imagery. In the future, imaging materials (such as X-rays) of all public and private healthcare service providers will be available in one place. This improves patient safety and saves time and money. The environment is also helped when images are directly saved in electronic format. All KanTa services save time and money by reducing overlapping examinations and searching for information from various sources.



"...we enable scientists and businesses to work together with us in a secure and protected environment. Here we can process data to create new and improved treatments. This activity will not only benefit healthcare, but also Finnish business sector" says HUS Development Director Visa Honkanen.

Joint development of public administration and business community in ecosystems

Fujitsu is one of 14 companies that are part of the CleverHealth Network ecosystem that is coordinated by the Hospital District of Helsinki (HUS). It brings together healthcare technology expertise from Finnish companies, top healthcare specialists and HUS's high quality healthcare data. In this ecosystem, funded by Business Finland (formerly Tekes - Finnish Funding Agency for Technology), companies and the best healthcare professionals are developing better care together for Finns and exporting successful health technology and products. The objective is also to attract foreign investment to Finland.

"As a university hospital, HUS's job is to continuously explore and develop Finnish healthcare. We are now creating a competitive environment based on the utilization of healthcare data, where we can work together with companies to innovate and do research based on data processing. In this way, we will continue to offer the best treatment for the Finns and at the same time create successful products that can be exported" explains HUS Chief Medical Officer Markku Mäkijärvi.

Thanks to the new ecosystem, the innovations developed by Fujitsu Japan's healthcare unit and the Fujitsu Laboratories unit can be imported to Finland. In addition, Fujitsu is able to provide a global channel for delivering ecosystem solutions to all continents. This will benefit all members of the ecosystem.

In March 2018, CleverHealth Network launched a project to support gestational diabetes through a new digital service model, based on artificial intelligence. Fujitsu is responsible for integrating and designing the user interface for nursing staff.

Health and Robotics

Robotic Process Automation (RPA) is an IT field where robotic software replaces routine human work by using information technology. For example, a robot can update an enormous amount of tabular data without error and in a fraction of the time that a person would best be able to. The software robot also works tirelessly 24/7.

The Hospital District of Southern Ostrobothnia in Finland has introduced a RPA solution, provided by Fujitsu to capture prerequisite information when patients arrive. The RPA reads the prefilled form and transfers the data to the agreed secure data storage location thus giving healthcare employees more time available to focus on patient care. Previously a healthcare professional had to manually process the same information when the patient arrived at the reception desk. RPA improves patient safety as it minimizes the potential for human error.

In addition to time savings, the RPA makes it easier to read the patient's prerequisite information when it is stored electronically and in a pre-definite format. The preliminary information and patient records are provided in chronological order thus helping to track the patient's situation if there has been a long time period since the last visit to a physician. In addition, patient records will always be up to date and they no longer need to be manually moved from one healthcare unit to another. This is important, for example, in emergency situations.

Bjarne Rasmussen, Manager Application Management at Fujitsu in EMEA, comments: "Economical savings and improved efficiency can be achieved by using RPA in routine tasks. Also the amount of defects are reduced. In our experience, it increases customer and employee satisfaction. In addition to flexibility and scalability, the RPA will streamline the processes. It helps to see hidden bottlenecks and optimizes processes," describes Development Manager Bjarne Rasmussen of Fujitsu.

Data Security and Patient Safety in Healthcare

Hospital districts use dozens of information management systems that deal with confidential patient data. Access is strictly limited to people that have a treatment relationship with a patient. For example, a physician or nurse can only access patient data if he or she cares for that patient.

Patient safety is improved by the user log management system. The system's central task is to verify the treatment relationship of patients and data handlers. Fujitsu implemented the user log management system for Isteikki Oy (Isteikki Oy is a company providing information, communication and medical technology (ICMT) services to their shareholder organizations), which collects, analyzes and visualizes access information from healthcare information systems.

Internal audits and inquiries regarding system users are made on the basis of user logs and on customer request. The inspections are done by the Data Protection Officer. A huge amount of log data is accumulated from the information systems. In the past, large quantities of data were handled manually one system at a time. The current management system saves time and effort as it collects data from many different systems and presents it in a visual report, making it easy to check the things you want.

"The new solution supports the demands of the social- and Healthcare reformation, since it can utilize access logs across organizational boundaries. The contract and procurement model and pricing of the new log management solution can be applied as such to other Isteikki Oy customers. The need to monitor systems from a data protection perspective and report on their use is growing in all industries. Our solution is suitable for hospital districts, cities and municipalities and in the future also for provinces", says Fujitsu Customer Manager Petri Puikkonen.

The access log management system developed for Isteikki Oy was also introduced in the Northern Savo Hospital District (PSSHP) in mid-April 2017. At the same time, we were able to provide a similar solution for other Isteikki Oy customers around Finland.

Hospital districts use a variety of information systems that do not communicate with each other. This represents an additional challenge for patient safety, because rarely the nurse or physician gets all needed information on the patient, and this is information that could contribute to her or his the best possible care.

The Southwest Finland Hospital District (VSSHHP) uses Altti, a regional information service provided by Fujitsu. Altti streamlines patient data sharing across organizational boundaries. Patient safety is improved when as much patient data as possible is available. The healthcare chains become more effective when the data follows the patient. With the social- and Healthcare reform, this feature is of paramount importance in order to keep the patients' chain of care seamless. In addition, Altti prevents overlapping health studies and saves time and money.

When patients' care is done smoothly and efficiently the customer experience improves, which in turn creates the best conditions for customer commitment to self-care. The overall welfare of society can be improved as efficiency increases and resources are freed to work on other development targets.

Defence and Security

Fujitsu Finland has been involved in carrying out the Finnish Defence Forces' international projects, in particular, projects that require high security in demanding communication services. Our solutions are based on modifying our standard services to meet the requirements of safety authorities. We pay special attention to cyber threats as well as security and precautionary requirements in public administration. In 2017, following a thorough audit on our security level, we were granted a national business security certificate. The audit looked at all the security approaches, responsible persons, facilities and processes.

Fujitsu has the competence to work with assignments that require advanced information security capabilities. Finbluecore, a data transfer and service platform solution, meets the specific features of crisis management. It fulfills the requirements of the National Security Audit Criterion (Katakri). The solution works on the move as well as in locations where there is no proper network connection. This feature creates security and assurance in rescue operations conducted in locations with no network connection. The solution will help to promote equality between different geographic areas. The solution is equally well-suited for use by rescue authorities, and is already being used in peacekeeping missions.

We are strongly involved in security and defence projects across the globe. Through cooperation, we can take advantage of our extensive expertise also in national solutions. Fujitsu has distinct security and defence expertise centers.

Our CaseM case management solution is also used by our security and defence customers. Safety issues have been taken into particular account at all stages of solution development and support functions. They meet the requirements set for public authorities.

Efficiency improvements will require a more efficient handling of issues and the automation of work stages. The new enhanced mode of operation can achieve significant cost savings, for example less printing, paper-filing and travel reduction. In addition to cost savings, a new enhanced mode of operation also reduces environmental load and carbon dioxide emissions.

Responsibly supporting customers' through change

We aim to connect users and services through our Human Centric Intelligent Systems and information. Fujitsu services cover the following five areas and sectors: transport and logistics, telecommunication, communications, media, and business services. We will ensure, together with our customers that daily used food products are fresh and readily available, as well as ensuring their production is burdening nature as little as possible and agricultural resources are used effectively. We also make everyday life easier for citizens by enabling self-service cashiers in stores throughout Finland.

We help our customers providing consumer services to ensure that consumer personal data is protected and processed in accordance with EU data protection regulations. We also make it easier for people to handle cash by ensuring that a nationwide cash withdrawal and deposit ATM network is in place and their services are also constantly evolving.

Retail

Fujitsu provides solutions that support its retail customers' businesses and retail operations. Fujitsu Finland serves over 2000 individual retail stores in Finland, which have a total of 12,000 POS terminals. Internationally, Fujitsu serves 500 retail chains in over 50 countries and provides support services for 82,000 individual stores. The Fujitsu Market Place for Grocery solution is developed in Finland and is part of the Fujitsu global Retail Solution Market Place application. The application is designed for omni-channel retail environments, and is also available for mobile devices.

Finance

Fujitsu has been a long-standing operator in the Nordic financial sector and we are actively creating a financial ecosystem, enabling Fintec solutions to be combined with existing back-end systems. An essential part of the whole system is security, which guarantees continuity of operations.

The Otto ATM network is the most significant cash dispensing channel in Finland. Fujitsu is responsible for the ATM application services and servicing of Automatia's approximately 1200 Otto and 85 OttoPlus automated teller machines. The latest machines are so called recycler machines, i.e. citizens can withdraw and deposit money to their account at the same time.



Manufacturing

Intelligent factories is the next step in the industry. Real-time management of production facilities by means of internet of things (IoT), artificial intelligence and advanced data analysis helps to completely transform the manufacturing industry. Manufacturers using state of the art technology can optimize in a new way their business with suppliers, partners, and customers. With the help of IoT, industry combines traditional manufacturing processes with IT processes. All of the company's activities have been digitized: sales and customer service, research and development, supply chain, manufacturing, human resource management and the finance. Seamless integration of ICT and production facilities technology provides intelligent processes that enhance operations and reduce costs and make production more environmentally friendly.

For over 40 years we have been globally working with the manufacturing industry. Our solutions are based on the Industry 4.0 framework, on our own product development and on solutions from technology partners such as SAP and Microsoft. We help manufacturing companies in their digital transformation by modernizing applications and ICT solutions to support the operation of intelligent factories.

Fujitsu World Tour and Fujitsu Forum

Fujitsu World Tour presents the latest ICT trends and new business development ideas to business and data management managers. The Fujitsu World Tour event organized in Helsinki on April, 2017 attracted over 1100 participants, including nearly 800 customers and a number of Fujitsu employees from countries such as Japan, Germany and other Nordic countries.

The Fujitsu World Tour event was held at the Finlandia Hall, where the event organizer had built a large exhibition area and separate areas for different themes involved in the Tour. On the main stage of Finlandia Hall were seen, among other speakers, cyborg anthropologist Amber Case and Dr Joseph Reger, Chief Technology Officer from Fujitsu. They provided insight into artificial intelligence, Internet of Things and big data opportunities for both society and the business. In the exhibition area, participants had a chance to get acquainted with the latest human-centered innovations in digital technology. According to the feedback from the participants, the Fujitsu World Tour was among the top events organized in Finland in 2017.

Every year in November, Fujitsu hosts one of the largest European ICT events, the Fujitsu Forum in Munich Germany. This year we held another successful event and 10,000 visitors from over 80 countries took the opportunity to learn more about how Fujitsu is driving digitalization.



Fujitsu Innovative Technology

Particular importance is attached to research and development at Fujitsu. We aim to ensure Fujitsu remains at the forefront of innovation, with state-of-the-art technology solutions. The company invests around two billion US dollars each year globally and owns more than 100,000 patents.

Fujitsu Laboratories

Fujitsu Laboratories is at the center of Fujitsu Group's R&D strategy. Fujitsu Laboratories of Europe (located in London and Madrid) is the local "face" of Fujitsu global laboratories' organization in EMEA. Its project activity focuses on Future Mobile Communications and Wireless Standards, Big Data Processing and Linked Open Data, Social Innovations and Supercomputer Applications.

With a history of important scientific discoveries and technological innovation. Fujitsu Laboratories is deeply engaged in research aimed at empowering people through innovation, as a tool to promote a better world. Fujitsu reflects this vision with the phrase 'Human Centric Innovation', and our laboratories target research and development aligned to this.

One great example is our PalmSecure vein recognition technology which brings data security and user friendliness to the next level. Fujitsu PalmSecure technology uses the very complex vein pattern in the palm of a hand to identify a person with great precision, thus reducing the risk of misuse of stolen and unprotected passwords.

The Fujitsu Palm Vein Readers were chosen by itwillbe.org as a reliable, quick and safe way to register and recognize the estimated 11 million homeless children living in India, to be able to provide them with essential medical, emotional and educational support.

Services and R&D of Services

ICT infrastructures and processes need to be highly flexible, mobile, secure and scalable. The central goal of the service development process is to ensure that our services benefit both present and future business needs. The focus of the R&D of services is to understand and develop our customers' operations in a more user-friendly direction in order to enhance the effectiveness and quality of the customers' business.

Co-creation means development in which the customer and Fujitsu together create and innovate. With this model, new perspectives and ideas have already been found to promote digitalization.

Fujitsu Digital Workplace services combines next-generation workplace solutions, workstations, service desk and technical support. Fujitsu supports organizations on their way to becoming a Digital Workplace.

Fujitsu Salad

In November 2016, Fujitsu Limited, and Fujitsu Kyushu Systems Limited established a new greenhouse technology company in Finland, Fujitsu Greenhouse Technology Finland Oy. The Finnish partner is Robbe's Lilla Trädgård from Lapinjärvi. The company uses technology where salad is grown in layers and the Fujitsu Akisai Cloud platform developed for food production and agricultural needs is used. Production of a closed-loop vertical plant was started in the spring of 2018.

We will deliver lettuce, baby greens salad and herbs and by using year-round artificial light from LEDs. This provides smooth conditions regardless of season and time of day. Compared to sunlight, this is a favorable option, as this optimizes growth conditions for each plant by taking advantage of the wavelength and brightness of the LEDs. In winter, there is normally too little sunlight and too much in the summer. Irrigation can similarly be adjusted correctly. Data collected from the crop, its analysis and cultivation optimization guarantee about 40 percent more efficient production compared to ordinary greenhouses.

Fujitsu also aims to package the knowledge and cloud services resulting from this business and deploy them throughout the European Union. Our goal is to gather expertise on the application of cloud services to food production and agriculture and to utilize it in the rest of the world. Closed-loop vertical farming means it is possible to bring food production to cities, for example, to reduce carbon footprint resulting from transport, and to exploit otherwise vacant industrial or office spaces.

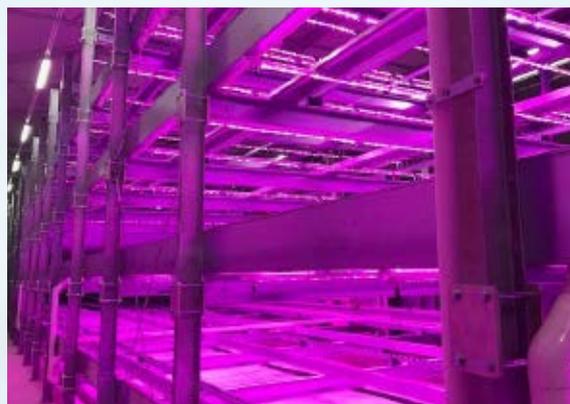


Fujitsu Artificial Intelligence Solution accelerate quality assurance of 75 meter long windmill turbine blades

Our AI Solution has significantly accelerated Siemens Gamesa's post manufacturing quality assurance (QA) process. The wind turbine blades are fiberglass and are up to 75 meters long. AI analyzes images generated from Non-Destructive Testing data scans to identify patterns that may indicate manufacturing defects. Inspection time to thoroughly check every centimeter of the entire length of a new blade is reduced to just one and a half hours. As a result, highly-skilled inspectors are freed up from a monotonous but necessary task that could previously take six hours. It is just one example of how Fujitsu is co-creating with its customers to take solutions to the next level and proposes new approaches to traditional operating models and helps the customer digitize their operations.

Improving worker Safety

The new generation of occupational safety means monitoring the physical well-being of workers in real time, preventing dangerous situations, and developing securer and efficient work processes. All this is possible with the Internet of Things and Wearable Technology.



Vital Sensing Band

We have developed an artificial intelligence solution that measures the stress levels of people working in warm conditions. The solution can be used, for example, in guarding, construction and other outdoor work. The goal is to improve the safety of people working outdoors and to prevent heat stroke. This artificial intelligence technique is known as Human Centric AI Zinrai.

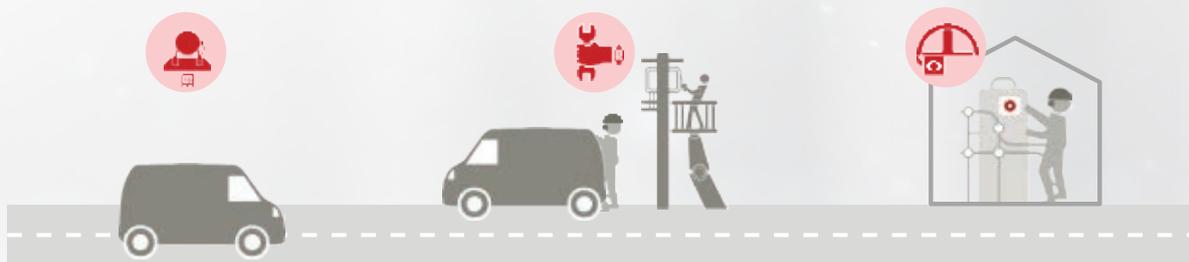
The solution measures the worker's temperature and overall wellbeing through a wrist device. The information is based on humidity, temperature and pulse rate. In addition, the new solution will be able to interpret information accumulated over time and to determine what kind of working conditions are safe for different employees.

Wearable Technology improving driver and passenger Safety

The wearable device, which is hung around the neck, monitors the vitality of professional drivers. The system will alert if the driver feels drowsy and he or she is no longer monitoring reliably the environment.

Instructions via Head Mounted Display

Head Mounted Display (HMD) is a waterproof and dust-tight device to be used in industrial condition. It is to be used on the head. It can also be used together with safety helmet and safety glass. The device includes a screen, a camera, two microphones and various sensors. The device frees your hands to do other work, making the job safe and accurate. In addition, efficiency increases and it reduces mileage when work tasks are completed on one visit.



Driver Safety
Driver Drowsiness

Worker Safety
Vital Sensing Unit

Worker Efficiency
HMD / AR Solution

Wearable Hands-Free speech Translator

Fujitsu Laboratories Ltd. has developed the world's first hands-free speech translation device, suitable for tasks in which the users' hands are often occupied, such as in diagnoses or treatment in healthcare.

In recent years, with an increase in the number of visitors to Japan, more and more non-Japanese patients are going to hospitals, creating issues in supporting communication in multiple languages. The hands-free device recognizes people's voices and the locations of speakers, and that automatically changes to the appropriate language without physical manipulation of the device. The device increases patient safety as it speeds up and supports proper care.

Ship Performance Estimation Technology

The environmental, economic and safety implications of maritime transport have become a major concern of the shipping industry in recent years. The industry's annual carbon dioxide emissions are about 3 percent of global emissions (about 900 million tonnes). Fujitsu Laboratories Ltd has 2017 conducted a trial of a ship performance estimation technology together with Mitsui O.S.K. Lines (MOL) and Ube Shipping & Logistics, Ltd. Developed by Fujitsu Laboratories and Tokyo University of Marine Science and Technology (TUMSAT), the technology can predict figures such as ship speed and fuel consumption in a variety of weather and wave conditions.

The results of the trial showed that the technology is capable of estimating ship performance with an estimated margin of error under 1.5%, both on the ocean and near the coast. With this technology, it is possible for operators to accurately predict ship courses that will reduce fuel consumption, leading to lower fuel costs. Fujitsu Limited will include this technology as an option in Fujitsu Mobility Solution SPATIOWL, a cloud service that utilizes location information.

Active Involvement in Quality and Data Security in Finland

Quality is a significant part of our corporate responsibility. We participate actively in the work of the ICT sector standardization working groups created by the Finnish Standards Association and in the activities of the Finnish Lean community.

Fujitsu role in the area of cybersecurity, i.e. matters concerning the security of the electronic and networked society, is to globally introduce new data security solutions and to participate in Finnish projects within the sector. We are a member of the Finnish Information Security Cluster FISC and are co-owners of Cyberlab Oy owned by FISC. FISC acts as the representative and voice of its member companies in the planning of regulatory, statutory and other data security principles and promotes the export of Finnish data security solutions to international markets.

Green Technology and IT made in Germany and Japan

Environmental considerations have been reflected in Fujitsu products since the 1980's, and the company's many industry firsts include the first green PC in 1993 and the first lead-free PC mainboard in 2002, long before it was required by the RoHS (Restriction of the use of certain Hazardous Substances) guidelines of 2008. From 2008 on, we launched a line of zero Watt products, another breakthrough. The zero Watt monitor was the first in a series of devices that do not require any electricity in stand-by mode.

But Green Technology is not just a topic for today. We will continue to make ICT more efficient, lower in cost and – most importantly – even more sustainable to protect the environment. Fujitsu carefully considers its environmental impact at every stage of the product lifecycle, from design to manufacture to end-of-life recycling. Fujitsu environmental guidelines are aimed at reducing waste, minimizing energy consumption and eliminating hazardous substances. Today Fujitsu sells a wide range of green-certified products such as its LIFEBOOK notebooks, FUTRO thin clients, ESPRIMO desktops, CELSIUS workstations and displays, and the company is continuously expanding its green portfolio with new products. All of these products have been independently tested and proudly bear eco-labels such as Blue Angel, EPEAT and ENERGY STAR®.

Fujitsu is the only ICT manufacturer that covers the whole ICT value creation chain in Europe, from development through hardware production to recycling. Prototypes are assessed and optimized with a view to their subsequent disposal.

For many other companies, Europe is considered too expensive for hardware production. Our state-of-the-art facility in the German city of Augsburg is considered to be the most modern computer factory on the European continent, allowing us to achieve efficiency gains and competitive pricing.

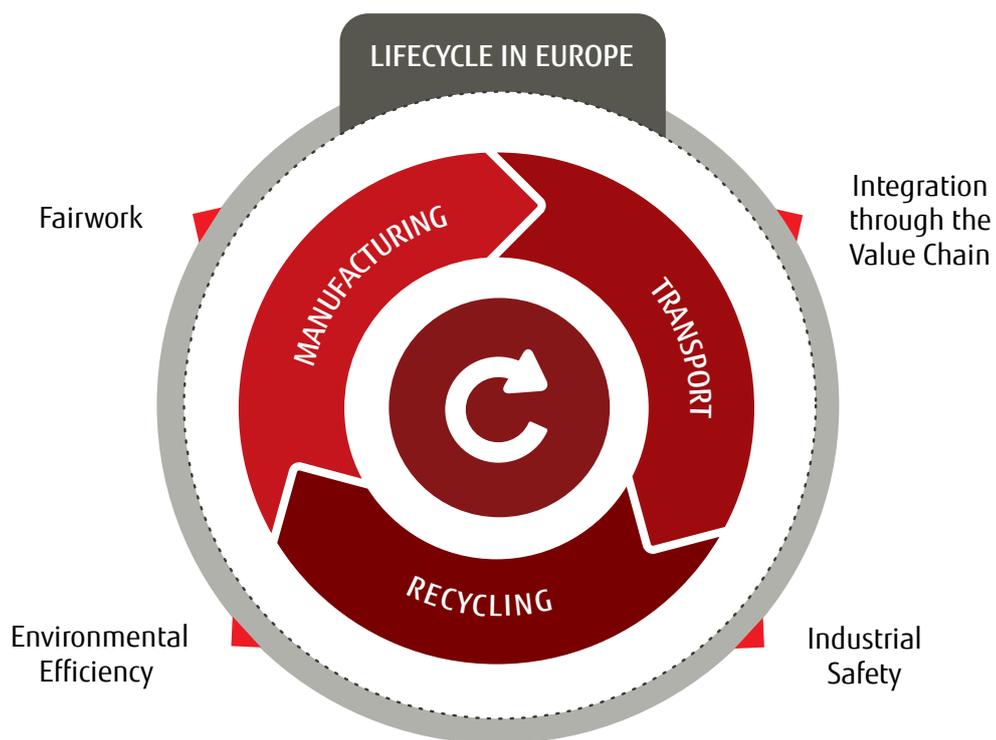
Fujitsu computers sold in Finland are manufactured at Fujitsu production facilities in Germany and Japan. Both Fujitsu plants have been audited by a third party. In April 2017, a third party conducted assessment according to EICC at the German Augsburg plant. The Augsburg plant has the following certifications: ISO 9001: 2008, ISO 14001: 2004, ISO 50001: 2011, OHRIS.

We are a recognized supplier of the state procurement unit Hansel and we meet Hansel's very strict equipment requirements.

Our product delivery organization in Finland is specialized in lifecycle management in order to reduce environmental burden, workload of customers, business disruptions and costs arising from equipment replacements. Tasks of the product delivery organization range from end-user software pre-installation prior to the delivery of a product, to extending the product lifecycle by reusing products as equipment or as spare parts and materials for other products. The recycling at the end of product's lifecycle is taken care of by ensuring data security and protection of the environment.

Data destruction is carried out according to the guidelines by the Finnish Communications Regulatory Authority. We do not export any ICT products for recycling purposes abroad. Finnish legislation and EU directives require that the WEEE (Waste Electrical and Electronic Equipment) be recycled. Displays, CPUs, laptops and peripherals are classified as hazardous waste that always requires legitimate processing and disposal. Our recycling service takes care of disposal in an environmentally responsible way and when possible will recycle the equipment. At the recycling service 90% of the materials are recovered.





Eco-labels provide unbiased information about the environmental impacts of Fujitsu products. In the manufacturing of its equipment, Fujitsu also uses recycled and renewable materials, such as recycled plastics, recycled magnesium alloys and bioplastics. Fujitsu is a member of the CSCI (Climate Savers Computing Initiative) organization, which aims to improve the energy efficiency of computers and servers. As a CSCI member, Fujitsu is committed to developing and offering products that, at a minimum, meet the requirements of the present energy efficiency standards.



Fujitsu Finland is a member of the Finnish ICT Producer Cooperative and Finnish Packaging Recycling RINKI Ltd.

Globally, Fujitsu has introduced a flexible equipment return and replacement program that covers 27 countries in Europe. In Finland, we handle equipment locally and do not send equipment abroad. For our customers we offer an environmentally responsible and data secure way to dispose of outdated equipment. Our recycling services take care of disposable devices responsibly. Over 90% of the materials can be utilized by using our recycling services, which exceeds the Finnish statutory level of 45% for WEEE. The statutory level will be 65% from 1st January of 2019.

Hybrid ICT and Fujitsu Cloud

Cloud Services are easy-to-deploy ICT solutions that can respond to changing needs quickly and cost-effectively. A number of the inherent characteristics of cloud, such as scalability, elasticity, sharing, dynamic provisioning, and consuming according to need, can lead to more efficient and particularly energy efficient computing. Fujitsu has 6 global cloud centers, 2 are in Europe. Cloud services are also provided by local cloud centers, Fujitsu has 3 in Finland.

The Hybrid ICT service brings together all the ICT services of an organization. Through this, information management sees all the hybrid service, general cloud services, and traditional workstation services in use. With the Multi Hybrid, it is also easy to add, extend, edit and delete services as needed.

We offer strong authentication and one port for managing all clouds and integrating old Legacy solutions into the latest solutions. We help our customers combine multiple cloud environments sensibly so they can renew their own ICT solutions innovatively, faster, easier and more environmentally friendly.

Fujitsu Cloud Service K5 is a next generation cloud platform and it helps customers achieve the operational efficiencies the market increasingly expects: lower costs, faster responsiveness and pay-as-you-go models. Designed in-house and built on our expertise with the open-source K5 offers you a cloud platform optimized for cost-efficient operations. Fujitsu Cloud Service K5 Center was launched in Finland in August 2016. The K5 Cloud Service works entirely with renewable energy.



Data Centers

Fujitsu Data Center Services are provided in a centralized manner in our own facilities. This enables control over environmental impacts throughout the service lifecycle. The capacity services (server and storage capacity services) are mainly provided by using new, energy efficient hardware or, where possible, virtually. Since our Data Centers are located in Finland, we can produce nationwide public services locally.

Data Center Servers are renewed regularly, this was the case also in the fiscal year 2017. Replacing old servers with new and energy efficient once will improve the overall energy efficiency of the Data Centers. We have had PUE (Power Usage Effectiveness) rate 1.4 in the last fiscal year and PUE rate under 1.5 in the financial years 2012-2016.

All Fujitsu Finland's Data Center Services are provided by using renewable energy.

Server virtualization has significantly reduced the amount of hardware needed. Fujitsu has invested in energy efficient cooling at its Data Centers by using free cooling and waste heat as well as investing in more energy efficient equipment. These efforts have resulted in a 1.5-fold increase in cooling power. Optimal benefits have been achieved by using Fujitsu own energy efficient servers that adjust cooling according to the server load. The power consumption of the server equipment is controlled centrally so that services that are not being used are automatically set to standby mode to save energy. Finland's cool climate enables the use of free cooling which improves energy efficiency. We are a member of the global Green Grid organization its aim is to reduce the total consumption of energy used in Data Centers.

Technical Maintenance Services

In technical maintenance servicing (TMS) Fujitsu uses 64 Opel Combo vans which CO₂ emissions are 129 g/km. At the beginning of the fiscal year 2018, the cars will be replaced by Ford Transit Connect vans with a CO₂ emission value of 115 g/km. Our services team consists of approximately 300 employees of whom approximately 200 use our service vans. Fujitsu service cars are in use throughout Finland. Over 90% of the problems are solved with only one service visit. We measure the number of visits and our goal is 'First time fix' that means that the problem is solved on the first visit. This reduces emissions caused by driving.

During 2017 we had 140,183 service visits, of which our partner since 1st of May solved 24,641. For comparison: 2016 we had 205 000 visits and 2015 we had 215,000 visits. The change in visits per year is mainly due from shifting to remote management, automation and to reduced work load. During fiscal year 2017 our technical maintenance service team drove in total 2.4 million kilometers, of which our partner drove 0.25 million kilometers. In 2016 the number was 2.6 million kilometers.

On 1 May 2017, part of the TMS was outsourced to a partner which we have reviewed our environmental management system with. Their environmental management system was found to be congruent with Fujitsu System.

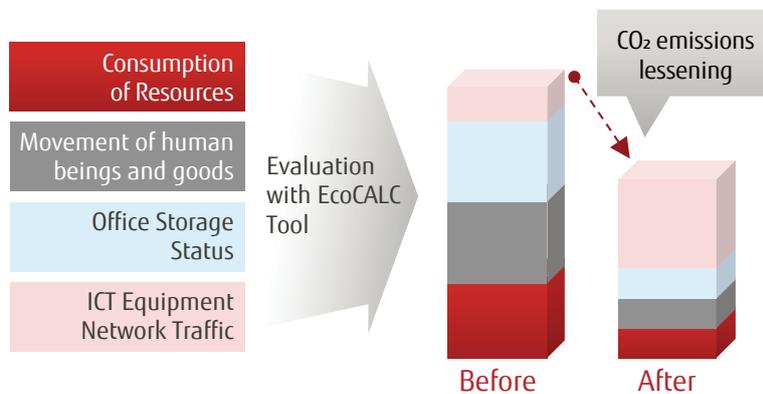
Carbon Footpring for ICT

Fujitsu EcoCALC (Eco-contribution CALCulation) tool enables us to measure to what extent Fujitsu ICT services can reduce our customers' carbon footprint. This unique tool was specifically developed for the assessment of environmental benefits.

With the tool, we can calculate the CO₂ emissions before and after the deployment of the service or feature selected by the customer. The tool generates an easy-to-read and versatile report that the customers can use, for example, in their annual reports. An EcoCALC calculation is an excellent way to inspire companies to think about their environmental impact in terms of their ICT solutions. EcoCALC complies with the environmental action plan of both Fujitsu Finland and the global Fujitsu Group.

Traditionally, the main ICT indicator used has been improvement in business, production or quality. EcoCALC was adopted first in Japan in 2010. Globally, we have performed over a thousand calculations and around a dozen in Finland.

The EcoCALC tool assesses CO₂ emissions for seven different factors before and after the deployment of the selected ICT solution. The factors are: resource consumption, human movement, goods transportation, office space, warehouse space, electricity consumption of ICT equipment, and data communication.



Eco-contributinal CALCulation

Internal Environmental Performance

Environmental protection and sustainability have been top priorities at Fujitsu for 80 years. According to our climate and environmental vision published in 2017, we strive to be a completely emission free company by 2050. We aim to help build an emission-free society together with our customers and to help our customers and society adapt to climate change by providing advanced technology. Sustainability is firmly enshrined in our corporate philosophy, 'The Fujitsu Way'. Our environmental impact is measured and monitored both locally and globally.

We aim to reduce the emissions caused by our business through our environmental management system (EMS). We monitor the consumption of electricity, water and heat at our offices, the energy efficiency of our Data Centers, the emissions from traveling and the quantities and sorting of waste at our largest sites. The electricity we need for our business has been produced sustainably and we use only green electricity. In addition, all our suppliers are subject to Fujitsu Green Procurement Guidelines to reduce emissions from our production chain.



Four Main Themes of Environmental Reporting

Our local environmental management program is based on four main themes: natural environment and biodiversity, prevention of pollution, sustainable resource use, climate change and energy. During the financial year 2017 preparations have also been made to implement the EMEA-wide ISO14001: 2015 certification.

We have been actively communicating to our employees about the various topics and related events of the program, as it is important for us to maintain our environmental awareness.

1. Natural Environment and Biodiversity	We are committed to protecting biodiversity and natural environment by promoting volunteering activities.
2. Prevention of Pollution	<p>We perform an environmental impact evaluation of our business each fiscal year. Due to the fact that we use only green electricity, our electricity consumption does not produce any emissions. Most emissions were generated in 2017 from business travel, especially air travel.</p> <p>We encourage our employees to use public transportation both during working hours and on business trips. At our Helsinki offices we have public transport payment cards for journeys during the day. At our largest offices employees can also borrow bikes during the working day. We started to economically support the use of public transport between home and work from January 2018. This was accomplished by introducing the ePass Flex feature where the agreed financial advantage can be used either for payment of sport or public transport.</p>
3. Sustainable Resource Use	<p>Waste from our operations is treated appropriately. Our target for the fiscal year 2017 was that 78 percent of the weighed waste would be recycled. We exceeded this goal with flying colors. Other waste is utilized as energy.</p> <p>We participated in the nationwide Energy Saving Week in October 2017 by organizing lectures on economic driving and energy saving at our headquarters. Our employees get acquainted with the recycling of our equipment and waste, our offices' energy consumption and our nationwide environmental program. We participated in Earth Hour in March 2018 by organizing discussion sessions and information sessions in several locations.</p>
4. Climate Change and Energy	Fujitsu Group is committed to the objectives of the Paris Convention on Climate Change and the UN sustainable development goals. We use them as a reference framework for drawing up environmental programs for greenhouse gas emission reduction targets. Fujitsu Finland is also committed to reducing its greenhouse gas emissions. We have been using green electricity since 2014 and are constantly striving to improve the energy efficiency of both our offices and our Data Centers. Our car benefit also encourage our employees to use low-emission cars.

Environmental results from fiscal year 2017

Our total energy consumption, consisting of electricity and district heating, decreased a little compared to the previous fiscal year. The consumption of district heating increased by 19% compared to last fiscal year. The electricity consumption in our Data Centers decreased a little due to server virtualization. Our offices energy consumption decreased by 16% compared to the previous fiscal year.

Water consumption reduced by 13% through initiatives such as reducing the water flow and replacing or repairing defective bathroom fixtures.

Fujitsu reduced further road travel related emissions by 12% which is exceeded our reduction target. Road travel consists of business travel and maintenance service kilometers. Route planning for technical maintenance personnel has had an impact.

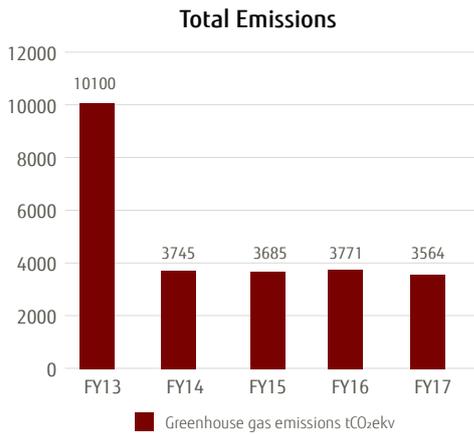
In recent years, the biggest challenge has been the increase in air travel. As our cooperation in Nordic countries and lately in the EMEIA region has grown, the air travel has increased significantly. During the fiscal year 2017 we managed for the first time to reduce our air travel emissions by 9%.

In fiscal year 2018 our target is to reduce air travel emissions by 10%. We will continue to compensate 10% of all our emissions caused by air travel. We will support the Gold Standard climate project by funding a project. In addition, we will compensate all emissions exceeding our air travel reduction target.

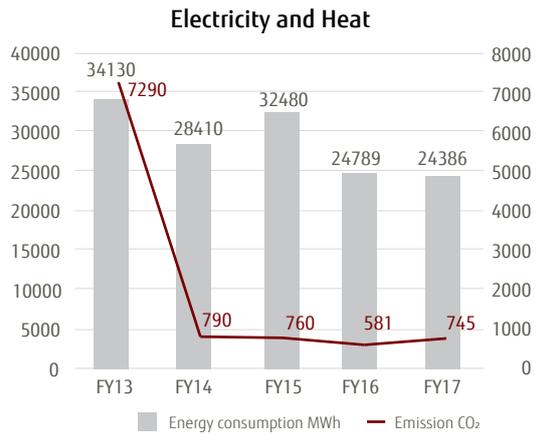
A few ways to reduce air travel are promoting digital work habits and tools. Raising awareness and communicating regarding the environment to the employees on a regular basis is key.

We have successfully improved the material utilization of waste to 82%, which is 4% more than our target. In our offices we recycle bio-waste, paper, cardboard, metal glass accordingly. Since 2015, no waste goes to landfill because of the waste-to-energy plant in Vantaa.

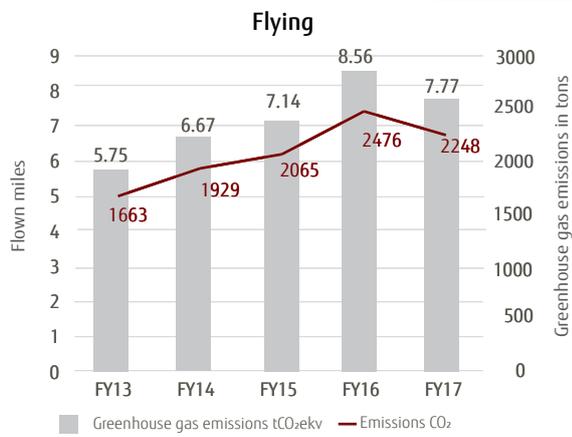




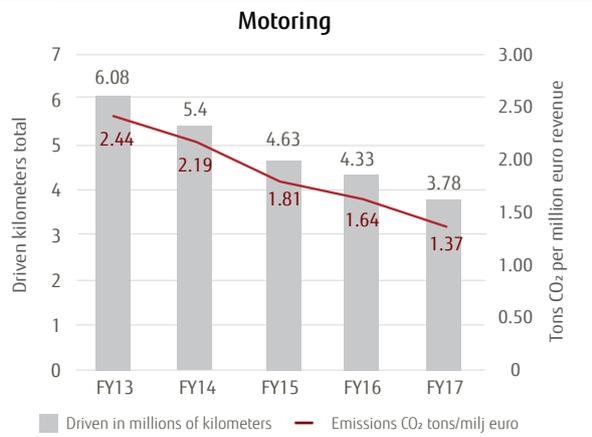
Total Emissions of Carbon Dioxide



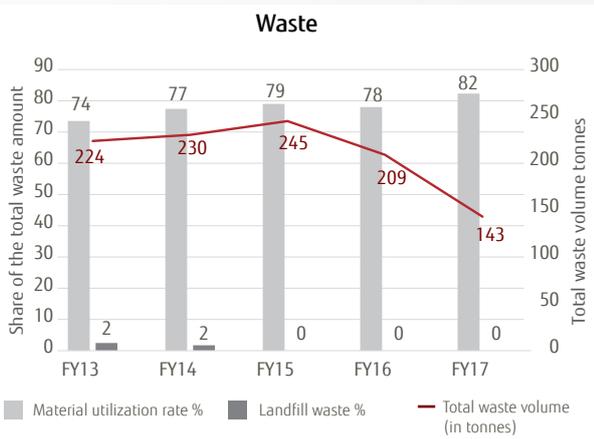
Total Energy Consumption and Emissions



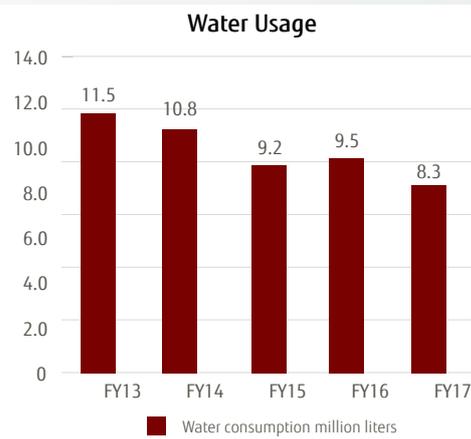
Overall Impact of Air Travel



Overall Impact of Motoring



Waste Treatment



Water Usage

ISO14001 and other Certifications

ISO14001:2004

There is a long history of environmental responsibility at Fujitsu Finland. For example, we have been collecting electronic waste since 1975. Fujitsu Finland has developed the company's environmental management system to comply with the requirements of the ISO14001 standard. In spring 2014, the environmental management system certification, ISO 14001, was extended to cover the entire Fujitsu Group. The environmental management system we have had in place at our logistics center has had the ISO 14001 certification since 1999.

WWF Green Office

Fujitsu Helsinki head office joined the WWF Green Office network at the end of 2010. Our environmental management system received the Green Office label in December 2011. The WWF Green Office is an environmental management system for offices. It enables offices to reduce their environmental impact, achieve cost savings and mitigate climate change. The goal of the scheme is to reduce offices' environmental footprints and greenhouse gas emissions.

ISO/IEC20000-1:2011

Fujitsu is the first IT services provider in the Nordic countries to be awarded the ISO/IEC 20000 certificate, an international standard for IT services governance and management. The target of the certification is two of Fujitsu customer accounts, infrastructure services of Orion Oyj and ERP Integrator Services for Kuntien Tiera Oyj. The certification ensures that Fujitsu meets detailed requirements for providing services and developing them on a continual basis. Fujitsu applies the requirements of this standard in its processes and their assessment.

ISO9001:2008 Quality Certification

Fujitsu Finland has the ISO9001 certification that supports the operation of service companies. The certification covers Fujitsu Finland Oy, Nice-business Consulting Oy. The certification concerns development, production, operation and sales of ICT solutions and services, sales of ICT products and the related Services.

ISO/IEC27001:2013 Data Security Certification

The certification covers Fujitsu Finland Oy's Managed Services unit, Business and Application Services unit, Pre-Installation and Logistics unit and HR unit. The certification concerns monitoring of servers and data communication, management and use services, application services, end-user support services, mobile and Internet services, logistics and installation services and HR management. During spring 2017 the Fujitsu Finland certificate was combined with the EMEIA-level joint certificate.

ISO 26000 Corporate Responsibility

We also follow the international standard for social responsibility, ISO 26000. Since 2012, we have conducted an annual CSR and Governance survey at 112 Group companies worldwide based on ISO 26000, to monitor the progress of initiatives at each Group company and influence our strategy and targets. In Fujitsu EMEIA, we use ISO 26000 to help us set strategy and targets for action under the EMEIA Responsible Business Program.

Community Investment

Responsibility has been an integral part of our operating philosophy for a long time. We implement responsibility as a company and as individuals by volunteering our time to various charities. For Fujitsu, Corporate Responsibility means the implementation of a just culture and the Fujitsu Way corporate philosophy within all our activities.

From 2017 onwards, our employees have been allowed to use one working day per year to do volunteering work. We have arranged volunteering events during the year, and employees also participated in other events organized by others. During the fiscal year 2017, Fujitsu employees gave 877 hours of work for volunteering work in Finland.

Work with NGOs and charity partnership WWF

Fujitsu Finland has supported WWF operations since 2011 by participating in the WWF Green Office network. During the fiscal year 2017 we took part in 6 events arranged by WWF to remove invasive plants from the nature at 5 different locations. In November, seven people from our country management team participated in the WWF's oil spill training event. After the training, they became members of WWF's voluntary oil spill voluntary troops.



Fujitsu employees removing invasive plants



In August 2017, we participated in the removal of invasive plants in Helsinki: "It was a pleasure to participate in a useful event. Special thanks to the biologist who opened the event and told which kind of plant we are removing and how it spreads. Something everyone should know is: When you remove invasive plants, do not put the plants species in the bio waste container or in compost. Put it always in general household waste that is buried " said Päivi Pihl.



Fujitsu employees volunteering for nature

FIBS

Fujitsu Finland is a member of the Finnish Corporate Responsibility Network, FIBS. FIBS was founded in 2000 and it is the only independent non-profit Corporate Responsibility network in Finland. Fujitsu has been a member since 2014. Fujitsu Finland signed the FIBS diversity network pledge in February 2016. By signing the pledge Fujitsu has agreed to provide equal opportunities, to identify and utilize individual skills and needs, to lead the right way and to communicate goals and achievements in this area. During 2017 Fujitsu hosted a FIBS diversity events in our premises in Helsinki.



The Linnanmäki Day and the Children's Day Foundation



Fujitsu employees have participated in the family day organized at the Linnanmäki amusement park for several years now. This popular event, which began in 2002, has become an important tradition for us. The event improves community spirit, which is at the core of any well-functioning workplace. At the same time, we can support child welfare work in Finland. For over 65 years, the Children's Day Foundation has maintained and developed the Linnanmäki amusement park in order to raise funds to improve the welfare of Finnish children.

The Finnish Red Cross

Fujitsu has actively supported the Finnish Red Cross by organizing box collections (e.g. for the annual Hunger Day campaign) in its offices and by giving employees the opportunity to donate blood during working hours. Fujitsu received a golden diploma from Finnish Red Cross Blood Service and Fujitsu employees have again actively donated blood during 2017.



Fujitsu employees fund raising



The Kilometrikisa Cycling Campaign

Finland took part again in the National Kilometer Race, a campaign that promotes biking to work. Finland employees gathered over 7 000€ in its sister event, the Ketjureaktio campaign, organized by the Finnish Red Cross. The race is to encourage us all to use bicycles instead of cars in all our activities: commuting and free time, daily shopping etc. Our 70 cyclists reached nearly 89,300 kilometers in the five months long race and almost 141 tons CO₂ saving.



A theater visit for carers in Finland

In recent years, Fujitsu has offered a day at the Finnish National Theater for special groups. In May 2017, we



invited the members of Carers Finland association to see the play Richard III. Carers Finland is an advocacy and support association for carers and care receivers. It's mission is to improve the status of families in care situations and support carers and their loved ones and local associations and citizens. A carer is a person who provides care for a family member or a loved one, who is unable to cope with everyday activities independently because of an illness, disability or some other special care need. The play was very popular and the carers were thankful for the support and break in their heavy work.

"Fujitsu offered carers a chance to have a great theater experience in May. 150 carers from all over South Finland enjoyed the play - some with their care receiver joining. The carers and the Carers Finland Association want to thank Fujitsu for an evening that brought much needed variation the carers life," said Marja Tuomi, Executive Director.

Hope - Yhdessä ja Yhteisesti ry

Fujitsu has supported the Hope organization during 2017 in many ways. In the summer of 2017, we donated 20 computers to be forwarded to families in need. One part of our support activities have been the volunteer work done by our Fujitsu employees. Our teams have participated in sorting donations and arranging the shelves at Hope location in Pitäjänmäki, Turku, Oulu and Tampere. Additionally, in May during our Wellbeing Day, our employees donated clothes and things to Hope.



Nora Virtanen, Simo Leisti and Christine Löfgren

"We were very pleased when Fujitsu approached us with the idea of donating used but practically new ICT equipment. During the spring we have been campaigning, where we have gathered the dreams of young people between age 12 and 17. It may not be surprising that a lot of young people just wanted their own computer. With these computers donated by Fujitsu we are making dreams come true for young people," said Nora Virtanen, Hope's Operations Manager in June 2017.

Most of the donation ICT equipment ended up with Hope's customer families, and especially their youngsters in different parts of Finland. A few machines were left in Hope's own organization, replacing old obsolete and unreliable computers.



The Joulupuu Campaign

In December 2017, Fujitsu Finland participated again in the Joulupuu charity campaign. The aim of the campaign is to give Christmas gifts to children that would otherwise be left without. The campaign is organized nationwide by local Junior Chambers.



Earth Hour

Fujitsu Finland took part in Earth Hour event, arranged by WWF, for the 8th time and turned off all the office building lights in our headquarters.

Cooperation with VAMOS

Vamos is a youth-oriented activity aimed at strengthening resources and supporting them to engage in education or work.



"It has been rewarding for VAMOS young marginalized persons to participate in the Fujitsu World Tour event. We assisted in the facilitation of Fujitsu World Tour event in April in Helsinki. VAMOS young people were able to participate and learn at every stage. At the World Tour we assisted with welcoming the visitors and in return we got a genuine work experience. The cooperation with Fujitsu is appreciative and provides a positive experience for the young. VAMOS youngsters, who are interested in IT industry, have also had individual mentoring sessions with Fujitsu employees. The youngsters have found the session's encouraging," said VAMOS career coach Eveliina Rantanen.

In addition, one Fujitsu employee participated in the VAMOS Espoo professional library event in December 2017 and talked about ICT to the young people. In the Professional Library events, young people have the opportunity to meet professionals from different fields and to explore the various fields in a variety of ways.

Helsinki Pride

Fujitsu Finland supports diversity and inclusion and took again part in the Helsinki Pride parade in July 2017.



European Mobility Week

Fujitsu Finland took again part in the European Mobility week in September 2017. During this week people are encouraged to reflect on their own everyday mobility choices and their impact on the environment and society. During this week Fujitsu arranged several wellbeing and sport activities at several Fujitsu sites in Finland, e.g. short outdoor walks after lunch, dance lessons, stretching etc.

Energy Saving Week

Fujitsu took part for the 7th time in 2017. During the week in October we had a diverse program with a focus on energy saving. We arranged a collection point at the HQ in co-operation with a NGO where our employees could bring clothes, toys etc. Children from a school near our HQ visited us. The students had prepared recycling related activities, quiz and messages for our employees.

Volunteering at a local animal shelter

During 2017, two volunteer teams from Fujitsu went to help at the Helsinki Animal Shelter (HESY) to arrange the shelter's storage facilities, do inventory, clean up and transport cardboard to the nearby collection station. They participants got useful information about HESY's activities and also had a chance to socialize with cats waiting for families.



Through HESY, each year more than 400 animals get a new home



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