

Personnel Education Systems/Human Rights Awareness

We have established original codes and systems to ensure respect for and develop the potential of each and every employee.

Policy

Respect for human rights

In conformance with "The FUJITSU Way," we have positioned respect for human rights in every situation as an action code.

Structure

1. Personnel system

We are promoting the establishment of a personnel system that encourages employees to challenge higher targets and places value on their hopes and aspirations.

Performance evaluation system

We have introduced a system under which employees establish their own operating targets every half year and receive compensation based on their level of achievement. This performance evaluation system provides employees with a context in which to use their skills to build a career on their own terms based on their own capabilities.

In-house open recruitment

We employ this system to recruit people with the necessary skills for various projects through in-house intranet. It is representative of efforts to create a more challenging corporate climate by expanding individual employees' job selection opportunities.

Free agency

A free agency system implemented in fiscal 2003 emphasizes employees' preferences and desires and offers them opportunities to select work assignments. The system reflects efforts to inspire a challenging attitude among all our employees, encourage career independence and improve the appropriateness of personnel allocation.

Career management

We provide services such as career counseling and career design seminars to support independent career shaping by employees.

Collection of employees' opinions/communication

We conduct evaluation feedback questionnaire surveys among employees who are subject to performance evaluation to collect their opinions concerning our evaluation system and human resources development programs. We disclose the results of the surveys to employees on our intranet.

Career management services menu

Career counseling

Individual support for individual career planning, etc., provided by specialized in-house career counselors

Career design seminar

Training courses offering experience in career design based on the latest career theories

Web career service

Use of assessment tools, etc., on the Web for self-understanding and career design

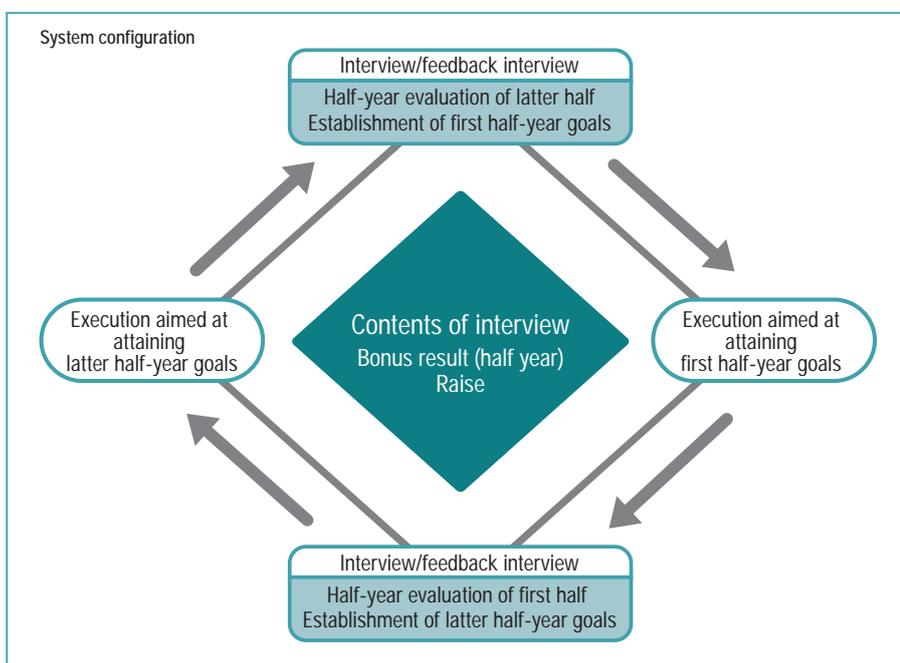
Establishment of personnel inquiry window/bulletin board

We have established an inquiry window and bulletin board on our intranet to support active opinion exchange.

2. Working support system

We have introduced carefully considered support systems to realize a better working environment.

- Child-care leave, wife's maternity leave, family member care leave, reemployment system
- Other original systems are designed to meet special employee needs.
- Internship system, refreshment vacations, others



3. Human resources development (employee education) system

In conformance with "The FUJITSU Way" creed, "every one of us has a leading role to play," we are establishing an in-house education system that supports employees' efforts to develop diverse careers.

Fujitsu University

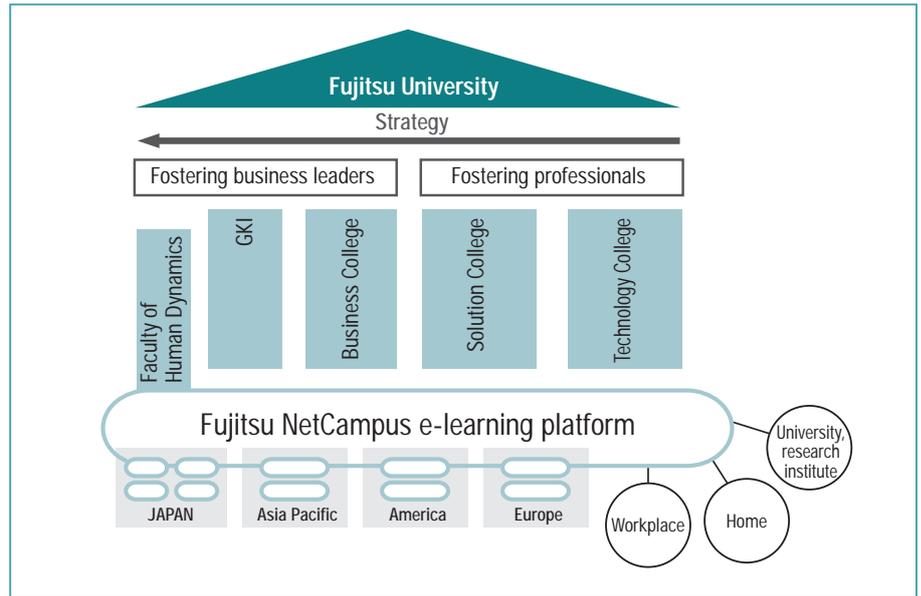
Established in April 2002, Fujitsu University is organized to foster human resources from the long-term perspective of the Fujitsu Group as a whole. The university, which is responsible for developing and realizing Group-wide human resources cultivation strategies in coordination with business and personnel strategies, is committed to the mission of "fostering advanced human resources to provide leadership for the industry" based on the following three factors:

- Fostering of *professionals* who can provide customers with high added value
- Fostering of *business leaders* capable of resolute global business promotion
- Reinforcement of the Fujitsu Group's baseline* as a total provider

* Baseline: Refers to the sense of values, business techniques, etc., shared by all Fujitsu Group employees in every area of business.

Fujitsu University Structure

- **GKI (Global Knowledge Institute)**
The institute conducts education aimed at fostering business leaders who can play an active role in competition with respect to the global knowledge base.
- **Business College**
The college pursues reinforcement of the baseline through companywide priority education, hierarchical education and global education.
- **Solution College**
The college cooperates with the various divisions in equipping sales personnel and system engineers with advanced professional skills and knowledge.
- **Technology College**
This college gives the operating divisions' engineers the expertise, skills and capabilities they need to establish development topics and work out the solutions on their own.



The Fujitsu Forum training facility (Numazu Plant)



Aerial view of the Numazu Plant

- **Faculty of Human Dynamics**
This faculty provides refinement through studies such as history, philosophy, ethics and religion to foster human dynamism.

FUJITSU NetCampus

A recent addition to the Fujitsu Group's education infrastructure, this e-learning platform serves as a management system for promoting e-learning, besides fulfilling such functions as introducing all the education programs currently offered and accepting applications for courses. It has been available for all the Group companies, including overseas companies, since April 2003.



4. Human rights awareness enhancement

Disseminating a spirit of respect for human rights

We strive to disseminate a human rights consciousness among employees to eliminate unfair discrimination by distributing "The FUJITSU Way" to each of them and placing it on our intranet, as well as by conducting periodic human rights education for all our employees.

Consultation window establishment

We established an in-house "human rights consultation window" to help realize better, more comfortable workplaces.

Results

Data related to employment and work in fiscal 2003 (unconsolidated) is as follows:

| Personnel details | | | |
|-------------------------------|--------|-------|--------|
| | Men | Women | Total |
| Number of employees (person) | 29,316 | 5,520 | 34,836 |
| Average age (years) | 39.3 | 36.1 | 38.8 |
| Continuous employment (years) | 16.9 | 15.1 | 16.6 |

| Number hired | |
|---------------|---------------|
| New graduates | Others |
| 550 personnel | 100 personnel |

| Number of relocations under in-house system* | |
|---|--------------|
| In-house open recruitment | Free agency |
| Approx. 1,600 personnel (accumulated total since system initiation) | 86 personnel |

* Some Group companies included