

## OUR APPROACH TO WORKSTYLE TRANSFORMATION

The Fujitsu Group believes that productivity is enhanced through the professional growth and the development of skill sets held by each and every employee. This is why we are promoting Companywide workstyle transformation, working to transform management and change awareness among all employees.

### Direction of Workstyle Transformation

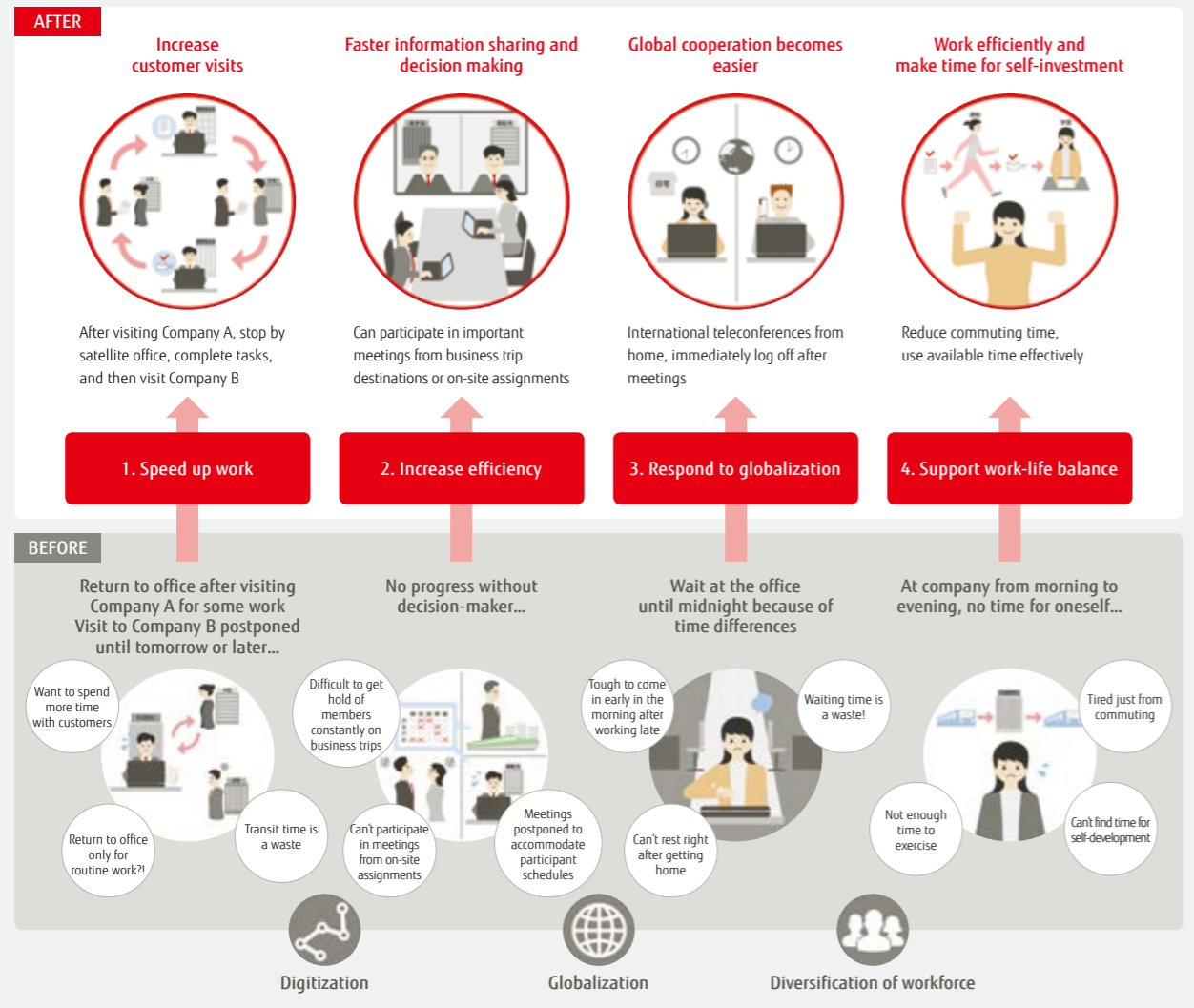
In order to increase productivity with diversified, flexible workstyles without the premise of working overtime, we have revised our internal system. Using ICT that represents the latest technology, we are changing management style and promoting greater awareness among each and every employee.

Along with selection and concentration of tasks at all levels, we are promoting workstyle transformation by

clarifying roles and authority, ensuring close attention to employees' time management skills, and improving the ICT environment by utilizing such systems as teleworking.

We are striving to raise the quality and productivity of labor by improving the environment where all employees can work in healthy ways and maximize their abilities, contributing to the development and growth of the Company.

### Vision for Using Telework to Support Employee Development



### Structure for Promoting Workstyle Transformation

To promote workstyle transformation from the top down, we have established a management-level Committee to Promote the Transformation of Ways of Working. This committee is promoting workstyle transformation throughout the Company while planning its implementation for each business division. In such ways, we are accelerating workstyle transformation led by those in charge at different divisions.

### Promoting Telework

Since 2010, Fujitsu has been promoting the development of a Global Communications Platform to strengthen communication, enabling a flexible way of working without being confined to a specific location or time, while sharing knowledge

worldwide. For employees committed to childcare or caregiving, we support their work-life balance by providing the necessary infrastructure. For example, we have introduced a work-at-home system and adopted a flextime discretionary labor system.

While promoting all of these initiatives, in April 2017 we officially launched a teleworking system for all Fujitsu employees in Japan. Along with the introduction of this system, we opened the free address offices "F3rd" at different Company locations. The offices provide working space for those traveling on work assignments, in addition to a setting to nurture co-creation between Fujitsu Group companies. Currently, we have 15 satellite offices in place throughout Japan, and we plan to expand the network further.

### Establishing Nursery Schools in the Workplace for Employees

One factor that has been impeding the return of employees with young children to the workplace has been the problem of long nursery waiting lists. To help address this problem, we have established day nurseries in two of our offices, one nearby our Kawasaki plant and one in Tokyo. We are also working together with private childcare providers to

promote efforts with Company-led nursery schools. We are committed to various initiatives to support employees' work-life balance.



### Initiatives for Occupational Health and Safety and Health Management

We are pursuing strategic initiatives to ensure the safety of our staff, while maintaining and improving their health.

#### Initiatives in Japan

Along with measures to promote diversity and transform the ways people work, Fujitsu has been strategically tackling issues related to health management. We have prepared the Fujitsu Group Health Statement to further promote the maintenance and improvement of health and safety for employees.

In order to support the health of employees and their families while raising the level of health literacy, we have formulated five priority measures. These are (1) measures against lifestyle diseases, (2) measures against cancer, (3) mental health measures, (4) measures against smoking, and (5) reform of workplace environment, etc., and enhancing health awareness. We provide health and safety education, offer stress checks for mental well-being and medical check-ups, undertake health promotion activities, and conduct seminars on such subjects as self-care awareness.

These efforts were recognized by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi when they certified Fujitsu as one of the "White 500 Health and

Productivity Enterprises," a designation recognizing companies that make strategic efforts to improve employee health management as an important part of their management operations.



#### Initiatives Overseas

The Occupational Health and Safety Group for the EMEIA region takes a comprehensive approach to ensuring proper compliance and to enhancing preventive measures in the field of occupational health and safety.

Embracing the spirit of the World Day for Safety and Health at Work, an annual initiative by the International Labour Organization, the EMEIA region strives to raise awareness and cultivate a stronger understanding of its employees' occupational health and safety on a far-reaching basis. In fiscal 2017, the EMEIA region worked to encourage the prevention of industrial accidents by focusing on collecting and utilizing industrial accident data. Another objective is to implement a cross-sectional incident management system by the end of fiscal 2018.