

WELL-BEING

The Fujitsu Group will create a corporate environment where all employees are able to work energetically and in good health, both in mind and body. Through a workplace culture where work is rewarding, we will help employees achieve personal growth and provide opportunities and support for them to harness their capabilities to the fullest extent.

For further details, please visit the following website:

Health Management: <https://www.fujitsu.com/global/about/csr/employees/health/>

Human Resource Development and Career Design: <https://www.fujitsu.com/global/about/csr/employees/education/>

Health Management

Policy and Promotional Framework and Periodic Review

Based on the Fujitsu Group Health Statement established in fiscal 2018, we position the health of our employees as the cornerstone of our operations and promote the maintenance and improvement of the health of our employees and their families.

The president serves as the chief health officer for Fujitsu and Group companies in Japan, and the Human Resources Unit, the Health Promotion Department, and the Fujitsu Health Insurance Society coordinate to implement, strengthen, and expand health-related measures. These bodies regularly hold meetings with relevant divisions within the Group, including those related to healthcare, and implement Groupwide data-based initiatives that follow the plan-do-check-act (PDCA) cycle.

In 2019, Fujitsu and 14 Group companies in Japan were jointly selected by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi under the 2019 Certified Health & Productivity Management Outstanding Organizations Recognition Program.



Human Resource Development and Career Design

Policy and Promotional Framework and Periodic Review

Fujitsu has established a Group-Wide Talent Strategy Committee, comprising executives at the management level and above. The Committee regularly discusses Fujitsu's human resource approach for implementing its vision and business strategies. In line with those strategies, the Human Resources Development Planning Office plans and implements measures for cultivating talent and organizational development, in coordination with each business group and Group company.

In fiscal 2019, we have provided diverse learning opportunities and environments for employees with the aim of accelerating our transformation to a DX company. We have promoted these efforts to enable diverse individuals to develop the literacy, mindset, and expertise necessary for DX, under a policy of providing support for learning in which all employees set targets independently in accordance with their own career preferences and strengths. Moreover, by improving career selection opportunities and supporting the development of careers envisioned by each individual, we are encouraging employee growth and advancing measures and initiatives for increasing engagement.

HEALTH AND SAFETY

The Fujitsu Group's first priority in all business activities is to protect the health and safety of our employees both in mind and body by providing a safe and healthy work environment tailored to the different cultures in which we operate.

For further details, please visit the following website:

<https://www.fujitsu.com/global/about/csr/safety/>

Health and Safety Policy and Framework

The Fujitsu Group corporate philosophy advocates "ensuring a safe and comfortable working environment." Based on this philosophy, we have established our Health and Safety Policy. By making Groupwide concerted efforts to promote a safe and pleasant working environment and workplace culture, we are ensuring the health and safety of our employees.

Through coordination by the Global Human Resources & Corporate Affairs Unit, we have established health and safety committees at all our business facilities. At the same time, we have established a Central Health and Safety Committee that manages all the committees and conducts periodic checks on workplace environments as well as sharing information on and making improvements to the workplace.

Initiatives in Europe

We conduct annual wide-ranging employee occupational health and safety awareness activities endorsing the objectives of the World Day for Safety and Health at Work, organized by the International Labour Organization (ILO). In fiscal 2018, we promoted the development of an incident management system by focusing our efforts on collecting and utilizing data on occupational accidents.

SUPPLY CHAIN MANAGEMENT

The Fujitsu Group holds "Coexistence with Suppliers," "Fair and Proper Evaluation and Selection of Suppliers," and "Promotion of CSR-Conscious Procurement Activities" as the tenets of its Corporate Social Responsibility (CSR) Procurement Guideline, and aims to realize risk-free CSR procurement in its supply chain.

For further details, please visit the following website:

<https://www.fujitsu.com/global/about/csr/procurement/>

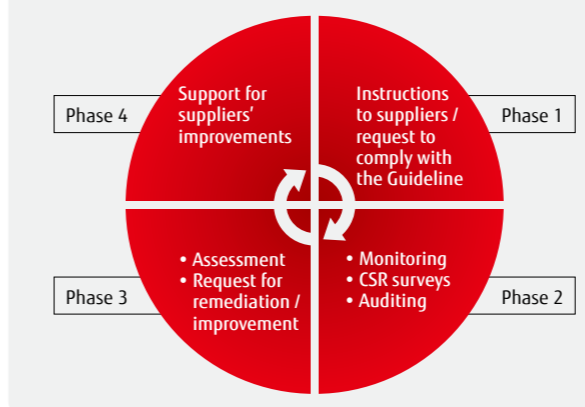
Supply Chain Management Policy and CSR Procurement Activities

The Fujitsu Group formulated its CSR Procurement Guideline in 2005 and has requested its suppliers worldwide to comply with that guideline. In 2017, the Group joined the Responsible Business Alliance (RBA), a global CSR coalition, and adopted the RBA's Code of Conduct as the Fujitsu Group CSR Procurement Guideline in 2018. By respecting the RBA Code of Conduct, the entire Fujitsu Group is engaging in CSR procurement with its suppliers in its supply chain.

In our procurement divisions, the Global Supply Chain Unit coordinates with the relevant departments to promote CSR activities among key suppliers in the following ways.

- (1) Clarifying compliance items through our CSR Procurement Guideline
 - (2) Confirming that CSR activities are being fully implemented by suppliers through CSR procurement surveys and other measures
 - (3) Providing feedback on survey results to suppliers
- When it is determined that there is a need to check whether or not CSR activities are being fully implemented by a supplier, a CSR audit is conducted. The supplier is required to submit a remediation plan based on matters identified by the audit, and we work with the supplier to make the necessary improvements. With the goal of ensuring the appropriate implementation and firm entrenchment of CSR activities by suppliers, we continuously implement the promotion of our CSR procurement and improvement processes.

Processes for Promoting and Improving CSR Procurement



CSR Procurement Initiatives

Addressing High-Risk Minerals

The policy of the Fujitsu Group is to exclude from its products, components, and supply chain any minerals that directly or indirectly benefit armed groups engaged in conflicts ("conflict minerals"), or minerals that are at high risk of being associated with forced labor or human rights violations.

Based on this policy, the Fujitsu Group requests suppliers to respond to a survey on high-risk minerals, with reference to the Organisation for Economic Co-operation and Development (OECD)'s Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. While there have been no confirmed reports yet of smelters having any involvement with armed

groups, we will continue in our efforts to increase transparency in our supply chain.

Promoting Green Procurement

The Fujitsu Group has set out its basic approach to the environmentally sound procurement of components, materials, and products in the Fujitsu Group Green Procurement Direction. The Group uses it as a guideline to promote green procurement activities with suppliers. We are also implementing an initiative to reduce CO₂ emissions in the supply chain and promoting integrated activities aimed at reducing environmental impacts throughout the entire supply chain.