Sustainability Management at Fujitsu

Corporate Executive Officer
EVP, CSO (Chief Sustainability Officer)
Fujitsu Limited

Yumiko Kajiwara
Our Purpose

Make the world more sustainable by building trust in society through innovation.
The Fujitsu Way demonstrates the principles on which all Fujitsu people around the world make their decisions and take actions.

The Fujitsu Way comprises three parts: "Our Purpose", "Our Values" and "Code of Conduct".

"Our Purpose" indicates why Fujitsu exists in society. "Our Values" are the important sense of value each person should have. "Code of Conduct" is what we should comply.

Our purpose is to make the world more sustainable by building trust in society through innovation. In order to realize the purpose, the "Values" indicate a critical action cycle consisting of 'Aspiration', 'Trust' and 'Empathy'. As a member of society, we must comply with the "Code of Conduct".

We, as a team, an organization and also individuals, will deliver Fujitsu's value to our customers and society.
To realize Our Purpose, we set management goals for financial and non-financial frameworks.
We in the Fujitsu Group are committed to providing value to society driven by Our Purpose, starting with social trends.
Building new possibilities by connecting people, technology and ideas, creating a more sustainable world where anyone can advance their dreams.

Embodied in the concept of Fujitsu Uvance:

Building new possibilities by connecting people, technology and ideas, creating a more sustainable world where anyone can advance their dreams.
GRB (Global Responsible Business)
Create an environment where all employees can work with vitality and provide employees with opportunities to realize self-growth and to take maximum advantage of their talents

Help address environmental issues by implementing climate change countermeasures that contribute to the achievement of the Paris Agreement’s 1.5°C target and by providing innovative solutions

Ensure that employees of all organizations are rigorously informed about the Fujitsu Way Code of Conduct; cultivate awareness of higher levels of corporate ethics, including societal norms; and act with sincerity

Give consideration to human dignity and conduct human-centric value creation in corporate activities; and respect diversity and foster a corporate culture in which everyone can contribute while remaining true to themselves

Conduct activities with a heightened sense of empathy for societal issues and create favorable socioeconomic impacts; and connect created impacts to even greater value

Give first priority to ensuring safety as well as sound physical and mental health and provide safe, healthy workplace environments that reflect the circumstances in respective countries and regions

Realize procurement in the Group’s supply chains that is highly diversified and which takes responsibility for human rights, the environment, and health and safety

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GRB Leaders

Human Rights and DE&I
Tim White
Corporate Executive Officer
EVP, Head of Global Services Business Group

Wellbeing
Occupational Health and Safety
Hiroki Hiramatsu
Corporate Executive Officer
EVP, CHRO

Environment
Megumi Shimazu
Corporate Executive Officer
SEVP, Head of Global Solutions Business

Compliance
Kyoko Mizuguchi
Corporate Executive Officer
EVP, General Counsel

Supply Chain
Takashi Yamanishi
Corporate Executive Officer
SVP, Head of Global Supply Chain Unit

Community
Yumiko Kajiwara
Corporate Executive Officer
EVP, CSO
Implementing e-Learning modules on the topic of “Business and Human Rights” for 130,000 Fujitsu Group employees worldwide

Messages from the CEO and special events to coincide with the international days currently observed by the United Nations

Holding seminars aimed at creating workplaces where it is easy for everyone to work
Obtaining written consent to Fujitsu’s procurement policies

Promoting diversity

Requiring partner companies to reduce their CO₂ emissions
Case Activities: Community

Apps to support pediatric cancer patients

STEM education for children

Global communication activities for employees to take ownership in addressing social issues
Creating value for customers:
Innovation

Transforming Fujitsu:
Employees and Corporate Culture

Fujitsu’s Purpose
Global D&I Vision & Inclusion Wheel

Inclusive Culture

Age, Gender, Religion & belief, Education, Job type, Marital status, Military & veterans, Socio-economic status, Communication styles & skills, Nationality, Parents, Carers, Thinking styles, Ethnicity & race, Sexual orientation & gender identity (SOGI)

Be Completely You
Purpose Carving®

Articulating one’s individual purpose through dialogue

Empathizing with Fujitsu’s purpose

Achieving one’s own purpose
Sustainability Contribution Awards

Internal awards program open to all group companies worldwide

Fujitsu Way promotion leaders serve as judges

Best practices are widely shared internally
“Management” and “front-lines” working together to achieve a transformation that maximizes the use of digital technology.

- **Management leadership**
  - Creating systems that will continuously carry out DX

- **Collecting front-line knowledge**

- **Focus on transforming culture**
  - Unified operation of “management/business” and “IT/digital”
By achieving our purpose as a technology company, we will create value as we look to 2030 and beyond.
Thank you