



## The Fujitsu Group's CSR

The Fujitsu Way, the corporate philosophy of the Fujitsu Group, advocates that "Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world. We strive to fulfill our responsibilities to society by putting this philosophy into practice.

## Our Approach to CSR

### Reflecting the Fujitsu Way, Our Corporate Philosophy, in Our Action

Fujitsu began its life in 1935 as a company handling core communications infrastructure such as telephone exchanges. Since then, the ideas and spirit of successive leaders who paved the way for our progress have been condensed and codified in the Fujitsu Way.

For the Fujitsu Group, Corporate Social Responsibility (CSR) means contributing to a sustainable, networked society by working with our customers to resolve a variety of social issues through the practice of the Fujitsu Way.

### Our Corporate Philosophy "FUJITSU Way"

The Fujitsu Way facilitates management innovation and promotes a unified direction for the Fujitsu Group as we expand our global business activities, bringing innovative technology and solutions to every corner of the globe.

The Fujitsu Way provides a common direction for the employees of the Fujitsu Group. By adhering to its principles and values to their daily activities, the employees enhance corporate value and their contributions to global and local societies. (The Fujitsu Way was enacted in 2002 and was revised into its present version in 2008.)

#### FUJITSU Way

Corporate Vision	Through our constant pursuit of innovation, the Fujitsu Group aims to contribute to the creation of a networked society that is rewarding and secure, bringing about a prosperous future that fulfills the dreams of people throughout the world.	
Corporate Values	<b>What we strive for:</b>	
	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.
	<b>What we value:</b>	
	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 of social infrastructure.
Principles	Global Citizenship	We act as good global citizens, attuned to the needs of society and the environment.
	Customer-Centric Perspective	We think from the customer's perspective and act with sincerity.
	Firsthand Understanding	We act based on a firsthand understanding of the actual situation.
	Spirit of Challenge	We strive to achieve our highest goals.
	Speed and Agility	We act flexibly and promptly to achieve our objectives.
	Teamwork	We share common objectives across organizations, work as a team and act as responsible members of the team.
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.	

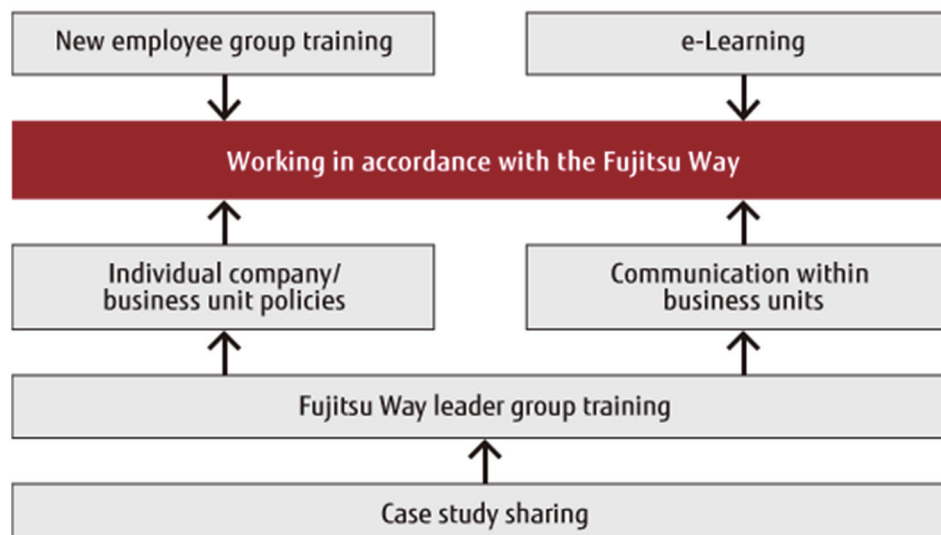
## Promoting Group-wide Dissemination

Each company president or business unit head nominates Fujitsu Way leaders, who disseminate the Fujitsu Way to its all employees.

Cooperating with their respective presidents and business unit heads, the Fujitsu Way leaders plan appropriate activities in alignment with their business strategies. Through dialogs on the Fujitsu Way, the Fujitsu Way leaders help their colleagues to understand the relation between their daily work and the Fujitsu Way.

As of March 2018, approximately 300 Fujitsu Way leaders are working to disseminate the Fujitsu Way message in organizations across the Fujitsu Group, including subsidiaries in Japan and abroad. By surveying the condition of activities at home and overseas, the leaders also share information with each other on their progress in their respective organizations.

### Fujitsu's framework for dissemination activities



### Fujitsu Way New Employee Education

In April 2018, Fujitsu welcomed approximately 950 new employees. These employees were divided into 25 classes for Fujitsu Way training. They studied the Fujitsu Group's reason for existence and its values. They also learned the principles and the code of conduct for Fujitsu employees.

At domestic Fujitsu Group companies, Fujitsu Way cards and booklets were distributed at events such as company entrance ceremonies. Furthermore, each Fujitsu Group company added its own appropriate education.

## Fujitsu Way Leader Training

In FY2017, approximately 60 newly appointed Fujitsu Way leaders gathered at the Numazu Complex for a look back at the history of the Fujitsu Group by visiting historic exhibitions of Fujitsu at Ikeda Memorial Room<sup>\*1</sup>, Fujitsu Archives<sup>\*2</sup>, and Fujitsu Heritage Hall<sup>\*3</sup>. Training participants gained a fuller understanding of the concepts at the foundation of the Fujitsu Way, and learned ways of solving issues encountered in the workplace. During the training, participants used data from employee satisfaction surveys to analyze issues at each workplace, and then reviewed proposals for improving the organizational climate in the spirit of the Fujitsu Way. The participants also shared best practices for dissemination in their organizations and exchanged ideas to revitalize activities.

<sup>\*1</sup> Ikeda Memorial Room:

Established at the same time as the opening of Numazu Complex, this Memorial Room celebrates the achievements of Toshio Ikeda, who drove the dawn of Fujitsu computers. The room features preservation of a functioning FACOM128B, which is a relay computer manufactured in 1959. The room also displays materials that introduce Ikeda's activities and provide insight into computer elements from long ago.

<sup>\*2</sup> Fujitsu Archives:

Visitors to the archives can view historical materials and products related to Fujitsu in each era. The main exhibit is a chronological table spanning from the foundation of the Furukawa Group in 1875 until 2010.

<sup>\*3</sup> Fujitsu Heritage Hall:

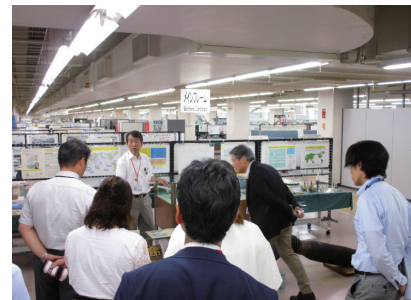
The hall displays records of the history of Fujitsu and the activities of our forerunners, along with the products that are their achievement. Occupying approximately 3,000 m<sup>2</sup> of space in the Numazu Complex, this Fujitsu training facility is a space to learn the values and spirit Fujitsu has treasured, to experience the unique Fujitsu qualities created by our predecessors, and to help develop the next generation.



Ikeda Memorial Room



Fujitsu Archives



Fujitsu Heritage Hall



Training session

## Fujitsu Way Workshops

In FY 2017, the Fujitsu Way Office visited workplaces upon request in order to support initiatives for reforming the organizational climate. Analyzing the results of employee satisfaction surveys and preliminary questionnaires, the workshop participants tried to find key issues and make a step forward to solve them based on the Fujitsu Way.



Domestic Group company



Overseas Group company

## Communicating the Fujitsu Way

The cards and booklets explaining the Fujitsu Way are distributed to all employees around the world, and posters are distributed to offices. An e-Learning course on the Fujitsu Way is always available translated in 16 languages. Also, Fujitsu Way cards data are distributed so that each business unit head can add his or her message to the Fujitsu Way. Many business units actively utilize the data and post on internal portal websites, etc.



President Tanaka talking about the Fujitsu Way



Fujitsu Way on smart phone

On our corporate intranet, we started distributing a video message of President Tanaka talking about the Fujitsu Way based on his own personal experiences. Currently, the message is available in 18 languages including Japanese.

Through these efforts to share the Fujitsu Way, the Fujitsu Group tries to spread the core concepts and make all employees understand the mission of Fujitsu and how they can contribute to shaping tomorrow.



## CSR Policy and Promotion Framework

### To Advance CSR Activities as an Integral Part of Business

The Fujitsu Group is committed to being a truly global ICT corporation that remains keenly responsive to the needs and expectations of all its stakeholders\*<sup>1</sup> while making a significant contribution to development that is sustainable for both society and the planet. With this in mind, in December 2010 the Fujitsu Group established a corporate social responsibility (CSR) policy and determined five priority issues around which to focus its CSR practices. We also set Medium-Term Targets for these priority issues, to be achieved in FY2020, and we have been steadily progressing toward those targets.

However, with the advent of developments such as the adoption of the Sustainable Development Goals (SDGs) by the UN and the issuing of the COP21 Paris Agreement, in recent years we have seen escalating demands for even greater efforts to build sustainable communities on a global scale. To increase the effectiveness of its global CSR activities in contributing to sustainable development, the Fujitsu Group is reviewing the priority issues and considering how best to build a global CSR management system, with a view to implementing it from next fiscal year. We will continue to promote CSR activities that are an integral part of our business and will disclose and share the results of our progress both inside and outside the company.



Nobuhiko Sasaki  
Corporate Executive Officer and  
Vice Chairman

\*1 The Fujitsu Group's Stakeholders:

The Group sees its customers, employees, business partners, shareholders and investors, and global and local communities as its stakeholders. Government authorities, NPOs, and NGOs are particularly important stakeholders in these global and local communities.

### CSR Policy

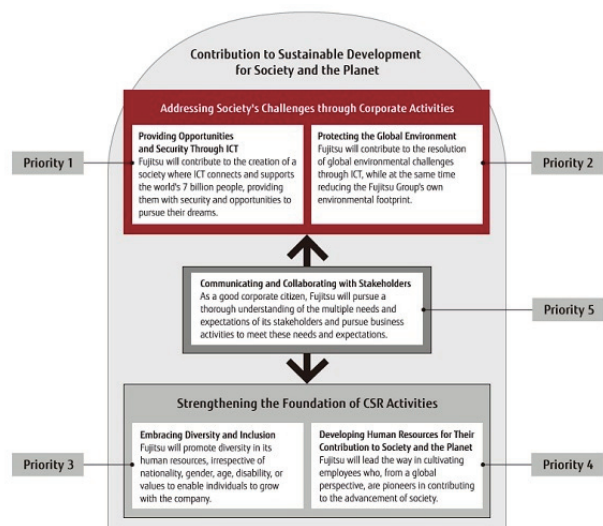
CSR at Fujitsu is practiced by implementing the FUJITSU Way. In all its business activities, by implementing the FUJITSU Way in light of the expectations and needs of multiple stakeholders, the Fujitsu Group contributes to the sustainable development of society and the planet. Our CSR initiatives focus on the five challenges below.

In addressing these challenges, we demonstrate a commitment to responsible business operations as a global ICT company.

### Key CSR Issues

Within the Fujitsu Group, the basic strategy working group established in 2010 by the CSR Promotion Committee conducted interviews with outside experts regarding the expectations and demands on Fujitsu, based on an awareness of international CSR norms and global social issues. The working group then formulated five priority issues in its basic CSR guidelines and has been promoting activities in line with those priority issues.

However, to provide more comprehensive CSR management, both domestically and internationally, a Group-wide review of the priority issues is under way. In FY2017, following discussions with managers in each region, six priority issues\*<sup>2</sup> were determined based on the key business areas identified the previous year, and



the initiative was named the Global Responsible Business Strategy (GRBS). More intensive research was also conducted into each of the issues, and into the GRBS as a whole, with regard to building a globally unified activity promotion and management structure. In the future, we plan to set effective KPIs for the final deadline of 2030 and also to establish a scheme for checking our progress and applying enhancements, and from next fiscal year we will commence operations to globally address the new priority issues.

\*2 The six priority issues:

Socio-economic ICT impacts; Environment; Ethical practices (compliance, supply chain management, occupational health and safety); Human rights and diversity and inclusion; Well-being and human resource development; Empowering community.

## Organization Promoting CSR

### Environmental Management Committee

As part of a reorganization at the end of June 2017, the Environmental Management Committee was established under the chairmanship of the President. The committee provides governance to ensure that the Fujitsu Group's global environmental and CSR activities are promoted and widely disseminated throughout the Group. At the semi-annual meetings of the committee, the executives in charge of activities right across the Business Groups, including the respective department and overseas region heads, discuss and approve activity policies and measures relating to the environment and CSR. They also offer guidance and advice on improvements to help achieve even more beneficial outcomes. As of FY2018, this committee will become the Environmental & CSR Management Committee.

## Implementing CSR Activities Utilizing ISO 26000

### Strengthening Global CSR Management in the Fujitsu Group

In order to engage in CSR activities integrated with management, since FY 2012 the Fujitsu Group, along with the major departments below, have conducted CSR surveys based on ISO 26000, the international standard for social responsibility, aimed at Group companies in Japan and overseas.

The purpose of this monitoring is to ensure that our two initiatives of risk mitigation and value creation are taken up at all Group companies. First, in terms of risk mitigation, we will establish prevention and correction processes (due diligence) to minimize the effects of latent human rights and labor practice risks, including in our supply chain, which may negatively impact our corporate value. And, in terms of value creation, we contribute to solving issues facing regional societies, while maximally leveraging Group resources and undertaking activities conducive to generating value in the entire Group.

#### ISO 26000 Project Organization (Project office: CSR Division)

ISO 26000 (The seven core subjects)	Department(s) in charge
Organizational Governance	FUJITSU Way Office, CSR Division, Corporate Affairs and Risk Management Unit
Human Rights	Diversity Promotion Office
Labor Practices	Human Resources Unit
The Environment	Corporate Environmental Strategy Unit
Fair Operating Practices	Legal, Compliance & IP Unit, Corporate Purchasing Unit
Consumer Issues (for customers)	Marketing Strategy Unit, Corporate Affairs and Risk Management Unit, Corporate Quality Management Unit
Community Involvement and Development	Corporate Affairs and Risk Management Unit

In the future, we will review and modify the content of our questions in a format that combines our Global Responsible Business Strategy with ISO26000 so that, through the survey, we can more effectively clarify CSR issues within the Fujitsu Group.

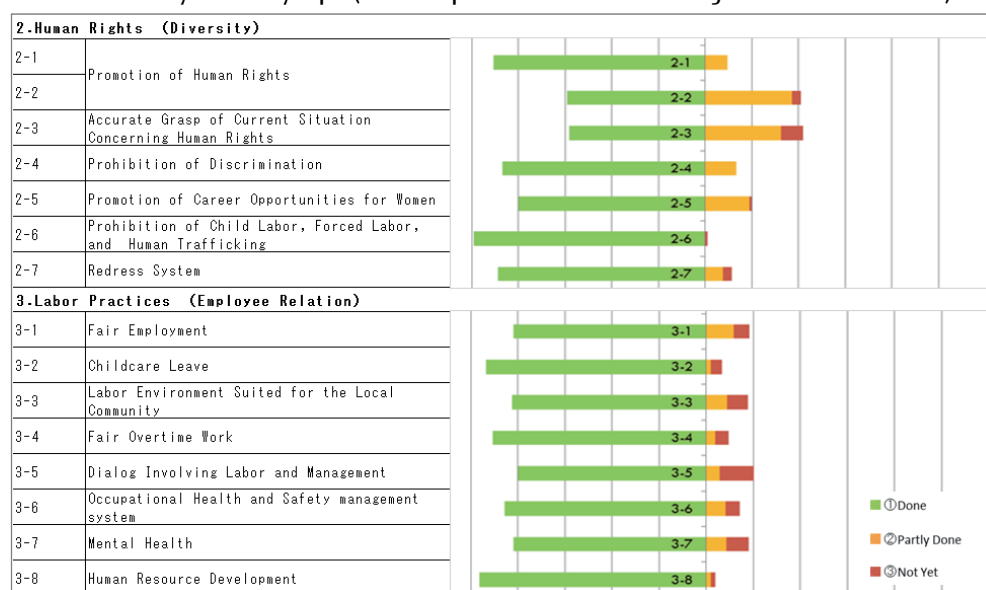
## Continuous Efforts and Future Development of CSR Surveys based on ISO26000

In FY2017, we conducted our 5th CSR (ISO26000)/Governance Survey at 101 key Fujitsu Group companies both inside and outside Japan (75 in Japan and 26 overseas). Following discussions with the major departments mentioned above in the preparatory stages of the survey, the content of the questions was revised to better ascertain the actual status of CSR activities and to more clearly identify the problems we need to address in the future. To this end, new questions were formulated in the fields of 'Organizational Governance' and 'Environment'. This made it possible to identify in greater detail those areas where the actual scores have declined. Based on this survey, we are confirming issues at the various companies and working to enhance CSR activities that are synchronized with the individual measures for each of the major departments.

Overview of Progressive Changes for the Overall Fujitsu Group



Overview of Survey Results by Topic (the examples below cover Human Rights and Labor Practices)





## CSR Activity Targets and Achievements

The Fujitsu Group conducts CSR activities in line with 5 priority issues, with the aim of meeting its medium-term targets for 2020.

Levels of Performance

★★★ : Achieved plan targets

★★ : Not all plan targets were achieved and some issues remain to be addressed

★ : Plan targets have not been achieved

### Basic CSR Management

Category	FY 2017 Targets	FY 2017 Performance	FY 2018 Targets	Medium-Term Targets (FY 2020)
Promoting CSR Activities Across the Group	<ul style="list-style-type: none"> <li>Formulate KPI and promote related activities based on the new CSR policies.</li> <li>Enhance the CSR Board Conferences and the Local Execution Personnel Meetings.</li> </ul>	<ul style="list-style-type: none"> <li>Aggregated opinions from global sites to prepare for formulating global targets based on the new CSR policies.</li> <li>Established a new Global Management System to promote "responsible business."</li> </ul>	<ul style="list-style-type: none"> <li>Formulate global targets and implementation plans based on the new CSR policies.</li> <li>Instill global CSR management via a system to promote responsible business.</li> </ul>	<ul style="list-style-type: none"> <li>We have CSR management processes in place across the Group and implement CSR initiatives in line with global standards, including those for value chains.</li> </ul>
Implementing the PDCA Cycle Based on Our Vision	<ul style="list-style-type: none"> <li>Enhance the integrated reports.</li> <li>Improve and execute internal processes based on international norms and industry standards.</li> </ul>	<ul style="list-style-type: none"> <li>Issued Integrated Report 2017.</li> <li>Held human rights workshops in Europe and Japan.</li> <li>Started supply chain management based on the RBA (EICC) Code of Conduct. Reviewed internal rules based on the Code.</li> </ul>	<ul style="list-style-type: none"> <li>Enhance the integrated reports.</li> <li>Improve and execute internal processes based on international norms and industry standards.</li> </ul>	<ul style="list-style-type: none"> <li>We are working continuously to bring our CSR efforts to the next level by setting shared short and medium-term targets for the entire Group and utilizing the PDCA (plan, do, check, act) cycle.</li> </ul>
CSR Penetration and Execution	<ul style="list-style-type: none"> <li>Enhance the CSR community within the Group, including global sites.</li> <li>Further enhance information transmission by utilizing the internal website.</li> <li>Continue improving CSR dissemination methods such as lectures.</li> </ul>	<ul style="list-style-type: none"> <li>Established a Global Leader Team to promote "responsible business."</li> <li>Held internal lectures in order to expand internal understanding for SDGs initiatives and contents of integrated report.</li> <li>Launched a portal site for explaining SDGs and introducing related initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Enhance the CSR community within the Group, including global sites.</li> <li>Further enhance information transmission by utilizing the internal website.</li> <li>Continue improving CSR dissemination methods such as lectures.</li> </ul>	<ul style="list-style-type: none"> <li>Fujitsu Group employees take it upon themselves to promote CSR with a comprehensive view to economic, environmental, and social dimensions.</li> </ul>

## Priority 1 Providing Opportunities and Security Through ICT

### Targets and Achievements

Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
Providing New Values Through ICT	<ul style="list-style-type: none"> <li>Expand efforts to solve social issues in Japan and abroad in hopes of achieving SDGs.</li> <li>Expand solutions related to core areas in Japan and overseas.</li> </ul>	<ul style="list-style-type: none"> <li>In order to widely spread the Fujitsu Group's environmental technologies throughout society and to contribute to protection of the global environment, participated as a partner in WIPO GREEN<sup>*1</sup>, a marketplace operated by the World Intellectual Property Organization (WIPO).</li> <li>In cooperation with the Kagawa Prefectural Board of Education, Shodoshima Board of Education, and Kagawa University, developed "Learning Together" Project for using ICT to enable cooperative learning regardless of disabilities.</li> <li>Implemented and expanded solutions for agriculture, health, welfare, smart manufacturing, disaster prevention, disaster mitigation, and traffic issues in Japan and overseas.</li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>Expand efforts to solve social issues in Japan and abroad in hopes of achieving SDGs.</li> <li>Expand solutions related to core areas in Japan and overseas.</li> </ul>	<ul style="list-style-type: none"> <li>We are using global cutting-edge computing to generate simulations of the future, and employing them to help solve an array of tough problems like climate change, resource shortages, and disaster damage. In addition, we are globally deploying ICT-enabled solutions for various issues affecting cities, food, medicine, education, and more.</li> </ul>
Increasing ICT Accessibility	<ul style="list-style-type: none"> <li>Expand business precedents incorporating Universal Designs.</li> <li>Expand solutions-oriented businesses in emerging countries.</li> </ul>	<ul style="list-style-type: none"> <li>Released the FACT-V Automated Teller Machine Series, which includes functions to support the elderly and those with disabilities, and Kid's Mobile F-30J, which includes functions to support children and parents.</li> <li>Added new business and field trials in countries in Southeast Asia, the Middle East, and so on, including disaster prevention, agriculture, and traffic issues.</li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>Expand business precedents incorporating Universal Designs.</li> <li>Expand solutions-oriented businesses in emerging countries.</li> </ul>	<ul style="list-style-type: none"> <li>So that as many people as possible in the world can leverage ICT to pursue their potential, we are opening doors to cyber society, providing devices and interfaces that are easy to use for all, and offering systems supporting ICT deployment to developing countries.</li> </ul>

Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
Reliability and Security through ICT	<ul style="list-style-type: none"> <li>● Further implement security training thoroughly.</li> <li>● Deepen coordination with the government and international institutions.</li> <li>● Complete implementation of a communication platform in desired locations of Fujitsu Group companies overseas.</li> <li>● Further expansion of solutions based on in-house adoption.</li> </ul>	<ul style="list-style-type: none"> <li>● Continued implementation of security training for Fujitsu employees, including executives (participation rate 99.1%).</li> <li>● Joined the WBCSD and conducted activities as a corporate board member for the Social Impact Sector and Sustainable Cities Leadership Project. Participated in international projects as part of the World Economic Forum (WEF). Also, cooperated with the French government to promote the Digital Transformation Creation Project in France.</li> <li>● Based on the experience gaining from in-house implementation including overseas companies, provided Digital Global Communication Service for transforming how people work.</li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>● Further implement security training thoroughly.</li> <li>● Deepen coordination with the government and international institutions.</li> <li>● Further expansion of solutions based on in-house adoption.</li> </ul>	<ul style="list-style-type: none"> <li>● We deliver reliability and security through the stable operation of ICT systems, the infrastructure underpinning economic and social activity. Further, we provide ICT solutions to realize highly secure environments where personal and proprietary information is protected.</li> </ul>

\*1 WIPO GREEN:

A platform and global network for promoting the spread and innovation of environmental technology by connecting providers of environmental technologies and services with parties seeking innovation solutions. More than 3,100 instances of environmental technologies and needs from more than 100 countries are recorded in the database. The WIPO GREEN networks consist of more than 6,000 individuals and organizations in 170 countries throughout the world.

## Priority 2 Protecting the Global Environment

### Targets and Achievements

Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
Our Society	<ul style="list-style-type: none"> <li>● Contribute to sustainable development of society through provision of ICT services.</li> <li>● Achieve top-level energy efficiency of more than 50% of the newly developed products.</li> </ul>	<ul style="list-style-type: none"> <li>● Selected 28 solutions for contributing to climate change measures and published 8 case studies.</li> <li>● Achieved top-level energy efficiency of 68.3%.</li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>● Contribute to sustainable development of society through provision of ICT services.</li> <li>● Achieve top-level energy efficiency of more than 50% of the newly developed products.</li> </ul>	<ul style="list-style-type: none"> <li>● See the link below for more information on Fujitsu's mid/long-term targets for Priority 2. <a href="http://www.fujitsu.com/global/microsite/fujitsu-climate-and-energy-vision/">http://www.fujitsu.com/global/microsite/fujitsu-climate-and-energy-vision/</a></li> </ul>

Category	FY 2017 Targets	FY 2017 Performance	FY 2018 Targets	Medium-Term Targets (FY 2020)
Our Business	<ul style="list-style-type: none"> <li>● Reduce greenhouse gas emission over 5% compared to FY 2013 by the end of FY 2018.</li> <li>● Reduce CO<sub>2</sub> emissions per sales from transport over 2% each year.</li> <li>● Increase usage of renewable energy to at least 6% of total usage by the end of FY 2018.</li> </ul>	<ul style="list-style-type: none"> <li>● Reduced by 16.6% compared to FY 2013.</li> <li>● Reduced by 10% compared to FY 2016.</li> <li>● Increased usage to 7.3%.</li> </ul>	<ul style="list-style-type: none"> <li>● Reduce greenhouse gas emission over 5% compared to FY 2013 by the end of FY 2018.</li> <li>● Reduce CO<sub>2</sub> emissions per sales from transport over 2% each year.</li> <li>● Increase usage of renewable energy to more than 6% of total usage by the end of FY 2018.</li> </ul>	

• All items in the Fujitsu Group Environmental Action Plan (Stage VIII):

<http://www.fujitsu.com/global/about/environment/approach/plan/>

### Priority3 Embracing Diversity and Inclusion

#### Targets and Achievements

Category	FY 2017 Targets	FY 2017 Performance	FY 2018 Targets	Medium-Term Targets (FY 2020)
Corporate Culture Reform	<ul style="list-style-type: none"> <li>● Further promote training and education for Fujitsu and domestic Group companies, led by the Human Rights Promotion Committee.</li> <li>● Disseminate the "Human Rights Statement," and promote the creation of a corporate culture that values human rights throughout the entire global Fujitsu group.</li> <li>● Support diversity promotion at workplaces oriented toward generating innovation.</li> <li>● Promote measures among domestic and overseas Group companies.</li> <li>● Expand cross-organizational measures to create an innovative organizational culture.</li> </ul>	<ul style="list-style-type: none"> <li>● Held human rights awareness workshops in each region of Japan besides promotional trainings. Held a company-wide human rights awareness week (human rights information, commendations, distribution of leaflets to all employees, and posting of posters).</li> <li>● In creating a workplace where anyone can find it easy to work, formed a study group for interested employees, the promotional unit, and consultation desk by inviting an expert on LGBTs. Launched training programs according to the grade of employees to promote understanding.</li> <li>● Held company-wide "Barrier-Free Minds" training to create an organizational climate in which all employees can</li> </ul>	<ul style="list-style-type: none"> <li>● Further promote training and increasing awareness for Fujitsu and domestic group companies with Human Rights Promotion Committees.</li> <li>● Disseminate the "Human Rights Statement," and promote the creation of a corporate culture that values human rights throughout the entire global Fujitsu group.</li> <li>● Support diversity promotion at workplaces oriented toward generating innovation.</li> <li>● Promote measures among domestic and overseas Group companies.</li> <li>● Expand cross-organizational measures to create an innovative organizational culture.</li> </ul>	<ul style="list-style-type: none"> <li>● We offer a good working environment for everyone, thanks in part to measures to further human rights promotion and diversity.</li> <li>● Our corporate culture fosters ongoing creation of new knowledge and technologies inside and outside the organization through open and free discussion from a wealth of perspectives.</li> </ul>

Category	FY 2017 Targets	FY 2017 Performance	FY 2018 Targets	Medium-Term Targets (FY 2020)
		<p>perform regardless of disabilities.</p> <ul style="list-style-type: none"> <li>● Following up the publication of the "Fujitsu Group Human Rights Statement" accommodating international human rights standards (in 21 languages), implemented e-Learning courses to foster a global, Fujitsu Group-wide understanding of the messages therein.</li> <li>● Supported promotional activities for diversity unique to each workplace.</li> <li>● Formulated the "Direction of Fujitsu Group diversity and inclusion".</li> <li>● Established an index for an "Innovative Organizational Culture," incorporating the provision of opportunities for challenging and interesting works, set a group-wide goal and held activities in each organization.</li> </ul>		
Helping Individuals Flourish	<ul style="list-style-type: none"> <li>● Expand continuous "talent management" for female employees from their early years of employment, aiming to support their promotion to management positions.</li> </ul>	<ul style="list-style-type: none"> <li>● Promoted measures to support the active participation of female employees at each level <ul style="list-style-type: none"> <li>– Expanded "Female Leadership Development Program" (76 students).</li> <li>– As part of mid- to long-term education for female employees, held a career workshop for female employees (27 participants).</li> <li>– Hosted career development support seminars (3 times).</li> </ul> </li> <li>● Hosted events per demographic segment to support the success of</li> </ul>	<ul style="list-style-type: none"> <li>● Expand continuous talent management from a young age to nurture more female senior staff, etc.</li> </ul>	<ul style="list-style-type: none"> <li>● Fujitsu is creating workplaces in which employees recognize each other, and can exhibit the full added value they possess to contribute to the organization.</li> </ul>



Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
		<p>employees with disabilities, foreign employees, and employees in childcare and nursing (Also aimed at domestic group companies).</p> <ul style="list-style-type: none"> <li>● Hosted seminar for managers supervising employees caring for children. (Also aimed at domestic group companies.)</li> <li>● Fujitsu: <ul style="list-style-type: none"> <li>– Ratio of female managers: 5.71%</li> <li>– Ratio of employees with disabilities: 2.15%</li> </ul> </li> </ul>			
Promoting a Work-Life Balance	<ul style="list-style-type: none"> <li>● Expand support measures for transforming work styles for each individual employee.</li> </ul>	<ul style="list-style-type: none"> <li>● Results of each system's use in the Fujitsu Group: <ul style="list-style-type: none"> <li>– Employees using child-care leave: 425.</li> <li>– Employees using child-birth/child-care support leave: 652.</li> <li>– As part of Telework Day and Telework Month, held a workshop to promote the utilization of related systems.</li> </ul> </li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>● Expand support measures for transforming work styles for each individual employee.</li> </ul>	<ul style="list-style-type: none"> <li>● We are helping every employee to achieve a work-life balance and maintain a mutually beneficial relationship with society.</li> </ul>

**Priority4 Developing Human Resources for Their Contribution to Society and the Planet****Targets and Achievements**

Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
Working to Develop Employees Who Can Support a Truly Global ICT Company	<ul style="list-style-type: none"> <li>Implement various training programs in the next-generation business leaders development program system.</li> </ul>	<ul style="list-style-type: none"> <li>Established two new courses in order to further accelerate the development of next-generation business leaders (309 participants). * Long-term training includes persons currently in classes</li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>Implement various training programs in the next-generation business leaders development program system.</li> </ul>	<ul style="list-style-type: none"> <li>We are contributing to the advancement of society by fostering business leaders that can balance the pursuit of business strategies with the creation of social value.</li> <li>Every employee grasps and acts in accordance with our corporate philosophy to create new value for society.</li> </ul>

**Priority5 Communicating and Collaborating with Stakeholders****Targets and Achievements**

Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
Stakeholder Communications	<ul style="list-style-type: none"> <li>Reconsider global CSR communication.</li> <li>Engage regularly with local residents and companies for neighborhood development.</li> </ul>	<ul style="list-style-type: none"> <li>Participated in events (domestic/international) and held lectures to showcase Fujitsu's CSR activities.</li> <li>Developed measures for encouraging information sharing among Group companies, including overseas companies.</li> <li>Engaged regularly with local residents and companies for neighborhood development (58 times).</li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>Reconsider global CSR communication.</li> <li>Engage regularly with local residents and companies for neighborhood development.</li> </ul>	<ul style="list-style-type: none"> <li>We have forged relationships built on trust with diverse stakeholders by maintaining mutual lines of communication.</li> </ul>
Collaboration With Stakeholders	<ul style="list-style-type: none"> <li>Relationship-building with local governments, NGOs, international organizations, and other diverse stakeholders through our main business, and strengthening of specific initiatives aimed at achieving the sustainable development goals (SDGs) promoted by</li> </ul>	<ul style="list-style-type: none"> <li>Implemented the following activities to make progress toward SDGs together with stakeholders.               <ul style="list-style-type: none"> <li>At the 48<sup>th</sup> World Economic Forum Annual Meeting (commonly known as the "Davos forum") invited top corporate executives and persons of academic standing to participate in an</li> </ul> </li> </ul>	★ ★ ★	<ul style="list-style-type: none"> <li>Relationship-building with local governments, NGOs, international organizations, and other diverse stakeholders through our main business, and concrete initiatives to resolve social issues aimed at achieving the sustainable development goals (SDGs) promoted by the UN.</li> </ul>	<ul style="list-style-type: none"> <li>Fujitsu Group employees practice optimal collaboration with stakeholders in delivering value which meets society's needs.</li> </ul>

Category	FY 2017 Targets	FY 2017 Performance		FY 2018 Targets	Medium-Term Targets (FY 2020)
	the UN.	<ul style="list-style-type: none"> <li>exchange of opinions.</li> <li>– At Fujitsu Forum 2017, held an SDGs Conference and invited external scholars to participate.</li> <li>– For customers, NGOs, employees, etc., held an information sessions and lectures on SDGs initiatives (18<sup>th</sup> times).</li> </ul>			
Harmony with Society	<ul style="list-style-type: none"> <li>● Promote horizontal expansion and activation throughout the group through social contribution activity incentives and announcements.</li> <li>● Continuously implement social contribution programs as follows: <ul style="list-style-type: none"> <li>– Expand the internal database of social contribution activities and improve precision.</li> </ul> </li> <li>● Promote various measures for encouraging volunteer activities.</li> </ul>	<ul style="list-style-type: none"> <li>● Horizontally expanded throughout the group through social contribution activity incentives and announcements.</li> <li>● Continuously implement social contribution programs as follows: <ul style="list-style-type: none"> <li>– Expand the internal database of social contribution activities and improve precision. <ul style="list-style-type: none"> <li>• Number of registrations in FY2017: 708</li> </ul> </li> </ul> </li> <li>● Promote various measures for encouraging volunteer activities.</li> </ul>	★ ★	<ul style="list-style-type: none"> <li>● Promote horizontal expansion and activation throughout the group through social contribution activity incentives and announcements.</li> <li>● Continuously implement social contribution programs as follows: <ul style="list-style-type: none"> <li>– Expand the internal database of social contribution activities and improve precision.</li> </ul> </li> <li>● Promote various measures for encouraging volunteer activities.</li> </ul>	<ul style="list-style-type: none"> <li>● Most employees take part in social contribution activities that leverage their strengths.</li> </ul>

## Initiatives Promoting Respect for Human Rights

### Our Approach to Global Human Rights

#### Guiding Principles in Our Efforts to Promote Respect for Human Rights

The shared values articulated in the Code of Conduct of the FUJITSU Way are guidelines for each employee to comply with in conducting daily business operations. Prime among them is "We respect human rights," a principle that underpins all our corporate and individual activities and disciplines the actions of every member of the Group.

To promote activities that respect human rights in accordance with the Fujitsu Way Code of Conduct, Fujitsu has created the "Fujitsu Group Human Rights Statement" and the "FUJITSU Guiding Principles of Respect for Human Rights in Employment." Fujitsu has publicly announced its support for the ten principles of the United Nations Global Compact<sup>\*1</sup> based on universal principles regarding human rights and rights at work, such as the "Universal Declaration of Human Rights," and the International Labour Organization's (ILO) "Declaration on Fundamental Principles and Rights at Work". In June 2018, Fujitsu became the first Japanese company to publically express our support for the UN LGBTI business standards<sup>\*2</sup>.

We will continue to move forward with management that places a high priority on human rights.

\*1 Ten principles of the United Nations Global Compact:

Ten principles in the areas of human rights, labor practices, the environment, and anti-corruption, that corporations should uphold.

\*2 UN LGBTI business standards

<https://www.unfe.org/standards/>

#### Fujitsu Group Human Rights Statement

Fujitsu announced "Fujitsu Group Human Rights Statement" in December 2014, and aims to promote the following initiatives. The statement has been translated into 21 languages including Japanese and English. Fujitsu aims to disseminate the statement to all group companies.

The advancement of the global economy and digital society enlarges the sphere of business influences on people and society. In this circumstance, we developed the Fujitsu Group Human Rights Statement in order to continuously strengthen the activities to respect human rights in accordance with the FUJITSU Way. We will strive to pursue the responsibility to respect human rights under the global matrix structure.

## Fujitsu Group Human Rights Statement

The Fujitsu Group ("FUJITSU") is committed to respecting human rights of all stakeholders related to our business operations, products and services ("activities") in accordance with the FUJITSU Way, which embodies the philosophy of FUJITSU and the values and principles that we follow in our daily activities. This document summarizes FUJITSU's position on key human rights issues based upon the FUJITSU Way's code of conduct statement "We respect human rights."

### 1. Global Approach

Our business approaches to human rights recognize the importance of international standards, especially the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economics, Social and Cultural Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We are committed to comply with local laws and regulations protecting human rights in our activities. Where local laws and regulations are not fully consistent with the principles of internationally recognized human rights, we will seek ways to advance those principles in a manner respectful of local requirements.

### 2. Human Rights Due Diligence

Recognizing the United Nations Guiding Principles of Business and Human Rights, we are striving to conduct human rights due diligence. Considering the impacts human rights violation can cause, we will prioritize appropriate actions to identify, prevent or mitigate those impacts in our value chains. We will regularly review and update the progress on our efforts, and annually communicate the results through our CSR report and other communication tools. Where we identify that we have caused or directly contributed to adverse human rights impacts, we would engage in appropriate remediation processes by ourselves or in cooperation with other stakeholders.

### 3. Responsibilities as an ICT Company

ICT penetrates into every corner of human society, and can empower people by delivering information that can aid their actions and judgments. As a leading ICT provider, we strive to leverage the power of ICT to have a positive impact on human rights, although we recognize the negative impacts that ICT may cause in our rapidly changing environment. We will engage with our stakeholders on emerging issues, such as data security and privacy, in furtherance of our responsibilities as an ICT provider.

### 4. Embedding Human Rights

We will continuously conduct awareness-raising efforts about the responsibility to respect human rights within FUJITSU in accordance with the FUJITSU Way. We value stakeholder collaborations and a culture of diversity and inclusion to contribute to the sustainable development of society and to help us promote innovation.



## **FUJITSU Guiding Principles of Respect for Human Rights in Employment**

In the "FUJITSU Guiding Principles of Respect for Human Rights in Employment," Fujitsu is thoroughly committed to providing equal opportunity, respecting human rights in employment practices, eliminating discrimination, and banning forced labor and child labor.

### **FUJITSU Guiding Principles of Respect for Human Rights in Employment (Full Text)**

With a view to realizing our growth and profits, respect for human rights must be an integral part of our business culture. FUJITSU is committed to creating a culture in which employees respect the dignity and worth of individuals.

To this end, FUJITSU will strive to foster respect for human rights in all the countries and regions where we operate our business while providing an environment that encourages employees to understand and realize importance of human rights.

#### **1. Equal Employment Opportunity and Respect for Human Rights**

FUJITSU strives to provide equal employment opportunities.

FUJITSU is committed to treat our employees with no illegal discrimination based on race, color, religion, creed, sex, social status, lineage, physical or mental disability, sexual orientation and any other legally protected category that is unrelated to the legitimate interests of FUJITSU.

#### **2. Compliance with Employment Laws and Regulations**

FUJITSU adheres to the applicable laws and regulations of the countries and regions in which it operates in treating our employees.

#### **3. Prohibition of Forced Labor / Child Labor**

FUJITSU will not use any form of forced or compulsory labor.

#### **4. Work Environment**

FUJITSU strives to achieve and maintain a healthy and safe work environment that motivates its employees.

## Building a Human Rights Due Diligence Scheme and Related Activities

In accordance with the above Fujitsu Group Human Rights Statement, the Fujitsu Group is engaged in the construction of a Human Rights Due Diligence Scheme that identifies the human rights impacts of our business activities throughout the entire global value chain, as well as prevents and mitigates any negative impacts.

In FY2017, Fujitsu held workshops for relevant staff in its Global Delivery Center and Corporate Purchasing Unit. The workshops were designed to promote greater understanding of human rights and to allow discussion of issues relating to human rights in those departments. Furthermore, seeking to promote due diligence in the future, we interviewed personnel in charge of a wide range of departments in Fujitsu and conducted in-depth investigations of potential human rights issues within the Fujitsu Group. We also engaged in the following activities to address human rights issues in these three areas, where our business activities are deemed to have a major impact.

Areas	Human rights issues	Major activities in FY2017
Supply chain	Work environment / conflict minerals	<ul style="list-style-type: none"> <li>• RBA Code of Conduct adopted as the Fujitsu Group's CSR Procurement Guideline</li> <li>• Fujitsu Group Policy on Conflict Minerals formulated</li> <li>• Written survey of approximately 440 major Japanese and international suppliers to check on the status of their implementation of CSR activities, including measures to address conflict minerals and respect for human rights</li> <li>• CSR implementation audit of nine suppliers</li> <li>• In-house workshop on supply chain-related human rights held in cooperation with the U.S. NGO "Shift"</li> <li>• Compliance status of RBA Code of Conduct at Fujitsu manufacturing sites confirmed</li> </ul>
Employees	Discrimination and harassment / working hours	<ul style="list-style-type: none"> <li>• Written survey of 100 domestic and overseas Group companies based on the ISO26000 standard to check on the status of initiatives promoting respect for human rights</li> <li>• Mr. Hideki Wakabayashi (former executive director of Amnesty International Japan) invited to present a lecture on human rights and corporate responsibility at the global level to Fujitsu's Human Rights Promotion Committee</li> <li>• Continued conducting training for new and promoted employees, as well as human rights training by district throughout Japan, with the aim of preventing various types of discrimination and harassment</li> <li>• Conducted Groupwide "Barrier-Free minds" training (group-based training and e-learning) aimed at establishing workplaces and a society in which everyone can excel, whether or not they have a disability</li> <li>• Reviewed internal systems, used ICT, and reformed management in order to promote diversified, flexible workstyles that do not assume the necessity of long working hours</li> <li>• Changed internal corporate regulations to align with the RBA Code of Conduct</li> </ul>
Customers and end-users	Privacy and data security	<ul style="list-style-type: none"> <li>• Conducted interviews with personnel developing products and services for customers, as well as with sales departments, and collated information on potential issues that may require responses in the future</li> </ul>

In FY2018, we will continue to exchange ideas with experts around the world and will cooperate on a global level to implement specific measures to address human rights issues in the company while further progressing the development of our Human Rights Due Diligence Scheme.

## Framework for Canvassing Opinions in Our Efforts to Promote Respect for Human Rights

We have been operating the Fujitsu Alert/Compliance Line to handle reports and provide consultations for all Fujitsu Group employees (including seconded, contracted, part-time or other short-term employees as well as temporary staff).

In August 2009, the Fujitsu Group also established the Supplier Compliance Line as a channel to receive reports from suppliers regarding any actions that are potential or actual instances of non-compliance in our purchasing activities.

- Whistleblowing Hotline

<http://www.fujitsu.com/global/about/csr/management/compliance/>

- Supplier Compliance Line (only in Japan)

<http://www.fujitsu.com/jp/about/csr/management/compliance/complianceline/index.html>

## Communicating the Fujitsu Group Human Rights Statement Within the Company

In order to communicate the Fujitsu Group Human Rights Statement throughout the Group, we created "Business and Human Rights" posters and posted these at approximately 230 sites in Japan and overseas. In addition, to increase awareness of human rights issues among all our employees, we developed an e-learning program for all employees with regard to "business and human rights". Some 100,000 employees in Japanese and overseas Group companies were enrolled in the program by the end of FY2017.

### Message from President Tanaka



**Tatsuya Tanaka**  
Representative Director and President  
Fujitsu Limited

Hello everyone. Today, I would like to talk about human rights.

Fujitsu's business is focused on people. Our goal is to bring people happiness.

Fujitsu's business involves many people at every level, from customers, partners, and local communities, to employees.

In our business, importance is placed on people. In other words, each employee must maintain an attitude of respect for human rights, as laid out in the FUJITSU Way.

In order to promote business globally, we need to understand common global principles of human rights. We must also respect the culture and practices of countries and regions.

Through this e-learning, I hope that everyone will understand the basics of respecting human rights. And please use them in your work going forward.

Message from the President in the "Business and Human Rights" e-learning program

## Initiatives for Preventing Forced Labor and Child Labor

The Fujitsu Group has stipulated that it will not use forced labor or child labor. In FY2017, we conducted a written CSR survey based on the ISO26000 standard among our 101 related companies in and outside Japan. Through that survey, we confirmed information on initiatives for the prevention of forced labor and child labor.

We also make our business partners aware of the Fujitsu Procurement Guideline, which includes provisions on the elimination of forced labor and child labor. In FY2017, we asked our approximately 440 primary suppliers to complete a written survey on the status of CSR initiatives, including steps for the elimination of forced labor and child labor.

- Basic Policy on CSR (CSR activities applying ISO26000)

<http://www.fujitsu.com/global/about/csr/vision/policy/#gripol3>

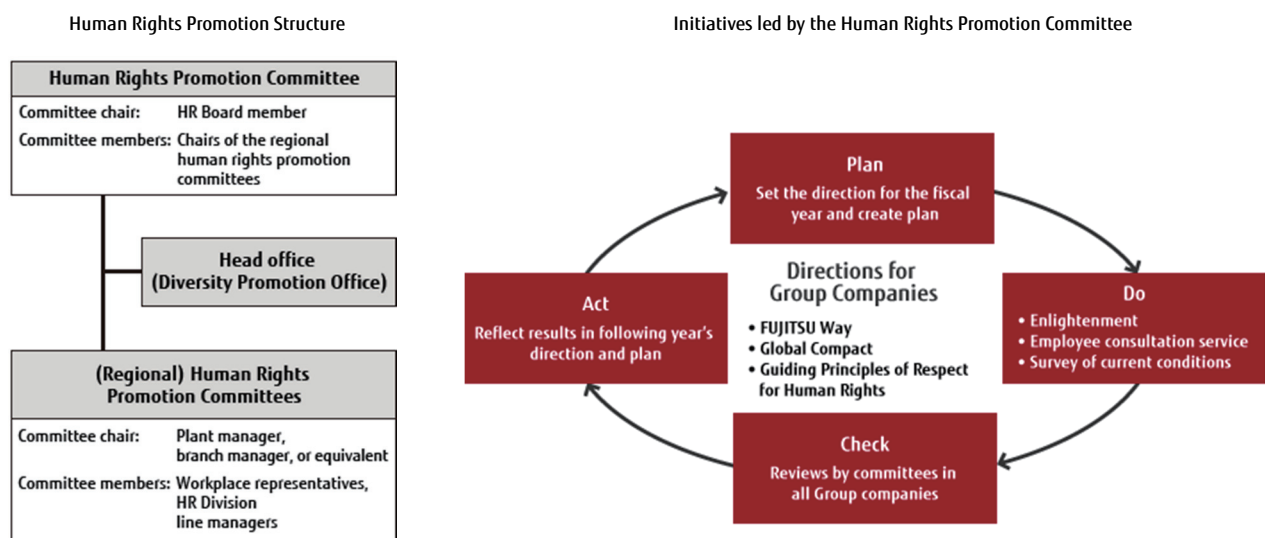
- Supply Chain Management

<http://www.fujitsu.com/global/about/csr/society/procurement/index.html>

## Initiatives to Promote Respect for Human Rights in Japan

### Organizational Structure and Reform Process for Human Rights

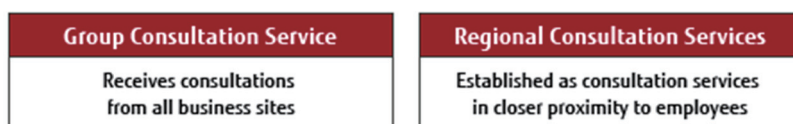
In the Fujitsu Group, we implement activities to promote human rights awareness through the Human Rights Promotion Committee, which is chaired by the board member in charge of human resources. Regional human rights promotion committees comprised of regional workplace representatives act as implementation organizations, and group companies have established similar committees. The head office of the Human Rights Promotion Committee regularly checks on the status of activities and issues at regional and group company human rights promotion committees. Findings are used by Human Rights Promotion Committees to summarize activities and set directions for the pursuit of ongoing, systematic education and training.



### Framework for Canvassing Opinions in Our Efforts to Promote Respect for Human Rights

In an effort to create an environment where each individual employee can work with peace of mind and fully exercise their capabilities, the Fujitsu Group has established internal consultation services to which employees may bring their human rights concerns. These services have been established in each region as well as at our headquarters to make it easy for employees to raise their human rights concerns. Contact information for human rights consultation services are posted on our intranet and made known to employees via posters, training sessions, etc., and regular training is held for personnel engaged in the provision of consultation services, so that they can perform their roles appropriately.

The personal information and privacy of employees who make use of the consultation services are protected, enabling employees to seek advice on matters like relationships with coworkers, harassment, and troubles and doubts concerning human rights, and ensure the consultation services are able to help improve workplace environments. Matters brought to the attention of consultation services are reported - with proper precautions to protect personal information and privacy - to Human Rights Promotion Committees and regularly communicated to corporate auditors. This is done to monitor use of the consultation services and to use information on the reported matters to prevent recurrences.

**Human Rights Consultation Service**

Names and contact information for consultants are clearly communicated to employees, so they can choose a service to consult.

## Activities Undertaken as Initiatives to Promote Respect for Human Rights

### Training and Education Regarding Human Rights

Findings are used by Human Rights Promotion Committees to summarize activities and set directions for the pursuit of ongoing, systematic education and training. There are training programs that all employees attend when joining the company and upon promotion, as well as other training programs held year-round. At the training programs, various human rights issues are discussed, such as Buraku discrimination, workplace harassment, understanding of LGBT issues, and human rights issues in business execution. In FY2017, a total of 17,082 employees attended these group training programs. The Fujitsu Group also provides an e-learning program for all group employees and actively engages in initiatives such as a variety of training programs and events held outside the company.

### Human Rights Seminar for New Group Officers

To instill a corporate culture that respects human rights, Fujitsu believes that it is crucial for the top management to understand human rights. Newly appointed officers attend a seminar to study corporate activities based on international human rights standards. In FY2017, approximately 90 officers, including those from Group companies, attended this seminar.

### Various Awareness-Raising Activities

In conjunction with Human Rights Week every December, we hang posters on human rights awareness and hold a contest in which employees and their families devise slogans on human rights awareness. In FY2017 we received 6,483 submissions across the company, and gave commendations for excellent works at each site. We also submitted representative works to a slogan project by the Industrial Federation for Human Rights, Tokyo, and received awards for excellence from among the 553,015 submissions received by the organization in FY2017.

In addition, through actions such as distribution of human rights promotion leaflets to all employees, we work to foster an environment in which everyone can think about and discuss human rights to promote respect for human rights in households and local communities with connections to the Fujitsu Group.

### Understanding gender diversity -- creating inclusive workplaces for employees who identify as LGBT--

To create an environment where everyone can work and exhibit their capabilities to the fullest, Fujitsu has taken measures to increase understanding of gender diversity (LGBT, etc.).



In FY2016, the key message issued to all Fujitsu Group employees was to build workplace environments that are also welcoming to LGBT workers as we aim for greater diversity and inclusion. In Japan, the scope of internal systems, such as congratulatory or condolence payments and vacation and sick leave, was expanded to also include same-sex partners.

We have been working to raise understanding company-wide by conducting human rights training, distributing leaflets, and sending intranet messages. We are also holding "LGBT + Ally" meetings where staff can meet with a range of LGBT supervisors as an initiative to widen the circle of "allies" (people who understand and assist with LGBT issues). Participants affix rainbow-colored stickers -- symbols of respect for LGBT workers -- to their office PCs and business card cases, and have begun a movement to declare themselves



as LGBT allies.

In 2017, around 60 employees volunteered to help screen a movie about same-sex marriage at the "Shiodome Diversity Film Festival."

In 2016 and 2017, these initiatives earned Fujitsu a "Gold index," the highest accolade in the "Pride index" LGBT assessment regime run by the "work with Pride" voluntary organization.

## Initiatives to Promote Respect for Human Rights in Other Regions

### "Business and Human Rights" Workshops in Europe and Japan

"Business and Human Rights" workshops were held for relevant parties in our Global Delivery Center in the United Kingdom in November 2017, and for our Corporate Purchasing Unit in Japan in March 2018. The Europe-based workshop was attended by around 25 people (primarily senior management) and focused on how the misuse of technologies affects human rights, as well as on human rights issues in the Global Delivery Center. The Japan-based workshop was attended by around 10 managers from the Corporate Purchasing Unit and focused on human rights in the Fujitsu Group's supply chain. Participants engaged in discussion while drawing on knowledge provided by "Shift", a nonprofit U.S. organization tackling issues related to business and human rights.

In FY2018, we will hold similar workshops in other regions as we undertake initiatives at the global level.



"Business and Human Rights" workshop in Europe



Business and Human Rights" workshop in Japan

## SDG-related Activities in Fujitsu

### SDG-related Activities in Fujitsu

The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are a set of common goals to be achieved worldwide, including by developed countries, by 2030. Achieving these goals places considerable demand on private-sector enterprises to play an active and useful role through their technology and capacity for innovation.

The Fujitsu Group has worked for many years to utilize technology and create new innovation with the aim of achieving a “human centric intelligent society”. That is, a society which uses co-creation to generate outcomes that have a lasting impact on the community. These activities are recognized as being aligned with efforts by the international community toward achieving the SDGs.

In this sense, the SDGs are one element in an ecosystem aimed at achieving the Fujitsu growth strategy of ‘connected services’, pointing the way to new business opportunities through ventures that work to resolve social issues. The Fujitsu Group sees the SDGs as a global common language and undertakes SDG-related activities as an opportunity for wide-ranging collaboration with other organizations, including international agencies and governments, private companies and non-governmental organizations (NGOs). By adopting a multifaceted approach through cooperation with many partners, we can create and grow social value on an even larger scale.

Also, adopting an approach that overlaps common international social goals with the role that Fujitsu must play will allow us to flexibly transform our management and business in ways that are not bound by existing approaches and methodologies. Through this process, we will re-examine ourselves in light of society's expectations and demands and will actively use the SDGs as a tool in our management strategy for achieving sustainable growth.

As a first step, using the digital technologies that are at the core of our business, we are focusing on the five areas shown below as those in which we can deliver the greatest value.

### SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD



	Impact	Our initiatives (examples)
SDG2 	<b>Sustainable Food and Agriculture</b> Increase food productivity and resilience	<ul style="list-style-type: none"> <li>Over 400 businesses in Japan use Fujitsu's agriculture cloud service Akisai to increase productivity. It is also available in other countries like Vietnam.</li> <li>We are operating our own precision agriculture facility and collaborating in smart agriculture with diverse industry partners.</li> </ul>
SDG3 	<b>Wellbeing of People</b> Realize a high quality of life for everyone in an aging society, and eradicate difficult diseases by medical innovation	<ul style="list-style-type: none"> <li>Fujitsu connected 7,000 hospitals, clinics, care facilities and pharmacies to help realize wellbeing for everyone.</li> <li>We co-created sensor-based monitoring services for patients and elderly people in Netherlands and Singapore.</li> <li>We are also collaborating with various research institutions in genome-based medicine and drug discovery, using our HPC and AI technologies.</li> </ul>
SDG8 	<b>Decent Work and Sustainable Economic Growth</b> Accelerate innovation and realize a human-centric way to work	<ul style="list-style-type: none"> <li>Fujitsu helps organizations transform their ways of working, enabling their people to work more creatively with the support of Human Centric AI.</li> <li>We provide a voice recognition and AI-based 19-language translation tool to support communications between diverse people including the hearing-impaired.</li> <li>We are actively accelerating open innovation with start-ups.</li> </ul>
SDG9 	<b>Sustainable Industrialization</b> Realize intelligent industrialization through innovation	<ul style="list-style-type: none"> <li>Fujitsu provides an industry platform to help manufacturing companies digitalize their businesses and accelerate intelligent industrialization through co-creation.</li> <li>We are supporting smart manufacturing in China and Singapore and digital innovation in France.</li> <li>We are also supporting the development of digital talent, for instance, through our Digital Business College.</li> </ul>
SDG11 	<b>Sustainable City</b> Enable intelligent mobility, and increase safety and resilience to disasters	<ul style="list-style-type: none"> <li>Fujitsu co-created innovative services with many organizations, using our location information cloud service SPATIOWL as a platform for mobility.</li> <li>We are jointly developing innovative solutions for urban challenges in Singapore.</li> <li>We globally provide HPC-based disaster prediction solutions as well as solutions to prevent and mitigate the damages by earthquakes, tsunamis and floods.</li> <li>UN Development Programme, Tohoku University and Fujitsu jointly developed a global database of disasters.</li> </ul>

## Promotion Systems

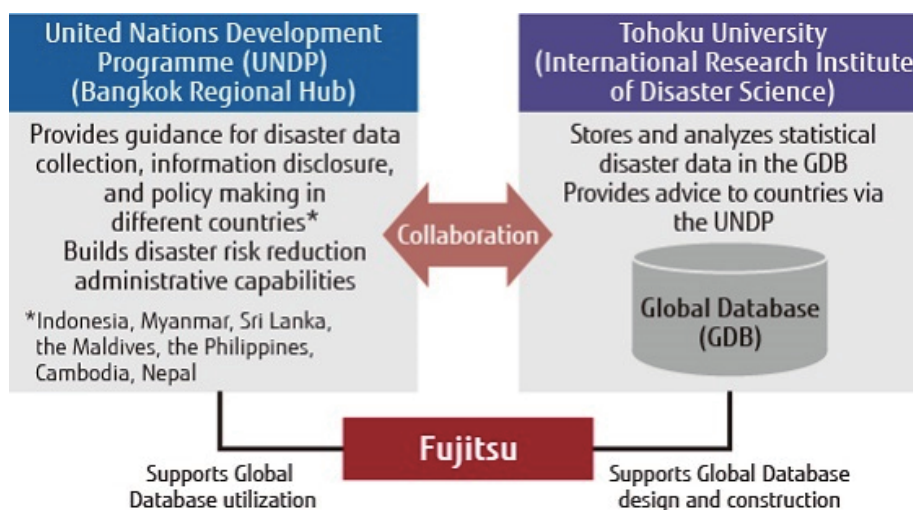
Because the creation of value on a large scale by addressing the SDGs is inextricably tied to innovating its own business, Fujitsu is promoting a company-wide project that cuts across all levels. This is focused on staff members and includes executives in the Corporate, Sales and Business divisions, but also incorporates related divisions such as Fujitsu Laboratories and the Fujitsu Research Institute. From the perspective primarily of sustainability and social responsibility by the Corporate division, the perspective of business development by the Sales division, and the perspective of solutions by the Business division, as a starting point we are collaborating in the verification and promotion of businesses that offer solutions to social issues – cementing new ties through the co-creation of both social and economic value.



## Specific Activities

### Collaboration with the United Nations Development Programme (UNDP) and Tohoku University

In March 2017, Fujitsu entered into a partnership to build and operate a global database at the Global Centre for Disaster Statistics (GCDS), newly established by Tohoku University's International Research Institute of Disaster Science and the United Nations Development Programme (UNDP). Fujitsu will provide the FUJITSU Cloud Service K5 at no charge to assist in designing and building the global database for the GCDS and will also support the UNDP in using the database to improve other countries' disaster prevention policy capabilities by providing data visibility and analysis services. This partnership will work to mitigate the damage associated with natural disasters, now estimated to exceed 56 trillion yen in value worldwide each year.



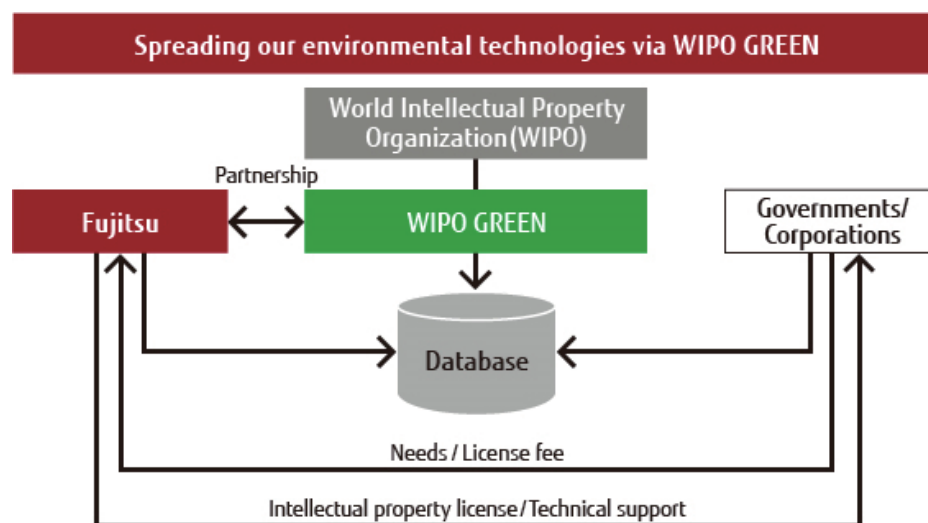
## Participation in WIPO GREEN

Fujitsu aims to contribute to the preservation of the global environment by spreading its environmental technologies throughout society. As part of this effort, we have been participating as partners since September 2017 in the WIPO GREEN framework run by the World Intellectual Property Organization (WIPO), a specialized agency of the United Nations. This framework acts as a network for the exchange of environmental technologies and services.

Fujitsu holds a wealth of intellectual property relating to environmental technologies, including numerous patents and other specialized knowledge. At the same time, in order to spread its environmental technology broadly throughout society and contribute to reducing the impact on the environment, Fujitsu considers it important to not only employ this intellectual property in its own products and services, but also to utilize it in a variety of forms, promoting open innovation with third parties, including technology transfers. Over 200 items of Fujitsu intellectual property have already been registered on the WIPO GREEN database, with plans to register additional IP in the future. And we are doing more than simply registering our technology. Through technology matching, we are also gathering information on the requirements to address social issues in a range of countries and then feeding that information back into our technology development processes so that we can better contribute to attaining the SDGs.

- Press release

<http://www.fujitsu.com/global/about/resources/news/press-releases/2017/0919-02.html>



## Other Activities

For information on Fujitsu's other initiatives, please refer to the following:

- FUJITSU Technology & Service Vision 2018 Book 1, P.41-43, "Human Centric Intelligent Society"

<http://www.fujitsu.com/global/vision/download-center/index.html>

## United Nations Global Compact

Fujitsu announced its support of the United Nations Global Compact in December 2009. The Fujitsu Group is committed to global CSR activities that uphold the 10 principles of the Global Compact. Through this commitment, we will meet the demands of various stakeholders in international society, and uphold responsible management as a true global ICT company contributing to the creation of a sustainable society.

### What is the Global Compact?

The UN Global Compact consists of 10 principles in the four areas of human rights, labor standards, the environment, and anti-corruption with which companies should rigorously comply.

#### Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

#### Labor

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labor;
- Principle 5: the effective abolition of child labor; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

#### Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

As of July 31, 2013

### WE SUPPORT



Please refer to the [GRI STANDARDS Comparison Table](#) which shows the relationship between the United Nations Global Compact and CSR activities we conducted in FY 2017, contained in the Fujitsu Group Sustainability Report 2018.

<http://www.fujitsu.com/global/documents/about/resources/reports/sustainabilityreport/2018-report/fujitsu-gri-2018-e.pdf>





\* We have been reporting our COP (Communication on Progress) at the Advanced Level since FY 2012.



## External Assessments and Awards

Social and environmental activities in the Fujitsu Group are highly evaluated worldwide. The Group has been continuously included among major External Assessments stock indices and funds listed below, and has received numerous external awards.

### Status of Inclusion in SRI-related Stock Indices

<p><b>Dow Jones Sustainability Indices (World, Asia Pacific)</b></p> <p>The globally renowned SRI index, DJSI World, captures the top 10 percent of the world's 2,500 largest companies, based on economic, environmental and social performance. Fujitsu has been included 19 times in 7 consecutive years.</p>	<p>MEMBER OF</p> <p><b>Dow Jones Sustainability Indices</b></p> <p>In Collaboration with RobecoSAM</p>
<p><b>RobecoSAM Sustainability Award</b></p> <p>RobecoSAM evaluates the economic, environmental, and social sustainability of approximately 2,500 major global companies, out of which the top 10% are awarded as "Gold Class," "Silver Class," or "Bronze Class" companies. Fujitsu has been received "Bronze Class" award in the industry to which Fujitsu belongs.</p>	
<p><b>FTSE4Good Index Series</b></p> <p>One of the world's leading SRI indexes established by the Financial Times and London Stock Exchange, FTSE4Good measures a company's performance of environmental, social and governance (ESG) aspects. Fujitsu has been listed for 9 consecutive years..</p>	
<p><b>CDP</b></p> <p>CDP is an international NGO that represents institutional investors with total outstanding assets under management exceeding 100 trillion USD. CDP conducts questionnaires in the environmental field for more than 5,000 companies throughout the world. Fujitsu Group has been selected for the CDP's A List for climate change for the second year in a row, earning the highest rating in the CDP's evaluation of corporate activities in response to climate change.</p>	
<p><b>UN Global Compact 100</b></p> <p>This stock index selects 100 companies out of 8,000 global companies that have signed the UN Global Compact. It considers their activities relating to the UNGC's 10 principles in the 4 fields of human rights, labor, environment, and anti-corruption. Fujitsu has been selected for 5 consecutive years.</p>	
<p><b>Oekom research</b></p> <p>Oekom research AG, a CSR rating company based in Germany, is known for ranking and evaluating companies for their economic, social, and cultural aspects. Fujitsu has been given the certification of "Prime" since 2011.</p>	
<p><b>Ethibel Sustainability Index (ESI) (Excellence Register)</b></p> <p>The Ethibel Excellence Investment Register is an investment universe operated by Forum ETHIBEL, a Belgium-based NGO. Its index comprises companies that display good performance from a CSR perspective. Fujitsu has been included from 2013 to 2016 and in 2018.</p>	
<p><b>Ethibel Euronext Vigeo Index - World 120</b></p> <p>A sustainability index by Euronext, the world's largest stock exchange group, and Vigeo Eiris, European expert in the CSR assessment of companies. The index selects the top 120 companies for their environmental, social, and corporate governance. Fujitsu has been selected from 2013 to 2015, and in 2017 and 2018.</p>	

**Morningstar Socially Responsible Investment Index**

Morningstar Japan K.K. selects 150 companies out of approximately 4,000 domestically-listed companies that are recognised for their corporate governance, environmental, social, and utilization of human resources. It is the first domestic Socially Responsible Investment Index, and Fujitsu has been included since 2004. (as of May 1, 2018)

**Main external awards received by Fujitsu (from FY 2017)**

Details	Date	Operated by	Received for
Won the Outstanding Award at the Environmental Personnel Cultivation Corporation 2017	May 2018	Japan's Ministry of the Environment, and the Environmental Consortium for Leadership Development	Outstanding initiatives in environmental personnel cultivation
Won Prize for the Grand Award of Global Warming Countermeasures (Japanese Environment Minister's Award) in Environmental Reporting at the 21st Environmental Communication Awards	February 2018	Japan's Ministry of the Environment and the Global Environmental Forum	Fujitsu Group Environmental Report 2017
Won Prize for the Biodiversity Action Award 2017	December 2017	Japan Committee for UNDB	Tropical Rainforest Regeneration Project on the island of Borneo, Malaysia Using ICT to support conservation for the habitat of the endangered blakiston's fish
Won Prize for Excellence at the 18th Green Purchasing Principles	December 2017	Green Purchasing Network (GPN)	Contribution to a decarbonated society through the expansion of environmentally-friendly products/services
Global Warming Prevention Activities Japanese Environment Minister's Award 2017 Won prize for the Japanese Environment Minister's Award in "Technology Development / Productization"	December 2017	Japan's Ministry of the Environment	Development of PRIMERGY CX600 —CO <sub>2</sub> reduction by using water cooling systems—
Won prize for "Excellence Award" at the 6th Kawasaki City Smart Lifestyle Awards	November 2017	Kawasaki City	Next-generation education through plant tours (onsite classes, conservation activities, etc.)
Won Grand Prize in the 26th Global Environment Award	April 2017	Fujisankei Communications Group	Development of the world's smallest and most efficient AC adapter using gallium nitride —Contribution to reduction of greenhouse gas—