



## The Fujitsu Group's CSR

Our vision and the policy for achieving a sustainable society.

## FUJITSU Way and Group-wide Dissemination

[↴ The Fujitsu Group Philosophy](#)   [↴ Fujitsu's Framework for Dissemination Activities and Progress](#)   [↴ FY 2018 Performance](#)

### The Fujitsu Group 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 all 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.

Since Fujitsu began its life in 1935, 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.

<b>Corporate Vision</b>	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.
<b>Corporate Values</b>	<b>What we strive for:</b>
	<b>Society and Environment</b> In all our actions, we protect the environment and contribute to society.
	<b>Profit and Growth</b> We strive to meet the expectations of customers, employees and shareholders.
	<b>Shareholders and Investors</b> We seek to continuously increase our corporate value.
	<b>Global Perspective</b> We think and act from a global perspective.
	<b>What we value:</b>
	<b>Employees</b> We respect diversity and support individual growth.
<b>Customers</b> We seek to be their valued and trusted partner.	
<b>Business Partners</b> We build mutually beneficial relationships.	
<b>Technology</b> We seek to create new value through innovation.	
<b>Quality</b> We enhance the reputation of our customers and the reliability of social infrastructure.	
<b>Principles</b>	<b>Global Citizenship</b> We act as good global citizens, attuned to the needs of society and the environment.
	<b>Customer-Centric Perspective</b> We think from the customer's perspective and act with sincerity.
	<b>Firsthand Understanding</b> We act based on a firsthand understanding of the actual situation.
	<b>Spirit of Challenge</b> We strive to achieve our highest goals.
	<b>Speed and Agility</b> We act flexibly and promptly to achieve our objectives.
	<b>Teamwork</b> We share common objectives across organizations, work as a team and act as responsible members of the team.
<b>Code of Conduct</b>	■ 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.

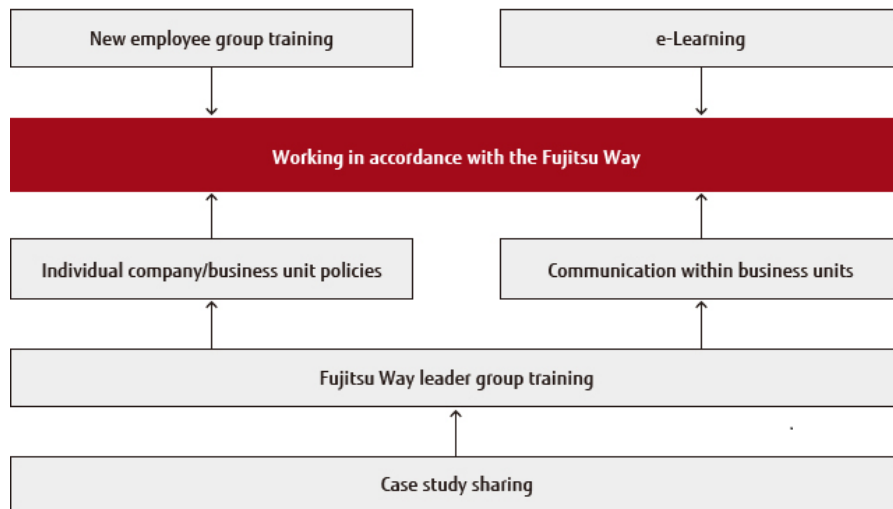
FUJITSU Way

### Fujitsu's Framework for Dissemination Activities and Progress

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 2019, approximately 270 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 once a year, the leaders also share information with each other on their progress in their respective organizations on a regular basis.

Fujitsu's framework for dissemination activities



## Fujitsu Way New Employee Training

In April 2018, Fujitsu held a Fujitsu Way training program for approximately 950 new employees. At Fujitsu Group companies in Japan, Fujitsu Way cards and booklets were distributed at events such as company entrance ceremonies. Furthermore, each Fujitsu Group company added its own appropriate training program. The 163 mid-career recruits completed the Fujitsu Way training program as well, in a total of 11 different sessions.

## Promoting Group-wide Dissemination

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 website.

On our corporate intranet, we distribute 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 shape tomorrow.



President Tanaka talking about the Fujitsu Way

## Fujitsu Way Leader Training

We held a Fujitsu Way training program for the approximately 40 Fujitsu Way leaders that were appointed this year, divided across three instances. These were held in our in-house training centers and historic exhibitions of Fujitsu. Training participants gained a fuller understanding of the concepts at the foundation of the Fujitsu Way, and learned their roles as leaders. During the training, participants also discussed the issues in their own workplaces by each group while referencing past case studies and exchanged action plans for revitalizing organization based on Fujitsu Way.



Fujitsu Way Leader training session

## Fujitsu Way Workshops

In FY 2018, the Fujitsu Way Office visited three group companies inside and outside Japan upon request in order to support initiatives for reforming the corporate culture. 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.



Workshops at group companies inside and outside Japan

## FY 2018 Performance

- Fujitsu Way Employee Training
  - New employees: Conducted collective training for approximately 950 new employees
  - Mid-career recruits: Conducted training for 163 mid-career recruits, across 11 instances
  - All employees: e-Learning program
- Fujitsu Way Leaders Training: 3 times
- Fujitsu Way Workshops: 3 companies

## CSR Policy and Promotion Framework

[⇩ CSR Policy](#) [⇩ Global Integration of Priority Issues](#) [⇩ Organizational Structure and Regular Reviews](#)  
[⇩ Implementing CSR Activities Utilizing ISO 26000](#) [⇩ Development of CSR Surveys based on ISO 26000](#)

### CSR Policy

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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\*1 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, to be achieved in FY2020, for these priority issues. As we promote CSR activities that are an integral part of our business, we will continue to disclose and share the results of our progress toward those targets both inside and outside the company.



Isamu Yamamori  
Corporate Executive Officer  
and Executive Vice President

#### CSR Policy

CSR in the Fujitsu Group 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. In practicing CSR, we demonstrate a commitment to responsible business operations as a global ICT company by specifying priority issues and working to address them.

\*1 The Fujitsu Group's Stakeholders:

The Fujitsu Group regards its customers, employees, business partners, shareholders and investors, and global and local communities as its stakeholders. Government authorities, NPOs, NGOs, and similar organizations are also particularly important stakeholders within these global and local communities.

### Global Integration of Priority Issues

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In 2010, the Fujitsu Group established a Basic Strategy Working Group within the CSR Promotion Committee. Interviews were conducted with external experts regarding the expectations and demands on Fujitsu, based on an awareness of international CSR standards and global social issues. The working group then determined five priority issues within the CSR Policy and we have since been engaged in activities focused on those priority issues.

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. As a result, to increase the effectiveness of its global CSR initiatives in contributing to sustainable development, the Fujitsu Group employed materiality analysis in a group-wide review of the priority issues. The result is a unified framework for the priority issues under the banner of Global Responsible Business (GRB).

## Global Responsible Business

Socio-economic ICT Impact	Use ICT to help solve social challenges, starting with the SDGs.
Human Rights, Diversity & Inclusion	Pursue the goals of human rights and global diversity in the AI era.
Wellbeing	Provide opportunities for employees to grow as individuals and fully develop their capabilities.
Environment	Work to achieve zero emissions of the CO <sub>2</sub> from our own operation by FY2050, and contribute to climate change adaptation and a de-carbonized society.
Compliance	Maintain a high level of awareness of corporate ethics and act fairly in all business activities.
Supply Chain	Accomplishing a responsible procurement in the supply chain.
Health and Safety	Provide a safe and healthy working environment.
Communities	Engage in activities that contribute to society and build prosperous, optimistic communities.

Extensive research was also conducted into the creation of a globally unified structure for promoting and managing activities. Long-term goals have been specified for each priority issue, with the end of FY2030 set as the final achievement deadline. Consideration is also being given to assigning short-term goals as required. The GRB framework will be used to check on progress toward these goals on a global basis and to drive improvements in the activities being undertaken for each priority issue.

## Organizational Structure and Regular Reviews

The Fujitsu Group has established a committee, under the chairmanship of the President, to provide governance and ensure that the group's sustainability activities are promoted and embedded globally in the corporate culture. At the semi-annual meetings of the committee, the executives in charge of activities right across the business units, including the respective department and overseas region heads, discuss and approve activity policies and measures relating to sustainability. They also offer guidance and advice on improvements to help achieve even more beneficial outcomes.

In the course of driving GRB, the staff at Fujitsu head office and in the overseas regions who are responsible for each of the priority issues will undertake the day-to-day handling of activities designed to achieve the goals for the priority issues. Regular reporting meetings, attended by the head office and overseas region representatives, will be held to share information and check on the overall progress of GRB.

Semi-annual meetings will be attended by the executives responsible for the priority issues, with the outcomes to be reported to the Vice President responsible for the execution of GRB and to the executives in the Global Corporate Unit.

## Implementing CSR Activities Based on ISO 26000

In order to drive CSR activities that are an integral part of our business, since FY2012 the Fujitsu Group, along with the major departments listed below, have conducted CSR surveys within the group companies in Japan and overseas, based on ISO 26000, the international standard for social responsibility.

The purpose of these surveys is to instill the two values of risk mitigation and value creation on a group-wide basis. 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 will undertake activities that optimally leverage group resources to contribute to solving issues facing global and local communities and that are conducive to value creation across the entire group.

Structure of the ISO 26000 Promotion Project

ISO 26000 Core Subjects	Responsible Departments*2
Organizational Governance	FUJITSU Way Office, Responsible Business Unit, Corporate Affairs and Risk Management Unit
Human Rights	Diversity Promotion Office
Labor Practices	Global Human Resources Unit
Environment	Responsible Business Unit
Fair Operating Practices	Legal, Compliance & IP Unit, Corporate Purchasing Unit
Consumer Issues	Marketing Strategy Unit, Corporate Affairs and Risk Management Unit, Corporate Quality Management Unit
Community Involvement and Development	Corporate Affairs and Risk Management Unit

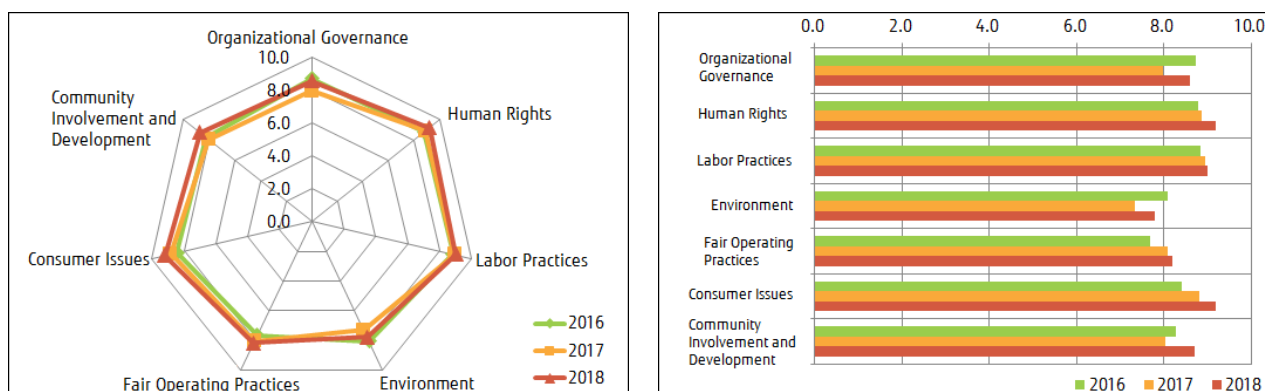
\*2 Department names as at the time the survey was conducted

As part of our continuous improvement process, we will review and enhance the content of our survey in a format that combines GRB and ISO 26000. This will allow us to more clearly identify CSR issues within the Fujitsu Group.

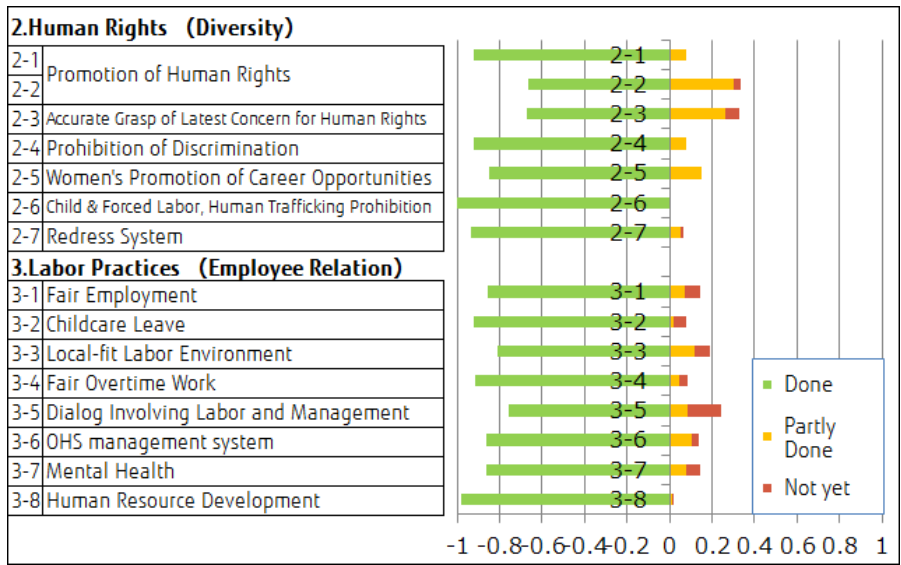
## CSR Surveys based on ISO 26000

In FY2018, the Fujitsu Group conducted its 6th CSR (ISO 26000)/Governance Survey at 89 key affiliated companies both in Japan and overseas (63 in Japan and 26 overseas). Following discussions in the preparatory stages of the survey with the major departments mentioned above, the survey was conducted with the same question content as in the previous year, to make it possible to identify progressive changes from the previous year. We provide feedback to each of the affiliated companies about the survey findings and are also working to enhance CSR activities that are synchronized with the individual measures of 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 Activities in FY 2018: Goals and Results

[↓ Basic CSR Management](#)
[↓ Priority 1](#)
[↓ Priority 2](#)
[↓ Priority 3](#)
[↓ Priority 4](#)
[↓ Priority 5](#)

### Basic CSR Management

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Promoting Group-wide CSR activities	<ul style="list-style-type: none"> <li>Set global goals and formulate an action plan based on our new CSR policy.</li> <li>Establish global CSR management with a promotion framework befitting of a responsible business.</li> </ul>	<ul style="list-style-type: none"> <li>Revised our important CSR objectives, and formulated new globally-shared goals and an action plan for CSR activities called Global Responsible Business (GRB).</li> <li>Office headquarters and the regions worked together to discuss and decide on GRB, which has become established as a system for managing and promoting activities.</li> </ul>	✓✓
Implementing the PDCA cycle based on our vision	<ul style="list-style-type: none"> <li>Make the integrated report more extensive.</li> <li>Improve and execute internal processes based on international norms and industry standards.</li> </ul>	<ul style="list-style-type: none"> <li>Announced the Fujitsu Group AI Commitment as an initiative on artificial intelligence (AI) and ethics.</li> <li>Revised internal rules based on the RBA Code of Conduct.</li> </ul>	✓✓
Instilling CSR internally	<ul style="list-style-type: none"> <li>Grow a CSR community within the Group, including global sites.</li> <li>Spread information even more extensively through use of intranet websites.</li> <li>Continue increasing the use of methods such as seminars to instill CSR.</li> </ul>	<ul style="list-style-type: none"> <li>Built an internal global community for each important CSR objective, and engaged in activities internally.</li> <li>Held internal seminars to boost internal understanding of efforts toward the SDGs.</li> <li>Increased website content about the relationship between efforts toward SDGs and the business that Fujitsu does.</li> </ul>	✓✓

## Priority 1: Provide Opportunity and Peace of Mind through ICT

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
Providing new value through ICT	<ul style="list-style-type: none"> <li>• Increase efforts to solve social problems in Japan and worldwide, with sights set on achieving the SDGs.</li> <li>• Increase more case examples of solutions for core fields in Japan and worldwide.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to operating a plant factory, Fujitsu itself practices smart agriculture together with partners from various industries. With a network that connects 7,000 hospitals, clinics, nursing homes, and pharmacies in Japan, we support the health and well-being of individuals while also providing cutting-edge technologies such as HPC and AI and engaging in co-creation with various academic research institutions in the fields of genetic treatments and pharmaceuticals. We also serve as partners for smartphone manufacturing in China and Singapore, and for creating digital innovation in France, offering solutions that leverage ICT to solve urban and educational issues in a variety of ways around the world.</li> <li>• Engaged in more solutions projects related to our core fields in Japan and around the world.</li> </ul>	✓✓
Increase access to ICT	<ul style="list-style-type: none"> <li>• Handle greater numbers of business cases that incorporate universal design.</li> <li>• Take on greater numbers of problem solving-type projects in emerging nations.</li> </ul>	<ul style="list-style-type: none"> <li>• We create new businesses and services that enrich people's lives and society, such as Universal Disaster Prevention Solutions that provide consistent support from disaster response centers to residents; customer engagement solution CHORDSHIP, which enables a greater number of users to interact naturally with ICT systems by voice; and the Hajimete no Jibun Computer (Lifebook LH Series) laptop computer.</li> <li>• We are working with the Sizwe Africa IT Group to provide Edu-Smart Green Center self-sufficient classrooms in South Africa.</li> </ul>	✓✓

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
		Similarly, we are taking on even greater numbers of projects in countries throughout Southeast Asia and the Middle East for business and field trials in the areas of disaster response and addressing traffic problems.	
Ensuring reliability and peace of mind through ICT	<ul style="list-style-type: none"> <li>• Maintain thorough security training.</li> <li>• Deepen affiliations with government agencies and international organizations.</li> <li>• Further expand solutions based on internal practices.</li> </ul>	<ul style="list-style-type: none"> <li>• We have maintained our security training for Fujitsu employees including executives. (participation rate 99 %)</li> <li>• Masami Yamamoto of Fujitsu was appointed Vice Chair of the World Business Council for Sustainable Development (WBCSD) in January 2018, and Fujitsu is active as a board company for the Social Impact Sector Sustainable Cities Leadership Project. Fujitsu has also joined WIPO GREEN <a href="#">(*2)</a>, a marketplace for connecting environmental technology and service providers which is operated by the World Intellectual Property Organization (WIPO), a specialized agency of the United Nations. Having joined WIPO GREEN as a partner, Fujitsu has already registered upwards of 400 intellectual property assets to the database.</li> <li>• We are providing services focused on communication platforms that transform work styles based on internal practices developed within the Fujitsu Group, including at overseas group companies.</li> </ul>	✓✓

## Priority 2: Protecting the Global Environment

FY 2018 Targets (*3)		FY 2018 Performance	Achievement Level (*1)
Our Society	<ul style="list-style-type: none"> <li>• Contribute to sustainable development of society through provision of ICT services.</li> </ul>	<ul style="list-style-type: none"> <li>• We have selected 25 solutions that contribute to a sustainable society, 18 of which have been disclosed to</li> </ul>	✓✓

	FY 2018 Targets (*3)	FY 2018 Performance	Achievement Level (*1)
	<ul style="list-style-type: none"> <li>Achieve top-level energy efficiency of more than 50% of the newly developed products.</li> </ul>	<p>the public.</p> <ul style="list-style-type: none"> <li>67.9% of our new products have achieved the top level of energy efficiency.</li> </ul>	
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 CO2 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 emissions by 30.3 % compared to FY 2013</li> <li>Reduced 6.2 % year-on-year</li> <li>Usage rate will be opened in mid-July.</li> </ul>	✓✓

### Priority 3: Accepting Diversity

	FY 2018 Targets	FY 2018 Performance	Achievement Level (*1)
Reform our organizational culture	<ul style="list-style-type: none"> <li>Make further advances in training and awareness at Fujitsu and domestic group companies, starting with the Human Rights Promotion Committee.</li> <li>Disseminate the Fujitsu Group Human Rights Statement, and work to establish a company culture of respect for human rights throughout the Fujitsu Group including global group companies.</li> <li>Provide stronger support for promoting diversity to generate innovation.</li> <li>Spread promotion activities to group companies in Japan and worldwide.</li> <li>Bolster organization-wide efforts aiming to foster an innovative organizational culture.</li> </ul>	<ul style="list-style-type: none"> <li>We held human rights awareness training sessions in each area in addition to training when employees are promoted. Organized a "Human Rights Week" event (gathered suggestions for a human rights slogan and gave awards, distributed leaflets to all employees, hung posters) as a company-wide activity.</li> <li>Held workshops with LGBT experts as guest speakers for employees on a voluntary attendance basis, and for promotion division and consultation desk personnel, with the aim of creating good work environments for everyone. Separate training activities by rank to promote understanding continued.</li> <li>Rolled out "Barrier-Free Minds" training company-wide to foster organizational culture in which anyone can succeed regardless of impairments.</li> <li>Continuing from the announcement the Fujitsu Group Human Rights Statement (in 21</li> </ul>	✓✓

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
		<p>languages) in line with international human rights standards, e-learning has been conducted to instill understanding throughout the Fujitsu Group, including globally.</p> <ul style="list-style-type: none"> <li>• Various diversity promotion activities at individual workplaces have been supported.</li> <li>• Diversity and inclusion policies for the Fujitsu Group have been disseminated.</li> <li>• We have defined indexes for “Innovative company culture” including “providing opportunities to do work that is both challenging and fascinating,” and are engaged in activities efforts within each organization.</li> </ul>	
Supporting the career development of individuals	<ul style="list-style-type: none"> <li>• Bolster efforts in managing talent continuously starting with younger employees in order to produce more female managers.</li> </ul>	<ul style="list-style-type: none"> <li>• Working on measures at each rank to support women’s career development.                             <ul style="list-style-type: none"> <li>• Implementing an expanded Female Leadership Development Program. (78 participants)</li> <li>• Holding new career workshops for female employees with the goal of medium- to long-term development of female employees. (48 participants)</li> <li>• Conducted Career Development Seminars. (twice)</li> </ul> </li> <li>• Events have been held to support the career development of employees with impairments, and those who are caregiving or raising children, held separately for each different attribute. (for domestic group companies also)</li> <li>• Management seminars were held for supervisors who are raising children. (for domestic group</li> </ul>	✓✓

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
		companies also) <ul style="list-style-type: none"> <li>Fujitsu:                             <ul style="list-style-type: none"> <li>Ratio of female managers: 6.1%</li> <li>Ratio of employees with impairments: 2.28%</li> </ul> </li> </ul>	
Promoting work-life balance	<ul style="list-style-type: none"> <li>Bolster measures to support each individual employee in reforming their work styles.</li> </ul>	<ul style="list-style-type: none"> <li>Usage results for systems within Fujitsu:                             <ul style="list-style-type: none"> <li>Childcare leave taken: 442 employees</li> <li>Child-birth/child-care support leave taken: 585 employees</li> <li>As part of Telework Day/Telework Month, seminars were held to encourage use of these systems.</li> </ul> </li> </ul>	✓✓

## Priority 4: Developing Human Resources that Contribute to the Planet and Society

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
Develop the human resources to support a truly global ICT company	<ul style="list-style-type: none"> <li>Conduct training programs as part of the systems for programs to develop next-generation business leaders.</li> </ul>	<ul style="list-style-type: none"> <li>Two new tracks were established to further accelerate the development of next-generation business leaders. Each training program was executed according to plan. (317 participants)</li> <li>* Number for long-term training includes those who are currently enrolled in the training.</li> </ul>	✓✓

## Priority 5: Dialogue and Cooperation with Stakeholders

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
Communicating with stakeholders	<ul style="list-style-type: none"> <li>Organize the global communication of CSR information, and come up with a</li> </ul>	<ul style="list-style-type: none"> <li>Communicated about Fujitsu CSR activities through seminars and participation at events in Japan</li> </ul>	✓✓

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
	<p>vision.</p> <ul style="list-style-type: none"> <li>Regularly engage with residents and companies in communities to help develop neighborhoods</li> </ul>	<p>and worldwide.</p> <ul style="list-style-type: none"> <li>Discussed mechanisms for sharing information at group companies in Japan and worldwide.</li> <li>Practiced regular engagement with residents and companies in communities to help develop neighborhoods. (107 times)</li> </ul>	
Collaborating with stakeholders	<ul style="list-style-type: none"> <li>Build relationships through our main business activities with diverse stakeholders including local governments, NGOs, and international agencies, and bolster specific efforts to help achieve the sustainable development goals (SDGs) advocated by the UN.</li> </ul>	<ul style="list-style-type: none"> <li>The following activities were implemented to work together with stakeholders toward achieving the SDGs.                             <ul style="list-style-type: none"> <li>Invited top corporate executives and academic experts to exchange opinions at the 49th World Economic Forum Annual Meeting (known as "Davos").</li> <li>External experts were invited for an SDGs conference held at Fujitsu Forum 2018.</li> <li>Information sessions and lectures about SDGs-related initiatives were held for customers, NGOs, employees, and other stakeholders. (33 times)</li> </ul> </li> </ul>	✓✓
Coexisting with society	<ul style="list-style-type: none"> <li>Work to horizontally expand and enliven social contribution activities throughout the Group as a whole through encouragement and announcements.</li> <li>Maintain the following efforts for social contribution programs.                             <ul style="list-style-type: none"> <li>Building up an internal database for social contribution activities and make it more accurate.</li> <li>Work on measures to encourage more volunteer activities.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Horizontally expanding and enlivening social contribution activities throughout the Group as a whole through encouragement and announcements.</li> <li>Maintain the following efforts for social contribution programs.                             <ul style="list-style-type: none"> <li>Building up an internal database for social contribution activities and make it more accurate. Number of activities registered in FY 2018: 612</li> <li>Working on measures</li> </ul> </li> </ul>	✓✓

FY 2018 Targets		FY 2018 Performance	Achievement Level (*1)
		to encourage more volunteer activities.	

1. ✓✓: Achieved original plan, ✓: Some of original plan is not yet achieved as some issues remain, ×: Original plan has not been achieved
2. WIPO GREEN: A platform and global network to spread environmental technologies and promote innovation by connecting providers of environment-related technologies and services with those seeking innovative solutions. The WIPO GREEN network includes at least 6,000 individuals and organizations, from 170 countries around the world.
3. All items from the Fujitsu Group Environmental Action Plan (Stage VIII) :<https://www.fujitsu.com/jp/about/environment/approach/plan/>



## 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 10 principles of the UN Global Compact>

The UN Global Compact consists of 10 principles in the four areas of human rights, labor, 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.



Please refer to [the GRI Standards / United Nations Global Compact Principles Comparison Table](#) which shows the relationship between the United Nations Global Compact and CSR activities we conducted in FY 2018, contained in the Fujitsu Group Sustainability Data book 2019.

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

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