



Global Responsible Business

- Community -

The Fujitsu Group will build collaborative partnerships to engage and empower communities. We will contribute to the prosperity of the communities in which we work globally through collaboration with our business activities, and encourage our employees to develop their skills, have confidence, and be proud to work for Fujitsu through giving back to society.

Community Activities

Goal

WHAT FUJITSU ASPIRES TO BE

Our employees, who possess an awareness that they belong to a global society, will have a positive impact not just on society, but on the economy and on business, by increasing their empathy for social issues and engaging in the co-creation of activities. We will evaluate, analyze and communicate the impact that our employees have made, and offer greater value to society.

GOALS FOR FY2022

Contributing to the transformation of both our corporate culture and mindset of employees

KPI : Rate of increase in the number of employees participating in social contribution activities related to social issues ;
10% increase compared to fiscal 2019 under the new normal

Our Approach to Community Activities

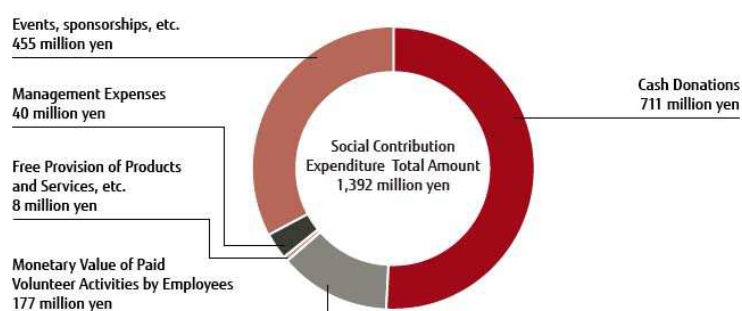
The Fujitsu Group has cooperated with regional communities—who are important stakeholders for us—to pursue unique activities in each region in Japan and around the world. From now on, in order to achieve our purpose which was newly established in 2020, we will promote our activities in Japan and overseas in a more integrated manner, and take the trust we have built in regions up to this point and elevate it to a global level. In order to solve the challenges facing society, we will create greater value by focusing on areas where we can maximize our business strengths. Furthermore, we will continue to create significant value by developing and enhancing systems for quantitatively assessing the impact of our activities in Japan and overseas, and by implementing a cycle to review and improve our activities.

FY 2019 Results

Total Amount of Investments for Social Contribution Activities

The following chart describes the investments for social contribution activities at Fujitsu in FY 2019.

Social Contribution Expenditure Chart



Employee Volunteer Activity Support System

The Fujitsu Group has in place a volunteer activity support system to encourage each employee's active contribution to society. Additionally, we have also developed various programs customized to the characteristics of each region in order to support better local communities in each area where we have a business site.

Fujitsu has set up a leave of absence system for employees to participate in the Japan Overseas Cooperation Volunteers or the Senior Japan Overseas Cooperation Volunteers (for up to three years), as well as a system that allots five vacation days a year for volunteer activities, which can be accumulated for a maximum of 20 vacation days. In FY 2019, 112 employees took their accumulated vacation days (220 days in total) to conduct volunteer activities.

Activities delivering social value

Contributing to Local Communities through Sports

The Fujitsu Group have held a variety of events at its five plants and offices in Japan for local residents, employees and their families as part of its community contribution activities.

Under the program, Fujitsu employees participate in hands-on sports events for "health promotion" and "Improving children's athletic ability".

In the upcoming year, to build momentum for the Tokyo 2020 Olympic and Paralympic Games, the Group hosted events with Olympians affiliated with Fujitsu, and parasport workshops, inviting para-athlete teams from around respective regions.

In addition to sponsoring the Tokyo 2020 Games, Fujitsu is sponsoring Japanese Para-sports Association, Japan Para Athletics, and Japanese Para-swimming Federation, thus contributing to further the understanding of para sports and the increase of participation.



Para-sport workshop

Support for watching sports through barrier-free maps

At the Rugby World Cup 2019 in Japan, Fujitsu distributed a "barrier-free" map that visualized the route and potential barriers in the city to enable people with mobility disabilities and elderly people to travel easily to the stadiums.

As one of the organizers of the All Japan Business Committee for Olympic and Paralympic Games Tokyo 2020 (*1), Fujitsu created this barrier-free map in collaboration with local communities, business circles, local governments, and students in order to support a society where everyone can live comfortably. A total of 200,000 copies were distributed to all 12 stadiums, as well as to major transportation facilities such as Narita Airport, contributing to the accessibility of a tournament that can be enjoyed by everyone.

Fujitsu will continue these activities at the venues of the upcoming Tokyo 2020 Games to foster the momentum for the Games, helping to create a society in which everyone can live in harmony.

*1 The All Japan Business Committee for Olympic and Paralympic Games Tokyo 2020 : This committee was established by the three economic organizations (Nippon Keidanren (Japan Business Federation), The Japan Chamber of Commerce and Industry, and Keizai Doyukai (Japan Association of Corporate Executives)) as a parent organization to foster momentum for the Tokyo 2020 Games and create legacies in the business world.



Scene of the field survey



Barrier-free map



Scene of the distribution

Preservation of Indigenous Knowledge and Culture (Australia)

Fujitsu Australia supports Bawurra Foundation which works with many Indigenous communities and Elders to preserve Aboriginal and Torres Strait Islander knowledge and culture. This includes digitally preserving artefacts such as maps, photos, letters and news clippings. In 2019, Fujitsu provided the foundation for this digital initiative, with our ScanSnap technology, hosted in our cloud. Fujitsu ScanSnap allows volunteers and community members to scan multiple items at once at very high quality, preserving these as part of the Bawurra Digital library. The library has reached over 1,300 students in 12 remote communities within Australia. The success of the Bawurra Foundation project encourages active learning to share knowledge of First Nations' cultural values, practices and philosophies.



Scanning process for the digital library

Social contribution activities related to the environment

The Fujitsu Group has set out our Purpose to make the world more sustainable by building trust in society through innovation. For this purpose, each employee works to make a positive impact on society through our businesses and life.

- Activities in Japan
<https://www.fujitsu.com/global/about/environment/activities/japan/>
- Overseas Activities
<https://www.fujitsu.com/global/about/environment/activities/global/>

Support for Damage from Natural Disasters

The Fujitsu Group is carrying out donation and contribution campaigns in order to assist with efforts to recover from the damage caused by natural disasters. For examples of overseas cases where we donated and contributed to support natural disaster recovery, please see below (cases in Japan are covered on our Japanese website).

- FY2019
 - Fujitsu donated food, and hygienic materials for the affected families of the fires that occurred in the Philippines where 1,000 families were effected.
- FY2018
 - Fujitsu responded to Hurricane Florence which caused extensive damage in the southern part of the U.S, by raising money to donate to the Red Cross.
 - Fujitsu fundraised and matched employee donations for the devastating California wildfires. Fujitsu worked with Australia Post to quickly restore essential services after flooding in Townsville, Queensland. More information is available here.
<https://blog.global.fujitsu.com/oceania/2019-04-08/australia-post-and-fujitsu-team-together-to-keep-the-community-safe/>
- FY2017
 - Fujitsu promoted initiatives to collect and deliver goods for firefighters combatting the Wildfires in Portugal
 - Fujitsu donated food and personal care products as relief for Costa Rica's Hurricane.
- FY2016
 - Fujitsu fundraised and matched employee contributions in support of Italy earthquake victims.

- See here for the Great East Japan earthquake disaster recovery and reconstruction support activities. (Only in Japanese)
<https://www.fujitsu.com/jp/about/csr/recovery/>

Contributing to Society through Sports

The Fujitsu Group promotes sports as a building block of a strong society. Company sports encompass the track and field team, the Frontiers American football team, and the Red Wave women's basketball team. These organizations share the thrill of sports while building a more prosperous society and contributing to promoting the mental and physical health of people. We also cosponsor sports and promote initiatives to promote barrier-free minds through sports.

- See here for our sponsorship and contributions to sports. (Only in Japanese)
<https://sports-topics.jp.fujitsu.com/activity/>
- See here for the barrier-free activities of the mind through sports. (Only in Japanese)
<https://sports-topics.jp.fujitsu.com/accessibility/>

Donation Activities

Activities that Contribute to Society by Group Employees (Japan)

Employees of Fujitsu Group companies voluntarily participate in everyday social contribution activities, such as collecting used stamps, prepaid cards, books, and CDs and donating the proceeds to polio vaccine or seedling planting projects. Employees participate in the "sutenai seikatsu", or waste free lifestyle, activities. "Sutenai seikatsu" activities are intended to support Shapla Neer (Citizen's Committee in Japan for Overseas Support), an international NGO engaged in volunteer activities, by donating the sales of used books and DVDs collected from employees.

Cultural and Sponsorship Activities

Fujitsu Group donated to Okinawa prefecture in Japan for the restoration of Shurijo Castle, the world heritage site which was ravaged by fire, in October 2019.

- Link in Japanese
<https://pr.fujitsu.com/jp/news/2019/11/5-2.html>
- See here for other cases of Fujitsu's cultural and sponsorship activities. (Only in Japanese)
<https://www.fujitsu.com/jp/about/resources/advertising/event/>

Activities utilizing ICT

Support for Mathematical Olympiad and Olympiad in Informatics

Fujitsu supports the Mathematical Olympiad Foundation of Japan and the Japanese Committee for the International Olympiad in Informatics (the latter being a non-profit organization) to help discover and foster valuable human resources who will play leading roles in the future development of society. The Mathematical Olympiad Foundation of Japan was established in 1991 in order to discover gifted mathematicians for selection and entry as national representatives in the International Mathematical Olympiad (IMO) and to further develop their skills. The foundation is also committed to helping improve and promote education in mathematics from an international perspective. Fujitsu provided the basic funds for the establishment of the Foundation along with two other companies and one individual.

Meanwhile, the Japanese Committee for the International Olympiad in Informatics was established in 2005 to train human resources in support of Japan's mathematics and information science sector. It provides support for participants of the International Olympiad in Informatics (IOI), a programming contest for junior and senior high school students. As a supporting member, Fujitsu provides assistance in the committee's operation.



The 18th International Olympiad in Informatics awards ceremony

Wabi Sabi project (Poland)

Fujitsu's Global Delivery Center in Poland works on the project "Wabi Sabi", whose purpose is to engage students to look for smart and innovative ways to address significant sustainability concerns both locally and globally. The project brings together experienced IT architects and designers within Fujitsu, alongside young IT students from universities. Through a joint study process, from day-long hackathons to semester-long programs, they develop proof-of-concept applications as their results.

In addition, the employees in Poland set up a team with the objective to encourage their children to do something positive for the community, environment and their own wellbeing, while developing a positive volunteering attitude. Their activities mainly focus on educational events, including a hardware class to learn how computers work, an Internet Safety workshop, and "Soroban" (Japanese traditional abacus) classes to improve their math's skills.



Participants of the program

Support for social participation by a smartphone app (UK)

Fujitsu UK have been collaborating with Nottingham Trent University (NTU), to help improve the wellbeing and safety of customers, employees and students. Together they have designed and built an app for smartphone, Buddy Connect. This app aims to make workplace autism inclusive. The development team brainstormed the mapping, framing, designing and prototyping of a simple and intuitive technology solution to help people with autism. The app was made to assist with the

planning and managing of the issues which autism may present in the workplace, providing easy access to information that will help them, and connect them with additional support if they need it. Through this activity, Fujitsu is working on the realization of a fully inclusive workplace.

Fujitsu-JAIMS Foundation

The Fujitsu JAIMS is a non-profit educational foundation that provides graduate level education. Its predecessor organization, the "JAIMS" was established in Hawaii in 1972 with the objective of fostering human resources that would serve as bridges between Japan and the United States. Since its establishment, it has produced about 23,000 graduates from 55 countries

In 2012, to strengthen ties with Asia, we established the Fujitsu JAIMS Foundation in Japan, and will fulfill its mission of contributing to creating a future full of richness and vision through training personnel capable of creating new value for society (innovation) in the Asia-Pacific region.

Fujitsu has contributed working capital and has an organization within the company that has been supporting Fujitsu-JAIMS' activities. In addition to comprehensive support of the Foundation, Fujitsu has been coordinating with Fujitsu-JAIMS by incorporating its own practical wisdom, ICT, and expertise into the Foundation's activities. Fujitsu has thus been pushing forward with its social contribution activities, furthering promotion of academic and educational fields as well as international exchange.

- See here for Fujitsu-JAIMS Foundation
<https://jaims.jp/en/>



Participants

Fujitsu Scholarship Program

Fujitsu established the Fujitsu Scholarship Program in 1985. The aim was to foster business leaders who, through their deep understanding of Japan's culture, society, and business methods, will connect Japan with the rest of the world. 571 people have received scholarships as of April 1, 2020.

It now provides opportunities to participate in the Fujitsu-JAIMS Foundation's program for business people in 18 countries and areas in the Asia-Pacific region.

Fujitsu is working with Fujitsu Group companies doing business in the Asia-Pacific region to provide scholarships to people considering helping their country or community, and contribute to society by providing education rooted in local communities worldwide, aimed at developing business leaders and promoting cultural exchange and mutual understanding.

- See here for Fujitsu Scholarship.
<https://www.fujitsu.com/global/about/csr/activities/community/scholarship/>



Fujitsu Scholarship Recipients

Collaboration with External Parties

These days, as the various challenges facing society and the environment have grown in number, the idea that companies have a responsibility to all of their stakeholders—not just to their customers and investors, but to their employees, suppliers, and communities of all sizes—is becoming more common internationally.

Fujitsu supports this idea, and is working towards the realization of a sustainable society, acting in conjunction with international organizations and a variety of like-minded companies.

Involvement With the World Business Council for Sustainable Development (WBCSD)

The World Business Council for Sustainable Development (WBCSD) is an organization headed by the CEOs of around 200 global corporations that aims to make sustainable communities a reality through business activities. The WBCSD advocates for economic system reforms concerning six topics: people, circular economy, redefining value, cities and mobility, food and nature, and climate and energy. Fujitsu has been involved with the WBCSD since 2013, and has continued to conduct activities that relate to several of these themes. Since 2018, the Chairman has served as a WBCSD Executive Committee member.

Fujitsu participated in the following activities in 2019, and has worked together with participating companies from various industries to discuss solutions to a variety of social issues.



- **People:** Together with like-minded companies, we signed the CEO Guide to Human Rights, and made a call for companies to respect human rights in all of their corporate activities.
- **Cities and mobility:** We participated in a working group for leveraging ICT knowledge to solve urban transportation challenges.
- **Vision 2050:** We are working on revisions to Vision 2050, the long-term vision which forms the core of WBCSD activities. This project discusses the systemic reforms and changes necessary to achieve a sustainable society by 2050, and the role that companies have to play in order to make it possible.

WBCSD Round Table

In November 2019, WBCSD CEO Peter Bakker came to Japan for a round table meeting aimed at Japanese member companies. Mr. Bakker said that 2020 to 2030 would be a decade in which practical action would be required in order to bring about a sustainable society, and he expressed his hope that the private sector would be proactive in this regard. The participating companies shared the understanding that sustainability initiatives are not limited to the activities of individual companies, but also require collaboration with other companies and across industries. They agreed that the private sector should take the lead in solving social problems in order to continue sustainable development.



- WBCSD
<http://www.wbcasd.org/>

Involvement with the WEF

The World Economic Forum (WEF) is a not-for-profit foundation established by economist Klaus Schwab that engages in programs to improve the state of the world through cooperation between the public and private sectors in a spirit of global citizenship. It offers a venue for close collaboration among leaders from a diverse range of major international institutions as well as from the business world, government, academia and society, with the aim of shaping global, regional and industry-based agendas.

In January each year, the WEF holds its annual meeting in Davos, Switzerland. The Davos meetings bring together in one venue more than 3,000 leaders in their fields from around the world, including company executives, political leaders, intellectuals, and journalists, to discuss the major problems confronting the world. Fujitsu has participated in the forum since 2001 and is involved in a broad range of activities, with top management participating in the annual meeting and division heads participating in subcommittees, among others.

President Tokita and Vice-President Furuta participated in the 2020 annual meeting, where the theme was “Stakeholders for a Cohesive and Sustainable World.” Together with top corporate management and experts, they engaged in lively discussions about global challenges such as “balancing the creation of new businesses through digital technology with trustworthiness in data distribution” and “making changes towards a sustainable market which is in harmony with the environment and society.” Based on these discussions, we will continue to make contributions to solving social issues in the future.

- World Economic Forum
<https://www.weforum.org/>