



Global Responsible Business

— Wellbeing —

The Fujitsu Group aims to enrich and continuously improve our positive health culture where our employees can work to their full potential, both in mind and body. We value the importance of our people, and will strive to enable them to succeed in their own personal development and growth.



Wellbeing

Wellbeing

Goal

WHAT FUJITSU ASPIRES TO BE

To create an environment where all employees can work positively and healthily in both mind and body. We will also endeavor to provide opportunities for employees to develop personally and display their abilities to the fullest extent.

GOALS FOR FY2022

Provide a positive work environment

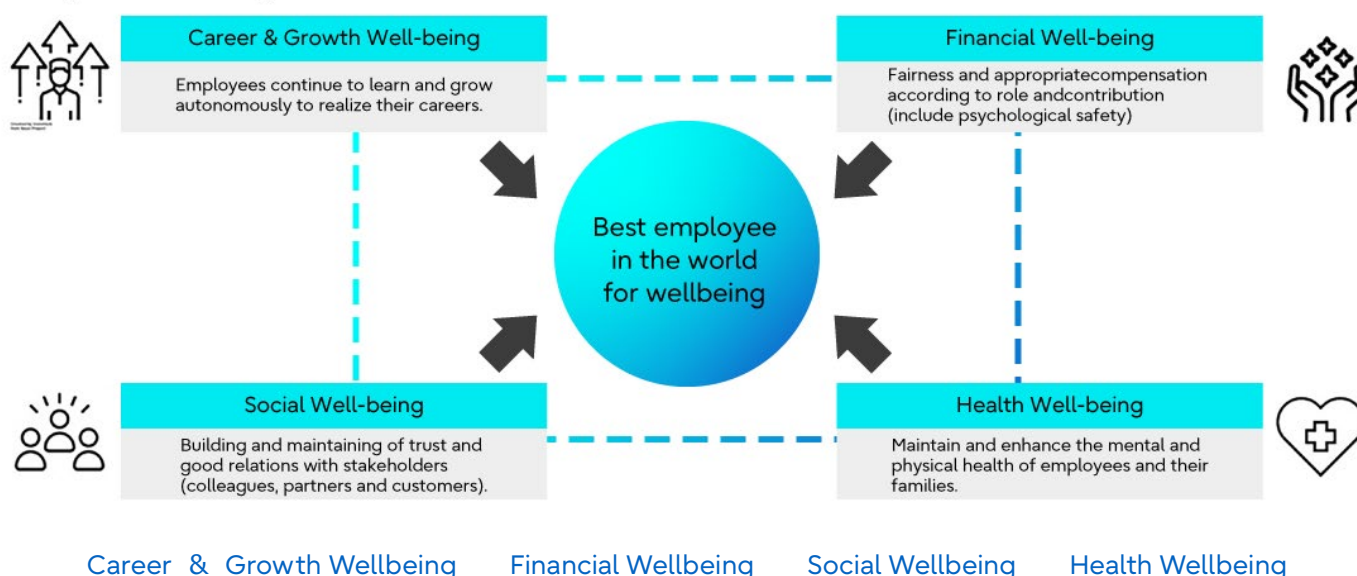
- An average score of 71 globally for "Work-life Balance" and "Work Environment" in the Engagement Survey

Provide opportunities for employees to develop personally and display their abilities to the fullest extent.

- An average score of 70 globally for "Growth Opportunities" in the Engagement Survey

We have divided the activities that will help us become what we aspire to be into the four categories below and set policies for each category, according to which activities are carried out globally.

4 Categories of Well-being



Career & Growth Wellbeing

Policy

We are working to expand growth opportunities for our employees, aiming to become a company that creates innovation in every corner of society by bringing together a diverse range of internal and external human resources with agility, in order to realize our company's purpose to make the world more sustainable by building trust in society through innovation. So that we can achieve a sustainable world, Fujitsu is focusing on creating an organization that brings together a diverse group of people with expertise and experience, leveraging the technology areas in which the company has always excelled. In addition, to support each employee's autonomous learning and growth rather than providing uniform training from the company, we offer a wide range of learning and career options based on common global policies. We aim to be a world-class company in terms of employee growth and career realization by fostering a corporate culture that allows our employees to take on challenges with their own ideas and aspirations.

Structure

We are building a system to promote human resource development measures in a globally integrated manner in order to realize our purpose. The Engagement & Growth Division is in charge of human resource development in line with company-wide management policies, while the Human Resources Development division in each business unit is responsible for human resource development in line with divisional strategies and business needs, and clarifies human resources and skills to be strengthened and plans training measures. In addition, we are promoting knowledge sharing on a global basis in cooperation with the human resource development departments in each region, and strengthening support for all employees to learn and grow through a combination of region-specific and local measures.

The execution of highly specialized training and education is handled by Fujitsu Learning Media Limited, a Group company that provides human resource development services.

Moreover, as a mechanism to reflect the views of employees, we conduct engagement surveys twice a year on a global basis, and disclose the results of each organization within the company, which leads to actions for improvement in each organization. Furthermore, we regularly conduct pulse surveys and questionnaires that simply ask for feedback at a higher frequency. We follow a cycle of analyzing this data, identifying and implementing priority measures, and then obtaining feedback.

Achieving Career Ownership

From April 2022, a new personnel system based on the concept of job-based human resource management that encourages each employee to take on challenges and grow has been introduced to the domestic Group. In line with this, we are implementing measures focused on each individual to support employees in taking on challenges and growing based on their career ownership.

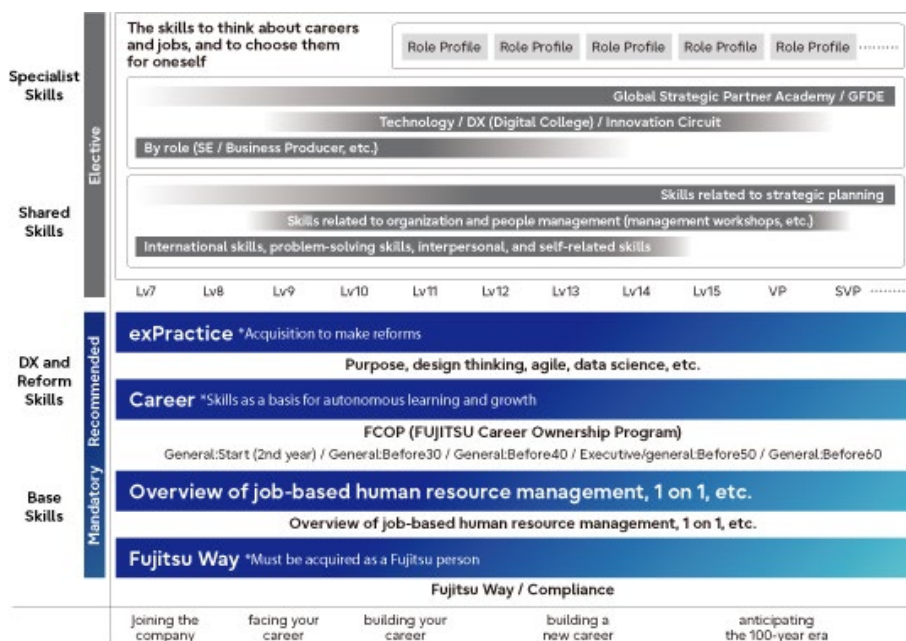
We are also expanding our career ownership program for each generation as an opportunity for each employee to regularly reflect on their own career and the career they aspire to.

As for opportunities to take on challenges, all Fujitsu Group employees can take on the challenge of transferring or being promoted to the position they aspire to through the global internal posting system. In addition, as a mechanism to support employee growth, we are developing a system that allows employees to

take a variety of internal and external learning content anytime, anywhere on a learning platform and visualize the skills they have acquired.

Through one-on-one dialogue, supervisors also provide specific advice and support according to the career aspirations and characteristics of their subordinates.

We are implementing initiatives to encourage employees to exercise career ownership, such as holding Career Ownership Days, an online internal event for the entire company to think about career ownership, in May 2022, and Fujitsu Learning Festival 2022, a global integrated event for about 130,000 Fujitsu Group employees in June, with the themes of SDGs, wellbeing, and Fujitsu Uvance.



Development System



Framework for Supporting the Career Realization of Each and Every Employee

Initiatives Supporting Fujitsu Uvance

In order to advance Fujitsu Uvance, the business brand that we have set forth to realize a sustainable world, we need people with expertise and the ability to implement change that will enable us to face and solve the

issues facing society and customers. Through various initiatives, we support the realization of Fujitsu Uvance and our purpose from a human resource perspective.

Business Producer Transformation Program

To transform traditional salespeople by industry into business producers responsible for creating new business in cross-industries that transcend industry boundaries, we conducted skill improvement and skill change training and visualization of the skills possessed by all salespeople in the domestic Group, targeting approximately 8,000 employees.

Global FDE

Global Fujitsu Distinguished Engineers (below, "Global FDEs") are the technological face of Fujitsu, spearheading solutions to our customers' business challenges by leveraging their superior technological capabilities. Recognized as the pinnacle of Fujitsu Group engineers by common global standards, they participate in the formulation of our business and technology strategies.

We have established seven certification areas of hybrid IT, networks, cybersecurity, AI, data, computing, and project management, which are the future key technology areas of our new business brand Fujitsu Uvance, and by FY2022 32 Global FDEs were certified globally as a whole.

Furthermore, we will position it as a benefit and career path for engineers who contribute to business strategy and customer value creation in conjunction with a job-based personnel system.

Global Strategic Partner Academy

This program is implemented in cooperation with ServiceNow, Inc., SAP SE, and Microsoft Corporation, three of our strategic technology partners and leading-edge IT service providers that are utilized around the world. The program is designed to increase the number of professionals with highly specialized knowledge and expertise on a global level by offering a common program that enables them to acquire cutting-edge digital technology and know-how, including the skills and knowledge of the services of the three companies. The program started in December, 2021, and so far 57 employees have provided highly specialized IT services to customers based on the knowledge acquired through this program.

We will invest in human resources over the long term with the aim of realizing a sustainable society through technological innovation, create an environment in which anyone can take on the challenges of digital-related work, and maximize the potential of digital technology by bringing together our company, partners, and customers. By strengthening the collaboration of human resources skilled in digital technology on a global scale, we will support our customers and society in solving their problems.

Fujitsu Innovation Circuit

The Fujitsu Innovation Circuit aims to enable us to become a company where anyone can take on challenges, where conversations about what has been learned from challenges and support for those taking on challenges are commonplace, and where intrapreneurs (internal entrepreneurs) are born to lead Fujitsu into the future and realize the world we aim to create with Uvance.

Under the full supervision of Yasuhiro Yamakawa, Associate Professor of Entrepreneurship at Babson College in the US, the Academy and Challenge stage, which began in November 2021, foster intrapreneurs through learning and practice of entrepreneurship. In the first stage, 455 people participated and acquired corporate know-how and mindset. In addition, from April 2022, participation has been expanded globally to 130,000 Fujitsu Group employees around the world.

FY2021 Performance

- Average Annual Hours Spent Learning and Annual Cost of Learning Per Employee (Fujitsu and its domestic Group companies)

Total Average	
Average Annual Hours Spent Learning	42.0 hours
Annual Cost of Learning	81,700 yen

Financial Wellbeing

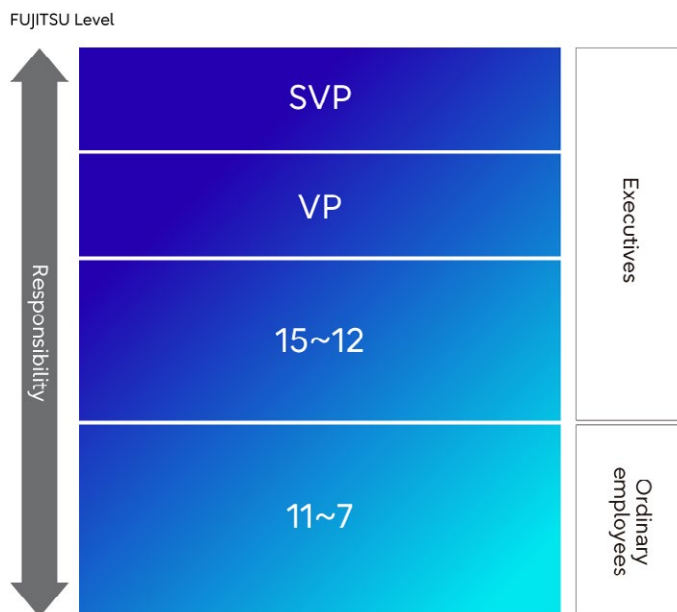
Performance Evaluation and Compensation

Reform Towards Job-specific Personnel Management and Job (Responsibility)-Based Compensation

Fujitsu and the group companies in Japan are engaged in reforming their human resource systems as they work towards job-specific personnel management. In April 2020, we introduced job descriptions for executive positions that clearly outlined their jobs. This is now being extended to ordinary employees, starting in April 2022. This new system uses a globally unified standard to rate the magnitude and importance of the job, not the person, and the compensation reflects this rating. The goal is to encourage every one of our highly motivated, diverse and talented employees to rise to the challenge of value creation and to spur their growth as we address the constantly changing issues faced by our customers and by the wider community. In line with this, we are significantly extending our posting structure so that employees can gain entry into their desired jobs and positions based on their own career goals, rather than being promoted or transferred at the recommendation of their superiors. At the same time, we are also recruiting suitable candidates from outside the company, not just from within our own ranks, and adopting career promotions based on an approach of matching the right talent with the right job.

As well as having a quantitative perspective, such as sales numbers or the magnitude and importance of the job (responsibility), these jobs are also rated based on perspectives such as the reporting line, difficulty, impact, level of specialization and diversity. This is referred to as the "FUJITSU Level", and in this structure, the monthly salary is determined by the FUJITSU Level.

For FUJITSU Level 15 positions and below, bonuses are paid based on evaluations. For executive positions of VP and higher, an STI(*1)/LTI(*2) scheme is being introduced that is more closely tied to results. This scheme will also apply to executives both in Japan and overseas.



(*1) Short Term Incentive: Remuneration set based on level of achievement of one-year performance targets, etc.

(*2) Long Term Incentive: Remuneration set based on level of achievement of medium-to-long-term performance targets, etc.

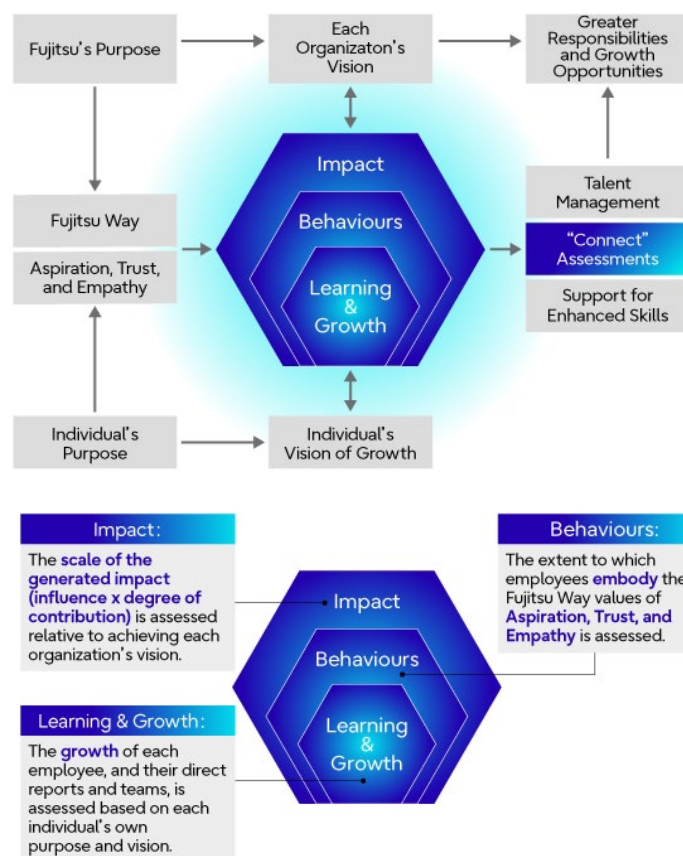
Indicators Introduction of a Global Common Evaluation System

Fujitsu introduced “Executive Performance Management” as a global common evaluation system for FUJITSU Level VP positions and above in 2020. This was followed by the “Connect” system for all employees in FUJITSU Level 15 positions and below, which is being introduced sequentially in FY2021 and the current fiscal year. These evaluation systems were introduced with the aim of spurring greater ambition among all our employees and promoting both organizational and personal growth. To achieve this, we began by drafting a “Corporate Vision” that depicts the future to be achieved by each organization as we strive to realize Fujitsu’s purpose, bringing employees closer to that purpose and encouraging each of them to rise to the challenge. We also made this one of the criteria for assessing the extent to which we embody the “Values” in the Fujitsu Way, thereby helping change behaviors in line with achieving our purpose.

Our Executive Performance Management employs the “Balanced Scorecard” method, which involves evaluation from the perspective of “financial indicators”, “key indicators” and “behavioral indicators”. Rather than being based solely on financial indicators, evaluations are well balanced, using a framework of key indicators and behavioral indicators as well as the employee engagement, customer NPS, DX progress, environment-related and DE&I-related non-financial indicators.

In the “Connect” system, employees are assessed on their “Impact”, “Behaviors” and “Learning & Growth” relative to achieving each organization’s vision and Fujitsu’s purpose. (See figure at right.)

Feedback is provided through regular communication between staff and their superiors, which maximizes behavioral change, growth and impact and builds trust, which helps to improve acceptance of the evaluations. Evaluation results not only feed into bonuses, but are also used by the organization’s personnel management to assign higher levels of responsibility and opportunities for growth to highly evaluated employees.



Promotion Systems

The Global Human Resources Unit operates this system, under the direction of the executive responsible for human resources.

Employee Benefits Program

The Fujitsu Group has programs in place that are suited to the lifestyles of employees and that enable them and their families to lead healthy, prosperous lives.

As part of the trend toward more diverse and flexible ways of working, and to address employee requirements in a benefits system, Fujitsu introduced the “F Life+” cafeteria plan(*3) as a new program in October 2014.

Furthermore, in line with the belief that active work and personal growth for every employee leads to growth and development for the company, we have established various initiatives to support employees' own efforts to prepare for the future. These include savings/property accumulation programs, an employee shareholding association, group insurance benefits, housing support, medical support, health support, and childcare and nursing support.

(*3) Cafeteria plan:

A system under which employees select the employee benefits they want or need from a diverse menu prepared by the company, taking advantage of the chosen options by using "employee benefits points" awarded by the company.

Social Wellbeing

Work Environment

Promoting New Ways of Working with 'Work Life Shift' Under the New Normal

Fujitsu is promoting Work Life Shift in these uncertain times to generate higher employee productivity than ever before, while ensuring that creativity and innovation continue to grow.

Work Life Shift is a concept that achieves employee wellbeing by focusing not only on 'work', but by completely shifting the 'job' and the 'lifestyle'.

We are implementing various initiatives, both in terms of personnel systems and workplace environment changes, that will allow us to create and deliver value for our customers regardless of location or time and that will enable the ongoing transformation of Fujitsu itself.

The Work Life Shift offering consists of three key categories: Smart Working, Borderless Office, and Culture Change.

Smart Working

Approximately 80,000 employees of Fujitsu Group companies in Japan work principally on a teleworking basis (excluding those in manufacturing facilities and those assigned to customer sites). Our employees enjoy an optimal work style that allows them to choose flexible working hours and a work location that suit the characteristics and objectives of their work tasks as well as their lifestyle.

Borderless Office

Freed from the constraints of working in a traditional fixed workplace, employees can select a location that ideally matches the required task – be it their home, a hub office, a satellite office, or other appropriate workspace.

Culture Change

People management founded on high levels of employee autonomy and trust will generate maximized team performance and enhanced productivity.

Announcing Work Life Shift 2.0 -- DX Company Work Styles that Cater to Everyone's Well-being

In October 2021, Fujitsu announced Work Life Shift 2.0 as a way to achieve a true hybrid work style that includes the effective use of real communication in the office and also aims to provide workers a more fulfilled life. The new version puts in place more advanced measures that reflect both employee feedback and issues that arose when the original Work Life Shift was implemented.

1. Practical Hybrid Work and the Evolution to "Experience Place"

As we look towards a post-COVID future, the office is evolving from the work place of the past to an "experience place" that offers experiences only available at the office. New ways of using the office provide greater collaboration through real communication as we transition to a true hybrid work style that combines the real with the virtual.

2. Evolution of Work Styles for a DX Corporation

At Fujitsu, we are making the value of the various experiences gained from putting hybrid work into practice visible as data as we move towards a work style that boosts productivity while allowing for greater creativity. We are also further stepping up our collaborations with other corporations and local governments who support the Work Life Shift concept and contributing to the resolution of problems for our customers and the community more broadly.

3. Enabling Work-Life Synergies

By leveraging flexible work styles to make workers' home lives more fulfilling, we are generating synergies and promoting new value creation, as well as achieving greater engagement and improving the wellbeing of all our employees.

Fujitsu Telework System

In April 2017, Fujitsu formally introduced a telework system that allows for flexible ways of working that are not tied to a specific location. This system is available to all 35,000 Fujitsu parent company employees in Japan and includes working from home or a satellite office as well as working during business trips.

The telework system facilitates business continuity in emergency situations such as the novel Coronavirus epidemic, providing for work innovations such as holding online meetings and digitizing written materials. It also provides an environment that makes it easier for employees with other commitments, such as raising children or caring for relatives, to continue working, helping Fujitsu to support and retain valuable personnel.

Goals of the System

- To boost individual productivity and maximize the benefits of team work
- To build an environment that supports continued participation by a diverse range of staff
- To ensure business continuity and rapid responses to disasters.

Initiatives Aimed at Reducing Long Working Hours

The Fujitsu Group aims to improve the work-life balance and the productivity of every employee through a variety of initiatives aimed at reducing long working hours. By promoting Work Life Shift, we are also enhancing our systems that support diverse modes of employment based on tele-working, allowing employees to make use of flexible working arrangements, such as flex time and exempt labor systems.

Examples of specific initiatives aimed at reducing long working hours:

- Adopting flex time that is not tied to a core time and exempt labor systems for professional and management-related work
- Sending alert e-mails regarding overtime work
- Specifying recommended days for taking annual leave
- Emphasizing the concept of working hours management during management training
- Adjusting work patterns and leisure patterns according to fluctuations in workload

Measures to Enhance Communication

Labor Relations

Based on labor-management agreements with the Fujitsu Labor Union, Fujitsu holds discussions about various employment conditions and explains management policies and business conditions, along with business reorganization and other matters, to its employees through regular and ad hoc meetings such as the Labor Council or Productivity Council. These agreements also stipulate the collective bargaining rights of the union. Fujitsu adopts a union shop system, so all non-managerial employees are members of the Fujitsu Labor Union. In Europe, the Fujitsu European Labor Relations Council Annual General Meeting has taken place every year since 2000, with the overall financial conditions of the Fujitsu Group and other issues shared with the employee representatives from Fujitsu Group companies.

Fujitsu has established a consultation service as a contact point for email and phone queries to the Human Resources and Administration Units. This is part of a structure that is designed to make it easy for employees to seek guidance on human resource and administrative programs.

In-house Social Media Network

The Fujitsu Group uses an in-house social media network to strengthen the ties between people all round the world, enabling diverse and talented employees to engage in communication that goes beyond the organization. As communities become more diverse, this network offers spontaneous forms of communication for employees that go beyond mere interchanges within the organization, encouraging new business plans, secondary jobs and workations, and allowing exchanges of information on careers in the life sphere, such as child-raising and caring.

It is also used by employees to discuss opinions and aspirations circulating in the community, such as staff management policies and the environment.

Employee Engagement Survey

In order to continue as a company which "promotes community trust and helps to build a more sustainable world through innovation", as defined in its activity guidelines and values, the Fujitsu Group conducts employee satisfaction surveys that provide employees with opportunities to seriously consider the importance of being highly motivated to take on challenges and how that motivation can be maintained or increased.

We have been gradually introducing this survey in Japan since FY2002, and outside Japan we began conducting an Employee Engagement Survey across all overseas Group companies in FY2011. We use this survey to compare regions within the Fujitsu Group and also to benchmark ourselves against our competitors in each country and region. Based on analysis of the results, we have identified issues specific to countries and regions, and to divisions and occupations, and we are now working toward management improvements and reform of our organizational culture.

FY2021 Performance

Initiatives Aimed at Reducing Long Working Hours

The discretionary working system applies to 16% of employees, and the flex time system applies to 79% of employees (Fujitsu Limited)

Tele-work Rate

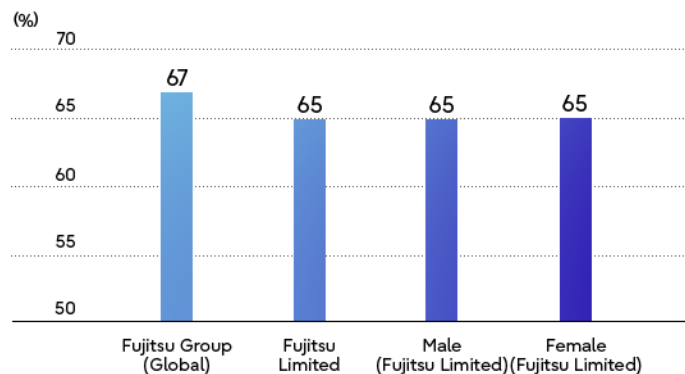
The tele-work rate is around 80%.

Unionization Rate

The unionization rate is 76.0% (Fujitsu Limited)

Employee Engagement Survey

Engagement Score

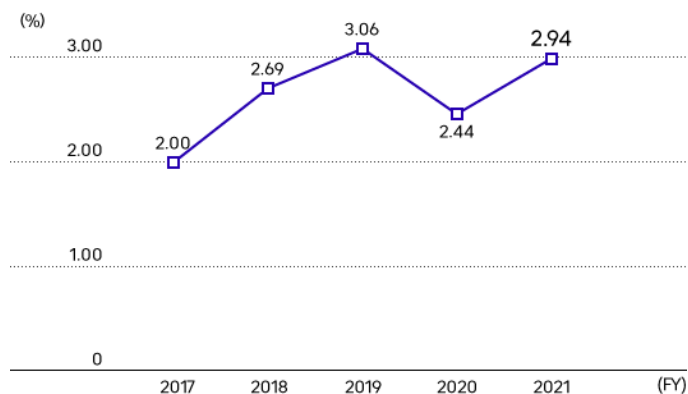


- Number of employees surveyed: Total 101,000 employees; approximately 70,000 employees at Fujitsu Limited and 91 group companies in Japan and 31,000 overseas employees
- Survey response rate: 81% globally (83% in Japan; 78% overseas)
- Positive response score: 65% (Fujitsu Limited)

* The positive response rate is calculated as the average of the five-level responses, converted to factors of 0, 25, 50, 75 & 100.

Trend in Turnover Rate

Turnover Rate (Fujitsu)



Health Wellbeing

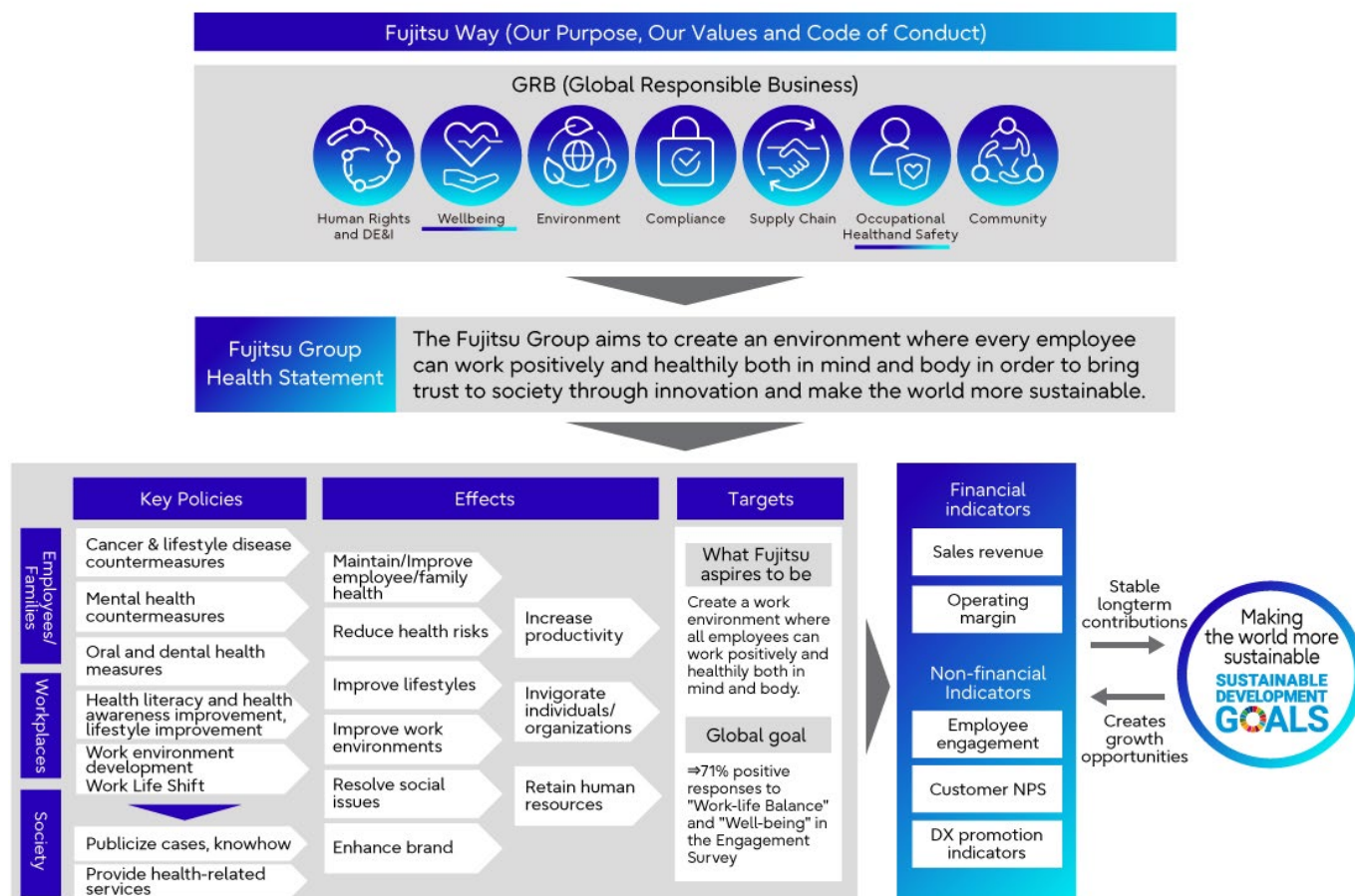
Our Health Management Policy

As a technology company, Fujitsu recognizes that human resources are its most important capital. To achieve our purposes, we have therefore set “protecting the physical and mental health of our employees and creating an environment where all employees can work positively and healthily, both in mind and body” as a key sustainability issue to be shared globally, which we are promoting in tandem with our health and safety activities as the “Health Wellbeing” activities of a Global Responsible Business (GRB).

In Japan, we have announced the Fujitsu Group Health Statement and are promoting GRB Health Wellbeing activities as health management initiatives. We believe that our efforts to maintain and boost the health of employees and their families and to improve the work environment will lead to higher productivity, invigorate individuals and organizations and enhance human resource retention, and that aiming to create a work environment where each employee can work positively and healthily both in mind and body will help us to fulfill our purposes. Moreover, the results obtained through Fujitsu's health management initiatives will be broadly publicized to society, and through the provision of ICT we will contribute to resolving social issues.

> Fujitsu Group Health Statement and Key Measures

Positioning of Health Management



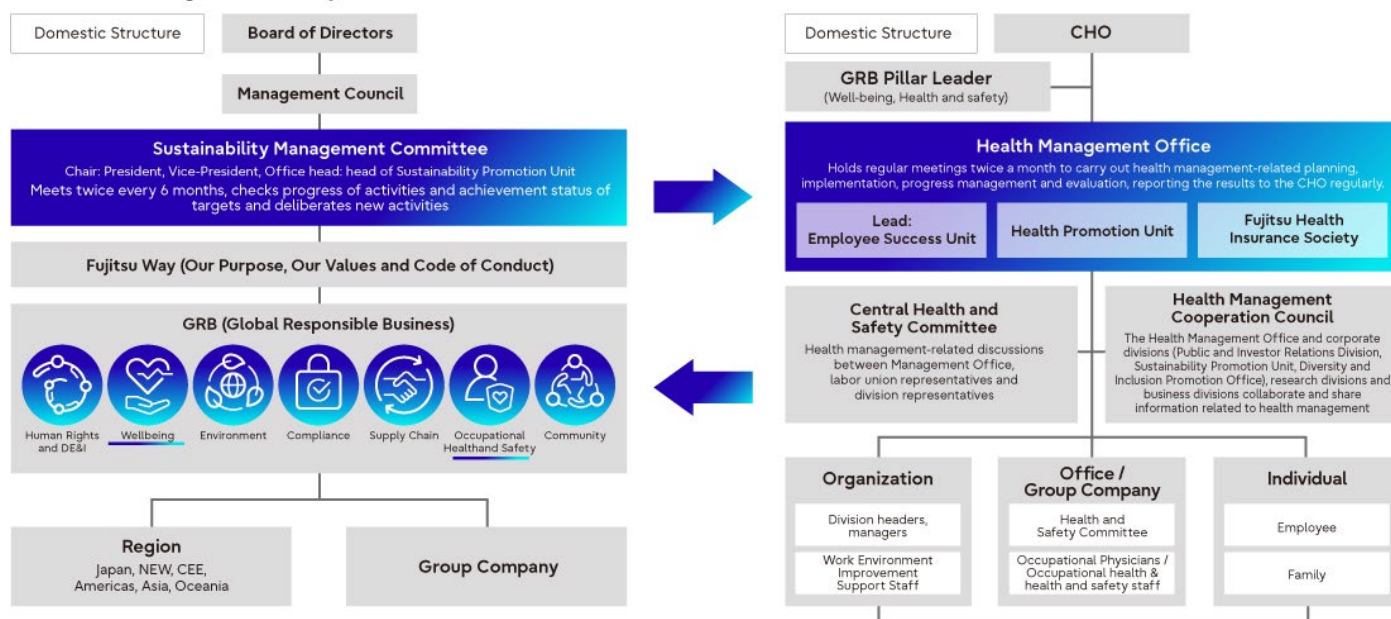
Domestic Structure for Promoting Health Management and Conducting Reviews

All regions and Group companies participate in GRB Health Wellbeing activities in accordance with their local laws and circumstances. At the Sustainability Management Committee that meets every six months, committee members check the progress of activities and the achievement status of targets, deliberate on new activities and report the results to the management council and the Board of Directors.

In Japan, health management is led by the Chief Health Officer (CHO). The CHO heads the Health Management Office, which consists of the Employee Success Unit, the Health Promotion Unit and the Fujitsu Health Insurance Society. The Health Management Office holds regular meetings twice a month to analyze health-related data and issues, set targets and indicators, draw up plans, carry out measures and manage, evaluate and improve progress. The results are regularly reported to the CHO. The Health Management Office plays a central role in the implementation of measures, working together with the Health and Safety Committees in offices and Group companies, occupational health physicians and industrial health and safety staff to urge organizations (division heads, managers, Work Environment Improvement Support Staff) and individuals (employees and their families) to action.

Two meetings have been established to promote health management initiatives: the Central Health and Safety Committee and the Health Management Cooperation Council. The Central Health and Safety Committee reflects the opinions of employees by discussing issues and sharing information with the representatives of labor unions and the representatives from offices and divisions. At the Health Management Cooperation Council, the Health Management Office and corporate, research and business divisions share information in both directions about Fujitsu's health management initiatives and about health management-related business initiatives being carried out by research and business divisions. They encourage the adoption of health management in business while promoting the application of ICT (such as in demonstration experiments).

Health Well-being Promotion System



Targets and Results

Health Wellbeing initiatives are linked to Career & Growth Wellbeing, Financial Wellbeing and Social Wellbeing initiatives with the goal of creating an environment where all employees can work positively and healthily while also enabling employees to develop personally, and offering opportunities for them to demonstrate those abilities to the fullest extent. To that end, our goal for 2022 is to have an average score of 71 globally for

"work-life balance" and "work environment" in the Engagement Survey, which we are working to achieve in all regions and Group companies.

In Japan, under our aim of creating an environment where all employees can work positively and healthily, we set five indicators about improving productivity, invigorating individuals and organizations, and enhancing human resource retention to serve as final health-related evaluation indicators. To improve and reinforce each indicator, we created a health management strategy map. We are tackling the areas representing the five priority measures on the map, namely

1. Cancer & lifestyle disease countermeasures
2. Mental health countermeasures
3. Oral and dental health measures
4. Health literacy and health awareness improvement, lifestyle improvement, and
5. Work environment development, while performing the PDCA cycle.

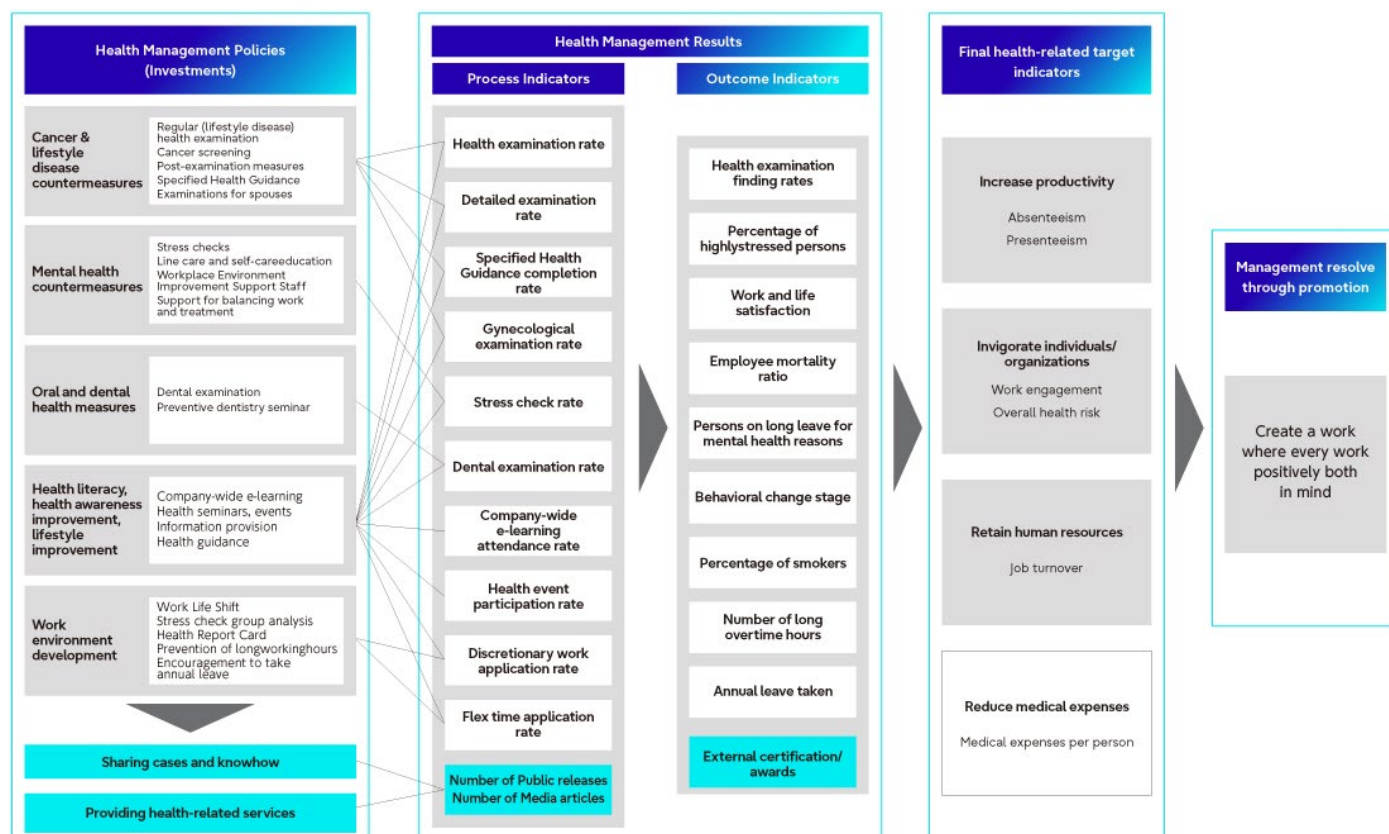
Final target indicator		FY2019	FY2020	FY2021
Improve productivity	Improve absenteeism	1.41%	0.84%	1.32%
	Improve presenteeism	—	—	1.27%
Invigorate individuals & organizations	Improve work engagement	—	2.48	2.41
	Improve overall health risks	98	99	99
Enhance human resource retention	Improve job turnover	3.06%	2.44%	2.94%
(Reference indicators)	Medical expenses per person	320,089 yen	296,521 yen	317,483 yen
	Out of which insured persons	198,358 yen	188,265 yen	200,056 yen

Absenteeism: (number of days of absence or days off taken due to illness or external injury /total number of prescribed working days for full-time workers) × 100

Presenteeism: the loss percentage for a year calculated from the number of days in the past three months where the employee attended work but was unable to perform up to their usual standard due to an illness or symptom as stated in a survey, and from an investigation of the resulting loss percentage (no data for FY2019, FY2020 due to a change in calculation methods from FY2021 onwards)

Work engagement: the average score of answers to "I feel energized when I work" and "I feel proud of my work" in the New Work Stress Simple Survey.

Health Management Strategy Map



Health Management Results_Process Indicators

Priority Measures	Indicators	FY2019 Results	FY2020 Results	FY2021 Results	FY2023 Targets
Cancer & lifestyle disease countermeasures	Regular (lifestyle disease) health examination rate	99.9%	99.9%	100%	100%
	Detailed examination rate after regular health examination	78.4%	78.8%	88.8%	90%
	Specified Health Guidance completion rate (*1)(*2)	36.9%	38.5%	32.8%	55.0%
	Cancer screening (breast cancer, cervical cancer) rate (*1)	59.4%	56.8%	59.0%	63.0%
Mental health countermeasures	Stress check rate	89.9%	84.4%	85.7%	94.0%
Oral and dental health measures	Dental examination rate (*1)	48.7%	38.4%	37.8%	70.0%
Health literacy Health awareness improvement	Company-wide e-learning attendance rate	93.7%	89.2%	(*7)	100%
	Health event (walking event) participation rate (*1)	25.1%	22.8%	30.4%	36.0%
Work environment development	Discretionary work application rate	17.0%	18.0%	16.0%	—
	Flex time application rate	74.0%	77.0%	79.0%	—

Health Management Results_Outcome Indicators

Indicators		FY2019 Results	FY2020 Results	FY2021 Results	FY2023 Targets
Status of employee mortality	Employee mortality ratio (for a population of 100,000)	52.2 persons	103.0 persons	98.5 persons	—
	Standardized mortality ratio (SMR) (*3)	52.2	64.4	55.3	—
Lost working days due to illness	Percentage of absentees/persons on leave for mental health reasons (*4)	1.81%	1.63%	2.09%	1.50%
	Percentage of absentees/persons on leave for other illnesses (*5)	0.45%	0.39%	0.35%	0.30%
Health examination results	Percentage of overweight persons (*1)	17.5%	19.4%	19.9%	12.9%
	Percentage of high-risk persons (*1)(*6)	1.3%	1.3%	1.5%	0.6%
Stress check results	Work and lifestyle satisfaction	19.4%	21.2%	22.7%	25.0%
	Percentage of highly-stressed persons	11.2%	10.0%	9.9%	8.0%
Lifestyle and health behavior status	Smoking rate	20.6%	18.5%	16.5%	20.0%
	Behavioral change stage (health behavior implementation rate)	41.5%	43.6%	43.8%	55.0%
Status of working hours	Average overtime	22.2 hours	23.4 hours	22.0 hours	—
	Rate of taking paid annual leave	77.1%	65.4%	69.4%	—

(*1) Indicators apply to individuals covered by Fujitsu Health Insurance Society. All others are employees of Fujitsu Limited.

(*2) Percentage of targets for specified health guidance based on the results of the previous year's health examinations who received specified health guidance by October of the current year.

(*3) Standardized Mortality Ratio (SMR): The number of mortalities compared to the number of mortalities in Japan as a whole, indexed based on 100.

(*4) Ratio of employees who took absences or leave for one month or more for mental health reasons, divided by the number of employees at the end of the fiscal year.

(*5) Ratio of employees who took absences or leave for one month or more for reasons other than mental health, divided by the number of employees at the end of the fiscal year.

(*6) Ratio of persons determined to be at [high risk for hypertension, diabetes or CKD \(chronic kidney disease\)](#) based on health examination data.

(*7) Company-wide e-learning was extended in FY2021 to implement workplace vaccination of the COVID-19 vaccine.

Indicator verification examples

• The relation between Work Life Shift working styles, stress and health risks

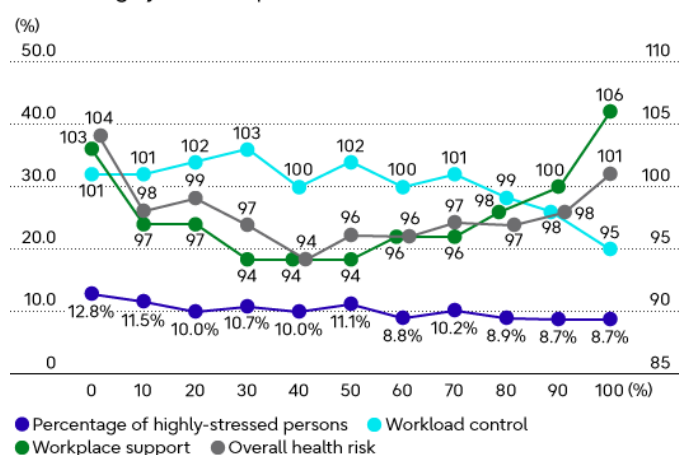
According to stress checks, the percentage of highly-stressed persons was 11.2% in 2019, 10.0% in 2020 and 9.9% in 2021, showing a trend towards improvement.

An analysis of teleworking rates, highly-stressed persons and health risks shows that the number of highly-stressed persons decreases as the rate of teleworking increases. However there is a U-shaped relationship between overall health risks and teleworking rates. Workload control risks and workplace support risks both increase for the group with low teleworking rates. Workload control risks decrease as the rate of teleworking increases, but when the teleworking rate exceeds 90%, workplace support risk increases. (Graph 1)

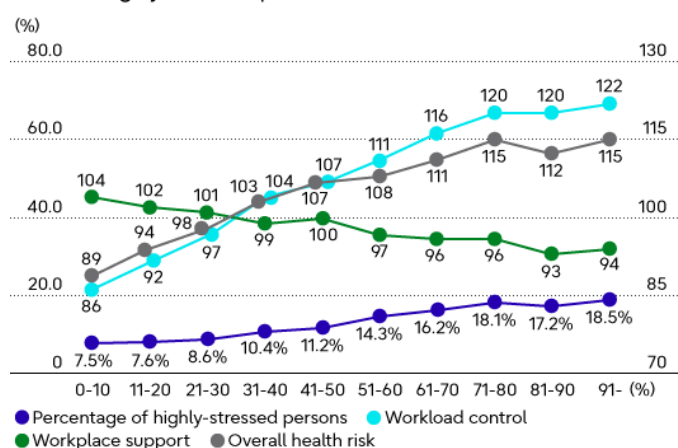
An analysis of long overtime hours, highly-stressed persons and health risks shows that workload control risks and overall health risks increase with longer overtime hours. (Graph 2)

The results of this analysis show that stress and health risks can be reduced by creating a hybrid work system by combining the flexible use of time and locations based on work contents and purpose and lifestyles that teleworking offers with the effective use of real-life communication at the office, and by coupling the hybrid work system with a reduction in overtime hours through the proactive application of flexible work structures such as flextime and discretionary systems. Thus we will further promote Work Life Shift as a new working style that allows employees to display even higher productivity and continue to innovate.

Graph 1. Analysis of teleworking rates and highly-stressed persons and health risks



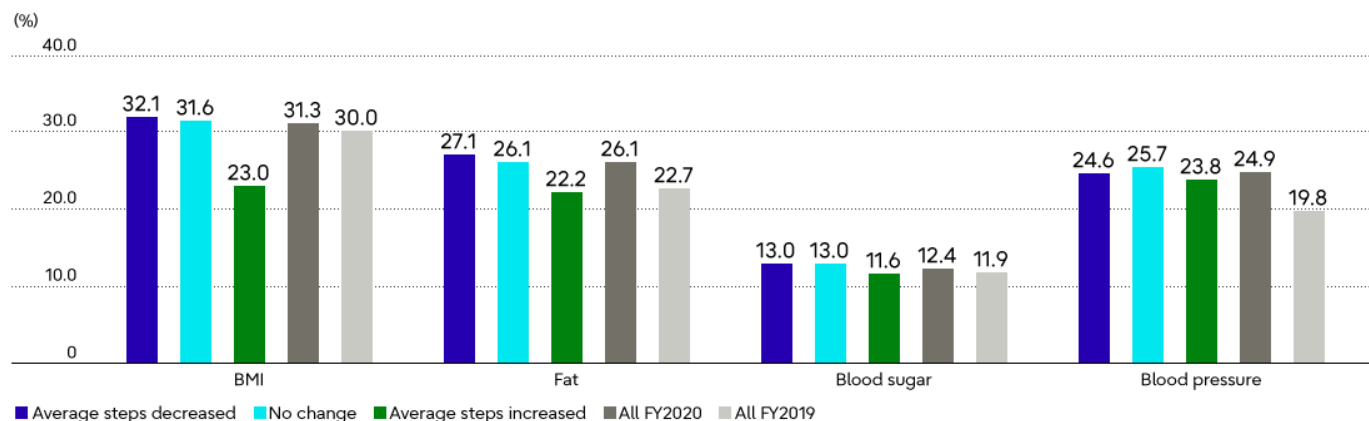
Graph 2. Analysis of long overtime hours, highly-stressed persons and health risks



• Lifestyle changes and examination finding rates

The lifestyle-related disease finding rates for health examinations in FY2020 were significantly worse than those in FY2019, with BMI at +1.3%, fat at +3.4%, blood sugar at +0.5% and blood pressure at +3.9%. To verify whether this result was influenced by a decrease in physical activity due to changes in lifestyles and working styles caused by the spread of the COVID-19, we compared the number of steps walked daily for FY2019 and FY2020 and divided them into three groups: those where the number had decreased, those where the number had not changed and those where the number had increased. After analyzing the examination finding rate, we confirmed that the finding rates in all examination items in FY2020 were significantly lower for the group where the number of average daily steps had increased compared to the group where the number had reduced or stayed the same. This shows that walking in daily life is effective at preventing and improving lifestyle diseases. We will therefore encourage employees to make exercise a daily habit through activities such as the company-wide "Let's Walk Together" walking event.

Graph 3. Change in average steps walked and examination finding rates



These kinds of analysis results are released to all employees through the portal site and internal newsletters along with health dynamics data (health examination data, leaves of absence, etc.) and stress check results.

Major Global Initiatives

Fujitsu Learning Festival 2022

In FY2022, the Fujitsu Learning Festival will be organized for the 130,000 global employees and their families. Under the theme "SDGs with Wellbeing," each region and Group company will introduce concrete examples of the Wellbeing initiatives it is involved in and organize seminars related to Wellbeing. During the Festival, a global walking event will be held to help the whole organization to be aware of walking in everyday life. Each step will be connected to a donation that contributes to the SDGs.

Northern & Western Europe initiatives

Northern & Western Europe partnered with an external organization to hold a team-based activity challenge between October and December 2021. 1,126 employees took part, 88% of whom engaged with the challenge app every day and 48% of whom connected with their colleagues socially through the app.



Global Delivery Centers initiatives

Many employees will experience emotional ups and down in the "new normal" environment. To maintain and improve employee health, the Global Delivery Centers partnered with an external organization to implement an Employee Assistance Program (EAP) starting in FY2021. Through the EAP, expert psychologists invited from all around the world organize training on how to handle private and public issues such as health and family and work lives that may generally affect wellbeing. 3,499 persons took part in FY2021. Additionally, as part of the EAP, employees and their family are permitted to use external counselors for free and receive support from experts in order to cope with mental and emotional issues.

Helping your Child set Goals for the Future

Helping your children to explore and identify their interests from an early age not only aids them in defining themselves, but will also help them make decisions about how they want their life to be.

The more exposure you can give your children to the opportunities available to them, the more likely they will set exciting and achievable goals for themselves as they grow into adulthood.

Come join us!

SDG 3

January 19th
12:00 GMT
Language: English

Hosted by:
Navita Deshpande
EAP - Transformation Coach and Psychologist

[Click here to register](#)

January 19th
16:00 CST
Language: Chinese

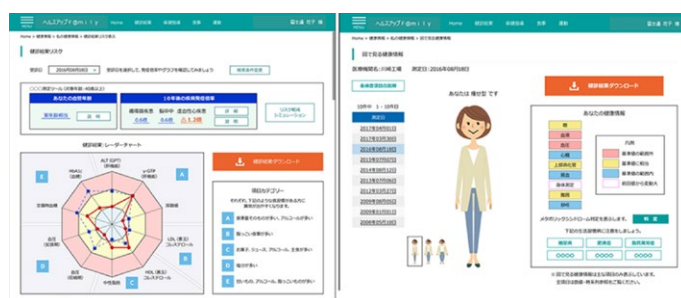
Hosted by:
Flora Chen
EAP - Health Coaching Certified Trainer & Positive Discipline Parenting Educator

[Click here to register](#)

FUJITSU

Countermeasures for Lifestyle-Related Diseases

Fujitsu and its domestic Group companies provide support for independent health management by carrying out health checkup in accordance with legally mandated health examination items, with additional items by age group, as well as offering checkup results via online systems and providing information such as health risks and changes over time. In addition, with regard to employees who have abnormal findings after receiving checkups, we aim to improve their lifestyle habits, and provide thorough medical checkups and consultations, through health guidance and medical examination recommendations supplied by occupational physicians and occupational health staff. For employees who have been diagnosed as needing treatment due to their test results, the Fujitsu Health Insurance Society monitors their medical prescriptions for three months to prevent their post-diagnosis condition from worsening, and recommends checkups for employees who have not undergone treatment, which leads to appropriate medical care. In addition, family members of employees (spouses of those enrolled in the Fujitsu Health Insurance Society, and family members 40 years of age and older) are able to undergo the same health checkups as employees (including cancer screenings).



A system that allows employees to view health checkup results on their PC or smartphone

Project to Prevent Diseases from Becoming Severe

Cancer Countermeasures

Taking steps against cancer involves engaging in prevention through improvement of lifestyle habits, as well as early detection through health checkups and treatment. We promote regular additional screenings for stomach cancer, colorectal cancer, and prostate cancer when employees undergo legally prescribed health checkups, based on age group. In collaboration with the Fujitsu Health Insurance Society, we conduct and support the expenses for gynecological examinations (cervical cancer and breast cancer) for all female employees. In addition, to screen for stomach cancer, the Fujitsu Health Insurance Society runs tests for *Helicobacter pylori* for 35-year-olds and conducts in-depth examinations on those who test positive.

Additionally, we hold "Cancer Prevention and Support for Balancing Work and Treatment" e-learning seminars for all group employees in order to equip them with accurate knowledge about cancer, and to lead to prevention through improvement of lifestyle habits, as well as early detection and treatment through health checkups. We also provide e-learning materials to employees' families in cooperation with the Fujitsu Health Insurance Society.

Mental Health Countermeasures

At Fujitsu and its domestic Group companies, through health consultations, employment support and recurrence prevention for those with mental health issues, and mental health education provided by occupational health staff at each office, we support employees and workplaces, which leads to improved mental health. Furthermore, we have full-time psychiatrists and licensed psychologists on staff to offer counseling during working hours, providing a system for receiving professional support within the company. Health consultations and counseling can also be accessed online, creating a structure where they are available from anywhere, including when working from home. In workplaces, we deployed support staff for managers,

known as Work Environment Improvement Support Staff. Through awareness of employees' working situations and regular communication, we can detect the unwell at an early stage, leading to pre-emptive responses in coordination with the Health Promotion Unit. The Fujitsu Health Insurance Society also provides health consultations and counseling over the phone and online so that employees and their families can easily consult them.

In a system unique to the Fujitsu Group, Work Environment Improvement Support Staff are appointed and placed to promote the creation of work environments where employees can work positively and healthily. The Support Staff work together with managers to solve work management challenges, detect poor health quickly from the work condition of employees and daily communication with them and respond at an early stage by coordinating with the Health Promotion Unit and Human Resources Unit.

For stress checks, in addition to supporting employee self-care through checkups, we provide feedback to management and senior staff members by integrating organizational analysis results with engagement surveys and other internal studies, then synchronizing these efforts with Work Life Shift initiatives, which leads to better working environments. In addition, for workplaces with high levels of health risk and workplaces with many employees who have been evaluated as highly stressed, we offer stress management education and workshops for creating healthy workplaces to provide support for reducing employee stress factors and energizing the places where they work.

➤ Fujitsu Work Life Shift

Oral and dental health countermeasures

Oral and dental health plays an important role in maintaining and improving health for the whole body while also greatly affecting QOL (quality of life) across a lifetime. Therefore we have set it as an important health issue and we hold activities such as dental examinations and preventive dentistry seminars to promote oral and dental health.

- Dental examinations

We provide tooth checks (caries and fractures), periodontal pocket measurement and brushing guidance for employees aged 25, 30, 35 and 40 to prompt them to take an interest in oral and dental health from an early age and encourage early treatment and prevention.

- Preventive Dentistry Seminars

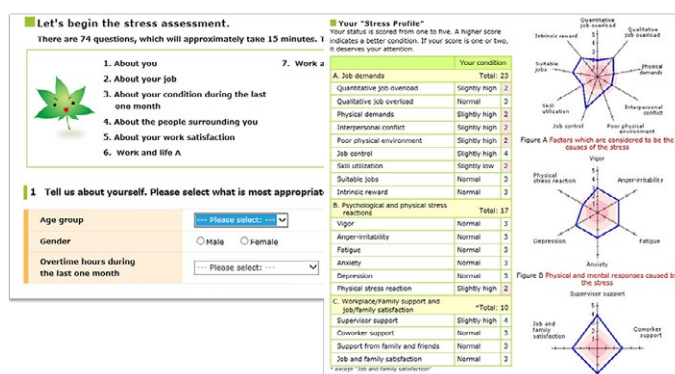
In cooperation with JOF (*8), we hold a preventive dentistry seminar entitled "Preventive dentistry in the Reiwa era from 2019 onwards," to share knowledge on issues such as the etiology of cavities (caries) and periodontal disease, dental examination methods, self-care methods with the aim of KEEP28 (*9).

(*8) JOF@KEEP28 Corporation (Japan Oral Physicians Forum)

(*9) KEEP28 is a social preventive dentistry initiative promoted by JOF aimed at not losing a single tooth from the time it comes in until the end of your life and living the rest of your life with your own teeth without losing any from your current age.

Health literacy and health awareness improvement

Through various kinds of health education such as health guidance, e-learning, training for managers and company-wide seminars, through various events about exercise, diet and smoking, and by sharing information through internal newsletters and portal sites, we aim to improve employees' health literacy and health awareness and form healthy habits.



A stress diagnostic tool and individual results

<Health education>

- Company-wide e-learning: Once a year all employees at Fujitsu and Group companies in Japan are given e-learning on important health topics to provide knowledge and increase their health awareness.
- Regular employees: Receive education about self-care when joining the company or changing jobs through e-learning.
- Managers: Receive education about their subordinates' mental healthcare when appointed as managers and once every three years as part of their people management education.
- Company-wide seminars: Seminars are broadcast to all Group company employees in Japan about topics such as exercise, nutrition, diet, smoking and women's health.
- Office seminars: Seminars are held on themes such as mental health and health promotion, based on the issues faced by each office.

* Refer to [FY2021 Performance: Health Education](#) for more details

<Health events>

- A company-wide walking event, "Let's Walk Together"
To cultivate a habit of exercising in daily life and increase health awareness, Fujitsu and all Group companies in Japan hold a company-wide walking event called "Let's Walk Together" twice a year in spring and fall. Participants compete on an individual and team basis with the average number of steps walked in a month using a smartphone app. There are individual and team incentives for the employees with the highest average number of steps, teams that achieve 6,000 average steps in a day, teams that achieve 8,000 steps daily and other metrics.

Furthermore, during Fujitsu Learning Festival 2022, a global walking event will be held to help the whole organization to be aware of walking in everyday life. Each step will be connected to a donation that contributes to the SDGs.

- A quitting smoking promotion event, "Let's Stop Smoking Together"

We organize an event where two to five non-smokers form a team with one smoker, who attempts to quit smoking over three months with the support of the team. Along with encouraging people to stop smoking, it provides opportunities for both smokers and non-smokers to think about smoking and health. Teams that successfully get their smoking member to quit are awarded incentives.

- A nutrition education event, "Let's Learn About Food Together Day"

We have declared the 19th of every month to be Food Education Day. In addition to introducing healthy recipes using seasonal ingredients and information about health effects via email newsletters, we prepare special menu items using those ingredients at the employee cafeterias all over Japan, and work to improve employee awareness of what they eat.

- Online fitness

As working from home becomes the norm in the new normal, we offer a sports club as an online service to encourage employees to stay healthy.

* Refer to [FY2021 Performance: Health Events](#) for more details

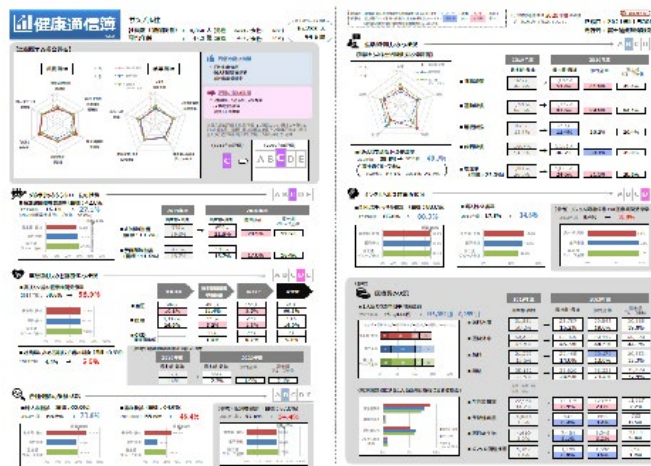


"Let's Learn About Food Together Day" Column

Work environment development

The Fujitsu Group prepares a "Health Report Card" that visualizes data about the status of employee health on a division and company basis and the status of health improvement initiatives compared to the Group as a whole. It provides this card to management as feedback along with employee engagement surveys and stress check group analysis results, and the management works together with the workplace to develop the working environment while sharing employee health-related issues.

We also aim to improve the work-life balance and productivity of every individual employee by implementing a variety of measures to reduce long working hours. By promoting Work Life Shift, we have developed structures that support diverse working styles, taking teleworking as a basis and actively adopting flexible working arrangements such as flextime and discretionary work systems.



Sample Health Report Card

Smoking Prevention Measures

Starting from October 2020, Fujitsu and its domestic Group companies have completely banned smoking at all offices to protect employees from the harmful effects of secondhand smoke, and in an attempt to reduce the health risks of smokers.

Furthermore, to support efforts by smokers to quit smoking, we also hold seminars so that employees will accurately understand the health effects of smoking, and provide support and subsidies for treatment to quit smoking. In addition, the "Let's Stop Smoking Together" Challenge, an event held once a year by all domestic group companies where smokers and non-smokers form teams to tackle quitting smoking, has improved awareness of quitting smoking and an attitude of fostering measures against smoking, group-wide and in all workplaces.

Health Initiatives for Female Employees

For health issues specific to women, we provide education, share information and have established a dedicated consultation window to raise women's health awareness and generate concern and understanding for health issues that women face. We also implement or support the costs of screening for cancers specific to women, all of which is aimed at driving the creation of a workplace where women can work positively.

- A women's health portal site has been set up on the intranet to disseminate information on different themes about women's health (such as hormones, life planning, menopause, and cancer), seminars held, archives of past seminars and a women's health consultation window.
- We broadcast seminars on women's health to all Group employees online to coincide with Pink Ribbon Day every October and Women's Health Week in March. By targeting all employees and not just female employees, we help all employees to take an interest in and have correct knowledge about female-specific health issues. This encourages the development of a work



Women's health portal site

environment easy for women to work in and supports the active participation of female employees.

- In coordination with our diversity, equity and inclusion measures, we make time for women-specific health issues at seminars about balancing childcare and work that are held for employees returning from childcare leave and supervisors with employees raising children under them.
- Gynecological examinations (cervical cancer and breast cancer screening) are conducted for all female employees and employees can be examined at no personal cost. They can choose to undergo the examination as a set together with their company's mandatory health examination, or visit a contracted medical institution or visit their regular doctor for an examination.

Support for Balancing Work with Medical Treatment

The fundamental idea at Fujitsu and its domestic Group companies is that employees should undergo proper treatment, then return to work after recovery. We have established various leave systems and income support mechanisms so that employees can have peace of mind and devote themselves to medical treatment. We provide support from medical staff while an employee is on leave, so that they can make a smooth return to work. When they return, we conduct joint discussions with the occupational physician (occupational health staff), HR, the employee's department head, and the employee themselves, and review their post-return work duties and employment considerations.

In order to provide support for employee treatment while they are on leave and for their return to work, we offer a guidebook aimed at the employee and their supporting department head and family members. The guidebook, entitled "How to Spend Your Days While Undergoing Treatment," is a compilation of information to be aware of, including treatment objectives, how desired treatment should be, how to think about returning to work after recovering, and procedures for returning to the workplace.



How to Spend Your Days While Undergoing Treatment

Infectious Disease Countermeasures

Fujitsu and its domestic Group companies actively engage in countermeasures to keep employees safe from various infectious diseases by establishing health consultation services and dispensing information, among other initiatives. As preventative measures against infectious diseases, we give seasonal influenza vaccinations at companies, in addition to giving vaccinations to employees stationed overseas which are recommended in each place they will be staying (at company expense). With regard to the issue of rubella, which has been growing in recent years, we are cooperating with local governments to conduct education and public awareness campaigns at offices.

Response to COVID-19

The Fujitsu Group has established a Central Infectious Disease Countermeasure Unit headed by the president to centrally manage all information while the General Affairs Unit, Human Resources Unit and Health Management Unit work together to take measures against COVID-19.

- Consultation
We have established a dedicated online hotline and email consultation service to respond to employees and their family members who have health concerns. We provide instructions to put them at ease, and so they can take appropriate action and seek medical care. In addition, the Fujitsu Clinic (Kawasaki City, Kanagawa Prefecture) handles people who are worried about infection, in conjunction with health care centers and regional specialist medical institutions.
- Providing information and education
We have established a COVID-19 countermeasure site (Central Countermeasures Unit/Health Promotion Unit). It shares response guidelines for COVID-19, knowledge and the latest information about coronavirus

- infection, health considerations for teleworking (how to comfortably telework, exercise, diet, smoking, mental health, work environment) and other such information necessary for the mental and physical health of employees and their families.
- Working styles
We are thoroughly implementing teleworking, which makes it possible to work flexibly without being limited by a place, such as at home, satellite offices or on business trips to help prevent COVID-19 infections.
 - "Status of efforts to reduce the number of employees who commute to work by using telework and other means." Job-based vaccination
To accelerate workplace vaccinations of the COVID-19 vaccine and reduce the burden on local medical institutions, vaccines were administered to approximately 33,000 staff, over 40% of Fujitsu Group employees at four locations (Kawasaki factory, Osaka Hub, Oyama factory, Nagano factory). The vaccinations were performed by company staff only.

> Fujitsu to Initiate On-Site Vaccinations for Employees in Japan

***** Column start *****

Fujitsu Headache Project
First company in the world to be honored as a world-leading corporation in migraine workplace awareness education and support programs
Smoking Prevention Measures

In March 2022, Fujitsu became the first company in the world to be honored by the Global Patient Advocacy Coalition of the International Headache Society (IHS-GPAC) (*10) as a world leader in migraine workplace awareness education and support programs.

Chronic headache disorders, which include migraine, tension, and other chronic headache types, have a significant impact on daily life and work productivity. To address this problem, Fujitsu has developed and implemented training programs for employees globally in the workplace to promote awareness and treatment of headache disorders, as well as prevention programs for employees suffering from such disorders. Fujitsu's efforts were evaluated by the International Headache Society as a model case of corporate measures to support employees living with headache disorders.

Background

In the workplace, chronic headache disorders tend to be trivialized due to a common lack of understanding. As a result, many employees that suffer from these disorders continue to work while enduring painful headaches and other severe symptoms, leading to a decline in productivity and quality of life (QOL).



Figure 1. The "World Leader in Headache Management Programs" certificate from the Global Patient Advocacy Coalition of the International Headache Society

In June 2018, Fujitsu conducted an in-house survey in cooperation with International Headache Society, the World Health Organization (WHO), and the Japan Headache Society among Fujitsu employees about the impacts of chronic headache disorders on their work. Of the 2,500 people surveyed, 85% had experienced headache disorders. Of those who experienced headache disorders, 84% had never been treated. In addition, it was found that the economic loss to Fujitsu due to headache disorder-related sick leave and lower performance was approx. 900 USD per year per chronic headache disorder-affected employee in average (in case of migraine approx. 2,300 USD), or approx. 197 million USD per year for all employees, representing approximately 1% of the total annual salary paid to all employees. It was also revealed that health-related QOL scores (*11) of employees with chronic headache disorders were lower than the national standard for Japan. This demonstrates that headache disorders have a significant impact on daily life and work productivity. To address this issue, Fujitsu launched the “FUJITSU Headache Project” as a headache disorder prevention program that is now globally available to all employees.

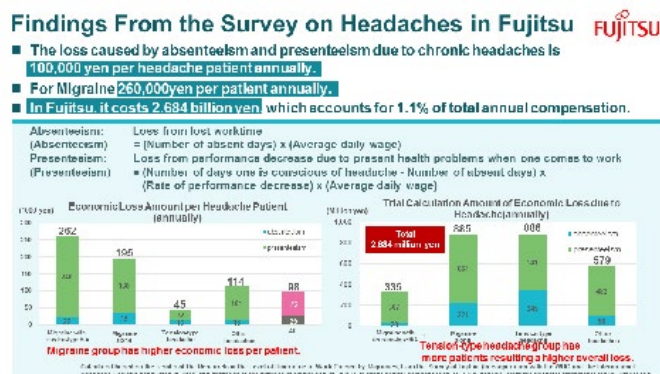


Figure 2. Estimated results of the economic loss caused by absences and lowered performance due to headaches

Outline of the “FUJITSU Headache Project”

Based on the results of a joint study conducted in 2018 (Fujitsu employee survey on the degree of impact of chronic headache disorders on work), Fujitsu in fiscal year 2019 developed the FUJITSU Headache Project in cooperation with HIS-GPAC and the Headache Society of Japan. Utilizing e-Learning programs to help Fujitsu Group employees in Japan acquire correct knowledge about headache disorders, Fujitsu held video seminars for headache patients, online headache consultations with specialists, and headache exercises. Through these initiatives to help employees with headache disorders, Fujitsu attempts to improve QOL and boost work productivity, and aims to create a workplace where people suffering from headache disorders can work with peace of mind.

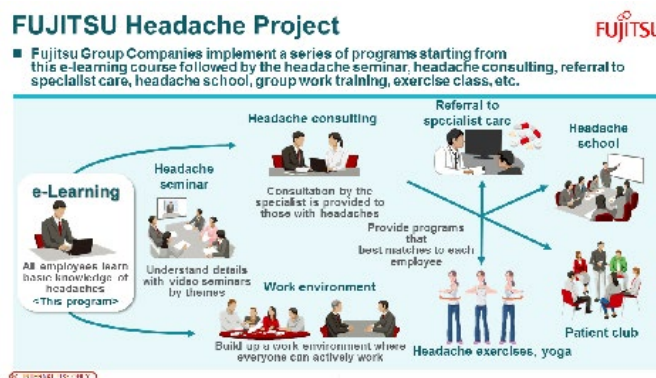


Figure 3. Fujitsu Headache Project Overview

1. Project period: July 2019 to February 2022
2. Target: approximately 70,000 Fujitsu Group employees in Japan
3. Content: e-Learning programs and on-demand video seminars, online headache consultations, etc.

Future developments

- To expand the Fujitsu Headache Project program to regions overseas, we are offering e-learning educational materials in English and holding headache seminars for all global employees.
- Based on the results of the Fujitsu Headache Project, Fujitsu, the International Headache Society and the Japanese Headache Society will analyze the project to check whether there was increased understanding and knowledge about chronic headaches and to see how much improvement there was in the burden and lowered productivity caused by headaches.
- IHS-GPAC is making the headache management program developed through the Fujitsu Headache

Project available to the public.

(*10) Global Patient Advocacy Coalition of the International Headache Society (IHS-GPAC):

The International Headache Society is a UK-based academic organization founded in 1981 for headache-related research, medical care and education. The Global Patient Advocacy Coalition cooperates with global and regional headache, neurology, and pain societies to carry out patient support activities. It also acts together with governments, patient associations and headache specialists.

(*11) Health-related QOL score:

A score that quantifies the impact of disease and treatment on the patient's subjective sense of health (mental health, vitality, pain) and daily work, housework, as well as family, leisure, and social activities.

Related documents

- About the Fujitsu Headache Project
- YouTube "Fujitsu Certificate Awarding Ceremony and Press Conference"

Column end

Assessments from Outside the Company

Named as a 2021 Health and Productivity Stock Selection, and Certified as One of the 2021 White 500 Health and Productivity Enterprises

As a company which considers the health management of employees from a management perspective and tackles strategic initiatives to deal with it, Fujitsu was selected as a 2021 Health and Productivity Stock Selection by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange for the first time, and certified as one of the top 500 enterprises (the White 500) by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi, marking its fifth consecutive certification. We regard the health and safety of our employees and their families as one of our key management issues and to that end, we take care to establish robust systems with medical professionals at our offices nationwide, provide health guidance for lifestyle-related diseases, and set up mental health and smoking prevention programs, and these awards are recognition of our results.

In addition, in order to promote health management across the entire group, Representative Director Takahiro Tokita serves as Chief Health Officer (CHO) and disseminates messages to all employees in Japan and overseas. We are also working to have senior management directly discuss the importance of health management and its impact on the company's sustainable growth and business performance by using data-driven health information, together with occupational health staff, so that management personnel will gain a more realistic understanding of health issues.

Among domestic Fujitsu Group companies, three domestic group companies were certified in the White 500 (top 500 enterprises), 9 companies were certified in the large-scale enterprise, and four companies were certified in the small to medium-scale enterprise category.

*Company names are as of the time of certification (as of March 9, 2022).

- Large-scale enterprise (White 500): Fujitsu Communication Services, Fujitsu Network Solutions Limited, Shimane Fujitsu Limited
- Large-scale enterprise category: Fujitsu Cloud Technologies Limited, Fujitsu FSAS, Fujitsu Learning Media Limited, ,, Fujitsu Japan, Shinko Electric Industries, Fujitsu Frontech, , G-Search Limited, Fujitsu IT Management Partner Co., Ltd.
- Small to medium-scale enterprise category: Fujitsu Isotec, Fujitsu Banking Solutions, Best Life Promotion, Mobile Techno Corp.



Received Outstanding Corporation Award for Promoting Cancer Countermeasures in March 2021

Fujitsu received an "outstanding corporation award" for the second year in a row from the Cancer Countermeasures Corporate Action Project (*12), which is conducted by the Ministry of Health, Labour and Welfare.

(*12) A national project (commissioned by the Ministry of Health, Labour and Welfare) which aims to raise the cancer screening uptake rate to 50% or more, and build a society where people can continue to work even if they have cancer.

< Awards in 2021 and earlier >

- March 2021 - Selected as a Health Management Brand for 2021
- October 2021 - Nominated for the Grand Prize at the Women's Body Forum Awards 2020 and received Merit Award
- March 2020 - Received Cancer Countermeasures Partner Award (Information Provision Category), awarded to companies that promote cancer countermeasures

Health Management Promotion Initiatives and Social Contributions

Fujitsu helps to promote health management and solve health issues for all of society by offering and presenting things such as health management and practical cases of health and productivity management in various forms, as well as research results, to places outside the company. In addition, we accept occupational physicians, medical students, nursing students and others for training within the company, and contribute to the human resources development of occupational health staff.

* Refer to [FY2021 Performance: Social Contribution Initiatives](#) for more information.

< Sharing cancer e-learning materials with parties outside the company >

Through the Cancer Countermeasure Corporate Action project conducted by the Ministry of Health, Labour and Welfare the materials used in the "Cancer Prevention and Support for Balancing Work and Treatment" e-learning seminars held for all Fujitsu and all Group employees in FY2019 are being provided to the project's partner companies and organizations. As of the end of FY2021, 5,845 persons had attended the seminar.

- Cooperating to measure the effectiveness of cancer screening
- Fujitsu is collaborating with specially-appointed Professor Nakagawa of the University of Tokyo Hospital and the National Cancer Center in a demonstration to measure the effectiveness of cancer screening through receptor analysis.
- Joint development of a Migraine Improvement program with the Global Patient Advocacy Coalition of the International Headache Society (IHS-GPAC)
- Refer to [FY2021 Performance: Health Management Promotion and Social Contributions](#) for other public announcements.

Health management-related services

- The Fujitsu Group contributes to the health of society as a whole by providing healthcare solutions such as health information solutions, regional medical networks, and solutions for hospitals, clinics and nursing care providers.
- Additionally, to improve people's quality of life and create wellbeing, we will provide the foundation for trust and innovation, and we will strive to connect consumers, medical institutions, companies and governments so as to rebuild consumer-centered societies and industries in order to realize a society

where data circulates based on an individual's wish and anyone can use advanced technology.

FY2021 Performance

Health education

- Training and education

Category	Topic	Implementation method	Target	Attendees
Company-wide e-learning	"Accurate Information About Headaches and How to Deal with Them"	e-learning	All Group company employees in Japan	73,432
Regular employee education	Health education upon joining	e-learning	All new employees in Japan	1,504
Manager education	Workplace management training	e-learning	All managers in Japan	13,846
Selective education	Self-care training after stress checks	e-learning	All employees in Japan	3,000

- Company-wide seminars

Date held	Seminar name	Speaker	LIVE	Archived
April 22, 2021	Preventive dentistry seminar "Preventive dentistry in the Reiwa era from 2019 onwards" An overview of preventive dentistry	Apple Dental Center Dr. Shintaro Hata, Dentist	3,000	760
February 04, 2022	Food Education Seminar "Chrono-Nutrition 2" Rules for eating to improve your constitution, manage your health and improve your performance	Waseda University Chrono-nutrition research center Dr. Akiko Furuya, visiting researcher	1,174	65
March 02, 2022	Women's health seminar "Telling the Truth about the New HPV Vaccine"	Osaka University Graduate School of Medicine Professor Yutaka Ueda, Obstetrics and Gynecology	796	158
December 14, 2021	Health Insurance Society seminar "Mental Toughness Seminar"	Renaissance	526	2,291

Health events

- “Let’s Walk together” company-wide walking event

Held	Participating teams	Participants	Participation rate
Fall 2021	5,205 teams	29,589	30.4%
Spring 2021	4,283 teams	24,863	25.0%
Fall 2020	3,866 teams	22,463	22.8%
Spring 2020	Suspended due to the spread of COVID-19		
Fall 2019	4,094 teams	25,018	25.1%
Spring 2019	3,456 teams	19,463	19.3%
Fall 2018	2,662 teams	15,589	15.2%
Spring 2018	1,476 teams	7,328	7.0%

- “Let’s Stop Smoking Together” quitting smoking promotion event

Held	Participating teams	Smokers	Supporters	Successful quitters (percentage)
2021 year	65 teams	65	177	50 (76.9%)
2020 year	193 teams	193	441	141 (73.1%)
2019 year	249 teams	249	599	201 (80.7%)
2018 year	430 teams	430	1,060	300 (69.8%)

- Online fitness (Health Insurance Society)

Registered	Insured persons	Dependents	Total	Programs applied for
February to April 2021	2,733	288	3,061	39,920 cases
August to October 2021	2,106	328	2,434	30,440 cases

Health Management Promotion and Social Contribution

- Public lectures, conference presentations, article submissions

Category	Date	Name of lecture, academic meeting or media	Title
Lecture	May 20, 2021	Occupational physicians forum, the 94th Annual Meeting of Japan Society for Occupational Health	New Working Styles and Health Management in the New Normal
Lecture	May 21, 2021	Occupational health nurses forum, the 94th Annual Meeting of Japan Society for Occupational Health	The Frontlines of Working styles: Health Support for Employees Working through Telework
Lecture	June 18, 2021	2021 Forum, The Society of Health Development Sciences, NPO	"Living with COVID-19" as an Agent for the Further Development of Occupational Health: the Future of Occupational health - Experiences in Occupational Health Activities during the Coronavirus Crisis
Lecture	September 04, 2021	Main Symposium, 1st Meeting of the Occupational Health Nurses Division, Japan Society for Occupational Health	Expectations of Occupational Health Nursing from the Standpoint of Businesses
Lecture	September 21, 2021	Panel discussion, the 24th Meeting of the Japan Academy of Community Health Nursing	Working style Reform Prompted by the Coronavirus Crisis: New Working styles and Occupational Health Nursing Activities
Lecture	September 25, 2021	General Meeting, the 59th Conference of the Health Management Research Council	New Working styles in the Era of Living with COVID-19
Lecture	November 21, 2021	Occupational Nursing Professionals Symposium, the 28th Annual Conference of Japanese Society for Occupational Mental Health	Preventing Divisions Caused by Crises: How to Support an Organization
Lecture	November 30, 2021	FJJ Mental Health Seminar	New Data Applications for Stress Checks at Fujitsu
Lecture	December 12, 2021	Self-Organized Symposium, 1st Conference of the Japanese Association of Certified Public Psychologists	How to Apply Perspectives on Addiction to Various Fields
Lecture	December 16, 2021	Business Owner Support Workshop, Saitama Vocational center for Persons with Disabilities	Telework and Mental Health

Lecture	December 21, 2021	The 80th Annual Meeting of Japanese Society of Public Health	Practices and Problems in Community Training and New Employee Development During the Coronavirus Crisis: Thinking about Future Cooperation - From the Occupational Health Workplace (Based on Experiences Welcoming New Employees During the Coronavirus Crisis)
Lecture	January 09, 2022	Workshop supporter representative, the 10th Annual Conference of Japan Academy of Public Health Nursing	"Our Working style Reform" in the Age of the New Normal: What it Means to Work in Your Own Style
Lecture	March 25, 2022	Symposium, the 29th Annual Meeting of the Japan Association of Job Stress	Thinking About Multi-Occupational Cooperation According to the Progress of Cases (Developmental Disorders)
Conference presentation	May 18-21, 2021	The 94th Annual Meeting of Japan Society for Occupational Health	Effectiveness of Rework Programs for Persons Taking Leaves of Absence for Mental Health Reasons (Follow-up Report)
Conference presentation	May 18-21, 2021	The 94th Annual Meeting of Japan Society for Occupational Health	Workplace Supervisors Working with Employees with Mental Health Issues
Conference presentation	May 18-21, 2021	The 94th Annual Meeting of Japan Society for Occupational Health	The State of Rapidly-Changed Telecommuting and its Effect on Health: From a Survey
Conference presentation	December 3-5, 2021	The 31st National Conference of the Japan Society for Occupational Health	Intervention for Persons who do not Submit Stool for Analysis: From a Survey
Contribution	April 20, 2021	Occupational Mental Health, Vol. 29, No. 2 (Japanese Society for Occupational Mental Health)	Countermeasures and Collaboration with Regard to Overwork and Interviewing Highly Stressed Individuals from the Perspective of Occupational Health Nurses
Contribution	June 21, 2021	Health Development Vol. 25, No. 4 (The Society of Health Development Sciences, NPO)	"Corona" and Our Lifestyles: Thoughts on Food and Masks
Contribution	September 01, 2021	Safety and Health, Vol. 72, No. 9 (Japan Industrial Safety & Health Association)	Special Feature on Mental Healthcare in the Age of Living with COVID-19: Caring for Employees with Mental Illnesses
Contribution	February 22, 2022	Health Management, March 2022 Issue (Hokenbunka-sha)	New Working styles in the Era of Living with COVID-19: Imagining the Future based on "Work Life Shift"

- Health management-related press releases and notices

Date	Category	Speaker
June 15, 2021	Notice	About COVID-19 vaccinations
September 1, 2021	Notice	Implementation status of efforts to reduce the number of employees who commute to work through telework
November 4, 2021	Press release	Fujitsu Begins Sales of the "LifeMark Health Management Solution" Capable of Predicting Health Management Results
March 02, 2022	Press release	Fujitsu Honored by the International Headache Society - Global Patient Advocacy Coalition as a World Leader in Migraine Workplace Awareness, Education, and Employee Support Programs
March 23, 2022	Press release	Fujitsu Recognized as a Health Management Outstanding Organization "White 500" for 6th Year in a Row

- Participation in and dispatch of members to external committee and review meetings

Manager	Name of Committee /Review meeting	Position
Well-Being for Planet Earth Foundation Nikkei Inc.	Well-being Initiative	Gold plan Members
Ministry of Health, Labour and Welfare	Project review meeting for surveys to verify the effectiveness of the stress check system	Review meeting members
Japan Industrial Safety & Health Association	Review meeting on the revision of self-diagnosis checklists for workers on fatigue accumulation levels	Review meeting members
Cancer Countermeasure Corporate Action	Cancer Countermeasure Corporate Action advisory board meetings	Observer
The Japanese Association of Public Health Nurses for Occupational Health		Representative of board of directors
Kanagawa Occupational Health General Support Center		5 consultants

- Accepting occupational health physicians, medical students and nursing students for training and practical experience

Target	Name of Committee /Review Meeting	Name of Committee / Review Meeting
Medical interns	Community-based health care training	1 hospital, 9 persons
Medical students	Early experience training	1 school, 8 persons
Medical students	Occupational health physician workplace practical training	2 schools, 55 persons
Nursing students	Community health nursing practical training, integrated nursing practical training	2 schools, 12 persons
Nursing students	Nursing departments	7 schools, 110 persons