



## 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

Community

## Goal

### WHAT FUJITSU ASPIRES TO BE

Every employee is increasing their empathy for social issues and engaging in activities through collaboration and co-creation with a wide range of stakeholders, making a significant and positive impact on society, thereby creating growth opportunities for Fujitsu and contributing to the realization of Our Purpose.

### GOALS FOR FY2025

Foster our corporate culture for community activities\* and make an impact on society

- Employees participate in community activities (20% of employees)
- \*Community activities: Activities aimed at creating value by resolving challenges in society through global cooperation with local communities, which are important stakeholders

### GOALS FOR FY2022

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

- Rate of increase in the number of employees participating in social contribution activities related to social issues:  
A 10% increase compared with FY2019 under the "new normal" situation

## Our Approach to Community Activities

The Fujitsu Group cooperates with regional communities—who are important stakeholders for us—around the world to pursue unique activities in the community. To resolve the challenges facing society, our employees will work alongside a broad range of stakeholders with a high degree of empathy for social issues to affect change, and through scaled impacts on society mainly in fields where we can maximize our business strengths, they will create growth opportunities for Fujitsu and contribute to realize our purpose.

Furthermore, we will continue to create significant value by quantitatively assessing the impact of these activities, and by implementing a cycle to review and improve them.

## Key Focus Area

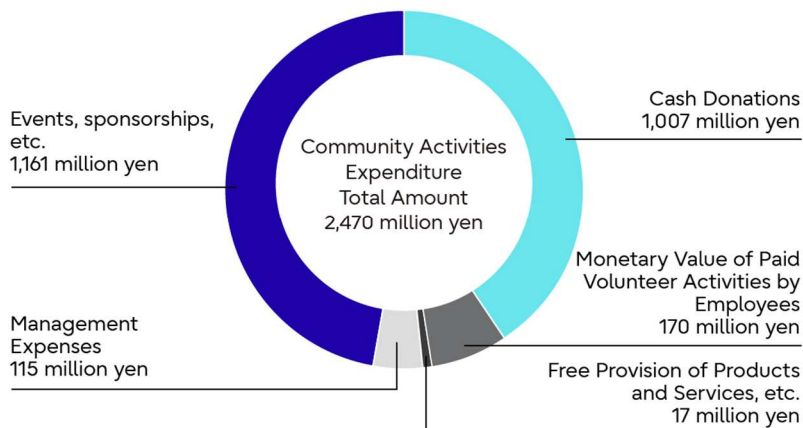


## FY 2022 Performance

### Total Amount of Expenditures for Community Activities

The following chart describes the expenditures for community activities at Fujitsu in FY 2022.

**Community Activities Expenditure**



\*Calculated based on the activity expenditures of Fujitsu group companies in Japan and overseas.

## 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 that can be used for volunteer activities, which can be accumulated for a maximum of 20 vacation days. In FY 2022, 39 Fujitsu employees took their accumulated vacation days (100 days in total) to conduct volunteer activities.(Non-consolidated)

## Our Approach (Case Studies)

### Community Activities

Fujitsu is promoting activities based on six SDGs that are relevant to its defined priority issues, including human rights and DE&I, well-being, the environment, and education, which are under the pillar of Community Activities as one of the six pillars of GRB. Below, we will look at some of the activities that took place in each region in FY2022.

● Americas



**Fujitsu Sponsors Tree Planting at Dallas Elementary School (U.S.A.)**

**- Tree planting through Texas Trees Foundation -**

Fujitsu sponsored a tree planting through Texas Trees Foundation (TTF), planting 92 trees around L.O. Donald Elementary School in Dallas, TX (USA) and giving away 50 saplings to nearby homeowners. 289 students learned about the trees and got the opportunity to mulch or plant each one. They gave each tree a name and promised to care for all of them.

Despite a high chance for poor weather and a shortened event duration, five Fujitsu employees volunteered alongside teachers and Texas Trees Foundation (TTF) staff. This event had an incredibly positive impact on everyone involved. As the trees grow, they will increase the amount of shade and oxygen in the area and provide safe havens for birds and other creatures to live.



Fujitsu employees participated in tree planting activity

➢ [Dallas ISD's L.O. Donald Elementary School Becomes Greener and Healthier with 92 New Trees Planted](#)

- The number of employees participated: 5

● Asia Pacific



**Helping all young Australians reach their potential in the future (Australia)**

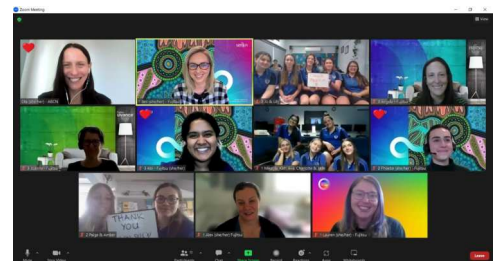
**- Australian Business and Community Network -**



Fujitsu Australia mentors and Elevation Secondary College students celebrating at the end of GOALS program (2022)



Mentoring face-to-face with students from Elevation Secondary College (2022)



Fujitsu Australia mentors and Colo High School students celebrating at the end of the online Focus program, building leadership skills for young women (2022)

In 2022, Fujitsu signed a three-year partnership with the Australian Business and Community Network (ABCN) – a purpose-led, not-for-profit organization bringing businesses and schools together to address educational disadvantage with the vision to help all young Australians reach their potential in the future world of work, regardless of socio-economic background.

Mentoring with ABCN is a great way to affect growth and development through giving back to the community while representing our organization, and meeting people working in different industries. No qualifications or experience are needed – anybody with a willingness to listen to what others have to say and share their own experiences is able to participate. In support of employees being active in the community, Fujitsu encourages mentors to utilize their Volunteering with Purpose leave entitlement (equivalent to 3 days paid leave) to participate in this opportunity.

We are excited to continue to grow this partnership and our mentors in 2023!

Comments from some of our Fujitsu mentors:

“Go for it! It's an awesome experience and a great way to give back to the future of our working world.” - GOALS mentor, Fujitsu Australia (2022)

“Please make the time to do this – you will continue your learning journey and get the opportunity to share your insights with others.” – Focus mentor, Fujitsu Australia (2022)

- The number of employees participated: 32  
We had 32 individual volunteers, with most volunteers participating more than once.
- The number of direct beneficiaries: 93  
Mentored 93 individual students across 6 different schools.



## Medical services to Achieve Health and Welfare for All (India)

### - Mobile Healthcare Unit, action by the partnership with HelpAge India -



A more approachable service to women is ensured by having female staff every time



Services provided include free consultation and treatment

This partnership with HelpAge India led to the creation of a Mobile Healthcare Unit (MHU) with the objective to address the medical needs and ensure health and wellbeing for those in rural areas of Pune, India. The MHU is a mobile ambulance providing a wide range of critical medical services for rural locations. Services provided include free consultation and treatment for the elderly (including home visits), free medicine for common diseases and health concerns.

The MHU also links up with existing government programs in India, creating an umbrella service with long-term beneficial outcomes for the community. The MHU is staffed by a doctor, a pharmacist, and a community activist. Fujitsu volunteers also participate to provide additional assistance, for example with registering patients and explaining the services that MHU provides. Fujitsu has included three team member who are woman associates in the MHU, to make the service more approachable for women.

From April 2022 to March 2023, MHU has served 17201 direct beneficiaries, involving 26 employees in over 70 hours. All the services are provided free of cost. The MHU continues to address the challenge of providing basic essential healthcare for everyone in rural communities, as part of wider efforts to make a positive impact to

SDG 3: Good Health and Well-being. Health awareness camps and medical checkup camps are organized at village level to address various health issues through common platforms.

This program continues to create a big positive difference: the community is now better informed about health conditions and the importance of a healthy lifestyle, while life outcomes have improved through access to free medical advice, medicine, and follow-up treatment. Furthermore, MHU offers mental wellbeing counseling, health and nutrition awareness, and preventive healthcare. The MHU facilitates community awareness on health issues including preventative programs and pushes for gender equality in access to healthcare.

- The number of employees participated: 26
- The number of direct beneficiaries: 17,201



### FTH Football Day 2022 (Thailand)



Opening remarks from Head of Fujitsu Thailand, Ms. Kanokkamon Laohaburanakit



Children at Pakkret Home for Boys and Fujitsu employees joining as volunteers

Fujitsu Thailand Co., Ltd (FTH) in cooperation with one of Japan's football clubs, Kawasaki Frontale, organized a football clinic for children at Pakkret Home for Boys who have greater developmental needs to improve their health and wellbeing. The activity aims to provide children with football skills and techniques taught by professional football players. We believe that this activity can power constructive change and the sustainable development of people and society.

This round is the 3rd time for Football Clinic in Thailand to provide social development service to orphans. The activity used football game to teach life skills to underprivileged children by learning about fair play, teamwork and discipline. In the future, they will become community leaders and these attributes are important to help them grow a strong and self-supporting community.

A half day of session on Sat. 12 November 2022, we had FTH Football Day event. A total of around 150 took part, including children aged 6 to 18 participated and 28 FTH employees. Members of Kawasaki Frontale acted as coaches for 1-hour beginner learning basic football skill and the session ended with football game competition in another hour.

FTH also donated equipment, two news football goals replacement at there that they were get more children to experience football game and practice continuously. We provided lunch box from a hamburger shop and gave them a free time with the hamburger shop's mascot show and game to make them a lot of fun.

- The number of employees participated: 28
- The number of direct beneficiaries: 150

● Europe



**QUEREMOS GRADUARNOS!**

**Supporting to provide the learning opportunity to young people living in South America's largest slum (U.K.)**

- Chamos – \* NGO based in U.K. which supports children in Venezuela.



A virtual workshop introducing programming



Students learning how to code

For many young people living in Petare in Venezuela, one of the biggest slums in South America, studying and prioritizing education is close to impossible. School dropout rates are high; opportunities to turn to drugs or crime are common; and very few young people progress to higher education.

Chamos has been working with a local non-profit, Queremos Graduarnos (QG), to incentivize school attendance with children and young people. Fujitsu's funding enabled to provide scholarships for 55 young people to participate in this program in the 2022/23 academic year. This grant has provided the students with a scholarship for school fees, and a stipend to buy educational resources, food and transport, removing barriers to attending school and teaching money management.

As part of the Chamos QG programme, students can attend personal development workshops twice a month and can even volunteer to help with other programmes, e.g.: acting as mentors for other students, and helping Chamos with the construction of a new Chamos playground for a local primary school.

Most excitingly, Fujitsu provided a virtual workshop to some of the students, introducing coding and why these skills are important for future career prospects. The knowledge and inspiration gained were invaluable, and we are scoping out how best to support students who have expressed their interest in learning more in this area for their futures.

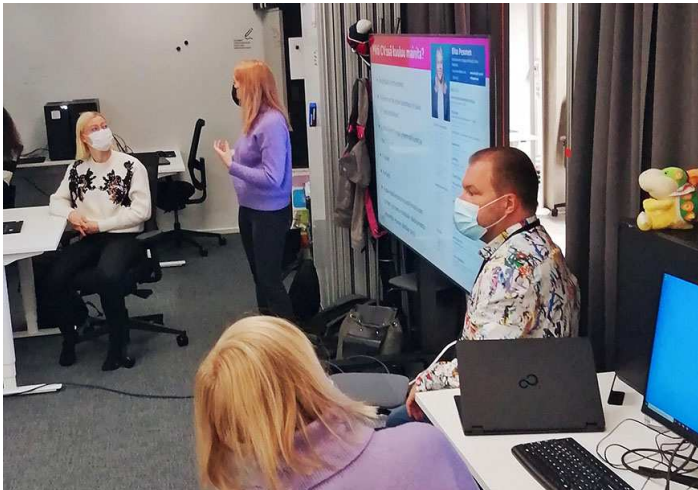
Fujitsu has been able to provide real and tangible support for 55 young people who otherwise would have lacked the resources and support to attend school. Four Fujitsu employees delivered an introduction to programming to approximately 25 students. Through its partnership with Chamos, Fujitsu has allowed to carry out activities that align directly with: SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities). Together we work to ensure children and young people of Venezuela grow up with dignity and opportunities to achieve their potential.

- The number of employees participated: 4
- The number of direct beneficiaries: 80



## Fujitsu Finland develops innovative training concepts to support digital inclusion of young people (Finland)

### - Deacoess Foundation –



Workshop



Work produced at the workshop

The Helsinki Deaconess Foundation (HDL) and Fujitsu have partnered to develop innovative training concepts aimed at enhancing the digital skills of young people and preventing their marginalization. The project is part of HDL's Vamos services, which assist 16-29-year-olds to find their paths to education and employment.

During the two-year project, corporate volunteers conduct workshops to inspire young people to engage with technology and provide guidance on acquiring essential digital skills. After the end of the project, the training concepts formulated in the project are intended to be distributed more widely to those working with young people.

Fujitsu volunteers have organized a training session focused on graphic design, teaching participants how to create visually appealing resumes; a co-creation workshop where young people innovated digital solutions to support the management of their everyday lives; and a discussion event where young people met Fujitsu professionals to learn about career opportunities in the ICT industry. Fujitsu volunteers also contributed to a hackathon focused on cyber security which was arranged in co-operation with other partner companies and Vamos.

Fujitsu volunteers have met approximately 60 young people during the workshops, in addition to professionals working with Vamos. The project is co-funded by the ESR React fund and three other corporate partners in addition to Fujitsu.

The Helsinki Deaconess Foundation and Fujitsu have been working together for years to prevent the marginalization of youth. HDL is one of Fujitsu's main partners in empowering communities as part of Fujitsu's Responsible Business program.

- The number of employees participated: 4
- The number of direct beneficiaries: 15



●Japan



Fostering future generation leaders (Japan)



Dialogue with high school students  
(MIRAI NO KATARIBA project)



Thinking about the future together  
(MIRAI NO KATARIBA project)

Fujitsu collaborates with various educational institutions to foster creative thinking and inquisitiveness, provide career education stemming from children's original discoveries, and support educational opportunities available to mountainous and island regions in aiming to realize a future where children can embrace challenges through learning.

For example, we have been conducting a program geared towards high school students that applies “design thinking” required in school in community-related learning, where students from multiple schools come together to discuss approaches to social issues and their desired vision of society while working with case studies of Fujitsu's solutions. In addition, Fujitsu employees with their own purpose in mind engage in the MIRAI NO KATARIBA\* project, which sees students of the same generation as the leaders of tomorrow join in dialogue to consider taking a step forward into the future together.

\*MIRAI No KATARIBA: a place for dialogue about the future

- The number of employees participated: 573
- The number of direct beneficiaries: 7,477

**Disaster and Humanitarian Assistance**

The Fujitsu Group provides support through donations to countries that require emergency assistance due to events such as disaster or conflict. The company's purpose is to Make the world more sustainable by building trust in society through innovation. The society that Fujitsu aspires to achieve by realizing this purpose aligns with one of the SDGs that states: leave no one behind.

In FY2022, we made donations by matching the amount of donations from employees to UNHCR and Save the Children in support of the following:

Please see the press releases for Fujitsu's main disaster and humanitarian assistance.

1. Humanitarian support: [Fujitsu Group Contribution to Humanitarian Aid for Ukraine Crisis](#)  
Fujitsu donated 1 million US dollars (approximately 115 million yen) to the United Nations High Commissioner for Refugees (UNHCR) for humanitarian assistance to those affected in Ukraine and its neighboring territories.
2. Disaster assistance: [Fujitsu's disaster relief and recovery assistance for Turkey-Syria earthquake](#)  
The Fujitsu Group donated 10 million yen through the Japanese Red Cross Society to aid victims of the Turkey-Syria earthquake and the recovery of the affected areas. As for donations to Save the Children Japan, the Group has collected donations from its employees and made a further contribution with a matching donation after the collection period ended.

# Collaboration with External Parties

During these times, the challenges facing society and the environment have grown in number. The principle that companies have a responsibility to all of their stakeholders is becoming more common worldwide, to include not just customers and investors, but employees, suppliers, and communities of all sizes.

Fujitsu supports this principle 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 the community of over 200 companies around the world that aims to realize Vision 2050, "a world in which more than 9 billion people are able to live well, within planetary boundaries" (\*1) working to accelerate the system transformations through business activities. Fujitsu has been participating in the WBCSD since 2013, and CEO Tokita is currently serving the community as a member of its Executive Committee.

In 2022, the WBCSD's Council Meeting was held in Tokyo under the theme "The era of sustainability: how to lead the transformation and thrive", bringing together more than 250 executives from around the world. Representing Fujitsu, CEO Tokita spoke at the Opening Plenary, and Yoshinami Takahashi, Corporate Executive Officer, SEVP & Head, Global Business Solutions, took the stage at a session on "Toward zero-emission mobility & buildings operation". In addition, on the occasion of the Council Meeting held in Japan, together with Toyota Motor Corporation, another member of the Executive Committee, we co-hosted the Japan Session "Time to Transform: Introduction to WBCSD



for the Japanese business community" for Japanese C-suite representatives with the aim of raising awareness of WBCSD in the country. With more than 30 companies participating, we deepened discussions on how executive leadership should respond to various global issues such as climate emergency, nature loss, mounting inequality, and requests for information disclosure, and the role expected of Japanese companies to pave the way toward sustainable business success. On the last day of the meeting, more than a dozen participants were invited to the Fujitsu Uvance Rooftop Executive Briefing Center at the Fujitsu headquarters, where we introduced sustainability-related businesses and advanced technologies and held a discussion.

We will continue to actively collaborate with the WBCSD, which shares common direction with the Fujitsu group's purpose, and contribute to the realization of a sustainable future.

\*1 WBCSD's vision "Vision 2050: Time to Transform": <https://timetotransform.biz/>

> [WBCSD](#)

## Involvement with the World Economic Forum (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 2023, the Annual Meeting of the World Economic Forum was held in Davos. The meeting was held under the theme of “Cooperation in a Fragmented World,” and included discussions on economic issues including inflation and price increases, geopolitical risks, issues with resources such as energy and food, and social vulnerabilities. CEO Tokita and COO Furuta shared the global agenda on sustainability, DX, increasing resilience, and the digital divide with other leaders from the government and financial sectors, and all participants exchanged opinions from their respective standpoints on specific actions to be taken for resolving issues. Furthermore, Fujitsu opened its own booth at the venue, “Fujitsu Uvance House”, in a first for the Company and as the only Japanese company to do so. At the booth, CRO Onishi, SEVP Tsutsumi, CMO Yamamoto, EVP Patterson, and EVP Beardsell used the occasion to establish networks with government personnel and corporate leaders from various countries. They also forged connections with the management of important business partners through a roundtable discussion held in conjunction with the Financial Times. As a World Economic Forum Partner, the Fujitsu Group will work towards realizing the themes of this years’ annual meeting by linking its global agenda with the Group’s Materiality, and leading the formation of a global consensus as a technology company working to achieve a net positive outcome.



CEO Tokita (right) and COO Furuta (left) at the annual meeting



Fujitsu Uvance House booth

> [World Economic Forum](#)