



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

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 Fujitsu Group employees)
(Twice the number of employees that participated in community activities in 2021, which is the baseline year of data recorded globally.)

* Community activities: Activities aimed at creating value by resolving challenges in society through global cooperation with local communities, which are important stakeholders

Our Approach to Community Activities

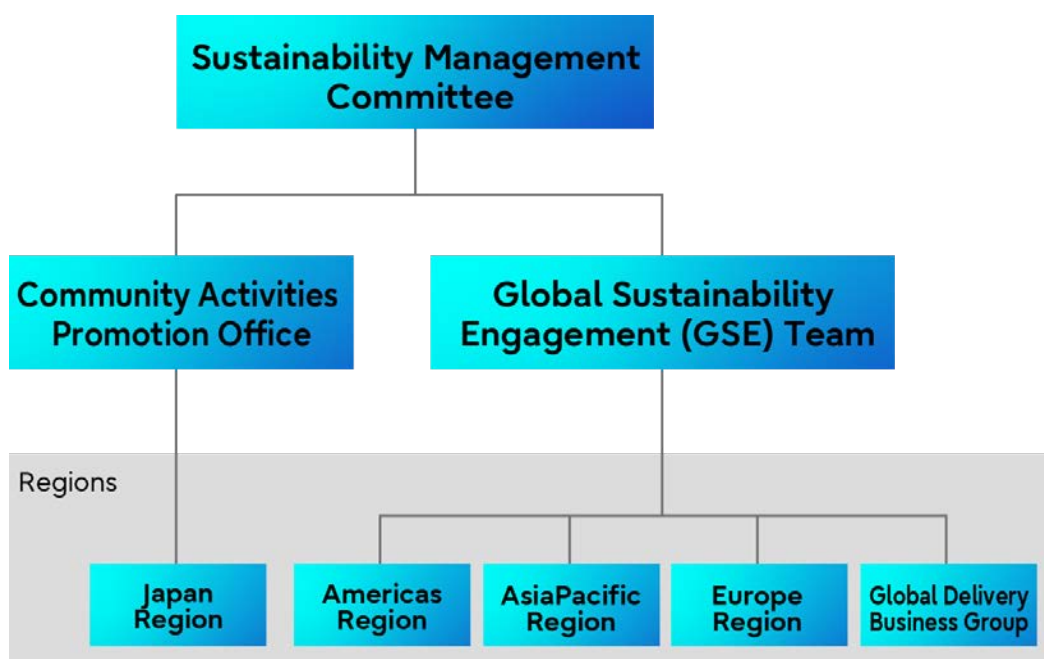
The Fujitsu Group contributes to local communities—who is one of the important stakeholders for us—around the world through donations, investment in organizations that address social issues, volunteer activities that leverage the skillsets of its employees, etc. in hopes of “solving global environmental issues”, “developing a digital society”, and “improving people's well-being” as well as creating a sustainable society. Furthermore, through the continued cycle of generating both financial and non-financial outputs and outcomes through such community activities and applying those to our business activities, we strive to address social challenges and create value for local communities.

Key Focus Area

Among community activities, those related to the essential contributions of Materiality, namely, “solving global environmental issues”, “developing a digital society”, and “improving people's well-being”, are positioned as top priority areas. The Fujitsu Group will contribute to expanding positive impacts through reduction of GHG emissions, improving digital accessibility, conducting ICT skills training, etc.

Promotion Framework

Community Activities Promotion Office and Global Sustainability Engagement team (GSE team) are set up as the contact point in each region under the Sustainability Management Committee. The community activity promotion leader is appointed in each region in charge of planning and promoting activities according to the situations of each country. The Community Activities Promotion Office works with Japan region, and the GSE team works with other overseas regions bilaterally. Initiatives on a global scale are planned through collaboration between the Community Activities Promotion Office and GSE team to be implemented in each region. The Community Activities Promotion Office compiles the activities results in each region on a quarterly basis based on key performance indicators (KPIs), and regularly collaborates with the GSE team and each region in holding discussions aimed at improving the activities on both sides based on their actual situations. In addition to quantitatively assessing the impacts generated through these activities, the office also submits reports to the Sustainability Management Committee twice a year for discussions on how to improve these activities.



Employee Community Activity Support System

The Fujitsu Group has in place a community activity support system to encourage each employee's active contribution to society.

-Leave System-

Fujitsu offers a leave of absence system for employees to participate in the Japan Overseas Cooperation Volunteers/Senior Japan Overseas Cooperation Volunteers programs (for up to three years), and a volunteer leave of up to 5 days a year, cumulatively up to a maximum of 20 days in total.

-Employee Donations-

Fujitsu has set up a donation site specifically for employee use in hopes of increasing employees' awareness of social issues and fostering a volunteer mindset through donations. The Group also offers matching donations by topping up employee donations at a certain rate for disaster and humanitarian support related donations, if certain criteria are met.

-Introduction of Data Collection Platform-

Fujitsu has introduced a data collection platform to aid the visualization of the results and effects of its community activities in order to optimize management. We will also work on assessing the impact of employees' involvement in community activities on non-financial indicators, such as correlation with employee engagement.

Initiatives of Fujitsu Group

The Fujitsu Group promotes community activities globally as follows.

- Employee-led activities

Employees take the initiatives in conducting community activities, including programs that are planned and implemented by employees on selected SDGs through idea brainstorming and communication using internal social media, support activities (pro bono) for companies, NPOs, and various organizations aimed at addressing social issues, as well as events such as lectures by diverse companies and NGO/NPO representatives and panel discussions/workshops with employees.

Furthermore, we also provide educational support programs, where employees act as lecturers in discussing design thinking that Fujitsu practices in promoting its business, and problem-based learning using technology as the theme.

- [Fujitsu's educational support programs \(Japanese only\)](#) >

- Grants to NGOs/NPOs

The Fujitsu Group implements financial aid programs for specific initiatives of NGOs and NPOs that its employees want to support, in order to realize Fujitsu's Purpose. The co-creation among employees and NGO/NPO contributes to the realization of a sustainable society. In FY2023, financial aid was provided to seven organizations chosen from five countries through an internal recruitment process.

- Activity impact assessment and disclosure

The Fujitsu Group has joined the membership of Business for Societal Impact (B4SI)* since 2023, and will strive to accurately measure and disclose the results of its activities and their impacts.

* An international standard for measuring the impact of social contribution by companies

- Social contribution activity through sports

Over the years, the Fujitsu Group has conducted social contribution activities through sports with the mission of supporting challenges and living in harmony with local communities. We host events involving athletes of Fujitsu's sports teams, create and distribute barrier free maps, and provide opportunities for persons with disabilities or Ukrainian refugees to attend sports events.

- [Fujitsu Sports: Initiatives aimed at achieving SDGs](#) >

Examples of Activities


Examples of main activities in each contribution area of Materiality in FY2023 are as follows.

Planet: Solving global environmental issues

Contribute to creating a future earth where both people and nature can thrive

- Behavioral change towards an environmentally conscious lifestyle through using the environmental app “Green Carb0n Club” (Japan)



Exhibition at the [Colors, Future! Summit 2023](#) 

Fujitsu has developed an app called “Green Carb0n Club,” with an aim to reduce carbon emissions from communities and businesses based on a comprehensive agreement to strengthen collaboration with Kawasaki City in 2021. This app promotes behavioral change towards an environmentally conscious lifestyle.

In fiscal 2023, we examined the impact on increased and sustained environmental actions through the synchronized effects of leveraging fan communities of Kawasaki-related organizations and gamification (“Green Carb0n Farm”, a simulation game linked with the actual environmental actions*). In addition, we provided a dashboard on environmental action analysis and conducted value verification for businesses.

* Environmental actions: voluntary environmentally conscious actions from communities and businesses, such as proactively purchasing and using ethically sourced products and services.

— View more

Going forward, we will support businesses in verifying the results on their environmental contributions and formulating environmental policies, by analyzing data collected on environmental actions with safe and secure data distribution technology. Through these initiatives, we will promote the practical implementation of Social Digital Twins* which digitally represents various information on the city and will contribute to the realization of decarbonized society.

* Social Digital Twin: A group of technologies that digitally reproduce the relationships and connections between people, goods, the economy and society to offer a simulation, prediction and decision-making environment in which to solve diverse and complex social issues.

- Number of participating companies: 10
- Number of participation in community events : 8
- Number of participants in activities : 4,021 (total number of app users as of March 31, 2024)
- Total number of environmental actions : 3,774
- CO₂ reduction: 106.4 t in a pproximately six months (equivalent to the emissions of a single private vehicle going around the Earth 20 times*)

* Calculated based on data from the Ministry of Land, Infrastructure, Transport and Tourism
 □ assuming the distance around the earth is approximately 40,000 km.

- Press release
 - [Fujitsu and Kawasaki City encourage environmental engagement with app and gamification features to incentivize sustainable behavior](#) >



Relevant SDGs

Prosperity: Developing a digital society

Contribute to creating a trusted digital society where global prosperity and stability are compatible

- Increasing digital safety awareness and preventing fraud among the elderly (China)



Commemorative photo after the workshop



Donated gifts and daily goods

On the occasion of the over 2,000-year-old, time honored tradition of the Chongyang Festival, also known as Respect for the Aged Day in China, Fujitsu employees visited and hosted a workshop themed “Happy Aging” at a nursing home in Xian. The employees created learning contents and presented a skit and song to promote digital safety awareness on social media and prevent the elderly from falling victim to fraud. In addition, donations of gifts and daily goods were also made.

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The event was a huge success filled with smiles from participants. The representative of the nursing home we visited commented that as more elderly are using smartphones and social media, it is very important for them to understand digital safety, and that this digital safety workshop is greatly beneficial for the participants. We will keep contributing to digital accessibility and “digital democratization” whereby anyone can independently and freely use digital technology, through events like this.

- Number of employees who participated in the activity: 1,718 (includes those who donated)
- Number of beneficiaries: 119

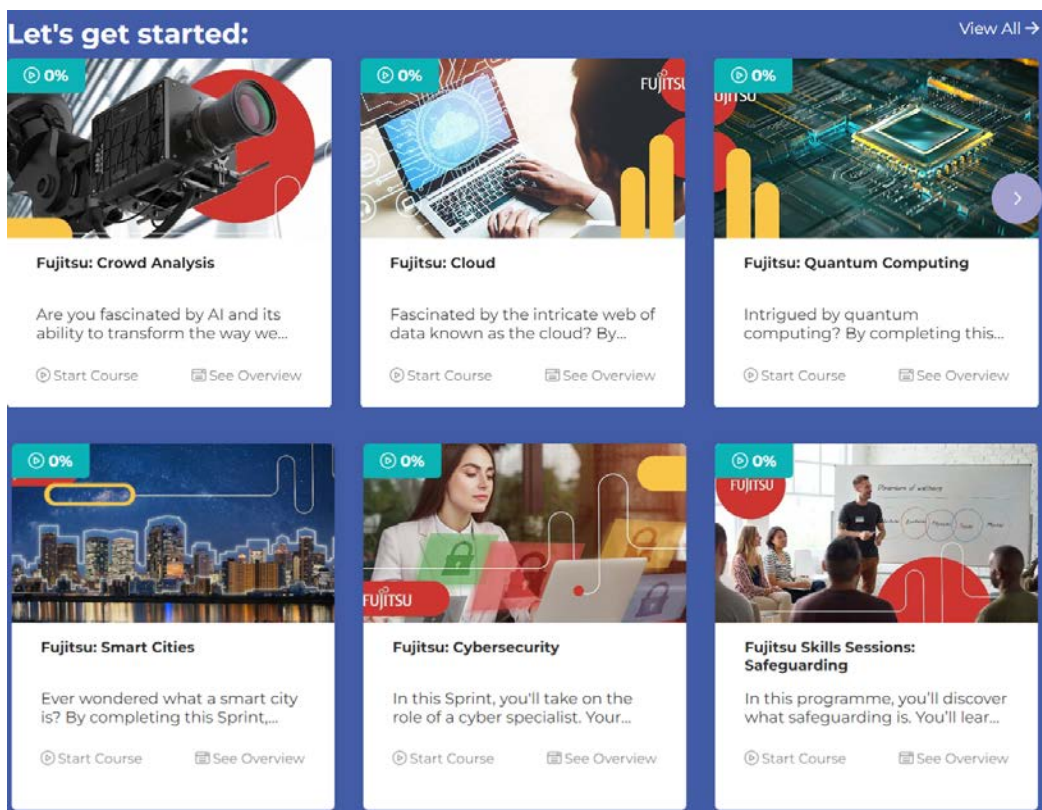


Relevant SDGs

People: Improving people's well-being

Contribute to improving quality of life and opportunities across society to support the well-being of people

- Promoting career education through provision of virtual work experience site "WorkX"



Learning site of WorkX

Fujitsu has developed the “WorkX Program” that allows students to experience the virtual work for free, in order to stimulate their interests in IT services, digital fields and a career in technology industry, regardless of their career or geographic location.

On the website of Springpod, the major supplier of the e-learning site, we provide pre-assignments and webinars created and recorded by Fujitsu experts of various fields. Students can practically understand how technology such as quantum computing and automation impacts society. Fujitsu employees also provide contents (including job skills and experience) that enable students to experience the company's diverse career paths.

— View more

In 2024, we also added digital skill learning contents for all ages, explaining the value of digital skills and how to become a responsible digital citizen. We provide learning opportunities not only for students, but also for those who are unemployed, those who are considering a career change, and those who want to improve their digital skills. Through these initiatives, we will inspire people around the world and contribute to diversity in IT human resources.

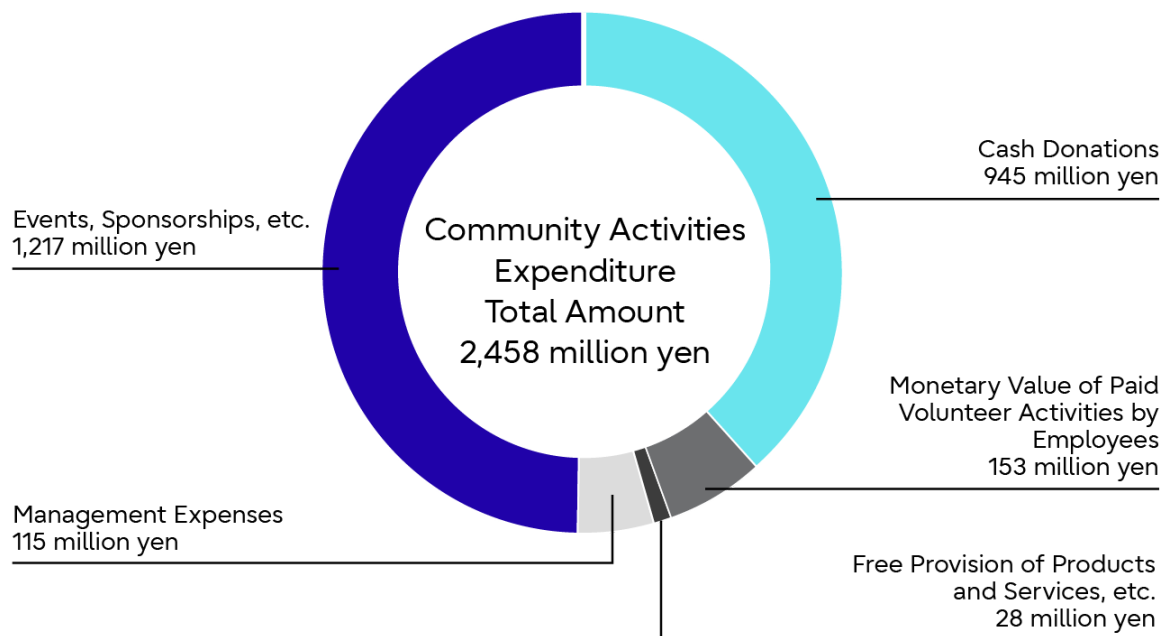
- Number of employees who participated in the activity: 15
- Number of beneficiaries (FY2023 alone): 6,190 enrollments, 2,762 engagements, 1,126 completions (over 70% completion)
- Number of beneficiaries (cumulative): 11,281 enrollments, 6,510 engagements, 2,694 completions
- [Click here for the WorkX site](#) >



Relevant SDGs

FY2023 Performance

The following chart describes the expenditures for community activities at Fujitsu Group in FY2023.



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

Community Activities Expenditure

Ratio of Employees who Participated in Community Activities

FY2023: 19.8% of employees (FY2025 target: 20%)

Disaster and Humanitarian Assistance

The Fujitsu Group provides support through donations to people in need of emergency assistance due to disasters and conflicts.

In FY2023, we made a donation of 16 million yen to related local governments to support reconstruction efforts in the areas affected by the 2024 Noto Peninsula Earthquake. (About support for damage caused by the 2024 Noto Peninsula Earthquake)

We also collected donations from employees, and made a matching donation of the same amount to Japan Platform, a specified nonprofit organization.

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 has spread 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 WBCSD logo

The World Business Council for Sustainable Development (WBCSD) is an international organization with members from more than 230 companies from around the world. Fujitsu has been participating in the WBCSD since 2013, and Fujitsu executives have served in positions such as vice chair and director since 2018 to help realize WBCSD's vision ^(*) by working with member companies to accelerate change through


business activities.




By participating in a wide range of WBCSD initiatives, Fujitsu is working to enhance mutual knowledge across fields with various organizations and companies, consider the best methods for sustainable development, and engage in activities to put those methods into practice.

Main Initiatives

- Fujitsu embarks on digital collaboration with WBCSD for carbon neutral transportation: Fujitsu has commenced digital collaboration with the WBCSD, Dutch consulting firm Arcadis, and British electricity company National Grid, leveraging Fujitsu's Fleet Optimization solution. By charging electric vehicles (EVs) during hours when green power is abundant, fleet operators have seen a 15% reduction in CO₂ emissions from EV charging.
- Deployment of Integrated Performance Management (IPM): Fujitsu participated in an internal WBCSD project to promote IPM, a framework for integrating ESG into decision-making processes and, in collaboration with other companies, produced an IPM report in 2023. This report uses Fujitsu as an example case to introduce the importance of strong commitment from top management for achieving intended purposes and IPM initiatives.

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](#)  A world in which more than 9 billion people are able to live well, within planetary boundaries, by 2050

- [World Business Council for Sustainable Development \(WBCSD\)](#) 
- [Optimizing investments in EV charging through data sharing](#) 
- [Integrated Performance Management \(IPM\)](#) 

Involvement with the World Economic Forum (WEF)



The WEF logo

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 2024, the annual meeting of the World Economic Forum (commonly known as the Davos Conference) was held in Davos, Switzerland. The 2024 theme was "Rebuilding Trust," and topics discussed included geopolitical risks such as the situation in the Middle East and Ukraine, problems with new technologies such as generative AI, and resource issues such as energy. At the meeting, President Tokita and then-Vice President Furuta were able to hear and share with political and business leaders regarding World Economic Forum's global agenda for economic security, sustainability, digital transformation, and the future of new technologies such as generative AI.

Fujitsu Uvance House also had its own booth (the only Japanese company to do so) at the conference for the second year. Then-Senior Executive Takahashi, Executive Vice President Yamamoto, and others networked with government officials and corporate leaders from various countries and deepened relationships with important customers through a roundtable co-hosted with the Financial Times.

As a member of the World Economic Forum, we will work to lead the formation of a global consensus to realize the theme of the 2024 Annual Meeting by aligning Forum's global agenda and our materialities as a net-positive technology enterprise.



The Fujitsu Uvance House booth (interior)



The Fujitsu Uvance House booth (exterior)

- [World Economic Forum](#) 