

A photograph of a dirt path winding through a lush green forest. The path is flanked by tall grass and a rustic wooden fence. Numerous birch trees with their characteristic white bark and dark lenticles are scattered throughout the forest. A soft, golden mist or fog hangs in the air, particularly concentrated along the path, creating a serene and ethereal atmosphere. The sunlight filters through the dense canopy of green leaves, casting dappled light on the ground.

Fujitsu Sweden AB

FUJITSU

Responsible Business Report 2018-2019

shaping tomorrow with you

President's Message

In Pursuit of 'Success' on the Path to Creating a Sustainable Society

The world is currently undergoing enormous change as a result of digital transformation. We expect leading-edge technologies, such as Artificial Intelligence (AI) and the Internet of Things (IoT), to generate improvements in our daily lives and make the world a better place. I feel that, just as this revolution was triggered by people, the impetus for ongoing digital transformation lies with the human connection. In this context, the Fujitsu Group is pursuing 'connected services' with the objective of shaping digital ecosystems that link research institutions, international agencies and other organizations – in addition to our customers and partners.

At Fujitsu, we firmly believe that technology enables people's happiness and wellbeing. We are committed to using the power of ICT to help resolve social problems as we continue on the path toward a sustainable society. My view is that accelerating the pace of innovation to respond to societal expectations and demands will scale-up the beneficial impacts to people and society as a whole, while also contributing to the achievement of common global goals such as the Paris Agreement on climate change and the UN's Sustainable Development Goals (SDGs).

Further, the Fujitsu Group supports and is a signatory to the UN Global Compact's 10 principles in the areas of human rights, labour, the environment, and anti-corruption. To ensure on-going sustainable operations, I have initiated various measures aimed at minimizing any negative outcomes for people and society that result from our corporate activities. In terms of compliance, we are consolidating our global corporate culture, enabling all executives and managers to continue to lead by example in an environment that does not allow for exceptions and has zero tolerance for any wrongdoing.

The Fujitsu Group always reflects on its approach and practices and aims to help resolve social problems by harnessing the strengths generated by connecting people and society and then by linking those strengths with the power of ICT, thereby creating "success" as we work toward a sustainable society.

Takahito Tokita,
President and Representative Director
Fujitsu



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Introduction

I am committed to leading a Responsible Business

Responsible Business has been a substantial part of Fujitsu's corporate philosophy since its inception, and therefore to our company DNA. It is genuine and longstanding, and our practice has been recognized and applauded externally in many benchmarks and indices.

For Fujitsu in Sweden, being a responsible business carries the same imperative as our commercial and legal objectives.

The Swedish leadership team and I are fully committed to our Responsible Business agenda, and to ensuring that our business in this region creates wider value for society and empowers our people to be a force for good.

As an ICT organization, we are at the heart of digitalization. I am convinced that digitalization will play a key role in overcoming several of the challenges we see in society today. Smarter production, more efficient use of resources and even more effective recycling.

There are many different aspects of responsible business.

It is a key part of our company culture. By participating in our different responsible business programs and activities, our employees get the opportunity to engage and interact with each other outside the office for a good cause. This strengthens the organization and the employees.

Responsible business is also necessary to attract new talent. We see that the young generation put this on top of their agenda – so are we.

Furthermore, it is a clear statement to our customers and partners. If they cooperate with us, they take part in our ambition to contribute to a better society. Fujitsu aims to take a leadership role, proactively pursuing our goals across our entire global value chain, with customers, partners and suppliers.

Jonas Branden
Managing Director
Fujitsu Sweden

The AND Game

Fujitsu has four core objectives:



Results

Deliver great results in everything we do.



People

Be a great place to work for everyone we employ.



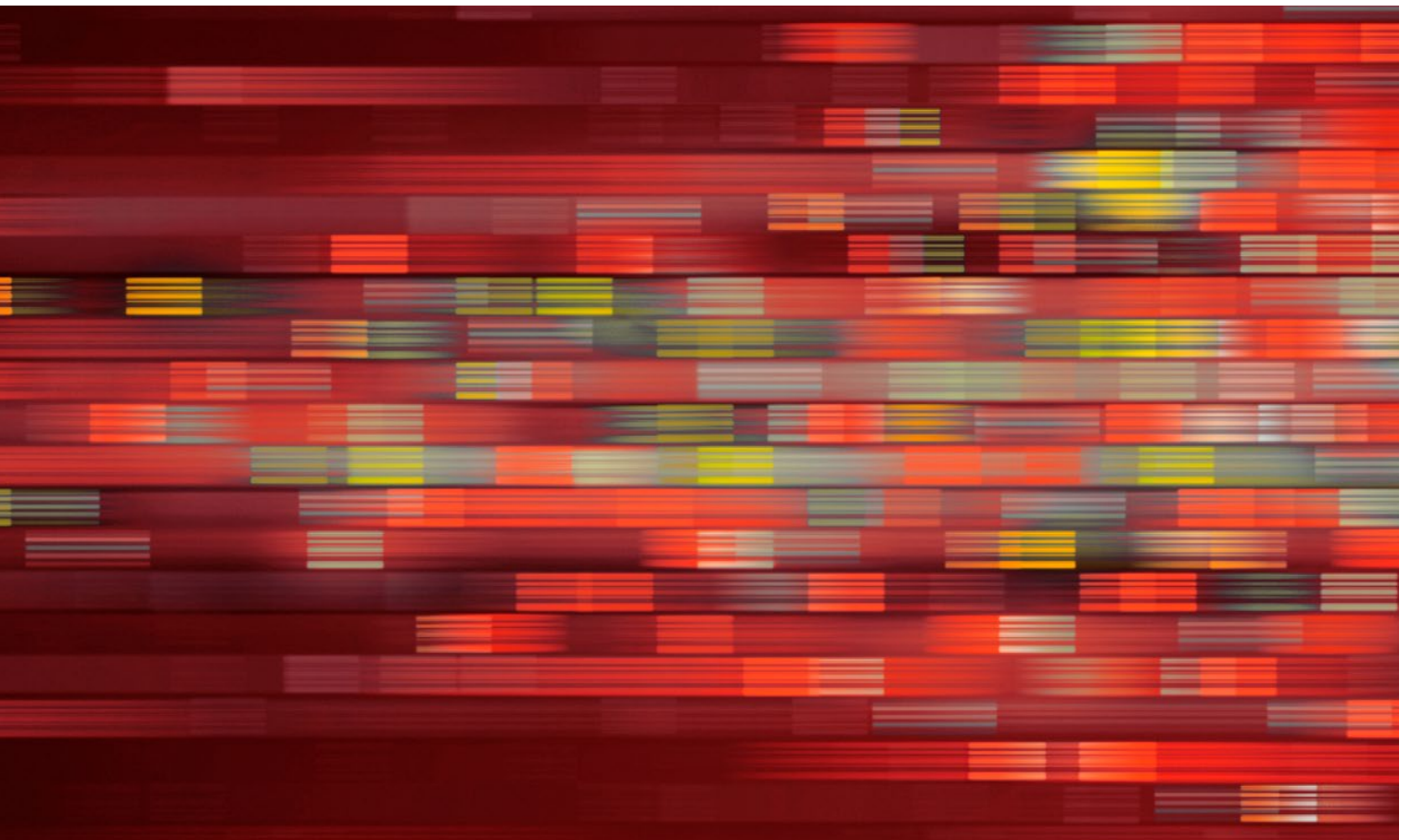
Customers

Go beyond customer satisfaction in every relationship.



Society

Be a responsible, accountable business in society and a good company in every community we serve.



Our mantra is simple; if we do right by our customers – we do right by the business and for our shareholders. We must focus on people, customers, results AND being responsible.

We all need to understand our business strategy, be clear on how each and every one of us impacts on our success. Great delivery of service, on time, on budget – right first time, will see us generate the profit margins in our forecast. This has to be our obsession.

AND we must be a superb employer, attracting, growing and retaining people, creating high performing diverse teams that set us apart from our competitors. We must have diverse and inclusive recruitment, and meet the needs of colleagues so we can develop and retain people.

AND we also must focus on being a Responsible Business, ensuring the wellbeing of all our people, actions such as challenging the gender pay gap and driving down single use plastic will ensure our values are implicit in our supply chain and that we win business the right way. This has to be our passion.

So - we have to sell services and make money and be responsible.

We call this the AND game.

Paul Patterson
Senior Vice President
Head of Northern and Western Europe



UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are a set of common goals to be achieved worldwide, including by developed countries, by 2030.

The Fujitsu Group sees the SDGs as a global common language and as an opportunity for wide-ranging collaboration with other organizations, including international agencies and governments.

The SDGs cover a wide range of issues. The idea is that if all organizations did something, no matter how small, the world would make progress together.

We are integrating the SDGs as part of our responsible business program and have aligned each to one, or more, of our responsible business pillars.



Responsible Business Strategy

At Fujitsu, responsible business is firmly anchored in our corporate philosophy, the 'Fujitsu Way'. We act as global citizens, attuned to the needs of society and the environment.

Our Global Business Standards govern our relationships with all stakeholders involved: employees, customers, suppliers, governments, other businesses and local communities.

In 2014 the European Responsible Business program established five core pillars of work. The European approach sets the strategic direction allowing regions to set appropriate priorities to account differing cultures.

There is a Europe wide approach of responsible business leads encouraging collaboration and co-creation.

This strategic approach drives the business benefits underpinning the imperative to have diverse high performing teams. It creates a workplace culture where colleagues' social wellness and inclusion is paramount.

Responsible Business Pillars



Environment



Environment

Mission

We are fully committed to reducing our environmental impact across the scope of our operations and through services we deliver to customers.



Environmental Management

We work globally to recognize ISO sustainability standards as an important aspect of our corporate citizenship. We are certified to the international standard for Environmental Management System ISO 14001:2015.

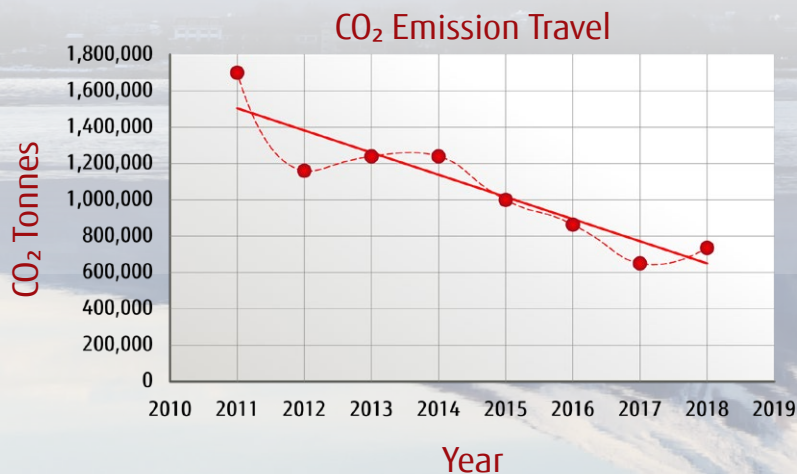
In Sweden we have been certified for over 20 years. Targets and plans are integrated in our common "Responsible Business program". Some of the targets are aligned to our global corporate environmental action plan, others we are committed to locally.

Reduction of Climate change

Fujitsu Group is committed to reducing emissions and has established the "FUJITSU Climate and Energy Vision" a medium to long-term environmental vision through 2050. With the goal of bringing the Fujitsu Group's CO₂ emissions to zero, and achieving a decarbonized society, as well as contributing to the response to climate change, through technology supporting digital transformation.

Our main focus is in the Swedish organization is to reduce climate change by minimizing the CO₂ emissions from business travel and to further increase the use of renewable energy in our premises and data centres.

- From 2011 to 2016 we reduced our yearly CO₂ emissions from business travel (cars, air, train) by 813 tonnes (48%), exceeding our target of 593 tonnes (35%).



- Our new 3-year target is to reduce emissions annually by 20% between 2016 (baseline year) and 2019. The achievement in 2018 vs. 2016 was a reduction by 115 tonnes (18%).
- Fujitsu offers a bonus system for purchase and benefits taxation of company cars. The system is implemented to reduce fuel consumption and related emissions.
- Our Technical Maintenance Service (TMS) operation is limited to cars emitting a maximum of 130g CO₂ per km (NEDC Corr 2018).
- 85.1% of the TMS calls are solved in the first visit. We measure the number of visits and our goal is "First Time Fix" which means that the problem is solved the first visit. This reduces emissions caused by driving. In addition, the routes are optimized by using a GPS-tracking system.
- The majority of our operations, particularly our larger premises, use renewable energy. We are aiming to increase this to 100% of our operations by March 2020.
- Fujitsu Sweden use 3 data centers, we only contract partners using renewable energy. The total amount of electricity usage in these data centers in 2018 was 619.589 KWh.
- To promote a quieter and cleaner city, Fujitsu Sweden has, since 2016, joined with the non-profit organization Nollzon. Together with over 1,400 other companies and organizations around the country, we will increase the demand for electric vehicles (EV) and superchargers. This is encouraged via an easy to use system, i.e. when a taxi is ordered to or from Fujitsu offices an EV is automatically prioritized.
- Fujitsu support our Gothenburg office with bicycles for loan to employees. This is to encourage employees to take the bike to client meetings or other occasions and thus considering the climate and promote health.

Other local environmental activities and plans

- Recycling systems for E-Waste, plastic, metal and glass packaging, cartons and newspaper are available in all offices around the country.
- During 2018 we implemented restrictions for plastics in the office. Plastic plates, cutlery and cups have been removed from every office.
- Sustainability is considered in our customer and partner events. A list of criteria are set to ensure the lowest possible environmental impact.
- Consolidation of the three data centers is being planned to reduce cost and energy consumption.
- Travel restrictions are in place for meetings and guidelines to promote Skype and video conference have been provided to employees.
- The car policy is revised yearly with focus on lowering CO₂ emissions across the entire car fleet.
- Consolidated all company cars to one leasing company to get consistent data.
- Implemented electronic driving journal on all company cars.

Community Development



Community Involvement and Development

Mission

We will build collaborative partnerships to engage and empower communities to help create positive social impact.

My Dream Now

Fujitsu in Sweden are partners of My Dream Now, an organization that believes that all teenagers should know their value in society and find their way to their dream job. My Dream Now works to combat segregation, youth unemployment and for social sustainability in low income areas.

Students in schools often lack understanding of their opportunities and how to get jobs matching their potential. At the same time many employers around the world are eager to get more interest in their vacant positions, with different levels of education and experience.





Inspire young people

Employees from Fujitsu, together with other volunteers, work to inspire and motivate teenagers to find and realize their dreams.

During 2018-2019 My Dream Now has trained seven Fujitsu employees to coach students in five classes. These volunteers have visited school classes to manage workshops and inspire the students by presenting on their careers and their work.

Fujitsu have also welcomed school classes to the head office in Kista, Stockholm. Students have been shown around the office and also participated in workshops, led by Fujitsu's different functions – HR, Marketing and Sales. During these sessions, the youths have been put in different work related activities.

Fujitsu have invited several youths to attend job shadowing experience where they learn from one of our employees for 1 or 2 days.

Hello World!

There is a shortage of people in the IT sector, particularly for application design and development. Hello Worlds mission is to create 10,000 IT stars, by engaging youths interested in IT in coding. The organization Hello World works together with university students (acting as instructors) and partners (who bring expertise and financial resources to the organization). The training takes the form of camps and meetups. As part of this partnership, we want to help to raise interest in design and programming among young people aged 8-18.

Fujitsu Sweden contributed financially and establish scholarships for two young people, giving them free participation in one IT camp and free participation in meetups during the year. We also arranged seminars for the transfer of knowledge to the students and young people.

During 2018-2019, in total about 150 children and youths was invited to Hello World Meetups at the Fujitsu offices in Gothenburg and Stockholm.

INFRA SWEDEN 2030

InfraSweden 2030

The vision of InfraSweden 2030 is that by 2030 Sweden has a competitive transport infrastructure sector for climate-neutral transport that addresses society's economic and social challenges. Fujitsu supports this program.

To achieve this vision, the program has three main objectives:

- Develop innovation for transport infrastructure.
 - The program shall promote research and development of competitive products and services that shall be in demand nationally and internationally.
- Create an open, dynamic and attractive environment.
- The program shall promote a creative and interdisciplinary system mind set. The transport infrastructure sector shall be a dynamic industry with good profitability that develops a positive innovation climate.
- Reduce impacts on the environment and climate.
 - The program shall, through innovative thinking, contribute to reducing climate and environmental impact from construction, operation and maintenance.

AI Innovation of Sweden

Fujitsu is a founding partner of "AI Innovation of Sweden". It is a national and neutral initiative that will serve as an engine in the Swedish AI ecosystem. It provides resources, knowledge, data and capabilities that will accelerate applied AI research and innovation. Through collaboration and cross-industry sharing the purpose is to ignite the Swedish ecosystem.

Today, AI Innovation of Sweden consists of more than 40 partners from industrial and public sectors, research institutions and the academic world, and collaborates with other national AI initiatives.

Companies and organizations who partner with the centre desire access to a collaborative community of researchers and students for their problems, projects and people. Significant benefits and synergies can thereby be derived from sharing existing datasets (open or private). They will also be able to enhance their own data science capabilities.

Serving meals to homeless

Fujitsu employees volunteer their time for an organization that prepare and serve breakfast to homeless people.

Christmas gift

Every Christmas, Fujitsu supports the organization "Save the Children" with a gift. This is instead of Christmas gifts to customers and employees.

Diversity and Inclusion



Diversity and Inclusion

Mission

We believe in the power of human difference to create a better future in a digital and diverse world.

Next Generation Network (NGN)

In 2018 we launched the third intake of the Fujitsu Graduate Program. The purpose of the program is to ensure a pipeline of talent in our business, develop our diversity and encourage young people into the technology industry. Alongside their role and the training they undertake in their chosen area, they take on a comprehensive 24 month development program, providing training in skills such as self-awareness, leadership, business awareness, responsible business and more.

This year we welcomed 6 people onto our Graduate Program, with 83% females. In total we have welcomed 12 people onto our Graduate Program, 83% females 17% males.

To attract students, in general, we regularly participate in events at different Universities in Sweden. The yearly nation-wide career fairs offer another way to meet and discuss IT business with students.



Next Generation Network (NGN)

The network was started in November 2018 with a purpose to activate colleagues wanting to change Fujitsu in a positive way and are motivated to improve the future of Fujitsu at their sites by contributing new ideas, knowledge sharing and challenging the status quo. As well as building a strong global network among Fujitsu's Next Generation in order to exchange experiences, cross-border collaboration and innovative thinking.

The network was formed and planning meetings began during 2018 with a co-creation workshop focused on how to develop creative minds.

Seminars such as "Future Leadership", "Creative thinking" and "Development opportunities internally" were planned in 2019.

Womentor

Fujitsu take part in a network and mentor program for women to support and empower female colleagues. The program encourages and supports females that are, or aspire to become, people managers. Womentor is a strategic initiative in the Swedish IT and Telecom Industries (IT&Telekomföretagen). Womentor's main activities includes research, projects, training, public relations, lobbying and mentor programs.

- Fujitsu participates both by volunteering mentors and mentees to the mentor program and by organizing workshops. Fujitsu review the progress and success of these initiatives by setting goals for distribution of female managers and female representation in the leadership team.
- In 2018 Fujitsu was "host company" for the Womentor program. During two occasions all mentors were visited the Fujitsu Headquarter for a full day session with seminars and workshops.

Purple Light Up

- At Fujitsu, we make it a top priority to build a diverse and inclusive workplace where we can all be completely ourselves and succeed. Fujitsu joined the Purple Light Up movement to celebrate the International Day for People with Disabilities. This important celebration aims to: recognize the contribution and achievements of disabled talent; encourage a more disability-confident and inclusive working environment and build awareness of the support available to employees with disabilities.
- Webcasts, web-pages, inspiring stories, manager's toolkits were distributed within the organization.
- All employees were encouraged to wear something purple in support of the event.

International Women's Day

- Fujitsu highlighted the International Women's Day. Employees were encouraged to wear red and an external speaker was invited to hold a lunch lecture – to speak about diversity within tech.
- A video "Balance For Better" was distributed showing employees from various offices answering questions such as; how is it to be women at Fujitsu and what can we do to attract more women to Fujitsu.
- A suggestion box was placed in the office, giving employees the opportunity to define what "equality" means for them.

Wellbeing



Wellbeing

Mission

We promote a healthy work culture to empower and enable our employees.

Our approach to Wellbeing is to strive to promote a positive health culture, in order to enable individuals to feel more resilient and cope successfully with both their personal and work life. By promoting a healthy work-life balance as well as physical and mental wellbeing, individuals become empowered, motivated and loyal.



Hälsokampen – health challenge

Hälsokampen is a fun and social exercise challenge which is all about motivating and helping each other to start exercise on a regular basis. The first challenge took place 2016 and since then we have arranged it on a regular basis. During FY18 we even ran Hälsokampen twice. In each challenge approximately 200 employees participated in the events. In all challenges the employees achieved better performance than WHO's recommendations for a healthy life, 150 minutes/week. All happened thanks to all cheering and pep among the employees.

Wellness Day

In August we organized a Work Life Balance Day (Wellness Day), a day of inspiration, with lectures and experiences about ergonomics and stress related topics. Employees were given the possibility to listen to different seminars regarding Nutrition, Stress and Sleep, attend MediYoga pass as well as given the opportunity to test various ergonomic aids.



Work Environment

By involving our employees and raising awareness in a number of wellbeing areas, we inform around many different topics via seminars, intranet and activities, such as:

- Work environment policy.
- Activities such as blood donation and participation in National run races as Blodomloppet and Våruset for our employees to take part in.
- Encourage all employees to use the wellness contribution and also inform of what the contribution can be used for. Utilisation of the Wellness contribution is a goal in our occupational health action plan, from 61.5% to 75% utilization rate in FY2018.
- Inform and educate managers regarding; manager's role in work environment, work life balance policies, rules and activities.
- Managers are also supported, by an external partner, how to manage stress related topics in their teams.

In Fujitsu Sweden, all employees are entitled to a healthy, safe and stimulating work environment. A good physical and psychosocial work environment is of great importance for everyone to be happy and fulfilled whilst at work. We aim for a productive and sustainable work environment. A pulse survey has been in effect since September 2016 to measure productivity and sustainability. Six quick recurring questions are sent out to all employees twice a month. Team reports and trend lines are automatically created for all teams and levels, all team members get access to their team report and the outcome is discussed in the team to drive continuous improvement and inform future responsible business initiatives.



Operating Practices



Operating Practices

Mission

We put ethical practices at the heart of every business decision.



The Fujitsu Way

Everything – our compliance program, our brand, our cultural values and our corporate social responsibility activities is determined by the Fujitsu Way. Based on this corporate philosophy, we have a global code of conduct: our Global Business Standards (GBS). These combine to provide detailed guidance on how we must act so as to prevent breaches of the law, maintain our own high standards of business conduct and protect Fujitsu's global reputation. In order to guarantee the long-term success of the business, it is crucial that the company continues to expand and maintain its compliance culture. To put our philosophy into practice, Fujitsu has defined appropriate guidelines, introduced standard processes and provided training resources globally. The Fujitsu Way training is available in 16 languages.



Fujitsu Global Compliance Program (GCP)

In order to promote and implement the Fujitsu Way Code of Conduct and GBS, Fujitsu has established the Global Compliance Program (GCP). It is working to maintain, review and improve its global structure for legal compliance. In response to increasingly strict international regulations, active enforcement by authorities, and higher standards for compliance, in 2015, we revised the GCP with the approval of the Risk Management & Compliance Committee. The new GCP is a framework for activities to increase awareness of, and achieve compliance with, the Fujitsu Way Code of Conduct and GBS. It systematically organizes our existing activities concerning compliance into five pillars, clarifies items that Fujitsu should continuously work on, and seeks to promote external understanding of our compliance structure and activities.

Compliance Training

The Global Compliance Program (GCP) is the basis for regular and compulsory employee training on anti-corruption and bribery, cartel and competition law and export control laws within Europe. Fujitsu requires not only itself, but also its partners and suppliers to commit to the principles of the UN Global Compact on human rights, labor standards, environmental protection and anti-corruption, as well as the implementation of CSR initiatives. This is why Fujitsu provides its channel partners with a dedicated compliance training.

In addition to the above, employees conducted training in Security awareness, GDPR General Data Protection regulation, Occupational Health and Safety program and Global Quality Policy.

Whistleblowing - Fujitsu Alert

Fujitsu Alert introduced a cross-company whistleblower system in 2012. It is fundamental to Fujitsu that all of us are able to report actual or suspected compliance breaches without fear of retaliation. Fujitsu Alert is available to Fujitsu employees as well as third parties and allows also for anonymous reporting. Allegations are always followed up and investigated by the Corporate Compliance Department in cooperation with other departments. If required, sanctions are imposed and countermeasures for identified weaknesses are implemented.

Internal auditing

Internal auditing measures incorporate both the relevant compliance measures and systematic compliance considerations and focus on areas which are associated with particular risks from a compliance perspective. Actual or suspected infringements are investigated by our specialist team with external support where required and the investigations are documented using a case management system. After every infringement, the corporate compliance department issues recommendations for action and implementation is monitored by corporate compliance. A remediation process helps Fujitsu to resolve any weaknesses identified.



Supply Chain

Fujitsu is committed to developing responsible business practices in our supply chain. Suppliers and Partners are required to comply with Fujitsu's Global Business Standards. They shall also commit to the principles of the 'UN Global Compact' in terms of human rights, working standards, environmental protection, anticorruption measures and the implementation of CSR initiatives. The principles of the UN Global Compact are set out in supplier agreements and underpinned in our binding 'Supplier Code of Conduct'.

As a top IT services provider, we have a large and complex supply chain. By placing the highest importance on our partners' integrity and ethics, we use our position as a major global procurer to foster good practice and standards throughout the value chain. This is achieved partly by risk-based due diligence prior to on boarding a supplier, plus regular audits and other control practices.

Fujitsu supplies its customers with all equipment they need, regardless of brand. We are able to include equipment from a number of different manufacturers in a single delivery, which reduces the logistics footprint. Our operations are developed in compliance with the continual improvement principle by using the Lean philosophy and methods in all aspects of our operations and by utilizing the ideas of our employees. We also use customer feedback and customer requests to focus our operations.

Fujitsu has been awarded the following certifications related to product delivery: ISO 9001:2015, ISO/IEC 27001:2013 and ISO 14001:2015. In addition, Fujitsu has the "known consignor" certification, which speeds up the delivery of products abroad.

Fujitsu aims to favour suppliers that have a documented quality system or environmental management system in place. Fujitsu assesses its prospective partners and suppliers based on the following:

- The product or service fulfil the specific need.
- Suppliers financial, security-of-supply and ethical factors and environmental indicators.
- If any quality and price factors are involved in procurement.
- Risks are involved.
- Suppliers willingness to commit to Fujitsu's Global Business Standards.
- Supplier meets the essential data security requirements required by procurement.

Conflict Minerals

The EU's conflict mineral rules aim to prevent the financing of armed groups through trade in minerals from conflict zones and to end human rights violations in the mining and mineral industries. Conflict minerals include gold, tantalum, tungsten and tin.

In March 2018, Fujitsu Group established our Group Policy on Conflict Minerals, which is available online. This commits us to responsible procurement with no use of conflict minerals from any known conflict sources. Fujitsu takes the issue of conflict minerals very seriously and considers due diligence an essential step to ensure these are not present in our global supply chain. Fujitsu has established a structure including relevant internal departments chaired by the President to conduct due diligence evaluations. Target is to increase transparency of the process for our customers and stakeholders.

We are a member of the Responsible Minerals Initiative and we use the Conflict Minerals Reporting Template (CMRT) developed externally in

collaboration by Global e-Sustainability Initiative (GeSI) and Responsible Business Alliance (formally EICC). These two are the largest industry bodies that focus on sustainability and human rights respectively. This reporting template is recognized as best practice by a large number of our stakeholders, and the industry as a whole. Since 2013, Fujitsu has used this to survey manufacturing suppliers.

We are keen to encourage our stakeholders to act responsibly on conflict minerals and recognize the importance of raising awareness across our own organization. We address mineral sourcing openly with customers and provide them with the CMRT as completed by Fujitsu. We engage with our employees by raising awareness of 'conflict minerals' as part of our European Responsible Business program. Fujitsu asks all employees to complete human rights training which addresses conflict minerals. In order to guarantee that our products do not contain conflict minerals, we will intensify this cooperation with our suppliers in the future as well.



Responsible Business Alliance Membership

In 2017, Fujitsu joined the Responsible Business Alliance, previously the Electronic Industry Citizenship Coalition (EICC), a coalition promoting high ethical standards within the global electronics supply chain. RBA is a non-profit multi-industry body established in 2004 with the goal of supporting the rights and wellbeing of workers and communities worldwide affected by the global electronics supply chain. Currently, over 110 global companies have joined the group, including electronics makers and ICT companies, as well as retail, automotive, and toy-related companies. RBA has set standards through its Code of Conduct for compliance issues in the supply chain related to labour, health and safety, the environment, ethics, and management systems. As a member, Fujitsu will respect the RBA's Code of Conduct, and, together with its partners, further strengthen initiatives related to ethics in the supply chain.

Risk Management and Information Security

Risk management is an important part of Fujitsu's internal operations. Through risk management, we ensure that risks affecting the company's business are identified, managed and monitored.

New digital opportunities increase cyber crime. When everything goes online, more and more people are exposed to more diverse and professionally committed abuses.

Fujitsu has been awarded the Information Security Management System ISO/IEC 27001 certification. The ISO standard includes a comprehensive set of security and management requirements that the company must have in use, communicated, described and approved by management, as well as being subject to continuous development. Leading international ICT service providers have adopted ISO/IEC 27001 certification extensively. The certification concerns monitoring of servers and data communication, management and use services, application services, end-user support services, mobile and Internet services, logistics and installation services and HR management.

Third Party Due Diligence

In order to decrease the risks of bribery and corruption when working with third parties and to comply with its own ethical standards and the anti-corruption guideline, a "third party due diligence process" for the verification of vendors has been implemented in Europe. Prior to entering into business relationships, Fujitsu is intensively examining whether its vendors meet the high standards of the Fujitsu Group with regard to combatting corruption.

A hand holding a smartphone is visible in the top left corner. The background is a soft-focus image of many small, glowing lanterns floating in the air, creating a warm and ethereal atmosphere.

Data Protection

Data Protection is a key part of our operations and services. Customers, legislation and business make demands on Fujitsu, and secure operation help our company meet these requirements. It is also very important to educate end users to act in a secure manner so that they understand the risks involved in processing information. If the risk awareness of users is modest, security can become a serious challenge for the company. Fujitsu takes its data privacy obligations very seriously, and an extensive General Data Protection Regulation (GDPR) readiness programme was implemented within the group which included employee communications and training, reviewing and updating internal policies, system capability reviews and customer and supplier engagement.

Contribution to GDP and Taxes

We are fully committed to greater tax transparency. As a responsible taxpayer, Fujitsu does not engage in any aggressive tax planning, tax avoidance schemes or offshore tax structures to artificially reduce the amount of tax it pays in Sweden. Fujitsu Europe ensures that all tax decisions are accompanied by due consideration to its corporate and social responsibilities.

Fujitsu's fiscal year runs from April 1 through March 31. We refer to our fiscal years based on the calendar year in which the fiscal year begins.

People

Fujitsu is a leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 132,000 Fujitsu people support customers in more than 100 countries.

In Fujitsu Sweden on 31 March 2019, the number of permanent employees was 627, working in the HQ situated in Kista, Stockholm and over twenty other sites throughout the country.

In addition, during the year we engaged 203 sub contracted workers, equivalent to 180 full time employees. Our sub contract workers provide services such as consulting and infrastructure services.

The average age of all employees is 45.5 years old and 9% of our employees are under the age of 30. During the year we employed 92 people, with 29% of these new hires under the age of 30.

27% of our workforce is female and we have 36% female managers. The national average in the Swedish IT and Telecommunication Industry is 28% and 29% respectively.

Human Rights

Recently, the role of companies in upholding human rights has become clearer. In our daily business activities, we interact with a huge variety of stakeholders and touch the lives of millions of people every day.

We have a responsibility to use that influence to respect and uphold international human rights norms. Fujitsu is applying international standards, including the 2011 UN Guiding Principles on Business and Human Rights, to our business operations. In December 2014, we published the Fujitsu Human Rights Statement to show our commitment in this area. We are using a risk based approach to human rights due diligence on our own operations and through our value chain, and will communicate the results through our global CSR report.

Locally we have developed an Equality and Diversity Policy and a Harassment Policy to further break down the Fujitsu Group statements and local laws and regulations.

VIP – Value in People

For Fujitsu Sweden it is of great importance to highly value our employee's engagement and therefore reward employees who contributes with extra effort and act as role models of the company's values. The rewards are carried out according to Fujitsu Sweden's valuation and reward model "Value in People" (VIP) and are handed out as "awards" that can be given to individuals or to groups. Anyone can nominate an employee. In FY18 35 employees were awarded, 5 Gold, 22 Silver and 8 Bronze.



FUJITSU

Tel: +44 (0) 1235 79 7711

E-mail: Corporate.Responsibility@uk.fujitsu.com

Website: fujitsu.com/se/

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