



## Global Responsible Business

### - Community -

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

## Community Activities

### Goals

#### WHAT FUJITSU ASPIRES TO BE

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

We will evaluate, analyze and communicate the impact that our employees have made, and offer greater value to society.

#### GOALS FOR FY2022

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

KPI: Rate of increase in the number of employees participating in social contribution activities related to social issues:

A 10% increase compared to FY 2019 under the new normal

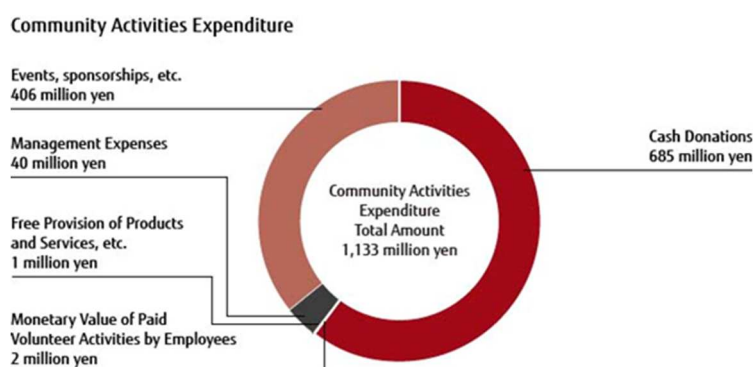
## Our Approach to Community Activities

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

## FY 2020 Performance

### Total Amount of Investments for Social Contribution Activities

The following chart describes the investments for community activities at Fujitsu in FY 2020.



### 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 Group Sustainability Data Book 2021

Fujitsu has set up a leave of absence system for employees to participate in the Japan Overseas Cooperation Volunteers or the Senior Japan Overseas Cooperation Volunteers (for up to three years), as well as a system that allots five vacation days a year for volunteer activities, which can be accumulated for a maximum of 20 vacation days. In FY 2020, two employees took their accumulated vacation days (eight days in total) to conduct volunteer activities.

## Activities Aimed at Resolving Societal Challenges

### Partnering with Centrica to Provide Homeschooling Support (UK)

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Many children have had to shift to remote learning from home because of the COVID-19 pandemic. Fujitsu UK has partnered with Centrica to create a system for refurbishing old business laptops and PCs and distributing them free of charge to families whose home environment prevents them from accessing a suitable level of distance learning. Approximately 350 devices have been distributed to date. PCs undergo a condition assessment and cleaning, data is securely erased, the latest operating system is installed, a final test is conducted, and each device is ready for delivery to a family the next day. These PCs also contribute to the psychological care of children while they are unable to leave the home, because a computer allows a child to communicate with friends and teachers in the outside world.



Using a donated laptop for remote learning

### Supporting the Employment of People with Disability by Partnering with an NPO to Purchase Vocational Products (Japan)

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Fujitsu's office and other Fujitsu Group companies in the Kansai region have partnered with an accredited NPO that sells vocational products assembled by people with disability. Together, the companies organized the in-house sale of the eye-catching products made at disability workshops throughout Japan. An unattended sales cart called "Petit Marché" was designed as a permanent fixture to display the goods available, allowing work-from-home employees to make purchases whenever they visit the office. Fujitsu's partnership with the NPO led to flourishing sales, as together they planned and selected products, replacing and restocking the goods on a regular basis. This not only served as a chance for Fujitsu employees to better understand the importance of social contribution, but also provided an opportunity for the NPO to improve its sales know-how. The initiative is also contributing to the revitalization of local communities by connecting Fujitsu employees, who may find it hard to otherwise make a social contribution, with the issues commonly encountered by disability centers and NPOs that are not accustomed to marketing their products.



The unattended sales cart "Petit Marché" in a Fujitsu office

## Supporting the Programs of U.S. NPO Kiva Microfunds (Japan)

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Fujitsu Group company, Ridgelinez Limited, is a transformation design firm that creatively integrates strategy, design and technology, acting as a pacesetter for leaders who aspire to a people-centric approach to transformation. Fujitsu believes that it is important for all employees to be personally aware of the SDGs and the need to contribute to sustainability. The company is therefore participating in programs established by Kiva Microfunds(\*1), a U.S. NPO that supports the provision of microfinance(\*2) to entrepreneurs in developing countries. Through the sustainable microcredit activity enabled by the Kiva crowdfunding platform, Ridgelinez is providing new business opportunities for entrepreneurs to purchase farm equipment for greater yields, to improve the communication environment for children's mobile learning, and to launch pharmacies to support the health of local communities. By discovering what drives leaders who aspire to change and by supporting their activities, the company is fostering a culture of 'acting to change the world and society'. As a transformation design firm, Ridgelinez will continue to provide sustainable support so that people around the world can enrich their lives and proactively take on new business challenges.



Entrepreneurs who have received funding

- \*1 The world's first person-to-person microfinance organization, founded in 2005. A system for lending money via the Internet to sole proprietors in developing countries.
- \*2 Financial services such as small loans and deposits designed to help needy people operate businesses, become self-reliant, and lift themselves out of poverty.

## Social Contribution Activities Related to the Environment

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

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

## Support for Damage from Natural Disasters

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The Fujitsu Group is carrying out donation and contribution campaigns in order to assist with efforts to recover from the damage caused by natural disasters.

For examples of overseas cases where we donated and contributed to support natural disaster recovery, please see below (cases in Japan are available on our Japanese-language website)

- FY2020
  - Donation to the Australian bushfire appeal (A\$47,491 donated by Fujitsu Australia Limited).
- FY2019
  - Fujitsu donated food, and hygienic materials to families affected by the fires that occurred in the Philippines where at least 1,000 families were impacted.
- FY2018
  - Fujitsu responded to Hurricane Florence, which caused extensive damage in the southern part of the U.S., by raising

money to donate to the Red Cross.

- Fujitsu fundraised and matched employee donations for victims of the devastating California wildfires. Fujitsu also worked with Australia Post to quickly restore essential services after flooding in Townsville, Queensland
- FY2017
  - Fujitsu promoted initiatives to collect and deliver goods for firefighters combatting the wildfires in Portugal
  - Fujitsu donated food and personal care products to victims of Costa Rica's Hurricane
- FY2016
  - Fujitsu fundraised and matched employee contributions in support of Italy's earthquake victims
- See here for the Great East Japan earthquake disaster recovery and reconstruction support activities. (Japanese language only)  
<https://www.fujitsu.com/jp/about/csr/recovery/>

## Contributing to Society through Sports

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

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

## Cultural and Sponsorship Activities

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- See here for information on Fujitsu's cultural and sponsorship activities. (Japanese language only)  
<https://www.fujitsu.com/jp/about/resources/advertising/event/>



## Activities Utilizing ICT

### SDG Communities | 絆 (Fujitsu Global)

SDG Communities | 絆 is a project that aims to bring Fujitsu employees together to form global virtual communities focused on implementation of the Sustainable Development Goals (SDGs) set by the United Nations. When the outbreak of COVID-19 in 2020 impeded traditional forms of communication and resulted in the switch to teleworking, Fujitsu created new communities to promote the Fujitsu Way through SDGs. Employees can use the company's internal social media services to choose their own SDGs and start collaborating with other Fujitsu employees around the world who share the same objectives, thereby boosting their sense of organizational identity. The aim of participation and activity in SDG Communities|絆 is to embed the core values of the SDGs into the Fujitsu culture, as we work to make the world more sustainable and deliver on Fujitsu's corporate purpose.



An overview of community activities around the world

## Industry-Academia Collaboration to Foster the Development of Female IT Talent:

### Launch of an ICT Consortium Targeting Female University Students (Japan)

With the aim of fostering female talent to lead the Society 5.0 era, the Fujitsu Group and other member organizations have launched the Women's University Students ICT-driven Social Innovation Consortium (WUSIC). This is an industry-academia collaboration comprising two universities and three companies (Tsuda University, Japan Women's University, FJCT, Fujitsu, and Asia). Coding classes for cloud-based smartphone app development are being held along with networking events, and opportunities are being provided to promote the use of the apps and match businesses with university talent. A total of 143 female university students have participated in this program, with approximately 40 sessions being held so far. Fujitsu will continue to support the training of IT talent, fostering the study of coding to enhance ICT literacy and contributing to the development of planning and presentation skills essential for success in business.



Students participating in a coding class

## Training Environment for Ontenna Programming Provided Free of Charge (Japan)

Fujitsu is working on the development and deployment of Ontenna, a product that enables the hearing impaired to feel sound through vibration and light. Ontenna is a user-interface device that can be worn on the hair, earlobe, collar, cuff, etc., and allows the wearer to pick up tonal characteristics through vibration and light. Ontenna is now provided free of charge to around 80% of schools for the deaf, where it is used in speech and rhythm practice. Fujitsu has also developed a user-programmable application for use in schools for the deaf and other educational institutions around Japan, allowing children to easily customize the intensity of Ontenna's vibration and the color of the light according to the volume of the sound for the desired reaction. Fujitsu was able to create a high-quality educational solution that could not be achieved simply with conventional ICT education, making it possible for the hearing impaired to experience a new world of sound. Fujitsu is also helping to facilitate an understanding of diversity in society by making it possible for more people to experience Ontenna through free lending and program rental at schools and educational institutions interested in programming training using this device.



Ontenna in use



The vibration intensity and light color can be customized



The application in use at a school for the deaf

## Fujitsu-JAIMS Foundation

### Transcending borders to create a better future

Fujitsu-JAIMS was established as a non-profit educational foundation in 1972 (the Japan-America Institute of Management Science), based on the then-President's mission to "develop talent capable of building a better future". In the half century since its establishment, JAIMS has been working to develop leaders capable of creating the value required throughout that period.

Since 2012, JAIMS has been a pioneer in fostering leaders capable of pursuing "the betterment of society (the common good)" by offering a training program in the Asia-Pacific region for those with a clear commitment to contributing to the advancement of their own country and their own community. We aim to realize the vision of developing talented people who can create new value for society. In addition to providing full support for operations, funding, etc. at JAIMS, Fujitsu incorporates its practical knowledge, technologies, and expertise into the program activities to further generate beneficial outcomes for society.



Program participants

- See here for information on JAIMS.  
<https://www.jaims.org/>



## Fujitsu Scholarship Program

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The Fujitsu Scholarship Program was established in 1985 to prepare future business leaders for the task of connecting Japan with the rest of the world.

The scholarship currently offers business people in the Asia-Pacific region the opportunity to participate in Fujitsu-JAIMS Foundation educational programs, with the intention of developing leaders who will have a valuable impact on their own local communities.

Fujitsu contributes to society by providing education rooted in the global community and offering scholarships to those aiming to help their own country or local community, thereby developing business leaders and promoting cultural exchange and mutual understanding.



Fujitsu Scholarship recipients

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

## 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 internationally, 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)

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The World Business Council for Sustainable Development (WBCSD) is an organization headed by the CEOs of around 200 global corporations that aims to make sustainable communities a reality through business activities. The WBCSD advocates for economic system reforms under six programs: people, circular economy, redefining value, cities and mobility, food and nature, and climate and energy. Fujitsu has been involved with the WBCSD since 2013, and has continued to conduct activities working within several of these programs. Since 2018, CEO Tokita has been serving as part of the WBCSD executive committee.

Fujitsu also participated in the WBCSD's formulation of "Vision 2050: Time to Transform" in March 2021, its long-term vision for the period up to 2050. "Vision 2050: Time to Transform" compiles international challenges, roadmaps, and other information with the aim of bringing about a society in which more than 9 billion people are able to live well, within planetary boundaries, by 2050. It was developed over the course of more than 18 months, with input from more than 200 companies and stakeholders in 20 countries.

In "Vision 2050: Time to Transform," the WBCSD identifies nine areas of transformation that companies need to achieve, including energy, manufacturing and resources, and health and wellbeing, and outlines specific actions for the next ten years. Fujitsu's purpose is aligned with "Vision 2050: Time to Transform," and we will continue to work toward the realization of a sustainable society.

- WBCSD  
<http://www.wbcsd.org/>
- Vision2050 Special website  
<https://timetotransform.biz/>



## Involvement with the World Economic Forum (WEF)

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

In January each year, the WEF holds its annual meeting in Davos, Switzerland. The Davos meetings bring together in one venue more than 3,000 leaders in their fields from around the globe, including company executives, political leaders, intellectuals, and journalists, to discuss the major problems confronting the world.

In 2021, due to the impact of COVID-19, the "Davos Agenda" was held as an online event for five days, starting January 25. Under the theme of "A Crucial Year to Rebuild Trust," leaders from various fields engaged in lively virtual discussions with a view to partnering to rebuild the world's economic and social systems in the post-COVID era. From Fujitsu, CEO Tokita and COO Furuta participated in various sessions and gained more in-depth insights about the role that companies should play in bringing about a sustainable society.



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