

FUJITSU

UK Responsible Business Report

Financial Year
2023-2024



An aerial night view of London, showing the city lights and the River Thames. A large dark semi-transparent rectangle is overlaid on the image, containing white text. In the bottom right corner of the page, the number '2' is visible.

Foreword

A statement from the Fujitsu Group on the Post Office Horizon IT

The Fujitsu Group regards this matter with the utmost seriousness and offers its deepest apologies to the sub-postmasters and their families.

The UK statutory public inquiry, to which our UK subsidiary is providing full cooperation, is examining complex events that have unfolded over many years, and we remain steadfast in our commitment to this cooperation. Based on the findings of the Inquiry, we will also be working with the UK government on the appropriate actions, including contribution to compensation.

The Fujitsu Group hopes for a swift resolution that ensures a just outcome for the victims.



Contents

1	Introduction	6
	1.1 Message from Anwen Owen, Head of Fujitsu UK & Ireland	7
	1.2 How to read this report	7
2	How we operate	8
	2.1 The Fujitsu Way	9
	2.2 Our Values: Understanding what matters most	10
	2.3 Our Purpose	11
	2.3.1 Purpose Carving	11
	2.4 Code of Conduct	11
	2.5 Fujitsu Uvance	12
	2.6 Global Responsible Business	14
	2.7 United Nations Sustainable Development Goals	15
	2.8 Governance and Compliance	15
3	People	16
	3.1 Human Rights	18
	3.1.1 Fujitsu Group Human Rights Statement	18
	3.1.2 Modern Slavery	18
	3.1.3 Speaking up	18
	3.1.4 Whistleblowing	19
	3.1.5 Marking International Human Rights Day	19
	3.2 Diversity, Equity & Inclusion	20
	3.2.1 Our Inclusive Community	22
	3.3 Wellbeing	26
	3.4 Occupational Health and Safety	30
	3.4.1 Occupational Health and Safety Priorities	31
	3.4.2 Keeping our people safe	32
	3.4.3 Safety Education	32
	3.4.4 Removing Barriers	33
	3.4.5 Occupational Health and Safety Accreditations	33
	3.4.6 Occupational Health and Safety Collaboration	33

4	Planet	34
	4.1 Our global commitment to net zero	36
	4.1.1 Targets and Accreditations	36
	4.1.2 Preparation for TCFD	39
	4.1.3 Transforming our UK Fleet: One year on.....	40
	4.1.4 Fujitsu's and Riverbed's shared commitment to sustainability.....	43
	4.2 Our Data	44
	4.3 Sustainable Supply Chain	46
	4.3.1 Understanding Supplier Sustainability	48
	4.3.2 Diversity in the Supply Chain.....	49
	4.4 Employee Awareness	50
	4.4.1 Sustainability Week.....	50
	4.4.2 Sustainability in Action: Landscaping with The Conservation Volunteers and Inspiro	50
	4.4.3 Climate Fresk	52
5	Prosperity	54
	5.1 Charity Partnerships	56
	5.1.1 Cancer Research UK	56
	5.1.2 SSAFA: The Armed Forces Charity	60
	5.1.3 Visiting SOS Children's Villages with KFC UK&I	61
	5.2 Science, Engineering, Technology & Maths (STEM)	62
	5.2.2 WorkX: Virtual work experience with Fujitsu and Springpod	64
	5.2.3 Armed Forces Covenant	65
6	Fujitsu UK Corporate Profile	66

1 Introduction

Established in 1935, Fujitsu is the world's 9th largest and Japan's largest IT services provider, offering Digital Transformation (DX) and other IT services in 180 countries, with over 124,000 employees worldwide. We believe in the power of bringing together different people with a shared ambition to create transformational change for our customers and enable positive change in the world.

We live in an ever-changing world. A world that faces a series of complex challenges, from economic inequality to climate change. By doing the right thing and contributing to society, we hope to build the trust we need to continue to grow and make long term, sustainable contributions to our world. These are Fujitsu materiality commitments.

This is key to achieving our purpose of **'making the world more sustainable by building trust in society through innovation'**.

Being a responsible business is at the heart of everything we do. It drives how we do business and how we deliver for our people, our customers, society, and the planet.

Throughout this report, we will reference the Fujitsu Group, Fujitsu in Japan and Fujitsu in the UK.

1.1 Message from Anwen Owen, Head of Fujitsu UK & Ireland

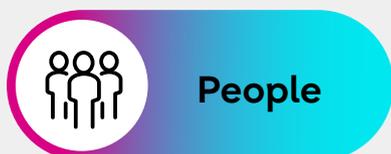
"In this era of uncertainty, it is crucial for companies to generate social value, to give back to communities and societies, and to act responsibly in decisions and behaviours - both publicly and behind closed doors. What guides our ways of working at Fujitsu is our Fujitsu Way values of trust, empathy and aspiration. In the UK, we consistently reinforce these values in the decisions we make and our interactions with customers, partners, suppliers, internally within the organisation, and with the wider societies in which we operate. This includes using our Fujitsu Way to underpin our Responsible Business Strategy which contains enabling initiatives that contribute to achieving the targets of the United Nations Sustainability Development Goals (UN SDGs).

Our teams across the UK have built relationships over many years with a range of organisations in support of local, national and international social value efforts. I'm pleased to share many of the latest outcomes and impacts of these efforts in this report. I recognise we still have more to do, both in demonstrating our commitment to doing the right thing as a responsible business, and in building trust in society. I'd like to take the opportunity to thank all our customers, partners, suppliers and our UK-based employees who work together every day towards better outcomes for society."



1.2 How to read this report

The next section, 'How we operate' provides an overview of our global approach to conducting our business ethically and sustainably. The report is then broken down into three key areas of impact:



2

How we operate

2.1 The Fujitsu Way

The Fujitsu Way is the guiding principle which forms the basis of the decisions and actions of all our colleagues in the UK, and around the world. It weaves through every aspect of our business, and comprises three main parts:

- **Our Values** of Trust, Aspiration, and Empathy
- **Our Purpose**, which is to make the world more sustainable by building trust in society through innovation
- **Our Code of Conduct**, which all colleagues must abide by and encompasses our Global Business Standards



2.2 Our Values: Understanding what matters most

Our Fujitsu Way values of **Trust**, **Empathy** and **Aspiration**, along with **Our Purpose** and our **Code of Conduct** are our foundation. They provide the framework that guides our decisions and the actions we take, as well as how we interact with everyone around us. The Fujitsu Way gives us a grounding in the way we work with colleagues and partners, and the way we serve the wider society around us.

These values have been the bedrock of our ethos, across the Fujitsu Group globally, for several years. However, we are committed to listening, and to continuous learning and improvement. With this in mind, we have put in place a programme of training, support and resources called 'Living the Fujitsu Way', to ensure everyone continually acts with empathy, trust, and aspiration in their work. Approximately 92% of our UK colleagues have completed the training, and over 7,000 internationally since it was launched at the beginning of 2024.



2.3 Our Purpose

We are living through an era that is fast changing, and uncertain. Societally, we are facing difficult challenges, such as economic crises, increasing international tensions, and an ageing population. At the same time, we are trying to mitigate against future threats such as climate change, armed conflict, and further pandemics. These problems pose a huge threat to the sustainability of our world.

At Fujitsu, we believe it is our responsibility to deliver innovative technology which will contribute to a transformation to a more sustainable society and planet.

2.3.1 Purpose Carving

To help Fujitsu Group employees further connect with our Purpose, they have the opportunity to participate in Purpose Carving. This program helps individuals to think about how their own, personal purpose interlinks with The Fujitsu Way, with 65,000 employees worldwide having completed the program so far. We know that if people feel a strong connection to a purpose, they feel more included and more motivated.

In late 2022 in the UK, colleagues told us through our Employee Engagement Survey that they needed help to relate their everyday roles to the Fujitsu Purpose, and so we set out to do just that. Roundtable sessions were held across multiple UK locations, where colleagues had the opportunity to ideate on the Purpose, bringing it to life for everyone. These discussions helped to raise awareness of the Purpose generally and allowed colleagues to reflect on what it means to them personally.

As a result of these sessions taking place, a further, more robust communications strategy on Purpose Carving was created. In late 2023, we reassessed our colleagues' position on the company purpose, and the scores reflected the largest positive score increase across the whole of the Engagement Survey.

2.4 Code of Conduct

The Code of Conduct states that:

- We respect human rights
- We comply with all laws and regulations
- We act with fairness in our business dealings
- We protect and respect intellectual property
- We maintain confidentiality
- We do not use our position in our organisation for personal gain

All Fujitsu colleagues agree to abide by the Code of Conduct, which, along with our values and our Purpose, governs how we conduct ourselves internally and externally.



2.5 Fujitsu Uvance

Fujitsu Uvance is a comprehensive solution designed to drive business growth and address societal challenges. By harnessing the power of data, we connect disparate processes across industries, unlocking new insights and opportunities. Leveraging our deep expertise in advanced technologies and diverse sectors, we empower organisations to accelerate their sustainability transformation.

Key benefits of Fujitsu Uvance include:

- Cross-industry collaboration: Fostering innovation through shared knowledge and resources
- Data-driven insights: Uncovering hidden patterns and opportunities for improvement
- Sustainability focus: Helping businesses reduce their environmental impact
- Technological advancement: Utilising cutting-edge solutions for competitive advantage

Sustainability Transformation with Fujitsu Uvance

Fujitsu Uvance is at the forefront of driving sustainability transformation. By integrating data-driven insights and advanced technologies, we empower businesses to reduce their environmental impact, optimise resource consumption, and build a more sustainable future. Our solutions address critical areas such as renewable energy integration, supply chain optimisation, circular economy initiatives, and climate risk management. Through collaborative partnerships and innovative approaches, we help organisations achieve their sustainability goals while maintaining business competitiveness.

Key focus areas of Fujitsu Uvance include:

Sustainability

Developing solutions to reduce environmental impact

Consumer Experience

Enhancing customer interactions and satisfaction

Healthy Living

Improving healthcare and wellness outcomes

Trusted Society

Building secure and ethical digital environments

Digital Shifts

Enabling businesses to adapt to the digital age

Business Applications

Providing tailored solutions for specific industries

Hybrid IT

Managing IT infrastructure across on-premises and cloud environments

Fujitsu Uvance

Fujitsu Uvance is the business focus we bring to technology and cross-industry functions. It is about building new possibilities by connecting people, technology and ideas, creating a more sustainable world where anyone can advance their dreams.

**Innovative solutions
that address business
challenges and solve
societal issues.**

FUJITSU

2.6 Global Responsible Business

To strive for global effectiveness, the Fujitsu Group established the 'Global Responsible Business' (GRB) framework which focuses on six long-standing pillars of responsible business. The framework flows down and is implemented at a regional, and then local level.



Human Rights
and DE&I



Well-being



Environment



Compliance



Supply Chain



Community

2.7 United Nations Sustainable Development Goals

Our purpose closely aligns with the United Nations' (UN) 17 Sustainable Development Goals (SDGs) which cover a range of global topics such as environment, gender equality and justice. We are actively working to contribute to achieving the SDGs, and in doing so, we are transforming to a sustainable management model via our GRB framework. In parallel, our Fujitsu Uvance brand enables us to work towards solving societal challenges with innovative solutions.



2.8 Governance and Compliance

The Fujitsu Group's dedicated compliance division seeks to foster a corporate culture in which each employee refuses to tolerate wrongdoing of any kind. The Fujitsu Group implements a detailed program of activities to promote a high level of compliance among all stakeholders in Fujitsu business, including business partners, to ensure the Fujitsu Way's Code of Conduct is followed and the highest levels of legal compliance are reached.

3

People

Our people are our greatest asset. Their creativity and dedication drive our innovation and success. We've created an inclusive environment where we celebrate uniqueness, care for each other's wellbeing, and support everyone in reaching their fullest potential.



3.1 Human Rights

3.1.1 Fujitsu Group Human Rights Statement

The Fujitsu Group Human Rights Statement is applicable to all Fujitsu business activities, across all areas of the globe in which we operate. This includes executives, permanent and contract staff. Additionally, we encourage all external stakeholders (including customers, suppliers, and other third parties) to support the statement.

The statement demands respect for the human rights of employees, customers, and end users, and of those within our supply chain. It also outlines the suite of international human rights standards we uphold, our approach to human rights due diligence, remedy, and governance.

3.1.2 Modern Slavery

The continued prevalence of forced labour and human trafficking is a serious global issue with millions of victims, and we will not tolerate this within our organisation or within our supply chain. We are committed to ensuring we minimise the risk associated with forced labour, modern slavery, and human trafficking. To find out more about our commitment, refer to our Modern Slavery Statement.

Did you know?

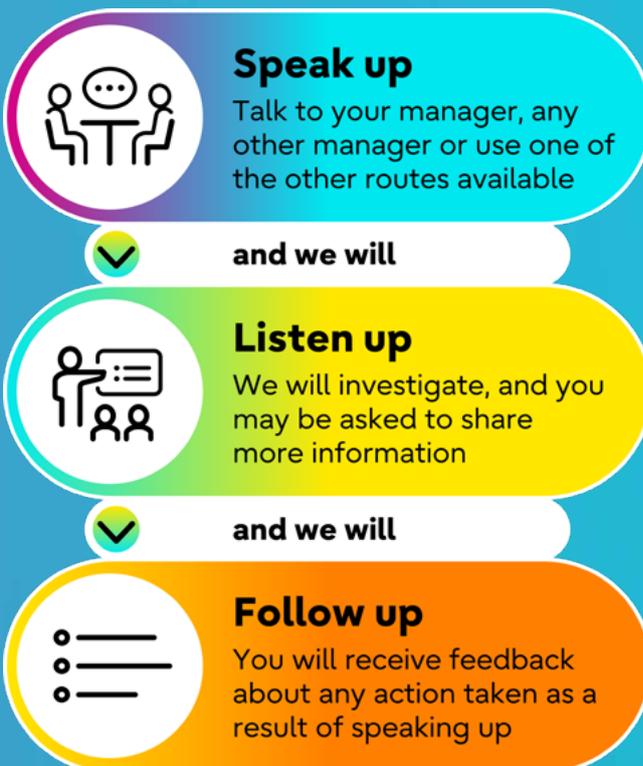
In the latter part of financial year 2023, we produced specific training on Modern Slavery, which was made available to all UK colleagues at the beginning of financial year 2024.

3.1.3 Speaking up

At Fujitsu, we are wholly committed to creating a culture of openness, integrity, and accountability and ensuring we live our Fujitsu Way values every day.

Our colleagues are actively encouraged to speak up, without fear of victimisation or retaliation, where they experience concerns, behaviour or challenges that are in contradiction to the Fujitsu Way. Equally, we want everyone to speak up when they identify opportunities to improve how we work, for our people, our customers or society.

We empower our people to speak up in a way that they feel is appropriate to themselves and their situation and offer various routes for people to speak up. Our promise to our people is simple: when any of our colleagues speak up, (we will) listen up, (and we will) follow up.





3.1.4 Whistleblowing

The protection of whistleblowers is of the highest priority at Fujitsu and governed by our Global Business Standards. Many countries in which we operate also have laws to protect whistleblowers and to punish individuals who commit retaliatory acts against whistleblowers. Retaliations against anyone reporting in good faith or assisting the investigation will be treated as a serious disciplinary matter. For raising concerns as a whistleblower, we have established the Fujitsu Alert tool, where whistleblowers are treated with confidentiality and potential breaches are investigated. We have additionally implemented the requirements under EU Directive 2019/1937 on Whistleblowing ('Directive'), which shall encourage whistleblowing and increase protection of whistleblowers.

3.1.5 Marking International Human Rights Day

In 2023, our commemoration of Human Rights Day aimed to deepen participants' understanding of Business and Human Rights risks in the supply chain. Engaging with customers and partners including Asterisk and Kirin Holdings, the three sessions, covering all time zones, highlighted activities across the various companies to assess the risks in their supply chains, sharing challenges and how they combatted them. The session moved into a panel-like discussion, exploring what the opportunities were for technology to aid the investigation and mitigation of Human Rights risks.

The event saw global participation. Feedback highlighted participants gained valuable insights. Over 70% of attendees recognised new business opportunities and learned tips to protect human rights in their daily work.

"Today's event gave me an opportunity to rethink the work that we do for society. Whether it is business to business or business to customer, there are always people involved and their human rights are involved."

A photograph of a man with a shaved head, wearing a light blue denim jacket, sitting at a desk and looking out a window. The background shows a modern office interior with wooden paneling and large windows. The image is partially obscured by a large, semi-transparent blue and purple gradient overlay on the left side.

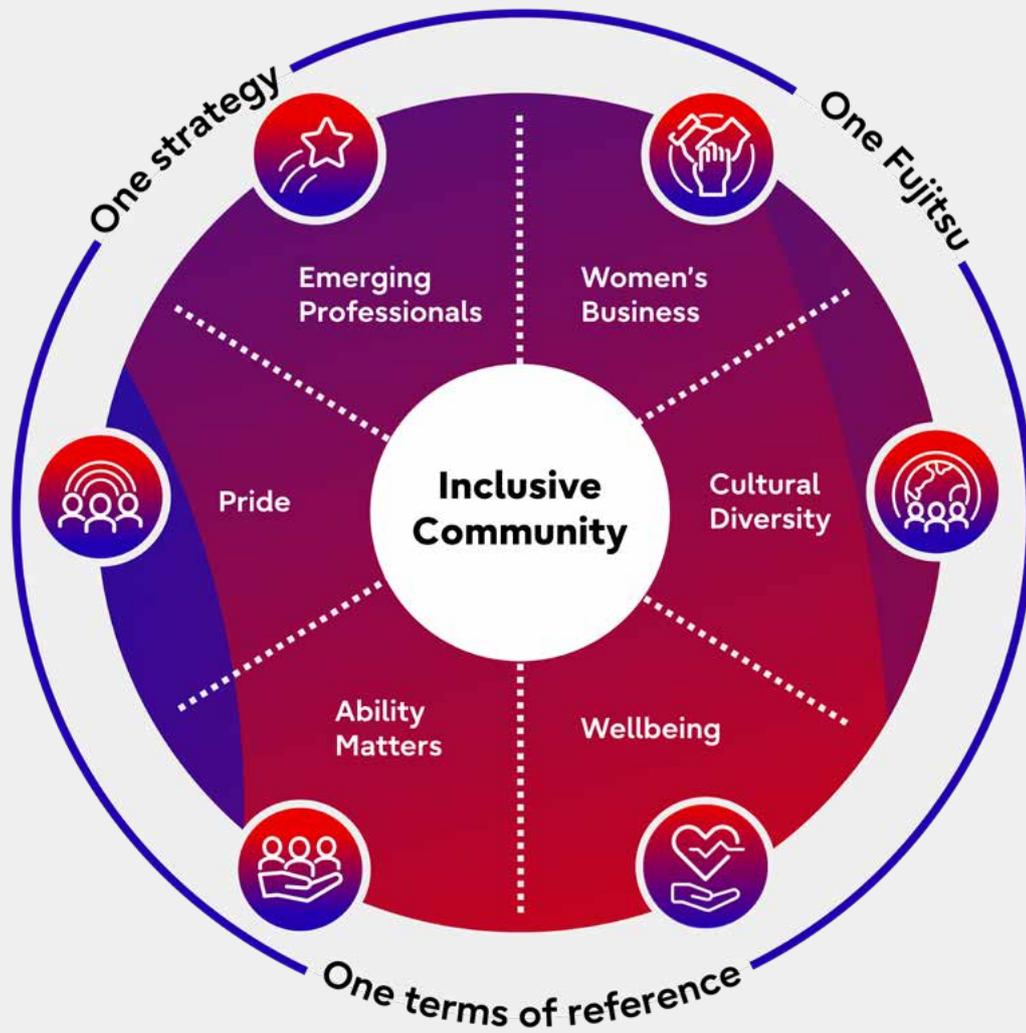
3.2 Diversity, Equity & Inclusion

We're dedicated to building a culture that embraces diversity, drawing talent from a broad range of backgrounds. We champion respect and equal opportunities for everyone, regardless of age, disability, ethnicity, gender, gender identity, expression, religion, sexual orientation, background, or working style.

In today's interconnected world, diversity, equity, and inclusion are vital for engaging employees, fostering innovation, and driving growth. Our goal is to create an environment where diversity and inclusion are evident in every aspect of our organisation, from how we work together internally, to how we collaborate with customers and partners externally.

Our Diversity, Equity, and Inclusion (DEI) strategy sets out our five focus areas to ensure all our people belong and can be completely themselves at work. We call this commitment **#BeCompletelyYou**.

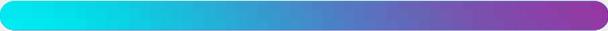




3.2.1 Our Inclusive Community

Here in the UK, our Inclusive Community is the heart of all our inclusion and wellbeing efforts. Led by passionate Co-Chairs and Executive Sponsors, and with support from Champions across the company, these networks come together to champion diversity in all its forms. By recognising the uniqueness of each individual, our networks play a vital role in creating a workplace where everyone feels seen and valued.

Our **Cultural Diversity Network** exists to celebrate and enhance the cultural diversity our people bring to Fujitsu. The network hosts monthly coffee mornings, bringing together people to discuss a range of topical issues – such as talking about religion at work, educating people about Ramadan, recognising the experiences of women of colour, and many more. These are well-attended, safe spaces for people to learn more about each other and to contribute ideas to enhance belonging for all. The network and its Champions play a key role in supporting our Ethnicity Action Plan, which aims to ensure that people of all ethnicities can thrive at Fujitsu, that we represent the society we serve, and that we eradicate our Ethnicity Pay Gap by 2030. With the support of the network, we were shortlisted as top employer at the Black Tech Achievement awards 2023, plus colleagues were shortlisted for awards for Employee of the Year and Lifetime Achievement in 2024.

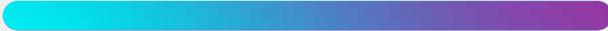


Financial year 2023 was a transformational year for the **Ability Matters** network; our employee resource group was on a mission to empower our colleagues with disabilities, impairments, and care-giving responsibilities. This year saw a significant increase in network membership, reflecting strong employee engagement over the course of the year. Employees engaged in awareness over 19 topics, spanning from accessibility to brain injury, to diabetes, to cancer. This was enabled by 18 of our own colleagues who bravely shared their personal stories, and through collaboration with six partner organisations.

Through these sessions, several charities personal to our people were identified, and each selected charity then benefited through the Fujitsu's charity engagement fund. History was made as the network introduced the first ever specialist school to Fujitsu UK's school engagement programme. To mark the International Day of Persons with Disabilities (IDPD), Ability Matters delivered a week-long series of events including an in-house workshop with several special educational needs (SEN) students, co-hosted events with partner organisations, facilitated an event alongside our internal wellbeing network on the connection between wellbeing and disability, finishing the week with a 'Positively Purple Quiz', and a final day of reflection.

Ability Matters puts its people first, enabling colleagues to be completely themselves through various mechanisms such as our People Library, the Be Completely You Passport, and Workplace Adjustment Programme. Members' voices were heard through regular feedback; enabling the Ability Matters approach to be personalised to our colleagues' individual circumstances.

All of this is encompassed in celebrating our wins - in 2023 we were accredited Disability Confident Leader status for another year. Bringing accessibility and disability inclusion to the forefront of people's minds through network initiatives has made the Ability Matters network activity a resounding success and our company a better place to work for everyone.



The **Emerging Professionals (EP)** community supports new joiners and returners, empowering them to grow and thrive within our company. As an organisation, we recognise the importance of providing resources and guidance to help young professionals adapt to the post-COVID-19 working environment and succeed in their careers.

During financial year 2023, the EP community has facilitated several events, open to all. In particular, the Leaders stories were a huge success, and saw the Executive Sponsor of the network share his career journey and host a question-and-answer session afterwards. This candid storytelling enabled young professionals to see senior leadership in a way that they can identify with, in addition to offering guidance on how to deal with challenges whilst in the early stages of their career. Over 120 colleagues attended this event, highlighting the importance of role models to our Emerging Professionals community.

More recently, the EP community hosted a networking event in collaboration with the Women's Business Network to mark International Women's Day. The event provided a forum for young female professionals to connect with mentors, and to gain wider insight into the organisation.

Mental Health is a subject that sits close to the heart of all inclusive community members, and to mark Mental Health Awareness Week, the EP community created a signposting video not only to guide colleagues towards mental health support resources available to them, but to continue towards an end in the stigma around talking about mental health.



The **Women's Business Network** connects women across Fujitsu to get the support they need to be the best they can be, in support of our company's strategic growth. The network plays a key role in contributing to our gender balance action plan, which has led to a reduction of our gender pay gap from 17.9% in 2017 to 10.7% in 2023. This initiative hosts regular leader stories, with female leaders sharing their personal career journeys with the aim of inspiring others and breaking down barriers.

Community members have received internal and external recognition, including the Women and Diversity in Channel Awards, with 6 out of 15 nominees shortlisted, and Women in Tech Excellence Awards where 6 out of 16 Fujitsu nominees were shortlisted, with Deb Lewis winning 'Hero of the Year'. For International Women's Day, the network celebrated throughout the week with panel discussions, face-to-face networking and mentoring with the Emerging Professionals network and collaborated with the Cultural Diversity Network to host on-site events exploring and celebrating Muslim women during Ramadan. These events were attended by many colleagues, with great feedback and reconfirming the importance of focusing on intersectionality.

Fujitsu Pride is a global network, comprising local Pride networks within many countries. The Pride network in the UK is particularly active, and in financial year 2023, welcomed two new network Co-Chairs. The purpose of Fujitsu Pride UK is to facilitate a vibrant, supportive community where LGBTQIA+ colleagues are empowered to be completely themselves.

Every year, the network marks Pride Month, and in financial year 2023 a team of colleagues from Fujitsu Pride attended Birmingham Pride. Walking in a Pride parade is particularly meaningful because it serves as a powerful act of visibility and solidarity with the community. At Fujitsu, it is vital to us that our people can express their identities openly and without fear; and by walking in a Pride parade, we show our commitment to challenging prejudice and inspiring positive change.

The network aims to realise this purpose through their four stranded strategy:

- Firstly, creating an including and engaging community which fosters a culture of inclusion, where both allies and members are empowered to stand up to, and call out any unacceptable behaviour they may see or experience
- Secondly, creating safe spaces – physically and metaphorically, to promote open, safe dialogue about LGBTQIA+ subjects whilst maintaining a non-judgemental and respectful forum
- Thirdly, wholehearted support for our members and allies. The Pride network strives to always provide genuine, unconditional support and kindness without judgement
- Lastly, celebration and education. The Co-Chairs and Champions of the network wholeheartedly believe in ‘busting the myths’ around the LGBTQIA+ community, and provide education articles, blogs, and webinars on topics such as understanding LGBTQIA+ terminology, what it means to be an ally, how healthcare can differ for members of the community, and marking events such as IDAHOBIT (International Day Against Homophobia, Biphobia and Transphobia), Lesbian Visibility Week, and LGBT History Month



3.3 Wellbeing

At Fujitsu, we care about the wellbeing of all our people. We are focused on connecting everything we do in both inclusion and wellbeing to help our people bring their full selves to work. An overall sense of wellbeing involves keeping our minds strong, remaining physically healthy, seeking personal financial stability both in the short and long term. Being in a position where we have access to advice and support regarding caring for loved ones as well as ourselves is also critical to supporting our overall wellbeing.

That is why our wellbeing strategy focuses on four areas:

Mental wellbeing

It is important to us that our culture supports positive mental wellbeing and normalises talking about mental health. We are signatories of the Mental Health at Work Commitment and in addition to celebrating individual dates in the wellbeing calendar, we create a regular programme of activities to promote open conversations about mental health. We also have MHFA England trained Mental Health First Aiders available to support all our people across the UK.

Financial wellbeing

We believe every employee should take control of their finances and make informed decisions. Fujitsu provides several financial benefits, including pensions and insurances to support employees in financial management. We also provide financial education to employees in the format of webinars and online learning.

Physical wellbeing

We recognise that physical activity can promote positive mental wellbeing, in addition to other health benefits.

Social wellbeing

We understand the power of building a positive social environment and culture at work, and we do this by creating a connected and inclusive environment where everyone can be themselves. We believe that managing each of these effectively is critical to supporting our overall wellbeing. Our managers play an important role in supporting the wellbeing of our people. We provide additional support and training for managers to enable them to spot and deal with any issues which may negatively impact our people's wellbeing and happiness.



Fujitsu wellbeing resources

- Wellbeing Hour
- Open Mental Health Culture
- Menopause Support
- Employee Assistance Programme
- Eye Tests
- Workday Meditation
- Onsite Health Checks
- Occupational Health
- Best Doctors®
- Wellbeing Charter
- DEI Events Calendar
- My Healthy Advantage app
- Bereavement Support
- Domestic Abuse Support
- Virtual GP Service
- Mental Health First Aiders
- Flexible Benefits
- Financial Wellbeing
- LinkedIn Learning
- Health Assessment
- Mortgage Services
- Wellbeing Champions
- Webinars
- Perks at Work
- Will Writing
- Inclusive Communities
- Work Your Way
- Work Your Way Podcasts
- Workplace Assessment
- Cycle to Work
- Coaching
- YuLife

3.3.1 Our Wellbeing Community

Our Wellbeing Community, which is part of our Inclusive Community, consists of Wellbeing Champions who support with driving and embedding a positive wellbeing culture across the business. In financial year 2023, they helped to support the launch of:

YuLife

In July 2023, we launched YuLife for all UK employees. YuLife supports both physical and mental wellbeing, allowing people to compete in virtual leader boards, complete daily challenges to earn YuCoin, and gain access to an online wellbeing hub. The app provides access to YuDoctor, a 24/7 private virtual GP for employees and their families.

46% of employees are using the app and since launching:



Chair Massages

We have engaged with a third-party provider to carry out chair massages at several of our sites to support the physical wellbeing of colleagues. Many people are sitting at desks for most of the day and the massages can help to improve musculoskeletal health. Feedback from colleagues includes:

"I had the neck and shoulder massage booked it was incredible! Over past year I have had shoulder pains which have completely gone because of the massage"

Coffee and Connect Sessions

In January 2024, we launched Coffee and Connect sessions as a way for people to come together at their local site to connect in an informal environment. As well as helping to establish a new onsite community in our offices, the sessions facilitate knowledge sharing amongst colleagues, improve communication, and enable our people to build new friendships and working relationships.



Men and Women's Health

We achieved the Menopause Friendly Accreditation in December 2023 and we have continued to raise awareness and support women who experience symptoms of menopause, reinforcing our commitment to the wellbeing of our people and fostering an open, inclusive culture where everyone can be at their best.



Men Talk! is a voluntary, people-led group which enables men to come together regularly to talk about the many and varied issues which may be affecting them. Sessions take place monthly and focus on different topics, selected by the community. In 2023, the sessions covered topics such as mental wellbeing, domestic abuse against males, Prostate Cancer, and a Man MOT session. The sessions are informal, creating a safe space for men to take some time out of the day to connect with, and learn from, others.

Wellbeing Webinars

We have facilitated webinars for all employees on a variety of different topics including:

- Mindfulness
- Mental wellbeing topics such as anxiety and resilience
- Working parents
- Breathwork

Our Early Careers population have also been offered sessions on financial and mental wellbeing, specifically tailored for them as they begin their transition from education into their professional lives.

Octopus Money

In 2024, we launched Octopus Money, offering one-to-one financial coaching for members of LifeSight (our main UK pension plan). Employees have the opportunity for one free session with a financial coach and the option to pay for further sessions to discuss financial goals, ask questions and build a step-by-step plan.

Perspectives Reverse Mentoring

It's likely that many of us have taken part in mentoring programs and relationships throughout our careers, either as a mentor or mentee. Traditional mentoring is where a senior leader forms a working relationship with a junior colleague (who is not in their reporting line), supporting their development, and guiding them through new situations. At Fujitsu, we've taken a different approach to mentoring.

The Perspectives reverse mentoring program is crucial for enhancing wellbeing at Fujitsu by fostering inclusion and understanding. Unlike traditional mentoring, where senior leaders guide juniors, this program flips the roles; senior leaders become mentees and are mentored by more junior colleagues from diverse backgrounds. This approach allows leaders to gain deeper insights into the lived experiences of different groups within the company, helping them identify actions to improve inclusivity. The program ultimately aims to create a workplace where everyone feels valued and can thrive. By encouraging open dialogue and shared experiences, Perspectives drives cultural change and strengthens wellbeing across the organisation.

The program not only supports the personal development of the mentees by offering them a fresh perspective on leadership, but it also empowers mentors by giving them a platform to share their lived experiences, voice their concerns, and influence organisational culture. By creating a safe space for dialogue and understanding, Perspectives contributes to a more supportive work environment where every employee feels seen, heard, and valued.

3.4 Occupational Health and Safety

Occupational Health and Safety (OH&S) at Fujitsu is globally aligned and supports organisational success by ensuring that not only are our workplace locations comfortable and safe for our people, but that their mental and physical health is supported as a priority. This includes removing any physical or digital barriers.

Our vision is to foster a culture which does not tolerate accidents, incidents, and poor safety performance. We do this by bringing safety to the forefront of the minds of our people in their daily activities and decision making.



Our vision

We will foster a culture that does not tolerate accidents, incidents and poor safety performance



Strategic goals

Make safety important and personal in order to influence people's decisions and behaviours



Focus area

- Continuous improvements with OH&S supporting tools, training and processes
- Evaluation of compliance
- ISO 45001 certification and extension to scope opportunities



3.4.1 Occupational Health and Safety Priorities

Several priorities support us in achieving our Occupational Health and Safety vision and strategy:



Simplify and challenge

- Deliver global OH&S support, advice and guidance to Fujitsu and its stakeholders



Strengthen - grow

- Implement world-class safety standards and management systems
- Continually evolve our reputation for sharing safety expertise globally
- Improve outcomes to support the business to deliver faster with what our customers need, and where they need it, through control of risk



Focus - nurture

- **Customers**
Support with bids and tenders for new and existing customers on Fujitsu safety management system processes and safety performance
- **People**
Keep our team members healthy and safe to embed a consistent positive health and safety culture and remove any potential barriers
- **Compliance**
Ensure compliance with local laws through monitoring and measurement, and evaluation to continually improve our performance in health and safety

3.4.2 Keeping our people safe

Throughout financial year 2023, we held regular awareness campaigns on reporting hazards, accidents, and incidents. We provided guidance to our people on the challenges of working from home, shift work, workplace adjustments, staying safe in extreme weather conditions, occupational stress, safe lifting techniques and lone working.

Fujitsu UK colleagues are sometimes required to travel internationally to meet customer or organisational requirements. Our commitment to their safety and to continuous improvement enabled us to implement new procedures, risk assessments and guidance materials to support those travelling overseas.

We provide a suite of tools to galvanise our approach to Occupational Health and Safety. The availability of this toolset is communicated regularly to our people, to ensure they are empowered to use them when required.

Business Continuity plans are in place for every activity carried out across Fujitsu, which enables our business to continue in the event of any unexpected interruptions. Within the UK our Business Continuity Management System is certified to ISO 22301, and across the rest of the organisation the Business Continuity Management System (BCMS) complies with the same overarching principles.

To test our readiness, a global Business Continuity event was held on the 21st of March 2024, emulating a fresh pandemic and requiring all colleagues to work from home. The event involved some 125,000 colleagues worldwide, testing our resilience and that of our systems and services, and no business impact was registered during the exercise. All Fujitsu locations remained open for colleagues to attend in the event of any interruption or customer necessity, and this enabled us to identify which activities have an onsite requirement that may require further planning or resilience.

3.4.3 Safety Education

Safety in numbers



4,500 cumulative hours of General Safety Awareness training our people completed in financial year 2023.

General Safety Awareness training, created by our OH&S team, is comprised of two courses: Safety Awareness World, and the City Safety Challenge. Set globally, the training sessions explore different work environments across the organisation, and enable our people to understand tangible OH&S risks in the workplace.

The nature of our business means we have colleagues such as our mobile engineering workforce, who require more specialist safety training. In financial year 2023, these colleagues completed over 720 hours of additional learning, in subjects such as working at height, manual handling, and asbestos awareness.

3.4.4 Removing Barriers

At Fujitsu, we're committed to fostering a culture of inclusion, that positively manifests diversity in the workplace. We have a clear, proactive path for colleagues to follow to ensure they're always able to work to their full potential.

We ask our people to complete regular workplace assessments, which ensure that they are always working in safe, comfortable environments. If potential issues are flagged, the case moves through our workplace adjustment process.

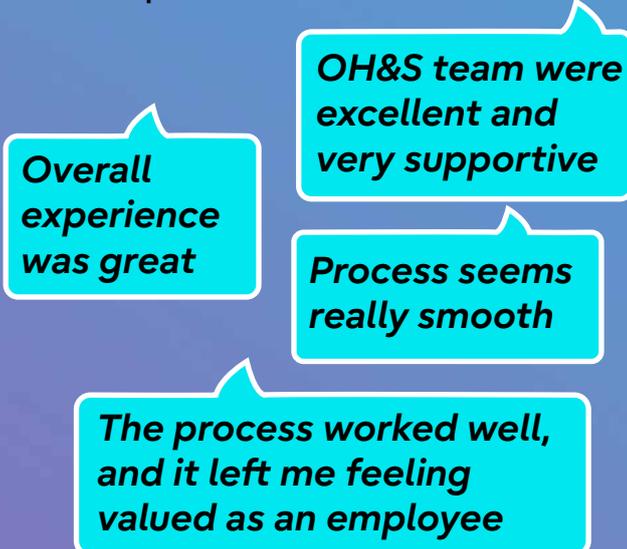


656 workplace adjustment requests received and dealt with by OH&S in financial year 2023

Working alongside a strategic partner, we've launched a faster, more simple ordering process for ergonomic workstation equipment, and assistive technology solutions.

We also work with Diversity and Ability, who provide us with specialist support services for workplace needs assessments and adjustment recommendations for our people. Being able to remove potential barriers in this way improves confidence, wellbeing, and productivity amongst our colleagues.

This is demonstrated by positive feedback, with 86% of the people who had received adjustments telling us they were happy with their new provision:



Overall experience was great

OH&S team were excellent and very supportive

Process seems really smooth

The process worked well, and it left me feeling valued as an employee

3.4.5 Occupational Health and Safety Accreditations

The approach to Occupational Health and Safety at Fujitsu is accredited to ISO 45001, the international standard for Occupational Health and Safety Management Systems.

In addition to ISO 45001, we hold and maintain our safety certifications with Safe Contractor, the Railway Industry Supplier Qualification Scheme (RISQS), the Contractor Health and Safety Assessment Scheme (CHAS) and the Utility Vendor Database Scheme (UVDB).

3.4.6 Occupational Health and Safety Collaboration

Fujitsu's commitment to implementing world-class safety standards and management systems often facilitates collaboration with Occupational Health and Safety leaders.

We work closely with the Institute for Occupational Health and Safety (IOSH), and our International Head of Occupational Health and Safety is a Chartered Fellow. Sitting on the IOSH Leadership Forum, he collaborates on safety and sustainability strategies.

Fujitsu is also represented on the Global Electronics Council. We hold an active membership and collaborate on creating strategies to create a world where only sustainable technology is bought and sold.

International Safety Awards 2024

The International Safety Awards, hosted by the British Safety Council, recognise commitment to excellent standards of health, safety, and wellbeing. In early 2024, we received a prestigious Distinction award, recognising our dedication to maintaining safe and healthy workplaces for our people.



4

Planet

Since the foundation of the Fujitsu Group in 1935, environmental conservation has been one of our top priorities. The principle of 'operating in harmony with nature' set out in 1935 remains at the heart of our current purpose, which is **to make the world more sustainable by building trust in society through innovation.**

4.1 Our global commitment to net zero

Our environmental data is held within our carbon accounting software Greenstone+ provided to us by our partner Cority. Our source data is collected in house and audited within the scopes of ESOS and other legislation, which is fed into the carbon accounting software. Cority is audited each year with regards to the performance of the software, and all emission factors used. We comply with the GHG Protocol and use DEFRA emission factors.

4.1.1 Targets and Accreditations

In May 2017 our parent company, Fujitsu Group, formulated the Fujitsu Climate and Energy Vision. In August of the same year, the company obtained Science Based Targets (SBTi) certification for 2°C aligned greenhouse gas (GHG) emissions targets. The SBTi aims to significantly reduce GHGs over the medium to long term by encouraging organisations to set voluntary emissions reductions targets, based on scientific knowledge compiled by organisations such as the Intergovernmental Panel on Climate Change (IPCC).

We didn't feel the goal of net zero by 2050 was soon enough, and nor did our customers. So, to accelerate our carbon neutrality as a global company (including our supply chains), we are now committed to expanding our use of renewable energy and achieving net zero GHG emissions in our business activities by 2030, and through our value chain (Scope 1, 2 and 3 emissions) by 2040. We are proud to say that in June 2023, our target of net-zero by 2040 obtained 'Net-Zero Target Certification' under the SBTi standard.

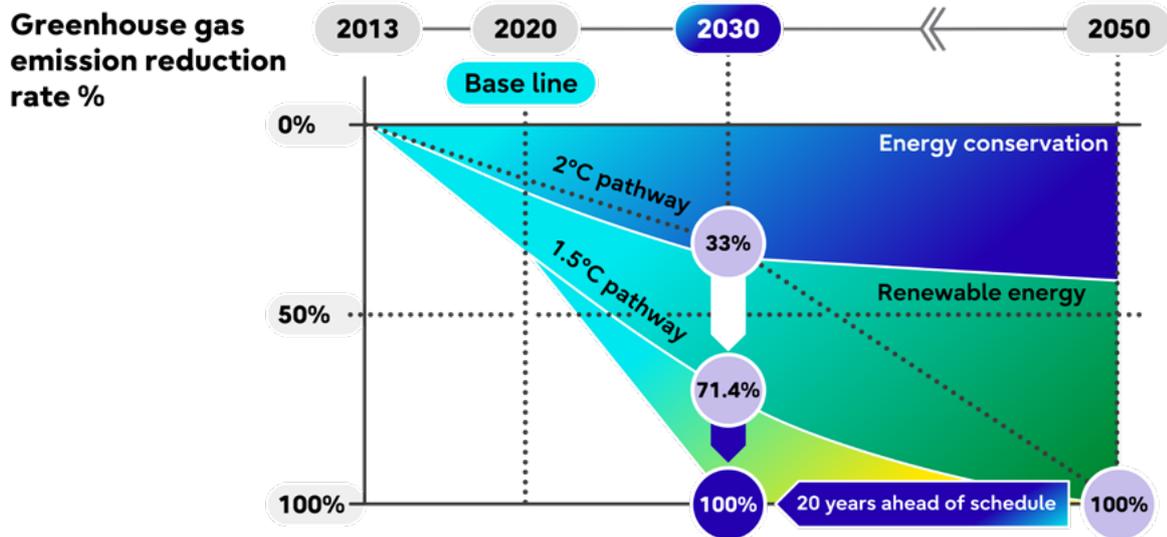
Our Environmental Management System is certified to ISO 14001, which is an international standard used for the certification of environmental credentials. We have maintained this certification since 2010. Our energy management system is built to ISO 50001.

In July 2023, Fujitsu Group were awarded Silver by EcoVadis and we continue to maintain our CDP A rating for climate change.

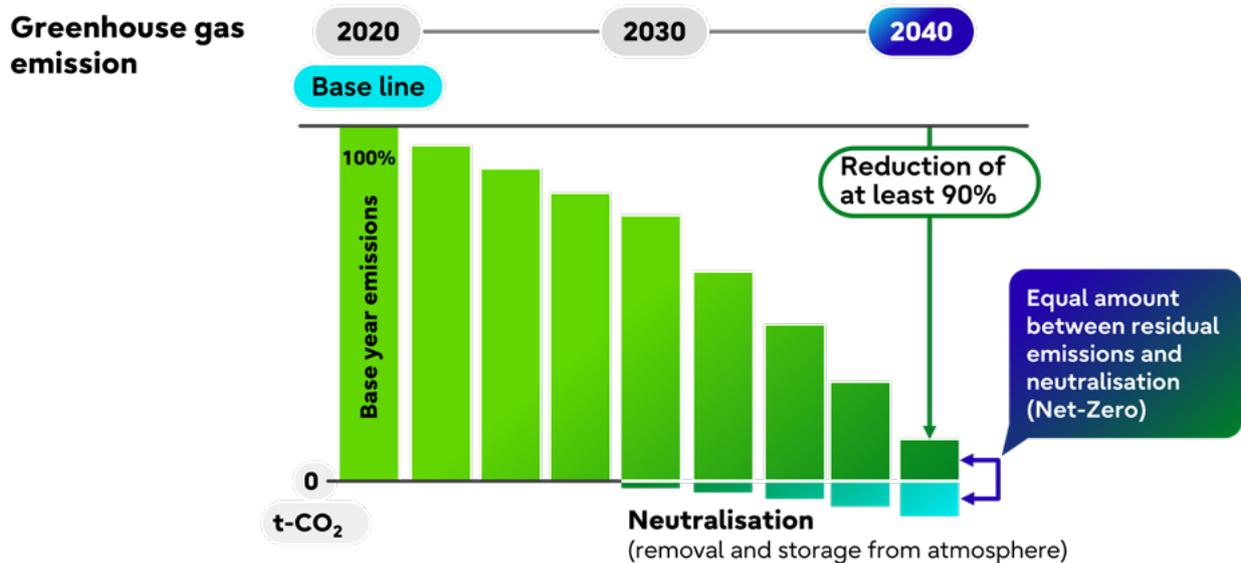
In the UK, we started using renewable energy over 11 years ago, and since 2014, we have been using 100% renewable electricity and gas at locations where we procure the energy ourselves. We have installed solar panels on one of our largest buildings to generate our own electricity.

The Fujitsu roadmap towards carbon neutrality

Greenhouse gas emissions from business activities (Scope 1, 2)



Reducing greenhouse gas emissions throughout the value chain (Scope 3)



UK Cabinet Office Carbon Reduction Plan

In 2023, our Head of UK, Anwen Owen, once again signed the Cabinet Office Carbon Reduction Plan on behalf of Fujitsu UK. This was a public commitment to achieve our new SBTi target of net zero by financial year 2030 for Scope 1 and 2 emissions, and financial year 2040 for Scope 3 emissions, and is vitally important given our status as a supplier to the UK Government.

[Read our Carbon Reduction Plan >](#)



4.1.2 Preparation for TCFD

At Fujitsu, we take a methodical and structured approach to climate risk. Guided by the Taskforce on Climate-Related Financial Disclosures (TCFD) framework, climate-related risks and opportunities are captured, analysed, and incorporated into our risk management framework. You can find out more about our Governance, Strategy, Risks, Metrics and Targets at Fujitsu Group level by referring to our [Fujitsu Group TCFD disclosure](#).

Continuing the important work done at the Fujitsu Group level, Fujitsu UK has been building upon this foundation with country-specific climate risk and opportunity management. Commencing in 2023, this country-specific assessment of risks, opportunities and related actions is an integral part of our climate action strategy, which informs our responsible business growth strategy.

This builds on our existing commitments, as described on our web page about the [Environment](#), and in documents such as our Cabinet Office Carbon Reduction Plan referenced above. Progress against these commitments can be seen in [Playing Our Part](#), a storybook of just some of our achievements to date.

While focusing on the UK, we included colleagues from across Europe, to enable us to create a framework to respond to TCFD-type requirements in other European countries as required. We worked on two scenarios – 1.5°C and 4°C, to enable us to identify potential risks and opportunities.

Our 2023 climate risk and opportunity workshops included key internal stakeholders from across our business, including:

- Finance, HR, Legal, Compliance, Procurement
- Properties and Shared Services
- Data Centres
- Sales and Pre-Sales
- Delivery

We also ran a version of the workshops with the UK Leadership Team to get their views and ownership of the risks and opportunities, reinforcing the principle that climate change is a leadership topic.

The risks identified and prioritised for quantification can be summarised as: risks to Fujitsu premises which may be in vulnerable locations; risk of changes to work patterns and demands on building infrastructure due to extreme heat; and risk of increasing costs having a detrimental impact on organisational finances.

Beyond identification of climate risks and opportunities, we are heavily focused on integration into existing management frameworks for traceability, consistency, and accountability. In the coming year, we will be working on putting the risks identified into an existing risk management system; and providing the opportunities to relevant departments for consideration. Both risks and opportunities have been distilled to avoid duplication, and a key handful have been prioritised for financial quantification for the purposes of this year's report. Others will be added in over time.

As a result of our analysis with respect to Fujitsu risk responses and its ability to seize opportunities by helping customers to resolve issues, our assessment showed that the Fujitsu business strategy is resilient in the medium to long-term.



4.1.3 Transforming our UK Fleet: One year on

In the UK, we have a large company car fleet, with around 750 vehicles being provided to colleagues from all areas of the company, and the country. Since 2020, declining carbon emissions have been observed as colleagues move towards more sustainable preferences when ordering their company car. We wanted to build on this progress, whilst helping to educate employees on the many benefits of making more environmentally friendly choices.

To continue the move towards a more sustainable fleet, we launched a new electric vehicle option to employees in the company car scheme in January 2023. Early adopters were offered several exciting benefits such as increasing the lease allowances for electric vehicles by up to 25%, a £500 company contribution towards the installation cost of a home charging point, and the early return of petrol or diesel vehicles in place of an electric vehicle, without a penalty charge. We also introduced popular electric vehicle manufacturers to our catalogue, to provide an improved choice for employees.

In the first three months of the new offering, we saw the volume of electric cars within our fleet double.

Twelve months later, many more employees have chosen to make the switch. In 2022, less than 5% of our fleet was made up of electric vehicles. At the time of writing, (Summer 2024) approximately 42% of our fleet is electric, and a further 29% is hybrid. We have subsidised over 300 home charge point installations.

In one year, we have cut the carbon emissions from our fleet massively, saving 3,000 tonnes of CO₂ on business travel by car alone.

Fujitsu environmental impact: company cars



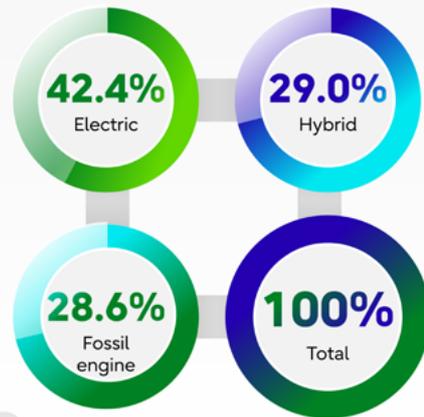
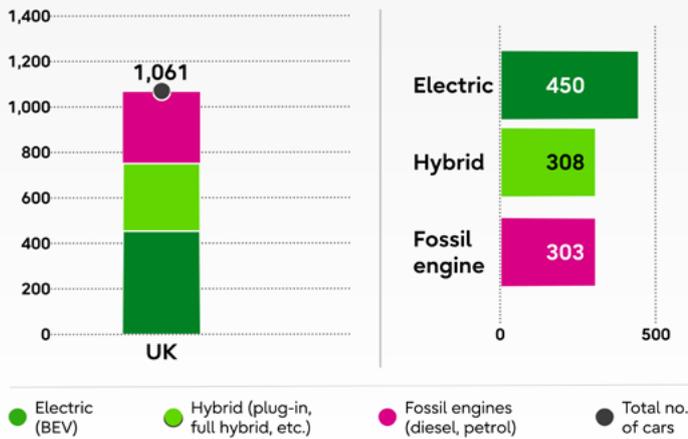
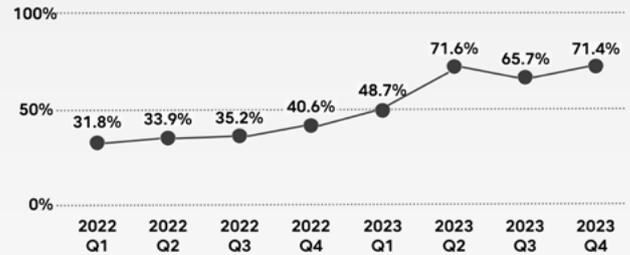
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Current period

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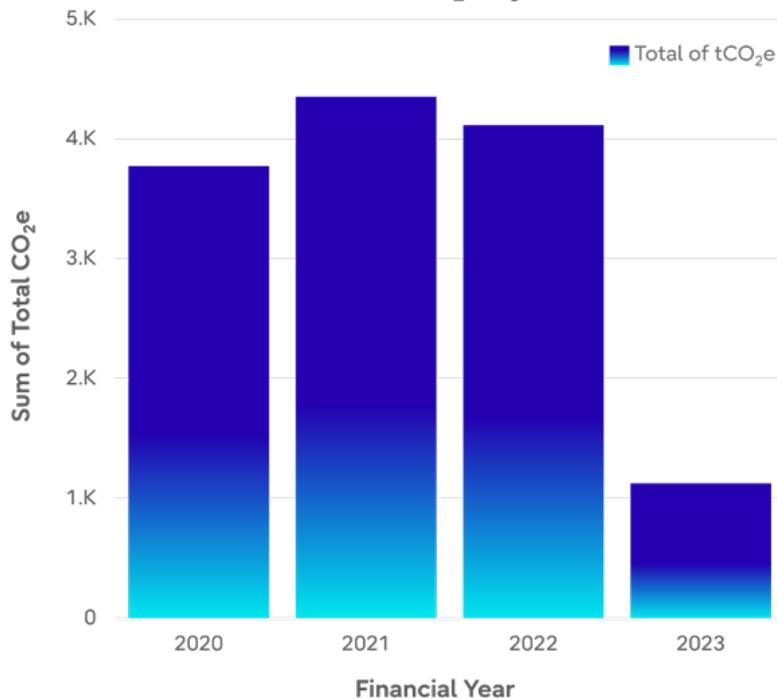
UK

Number of cars



Data for period: 2023 Q4

Sum of total tCO₂e by FY





4.1.4 Fujitsu's and Riverbed's shared commitment to sustainability

Fujitsu and Riverbed, in a shared commitment to sustainability, are innovating to support our customers' sustainability goals with Fujitsu's Intelligent Automation Platform powered by Riverbed's Aternity Digital Employee Experience (DEX) solution, which is revolutionising technology usage for the better. We work together to monitor energy consumption, reduce tech waste, and champion remote work for a more sustainable future.

To further this commitment, Fujitsu and Riverbed have partnered with One Tree Planted, whose contributions have been and continue to be essential to the reforestation, conservation, and protection of endangered forests around the world. Through Fujitsu's partnership with Riverbed, 21,511 trees have now been planted on behalf of our customers, including many based here in the UK.

4.2 Our Data

Our carbon footprint reduced from financial year 2022-2023, whether you look at the data from a Market-Based (27k to 16k t CO₂) or Location-Based (44k to 33k t CO₂) perspective¹. The increase from FY2021 is due to adding in additional data such as Commuting, Working at Home, and Supplier Emissions.

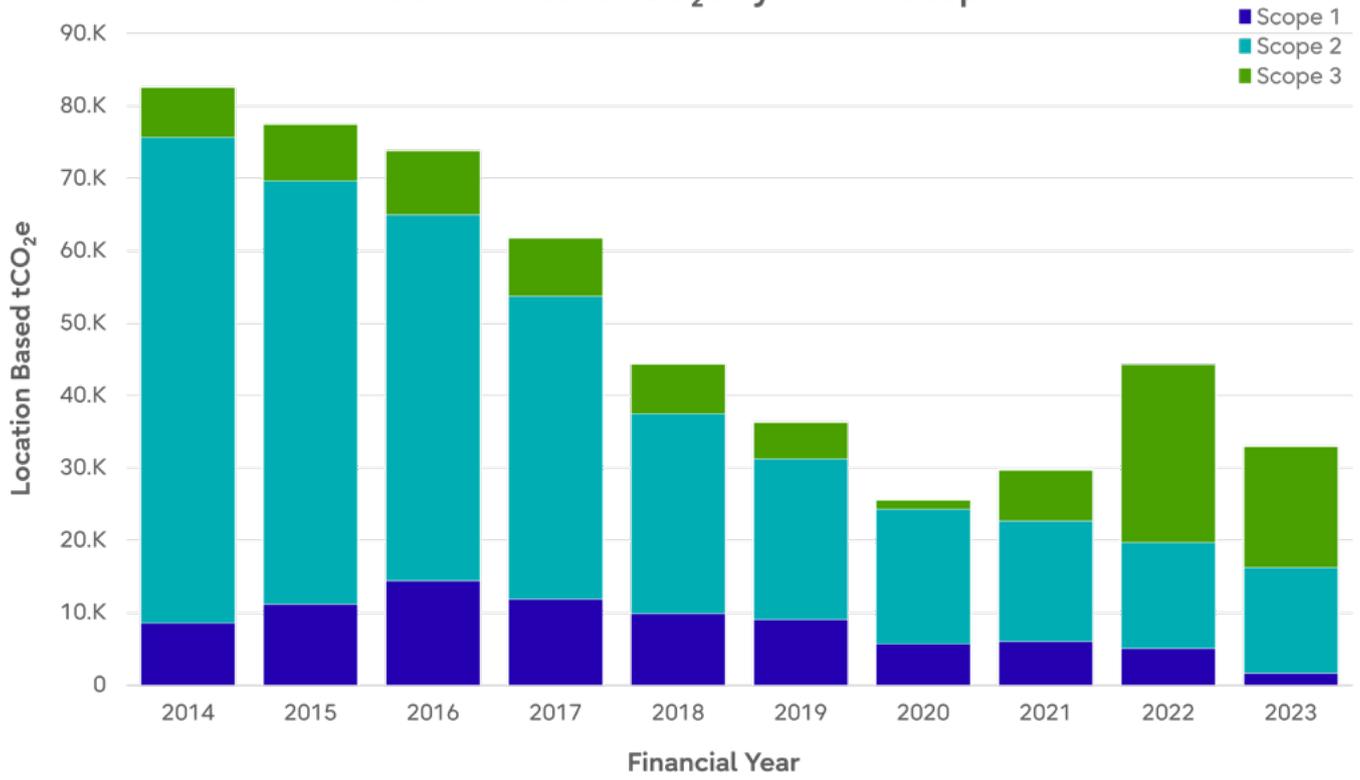
The subsequent decrease can be attributed to several factors, including:

- Energy usage due to fewer and more efficient buildings has reduced by 35%
- Reducing commuting from 6.4k to 1.6k t CO₂, partly due to increased use of electric vehicles but also due to a reduction of over 60% in the distance travelled. While this should be compared to the emissions of employees Working at Home, they have increased by less than 500t CO₂
- Supplier emissions have reduced by almost 2000t CO₂
- Number of nights spent in hotels has more than halved

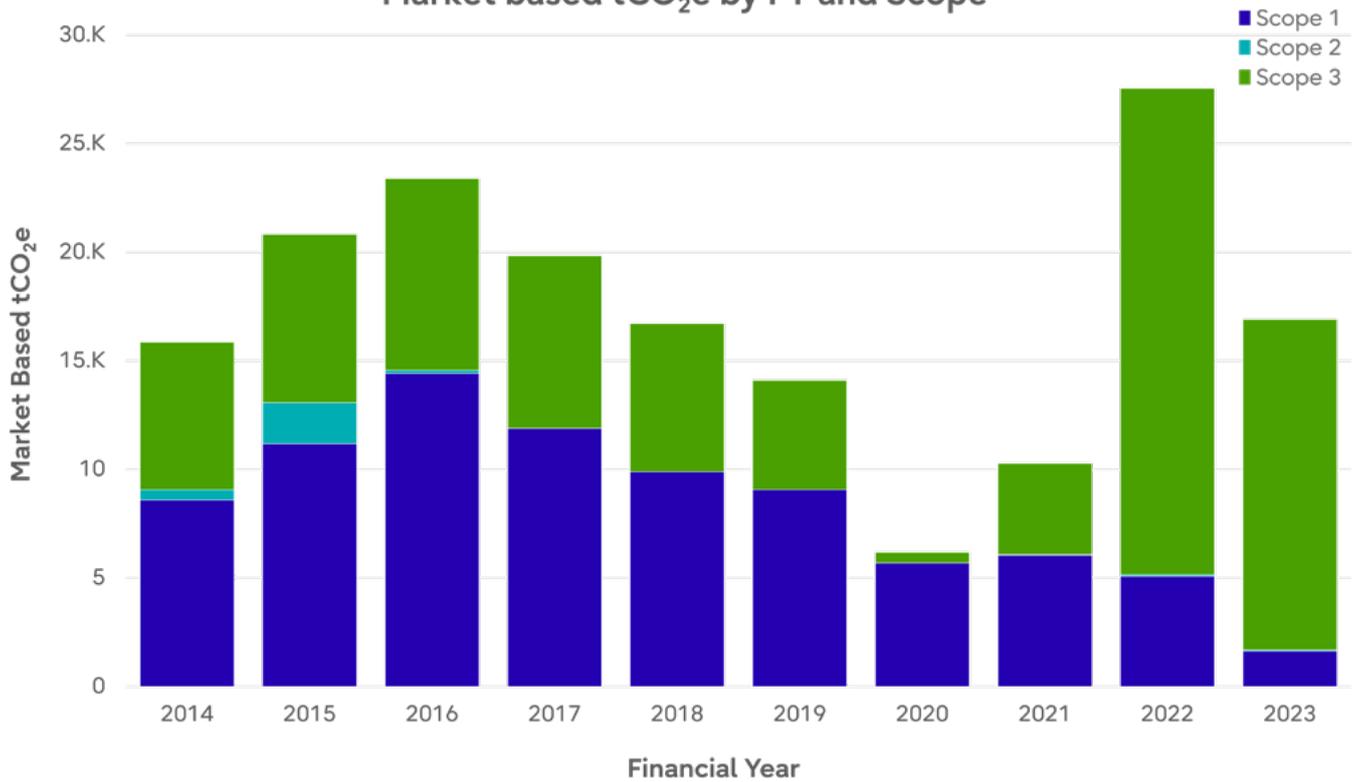
Our global baseline year is now financial year 2020, which due to the COVID-19 pandemic was our lowest year for emissions in the UK. Some emissions have, as expected, increased year on year due to the reintroduction of business travel and office usage post-pandemic. Hybrid working means that footfall fluctuates but remains lower than would have been seen previously. In addition, to reflect these changes and as part of our continuing journey towards mapping all our emissions we have included homeworking; commuting; and hotel data in financial year 2022-2023. This accounts for the increase in overall emissions from financial year 2021-2022. In financial year 2023-2024 we have also added in Supplier Emissions Data.

¹ Market Based shows the actual emissions based on our choices to buy renewable energy; Location Based reflects the average emissions intensity for the UK which is how we are required to report to UK Government.

Location based tCO₂e by FY and Scope



Market based tCO₂e by FY and Scope



4.3 Sustainable Supply Chain

All new suppliers to Fujitsu within the UK must sign up to our Responsible Procurement Charter, which is based on the Responsible Business Alliance Code of Conduct. This encourages all suppliers to comply with set principles and conduct their worldwide operations in a socially and environmentally responsible manner. The Charter includes a requirement not only to monitor greenhouse gas (GHG) emissions, but to also identify ways to reduce them on an ongoing basis. To reduce paper usage throughout the organisation, we use DocuSign eSignature. Implementing DocuSign has enabled us to eliminate the need to print, fax, scan, mail, and store paper documents such as statements of work and supplier contracts.



Using DocuSign across our global organisation in 2023 helped us to save:



1,922 trees



**7,139,358
litres of water**



**17,792,640
sheets of paper**



**681,966kg
of CO₂**



**47,213kg
of solid waste**

Estimates of paper savings are current as of January 2024 and are based on the aggregate number of transactions via DocuSign eSignature since the company was founded in 2003. The model assumes that recipients of a document would print the document once, on average. DocuSign uses the Paper Calculator from the [Environmental Paper Network's Paper Calculator Version 4.0](#) to estimate the environmental savings from reduced paper usage. Since not all paper comes from virgin tree fibre, the estimate of environmental impact from reduced paper usage assumes a recycled content percentage of 10%, slightly higher and more conservative than the 8% estimate contained in the [Environmental Paper Network's 2018 State of the Global Paper Industry Report](#). The Environmental Paper Network's Paper Calculator uses data from North America. For more information on the Paper Calculator, please visit www.c.environmentalpaper.org/about.html.

4.3.1 Understanding Supplier Sustainability

Working towards our ambitious, updated SBTi targets requires accurate assessment of our Scope 3 baseline, and expansion of reporting categories. To achieve this, we have added data points to our Scope 3 reporting such as working from home, commuting, and hotels alongside existing categories like business travel, waste, and water.

In 2023, we included Supply Chain data in our reporting suite for the first time. Working with our partner Cority (which acquired Greenstone - a Sustainability, Supply Chain and ESG software company in 2023), we have conducted a pilot to gather ESG data from 1000 suppliers in seven countries (including 400 in the UK). Cority's GHG Wizard tool accurately calculated each supplier's GHG emissions and carbon footprint. The data collected using Cority's Supply Chain Sustainability software integrates seamlessly with their Enterprise system, the tool we use for our emissions data.

Using Cority's Supply Chain Sustainability software has not only enabled us to monitor the sustainability performance of our suppliers, improving our supplier management process, but has empowered suppliers, some of which are new to environmental, social, governance (ESG) reporting, to measure their own carbon footprint. Supply Chain Sustainability software has enabled suppliers to share insights on projects and programmes they have been undertaking with other customers to help reduce duplication of effort and will enable us to better support the wider sustainability agenda. Through this pilot, we have been able to use the data collected to model a full supply chain emissions footprint and add 25,000 tCO₂e to our ESG dashboard.

We won!

In November 2023, Fujitsu received the '**Scope 3 Metrics & Supply Chain Sustainability Award**' at the Verdantix Climate Innovation Awards EMEA 2023. This award specifically recognised Fujitsu and Cority's collaboration to advance Fujitsu Scope 3 emissions reporting and supply chain sustainability using Cority's Supply Chain Sustainability platform.



4.3.2 Diversity in the Supply Chain

For us, being a responsible business is key to becoming a sustainable organisation. It drives how we do business and how we deliver for our people, our customers, society, and the environment. Part of this is our commitment to the diversity of those with whom we do business.

To get an understanding of the diversity of our supply base, we previously invited our UK suppliers to complete a supplier ownership diversity questionnaire. The results were positive, with 25% of those who responded reporting that they are majority-owned by an under-represented group, 18% operating in the voluntary, community and social enterprise (VCSE) sector, and 78% affirming that they have their own diversity policy, strategy, or similar report.

As part of the initiative, we encouraged our suppliers to carry out a similar diversity study of their own supply base to look to co-create a truly inclusive environment for us all. We know that supplier diversity gives companies a competitive advantage, as well as significant and measurable long-term benefits both internally, and for the community. This year we developed a similar questionnaire to help us measure the current diversity of our mainland Europe supply base. The plan is to launch it in financial year 2024, and we look forward to sharing the results in next year's report.

4.3.2.1 Circular Economy with The Turing Trust

Fujitsu subscribes to Circular Economy practices, and the 3Rs of reduce, reuse, and recycle permeate all elements of the business. This has helped us to achieve and sustain zero to landfill status in the UK, in turn reducing our carbon emissions.

Fujitsu is currently partnering with a large financial services organisation on a circular economy project to facilitate the donation of the bank's end-of-use laptops to The Turing Trust, giving these an extra lease of life in Africa.

Devices are transported to a Fujitsu-licensed recycling facility in Warrington. Here, each device is securely cleansed, repaired if needed and rebuilt in preparation for a second life opportunity. Once complete, these refurbished devices are delivered to the Turing Trust, a charity which seeks to empower disadvantaged communities with technology. In the last 13 years, it has enabled access to computers for over 169,000 students across Africa, Asia, and the UK.

The first batch of refurbished devices was donated to the Turing Trust in March 2021, and we have now donated >700 desktops, >450 monitors, 235 mobile phones and 547 tablets with a further 700 Thin Clients to be donated in the coming months as part of our commitment to our Partnership with Purpose.

4.4 Employee Awareness

At Fujitsu, we understand that we have a responsibility as a leading global organisation to address our impact on the planet, and to facilitate sustainable transformation through our technology. By providing climate education, and raising awareness of sustainability topics, we empower our people to support our customers in their sustainable transformation journeys and consider their collective and individual impact on the planet.

4.4.1 Sustainability Week

In November 2023, we hosted our first Sustainability Week. Spotlighting how we bring our strategic focus on Sustainability Transformation to life internally and with our customers, colleagues from across the UK and the wider Europe region were able to connect, share knowledge, and celebrate our mission to drive better lives, better business, and a better planet.

Throughout the week, our people were offered a variety of sustainability related information, interactive sessions, resources, and training. The packed agenda opened with an introduction from our European CEO and Global President, leading into sessions on sustainability regulation, consultancy, the power of partnership, and how we're playing our part for the environment. Closing the week was a session called 'A Glimpse of the Future', which shared an insight into Fujitsu cutting-edge technology driving sustainable transformation.

Sustainability Week provided the opportunity for our people to understand more about how our technology can enable us to become a catalyst for change and bring a sustainable future within reach.

4.4.2 Sustainability in Action: Landscaping with The Conservation Volunteers and Inspero

Fujitsu were invited by The Conservation Volunteers to take part in a conservation day alongside colleagues from a leading UK financial organisation. The parties worked together to landscape a garden at Redwoods House in Edinburgh, and demonstrated a great team effort while building relationships, for the benefit of the environment and wider society.

Volunteers from Fujitsu also regularly support a local Basingstoke charity, Inspero. Inspero is a grassroots organisation that works at a local community level, providing young people in Basingstoke with the opportunity to learn how to grow, nurture, and harvest food, as well as prepare and cook tasty, nutritious dishes with the produce.

Our partnership with Inspero involves attending the garden twice a year to help with various tasks, some quite challenging too, such as installing new trellises, digging over new areas for the courtyard garden, wood chipping paths, building raised beds, creating pathways, repairing sheds and more. One of our volunteers commented:

"What better feeling can you get than helping a worthwhile charity within the local community, while getting fresh air at the same time?"

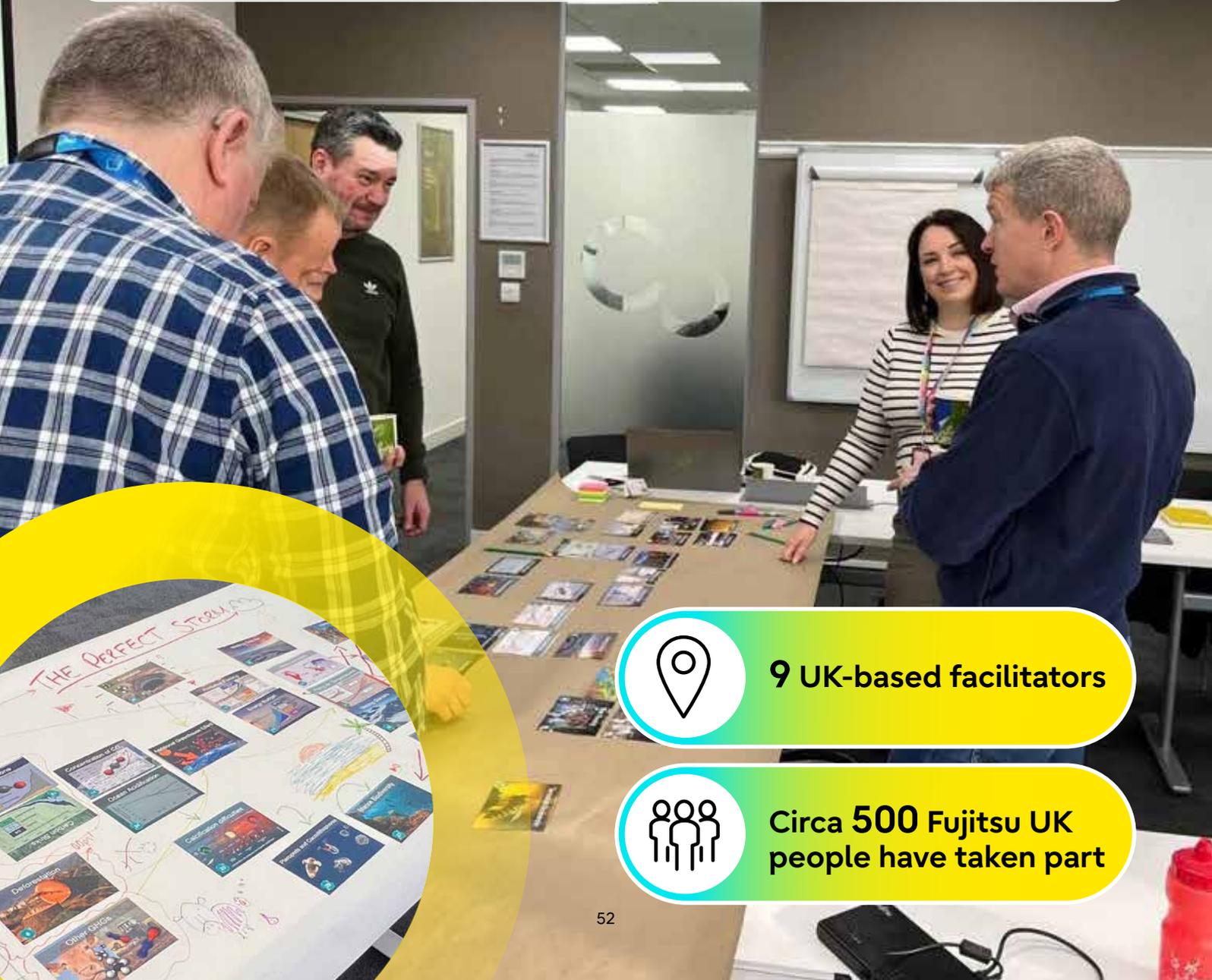


4.4.3 Climate Fresk

To take action and build solutions, you must first understand the problem. Climate Fresk is a powerful tool which enables us to provide high quality, consistent climate education to our people.

Based on the Intergovernmental Panel on Climate Change (IPCC) reports, Climate Fresk is a 3-hour long workshop centred around a 42-card game. Neutral, objective, and based on established scientific facts, the game provides the time and space for the participants to learn, digest and discuss climate change. Tapping into collective intelligence creates an environment where our people can have meaningful and open conversations about what climate change means to them, for our planet, and how they can make positive change.

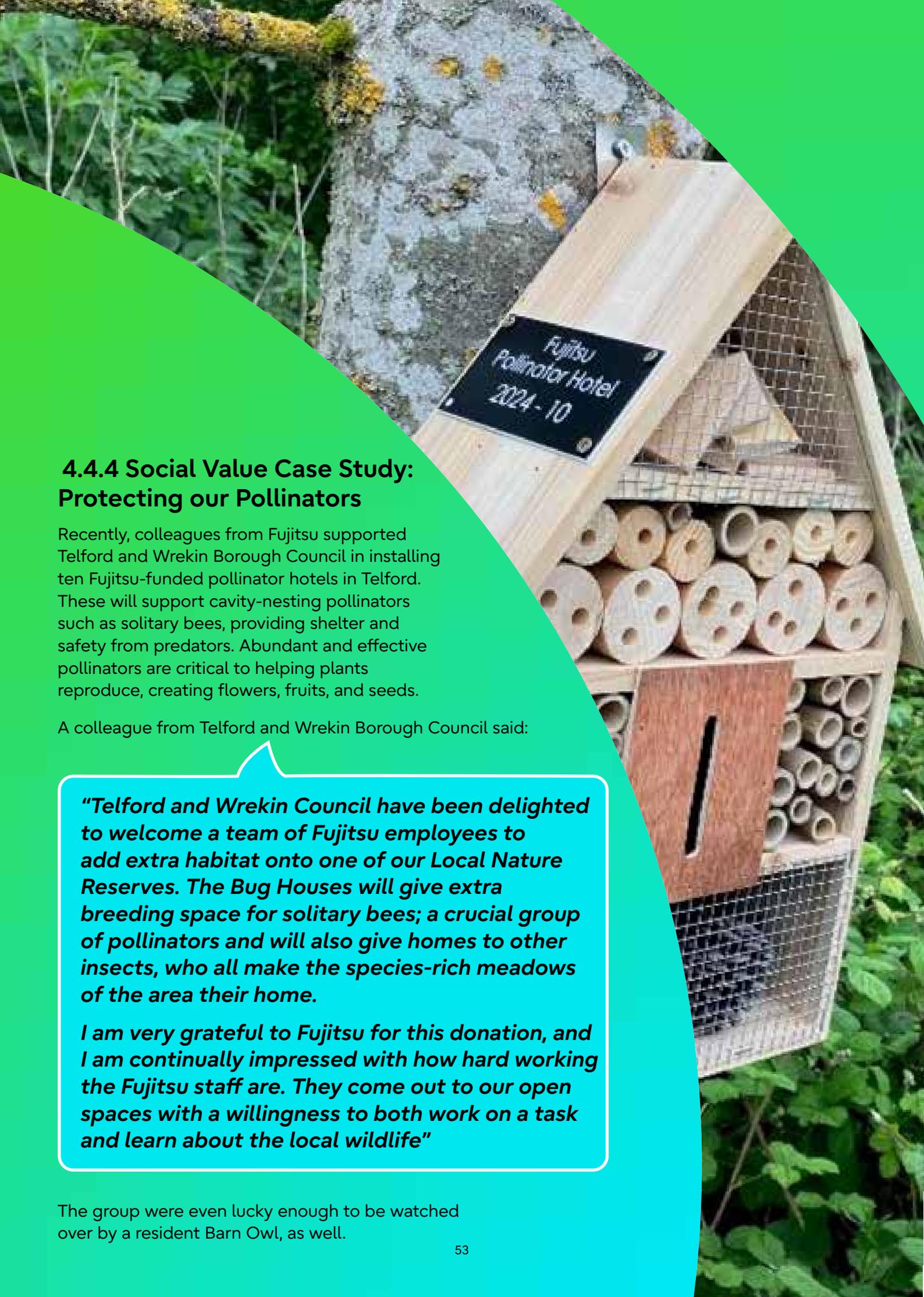
Our Climate Fresk sessions are delivered in person, by trained Fujitsu facilitators. Because of the requirement for these sessions to take place in person, teams are required to come together and are empowered to connect at a personal level. Climate Fresks are often used as a tool to build colleague and customer relationships, in addition to learning about climate change.



9 UK-based facilitators



Circa 500 Fujitsu UK people have taken part



4.4.4 Social Value Case Study: Protecting our Pollinators

Recently, colleagues from Fujitsu supported Telford and Wrekin Borough Council in installing ten Fujitsu-funded pollinator hotels in Telford. These will support cavity-nesting pollinators such as solitary bees, providing shelter and safety from predators. Abundant and effective pollinators are critical to helping plants reproduce, creating flowers, fruits, and seeds.

A colleague from Telford and Wrekin Borough Council said:

"Telford and Wrekin Council have been delighted to welcome a team of Fujitsu employees to add extra habitat onto one of our Local Nature Reserves. The Bug Houses will give extra breeding space for solitary bees; a crucial group of pollinators and will also give homes to other insects, who all make the species-rich meadows of the area their home.

I am very grateful to Fujitsu for this donation, and I am continually impressed with how hard working the Fujitsu staff are. They come out to our open spaces with a willingness to both work on a task and learn about the local wildlife"

The group were even lucky enough to be watched over by a resident Barn Owl, as well.

5

Prosperity

We're committed to creating healthier, more prosperous communities by tapping into the passion and dedication of our people. Whether it's partnering with charities for social causes or using our skills to support the workforce of tomorrow, we believe in driving positive change.

5.1 Charity Partnerships

5.1.1 Cancer Research UK

"I am immensely proud that we, as a business, support a chosen charity for a two-year partnership. Over 1,500 of our employees chose our charity partner, Cancer Research UK, and I am delighted that the relationship continues to be successful.

Cancer touches so many of our lives either directly or those of our family and friends, and I know this resonates with many of our employees. Supporting Cancer Research UK in their vision 'To bring about a world where everybody can lead longer, better lives, free from the fear of cancer' is not only rewarding, but also gives an opportunity to highlight ways in which we can all take positive steps for our own health.

Through this partnership, we are raising valuable funds through engaging and interesting employee activities, collaborating on innovative projects. We are also raising our employees' awareness to ensure they are taking positive steps to look after our health, either through early detection activity or different lifestyle choices."

Sarah Wadsworth

Head of HR, Fujitsu UK



 Nearly 1 in 2 people will get cancer in their lifetime³



Our Charity Partnership is a collaboration between Fujitsu and Cancer Research UK and supports their vision to bring about a world where everybody can lead longer, better lives, free from the fear of cancer.

A world where:

- Some types of cancer are effectively eliminated
- Many more are prevented from developing in the first place
- People who do develop cancer are diagnosed at the earliest possible stage so they can be successfully treated
- Treatments are more effective, kinder, and more targeted, so people can lead better, more fulfilling lives
- Everyone shares in this progress equally, regardless of who they are, where they're from or what type of cancer they have

The four main goals of this partnership are to:

- Use Fujitsu IT expertise to help Cancer Research UK achieve their vision.
- Work together to help empower Fujitsu employees across the UK to take positive action for their health
- Help engage colleagues in fundraising, raising vital funds for lifesaving research
- Share knowledge and skills across all areas

Over two years, we will achieve these goals by living our partnership values of being collaborative, innovative, and supportive.

Our people are at the heart of everything we do at Fujitsu, and through our partnership, we are empowering them to make healthier choices, reducing their risk of cancer. Working with Cancer Research UK, we also provide our colleagues with the tools and knowledge to spot the signs and symptoms of cancer earlier, improving the chance of successful treatment.

Throughout financial year 2023, our colleagues have taken part in numerous fundraising activities, such as cake sales, quizzes, raffles, sponsored hikes, auctions, cycle challenges and much more. Some of our people have engaged in their own personal fundraising for the charity, with one colleague taking part in the 2024 London Marathon, another spending seven days trekking in Namche Bazaar and climbing Kala Pathar, and another braving the North Sea in December to complete the Twelve Dips of Christmas!



Fujitsu and Cancer Research UK: Drug Discovery

Fujitsu, Cancer Research Horizons, and Newcastle University have been combining strengths on a collaborative project focused on a novel approach to fragment-based drug discovery, as part of our charity partnership with Cancer Research UK.

Cancer Research Horizons, the innovation engine of Cancer Research UK, the world's largest independent funder of cancer research, and Newcastle University are partnering with Fujitsu Uvance Life Science division on an integrated, multi-disciplinary research project to apply cutting edge technology to the complex area of fragment-based drug discovery, allowing simultaneous multi-axis expansion and multiple parameter optimisation in the ultra-large chemical sampling space.

The project is utilising Fujitsu Life Science's innovative small molecule drug discovery platform, which uses a set of hybrid technologies including its Quantum-inspired Digital Annealer™ (DA) technology, that uniquely creates and searches exceptionally large novel molecular libraries designed specifically against the required disease's biological target. The platform considers synthetic feasibility, three-dimensional field-based electrostatic complementarity, and deploys Deep Learning and other allied AI to predict key ADMET endpoints to generate highly tractable molecules.

In collaboration with Fujitsu expert computational chemistry capability, Newcastle University is bringing proprietary fragment data, specific target expertise and leading both the medicinal chemistry and biophysical validation activities on the project.

The ambition of the project is to have synthesised small-molecule inhibitors that show on-target biological activity that can then be progressed by Cancer Research Horizons towards tangible patient impact. In addition, it will aim to prove the validity of the novel approach and the application of cutting-edge technologies, such as the DA and AI, in combination that could be used in similar scenarios in the future and may have the potential to expedite the development of novel, effective cancer treatments.

The collaboration to date has both created the specific virtual molecular libraries and generated a subset of molecules that are now undergoing biochemical testing and X-ray crystallography by Newcastle University. Success in this project will help validate Cancer Research Horizons and Newcastle University's fragment-based drug discovery approach, in combination with the Fujitsu drug discovery platform, to generate tractable molecular outcomes in complex fragment-based drug design for novel targets.



5.1.2 SSAFA: The Armed Forces Charity

The long-standing affiliation of Fujitsu with the British Armed Forces comprises a major part of our responsible business activities, with a particular focus on veterans and their families. Since 2007, our Defence and National Security business has been a corporate friend of SSAFA, the national charity committed to helping and supporting Armed Forces personnel each year, those who used to serve and the families of both. The Corporate Friends Programme aims to provide a mutually beneficial framework that helps defence companies form links within industry, while helping SSAFA to raise crucial funds and awareness.

Over the years, we have supported SSAFA extensively, both by sponsoring events and through employee fundraising, raising over £537,000 in the process. These funds have allowed SSAFA to alleviate suffering and hardship amongst serving personnel, veterans, and families.

Supporting SSAFA and contributing to their invaluable work is our way of giving back in recognition of the immeasurable contribution of our Armed Forces (active serving personnel, veterans, and their families) make, or have made during their careers.

During financial year 2023, colleagues from our Defence and National Security business supported SSAFA in a variety of ways, from volunteering at events such as the SSAFA Battle Proms at Blenheim Palace, bringing the fun with Topsy Tombola, and volunteering to collect donations at SSAFA's Christmas Carol Concert.

SSAFA works to support the Armed Forces and their families. This includes offering sheltered housing through their 'Stepping Stone' houses, which provide a comfortable and secure place to stay for women and children of the Armed Forces community, who find themselves without a home, or requiring a place of safety.

For the fifth year in a row, our Defence and National Security colleagues supported the women and children who are resident at SSAFA's Stepping Stone home with our Christmas Box appeal. Christmas 2023 saw a greater need than ever, with 38 people residing at the home.

Our people were matched with a resident, and put together the tailored, beautifully wrapped gift boxes for delivery in time for Christmas. Gifts were also given to the dedicated staff working at the house, and an additional £410 in donations helped towards Christmas celebrations.





5.1.3 Visiting SOS Children's Villages with KFC UK&I

In collaboration with our customer KFC UK&I, colleagues embarked on a meaningful journey to visit one of the long-standing partner organisations of Fujitsu Philippines Global Delivery Centre (GDC), SOS Children's Villages, located in Muntinlupa City.

During the visit, our guests were warmly welcomed and given a comprehensive overview of SOS' advocacy and programs. These initiatives focus on providing essential support to children who are at risk of losing or have already lost parental care by providing alternative care and family strengthening programs. Colleagues had the privilege of visiting the children's homes within the village, engaging directly with the children and their caregivers, and gaining invaluable insights into their daily lives.

Witnessing the resilience, discipline, and shared responsibilities among the children left the colleagues in awe. In the wrap-up session, they expressed their admiration for the children's remarkable routines, and the impactful work being done by SOS Children's Villages.

This visit provided a wonderful opportunity for our Philippines GDC to showcase its initiatives to our customers, reinforcing our commitment to making a positive impact in the community. As one of our representatives eloquently said, "Through this, we're ensuring that awareness spreads, and more individuals can extend their support where it is needed."

Additionally, during the visit, a total of sixty school kits and other Global Responsible Business (GRiP) merchandise were distributed to the children, along with food donated by KFC UK&I to be shared among the families.

The impact of this visit has extended beyond the day itself. Inspired by the experience, a member of the KFC UK&I team has embarked on a 'sponsored weight loss' journey, with the aim of raising funds to support SOS Children's Villages. With determination and community support, he is on track to lose almost 5 stones, having raised over £1,650. This is in testament to the lasting impact of our partnership, and collective efforts in making a difference in the lives of those in need.



5.2 Science, Engineering, Technology & Maths (STEM)

5.2.1 School Engagement

We are grateful for the opportunity to support young people and help them to navigate the world of work. Our longest running partnership with The Vyne Community School has now entered its tenth year, and our Defence and National Security colleagues have nurtured a collaborative partnership, delivering a defined set of impactful interventions that are scheduled alongside the school's curriculum. Each event delivered is developed to meet the needs of the students whilst helping the school achieve the government benchmarking standards for careers guidance as set out in the Gatsby framework.

Several events were delivered during financial year 2023, including CV and Interview Skills workshops. A staff member recently said:

"I just wanted to extend my heartfelt thanks to our partners at Fujitsu who so generously gave their time, energy, and enthusiasm to support the Year 10 students in considering how to translate themselves on to paper for a CV. We know from experience that the first attempt at a CV often remains the structure and backbone for their CV for many years. Your support will be part of them applying to college or apprenticeships and then onwards as they go to university and for their first few jobs too! Thank you."

Through our Northern Ireland School Engagement Ambassadors programme, we have also secured and donated over 90 laptops to both our partner schools and to four primary schools. The schools were delighted to receive these in what have been challenging times for school budgets.

"We were delighted to welcome the School Engagement Ambassadors who donated laptops for use in school, this is an amazing resource for our children at a time when resources are stretched. Thank you to everyone involved, these will be widely used in the school."



5.2.2 WorkX: Virtual work experience with Fujitsu and Springpod

In line with our Fujitsu Way values of 'Trust, Empathy and Aspiration' we work to empower and inspire young people into a career in technology. To achieve this, we aim to expand the opportunities for young people to join the IT Services and Digital sectors as their preferred career choice, and to promote diversity of technology talent regardless of background or geographical location.

The WorkX programme offers free, accessible work experience for school students, and is imperative in supporting talent diversity and social mobility in the technology industry.

Work experience provides invaluable practical skills, industry experience, and a head start for students at the end of their school careers.

Subject matter experts from across our organisation collaborate to deliver the most engaging introduction to the IT industry possible and enable students to gain a practical understanding of how technologies such as Quantum Computing and Automation impact society.

In addition to the work experience modules, we have also added a new suite of digital skills activities. They encompass discovering the value of digital skills, and how we can become responsible digital citizens. The concept of digital footprint is introduced and demonstrates why it's important to navigate the online space safely. These activities are available to people of all ages and can provide support to those currently out of work, looking for a career change or just looking to improve their digital skills.

The [platform](#) is completely free and is available to anyone who would find benefit from it.





5.2.3 Armed Forces Covenant

Fujitsu takes its commitment to the Armed Forces Covenant seriously. This commitment extends beyond simply employing veterans; it's about recognising the valuable skills and experience they bring to our business and providing a smooth transition to rewarding civilian careers.

Fujitsu actively participates in the Career Transition Partnership (CTP) program. Through CTP Industry Days and other fairs, Fujitsu directly connects with transitioning service members. These events not only showcase the company and its current openings, but also include 1-1 face time with internal recruitment to help veterans translate their military achievements into language that resonates with civilian organisations.

Fujitsu's dedication goes further with the Military Transition and Talent Programme (MTTP). This two-year programme offers veterans a supported project management role within the Fujitsu Defence and National Security business unit. While gaining valuable real-world experience, veterans receive personalised

coaching and mentoring to bridge any skill gaps and prepare them for long-term success at Fujitsu. This not only benefits the veterans themselves, but also strengthens Fujitsu's ability to serve its defence customers. Veterans leaving the service often possess a deep understanding of the unique needs of the Armed Forces, allowing them to seamlessly transition into roles that directly support Fujitsu defence clientele.

In recognition of their outstanding commitment to veterans, Fujitsu was named a 100 Great British Employer of Veterans 2023. This prestigious award highlights the positive impact Fujitsu has on society by not only employing veterans but also by actively investing in their success.

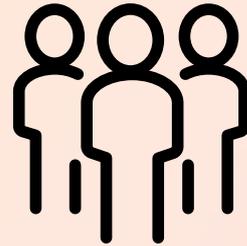
The Fujitsu story is a shining example of how the Armed Forces Covenant can be translated into tangible action. Through targeted recruitment programs, training initiatives, and a commitment to veteran wellbeing, Fujitsu is not just honouring the Covenant; but building a stronger future for veterans too.

6

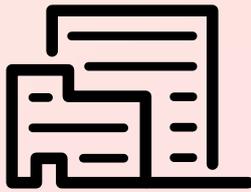
Fujitsu UK Corporate Profile



**European HQ
in London**



**6,000 people
(approximate)**



18 sites



5 service desk locations



**Full portfolio of
products, services
and solutions**



**Working across
public and
private sectors**



[fujitsu.com/UK](https://www.fujitsu.com/UK)

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