



Global Responsible Business

— Community —

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

Community

WHAT FUJITSU ASPIRES TO BE

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

GOALS FOR FY2025

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

- Employees participate in community activities (20% of Fujitsu Group employees)

The above target figures were set when formulating the FY2022 Medium-Term Management Plan. In FY2024, many employees participated in community activities through various programs, and target figures were achieved ahead of schedule (actual result: 30.7%). We will continue to work toward higher targets in FY2025.

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

Our Approach to Community Activities

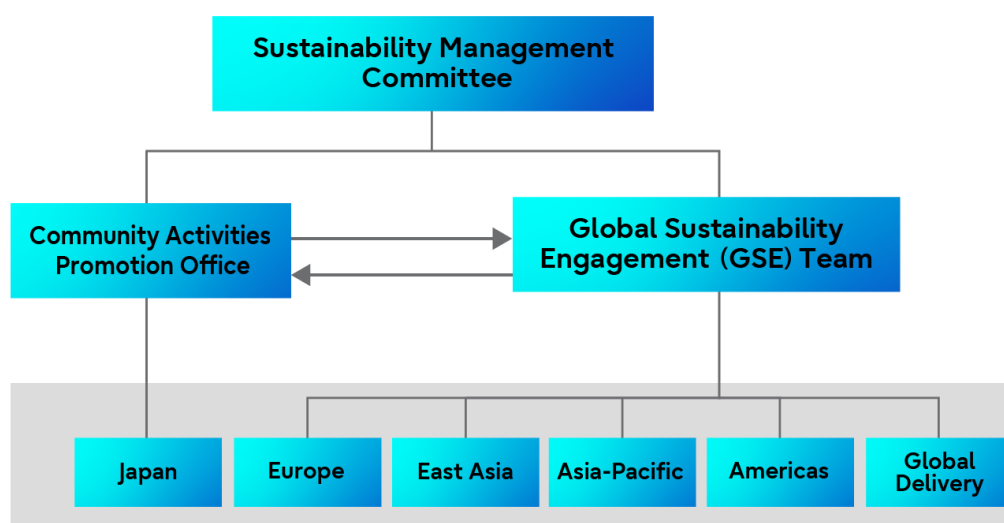
The Fujitsu Group contributes to local communities—who is one of the important stakeholders for us—around the world through donations, investment in organizations that address social issues, volunteer activities that leverage the skillsets of its employees, etc. in hopes of “solving global environmental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

Key Focus Area

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

Promotion Framework

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



Employee Community Activity Support System

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

-Leave System-

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

-Employee Donations-

Fujitsu has set up a donation site specifically for employee use in hopes of increasing employees' awareness of social issues and fostering a volunteer mindset through donations. The Group also offers matching donations by topping up employee

donations at a certain rate for disaster and humanitarian support related donations, if certain criteria are met.

-Introduction of Data Collection Platform-

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

Initiatives of Fujitsu Group

The Fujitsu Group promotes community activities globally as follows.

- Employee-led activities

Employees take the initiatives in conducting community activities, including programs that are planned and implemented by employees on selected SDGs through idea brainstorming and communication using internal social media, support activities (pro bono) for companies, NPOs, and various organizations aimed at addressing social issues, as well as events such as lectures by diverse companies and NGO/NPO representatives and panel discussions/workshops with employees. Furthermore, we also provide educational support programs, where employees act as lecturers in discussing design thinking that Fujitsu practices in promoting its business, and problem-based learning using technology as the theme.

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

- Grants to NGOs/NPOs

The Fujitsu Group implements financial aid programs for specific initiatives of NGOs and NPOs that its employees want to support, in order to realize Fujitsu's Purpose. The co-creation among employees and NGO/NPO contributes to the realization of a sustainable society. In FY2024, financial aid was provided to five organizations chosen from four countries through an internal recruitment process.

- Activity impact assessment and disclosure

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

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

- Social contribution activity through sports

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

- [Fujitsu Sports: Initiatives aimed at achieving SDGs \(Japanese only\)](#)

Examples of Activities

Examples of main activities in each contribution area of Materiality in FY2024 are as follows.

Planet: Solving global environmental issues

Work together to create a future earth where both people and nature can thrive

Cultivating greenery digitally – contributions from Fujitsu employees (China)



Employees planting trees

In China, 13.6% of the land (1.308 million square kilometers) is affected by desertification, impacting nearly 50 million people. Afforestation is crucial to combat desertification, and many employees in China are tackling this issue using the online platform "Ant Forest." Ant Forest is an innovative platform provided by Alipay that allows users to experience sustainability in a gamified manner. Users earn "green energy" through environmentally friendly actions and use that energy to support afforestation in China's arid regions. The planted trees can be tracked via satellites.

In 2023 alone, participants spent an average of 2.5 hours per month, walked over 65 million steps in total, and donated 1,954 Saxaul trees, which are well adapted to desert environments. In 2024, participants had the opportunity to visit "Fujitsu Forest," located in Gansu Province. Through this activity, a total of 3,231 trees have been planted and 32,310 square meters of land have been protected from desertification. Participants spent a total of 9,947 hours engaged in these activities.

- Employees that participated in forestation activities: 3,958

This forestation project is managed by the Society of Entrepreneurs and Ecology (SEE) Foundation.

Click here for more information about the SEE Foundation

- <http://foundation.en.see.org.cn/about/foundation/>



Relevant SDGs

Prosperity: Developing a digital society

Fujitsu Empowers Young Entrepreneurships with App Development Workshop (New Zealand)



Commemorative photo after the workshop



At the workshop

In 2024, Fujitsu volunteers facilitated an App Development workshop in Wellington, Aotearoa New Zealand, in collaboration with the Young Enterprise Scheme (YES) and Tech Step. The workshop saw 38 students from across the Greater Wellington Region attend. These students learnt about the process behind developing an app and had the opportunity to build their own user flow or wireframe for an app, following specific criteria. This was a wonderful opportunity to collaborate with YES to empower students and continue to create a trusted digital society.

Fujitsu proudly supports YES a not-for-profit committed to inspiring young people to discover their potential in business and life. YES offers programs and classroom resources to high school students to inspire entrepreneurship and creativity. The Fujitsu volunteers participating in the App Development workshop were able to use their Volunteering with Purpose Leave. Volunteering with Purpose Leave in the Oceania region allows employees up to 3 days of paid leave annually (pro-rata for part time employees) for volunteering.

- Employee that participated in the activities: 4
- Beneficiaries: 38



Relevant SDGs

People: Improving people's well-being

Providing learning through sports for children via "Kawasaki City Friendship Sports Classes" (Japan)



Kawasaki City Friendship Sports classes (Women's basketball club)



Group photo of the children and the American football club

Fujitsu has been collaborating with Kawasaki City for over 20 years to support the growth of children through sports. One noteworthy example of this is Kawasaki City Friendship Sports Classes, which have included a women's basketball team, the Red Wave, and an American football club, the Frontiers, as well as a cheerleading team, and have enabled more than 20,000 children to share in the joy of sports. Men's volleyball and basketball teams have also recently joined the program, and there is an athletics team conducting similar activities in Chiba City. In FY2024, Fujitsu visited a total of 20 elementary schools in Kawasaki City. In FY2022, we launched the Fujitsu Sports Kids Learning Program to promote children's growth through diverse sports experiences. In 2024, to coincide with the International Day of Awareness of Food Loss and Waste, children learned how to reduce food waste through quizzes on food waste and "food drive" activity conducted by the Frontiers at their game venues. Employees from the American football club and cheerleading team supported 37 children on-site during the activity.

Fujitsu supports the development of people capable of contributing to society by cultivating a rich humanity and the mental strength to overcome difficulties through sports. We will continue to deepen our ties with society, continue our social contribution activities through sports, and do our utmost to support the growth of children.

*Beneficiaries: 1,601

*Employees participating in activities: 182 (total number of employees participating in activities)

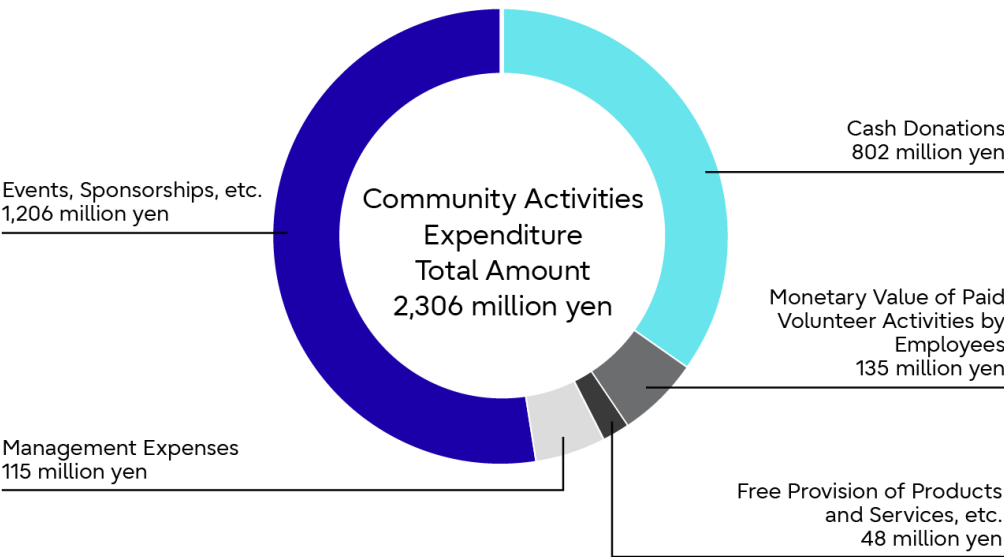
- [*Related link: Initiatives to Achieve the SDGs - Fujitsu Sports - Fujitsu Sports Activities: Fujitsu \(Japanese only\)](#)



Relevant SDGs

FY2024 Performance

The following chart describes the expenditures for community activities at Fujitsu Group in FY2024



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

Disaster and Humanitarian Assistance

Through the giving of donations, the Fujitsu Group supports people in need of emergency aid in disasters and conflicts around the world.

In FY2024, we donated a total of 53,931,580 yen through company support funds, employee donations, and matching donations (that are equal to donations made by employees).

Collaboration with External Parties

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

Fujitsu supports this principle and is working towards the realization of a sustainable society, acting in conjunction with international organizations and a variety of like-minded companies.

Involvement with the World Economic Forum (WEF)

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



The WEF logo

In January 2025, the annual meeting of the World Economic Forum (commonly known as the Davos Conference) was held in Davos, Switzerland.

Under the theme “Collaboration for the Intelligent Age,” there were discussions about how to avoid the “Fragmentation Age” caused by geoeconomic rifts and geopolitical polarization; and rather how we can cooperate to find achievable, human-centric solutions for the “Intelligent Age.” Additionally, there were discussions about how we can rebuild harmonious innovation capabilities for dealing with shared issues, such as escaping from the current low-growth, high-debt global economy, climate change, and ethical use of AI.

Also, for the third year, Fujitsu set up its own facility on-site called “Fujitsu Uvance House,” a rarity for Japanese corporations, where we announced the “Net Positive Promotion Program,” developed jointly with Economist Impact, and held panel discussions jointly with partners. With these events, we worked to strengthen relationships with the ever-important management layer of our customers, as well as to expand our network with government officials and top corporate executives from all countries.

As a member of the World Economic Forum, the Fujitsu Group will work to lead the formation of a global consensus to realize the themes discussed at the Annual Meeting held in January 2025, by aligning Forum's global agenda with the Fujitsu Group's material issues, as a net-positive technology company.



Interior of "Fujitsu Uvance House" booth



Exterior of "Fujitsu Uvance House" booth

- [World Economic Forum](#)

Involvement with the World Business Council for Sustainable Development (WBCSD)



The WBCSD logo

The World Business Council for Sustainable Development (WBCSD) is an international organization with members from more than 250 companies from around the world. Fujitsu has been participating in the WBCSD since 2013, and Fujitsu executives have served in positions such as vice chair and director since 2018 to help realize WBCSD's vision (*1) by working with member companies to accelerate change through business activities.

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

Main Initiatives

- Sustainable and resilient transportation and promotion of mobility through multi-modality (*2): Along with WBCSD and Arcadis, a consulting company in the Netherlands, Fujitsu has proven the efficacy of enhancing mobility hub prediction precision and reduction and optimization of investment risk by leveraging data obtained from various information sources, including shared mobility data and transportation data. It was demonstrated that by streamlining the placement of mobility hubs, CO₂ emissions were reduced by as much as 12.6%, and hub usage rate improved by 13.5%.
- Calculation method for CO₂ emissions and rule-making in corporate data collaborations: In order to achieve "Net Zero" in the value chain, Fujitsu participates in the WBCSD's Partnership for Carbon Transparency (PACT). In 2023, we achieved transparency in the real amount of CO₂ emissions across the entire supply chain through the "PACT Implementation Program," the world's first company-backed program for achieving inter-corporate data sharing of information on product carbon footprints (below, "PCF"). Additionally, beginning in FY2024, we have been implementing inter-corporate data sharing of CO₂ emissions for PCFs utilizing real data from 12 global suppliers, as we work toward transparency and reduction in the CO₂ emissions for raw materials that we buy.
- We participate in a working group in Circular Products and Materials, wherein we are formulating transparency indices for and sharing data on corporate initiatives related to circular economy, and contributing to creation of a Global Circularity Protocol (GCP).

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

- [*1: WBCSD's vision: A world in which more than 9 billion people are able to live well, within planetary boundaries, by 2050](#)
- *2: Multi-modality: Utilizing a combination of a variety of transportation means, such as walking, bicycles, public transportation, shared mobility, etc.
- [World Business Council for Sustainable Development \(WBCSD\)](#)
- [Collaborative pathways for building resilience in transport: insights from ITF 2025](#)
- [Fujitsu collaborates with global suppliers in decarbonization initiative to exchange product-level primary data on CO₂ emissions.](#)
- [Toward a "Net Zero" value chain](#)
- [A Journey of Change: How Fujitsu uses PACT to partner with suppliers and drive value chain decarbonization](#)
- [How Fujitsu Engages with Global Suppliers to Decarbonize its Supply Chains | PACT Insights](#)

Miscellaneous

As we look to solve the issues of climate change (carbon neutral), resource circulation (circular economy), and coexistence with nature (nature-positive), Fujitsu participates in the following rule-making initiatives. By participating proactively from the rule-making stage, we aim to enhance the marketability of products by developing them based on international rules and global standards. Through such product offerings, we can achieve solutions for cross-industry social problems which wouldn't be solvable by a single company.

Global and Domestic Sustainability Transformation (SX) Field

- [World Business Council for Sustainable Development \(WBCSD\)](#)
- [Green x Digital Consortium](#)
- [Japan Climate Leaders' Partnership \(JCLP\)](#)

Global Database (Industry-X) Field

- [Catena-X](#)

Domestic Database (Supply Chain) Field

- [Ouranos Ecosystem](#)

European Circular Economy Field

- [CIRPASS 2](#)

Domestic AI, Analysis, and Data Management Field

- [Japan Data Management Consortium \(JDMC\)](#)