

Care for Employees

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Raise Health Awareness and Create Workplace for "Good Life"

Topic 1

Priority Initiatives Promotion of Health Management Creating Vibrant Workplace

Policy

Fujitsu General Group promotes Health Management, in the belief that only when employees have a healthy and vigorous workplace can we develop human resources who are willing to work spontaneously.

Defining Health Management as "the strategic realization of health measures for the achievement of sustainable business growth," our Group makes it clear that "employee health is a valuable asset for management" in order to promote and strengthen "valuing and investing in our people," as stated in our Corporate Philosophy and Medium-term Management Plan. We are working to create a healthy and vibrant workplace as a comfortable and rewarding place to work and improve the motivation and overall strength of all employees.

Fujitsu General Group Declaration of Employee Wellness

Healthy employees and their healthy families are our most valuable assets. As a company that delivers comfort and safety to customers around the world, it is our responsibility to ensure that every employee stays healthy and happy in a vibrant workplace.

Action

■ Pursue the realization of well-being

The Health Management of Fujitsu General Group not only promotes the health of employees, but also provides support to families who support our employees and companies and organizations that aim to introduce Health Management. We will contribute to local communities and pursue the realization of Well-being also through support to stakeholders.

- 1) Support for the creation of safe and secure workplace (Creating a workplace with high psychological safety)
- 2) Beyond the acquisition of health information, conduct training that enables employees to become aware of their own health and change their behavior
- 3) Expand health support to employees at overseas and domestic offices and Group companies
- 4) Held walking and other health events in which families can participate, and provide health information
- 5) Introduce internal health support practices outside the company to support Health Management activities in society
- 6) Co-creation of new measures and contribution to local communities through joint projects with local companies, industry-academia-government collaboration, etc.



At the external lecture

Next Approach

We will continue to actively promote the creation of corporate value through Health Management activities in various initiatives toward "Health and Welfare for All" and "Gain a rewarding work life and economic growth."

Key Initiatives

Health Management activities

- Health interview with all employees (experience of a company where employees can consult with assurance)
- Line Self-Care training (Positive Mental Health)
- World Cafe Workshop (community, self-reliance and empathy)
- Health events (creating community opportunities)
- Use of the Health Design Center app (an app for smartphones that coaches users through daily exercises with AI)
- Support and collaborate with companies and organizations looking to start Health Management, and give lectures outside the company



At the health event at Health Design Center

Prevention of occupational accidents & preparedness for natural disasters

The Fujitsu General Group conducts a monthly Safety & Health Committee meeting to achieve zero occupational accidents. The main areas of focus include root cause analysis of any occupational accidents, discussion to prevent recurrence of such accidents, report of vehicle accidents involving company-owned vehicles operated by the sales/service staff, and consideration of recommended corrective actions. The meeting minutes are disseminated through the internal infrastructure. In addition, safety and health training is conducted as necessary at the time of hiring and new assignment. As part of an annual campaign to raise employees' health & safety awareness, a billboard is set up each year in September at our Kawasaki Headquarters. The purpose of this billboard is to announce the coming of National Occupational Health Week, which starts on the first of October.

In November, evacuation drills are conducted in order to strengthen our initial response readiness in the event of a natural disaster, as well as to raise employee awareness of disaster prevention. In previous years, all employees at the Headquarters participated in this event, but in FY2021, 180 representatives from each workplace took part in this event as a measure against COVID-19. During the drill, the participants also practiced setting up sandbags to prevent flooding in the building, like in 2020.

In addition, a safety confirmation system is in place to quickly confirm the safety of employees in the event of a major disaster, and in preparation for such an emergency, regular drills were held twice in FY2021 to confirm the safety of employees using mobile terminals. There were no work-related fatalities and no serious accidents in FY2021.

Promoting safe driving

E-learning is utilized to promote safer driving, focusing on the prevention of accidents, raising safety awareness, and the traffic rules for employees who use company cars for business, and those who commute by private car, motorcycle, or bicycle.

Hazard prediction drill (KYT*1 Activity) at Fujitsu General (Thailand) Co., Ltd.

Fujitsu General (Thailand) Co., Ltd., our manufacturer in Thailand, promotes the KYT activity companywide. The KYT activity is a method of predicting and pointing out potential hazards in work for the purpose of reducing accidents and disasters caused by human error.

In this activity, it is important to discover and analyze potential hazards in operations and workplaces, and to think of solutions, and to confirm the areas of danger and items to be conducted by finger pointing and calling. We will ensure safety in the workplace through the KYT Activity.

*1 Abbreviation of *Kiken* (Hazard) *Yochi* (Prediction) Training.

Create Workplace Where Employees Can Work Flexibly with Diversity

Topic 2

Priority Initiatives

Based on the Viewpoint of Giving "Support for Active Participation," We Aim to Create an Environment and Culture that Allows All Employees to Make the Most of Their Individuality and Abilities, and to Take on Challenges.

Policy

At the Fujitsu General Group, we have made the promotion of Diversity & Inclusion a cornerstone of our management strategy to achieve sustainable growth. In keeping with our Corporate Philosophy, we are working to create an environment in which diverse human resources can play an active role, and to improve our competitiveness through the development and utilization of such human resources. Currently, our efforts are focused on balancing childcare, long-term care, and medical treatment, and on creating an environment in which women, foreign nationals, people with disabilities, and seniors can play an active role in the company. We will, however, carry out these initiatives not only for people with specific circumstances, but also to create an environment where all employees can make the most of their individuality and abilities.

By creating an "Environment and culture where everyone can demonstrate their abilities and take on challenges," and further promoting Diversity & Inclusion, we aim to practice our Corporate Philosophy "Living together for our future."

Action

- Creating a workplace comfortable to work in for people with disabilities (initiatives to create an environment where employees can work flexibly by making the most of diversity)

In the Fujitsu General Group, employment of people with disabilities began in 1970, mainly through work on the production line at refrigerator plants. Following a shift of production operations to overseas and the discontinuation of the refrigerator business, Fujitsu General Heartware Ltd. (hereinafter referred to as FGH) was established in 2004 as a special subsidiary in order to continue to employ people with disabilities who were working at the time.

The members clean the common areas of the Headquarters' premises and offices and work in the mailroom handling internal mail. In addition, FGH is currently also responsible for packing and shipping promotional items, catalogs, and parts, shredding discarded documents, converting paper documents to PDF for data storage, dismantling and sorting air conditioner prototypes, distributing and collecting leased computers, as well as providing COVID-19 quarantine responses for infectious diseases, such as installing partitions for cafeteria seating and replenishing disinfectant solution.

Under our Group's Corporate Philosophy "Living together for our future" and with the basic philosophy, "Each person with disability works with a purpose of life as a member of society and creates the joy of contributing to society," FGH creates an environment where people with disabilities can work independently. It does this by devising work and instruction methods, such as using pictures and photos to show the members the places to keep organized, in the belief that "everyone has a special skill and is able to experience the joy that comes from work, regardless of whether or not they have a disability"

To create an environment in which not only FGH employees but also every employee of our Group can work with vitality, FGH employees uphold the motto "Cheerful greetings."



At the clean-up activity done by FGH employees

Employees of the Kawasaki Headquarters who work at the same site have commented that when they hear a cheerful "good morning" or "hello" from FGH employees, they feel positive, thinking "Okay, let's keep up the good work." Through the exchange of vigorous greetings, FGH hopes to contribute to the creation of a happy workplace atmosphere.

Key Initiatives

Diversity & Inclusion

■ Promoting women in the company

As part of the Diversity & Inclusion promotion, Fujitsu General Group is working on creating an organizational culture in which women can play an active role regardless of gender.

We believe that the success of women is indispensable for the growth of the company and the creation of innovation. In order to eliminate any situation in which gender is a barrier, we have conducted interviews at workplaces and with women themselves to ascertain the reality, conducted improvement measures, held roundtable discussions with women outside Directors, and conducted training for mid-level women employees.

As a result, the percentage of women in our Group's regular hiring in FY2021 was approximately 31%, and as of April 2022, there were 12 women in management positions and 16 women leaders who are candidates for the future management, excluding locally hired personnel overseas.

Currently, in line with the new action plan (see below), we are actively promoting motivated and capable women in order to enhance the empowerment of female employees.

Fujitsu General (non-consolidated) Action Plan Second Phase (from FY2021 to FY2026) in line with "Act on Promotion of Female Participation, etc."

- 1) Promote a total of 15 or more new female employees to newly appointed managerial and leadership positions (Grade L).
- 2) Increase the ratio of male employees (regular employees) taking childcare leave to 30% or more, with an average leave period of ten days or more.

■ Re-employment after retirement

In Fujitsu General Group (Japan), the mandatory retirement age is 60 years old, but we provide a place where those who wish to continue working after the age of 60 can work until the age of 65. As persons with management experience, utilizing their high level of knowledge and expertise, they are responsible for supporting managers by negotiating and coordinating with them to ensure a smooth operation of the organization, as well as for taking primary response to irregular matters and contributing to training of younger employees, while being responsible for tasks within the normal scope of their duties. Even after passing the official retirement age, these employees continue to contribute by sharing their specialized skills and business connections with more junior members of the company.

Create Workplace Where Employees Can Work Flexibly with Diversity

■ Recruiting foreign employees

In Japan, the Fujitsu General Headquarters also recruits foreign nationals.

Voice

I joined the company in 2014 and was assigned to the Air Conditioner Product Development Department. After about four and half years of design work at Kawasaki Headquarters, I have been working at North America R&D Center of Fujitsu General America, Inc. (FGAI) since 2018.

At Kawasaki Headquarters, I was responsible for developing controllers for a VRF system, a large-scale air conditioning system. I have been involved in a wide range of projects from wired remote controls used by end users to centralized controllers managed by building managers.



Fujitsu General America, Inc.
Yo Gyohan

Hoping to utilize my accumulated knowledge and experience in the field, I applied for a position at the North America R&D Center through the company's internal recruitment system and won the chance to work there. Currently, I participate in the product planning of controllers for North America, engaged in tasks from product planning to market launch. The North American market is becoming increasingly diverse in its requirements for controllers. Controlling an A/C via a smartphone app and connecting them to home automation are becoming standardized. Every day I enjoy the satisfaction of working with FGAJ employees to listen to the voices of the field and to plan and develop products suitable for North America.

Work-Life Balance

The Fujitsu General Group has established that "valuing and investing in our people" is paramount to its pursuit of business and as such, maintaining a healthy work-life balance is a fundamental cornerstone to support our Work-style Reform.

As an initiative to reduce long working hours, the Kawasaki Headquarters area sets a regular leave-on-time day once a week and recommends no overtime days. As a result of regular patrols by labor and management to encourage employees to go home on time, the percentage of employees leaving work on time in the Headquarters area on regular leave-on-time day has been roughly 90% throughout FY2021. To encourage employees to use their annual paid leave, it has been recommended that each employee takes no less than two days of annual leave every six months and includes a weekend or national holiday to extend the leave time beyond two days. In addition, from FY2020, we have increased the number of annual leave days set during the summer vacation period to four days, up by one day, to promote the use of annual leave.

■ Promoting overseas local employees to management positions

Fujitsu General Group has been appointing human resources with management responsibilities from local employees at overseas bases.

Voice

After working for another company for 15 years, I joined Fujitsu General do Brasil in 2011 as a financial coordinator. The corporate culture, the structure of the company, and the challenges of supporting other divisions as an internal service to the company's interests and proprietary issues, all of this was very new to me.

Since joining the company, I have learned the business and operation procedures in depth and have also had many meaningful opportunities over the past 10 years, culminating in my appointment as the local Finance Director in 2019. During this period, I was able to engage with the Company's top management and help expand the sales channels of our products in the Brazilian market.



Fujitsu General do Brasil Ltda.
Diretor Administrativo Financeiro
Mr. JOSE HENRIQUE VEDOVELLI

Also in 2015, I was able to meet in person at Kawasaki Headquarters with people who normally support our operations through emails and phone calls. There, I learned more through discussions about the company's business procedures and corporate culture, and it was a great experience that strengthened our relationship.

I will continue to do my best to contribute to the growth of the business and the company.

I am extremely honored and proud to be a member of the Fujitsu General family.

■ Supporting life fulfillment

The Fujitsu General Group has put in place various systems to enable its employees and families to lead healthy and fulfilling lives. In order to meet the diversified needs of our employees, in addition to our existing welfare system focusing on livelihood support (rent subsidies, company cafeteria, group insurance at preferred rates, cash for happy occasions or condolence), we have introduced the Cafeteria Plan that allows each employee to choose a menu that suits their lifestyle.

This allows employees to freely select and utilize the menu they wish to use from among those set by the company, focusing on childcare, long-term care, health, and self-development support, together with the benefit package services.

Furthermore, anticipating the era in which people will have 100 years of life, the Company introduced a new retirement benefit system, including the defined contribution (DC) pension plan in April 2021, to prepare for a postretirement life.

Create Workplace Where Employees Can Work Flexibly with Diversity

Dialogue with the labor union

The Fujitsu General Group has entered into a collective agreement with Fujitsu General Workers Union (union shop system) established in 1955, under the umbrella of the Japanese Electrical Electronic & Information Union and the Federation of All Fujitsu Workers' Unions, with mutual respect for their positions. The agreement stipulates the importance of communication between labor-management, such as "Establishment of Labor Council at Headquarters and Production Council at plants and other business sites for the purpose of mutual communication between labor-management and to maintain and improve labor productivity." The Central Labor Council and the Fall Labor Council, attended by the President and other corporate officers, are held regularly each year. In addition, the Labor and Production



A scene from the Central Labor Council meeting

Councils are held as necessary to explain management policies, business conditions, and business reorganization to employees, and to discuss various working conditions and improvements in the workplace environment.

Based on the union democracy, our Group fully cooperates with Fujitsu General Workers' Union, which is striving to enhance labor-management communication at all levels in order to make Fujitsu General Group a more "attractive, trusted and reliable company" in the eyes of customers, society and union members. At the same time, we are striving to maintain and improve sound and good labor-management relations through constructive dialogue based on mutual respect.

Social contribution by the Workers Union

Fujitsu General Workers' Union, which is working to contribute to society at large by addressing global environmental issues and solving national and regional problems, recognizes the social roles and responsibilities of a workers' union, and is engaged in various activities that contribute to society and local communities, such as "protection of the natural environment" and "support for education in developing countries," aiming at coexistence with people around the world, utilizing the network its parent organization has built.

■ Protection of natural environment

China Afforestation Volunteers scheduled to be dispatched, in line with the Federation of All Fujitsu Workers' Unions 4th China Desert Greening Project "Greening Project in Daoshan, Wuchuan County, Hohhot City, Inner Mongolia Autonomous Region," was cancelled due to the impact of COVID-19.

■ Education support in developing countries

The "15th Cambodia Terakoya Cooperation Volunteers" of the Federation of All Fujitsu Workers' Unions, which was scheduled to be dispatched from November 21 to 26, 2021, was cancelled due to the impact of COVID-19, but continuing our support, funds were donated to the National Federation of UNESCO Associations in Japan for the Angkor Terakoya Project in Cambodia in November 2021 and May 2022.

■ Great East Japan Earthquake Reconstruction Support Activities

Volunteers were scheduled to participate in the Federation of All Fujitsu Workers' Unions "Minamisoma City Coastal Disaster Prevention Reforestation Project" in October 2021 and May 2022. The purpose is to support areas where reconstruction has been delayed due to the tsunami and the nuclear accident by planting and removing underbrush in the coastal disaster-prevention forest along Fukushima Prefecture that was lost due to the earthquake. However, the events were cancelled due to the impact of COVID-19.

As an easier way to provide support, we collected points for the Bell Mark Education Grant Foundation's "Earthquake Relief Bell Marks," which are deposited at schools participating in the Bell Mark Movement that were affected by the Great East Japan Earthquake, to enable them to purchase the necessary equipment and teaching materials.

■ Welfare and employment promotion for the disabled

The Kanagawa Regional Council of the Japanese Electrical Electronic & Information Union to which the Kawasaki Branch of the Fujitsu General Workers' Union belongs is developing a wide range of welfare activities for people with disabilities. The Denki Kanagawa Welfare Center, a social welfare corporation, which was established by the Council (the late Mr. Hiroshi Asano, the first president, was from



A scene from the Tissue Paper Donation Campaign

Fujitsu General Workers' Union), is a rare welfare provider in Japan that is parented by a workers' union, and its activities to promote employment of people with disabilities are particularly highly appreciated both in and outside of Kanagawa Prefecture.

Fujitsu General Workers' Union has continuously participated in the disability welfare activities of the Kanagawa Regional Council of the Japanese Electrical Electronic & Information Union since 1972. The Tissue Paper Donation Campaign, which is an initiative to secure funds, has taken root at the Fujitsu General Kawasaki Headquarters, with members of the Workers' Union Kawasaki Branch calling on each and every person in the workplace to participate, donations equivalent to about 3,000 boxes of tissue paper are collected every year.

■ "Food Drive" Initiative for food donation



A scene from the One Cup of Rice Campaign

The Kawasaki and Ichinoseki branches are engaged in the Food Drive Campaign in which they collect donated food items and donate them to local support groups for the needy, children's cafeterias, welfare facilities, and other organizations in need of food. The Kawasaki Branch donated approximately 24 kg of rice from workplaces as part of the "One Cup of Rice Campaign," and the Ichinoseki Branch donated approximately 60 meals, including cup noodles and retort pouch foods, to food banks in their respective areas.

Voice Central Executive Committee Chair of Workers Union



Central Executive Committee Chair of Fujitsu General Workers Union
Yasuyuki Morikawa

At the Central Labor Council, which is held regularly every year, we, the Workers Union officers representing our union members, receive sincere and detailed presentations from our President Saito and other senior management regarding the company's business conditions and future management policies. In addition to deepening our understanding and sharing the contents with our workplaces, we aim to become a trusted and growing Fujitsu General Group from the standpoint of the Workers Union through labor-management dialogue based on the actual situation of workplaces such as how the management policy is implemented in workplace. Furthermore, with regard to the SDGs and other initiatives focused on by the company, we will proactively cooperate with the company by utilizing the wisdom and network accumulated by the Workers Union, as a result of steadily carrying out movements and activities over many years based on the spirit of mutual assistance.