

Social and Governance Data

The data marked with ★ are assured by the third party.

Employees in Fujitsu group

		FY2020	FY2021	FY2022	GRI
Number of employees by region *1	Total	126,371	124,216	124,055★	G102-7,8
	Japan	81,425	76,845	72,641	
	East Asia*2	15,527	18,842	4,966	
	Asia Pacific*2	2,670	2,575	20,448	
	The Americas	4,205	3,942	3,891	
	Europe *2	22,544	22,012	22,117	
Number of Employees by Type of Contract (person)	Full-time	126,371	124,216	124,055	
	Non Full-time *3	12,580	12,324	12,005	

*1 The number of employees as of end of the fiscal year (March 20)

*2 Figures for FY 2020 and FY 2021 refer to "Asia" and "Oceania" respectively. We have been reviewing regional classifications since fiscal 2022. NWE (Nordic and Western Europe), CEE (Central and Eastern Europe), Europe other than NWE and CEE are added together to "Europe," China, Taiwan and South Korea included in Asia are added together to "East Asia," and countries other than China, Taiwan and South Korea and Oceania included in Asia are added together to "Asia Pacific."

*3 Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

Board of Directors (As of June 26, 2023)

		End of June, 2021	End of June, 2022	End of June, 2023	GRI
Directors	Total	9	9	9	G405-1
	Male	7	7	7	
	Female	2	2	2	
External directors		5	5	5	
Non-Japanese directors		1	1	1	

Diversity (Fujitsu group)

		FY2020	FY2021	FY2022	GRI
Ratio of female employees (%)	Fujitsu group	-	-	24.8	G405-1
	Fujitsu	18.2	18.7	19.5	
Ratio of female executives and managers (%)	Fujitsu group	-	-	15.01	
	Fujitsu	7.37	8.03	9.12★	
Ratio of female in junior management positions (%)	Fujitsu group	-	-	17.79	
Ratio of female in top management positions (%)	Fujitsu group	-	-	13.8	
Ratio of female in management positions in revenue-generating functions (%)	Fujitsu group	-	-	15.5	
Ratio (*5) of female in STEM-related positions (%)	Fujitsu group	-	-	20.4	

*4 The number of employees as of end of the fiscal year (March 20)

*5 STEM-related Departments: Departments related to Science, Technology, Engineering and Mathematics

			Male	Female	GRI
Average salary for FY2022 by gender (Fujitsu group)	Executive level	Base salary only	31,320,000 yen★	31,650,000 yen★	G405-2
		Base salary + Other incentive	89,862,624 yen★	90,969,880 yen★	
	Management level	Base salary only	8,112,568 yen★	7,696,818 yen★	
		Base salary + Other incentive	12,582,705 yen★	11,948,550 yen★	
	Non-management level	Base salary + Bonus	7,583,881 yen★	5,971,525 yen★	

*6 Average salary for FY2022 by gender covers domestic Group companies with 300 or more employees.

*7 Base salary includes basic salary and various allowances (Commuting allowance and retirement allowance are excluded).

*8 Incentives include bonuses and stock compensation, and theoretical values are used for some executives. As for stock compensation, the amount based on the estimated amount of grant under the 2022 Plan < Grant amount fixed for 3 years of 2022~2024 > is used instead of the amount based on the fixed amount of grant in fiscal 2022.

Diversity (Fujitsu Limited)

	FY2020	FY2021	FY2022	GRI
Number of employees *9 Total	32,026	34,430	35,092★	G405-1

		FY2020	FY2021	FY2022	GRI
Average age *10		43.8	43.6	43.7★	
Number of employees by age group	Under 30	4,577	5,063	5,126★	
	30-49	14,713	16,240	16,523★	
	50 and over	12,736	13,127	13,443★	
Number of employees by gender (person)	Male	26,202	27,995	28,248	
	Female	5,824	6,435	6,844	
Gender salary gap(%) (Female to male ratio) *11	All employee	-	-	76.9	G405-2
	Full-time employee	-	-	76.5	
	Fixed-term employee	-	-	84.5	
Ratio of newly appointed female managers (%) (qualified personnel)		13.9	18.2	25.8	G405-1
Number of non-Japanese employees (person)		475	585	674	
Employment rate of people with disabilities (%) *6 (counted in every June)		2.36	2.38	2.45★	

*9 The number of employees as of the end of the fiscal year (March 20) includes executive officers and does not include non-regular employees.

*10 At the end of the fiscal year (March 31)

*11 Period covered: April 1, 2022 to March 31, 2023. Salary is the amounts paid to employees, including basic salaries, bonuses, and other benefits. (Excluding retirement allowance and commuting allowance.)

*12 Fiscal 2020 data covers Fujitsu, Fujitsu Harmony, Fujitsu Laboratories, Fujitsu IS Services, Fujitsu Advanced Accounting Services, Fujitsu Home & Office Services, and Fujitsu Techno Research. In fiscal 2021, Fujitsu, Fujitsu Harmony, Fujitsu IS Services, Fujitsu Advanced Accounting Services, Fujitsu Home & Office Services, Fujitsu Techno Research, Fujitsu SSL Powered Services, and Fujitsu SSL Harmony are covered. In fiscal 2022, Fujitsu, Fujitsu Harmony, Fujitsu IS Services, Fujitsu Advanced Accounting Services, Fujitsu Home & Office Services, and Fujitsu Techno Research will be included.

Employment (Fujitsu Limited)

		FY2019	FY2020	FY2021	FY2022	GRI
Average year of service *13	Total	19.5	19.6	19.2	19.1★	
	Male	20.3	20.4	20.0	20.0	
	Female	16.1	16.1	15.8	15.5	
Total number of new employee hires		1,193	1,165	1,220	1,583	
Ratio of new hires (%) *14		72.3	71.2	67.2	48.3	

Percentage of open positions filled by internal candidates (%)	89.9	81.7	87.1	79.3
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*13 At the end of the fiscal year (March 31)

*14 The figures for FY 2020 and FY 2021 have been revised due to the revision of the calculation method.

Using the Care Leave and Short Work Hours system (Fujitsu Limited)

		FY2020	FY2021	FY2022	GRI
Number of employees using child care leave *15 *16 *18	Total	617	300	518★	G401-3
	Male	157	139	286	
	Female	460	161	232	
Return to work rate after child care leave (%)	Total	97.4	100	100	
	Male	100	100	100	
	Female	96.7	100	100	
Continuous work rate after child care leave (%)	Total	98.1	99.2	96.6	
	Male	97.4	95.9	95.8	
	Female	98.3	100	96.9	
Number of employees using family care leave *15	Total	11	7	18★	
	Male	8	7	10	
	Female	3	0	8	
Return to work rate after family care leave (%)		100	100	100	
Continuous work rate after family care leave (%)		100	90.0	85.7	
Number of employees using Short working hours (child care) *15	Total	803	703	670★	
	Male	21	20	21	
	Female	782	683	649	
Number of employees using Short working hours (family care) *15	Total	11	10	11★	
	Male	4	5	8	
	Female	7	5	3	

	FY2020	FY2021	FY2022	GRI
Paternity leave *15, *17	458	497	549★	
Percentage of male employees taking childcare leave (%) *19			85.1	

*15 Data applies to regular employees enrolled as of the end of the fiscal year (March 20).

*16 Short-term childcare leave taken within 8 weeks after childbirth and subsequent retake (so-called dad leave) are counted as 1 person each.

*17 In FY 2020 and FY 2022, the number of employees who gave birth within the fiscal year and obtained the relevant benefits within the fiscal year (including the use of childcare leave), and in FY 2021, the number of employees who obtained benefits has been revised in line with the approach in other fiscal years.

*18 "Employees who took childcare leave during the year, regardless of whether they gave birth within the year" in FY 2020; "Employees who have given birth within the year and have taken childcare leave" in FY 2021; "Employees who have taken parental leave for the first time for a subject child, regardless of whether the child was born within the current year (in accordance with the calculation method accompanying the disclosure of the status of parental leave)" in FY 2022 (including combined use with childcare leave)

*19 Percentage of male employees who took childcare leave, etc. and leave for childcare purposes (based on the Childcare and Nursing Care Leave Act)

Occupational Safety and Health (Fujitsu Limited)

	FY2019	FY2020	FY2021	GRI
Lost time injury frequency rate *20	0.11	0.04	0.03★	G403-2
Severity (rate) *21	0.000	0.000	0.000	

*20 Number of work-related absences per 1 million working hours

*21 Number of lost working days/Total working hours ×1,000

Human Resource Development

	FY2019 *22	FY2020 *22	FY2021 *23	FY2022 *23	GRI
Average Annual Hours Spent Learning [hour /year /person]	47.6	39.0	42.0	46.5	G404-1
Annual Cost of Learning [1000 yen /year /person]	114.8	118.4	81.7	75.4	
Human Capital Return on Investment (ROI) *24	1.20	1.20	1.21	1.24	

*22 Scope: Fujitsu and domestic group companies

*23 Scope: Fujitsu Group

*24 Human Capital Return on Investment (ROI): Calculated by [net sales - (operating expenses - employee-related expenses)]/employee-related expenses.

Breakdown of learning hours in FY 2022

Age group	20s and younger	30s	40s	50s and older	GRI
Average Annual Hours Spent Learning [hour /year /person]	115	38.3	29.2	23.9	

Level	Managers and above	Non-managers	GRI
Average Annual Hours Spent Learning [hour /year /person]	29.7	49.9	

Political contributions and other spending ^{*25}

	FY2019	FY2020	FY2021	FY2022
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations /candidates	18.0	17.2	17.1	20.2
Trade associations or tax-exempt groups	127.9	102.5	134.9	130.4
Others	0	0	0	0
Total	145.9	119.7	152.0	150.6

[million yen]

*25 Fujitsu conducts political donations properly in accordance with the Political Funds Control Act.

Large expenditure by sustainability topics

Topics	Description of engagement	FY2022
Recommendations for IT and other industrial policies	Our company provides advice on IT and other industrial policies by participating in various committees and workshops of electronics, electricity, and information and communications organizations in legal entity and economic organizations, such as the Japan Electronics and Information Technology Industries Association.	126.6
Sustainable development on a global scale	Our company works through organizations such as the World Economic Forum (*26) for the purpose of sustainable development of industry and humankind.	56.0
Responding to environmental issues such as climate change	With the aim of responding to climate change through industry, we are participating in environmental projects such as the World Business Council (*26) for Sustainable Development.	5.5

[million yen]

*26 For more information on WEF and WBCSD, please visit [this site](#).

Employee Engagement

Topics	FY2019	FY2020	FY2021	FY2022	Target for FY2025
Engagement score (%) *27	63	68	67	69	75

*27 The Positive response rate is as follows.

FY2019: 56% FY2020: 66% FY2021: 64% FY2022: 66% Target for FY2025: 74%