

HUMAN RIGHTS

We believe that respect for human rights is indispensable to a global company's fulfillment of corporate social responsibility. Accordingly, in accordance with international norms, we have established various guidelines that form the basis of our initiatives focused on promoting respect for the human rights of all stakeholders in our value chain.

For details on the Fujitsu Group's human rights initiatives, please visit the following website.
<https://www.fujitsu.com/global/about/csr/humanrights/>

Goals

What Fujitsu Aspires to Be

In both the real-world and digital societies, consideration for "human dignity" is reflected in all our corporate activities and we constantly work to "create human-centric value."

Goals for Fiscal 2022

Embedding "respect for human rights" within the Fujitsu Group

KPI Completion rate for global human rights training: 80%

Our Approach

With the aim of realizing Our Purpose as stated in the Fujitsu Way, which was revamped in July 2020, we have set out acting ethically, transparently, and with integrity and listening to all people as values that every employee should embody. These values stem from our commitment to respecting human rights in every aspect of our diverse business activities. Moreover, the first item in the Fujitsu Group's Code of Conduct states that "We respect human rights." Based on the Fujitsu Group Human Rights Statement, which expresses our commitment to human rights in a more concrete form, we are advancing human rights due diligence to identify the effects of our business activities on human rights and to prevent or mitigate negative effects throughout our global value chain.

Promotion Framework

Through interviews with the personnel of in-house divisions and discussions with domestic and international experts, the Fujitsu Group has identified three key areas where its business activities have a particularly significant effect on human rights, namely, the supply chain, employees, and customers and end-users. In these key areas, we are currently engaged in activities to address human rights issues. To facilitate these activities, we have established managers for each key area in respective regions so that we can formulate and implement global initiatives.

Human Rights Initiatives

Advancement of Human Rights Due Diligence

In the key area of employees, we conducted a basic survey based on a human rights impact assessment implemented with external experts of major Group companies outside Japan, examining the human rights of employees with respect to matters including the management of long working hours. In light of the findings of this survey, we will consider how to establish measures that are even more effective.

Further, the Group has issued a worldwide message to address growing international concern over racial discrimination. Relevant in-house departments have additionally collaborated in the preparation of educational materials for employees aimed at preventing all types of discrimination.

AI Ethics Initiatives

In addition to compiling a summary of the essential elements of sound AI ethics in the form of the Fujitsu Group AI Commitment, we have established the Fujitsu Group External Advisory Committee on AI Ethics, which comprises external experts and ensures the objectivity of our AI ethics initiatives.

In addition, we take preventive measures for AI-related ethical issues. For example, the Group conducts e-learning on AI ethics for employees. Also, we have established the Human Centric AI Working Group, addressing concerns and issues that arise in actual business activities with respect to human rights, privacy, and ethics.

DIVERSITY & INCLUSION

Diversity has become a topic discussed in a variety of contexts, including workstyles, communication, and multiculturalism. Mindful of this, we are moving forward with initiatives aimed at fostering an inclusive culture that benefits from the contributions of diverse individuals. Also, to realize its Be Completely You target profile, the Fujitsu Group has set out a vision, strategic goals, and focus areas.

For details on the Fujitsu Group's diversity and inclusion initiatives, please visit the following website.
<https://www.fujitsu.com/global/about/csr/diversity/>

Goals

What Fujitsu Aspires to Be

Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves. We will celebrate difference and ensure that people can succeed regardless of their personal identity, especially their gender, sexual orientation, gender identity, race, ethnicity, health, disability, and age.

Goals for Fiscal 2022

Cultivation of an inclusive corporate culture

KPIs

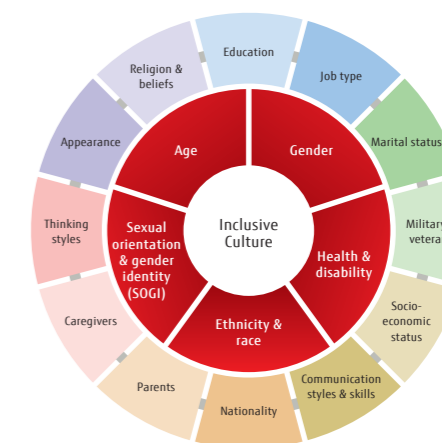
- Favorable answers to Diversity and Inclusion question of Engagement Survey:
 - At least consolidated 69% from 66% (fiscal 2019) / Non-consolidated 63% from 59% (fiscal 2019)
- Female leadership:
 - At least consolidated 10% from 8% (fiscal 2019) / Non-consolidated 9% from 6% (fiscal 2019)

Our Approach

We established the "Global D&I Vision & Inclusion Wheel," which acts as a guideline, helping further advance our efforts toward inclusion and diversity within our employees. This wheel expresses the Fujitsu Group's overall efforts as they relate to D&I. We have also defined the vision, strategic goals, and focus areas required to realize our aspirations.

Promotion Framework

The Diversity Promotion Office, under the direction of the CEO and the diversity officer, engages in efforts to promote diversity and inclusion in all Group companies. The office regularly hosts meetings attended by all regional diversity promotion representatives, where they share the issues and policies they have experienced and implemented in each region, and generate ideas as to global promotional policies.



Diversity and Inclusion Initiatives

We are developing initiatives in a variety of areas related to diversity and inclusion.

- Establishing and conducting training programs aimed at increasing the percentage of female employees in leadership positions
- Holding forums to raise disability awareness in the workplace and society and introducing communication tools for hearing-impaired employees

- Participating in Pride events worldwide and sponsoring the external consortium Pride House Tokyo through an employee community comprising LGBT+ individuals and LGBT allies
- Facilitating networking and conducting a mentoring program for multinational employees
- Providing e-learning that deepens understanding and awareness of the unconscious bias that everyone has