

## CSR Report 2015 GRI Guideline Comparison Table

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle	
<b>Strategy and Analysis</b>					
G4-1	※	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	◆ <a href="#">Top Message</a>	6.2	—
G4-2		Provide a description of key impacts, risks, and opportunities.	◆ <a href="#">Risk Management "Business Risks"</a>	6.2	—
<b>Organizational Profile</b>					
G4-3	※	Report the name of the organization.	◆ <a href="#">Fujitsu Group Profile "Company Name"</a>	—	—
G4-4	※	Report the primary brands, products, and services	◆ <a href="#">Fujitsu Group Profile "Main Business Activities"</a>	—	—
G4-5	※	Report the location of the organization's headquarters.	◆ <a href="#">Fujitsu Group Profile "Addresses" [Reference] Organization</a>	—	—
G4-6	※	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	◆ <a href="#">Fujitsu Group Profile "Global Business System"</a>	—	—
G4-7	※	Report the nature of ownership and legal form.	◆ <a href="#">Corporate Governance "Basic Stance on Internal Control Framework"</a> ◆ <a href="#">Fujitsu Group Profile "Headquarters" [Reference] WEB(Worldwide)</a>	—	—
G4-8	※	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	◆ <a href="#">Fujitsu Group Profile "Main Business Activities "Break down of Revenue by Business Segment"</a>	—	—
G4-9	※	Report the scale of the organization, including: Total number of employees - Total number of operations - Net sales (for private sector organizations) or net revenues (for public sector organizations) - Total capitalization broken down in terms of debt and equity (for private sector organizations) - Quantity of products or services provided	◆ <a href="#">Fujitsu Group Profile "Revenue", "Capital", "Total Assets", "Employees", "Main Business Activities", "Global Business System"</a> ◆ <a href="#">List of Employee related Indicators "Employees in Fujitsu Group" [Reference] Fujitsu at a Glance</a>	—	—
G4-10	※	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	◆ <a href="#">Fujitsu Group Profile "Employees" "Global Business System" J</a> ◆ <a href="#">List of Employee related Indicators</a>	6.4 6.4.3	—
G4-11	※	Report the percentage of total employees covered by collective bargaining agreements.	◆ <a href="#">Creating Good Working Conditions "Labor Relations"</a>	6.3.10 6.4 6.4.3 6.4.4 6.4.5	1,3

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle
G4-12	※ Describe the organization's supply chain.	◆ <a href="#">With Our Suppliers</a>		
G4-13	※ Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: - Changes in the location of, or changes in, operations, including facility openings, closings, and expansions - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) - Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.	◆ <a href="#">Editorial Policy "Organizations Covered"</a> ◆ <a href="#">Integrated Report Financial Section</a>	—	—
<b>Commitments to External Initiatives</b>				
G4-14	※ Report whether and how the precautionary approach or principle is addressed by the organization.	◆ <a href="#">Our Approach to CSR "Promoting Group-wide Dissemination"</a> ◆ <a href="#">United Nations Global Compact</a> ◆ <a href="#">CSR Activities Utilizing ISO 26000</a> ◆ <a href="#">Risk Management "Risk Management Framework"</a> ◆ <a href="#">Risk Management "Risk Management Processes"</a> [Reference] <a href="#">Environmental Policy· Action Plan</a>	6.2	—
G4-15	※ List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	◆ <a href="#">United Nations Global Compact</a> ◆ <a href="#">CSR Activities Utilizing ISO 26000</a>	6.2	—
G4-16	※ List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: - Holds a position on the governance body. - Participates in projects or committees. - Provides substantive funding beyond routine membership dues. - Views membership as strategic.	◆ <a href="#">United Nations Global Compact</a>	6.2	—
<b>Identified Material Aspects and Boundaries</b>				
G4-17	※ a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	◆ <a href="#">Fujitsu Group Profile "Main Business Activities"</a> ◆ <a href="#">Editorial Policy "Organizations Covered"</a> ◆ <a href="#">Integrated Report Financial Section [Reference] Organization</a>	6.2	—
G4-18	※ a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	◆ <a href="#">CSR Policy and Promotion Framework "Organization Promoting CSR"</a>	—	—
G4-19	※ List all the material Aspects identified in the process for defining report content.	◆ <a href="#">CSR Policy and Promotion Framework "Five Priority Issues"</a>	—	—
G4-20	※ For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization	◆ <a href="#">CSR Policy and Promotion Framework "Five Priority Issues"</a> ◆ <a href="#">Editorial Policy "Organizations Covered"</a>	—	—
G4-21	※ For each material Aspect, report the Aspect Boundary outside the organization, as follows: Report whether the Aspect is material outside of the organization	◆ <a href="#">CSR Policy and Promotion Framework "Five Priority Issues"</a> ◆ <a href="#">Editorial Policy "Organizations Covered"</a>	—	—

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle
G4-22	※ Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	◆ <a href="#">Editorial Policy "Organizations Covered"</a> / <a href="#">"Organizations Covered"</a>	—	—
G4-23	※ Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	◆ <a href="#">Editorial Policy "Organizations Covered"</a> / <a href="#">"Organizations Covered"</a>	—	—
<b>Stakeholder Engagement</b>				
G4-24	※ Provide a list of stakeholder groups engaged by the organization.	◆ <a href="#">CSR Policy and Promotion Framework "The Fujitsu Group's Stakeholders"</a>	6.2	—
G4-25	※ Report the basis for identification and selection of stakeholders with whom to engage.	◆ <a href="#">CSR Policy and Promotion Framework "The Fujitsu Group's Stakeholders"</a> ◆ <a href="#">Stakeholder Dialogue</a>	6.2	—
G4-26	※ Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	◆ <a href="#">Stakeholder Dialogue</a> <Customers, International Society, Local Community> ◆ <a href="#">With Our Customers</a> ◆ <a href="#">Quality Initiatives</a> ◆ <a href="#">Approach to Social Contribution Activities</a> ◆ <a href="#">Promoting Learning &amp; Education, and Cultural and Sponsorship Activities</a> ◆ <a href="#">Contributing to Society through Sports</a> ◆ <a href="#">International Support and Disaster-Relief Activities</a> ◆ <a href="#">Example Activities in FY 2014</a> <Shareholders and Investors> ◆ <a href="#">With Our Shareholders and Investors</a> <Suppliers> ◆ <a href="#">With Our Suppliers</a> <Employees> ◆ <a href="#">Diversity and Inclusion</a> ◆ <a href="#">Efforts Promoting Respect for Human Rights</a> ◆ <a href="#">Creating Good Working Conditions</a> ◆ <a href="#">Occupational Safety and Health and Health Management</a> ◆ <a href="#">Human Resource and Career Development</a>	6.2	1~10
G4-27	※ Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	◆ <a href="#">Stakeholder Dialogue</a> ◆ <a href="#">With Our Customers "Examples of Improvements Based on Customer Feedback"</a>	6.2	—
<b>Report Profile</b>				
G4-28	※ Reporting period (such as fiscal or calendar year) for information provided.	◆ <a href="#">Editorial Policy "Reporting Period"</a>	—	—
G4-29	※ Date of most recent previous report (if any).	◆ <a href="#">Editorial Policy "Publisher"</a>	—	—
G4-30	※ Reporting cycle (such as annual, biennial).	◆ <a href="#">Editorial Policy "Publisher"</a>	—	—
G4-31	※ Provide the contact point for questions regarding the report or its contents.	◆ <a href="#">Editorial Policy "Contact"</a>	—	—
G4-32	※ a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not requirement to be 'in accordance' with the Guidelines.	◆ GRI Guideline/UNGC 10 Principles Comparison Table ◆ <a href="#">Third Party Verification Report</a>	—	—

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle
G4-33	※ Assurance a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	◆ <a href="#">Third Party Verification Report</a>	7.5.3	—
<b>Governance</b>				
G4-34	※ Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	◆ <a href="#">Corporate Governance "Corporate Governance Structure"</a>	6.2	—
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	◆ <a href="#">Corporate Governance "Corporate Governance Structure"</a>	—	—
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	◆ <a href="#">Corporate Governance "Corporate Governance Structure"</a>	—	—
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	◆ <a href="#">With Our Shareholders and Investors "Communicating with Shareholders and Investors"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a> ◆ <a href="#">Compliance "Compliance Line/Fujitsu Alert"</a>	6.2	—
G4-38	Report the composition of the highest governance body and its committees by: - Executive or non-executive Independence - Tenure on the governance body - Number of each individual's other significant positions and commitments, and the nature of the commitments - Gender - Membership of under-represented social groups - Competences relating to economic, environmental and social impacts - Stakeholder representation	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a>	6.2	—
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a>	6.2	—

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> <li>- Whether and how diversity is considered</li> <li>- Whether and how independence is considered</li> <li>- Whether and how expertise and experience relating to economic, environmental and social topics are considered</li> <li>- Whether and how stakeholders (including shareholders) are involved.</li> </ul>	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a>	6.2	—
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>- Cross-board membership</li> <li>- Cross-shareholding with suppliers and other stakeholders</li> <li>- Existence of controlling shareholder</li> <li>Related party disclosures</li> </ul>	◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a>	6.2	—
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	◆ <a href="#">CSR Policy and Promotion Framework "Organization Promoting CSR"</a>	—	—
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	◆ <a href="#">CSR Policy and Promotion Framework "Organization Promoting CSR"</a>	—	—
G4-44	a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	◆ <a href="#">CSR Policy and Promotion Framework "Organization Promoting CSR"</a> ◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a>	6.2	—
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	◆ <a href="#">Corporate Governance "Basic Stance on Internal Control Framework"</a> ◆ <a href="#">Risk Management "Business Risks"</a> ◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a>	6.2	—

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Basic Stance on Internal Control Framework"</a></li> <li>◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a></li> </ul>	—	—
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	<ul style="list-style-type: none"> <li>◆ <a href="#">Risk Management Risk Management Processes"</a></li> </ul>	6.2	
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	<ul style="list-style-type: none"> <li>◆ <a href="#">CSR Policy and Promotion Framework "Organization Promoting CSR"</a></li> </ul>	—	—
G4-49	Report the process for communicating critical concerns to the highest governance body.	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "Basic Stance on Internal Control Framework"</a></li> <li>◆ <a href="#">Risk Management "Risk Management &amp; Compliance Structure"</a></li> <li>◆ <a href="#">Risk Management Risk Management Processes"</a></li> </ul>	6.2	—
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	—	—	—
G4-51	<p>a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> <li>- Fixed pay and variable pay:                             <ul style="list-style-type: none"> <li>- Performance-based pay</li> <li>- Equity-based pay</li> <li>- Bonuses</li> <li>- Deferred or vested shares</li> </ul> </li> <li>- Sign-on bonuses or recruitment incentive payments</li> <li>- Termination payments</li> <li>- Clawbacks</li> <li>- Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> <p>b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</p>	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "[Reference] Executive Compensation Policy"</a></li> </ul>	6.2	—
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	<ul style="list-style-type: none"> <li>◆ <a href="#">Corporate Governance "[Reference] Executive Compensation Policy"</a></li> </ul>	—	—
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	<ul style="list-style-type: none"> <li>◆ <a href="#">With Our Shareholders and Investors "Communicating with Shareholders and Investors"</a></li> <li>◆ <a href="#">Corporate Governance "Overview of Corporate Governance Structure"</a></li> </ul>	6.2	

GRI 4.0 Indicator (※...Core performance indicator)		References	ISO 26000	UNGC principle
G4-54		Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—	—
G4-55		Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—	—
<b>Ethics and Integrity</b>				
G4-56	※	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	—	—
G4-57		Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	—	—
G4-58		Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	—	—

GRI 4.0 Indicator by aspects		References	ISO 26000	UNGC principle
<b>Disclosures on Management Approach (DMA)</b>				
G4-DMA	Disclosures on Management Approach (DMA)	<ul style="list-style-type: none"> <li>◆ <a href="#">Diversity and Inclusion "Our Framework for Promotion of Diversity"</a></li> <li>◆ <a href="#">Diversity and Inclusion "Efforts at Promoting Diversity"</a></li> <li>◆ <a href="#">Efforts Promoting Respect for Human Rights "Respecting Human Rights"</a></li> <li>◆ <a href="#">Occupational Safety and Health and Health Management "Efforts to Improve Occupational Safety and Health"</a></li> <li>◆ <a href="#">Occupational Safety and Health and Health Management "Health Management and Enhancement Initiatives"</a></li> <li>◆ <a href="#">Human Resource and Career Development "Guidelines for Human Resource Development"</a></li> <li>◆ <a href="#">Human Resource and Career Development "Promotion System"</a></li> <li>◆ <a href="#">Human Resource and Career Development "Measures and Achievements"</a></li> <li>◆ <a href="#">Quality Initiatives "Philosophy on Quality and Product Safety"</a></li> <li>◆ <a href="#">Quality Initiatives "Establishing a Quality Assurance System"</a></li> <li>◆ <a href="#">With Our Suppliers "Basic Approach to Suppliers"</a></li> <li>◆ <a href="#">With Our Suppliers "Promoting Socially Responsible Procurement"</a></li> <li>◆ <a href="#">With Our Suppliers "Collaborative Promotion of CSR with Suppliers"</a></li> <li>◆ <a href="#">With Our Shareholders and Investors "Our Basic Stance"</a></li> <li>◆ <a href="#">Community Involvement "Approach to Social Contribution Activities"</a></li> </ul>	—	—
<b>Economic</b>				
<b>Aspect: Economic Performance</b>				
G4-EC1	Direct economic value generated and distributed.	—	6.8 6.8.3 6.8.7 6.8.9	—
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	—	6.5.5	7,8,9
G4-EC3	Coverage of the organization's defined benefit plan obligations.	[Reference] <a href="#">Integrated Report Financial Section</a>	—	—
G4-EC4	Financial assistance received from government.	—	—	—
<b>Aspect: Market Presence</b>				
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	—	6.4.4 6.8	—
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	—	6.8 6.8.5 6.8.7	—



GRI 4.0 Indicator by aspects		References	ISO 26000	UNGC principle
<b>Aspect: Indirect Economic Impacts</b>				
G4-EC7	Development and impact of infrastructure investments and services supported.	<ul style="list-style-type: none"> <li>◆ <a href="#">Promoting Learning &amp; Education, and Cultural and Sponsorship Activities</a></li> <li>◆ <a href="#">Contributing to Society through Sports</a></li> <li>◆ <a href="#">International Support and Disaster-Relief Activities</a></li> <li>◆ <a href="#">Example Activities in FY 2014</a></li> </ul>	6.3.9 6.8 6.8.3 6.8.4 6.8.5 6.8.6 6.8.7 6.8.9	8,9
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	—	6.3.9 6.6.6 6.6.7 6.7.8 6.8 6.8.5 6.8.6 6.8.7 6.8.9	—
<b>Aspect: Procurement Practices</b>				
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	—	6.6.6 6.8 6.8.5 6.8.7	—
<b>Labor Practices and Decent Work</b>				
<b>Aspect: Employment</b>				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	◆ <a href="#">List of Employee related Indicators "Employees in Fujitsu group"</a>	6.4 6.4.3	—
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	◆ <a href="#">Creating Good Working Conditions "Employee Benefits Program"</a>	6.4 6.4.3 6.4.4	—
G4-LA3	Return to work and retention rates after parental leave, by gender.	◆ <a href="#">List of Employee related Indicators "Using the Care Leave and Short Work Hours system (Fujitsu)"</a>	6.4 6.4.3	6
<b>Aspect: Labor/Management Relations</b>				
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	—	6.4 6.4.3 6.4.4 6.4.5	—
<b>Aspect: Occupational Health and Safety</b>				
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	◆ <a href="#">Occupational Safety and Health and Health Management "Efforts to Improve Occupational Safety and Health"</a>	6.4	1
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	◆ <a href="#">List of Employee related Indicators "Occupational Safety and Health (Fujitsu)"</a>	6.4.6	—

GRI 4.0 Indicator by aspects		References	ISO 26000	UNGC principle
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	<ul style="list-style-type: none"> <li>◆ <a href="#">Occupational Safety and Health and Health Management "Health Management and Enhancement Initiatives"</a></li> <li>◆ <a href="#">Risk Management "Measures Against Infectious Diseases"</a></li> </ul>	6.4 6.4.6 6.8 6.8.3 6.8.4 6.8.8	1
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	◆ <a href="#">Occupational Safety and Health and Health Management "Efforts to Improve Occupational Safety and Health"</a>	6.4 6.4.6	—
<b>Aspect: Training and Education</b>				
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	◆ <a href="#">Human Resource and Career Development "Average Hours Dedicated to Training Per Employee (Fujitsu)"</a>	6.4 6.4.7	—
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	◆ <a href="#">Human Resource and Career Development "Career Development Support"</a>	6.4 6.4.7 6.8.5	6
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	—	6.4 6.4.7	—
<b>Aspect: Diversity and Equal Opportunity</b>				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	<ul style="list-style-type: none"> <li>◆ <a href="#">List of Employee related Indicators "Board of Directors"</a></li> <li>◆ <a href="#">List of Employee related Indicators "Diversity (Fujitsu)"</a></li> </ul>	6.3.7 6.3.10 6.4 6.4.3	1,6
<b>Aspect: Equal Remuneration for Women and Men</b>				
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	—	6.3.7 6.3.10 6.4 6.4.3 6.4.4	—
<b>Aspect: Supplier Assessment for Labor Practices</b>				
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	—	—	—
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	—	—	—
<b>Aspect: Labor Practices Grievance Mechanisms</b>				
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	—	—	—
<b>Human Rights</b>				
<b>Aspect: Investment</b>				
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	—	6.3 6.3.3 6.3.5 6.6.6	—
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<ul style="list-style-type: none"> <li>◆ <a href="#">Our Approach to CSR "Providing More Fujitsu Way Tools"</a></li> <li>◆ <a href="#">Efforts Promoting Respect for Human Rights "Training and Education Regarding Human Rights"</a></li> </ul>	6.3 6.3.5	1

GRI 4.0 Indicator by aspects		References	ISO 26000	UNGC principle
<b>Aspect: Non-discrimination</b>				
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	—	6.3 6.3.6 6.3.7 6.3.10 6.4.3	—
<b>Aspect: Freedom of Association and Collective Bargaining</b>				
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	<ul style="list-style-type: none"> <li>◆ <a href="#">With Our Suppliers "Promoting Socially Responsible Procurement"</a></li> <li>◆ <a href="#">With Our Suppliers "Thorough Enforcement of Compliance"</a></li> </ul>	6.3 6.3.3 6.3.4 6.3.5 6.3.8 6.3.10 6.4.3 6.4.5	—
<b>Aspect: Child Labor</b>				
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	<ul style="list-style-type: none"> <li>◆ <a href="#">With Our Suppliers "Promoting Socially Responsible Procurement"</a></li> <li>◆ <a href="#">With Our Suppliers "Thorough Enforcement of Compliance"</a></li> </ul>	6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10	—
<b>Aspect: Forced or Compulsory Labor</b>				
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	<ul style="list-style-type: none"> <li>◆ <a href="#">With Our Suppliers "Promoting Socially Responsible Procurement"</a></li> <li>◆ <a href="#">With Our Suppliers "Thorough Enforcement of Compliance"</a></li> </ul>	6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10	—
<b>Aspect: Security Practices</b>				
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	—	6.3 6.3.5 6.4.3 6.6.6	—
<b>Aspect: Indigenous Rights</b>				
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	—	6.3 6.3.6 6.3.7 6.3.8 6.6.7	—
<b>Aspect: Assessment</b>				
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	◆ <a href="#">Efforts Promoting Respect for Human Rights "Human Rights Due Diligence Scheme"</a>	6.3 6.3.3 6.3.4 6.3.5	—

GRI 4.0 Indicator by aspects		References	ISO 26000	UNGC principle
<b>Aspect: Supplier Human Rights Assessment</b>				
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	◆ <a href="#">With Our Suppliers "Promoting Socially Responsible Procurement"</a> ◆ <a href="#">With Our Suppliers "Thorough Enforcement of Compliance"</a>	6.3 6.3.3 6.3.5 6.4.3 6.6.6	1,2,3,4 5,6,10
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	—	—	—
<b>Aspect: Human Rights Grievance Mechanisms</b>				
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	—	—	—
<b>Society</b>				
<b>Aspect: Local Communities</b>				
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	—	6.3.9 6.6.7 6.8 6.8.5 6.8.7	8
G4-S02	Operations with significant actual and potential negative impacts on local communities.	—	6.3.9 6.5.3 6.5.6 6.8.9	7,8
<b>Aspect: Anti-corruption</b>				
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	—		10
G4-S04	Communication and training on anti-corruption policies and procedures.	◆ <a href="#">Our Approach to CSR "Providing More Fujitsu Way Tools"</a> ◆ <a href="#">Compliance "Compliance Education"</a>	6.6 6.6.3	10
G4-S05	Confirmed incidents of corruption and actions taken.	—		—
<b>Aspect: Public Policy</b>				
G4-S06	Total value of political contributions by country and recipient/beneficiary.	—		—
<b>Aspect: Anti-competitive Behavior</b>				
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	—	6.6 6.6.5 6.6.7	—
<b>Aspect: Compliance</b>				
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	—	6.6 6.6.3 6.6.7 6.8.7	—
<b>Aspect: Supplier Assessment for Impacts on Society</b>				
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society.	◆ <a href="#">With Our Suppliers "Promoting Socially Responsible Procurement"</a>	—	—

GRI 4.0 Indicator by aspects		References	ISO 26000	UNGC principle
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	—	—	—
<b>Aspect: Grievance Mechanisms for Impacts on Society</b>				
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	—	—	—
<b>Product Responsibility</b>				
<b>Aspect: Customer Health and Safety</b>				
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	◆ <a href="#">Quality Initiatives "Customer-Centric Quality Assurance Activities for Products and Services"</a> ◆ <a href="#">With Our Suppliers "Collaborative Promotion of CSR with Suppliers"</a>	6.3.9 6.6.6 6.7 6.7.4 6.7.5	9
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	◆ <a href="#">Quality Initiatives "Disclosure of Information Related to Product Safety"</a>	6.7 6.7.3 6.7.4 6.7.5 6.7.6 6.7.9	—
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	—	6.7 6.7.3 6.7.4 6.7.5 6.7.6 6.7.9	—
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	◆ <a href="#">With Our Customers "Marking and Labeling of Products and Services Regarding Quality and Safety"</a>	6.7 6.7.4 6.7.5 6.7.6 6.7.8 6.7.9	—
G4-PR5	Results of surveys measuring customer satisfaction.	◆ <a href="#">Quality Initiatives "Satisfaction and Quality Surveys by Third-Party Organizations"</a>	6.7 6.7.4 6.7.5 6.7.6 6.7.8 6.7.9	—
<b>Aspect: Marketing Communications</b>				
G4-PR6	Sale of banned or disputed products.	—	6.7 6.7.3 6.7.6 6.7.9	10
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	◆ <a href="#">With Our Customers "Directions in Advertising"</a>	6.7 6.7.3 6.7.6 6.7.9	—
<b>Aspect: Customer Privacy</b>				
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	◆ <a href="#">Information Security</a>	6.7 6.7.7	—
<b>Aspect: Compliance</b>				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	—	6.7 6.7.6	—