



Data and Documents

External Recognition and Awards






Fujitsu continues to be highly regarded throughout the world for its social and environmental initiatives, which have won awards from external organizations and led to inclusion in the following stock market indexes.





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Inclusion status for major stock market indexes related to Socially Responsible Investment (SRI)

Stock market index	Description	Logo
Dow Jones Sustainability Indices (World, Asia Pacific)	Highly regarded as a global index for SRI, this index evaluates 2,500 companies around the world in terms of corporate economic, environmental, and social performance, and recognizes the top 10% of them as DJSI World. Fujitsu has been included in the index for seven consecutive years, and 19 times overall.	 <p>MEMBER OF Dow Jones Sustainability Indices In Collaboration with RobecoSAM</p>
RobecoSAM Sustainability Award	2,500 major companies from around the world are evaluated for their economic, environmental, and social sustainability, and companies that are particularly outstanding among the top 10% in terms of CSR are awarded Gold Class, Silver Class, and Bronze Class ratings. Fujitsu was awarded a Bronze Class rating.	 <p>SAM Sustainability Award Bronze Class 2019</p>
FTSE4Good Index Series	FTSE is an investment-related organization established by the London Stock Exchange which has created this globally-recognized SRI index that evaluates companies based on their environmental, social and governance practices. Fujitsu has been selected for inclusion in the index for nine consecutive years.	 <p>FTSE4Good</p>
CDP	International non-profit organization CDP represents a network of institutional investors that control over \$100 trillion in assets. CDP scores over 5,000 companies throughout the world on their environmental action and identifies those that it rates highest as the "A List." Fujitsu has earned a spot on the A List for action on climate change for two consecutive years.	 <p>CDP DISCLOSURE RISK ACTION A LIST 2018 CLIMATE CHANGE</p>
MSCI ESG Select Leaders Indexes (World, Japan)	These world-renowned ESG (Environmental, Social, Governmental) indexes were developed by global stock index provider MSCI. Companies with outstanding ESG performance are selected for the indexes, and Fujitsu has been included for nine years running.	 <p>MSCI 2018 Constituent MSCI ESG Leaders Indexes</p>





<p>STOXX® Global ESG Leaders</p>	<p>This index compiled by STOXX, a subsidiary of Deutsche Börse, selects companies that meet criteria based on the results of research by ESG research company Sustainalytics from the Netherlands. Fujitsu has been included in the index for five consecutive years.</p>	
<p>ISS-oekom Corporate Rating</p>	<p>Germany-based CSR ratings company ISS-oekom produces these corporate responsibility ratings which rate companies according to environment, social, and governance topics. The ratings have conferred Prime Status on Fujitsu since 2011.</p>	
<p>Ethibel Sustainability Index (ESI) (Excellence Register)</p>	<p>The Ethibel Excellence Investment Register is an investment universe managed by Forum Ethibel, an NPO headquartered in Belgium. The Ethibel Sustainability Index is comprised of companies from this register which demonstrate superior performance from a CSR perspective. Fujitsu has been included in the index from 2013 through 2016, and in 2018.</p>	
<p>Euronext Vigeo Index - World 120</p>	<p>This sustainability ratings index by the world's largest securities trading group NYSE Euronext and European CSR performance ratings company Vigeo Eiris selects the stocks of the 120 companies with the best environmental, social, and corporate governance performance. Fujitsu was included from 2013 through 2015, and in 2017, and 2018.</p>	

Major external awards received (from FY 2018 onward)

Award	Month/Year	Organizer	Awarded For
<p>Named by Fortune Magazine of the US as one of the World's Most Admired Companies https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0206-01.html</p>	<p>February 2019</p>	<p>Fortune Magazine, USA</p>	<p>Fujitsu corporate activities</p>
<p>2018 Energy Conservation Grand Prize Prize of the Director General, Agency for Natural Resources and Energy https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0118-01.html</p>	<p>January 2019</p>	<p>The Energy Conservation Center, Japan Supported by: Ministry of Economy, Trade and Industry</p>	<p>Immersion cooling system</p>
<p>2018 Environment Minister's Award for Global Warming Prevention Activities https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1114-01.html</p>	<p>November 2018</p>	<p>Ministry of the Environment</p>	<p>Immersion cooling system</p>
<p>Received the Award for Best Business Practices at EcoBalance 2018 https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1102-01.html</p>	<p>November 2018</p>	<p>EcoBalance 2018 (13th Biennial International Conference on EcoBalance)</p>	<p>Initiatives relating to evaluating the environmental impact of data center energy and resource use</p>
<p>28th Nikkei Global Environmental Technology Award https://www.fujitsu.com/global/about/resources/news/press-releases/2018/1018-01.html</p>	<p>October 2018</p>	<p>Nikkei Inc.</p>	<p>Development of an animal habitat survey</p>

releases/2018/1031-02.html			system that uses sound data
Received Green Legacy certification from the Social and Environmental Green Evaluation System (SEGES) http://pr.fujitsu.com/jp/news/2018/10/22.html	October 2018	Social and Environmental Green Evaluation System	Green conservation activities Numazu Plant
Received the award for excellence at the Environmental Leadership Development Awards http://pr.fujitsu.com/jp/news/2018/04/6.html	April 2018	Ministry of the Environment, Environmental Consortium for Leadership Development	Outstanding efforts in environmentally-conscious human resources development

Past recognition and awards

Contents	Fiscal Year	Detail	Logo
Chosen for the Diversity Management Selection 100	FY 2013	Fujitsu was recognized by the Ministry of Economy, Trade and Industry as a company that promotes diversity, creates innovation, generates value, and employs diverse human resources.	
Selected as a Nadeshiko Brand	FY 2015	Fujitsu was selected as a Nadeshiko Brand in FY 2015 by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange for being a company that actively encourages women's success in the workplace.	
Eruboshi (level 3) certification	FY 2016	Under the provisions of the Act on Promotion of Women's Participation and Advancement in the Workplace, the Minister of Health, Labour and Welfare certified Fujitsu as a company with excellent performance in promoting women's success in the workplace.	
Pride Index Gold Award	FY 2016, 2017	Non-profit group Work with Pride presented Fujitsu with its Gold Award as a company that satisfies all elements of its Pride Index, Japan's first index that measures LGBT-related efforts of companies and organizations.	

Social Data

*Items listed in the third party verification report.

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Employees in Fujitsu group

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Number of employees by region*	Total	155,069	140,365	132,138	G102-7,8,
	Japan	98,447	97,476	85,347	
	Asia	17,209	12,376	10,488	
	Oceania	3,422	3,137	2,926	
	Americas	7,821	5,867	5,262	
	EMEIA	28,170	26,509	28,115	
Number of Employees by Type of Contract (person)	Full-time	155,069	140,365	132,138	
	Non Full-time*1	16,307	15,883	12,990	

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

Board of Directors (As of June 24, 2019)

		End of June, 2017	End of June, 2018	End of June, 2019	GRI Standards No.
Directors	Total	10	10	10	G405-1,
	Male	8	8	8	
	Female	2	2	2	
External directors		4	4	4	
Non-Japanese directors		1	1	0	

Diversity (Fujitsu Limited)

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Number of employees*					G405-1,
Total		33,095	32,969	31,827	
Average age*		43.1	43.3	43.2	
Number of employees by age group*	Under 30	4,281	4,337	4,432	
	30-49	18,875	17,655	16,287	
	50 and over	9,939	10,977	11,108	
Number of employees by gender (person)	Male	27,754	27,462	26,397	
	Female	5,347	5,507	5,430	
Ratio of female employees (%)		16.1%	16.7%	17.1%	
Ratio of female managers (%)*		5.24%	5.71%	6.15%	
Ratio of newly appointed female managers (%) (qualified personnel)		10.1%	11.3%	11.5%	
Number of non-Japanese employees (person)		343	383	391	
Trend in employment rate of people with disabilities (%)* (counted in every June)		2.00%	2.15%	2.28%	

Employment (Fujitsu Limited)

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Hiring of Recent College Graduates (person)	Total*	740	750	750	G401-1
	Male	480	530	510	
	Female	250	220	240	
Average year of service*	Total	20.0	19.4	19.2	
	Male	20.6	20.0	19.9	
	Female	17.2	16.4	16.0	

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

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Number of employees using child care leave*	Total	336	425	442	G401-3,
	Male	38	42	60	
	Female	298	383	382	
Return to work rate after child care leave (%)	Total	98.5%	98.4%	99.5%	
	Male	100%	100%	100%	
	Female	98.3%	98.3%	99.4%	
Continuous work rate after child care leave (%)	Total	98.2%	98.3%	97.8%	
	Male	100%	93.3%	83.3%	
	Female	96.0%	98.8%	98.8%	
Number of employees using family care leave*	Total	14	7	17	
	Male	10	4	12	
	Female	4	3	5	
Return to work rate after family care leave (%)		100%	100%	95.0%	
Continuous work rate after family care leave (%)		97.1%	92.3%	71.4%	
Reduced working hours (child care) I*	Total	789	871	841	
	Male	16	21	19	
	Female	773	850	822	
Reduced working hours (family care)*	Total	17	13	9	
	Male	7	6	3	
	Female	10	7	6	
Paternity leave*		482	652	585	

Occupational Safety and Health (Fujitsu Limited)

	FY 2016	FY 2017	FY 2018	GRI Standards No.
Frequency rate*	0.08	0.18	0.28	G403-2,
Severity (rate)	0.000	0.000	0.000	

Frequency rate: Number of accidents requiring off-time from work ÷ Total Working hours × 1,000,000

Severity (rate) : Last Labor days ÷ Total Working hours × 1,000

Human Resource Development

		FY 2016	FY 2017	FY 2018	GRI Standards No.
Average Hours Dedicated to Training Per Employee (Fujitsu)	Total	55.7	45.3	49.9	G404-1
	Executive Employees	39.8	34.8	31.9	
	Ordinary Employees	59.9	49.4	53.8	

※Until FY2016 Fujitsu Limited, in FY2017 and FY 2018, Fujitsu and domestic Group companies(excluding some)