



Global Responsible Business

- Human Rights, Diversity and Inclusion -

Based on the Fujitsu Way Code of Conduct, the Fujitsu Group will ensure to underlay the spirit of "Respect for human rights" for all our corporate and individual activities, and we will strive to have 130,000 Group employees around the world accept diverse human resources and embrace individuality without bias toward nationality, gender, age differences, or disabilities.

Human Rights

Goal

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 FY2022

Embedding "respect for human rights" within Fujitsu group

KPI : Completion rates for global human rights training : 80%

Our Approach

The shared values articulated in the Code of Conduct of the Fujitsu Way are guidelines for each employee to follow when conducting their daily business operations. Prime among them is "We respect human rights", a principle that underpins all our corporate activities. We are working to ensure that this concept becomes an integral part of the day-to-day actions of all employees in the group.

In December 2014, the Fujitsu Group released the "Fujitsu Group Human Rights Statement" to promote activities that respect human rights in accordance with this Code of Conduct, as set out in the Fujitsu Way. The statement has been prepared in 21 languages, including Japanese and English, with the aim of ensuring that it becomes embedded in the corporate culture of all our group companies. Fujitsu has also set out the "FUJITSU Guiding Principles of Respect for Human Rights in Employment" to ensure that respect for human rights in regard to employment becomes firmly entrenched.

Fujitsu has publicly announced its support for the ten principles of the United Nations Global Compact(*) based on universal principles regarding human rights and rights at work, such as the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We will continue to drive management practices that respect human rights.

*1 Ten principles of the United Nations Global Compact: The compact identifies ten principles that corporations should uphold in four areas: human rights, labor practices, the environment and anti-corruption.

- Fujitsu Group Human Rights Statement
https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-human-rights-statement_en.pdf
- FUJITSU Guiding Principles of Respect for Human Rights in Employment
https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-principles-of-respect-for-human-rights-in-employment_en.pdf

Organizational Structure and Regular Reviews

In accordance with the "Fujitsu Group Human Rights Statement" referred to above, the Fujitsu Group is engaged in building a Human Rights Due Diligence Scheme that identifies the human rights impacts of our business activities throughout the entire global value chain, while also preventing and mitigating any negative impacts.

As part of this activity, we interviewed personnel across a wide range of departments in Fujitsu and exchanged ideas with Japan-based as well as international experts. In doing so, we identified three key areas where our business activities have a major impact: supply chain, employees, and customers and end users. We are now engaged in activities to address human rights issues in these areas.

In order to further drive Human Rights Due Diligence, within the Human Rights and Diversity pillar of our global responsible business activities, we have established a structure of regular meetings for those responsible for promoting human rights in each

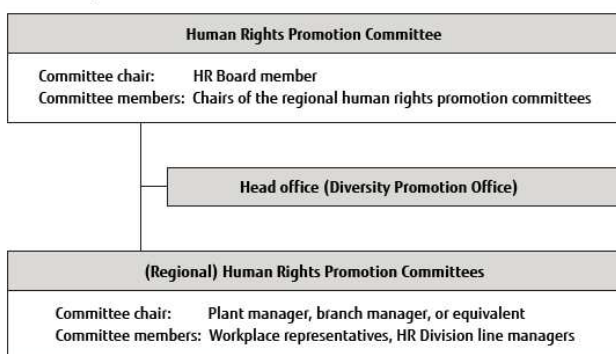
of Fujitsu’s operating regions. We will monitor the progress being made toward achieving our goals and KPIs in this area and continue to exchange ideas on Human Rights Due Diligence.

Activities to Raise Awareness of Human Rights

The Fujitsu Group has established a Human Rights Promotion Committee which is chaired by the board member in charge of human resources. In addition, we have set up Regional Human Rights Promotion Committees comprising regional workplace representatives in 24 Fujitsu work locations within Japan. These bodies implement activities that promote respect for human rights. We have also created similar committees in approximately 80 group companies within Japan.

The status of activities and issues with the regional and group company committees is regularly reported to the head office of the Human Rights Promotion Committee. Findings are used by the Human Rights Promotion Committee to summarize activities and set policy directions on an annual basis to drive ongoing, structured educational activities that promote respect for human rights. In order to communicate and entrench the Fujitsu Group Human Rights Statement in the culture of all group companies, we created "Business and Human Rights" posters and displayed them in approximately 230 work locations in Japan and other countries.

Human Rights Promotion Structure



Initiatives led by the Human Rights Promotion Committee



Education on Human Rights

Based on the policy directions set by the Human Rights Promotion Committee, Fujitsu and the group companies within Japan conduct education and training activities using course content that is common across the company as well as content targeting issues specific to a region or group company. There are training programs that all employees undertake when joining the company and upon promotion, as well as other training programs held year-round. These training programs cover various human rights issues, including discrimination against minorities, workplace harassment, understanding of LGBT issues, and human rights issues related to business operations. At Fujitsu, we believe it is crucial for a culture of understanding to be championed by senior management in order to instill respect for human rights. Therefore, we conduct training for newly appointed executives in Fujitsu and our group companies in Japan that teaches them our approach to corporate activities based on international human rights standards. Moreover, the Fujitsu Group has developed an e-learning program on "Business and Human Rights" that is intended for all group employees and aims to heighten awareness about human rights issues for every member of staff. As at the end of FY2019, approximately 100,000 employees of group companies, both in Japan and other countries, had undertaken this training program.

Framework for Reporting and Consulting on Human Rights Issues

The Fujitsu Group conducts its business activities worldwide in close collaboration with local communities. Working with these communities, we have established systems to engage in human rights-related consultations and information gathering both inside and outside the company, in order to listen to and understand the opinions of various parties.

The Fujitsu Group has created an intranet-based system to consult with and accept input from all Fujitsu Group employees on

human rights-related issues. Within Japan, Fujitsu has set up Human Rights Consultation Service facilities in 16 locations. The matters discussed are reported to the Human Rights Promotion Committee and regularly communicated to auditors, with careful consideration given to ensuring that personal information and privacy are respected. The objectives are to understand the utilization status of this consultation service and to put in place initiatives designed to prevent recurrences of any breaches. Through the Compliance Line/Fujitsu Alert structure, the Fujitsu Group receives reports and offers consultations related to compliance issues, including human rights issues, for all Fujitsu Group employees, customers, suppliers and other third parties globally. The Fujitsu Group has also set up the Compliance Line for Suppliers in Japan as a channel for receiving reports from suppliers in Japan regarding any actions that are potential or actual instances of non-compliance in our purchasing activities.

- Global Compliance Program
<https://www.fujitsu.com/global/about/csr/compliance/#anc-03>

Initiatives to Prevent Forced Labor and Child Labor

The Fujitsu Group has stipulated that it will not use forced labor or child labor. Every year, the Fujitsu Group conducts a written CSR survey based on the ISO 26000 standard in order to check on our initiatives for preventing forced labor and child labor. We also make our stakeholders aware of the Fujitsu Group CSR Procurement Guideline, which includes provisions on the elimination of forced labor and child labor. Furthermore, we request that our suppliers complete a written survey on the status of CSR initiatives including steps to eliminate forced labor and child labor.

- Implementing CSR Activities Utilizing ISO 26000
<https://www.fujitsu.com/global/about/csr/compliance/#anc-03>
- Supply Chain Management
<https://www.fujitsu.com/global/about/csr/procurement/>

Initiatives on AI Ethics

In March 2019, the Fujitsu Group formulated and announced the "Fujitsu Group AI Commitment". As the companies which carry out AI-related businesses including research, development, implementation and operation activities, we hope to encourage our customers' business innovations, keep communication with stakeholders in the community, and distribute the enormous value of AI to the society. For that purpose, the commitment outlines our promises with the customers and the community.

- Fujitsu Group AI Commitment
https://www.fujitsu.com/global/documents/about/csr/humanrights/fujitsu-group-ai-commitment-201903_en.pdf

In line with that commitment, we internally pile up efforts to prevent ethical issues around AI through a range of measures. For example, we held in-house training course in AI ethics for employees involved in AI businesses. Further, we also established the 'Human Centric AI' Working Group with the role of resolving concerns and issues that arise in actual business activities, such as human rights, privacy and ethical concerns.

In September 2019, Fujitsu established the Fujitsu Group External Advisory Committee on AI Ethics, a body comprised of outside experts in AI and other sectors. The committee provides objective appraisals of our initiatives on AI ethics, and its outcomes are shared with Fujitsu's Board of Directors. This mechanism incorporates our efforts on AI ethics into our corporate governance regime, and we keep on reviewing and improving our activities.

- Fujitsu Establishes the Fujitsu Group External Advisory Committee on AI Ethics to Ensure the Safe and Secure Deployment of AI in Society
<https://www.fujitsu.com/global/about/resources/news/press-releases/2019/0930-01.html>

FY2019 Performance

Fujitsu Initiatives Addressing Human Rights Issues in Three Areas of Human Rights Due Diligence

Areas	Human Rights Issues	Major Activities in FY2019
Supply Chain	Work environment/high-risk minerals	<ul style="list-style-type: none"> • Conducted a CSR Survey to check the adoption status of the RBA Code of Conduct by suppliers (107 key suppliers and manufacturing-related employment agencies and subcontractors) and actioned the feedback from the survey results • Notified parts suppliers, manufacturing subcontractors and manufacturing employment agencies of the Fujitsu Group CSR Procurement Guideline and requested submission of their written agreement to the guideline • Conducted RBA Code of Conduct adoption audits of three suppliers • Checked Fujitsu group manufacturing sites for the status of their compliance with the RBA Code of Conduct • Conducted mock audits of RBA Code of Conduct adoption at three group manufacturing sites in Japan and other countries • Conducted "Responsible Procurement" e-learning courses for Fujitsu Purchasing Department staff
Employees	Discrimination and harassment /working hours	<ul style="list-style-type: none"> • Conducted a written survey of 97 group companies in Japan and other countries based on the ISO 26000 standard to check on the status of initiatives promoting respect for human rights • Conducted e-learning courses for all employees on preventing harassment in the workplace, including preventing discrimination against members of the LGBT+ community, with content that reflected changes to Japanese legislation (Act on Comprehensive Promotion of Labor Policies) • Continued training for new and promoted employees, as well as human rights training in each region throughout Japan, with the aim of preventing various forms of discrimination and harassment • Conducted group-wide "Barrier-Free Minds" workshop (group-based training and e-learning) aimed at establishing workplaces and a society in which everyone can participate actively, whether disabled or not • Reviewed internal systems, monitored ICT usage and delivered management reforms to promote diversified, flexible work styles that are not predicated on long working hours • Conducted "Unconscious Bias" e-learning courses for all employees to help reveal underlying systemic discrimination while also further promoting diversity and inclusion, and expanded the courses to include group companies in Japan • Reviewed internal corporate regulations, documentation and so on to ensure consistency with the RBA Code of Conduct

Customers and end users	Privacy and data security	<ul style="list-style-type: none"> Announced the Fujitsu Group AI Commitment and conducted an assessment of the impact of AI on human rights. We will systematically identify the points that should be taken into consideration for each industry and for the tasks in each occupation when promoting AI businesses, and then refer to these points when planning specific measures
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Education on Human Rights Issues

- E-learning for employees conducted by Fujitsu and group companies in Japan at various locations: 58,394 attendees
Preventing Workplace Harassment: Aimed at creating inclusive workplaces where everyone is welcome
- Employee training conducted by Fujitsu and group companies in Japan at various locations: 21,171 attendees
Discrimination against minorities, workplace harassment, promoting an understanding of gender diversity and human rights issues related to business operations
- Fujitsu and group companies in Japan
Training for new employees: 1,130 attendees (Fujitsu figures)
Training for promoted employees: 2,768 attendees (Fujitsu figures)
Training for new executives: 50 attendees

Activities to Raise Awareness of Human Rights

- Held a contest in which employees of Fujitsu and group companies in Japan and their families devised slogans to promote human rights awareness: 4,102 submissions
- Distributed human rights messages to employees of Fujitsu and group companies in Japan timed to coincide with Human Rights Week (December 4-10, 2019)
- Displayed posters promoting human rights awareness in the workplaces of Fujitsu and group companies in Japan.

Diversity and Inclusion

Goal

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 FY2022

Cultivation of inclusive corporate culture.

- KPI :
- Fujitsu Group aims to achieve at least Consolidated 69% from 66%(FY2019) / Non-consolidated 63% from 59%(FY2019), in favorable answers to Diversity and Inclusion question of Engagement Survey by FY2022 (*1).
 - Fujitsu Group aims to achieve at least Consolidated 10% from 8%(FY2019) / Non-consolidated 9% from 6%(FY2019) female leadership by FY2022 (*1)

*1 Where "Consolidated" relates to all Fujitsu Group Companies globally, and "Non-Consolidated" relates to Fujitsu Limited.

Diversity and Inclusion Policy

Here at the Fujitsu Group, we engage in efforts to advance diversity and inclusion. These efforts are based on one of our corporate values: "We respect diversity and support individual growth." Nowadays, diversity refers not only to factors like gender, disability, and nationality, but also to things like work style, communication style, and multi-culturalism, in a variety of different settings and from a variety of different perspectives.

We established the Global D&I Vision & Inclusion Wheel to reflect this expansion in definition. It 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, and also defines what D&I means for the Group. The Global D&I Vision states that our ultimate goal is for each and every employee to be able to express themselves and their individual strengths. The wheel also defines the vision, strategic goals, and focus areas required to realize this goal. We also clarify, through the Inclusion Wheel, that our efforts toward D&I will be wide-ranging, covering a diverse array of factors and fields, while staying rooted in our focus areas.

Global D&I Vision & Inclusion Wheel

Be Completely You	
Vision 	Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves.
Strategic goals 	<ul style="list-style-type: none"> • Make a positive difference in society • Enable innovation • Build stronger customer relationships • Cultivate an inclusive culture • Build and maintain a diverse and talented workforce • Increase employee engagement
Focus area 	<ul style="list-style-type: none"> • Gender • Health & disability • Ethnicity & race • Sexual orientation & gender identity (SOGI) • Age



Diversity Promotion Framework

Here at Fujitsu, we established the Diversity Promotion Office in 2008. The office, which is under the direction of the President 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/implemented in each region, and generate ideas as to global promotional policies. All group companies in Japan are also required to select a diversity promotion manager. These managers promote diversity in the Group as a whole by sharing information amongst each other during their meetings, strengthening their coordination with Fujitsu, helping standardize policies, and more.

We also include diversity-related questions on our annual employee survey which is conducted globally, so we can be aware of our current circumstances with regard to diversity promotion.

Application of International Standards

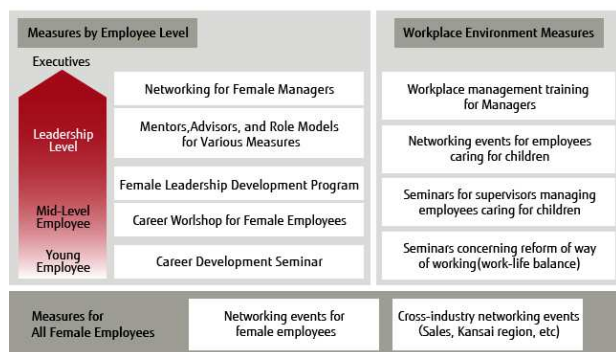
In FY 2017, the Fujitsu Group issued a CEO Statement of Support for the Women’s Empowerment Principles, which were created by the UN Global Compact and UN Women. In doing so, we pledged our support of the principles. In FY 2018, we also became the first Japanese company to pledge our support to the UN’s LGBTI Standards of Conduct, and have been proactive overall in our adaptation to global trends in diversity.

Gender-Based Initiatives

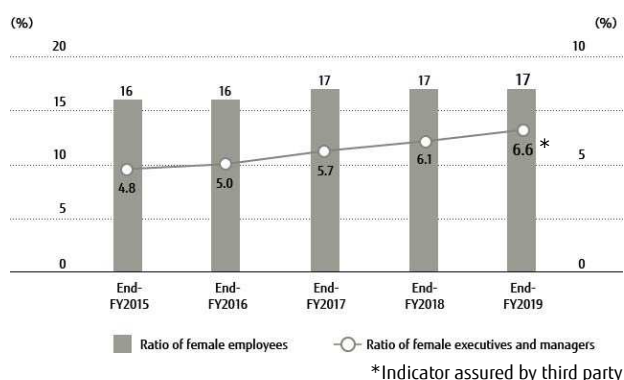
The Fujitsu Group has set goals to increase the percentage of female employees in leadership positions, and we are working to promote initiatives to achieve these goals and reform the culture at Fujitsu Group companies.

At Fujitsu, these efforts involve nominating female employees from the leader level as candidates for top management, and establishing/implementing individually-tailored training programs for these employees alongside their workplace, the management, HR, and the Diversity Promotion Office. In addition to these kinds of management-track leadership programs, we also conduct workshops and events that allow female employees to reflect and build on their careers in other tracks as well. These act as pipelines to drive female employees to further advancement, and allow us to support the careers of each and every employee.

Female Employee Career Development Measures



Active Participation of Female Employees – Targets and Progress (Fujitsu)



Female Leadership Development Program

Since FY 2011, Fujitsu and its group companies in Japan have conducted a training program that aims to cultivate personnel for future leadership and managerial positions. This program is meant to support the long-term career development of female employees. Members chosen from each division gather for intensive courses and OJT, focused mainly on teamwork, over the course of approximately six months. Over this time, they develop management skills and learn to think in more career-oriented

ways. At the end, each team makes their proposal to the management. More than 60% of the employees that have gone through this program have been promoted, and it has had a definitive effect on the career development of female employees within the Group.

Career Workshop for Female Employees

In order to further encourage the career development of female employees, Fujitsu and its group companies in Japan provide female employees opportunities to engage in dialogue with multiple role models, Fujitsu managers, and more. This workshop is open mainly to young female employees that are on a leadership track. Our goal with the workshop is to help eliminate any internalized prejudice as to their manager-level career development, expand their career options, and acquire the broader perspective needed to perform in high-level positions.



Presentation by program participants

Career Development Seminar

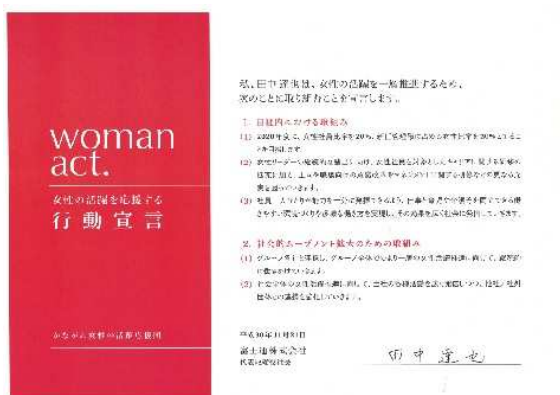
Fujitsu and its group companies in Japan host seminars aimed toward a wide range of our female employees, in order to support their career development. Participants in the program attend lectures by in-house and external role models, engage in group discussion, and more in order to cultivate a more challenge-driven mindset, and a mid- to long-term perspective with regard to their career development and sustained growth in their respective companies.

International Women's Day Initiatives

The Fujitsu Group uses the occasion of International Women's Day, which falls on March 8 each year, as an opportunity to communicate messages from top management and share messages from female employees around the world and the employees who support their activities, in addition to engaging in various efforts in every region. Since FY2018, Fujitsu and its domestic group companies have been hosting lectures by guests from outside Fujitsu, as well as networking events and the like (FY2019 events have been cancelled). Even in overseas regions, we are conducting webinars and other events in order to accelerate the transformation of corporate culture.

Support of the Kanagawa Women's Activity Support Group

The Kanagawa Women's Activity Support Group is made up of top male officials from well-known companies, administrative offices, universities, and other organizations that are headquartered (or have a major business office) in Kanagawa Prefecture, and that have been active in their support of women's career development. Supporting members share relevant initiatives in their own organizations through declarations of conduct, and in doing so, work to create and drive the women's career development movement in the area. In November 2015, Fujitsu became a supporting company of the group, and delivered a declaration of conduct aimed toward the expansion of the women's career development movement. At present, we are working to jumpstart their activities, in collaboration with other member companies who support these efforts.



Declaration of Conduct

- Declaration of Conduct for Women's Activity Support
https://www.fujitsu.com/jp/documents/about/csr/diversity/Woman_act.pdf

Employment and Support of People with Disabilities

At Fujitsu, we do not impose restrictions on the types of jobs available to people with disabilities. As such, there are people with disabilities who work in a wide range of jobs, from sales staff to SEs, R&D staff, administrative staff, and more.

During the hiring process, we prepare pamphlets and websites aimed toward job seekers with disabilities. This pamphlet includes employee interviews, as well as information as to our stance on the employment of people with disabilities, and the wide range of jobs available to them. In explaining how we provide an affirming and individually-oriented workplace for all, regardless of disability, we hope to relieve them of any anxiety they may have about their employment. We also conduct long-term follow-up on these employees, from training until they become settled in their jobs, to encourage them to stay with us for the long term. Examples of this include special training programs when they enter the company, and workplace-oriented consultations so that each employee is able to perform to the best of their abilities.

We also created a manual for workplaces, called the Work Style Guideline. It lists the things that employees should consider when working with employees with disabilities, according to each type of disability.

In addition, we introduced a diversity communication tool—FUJITSU Software LiveTalk—as a common service for Fujitsu and its domestic group companies, in order to support smooth communication and efficient operations which include employees who are hearing-impaired.

- FUJITSU Software LiveTalk
<https://www.fujitsu.com/jp/group/ssl/products/livetalk/> (Japanese only)

Furthermore, communities of people with disabilities all over the world, on their own initiative, are launching efforts to jumpstart activities for creating better working environments for employees with disabilities.

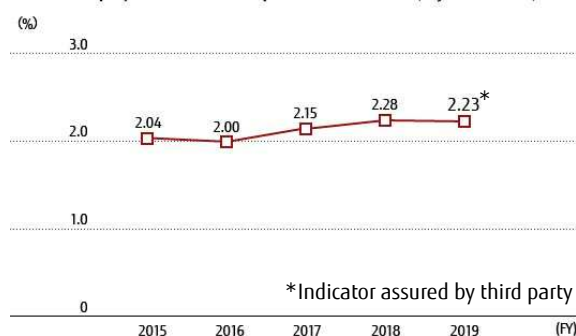
Disability-Oriented Diversity Promotion Forum

Fujitsu hosts forums that aim to support people with disabilities in the workplace. Every year, the forums are set up to have a variety of themes, such as rational considerations for people with disabilities, lessons for universal design, and developmental disabilities that are difficult to see. In FY2019, the forum's theme was "Will the Paralympics change D&I?" Employees with disabilities and able-bodied employees participated in discussions and tried playing para-sports together.

Efforts for the International Day of Persons with Disabilities

On December 3, the International Day of Persons with Disabilities, the Fujitsu Group sets its color theme to purple. We are working in every region to raise awareness of disabilities by sharing various initiatives from each region all over the world. Examples include holding events that promote understanding for people with disabilities and conducting activities—such as Purple Light Up, where we change building color themes—that are aimed at boosting employee awareness.

Trend in Employment Rate of People with Disabilities (Fujitsu Limited)



Purple Light Up at the UK Office

Special Subsidiaries to Promote the Employment of People with Disabilities

Fujitsu and its group companies in Japan have established special subsidiaries in order to provide people with disabilities a wider range of workplaces. These subsidiaries work to cater to the unique needs of each and every individual, and create workplaces where they can thrive.

	Year Established	# of People with Disabilities	Main Work Tasks	Business Office(s)
Fujitsu FSAS Inc.	1995	37	Repair of ATMs, PCs, and printed circuit boards; various tasks for Fujitsu maintenance services	Beppu
Fujitsu Harmony Limited	2013	156	Recycling; office environment work; health maintenance work; creation of free gifts; operational support of meetings/events; order/sale of box lunches; support of health check-ups	Kawasaki, Numazu, Shinagawa, Yokohama, Shin-Koyasu, Aomori, Sapporo, Nagano, Sendai, Niigata, Omiya, Okinawa, Makuhari, Kansai, Nasu
Fujitsu Social Science Laboratory Limited	2017	14	In-house delivery tasks; office support; maintenance/management of office environment; recycling-related tasks	Kawasaki

Race/Ethnicity-Based Initiatives

The Fujitsu Group works to create a corporate culture conducive to the individual growth and expression of all employees, regardless of race or ethnicity. Fujitsu hires global personnel (international students, foreign university students, etc.) by participating in career events for international students both in and out of Japan, hosting our own seminars, accepting foreign university students as interns, and more. As a result, 436 employees with foreign nationality work at Fujitsu as of the end of March 2020.

In 2007, Fujitsu established the Integr8 network, which aims to support international employees and allow them to perform to the best of their abilities in the company. Through this project, we have worked to create a working environment that is more comfortable for our global personnel. As part of the project, we offer an intranet that provides explanations as to Japanese rules/regulations, HR procedures for business trips, visa acquisition procedures, information about food, clothing, and shelter, and more, to help these employees adapt more easily to the Fujitsu work environment and to their lives in Japan. There are also services that allow these employees to ask questions and receive consultation in English. The project has also been expanded to support the international integration of Fujitsu workplaces throughout the world. In order to accomplish this, we provide support for the establishment of global societies within the Fujitsu Group, host workshops to hear from our employees and encourage them to share information, host networking events, and more. Overseas, we are also engaged in initiatives to deepen our understanding of the history of specific ethnicities, and initiatives to provide support for ethnic minorities.

Creating a More LGBT-Friendly Workplace

Fujitsu is working to drive deeper understanding of gender and sexual diversity (such as LGBT+), in order to create a workplace where every employee can feel secure and comfortable and perform to the absolute best of their abilities. In 2016, we released a President's Message addressed to all employees of the Fujitsu Group, announcing our commitment to creating a more LGBT+-friendly workplace and working towards diversity and inclusion within the group. In Japan, we have also worked to expand internal policies such as the provision of congratulatory/condolence money, vacation days, and leaves, to include same-sex partners as well.

Our efforts to raise group-wide awareness include providing training on human rights, distributing leaflets, hosting lectures aimed toward managers, and sending messages through the intranet. In addition, we also host LGBT+Ally Meetings, where employees can engage in discussion with LGBT individuals, in order to expand the network of LGBT allies. In the past, we have hosted screening events under the theme of LGBT and LGBT allyship (2017: The Case Against 8 / 2018: Kalanchoe). In recent years, participants of these events have begun naturally to declare their LGBT allyship in the workplace, by putting stickers in rainbow colors (a symbol of respect for the LGBT community) on their office PCs, business card holders, and more.

In June 2018, Fujitsu became the first company in Japan to announce its support for the UN Standards of Conduct for Business Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex People. In 2019, Fujitsu Group had its greatest participation in global pride events to date (Japan events in Tokyo, UK events in London and Birmingham, UK black pride events, bi pride events, transgender pride events, USA events in Dallas and Silicon Valley, Portugal events in Lisbon, and more). In 2019, the Fujitsu Group brought together the LGBT+ & Ally employee networks in every region globally, and we are working to provide support to our global employee network (Fujitsu Pride).

Furthermore, Fujitsu participates in and sponsors Pride House Tokyo as a Gold Partner. This project, sparked by the Tokyo Olympics and Paralympics, aims to go beyond sectors and collaborate with organizations, individuals, and companies to disseminate information related to sexual minorities and build permanent places where young LGBTQ people in the next generation can gather with peace of mind.

- Pride House Tokyo <http://pridehouse.jp/en/>



Company volunteers participate in the Tokyo Rainbow Pride parade



Global SOGI logo

Support of a Healthy Work-Life Balance

Fujitsu is working to establish a system that allows employees to better balance their work and private life, including such events as childbirth, child care, and long-term care.

Fujitsu has established an Action Plan (*2) in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children, with regard to pregnancy and childbirth. We also provide babysitter subsidies and have in-house childcare facilities in our business offices. Additionally, through our work system, with initiatives like expanded flex time, as well as the implementation and mainstreaming of remote work, we promote a balance between work and childcare/long-term care. Several times a year, we conduct seminars for supervisors of employees who have just returned from parental leave or are currently raising children, with the aim of providing workplace support and constructing networks, in addition to promoting diversity management.

*2 Action Plan:

The first Action Plan was implemented in 2005. This current one is the 6th Action Plan (April 1, 2018 – March 31, 2021).

- 6th Action Plan (96KB) (Japanese only)
<https://www.fujitsu.com/jp/documents/about/csr/employees/system/season-6-action-plan.pdf>

Since FY 2017, we have also hosted the Balancing Work and Long-Term Care seminar for employees involved in long-term care. The seminar provides an opportunity to learn basic knowledge about long-term care in general, including support policies both inside and outside of the company, the mental/emotional attitude needed, and the preparation that goes into providing long-term care.

External Awards / Certifications

See here for a list of the external awards / certifications that Fujitsu has received for its diversity efforts.

- External Recognition and Awards
<https://www.fujitsu.com/global/about/csr/evaluation/index.html>

FY 2019 Performance

Corporate Culture Reform Initiatives

- Held Companywide Diversity Promotion Forums: 465 participants in FY2019 (Fujitsu and other group companies)
- Offered Unconscious Bias e-Learning class: 48,266 employees completed (Fujitsu and other group companies) *cumulative for FY2018 and FY2019

Gender-Based Initiatives

- Female employee rate: 17.4% / Female executive and manager ratio: 6.6%* / Newly-appointed female manager rate: 13.3% (Fujitsu)
- Held Female Leadership Development Program: 84 participants in FY2019 (Fujitsu and other group companies)
- Held Female Employee Career Workshop: 100 participants in FY2018 (Fujitsu)
- Held Career Development Seminar (2 times): 334 participants (Fujitsu and other group companies)
- Held events in several countries for nurturing self-esteem: 200 participants (NWE regions)
- Held webinar to provide career support for female employees: 150 participants (NWE regions)
- Held International Women's Day webinar, together with clients (GDC)

* Indicator assured by third party

Employment and Support of People with Disabilities

- Rate of employment for people with disabilities: 2.23% * (June 2019) (Fujitsu)
- Held Diversity Promotion Forum for employees with disabilities: 114 participants (Fujitsu and other group companies)
- Introduced LiveTalk, a diversity communication tool for hearing-impaired people, company-wide, and for all domestic group companies (Fujitsu and other group companies)
- Held lectures by employees with disabilities at new employee training (Fujitsu)

* Indicator assured by third party

Race/Ethnicity-Based Initiatives

- Held Integr8 workshop / events: 2 times (Fujitsu)
- Hosted mentoring programs (Fujitsu)
- Black History month (Americas region)
- Support for ethnic minorities (Oceania region)

Efforts Toward the Support of a Healthy Work-Life Balance (Fujitsu)

- Diversity Promotion Seminar for child-rearing employees: 2 times / 95 participants
Health advice from public health nurses, speeches by female executives with child-rearing experience, lectures by external speakers, group discussions
- Diversity Management Seminar for supervisors of employees with children: 2 times / 93 participants
Lectures about the characteristics of child-rearing female employees, lectures on management by external speakers, group discussions
- Seminars for balancing work with long-term care: 4 times / 324 participants
- Number of Employees Utilizing Pregnancy and/or Childcare Policies, and Reinstatement/Retention Rates of Employees on Parental Leave

(Number of Employees Utilizing Policies) (FY 2019: Fujitsu) (Unit: # of employees)

	# of Users	Male	Female
Child Care Leave	541*	110	431
Family Care Leave	12*	9	3
Reduced Working Hours (Child Care)	883*	26	857
Reduced Working Hours (Family Care)	13*	4	9
Paternity Leave	554*	554	-

* Indicator assured by third party

Reinstatement/Retention Rates After Parental/Long-Term Care Leave (FY 2019: Fujitsu)

	Reinstatement Rate	Retention Rate
Parental Leave	97.7%	98.3%
Family Care Leave	100%	64.7%