



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.

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 eight consecutive years, and 20 times overall.	 <p>MEMBER OF Dow Jones Sustainability Indices</p> <p>In collaboration with  <small>© RobecoSAM brand</small></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 ten consecutive years.	 <p>FTSE4Good</p>
CDP	International non-profit organization CDP represents a network of institutional investors that control over \$96 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 Three consecutive years and for water security this year.	 <p>CDP A LIST 2019 CLIMATE CDP A LIST 2019 WATER</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>
STOXX® Global ESG Leaders	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>Member 2018/2019 STOXX ESG LEADERS INDICES</p>
ISS-oekom Corporate Rating	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>Corporate Responsibility Prime rated by ISS-oekom</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 2019 onward)

Award	Month/Year	Detail	Logo
<p>Certified as "eco-first company"</p>	<p>Since 2010</p>	<p>In September 2010, the Fujitsu Group was certified as a "eco-first company" by the Ministry of the Environment's "eco-first system". This is the first certification in the IT services industry. "eco-first system" is a system under which each company pledges to the Minister of the Environment that it will take measures to protect the environment, including measures against global warming and the preservation of biodiversity, in order to further promote the environmental conservation activities of the industry's leading companies.</p>	

Past recognition and awards

Contents	Fiscal Year	Detail	Logo
<p>Chosen for the Diversity Management Selection 100</p>	<p>FY 2013</p>	<p>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.</p>	
<p>Selected as a Nadeshiko Brand</p>	<p>FY 2015</p>	<p>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.</p>	
<p>Eruboshi (level 3) certification</p>	<p>FY 2016</p>	<p>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.</p>	

Contents	Fiscal Year	Detail	Logo
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

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

Employees in Fujitsu group

		FY 2017	FY 2018	FY 2019	GRI
Number of employees by region *1	Total	140,365	132,138	129,071*	G102-7,8,
	Japan	92,476	85,347	82,232	
	Asia	12,376	10,488	10,794	
	Oceania	3,137	2,926	2,734	
	The Americas	5,867	5,262	4,988	
	EMEIA	26,509	28,115	28,323	
Number of Employees by Type of Contract (person)	Full-time	140,365	132,138	129,071	
	Non Full-time *2	15,883	12,990	12,750	

*1 Based on the number of enrollment employees.

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

Board of Directors (As of June 22, 2020)

		End of June, 2018	End of June, 2019	End of June, 2020	GRI
Directors	Total	10	10	9	G405-1,
	Male	8	8	7	
	Female	2	2	2	
External directors		4	4	5	
Non-Japanese directors		1	0	1	

Diversity (Fujitsu Limited)

		FY 2017	FY 2018	FY 2019	GRI
Number of employees *1					G405-1,
Total		32,969	31,827	32,568*	
Average age *2		43.3	43.2	43.6*	
Number of employees by age group	Under 30	4,337	4,432	4,503*	
	30-49	17,655	16,287	15,549*	
	50 and over	10,977	11,108	12,516*	
Number of employees by gender (person)	Male	27,462	26,397	26,919	
	Female	5,507	5,430	5,649	

	FY 2017	FY 2018	FY 2019	GRI
Ratio of female employees (%)	16.7%	17.1%	17.3%	
Ratio of female executives and managers (%)	5.71%	6.15%	6.64%*	
Ratio of newly appointed female managers (%) (qualified personnel)	11.3%	11.5%	13.3%	
Number of non-Japanese employees (person)	383	391	436	
Employment rate of people with disabilities (%)*3(counted in every June)	2.15%	2.28%	2.23%*	

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

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

*3 Fujitsu and Fujitsu Harmony (special subsidiary)

Employment (Fujitsu Limited)

		FY 2017	FY 2018	FY 2019	GRI
Average year of service *1	Total	19.4	19.2	19.5*	
	Male	20.0	19.9	20.3	
	Female	16.4	16.0	16.1	
Ratio of new hires		84.1%	83.3%	72.3%	

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

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

		FY 2017	FY 2018	FY 2019	GRI
Number of employees using child care leave *1 *2	Total	425	442	541*	
	Male	42	60	110	
	Female	383	382	431	
Return to work rate after child care leave (%)	Total	98.4%	99.5%	97.7%	
	Male	100%	100%	100%	
	Female	98.3%	99.4%	97.3%	
Continuous work rate after child care leave (%)	Total	98.3%	97.8%	98.3%	G401-3,
	Male	93.3%	83.3%	95.5%	
	Female	98.8%	98.8%	98.7%	
Number of employees using family care leave *1	Total	7	17	12*	
	Male	4	12	9	
	Female	3	5	3	
Return to work rate after family care leave (%)		100%	95.0%	100%	
Continuous work rate after family care leave (%)		92.3%	71.4%	64.7%	

		FY 2017	FY 2018	FY 2019	GRI
Number of employees using Short working hours (child care) *1	Total	871	841	883*	
	Male	21	19	26	
	Female	850	822	857	
Number of employees using Short working hours (family care) *1	Total	13	9	13*	
	Male	6	3	4	
	Female	7	6	9	
Paternity leave *1		652	585	554*	

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

*2 Short-term childcare leave taken within 8 weeks after childbirth and subsequent reacquisition (so-called papa vacation) are counted as 1 person each.

Occupational Safety and Health (Fujitsu Limited)

	FY 2017	FY 2018	FY 2019	GRI
Lost time injury frequency rate *1	0.18	0.28	0.14*	G403-2,
Severity (rate)	0.000	0.000	0.000	

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

Human Resource Development

		FY 2017	FY 2018	FY 2019	GRI
Average Hours Dedicated to Training Per Employee (Fujitsu)	Total	45.3	49.9	(To be updated)	G404-1
	Executive Employees	34.8	31.9	(To be updated)	
	Ordinary Employees	49.4	53.8	(To be updated)	

*1 Fujitsu and domestic Group companies