



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

Goals

WHAT FUJITSU ASPIRES TO BE

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

GOALS FOR FY2022

Embedding "respect for human rights" within the Fujitsu Group

KPI: Completion rate 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

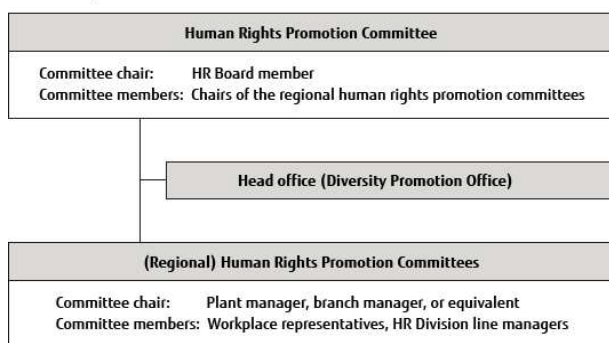
business activities, we have established a structure of regular meetings for those responsible for promoting human rights in each of Fujitsu's operating regions. We will monitor the progress being made toward achieving our goals and KPIs in this area and continue to exchange ideas on Human Rights Due Diligence.

Activities to Raise Awareness of Human Rights

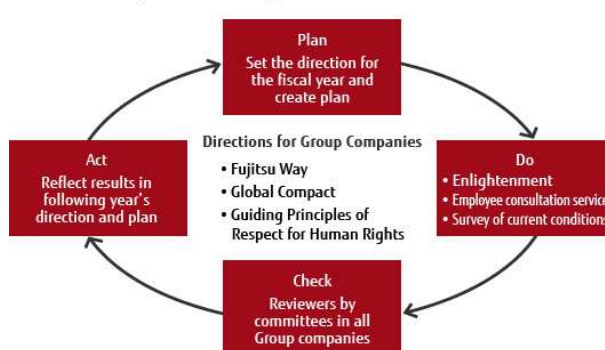
The Fujitsu Group has established a Human Rights Promotion Committee which is chaired by the board member in charge of human resources. To implement activities that promote respect for human rights, we have set up Regional Human Rights Promotion Committees comprising regional workplace representatives in each Fujitsu work location in Japan. We also collaborate with the committees in Fujitsu 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 developed an e-learning program on "Business and Human Rights" in FY2016 that was intended for 100,000 group employees and aimed to heighten awareness about human rights issues. During FY2021, we are planning for every member of staff to undertake 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, and it conducts written CSR surveys 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.

- Supply Chain Management
<https://www.fujitsu.com/global/about/csr/procurement/>

Initiatives on AI Ethics

The Fujitsu Group has long advocated a 'human centric' approach and argued that information technology should fundamentally be used to focus on, and to benefit, people. In March 2019, as a reflection of the rapid recent development of AI technologies, 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 aim to emphasize the importance of communication with a wide range of stakeholders in the community, including users and consumers, as we 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, the Fujitsu Group undertakes a range of activities related to ethical issues around AI. For example, in September 2019 we 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 continually review and improve 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>

In addition to holding in-house training courses in AI ethics, we established the 'Human Centric AI' Working Group to evaluate

and examine AI from a variety of perspectives. This is one way we are working to prevent ethical problems related to AI, including concerns that people have with the impact on human rights, privacy and ethical issues that may arise during the tangible business phases of AI research, development, implementation, and operations.

To further such initiatives, Fujitsu has the Digital Technology Promotion Legal Office within the Legal, IP and Internal Control Unit, which supports the delivery of safe, secure AI solutions by considering the balance between technology utilization and legal norms. Furthermore, we established the Research Center for AI Ethics as part of Fujitsu Research to broaden our research into AI ethics, with the aim of creating and disseminating AI ethics technologies via interdisciplinary research as well as technological development.

FY2020 Performance

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

Areas	Human Rights Issues	Major Activities in FY2020
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 (119 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 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
Employees	Discrimination and harassment / working hours	<ul style="list-style-type: none"> Conducted a survey and confirmed the current status, based on the results of previous human rights impact assessments, into working hours, wages, privacy, and reporting systems for 21 companies in the regions outside of Japan (Northern and Western Europe, Central and Eastern Europe, Americas, Asia, and Oceania) 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 Held an online seminar titled "Now is the time to reconsider our information literacy" to counter false information, predictions, and prejudices related to the COVID-19 pandemic 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

		<ul style="list-style-type: none"> Studied appropriate options for a Human Rights Consultation Service facilities, held an online workshop, and deployed the concept to Group companies in Japan
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

Education on Human Rights Issues

- E-learning for employees conducted by Fujitsu and group companies in Japan at various locations: 46,487 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: 11,841 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: 1,226 attendees (Fujitsu figures)
Training for promoted employees: 2,859 attendees (Fujitsu figures)
Training for new executives: 66 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: 2,825 submissions
- Distributed human rights messages to employees of Fujitsu and group companies in Japan timed to coincide with Human Rights Week (December 4-10, 2020)
- Displayed posters promoting human rights awareness in the workplaces of Fujitsu and group companies in Japan.

Diversity and Inclusion

Goals

WHAT FUJITSU ASPIRES TO BE

Be a responsible business that reflects the diversity of our world and build an inclusive culture where everyone can be completely themselves.

We will celebrate difference and ensure that people can succeed regardless of their personal identity, especially their gender, sexual orientation, gender identity, race, ethnicity, health, disability, and age.

GOALS FOR 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 have engaged in efforts to advance diversity and inclusion (D&I), based on the idea that "We respect fairness and equality, and promote diversity and inclusion," as described in the Purpose Statement of the Fujitsu Way. 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 at the Fujitsu Group 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 five 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 hosts regular meetings, attended by all regional Diversity Promotion Representatives, for them to share information on issues and measures in each region and engage in planning for globally coordinated promotion measures. In order to have an awareness of the current state of diversity promotion, we also include questions on diversity in our annual global engagement survey. In addition, executive sponsors have been appointed to represent supporters in each of the priority areas, and support the promotion measures in each area.

All domestic 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.

Furthermore, from FY2020, the system will be designed to allow higher-level executives to include D&I-related items in their goals.

Initiatives for Fostering Corporate Culture

Companywide Diversity Promotion Forum

In order to foster a corporate culture at Fujitsu where "anyone can play a role in their own way," in FY2008, we launched the Companywide Diversity Promotion Forum, with the aim of getting employees to see diversity and inclusion in a new light and inspiring a new mindset and behavioral change, and have held it once a year since then. In FY2020, we held the forum with the theme, "Transforming Yourself, Transforming Corporate Culture – The Reason for Diversity and Inclusion" with a message from the President and a panel discussion by four officers, which was an opportunity for us to think about the importance of diversity and inclusion as a digital transformation (DX) company.



Endorsement of International Standards

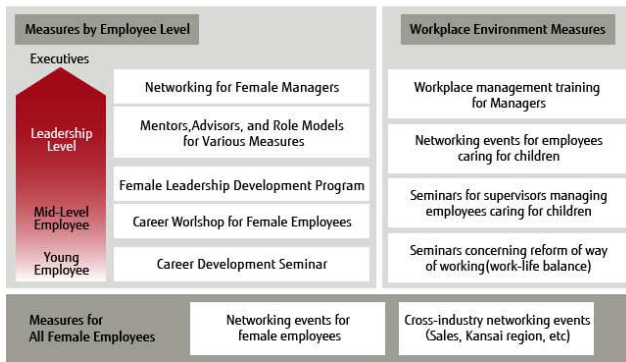
In FY2017, the Fujitsu Group issued a CEO Statement of Support for the Women's Empowerment Principles, which were created by the UN Global Compact and UN Women. In doing so, we pledged our support of the principles. In FY2018, we also became the first Japanese company to pledge our support to the UN's LGBTI Standards of Conduct for business, and have been proactive overall in our adaptation to global trends in diversity.

Gender-Based Initiative

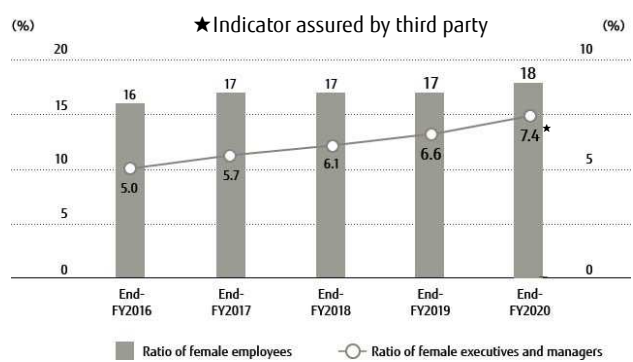
The Fujitsu Group has set goals to increase the percentage of female employees in leadership positions, and we are working to promote initiatives to achieve these goals and reform the culture at Fujitsu Group companies.

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. Strategic measures are being boldly implemented in other regions, as well, according to the situation of the region and the country.

Female Employee Career Development Measures



Active Participation of Female Employees



Career Workshop for Female Employees

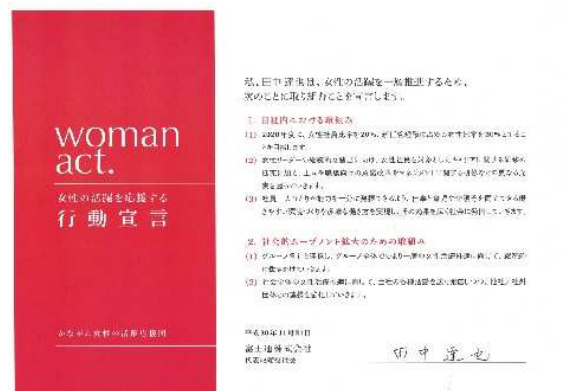
Fujitsu and its domestic Group companies host workshops that are primarily for young female employees that are on a leadership track, where awareness-raising by external lecturers, dialogues with multiple role models, and discussions with executive personnel are held, with the goal of further encouraging the career development of female employees. 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.

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 video messages from female employees around the world and the employees who support their activities. In addition, we use green, the theme color of gender at the Fujitsu Group, to build a sense of unity and cohesion within the group, while accelerating the transformation of corporate culture by holding various events such as webinars and lectures in each 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.

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



Declaration of Conduct

working to jumpstart their activities, in collaboration with other member companies who support these efforts.

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

Initiatives in Other Regions

In order to implement gender equality in career paths and become a truly well-balanced DX company, we have conducted mentoring via pairs of female engineer mentees and talented senior engineer mentors. The aim is for mentees to build confidence through regular coaching, seek out their value as individuals, undergo mutual growth and form new networks.

In addition, employee network groups for gender empowerment and gender diversity are highly active.



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. We are implementing strategic measures such as hiring, accessibility improvements, and employee network activities in other regions, as well, according to the situation of the region and the country.

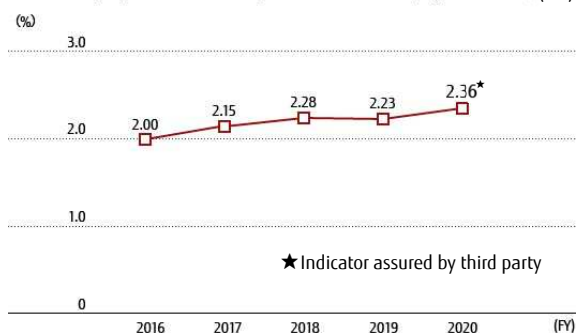
- FUJITSU Software LiveTalk
<https://www.fujitsu.com/jp/group/ssl/products/livetalk/>

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

Trend in Employment Rate of People with Disabilities (Fujitsu Limited) (* 1)



*1 The research covers Fujitsu and Fujitsu Harmony in fiscal 2019 and Fujitsu Laboratories, Fujitsu Laboratories, Fujitsu IS Service, Fujitsu Advanced Accounting Service, Fujitsu Home & Office Service, and Fujitsu Techno Research in fiscal 2020.

variety of themes, such as rational considerations for people with disabilities, lessons for universal design, and para-sports experiences. In FY2020, the forum's theme was "Understanding Developmental Disabilities in the Workplace." We conducted programs which aimed to create a workplace where everyone can work in a way that makes the most of their strengths, for employees to think about hints for behavior in their daily lives and specific ways to respond.

Initiatives on the International Day of Persons with Disabilities

On December 3, the International Day of Persons with Disabilities, we used purple, the Fujitsu Group's theme color for health and disability, to create a sense of unity within the Group, delivered messages from top management, and shared video messages from the internal diversity champions of the disability areas in each region. We are working together with D&I promotion teams and employee network groups in each region to raise awareness of disabilities by holding events such as webinars and roundtables which promote understanding for people with disabilities, as well as conducting various initiatives that are aimed at boosting employee awareness.

Internal Global Collaboration for People with Disabilities

At the Fujitsu Group, representatives from independently managed network groups of employees with disabilities in each region have come together to form a global network (Global Network of Persons with Disabilities), along with the support of executive sponsors, to promote understanding of employees with disabilities and create an inclusive environment on a global scale.

Special Subsidiaries to Promote the Employment of People with Disabilities

At Fujitsu and its domestic Group companies, we 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.

Initiatives in Other Regions

In certain regions, employees who promote D&I are providing support for the Human Resources Department and reforming internal regulations and hiring practices, in order to build a workplace that is more inclusive for people with disabilities. Fujitsu has created a system for interviewing people with disabilities about their support needs on a voluntary and confidential basis. By improving the workplace through these initiatives, we will further improve the inclusion of people with disabilities.

	Year Established	# of People with Disabilities	Main Work Tasks	Business Office(s)
Fujitsu FSAS & Sun Ltd.	1995	33	Repair of ATMs, PCs, and printed circuit boards; various tasks for Fujitsu maintenance services	Beppu
Fujitsu Harmony Limited	2013	171	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	12	In-house delivery tasks; office support; maintenance/management of office environment; recycling-related tasks	Kawasaki

Race/Ethnicity-Based Initiatives

The Fujitsu Group is moving forward with efforts to create a corporate culture which treats people from diverse racial and ethnic backgrounds with respect. Various events are held in each region, such as employee network group activities to understand diverse cultures, events to understand national and regional cultures, activities to provide a deeper understanding of specific ethnic groups, activities to support ethnic minorities, internship and mentoring programs for university students of specific ethnic groups in cooperation with universities and other organizations, English-language movie events, and cooking sessions for various national cuisines.

In addition, at Fujitsu, we hire global personnel, including international students and students from overseas universities, by participating in Japan and career events held in outside Japan targeted at international students, holding in-house seminars, and accepting international students for internships. As a result, at the end of FY2020, there were 475 international employees working at Fujitsu. Fujitsu established the Integr8 network in 2007, 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 and regulations, HR procedures for business trips, visa acquisition procedures, information about food, clothing, and shelter, in addition to sharing information via our internal social media and other channels, to help these employees adapt more easily to the Fujitsu work environment and to their lives in Japan. The project has also been expanded to support the international integration of Fujitsu workplaces throughout the world. In order to accomplish this, we have provided support for the establishment of global societies within the Fujitsu Group and hosted workshops to hear from our employees and encourage them to share information, host networking events, and more.

Creating a More LGBT-Friendly Workplace

Fujitsu is moving forward with initiatives 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 message from top management, addressed to all employees of the Fujitsu Group, announcing our commitment to creating a more LGBT+-friendly workplace and working to make diversity and inclusion a reality within the group. In Japan, we are also expanding the scope of application of our internal systems, such as congratulatory and condolence payments, vacation days, and leaves of absence, to include same-sex partners as well.

Our efforts to raise awareness across the entire company include providing training on human rights, distributing leaflets, hosting lectures targeted at management, and sending out messages through the intranet. In addition, we also host LGBT+Ally Meetings, where employees can engage in discussions with a diverse range of LGBT individuals, in order to expand the network of LGBT allies. In 2018 and 2019, 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 started to naturally 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 and business card holders.

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 participated in Pride events held in Tokyo and other cities around the world, including London, Birmingham, Lisbon, Dallas, and Silicon Valley.

Furthermore, Fujitsu participates in and sponsors Pride House Tokyo(*2) as a Gold Partner. Sparked by the Tokyo Olympics and Paralympics, this project 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



Voluntary Participation to Pride Parade
(Photo taken in 2018/ 2019)

generation can gather with peace of mind. These initiatives have been highly regarded, and for five straight years, they have received the top "Gold" classification for PRIDE Indicators, according to the volunteer organization work with Pride.

*2 Pride House Tokyo <https://pridehouse.jp/en/>

Fujitsu Pride is a movement at the Fujitsu Group where representatives from employee network groups of LGBT+ people and allies from each region come together to collaborate and take action on a global scale with the support of executive sponsors. In 2020, we held the first-ever online "Global Fujitsu Virtual Pride Week," hosted by Fujitsu Pride. Executives and employees from Fujitsu and group companies in Japan and overseas participate, and activities such as virtual parades, webinars, panel discussions, and small group events to discuss LGBT+ issues are conducted.



Global SOGI logo

Support of a Healthy Work-Life Balance

Fujitsu is moving forward with efforts to establish systems that will allow employees to better balance their work and private life, including such events as childbirth, childcare, and long-term care. In addition to introducing and mainstreaming remote work, we are promoting a balance between work and childcare and long-term care by overhauling work systems, such as expanding "flex time" work setups without core work hours and allowing employees to use hourly increments of accumulated leave.

Childbirth and Childcare

Fujitsu has established an Action Plan (*3) in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children. We also provide babysitter subsidies and have in-house childcare facilities in our business offices. Several times a year, we also conduct seminars for employees who have just returned from parental leave, as well as seminars for supervisors of employees who are on parental leave, with the aim of providing workplace support and constructing networks, in addition to promoting diversity management. Furthermore, in addition to support seminars for employees who are about to take maternity or childcare leave, we also hold seminars for employees who are thinking about their career plans based on taking maternity or childcare leave in the future, employees whose spouses are about to have a baby, and supervisors who have such employees under their supervision, to fully support them in balancing work and childcare.

*3 Action Plan:

The first Action Plan was implemented in 2005. This current one is the 7th Action Plan (April 1, 2021 – March 31, 2024).

- 7th Action Plan (61.6KB)

<https://www.fujitsu.com/global/documents/about/csr/diversity/season-7-action-plan-en.pdf>

Nursing Care

Since FY2017, we have also hosted the Balancing Work and Nursing Care seminar for employees involved in nursing care. The seminar provides an opportunity to learn basic knowledge about nursing 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 nursing care. In addition, in FY2020, we released a handbook which compiles information about knowledge and behavior to keep in mind for each stage of care, as well as the company systems available for use, with the goal of having employees use them to balance work and nursing care. Furthermore, in conjunction with CareNet, Inc., a Fujitsu Group company that offers nursing care services, we launched a Nursing Care Consultation Service, and are aiming to realize employee wellbeing by addressing the nursing care worries of each employee across the entire Fujitsu Group.

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/>

FY 2020 Performance

★ Indicator assured by third party

Corporate Culture Reform Initiatives

- Held Companywide Diversity Promotion Forums: 680 participants in FY2020 (Fujitsu and its domestic Group companies)
- Incorporated diversity and inclusion questions into our annual global engagement survey

Gender-Based Initiatives

- Female employee rate: % to be confirmed / Female manager rate: 7.4%[★] / Newly appointed female manager rate: 13.9% (Fujitsu)
- Held Female Employee Career Workshop: 69 participants in FY2018 (Fujitsu)
- International Men's Day Event (Global Delivery)
- Network groups for gender empowerment and diversity (in each region)
- Gender Pay Gap Program (NWE region, Global Delivery)
- Mentoring Program for Female Engineers (Global Delivery)

Employment and Support of People with Disabilities

- Rate of employment for people with disabilities: 2.36%[★] (June 2020) (Fujitsu)
- Held Diversity Promotion Forum for employees with disabilities: 377 participants in FY2020 (Fujitsu and its domestic Group companies)
- Introduced LiveTalk, a diversity communication tool for hearing-impaired people, company-wide, and for all domestic group companies (Fujitsu and its domestic Group companies)
- Held lectures by employees with disabilities at new employee training (Fujitsu)
- Employee network groups for people with disabilities (in each region)
- Roundtables with employees and executives (Americas region)
- Training, promotion of understanding, and development of facility norms and guidelines for accessibility (NWE regions)

Race/Ethnicity-Based Initiatives

- Addressing the workplace environment issues of foreign employees (Fujitsu)
- Black History Month (Americas region, NWE regions)
- Support for ethnic minorities (Oceania region)
- Employee network group activities for understanding diverse cultures (in each region)
- Events for understanding national/regional cultures (Americas region, Global Delivery, NWE regions)
- Activities to gain a deeper understanding of specific ethnic groups (Global Delivery, Americas region)
- Internship and mentoring programs for university students of specific ethnic groups in cooperation with universities and other organizations (Oceania region)
- English-language movie events (Global Delivery)

- Cooking sessions for various national cuisines (Global Delivery)

Creating a More LGBT-Friendly Workplace

- Global Fujitsu Virtual Pride Week 2020 June (Fujitsu Group)
- Employee network groups for LGBT+ employees (in each region)
- LGBT+ History Month (NWE regions)
- Participation in "Business For Marriage Equality," a corporate campaign that calls for marriage equality in Japan (from November 2020)

Age-Related Initiatives

- Age-themed networking sessions for employees and their families (Oceania region)

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

- Diversity Promotion Seminar for child-rearing employees: 2 times / 110 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 / 203 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: 3 times / 1837 participants

Table 1 Number of Employees Utilizing Pregnancy and/or Childcare Policies, and Reinstatement/Retention Rates of Employees on Parental Leave (Number of Employees Utilizing Policies) (FY2020: Fujitsu) (Unit: # of employees)

	# of Users	Men	Women
Child Care Break	617★	157	460
Family Care Break	11★	8	3
Reduced Working Hours (Child Care)	803★	21	782
Reduced Working Hours (Family Care)	11★	4	7
Paternity Break	482★	482	-

★ Indicator assured by third party

Table 2 Reinstatement/Retention Rates After Parental/Long-Term Care Leave (FY2020: Fujitsu)

	Reinstatement Rate	Retention Rate
Parental Leave	97.4%	98.1%
Family Care Leave	100%	100%