










## Data and Documents







## External Recognition and Awards

Fujitsu Group 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 governance and economic, environmental, and social performance, and recognizes the top 10% of them as DJSI World. Fujitsu has been included in the index for nine consecutive years, and 21 times overall.	 <p>Member of <b>Dow Jones Sustainability Indices</b> Powered by the S&amp;P Global CSA</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. Fujitsu also received the highest rating, A, in the "Supplier Engagement Rating (SER)" and was certified as a "Supplier Engagement Leader Board".	 <p>CDP DISCLOSE RESPOND ACT <b>A LIST 2020</b> CLIMATE</p> <p>CDP DISCLOSE RESPOND ACT <b>A LIST 2020</b> WATER</p> <p>CDP SUPPLIER ENGAGEMENT LEADER <b>2020</b></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 ten years running.	 <p><b>2021</b> MSCI ESG Leaders Indexes Constituent</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 <b>STOXX</b> 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 <b>Prime</b> rated by <b>ISS-oekom</b></p>

## Major external recognition and awards received from FY 2020 onward

Recognition, Award and Other Index	Scope	Description	Logo
Pride Index Gold Award	Fujitsu	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.	
eco-first company	Fujitsu Group	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.	
HRC Equality Index	Fujitsu America	Human Rights Campaign (HRC) Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. Fujitsu scored 100 on the HRC Index for the second year on a row.	
Times top 50 Employer for Women (UK)	Fujitsu	The Times Top 50 Employers for Women are committed to gender equality in the workplace and have each taken action to make this happen. Fujitsu has been listed for outstanding progress and examples of best practice, impact, innovation, and individual achievement.	
Stonewall Top 100 LGBT inclusive employer (UK)	Fujitsu	Fujitsu was listed in the Stonewall Top 100 Employers. This list is compiled from the Workplace Equality Index – the UK's leading benchmarking tool for LGBT inclusion in the workplace.	
ABA100	Fujitsu Australia	Fujitsu Australia has been selected as an ABA100 Winner for Sustainability in The Australian Business Awards 2020. The Australian Business Award for Business Sustainability [BSA] recognizes organizations that execute initiatives that demonstrate leadership and commitment to sustainable business practices.	

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<p>PEZA Awards for Community Outreach Programs</p>	<p>Fujitsu Philippines GDC</p>	<p>Fujitsu Philippines GDC scooped the Outstanding Community Projects Award from the Philippine Economic Zone Authority (PEZA). The award was conferred at PEZA's 25th Anniversary and Investors' Day, held on December 10, 2020 at the PEZA Auditorium in Pasay City, Metro Manila.</p>	
<p>Responsible companies, odpowiedzialnych Firm 2020</p>	<p>Fujitsu Poland GDC</p>	<p>Fujitsu Poland GDC was ranked 8th in the "Responsible Companies Ranking" published by Responsible Business Forum. The category was "Services, commerce and transportation".</p>	
<p>EcoVadis Platinum rating</p>	<p>Fujitsu Group</p>	<p>EcoVadis is the world's largest provider of business sustainability ratings, with a global network of more than 75,000 rated companies. With a score of 73/100, Fujitsu is placed on of the top 1% of the world's 45,000 best rated companies and a leader in our sector.</p>	

## Social Data

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

### Employees in Fujitsu group

		FY 2018	FY 2019	FY 2020	GRI
Number of employees by region *1	Total	132,138	129,071	126,371★	G102-7,8
	Japan	85,347	82,232	81,425	
	Asia	10,488	10,794	15,527	
	Oceania	2,926	2,734	2,670	
	The Americas	5,262	4,988	4,205	
	EMEA*2	28,115	28,323	22,544	
Number of Employees by Type of Contract (person)	Full-time	132,138	129,071	126,371	
	Non Full-time *3	12,990	12,750	12,580	

\*1 The number of employees as of the end of the fiscal year (March 20)

\*2 Beginning in FY 2020, the geographic region was changed from EMEIA (Europe, Middle East, India, Africa) to EMEA (Europe, Middle East, Africa) and India is included in Asia.

\*3 Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

### Board of Directors (As of June 28, 2021)

		End of June, 2019	End of June, 2020	End of June, 2021	GRI
Directors	Total	10	9	9	G405-1
	Male	8	7	7	
	Female	2	2	2	
External directors		4	5	5	
Non-Japanese directors		0	1	1	

### Diversity (Fujitsu Limited)

		FY 2018	FY 2019	FY 2020	GRI
Number of employees *1	Total	31,827	32,568	32,026★	G405-1
Average age *2		43.2	43.6	43.8★	
Number of employees by age group	Under 30	4,432	4,503	4,577★	
	30-49	16,287	15,549	14,713★	
	50 and over	11,108	12,516	12,736★	

		FY 2018	FY 2019	FY 2020	GRI
Number of employees by gender (person)	Male	26,397	26,919	26,202	
	Female	5,430	5,649	5,824	
Ratio of female employees (%)		17.1%	17.3%	18.3%	
Ratio of female executives and managers (%)		6.15%	6.64%	7.37%*	
Ratio of newly appointed female managers (%) (qualified personnel)		11.5%	13.3%	13.9%	
Number of non-Japanese employees (person)		391	436	475	
Employment rate of people with disabilities (%)*3(counted in every June)		2.28%	2.23%	2.36%*	

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

## Employment (Fujitsu Limited)

		FY 2018	FY 2019	FY 2020	GRI
Average year of service *1	Total	19.2	19.5	19.6*	
	Male	19.9	20.3	20.4	
	Female	16.0	16.1	16.1	
Ratio of new hires		83.3%	73.3%	72.2%	

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

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

		FY 2018	FY 2019	FY 2020	GRI
Number of employees using child care leave *1 *2	Total	442	541	617*	G401-3
	Male	60	110	157	
	Female	382	431	460	
Return to work rate after child care leave (%)	Total	99.5%	97.7%	97.4%	
	Male	100%	100%	100%	
	Female	99.4%	97.3%	96.7%	
Continuous work rate after child care leave (%)	Total	97.8%	98.3%	98.1%	
	Male	83.3%	95.5%	97.4%	
	Female	98.8%	98.7%	98.3%	

		FY 2018	FY 2019	FY 2020	GRI
Number of employees using family care leave *1	Total	17	12	11*	
	Male	12	9	8	
	Female	5	3	3	
Return to work rate after family care leave (%)		95.0%	100%	100%	
Continuous work rate after family care leave (%)		71.4%	64.7%	100%	
Number of employees using Short working hours (child care) *1	Total	841	883	803*	
	Male	19	26	21	
	Female	822	857	782	
Number of employees using Short working hours (family care) *1	Total	9	13	11*	
	Male	3	4	4	
	Female	6	9	7	
Paternity leave *1		585	554	482*	

\*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 2018	FY 2019	FY 2020	GRI
Lost time injury frequency rate *1	0.28	0.14	0.11*	G403-2
Severity (rate)	0.000	0.000	0.000	

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

## Human Resource Development (Fujitsu and domestic Group companies)

	FY 2018	FY 2019	FY 2020	GRI
Average Hours Dedicated to Training Per Employee (Fujitsu)	49.9	47.6	(To be updated)	G404-1