



Global Responsible Business

— Human Rights, Diversity, Equity and Inclusion —

Based on the Fujitsu Way Code of Conduct, the Fujitsu Group will ensure to underlie the spirit of "Respect for human rights" for all our corporate and individual activities, and we will strive to have 120,000 Group employees around the world accept diverse human resources and embrace individuality without bias toward nationality, gender, age differences, or disabilities.



Human Rights
and DE&I

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 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 ^(*1) 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.

In the Fujitsu Group's CSR Procurement Guidelines, we have also adopted the Responsible Business Alliance (RBA) Code of Conduct and promote the Human Rights Enlightenment Structure among our suppliers and throughout our supply chain.

(*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
- > Fujitsu Guiding Principles of Respect for Human Rights in Employment
- > Supply Chain Policy

Organizational Structure and Regular Reviews

The Fujitsu Group promotes "human rights due diligence" in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPR).

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, that will take advantage of a range of opportunities to undertake research and awareness raising activities.

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 within the areas in Japan and in group companies 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. We are also members of the Industrial Federation for Human Rights, Tokyo, a voluntary organization, and work on mutual training with many of the member enterprises to make respect for human rights an integral part of our corporate culture. And from our standpoint as a company, we engage in activities that help to raise community awareness.

Structure of Human Rights Promotion Committee



Initiatives led by the Human Rights Promotion Committee



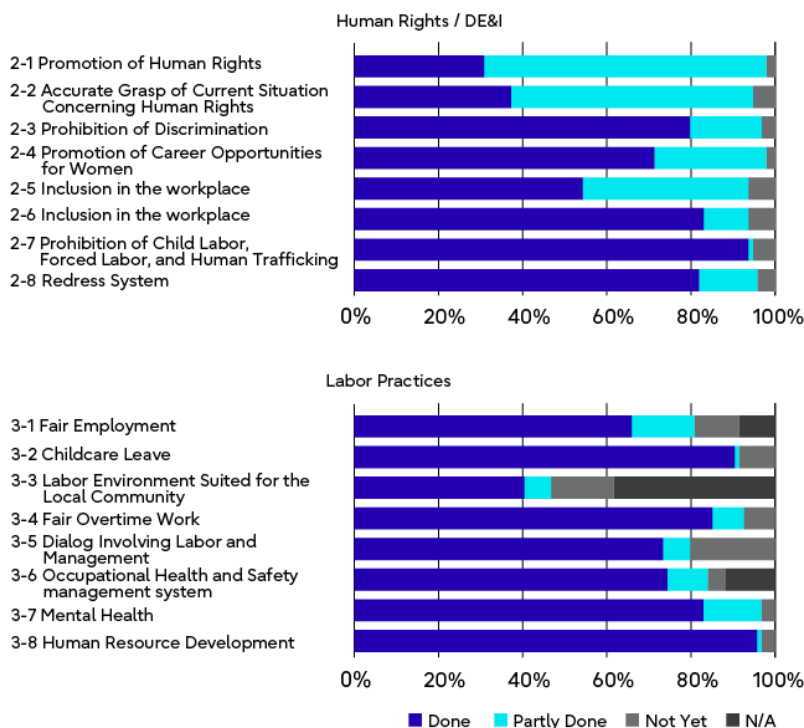
Promotion of Human Rights Due Diligence

In accordance with the "Fujitsu Group Human Rights Statement", the Fujitsu Group promotes "Human Rights Due Diligence" that identifies the human rights impacts of our business activities throughout the entire global value chain, while also preventing or mitigating any negative impacts.

In 2017, with the cooperation of the Business for Social Responsibility (BSR) international NPO, we undertook an evaluation of the human rights impacts of Fujitsu's business activities, identifying issues such as employees' working hours, workplace health and safety, the use of forced or child labor in supply chains, as well as data privacy and data security in our businesses.

As part of its human rights due diligence, the Fujitsu Group conducts ongoing internal surveys based on the ISO 26000 standard in order to check the progress of our human rights initiatives. In FY2021, we conducted surveys at 87 global group companies and 7 facilities to assess the progress of human rights and work practices programs with the aim of pinpointing problems and helping to expand such programs company-wide. We also conducted a survey of 21 overseas group companies in FY2020 looking at working hours, wages, privacy and reporting systems.

Results of Fujitsu Group Internal Survey(Human Rights/ DE&I, Labor Practices)



The human rights due diligence initiatives in the Fujitsu Group supply chain are conducted based on the RBA Code of Conduct. When Fujitsu makes a new corporate acquisition, we carry out due diligence with respect to sustainability, including human rights. We also take steps to minimize any risk of human rights violations and ensure that the Fujitsu Group human rights initiatives are fully embraced.

> Supply Chain

Education on Human Rights

Based on the policy directions set by the Human Rights Promotion Committee, the Fujitsu Group conducts 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 LGBTI+ 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. In FY2021, the Fujitsu Group implemented an e-learning program on "Business and Human Rights" in FY2016 that was intended for all group employees and aimed to heighten awareness about human rights issues for every member of staff. The course was attended by 92% of all group employees.

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

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

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

In line with the Fujitsu Group AI Commitment, the new "AI Ethics Governance Office", established in February 2022, plays a strategic leadership role in programs for an ethical approach to AI and other cutting-edge technology. The office is also establishing an in-house governance framework that brings together the research divisions that have the "Research Center for AI Ethics", the government relations office, which deals with government, the legal compliance division which handles legal issues, and the business divisions that engage with users installing AI systems. As well as ensuring that ethical approaches are embraced throughout

the Fujitsu Group organization, the AI Ethics Governance Office also manages the “Fujitsu Group External Advisory Committee on AI Ethics” and the “Human Centric AI Working Group”, and promotes initiatives such as expanding collaboration with communities outside the company. Those committee and group are detailed below.

- Fujitsu Establishes AI Ethics and Governance Office to Ensure the Safe and Secure Deployment of AI and Leading-edge Technologies in Society

The Fujitsu Group has set up the Fujitsu Group External Advisory Committee on AI Ethics, which is made up of outside experts in the field, to have our practices on AI ethics objectively evaluated. Discussions by this committee are shared with the Board of Directors, that is, we are incorporating the group's efforts for AI ethics into its corporate governance regime and allowing for ongoing review and improvement.

- Fujitsu Establishes the Fujitsu Group External Advisory Committee on AI Ethics to Ensure the Safe and Secure Deployment of AI in Society

The members of this committee include experts from a wide range of fields to provide ample diversity. As well as AI, these fields include law, biomedicine, zoology, the SDGs, and the administration of consumer affairs. Fujitsu's internal 'Human Centric AI' Working Group acts as an in-house channel for ethical consultation and is made up of specialists in areas such as technology, business, and law. In areas such as human rights, privacy and ethics, this group works diligently to study and assess the likely impacts of actual AI research, development, implementation and operation, including problems between consumers and the businesses using AI. The group then works to prevent problems before they arise.

The Research Center for AI Ethics has also developed the “Fairness by Design” AI development method, in which fairness that differs according to culture and business customs is considered from the design stage. The goal of this approach is to help achieve a fairer and more equal society through fair AI development.

- Development of the “Fairness by Design” AI Development Method, Which Considers Fairness Dependent on Culture and Business Customs From the Design Stage

Design Methods for Artificial Intelligence Fairness and Transparency

Simone Stumpf , Lorenzo Strappelli , Subeida Ahmeda , Yuri Nakao*, Aisha Naseer*, Giulia Del Gamba and Daniele Regoli

Joint Proceedings of the ACM IUI 2021 Workshops, April 13–17, 2021, College Station, USA

More broadly, the Fujitsu Group is taking steps to ensure that AI ethics are embraced by society as a whole, not just within the group. Our efforts also include distributing content that will help to promote community-wide consideration of AI ethics, including the free public release via the Internet in February 2022 of a system for assessing the ethical impact of AI systems.

- Fujitsu Delivers New Resource Toolkit to Offer Guidance on Ethical Impact of AI Systems

For detailed information on Fujitsu's AI ethics initiatives, visit the following website.

- AI Ethics AI Ethics from Principles to Practical Implementation Trustworthy AI Design & Auditing

Emerging Risks
- The Ethical Risks of Utilizing AI -

Description	As a company that has been researching, developing, providing, and operating artificial intelligence (AI) technologies since before the 1980s, Fujitsu has long asserted that information technology must be used in a human-centered manner. In recent years, there have been reports of troubling instances whereby ethical problems arise from the use of AI in the handling of privacy information. Examples include discrimination and unfairness in credit, employment exams, and insurance premiums due to negative judgments caused by false recognition by AI. Such cases can undermine people's trust in AI. Fujitsu believes it is critical that those who develop, provide, and operate AI technologies achieve not only convenience but also use that is safe and secure.
Impact	As AI expands into such fields as healthcare, finance, and manufacturing, there is a risk that users and consumers who have been inconvenienced by AI provided by Fujitsu may file claims for damages against Fujitsu and thus harm its reputation. In addition, proposed AI regulation announced by the European Commission (in April 2021) would require developers, users, and others involved to take strict action based on the degree of risk that their AI systems could adversely affect human rights. Violations could result in penalties, including fines of up to 6% of total sales. This makes implementing appropriate risk management in the development and operation of AI systems essential.
Mitigating actions	The Company established the Fujitsu Group External Advisory Committee on AI Ethics as a body that meets regularly and engages in ongoing dialogue with stakeholders from society. Part of this dialogue involves feedback on the "Fujitsu Group AI Commitment," which serves as the Group's AI ethical guidelines. The Company also participates in international discussions on AI ethics through its membership in AI4People and other forums. Furthermore, in January 2022, the Company set up an AI Ethics and Governance Office to achieve social penetration and secure trust with respect to AI and other cutting-edge technologies, and this office engages in the promotion of structural development and strategies. In particular, with regard to proposed European AI regulations, the Company has developed an "AI Ethical Impact Assessment" system that comprehensively identifies potential risks in AI systems as a proactive response to regulation violation risks and has released this system free of charge.

FY2021 Performance

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

Areas	Human Rights Issues	Major Activities in FY2021
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
Employees	Discrimination and harassment/working hours	<ul style="list-style-type: none"> Conducted a written survey of 87 group companies and 7 facilities 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 LGBTI+ 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 aimed at establishing workplaces and a society in which everyone can participate actively, whether disabled or not 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 systems, monitored ICT usage and delivered management reforms to promote diversified, flexible work styles that are not predicated on long working hours

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 Developed the Fairness by Design AI development method, which considers fairness dependent on culture and business customs from the design stage Developed and released a free public version of a system for assessing the ethical impact of AI systems based on international AI ethics guidelines, together with instructions and sample applications. Future goals are to improve and further distribute this system by enlisting partners from government agencies, public corporations, and academia with the aim of releasing a formal version with our partners in FY2022.
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Education on Human Rights Issues

- **Fujitsu and group companies in Japan and overseas: 92% attendance**
E-learning on “business and human rights”
- **E-learning for employees conducted by Fujitsu and group companies in Japan at various locations: 47,208 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/mid-career recruits: 1,980 attendees

Training for management: 7,299 attendees

Training for new executives/ group company CEOs: 34 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: 2,268 submissions
- Held events to mark the International Day of People with Disability on December 3, 2021 and World Human Rights Day on December 10, 2021
Diversity and Inclusion Session: 1,040 participants
International Day of People with Disability, online session: 189 participants
World Human Rights Day, Business and Human Rights: 573 participants
- Displayed posters promoting human rights awareness in the workplaces of Fujitsu and group companies in Japan.

Human Rights
and DE&I

Diversity, Equity & Inclusion

Goal

WHAT FUJITSU ASPIRES TO BE

Be a responsible business that reflects the diversity of our world.

Build an inclusive and equitable culture where everyone belongs and can be completely themselves.

We will celebrate difference and ensure that people can succeed regardless of their personal identity.

Through inclusive design and innovation we will endeavor to make a positive impact within society and empower each other to make the world more sustainable.

GOALS FOR FY2022

Cultivation of inclusive corporate culture.

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

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

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.



Global DE&I Vision & Inclusion Wheel

In 2022, we revamped the Global DE&I Vision & Inclusion Wheel to create an equitable and more inclusive culture where everyone belongs and can be completely themselves. Equity, as expressed in the new vision, is intended to recognize and respond to the fact that all people are in different circumstances and will require a variety of resources and opportunities depending on their circumstances, as opposed to equality, which provides the same things equally to everyone. Through this more inclusive and holistic approach to DE&I, we aim to achieve a sustainable society, looking not only at our own business, but also at the positive impact our technologies and solutions have on society.

Promotion Framework for Diversity, Equity and Inclusion

Here at Fujitsu, we established an office to promote diversity in 2008. The office, which is under the direction of the President and the Diversity Officer, engages in efforts to promote DE&I in all Group companies.

The office hosts regular meetings, attended by all regional DE&I 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 DE&I 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 DE&I 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 DE&I-related items in their goals.

Initiatives for Fostering Corporate Culture

Diversity and Inclusion Session (formerly known as Company-wide 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 Diversity and Inclusion Session (former name: 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 FY2021, "What is the psychological safety that teams need for culture change?" was the theme of the event, with messages from the officers involved and a lecture by Piotr Feliks Grzywacz as a lecturer. Fujitsu is transforming its culture into a DX company, and this session was held to learn about unconscious bias and psychological safety as the basis for fostering a new corporate and organizational culture, and to think about how organizations and teams that maintain psychological safety can contribute to business. In FY2021, the session was open to participants not only from Japan but also from overseas regions.

Other international regions also hold annual Diversity Weeks, which conduct inclusive activities for DE&I on a region-by-region basis.



Diversity and Inclusion Session Opening image

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.

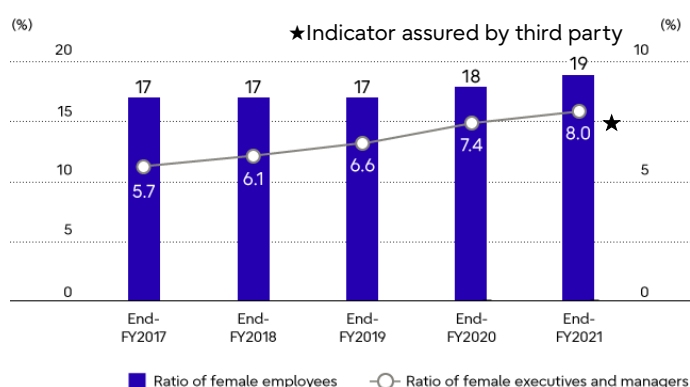
Gender Initiatives

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 leaders of each department as candidates for top management, and establishing/implementing individually tailored training programs for these employees alongside their workplace, the management, HR, and the DE&I 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 all other tracks as well. These expand and 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.

Active Participation of Female Employees



Career Workshop for Female Employees

Fujitsu and its domestic Group companies host workshops that are primarily for 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 this workshop, which is completely voluntary-participation based, is to help eliminate any internalized prejudice as to their manager-level career development, expand their career options, acquire the broader perspective needed to perform in high-level positions, and develop a sense of ownership over their careers.

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 promote the event outside the company through social media. 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. Furthermore, since FY2018, Fujitsu and its domestic Group companies have been hosting lectures by guests from inside and outside Fujitsu, as well as networking events and the like.

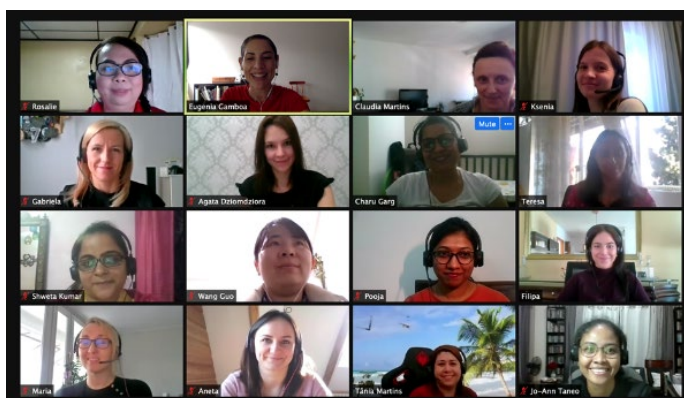
In FY2021, a Global Compact Network Japan seminar was held at the International Women's Day HAPPY WOMAN FESTA. Fujitsu introduced its gender equality initiatives based on the seminar's theme, "Connecting Corporate Strengths to Help Achieve Gender Equality."

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 for Women's Activity Support

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.

Initiatives for Health, Disability and Accessibility

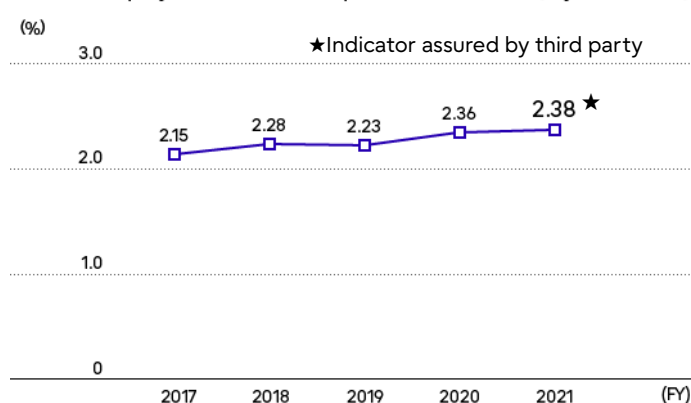
At Fujitsu, we do not impose restrictions on the types of jobs available to people with disabilities. As such, there are people with disabilities who work in a wide range of jobs, from sales staff to SEs, R&D staff, administrative staff, and more.

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, to help understanding in the workplace.

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

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



* See "6" to "Diversity" on page 7-2 for

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.

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 reasonable accommodation for people with disabilities, lessons for universal design, and para-sports experiences. In FY2021, an online program was held to discuss the possibilities that technology can bring to people and society at large, using disability as a starting point, and distributed throughout the company.

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, and delivered messages from top management. We are working together with DE&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.

Employee Network Groups of Employees with Disabilities

The Fujitsu Group has employee network groups of disabilities in each region. With the support of a global executive sponsors, they are working to promote understanding of disabilities and create an inclusive environment while forming a global network (Global Network of Persons with Disabilities).

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 DE&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	31	ATM, printer-related and personal computer repair, various services related to maintenance services for Fujitsu products, and system service operations	Beppu
Fujitsu Harmony Limited	2013	177	Converting documents to PDF, disposing of confidential documents, setting up medical examination suits, creating internal mail envelopes, waste disposal and cleaning at the development centers, shelving, and cleaning technical information centers	Kawasaki, Numazu, Shinagawa, Yokohama, Shin-Koyasu, Aomori, Sapporo, Nagano, Sendai, Niigata, Omiya, Okinawa, Makuhari, Kansai, Nasu

Initiatives for Culture and Ethnicity

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, 585 foreign nationals were working for Fujitsu as of the end of FY2021. To help international employees integrate into Fujitsu's organizational environment and life in Japan, we have implemented a mentoring program, internal recommendations to promote the use of both Japanese and English for internal information, support related to rental housing, information sharing through our intranet site and internal social media, workshops for employees to gather opinions and exchange information and networking events. The English Club, an employee network group established in Japan, has developed into an active exchange activity with participants from regions across the globe.

LGBTI+ Initiatives

Fujitsu is moving forward with initiatives to drive deeper understanding of gender and sexual diversity, (such as LGBTI+), 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 LGBTI+-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.



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

Our efforts to raise awareness across the entire company include providing training on human rights, hosting lectures targeted at management, and sending out messages through the intranet. In addition, we also host LGBTI+ Ally Meetings, where employees can engage in discussions with a diverse range of LGBT individuals, in order to expand the network of LGBT allies. Since 2018, we have hosted screening events under the theme of LGBT and LGBTI+ allyship (2017: The Case Against 8 / 2018: Kalanchoe / 2021: I am what I am. – Over the Rainbow –). In recent years, participants of these events have started to naturally declare their LGBTI allyship in the workplace, by putting stickers in rainbow colors (a symbol of respect for the LGBTI+ 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 (*1) as a Diamond Partner. 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.

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

Fujitsu Pride



Global SOGI logo

Fujitsu Pride is a movement at the Fujitsu Group where representatives from employee network groups of LGBTI+ people and allies from each region come together to collaborate and take action on a global scale with the support of executive sponsors. Since 2020, we have 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, online seminars, panel discussions, and small group events to discuss LGBTI+ issues are conducted.

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 increasing the number of days men can take our unique parental leave.

Childbirth and Childcare

Fujitsu has established an Action Plan (*2) 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.

*2 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 \(61.6KB\)](#)

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.

Initiatives in Other Regions

Region name	Awards and recognition in FY2021
Asia region	<ul style="list-style-type: none"> Fujitsu Vietnam: Best Company to Work For in Asia 2021
Americas region	<ul style="list-style-type: none"> Best Place to Work for LGBTQ+ Equality 2022 (human rights campaign)
NWE region	<ul style="list-style-type: none"> Fujitsu Ireland: Outstanding Contribution to Championing Diversity, Inclusion & Belonging award in the industry category at the CIO and IT Leaders Awards Fujitsu Estonia: Gold Standard Family Friendly Employer Fujitsu UK: Employer of the Year in the 2022 Black Tech Achievement Awards Fujitsu UK: Ranked in Stonewall's Top 100 Companies for LGBTQ+ Inclusion, Gold level for 8th consecutive year
CEE region	<ul style="list-style-type: none"> Fujitsu Germany: Nominated for the third time in the Women Career Index (FKi)
Global Delivery	<ul style="list-style-type: none"> Fujitsu GDC India: Bronze in India Workplace Equality Index (IWEI) 2021

Oceania region	<ul style="list-style-type: none"> Fujitsu Australia: Certified as a Gold Partner of the Sustainability Advantage Program by the New South Wales State Government Fujitsu New Zealand: 5 women receive Reseller News Women in ICT Awards (WIICTA) awards.
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FY2021 Performance

★Indicator assured by third party

Initiatives to Foster Corporate Culture

- Diversity and Inclusion Session (former name: Companywide Diversity Promotion Forum): 1,040 participants in FY2021 (Fujitsu, domestic Group companies, and each overseas region)
- Incorporated DE&I questions into our annual global engagement survey
- Reverse mentoring (overseas region)]

Gender Initiatives

- Female employee rate: 18.7% / Female manager rate: 8.0%★ / Newly appointed female manager rate: 18.2% (Fujitsu)
- Held Female Employee Career Workshop: 207 participants in FY2021 (Fujitsu and domestic Group companies)
- 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)

Initiatives for Health, Disability and Accessibility

- Rate of employment for people with disabilities: 2.38%★ (June 2021) (Fujitsu *)
- Held Diversity Promotion Forum for employees with disabilities
- 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)
- Held seminars and human libraries to promote understanding of disabilities (FY2021: 3 times)
- 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)

* See " * 6" to "Diversity" on page 7-2 for coverage.

Initiatives for Culture and Ethnicity

- Employee network group activities for understanding diverse cultures and specific ethnic groups (in each region)
- Events for understanding national/regional cultures (Americas region, Global Delivery, NWE region)
- BEING (Black Employee Inclusion Network Group) 1st Anniversary Event (Americas region)
- Mentoring program for foreign employees and support for English Club (Fujitsu)
- Black History Month (Americas region, NWE region)

- Support for ethnic minorities (Oceania region)
- Fundraising for Bawurra Foundation and Ronald Macdonald House as part of the World Day of Social Justice celebration (Oceania region)

LGBTI+ Initiatives

- Global Fujitsu Virtual Pride Week 2021 (Fujitsu Group)
- Employee network groups for LGBTI+ employees and allies (in each region)
- LGBT+ History Month (NWE regions)
- "LGBTQ in Japan Today" held at Fujitsu Learning Festival for employees and their families (Guest: Gon Matsunaka, Pride House Tokyo)
- Co-hosted an online film screening and discussion with the employee community of other companies (I am what I am. -Over the Rainbow-)
- Participation in "Business For Marriage Equality," a corporate campaign that calls for marriage equality in Japan (from November 2020)

Intergenerational 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 / 144 participants
Health advice from public health nurses, lectures by external speakers, group discussions
- Diversity Management Seminar for supervisors of employees with children: 2 times / 232 participants
Health advice from public health nurses, lectures on management by external speakers, group discussions
- Preparatory seminars for maternity/paternity leave: 3 times / 552 participants
- Seminars for balancing work with long-term care: 4 times / 2,000 participants

Table. Number of Employees Utilizing Pregnancy and/or Childcare Policies, and Reinstatement/Retention Rates of Employees on Parental Leave
(Number of Employees Utilizing Policies) (FY2021: Fujitsu) (Unit: # of employees)

	# of Users	Men	Women
Child Care Break	300★	139	161
Nursing Care	7★	7	0
Reduced Working Hours (Child Care)	703★	20	683
Reduced Working Hours (Family Nursing Care)	10★	5	5
Paternity Break	380★	380	-

Table. Reinstatement/Retention Rates After Parental/Long-Term Care Leave (FY2021: Fujitsu)

	Reinstatement Rate	Retention Rate
Parental Leave	100%	99.2%
Nursing Care Leave	100%	90.0%

Special note: Region names are based on the description as of March 31, 2022.