

# Social Data

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

## Employees in Fujitsu group

		FY2019	FY2020	FY2021	GRI
Number of employees by region *1	Total	129,071	126,371	124,216★	G102-7,8
	Japan	82,232	81,425	76,845	
	Asia	10,794	15,527	18,842	
	Oceania	2,734	2,670	2,575	
	The Americas	4,988	4,205	3,942	
	EMEA *2	28,323	22,544	22,012	
Number of Employees by Type of Contract (person)	Full-time	129,071	126,371	124,216	
	Non Full-time *3	12,750	12,580	12,324	

\*1 The number of employees as of 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 27, 2022)

		End of June, 2020	End of June, 2021	End of June, 2022	GRI
Directors	Total	9	9	9	G405-1
	Male	7	7	7	
	Female	2	2	2	
External directors		5	5	5	
Non-Japanese directors		1	1	1	

## Diversity (Fujitsu Limited)

		FY2019	FY2020	FY2021	GRI
Number of employees *4 Total		32,568	32,026	34,430★	G405-1
Average age *5		43.6	43.8	43.6★	
Number of employees by age group	Under 30	4,503	4,577	5,063★	
	30-49	15,549	14,713	16,240★	
	50 and over	12,516	12,736	13,127★	
Number of employees by gender (person)	Male	26,919	26,202	27,995	
	Female	5,649	5,824	6,435	
Ratio of female employees (%)		17.3%	18.2%	18.7%	
Ratio of female executives and managers (%)		6.64%	7.37%	8.03%★	
Ratio of newly appointed female managers (%) (qualified personnel)		13.3%	13.9%	18.2%	
Number of non-Japanese employees (person)		436	475	585	
Employment rate of people with disabilities (%) *6 (counted in every June)		2.23%	2.36%	2.38%★	

\*4 The number of employees as of the end of the fiscal year (March 20) includes executive officers and does not include non-regular employees.

\*5 At the end of the fiscal year (March 31)

\*6 Fujitsu and Fujitsu Harmony are covered until FY 2019 ; Fujitsu , Fujitsu Harmony , Fujitsu Laboratories , Fujitsu IS Services , Fujitsu Advanced Accounting Services , Fujitsu Home & Office Services , Fujitsu Techno Research for FY 2020 ; Fujitsu , Fujitsu Harmony , Fujitsu IS Services , Fujitsu Advanced Accounting Services , Fujitsu Home & Office Services , Fujitsu Techno Research , Fujitsu SSL Powered Services , Fujitsu SSL Harmony for FY 2021.

## Employment (Fujitsu Limited)

		FY2019	FY2020	FY2021	GRI
Average year of service *7	Total	19.5	19.6	19.2★	
	Male	20.3	20.4	20.0	
	Female	16.1	16.1	15.8	
Ratio of new hires		72.3%	72.2%	67.0%	

\*7 At the end of the fiscal year (March 31)

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

		FY2019	FY2020	FY2021	GRI
Number of employees using child care leave *8 *9 *10	Total	541	617	300★	G401-3
	Male	110	157	139	
	Female	431	460	161	
Return to work rate after child care leave (%)	Total	97.7%	97.4%	100%	
	Male	100%	100%	100%	
	Female	97.3%	96.7%	100%	
Continuous work rate after child care leave (%)	Total	98.3%	98.1%	99.2%	
	Male	95.5%	97.4%	95.9%	
	Female	98.7%	98.3%	100%	
Number of employees using family care leave *8	Total	12	11	7★	
	Male	9	8	7	
	Female	3	3	0	
Return to work rate after family care leave (%)		100%	100%	100%	
Continuous work rate after family care leave (%)		64.7%	100%	90.0%	
Number of employees using Short working hours (child care) *8	Total	883	803	703★	
	Male	26	21	20	
	Female	857	782	683	
Number of employees using Short working hours (family care) *8	Total	13	11	10★	
	Male	4	4	5	
	Female	9	7	5	
Paternity leave *8, *10		554	458	380★	

\*8 Data applies to regular employees enrolled as of the end of the fiscal year (March 20).

\*9 Short-term childcare leave taken within 8 weeks after childbirth and subsequent reacquisition (so-called papa vacation) are counted as 1 person each.

\*10 Number of employees who took leave during the fiscal year up to fiscal 2020, and number of employees who had children during the fiscal year starting in fiscal 2021 and who took the leave during the fiscal year.

## Occupational Safety and Health (Fujitsu Limited)

	FY2019	FY2020	FY2021	GRI
Lost time injury frequency rate *11	0.14	0.11	0.04★	G403-2
Severity (rate)	0.000	0.000	0.000	

\*11 Number of work-related absences per 1 million working hours

## Human Resource Development

	FY2019	FY2020	FY2021 *12	GRI
Average Annual Hours Spent Learning [hour /year /person] *13	47.6	39.0	42.0	G404-1
Annual Cost of Learning [1000 yen /year /person] *14	114.8	118.4	81.7	

\*12 Average Annual Hours Spent Learning 67%, Annual Cost of Learning 100% (including Non Full-time employees)

\*13 Average Annual Hours Spent Learning are calculated using "Fujitsu and domestic group companies"

\*14 Annual Cost of Learning were calculated using Fujitsu and domestic group companies up to FY 2020 and Fujitsu Group companies in FY 2021.