GRI Standards / United Nations Global Compact (UNGC) principles Comparison Table

- Please refer to the following URL for the SASB Standards Comparison Table.
  https://www.fujitsu.com/global/about/csr/sasb/

GRI Standards Indicator (*: Core performance indicator)		References	UNGC principle
G102 : General Disclosures			
1. Organizational profile			
102-1*	Report the name of the organization.	◆Fujitsu Group Profile	—
102-2*	Report the primary brands, products, and services	◆Fujitsu Group Profile	—
102-3*	Report the location of the organization's headquarters.	◆Fujitsu Group Profile	—
102-4*	Report the number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	◆Fujitsu Group Profile	—
102-5*	Report the nature of ownership and legal form.	◆Corporate Governance ◆Fujitsu Group Profile 【Reference】 WEB (Worldwide)	—
102-6*	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	◆Fujitsu Group Profile	—
102-7*	Report the scale of the organization, including: ● Total number of employees ● Total number of operations ● Net sales (for private sector organizations) or net revenues (for public sector organizations) ● Total capitalization broken down in terms of debt and equity (for private sector organizations) ● Quantity of products or services provided	◆Fujitsu Group Profile ◆Social Data 【Reference】 Fujitsu Facts	—

102-8*	Information on employees and other workers:
	  a. Report the number of employees by employment contract (permanent and temporary), by gender.
	  b. Report the number of employees by employment contract (permanent and temporary), by region.
	  c. Report the number of employees by employment type (full-time and part-time), by gender.
	  d. Report Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.
	  e. Report any significant variations (such as seasonal variations in the tourism or agricultural industries).
	  f. Report an explanation of how the data have been compiled, including any assumptions made.
		◆Fujitsu Group Profile
		◆Social Data
			—

102-9*	Describe the organization's supply chain.	◆Supply Chain	—
102-10*	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: ● Changes in the location of, or changes in, operations, including facility openings, closings, and expansions ● Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) ● Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.	◆Sustainability Data Book Framework ◆Integrated Report Financial Section	—
102-11*	Precautionary Principle or approach ● Whether and how the organization applies the Precautionary Principle or approach	◆Fujitsu Way ◆United Nations Global Compact ◆Human Rights ◆Risk Management ◆Environmental Policy ◆Response to Environmental Risks ◆TCFD-Based Information Disclosure	—
102-12*	External initiatives ● A list of externally-developed economic, environmental and social charters, principles,or other initiatives to which the organization subscribes, or which it endorses..	◆United Nations Global Compact ◆Human Rights ◆Collaboration with External Parties	—
102-13*	Membership of associations: ● A list of the main memberships of industry or other associations, and national or international advocacy organizations.	◆United Nations Global Compact	—

2. Strategy			
102-14*	Statement from senior decision-maker	◆Message from the CEO	—
102-15	Key impacts, risks, and opportunities	◆Risk Management ◆Medium/Long-term Environmental Vision ◆Response to Environmental Risks ◆TCFD-Based Information Disclosure	—
3. Ethics and integrity			
102-16*	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	◆Fujitsu Way ◆Sustainability Management in the Fujitsu Group ◆Compliance	—
102-17	Mechanisms for advice and concerns about ethics A description of internal and external mechanisms for: 　i.　seeking advice about ethical and lawful behavior, and organizational integrity; 　ii.　reporting concerns about unethical or unlawful behavior, and organizational integrity.	◆Compliance ◆Human Rights	—
4. Governance			
102-18*	Governance structure.	◆Corporate Governance ◆Environmental Management System	—
102-19*	Delegating authority ● Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	◆Corporate Governance	—
102-20	Executive-level responsibility for economic, environmental, and social topics 　a.　Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. 　b.　Whether post holders report directly to the highest governance body.	◆Corporate Governance	—
102-21	Consulting stakeholders on economic, environmental, and social topics 　a.　Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics 　b.　If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	◆Corporate Governance ◆Compliance	—

102-22	Composition of the highest governance body and its committees by: ● executive or non-executive ● independence ● tenure on the governance body ● number of each individual's other significant positions and commitments, and the nature of the commitments ● gender ● membership of under-represented social groups ● competencies relating to economic, environmental, and social topics ● stakeholder representation	◆Corporate Governance ◆Corporate Governance Report	—

102-23	Chair of the highest governance body
	  a. Whether the chair of the highest governance body is also an executive officer in the organization.
	  b. If the chair is also an executive officer, describe his or her function within the organization's
	  c. management and the reasons for this arrangement.
		◆Corporate Governance
		◆Corporate Governance Report
			—

102-24	Nominating and selecting the highest governance body
	  a. Nomination and selection processes for the highest governance body and its committees.
	  b. Criteria used for nominating and selecting highest governance body members, including whether and how:
	    i. stakeholders (including shareholders) are involved;
	    ii. diversity is considered;
	    iii. independence is considered;
	    iv. expertise and experience relating to economic, environmental, and social topics are considered.
		◆Corporate Governance
		◆Corporate Governance Report
			—

102-25	Conflicts of interest
	● Processes for the highest governance body to ensure conflicts of interest are avoided and managed.
	● Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:
	  i. Cross-board membership;
	  ii. Cross-shareholding with suppliers and other stakeholders;
	  iii. Existence of controlling shareholder;
	  iv. Related party disclosures.
		◆Corporate Governance
		◆Corporate Governance Report
			—

102-26	Role of highest governance body in setting purpose, values, and strategy ● Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	◆Sustainability Management in the Fujitsu Group	—
102-27	Collective knowledge of highest governance body ● Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	◆Sustainability Management in the Fujitsu Group	—
102-28	Evaluating the highest governance body's performance a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.) b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	◆Sustainability Management in the Fujitsu Group ◆Corporate Governance ◆Corporate Governance Report	—
102-29	Identifying and managing economic, environmental, and social impacts a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts,risks, and opportunities.	◆Corporate Governance ◆Risk Management	—
102-30	Effectiveness of risk management processes ● Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	◆Corporate Governance ◆Risk Management	—
102-31	Review of economic, environmental, and social topics ● Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	◆Risk Management	—
102-32	Highest governance body's role in sustainability reporting ● The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	◆Sustainability Management in the Fujitsu Group	—

102-33	Process for communicating critical concerns to the highest governance body.	◆Corporate Governance ◆Risk Management	—
102-34	Total number and nature of critical concerns that were communicated to the highest governance body. Mechanism (s) used to address and resolve critical concerns.	—	—

102-35	Remuneration policies
	  a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
	    · Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;)
	    · Sign-on bonuses or recruitment incentive payments;
	    · Termination payments;
	    · Clawbacks
	    · Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.
	  b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.
		◆Corporate Governance
		◆Corporate Governance Report
			—

102-36	Process for determining remuneration ● Process for determining remuneration. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Any other relationships that the remuneration consultants have with the organization.	◆Corporate Governance ◆Corporate Governance Report	—
102-37	Stakeholders' involvement in remuneration ● How stakeholders' views are sought and taken into account regarding remuneration. If applicable, the results of votes on remuneration policies and proposals.	◆Corporate Governance ◆Corporate Governance Report	—
102-38	Annual total compensation ratio ● Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—	—
102-39	Percentage increase in annual total compensation ratio ● Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—	—

5. Stakeholder engagement			
102-40*	A list of stakeholder groups engaged by the organization	◆Sustainability Management in the Fujitsu Group	—
102-41*	Percentage of total employees covered by collective bargaining agreements.	◆Social Wellbeing	1, 3
102-42*	The basis for identifying and selecting stakeholders with whom to engage.	◆Sustainability Management in the Fujitsu Group ◆Stakeholder Engagement	—
102-43*	Approach to stakeholder engagement ● The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	◆Stakeholder Engagement <Customers, International Society, Local Community> ◆Working With Our Customers ◆Quality Initiatives ◆Community Activities <Suppliers> ◆Supply Chain <Employees> ◆Diversity, Equity & Inclusion ◆Human Rights ◆Social Wellbeing ◆Occupational Health and Safety ◆Health Wellbeing ◆Career & Growth Well-being	1~10
102-44*	Key topics and concerns raised ● Key topics and concerns that have been raised through stakeholder engagement, including : 　i.　how the organization has responded to those key topics and concerns, including through its reporting; 　ii.　the stakeholder groups that raised each of the key topics and concerns.	◆Stakeholder Engagement ◆Working With Our Customers	—
6. Reporting Practice			
102-45*	a.　List all entities included in the organization's consolidated financial statements or equivalent documents. b.　Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	◆Fujitsu Group Profile ◆Sustainability Data Book Framework ◆Integrated Report Financial Section	—

102-46*	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	◆Sustainability Management in the Fujitsu Group	—
102-47*	List all the material Aspects identified in the process for defining report content.	◆Sustainability Management in the Fujitsu Group ◆Materiality	—
102-48*	The effect of any restatements of information given in previous reports, and the reasons for such restatements.	◆Sustainability Data Book Framework	—
102-49*	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	◆Sustainability Data Book Framework	—
102-50*	Reporting period for the information provided.	◆Sustainability Data Book Framework	—
102-51*	If applicable, the date of the most recent previous report.	◆Sustainability Data Book Framework	—
102-52*	Reporting cycle	◆Sustainability Data Book Framework	—
102-53*	The contact point for questions regarding the report or its contents.	◆Sustainability Data Book Framework	—
102-54*	Claims of reporting in accordance with the GRI Standards	◆GRI Guideline/UNGC Principles Comparison Table ◆Independent Assurance Report	—
102-55*	GRI content index ● The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report	◆GRI Guideline/UNGC Principles Comparison Table ◆Independent Assurance Report	—

102-56*	External assurance
	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.
	b. If the report has been externally assured:
	  i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;
	  ii. The relationship between the organization and the assurance provider;
	  iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.
		◆Independent Assurance Report	—

GRI 103: Management Approach			
103-1*	Explanation of the material topic and its Boundary	◆Sustainability Management in the Fujitsu Group ◆Sustainability Data Book Framework	—

103-2*	The management approach and its components
	a. An explanation of how the organization manages the topic.
	b. A statement of the purpose of the management approach.
	c. A description of the following, if the management approach includes that component:
	  i. Policies
	  ii. Commitments
	  iii. Goals and targets
	  iv. Responsibilities
	  v. Resources
	  vi. Grievance mechanisms
	  vii. Specific actions, such as processes, projects, programs and initiatives
		◆Human Rights
		◆Diversity, Equity & Inclusion
		◆Career & Growth Wellbeing
		◆Occupational Health and Safety
		◆Community Activities
		◆Supply Chain
		◆Quality Initiatives
		◆Environmental Policy
		◆Medium/Long-term Environmental Vision
		◆Environmental Management System
			—

103-3	An explanation of how the organization evaluates the management approach, including: ● the mechanisms for evaluating the effectiveness of the management approach ● the results of the evaluation of the management approach ● any related adjustments to the management approach.	◆Career & Growth Wellbeing ◆Supply Chain ◆Environmental Management System	—

GRI 201 : Economic Performance			
201-1	Direct economic value generated and distributed.	—	—
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	◆Response to Environmental Risks ◆TCFD-Based Information Disclosure	7, 8, 9
201-3	Coverage of the organization's defined benefit plan obligations.	[Reference] Integrated Report Financial Section	—
201-4	Financial assistance received from government.	—	—
GRI 202 : Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	—	—
202-2	Proportion of senior management hired from the local community at significant locations of operation.	—	—
GRI 203 : Indirect Economic Impacts			
203-1	Development and impact of infrastructure investments and services supported.	◆SDG-related Activities in Fujitsu ◆Community	8, 9
203-2	Significant indirect economic impacts, including the extent of impacts.	—	—
GRI 204 : Procurement Practices			
204-1	Proportion of spending on local suppliers at significant locations of operation.	—	—
GRI 205 : Anti-corruption			
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	—	10
205-2	Communication and training on anti-corruption policies and procedures.	◆Transforming Our Corporate Culture ◆Compliance	10
205-3	Confirmed incidents of corruption and actions taken.	—	—
GRI 206 : Anti-competitive Behavior			
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	—	—
GRI 207 : Tax			
207-1	Approach to tax	◆Compliance	—
207-2	Tax governance, control, and risk management	◆Compliance	—
207-3	Stakeholder engagement and management of concerns related to tax	◆Compliance	—
207-4	Country-by-country reporting	—	—
GRI 301 : Materials			
301-1	Materials used by weight or volume	◆Material Balance	—
301-2	Recycled input materials used	◆Material Balance	—
301-3	eclaimed products and their packaging materials	◆Material Balance	—
GRI 302 : Energy			
302-1	Energy consumption within the organization	◆Material Balance	—

302-2	Energy consumption outside of the organization	◆Material Balance	—
302-3	Energy intensity	◆Reducing Greenhouse Gas (GHG) Emissions at Our Business Sites	—
302-4	Reduction of energy consumption	◆Reducing Greenhouse Gas (GHG) Emissions at Our Business Sites ◆Environmental Performance Data Calculation Standards	—
302-5	Reductions in energy requirements of products and services	◆Reduction of CO_2 Emissions by Reducing Power Consumption When Using Products ◆Environmental Performance Data Calculation Standards	9
GRI 303 : Water AND Efflurnts			
303-1	Interactions with water as a shared resource	◆Material Balance ◆Reducing the Amount of Water Used	—
303-2	Management of water discharge-related impacts	—	—
303-3	Water withdrawal	◆Material Balance ◆Reducing the Amount of Water Used	—
303-4	Water discharge	—	—
303-5	Water consumption	◆Material Balance	—
GRI 304 : Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	—
304-2	Significant impacts of activities, products, and services on biodiversity	—	—
304-3	Habitats protected or restored	◆Response to Environmental Risks	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	—
GRI 305 : Emissions			
305-1	Direct (Scope 1) GHG emissions	◆Global Warming Prevention	—
305-2	Energy indirect (Scope 2) GHG emissions	◆Global Warming Prevention	—
305-3	Other indirect (Scope 3) GHG emissions	◆Global Warming Prevention	—
305-4	GHG emissions intensity	◆Reducing Greenhouse Gas (GHG) Emissions at Our Business Sites	—

305-5	Reduction of GHG emissions	◆Reducing Greenhouse Gas (GHG) Emissions at Our Business Sites	—
305-6	Emissions of ozone-depleting substances (ODS)	—	—
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	◆Material Balance	—
GRI 306 : Effluents and Waste			
306-1	Waste generation and significant waste-related impacts	◆Material Balance	—
306-2	Management of significant waste-related impacts	◆Waste ◆Material Balance	—
306-3	Waste generated	◆Waste	—
306-4	Waste diverted from disposal	◆Waste	—
306-5	Waste directed to disposal	◆Waste	—
GRI 307 : Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	◆Environmental Management Initiatives (Case Studies)	—
GRI 308 : Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	—	—
308-2	Negative environmental impacts in the supply chain and actions taken	◆Activities to Reduce CO_2 Emissions in the Upstream Portion of the Supply Chain	—
GRI 401 : Employment			
401-1	New employee hires and employee turnover	◆Social Data ◆Social Wellbeing	—
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	◆Financial Wellbeing	—
401-3	Parental leave.	◆Social Data	6
GRI 402 : Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	—	—
GRI 403 : Occupational Health and Safety			
403-1	Occupational health and safety management system	◆Occupational Health and Safety	1
403-2	Hazard identification, risk assessment, and incident investigation	◆Social Data	—
403-3	Occupational health services	◆Occupational Health and Safety ◆Risk Management	1
403-4	Worker participation, consultation, and communication on occupational health and safety	◆Occupational Health and Safety	—
403-5	Worker training on occupational health and safety		—
403-6	Promotion of worker health	◆Health Wellbeing	—
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		—

403-8	Workers covered by an occupational health and safety management system		—
403-9	Work-related injuries	◆Occupational Health and Safety ◆Health Wellbeing ◆Social Data	—
403-10	Work-related ill health	◆Occupational Health and Safety ◆Health Wellbeing ◆Social Data	—
GRI 404 : Training and Education			
404-1	Average hours of training per year per employee	◆Career & Growth Wellbeing	—
404-2	Programs for upgrading employee skills and transition assistance programs	◆Career & Growth Wellbeing	6
404-3	Percentage of employees receiving regular performance and career development reviews	—	—
GRI 405 : Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employee.	◆Social Data	1, 6
405-2	Ratio of basic salary and remuneration of women to men	—	—
GRI 406 : Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	—	—
GRI 407 : Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the freedom of association and collective bargaining may be at risk	◆Supply Chain ◆Compliance	—
GRI 408 : Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	◆Supply Chain ◆Compliance	—
GRI 409 : Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	◆Supply Chain ◆Compliance	—
GRI 410 : Security Practices			
410-1	Security personnel trained in human rights policies or procedures	—	—
GRI 411 : Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	—	—
GRI 412 : Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	◆Human Rights	—
412-2	Employee training on human rights policies or procedures	◆Transforming Our Corporate Culture ◆Human Rights	1
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	—

GRI 413 : Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	—	8
413-2	Operations with significant actual and potential negative impacts on local communities	—	7, 8
GRI 414 : Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	◆Supply Chain	—
414-2	Negative social impacts in the supply chain and actions taken	—	—
GRI 415 : Public Policy			
415-1	Political contributions	—	—
GRI 416 : Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories.	◆Quality Initiatives ◆Supply Chain	9
416-2	Incidents of non-compliance concerning product and service information and labeling	◆Quality Initiatives	—
GRI 417 : Marketing and Labeling			
417-1	Requirements for product and service information and labeling	—	—
417-2	Incidents of non-compliance concerning product and service information and labeling	◆Quality Initiatives	—
417-3	Incidents of non-compliance concerning marketing communications	◆Working With Our Customers	—
GRI 418 : Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	◆Information Security	—
GRI 419 : Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	◆Compliance	—

SASB Standards Comparison Table

Sustainability Disclosure Topics and Accounting Metrics

Topic	Code	Accounting Metric	Reference
Environmental Footprint of Hardware Infrastructure			
	TC-SI-130 a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Material Balance Global Warming Prevention
	TC-SI-130 a.2	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Material Balance Water
	TC-SI-130 a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Climate Change Improve Power Usage Effectiveness (PUE) at Our Data Centers
Data Privacy & Freedom of Expression			
	TC-SI-220 a.1	Description of policies and practices relating to behavioral advertising and user privacy	Privacy Policy Information Security
	TC-SI-220 a.2	Number of users whose information is used for secondary purposes	—
	TC-SI-220 a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	—
	TC-SI-220 a.4	(1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure	—
	TC-SI-220 a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	—
Data Security			
	TC-SI-230 a.1	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	Update Regarding Unauthorized Access to Project Information Sharing Tool
	TC-SI-230 a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Fujitsu Group Information Security Report
Recruiting & Managing a Global, Diverse & Skilled Workforce			
	TC-SI-330 a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Social Data
	TC-SI-330 a.2	Employee engagement as a percentage	Social Wellbeing

	TC-SI-330 a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Social Data
Intellectual Property Protection & Competitive Behavior			
	TC-SI-520 a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	—
Managing System Risks from Technology Disruption			
	TC-SI-550 a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	—
	TC-SI-550 a.2	Description of business continuity risks related to disruptions of operations	Risk Management

Activity Metrics

Activity Metric	Reference
(1) Number of licenses or subscriptions, (2) Percentage cloud based	—
(1) Data processing capacity, (2) Percentage outsourced	—
(1) Amount of data storage, (2) Percentage outsourced	—