



## 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

## 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 FY2025

Prevent and mitigate Human Rights risks throughout our value chain

- Conduct continuous Human Rights e-learning courses (maintain an attendance rate of 90% or more)
- Hold annual Stakeholder Dialogue sessions
- Work with our partners, customers and NGOs to establish activities that enable Human Rights, using Fujitsu's expertise and technologies

## Our Approach

### Code of conduct

The shared values articulated in the Fujitsu Way's Code of Conduct serve as guidelines for each employee to follow in their daily business operations. Prime among them is "We respect human rights," a principle that underpins all our corporate activities. By promoting management that respects human rights, we strive to embed this concept as an integral part of the day-to-day actions of all employees within the group.




## Human Rights Statement

In 2014, the Fujitsu Group released the “Fujitsu Group Human Rights Statement” and revised it in 2022. It states that senior management is committed to upholding international norms on human rights, complying with laws and regulations, conducting ongoing human rights due diligence, and engaging in dialogue with stakeholders. It states that senior management is committed to upholding international norms on human rights, complying with laws and regulations, conducting ongoing human rights due diligence, and engaging in dialogue with stakeholders. We have notified our major suppliers of the revisions and request that they familiarize themselves with the revised Statement and comply with its content.

Fujitsu has publicly announced its support for the 10 principles of the United Nations Global Compact <sup>(\*1)</sup>, based on universal principles regarding human rights and rights at work, such as United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We have also made public announcements regarding the Modern Slavery Acts passed in the UK and Australia.

(\*1) Ten principles of the United Nations Global Compact:

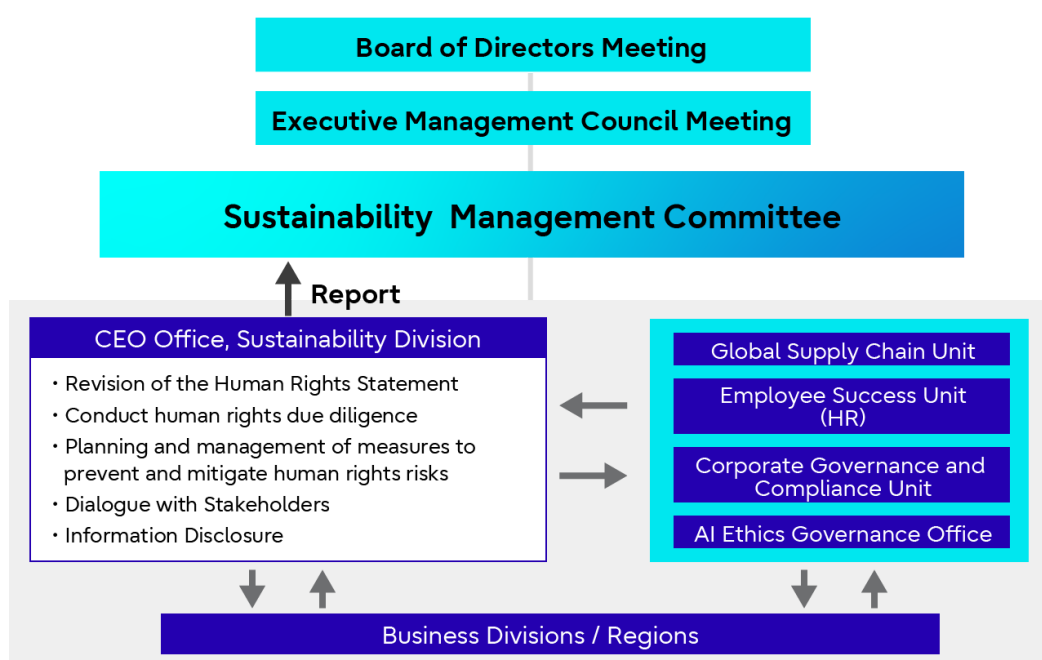
The compact identifies 10 principles that corporations should uphold in four areas: human rights, labor practices, the environment and anti-corruption.

- [Fujitsu Group Human Rights Statement](#) 
- [Fujitsu Group Human Rights Statement APPENDIX](#) 
- [For other languages](#)
- [Modern Slavery Statement \(UK\)](#)
- [Fujitsu Modern Slavery Statement September 2023 \(Australia\)](#) 
- [Supply Chain Policy](#)

# Organizational Structure and Regular Reviews

A Division dedicated to Human Rights has been established within the CEO Office, which reports directly to the President. This group promotes activities that address human rights issues across the value chain in collaboration with corporate and business divisions. The group has established a system of regular meetings with human rights personnel in each region to promote global initiatives.

Activities are reported to and discussed by the Sustainability Management Committee (chaired by the CEO), and the results are then shared with the Executive Management Council and the Board of Directors.



Structure for Promoting Activities Aimed at Resolving Human Rights Issues

# Conducting Human Rights Due Diligence

In accordance with the "Fujitsu Group Human Rights Statement," the Fujitsu Group is conducting "Human Rights Due Diligence." We work continuously to identify human rights risks associated with our business activities, implement measures to prevent and mitigate negative impacts, and regularly monitor the progress of those measures to ensure their effectiveness. Information on the actions we take is disclosed in our Integrated Report and Sustainability Data Book.

When a new corporate acquisition is made, we carry out due diligence with respect to sustainability, including human rights. We also take steps to mitigate any risk of human rights violations and ensure that the Fujitsu Group human rights initiatives are fully embraced.

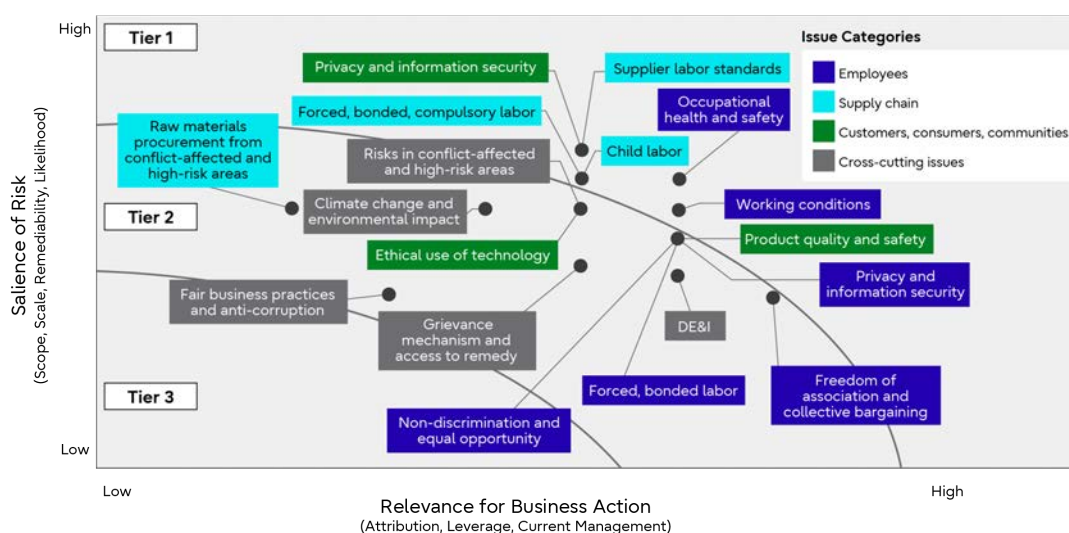


Human Rights Respect Promotion Framework

# Assessment of Human Rights Impacts

To maximize the effectiveness of human rights due diligence in the Fujitsu Group, we conduct regular Human Rights Impact Assessments.

Working with Business for Social Responsibility (BSR), an international NPO, the main business activities of the Fujitsu Group were reviewed, and interviews were conducted with each region, corporate division and business division to compile a list of human rights risks. These issues were then prioritized in terms of severity, likelihood of occurrence, and relevance to the business. The most recent Human Rights Impact Assessment identified priority issues such as: "Employee working environment, health and safety," "Forced labor and child labor in the supply chain," and "Data privacy and information security in business."



Human Rights Issues Identified Through Human Rights Impact Assessment (2022)

# Initiatives to Prevent or Mitigate Negative Human Rights Impacts

## Supply Chain

The Fujitsu Group requires that all its suppliers support the Fujitsu Group Human Rights Statement. The Group additionally requires them to support the prohibition of human trafficking, forced and child labor and discrimination, to support freedom of association and collective bargaining rights, and to promote policies such as pay equity.

- [Supply Chain](#)

	Risk	Initiative	Achievements in FY2023
Supply chain work environment	<ul style="list-style-type: none"> <li>• Risks associated with services procurement for IT services: Risk of difficulty in achieving improvements in working conditions due to long work hours and lack of freedom of association for contractors to whom IT services are outsourced</li> </ul>	<ul style="list-style-type: none"> <li>• To develop and announce the "Fujitsu Group Sustainable Procurement Policy," and request that suppliers absorb and comply with said Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted a CSR Survey and obtained responses from 441 companies</li> </ul>

	Risk	Initiative	Achievements in FY2023
	<ul style="list-style-type: none"> <li>Risks associated with hardware procurement: Long working hours for migrant workers in global supply chains, underpayment of wages, inadequate occupational health and safety provision, restrictions on freedom of association, and limited job security</li> </ul>	To conduct an annual CSR Survey of our major suppliers both in Japan and overseas to confirm the status of our initiatives	<ul style="list-style-type: none"> <li>Provided feedback on survey findings to 65★ of Fujitsu's major suppliers, including product components suppliers, cafeterias, security service providers, and manufacturing worker dispatch and outsourcing service suppliers</li> </ul>

	Risk	Initiative	Achievements in FY2023
Forced labor • Child labor	<ul style="list-style-type: none"> <li>Forced labor risk for foreign workers in Japan's Technical Intern Trainee Program: Risk of restriction on freedom of movement and on communication with the outside world, nonpayment of wages, long work hours, and debt bondage</li> <li>Child labor risk: Risk that young workers hired through apprenticeships and internship programs are working under abusive labor practices, including long hours, low wages, and inadequate health and safety practices</li> </ul>	<ul style="list-style-type: none"> <li>The Fujitsu Group prohibits forced and child labor, and as part of the Fujitsu Group Sustainable Procurement Policy, requires suppliers to eliminate forced labor and child labor</li> <li>We confirmed the status of this initiative through a written survey</li> </ul>	<ul style="list-style-type: none"> <li>Conducted a CSR Survey, obtained responses from 441 companies and confirmed that there is no forced labor or child labor in the supply chain</li> </ul>

	Risk	Initiative	Achievements in FY2023
Dealing with high-risk minerals	<ul style="list-style-type: none"> <li>• Risk of procuring raw materials (copper, cobalt, tin, tungsten, tantalum, gold, etc.) from conflict-affected or high-risk areas</li> <li>• Risk of Fujitsu directly or indirectly supporting conflict and abuse perpetrated by non-state militia groups and private and public security forces as a result of procuring such raw materials</li> <li>• Risks associated with human rights violations, including forced labor and child labor</li> </ul>	<ul style="list-style-type: none"> <li>• Fujitsu Group policy is to eliminate high-risk minerals that fuel conflict, or are associated with forced labor or human rights violations, from Fujitsu Group products, components, and supply chains. The Fujitsu Group conducts annual surveys of high-risk minerals.</li> </ul>	<ul style="list-style-type: none"> <li>• Fujitsu received responses from 89.2% of the suppliers surveyed.</li> <li>• Smelters operated by 542 companies were checked, of which 274 were compliant with the RMI-certified Responsible Minerals Assurance Process (RMAP).</li> </ul>

# Employees

The Fujitsu Group takes the rights of all its employees very seriously and complies with the core labor standards set out by the ILO. It will not discriminate on the basis of race, skin color, religion, beliefs, gender, social status, family origin, disability, sexual orientation or gender identity, birthplace, age, or any other factor that is not related to legitimate business interests.

	Risk	Ongoing initiatives
Work environment	<ul style="list-style-type: none"><li>• Risk of working long hours: The risk is higher for systems engineers and programmers whose work involves short deadlines, customer support, and sudden specification changes</li><li>• Risk of harassment</li></ul>	<ul style="list-style-type: none"><li>• Implement a range of initiatives to reduce long working hours and thus improve each employee's work-life balance and productivity</li><li>• Enhance systems to support diverse work styles by promoting Work Life Shift, which is based on teleworking and active use of flexible work arrangements such as flextime and the discretionary labor system<ul style="list-style-type: none"><li>• <a href="#">Social Well-being &gt;</a></li><li>• <a href="#">Work Life Shift &gt;</a></li></ul></li></ul>

	Risk	Ongoing initiatives
		<p>UK: Developed a “Work Your Way” commitment that includes weekly ‘well-being’ hours, opportunities to work core hours, a system of up to four weeks per year working in different countries (with approval), and protection of meeting-free time to concentrate on work</p> <p>Portugal: Fujitsu's Portugal Global Delivery Center has “Gimme 5” and “Me Time” programs that allow employees to reduce their workday by one hour or take an afternoon off during the week</p>
Non-discrimination and equal opportunity	<ul style="list-style-type: none"> <li>• Risk of workplace discrimination on the basis of class, race, color, sex, language, religion, age, political opinion, national origin, property, sexual orientation, disability, birth or other status, etc, with respect to employment policies, training, promotions, hiring practices, wages, and social security</li> </ul>	<ul style="list-style-type: none"> <li>• <u>Diversity, Equity &amp; Inclusion</u> &gt;</li> </ul>

## Human Rights Education and Awareness-Building

### Education

	Purpose	Target audience	Attendance rate
e-Learning on Business and Human Rights	To develop an understanding of how to conduct business in a way that respects human rights, and to learn the basics of recognizing and acting on the risks of human rights violations	All employees of the Fujitsu Global group of companies	92% (FY2021)
AI Ethics Course 2023: Learning from Business Case Studies, Including Generative AI	To learn about business cases and trends in generative AI, and be able to explain to others the importance of AI Ethics	All employees of Fujitsu Japan's group companies	93% (FY2023)

	Purpose	Target audience	Attendance rate
e-Learning on Workplace Management	Learn the essential knowledge and mindset for workplace management to create a comfortable working environment (harassment prevention, mental health, labor time management, etc.).	Employees in leadership roles of Fujitsu Japan's group companies	98% (FY2023)

## Awareness-raising and webinars

Fujitsu and its group companies in Japan hold training and awareness-raising activities on various occasions. These include sessions for new hires, staff promotions (covering new hires, career hires, newly appointed executives, and directors), and management training for senior executives. We also organize events such as awards for human rights awareness slogans on Human Rights Day, along with webinars. We are a member of a voluntary organization called the Industrial Federation for Human Rights, Tokyo. We work together with the many member companies to promote mutual learning so that respect for human rights becomes an integral part of our corporate culture and engage in activities conducive to awareness-building from a corporate perspective.

Outline	
Human Rights Day 2023	Panel discussion with customers and partners to explore risks and business opportunities surrounding “Business and Human Rights in the Supply Chain.”
Establishing and sustaining a culture of human rights into the future	Hosted a webinar with presentations from external experts. The talk centered on the need for various approaches, including education, advocacy, and policy development at all levels of society to strengthen and sustain a culture of human rights into the future.


## Customers and End Users

Because the Fujitsu Group shoulders considerable responsibility as an IT developer and supplier, we devote a great deal of effort to deepening our understanding of the potential negative impacts of the many and diverse human rights issues entailed by advanced IT such as AI, and to minimizing those impacts. This applies to areas such as data security, privacy protection, and the ethical use of data.

	Risk	Ongoing initiatives
Privacy and data security	<ul style="list-style-type: none"> <li>• The risk that Fujitsu customers and end users of Fujitsu products and services will not obtain appropriate informed consent when collecting, using, sharing, or otherwise processing data, resulting in a negative impact on personal privacy and on the right to data protection</li> <li>• The risk of personal information and data being passed to law enforcement, resulting in or being linked to human rights violations</li> <li>• The risk that the management and protection of the data and information of Fujitsu customers and end users of Fujitsu products and services may be exposed to external cyberattacks</li> </ul>	<ul style="list-style-type: none"> <li>• A Chief Information Security Officer (CISO) was appointed in FY2023 to ensure information security for the entire Group under a new information security framework</li> <li>• We implemented initiatives to safeguard and improve the security of customer information through our products and services</li> <li>• <a href="#">Information security</a> &gt;</li> </ul>

## Initiatives on Ethical AI

The rapid progress of AI is resulting in dramatic changes to people's lives and the communities in which they live. While this innovative technology offers new solutions to social and environmental problems, it remains a "black box" process where people do not understand how its outcomes are achieved. Another issue is that the large volumes of data involved in that process can include inherent biases, which the technology encourages. Even when used with care, AI can lead to unforeseen consequences for people. There have been reports of cases of wrongful judgment due to misidentification by AI as well as ethical issues such as inequality of access, which can erode people's trust in AI. This is why the Fujitsu Group considers it an essential part of its responsibility as an AI researcher, developer, provider and operator to make AI solutions that are not only powerful to improve our society, but that are also safe and secure. 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 one of the companies which carries out AI-related businesses including research, development, provision 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 society. For that purpose, the commitment outlines our promises with customers and the community.

- [Fujitsu Group AI Commitment](#) 

The Fujitsu Group has identified the ethical risks listed below arising from the use of AI, and is formulating mitigation measures to address emerging risks that could significantly impact our future business.

— For more details of emerging risks

Emerging Risks The Ethical Risks of Utilizing AI	
Description	<p>As a company that has been researching, developing, providing, and operating 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 have arisen from the use of AI in the handling of privacy information. Examples include discrimination and unfairness due to negative outputs caused by biased training data. Such cases can undermine people's trust in AI. Fujitsu therefore considers it an essential part of its responsibility as an AI researcher, developer, provider and operator to offer AI that is convenient, safe and secure to use.</p>
Impact	<p>As we see the widespread use of AI increasing with unprecedented speed, particularly in the case of generative AI, there is also a risk that users and consumers who have experienced issues with AI provided by Fujitsu may file claims for damages and thereby harm the Fujitsu Group's reputation. In addition, the European Union's Artificial Intelligence Act (AI Act) requires developers, users, and other stakeholders to take strict action based on the level of risk that their AI systems could pose to the enjoyment of human rights. Violations could result in penalties, including fines of up to 7% of total global sales. This makes implementing appropriate risk management in the development and operation of AI systems essential. (in June 2024)</p>

Emerging Risks The Ethical Risks of Utilizing AI	
Mitigating actions	<p>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.</p> <p>The Company also participates in international discussions on AI Ethics through its membership in AI4People and other forums. By virtue of these risk mitigating actions, Fujitsu Group management and staff can become aware of the ethical risks of AI and understand the precautions needed when researching, developing, providing, and operating AI. By minimizing the likelihood of situations that might cause inconvenience to users and customers, we can foster people’s trust in AI.</p> <p>As a company that researches, develops, provides, and operates AI technologies, we aim to communicate knowledge about the rich value that AI brings, while emphasizing dialogue with a wide range of social stakeholders, including users and consumers.</p>

## Promotion and Practical Application of AI Ethics

As stipulated by the policies laid down in the “Fujitsu Group AI Commitment”, the Fujitsu Group conducts education and training activities across the entire company and includes content that considers the latest as well as specific AI-related issues.

Because we believe it is crucial that C-level management recognizes the importance of AI Ethics in order to establish a corporate culture which promotes AI Ethics, the Fujitsu Group has set up the “Fujitsu Group External Advisory Committee on AI Ethics”, which comprises external experts in the field, to objectively evaluate AI Ethics initiatives in the Group. A summary of the committee’s discussions is shared with the Board of Directors Meeting, incorporating the group’s efforts for AI Ethics into its corporate governance framework 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](#)
- [Trustworthy AI and a Prosperous Society Created Together with the “Fujitsu Group External Advisory Committee on AI Ethics”](#)

— **For detailed information on Fujitsu’s ethical AI initiatives, view the websites shown below.**

- [Fujitsu AI Ethics Governance](#)
- [Fujitsu Establishes AI Ethics and Governance Office to Ensure the Safe and Secure Deployment of AI and Leading-edge Technologies in Society](#)
- [AI Ethics: AI Ethics from Principles to Practical Implementation - Trustworthy AI Design & Auditing](#)
- [Fujitsu Delivers New Resource Toolkit to Offer Guidance on Ethical Impact of AI Systems](#)

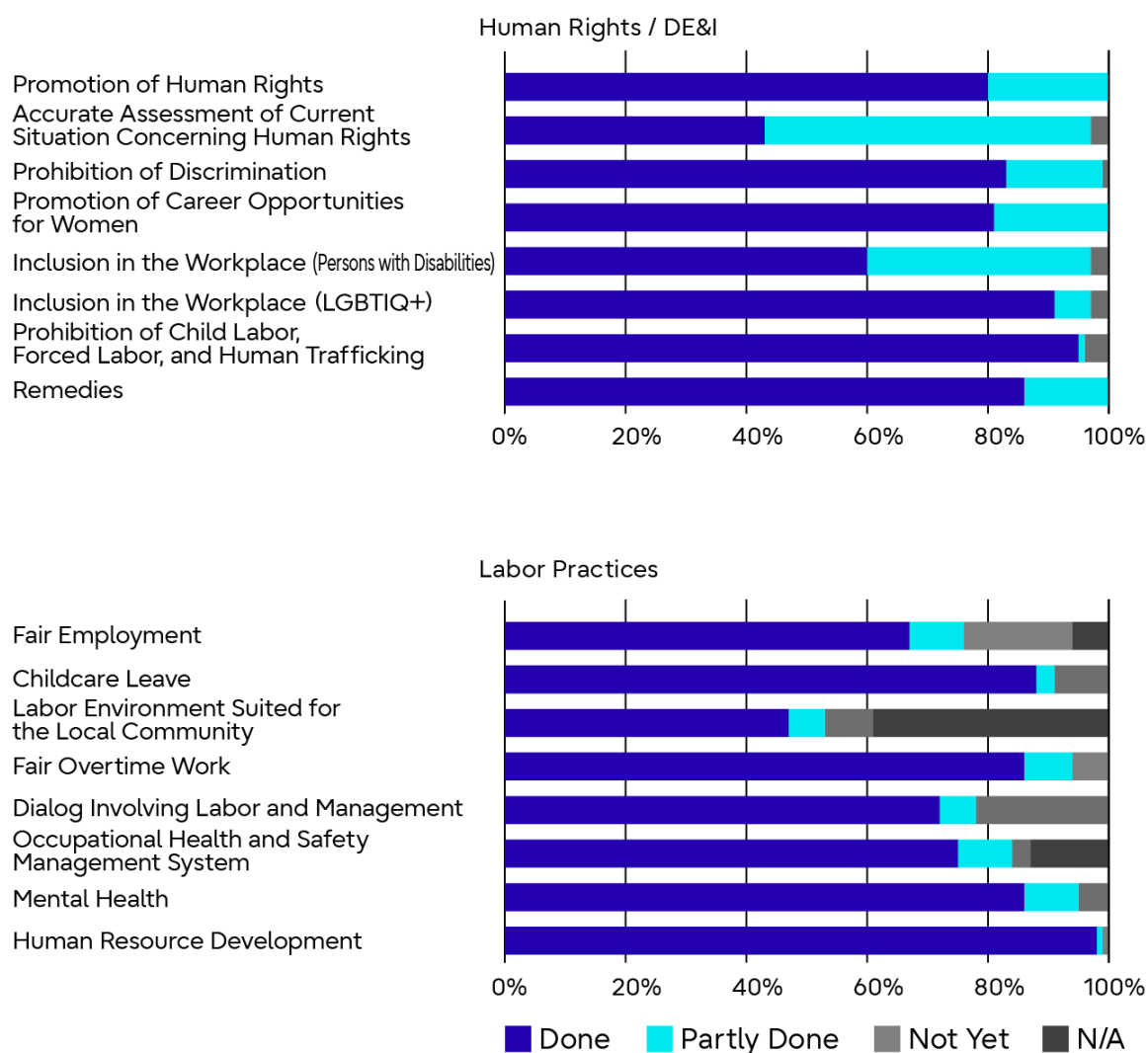
## Achievements in FY2023

<p>Corporate initiatives focused on AI Ethics, with management's involvement</p>	<ul style="list-style-type: none"> <li>• We held two meetings of the “Fujitsu Group External Advisory Committee on AI Ethics” to receive objective feedback on Fujitsu's ethical AI initiatives, including human rights initiatives, from external experts.</li> <li>• Given that AI Ethics is integral to corporate governance, we report on the above at board meetings.</li> </ul>
<p>Integration of AI Ethics within the Group through AI Ethics training and practice</p>	<ul style="list-style-type: none"> <li>• We conducted an e-learning course on “AI Ethics” for Fujitsu Group employees in Japan; 93% of all domestic employees took part.</li> <li>• To prevent discrimination or injustice that may be caused by AI, specialized departments within Fujitsu conduct ethical screening on all AI business project opportunities presented to customers and implement risk mitigation measures according to the type of AI and its application.</li> </ul>
<p>Fostering Ethical AI in Society by Sharing Fujitsu's Advanced AI Ethics Initiatives</p>	<ul style="list-style-type: none"> <li>• Aiming to raise awareness of AI Ethics among AI developers, AI users and a large number of stakeholders, and so reduce the risk of violating human rights that may be caused by AI, the “Fujitsu Group External Advisory Committee on AI Ethics” made its recommendations and Fujitsu's practices available to the public.</li> <li>• We published <u>guidelines</u> externally on the use of generative AI to help society as a whole make appropriate use of generative AI. We wanted to share information about the risks related to impartiality in generative AI and to disseminate messages of caution about the use of generative AI, including how to respond to the risk of impartiality. In particular, we also wanted to share information to users about human rights violations such as discrimination that may be caused by generative AI.</li> <li>• We conducted joint research with universities and gave lectures to high school students as part of our activities to raise awareness of AI Ethics and work on developing human resources through industry-academia collaboration.</li> </ul>

# Tracking the effectiveness of measures

## ISO26000-based Written Surveys

We undertake written surveys of group companies in Japan and other countries based on the ISO 26000 standard to check on the status of initiatives promoting respect for human rights. In FY2022, we conducted surveys at 6 facilities and 79 global group companies to assess the progress of human rights and work practices programs with the aim of identifying problems and helping to expand such programs company-wide. We also conducted a survey of 21 overseas group companies in FY2020 investigating working hours, wages, privacy and reporting systems.



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

## RBA Auditing

The RBA (Responsible Business Alliance) is a CSR alliance composed mainly of global electronics companies. Its purpose is to eliminate human rights abuses and environmental degradation in the global supply chain. Its Code of Conduct is a set of standards for responsible behavior that companies must observe, including respect for human rights.

Since joining the RBA in 2017, the Fujitsu Group has been working both internally and with suppliers to promote responsible business practices and build responsible supply chains, including incorporating the RBA Code of Conduct into the Fujitsu Group Sustainable Procurement Policy.

The RBA Validated Audit Process (VAP) audit is an assessment by third-party auditors to ensure that an employment site is properly operated in accordance with the RBA Code of Conduct.

The Fujitsu Group's server and storage facilities at Kasashima (Ishikawa) and Hobara (Fukushima) underwent a VAP audit in FY2023 and received Gold Status and Silver Status respectively, certifying them as having a safe and secure working environment with a high level of respect for workers' human rights.

The audit did identify a few non-compliances such as "Failure to inspect first aid kits at certain non-manufacturing sites" (Kasashima factory), "Failure to conduct evacuation drills at sunset" and "Some faulty Emergency lights" (Hobara factory), but remedial action has since been taken and all sites now comply with the RBA Code of Conduct.




Kasashima facility



Hobara facility (Currently: Fsas Technologies Inc.;  
facility located in Hobara-machi, Fukushima  
Prefecture)

# Dialogue with Stakeholders

The Fujitsu Group held a dialogue with external experts to canvass and evaluate suggestions on the Group's human rights initiatives. The Corporate Executive Office's Sustainability Division led the dialogue. In addition to relevant divisions such as Supply Chain, Compliance, HR, and AI Ethics, participants from overseas regions also took part in the discussion.

- [Details of dialogue](#) 

## 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 and reduce and prevent negative human rights impacts.


### Consultation Service for Fujitsu Group employees in Japan "Human Rights Consultation Service"

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 including harassment. Within Japan, Fujitsu has set up a Human Rights Consultation Service. 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.

## Whistle blowing platform for a wide range of stakeholders "JaCER Engagement and Remedy Platform Contact Desk"

Since November 2023, the Fujitsu Group has been participating in the Engagement and Remedy Platform, operated and provided by Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), to receive complaints and reports on human rights from a wide range of stakeholders (\*2). JaCER aims to provide a non-judicial platform for grievance redress and to act in a professional capacity to support and promote redress of grievances by member companies based on the United Nations Guiding Principles on Business and Human Rights. By accepting complaints through third-party contact points, we aim to promote fairness and transparency in the handling of complaints and promote dialogue and redress more than ever before.

(\*2) Reports by Fujitsu Group employees regarding illegal activities, illegal transactions, and other non-compliance activities, as well as reports and consultations from Fujitsu Group employees, are accepted through Fujitsu Alert, not this Platform. Consultations on human rights are available at the Human Rights Consultation Service.

- [JaCER "Engagement and Remedy Platform Contact Desk"](#) 

# Human Rights Initiatives in Communities

## QUEREMOS GRADUARNOS! (We want to graduate!) Educational support for young people living in one of the largest slums in South America (in Venezuela)

For many young people living in Petare, Venezuela, one of the largest slums in South America, studying is close to impossible, as is prioritizing education. School dropout rates are high, opportunities to turn to drugs and crime are rife, and very few young people go on to higher education.

Fujitsu has been supporting In Aid of the Children of Venezuela (Chamos)'s partnership with a local non-profit, Queremos Graduarnos (QG), to motivate children and young people to attend school. Chamos, in cooperation with Espacio Educa, offers weekly extracurricular classes in computer programming languages, software, and digital literacy. Fe y Alegria Maria Inmaculada College started offering the course in October 2023 and has accepted 43 young people so far.

*"Fujitsu's generosity to date has given young people the chance to improve their digital literacy skills, explore computer programming and most importantly gives them a sense of agency and self-belief. We work with vulnerable communities where over 80 percent of the population live below the poverty line and the majority have no access to technology or internet connection at home. So with Fujitsu, we have been able to provide foundational skills to close the stark inequality gap in Venezuelan society, as well as introducing computer programming for students with aspirations to work in a STEM-related field."*

-Mariana Siblesz de Alvarez, Chair at Chamos In Aid of the Children of Venezuela



Young people from vulnerable environments taking classes

## Digital literacy curriculum for Yemeni women and girls implemented by the International Rescue Committee (IRC) (in Yemen)

Fujitsu supports the IRC in its efforts to improve the digital literacy of women and adolescent girls. The pilot program in Khanfar, Yemen, funded through Fujitsu's



Women participating in the digital literacy curriculum

community investment fund concluded in 2023. The program provided digital literacy training to 50 women between the ages of 18 and 35, gaining valuable skills in navigating the digital space, from smartphone basics to online safety and information seeking. This opens new avenues for education, employment, and communication. The program overall helped improve access to information and opportunities as well as increase confidence and empowerment.

## Creating equal opportunities and work opportunities for people with disability (in India)

Fujitsu Consulting India (FCI), partnered with NFP organization Poona Blind Men's Association (PBMA) to assist 21 visually impaired students in their skills development journey within the field of IT, with a special focus on database management systems. The year-long program is implemented by PBMA and provides technical knowledge on database management systems and basic corporate skills such as effective communication, time management, stress management, and EQ.



Megumi Shimazu (then a corporate executive officer, now COO) and program participants



# Diversity, Equity & Inclusion

## 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 FY2025

### All areas

Ensure that each person feels supported and respected at Fujitsu regardless of age, gender, culture, ethnicity, sexual orientation, identity or ability.

- Improve the average employee engagement score relating to the question on “Respect for individuals” by 7 points (80)

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

- Improve the average employee engagement score relating to the question on “Equal opportunity” by 4 points (74)

### Gender

Have equal representation of women in Fujitsu with an additional focus on leadership roles.

- Increase the ratio of women in leadership roles to 20% across Fujitsu

### Health, Disability and Accessibility

Ensure that Fujitsu’s solutions and communications are easily accessible to all employees, customers and stakeholders in society.

- Advocate and improve digital accessibility as part of corporate strategy which covers brand communication, customer experience and workplace

## Culture and Ethnicity

While reflecting on the societies we work in, we will create a culturally aware and unbiased work environment with mutual respect and tolerance.

- Build and deliver an integrated, holistic strategy for Culture and Ethnicity that incorporates global and local initiatives

## LGBTI+

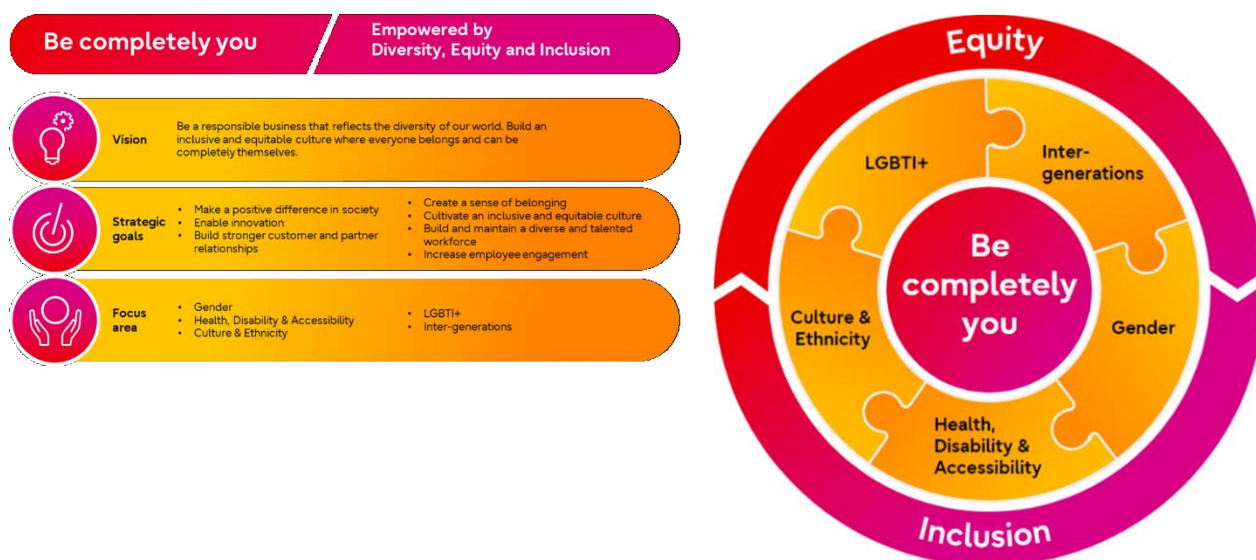
Drive LGBTI+ inclusion best practices to support employees and their families across all Fujitsu locations.

- Implement FWEI (Fujitsu Workplace Equality Index) Standards to deliver opportunity and belonging for LGBTI+ colleagues\*
  - \* FWEI is based on comprehensive standards, such as the Human Right's Campaign's Corporate Equality Index, Stonewalls' Workplace Equality Index and Pride in Diversity's' Australian Workplace Equality Index. It is also aligned to the UN Standards of Conduct for Business Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex People, which Fujitsu is committed to. FWEI is based on rolling out minimum criteria and stretch criteria, where legally and culturally possible in our operating countries.

# 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.

In 2022, we revamped the Global DE&I Vision & Inclusion Wheel to create an equitable and more inclusive culture where has a greater feeling of belonging and can be completely themselves. Equity, as expressed in this 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 at the positive impact Fujitsu's technologies and solutions have on society



Global DE&I Vision & Inclusion Wheel

## Promotion Framework for DE&I

The Sustainability Management Committee, chaired by the President and CEO, meets twice yearly to review progress in DE&I activities and DE&I target achievements, and to discuss proposals for new activities. The results are reported to the Executive Management Council and the Board of Directors. For Fujitsu, the materiality of Human Capital in terms of DE&I serves as a foundation for our sustainable development, and the Chief Human Resource Officer is charged with this responsibility.

As a forum for considering specific measures, we hold regular meetings that include DE&I promoters from all regions. Led by DE&I for Global Responsible Business (GRB), participants share the issues and measures taken in their own regions and also plan globally coordinated promotion measures.

Additionally, we carry out an annual engagement survey that includes questions related to DE&I in order to grasp the overall situation and confirm the progress of initiatives from employee opinions.

In terms of systems, we have established measures to more proactively promote diversity leadership and inclusion based on our organizational commitment, such as training programs to expand the pipeline for the promotion of women executives and the inclusion of DE&I items as non-financial indicators in the evaluation of our organizational heads.

## Initiatives for Fostering Corporate Culture

### DE&I Session

In order to foster a corporate culture at Fujitsu where “anyone can play an active role in their own way,” we annually hold a global DE&I session with the aim of getting employees to see DE&I in a new light and inspiring a new mindset and behavioral change.

The theme of the 2023 session was “Toward Inclusion Beyond Diversity - What we could

do in an organization where diverse people could

actively play a role.” Following the presentation by an outside lecturer, the President, executives and employees held a dialogue about inclusion, with enthusiastic participation from many employees from each global region.



DE&I Session 2023

In addition to employees in each region sharing their DE&I experiences and insights via internal media, the Europe region also hosted a neurodiversity workshop in conjunction with Inclusion Week and the International Day of Persons with Disabilities. Each region is actively working to instill DE&I corporate culture.

## Embrace Your Unconscious Bias!

The Fujitsu Group creates and rolls out video content worldwide to better deal with unconscious bias and to improve communication. The content is designed to help employees recognize their own unconscious bias and create inclusive workplaces that embrace diversity through dialogue, with case studies by outside lecturers.



Unconscious bias video content aimed at improving communication

Some workplaces are using this video content to hold their own workshops to help individuals understand their unconscious bias to further promote understanding of DE&I.

## Endorsement of International Standards and Initiative Participation

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.

We are also a member of G20 EMPOWER, a private sector alliance to increase and empower women in key roles in the economy and business, as well as the 30% Club Japan, which aims to achieve a healthy gender balance in corporate decision-making bodies.

## Gender

### International Women's Day Initiatives

In honor of International Women's Day, March 8 of each year, Fujitsu sends out messages from top management and through social media. We are also accelerating our corporate culture transformation through various events such as webinars in each region while also creating a sense of unity and belonging within the Group through the use of the color green which is the Fujitsu Group's theme color for gender.

In fiscal 2023, in conjunction with our "Thanks Project," an in-house initiative aimed at making the act communicating gratitude to others an established part of our culture amid the current changes in work styles, employees actively communicated their appreciation to each other on the occasion of International Women's Day.

The Fujitsu Group promotes initiatives with the goal of increasing the ratio of female employees in leadership positions.

At Fujitsu, these efforts involve nominating women 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 DE&I promotion teams. 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.

## Career Workshop for Female Employees

Fujitsu and its domestic Group companies have developed a program that is primarily for female employees on a leadership track with the goal of further encouraging their career development. It includes a workshop with external lecturers, dialogue with multiple role models, and discussions with senior executives. Our goal with this workshop, for which participation is completely voluntary, 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.

FY2023 participants: 654 (from Fujitsu and domestic Group companies in Japan)

## Regional Initiatives

In the Europe region, we shared information on men's health and provided talk events in celebration of International Men's Day on November 19, providing an opportunity to understand and realizing DE&I concerning men. In the Asia Pacific region, Fujitsu Australia and Fujitsu New Zealand formulated their "Gender Equity Strategy 2024-26" with the aim of recruiting more women and a diversity of people. Because a diverse team that is reflective of society is an innovative one, Fujitsu will continue to improve its gender mix in its operations. With this ambitious goal, we aim to be an employer of choice for women.

The Global Delivery Business Group offers a program called INSPIRE to empower women leaders. The program that aims to expand the network of female employees, enhances diversity and support women leaders through an assessment to identify one's strengths, four leadership development modules, and dialogue with role model leaders within the company, offers a wealth of growth opportunities and global experience.

# Health, Disability and Accessibility

## Initiatives on the International Day of Persons with Disabilities

Each year on December 3, the International Day of Persons with Disabilities, we use the color purple, which is the Fujitsu Group's theme color for health and disability, to create a sense of unity within the Group and deliver messages from top management. In each regions, DE&I promotion teams and employee network groups work together to raise awareness of disabilities by holding events such as webinars and roundtables to promote understanding of persons with disabilities, and also conduct various initiatives aimed at boosting employee awareness about disabilities.

In Japan, we held a webinar on neurodiversity was held and broadcast it to our operation bases across the country.

## Creating a Inclusive Workplace

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, corporate staff, and more.

For the hiring process, we publish pamphlets and websites aimed at job seekers with disabilities, which include employee interviews, our stance on the employment of people with disabilities, and describes

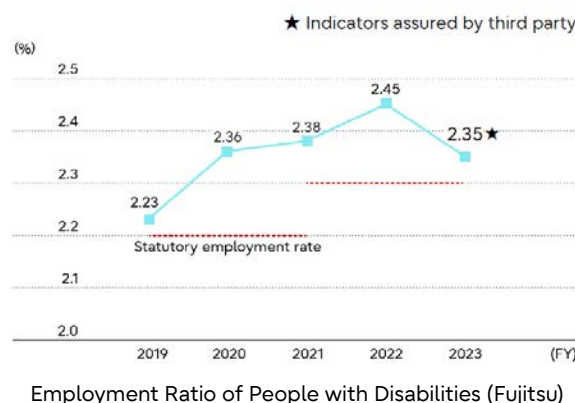
how employees work after joining the company. This information communicates how we provide an affirming and individually oriented workplace for all, with or without a disability. We also conduct long-term follow-up after joining the company, from training until getting settled in their jobs, to ensure performance to the best of their abilities.

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 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 or country.

- [FUJITSU Software LiveTalk](#) >



## 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 create a workplace where each individual can thrive while taking into consideration the characteristics of their disability.

	Year Established	No. of Employees with Disabilities	Main Work Tasks	Business Office (s)
Fsas Technologies & Sun Inc. (as of April 20, 2024)	1995	33	ATM, printer-related and personal computer repair, various services related to maintenance services for Fujitsu products, and system service operations	Beppu City, Oita Prefecture
Fujitsu Harmony Limited (as of April 30, 2024)	2013	220	Health keeping services, office environment services, recycling services, data management, compliance services for the e-Documents Act, meeting and event management support, health checkup support, ordering and sales of catered lunches, creation of novelty goods and office supplies	*Head office: Kawasaki City, Kanagawa Prefecture (Nakahara Office), 20 other locations

## Accessibility

The Fujitsu Group strives for communication that is open and accessible to all people with diverse characteristics.

Related departments collaborate to achieve accessibility across brand communications, product services, and work environments.

The new corporate brand applies a diversity-conscious design and emphasizes accessibility by developing a unique corporate font that is easy to read.

- [A global design award for corporate rebranding: Determination to transform into an SX company with a new Brand Identity >](#)

In 2024, we will roll out e-learning content to deepen companywide understanding of accessibility, sharing a mindset that each and every employee belongs to a digital transformation company contributing to the development of a digital society in which no one is left behind.

## Regional Initiatives

In the Europe region, Fujitsu UK provides its independently developed “Be Completely You Passport” to enable employees to share the support they need in the workplace and work with employee network groups to ensure that reasonable accommodations continue to be available to them as their duties change.

Fujitsu has entered into a partnership with WheelLog, a general incorporated association, as a Gold Sponsor. WheelLog promotes the creation of a society where people with mobility difficulties and wheelchair users can fully enjoy their lives and holds events such as wheelchair walks to raise awareness of inclusivity. Together with WheelLog, Fujitsu holds wheelchair walking events in Kawasaki City and various other areas, as well as study sessions to promote understanding of barrier-free accessibility. The WheelLog initiative is being expanded globally, including a wheelchair city walk event in Helsinki in collaboration with Microsoft Finland, along with discussions with the Finnish Ministry of Transport and Communications and speaking at local conferences to help solve social issues.



City strolling events in Helsinki

## Culture and Ethnicity

The Fujitsu Group is moving forward with efforts to create a corporate culture which respects people from diverse and ethnic culture. Each region is launching activities such as employee network group activities to understand diverse cultures and ethnic groups, events to understand national and regional cultures, activities to provide a deeper understanding of specific ethnic groups, and activities to support ethnic minorities.

The Black Employee Inclusion Network Group (BEING) in the Americas region invited experts in the fields of medicine, engineering and technology, and technology entrepreneurs to hold a panel discussion on the relationship between Historically Black Colleges and Universities (HBCUs) and STEM, with the aim of encouraging employees to learn about and deepen their understanding of black people.

In the Asia Pacific region, Fujitsu Australia established an Indigenous-operated digital service center in Cherbourg, Australia (First Nations Service Centre), employing eight people and helping them develop their careers through training and support.

In Japan, to help international employees integrate into Fujitsu's work environment and life in Japan, we have implemented a mentoring program, promoting the use of both Japanese and English for internal information and information sharing through our intranet site and internal social media. The English Club, an employees' network group in which employees communicate in English, has developed into a lively exchange activity with participants from other regions joining its online activities, adding vitality to cross-cultural understanding.



Members of the First Nations Service Center supporting the digital transformation of indigenous peoples



Americas region Black Employee Inclusion Network Group (BEING) logo

## LGBTI+

Fujitsu became the first Japanese company to express its support for the UN's LGBTI Standards of Conduct for Business. To create an environment where everyone can work comfortably and fully demonstrate their abilities, we are promoting efforts to deepen understanding of gender diversity while continuously communicating messages from management to all employees.



Voluntary company participants in parades in various locations

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. We also take into consideration the use of preferred names based on gender identity, individualized treatment during health checkups and other various efforts in order to create a supportive work environment.

Our efforts to raise awareness across the entire company include providing training on human rights, hosting lectures, 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 LGBTI+ individuals, in order to expand the network of LGBTI+ allies. In addition to holding events such as film screenings on the theme of LGBTI+ and allies, our employees are naturally making "ally declarations" by increasingly using rainbow-colored backgrounds for online meetings.

Fujitsu is also committed to activities that contribute to the creation of a diverse and sustainable society.

We endorse the Business for Marriage Equality <sup>(\*1)</sup> corporate campaign and are also a partner in Pride House Tokyo <sup>(\*2)</sup>, a project that aims to create a permanent place where the next generation of LGBTQ youth can gather in safety and security, and where organizations, individuals, and businesses across different sectors work together to disseminate information about sexual minorities. In recognition of these efforts, the company received the highest "Gold" rating in the PRIDE Index by the voluntary organization "work with Pride."

(\*1) Business for Marriage Equality

(\*2) Pride House Tokyo:

[Japanese language](#) 

[English language](#) 

## Fujitsu Pride



Common global logo

Fujitsu Pride is a movement at the Fujitsu Group where representatives from employee network groups of LGBTI+ people and allies come together to collaborate and take action on a global scale with the support of DE&I teams. During the Global Pride Month 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.

In the Asia Pacific, Europe, and Americas regions, as well as the Global Delivery Business Groups across each region, we hold training sessions on LGBTI+ understanding, send out video messages from leaders, and hold events in which employees can participate.

# Intergenerational Initiatives

The Fujitsu Group strives for a corporate culture where all generations should feel respected and have opportunities to succeed.

As part of this effort, Fujitsu set up a dialogue forum for employees across generations to deepen mutual understanding as they discuss their values and job satisfaction.

The Europe region has implemented “Perspective,” a reverse mentoring program in which rank-and-file employees become mentors to executives, which is the opposite of the traditional mentoring relationship. Thirty-two pairs of reverse mentor-mentees participated in up to six mentoring sessions each, providing an opportunity for regular employees to think deeply about leadership and for

executives to understand the mindset and culture of younger employees and gain new IT skills. This program has had a positive impact on our organizational culture at our various locations in Europe.

In the Asia Pacific region, Fujitsu Vietnam employees participated in a running competition to raise funds to purchase library books for an elementary school in the city of Yen Bai. Fujitsu Vietnam donated funds for the purchase of the school’s library books for the library according to the distance run. At the same time, employees and their families donated their used children's books to the library, connecting employees and families of various generations to empower children in their communities. In the Europe region, Fujitsu Germany hosted a Girl's Day event, providing an opportunity for girls to experience AI.



Fujitsu Vietnam employees participating in charity running event

# Support for Balancing with Childcare / Nursing Care Responsibilities

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 nursing care by further enhancing our 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 (\*3) in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children. We also provide babysitter subsidies and have in-house childcare facilities in our business offices. Several times a year, we also conduct seminars for employees who have just returned from parental leave, as well as seminars for supervisors of employees who are on parental leave, with the aim of providing workplace support and constructing networks, in addition to promoting diversity management.

Furthermore, in addition to support seminars for employees who are about to take maternity or child care leave, we also hold seminars for employees who are thinking about their career plans based on taking maternity or child care leave in the future, employees whose partners are about to have a baby, and supervisors, to fully support employees in balancing work and childcare.

- [Number of employees using the childcare/nursing care system and return-to-work and retention rates after childcare/nursing care leave \(Fujitsu\) >](#)

(\*3) Action Plan:

The first Action Plan was implemented in 2005. This current one is the 8th Action Plan (April 1, 2024 – March 31, 2027).

## Nursing Care

We provide opportunities 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. We also make available a handbook which compiles information with knowledge and behavior to keep in mind for each stage of 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 FY2023
Americas	<ul style="list-style-type: none"> <li>Fujitsu America received the Human Rights Campaign Award's 2023-2024 Equality 100 Leader in LGBTQ+ Workplace Inclusion</li> </ul>
Asia Pacific	<ul style="list-style-type: none"> <li>Fujitsu Australia: Gold Level Award in the Australia Workplace Equality Index for LGBTI+ inclusion</li> <li>Fujitsu New Zealand: Certified for LGBTI+ Inclusion by Rainbow Tick</li> <li>Fujitsu Hong Kong: Selected as a 10 Years Plus Caring Company (an award aimed at promoting corporate citizenship and creating an inclusive society)</li> </ul>
Europe	<ul style="list-style-type: none"> <li>Fujitsu Services (UK) has been selected as a Times Top 50 employer for gender equality</li> <li>Fujitsu Services (Estonia) has been selected as a top company in the Family-Friendly Employer Label Program</li> </ul>
Global Delivery Business Group	<ul style="list-style-type: none"> <li>Global Delivery Business Group of Costa Rica was recognized by the National Institute for Women as an organization that is committed to ensuring gender equality through the Seal of Equality between women and men certification program</li> </ul>

## FY2023 Performance

- Employee engagement Respect for individuals 73 points (+2 over previous year) Equal opportunity 71 points (+1 over previous year)
- Ratio of women in leadership roles 15.75% (globally as of March 2024)  
Ratio of women employees: 20.5% (Fujitsu)  
Ratio of women managers: 10.3%★  
Ratio of new women managers: 28.6%

