

# Social and Governance Data

## Employees in Fujitsu group

★ Indicators assured by third party

		FY2021	FY2022	FY2023	GRI
Number of employees by region (person) (*1).	Total	124,216	124,055	123,527 ★	G102-7,8
	Japan	76,845	72,641	72,049	
	East Asia (*2).	18,842	4,966	4,655	
	Asia Pacific (*2).	2,575	20,440	20,888	
	The Americas	3,942	3,891	3,851	
	Europe (*2).	22,012	22,117	22,084	
Number of Employees by Type of Contract (person)	Full-time	124,216	124,055	123,527	
	Non Full-time (*3).	12,324	12,005	13,288	

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

\*2 The number for "East Asia" in fiscal 2021 represent the total for all of Asia, and the number for "Asia Pacific" include Oceania. We have been reviewing regional classifications since fiscal 2022. NWE (Nordic and Western Europe), CEE (Central and Eastern Europe), Europe other than NWE and CEE are added together to "Europe," China, Taiwan and South Korea included in Asia are added together to "East Asia," and countries other than China, Taiwan and South Korea and Oceania included in Asia are added together to "Asia Pacific."

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

## Board of Directors (As of June 26, 2023)

		End of June, 2022	End of June, 2023	End of June, 2024	GRI
Directors (person)	Total	9	9	9	G405-1
	Male	7	7	7	
	Female	2	2	2	
External directors (person)		5	5	5	
Non-Japanese directors (person)		1	1	1	

# Diversity (Fujitsu group)

★ Indicators assured by third party

		FY2021	FY2022	FY2023	GRI
Ratio of female employees (%)	Fujitsu group	-	24.8	25.2	G405-1
	Fujitsu	18.7	19.5	20.5	
Ratio of female executives and managers (%)	Fujitsu group	-	15.01	15.8	
	Fujitsu	8.03	9.12	10.3 ★	
Ratio of female in junior management positions (%)	Fujitsu group	-	17.79	18.2	
Ratio of female in top management positions (%)	Fujitsu group	-	13.8	15.6	
Ratio of female in management positions in revenue-generating functions (%)	Fujitsu group	-	15.5	17.5	
Ratio (*5) of female in STEM-related positions (%)	Fujitsu group	-	20.4	19.5	

\*4 The number of employees as of end of the fiscal year (March 20)

\*5 STEM-related Departments: Departments related to Science, Technology, Engineering and Mathematics

			Male	Female	GRI
Average salary for FY2023 by gender (Fujitsu group) [yen]	Executive level	Base salary only	31,711,111 ★	31,320,000 ★	G405-2
		Base salary + Other incentive	93,396,213 ★	89,962,256 ★	
	Management level	Base salary only	9,051,684 ★	8,450,216 ★	
		Base salary + Other incentive	13,873,488 ★	12,989,180 ★	
	Non-management level	Base salary + Bonus	5,809,881 ★	4,556,370 ★	

\*6 Average salary for FY2023 by gender covers domestic Group companies with 300 or more employees.

\*7 Base salary includes basic salary and various allowances (Commuting allowance and retirement allowance are excluded.).

\*8 Incentives include bonuses and stock compensation, and theoretical values are used for some executives. As for stock compensation, the amount based on the estimated amount of grant under the 2023 Plan < Grant amount fixed for 3 years of 2023~2025 > is used instead of the amount based on the fixed amount of grant in fiscal 2023.

# Diversity (Fujitsu Limited)

★ Indicators assured by third party

		FY2021	FY2022	FY2023	GRI
Number of employees (*9). Total (person)		34,430	35,092	35,924 ★	G405-1
Average age (year) (*10).		43.6	43.7	43.6 ★	
Number of employees by age group (person)	Under 30	5,063	5,126	5,252 ★	
	30-49	16,240	16,523	17,093 ★	
	50 and over	13,127	13,443	13,579 ★	
Number of employees by gender (person)	Male	27,995	28,248	28,549	G405-2
	Female	6,435	6,844	7,375	
Gender salary gap(%) (Female to male ratio) (*11).	All employee	-	76.9	76.8	
	Full-time employee	-	76.5	76.7	
	Fixed-term employee	-	84.5	81.3	
Ratio of newly appointed female managers (%) (qualified personnel)		18.2	25.8	28.6	G405-1
Number of non-Japanese employees (person)		585	674	774	
Employment ratio of people with disabilities (%) (*12). (counted in every June)		2.38	2.45	2.35 ★	

\*9 The number of employees as of the end of the fiscal year (March 20) includes executive officers and does not include non-regular employees.

\*10 At the end of the fiscal year (March 31)

\*11 Period covered: April 1, 2023 to March 31, 2024. Salary is the amounts paid to employees, including basic salaries, bonuses, and other benefits. (Excluding retirement allowance and commuting allowance.

\*12 Fiscal 2021 data covers Fujitsu, Fujitsu Harmony, Fujitsu Laboratories, Fujitsu IS Services, Fujitsu Advanced Accounting Services, Fujitsu Home & Office Services, Fujitsu Techno Research, Fujitsu SSL Powered Services, and Fujitsu SSL Harmony, fiscal 2022 data covers Fujitsu, Fujitsu Harmony, Fujitsu IS Services, Fujitsu Advanced Accounting Services, Fujitsu Home & Office Services, and Fujitsu Techno Research, fiscal 2023 data covers Fujitsu, Fujitsu Harmony, Fujitsu IS Service, Fujitsu Advanced Accounting Service, Fujitsu Home & Office Service, Fujitsu Techno Research and Fujitsu Japan.

## Employment (Fujitsu Limited)

★ Indicators assured by third party

		FY2020	FY2021	FY2022	FY2023	GRI
Average year of service (year) (*13).	Total	19.6	19.2	19.1	18.8 ★	
	Male	20.4	20.0	20.0	19.8	
	Female	16.1	15.8	15.5	15.2	
Total number of new employee hires (person)		1,165	1,220	1,583	2,120	G401-1
Ratio of new hires (%)		71.2	67.2	48.3	48.9	
Percentage of open positions filled by internal candidates (%)		81.7	87.1	79.3	68.9	

\*13 At the end of the fiscal year (March 31)

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

★ Indicators assured by third party

		FY2021	FY2022	FY2023	GRI
Number of employees using child care leave (person) (*14),(*15),(*17).	Total	300	518	525 ★	G401-3
	Male	139	286	303	
	Female	161	232	222	
Return to work rate after child care leave (%)	Total	100	100	100	
	Male	100	100	100	
	Female	100	100	100	
Continuous work rate after child care leave (%)	Total	99.2	96.6	98.9	
	Male	95.9	95.8	99.1	
	Female	100	96.9	98.7	
Number of employees using family care leave (person) (*14).	Total	7	18	24 ★	
	Male	7	10	11	
	Female	0	8	13	
Return to work rate after family care leave (%)		100	100	100	
Continuous work rate after family care leave (%)		90.0	85.7	93.3	

		FY2021	FY2022	FY2023	GRI
Number of employees using Short working hours (child care) (person) (*14).	Total	703	670	674 ★	
	Male	20	21	15	
	Female	683	649	659	
Number of employees using Short working hours (family care) (person) (*14).	Total	10	11	14 ★	
	Male	5	8	7	
	Female	5	3	7	
Paternity leave (person) (*14)(*16).		497	549	592 ★	
Percentage of male employees taking childcare leave (%) (*18).		-	85.1	86.2	

\*14 Data applies to regular employees enrolled as of the end of the fiscal year (March 20).

\*15 Only in fiscal year 2021, short-term childcare leave taken within 8 weeks after childbirth and subsequent reacquisition (so-called papa vacation) are counted as 1 person each.

\*16 In FY 2020 and FY 2022, the number of employees who gave birth within the fiscal year and obtained the relevant benefits within the fiscal year (including the use of childcare leave), and in FY 2021, the number of employees who obtained benefits has been revised in line with the approach in other fiscal years

\*17 "Employees who have given birth within the year and have taken childcare leave" in FY 2021;  
 "Employees who have taken parental leave for the first time for a subject child, regardless of whether the child was born within the current year (in accordance with the calculation method accompanying the disclosure of the status of parental leave)" in FY 2022 (including combined use with childcare leave)

\*18 Percentage of male employees who took childcare leave, etc. and leave for childcare purposes (based on the Childcare and Nursing Care Leave Act)

# Occupational Safety and Health (Fujitsu Limited)

★ Indicators assured by third party

	FY2021	FY2022	FY2023	GRI
Lost time injury frequency rate (*19).	0.04	0.03	0.09 ★	G403-2
Severity (rate)(*20).	0.00	0.00	0.00	

\*19 Number of work-related absences per 1 million working hours

\*20 Number of lost working days/Total working hours ×1,000

## Human Resource Development (Fujitsu group)

	FY2020 (*21)	FY2021 (*22)	FY2022 (*22)	FY2023 (*22)	GRI
Average Annual Hours Spent Learning [hour /year /person]	39.0	42.0	46.5	37.4	G404-1
Annual Cost of Learning [1000yen /year /person]	118.4	81.7	75.4	73.9	
Human Capital Return on Investment (ROI) (*23).	1.20	1.21	1.24	1.20	

\*21 Scope: Fujitsu and domestic group companies

\*22 Scope : Fujitsu Group

\*23 Human Capital Return on Investment (ROI): Calculated by [net sales - (operating expenses - employee-related expenses)]/employee-related expenses

## Breakdown of learning hours in FY 2023

Age group	20s and younger	30s	40s	50s and older	GRI
Average Annual Hours Spent Learning [hour /year /person]	94.2	30.7	24.9	18.9	G404-1

Level	Managers and above	Non-managers	GRI
Average Annual Hours Spent Learning [hour /year /person]	26.7	39.8	

## Political contributions and other spending (\*24)

Category	FY2020	FY2021	FY2022	FY2023
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations /candidates	17.2	17.1	20.2	20.4
Trade associations or tax-exempt groups	102.5	134.9	130.4	216.9
Others	0	0	0	0
Total	119.7	152.0	150.6	237.3

[million yen]

## Expenditure on major political organization (\*24)

Organization	FY2022
National Political Association	18.0

[million yen]

\*24 Fujitsu conducts political donations properly in accordance with the Political Funds Control Act.

## Large expenditure by sustainability topics

Topics	Description of engagement	FY2023
Recommendations for IT and other industrial policies	Our company provides advice on IT and other industrial policies by participating in various committees and workshops of electronics, electricity, and information and communications organizations in legal entity and economic organizations, such as the Japan Electronics and Information Technology Industries Association.	127.3
Sustainable development on a global scale	Our company works through organizations such as the World Economic Forum (*25), for the purpose of sustainable development of industry and humankind.	70.1
Responding to environmental issues such as climate change	With the aim of responding to climate change through industry, we are participating in environmental projects such as the World Business Council (*25) for Sustainable Development.	15.8
Others		3.7

\*25 For more information on WEF and WBCSD, please visit [this site](#).

[million yen]

# Employee Engagement

The employee engagement survey includes questions about the sense of fulfillment from working for the Fujitsu Group, the connection between Fujitsu's purpose and one's own work, and the utilization of one's individual strengths. We also use various data from regular well-being surveys and stress checks to improve employee engagement.

Topics	FY2020	FY2021	FY2022	FY2023	Target for FY2025
Engagement score (%) (*26).	68	67	69	69	75

\*26 The Positive response rate is as follows.  
FY2020: 66% FY2021: 64% FY2022: 66% FY2023: 64% Target for FY2023: 71% Target for FY2025: 74%