



Global Responsible Business

— Human Rights, Diversity, Equity and Inclusion —

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

Human Rights
and DE&I

Human Rights

Goal

WHAT FUJITSU ASPIRES TO BE

In both the real-world and digital societies, consideration for "human dignity" is reflected in all our corporate activities and we constantly work to "create human-centric value".

GOALS FOR 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

GOALS FOR FY2022

Embedding "respect for human rights" within the Fujitsu Group

- Completion rate for global human rights training: 80%

Our Approach

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

In December 2014, the Fujitsu Group released the "Fujitsu Group Human Rights Statement" to promote activities that respect human rights in accordance with this Code of Conduct, as set out in the Fujitsu Way. The statement was revised in December 2022, and has been prepared in 21 languages, including Japanese and English, with the aim of ensuring that it becomes embedded in the corporate culture of all our group companies. 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 ten principles of the United Nations Global Compact (*1) based on universal principles regarding human rights and rights at work, such as the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We have also made public announcements regarding the Modern Slavery Acts passed in the UK and Australia.

The Fujitsu Group is a member of the Responsible Business Alliance (RBA), which is a global CSR alliance. As such, the Group has adopted the RBA Code of Conduct in its CSR Procurement Guidelines and promotes the Human Rights Enlightenment Structure among its suppliers and throughout its supply chain.

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

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

- [Fujitsu Group Human Rights Statement](#)
- [Fujitsu Group Human Rights Statement APPENDIX](#)
- [For other languages](#)
- [Modern Slavery Statement \(UK\)](#)
- [Fujitsu Modern Slavery Statement September 2022 \(Australia\)](#)
- [Supply Chain Policy](#)

Organizational Structure and Regular Reviews

The Sustainability Management Committee is chaired by the CEO and meets once every 6 months to check on the progress of our activities to promote respect for human rights and whether we are on track to meet our targets. The committee also discusses new activities and considers non-financial indicators. They then reports to the Management Council Meeting and the Board of Directors Meeting with the results. As part of our activities to promote human rights and DE&I as key issues for globally responsible business, we have established a structure of regular meetings for those responsible for promoting human rights in each of Fujitsu's operating regions. The Committee also works collaboratively with each of the Business Groups, the Corporate Divisions and the regions to put in place actions that will address human rights issues throughout the supply chain.

Structure for Promoting Activities Aimed at Resolving Human Rights Issues



Promotion of Human Rights Due Diligence

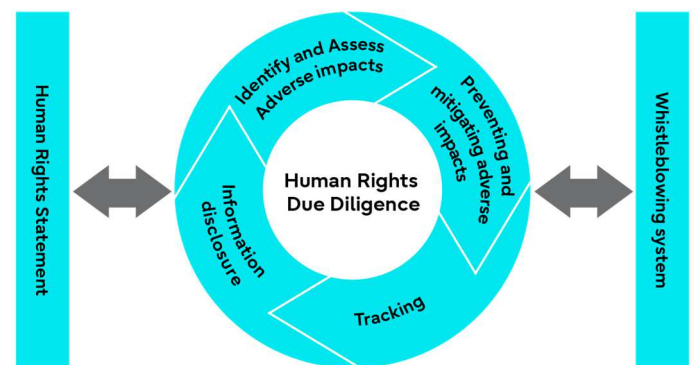
In accordance with the "Fujitsu Group Human Rights Statement", the Fujitsu Group is conducting "Human Rights Due Diligence" that identifies the human rights impacts of our business activities throughout the entire global value chain, while also preventing or mitigating any negative impacts.

The Human Rights Due Diligence process has four continuous steps.

We conduct Human Rights Impact Assessment in accordance with the Fujitsu Group Human Rights Statement and implement measures to prevent or mitigate clearly identified risks. We then regularly monitor the progress of those measures to confirm their effectiveness, and the results are disclosed via reports or other information channels.

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

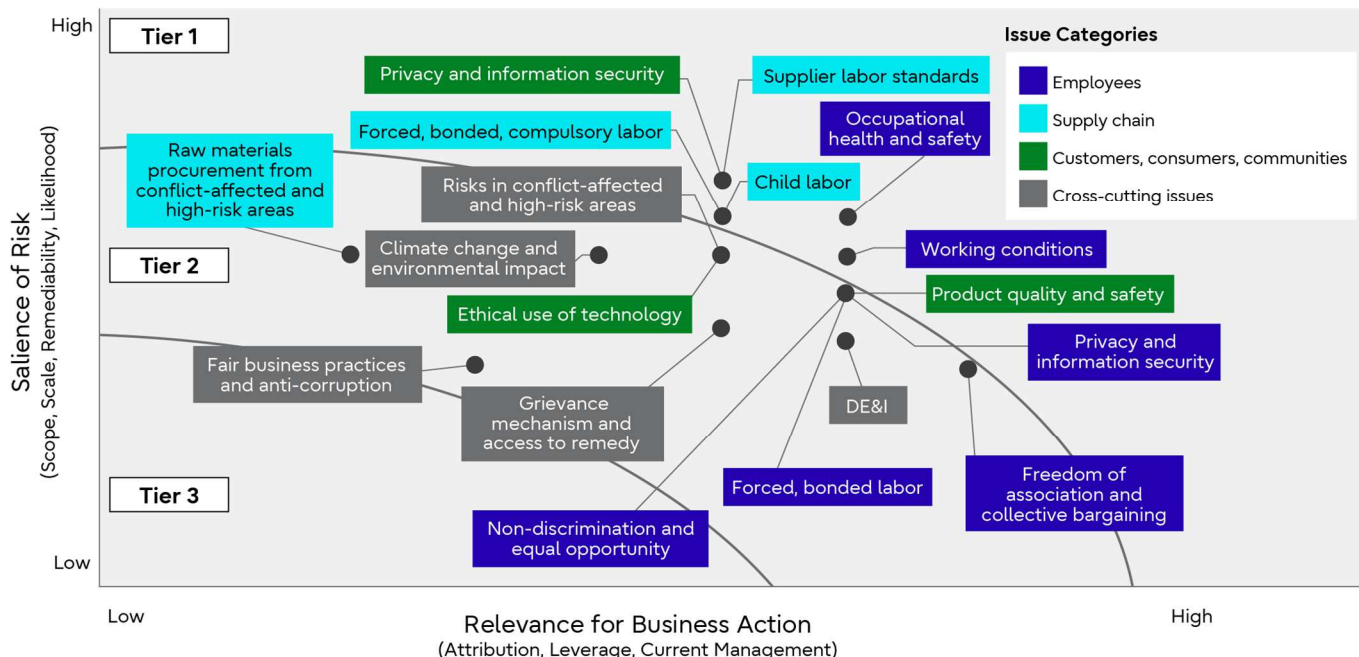
To ensure that the effectiveness of human rights due diligence is maximized in the Fujitsu Group, we conduct regular Human Rights Impact Assessment.

In 2022 we enlisted the cooperation of Business for Social Responsibility (BSR), an international NPO, which undertook Human Rights Impact Assessment for Fujitsu Group management and businesses from a third-party perspective. As well as conducting interviews with each of the Fujitsu Group regions, Corporate Divisions and Business Groups, BSR employed desktop research(*2) and analysis of submitted documents to compile a list of human rights issues. They then ranked the issues according to their levels of severity, likelihood and correlation with businesses. The results identified human rights issues such as employees' working environments, workplace health and safety, the use of forced or child labor in supply chains, and data privacy and data security in our businesses.

(*2) Desktop research:

A research method where data is gathered by referencing websites and other materials. In this instance, the research was carried out based on materials presented by Fujitsu Business Groups, materials published by external sources, and other materials issued by external organizations such as NGOs and NPOs.

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



Initiatives to Prevent or Mitigate Negative Human Rights Impacts

Supply Chain (Human Rights Issues: Supply Chain Working Environment, Forced or Child Labor, High-risk Minerals)

The Fujitsu Group requires that all its suppliers support the Fujitsu Group Human Rights Statement. The Group also 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. The human rights due diligence initiatives in the Fujitsu Group supply chain are based on the RBA Code of Conduct.

> [Supply Chain](#)

Structures for Promoting CSR Procurement

The Fujitsu Group embeds the RBA's Code of Conduct and engages in socially responsible procurement with its suppliers and throughout its supply chain.

We have formulated and made stakeholders aware of the Fujitsu Group's CSR Procurement Guidelines, and we request that suppliers fully understand and comply with that Guidelines. To keep track of the progress of those initiatives, the Fujitsu Group conducts regular CSR surveys of its major overseas and domestic suppliers each year. The FY2022 survey elicited responses from 533 companies. Feedback was actioned based on survey results from 77 of Fujitsu's key suppliers of products and services, including product-related materials, catering, security, and manufacturing employment agencies/subcontractors.

Initiatives to Prevent Forced Labor and Child Labor

The Fujitsu Group has stipulated that it prohibits the use of forced labor or child labor. The Fujitsu Group CSR Procurement Guideline issued to suppliers includes demands that they eliminate forced labor and child labor, and written surveys are used to check their progress with those initiatives.

Addressing High-Risk Minerals

The policy of the Fujitsu Group is to eliminate from its products, components and supply chain any minerals that give rise to conflicts ("conflict minerals"), or minerals that are at high risk of being associated with forced labor or human rights violations. To this end, the Fujitsu Group conducts surveys of high-risk minerals.

➤ [Addressing High-Risk Minerals](#)

Employees (Human Rights Issues: Working Environment, Non-discrimination, Equal Opportunity)

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 also 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.

➤ [Diversity, Equity & Inclusion](#)

Activities to Raise Awareness of Human Rights

The Fujitsu Group has established a Human Rights Promotion Committee, chaired by the executive responsible for human resources, that leverages various opportunities to undertake research and awareness-raising activities. Reports on the status of activities and issues within the areas in Japan and in group companies are regularly provided to the secretariat of the Human Rights Promotion Committee. Findings are used by the Human Rights Promotion Committee to summarize activities and set policy direction on an annual basis to drive ongoing, structured educational activities that promote respect for human rights. We are also members of the Industrial Federation for Human Rights, Tokyo, a voluntary organization, and work on mutual training with many of the member enterprises to make respect for human rights an integral part of our corporate culture. In addition, from our standpoint as a company, we engage in activities that work to raise community awareness.

Education on Human Rights

Education and Training

- Conducted an e-learning program on "Business and Human Rights" for all Fujitsu Group employees in FY2021; attended by 92% of all group employees
- Conducted an e-learning program on "AI Ethics and Business" for all Fujitsu Group employees in Japan in FY2022; attended by 94% of all employees in Japan.
- Conducted an e-learning program for all employees on the topic of preventing harassment in the workplace, including discrimination against members of the LGBTI+ community
- Continued training for all new and promoted employees and staff identified for management training, focusing on preventing various forms of discrimination and harassment
- Conducted a "Barrier-Free Minds" workshop that includes messaging around employees with a disability and is aimed at establishing workplaces and a society in which everyone can participate actively, whether disabled or not
- Conducted an "Unconscious Bias Awareness: Achieving Greater Diversity and Inclusion" e-learning program



Business and Human Rights e-learning program title screen

accompanied by video seminars for all employees to help reveal underlying systemic discrimination while further promoting diversity and inclusion

Awareness-raising Webinars

- **Period poverty:** Held a webinar to improve the health status of women worldwide by enabling informed discussion on the topic of period poverty: what it is, how best to find sustainable solutions to the problem, and how employees can contribute
- **Is privilege real? (focusing on human rights):** Held a webinar that discussed prejudice, discrimination and the idea of inalienable rights. This included sessions that used case studies taken from everyday life to make employees aware of their own prejudices and the fact that those prejudices can have an enormous impact on their own lives
- **Empathy and compassion:** Held a webinar teaching a range of methods for dealing with difficult situations. This included considering ways to support others by looking at life from their viewpoint, and also ways to support oneself
- **History of rights for LGBTQI+ people:** Held a webinar looking back at the history of LGBTQI+ rights around the world. We welcomed a special guest from the Bisi Alimi Foundation who gave a talk on the recent anti-LGBTQI+ laws passed in Nigeria and the impacts those laws have on the rights of LGBTQI+ people

World Human Rights Day

Fujitsu held an internal global event for World Human Rights Day to give all of our employees an opportunity to consider human rights (December 2022).

In addition to the video message from the Chief Sustainability Officer (CSuO), the GRB Director and heads of business groups, we released a video showing the results of the Fujitsu Group human rights impact assessment. We also held webinars in English and Japanese in three time zones in which we discussed the importance for the company of respect for human rights. For the webinars, we invited experts on human rights from the external NPO BSR, along with Fujitsu researchers working on AI ethics.



Video message from the Chief Sustainability Officer (CSuO), the GRB Director and heads of business groups

Working Environment

The Fujitsu Group aims to improve the work-life balance and productivity of every employee through a variety of initiatives aimed at reducing long working hours. By promoting Work Life Shift, we are also enhancing our systems that support diverse modes of employment based on teleworking, allowing employees to make use of flexible working arrangements, such as flex time and exempt labor systems.

- [Social Well-being](#)
- [Work Life Shift](#)

Initiatives in other regions

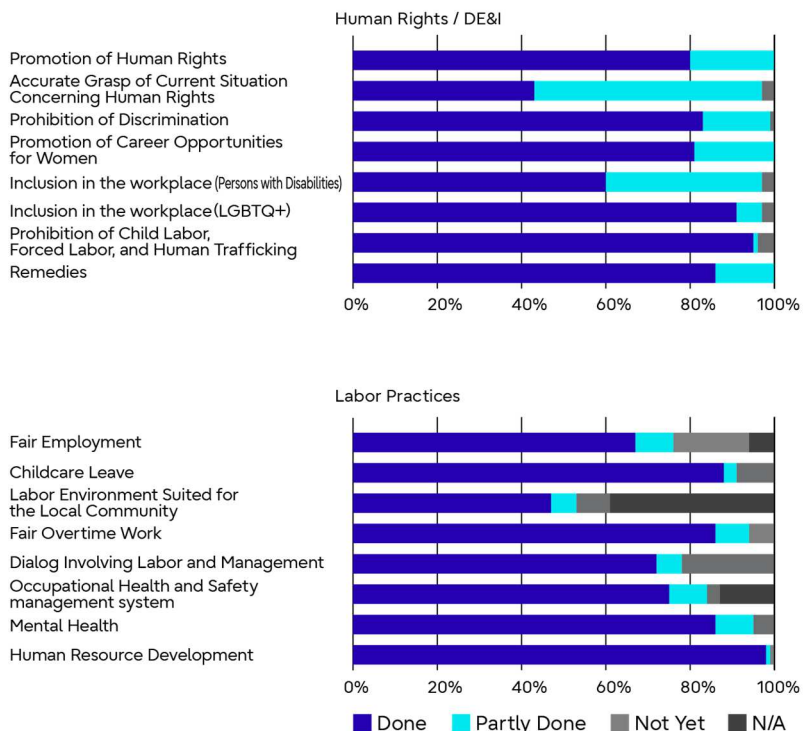
UK: The UK has developed Work Your Way commitments which include a Well-being hour each week, opportunity to work core hours, work from different countries for up to 4 weeks per year (subject to approval) and protected focus time which gives people meeting-free focused time to get on with their work.

Portugal: Currently have Gimme 5 and Me Time programs in Portugal Global Delivery Center, where employees can apply to work one hour less every day of the week for a period of time or an afternoon off for personal time.

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)



Customers and End Users (Human Rights Issues: Privacy, Data Security, Ethical Use of Technology)

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.

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 care is taken with the use of AI, it can lead to unforeseen problems for people. There are 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 developer, supplier and operator to offer AI that is not only convenient, but 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, implementation and operation activities, we aim to emphasize the importance of communication with a wide range of stakeholders in the community, including users and consumers, as we distribute the

enormous value of AI to the society. For that purpose, the commitment outlines our promises with the customers and the community.

➤ [Fujitsu Group AI Commitment](#)

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.

Details of emerging risks

Emerging Risks The Ethical Risks of Utilizing AI	
Description	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 arise from the use of AI in the handling of privacy information. Examples include discrimination and unfairness due to negative judgments caused by false recognition by AI. Such cases can undermine people's trust in AI. Fujitsu believes it is critical that those who develop, provide, and operate AI technologies achieve not only convenience but also use that is safe and secure.
Impact	As 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 been inconvenienced by AI supplied by Fujitsu may file claims for damages and thereby harm the Fujitsu Group's reputation. In addition, proposed AI regulation announced by the European Commission (in June 2023) would require developers, users, and others involved to take strict action based on the degree of risk that their AI systems could adversely affect human rights. Violations could result in penalties, including fines of up to 7% of total global sales. This makes implementing appropriate risk management in the development and operation of AI systems essential.
Mitigating actions	The Company established the Fujitsu Group External Advisory Committee on AI Ethics as a body that meets regularly and engages in ongoing dialogue with stakeholders from society. Part of this dialogue involves feedback on the "Fujitsu Group AI Commitment," which serves as the Group's AI ethical guidelines. The Company also participates in international discussions on AI ethics through its membership in AI4People and other forums. By virtue of these risk mitigating actions, the Fujitsu Group management and staff can become aware of the ethical risks of AI and understand the precautions needed when researching, developing, installing and running AI. By minimizing the likelihood of situations that might cause inconvenience to users and customers, we can foster people's trust in AI. In particular, with regard to proposed European AI regulations, the Company has developed an "AI Ethical Impact Assessment" system that comprehensively identifies potential risks in AI systems as a proactive response to regulation violation risks and has released this system free of charge.

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 urgent and specific issues in AI.

Because we believe it is crucial for a culture of understanding to be championed by senior management in order to instill respect for human rights, 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 ethics as it is practiced in the group. Discussions by this committee use a structure 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](#)

Framework for Reporting and Consulting on Human Rights Issues

The Fujitsu Group conducts its business activities worldwide in close collaboration with local communities. Working with these communities, we have established systems to engage in human rights-related consultations and information gathering both inside and outside the company, in order to listen to and understand the opinions of various parties.

The Fujitsu Group has created an intranet-based system to consult with and accept input from all Fujitsu Group employees on human rights-related issues. Within Japan, Fujitsu has set up Human Rights Consultation Service facilities in seven geographical areas. The matters discussed are reported to the Human Rights Promotion Committee and regularly communicated to auditors, with careful consideration given to ensuring that personal information and privacy are respected. The objectives are to understand the utilization status of this consultation service and to put in place initiatives designed to prevent recurrences of any breaches.

Through the Compliance Line/Fujitsu Alert structure, the Fujitsu Group receives reports and offers consultations related to compliance issues, including human rights issues, for all Fujitsu Group employees, customers, suppliers and other third parties globally. The Fujitsu Group has also set up the Compliance Line for Suppliers in Japan as a channel for receiving reports from suppliers in Japan regarding any actions that are potential or actual instances of non-compliance in our purchasing activities.

- ▶ [Global Compliance Program](#)

Human Rights Initiatives in Communities

Assisting NGOs/NPOs



Chamos: Supporting Venezuelan Children

Providing 55 students with access to education for a year
For more information click [here](#)



International Rescue Committee: Humanitarian aid, relief, and development nongovernmental organization

Creating a digital literacy curriculum for woman and girls in Yemen



The Pinnacle Foundation

The Foundation provides educational scholarships, mentoring and opportunities for young LGBTIQ+ Australians

Initiatives to Promote Respect for Human Rights

Digital Proof of Age (DPoA) technology to restrict alcohol sales to minors

Fujitsu Services Ltd and our partners have proven our Digital Proof of Age (DPoA) Solution by successfully participating in UK Home Office trials looking at the use of technology to protect children from harm by restricting the retail sale of alcohol products to minors.

At present, alcohol sales in the UK require sales staff to check the age of their customers. As well as being time-consuming and costly, this approach is also vulnerable to the use of false or borrowed IDs.

The DPoA Solution uses two factors to resolve this problem. The first is a function that anonymously confirms the purchaser's age at the time of purchase, and the second demonstrates the purchaser's age to retail outlet staff using the age recorded in the purchaser's mobile phone. This solution offers greater convenience because people purchasing alcohol no longer have to wait for a staff member. It is also expected to improve retail outlet productivity and reduce costs. But its most important benefit is that it offers greater safety. As well as protecting children, this technology solution can also prevent the violence that sales staff often face when required to check people's age.

> [Fujitsu Digital Age Assurance](#)

Working with the Aboriginal Community of Cherbourg in Australia

Working with the Cherbourg Aboriginal Shire Council, the Queensland Government's Department of Tourism, Innovation and Sport and TAFE (Technical and Further Education) Queensland, in April 2022 Fujitsu Australia established the First Nations Service Centre (FNSS) to support digital innovation by the aboriginal community in Cherbourg.

Since the arrival of the first European settlers, aboriginal communities in Cherbourg, Australia have endured a tragic past involving enslavement and attempted genocide. Deprived of the benefits of modern-day science and technology and overlooked in terms of education, economic progress and digital inclusion, Cherbourg's First Nations people have struggled to cross the digital divide that lies between many of Australia's rural towns and its cities.



At the opening ceremony for the Service Centre in April 2022

Since 2022, Fujitsu has been supporting the residents of remote Australia to enjoy their rights to their own culture, work and education.

Until recently, the only way for locals to access modern technical education or a career was to leave the regional community, which was far from ideal for a people who have such important ties to their culture. Fujitsu Australia worked with the Cherbourg Aboriginal Shire Council, Deadly Innovation, TAFE Queensland and Australia Post to open the Cherbourg Digital Service Centre, a commercially viable initiative to boost the Community's economy and digital inclusion.

Fujitsu now subcontracts to the Centre, employing locals as service desk representatives who are offered quality technical education through TAFE, improving their ICT skills and providing opportunities for employment and decent jobs. New and upgraded infrastructure was also installed in Cherbourg to support the Community's economic development and digital access.

The community was consulted throughout to discuss the role of Fujitsu in achieving the community's goals.

All Fujitsu staff involved with the project underwent cultural competency training to strengthen trust between the Service Centre and the Fujitsu team members.

> [Australia Post: Driving digital inclusion in First Nations Communities](#)

Event Held in Cambodia to Raise Awareness of Children's Safety

Fujitsu collaborated in conducting a workshop that included lectures highlighting ways to protect Cambodian children from harmful online content and how to safely access online culture and games.

The workshop dealt with a range of cultures and had particular pointers for children on how to communicate safely online, including the importance of not sharing certain images, not oversharing personal details and what constitutes personal information. It also stressed the importance of taking care while online and provided information on the sorts of places where harmful content appears as well as how to respond when confronted by such content.



Speakers enjoying the welcome party at the Cambodia ICT Camp 2022 (Siem Reap, Cambodia)

Collaboration with Malaysian Technology-Oriented Comprehensive Rehabilitation Facility

Fujitsu Malaysia (Fujitsu (Malaysia) Sdn. Bhd.), in a co-creation program with Malaysia's Social Security Organization (SOCSCO), has developed the Automated Self-Ordering Food System as a way to help improve patients' health.

SOCSCO plays a critical role in providing social security protection to workers in Malaysia. SOCSCO also helps to lessen the impact of job losses by providing financial assistance and job training to eligible workers who have been affected by work-related injuries or illnesses.

The SOCSCO Rehabilitation Centre is a medical facility that provides rehabilitation services to workers who have suffered work-related injuries or illnesses. While helping injured workers recover and return to work, the Centre also provides other service functions:



Process of using Fujitsu's palm secure technology to order food in the canteen

1. Educational programs on preventing work-related injuries and illnesses
2. Disability evaluation services to determine the extent of a worker's disability and the appropriate level of compensation
3. Advocacy(*3) and outreach(*4) programs to raise awareness, and highlight the importance, of rehabilitation and occupational health

The goal of Fujitsu Malaysia's co-creation program with the SOCSO Rehabilitation Centre is to use technology to both enhance people's lives and change society for the better. The Automated Self-Ordering Food System is one outcome of this program that has yielded benefits for patients. Unlike conventional food ordering kiosks, the model developed for this program was designed to be used as part of the patients' daily rehabilitation.

(*3) Advocacy program:

Activities or campaigns by individuals or groups aimed at influencing a political, economic or social organization

(*4) Outreach program:

A program that delivers information or assistance actively promoted by governments and support organizations to people who need assistance but have not received it



Diversity, Equity & Inclusion

Human Rights
and DE&I

Goal

WHAT FUJITSU ASPIRES TO BE

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

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

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

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

GOALS FOR FY2025

All area

Ensure all employees feel supported and respected at Fujitsu regardless of age, gender, culture and ethnicity, sexual orientation and identity and 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 all employees, customers, and members of society can use our solutions, products, services, and systems and can understand our communications.

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

Culture and Ethnicity

To reflect the societies we work in, from executive level downwards and promote respect and tolerance to achieve a culturally aware and unbiased work environment

- Build and deliver an integrated, holistic strategy for Culture and Ethnicity which is globally relevant and incorporates local initiatives

LGBTI⁺

Drive LGBTI⁺ inclusion best practice 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.

GOALS FOR FY2022

Cultivation of inclusive corporate culture.

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

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

Policy

Here at the Fujitsu Group, we have engaged in efforts to advance diversity and inclusion (D&I), based on the idea that "We respect fairness and equality, and promote diversity and inclusion," as described in the Purpose Statement of the Fujitsu Way.

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



Global DE&I Vision & Inclusion Wheel

Promotion Framework for DE&I

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

The office hosts regular meetings, attended by all regional DE&I Promotion Representatives, for them to share information on issues and measures in each region and engage in planning for globally coordinated promotion measures. In order to have an awareness of the current state of diversity promotion, we also include questions on DE&I in our annual global engagement survey. In addition, executive sponsors have been appointed to represent supporters in each of the priority areas, and support the promotion measures in each area.

All domestic group companies in Japan are also required to select a diversity promotion manager. These managers promote DE&I in the Group as a whole by sharing information amongst each other during their meetings, strengthening their coordination with Fujitsu, helping standardize policies, and more.

Furthermore, from FY2020, the system will be designed to allow higher-level executives to include DE&I-related items in their goals.

Initiatives for Fostering Corporate Culture

DE&I Session

In order to foster a corporate culture at Fujitsu where “anyone can play an active role in their own way,” the session in FY2022 was held with the aim of getting employees to see DE&I in a new light and inspiring a new mindset and behavioral change. Held on the same day to enable participation from various regions, the event featured a “dialogue session between the President, DE&I Officer, and CSuO and employees” and the “sharing of good practices by employees and workplaces” that were conducted globally.

Each region is working to comprehensively promote DE&I, with East Asia holding Human Rights and DE&I Week, Europe (CEE area) holding the intercultural awareness session “Working with Japanese Employees,” and Europe (NWE area) holding Inclusion Week 2022.



DE&I Session 2022

Initiatives Related to Unconscious Bias

In FY2022, the Fujitsu Group created and rolled out video content worldwide to better deal with unconscious bias and 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

Europe and Global Delivery have collaborated on new training to understand unconscious bias and to make inclusion conscious in order to address this bias.

Endorsement of International Standards

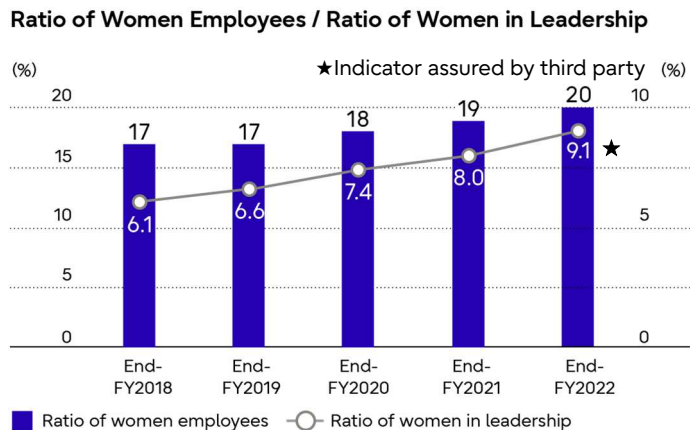
In FY2017, the Fujitsu Group issued a CEO Statement of Support for the Women’s Empowerment Principles, which were created by the UN Global Compact and UN Women. In doing so, we pledged our support of the principles. In FY2018, we also became the first Japanese company to pledge our support to the UN’s LGBTI Standards of Conduct for business, and have been proactive overall in our adaptation to global trends in diversity.

Gender Initiatives

The Fujitsu Group has set goals to increase the ratio of female employees in leadership positions, and we are working to promote initiatives to achieve these goals and reform the culture at Fujitsu Group companies.

At Fujitsu, these efforts involve nominating 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 the DE&I Promotion Office. In addition to these kinds of management-track leadership programs, we also conduct workshops and events that allow female employees to reflect and build on their careers in all other tracks as well.

These expand and act as pipelines to drive female employees to further advancement, and allow us to support the careers of each and every employee. Strategic measures are being boldly implemented in other regions, as well, according to the situation of the region and the country.



Career Workshop for Female Employees

Fujitsu and its domestic Group companies host workshops that are primarily for female employees that are on a leadership track, where awareness-raising by external lecturers, dialogues with multiple role models, and discussions with executive personnel are held, with the goal of further encouraging the career development of female employees. Our goal with this workshop, which is completely voluntary-participation based, is to help eliminate any internalized prejudice as to their manager-level career development, expand their career options, acquire the broader perspective needed to perform in high-level positions, and develop a sense of ownership over their careers.

International Women's Day Initiatives

The Fujitsu Group uses the occasion of International Women's Day, which falls on March 8 each year, as an opportunity to communicate messages from top management and promote the event outside the company through social media. In addition, we use green, the theme color of gender at the Fujitsu Group, to build a sense of unity and cohesion within the group, while accelerating the transformation of corporate culture by holding various events such as Webinars and lectures in each region. Furthermore, since FY2018, Fujitsu and its domestic Group companies have been hosting lectures and networking events by guests from inside and outside Fujitsu, and other regions have also been implementing events and measures to make this International Women's Day an important opportunity in the area of gender.

In FY2022, Fujitsu implemented various initiatives in conjunction with its "Thanks Project," which is aimed at encouraging employees to express their gratitude to each other more than ever amid changing work styles, and to make this a part of the company's culture.

Other Initiatives

In the Americas region, the Women's Innovative Network (WIN) offered a series sharing challenges and successes. East Asia and APAC (ASEAN and India) hosted online coffee table dialogues during Asia Human Rights and DE&I Week. Two guest female leaders offered advice to female employees. Europe and Global Delivery celebrated International Men's Day on November 19, providing an opportunity to understand DE&I concerning men and achieve it. Europe (NWE area) and Global Delivery are working on a gender pay cap program. Fujitsu Germany hosted a German Girl's Day event, giving female students the opportunity to experience AI. Global Delivery offers INSPIRE, a learning and mentoring program focused on women leaders.



Coffee Table conversation during the Asia Human Rights, DE&I Week

Initiatives for Health, Disability and Accessibility

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

During the hiring process, we prepare pamphlets and websites aimed toward job seekers with disabilities. This pamphlet includes employee interviews, as well as information as to our stance on the employment of people with disabilities, and the wide range of jobs available to them. In explaining how we provide an affirming and individually oriented workplace for all, regardless of disability, we hope to relieve them of any anxiety they may have about their employment. We also conduct long-term follow-up on these employees, from training until they become settled in their jobs, to encourage them to stay with us for the long term.

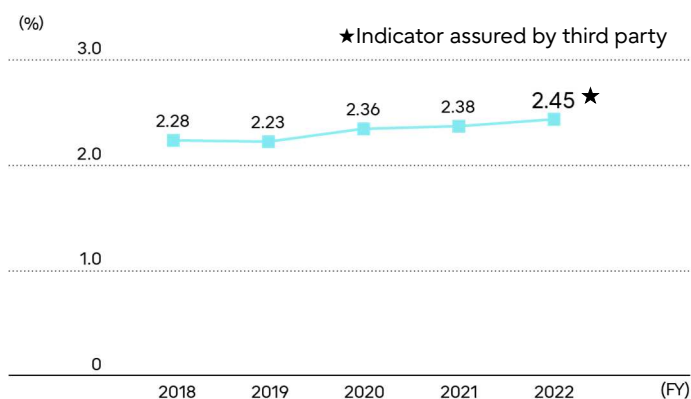
Examples of this include special training programs when they enter the company, and workplace-oriented consultations so that each employee is able to perform to the best of their abilities.

We also created a manual for workplaces, called the Work Style Guideline. It lists the things that employees should consider when working with employees with disabilities, according to each type of disability, to help understanding in the workplace.

In addition, we introduced a diversity communication tool—FUJITSU Software LiveTalk—as a common service for Fujitsu and its domestic Group companies, in order to support smooth communication and efficient operations which include employees who are hearing-impaired. We are implementing strategic measures such as hiring, accessibility improvements, and employee network activities in other regions, as well, according to the situation of the region and the country.

> [FUJITSU Software LiveTalk](#)

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



Initiatives on the International Day of Persons with Disabilities

On December 3, the International Day of Persons with Disabilities, we used purple, the Fujitsu Group's theme color for health and disability, to create a sense of unity within the Group, and delivered messages from top management. We are working together with DE&I promotion teams and employee network groups in each region to raise awareness of disabilities by holding events such as webinars and roundtables which promote understanding for people with disabilities, as well as conducting various initiatives that are aimed at boosting employee awareness.

Employee Network Groups of Employees with Disabilities

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

Special Subsidiaries to Promote the Employment of People with Disabilities

At Fujitsu and its domestic Group companies, we have established special subsidiaries in order to provide people with disabilities a wider range of workplaces. These subsidiaries work to cater to the unique needs of each and every individual, and create workplaces where they can thrive.

Initiatives in Other Regions

In certain regions, employees who promote DE&I are providing support for the Human Resources Department and reforming internal regulations and hiring practices, in order to build a workplace that is more inclusive for people with disabilities. Fujitsu has created a system for interviewing people with disabilities about their support needs on a voluntary and confidential basis. By improving the workplace through these initiatives, we will further improve the inclusion of people with disabilities.

	Year Established	No. of Employees with Disabilities	Main Work Tasks	Business Office (s)
Fujitsu FSAS & Sun Ltd.	1995	31	ATM, printer-related and personal computer repair, various services related to maintenance services for Fujitsu products, and system service operations	Beppu
Fujitsu Harmony Limited (as of March 31, 2023)	2013	197	Converting documents to PDF, office cleaning, restocking of office supplies, business card creation, setting up medical examination suits, novelty item creation, health-keeping services (employee massages)	Sapporo Office Numazu Office Niigata Office Aomori Office Sendai Office Kawasaki Office Nagano Office Nasu Office Makuhari Office Kawasaki Tower Kamata Office Shin-Kawasaki Office Nakahara Office Fukuoka Office Saitama Office Osaka Office Naha Office Nagoya Office Hiroshima Office* Shiodome Office* Kanagawa Office* *Health-keeping services only

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](#)

Other Initiatives

Fujitsu UK utilized the newly launched “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 Thailand, Fujitsu Vietnam, Fujitsu Indonesia, and Fujitsu Singapore donated funds and scholarships to support children with disabilities and those who lack access to education, technology, and employment opportunities.



Fujitsu Thailand employees visited schools to donate and install desktop computers

Initiatives for Culture and Ethnicity

The Fujitsu Group is moving forward with efforts to create a corporate culture which treats people from diverse racial and ethnic backgrounds with respect. We are launching activities related to ethnicity and culture on a global scale. Various events are held in each region, 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.

Fujitsu UK voluntarily published the ethnicity pay gap from 2021 to strengthen racial equality. Black Employee Inclusion Network Group (BEING) in the Americas region provided cultural education through Black History Month celebrations and partnerships with non-profit organizations. BEING also obtained funds from the Fujitsu Group's Strategic Community Investment 2022 program for promoting careers in STEM fields among young people. Fujitsu Australia has 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. The Fujitsu New Zealand Legal & Compliance Team was selected as a finalist for the D&I Initiative of the Year Award at the New Zealand Law Awards for its Māori and Pacific Peoples Inclusion Plan.

In addition, we, at Fujitsu, hire global personnel, including international students and students from overseas universities, by participating career events and holding in-house seminars for international students in and outside Japan. As a result, we have employed 674 foreign nationals at Fujitsu as of the end of FY2022. To help international employees integrate into Fujitsu's organizational environment and life in Japan, we have implemented a mentoring program, internal recommendations to promote the use of both Japanese and English for internal information and information sharing through our intranet site and internal social media. The English Club, a voluntary employees' network group established in Japan 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+ Initiatives

In June 2018, 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.

In Japan, we are also expanding the scope of application of our internal systems, such as congratulatory and condolence payments, vacation days, and leaves of absence, to include same-sex partners as well. We also take into consideration the use of preferred names based on gender identity and other efforts in order to create a support 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. Since 2017, we have hosted screening events under the theme of LGBTI+ and LGBTI+ allyship (2017: The Case Against 8 / 2018: Kalanchoe / 2021 and 2022: I am what I am. – Over the Rainbow – / 2022: I am Here – We Live Together). In recent years, participants of these events have started to naturally declare their LGBTI+ allyship in the workplace, by using rainbow-colored backgrounds for online meetings.

We are also committed to activities that contribute to the creation of a diverse and sustainable society. We are a partner in Pride House Tokyo (*1), 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) Pride House Tokyo : [Japanese language](#)
[English language](#)



Voluntary company participants in parades (photos taken in 2019 and 2018)

The Americas region installed restrooms for all genders and celebrated four pride (Policies on LGBTI+) events focusing on transgender people.

Fujitsu America was selected as one of the Best Places to Work for LGBTQ+ Equality 2022. The CEE area of Europe celebrated the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), and

Fujitsu UK was named one of the top 50 companies in the Stonewall Workplace Equality Index as an equal workplace for LGBTI+ employees.

Fujitsu Pride



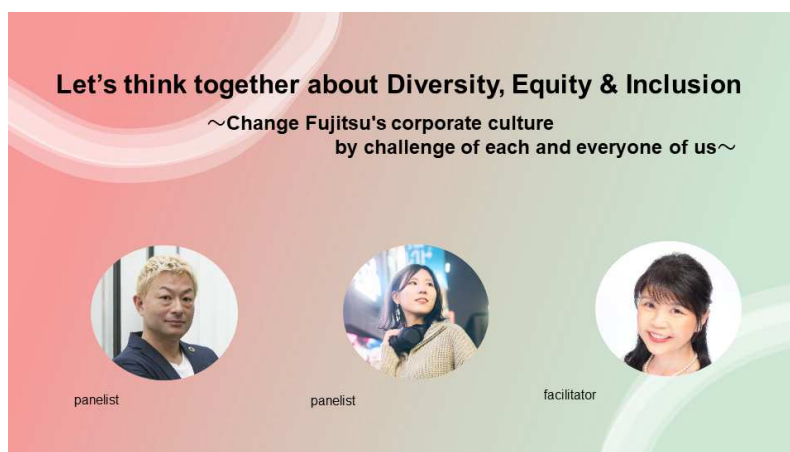
Fujitsu Pride is a movement at the Fujitsu Group where representatives from employee network groups of LGBTI+ people and allies from each region come together to collaborate and take action on a global scale with the support of executive sponsors. Since 2020, we have held the first-ever online "Global Fujitsu Virtual Pride Week," hosted by Fujitsu Pride. Executives and employees from Fujitsu and group companies in Japan and overseas participate, and activities such as virtual parades, online seminars, panel discussions, and small group events to discuss LGBTI+ issues are conducted.

Common global logo

Initiatives for Inter-generations

The Fujitsu Group strives for a corporate culture where all group ages should feel respected and that they 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 discussed their values and job satisfaction.



Dialogue forum for employees across generations

The Americas region has a networking group of employees who were in the armed forces. Fujitsu Vietnam encouraged employees who were in the armed forces by donating gifts and donations to wounded and ill veterans. Global Delivery hosted a Webinar for the sandwich generation (the generation that needs to care for older family members and their children). Various other initiatives are also underway in each region.

Support of a Healthy Work-Life Balance

Fujitsu is moving forward with efforts to establish systems that will allow employees to better balance their work and private life, including such events as childbirth, childcare, and long-term care. In addition to introducing and mainstreaming remote work, we are promoting a balance between work and childcare and long-term care by overhauling work systems, such as expanding "flex time" work setups without core work hours, and increasing the number of days men can take our unique parental leave.

Childbirth and Childcare

Fujitsu has established an Action Plan (*2) in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children. We also provide babysitter subsidies and have in-house childcare facilities in our business offices. Several times a year, we also conduct seminars for employees who have just returned from parental leave, as well as seminars for supervisors of employees who are on parental leave, with the aim of

providing workplace support and constructing networks, in addition to promoting diversity management. Furthermore, in addition to support seminars for employees who are about to take maternity or childcare leave, we also hold seminars for employees who are thinking about their career plans based on taking maternity or childcare leave in the future, employees whose spouses are about to have a baby, and supervisors who have such employees under their supervision, to fully support them in balancing work and childcare.

(*2) Action Plan: The first Action Plan was implemented in 2005. This current one is the 7th Action Plan (April 1, 2021 – March 31, 2024).

➤ [7th Action Plan \(61.6KB\)](#)

Nursing Care

Since FY2017, we have also hosted the Balancing Work and Nursing Care seminar for employees involved in nursing care. The seminar provides an opportunity to learn basic knowledge about nursing care in general, including support policies both inside and outside of the company, the mental/emotional attitude needed, and the preparation that goes into providing nursing care. In addition, in FY2020, we released a handbook which compiles information about knowledge and behavior to keep in mind for each stage of care, as well as the company systems available for use, with the goal of having employees use them to balance work and nursing care. Furthermore, in conjunction with CareNet, Inc., a Fujitsu Group company that offers nursing care services, we launched a Nursing Care Consultation Service, and are aiming to realize employee wellbeing by addressing the nursing care worries of each employee across the entire Fujitsu Group.

External Awards / Certifications

See [here](#) for a list of the external awards / certifications that Fujitsu has received for its diversity efforts.

Initiatives in Other Regions

Region Name	Awards and Recognition in FY2022
Americas	<ul style="list-style-type: none"> Best Place to Work for LGBTQ+ Equality 2022 (human rights campaign) Fujitsu America: Selected by its African-American employee network for the Fujitsu Group's Strategic Community Investment 2022 program to support Girls Who Code (a non-profit organization that supports education in STEM fields for women, of which Fujitsu is committed to)
APAC	<ul style="list-style-type: none"> Fujitsu Australia: Gold Level Award in the Australia Workplace Equality Index for LGBTI+ inclusion Fujitsu New Zealand: Certified for LGBTI+ Inclusion by Rainbow Tick Fujitsu Australia and Camp Quality's Kids' Guide to Cancer App win 2023 ISG Paragon Awards™ ANZ Fujitsu Australia and Camp Quality's Kids' Guide to Cancer App win the Best Not-for-profit Project at 2023 iTnews Benchmark Awards Fujitsu Asia: 2 employees respectively selected as winners in the Innovation (Partner) category and finalists in the Achievement (Partner) category of the Women in ICT Awards (WIICTA)"
Europe	<ul style="list-style-type: none"> Fujitsu UK: Received 2022 Black Tech Achievement Award Fujitsu UK: Named top company in the 2022 Social Mobility Employer Index Fujitsu UK: Named Disability Confident Leader by the UK Government for the third consecutive year since 2017 Fujitsu UK: Named one of the top 50 companies for gender equality by The Times Fujitsu Germany: Awarded in the Women's Career Index (FKI) for the third time
Global Delivery	<ul style="list-style-type: none"> Fujitsu Services' INSPIRE (a learning and mentoring program for female leaders) won the Fujitsu Way Empathy Award in the in-house 2022 Sustainability Contribution Awards

	<ul style="list-style-type: none"> • Fujitsu GDC India: Named Best DEI Employer and Champion of Change by BW Businessworld • Fujitsu GDC India: Received Bronze Award from India Workplace Equality Index for LGBTI Inclusion
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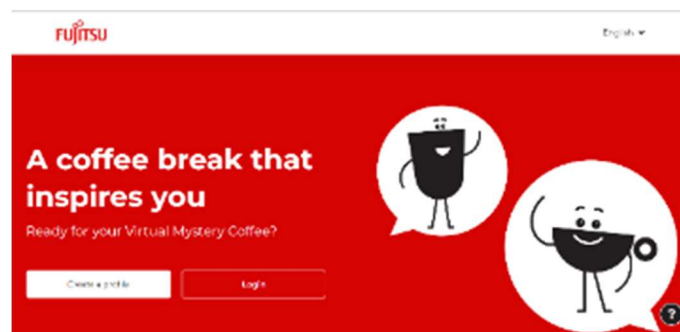
Fujitsu UK's Black Tech Achievement Award 2022

FY2022 Performance

★Indicator assured by third party

Initiatives to Foster Corporate Culture

- DE&I Session (former name: Companywide Diversity Promotion Forum): 516 participants in FY2022 (Fujitsu, domestic Group companies, and each overseas region)
- Incorporated DE&I questions into our annual global engagement survey
- Held Human Rights and DE&I Week (East Asia)
- Held intercultural awareness session "Working with Japanese Employees" (Europe (CEE area))
- Celebrated Inclusion Week 2022 (Europe (NWE area))
- Providing training for inclusive recruitment and aiming to recruit diverse talent (Europe (NWE area))
- Conducted inclusive leadership training (Global Delivery)
- Leaders participated in reverse mentoring program on viewpoints with reverse mentors who were young employee from diverse backgrounds, and fostered inclusive leadership behaviors in one-on-one environment (Europe region)
- Launched "Mystery Coffee" in Europe region to create inclusive atmosphere and sense of togetherness in workplace, and expanded both in-house and globally (Europe (CEE area))



Mystery Coffee in Europe

Gender Initiatives

- Female employee rate: 19.5% / Female manager rate: 9.1%★ / Newly appointed female manager rate:

25.8% (Fujitsu)

- Held Female Employee Career Workshop: 356 participants in FY2022 (Fujitsu and domestic Group companies)
- Implemented measures to celebrate International Women's Day (in each region)
- Implemented measures to celebrate International Men's Day (Europe, Global Delivery)
- Provided External training program for women (Fujitsu)
- Activities of Network groups for gender empowerment and diversity (in each region)
- Conducted Gender Pay Gap Program (Europe (NWE area), Global Delivery)
- Held Girl's Day event in Germany (Fujitsu Germany)
- Offered program for women leaders (INSPIRE) (Global Delivery)

Initiatives for Health, Disability and Accessibility

- Rate of employment for people with disabilities: 2.45%★ (June 2022) (Fujitsu)
- Conducted International Day of Persons with Disabilities event (Japan region): Posted video interviews with people with disabilities regarding their thoughts on DE&I
- Implemented measures to celebrate International Day of Persons with Disabilities (in each region)
- Introduced LiveTalk, a diversity communication tool for hearing-impaired people, company-wide, and for all domestic group companies (Fujitsu and its domestic Group companies)
- Held lectures by employees with disabilities at new employee training (Fujitsu)
- Held seminars to promote understanding of disabilities (FY2022: 2 times)
- Employee network groups for people with disabilities (in each region)
- Conducted photo contest for pets supporting people with disabilities (Americas region)
- Conducted #CaringforCarers campaign to support caregivers (Global Delivery)
- Conducted survey of persons with disabilities through cross-sectional project to improve employment and working conditions for persons with disabilities

Initiatives for Culture and Ethnicity

- Employee network group activities for understanding diverse cultures and specific ethnic groups (in each region)
- Activities of Black Employee Inclusion Network Group (BEING) (Americas region)
- Activities of LatinX Link (Latino employee inclusion network group) (Americas region)
- Mentoring program for foreign employees and support for English Club (Fujitsu)
- Fujitsu New Zealand Legal & Compliance Team selected as finalist for D&I Initiative of the Year Award at the New Zealand Law Awards for Māori and Pacific Peoples Inclusion Plan
- Celebrated National Reconciliation Week (a period for understanding Australian culture, history, etc. and creating a better relationship with indigenous people) (APAC (Oceania area))
- Celebrated Matariki star cluster, which marks Māori New Year, as part of Māori and Pacific Peoples Inclusion Plan for first time (Fujitsu New Zealand)
- Non-Japanese employees share stories of their cross-cultural experiences in Japan

LGBTI+ Initiatives

- Global Fujitsu Virtual Pride Week 2022 (Fujitsu Group)
- Employee network groups for LGBTI+ employees and allies (in each region)
- Online film screening and discussion (movies "I am what I am. – Over the rainbow –" and "I am Here – We Live Together")
- Participation in "Business For Marriage Equality," a corporate campaign that calls for marriage equality in Japan (from November 2020)
- Participated in career workshop at Pride House Tokyo's "LGBTQ+ Youth EXPO"
- Celebrated National Coming Out Day and Transgender Awareness Week (Americas region)
- Selected as one of the top 50 companies in Stonewall Workplace Equality Index (Fujitsu UK)

- Celebrated International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) (Europe (CEE area))
- Awarded Pride Champion Silver 2022 by the PRIDE Champion Audit (Fujitsu Germany)

Intergenerational Initiatives

- Initiatives for Inter-generations Activities of veteran employee network group (Americas region)
- Hosted Webinar for the sandwich generation (the generation that needs to care for older family members and their children) (Global Delivery)
- Donated gifts and money to an agriculture hospital and charitable organization for children with disabilities and orphans on Children’s Day (Fujitsu Vietnam)
- Donated gifts and money to wounded and ill veterans for encouragement (Fujitsu Vietnam)
- Donated money and scholarships to support children with disabilities and those with no or little access to education, technology and employment opportunities (Fujitsu Thailand, Fujitsu Vietnam, Fujitsu Indonesia, and Fujitsu Singapore)

Efforts Toward the Support of a Healthy Work-Life Balance (Fujitsu)

Event Name	Frequency	Participants	Details
DE&I / Diversity Promotion Seminar for child-rearing employees	2 times	114	Health advice from public health nurses, lectures by external speakers, dialogue with executive-level staff, group discussions
DE&I / Diversity Management Seminar for supervisors of employees with children	2 times	314	Health advice from public health nurses, lectures on management by external speakers, group discussions
Preparatory seminars for maternity/paternity leave	2 times	412	Policy explanations, health advice from public health nurses, lectures by postpartum doulas, panel discussions, group discussions

- Number of Employees Utilizing Childcare and/or Nursing Care Policies, and Reinstatement/Retention Rates of Employees after Childcare and/or Nursing Care Leave (Fujitsu)
Number of Employees Utilizing Policies (FY2022: Fujitsu) (Unit: No. of employees) (*3)

	No. of Users	Men	Women
Child Care Leave (*4) (*5)	518★	286	232
Family Care Leave	18★	10	8
Short Working Hours (child care)	670★	21	649
Short Working Hours (family care)	11★	8	3
Paternity Leave (*6)	549★	549	-

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

(*4) Short-term childcare leave taken within 8 weeks of childbirth and subsequent re-taking (so-called paternity leave) are counted as 1 person each.

(*5) 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) (including combined use with childcare leave) are counted.

(*6) Employees who had a child during the fiscal year and took such leave during the fiscal year (including combined use with childcare leave) are counted.

Reinstatement/Retention Rates After Child Care Leave/Family Care Leave (FY2022: Fujitsu)

	Reinstatement Rate	Retention Rate
Child Care Leave	100%	96.6%
Family Care Leave	100%	85.7%