

# Social and Governance Data

## Employees in Fujitsu group

			FY2022	FY2023	FY2024	GRI
Number of employees by region (person) (*1)	Total		124,055	123,527	112,743	G102-7,8
		Japan	72,641	72,049	66,812	
		East Asia	4,966	4,655	3,663	
		Asia Pacific	20,440	20,888	19,191	
		The Americas	3,891	3,851	3,584	
		Europe	22,117	22,084	19,493	
Number of Employees by Type of Contract (person)	Full-time		124,055	123,527	112,743	
	Non Full-time (*2)		12,005	13,288	10,320	

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

\*2 Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

## Board of Directors

			End of June, 2023	End of June, 2024	End of June, 2025	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)

		FY2022	FY2023	FY2024	GRI
Ratio of female employees (%)	Fujitsu group	24.8	25.2	25.8	G405-1
	Fujitsu	19.5	20.5	21.4	
Ratio of female executives and managers (%)	Fujitsu group	15.0	15.8	16.8	
	Fujitsu	9.1	10.3	11.5	
Ratio of female in junior management positions (%)	Fujitsu group	17.8	18.2	19.4	

Ratio of female in top management positions (%)	Fujitsu group	13.8	15.6	22.6	
Ratio of female in management positions in revenue-generating functions (%)	Fujitsu group	15.5	17.5	17.9	
Ratio of female in STEM-related (*5) positions (%)	Fujitsu group	20.4	19.5	20.7	

- \*3 The number of employees as of end of the fiscal year (March 20)
- \*4 The ratio of "diversity" in the Fujitsu Group for the fiscal year 2024 is calculated excluding discontinued operations.
- \*5 STEM-related Departments: Departments related to Science, Technology, Engineering and Mathematics

			Male	Female	GRI
Average salary for FY2024 by gender (Fujitsu group) [yen]	Executive level	Base salary only	33,557,143	32,657,143	G405-2
		Base salary + Other incentive	129,219,500	119,695,143	
	Management level	Base salary only	9,248,554	8,635,649	
		Base salary + Other incentive	13,334,916	12,209,859	
	Non-management level	Base salary + Bonus	6,092,447	4,901,237	

- \*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 2024 Plan < Grant amount fixed for 3 years of 2024~2026 > is used instead of the amount based on the fixed amount of grant in fiscal 2024.

## Diversity (Fujitsu)

		FY2022	FY2023	FY2024	GRI
Number of employees (*9) Total (person)		35,092	35,924	34,850	G405-1
Average age (year) (*10)		43.7	43.6	43.1	
Number of employees by age group (person)	Under 30	5,126	5,252	5,297	
	30-49	16,523	17,093	17,166	
	50 and over	13,443	13,579	12,387	
Number of employees by gender (person)	Male	28,248	28,549	27,381	G405-2
	Female	6,844	7,375	7,469	
Gender salary gap(%) (Female to male ratio) (*11)	All employee	76.9	76.8	79.0	
	Full-time employee	76.5	76.7	78.4	
	Fixed-term employee	84.5	81.3	86.2	
Ratio of newly appointed female managers (%) (qualified personnel)		25.8	28.6	31.1	G405-1
Number of non-Japanese employees (person)		674	774	817	
Employment ratio of people with disabilities (%) (*12) (counted in every June)		2.45	2.35	2.38	

\*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, 2024, to March 31, 2025.Salary is the amounts paid to employees, including basic salaries, bonuses, and other benefits. (Excluding retirement allowance and commuting allowance.)

\*12 Fiscal 2022 data cover Fujitsu, Fujitsu Harmony, Fujitsu IS Services, Fujitsu Advanced Accounting Services, Fujitsu Home & Office Services, and Fujitsu Techno Research, fiscal 2023/2024 data cover Fujitsu, Fujitsu Harmony, Fujitsu IS Service, Fujitsu Advanced Accounting Service, Fujitsu Home & Office Service, Fujitsu Techno Research and Fujitsu Japan.

## Employment (Fujitsu Limited)

			FY2021	FY2022	FY2023	FY2024	GRI
Average year of service (year) (*13)	Total		19.2	19.1	18.8	18.2	
		Male	20.0	20.0	19.8	19.1	
		Female	15.8	15.5	15.2	14.6	
Total number of new employee hires (person)			1,220	1,583	2,131	1,686	G401-1
Ratio of new hires (%)			67.2	48.3	49.2	53.0	
Percentage of open positions filled by internal candidates (%)			87.1	79.3	68.9	78.3	

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

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

			FY2022	FY2023	FY2024	GRI
Number of employees using child care leave (person) (*14),(*16)	Total		518	525	584	G401-3
		Male	286	303	324	
		Female	232	222	260	
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		96.6	98.9	97.8	
		Male	95.8	99.1	97.8	
		Female	96.9	98.7	97.7	
Number of employees using family care leave (person) (*14)	Total		18	24	25	
		Male	10	11	14	
		Female	8	13	11	
Return to work rate after family care leave (%)			100	100	100	
Continuous work rate after family care leave (%)			85.7	93.3	92.9	

Number of employees using Short working hours (child care) (person) (*14)	Total		670	674	627
		Male	21	15	22
		Female	649	659	605
Number of employees using Short working hours (family care) (person) (*14)	Total		11	14	12
		Male	8	7	5
		Female	3	7	7
Paternity leave (person) (*14)(*15)			549	592	591
Percentage of male employees taking childcare leave (%) (*17)			85.1	86.2	86.2

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

\*15 Employees who gave birth within the fiscal year and took the relevant leave within the same fiscal year (including those who combined it with childcare leave) are being counted.

\*16 "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)

\*17 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)

	FY2022	FY2023	FY2024	GRI
Lost time injury frequency rate (*18)	0.03	0.09	0.13	G403-2
Severity (rate)(*19)	0.00	0.00	0.00	

\*18 Number of work-related absences per 1 million working hours

\*19 Number of lost working days/Total working hours ×1,000

# Human Resource Development (Fujitsu group)

## Overview

	FY2021	FY2022	FY2023	FY2024	GRI
Average Annual Hours Spent Learning [hour /year /person]	42.0	46.5	37.4	54.4	G404-1
Annual Cost of Learning [1000yen /year /person]	81.7	75.4	73.9	100.2	
Human Capital Return on Investment (ROI) (*20)	1.21	1.24	1.19	1.22	

\*20 Human Capital Return on Investment (ROI): Calculated by [net sales - (operating expenses - employee-related expenses)]/employee-related expenses

## Breakdown of learning hours in FY2024

Age group	20s and younger	30s	40s	50s	GRI
Average Annual Hours Spent Learning [hour /year /person]	135.6	29.7	31.6	29.5	G404-1

Gender	Male	Female	GRI
Average Annual Hours Spent Learning [hour /year /person]	41.8	49.6	G404-1

Level	Managers and above	Non-managers	GRI
Average Annual Hours Spent Learning [hour /year /person]	30.4	47.3	G404-1

# 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	FY2021	FY2022	FY2023	FY2024	Target for FY2025
Engagement score (%) (*21)	67	69	69	68	75

\*21 The Positive response rate is as follows.  
FY2021: 64%, FY2022: 66%, FY2023: 64%, FY2024: 63%, Target for FY2025: 72%

# Political contributions and other spending (\*22)

## Overview

Category	FY2021	FY2022	FY2023	FY2024
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations /candidates	17.1	20.2	20.4	19.9
Trade associations or tax-exempt groups	134.9	130.4	216.9	208.1
Others	0	0	0	0
Total	152.0	150.6	237.3	228.0

[million yen]

\*22 Fujitsu conducts political donations properly in accordance with the Political Funds Control Act.

## Expenditure on major political organization

Organization	FY2023
National Political Association	18.0

[million yen]

## Large expenditure by sustainability topics

Topics	Description of engagement	FY2024
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.	117.6
Sustainable development on a global scale	Our company works through organizations such as the World Economic Forum (*23) for the purpose of sustainable development of industry and humankind.	71.9
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 (*23) for Sustainable Development.	18.6

[million yen]

\*23 For more information on WEF and WBCSD, please visit [this site](#).