



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 110,000 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

We work unceasingly to create human-centric value in the real-world and digital societies in which we engage, and our corporate activities all reflect consideration for human dignity

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(*1) 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:

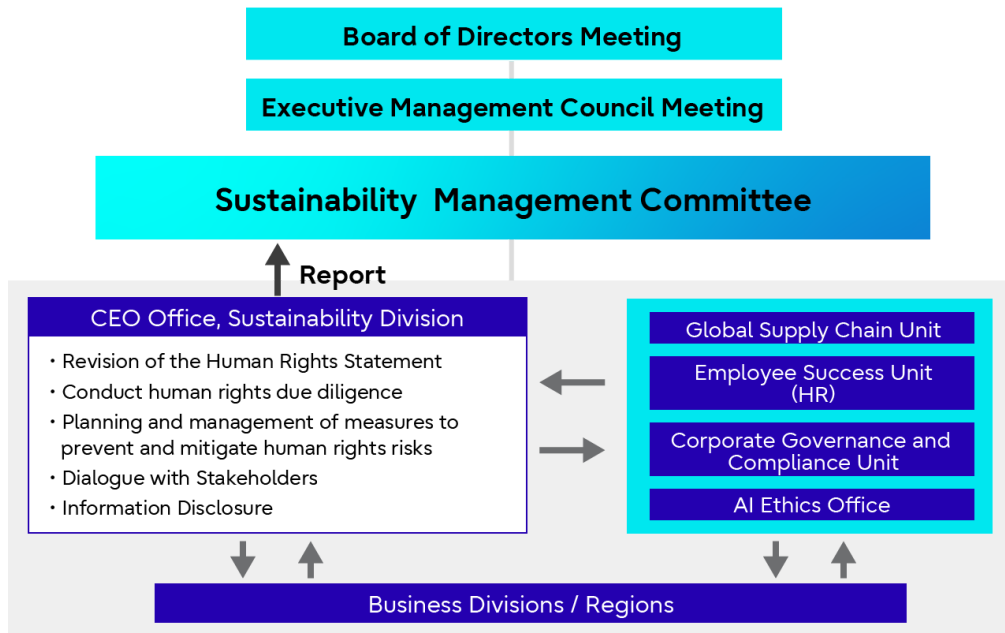
The compact identifies 10 principles that corporations should uphold in four areas: human rights, labor practices, the environment and anti-corruption.

- [\[PDF\] Fujitsu Group Human Rights Statement](#)
- [\[PDF\] Fujitsu Group Human Rights Statement APPENDIX](#)
- [For other languages](#)
- [Modern Slavery Statement \(UK\)](#)
- [\[PDF\] Fujitsu Modern Slavery Statement 2024 \(Australia\)](#)
- [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.

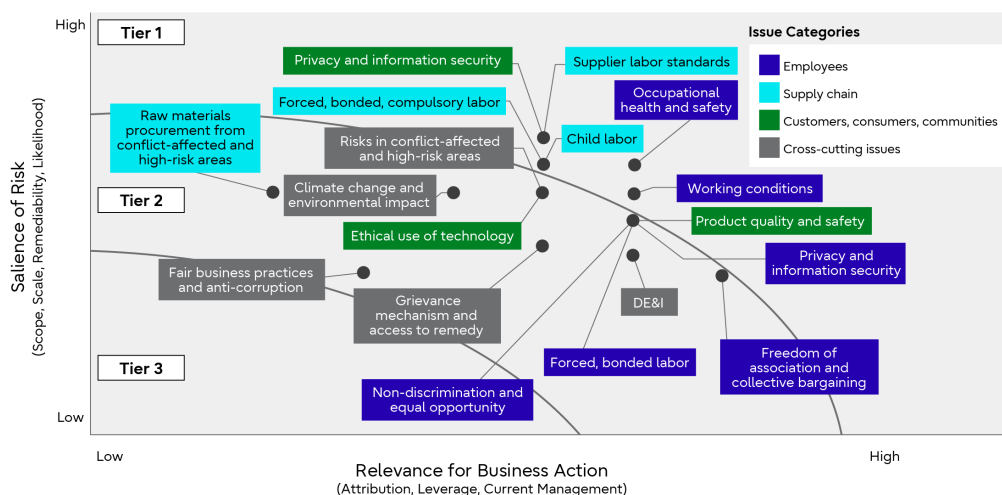


Human Rights Respect Promotion Framework

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**

Supply chain work environment

Risks	• 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 • 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
Initiatives	• To develop and announce the "Fujitsu Group Sustainable Procurement Policy," and request that suppliers absorb and comply with said Policy • To conduct a regular, annual CSR Survey of our major suppliers both in Japan and overseas to verify the status of initiatives
Achievements in FY2024	• Conducted a CSR Survey and received responses from 609 suppliers

Forced labor and child labor

Risks	- 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 - 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
Initiatives	- 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 - We confirmed the status of this initiative through a written survey
Achievements in FY2024	- Conducted a CSR Survey and received responses from 609 suppliers - Confirmed that there is no forced labor or child labor

Dealing with high-risk minerals

Risks	- Risk of procuring raw materials (copper, cobalt, tin, tungsten, tantalum, gold, etc.) from conflict-affected or high-risk areas - 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 - Risks associated with human rights violations, including forced labor and child labor
Initiatives	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 regular surveys of high-risk minerals
Achievements in FY2023	- Fujitsu received responses from 89.2% of the suppliers surveyed - Smelters operated by 542 companies were checked, of which 274 were compliant with the RMI-certified Responsible Minerals Assurance Process (RMAP)

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, sex, social status, family origin, disability, sexual orientation or gender identity, birthplace, age, or any other factor that is not related to legitimate business interests.

Work environment

Risk	• 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 • Risk of harassment
Ongoing initiatives	• Implement a range of initiatives to reduce long working hours and thus improve each employee's work-life balance and productivity • 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 • Social Well-being

Non-discrimination and equal opportunity

Risk	• Risk of workplace discrimination on the basis of class, race, skin color, sex, language, religion, age, political or other opinions, national origin, property, sexual orientation, disability, birth or other status, etc, with respect to employment policies, training, promotions, hiring practices, wages, and social security
Ongoing initiatives	• Diversity, Equity & Inclusion

Human Rights Education and Awareness-Building

Education

Fujitsu will continue to provide comprehensive human rights education to all employees and will conduct human rights training that factors in the specific challenges faced by each region.

<e-Learning on Business and Human Rights>

- Purpose : 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
- Target audience : All employees of the Fujitsu Global group of companies
- Attendance rate : 96% (FY2024)

<e-Learning on AI Ethics>

- Purpose : To develop an understanding of global trends in AI ethics, Fujitsu's initiatives in that space, and AI ethical risks in business
- Target audience : All employees of Fujitsu's group companies within Japan
- Attendance rate : 94% (FY2024)

<e-Learning on Workplace Management>

- Purpose : Learn the essential knowledge and mindset for workplace management to create a comfortable working environment (harassment prevention, mental health, labor time management, etc.).
- Target audience : Employees in leadership roles of Fujitsu Japan's group companies
- Attendance rate : 98% (FY2024)

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 we engage in activities conducive to awareness-building from a corporate perspective.

Human Rights Day 2024	To mark Human Rights Day, we held an internal, Group-wide globally ideation challenge on the theme of "Technology and Human Rights Issues." The objective was to canvass innovative business ideas that leverage technology to solve human rights issues. Employees from diverse backgrounds around the world applied, providing a collection of creative, out-of-the-box business proposals relating to human rights.
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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.

Privacy and Data Security

Risk	• 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 • The risk that personal privacy will be violated, endangering life and safety due to the use of products and services in a way not intended by the manufacturer or service provider • 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
Ongoing initiatives	• In FY2024, we provided information security education materials for our partners • We implemented initiatives to safeguard and improve the security of customer information through our products and services • Information security

Initiatives on AI Ethics

The rapid progress of AI, including generative AI and AI agents, 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 ethical issues such as discrimination and unfairness arising from AI misidentification and consequent negative decision-making, which can erode 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 valuable, safe and secure to use.

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.

- [\[PDF\] 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.

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-centric way. In recent years, there have been reports of shocking cases of ethical issues arising from the use of AI for handling privacy information. Examples include discrimination and unfairness which have occurred as a result of AI misidentification, leading to negative decision-making. Such cases can erode 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 valuable , safe and secure to use.
Impact	In recent years, the spread of generative AI and the emergence of AI agents has advanced AI to the point that AI is increasingly replacing human judgment across a broad range of domains. While the use of AI is expanding, there is an increasingly acute risk that the behaviors and inappropriate outputs from Fujitsu's AI could infringe on the human rights of users and consumers, which could in turn pose risks not only of legal liability but also of damage to the Group's reputation. In addition, the EU AI Act of 2024 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. It is therefore crucial to implement appropriate risk management in the development and operation of AI systems. (As at June 2024)

Mitigating actions

Fujitsu has established a Group-wide system to assess AI ethical risks. The system has defined risk levels and requires that products and business projects that equal or exceed a certain level must pass through an AI review. The AI Ethics Office and professionals specializing in R&D, human rights and legal matters participate in the review, which evaluates the social impact of AI from multiple perspectives.

To enable all employees to promptly identify AI ethical risks, Fujitsu is implementing various Group-wide initiatives including avenues such as education and the provision of theme-based learning materials to deepen understanding of the importance and key aspects of AI ethics.

As a stratagem for mitigating quality risks, Fujitsu has incorporated measures in its quality assurance processes to address AI-specific risks. The processes also contain measures to ensure compliance with the EU AI Act.

Moreover, Fujitsu has established the “Fujitsu Group External Advisory Committee on AI Ethics” as a body that meets regularly and engages in ongoing dialogue. This committee consists of external experts to ensure the safe and secure deployment of AI in society. As part of efforts to mitigate AI ethical risks in society as a whole, Fujitsu has also been using its membership of AI4People and meetings with government advisory panels to research and review guidelines for the development and use of AI as proposed by the Japanese government and governments of other countries. These risk mitigating actions enable Fujitsu Group management and employees to recognize AI ethical risks and understand the precautions required when researching, developing, providing, and operating AI. By minimizing the likelihood of situations that might negatively impact users and customers, we aim to foster trust in AI.

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 community stakeholders, including users and consumers.

Promotion and Practical Application of AI Ethics

As stipulated by the policies laid down in the “Fujitsu Group AI Commitment”, we conduct Group-wide education and training activities that also take into account specific and pressing ethical questions surrounding AI.

Recognizing that leadership from top management is essential to establishing a corporate culture where AI ethics is based on respect for human rights, we have established the Fujitsu Group AI External Advisory Committee on AI Ethics, composed of external experts, to provide objective evaluation of ethical practices within the Group.

A summary of the committee's discussions is shared at meetings of the Board of Directors, incorporating the Group's AI ethics initiatives into its corporate governance framework and allowing for ongoing review and improvement. Furthermore, by positioning AI ethics as one of the key topics for management foundation in Fujitsu's Materiality, we recognize that AI ethics presents business challenges and are working to address these.

- [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”](#)
- [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 FY2024

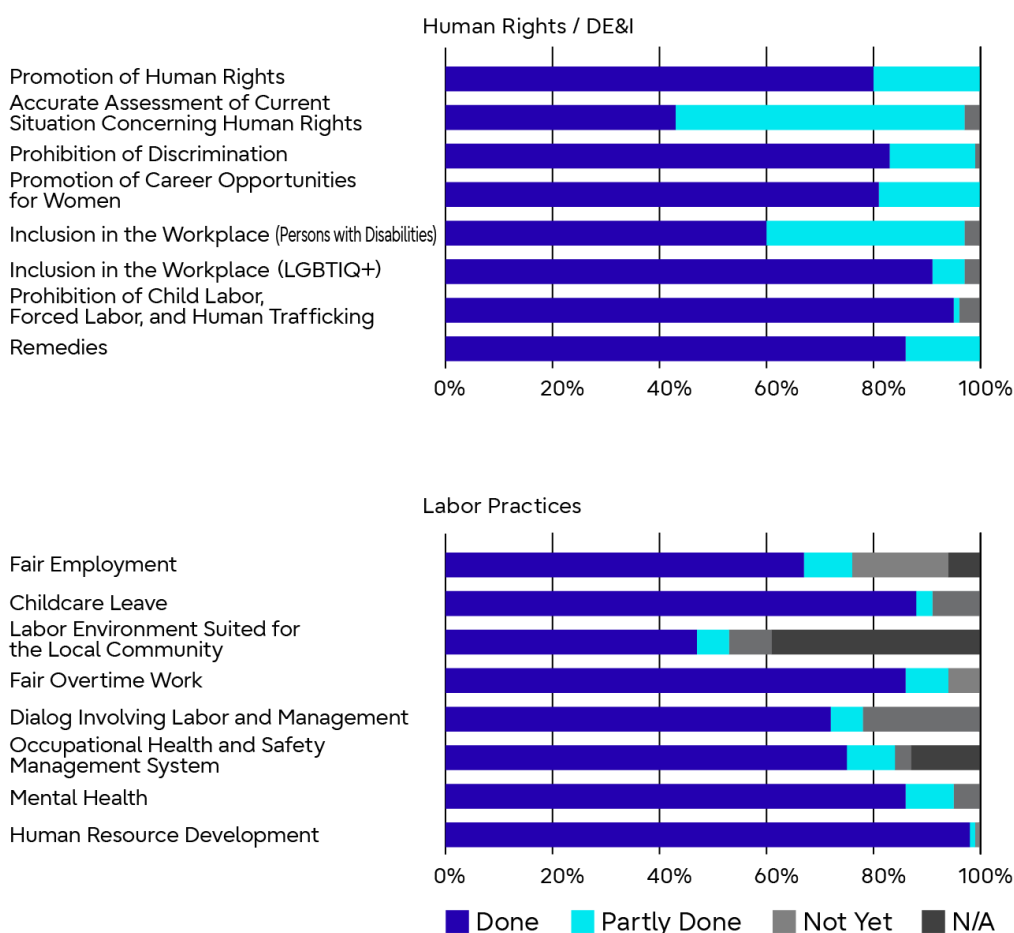
Corporate initiatives focused on AI Ethics, with management's involvement	• We held two meetings of the "Fujitsu Group External Advisory Committee on AI Ethics" to receive objective feedback on Fujitsu's AI ethics initiatives, including human rights initiatives, from external experts. • We share the activities for FY2024 and the minutes and recommendations of the above mentioned External Advisory Committee at meetings of the Board of Directors.
Integration of AI Ethics within the Group through AI Ethics training and practice	• We conducted an e-learning course on "AI Ethics" for Fujitsu Group employees in Japan; 94% of all domestic employees took part. • 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.
Fostering AI Ethics in Society by Sharing Fujitsu's Advanced AI Ethics Initiatives	• As a global company, we are participating in the Reporting Framework for compliance with the International Code of Conduct which is a direct outcome of the G7 Hiroshima AI Process, and are disclosing Fujitsu's initiatives accordingly. • We are participating in discussions on the future of AI regulation in Japan through the Cabinet Office's AI Strategy Council, and the Ministry of Internal Affairs and Communications' Conference Toward AI Network Society, which debate various issues surrounding AI. • Fujitsu is releasing its generative AI guidelines externally to help promote the appropriate use of generative AI in society. The guidelines cover key considerations for using generative AI, including fairness risks and their mitigation. They also provide information for users about potential human rights violations, such as discrimination, that generative AI could cause.

Tracking the effectiveness of measures

ISO26000-based Written Surveys

We undertake written surveys of all group companies in Japan and abroad based on the ISO 26000 standard to verify the status of initiatives promoting respect for human rights. In a survey conducted in FY2022, we examined 6 facilities and 79 group companies globally to assess the progress of their human rights and work practices programs, with the aim of identifying problems and developing corporate policies. We also conducted a survey of 21 group companies outside Japan in FY2020 to investigate working hours, wages, privacy, and reporting systems. As a result of the survey, issues were identified regarding "Labor Environment Suited for the Local Community". In response, we have been promoting corporate culture and fostering awareness of diversity and inclusion by hosting DE&I sessions (*2) and distributing video content on unconscious bias. Additionally, as part of our efforts to improve labor practices and the working environment, we have established prayer rooms at several major business sites. We have also implemented mitigation measures such as establishing human rights consultation service and Internal Whistleblower System to address any incidents of human rights violations.

- ***2: DE&I sessions**



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.

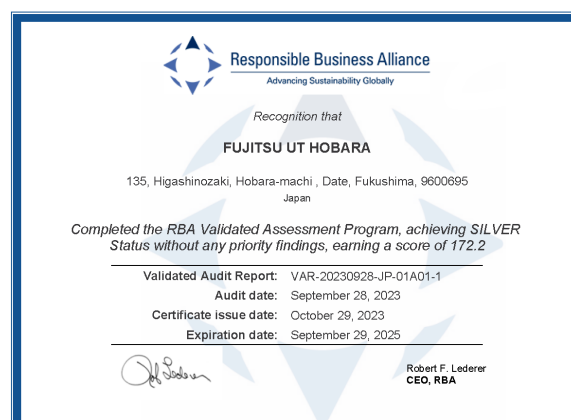
Since joining the RBA in 2017, the Fujitsu Group has been working both internally and with suppliers to promote responsible business practices and build responsible supply chains, including incorporating the RBA Code of Conduct into the Fujitsu Group Sustainable Procurement Policy.

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. Fujitsu Group's Hobara (Fukushima) and Kasashima (Ishikawa) server and storage manufacturing facilities underwent a VAP audit in FY2023 and FY2025 (May) respectively. Hobara Factory attained Silver Status and Kasashima Factory attained Gold Status, certifying each as having a safe and secure working environment with a high level of respect for the human rights of their workers.

The audit did identify a few exceptions such as "Failure to conduct evacuation drills at sunset" and "Some faulty Emergency lights" (Hobara Factory), and "Inadequate description of the method used for calculating payroll deductions (taxes, social insurance premiums, etc) in the Notification of Conditions of Employment" (Kasashima Factory). However, all have since been rectified and the improvements made currently ensure full compliance 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 conducted a discussion with external experts, attended also by relevant internal departments, aimed at addressing the EU Corporate Sustainability Due Diligence Directive (CSDDD).

- [\[PDF\] Details of Dialogue](#)
- [\[PDF\] Record of FY 2023 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(*3). 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.

*3: 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"](#)

Community Human Rights Initiatives

The Fujitsu Group promotes community projects around the globe, aiming to nurture mutual respect and raise awareness of human rights through interaction and collaboration with various people.

- [Community](#)

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 female in Fujitsu with an additional focus on leadership roles.

- Increase the ratio of female 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 (*1)

*1: 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, equity and inclusion (DE&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, 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 inducing behavioral change in employees.

The theme of the 2024 session was “The Activity of Employees with Diverse and Different Values—Together with the Fujitsu Way—” (considering how each individual employee should act while understanding and respecting different cultures). The event featured a panel discussion held by the President and executives, with enthusiastic participation from many employees from each global region.



DE&I Session 2024

In addition to employees in each region sharing their DE&I experiences and insights via internal media, 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. 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.



Unconscious bias video content aimed at improving communication

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 2024, on the auspicious occasion of International Women's Day, we held "Breaking the Barriers Conference" globally, with the aim of fostering a corporate culture where anyone can play an active role in a way befitting themselves. Several executives gave talks, considering the concept of "inclusion" along with the participating employees.

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.

Breaking the Barriers

"Breaking the Barriers (BTB)" is a space to recognize the "glass ceiling" and discuss ways to eliminate it, as well as the name for an array of activities aimed at providing such insight.

- BTB Podcast
Fujitsu's internal leaders are brought on as podcast guests, where they share personal experiences, such as issues and walls they experienced in their career, as well as how they overcame them.
- BTB Conference
At this event intended for all employees globally, executives gave talks, discussing issues affecting employees' individual activity from the perspective of management issues. We held a panel discussion examining what changes would be necessary for Fujitsu to become a company in which our diverse employees could thrive and contribute. Overall, it was a productive time for all participants to think more deeply about inclusion.

Dialogue with the President

Fujitsu has continually established "spaces for discussing our true thoughts" in order to deepen mutual understanding between management and employees, and to promote an organizational framework that incorporates diverse perspectives. In this session, we engage the President in a casual dialogue concerning the future strategies of Fujitsu, career development, and the issues and changes female managers and adjacent employees feel in their day-to-day work life. The session is open not only to female employees, but to male employees as well, and offers the opportunity to understand the issues related to the activity of women from various perspectives. Through this, we hope that management and related employees begin to notice their unconscious biases, and deepen their understanding, as we try to raise women's base level of activity overall.

en Fujitsu WOMEN Leaders — Let's Connect, for Our Future —

At Fujitsu, we received a number of requests from women leaders for opportunities to network with other women in leadership roles across organizations. So, we created "en Fujitsu WOMEN Leaders."

This community is intended to form a network of women leaders across organizations (interdepartmental), and encourage empowerment. The exchange event includes a message from the management as well as a place for free exchange between participants. We expect this event to bring even greater growth by encouraging continued networking, and offering mutual stimuli, learning, and support to the women leaders.



Exchange event (Interacting with the President)

Career Workshop for Female Employees

We hold a workshop intended primarily for female employees on a leadership track in Fujitsu and its domestic Group companies with the aim of examining individualized careers and the actions necessary to achieve such careers.

In fiscal 2024, we introduced sessions for deepening self-understanding, and strengthened the element of career ownership. By learning about diverse workstyles and gaining an executive model through talks given by outside lecturers and dialogue with multiple role models, female employees see reduced confusion and uncertainty regarding their future career (including woman-specific issues) and greater vision of their ability to demonstrate competence as an executive, thereby enabling them to expand their career options.

FY2024 participants: 749 (from Fujitsu and domestic Group companies)

Regional Initiatives

At Fujitsu Germany in the Europe region, we offered two 3D Web-Workshops for an event on Girls' Day, an industry-academia-government collaboration in which girls from all over Germany experience a day at a workplace to encourage interest in and understanding of STEAM fields. These workshops were intended for female students from elementary grade five and up for the purpose of increasing and strengthening women moving into research and technical positions in the next generation.

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.

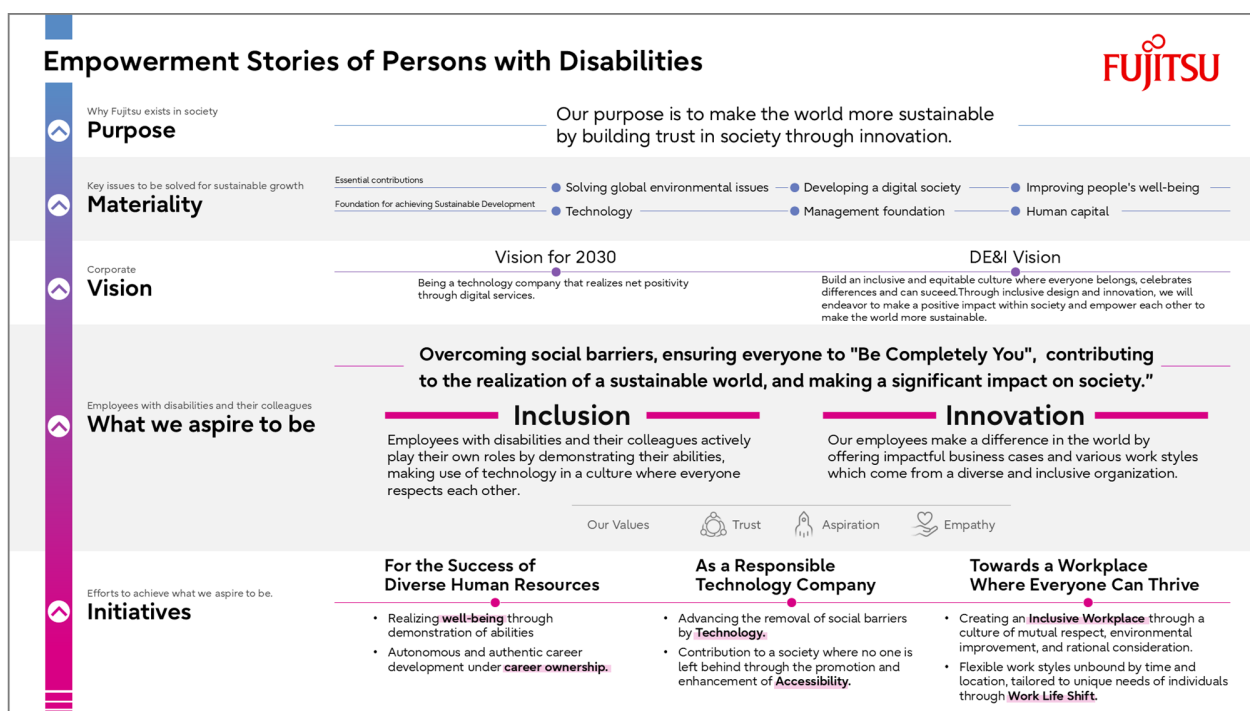
Because a diverse team that is reflective of society is an innovative one, Fujitsu will continue to improve its gender mix in its operations. With this ambitious goal, we aim to be an employer of choice for women.

Global Delivery Business Group offers a program called "Women in Business" where there are lectures about professional growth of female employees, and events highlighting women leaders, thereby empowering and supporting female employees from the perspective of career development.

Health, Disability and Accessibility

Initiatives to Promote the Empowerment of Persons with Disabilities

In response to growing social demand for the employment of persons with disabilities, especially in Japan, Fujitsu has formulated the "Empowerment Stories for Persons with Disabilities" to address the inclusion of persons with disabilities as a responsible technology company. We are working to create a more comfortable working environment for employees with disabilities and to contribute to the elimination of social barriers through technology, aiming to achieve inclusion and innovation.



The Empowerment Stories of Persons with Disabilities

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 region, 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.

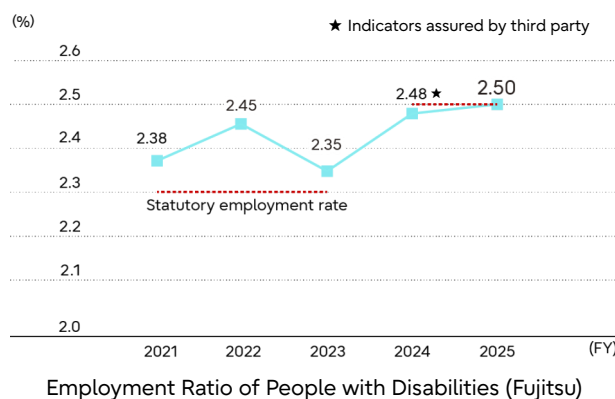
In Japan, we held a webinar examining the concept and wide adoption of reasonable accommodation and broadcast it to our operation bases across the country. In the Europe region, we held talk events connected to "Inclusion Week" and "International Day of Persons with Disabilities."

Creating an 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 describe 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. Based on the concept of Work Life Shift, Fujitsu pursues a synergy of work and life through a workstyle that does not restrict time or place, as we aim for the well-being of each individual. Even from employees with disabilities, we have received positive feedback for our workstyles that match the employee's characteristics, such as enabling work in comfortable settings where the worries of a commute are lessened.

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 hard-of-hearing. 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 \(Japanese only\)](#)



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.

Fsas Technologies & Sun Inc. (as of April 20, 2025)

- Year Established : 1995
- No. of Employees with Disabilities : 37
- Main Work Tasks : ATM, printer-related and personal computer repair, various services related to maintenance services for Fujitsu products, and system service operations
- Business Office (s) : Beppu City, Oita Prefecture

Fujitsu Harmony Limited (as of April 20, 2025)

- Year Established : 2013
- No. of Employees with Disabilities : 245
- Main Work Tasks : 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
- Business Office (s) : *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 rolled out e-learning content to deepen companywide understanding of accessibility, fostering 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.

Additionally, in November 2024, we set up a Fujitsu accessibility site, wherein we publish our “Approach to Accessibility” as a commitment to initiatives in accessibility, and describe examples of those initiatives.

- [Fujitsu Accessibility](#)

Contributing to Elimination of Social Barriers as a Responsible Technology Company

Fujitsu has signed the sponsorship agreement Tokyo 2025 Deaflympics (*2). Previously, we developed “Antenna” and “Ekimatopeia” through co-creation and collaboration with deaf and hard-of-hearing persons. Through these, we are offering an opportunity for many people to start thinking and learning about how “disability caused by barriers in society,” as we aim for understanding and encouragement of DE&I on the occasion of the Deaflympics.

- ***2: Deaflympics: Olympics (international general sports competition) for deaf and hard-of-hearing persons**



Executed a field trial of “Ekimatopeia” at Ueno Station. (filmed March 2025)

- **“Antenna”—an interface for feeling sounds with the body**
- **“Ekimatopeia”—a device for visualizing sounds at a train station**

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.

As part of Fujitsu's ongoing commitment to supporting neurodiversity and advancing inclusive opportunities, three employee inclusion network groups—Women's Innovative Network (WIN), Abilities Beyond Limitations employee inclusion network (ABLE), Classroom to Corporate (C2C)—from Fujitsu Americas region participated in HackAutism—an event hosted by STEAM Achievers in partnership with Microsoft. The event welcomed 160 high school students on the autism spectrum, providing a platform to explore innovation and creativity. Fujitsu employees volunteered their expertise as mentors and judges in a business idea competition, helping to inspire the next generation of diverse talent pursuing careers in STEAM.

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.

Fujitsu Australia has achieved numerous successes through support of training and ability development, including managing the First Nations Service Centre—a digital service center operated by indigenous residents of Cherbourg in Queensland, Australia—for three years, which has become a top class call center in the Asian Pacific region in terms of user satisfaction. Fujitsu Australia supports the self-determination of indigenous peoples through a variety of activities based on forging relationships, fostering respect, and creating fair opportunities. We plan to announce a new Reconciliation Action Plan (RAP) in 2025 in order to further raise the impact in this area.

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.



Cherbourg Digital Service Centre staff, local residents, and partners (including Fujitsu) celebrated the graduation of new trainees along with the 2nd anniversary of the Centre in August 2024.

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.

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 film screenings and video broadcasts 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 (*3) corporate campaign and are also a partner in Pride House Tokyo (*4), which 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. During the Pride Month of June, we called for individuals to take concrete steps towards inclusivity, in connection with volunteer companies as part of "Pride Action 30."

In recognition of these efforts, the company received the highest "Gold" rating in the PRIDE Index by the voluntary organization "work with Pride."

- [*3: Business for Marriage Equality \(Please select English language.\)](#)
- [*4: Pride House Tokyo](#)



Voluntary company participants in parades in various locations

Fujitsu Pride



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. Fujitsu Australia, for our partner Pride in Diversity, implemented a pro bono project that developed an online version of the equality index (AWEI) used in Australian workplaces. AWEI is a benchmark for inclusivity in LGBTQ+ workplaces, and by digitizing it using Microsoft and Snapforms, we can optimize evaluation of submissions from the Pride in Diversity staff and enhance the user experience of member companies. We are looking forward to the influence this will have on projects in the future.

In Europe and other regions abroad, as well as the Global Delivery Business Groups across each region, we hold training sessions on LGBTI+ understanding, send out messages from leaders, and hold events in collaboration with the diverse community inside and outside the company.

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 Europe region, Fujitsu Germany participates in a next-generation network established in 2015. That network bridges and links different generations, and aims to provide the potential to network with employees who are in the initial stages of their careers. Additionally, it maintains tight-knit connections with the leadership team, in order to provide a place for the exchange of ideas. The network has a local organizational structure, but it also exists and cooperates globally. Furthermore, it frequently supports topics related to sustainability, such as World Cleanup Day.

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 (*5) in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children, and has also prepared and operates a workplace childcare facility along with a system that subsidizes childcare-relevant menu choices available at the cafeteria with double points.

Additionally, we are developing tools for trouble-free childcare leave, such as the intranet-based “Guidelines for Childbirth and Childcare” and the “Childcare Memo” for planning for the future in regards to childcare. Furthermore, we comprehensively support work-childcare balance by publishing the “Handbook for Work-Childcare Balance,” which acts as a reference for considering workstyle and career from the time of parental leave to returning to work and onward, and by arranging an environment where employees can consult with other parents in the workplace through SNS.



Handbook for Work-Childcare Balance



Guidelines for Childbirth and Childcare

- **Number of employees using the childcare/nursing care system and return-to-work and retention rates after childcare/nursing care leave (Fujitsu)**
- *5: Action Plan: The first Action Plan was implemented in 2005. This current one is the 8th Action Plan (April 1, 2024 – March 31, 2027).

Caregiving

We implement training for all company employees to gain basic knowledge about caregiving and learn about internal and external services, and provide tools for supporting work and caregiving balance. Additionally, we do caregiving surveys alongside training to ascertain the number of employees with caregiving situations and the feasibility of long-term employment with Fujitsu if faced with caregiving. We also make available a “Handbook on Managing the Balance Between Work and Caregiving” which compiles company policies with knowledge and actions necessary for each stage of caregiving. In collaboration with Fujitsu Group Caregiving Consultation Center, we are aiming to realize employee wellbeing by addressing the caregiving worries of each employee.



Handbook for Work-Nursing Care Balance

External Awards / Certifications

See (*6) for a list of the external awards / certifications that Fujitsu has received for its diversity efforts.

- ***6: External Recognition and Awards : Fujitsu Global**

<Awards/Recognitions in FY2024>(Region name)

- Americas region:
Fujitsu America won the Human Rights Campaign (“HRC”) Award: Equality 100 Leader in LGBTQ+ Workplace Inclusion 2024/2025
- Fujitsu Australia:
Fujitsu Australia won the Gold Level Award for Australian Workplace Equality Index (for LGBTI+ inclusion)
- Fujitsu New Zealand:
Fujitsu New Zealand was recognized for LGBTI+ inclusion by Rainbow Tick

- Europe region:
In Germany, we participated in the FKİ (Frauen Karriere Index), a woman's career index, and we were selected as a Top 10 corporation in gender diversity.
- Estonia:
we were recognized with the gold label for companies that emphasize mental health by Peaasi.
we were awarded with the "We respect differences" label which recognizes high levels of diversity by the Estonian Human Rights Centre.
- Global Delivery Business Group:
In Poland, we were commended as a top corporation in diversity management by the responsible business forum (Forum Odpowiedzialnego Biznesu).



Fujitsu New Zealand
"Rainbow Tick" logo



Germany "FKİ (Frauen
Karriere Index)" logo



Estonia "Estonia Mental
Health" logo

respecting
differences



Estonia "We respect
differences" logo

FY2024 Performance

Employee engagement

- Respect for individuals 73 points (+0 over previous year)
- Equal opportunity 72 points (+1 over previous year)

Ratio of female in leadership roles 16.8% (globally as of March 2024)

- Ratio of female employees: 21.4% (Fujitsu)
- Ratio of female managers: 11.5% ★
- Ratio of new female managers: 31.1%

