

Dialogue with Stakeholders 2025

The Fujitsu Group conducted a discussion with internal and external stakeholders including external experts, as part of its due diligence on human rights issues.

- **Title:** Dialogue with the Fujitsu Workers Union
- **Date:** December 24/25 2025 (2 days)
- **Participants:** Group Leaders, Fujitsu Workers Union
Sustainability Division, CEO Office, Fujitsu Limited
- **External experts:** Nishimura & Asahi
Junko Watanabe, Partner, Attorney-at-Law
Takenori Mizuno, Attorney-at-Law
Tatsuya Ono, Attorney-at-Law

The dialogue commenced with external expert Junko Watanabe, Partner, Attorney-at-Law sharing information about the trends and considerations concerning the EU's Corporate Sustainability Due Diligence Directive (CSDDD). She explained that identifying issues affecting employee well-being is an important element of human rights due diligence, and that dialogue with Workers unions, as representatives of workers who are the actual rights holders, is an effective means of understanding such issues.

Then, with comments from the external experts, an interactive question-and-answer session and discussion was held between the Fujitsu Workers Union Group Leaders and representatives from the Fujitsu CEO Office, Sustainability Division. The discussion covered the workers union's organizational structure, its human rights-related initiatives, and the human rights issues that the Workers Union believes Fujitsu faces.

At the conclusion of the dialogue, both the Fujitsu Workers Union and Fujitsu expressed their desire to continue engaging in discussions to identify areas where ongoing synergies can be generated between the Fujitsu Group's human rights due diligence efforts and the activities of the Workers Union. Based on this shared understanding, both parties agreed to continue conducting regular dialogue in future.

Overview of the Workers Union's Organizational Structure and Activities

- The Group Leader of the Fujitsu Workers Union initially provided an overview of the union's organizational structure and activities. According to the explanation, the Workers Union is structured into central, group, and block organizations. There are four groups under the central organization, and each group consists of approximately ten blocks containing around 400 to 1,200 members each, resulting in groups of roughly 10,000 members. Last year, in 2025, the union's regulations were revised; the role of the groups was strengthened, and they were given a clearly defined responsibility to guide and support the blocks. Under this framework, groups oversee block activities, receive activity reports, and communicate appropriate matters to the central organization.
- The Group Leader also explained that the Workers Union has previously addressed cases involving excessive working hours and workplace harassment. While the union and the company collaborate closely to respond appropriately when such issues arise, it was acknowledged that some cases require considerable time to resolve and that challenges remain in this area.

Specific initiatives

- Regarding excessive working hours, the Group Leader noted that the company has made progress in improving the accuracy of working-hour management. However, challenges remain for system engineers working at customer sites and employees in front-line sales organizations, where managers may have limited visibility of employees' working conditions and where communication gaps are more likely to occur. It was also acknowledged that there have been instances in the past in which working hours were not accurately captured, creating the potential for excessive working hours and associated health impacts. Both Fujitsu and the Workers Union agreed that addressing these risks requires not only awareness-raising at the individual level but also appropriate workplace management, including job design and workforce allocation, the creation of an environment where employees can easily seek advice and discuss concerns, and stronger collaboration between the Workers Union and the company.
- The Group Leader further explained that regional offices face different circumstances from those in metropolitan areas. Customer size and business environments differ, remote work is less common, and office attendance rates tend to be higher. Lower workforce mobility, an aging workforce, and declining staffing levels can also increase workload pressures. New personnel assigned to regional offices may later transfer to major metropolitan areas, creating concerns about chronic resource shortages in the regions. As a result, in regional offices, workforce allocation, career development, and workplace environment improvements are important challenges in addition to flexible working arrangements.

Minority human rights

- Regarding women's working conditions, the Group Leader noted that considerable improvements in leave programs and flexible working arrangements have made it easier for women to work than in the past. However, there are challenges that cannot be solved solely through workplace systems and policies. In particular, external factors such as shortages of childcare and preschool facilities are major barriers that affect employees' ability to continue working while raising children. As a result, even when supportive programs exist, employees are not always able to take full advantage of them. It was also suggested that broader social issues such as childcare shortages require ongoing efforts through labor-management discussions and policy advocacy.
- Regarding women's career development, the Group Leader explained that rather than developing initiatives exclusively for women, the union focuses on gathering opinions from both men and women on issues such as childcare and working conditions. By creating an environment in which employee feedback is regularly incorporated into workplace improvements, the union seeks to expand participation by female union members and support their long-term career development.
- Regarding employees with disabilities, the Group Leader explained that the spread of telework has reduced commuting burdens and made it easier for employees to seek assistance through email and chat. However, there are fewer opportunities to understand concerns and challenges through face-to-face interaction. Participants confirmed that while taking advantage of the benefits of online communication, it remains important to provide ongoing opportunities for direct engagement.
- Regarding employees of foreign nationality, the Fujitsu Workers Union Group Leader explained that there are some, although not many, foreign employees who are active as workplace representatives and committee members. While day-to-day communication is conducted primarily in Japanese, translation tools, AI technologies, and English-language materials are also utilized, and language barriers have not yet emerged as a major issue. However, concerns remain that some employee perspectives may not be fully captured. Additional concerns include insufficient organizational know-how regarding cultural, religious, and value-based differences, job assignments that may not align with employee expectations, and communication issues arising from unconscious bias or difficult-to-detect forms of discrimination. Continuous feedback collection, the accumulation of practical know-how, and employee retention support will be important going forward.

Reporting and Grievance Mechanisms

- With regard to reporting and grievance mechanisms, the Group Leader noted that while reporting channels have been established, increasingly complex cases and workplace circumstances can

sometimes cause delays in responding to reports. Such delays can affect users' confidence in the system. Satisfaction with outcomes may also vary depending on the quality of follow-up and post-investigation support provided. It was noted that some employees have returned to the union for additional consultation because they were uncertain about the progress of their cases. Participants shared the view that greater transparency regarding case progress, more timely responses, and enhanced post-consultation care will be important areas for improvement.