

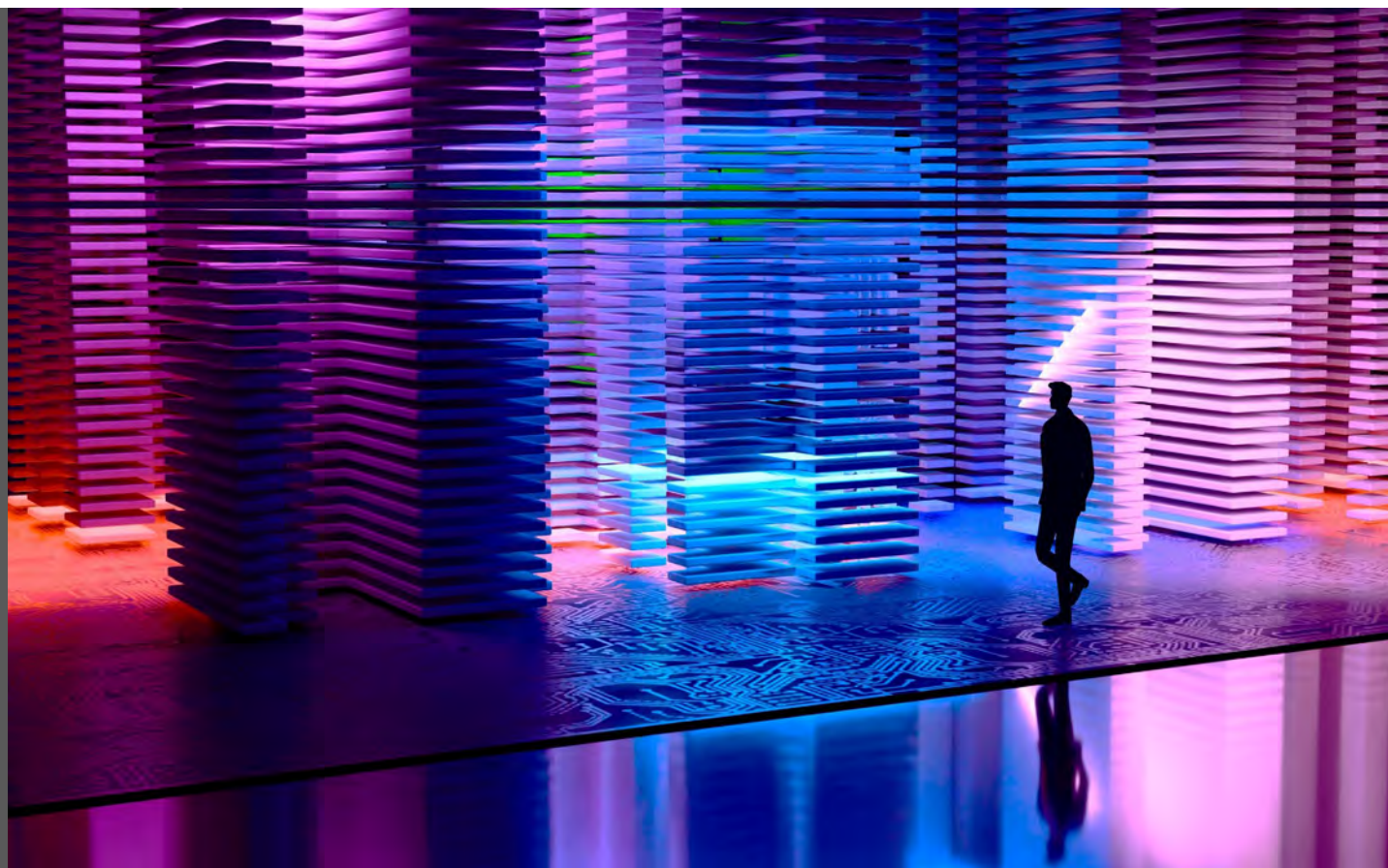


Data

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Environmental Performance Data

Material Balance (FY2023 Actual Results)

INPUT

R&D/Procurement/Manufacturing

Energy		446,579	GJ
	Electric power	81,973	MWh
	Electricity derived from renewable energy sources	30,767	MWh
	City gas	579	thousand m ³
	LNG	-	thousand m ³
	LPG	1,332	t
	Petrol	742	kL
	Light oil	881	kL
	Kerosene	36	kL
Heavy oil-A	32	kL	
Raw Material		88,239	t
	Metal	64,879	t
	Plastics	13,915	t
	Packing material	7,211	t
	Others	2,234	t
Water	391	thousand m ³	
Chemical substance* ¹	30	t	

*1 Aggregation of handling amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.



For details of the scope subject to reporting, please refer to the Fujitsu General website.

List of Report Target Organization

<https://www.fujitsu-general.com/jp/environment/data/organization.html>



OUTPUT

R&D/Procurement/Manufacturing

Atmospheric emissions	Greenhouse gas	12,736	t-CO _{2e}
	CO ₂	9,400	t-CO ₂
	Fluorocarbons	3,336	t-CO _{2e}
	NOx	33.8	t
	SOx	1.5	t
Waste	VOC	6.7	t
		9,348	t
	Final disposal amount	658	t
	Effective utilization / Others	1,633	t
Water discharge	Valuable quantity	7,057	t
	Water discharge	338	thousand m ³
	BOD	10.2	t
Chemical substance emissions • Volume of movement* ²	COD	29.6	t
		29	t

*2 Emission and transfer amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.



Environmental Performance Data

Material Balance (FY2023 Actual Results)

INPUT

Logistics

		32,860	GJ
Energy*1	Vehicle fuel	32,250	GJ
	Procurement	2,690	GJ
	Shipment	29,559	GJ
	Marine transportation fuel	610	GJ
	Shipment	610	GJ

Usage

Energy	Electric power*2	54,172	thousand MWh
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Recycling

		435,106	Units
Product recycling disposed quantity	CRT type TV	1,456	Units
	LCD / Plasma type TV	82	Units
	Air-conditioner	375,426	Units
	Refrigerator / Freezer	55,454	Units
	Washing machine / Cloth dryer	2,688	Units

OUTPUT

Logistics

Atmospheric Emissions	CO ₂	29,131	t-CO ₂
	Procurement	1,374	t-CO ₂
		of which in Japan	185
	Shipment	27,757	t-CO ₂
		of which in Japan	2,083

Usage

Atmospheric emissions	CO ₂ *3	23,980,534	t-CO ₂
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Recycling

		36,191	t
Product recycled amount	Disposal amount	18,669	t
	Fluorocarbons regeneration amount	247	t
	Other reuse	17,275	t

*1 Scope of coverage is within Japan

*2 The total amount of electricity consumed by air conditioners sold during their total operating hours over their estimated product life

*3 CO₂ emission during product use: Total of emission during operating period of our products

Environmental Performance Data



We have received third-party assurances for Scope 1, 2, and 3(Category 11) emissions. For details, please refer to the Fujitsu General website.
Environmental Performance Data
<https://www.fujitsu-general.com/jp/environment/data/performance.html>



Reporting of Greenhouse Gas Emissions Based on GHG Protocol

Unit: t-CO₂e

Scope and Category			FY2019	FY2020	FY2021	FY2022	FY2023	FY2023 Rate
Emissions from corporate activities (Scope 1 + Scope 2 (Market-based))* ¹			69,169	64,885	43,188	20,895	12,736	0.05%
Scope1	Direct emissions from fuels and fluorocarbons consumed by the company		26,719	24,497	30,651	20,895	12,736	0.05%
Scope2	Indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the company	Market-based* ²	42,450	40,388	12,536	0	0	0.00%
		Location-based* ³	33,088	33,078	44,132	44,405	40,510	-
All other indirect emissions that occur in a company's value chain (Scope 3)			30,880,650	27,948,148	31,763,593	40,504,255	24,946,772	99.95%
Upstream	Category 1	Purchased goods and services	657,631	897,591	883,642	739,007	886,174	3.55%
	Category 2	Capital goods	43,072	26,973	25,341	25,391	36,459	0.15%
	Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	2,864	2,863	3,101	3,125	2,846	0.01%
	Category 4	Upstream transportation and distribution* ⁴	74,485	70,669	75,608	91,135	20,780	0.08%
	Category 5	Waste generated in operations	1,873	2,927	2,441	2,536	2,242	0.01%
	Category 6	Business travel * ⁵	1,544	576	969	1,057	1,131	0.00%
	Category 7	Employee commuting * ⁵	302	312	284	311	297	0.00%
	Category 8	Upstream leased assets * ⁶	N/A	N/A	N/A	N/A	N/A	-
Downstream	Category 9	Downstream transportation and distribution * ⁴	41,806	38,806	44,655	54,139	9,182	0.04%
	Category 10	Processing of sold products	13	28	37	44	36	0.00%
	Category 11	Use of sold products * ⁷	30,048,369	26,898,531	30,718,445	39,577,537	23,980,534	96.08%
	Category 12	End-of-life treatment of sold products	8,691	8,873	9,068	9,974	7,091	0.03%
	Category 13	Downstream leased assets	N/A	N/A	N/A	N/A	N/A	-
	Category 14	Franchises	N/A	N/A	N/A	N/A	N/A	-
	Category 15	Investments	N/A	N/A	N/A	N/A	N/A	-
Emissions from entire value chain (Scope 1 + Scope2 (Market-based) +Scope 3)			30,949,819	28,013,033	31,806,781	40,525,150	24,959,508	100.00%

*Please refer to the following page for notes.



Environmental Performance Data

Reporting of Greenhouse Gas Emissions Based on GHG Protocol

Annotations

*1 Until FY2021, as for the amount of fluorocarbon emissions from repair processes at factories, the amount filled into products was regarded as the amount of fluorocarbons emissions, but from FY2022, the amount filled into products minus the amount recovered is calculated as the amount of fluorocarbons emissions.

*2 Domestic: Calculated with emission factors for electricity contractually purchased

Overseas: Calculated with emission factors by country based on IEA "Emissions Factors"

Note that the CO2 emissions of Scope 2 are zero because of the contract for renewable energy electricity and the purchase of renewable energy electricity certificates.

*3 Calculated based on average electricity generation emission factors for defined locations

- Before FY2020

Domestic: Calculated with emission factors of 2002 listed on the public documents by The Federation of Electric Power Companies of Japan

Overseas: Calculated with emission factors of 2006 listed on the public documents by The Federation of Electric Power Companies of Japan

- From FY2021 onward

Domestic: Calculated with the national average factor in the Ministry of the Environment's "Emission Factors by Electric Utility Company"

Overseas: Calculated with emission factors by country based on IEA "Emissions Factors"

*4 We revised the calculation method for overseas transportation starting in FY2023

*5 Categories 6 and 7 only cover domestic

*6 Included in Scope 1 and 2

*7 Products included in the calculation

[Before FY 2020]

Targeting air conditioners, information and communication systems, and in-vehicle cameras

[From FY2021 onward]

Targeting air conditioners

Note that the figures for FY2021 only have been retroactively adjusted to improve the accuracy of the tabulation.



We have received third-party assurances for Scope 1, 2, and 3(Category 11) emissions.

For details, please refer to the Fujitsu General website.

Environmental Performance Data

<https://www.fujitsu-general.com/jp/environment/data/performance.html>





Environmental Performance Data

Energy Usage

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Electric power	MWh	81,541	82,173	89,306	89,113	81,973
Electricity derived from renewable energy sources	MWh	645	1,304	3,245	28,951	30,767
Light oil	kL	987	970	839	906	881
Petrol	kL	464	822	759	759	742
Kerosene	kL	50	54	42	34	36
Heavy oil-A	kL	34	40	27	32	32
LPG	t	2,585	2,509	2,567	2,491	1,332
City gas	thousand m ³	208	142	511	431	579
LNG	thousand m ³	206	280	-	-	-

Raw Material Usage

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Metal	t	89,706	101,452	102,637	107,720	64,879
Other than metal (plastic, etc.)	t	41,168	38,259	37,118	36,041	23,360

Chemical Substance

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Chemical substance*1	t	52	40	50	54	30

*Aggregation of handling amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.

Environmental Performance Data



We have received third-party assurances for Scope 1, 2, and 3(Category 11) emissions. For details, please refer to the Fujitsu General website.
Environmental activities: Environmental Performance Data
<https://www.fujitsu-general.com/jp/environment/data/performance.html>



Atmospheric Emissions

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Emissions of CO ₂ associated with business activities	t-CO ₂	45,617	46,217	25,482	12,611	9,400
Emissions of greenhouse gases other than CO ₂ ^{*1} (CO ₂ equivalent)	t-CO _{2e}	14,190	11,358	17,706	8,284	3,336
Nitrogen oxides (NOx) ^{*2}	kg	24,385	33,715	30,502	31,539	33,784
Sulfur oxide (SOx) ^{*2}	kg	674	3,031	7,418	1,280	1,511
Chemical substance emission • Volume of movement ^{*3}	t	49	37	47	50	29
Volatile organic compounds (VOC)	kg	0	0	0	5,858	6,653

Water

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Water usage	thousand m ³	396	382	417	409	391
Water server / Tap water	thousand m ³	395	382	416	408	390
Rain water	thousand m ³	1	0	1	1	1
Water discharge	thousand m ³	341	331	364	355	338
Sewage	thousand m ³	340	331	364	354	337
Released into river / ocean	thousand m ³	1	1	1	1	1
Water quality (BOD)	t	39.8	12.1	15.9	10.0	10.2
Water quality (COD)	t	83.6	50.3	45.3	31.2	29.6

*1 Until FY2021, as for the amount of fluorocarbon emissions from repair processes at factories, the amount filled into products was regarded as the amount of fluorocarbons emissions, but from FY2022, the amount filled into products minus the amount recovered is calculated as the amount of fluorocarbons emissions.

*2 After thoroughly reviewing the data, we have made some corrections to the performance figures published for the fiscal year 2022.

*3 Emission and transfer amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.



Environmental Performance Data

Waste (Japan: Business Offices / Group Companies)

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Effective utilization / others	t	322	310	412	423	386
Valuable quantity	t	1,232	907	1,025	974	878
Final disposal amount	t	198	186	103	109	115
Recycling rate	%	88.7	86.7	93.3	92.8	91.6

Waste (Overseas: Production Group Companies)

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Effective utilization / others	t	1,343	1,357	1,602	1,400	1,210
Valuable quantity	t	6,696	7,118	7,689	9,683	6,179
Final disposal amount	t	476	399	536	744	459
Recycling rate	%	94.4	95.5	94.5	93.7	94.1



Environmental Performance Data

Recycling

Indicator	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Product recycling disposed quantity	thousand units	397	451	418	429	435
Product recycling rate	Air-conditioner	%	94	94	95	95
	CRT type TV	%	74	74	74	74
	LCD/Plasma type TV	%	87	86	86	87
	Refrigerator/Freezer	%	80	81	80	80
	Washing machine/ Cloth dryer	%	93	94	94	94
Estimated collection volume of plastic (foamed styrol)	kg	5,266	5,271	6,073	5,247	4,039
Estimated collection volume of plastic (Other plastics)	kg	9,720	9,533	10,091	8,869	6,667



Social Data

Employees (Basic Information)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Regular employees	Consolidated	People	8,042	8,066	8,398	8,335	8,765
	Male	People	-	-	-	5,737	6,048
	Female	People	-	-	-	2,598	2,717
	Percentage of female	%	-	-	-	31.2%	31.0%
	Consolidated	People	8,042	8,066	8,398	8,335	8,765
	Japan	People	-	-	-	2,216	2,257
	Americas	People	-	-	-	166	168
	Europe	People	-	-	-	98	275
	Middle East and Africa	People	-	-	-	17	15
	Oceania	People	-	-	-	519	584
	Asia	People	-	-	-	2,873	3,207
	Greater China	People	-	-	-	2,446	2,259

Social Data

Employees (Basic Information)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Regular employees	Standalone	People	1,642	1,679	1,710	1,729	1,734
	Male	People	1,424	1,441	1,458	1,467	1,464
	Female	People	218	238	252	262	270
	Percentage of female	%	13.3%	14.2%	14.7%	15.2%	15.6%
	Standalone	People	1,642	1,679	1,710	1,729	1,734
	<30 years old	People	382	373	356	342	329
	30-50 years old	People	762	775	803	790	780
	>50 years old	People	498	482	551	597	625
Average age (Regular employees)	Standalone	Age	41.7	41.0	42.3	42.6	42.9
Number of foreign employees	Standalone	People	25	19	16	16	11
	Male	People	-	-	-	9	6
	Female	People	-	-	-	7	5
Non-regular employees	Standalone	People	-	-	197	190	187
Percentage of non-regular employees	Standalone	%	-	-	10.3%	9.9%	9.7%
Number of employees with disabilities	Standalone and affiliates	People	61.0	65.0	71.5	78.5	81.0
Percentage of employees with disabilities	Standalone and affiliates	%	2.65%	2.69%	2.90%	3.14%	3.16%

* The data compiled includes Fujitsu General Limited, Fujitsu General Field Sales Limited, Fujitsu General OS Technology Limited, and Fujitsu General Hardware Limited.

Social Data

Employees (Number of employees in Management and Percentage of female employees)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees in management	Standalone	People	-	-	432	443	447
	Male	People	-	-	423	434	436
	Female	People	3	6	9	9	11
	Newly appointed female employees in management	People	2	3	3	0	1
Number of newly appointed managerial and leadership positions (Grade L)	Standalone	People	-	-	3	5	3
Percentage of female employees in junior management positions (Grade M and E) *	Standalone	%	-	-	-	-	3.3%
Percentage of female employees in management	Consolidated	%	-	-	-	10.2%	11.5%
	Standalone	%	-	-	-	2.0%	2.6%
	Fujitsu General Electronics Limited	%	-	-	-	0.0%	0.0%
	Fujitsu General Field Sales Limited	%	-	-	-	0.0%	0.0%
	Fujitsu General OS Technology Limited	%	-	-	-	4.8%	4.5%
Share of women in management positions in revenue-generating functions	Standalone	%	-	-	-	1.54%	1.76%
Share of women in STEM-related positions (as % of total STEM positions)	Standalone	%	-	-	-	7.79%	10.14%

* Refers to junior management positions, i.e. first level of management

Social Data

Employees (Number of new employee hires, etc.)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of new employee hires (including new graduates in the below)	Standalone	People	-	-	109	100	110
	Male	People	-	-	83	76	83
	Female	People	-	-	26	24	27
	Percentage of female	%	-	-	23.9%	24.0%	24.5%
Number of new graduate hires	Standalone	People	108	88	74	61	69
	Male	People	89	62	51	45	51
	Female	People	19	26	23	16	18
	Percentage of female	%	17.6%	29.5%	31.1%	26.2%	26.1%
Turnover employees	Standalone	People	32	28	49	55	63
	Male	People	26	25	37	47	55
	Female	People	6	3	12	8	8
Turnover rate	Standalone	%	-	1.67%	3.10%	3.22%	3.64%
	Male	%	-	1.76%	2.78%	3.22%	3.75%
	<30 years old	%	-	4.15%	5.12%	3.76%	7.87%
	30-50 years old	%	-	1.52%	2.86%	3.75%	3.97%
	>50 years old	%	-	0.44%	1.24%	2.20%	1.50%
	Female	%	-	1.38%	5.04%	3.17%	3.05%
	<30 years old	%	-	2.90%	6.25%	4.49%	4.55%
	30-50 years old	%	-	0.96%	5.45%	2.73%	2.73%
	>50 years old	%	-	0.00%	2.08%	1.89%	1.56%
Average years of employment	Standalone	Year	16.9	17.3	17.4	17.6	17.7
	Male	Year	17.4	17.9	18.0	18.2	18.4
	Female	Year	14.1	13.8	14.0	14.2	14.0



Social Data

Employees (Childcare)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of people taking parental leave	Standalone	People	19	21	25	25	26
	Male	People	6	7	13	16	19
	Female	People	13	14	12	9	7
Number of regular employees who returned to work after parental leave of absence	Standalone	People	12	8	12	31	27
	Male	People	6	5	10	17	19
	Female	People	6	3	2	14	8
Number of shortened working hours for childcare	Standalone	People	29	29	28	38	50
	Male	People	0	0	0	1	1
	Female	People	29	29	28	37	49
Percentage of parent leave taken by males	Standalone	%	-	-	-	47.0%	55.9%
	Fujitsu General Electronics Limited	%	-	-	-	40.0%	60.0%
	Fujitsu General Field Sales Limited	%	-	-	-	*-	*-
	Fujitsu General OS Technology Limited	%	-	-	-	0.0%	33.3%
Percentage of male employees (regular employees) utilizing childcare leave or maternity support leave for spouses	Standalone	%	-	-	-	-	79.4%
Average duration of parental leave taken by males	Standalone	Days	-	-	-	65	50

* The figure is not calculated as there are no male employees eligible for parental leave.



Social Data

Employees (Gender Pay Gap)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Gender pay gap	Standalone	%	-	-	-	70.0%	70.7%
	Regular employees	%	-	-	-	69.5%	70.3%
	Part-time or fixed-term employees	%	-	-	-	55.3%	53.7%
	Fujitsu General Electronics Limited	%	-	-	-	53.2%	53.3%
	Regular employees	%	-	-	-	55.6%	57.2%
	Part-time or fixed-term employees	%	-	-	-	72.4%	70.4%
	Fujitsu General Field Sales Limited	%	-	-	-	87.0%	88.1%
	Regular employees	%	-	-	-	*-	*-
	Part-time or fixed-term employees	%	-	-	-	89.6%	92.0%
	Fujitsu General OS Technology Limited	%	-	-	-	75.8%	77.4%
	Regular employees	%	-	-	-	76.8%	78.3%
	Part-time or fixed-term employees	%	-	-	-	52.9%	57.2%

* The data has not been computed due to the lack of female regular employees.



Social Data

Employees (Others)

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of labor union within workplace ¹	Standalone	%	-	-	-	99.7%	99.7%
Average training cost per person	Standalone	Million yen	59	69	66	70	58
The participation rate in an employee engagement survey	Standalone	%	-	-	-	87.5%	86.4%
Number of industrial accidents (Target : 0)	Standalone	Cases	-	-	-	6	6
	Overseas*Number of employees posted overseas from the HQ	Cases	-	-	-	0	0
Lost time injury frequency rate (LTIFR) ²	Standalone		-	-	-	0.26	0.78
Lost time injury severity rate ³	Standalone		-	-	-	0.0013	0.0115
Number of fatalities related to workplace accidents	Standalone	People	-	-	-	0	0

*1 Pursuant to the terms of the union shop agreement, membership eligibility is non-managerial general employees.

*2 This shows the frequency of occupational accidents resulting in lost work time, expressed in the number of casualties for every 1,000,000 working hours, excluding temporary staff.

Lost time injury frequency rate (LTIFR) = Number of casualties resulting from occupational accidents (absence of 1 day or more) ÷ Total working hours × 1,000,000

*3 This shows the severity of the calamity, expressed in man-days lost per 1,000 hours worked, excluding temporary staff.

Lost time injury severity rate = Total number of working days lost / Total actual working hours × 1,000



■ Governance Data

Board of directors*1

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of directors	Total	People	12	10	11	11	11
	Male	People	11	9	10	10	10
	Female	People	1	1	1	1	1
	Percentage of female	%	8.3%	10.0%	9.1%	9.1%	9.1%
	External directors	People	4	4	5	5	5
	Percentage of External directors	%	33.3%	40.0%	45.5%	45.5%	45.5%
	Number of non-Japanese directors	People	0	0	0	0	0

Compliance

Indicator	Reporting Boundary	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of reports to "Corporate Ethics Helpline" (Number of whistle-blowing reports)	Consolidated	Cases	4*2	7	4	6	6

*1 The data is as of the end of June of each fiscal year.

*2 The figures for 2019 represent the number of cases at headquarters and subsidiaries in Japan.