



Responsible Business Report Financial Year (FY) 25 (April 2025 – March 2026)

Fujitsu Australia and Aotearoa New Zealand

Towards our purpose of making the world
more sustainable by building trust in society
through innovation.



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Fujitsu acknowledges First Nations Custodians of Country and recognises their continuing connection to land, sea, culture, and community. We pay our respects to Elders past, present and emerging.

This report has been produced with the intention to prioritise digital accessibility for readers. Where possible, image descriptions (alt text) have been added to images and graphics.

Message from the CEO



I am pleased to present Fujitsu Australia and Aotearoa New Zealand's Responsible Business Report for FY25 (1 April 2025 – 31 March 2026) - documenting our collective purpose impact across Planet, People and Prosperity.

In FY25, we have been determined to simplify, solve and succeed for the benefit of our customers, our people and our society. This year, we've transformed our business from the ground up - bringing together our people, processes and platforms to be the digital transformation partner of choice for customers all across the region.

This year we've exceeded our FY25 climate targets, achieving a 79% reduction in Scope 1 and 2 (market-based) emissions, and 66% renewable energy coverage across Australia and Aotearoa New Zealand. We've also developed an integrated climate and nature risk and opportunity framework, aligned to the Australian Sustainability Reporting Standard and the Taskforce on Nature-related Financial Disclosures.

Our people have continued to dedicate their time to support their local communities, with a 45% increase in time volunteered this year, enabled through our Volunteering with Purpose Leave, which provides all full-time employees with three days of paid leave. Through our partnership with the Australian Business and Community Network (ABCN), 296 students have been supported through mentoring. We are also helping to shape diverse students' futures through our scholarship programs with Te Herenga Waka - Victoria University of Wellington and the TAFE Queensland Scholarship Foundation.

We're proud to continue our commitment to being an employer of choice for the communities we serve. This year, we've achieved Rainbow Tick re-accreditation in Aotearoa New Zealand, Platinum Employer status in the Australian Workplace Equality Index, and were recognised as a Veteran Friendly Employer. We launched our new Reconciliation Action Plan and will continue to support the digital inclusion of Aboriginal and Torres Strait Islander communities.

This past year was a testament to the success of our people, who live our purpose, to make the world more sustainable by building trust in society through innovation, every day. By living out the Fujitsu Way in all that you do, you've helped Fujitsu support our customers' success, collaborate more widely, and grow responsibly. Thank you to all our people for your trust, empathy and aspiration – without you, this report would not have been possible.

Ngā mihi nui (with many thanks),

A handwritten signature in black ink, appearing to read 'P. Grassi', is written over a light blue horizontal line.

Peter Grassi

The Fujitsu Group is the world's 9th largest, Japan's 2nd largest, Australia and Aotearoa New Zealand's 7th largest IT services provider, offering sustainable transformation and digital transformation services in 180 countries.

Fujitsu has consciously established its [Value Creation Model](#), paying careful consideration to the environmental, social and governance issues most material to our stakeholders – known as [Fujitsu's Materiality](#).

This model allows us to better consider how we can positively impact on **people** and the **planet** while improving **prosperity** for all. We aim to achieve this by embedding purpose throughout our business activities within Fujitsu Uvance and applying responsible business practices across our operations. Our vision is to be a technology company that realises net positive through digital services by 2030.

[Read more about Fujitsu Group's approach to a sustainable business model.](#)



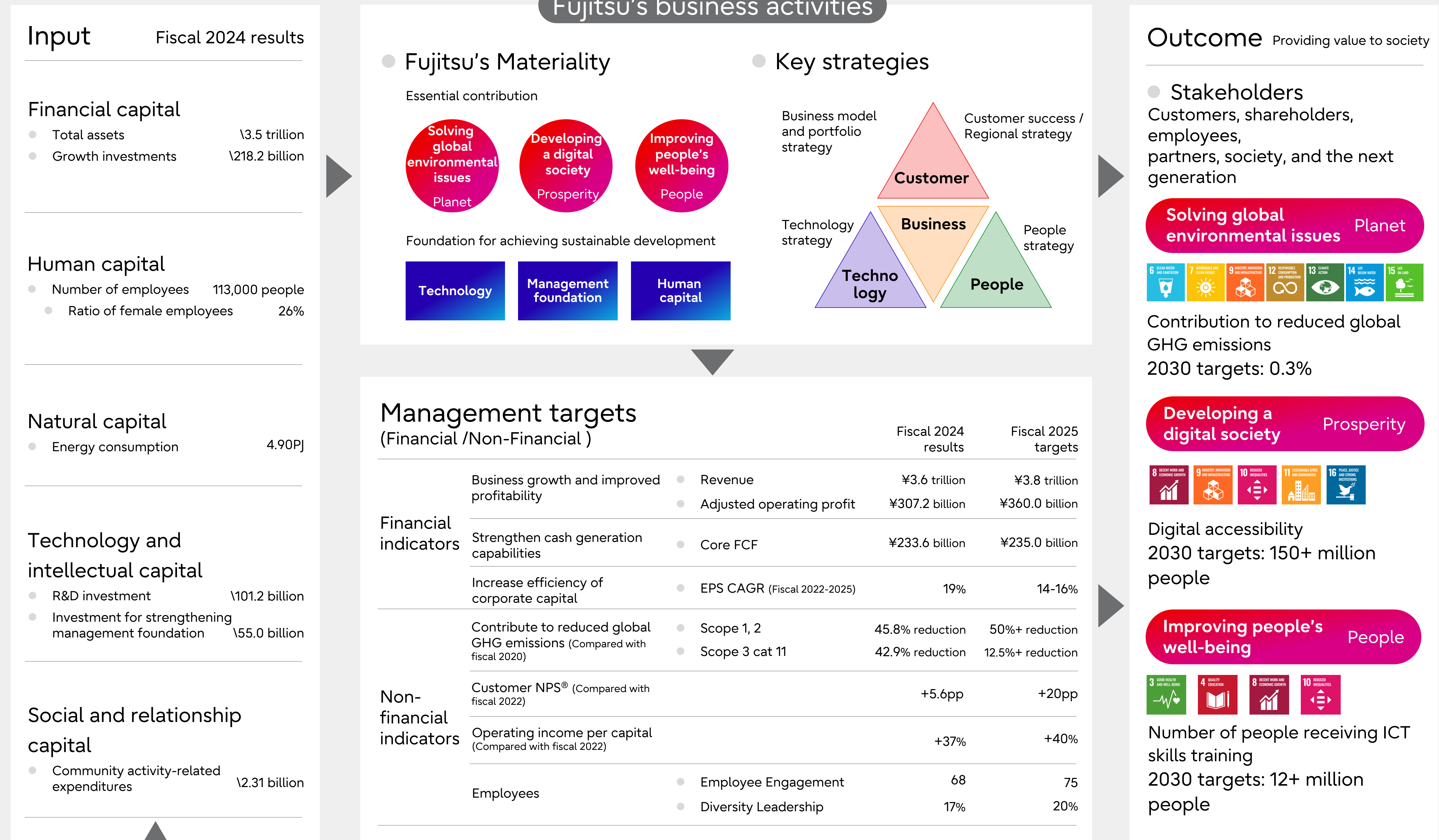
Value Creation Model

Our Purpose

To make the world more sustainable by building trust in society through innovation

Vision for 2030

Being a technology company that realizes net positive through digital services



Fujitsu Australia and Aotearoa New Zealand in numbers

Our purpose is to make the world more sustainable by building trust in society through innovation.

In FY25, we continued to drive purpose impact across Fujitsu’s three areas of Materiality: Planet, People and Prosperity.

Planet

77%
reduction in Scope 1
and Scope 2 emissions

66%
renewable electricity
consumption

87%
of field services fleet
transitioned to hybrid or
electric vehicles

Prosperity

8,820
young people
empowered through
Mini Woolies

\$37M
AUD spent with Diverse
Suppliers

\$4M
AUD spent with First
Nations-owned
businesses

People

2.1%
gender pay gap (average
total remuneration) in
Australia

296
students supported
through ABCN mentoring

\$629,326
contributed in cash, time
and in-kind towards
social impact activities



Solving environmental issues

 [Read more](#)

Climate change, resource scarcity, and habitat loss are posing increasing risks, not only to our environment but to economic growth and social prosperity.

At Fujitsu, we prioritise making our operations more sustainable, while collaborating with our customers, partners, and suppliers to address their sustainability challenges. We aim to contribute to a sustainable future where the Fujitsu ecosystem minimises environmental impact and allows people and nature to thrive in harmony.

[Fujitsu Group sustainability plans, targets and reporting are available here.](#) In Australia and Aotearoa New Zealand, we adhere closely to the Group’s commitments and translate them into actions with the most material impact to our regional operations. Environmental management practices are also built on the foundation of our multi-site ISO:14001 (environmental management system) certification.

-  **Decarbonisation:** implementing strategies to decarbonise our business and value chain.
-  **Resource circulation:** transitioning to a circular business model.
-  **Living in harmony with nature:** preserving critical nature capital and biodiversity.

1

Decarbonise our business and value chain and minimise climate related risks.



Image: Sapphire Wind Farm in NSW, Australia, which provides Fujitsu’s Power Purchase Agreement (PPA).
Image credit: Squadron Energy and Sapphire Wind Farm.

FY25 key targets

Continue strengthening governance and operational processes and ensure compliance with ASRS.
50% reduction in Scope 1 & 2 emissions compared to FY20.
Achieve at least 50% renewable energy across Australia and Aotearoa New Zealand operations.
Progress Scope 3 emissions footprint for Australia and Aotearoa New Zealand region.

FY25 performance to targets

Strengthened governance and operational processes and finalised our first Sustainability Disclosure in line with ASRS.
54% reduction in Scope 1 & 2 emissions (location-based). 79% reduction in Scope 1 & 2 emissions (market-based).
66% renewable electricity coverage across FANZ.
Supplier engagement continued, however full Scope 3 emissions footprint deferred due to competing priorities and resourcing constraints.

FY25 impact

FANZ greenhouse gas emissions

Fujitsu has maintained strong progress toward achieving net zero Scope 1 and 2 emissions by FY2030, meeting its interim FY25 targets of a 50% reduction in emissions and at least 50% renewable energy consumption.

Supporting Scope 1 reductions, was Fujitsu’s continued transition of its Field Services vehicle fleet, achieving 87% conversion to hybrid and electric vehicles against a target of at least 75%. This successful rollout of lower-emissions vehicles supports reductions in emissions associated with operational travel. Fujitsu is continuing investigations into EV range enhancements and greater access to fast charging infrastructure to support future EV developments. This transition is a valuable component of Fujitsu's decarbonisation strategy, while also supporting customer Scope 3 emissions targets through lower-emissions service delivery.

In FY25, Fujitsu achieved 100% renewable energy coverage across New Zealand operations and 48% coverage across Australian operations through verified renewable energy certificates. When incorporating renewable energy from the Australian grid, total renewable energy consumption across FANZ reached 66%. These outcomes support significant reductions in Scope 2 emissions, with further expansion of renewable energy across operations continuing as a priority in FY26.

Value chain greenhouse gas emissions

Progress toward finalising our full Scope 3 emissions inventory was deferred in FY25 due to competing priorities and resourcing constraints. Despite this, we continued engaging with our supply chain through our annual supplier questionnaire, to support future development of our value chain emissions data and calculation processes. Completion of our full Scope 3 inventory remains a key priority for FY26, supporting a more comprehensive understanding of Fujitsu's value chain emissions profile and enabling more targeted emissions reduction efforts.

Climate-related risks and opportunities

Fujitsu is a Group 1 entity under the mandatory Australian Sustainability Reporting Standards (ASRS), with FY25 representing our first reporting period. In addition to supporting compliance, in FY25 Fujitsu built on its prior Taskforce on Climate-related Financial Disclosure work by undertaking updated climate scenario analysis and refining its climate-related risks and opportunities register. Across FY25, we have also progressed the integration of climate-related considerations more broadly into our governance, risk management, and operational practices.

FY26 key targets



Net zero scope 1 & 2 emissions by FY30 compared to FY20 base year.



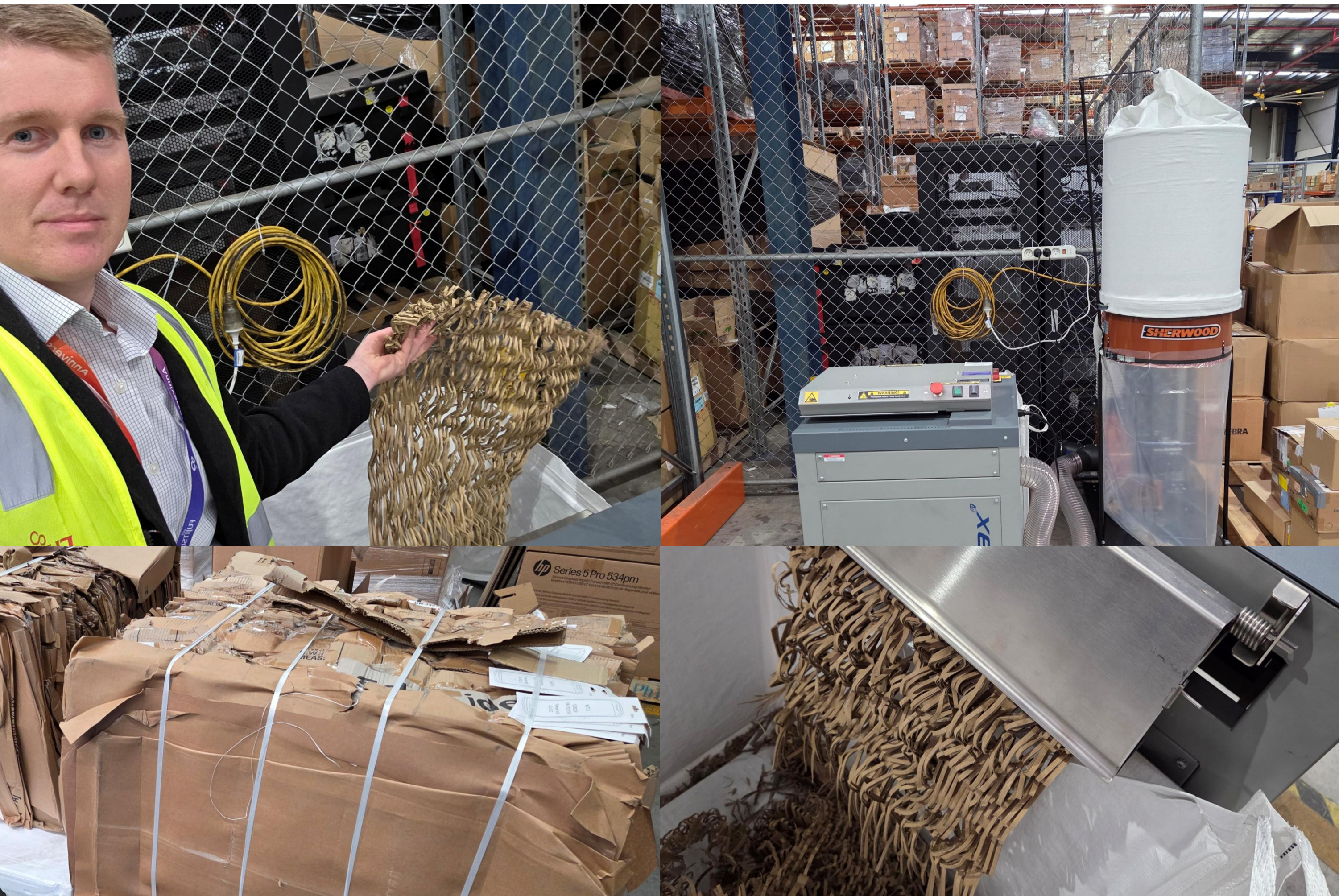
100% renewable energy across FANZ operations.



Complete full FANZ scope 3 emissions footprint.

2

Minimise environmental impact and transition to a circular business model.



Case study: Advancing circularity in warehouse operations

Fujitsu's primary Lidcombe warehouse (NSW, Australia) implemented a circularity initiative this year with the purchase of a cardboard shredder, strengthening operational efficiency while delivering both environmental and cost benefits. The system converts waste cardboard into reusable soft-fill packaging on-site, reducing reliance on externally supplied materials. This approach eliminates plastic air-fill, significantly reduces bubble wrap use, and diverts cardboard from waste streams into reuse. The system is simple to operate and supports flexible packing needs. This initiative clearly demonstrates how practical, site-level innovation can reduce material use and enable a more circular approach to operations.

FY25 key targets

Develop products and services that contribute to a circular economy business model.
Enhance warehousing waste data collection processes.
Incorporate Sustainable Packaging Guidelines into procurement processes.
Review key Fujitsu Australia and Aotearoa New Zealand packaging Stock Keeping Units (SKUs) against the APCO Sustainable Packaging Guidelines.

FY25 performance to targets

Over 12,000 product repairs completed across Australia and New Zealand.
Site tours conducted of all major FANZ warehouses and opportunities identified to improve waste management processes.
Fujitsu Sustainable Packaging Criteria developed for key product and packaging suppliers and embedded into procurement decision-making.
SPG assessment framework established, however SKU reviews not be completed due to supplier data availability constraints.

FY25 impact

Electronic product repairs and parts reuse

Electronic product repairs continue to demonstrate how we embed circular economy principles into our operations while delivering value for our customers.

In FY25, Fujitsu's Repair Centre repaired over 12,000 units across Australia and New Zealand, extending product lifecycles and reducing material consumption. Where devices cannot be repaired, spare parts are harvested for reuse, reducing the need for new components, improving repair turnaround times through an internal stock of reusable parts and lowering volumes of electronic waste sent for recycling. Together, these repair and reuse practices support responsible resource management and remain a key component of Fujitsu's commitment to a circular economy business model.

Waste management process review

During FY25, the Environmental Sustainability team conducted site tours of all major Fujitsu Australia and New Zealand warehouses and reviewed waste management processes. These site visits enhanced understanding of operational waste disposal practices and supported the identification of opportunities that will strengthen waste data collection and overall waste management going forwards.

Packaging

During FY25, Fujitsu progressed work to strengthen sustainable packaging practices across warehousing and procurement functions. Formal Sustainable Packaging Criteria were developed and communicated to key product and packaging suppliers, along with the establishment of a Sustainable Packaging Guidelines (SPG) assessment framework to enable future reviews of key packaging Stock Keeping Units (SKUs).

Completion of intended SKU reviews using this new framework was constrained in FY25 by supplier data availability, highlighting the need for continued engagement and capability building with our supply chain to enable future assessments.

FY26 key targets

Update FANZ resource circulation targets in line with FY26 release of Stage XII Fujitsu Group Environmental Action Plan.

Develop roadmap of relevant and tailored initiatives to achieve updated Stage XII Fujitsu Group resource circulation targets.

3

Preserve critical natural capital and biodiversity.



Image: Fujitsu Cyber Security Services Technical Consulting team volunteering at clean-up event, Narrabundah Wetlands, ACT, Australia.



Image: Fujitsu Environmental Sustainability team volunteering at CVA's Eastern Barred Bandicoot conservation event, Woodlands Historic Park, VIC, Australia.

FY25 key targets

Conduct a Taskforce on Nature-related Financial Disclosures (TNFD) scenario analysis and assess dependencies, risks, and opportunities.

Develop Fujitsu’s inaugural Nature Positive Strategy.

FY25 impact

Conservation partnerships and support

Fujitsu is proud to partner with Conservation Volunteers Australia (CVA) and support Conservation Volunteers New Zealand (CVNZ), leading not-for-profit organisations that empower communities to take practical action for nature conservation and environmental restoration.

In FY25, Fujitsu provided in-kind technology support to CVA by designing a Power BI dashboard to enhance fundraising capability. The solution will be live in FY26 and provide a single, consolidated view of donation performance, improving transparency, streamlining reporting, and enabling more informed fundraising decisions.

Fujitsu employees also utilised Volunteering with Purpose leave to contribute directly to conservation activities. Environmental Sustainability team members participated in CVA’s ‘Bring Back the Eastern Barred Bandicoot’ program through native grass seed collection to support habitat restoration. Separately, during National Volunteer Week in May 2025, the Cyber Security Services Technical Consulting team in Canberra took part in a Clean Up Australia activity at Narrabundah Wetlands in the ACT, helping to protect and maintain the local environment.

Together, these initiatives highlight how Fujitsu’s technical expertise and employee engagement can contribute to positive environmental outcomes.

FY25 performance to targets

Conducted TNFD-aligned scenario analysis and developed a nature-related risk and opportunity register.

Formal strategy development deferred in FY25, in place of a focus on establishing conservation partnerships and support mechanisms to deliver tangible conservation outcomes.

Fujitsu looks forward to continuing to strengthen these partnerships and expanding opportunities for employees to support conservation activities through meaningful, hands-on volunteering.

Nature-related risk and opportunity engagement

In FY25, Fujitsu partnered with an expert consultancy to undertake a nature-related analysis aligned with the Taskforce on Nature-related Financial Disclosures (TNFD). This work was conducted holistically with our climate scenario analysis, recognising that climate is a key component of the broader natural environment. This integrated approach enabled us to assess our business model and value chain across both climate and wider nature considerations.

The analysis focused on understanding Fujitsu’s relationship with nature by examining dependencies on ecosystem services and the impacts of our operations and value chain on the natural environment. It incorporated nature-related future scenarios and assessed dependencies, impacts, risks, and opportunities, resulting in the development of a formal nature-related risks and opportunities register.

Fujitsu aims to build on these outputs in line with the TNFD framework, enhancing management of nature-related risks and opportunities, integrating nature considerations into business processes, and preparing for potential future disclosure requirements.

FY26 key targets

- 

Progress development of a TNFD-aligned approach to managing nature-related risks and opportunities.
- 

Continue promoting tangible activities that increase positive impacts on biodiversity.

Prosperity

Creating a trusted digital society

 [Read more](#)

In our rapidly digitising world, creating a trusted digital society has become paramount. Fujitsu’s vision encompasses not only technological advancements, but also ethical considerations, equitable access, and responsible practices. In this section, we delve into key facets that contribute to a trusted digital society, including information security, ethical AI, bridging the digital divide, and responsible supply chains. By understanding these interconnected elements, we can pave the way for a more inclusive, secure, and prosperous digital future.

-  **Create trust for our products and services** through the values we uphold in our operations.
-  **Digital innovation and inclusion** as a vehicle for purpose-driven change.
-  **Foster a diverse and equitable supply chain,** with respect for human rights.

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Create trust for our products and services through the values we uphold in our operations.

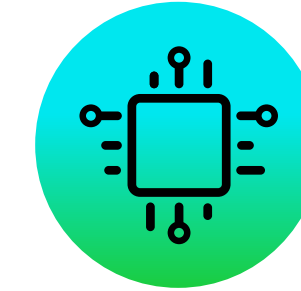


Image: Sebastian Brown, Sok Chiem Koh and Louise Slowey of Fujitsu showcasing Fujitsu's Kozuchi Vision AI at the ABCN STEM Career Crossroads Expo in Sydney, Australia in 2025.

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Key targets

Ethical use of AI



Implement AI in an ethical, safe, responsible way that's aligned to Fujitsu's values and purpose.



Enhance our productivity, decision-making and competitiveness via people-AI collaboration and proactive modernisation.

FY25 impact

Fujitsu's AI technologies and thought leadership have continued to expand human productivity and creativity, both in our internal application of AI as well as the AI powered solutions we deliver. We shape AI policy by developing Responsible AI frameworks focused on accountability and human-in-the-loop controls. This includes advising the Business Council of Australia (BCA) and collaborating with government to align regulation with industry capability.

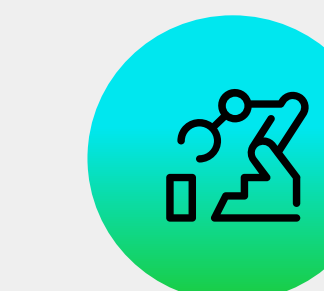
- Utilising Vision AI and drone technology, Fujitsu has delivered high-impact aerial solutions, assisting South Australia Police in searching for a missing person across vast terrain. We adapted [the wildlife surveying drone platform, WildAI](#) – produced in collaboration with Sci-eye – processing high-resolution aerial images and supplementing human search crews on the ground. Human oversight was key to this process.
- This year, we are delivering a Proof of Value with [Te Tāhū o te Ture, the New Zealand Ministry of Justice](#), applying Kozuchi Vision AI to provide video behaviour analytics across court buildings and strengthen the detection and reporting of threats to physical safety within judicial environments.

FY25 performance to targets

In FY25, Fujitsu strengthened organisational AI accountability through a combination of governance, training and capability uplift. Mandatory AI ethics and risk management training was conducted globally to reinforce ethical decision-making. We also established formal AI Ethics governance forums, bringing regulatory awareness and responsible adoption of AI across the business, and providing ongoing oversight of all delivery.

Future action

What's next?



Continue to embed enterprise-wide AI literacy through the ongoing use and enablement of Microsoft 365 Copilot, supported by training and guidance that reinforces the safe, ethical and responsible use of AI in daily work.



Accelerate the uptake of Fujitsu's global cloud-based Kozuchi AI offering, and other Uvance solutions, bringing safe and ethical Agentic AI operations to our diverse clients.



Introduce domain-specific AI models and vertical system implementations that focus on solving industry issues and optimising productivity for our customers.



Image: White-tailed black cockatoos at Quinninup, WA, Australia. Image supplied by Charlotte Wright.

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Key targets



Governance and compliance

Reinforce ethical conduct, legal compliance and strong governance through clear standards, effective training and consistent oversight.



Security and data protection

Mandatory annual security awareness that ensures our workforce remains informed, vigilant and aligned to policies and practices in cyber security and data protection.

FY25 performance to targets

100%

of Australian and Aotearoa New Zealand employees completed our Global Compliance Training.



Image: Whakarewarewa Forest (The Redwoods), Rotorua, Aotearoa New Zealand. Image supplied by Tobias Gattineau.

FY25 impact

Compliance and information security are foundational to Fujitsu’s trusted operations. Together, they safeguard ethical conduct, protect data and systems, ensure regulatory adherence, and enable Fujitsu to operate responsibly and securely in a complex and evolving risk environment.

Compliance continued to support a strong speak up culture and consistent ethical decision making. Enhanced assurance and governance processes improved visibility of compliance risks and supported trusted operations with customers, partners and regulators.

Compliance and information security are foundational to Fujitsu’s trusted operations. Together, they safeguard ethical conduct, protect data and systems, ensure regulatory adherence, and enable Fujitsu to operate responsibly and securely in a complex and evolving risk environment.

Future action

What’s next?



Implement new Global Gift and Hospitality platform in FY26.

Fujitsu cyber security services

Our cyber security team offers leading services in cyberattack investigation and security enhancement, essential for boosting our clients' cyber security confidence. Beyond identifying issues, we guide strategic improvements for our customers, not only providing technical expertise but also contributing to a safer digital future.

Our deep expertise has helped us become a leading voice in the cyber security landscape of Australia and Aotearoa New Zealand. In August 2025, Laura O’Neill, Head of Advisory and Assurance, spoke at the [Australian Medical Association’s National Conference](#) to highlight the critical intersection of healthcare and cyber security.



Image: Laura O’Neill, Head of Advisory and Assurance, speaking at the AMA National Conference in 2025.



Image: Fujitsu in attendance at the Australian Women in Security Awards in 2025.

Cyber workforce of the future

In 2025, Fujitsu was proud to attend the [Australian Women in Security Awards](#), sponsoring the ‘Best Security Mentor’ and ‘Most Innovative Educator in Cybersecurity’ categories and with two team members as finalists.

Our team members also feature prominently in forums such as the [WIC \(Women in Information and Communication\)](#) Breakfast Series, the [Australian Women in Security Network Summit](#), and the [Canberra Cyber Hub’s Women in Cyber Day - Canberra Awards](#).

Fujitsu Cyber continues to be a proud voice for women’s representation and neurodiversity at work, demonstrating that diverse teams go hand in hand with a resilient, futureproof workforce.

2

Digital innovation and inclusion as a vehicle for purpose-driven change.



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Image: Wharton Bay, WA, Australia. Image supplied by Charlotte Wright.

Customer stories highlight

Follow a day in the life of our communities and see how technology creates positive impact, from your morning routine to your evening unwind.

8:00am: Childcare drop off - Peace of mind for the family

- **How we help:** A ServiceNow platform by Fujitsu to digitise and automate health and safety incident management across 600+ **Goodstart Early Learning** centres.
- **Impact:** **300% increase** in proactive incident reporting, faster responses, and data-driven insights to keep over 600 facilities safe.

11:00am: Applying for a permit – The seamless customer journey

- **How we help:** We digitised **Auckland Transport's** workflows with ServiceNow, transforming a complex paper process into a simple, transparent digital service.
- **Impact:** **20% cost reduction** for Auckland Transport, **100% visibility** for employees and citizens, and new services delivered in just 12 weeks.

1:00pm: Lunch break reading – AI for a healthier tomorrow

- **How we help:** Fujitsu's AI Test Drive Program gave **South Western Sydney Local Health District** on-premise access to a high-performance NVIDIA AI supercomputer, allowing them to run advanced GenAI workloads securely on their critical patient data platform.
- **Impact:** Slashed analysis time for **25M+** patient records **down to hours** from weeks, accelerating research and improving care for **820,000+** people.

6:00pm: Evening news – Protecting our frontline heroes, at home and abroad

- **The Australian Defence Force:** For more than **40 years**, Fujitsu has been at the heart of the Australian Defence - delivering the mission critical systems and sovereign capabilities that keep the ADF ready to defend, fight, and win in a digital age.

8:00pm: Wind down at night - Quality in every glass

- **How we help:** Fujitsu built an end-to-end data infrastructure for **WineWorks** in just **6 weeks** to collect and unify real-time operational data.
- **Impact:** Saved an estimated **7 years** on their automation roadmap and empowered the team to make faster, data-driven decisions that improve efficiency and quality.

Technology that shapes a better day

From your morning coffee run to your evening routine, Fujitsu is there with you. Our human-centric solutions are helping organisations across Australia and New Zealand deliver better outcomes for you and your community.

Discover how we're building a more sustainable and inclusive future with Fujitsu Uvance.

[Explore more customer stories.](#)

Key targets

-  Develop strategic collaborations with our community partners focused on closing the digital divide.
-  Increase digital skills training provided to groups under-represented in the IT sector.
-  Donate all fit for purpose laptops to communities, increasing their useful life for extended period.

FY25 impact



Image: Neha Sathish of Fujitsu with fellow members of the Indigenous Australian Datathon in Gimuy (Cairns), QLD, Australia.

Fujitsu sponsored and participated in the **Indigenous Australian Datathon** in Gimuy (Cairns) to solve real-world community challenges in Australia through technological innovation. The 2025 event saw 200 participants and 30+ Indigenous communities and businesses. Together the event shared and educated participants and partners on traditional and digital technologies, providing the opportunity to use data and AI to create solutions to address real challenges.



Image: Omnia Skills Development Studio, Wagga Wagga, NSW, Australia.

Fujitsu continues to support the **Mini Woolies program**, with our partner Woolworths Group. The Mini Woolies program involves developing learning spaces that simulate a Woolworths supermarket on the grounds of specialist schools and post-school providers for young people with disabilities in Australia and Aotearoa New Zealand. These sites are an educational tool for students to engage in hands-on learning experiences where they can practise new skills in a safe and comfortable environment. In May 2025 we celebrated our 100th site launch providing over 8,130 young people the opportunity to use a Mini Woolies space since 2018, developing their confidence and independence as they prepare for future experiences in the wider community. [Read more about Mini Woolies here.](#)

Through the Mini Woolies Program, Fujitsu is proud to support **Omnia** and their **Skills Development Studios**. Omnia supports thousands of school leavers and young adults living with a disability to develop essential employment, social and independence skills. Currently there are 8 Skills Development Studios operating with Fujitsu donated laptops. These devices are crucial for participants to access learning platforms and build digital skills – all helping to close the digital divide and create pathways into education and employment.

FY25 performance to targets

- 79** repurposed and donated laptops to supported communities.
- 117** Mini Woolies sites launched with our partner Woolworths Group since 2018.
- 110** Students supported through science, technology, engineering and mathematics focused workshops with ABCN.

Future action

What's next?

-  Explore ongoing opportunities to increase digital and AI literacy.



Image: The 100th Mini Woolies site launch, Warringa Park School, Werribee, VIC, Australia.

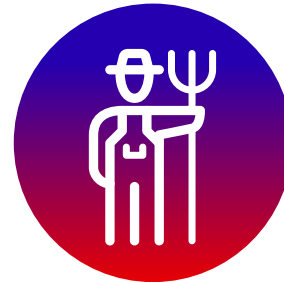
3 Foster a diverse and equitable supply chain.



Image: The Indigenous Defence and Infrastructure Consortium (iDiC) and Fujitsu renewed our strategic partnership for a further 3 years in 2025.

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Key targets

-  Achieve our diverse supplier* target for Asia Pacific** of approx. AUD \$55M.
-  Achieve AU \$4M spend with First Nations owned suppliers in Australia and Aotearoa New Zealand.
-  Embed ethical supply chain practices through a global sustainability framework aligned to human rights, diversity and environmental commitments.

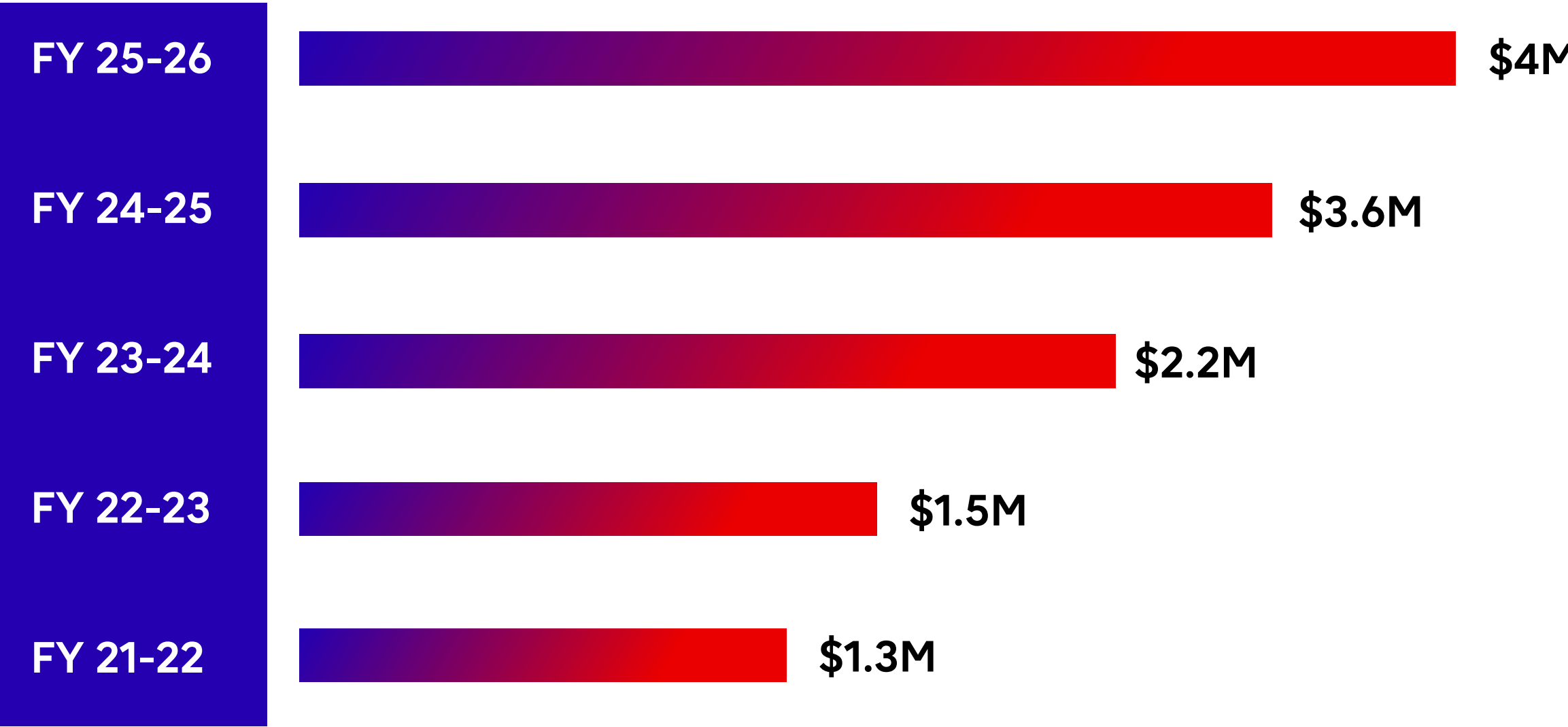
*Diverse suppliers include Small and Medium Enterprises (SMEs) and businesses owned by Aboriginal, Torres Strait Islander, Māori and Pacific peoples; women and gender-diverse people; LGBTI+ people; persons with disabilities; veterans; minorities and social enterprises.

FY25 performance to targets

-  We met and exceeded our FY25 target, spending over approx. AU \$56M in Asia Pacific on diverse suppliers including AU \$37M in Australia and Aotearoa New Zealand.
-  We achieved a total of just over AU \$4M spend with First Nations-owned suppliers, meeting our AU \$4M target.

**Asia Pacific includes Aotearoa New Zealand, Australia, India, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam.

Fujitsu spend with First Nations suppliers (AU\$) - excl. GST



FY25 impact

Partnering for First Nations supplier diversity

We continue to work closely with the Indigenous Defence Infrastructure Consortium (iDiC) and Supply Nation to further develop our relationships with Aboriginal and Torres Strait Islander suppliers. In 2025, we renewed our strategic partnership with the iDiC for a further 3 years, helping us continue to create opportunities for First Nations businesses, strengthen our supply chain, and build social impact through our services.



FY25 impact - continued

Supporting First Nations digital inclusion

We continued to champion the Cherbourg Digital Service Centre (DSC) as part of our broader partner ecosystem. In 2025, we renewed our contract with the Cherbourg DSC for a further 2 years. As a technology partner, we continue to support our partnership by delivering training and support to staff.

In this time, we have learned more about how we best work together. Much mutual respect has been built, and Fujitsu employees have been on an enriching cultural learning journey. The Cherbourg team continue to demonstrate pride and determination to be a part of this industry. We look forward to the next stage of the DSC's journey.



Image: Rebecca Gallegos, Earle Moroney, Todd Phillips and Karmjit Grewal alongside Cathryn Sullivan, formerly of the Cherbourg Digital Service Centre, during a 2025 visit.

Modern slavery and ethical supply chains

In FY25, Fujitsu strengthened its risk-based approach to modern slavery across its supply chain — enhancing supplier due diligence and refining its supplier risk assessment questionnaire to assess prevention controls, human rights safeguards, and due diligence practices more rigorously.

Through this process, no suppliers reported convictions related to human rights breaches, and most critical suppliers confirmed they undertake their own due diligence when onboarding new suppliers. Fujitsu also expanded engagement with suppliers, customers, and broader stakeholders to promote ethical supply chain practices and embed modern slavery considerations into procurement processes, encouraging stronger governance and risk mitigation across supply chains.

In parallel, internal policies, tools, and risk management frameworks were reviewed and uplifted to align with evolving best practice, reinforcing accountability, continuous improvement, and Fujitsu's ongoing commitment to eliminating exploitation. More information can be found in the [Modern Slavery Statement](#).

Future action

What's next?



Further develop strategies to increase our spend with First Nations businesses and champion digital inclusion partnerships that support First Nations inclusion and self-determination.



Establish the Ethical Sourcing Program within Fujitsu's new e-Procurement platform to include ESG risk considerations including human rights and modern slavery considerations within the end-to-end procurement process.



Conduct an internal Salient Modern Slavery Risk Assessment across Fujitsu Australia's operations. This assessment will prioritise modern slavery risks based on their potential harm to individuals, considering scale, scope, and irremediability.



Image: Forest Grove, Margaret River, WA, Australia. Image supplied by Charlotte Wright.



People

Improving equity, belonging and wellbeing



[Read more](#)

At Fujitsu, people are at the heart of everything we do. As a human-centric organisation, we are committed to fostering equity, belonging, and wellbeing for our customers and our people. By embracing diversity, promoting lifelong learning, and driving innovation, we create opportunities that empower individuals to thrive.

Our focus on human rights, inclusive workplace cultures, and digital accessibility helps to empower people to contribute and succeed. We champion diverse leadership aiming to increase the participation of women and underrepresented groups in key roles. Through strategic employee development, wellbeing initiatives, and community engagement, we are building a future where everyone can reach their full potential.

In Australia and Aotearoa New Zealand, we measure our impact and success against these three areas:



Diversity, equity and inclusion: reflect the diversity of our community in our business and value chain.



Employee wellbeing: be an employer of choice where people live their purpose.



Community impact: our people contribute to the wellbeing of our local community.

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Diversity, equity and inclusion

Attract and retain talent that reflects the diversity of our community throughout our business and value chain.

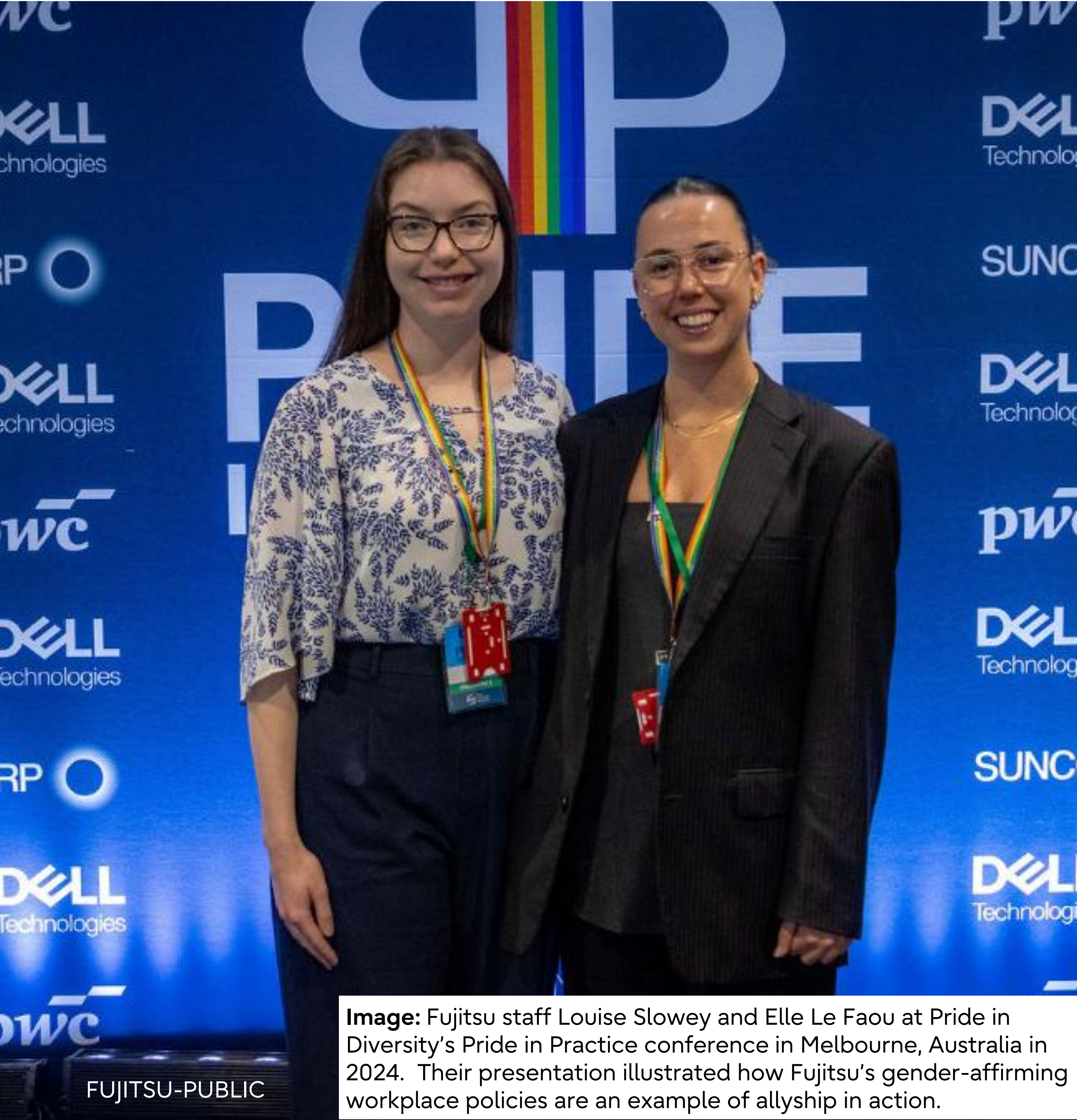
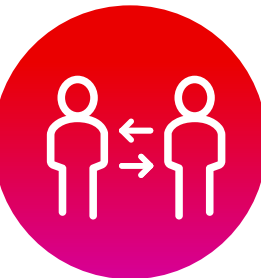


Image: Fujitsu staff Louise Slowey and Elle Le Faou at Pride in Diversity's Pride in Practice conference in Melbourne, Australia in 2024. Their presentation illustrated how Fujitsu's gender-affirming workplace policies are an example of allyship in action.

Key targets

- **Gender equity:**
Refresh and publish our internal Gender Equity Strategy.
- **Accessibility and disability:**
Publish internal Access and Inclusion Strategy.
- **LGBTI+ inclusion:**
Maintain Gold status with the Australian Workplace Equality Index (AWEI) and achieve Rainbow Tick re-accreditation.

FY25 performance to targets

Tracking our gender equity targets

This FY, we prioritised revising our internal Gender Equity Strategy to align our workforce targets with industry expectations. Our current workforce composition of women is:

	Current state	Increase from FY24
Female executives	50%	13.6%
Female leaders	25.4%	1.1%
Female all company	24.9%	1.4%

Fujitsu Australia is proud to lead the way in advancing gender pay equity, achieving an average total remuneration gap of just 2.1% in the 2024–25 reporting period - significantly better than the industry benchmark of 12.5% and the national average of 21.1%. We celebrate this achievement while continuing our commitment to closing the gap altogether. Read [our statement on the WGEA Gender Pay Gap report for 2024-25](#).

Building disability confident workplaces

We continue to work on our internal Access and Inclusion Strategy, while recognising that accessibility goes beyond just legal compliance. This year, we worked with the Australian Disability Network (AusDN) to conduct Dignified Access Reviews at two of our major work sites.

FY25 performance - continued

Celebrating LGBTI+ inclusion

Fujitsu proudly achieved re-accreditation with Toitū Takatāpui for the fourth consecutive year in FY25. We were also delighted to attain Gold-level recognition for the fourth year running in the AWEI, achieving Platinum employer status for the first time. We continue to demonstrate that our workplace is inclusive for all LGBTI+ people through a combination of training, executive support and celebrating Pride Month.



FY25 impact

Digitising the AWEI

This year, we completed a minimum viable product (MVP) to digitise the AWEI Foundation and Advanced Submission forms, using Snapforms and Microsoft Power Automate. The online portal is a low-cost, user friendly platform for both ACON staff and member companies using the portal to lodge their submissions to the AWEI. The digitised index is now live and we are delighted that it has been used by other Pride in Diversity member organisations to submit their AWEI responses.

In 2026, Fujitsu is continuing our pro-bono work by migrating bite-sized learning content, developed and owned by Pride in Diversity, into an e-learning platform to facilitate its release to a wider audience.

Key targets



Reconciliation Action Plan:

Finalise and publish new Reconciliation Action Plan.



Māori and Pacific peoples inclusion:

Revise and publish new Māori and Pacific Peoples Inclusion Plan.



Veterans and emergency responders:

Attain Veteran Friendly Employer status with the Australian Government’s Veteran Employment Commitment (VEC).



Image: We welcomed Shunsuke Onishi-san, Corporate Vice President and Chief Revenue Officer, to our Wellington office with a pōwhiri ceremony by HIWA Māori Cultural Experience.

FUJITSU-PUBLIC

FY25 performance to targets

Progressing reconciliation and cultural safety

In Australia, we were pleased to publish our third [Innovate Reconciliation Action Plan for 2025-28](#). With an emphasis on digital inclusion, this RAP represents how we will work to bring our vision to life and is our commitment to supporting the self-determination of First Nations peoples through our digital transformation expertise. We are excited to share the progress of our RAP as it continues to evolve over the coming years.

To mark National Reconciliation Week in 2025, we onboarded an online cultural competency course delivered by Evolve Communities, ‘7 Steps to Practical Reconciliation’, and we continue to build a culturally safe workplace through regular employee engagement.

Enhancing Māori and Pacific peoples inclusion

In Aotearoa, we completed our engagement with the Māori consultancy firm, Te Amokura, and thank them for enhancing our framework for Māori and Pacific peoples inclusion. Using the insights gained, we continue to work on our Māori Inclusion Strategy to be released this year, with a focus on employment pathways, inclusive practices and cultural capability.



**Veteran
Friendly Employer**



AUSTRALIAN DEFENCE FORCE
RESERVES AND EMPLOYER SUPPORT
We Support ADF Reserves

Growing our support for veteran employees

We were pleased to have attained the ‘Veteran Friendly Employer’ recognition from the [Veteran Employment Commitment](#), overseen by the Australian Department of Veterans’ Affairs. This is a step up from our previous recognition level, ‘Veteran Employment Supporter’, and emphasises our commitment to improve recruitment, support, retention and public commitment for veterans at Fujitsu.



Image: Fujitsu was recognised as a Platinum Employer at the annual Australian LGBTQ+ Inclusion Awards in 2026, celebrating employee inclusion and executive support throughout 2025, as well as 4 successive years of Gold-level recognition for workplace inclusion.

Future action

What’s next?



Maintain recognition with the AWEI, Toitū Takatāpui and Veteran Employment Commitment. Confirm next steps to assess against the Australian Disability Network’s Access and Inclusion Index.



Empower our managers to be more inclusive leaders through training and education with our partners.



Improve data accuracy by increasing participation in volunteer employee demographic data surveys and capturing more qualitative and quantitative data.

2

Employee wellbeing

Be an inclusive employer of choice where people feel they belong and can live their purpose.



Image: Fujitsu employees with Nicki Elkin of Pride in Diversity, displaying their painted rainbow canvases during Pride Month celebrations in 2025.

FUJITSU-PUBLIC

Key targets

- 

Improve employee engagement scores for questions on respectful treatment, equal opportunity and company purpose.
- 

Zero occurrences of serious work-related injuries and maintaining minor injuries to a rate that is as low as reasonably practicable.

FY25 performance to targets

Our employee engagement survey, delivered through our global partner Glint, enables us to measure and track engagement across the organisation and identify areas for focused action.

This FY, we exceeded and met our FY26 engagement targets across all three priority measures. Results for respectful treatment and company purpose exceeded targets, while the target for equal opportunity was met.

These outcomes reflect a sustained focus on inclusive leadership, clearer communication, and enabling managers to take meaningful action on employee feedback, reinforcing our commitment to an inclusive and respectful workplace where people feel valued and supported.

The questions tracked in this objective are:

- “I am treated with respect and dignity”,
- “Regardless of background, everyone at Fujitsu has an equal opportunity to succeed”, and
- “I can explain the relation between our purpose and my work”.

FY25 performance - continued

	Respectful treatment	Equal opportunity	Company purpose
2021	77	73	57
2022	79	76	61
2023	78	75	65
2024	78	73	63
2025	83	77	70
2026 target	82	78	70

- 

We met our goal of zero instances of serious work-related injuries.



Purpose Wall



Have you ever paused to consider why you do what you do, or your key drivers?

Understanding your individual purpose can unlock greater motivation and meaning in both your personal and professional life. Fujitsu's purpose “to make the world more sustainable by building trust in society through innovation” is a powerful guide, and Purpose Carving helps you connect your own aspirations to this larger vision.

As part of Fujitra, our company-wide DX initiative accelerating Fujitsu's transformation, our Oceania leaders participated in Purpose Carving.

Browse through a snapshot of purpose statements from our region below.

Image: Fujitsu maintains a whole-of-company Purpose Wall that brings to life the values that bring people to work every day. This collective reflection helps foster a culture where employees feel seen, valued and inspired to be their full selves at work.

FY25 impact - continued

We continue to strive to eliminate preventable incidents and illness, however, if a work-related injury or illness occurs, we ensure that the impacted employee is supported during their recovery and return to work with a focus on early intervention. Our health and wellbeing support services also extend to those with non-work-related injuries or illnesses. In 2025, our focus was on psychosocial risk management, setting a foundation for our psychosocial strategy.

We continue to support all employees through our Workplace Adjustments policy, designed to remove or reduce barriers that a person could face during their day-to-day activities. Adjustments could be required for reasons such as, but not limited to, an existing or new medical condition, disability, neurodivergence or long-term injury.

Ask Safety, a ServiceNow product, is now embedded into the business as our safety management system.

We continued to invest in leadership capability through our Leading with Purpose workshops. Delivered face to face across key locations, the program strengthened purpose led leadership, storytelling and collaboration skills. Leaders developed practical strategies for wellbeing and resilience - supporting engaged teams and regional strategy, to shape how we put our Purpose into everyday practice.

Future action

What's next?

-  Partnering with a leading and contemporary external education provider to deliver a resilience program for all employees, targeted at individual workplace wellbeing.
-  Delivery of operational safety training for targeted senior leader cohort.
-  Ask Safety Phase 2 roll out, including mobile enablement, dynamic risk assessments and leadership tours.
-  Line of Business Psychosocial risk assessments and development of control measures to minimise risk.
-  Continue to focus on early intervention and injury management, delivering targeted training to leaders and individualised care plans.



FUJITSU-PUBLIC

Image: A quokka on Wadjemup (Rottnest Island), WA, Australia. Image supplied by Charlotte Wright.



Image: Dusk at Glenelg, SA, Australia. Image supplied by Tobias Gattineau.

3

Community impact

Our people contribute to the wellbeing of our local community.

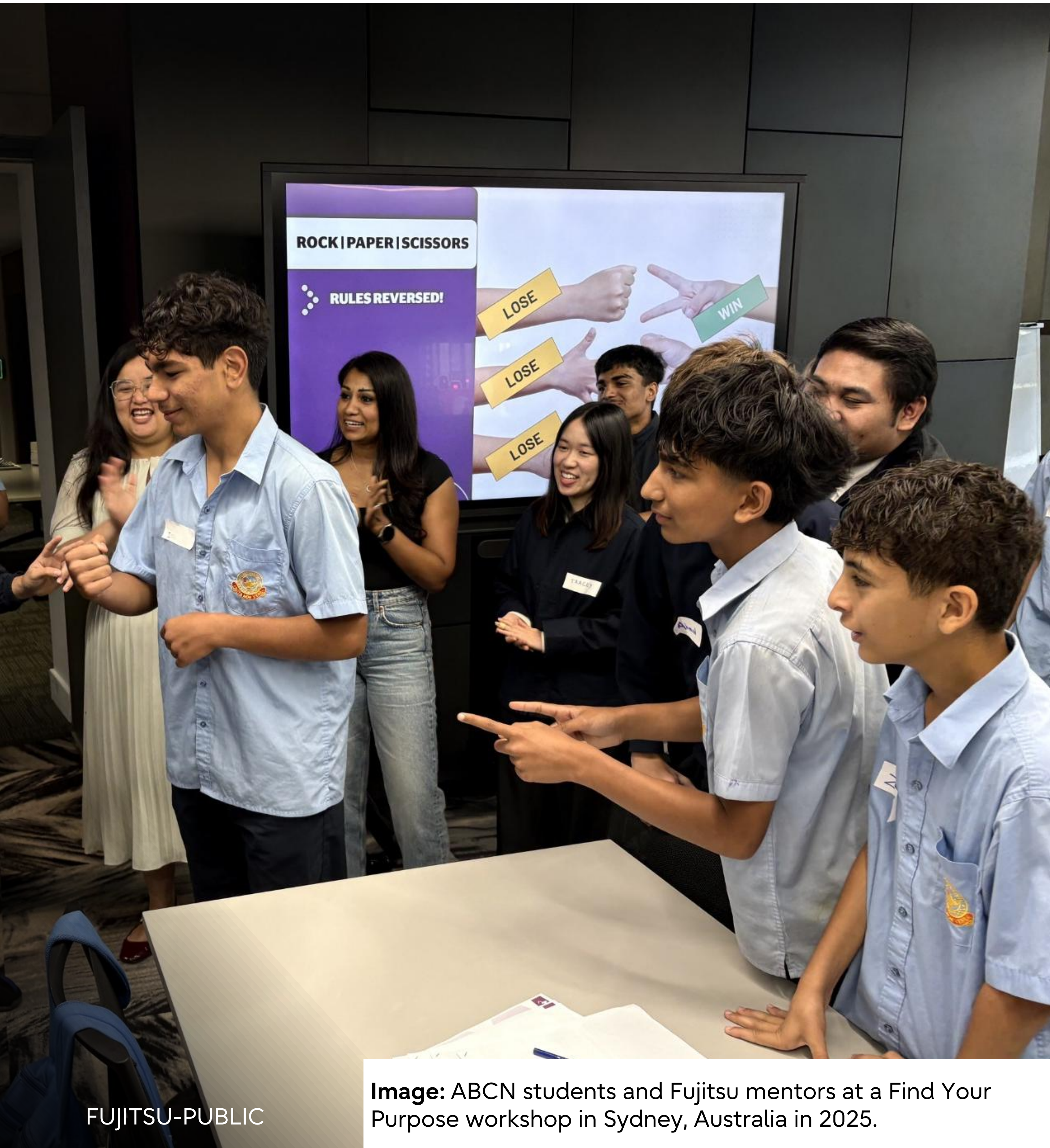


Image: ABCN students and Fujitsu mentors at a Find Your Purpose workshop in Sydney, Australia in 2025.

Key targets

- 

Increase the number of hours volunteered by staff using Fujitsu’s Volunteering with Purpose Leave.
- 

Increase overall contributions (cash, time and in-kind) spent on social impact activities per employee.

FY25 performance to targets

	FY24	FY25
Volunteer hours	1,056 hrs	1,534 hrs
Spend per employee	\$288	\$255
Percentage increase (hours)	24.7%	45%
Percentage difference (spend per employee)	+6.6%	-11.45%

We use Business for Societal Impact (B4SI), a global standard for measuring and managing a company’s social impact, to determine the positive contributions we are making within our local communities.

We contributed a **total of 629,326** in cash, time and in-kind towards social impact activities in FY25. This did amount to a small decrease from our previous reporting period, largely due to a significant project requiring support and investment in its development, rather than expansion.



FY25 impact

All employees are eligible for Volunteering with Purpose Leave – 3 days paid leave each year to volunteer with organisations and for initiatives that align with our materiality.

Through strategic partnerships, we support organisations that make an impact in our local communities. These organisations include Young Enterprise Trust, the Graeme Dingle Foundation, ABCN and Fortem Australia.



ABCN students and Fujitsu mentors at a Focus workshop in Sydney, Australia in 2025.

As [ABCN \(Australian Business Community Network\)](#) members, we are working together to close the digital divide through participating in workshops that encourage students to pursue STEM subjects. Over 2025, a total of 144 Fujitsu mentors volunteered in various ABCN workshops, supporting 296 students across Australia. These workshops support students underrepresented in the IT sector including young women and First Nations students.

Our employees benefit from these programs too, with 94% of mentors saying that mentoring with ABCN made them feel more inspired to help others more often and 90% agreed that their mentoring and coaching skills improved as a result.

FY25 impact - continued



Image: Taylor Shera supporting the Graeme Dingle Foundation in 2025.

Graeme Dingle Foundation

Our brave Taylor Shera (Managed Security Operations Practice Lead) rose to the challenge and participated in the Graeme Dingle Foundation’s annual ‘Drop Your Boss’ event! Taylor Shera raised NZD \$3,116 funds for the Graeme Dingle Foundation who work with tamariki and rangatahi (young people) in Aotearoa New Zealand to help them develop resilience, build self confidence and face their futures with more confidence.

Fujitsu also made an in-kind donation of 34 refurbished laptops to the Graeme Dingle Foundation, a contribution that enables enhancement of the delivery of its programmes for tamariki and rangatahi, supporting staff and participants with improved access to technology.

September

During September, we had 64 Fujitsu steppers participate and raise money for the Cerebral Palsy Alliance as part of their annual fundraiser, Steptember. This event raises awareness, generated funds and creates opportunities for people with cerebral palsy. Alongside a donation from Fujitsu, our impressive steppers raised \$10,187.

Fortem Australia

Fujitsu is proud to support Fortem Australia, Australia’s leading not-for-profit organisation delivering support to first responders, their families and former first responders. Fortem provides social connection activities, clinical services, career management and mental health literacy resources.

Across 2025, Fujitsu has contributed over \$12,000 to Fortem and we’re helping to raise awareness of the vital support and services Fortem provides. In Sydney, Fujitsu volunteers also dedicated their time to support Fortem’s *Thank a First Responder Day* initiative.



Image: Fujitsu volunteers with Fortem at the Thank a First Responder Day Big BBQ in Sydney, Australia in 2025.

Collaborating with tertiary institutions in our communities

In 2025, we continued to nurture our longstanding partnership with Te Herenga Waka - **Victoria University of Wellington**, supporting two Honours students through the Fujitsu Cyber Security Services’ scholarship. This scholarship empowers the next generation of diverse, purpose-driven leaders and in doing so contributes to a more secure and resilient Aotearoa New Zealand.

Future action

What's next?



Refine our impact reporting beyond contributions and outputs in line with best practice.

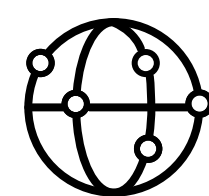


Provide more opportunities to increase the volume and frequency of skilled volunteering.

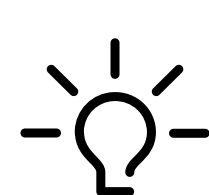


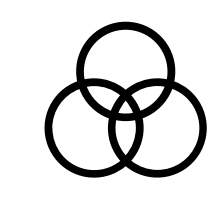
Image: Taylor Shera off the Auckland Sky Tower for the Graeme Dingle Foundation in 2025.

Engage with us

 **Digital co-creation**
If your business is interested in our digital co-creation capabilities, [book a co-creation session](#) to help solve your business challenges, or to discover more of our digital co-creation capabilities.

 **Purposeful collaboration**
Do our purpose and values align with yours? [Reach out to the Office of Purpose team](#) to see if there is a way for us to collaborate.

 **Work with us**
Fujitsu is a diverse organisation always looking for passionate people with varied backgrounds and skills to help us achieve our purpose of making the world more sustainable by building trust in society through innovation. [Head to our careers page to view our current vacancies.](#)

 **Community partnerships**
If you have a community partnership proposal for us to consider, that aligns with our strategy or purpose focus areas, [reach out to the Office of Purpose team.](#)

Connect with us



Email Oceania.Purpose@Fujitsu.com



Image: Sapphire Wind Farm in NSW, Australia, which provides Fujitsu’s Power Purchase Agreement (PPA).
Image credit: Squadron Energy and Sapphire Wind Farm.

