



Responsible Business Report 2023-2024

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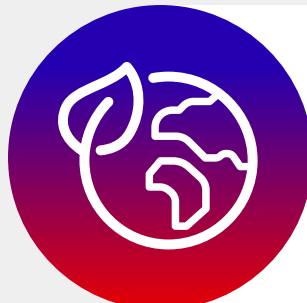
Fujitsu acknowledges First Nations Custodians of Country and recognises their continuing connection to land, sea, culture, and community. We pay our respects to Elders past and present.

Message from the CEO

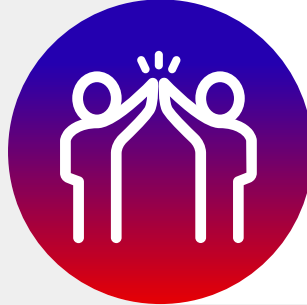


I am pleased to present Fujitsu Australia and Aotearoa New Zealand's Responsible Business Report for the Fujitsu financial year 2023-24 (1 April 2023 – 31 March 2024).

Fujitsu's purpose is to make the world more sustainable by building trust in society through innovation. As a digital transformation company, our purpose guides us as we create transformative change and trusted digital solutions that are sustainable, inclusive, and equitable. In Australia and Aotearoa New Zealand, we aim to be a market leader with a purpose-led model, showcasing excellence in three key material areas:



Planet – protecting our planet by solving environmental issues



People – caring for people by improving equity



Prosperity – driving equitable prosperity through our trusted digital solutions

Throughout the year we have continued to improve the sustainability of our solutions, not just for our customers but for broader society. A great example of this is our collaborative work using AI for threatened animal conservation and invasive species management. We have focused on how we can collaborate to reduce consumption, keep resources in circulation, and contribute to a regenerative society – saving costs for us and our customers at the same time. Australia's renewable energy usage grew to 47% in this financial year; this is a great result thanks largely to our Power Purchase Agreement.

Being a people-focused business, purpose is the anchor of Fujitsu's success and our people are passionate about living their purpose in their daily work. We are working hard to increase the diversity of our teams, including developing programs and strategies to increase our female talent, especially in technical roles. I am thrilled to see more people using their Volunteering with Purpose Leave to contribute to our Australian Business and Community Network (ABCN) program, or to a cause important to them. As volunteering is linked to improved employee wellbeing, it is important that we support our team members to give back.

Fujitsu continues to collaborate with partners and customers to create social impact. A few great examples include the [Cherbourg Digital Service Centre](#) and [Woolworths 'Mini Woolies' program](#). I look forward to seeing more purposeful customer collaborations in the coming year.

Finally, I want to thank our people for contributing to our vision to drive sustainability, inclusion, and equitable prosperity across our region. This report is a testament to the positive impact we can make together.

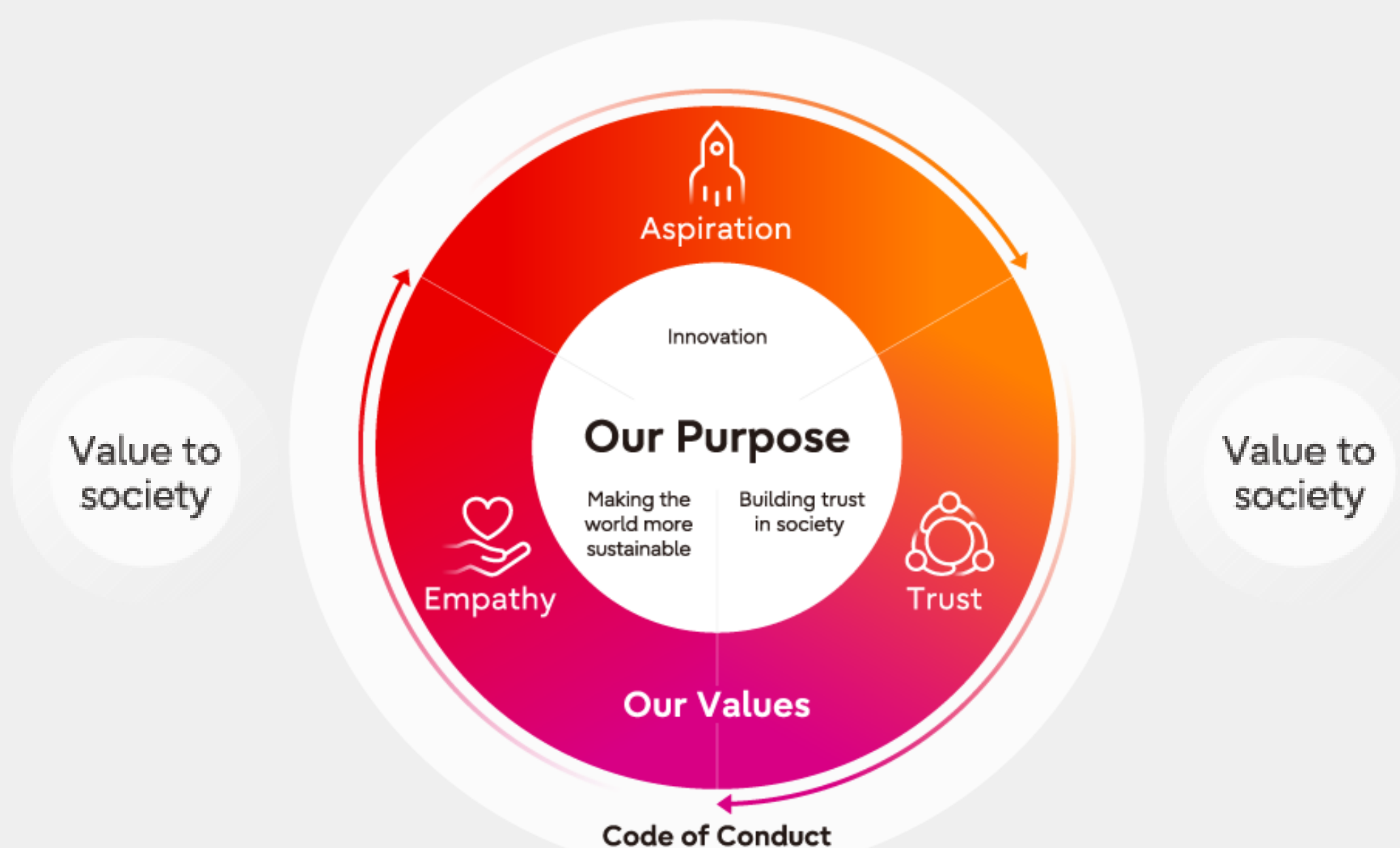
Graeme Beardsell

The Fujitsu Group is the world's 9th largest, and Japan's 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 the global responsible business framework. Our vision is to be a technology company that realises net positive through digital services by 2030.

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



[Learn more about the Fujitsu Way](#)

About Fujitsu Group

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

Fujitsu's Materiality

Essential contribution
Foundation for achieving sustainable development

Solving global environmental issues

Developing a digital society

Improving people's wellbeing

Technology

Management foundation

Human capital

Vision for 2030 : Be a technology company that realises net positive through digital services

Input	FY2023 results
Financial capital	
●Total assets	¥3.5 trillion
●Growth investment	¥202.1 billion
Human capital	
●Number of employees	124,000 people
●Ratio of female employees	25%
Natural capital	
●Energy consumption	4.88 PJ
Technology and intellectual capital	
●R&D investment	¥123.3 billion
●Investment for strengthening management foundation	approximately ¥75.0 billion
Social and relationship capital	
●Community activity related expenditures	¥2.46 billion

Fujitsu's business activities

Key strategies

Business model and portfolio strategy

Customer success / Regional strategy

Technology strategy

People strategy

GRB (Global Responsible Business)



Outcome

Providing value to society
Stakeholders
Customers, shareholders, employees, partners, society, and the next generation

Solving global environmental issues Planet



Contribute to reduced global GHG emissions
FY2030 targets : 0.3%

Developing a digital society Prosperity



Digital accessibility
FY2030 targets : 150 million people+

Improving people's wellbeing People



Number of ICT skills and education provided
FY2030 targets : 12 million people+

Management targets (Financial /Non-Financial)			FY2023 results	FY2025 targets
Financial indicators	Business growth and improved profitability	●Revenue	¥3.8 trillion	¥4.2 trillion
		●Adjusted operating profit	¥283.6 billion	¥500.0 billion
	Strengthen cash generation capabilities	●Core FCF	¥197.2 billion	¥300.0 billion
	Increase efficiency of corporate capital	●EPS CAGR (FY2022-2025)	12%	14-16%
Non-financial indicators	Contribute to reduced global GHG emissions (Compared to FY2020)	●Scope1,2	41.6% reduction	50% reduction
		●Scope3 cat11	34.2% reduction	12.5% reduction
	Customer NPS® (Compared to FY2022)		+7.7	+20
	Operating income per capital (Compared to FY2022)		-11%	+40%
	Employees	●Employee Engagement	69	75
	●Diverse Leadership	16%	20%	

Value creation model

Fujitsu Australia and Aotearoa New Zealand highlights:



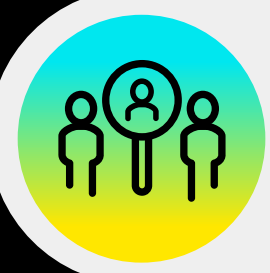
Gold Partner of NSW Government Sustainability Advantage Program



\$17.5M spent with diverse suppliers including small-to-medium and female-owned businesses



Signatory to the Sustainable Business Council NZ Climate Leaders Coalition Statement of Ambition



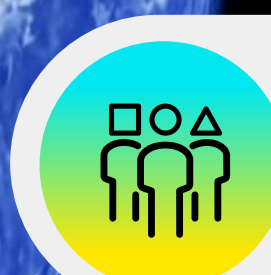
Employee engagement score of **73** (+1 from previous year Dec 2022)



Running on **47%** renewable energy in Australia



238 students supported through ABCN mentoring in 2023



Gold award-winning LGBTI+ inclusive workplace



17 events championing diversity and inclusion within our business



24% female employees and **25%** female leaders



\$720,372 cash, time and in-kind contributed to social impact activities (equal to \$270 per full-time equivalent employee)



Over **\$2.2M** spent with First Nations-owned businesses



Solving environmental issues



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

At Fujitsu, we prioritise making our own operations more sustainable, while simultaneously working with our customers, partners, and suppliers to solve their respective 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.

You can read more about [our Fujitsu Environmental Action Plan and current Stage XI Targets here](#). In Australia and Aotearoa New Zealand, we adhere closely to the Fujitsu Group commitment and translate these into actions that have the most material impact on our local operations. All our sites are ISO:14001 (environmental management system) certified.



Decarbonisation: implementing strategies to decarbonise our business and value chain.



Circulatory: transitioning to a circular business model.




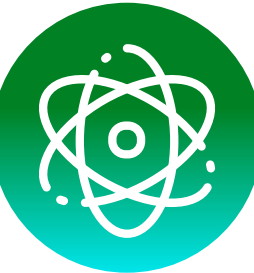
Nature and biodiversity: preserving critical nature capital and biodiversity.


1

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

Key targets

- 

Reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 50% by FY25-26 (FY20 baseline).
- 

Source minimum 50% renewable energy by FY25-26 (global target).
- 

Explore setting a Scope 3 GHG target for FY25-26.

Financial year 2023-24 (FY23) impact

Decarbonisation:

Fujitsu Australia’s renewable electricity usage across our entire Australian operations was at 47% in FY23, largely thanks to the Power Purchase Agreement (PPA). We are currently working on a second PPA to get us to 100% renewable electricity usage. This year, we also began an innovative [electric vehicle \(EV\) trial](#) with Origin Energy for Fujitsu’s operational fleet of vehicles.

Following the successful installation of a solar photovoltaic (PV) system at Fujitsu’s data centre in Eight Mile Plains, Qld (Australia), we have developed a roadmap for solar installations across all data centre and large warehouse sites.

During FY23, we continued to explore opportunities to improve energy efficiency across our sites, especially our data centres. For example, the North Ryde (NSW, Australia) Data Centre power usage effectiveness (PUE) improvement project (completed in 2023) increased supply air temperature, resulting in a substantial energy saving of 504,000kWhR (Waste Heat Recovery) annually.

Financial year 2023-24 (FY23) performance to target

Scope		GHG emissions (t CO2-e)	% change from FY20 baseline
Scope 1		1,747	- 8%
Scope 2	Location based	57,485	- 48%
	Market based	23,792	N/A*
Scope 3 (flights only)		1,392	887%**

	FY20 baseline	FY23-24
RE Percentage	0%	47%

RE – renewable electricity
GHG – greenhouse gas
[See more on our operations and targets here.](#)

* Scope 2 emissions were not calculated under the market-based approach in our FY20 baseline year.
** Scope 3 (flights only) emissions have significantly increased in comparison to our FY20-21 baseline year due to the resumption of normal business travel activities post-COVID restrictions.

Climate risk:

Fujitsu Group has been reporting against the Taskforce for Climate Related Financial Disclosures (TCFD) framework since 2021. Fujitsu Australia and Aotearoa New Zealand have been building upon this foundation with region-specific climate risk and opportunity management. Commencing in 2019 and most recently refined in 2023, this region-specific assessment of risk, opportunities and related actions is an integral part of our climate action strategy, which informs our responsible business growth strategy. In FY23, Fujitsu undertook a climate risk and opportunity workshop to refresh our existing baseline. We are pleased to [publish our region specific TCFD Disclosure](#).

Future action

What’s next?

- 

Continuing to pursue actions to meet our Fujitsu Group-wide target of 100% renewable energy and Net Zero Scope 1 and 2 by 2030.
- 

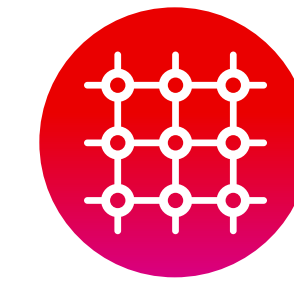
Setting Scope 3 GHG year-on-year emissions reduction trajectory, aligned to [Fujitsu Global’s Science-Based Targets \(SBTi\)](#).
- 

Expanding our decarbonisation actions including finding solutions for hard-to-abate replacements such as diesel generators and refrigerant gases at our data centres.
- 

Building upon our existing climate strategy and risk management foundation by preparing ourselves for the incoming Australian mandatory climate disclosure framework.



Key targets



Develop products and services that contribute to a circular economy business model.

Financial year 2023-24 (FY23) impact

The Lidcombe National Distribution Centre is our largest and primary site for waste management activity in Australia and Aotearoa New Zealand. With a 97% diversion rate from landfill - an 8% increase from the previous year, we demonstrate our commitment to continually improve operational efficiency.

In FY23, the Fujitsu Australia and New Zealand Sustainable Packaging Strategy was approved and launched, guiding the business in improving the sustainability of our packaging throughout the product lifecycle. Polystyrene and polyethylene loose-fill packaging has been removed from our outbound supply chain and we recycle any collected from inbound freight across Australia. Box sizing for packaging purchased at the main warehouse has been reviewed and reduced where possible, saving on packaging material, freight costs and CO₂ emission across our region.



Financial year 2023-24 (FY23) performance to target

97%

of waste diverted from landfill at our main warehouse based in Lidcome, Australia.

Launched inaugural Sustainable Packaging Strategy.

Future action

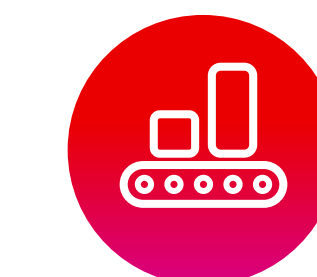
What's next?



Fulfil agreed Australian Packaging Covenant Organisation (APCO) Action Plan targets and report results next year.



Continue to investigate opportunities to reuse packaging and packaging components.



Collaborate with procurement to introduce positive weighting in procurement processes for suppliers who review packaging against the Sustainable Packaging Guidelines.

2

Minimise environmental impact and transition to a circular business model.

3

Preserve critical natural capital and biodiversity.

Key targets



Undertake a gap analysis between the Taskforce on Nature-related Financial Disclosures (TNFD) and Fujitsu's nature-positive performance.

Financial year 2023-24 (FY23) impact

AI and innovation for nature

In FY23, Fujitsu Australia continued to co-develop the proof-of-concept 'WildAI' alongside [Indigenous Precision Services](#) and [Sci-eye](#). It aims to investigate how an integrated SaaS (Software-as-a-Service) platform with highly accurate and detailed ecological AI-derived data might assist with research, conservation and population control efforts. Our region is also leveraging digital technology and AI from Fujitsu Global, to help address urgent threats to our world's ocean health and biodiversity. For example, the [Ocean Digital Twin](#) technology aims to enable advanced verification of marine-related measures.

Acting locally

Spearheaded by our team of graduates, 24 Fujitsu employees used Volunteering with Purpose Leave to clean up local parks across Sydney, Melbourne and Brisbane at the inaugural Fujitsu World Clean Up Day event in September 2023.

Financial year 2023-24 (FY23) performance to targets



Fujitsu Australia undertook an initial gap analysis between TNFD and Fujitsu's nature-positive performance through Sustainability Advantage's 'Partnering with Nature' tool.

Future action

What's next?



Establish a baseline for our impact on nature using the TNFD framework and/or Fujitsu Group's ecological framework metric.



Develop Fujitsu inaugural nature positivity strategy.

Melbourne team members volunteering for our cleanup event.

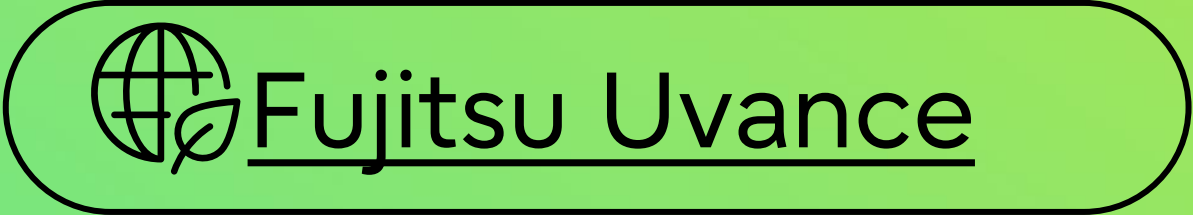


Fujitsu team members cleaning up nearby parks next to the Sydney office.




Prosperity


Creating a trusted digital society



In our rapidly digitising world, creating a trusted digital society has become paramount. This 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 sustainable digital future.

 **Inclusive digital solutions:** design digital solutions that regenerate society and are free from harm.

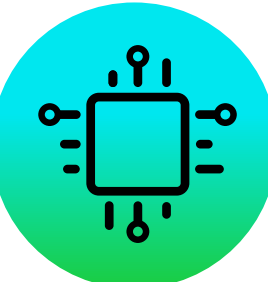
 **Close the digital divide:** contribute to equitable digital skills development.

 **Sustainable growth:** grow our business sustainably and responsibly.



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

Key targets



Ethical AI:
Implement only AI solutions that are ethical, safe, responsible and aligned with Fujitsu’s values and purpose.

Financial year 2023-24 (FY23) impact

Fujitsu’s AI technologies aim to expand human productivity and creativity, and it is exciting to see how AI is being used as a driving force for sustainability transformation.

One fascinating example is [Fujitsu’s Fleet Optimisation solution](#), which uses digital twin simulation technology to streamline fleet deployment and operations.

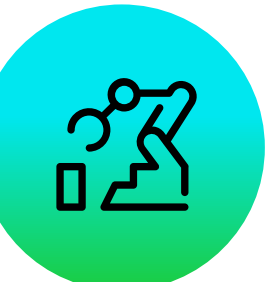
[Read more about how Fujitsu is using AI to support businesses’ sustainability transformation](#), from reducing vehicle emissions from cars, to enhancing food safety and promoting healthy living.

Financial year 2023-24 (FY23) performance to targets

In FY23, Fujitsu continued to evolve its ethical AI commitments in line with the [Fujitsu Group AI Commitment](#) launched in 2019. Our [AI governance](#) and best practice is outlined in last year’s [Responsible Business Report 2022-23](#).

Future action

What’s next?



Establish an inaugural AI ethics committee that will work closely with Fujitsu Global to oversee various activities such as training and development, and ethical risk and impact assessments within our region.



Key target



Governance and compliance:

Promote an organisational culture of ethical business conduct and legal compliance.

Financial year 2023-24 (FY23) performance to target

Global Compliance Training was completed by **99.2%** of Australian and Aotearoa New Zealand employees.

Financial year 2023-24 (FY23) impact

Fujitsu has a rigorous corporate governance and internal control system globally. We have an established and well-adopted compliance framework and promote an organisational culture of ethical business conduct and legal compliance.

As part of procurement's annual supplier risk outreach, we distributed the Fujitsu Supplier Compliance Training pack to over 650 suppliers across our region. The training covers general compliance, high-risk countries and red flags, and the use of [Fujitsu Alert for anonymous reporting](#).



Future action

What's next?



Implement comprehensive anti-bribery and corruption compliance program.

Key target



Human rights:

Champion human dignity in all our corporate activities, both in the real world and digitally, as we strive to create human-centric value.

Financial year 2023-24 (FY23) performance to target

Fujitsu continues to implement a variety of initiatives to mitigate the risks of human rights violations for employees, customers, end-users, and suppliers.

The Fujitsu Group Human Rights Statement applies to all Fujitsu employees and is encouraged to be adopted by our external stakeholders too.

Financial year 2023-24 (FY23) impact

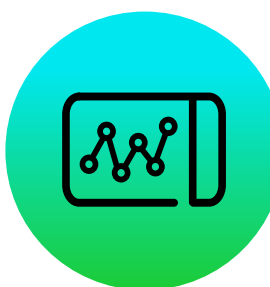
In FY23 Fujitsu, including our region, contributed to the following actions to support our human rights goals. These included:



The formulation of the [Fujitsu Group Sustainable Procurement policy](#), based on the Responsible Business Alliance guidance. It includes supplier and partner codes that protect human rights internationally and ensure human rights laws are adhered to.



The promotion of [Work Life Shift](#), enhancing our systems to support a variety of working styles and flexible working arrangements. This aims to improve work-life balance and provide better support for employees with caring responsibilities.



Delivery of a new resource toolkit to offer guidance on the ethical impact of AI systems, as part of our mitigation activities for customers and end users.

Future action

What's next?



Conduct continuous human rights e-learning courses (maintain an attendance rate of 90% or more).



Hold annual stakeholder dialogue sessions to ensure we are across material human rights priorities.



Work with our partners, customers and NGOs to establish activities that enable human rights, using Fujitsu's expertise and technologies.

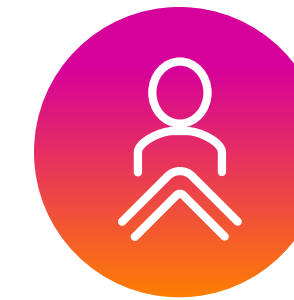


2 Champion the growth of digital innovation as a vehicle for purpose-driven change.

Key targets



Grow responsibly and make investments for sustainable impact.



Contribute to closing the digital divide in society – in line with Fujitsu's Group Target of [Digital Accessibility for 150 million people](#).

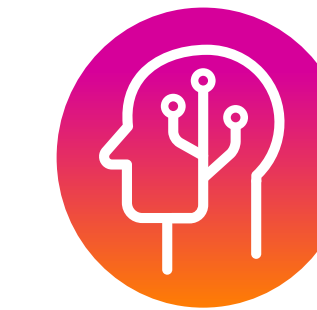
Financial year 2023-24 (FY23) impact

Purpose and values are key to selecting and vetting acquired partners. We are only interested in companies that share our values and commitment to sustainability, social responsibility, and good governance.

This year, we were thrilled to welcome [MF&A, a client-centric cyber and business consultancy consultancy](#). Its success stems from its highly diverse workforce and inclusive culture, which sets it apart from its peers.

As a digital transformation company, Fujitsu is focused on advocating for and improving digital accessibility. Our aim is to ensure that all employees, customers, and members of society can use our solutions, products, services, and systems and can understand our communications.

Financial year 2023-24 (FY23) performance to targets



Contributed \$39,000 worth of repurposed devices in our communities.



Hosted 3 science, technology, engineering and mathematics targeted [ABCN workshops called 'Innovate'](#).



Fujitsu volunteer mentors with students from a high school in Victoria enjoyed an in-person workshop with ABCN at the Fujitsu office in Melbourne.

Financial year 2023-24 (FY23) impact - continued

We are working with [ABCN \(Australian Business Community Network\)](#) to close the digital divide through participating in workshops that encourage students to pursue STEM subjects. In 2023, Fujitsu volunteers mentored students in three “Innovate” workshops held across Victoria, New South Wales and Queensland. A total of 117 Fujitsu mentors volunteered in various ABCN workshops, supporting 238 students across Australia. These workshops support students underrepresented in the IT sector including young women and First Nations students. We’re also bringing our customers along on our journey, with City of Gold Coast mentoring together with us in an “Interview 2 Impress” workshop.



Young women participate in an online ABCN workshop.

To further expand the talent pipeline, Fujitsu has partnered with the CSIRO Young Indigenous Women's STEM program, providing workshops to First Nation high school students. We enjoyed meeting students from western NSW in April 2023 and hosting them at our Sydney Digital Transformation Centre (DTC) located at Macquarie University.



Students from the CSIRO Young Indigenous Women's STEM Academy with Fujitsu team members in Sydney.

Fujitsu continues to support the Mini Woolies program, with our customer Woolworths. The Mini Woolies program involves the development of 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 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 November we celebrated our 90th site launch providing over 7,110 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.](#)



Fujitsu and Woolworths celebrated the opening of the Mini Woolies at the St Philip's Christian College Dynamic Learning and Young Parents in Waratah, NSW in Oct 2023.

We are proud to continue to support our community partner, Soldier On. Our in-kind contribution helped [create an online platform](#) that connects pledge partners with veteran participants and facilitates access to other opportunities. In pilot phase as of April 2024, the portal will also connect veterans with additional support services and tools, and enable Soldier On pathways officers to guide veteran participants through new employment opportunities. [Read more about how we're supporting veterans here.](#)

Future action

What's next?



Develop more strategic collaborations with our community partners.



Increase digital skills training provided to groups underrepresented in the IT sector.



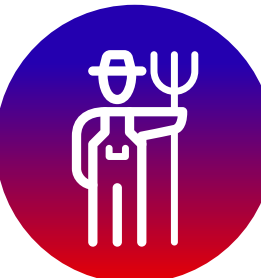
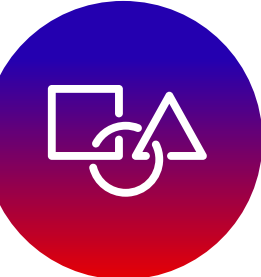

Donate all fit for purpose laptops to our community partners.



3

Foster a diverse and equitable supply chain.

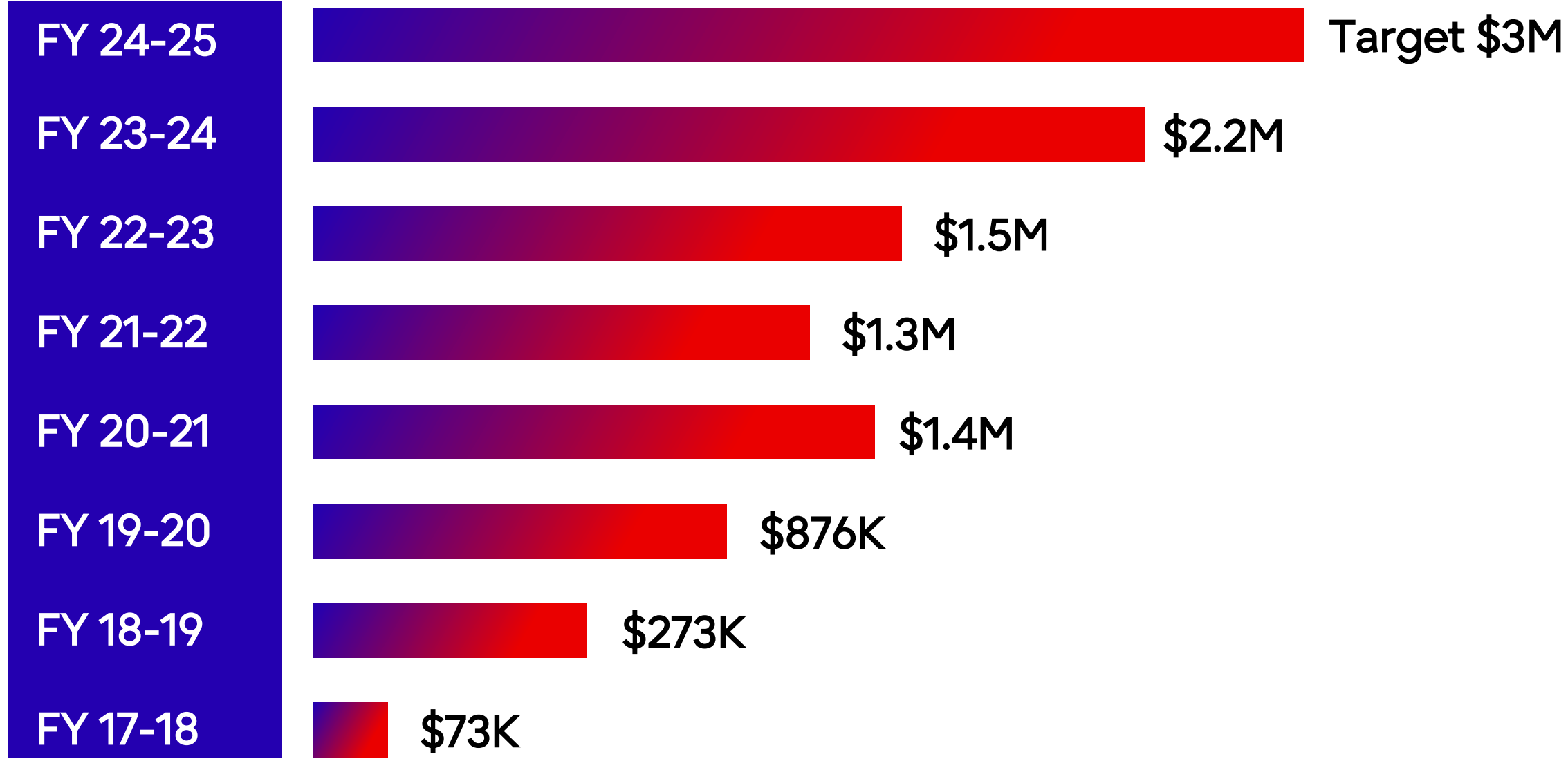
Key targets

-  Achieve AU\$3M spend with First Nations-owned suppliers.
-  Achieve AU\$10M with diverse businesses including small-to-medium enterprises (SMEs) (exclusive of spending with First Nations suppliers).
-  Uphold ethical supply chain practices by promoting sustainability principles and eliminating modern slavery risks.

Financial year 2023-24 (FY23) performance to targets

-  We achieved a total of AU\$2,226,123 spend with First Nations-owned suppliers. Though missing the AU\$3M FY target, this was our largest yearly spend to date.
-  We exceeded our FY target spending AU\$17.5M on diverse suppliers including SMEs.

Fujitsu spend with First Nations suppliers (AUD) - exclusive of GST



Of the 92% of in-scope suppliers (accounting for 88% of our third-party supplier spend) that completed the FY23 supplier questionnaire, 85% reported that they do not provide goods or services known to have a high modern slavery risk factor. Among those that do, 81% have policies or procedures in place to combat modern slavery risks.



Financial year 2023-24 (FY23) impact

We have continued to work with our partners, the Indigenous Defence Infrastructure Consortium (iDiC) and Supply Nation to invest more in First Nations-owned businesses. Diversifying our supply chain and supporting a growing Indigenous business sector is a win for all.

In this FY, we entered the second year of [our partnership with the Cherbourg Digital Service Centre](#). Together with the Queensland Government, TAFE Queensland and our customer, Australia Post, we have been [assisting the Centre to grow its capacity](#), while subcontracting a proportion of our service desk work with Australia Post to the Centre. We were also pleased to award a significant contract to an Aboriginal-owned business through the iDiC for security guard services at one of our Sydney data centres.



We have been working with all suppliers to assess modern slavery risks by conducting ongoing assessments as part of Fujitsu's Supplier Management Framework and risk management activities.

This year's supplier questionnaire was expanded to a pool of over 750 suppliers across the Asia Pacific region, including critical and major suppliers in ASEAN countries for the first time.

We also created a ServiceNow-based Modern Slavery Risk Register, conducted regular reviews for remediation actions and measure overall progress.

More information can be found in our most recent [Modern Slavery Statement](#).

Future action

What's next?



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



Encourage as many suppliers as possible to circumvent modern slavery risks by implementing mandated modern slavery requirements in their own procurement processes and providing ongoing educational support.



Explore market-leading tools and platforms to automate the risk management process for modern slavery.



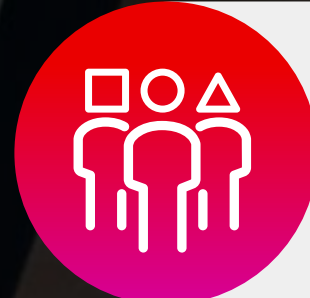


People

Improving equity and belonging



To ensure that our organisation is diverse, we must first have an inclusive and equitable workplace culture, and healthy people who have genuine connection to the communities in which we operate. We do this because diverse systems are more resilient, allowing us to better meet the needs of our customers and society.

We focus our impact across three areas and measure our success against key targets in each area:

-  **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.

Fujitsu's vision is to be an employer of choice that reflects the diversity of our community in our business and value chain by creating equitable opportunities and a culture of belonging.

Our diversity, equity, and inclusion focus areas inform our impact in Australia and Aotearoa New Zealand.

-  **Accessibility and Disability**
-  **Gender equity**
-  **LGBTI+ inclusion**
-  **First Nations inclusion:** Reconciliation Action Plan and Māori and Pacific Peoples Inclusion Plan
-  **Veterans and Emergency Responders**




Our targets were developed in partnership with our external partners and internal employee advisory groups, to ensure that we are prioritising the right actions for maximum impact.



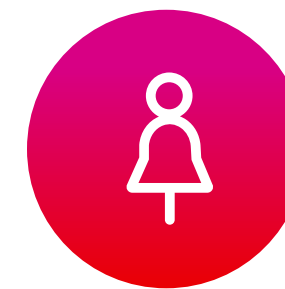




1 Diversity, equity, and inclusion

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

Key targets

-  Contribute to Fujitsu's global target of increasing ratio of female leaders to 20%.
-  Implement a new Gender Equity Strategy including targets for increasing female and gender diverse talent by FY23.
-  Support LGBTI+ inclusion by achieving gold level status in the Australian Workplace Equality Index (AWEI); and maintain 'Strengthening Practice' in Rainbow Tick New Zealand's certification in 2023.
-  Launch Access & Inclusion Strategy in FY23.
-  Maintain commitment to Australian Government Veteran Employment Commitment program.

Financial year 2023-24 (FY23) performance to targets

-  Female composition overall 23%. Female leadership 24%.
-  Fujitsu launched its inaugural Gender Equity Strategy on International Women's Day in March 2024. This strategy includes goals to achieve 40% female representation across the company, at management levels, and on the executive team by 2030.
-  Fujitsu proudly maintained gold level in the AWEI and 'Strengthening Practice' level in Rainbow Tick for the second time during 2023. Our submission highlights included celebrating Pride Month, running LGBTI+ inclusion training for managers and employees across Asia Pacific and commencing a pro-bono project to digitise the AWEI.
-  Fujitsu has made significant progress on its inaugural Access and Inclusion strategy and aims to launch it December 2024. Extra time was needed to consult with internal stakeholders and engage our newly formed Talent Acquisition team.
-  Fujitsu proudly maintained its commitment to the Veteran Employment Commitment, and with a new three-tiered level program launched in 2024, we achieved 'Veteran Employment Supporter' status in mid-2024.

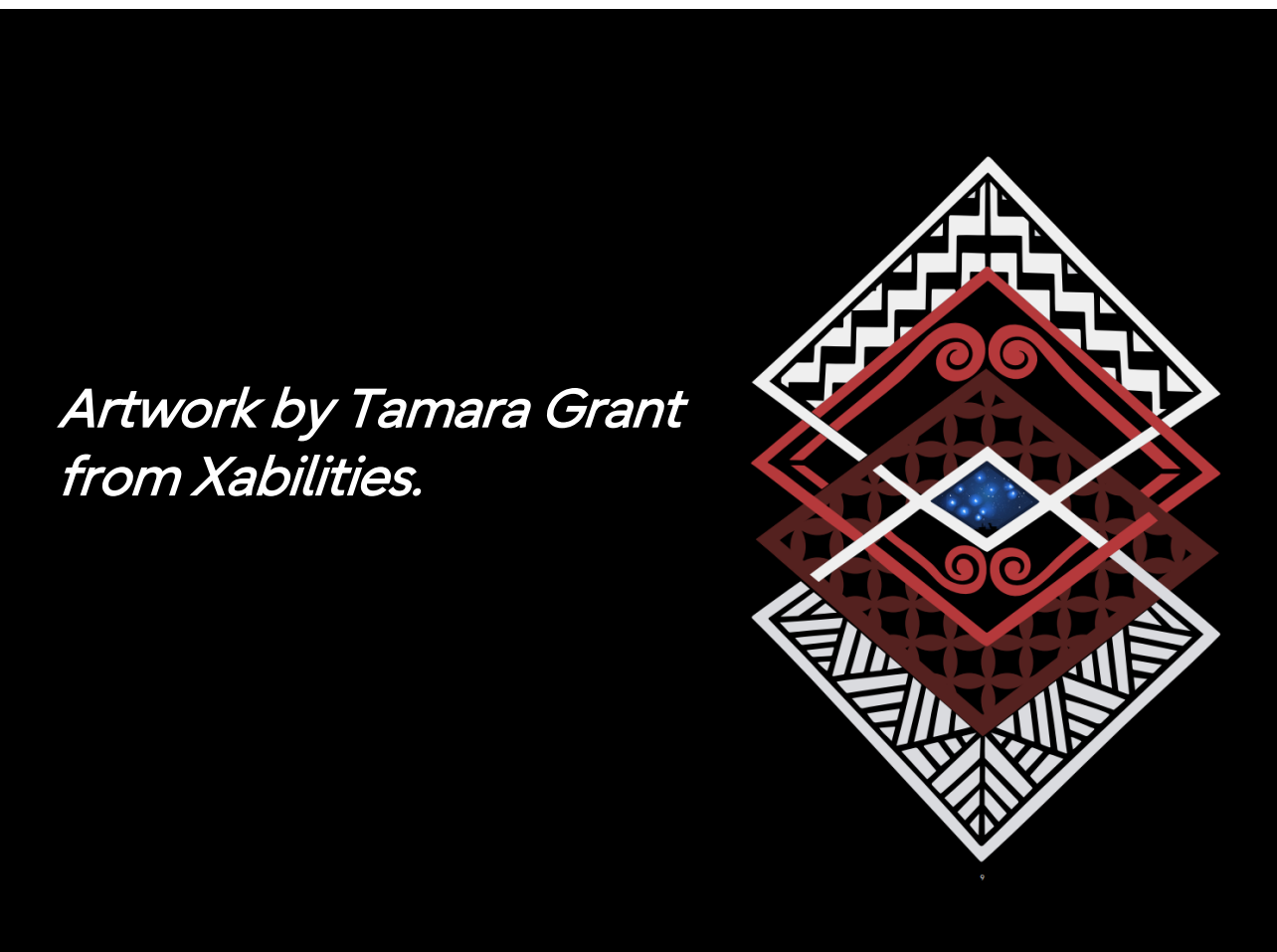
Key targets - continued



Complete [2021-23 Reconciliation Action Plan \(RAP\)](#) and publish progress report; publish next 2024-26 Innovate RAP by FY24.



Continue to progress actions within the [Māori and Pacific People's Inclusion Plan 2021-25](#).



Financial year 2023-24 (FY23) performance to targets



Fujitsu conducted an internal workshop, published a final RAP report and held external stakeholder meetings following the conclusion of the Innovate 2021-23 RAP. During the year of the Voice Referendum and the subsequent 'no' result, Fujitsu felt it was important to take stock and work with Reconciliation Australia and internal and external stakeholders to develop a meaningful RAP that engages our entire business. Our important digital inclusion work with First Nations communities and businesses has continued, and we aim to launch our next RAP in late 2024.



Fujitsu progressed several actions within our Plan including:

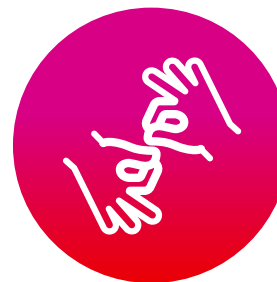
- Welcoming TupuToa interns to our business.
- Recognising Waitangi Day by conducting a workshop with Education Perfect on the te tiriti of Waitangi (Treaty of Waitangi).
- Partnering with Education Perfect to rollout online learning for te Reo Māori language and cultural competency.
- Conducting sessions with the Executive Leadership Team to support their understanding and pronunciation of key te Reo Māori phrases.

Financial year 2023-24 (FY23) impact

In FY23, Fujitsu made significant progress towards its objectives and targets, including running 17 diversity, equity, and inclusion employee engagements events across our focus areas. We recognise though, that to make positive and ongoing impact, all our people need to be empowered to contribute to our inclusion journey.

Future action

What's next?



Empower our people to embed diversity, equity, and inclusion mindsets into their roles through education, training and collaboration.



Pilot a new Asia Pacific Diversity, Equity, and Inclusion Talent Acquisition Strategy.



Obtain Australian Workplace Gender Equality Agency Employer of Choice certification by FY26.



Maintain Gold level status in the AWEI and maintain 'Strengthening Practice' in Rainbow Tick New Zealand's certification in 2024.



Improve participation in volunteer employee demographic data surveys to improve data accuracy and inform future targets.



Publish Innovate RAP 2024-26 by end of 2024 (and an inaugural Stretch RAP by FY26).



Publish Access & Inclusion Strategy and complete second submission to the Australian Disability Network's Access & Inclusion Index by FY26.



Achieve 'Veteran Friendly Employer' status in the Veteran Employment Program by FY24.



Conduct wider DE&I surveys to capture more qualitative and quantitative data.



Partner with external First Nations experts to support rollout of cultural competency training and education in Australia and Aotearoa New Zealand.







2

Employee wellbeing

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

Key targets


- 

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

Zero occurrences of serious work-related injuries.

Financial year 2023-24 (FY23) performance to targets

Question	2021	2022	2023	2026 - targets
Respectful treatment	77	79	78	80
Equal opportunity	73	76	75	77
Company purpose	57	61	65	67
Meaningful work	n/a	74	74	76

- 

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

Financial year 2023-24 (FY23) impact

Our employee engagement survey provides a way to measure and track different types of engagement levels broadly, and for different groups (where data exists). 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.
- I can explain the relation between our purpose and my work.
- The work that I do at Fujitsu is meaningful to me.



Financial year 2023-24 (FY23) impact - continued

In this FY, we improved by over 6% for company purpose; however, we reduced by 1 point for respectful treatment and equal opportunity; and remained steady for meaningful work.

We continue to make wellbeing initiatives available to all employees. This includes access to our Employee Assistance Provider, Assure, including access to their app and webinars. In this FY, we also launched a partnership with Unboxed Pride, an online therapy and counselling service for LGBTI+ people and allies.

While Fujitsu strives for zero occurrences of serious accidents, if a work-related injury or illness occurs, we ensure that the impacted employee is supported during their recovery and return to work. Our health and wellbeing support services also extend to those with non-work-related injuries or illnesses.



Future action

What's next?



Further rollout 'Purpose Carving' workshops to help employees develop their own purpose at Fujitsu.



Increase 'respectful treatment' and 'equal opportunity' scores.



Partner with global occupational health and safety (OHS) and wellbeing team to develop wellbeing indicators and a wellbeing survey for all employees.



3

Community impact

Our people to contribute to the wellbeing of our local community.



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 full-time equivalent (FTE).

Financial year 2023-24 (FY23) performance to targets

	FY22	FY23
Volunteer hours	570 hrs	846 hrs
Spend per FTE	\$210	\$270
Percentage increase (hours)	N/A	48%
Percentage increase (spend FTE)	N/A	29%

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 \$720,372 in cash, time and in-kind towards social impact activities.



Fujitsu hosted ABCN students for a face-to-face workshop in Brisbane.



We were pleased to host a group of First Nations students for an ABCN workshop in Brisbane.

Financial year 2023-24 (FY23) impact

At Fujitsu, we care about making positive impacts on the communities in which we live and work. All employees are eligible for Volunteering with Purpose Leave – 3 days paid leave each year to volunteer with organisations and activities that align with our materiality.

Through strategic partnerships, we support organisations that make an impact in our local communities. These organisations include Young Enterprise, the Graeme Dingle Foundation, ABCN and Solide© Fujitsu 2024 | 0089-01

Financial year 2023-24 (FY23) impact - continued



Graeme Dingle Foundation

Along with mentoring through the Graeme Dingle Foundation, we participated in their annual 'Drop Your Boss' event! Rob Purdy (Country Manager) rose to the challenge and raised NZD \$2,225 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.

Woolies Wheels and Walks

Fujitsu was a major Diamond Sponsor for the 'Woolies Wheels and Walks' event and partnered with Woolworths, Tour de Cure, and Pankind (the Australian Pancreatic Cancer Foundation) to raise valuable funds to find a cure for pancreatic cancer. We had 26 Fujitsu employees raise \$5,100.

Future action

What's next?



Further develop Fujitsu's Volunteering with Purpose Leave Policy to increase the volume of skilled volunteers.



Develop and implement Volunteering with Purpose Leave strategy.



Leverage B4SI's benchmark social impact reporting for best practice.



Advocate and improve digital accessibility as part of corporate strategy which covers brand communication, customer experience and workplace.

March On and STEPtember

We supported March On, an event hosted by Soldiers On, a not-for-profit organisation that deliver life-changing mental health services and programs so that returned defence force members and their families can "march on". Collectively over \$3,846 was raised by 32 Fujitsu employees who took part.

During September, we had over 71 Fujitsu steppers take a massive 18,401,566 steps as part of STEPtember. It's an annual event run by the Cerebral Palsy Alliance to raise awareness and much-needed funds. Our impressive step count amounted to \$6,883 raised.

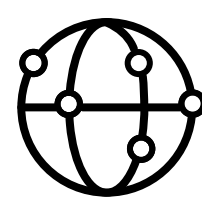
Fujitsu employee Stan Nguyen joined 70 Fujitsu employees for STEPtember 2023.

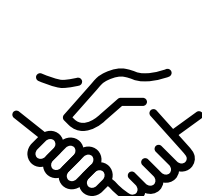


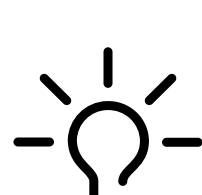
Fujitsu employee, Prakash Rebello proudly marched on with 31 colleagues in March 2023.

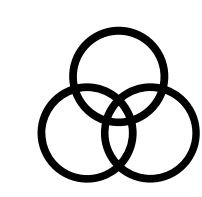


Engage with us

 **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 co-creation**
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

